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Wage Chronology

BITUMINOUS COAL MINES, 1933-68

Bulletin No. 1558



UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

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July 1967

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

This report is one of a series prepared by the Bureau of Labor Statistics to trace changes in wage scales and related benefits negotiated by individual employers or combinations of employers with a union or group of unions in selected collective bargaining situations. Benefits unilaterally introduced by an employer are generally included. The information is obtained from collective bargaining agreements and related documents, voluntarily filed with the Bureau as new settlements are reached. Any description of the course of collective bargaining is derived from news media and confirmed and/or supplemented by the parties to the agreement. The chronologies, dealing only with selected features of collective bargaining or wage determination, are intended primarily as a tool for research, analysis, and wage administration. References to grievance procedure, methodology of piece-rate adjustment, and similar matters are omitted.

This chronology summarizes changes in wage rates and related wage practices in bituminous coal mines in the Appalachian area that have been negotiated with the United Mine Workers of America (Ind.) since 1933. It includes the terms of 19 agreements negotiated to date. The provisions of 18 of the agreements, previously published as Bulletin 1461, have been supplemented in this bulletin by information on negotiated contract changes effective in 1966 and 1967.

Lily Mary David, Chief of the Division of Wage Economics, under the direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations, is responsible for the overall direction of the wage chronology program. This bulletin was prepared under the supervision of Albert A. Belman. The analysis for the period 1960-68 was prepared by Patricia B. Smith.

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Wage Chronology:

Bituminous Coal Mines, 1933—68

Introduction

1933—49

The National Wage Agreement between the United Mine Workers of America (Ind.) and associations representing the operators in the bituminous coal industry, expiring on June 30, 1949, is an outgrowth of the Appalachian agreements, the first of which was concluded in 1933. This wage chronology covers the period since 1933 and traces the changes in basic wages, work schedules, and related wage practices affecting the major groups of workers in the Appalachian area, as provided by the master agreements. The data presented do not take account of variations in provisions of agreements negotiated in the various districts.

Since this chronology begins with the 1933 agreement, the provisions reported under that date do not necessarily indicate changes in prior conditions of employment. Changes in wages and related conditions have been the outcome of collective bargaining between the operators and the union, except for the November 1943 and May 1946 agreements. In these two months, prolonged disputes between the union and the operators and resulting work stoppages necessitated seizure and operation of the mines by the United States Government and, consequently, the agreements were made between the Government and the UMW.

During the period under consideration, changes in the number of hours worked per day and the number of days worked per week, and the introduction of portal-to-portal pay, were significant factors affecting miners' income. The formalized schedule of mine operation incorporated in the master agreements permitted the tabulation of these changes in this chronology, and made possible the computation of full-time daily and weekly earnings and straight-time hourly earnings for selected groups of workers paid on a time basis (table B).

1950—52

The 1948 National Wage Agreement between the United Mine Workers of America (Ind.) and the associations representing the bituminous coal operators expired on June 30, 1949. Agreement on a new contract was not reached until March 5, 1950. This contract was to remain in effect until June 30, 1952, but prior termination on or after April 1, 1951, by either party on 30 days' notice, was also provided for. On January 18, 1951, however, the parties negotiated a wage adjustment and extended the permissible termination date to March 31, 1952.

¹ Although the various groups of operators signed the agreement on different dates, all bituminous coal operators in the United States having contracts with the United Mine Workers are covered by the terms of the one national agreement.

1952—55

An amendment to the 1950 National Wage Agreement between the United Mine Workers of America (Ind.), Bituminous Coal Operators' Association, and the Southern Coal Producers' Association was signed September 29, 1952. The amendment provided for a daily wage increase for inside and outside dayworkers and for tonnage and piece-rate workers, as well as an increase in the operators' contribution to the welfare fund. The amended agreement was to continue for at least a year, with further continuation subject to 60 days' written termination notice.

In accordance with existing regulations, the parties submitted the new agreement to the Wage Stabilization Board. The Board, on October 18, 1952, found that stabilization policies did not permit the full amount negotiated and, therefore, reduced the \$1.90 daily increase by 40 cents. A strike began on October 13, when workers at a few mines walked out; and by October 16, approximately 100,000 workers were idle. The strike reached nationwide proportion on October 20, after the WSB ruling; it ended on October 27. Subsequently, the matter was considered by the Economic Stabilization Administration and the Director of Defense Mobilization. On December 3, 1952, the President of the United States directed the Economic Stabilization Administrator to approve the full amount of the general wage increase; on the next day, the Administrator notified the parties to the agreement of such approval.

1955—56

The United Mine Workers of America (UMW—Ind.) and the Bituminous Coal Operators' Association agreed, on August 20, 1955, to revise their 1950 National Wage Agreement, previously amended September 29, 1952. On August 26, the UMW concluded an identical settlement with the Southern Coal Producers' Association, and during that same week, with smaller groups of independent operators.

The new amendment to the master contract provided for a daily wage increase effective September 1, 1955, and an additional increase effective April 1, 1956.

Other contract changes included time and one-half for all Saturday work, double time for all Sunday work, affirmation of employers' authority to stagger schedules of weekend maintenance crews and other specified workers, 2 additional days' vacation, and an increase in vacation pay. No changes were made in provisions covering hours of work, shift differentials, seniority, and welfare fund contributions.

The amended agreement was to be in effect for at least a year starting September 1, 1955, with further continuation subject to 60 days' written termination notice. The August 1955 settlements were negotiated without the provision for 60 days' advance notice of contract termination or modification having been invoked.

1956—58

A tentative agreement providing for increased wage rates and changes in supplementary benefits reached by international officers of the United Mine Workers of America (Ind.) and officials of the Bituminous Coal Operators' Association was announced on October 3, 1956, to delegates to the 42d constitutional convention of the union. The amendment to the 1950 agreement containing the new contract terms was signed on October 4 by the union and Bituminous Coal Operators' Association and the Southern Coal Producers' Association, while other groups, including the Illinois Coal Operators' Association, the Indiana Coal Operators' and Coal Producers' Association, as well as individual coal companies, signed subsequently.

The agreement became effective October 1, 1956, and is the fourth amendment to the basic National Wage Agreement of 1950; either party may terminate it on or after September 30, 1957, by 60 days' written notice. Daily wage increases, effective October 1, 1956, and April 1, 1957, were provided for in amounts identical to those under the August 1955 amendment; in addition, improvements were made in holiday and paid vacation provisions.

1959

The fifth amendment to the National Bituminous Wage Agreement of 1950 was signed at Washington, D. C., on December 3, 1958, by representatives of the United Mine Workers of America (Ind.) and the Bituminous Coal Operators' Association. On the following day, the amendment was signed by the president of the Southern Coal Producers' Association, and a majority of other bituminous mine operators followed suit by January 1, 1959.

The amended contract was effective as of December 1, 1958, and was made subject to termination on or after November 30, 1959, by 60 days' notice from either party. It provided a \$1.20-a-day wage increase effective January 1, 1959, and an increase of 80 cents a day beginning April 1, 1959. An increase in annual vacation pay was also stipulated.

The contract, signed by commercial operators, added a "protective wage clause" whereby mine operators agreed that all coal mined, purchased, or otherwise acquired by them would be produced under terms and conditions of work as favorable as those provided in the contract. A joint industry contract committee was established to enforce this provision. The contract signed on behalf of the "captive" operators did not include this clause.

1960-66

The first new collective bargaining contract in the soft coal industry since December 1958 was signed by the United Mine Workers of America (Ind.) and the Bituminous Coal Operators' Association on March 23, 1964. Discussions leading up to the agreement began in December 1963 and concluded with gains in wages and supplemental benefits for some 80,000 miners.² The terms negotiated by the union were protested by some workers in a series of sporadic wildcat strikes, but by mid-April, almost all miners had returned to work. Identical agreements were signed by most of the other associations and individual unionized operators.

Under terms of a 2-year contract, effective April 2, 1964, all workers received a \$1-a-day wage increase on that date and an additional \$1 increase on January 1, 1965.

Uniform observance throughout the industry of 7 unpaid holidays was established. Formerly, various holidays had been designated at the district level. Annual vacation pay was increased to \$225 and, to assure continued production and to extend employment opportunities, provision was made for two annual vacation shutdown periods of 14 days each rather than one, with each mine operator choosing one period.

² The national wage agreement grew out of the Appalachian agreements first concluded in 1933 and affect the major groups of workers in the Appalachian area. The data presented do not take account of variations in provisions of agreements negotiated in the UMW Districts.

The agreement continued the operators' contribution of 40 cents a ton to the UMW welfare and retirement fund, effective since October 1, 1952, and introduced the following new provision:

On all bituminous coal procured or acquired by any signatory operator for use or for sale (i. e., all bituminous coal other than that produced by such signatory operator), there shall, during the life of this agreement, be paid into such fund by each such operator signatory hereto or by any subsidiary or affiliate of such operator signatory hereto the sum of 80 cents per ton of 2,000 pounds on each ton of such bituminous coal so procured or acquired on which the aforesaid sum of 40 cents per ton had not been paid into said fund prior to such procurement or acquisition.³

The contract signed on behalf of the "captive" operators did not include this clause.

Other adjustments permitted the loading on Sunday, at the double-time rate, of previously mined and processed coal. One member of each production crew operating at the face of the mine was to be designated as helper, to operate loading or continuous mining equipment when directed, at the operator's rate. In addition, the agreement eliminated any charge for the use of a bathhouse or washroom.

Although there had been no contract changes in wages, hours, or vacation payments since 1958, a decline in welfare and retirement fund revenues as a result of lower production had led to reductions in those benefits by trustees of the fund. Changes in eligibility requirements for pensions and for medical, health, and hospital services became effective on July 1, 1960. The monthly pension payment was reduced to \$75, from \$100, in February 1961, but was raised by subsequent action of the fund trustees to \$85 for all current and new pensioners, effective February 1, 1965. The 1965 action also lowered the age requirement for pensions to 55 years, from 60, and, for new retirees, adjusted the 20-year service requirement to include all employment in a classified job in the industry. Workers who left the industry before February 1, 1965, must still meet the former requirement of 20 years of service in the 30-year period preceding a pension application, or must return for at least a year.

1966-68

A 15-year period of general labor peace in the bituminous coal mining industry was interrupted in the spring of 1966 when an estimated 45,000 workers left the mines during bargaining on the seventh amendment of the National Bituminous Coal Wage Agreement of 1950. Contract talks began on January 28 between the United Mine Workers of America (Ind.) and the Bituminous Coal Operators' Association, and were concluded by an agreement signed on April 27. These talks were concentrated on the union's demands for improved nonwage benefits and measures to protect workers against loss of jobs in the increasingly mechanized industry. A wage increase for all workers was also sought. The union cited rising production and improved profits in the industry as justification for its demands.

The operators represented by the association, whose mines were predominantly underground, contended that the industry as a whole did not share the improved economic position of some operators. In their view, the general economic condition of the industry would not support the union's demands, as agreed

³ Upon a protest filed by the National Independent Coal Operators' Association, the National Labor Relations Board, on Aug. 7, 1964, ruled the provision invalid under section 8(e) of the Labor-Management Relations Act. The United Mine Workers appeal from this ruling was pending when this report went to press.

to earlier by several mines in the midwest, including a major strip mining company.⁴ They argued that any increase in cost would adversely affect the industry's competitive position particularly in electric utility plants. The union's proposal was rejected as too costly in underground mining operations, and too restrictive in its reference to work jurisdiction.

Among the provisions of the initial settlement in the midwest was an immediate wage increase of \$1.32 a day for certain skilled occupations and, in the second year of the 30-month agreement, a \$1-a-day wage increase for all workers. Also, in the initial settlement, helpers on continuous mining machines were added to production crews at higher pay; the union was given jurisdiction over maintenance, hauling and construction work at mine sites; and workers' seniority was broadened to give laid-off workers the first opportunity to fill job vacancies at any other mine of the same company in their district.

In their discussions of the union's proposals, the mine operators were opposed primarily to job protection measures agreed to by the midwest mining companies that would increase the size of production crews, restrict the performance of maintenance work by outside contractors, or widen the area of miners' seniority.

On April 11, 1966, in the absence of agreement on the union's proposals, about half of the industry's mines were closed by a walkout, and remained closed until an agreement reached on April 24 was ratified by the workers and signed by the parties on April 27.⁵ The parties to the earlier settlement at mines in the midwest rescinded that agreement on April 27 and on the same date signed an agreement identical to that negotiated by the Bituminous Coal Operators' Association.

The new 2½-year agreement, retroactive to April 1, 1966, raised the daily wage rate of all workers by \$1, with an additional 32-cent increase for three highly skilled occupations (inside electricians, mechanics, and continuous mining-machine operators). Second- and third-shift differentials were raised 4 cents, to 8 and 10 cents an hour, respectively. The minimum guarantee for dayworkers who entered the mine was raised to 4 hours' pay, from the former guarantee of 2 hours.

Nonwage benefits gained in the settlement included the first provision for pay on holidays on which miners do not work, and the addition of 1 holiday to the 7 formerly observed as unpaid holidays.

Pay for 2 weeks' vacation was increased to equal 10 times the employee's daily wage rate. The parties estimated that the increase averaged about \$70 more, annually, than the previous uniform allowance of \$225. Another innovation of the amended agreement permits a mine operator to continue operations without interruption during the industrywide 14 consecutive days vacation periods, as specified for 1967 and 1968, and to schedule vacations for individual employees throughout the year.

⁴ Not members of the Bituminous Coal Operators' Association, representing employers under this agreement.

⁵ The Southern Coal Producers' Association signed a similar agreement on Apr. 27, 1966.

Additional improvements in the agreement provided reimbursement of earnings to regular miners for time lost because of jury duty. Members of a mine safety committee were to be paid by the company at least their regular rate of pay when investigating an explosion or disaster. The agreement allowed the loading on a holiday of previously mined and processed coal at the triple time rate. Helpers, when functioning as operators of continuous mining and loading machines, were to receive the rate for that occupation; at other times, they were to be paid the cutting- and shearing-machine operator's rate. Under the new agreement, bathhouses, washrooms, or other satisfactory arrangements were required to be provided for miners' use, without charge. There was to be no compulsory retirement based solely on age.

The parties further agreed that if a court or tribunal of competent jurisdiction determined, by final decision, that payment to the UMWA welfare and retirement fund of 80 cents per ton of coal on which a 40-cent payment had not been made is invalid or in violation of Federal or State law, a new clause would be negotiated at the option of the union.⁶ Such negotiations would not affect any other provision of the agreement.

On September 2, 1965, the trustees of the welfare and retirement fund increased the retired miner's monthly pension (for the second time during the year), restoring the payment to \$100, effective October 1, 1965. Miners' pensions had been reduced to \$75 on February 1, 1961, because of a decline in fund revenues, but were increased to \$85, effective February 1, 1965. The pension payment was again increased by action of the fund trustees on May 10, 1967, to \$115 a month, effective July 1, 1967. All beneficiaries of the fund were notified on August 30, 1965, that those over 65 years of age were required to enroll in the Federal medicare program, since fund benefits would not be available for hospital or medical care for which benefits were provided under the 1965 social security amendments.

Increased death benefits for active and retired miners' widows became effective on January 19, 1967. Also on that date, hospital and medical care benefits were extended to widows and dependent children during the period that death benefit payments were made. The emergency assistance given families of miners killed or seriously injured in a mine disaster was discontinued.

The following tables summarize the 1966 amendments to the agreement, which is not subject to termination by any party prior to September 30, 1968.

⁶ The legality of the provision, which does not relate to captive mines, is still before the courts and National Labor Relations Board.

A—General Wage Changes¹

Effective date	Normal schedule of work ²			Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—			
		Total	Work		
Outside dayworkers ⁴					
Oct. 2, 1933 -----	5	8	8	0	
Apr. 1, 1934 -----	5	7	7	0	40 cents per 7-hour day increase.
Oct. 1, 1935 -----	5	7	7	0	50 cents per day increase.
Apr. 1, 1937 -----	5	7	7	0	50 cents per day increase.
Apr. 1, 1941 -----	5	7	7	0	\$1 per day increase -----
Jan. 1943 -----	5-6	7	7	0	
Apr. 1, 1943 -----	5-6	7	7	0	
Nov. 3, 1943 -----	5-6	8 ¹ / ₄	8 ¹ / ₄	0	
Apr. 1, 1945 -----	5-6	8 ¹ / ₄	8	¹ / ₄	\$1.07 per day increase -----
May 22, 1946 ----	5-6	8 ¹ / ₄	8	¹ / ₄	\$1.85 per day increase -----
July 1, 1947 -----	5-6	7 ¹ / ₄	6 ³ / ₄	¹ / ₂	\$1.20 per 7 ¹ / ₄ -hour day increase.
July 1, 1948 -----	5-6	7 ¹ / ₄	6 ³ / ₄	¹ / ₂	\$1 per day increase -----
Mar. 5, 1950 ----	5-6	7 ¹ / ₄	6 ³ / ₄	¹ / ₂	70 cents a day increase -----
Feb. 1, 1951 -----	5-6	7 ¹ / ₄	6 ³ / ₄	¹ / ₂	\$1.60 a day increase -----
Oct. 1, 1952 (by amendment of Sept. 29, 1952).	5-6	7 ¹ / ₄	6 ³ / ₄	¹ / ₂	\$1.90 a day increase -----

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Normal schedule of work ²					Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—					
		Total	Work	Travel	Lunch ³		
Outside dayworkers ⁴ —Continued							
Sept. 1, 1955 (by amendment of August 1955).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$1.20 a day increase.	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Apr. 1, 1956 (by amendment of August 1955).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$0.80 a day increase---	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Oct. 1, 1956 (by amendment of October 1956).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$1.20 a day increase.	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Apr. 1, 1957 (by amendment of October 1956).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$0.80 a day increase---	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Jan. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$1.20 a day increase.	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Apr. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$0.80 a day increase---	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$1 a day increase ----	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Jan. 1, 1965 (amendment dated Mar. 23, 1964).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$1 a day increase ----	Flat amount added to previous 7 ¹ / ₄ hours' pay.
Apr. 1, 1966 (amendment dated Apr. 27, 1966).	5-6	7 ¹ / ₄	6 ³ / ₄	Not applicable.	1/2	\$1 a day increase ----	Flat amount added to previous 7 ¹ / ₄ hours' pay.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters	
	Days per week	Daily hours paid for—					
		Total	Work	Travel			Lunch ³
Inside dayworkers ^b							
Oct. 2, 1933 -----	5	8	8	0	0	40 cents per 7-hour day increase.	
Apr. 1, 1934 -----	5	7	7	0	0		
Oct. 1, 1935 -----	5	7	7	0	0	50 cents per day increase.	
Apr. 1, 1937 -----	5	7	7	0	0	50 cents per day increase.	
Apr. 1, 1941 -----	5	7	7	0	0	\$1 per day increase.	
Jan. 1943 -----	5-6	7	7	0	0	6-day week authorized by supplemental agreement. Weekly earnings were increased by added workday paid for at premium rates (see overtime provisions).	
Apr. 1, 1943 -----	5-6	7	7	0	0	Increase of 85 cents per day for greasers, trappers, flaggers, and switch throwers only ordered by National War Labor Board directive order of June 18, 1943. Board also ruled that it would permit an additional increase of 76 cents to these workers if agreed upon in district negotiations.	
Nov. 3, 1943 -----	5-6	8 ^{1/4}	8	3/4	0	Daily and weekly earnings increased by lengthened workday, by payment for travel time, and by payment of premium rates for productive and travel time after 40 elapsed hours during workweek (see overtime and travel-time provisions).	
Apr. 1, 1945 -----	5-6	9		8 ^{3/4}	1/4	Daily and weekly earnings increased by payment of premium rates for all hours in excess of 7 per day and 35 per week (see overtime provisions) and by paid lunch periods.	
May 22, 1946 -----	5-6	9		8 ^{3/4}	1/4	\$1.85 per day increase.	
July 1, 1947 -----	5-6	8		7 ^{1/2}	1/2	\$1.20 per 8-hour day increase.	
July 1, 1948 -----	5-6	8		7 ^{1/2}	1/2	\$1 per day increase.	
Mar. 5, 1950 -----	5-6	8		7 ^{1/2}	1/2	70 cents a day increase.	
Feb. 1, 1951 -----	5-6	8		7 ^{1/2}	1/2	\$1.60 a day increase.	

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters	
	Days per week	Daily hours paid for—					
		Total	Work	Travel			Lunch ³
Inside dayworkers ⁶ —Continued							
Oct. 1, 1952 (by amendment of Sept. 29, 1952).	5-6	8	7½		½	\$ 1.90 a day increase.	Flat amount added to previous 7¼ hours' pay.
Sept. 1, 1955 (by amendment of August 1955).	5-6	8	7½		½	\$ 1.20 a day increase.	Flat amount added to previous 8 hours' pay.
Apr. 1, 1956 (by amendment of August 1955).	5-6	8	7½		½	\$ 0.80 a day increase.	Flat amount added to previous 8 hours' pay.
Oct. 1, 1956 (by amendment of October 1956).	5-6	8	7½		½	\$ 1.20 a day increase.	Flat amount added to previous 8 hours' pay.
Apr. 1, 1957 (by amendment of October 1956).	5-6	8	7½		½	\$ 0.80 a day increase.	Flat amount added to previous 8 hours' pay.
Jan. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8	7½		½	\$ 1.20 a day increase.	Flat amount added to previous 8 hours' pay.
Apr. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8	7½		½	\$ 0.80 a day increase.	Flat amount added to previous 8 hours' pay.
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	5-6	8	7½		½	\$ 1 a day increase ----	Flat amount added to previous 8 hours' pay.
Jan. 1, 1965 (amendment dated Mar. 23, 1964).	5-6	8	7½		½	\$ 1 a day increase ----	Flat amount added to previous 8 hours' pay.
Apr. 1, 1966 (amendment dated Apr. 27, 1966).	5-6	8	7½		½	\$ 1 a day increase ----	Flat amount added to previous 8 hours' pay for all workers; electricians, mechanics, and continuous mining-machine operators received an additional 32 cents a day.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Normal schedule of work ²					Amount of wage change for—				Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				Pick mining	Machine loading	Cutting (short-wall)	Dead-work; yardage	
		Total	Work	Travel	Lunch ³					
Inside tonnage and piece-rate workers ⁷										
Oct. 2, 1933 -----	5	8	8	0	0					
Apr. 1, 1934 -----	5	7	7	0	0	10 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	9 per cent increase.	
Oct. 1, 1935 -----	5	7		0	0	9 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	10 per cent increase.	
Apr. 1, 1937 -----	5	7		0	0	9 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	10 per cent increase.	
Apr. 1, 1941 -----	5	7	7	0	0	12 cents per ton increase.	11 cents per ton increase.	1 cent per ton increase.	15 per cent increase.	6-day week authorized by supplemental agreement.
Jan. 1943 -----	5-6	7	7	0	0					Weekly earnings were increased by added workday paid for premium rates (see overtime provisions).
Nov. 3, 1943 -----	5-6	8 ³ / ₄	8		³ / ₄	0				Daily and weekly earnings increased by lengthened workday, by payment for travel time, and by payment of premium rates for productive and travel time after 40 elapsed hours during work-week (see overtime and travel-time provisions).
Apr. 1, 1945 -----	5-6	9		8 ³ / ₄	¹ / ₄					Daily and weekly earnings increased by addition of ¹ / ₉ of day's tonnage or piece-rate earnings, to compensate for daily overtime and travel time (see overtime and travel-time provisions).
May 22, 1946 -----	5-6	9		8 ³ / ₄	¹ / ₄	\$ 1.85 per day increase -----			Flat amount added to 9 hours' pay as previously computed.	
July 1, 1947 -----	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 1.20 per day increase -----			Flat amount added to day's pay as previously computed. This increase, plus previous \$ 1.85 daily increase, made a total of \$ 3.05 added to daily tonnage or piece-rate earnings plus ¹ / ₉ of such daily tonnage or piece-rate earnings.	
July 1, 1948 -----	5-6	8		7 ¹ / ₂	¹ / ₂	\$ 1 per day increase -----			Flat amount added to day's pay as previously computed, making a total of \$ 4.05 added to daily tonnage or piece-rate earnings plus ¹ / ₉ of such daily tonnage or piece-rate earnings.	
Mar. 5, 1950 -----	5-6	8		7 ¹ / ₂	¹ / ₂	70 cents a day increase -----			Flat amount added to day's pay as previously computed, making a total of \$ 4.75 added to daily tonnage or piece-rate earnings plus ¹ / ₉ of such daily tonnage or piece-rate earnings.	

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				
		Total	Work	Travel		
Inside tonnage and piece-rate workers ⁷						
Feb. 1, 1951-----	5-6	8		7½	½	\$1.60 a day increase--- Addition to incentive earnings increased to \$6.35 a day.
Oct. 1, 1952 (by amendment of Sept. 29, 1952).	5-6	8		7½	½	\$1.90 a day increase--- Addition to daily tonnage earnings increased to total of \$8.25 plus ⅓ of such tonnage earnings.
Sept. 1, 1955 (by amendment of August 1955).	5-6	8		7½	½	\$1.20 a day increase--- Addition to daily tonnage or piece-rate earnings increased to total of \$9.45 plus ⅓ of such tonnage or piece-rate earnings.
Apr. 1, 1956 (by amendment of August 1955).	5-6	8		2	½	\$0.80 a day increase--- Addition to daily tonnage or piece-rate earnings increased to total of \$10.25 plus ⅓ of such tonnage or piece-rate earnings.
Oct. 1, 1956 (by amendment of October 1956).	5-6	8		7½	½	\$1.20 a day increase--- Addition to daily tonnage or piece-rate earnings increased to a total of \$11.45 plus ⅓ of such tonnage or piece-rate earnings.
Apr. 1, 1957 (by amendment of October 1956).	5-6	8		7½	½	\$0.80 a day increase--- Addition to daily tonnage or piece-rate earnings increased to a total of \$12.25 plus ⅓ of such tonnage or piece-rate earnings.
Jan. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8		2	½	\$1.20 a day increase--- Addition to daily tonnage or piece-rate earnings increased to a total of \$13.45 plus ⅓ of such tonnage or piece-rate earnings.
Apr. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8		7½	½	\$0.80 a day increase--- Addition to daily tonnage or piece-rate earnings increased to a total of \$14.25 plus ⅓ of such tonnage or piece-rate earnings.
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	5-6	8		7½	½	\$1 a day increase----- Addition to daily tonnage or piece-rate earnings increased to a total of \$15.25 plus ⅓ of such tonnage or piece-rate earnings.
Jan. 1, 1965 (amendment dated Mar. 23, 1964).	5-6	8		7½	½	\$1 a day increase----- Addition to daily tonnage or piece-rate earnings increased to a total of \$16.25 plus ⅓ of such tonnage or piece-rate earnings.
Apr. 1, 1966 (amendment dated Apr. 27, 1966).	-----	-----	-----	-----	-----	----- Basic tonnage rates eliminated except for hand loaders whose tonnage rate will be negotiated locally, subject to the approval of the international union. These rates will no longer be reported, since they account for a comparatively small number of workers.

¹ General wage changes are construed as upward or downward adjustments affecting an entire area, establishment, bargaining unit, or plant at one time. They do not include adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure having no immediate effect on the general wage level.

The changes listed are the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by changes in type of work and employment during the period covered, the total of the general changes listed will not necessarily coincide with the change in average hourly earnings over the period.

² The schedule of mine operation provided in the master agreement does not represent a guaranty of the stipulated hours or days of work.

³ Since April 1, 1945, the contracts have provided that the lunch period be staggered without any interruption or suspension of operations throughout the day.

⁴ Data pertain to bit sharpeners, car droppers, trimmers, car repairmen, dumpers, sand dryers, car cleaners, slate pickers, and other able-bodied labor, and do not necessarily cover other outside workers paid on a day basis. The tabulation does not take into account variations provided by district agreements.

⁵ Includes mines in Maryland, Virginia, southern and upper Potomac district of West Virginia, eastern Kentucky, and northern Tennessee.

⁶ Data pertain to motormen, rock drillers, drivers, brakemen, spraggers, trackmen, wiremen, bonders, timbermen, bottom cagers, coal drillers, snappers, trackmen helpers, wiremen helpers, greasers, trappers, flaggers, switch throwers, mobile-loading-equipment operators, and other inside labor not classified. The tabulation does not take into account variations provided by district agreements.

⁷ Data pertain only to pick mining, machine loading, cutting (short-wall), and dead-work (yardage), and also do not take into account variations provided by district agreements.

B—Earnings¹ in Selected Occupations in Bituminous Coal Mines, Appalachian Area,² 1933—66

Occupational group	Effective date											
	Oct. 2, 1933	Apr. 1, 1934	Oct. 1, 1935	Apr. 1, 1937	Apr. 1, 1941	Jan. 1943	Nov. 3, 1943	Apr. 1, 1945	May 22, 1946	July 1, 1947	July 1, 1948	Mar. 5, 1950
<u>Inside dayworkers</u>												
Motormen, rock drillers, and rubber-tired shuttle car operators:												
Full-time daily pay-----	\$4.76	\$5.16	\$5.66	\$6.16	\$7.16	\$7.16	\$8.69	\$10.19	\$12.04	\$13.24	\$14.24	\$14.94
Full-time weekly pay:												
5-day week-----	23.80	25.80	28.30	30.80	35.80	35.80	45.34	50.95	60.20	66.20	71.20	74.70
6-day week-----	-	-	-	-	-	46.54	58.35	64.72	76.47	86.06	92.56	97.11
Straight-time hourly rate --	.595	.737	.809	.880	1.023	1.023	.993	1.019	1.204	1.655	1.780	1.868
Drivers, brakemen, spraggers, trackmen, wire men, bonders, timbermen, bottom cagers, coal drillers, and snappers:												
Full-time daily pay-----	4.60	5.00	5.50	6.00	7.00	7.00	8.50	10.00	11.85	13.05	14.05	14.75
Full-time weekly pay:												
5-day week-----	23.00	25.00	27.50	30.00	35.00	35.00	44.31	50.00	59.25	65.25	70.25	73.75
6-day week-----	-	-	-	-	-	45.50	57.06	63.50	75.25	84.83	91.33	95.88
Straight-time hourly rate --	.575	.714	.785	.857	1.00	1.00	.971	1.00	1.185	1.631	1.756	1.844
Pumpers, trackmen helpers, wiremen helpers, timber- men helpers, and other in- side labor not classified:												
Full-time daily pay-----	4.36	4.76	5.26	5.76	6.76	6.76	8.21	9.71	11.56	12.76	13.76	14.46
Full-time weekly pay:												
5-day week-----	21.80	23.80	26.30	28.80	33.80	33.80	42.79	48.55	57.80	63.80	68.80	72.30
6-day week-----	-	-	-	-	-	43.94	55.12	61.64	73.39	82.94	89.44	93.99
Straight-time hourly rate --	.545	.680	.751	.823	.966	.966	.938	.971	1.156	1.595	1.720	1.808
Drillers and shooters on mechanical section and roof bolters:												
Full-time daily pay-----	-	-	-	-	-	-	-	-	-	-	-	-
Full-time weekly pay:												
5-day week-----	-	-	-	-	-	-	-	-	-	-	-	-
6-day week-----	-	-	-	-	-	-	-	-	-	-	-	-
Straight-time hourly rate --	-	-	-	-	-	-	-	-	-	-	-	-
Mobile loading machine operators and cutting and shearing machine operators and helpers: ³												
Full-time daily pay-----	5.80	6.20	6.90	7.60	9.00	9.00	10.93	12.43	14.28	15.48	16.48	17.18
Full-time weekly pay:												
5-day week-----	29.00	31.00	34.50	38.00	45.00	45.00	56.98	62.15	71.40	77.40	82.40	85.90
6-day week-----	-	-	-	-	-	58.50	73.37	79.08	90.83	100.62	107.12	111.67
Straight-time hourly rate --	.725	.886	.986	1.086	1.286	1.286	1.249	1.243	1.428	1.935	2.060	2.148
<u>Outside dayworkers</u>												
Bit sharpeners, cardroppers, trimmers, car repairmen, and dumpers:												
Full-time daily pay-----	3.84	4.24	4.74	5.24	6.24	6.24	7.91	8.98	10.83	12.03	13.03	13.73
Full-time weekly pay:												
5-day week-----	19.20	21.20	23.70	26.20	31.20	31.20	33.55	44.90	54.15	60.15	65.15	68.65
6-day week-----	-	-	-	-	-	40.56	50.58	57.41	69.25	78.20	84.70	89.25
Straight-time hourly rate --	.480	.606	.677	.749	.891	.891	.891	1.012	1.220	1.659	1.797	1.894
Sand dryers, car cleaners, and other able-bodied labor:												
Full-time daily pay-----	3.60	4.00	4.50	5.00	6.00	6.00	7.61	8.68	10.53	11.73	12.73	13.43
Full-time weekly pay:												
5-day week-----	18.00	20.00	22.50	25.00	30.00	30.00	38.05	43.40	52.65	58.65	63.65	67.15
6-day week-----	-	-	-	-	-	39.00	48.66	55.50	67.33	76.25	82.75	87.30
Straight-time hourly rate --	.450	.571	.643	.714	.857	.857	.857	.978	1.186	1.618	1.756	1.853

See footnotes at end of table.

B—Earnings¹ in Selected Occupations in Bituminous Coal Mines, Appalachian Area,² 1933–66—Continued

Occupational group	Effective date										
	Feb. 1, 1951	Oct. 1, 1952	Sept. 1, 1955	Apr. 1, 1956	Oct. 1, 1956	Apr. 1, 1957	Jan. 1, 1959	Apr. 1, 1959	Apr. 2, 1964	Jan. 1, 1965	Apr. 1, 1966
<u>Inside dayworkers</u>											
Motormen, rock drillers, and rubber-tired shuttle car operators:											
Full-time daily pay-----	\$16.54	\$18.44	\$19.64	\$20.44	\$21.64	\$22.44	\$23.64	\$24.44	\$25.44	\$26.44	\$27.44
Full-time weekly pay:											
5-day week -----	82.70	92.20	98.20	102.20	108.20	112.20	118.20	122.20	127.20	132.20	137.20
6-day week -----	107.51	119.86	127.66	132.86	140.66	145.86	153.66	158.86	165.36	171.86	178.36
Straight-time hourly rate --	2.068	2.305	2.455	2.555	2.705	2.805	2.955	3.055	3.180	3.305	3.43
Drivers, brakemen, spraggers, trackmen, wiremen, bonders, timbermen, bottom cagers, coal drillers, and snappers:											
Full-time daily pay-----	16.35	18.25	19.45	20.25	21.45	22.25	23.45	24.25	25.25	26.25	27.25
Full-time weekly pay:											
5-day week -----	81.75	91.25	97.25	101.25	107.25	111.25	117.25	121.25	126.25	131.25	136.25
6-day week -----	106.28	118.63	126.43	131.63	139.42	144.62	152.42	157.62	164.12	170.62	177.13
Straight-time hourly rate --	2.044	2.281	2.431	2.531	2.681	2.781	2.931	3.031	3.156	3.281	3.406
Pumpers, trackmen helpers, wiremen helpers, timbermen helpers, and other inside labor not classified:											
Full-time daily pay-----	16.06	17.96	19.16	19.96	21.16	21.96	23.16	23.96	24.96	25.96	26.96
Full-time weekly pay:											
5-day week -----	80.30	89.80	95.80	99.80	105.80	109.80	115.80	119.80	124.80	129.80	134.80
6-day week -----	104.39	116.74	124.54	129.74	137.54	142.74	150.54	155.74	162.24	168.74	175.24
Straight-time hourly rate --	2.008	2.45	2.395	2.495	2.645	2.745	2.895	2.995	3.120	3.245	3.37
Drillers and shooters on mechanical section and roof bolters:											
Full-time daily pay-----							24.66	25.46	26.46	27.46	28.46
Full-time weekly pay:											
5-day week -----			-	-	-	-	123.30	127.30	132.30	137.30	143.30
6-day week -----			-	-	-	-	160.29	165.49	171.99	178.49	184.99
Straight-time hourly rate --			-	-	-	-	3.083	3.183	3.308	3.433	3.558
Mobile loading machine operators and cutting and shearing machine operators and helpers: ³											
Full-time daily pay-----	18.78	20.68	21.88	22.68	23.88	24.68	25.88	26.68	27.68	28.68	29.68
Full-time weekly pay:											
5-day week -----	93.90	103.40	109.40	113.40	119.40	123.40	129.40	133.40	138.40	143.40	148.40
6-day week -----	122.07	134.42	142.22	147.42	155.22	160.42	168.22	173.42	179.92	186.42	192.92
Straight-time hourly rate --	2.348	2.585	2.735	2.835	2.985	3.085	3.235	3.335	3.460	3.585	3.71
<u>Outside dayworkers</u>											
Bit sharpeners, cardroppers, trimmers, car repairmen, and dumpers:											
Full-time daily pay-----	15.33	17.23	18.43	19.23	20.43	21.23	22.43	23.23	24.23	25.23	26.23
Full-time weekly pay:											
5-day week -----	76.65	86.15	92.15	96.15	102.15	106.15	112.15	116.15	121.15	126.15	131.15
6-day week -----	99.65	112.00	119.80	125.00	132.80	138.00	145.80	151.00	157.50	164.00	170.50
Straight-time hourly rate --	2.115	2.377	2.542	2.652	2.818	2.928	3.094	3.204	3.342	3.480	3.618
Sand dryers, car cleaners, and other able-bodied labor:											
Full-time daily pay-----	15.03	16.93	18.13	18.93	20.13	20.93	22.13	20.93	23.93	24.93	25.93
Full-time weekly pay:											
5-day week -----	75.15	84.65	90.65	94.65	100.65	104.65	110.65	114.65	119.65	124.65	129.65
6-day week -----	97.70	110.05	117.85	123.04	130.84	136.04	143.84	149.04	155.54	162.04	168.55
Straight-time hourly rate--	2.073	2.335	2.500	2.611	2.776	2.887	3.052	3.163	3.301	3.439	3.577

¹ Full-time daily and weekly earnings reflect gross pay for normal hours in effect at the time (table A), including straight-time and premium pay for scheduled overtime hours. Straight-time hourly earnings exclude premium pay for overtime. Shift premium pay is excluded from all figures, as well as miners' expenses for tools, explosives, etc. Full-time daily earnings reflect weekday pay (Monday through Friday) except for period between Nov. 3, 1943, and Apr. 1, 1945, when premium rates were paid for part of work on the fifth day. Full-time weekly earnings for a 6-day week are shown only for the period following the formal agreement authorizing a 6-day week (optional). These pay scales were computed on basis of national agreements and do not take account of district variations.

² Regional differentials are not shown for years in effect. West Virginia differential was eliminated by 1934 agreement and southern differential ended with 1941 contract.

³ Wage increases for mobile loading equipment operators exceeded those for other inside dayworkers during the period Oct. 2, 1933, through Apr. 1, 1941. Thereafter, all inside dayworkers for whom data are shown received the same general wage increases.

Since 1948, this classification has included operators of continuous mining machines.

Prior to 1966, a differential existed between the pay of helpers on mobile loading machines and those on cutting and shearing machines. The differential, amounting to \$1.22 a day more for helpers on cutting and shearing machines, was eliminated by the 1966 agreement.

C—Related Wage Practices

Effective date	Provisions		
	Outside dayworkers	Inside dayworkers	Inside tonnage and piece-rate workers
Overtime Pay ¹			
Oct. 2, 1933 -----	No provision for overtime premium pay.	No provision for overtime premium pay.	No provision for overtime premium pay.
Apr. 1, 1937 -----	Time and one-half for hours in excess of 7 per day and 35 per week.	Time and one-half for hours in excess of 7 per day and 35 per week (at the face).	No provision for overtime premium pay.
Jan. 1943 ² -----	No change -----	No change -----	Time and one-half for work performed after 35 hours per week (at face).
Nov. 3, 1943 -----	Time and one-half for hours in excess of 7 per day and 35 per week at straight-time rates. Double time for 7th consecutive day.	Time and one-half for productive time after 40 hours (productive and travel time combined) within first 5 days of workweek and for all productive time on 6th day worked. Time and one-half for travel time after 40 elapsed hours during workweek. Double time for 7th consecutive day.	Time and one-half (applied to average productive earnings and special travel rate, separately) for hours in excess of 40 per week (productive and travel time combined). Double time for 7th consecutive day.
Apr. 1, 1945 -----	No change -----	Time and one-half for 8th hour of 9-hour day and \$1.50 to all workers for 9th hour. Time and one-half after 35 hours (portal-to-portal) worked at straight-time rates within week. Double time for 7th consecutive day.	Gross daily earnings increased by $\frac{1}{9}$ to compensate for travel time and for overtime after 7 hours. Time and one-half after 35 hours (portal-to-portal) worked at straight-time rates within week. Double time for 7th consecutive day.
May 22, 1946 -----	Added: Time and one-half for work on 6th consecutive day.	Added: Time and one-half for work on 6th consecutive day.	Added: Time and one-half for work on 6th consecutive day.
July 1, 1947 -----	Time and one-half for hours in excess of $7\frac{1}{4}$ per day and $36\frac{1}{4}$ per week and for 6th consecutive day. Double time for 7th consecutive day.	Time and one-half for hours in excess of 8 per day and 40 per week (portal-to-portal) and for 6th consecutive day. Double time for 7th consecutive day.	Time and one-half for hours in excess of 8 per day and 40 per week (portal-to-portal) and for 6th consecutive day. Double time for 7th consecutive day.
Sept. 1, 1955 (by amendment of August 1955).	Added: Time and one-half for work performed on Saturday; double time for work performed on Sunday.	Added: Time and one-half for work performed on Saturday; double time for work performed on Sunday.	Added: Time and one-half or rate and one-half for work performed on Saturday; double time or double rate for work performed on Sunday.
Pay for Travel Time			
Oct. 2, 1933 -----	No travel time -----	Travel time not paid for -----	Travel time not paid for.
Nov. 3, 1943 -----	No travel time -----	45 minutes of travel time per day, paid for at $\frac{2}{3}$ of regular rate. Subject to overtime provisions.	45 minutes of travel time per day, paid for at $\frac{2}{3}$ of hourly earnings. Subject to overtime provisions.
Apr. 1, 1945 ³ -----	No travel time -----	Travel time considered as working time and paid for accordingly. Subject to overtime provisions.	Travel time considered as working time and paid for by increasing daily production earnings (including overtime premium pay on 6th day by $\frac{1}{9}$).

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Shift Premium Pay		
Oct. 2, 1933 ----- Apr. 1, 1945 ----- Apr. 1, 1966 (amendment dated Apr. 27, 1966).	No provision for shift premiums ----- 2d shift, 4 cents an hour; 3d shift, 6 cents an hour. Increased to: 2d shift—8 cents an hour; 3d shift—10 cents an hour.	For each hour employed, portal-to-portal. Added: Shift premium considered as part of regular rate for computing overtime and premium rates.
Holiday Pay		
Oct. 2, 1933 ----- Jan. 1943 ----- Oct. 1, 1956 (by amendment of October 1956). Apr. 2, 1964 (amendment dated Mar. 23, 1964). Apr. 1, 1966 (amendment dated Apr. 27, 1966, and Memoranda of Understanding dated Aug. 29 and Oct. 11, 1966).	No provisions for work on holidays ----- Time and one-half for work on specified holidays. Changed to: Double time or double rates for work on holidays specified in district agreements. Established: 7 national unpaid holidays; workers continued to receive double time for work on holidays. Established: 8 paid holidays at straight-time, triple time for work on those days.	Holidays to be observed are those recognized in district agreements. Holidays to be observed are those recognized in district agreements. Holidays were: New Year's Day, April 1, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. Holidays falling on Saturday or Sunday were observed on the preceding or following day, respectively. Formerly, holidays were established by district agreements. Holidays were the 7 formerly unpaid holidays, plus Veterans Day. Pay to include shift differential, as paid on last day worked prior to holiday. Employee must have worked his last scheduled day prior to and first scheduled day following the holiday, or had good cause for absence from work. Employee forced to cease work because of injury or personal illness was to be paid for all holidays, when due, that occurred in the following 364-day period if medical proof of disability was established. After that period, he was eligible only for paid holidays that occurred after his return to regular employment. Changed: Holiday falling on Saturday was not to be observed on the preceding Friday, as formerly.
Paid Vacations.		
Oct. 2, 1933 ----- Apr. 1, 1941 ----- Apr. 1, 1943 -----	No provision for paid vacations ----- Employees with 1 year or more of service—10 consecutive calendar days. Vacation pay, \$20. Vacation pay increased to \$50 -----	Annual mid-year vacation period, during which coal production ceases. No vacation pay for employees with less than a year's service. (The 1941 vacation period was curtailed to 5 days, that for 1942 to 3 days, with full vacation pay.) 1943 and 1944 vacations suspended, but full vacation payment made.

C—Related Wage Practices—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Paid Vacations—Continued		
Apr. 1 1945 ----- May 1946 -----	Vacation pay increased to \$75 ----- Vacation pay increased to \$100 -----	1945 vacation suspended, but full vacation payment made.
Sept. 1, 1955 (by amendment of August 1955).	Vacation period increased from 10 to 12 consecutive calendar days.	For employees with 1 year's service between specified dates.
Oct. 1, 1956 (by amendment of October 1956).	Vacation pay increased from \$100 to \$140.	Those entering or leaving employment during qualifying period paid prorated amounts.
Jan. 1, 1959 (by amendment dated Dec. 3, 1958).	Increased vacation pay from \$140 to \$180 and vacation period from 12 to 14 calendar days. ⁴	
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	Increased vacation pay from \$180 to \$200.	
Apr. 1, 1966 (amendment dated Apr. 27, 1966, and Memorandum of Understanding dated Aug. 29, 1966).	Increased: Vacation pay to \$225 from \$200.	Changed: From 1 industrywide vacation period to 2 separate periods, each operator to select a period.
	Increased: Pay to 10 times employee's day-wage rate.	Payment computed on basis of straight-time earnings, plus any shift differential paid on the last day worked, in the last closed and calculated pay period worked prior to the Vacation Pay date.
		Added: Operator could elect to continue operations during the 1967 and 1968 industrywide vacation periods of 14 consecutive days and schedule individual employees' vacations throughout the year.
Reporting Allowance		
Oct. 2, 1933 -----	Dayworkers going into mine in morning receive minimum of 2 hours' pay.	
Apr. 1, 1966 (amendment dated Apr. 27, 1966).	Increased to: Minimum of 4 hours' pay for workers who enter the mine.	Inside dayworkers could be given other work if the regular work could not be furnished.

See footnote at end of table.

C—Related Wage Practices—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Work Tools, Equipment, and Supplies		
Oct. 2, 1933.....		Matters affecting cost of explosives, blacksmithing, and electric cap lamps referred to district conferences.
Apr. 1, 1943.....	Necessary tools, blacksmithing, and safety equipment and devices, including electric cap lamps and carbide lamps, to be finished by operators, except when operator elects to pay worker 6 cents per day for furnishing own carbide lamp and carbide.	Provision was contained in directive order of National War Labor Board dated June 18, 1943, and appeared in Nov. 3, 1943, contract for first time. Matters affecting cost of explosives referred to district conferences.
Jury Duty		
Apr. 1, 1966 (amendment dated Apr. 27, 1966).	Established: Regular employee to receive difference between jury fees and earnings lost while on jury duty.	
Health and Welfare Benefits		
Oct. 2, 1933.....	No provision for health and welfare benefits.	
June 1, 1946.....	A welfare and retirement fund was established to provide benefit payments to miners and their dependents or survivors in case of sickness, disability, death, or retirement, and for other related purposes. Financed through contributions by operators of 5 cents for each ton of coal produced for use or sale. A medical and hospital fund was established to be used for medical, hospital, and related purposes. Financed by wage deductions then being made. The 2 funds were to be used to complement each other	
July 1, 1947.....	Operators' contributions to welfare and retirement fund increased to 10 cents per ton of coal produced for use or sale. Medical and hospital fund was combined with welfare and retirement fund.	
July 1, 1948.....	Operators' contributions to welfare and retirement fund increased to 20 cents per ton of coal produced for use or sale.	
Mar. 5, 1950.....	Operators' contributions to welfare and pension fund increased by 10 cents, to 30 cents per ton produced for use or sale.	The plan provides: Pensions—\$100 a month to workers retiring after May 28, 1946, at 60 or older with 20 years of service and employed in the bituminous coal industry for at least 1 year immediately preceding retirement. Death benefits—\$1,000. Medical health and hospital service—provides for rehabilitation of disabled miners and hospitalization and in-hospital medical care to miners, their dependents, and widows and dependent children of deceased miners. Hospital service to adult dependents of living miners limited to 60 days a year.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits—Continued		
Mar. 5, 1950—Continued		<p>Rehabilitation cash benefits and maintenance aid⁵—miners totally disabled or undergoing rehabilitation measures for 6 months or longer receive \$30 a month, if single, and \$10 additional for wife and each child. Widows and survivors benefits⁵—Widows over 50, with no children, receive \$30 a month; widows with one child, over or under 50, \$40 a month, and \$10 for each additional child. An orphan receives \$20 a month with \$10 a month additional for each orphan in the same household.</p>
Oct. 1, 1952	Operators' contribution increased by 10 cents, to 40 cents per ton produced for use or sale.	
Jan. 15, 1954 (action of Board of Trustees dated Jan. 14, 1954).		<p>Correction: Rehabilitation and maintenance aid cash benefits: Discontinued: \$30 a month for totally disabled miner and an additional \$10 for wife and each dependent child under 18, or those incapacitated and living with miner, regardless of age.</p>
July 1, 1960 (action of Board of Trustees dated June 28, 1960).		<p>Continued: Hospital and medical care benefits: Provided hospitalization, physician's services and drugs in hospital, specialists on in-patient or out-patient basis, physical rehabilitation services, and certain drugs for long-continued use. Benefits applicable to eligible dependent wives, unmarried children to age 18 or, if physically or mentally incapacitated, to age 21, and parents of miner or his wife if they have lived with miner for at least a year, and to widows and survivors for 12 months after death of miner. Changed: Eligibility terminated if miner was self-employed or in any way connected with the ownership, operation, or management of a mine; eligibility of unemployed miner extended for 1 year after date of last regular employment with employer party to agreement. Death benefits: Funeral expense—\$350; widows' and survivors' benefit—\$650 in 11 monthly payments of \$50 and \$100 in the 12th month. Changed: Not applicable if deceased miner was self-employed or in any way connected with the ownership, operation, or management of a mine at time of death; deceased miner at date of death must not have been unemployed for more than 1 year after date of last employment with employer party to agreement. Pensions: Changed: No service to be credited for any period of self-employment or connection with the ownership, operation, or management of a mine.</p>
Feb. 1, 1961 (action of Board of Trustees dated Dec. 30, 1960).		<p>Continued: Pensions: Reduced to \$75 a month (was \$100) for worker retiring after May 29, 1946, at age 60 or older with (1) 20 years' employment in a classified job in industry in the 30 years preceding application, (2) regular employment in a classified job in industry immediately prior to May 29, 1946, and</p>

See footnote at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits—Continued		
Feb. 1, 1961 (action of Board of Trustees dated Dec. 30, 1960)—Continued		(3) permanent retirement from industry after May 29, 1946, following regular employment in a classified job with an employer party to the national agreement.
Apr. 2, 1964 (amendment dated Mar. 23, 1964).		Added—for commercial mines only: Contribution to welfare and retirement fund of 80 cents for each ton of coal purchased from another operator for use or resale on which a royalty had not been paid. ²
Feb. 1, 1965 (action of Board of Trustees dated Jan. 4, 1965).		Pensions: Increased to \$85 a month (was \$75). Changed: Eligibility—to 55 years of age (was 60). All employment in a classified job in the industry was credited toward the 20-year service requirement. Workers who left the industry before Feb. 1, 1965, required to meet the former provision that the 20 years' service be within the 30-year period immediately preceding retirement, or to return for at least a year, until age and service requirement was met.
Oct. 1, 1965 (action of Board of Trustees dated Sept. 2, 1965).		Pensions: Increased to \$100 a month (from \$85).
July 1, 1966 (Board of Trustees letter to annuitants dated Aug. 30, 1965).		Added: Enrollment in the Federal Medicare program made mandatory for annuitants over 65 years of age; Fund benefits would not be available for hospital or medical care where available under the 1965 social security amendments.
Jan. 19, 1967	Increased: Death benefits—to \$5,000 for widow of working miner; \$2,000 for widow of retired miner.	Benefit applicable in event of death on or after Jan. 1, 1967, of miner regularly employed in a classified job, and while unemployed for 1 year after such employment. For eligible survivors of working miners—funeral expense benefit of \$350, and monthly payments of \$75 until, after 59 months, a final payment of \$225 is made for the 60th month; for eligible survivors of retired miners who were unemployed at time of death—funeral expense benefit of \$350, and monthly payments of \$75 for 22 months. Hospital and medical care benefits available to active and retired miners' unmarried widows, unmarried dependent children up to age 22, and to unmarried dependent grandchildren up to age 22, if orphaned and living with miner or pensioner.
July 1, 1967 (action of Board of Trustees dated May 10, 1967).		Eliminated: Mine disaster benefits. Pensions: Increased to \$115 a month.

¹ Applies only to workers having standard schedule of hours reported in table A. Pyramiding of overtime pay not required under the provisions.

² Supplemental agreement authorizing 6-day week was carried over by subsequent agreements. The 6-day week was optional.

³ Retroactive claims for portal-to-portal pay were adjusted by payment of \$40 to each eligible worker employed from Apr. 1, to June 20, 1943, and a prorata amount for less than continuous employment during this period.

⁴ The contract also provided for \$40 added vacation pay for 1956 and observance of December 24, 26, and 31, 1956, as vacation days. These days were not observed as a vacation period in 1957; \$180 was paid in vacation benefits in 1957.

⁵ Effective November 1950, and as amended Mar. 8, 1951.

⁶ See text for detail of this provision.

Wage Chronologies

The following list constitutes all wage chronologies published to date. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or from any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of the regional offices shown on the inside back cover.

Aluminum Company of America, 1939-61. BLS Report 219.
American Viscose, 1945-63. BLS Report 277 (20 cents).
The Anaconda Co., 1941-58. BLS Report 197.
Anthracite Mining Industry, 1930-66. BLS Bulletin 1494 (20 cents).
Armour and Co., 1941-67. BLS Bulletin 1481 (30 cents).
A. T. & T.—Long Lines Department, 1940-64. BLS Bulletin 1443 (40 cents).

Berkshire Hathaway Inc., 1943-66. BLS Bulletin 1475 (20 cents).
Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454 (25 cents).
The Boeing Co. (Washington Plants), 1936-64. BLS Report 204 (20 cents).
Carolina Coach Co., 1947-63. BLS Report 259.
Chrysler Corporation, 1939-64. BLS Report 198 (25 cents).
Commonwealth Edison Co. of Chicago, 1945-63. BLS Report 205 (20 cents).

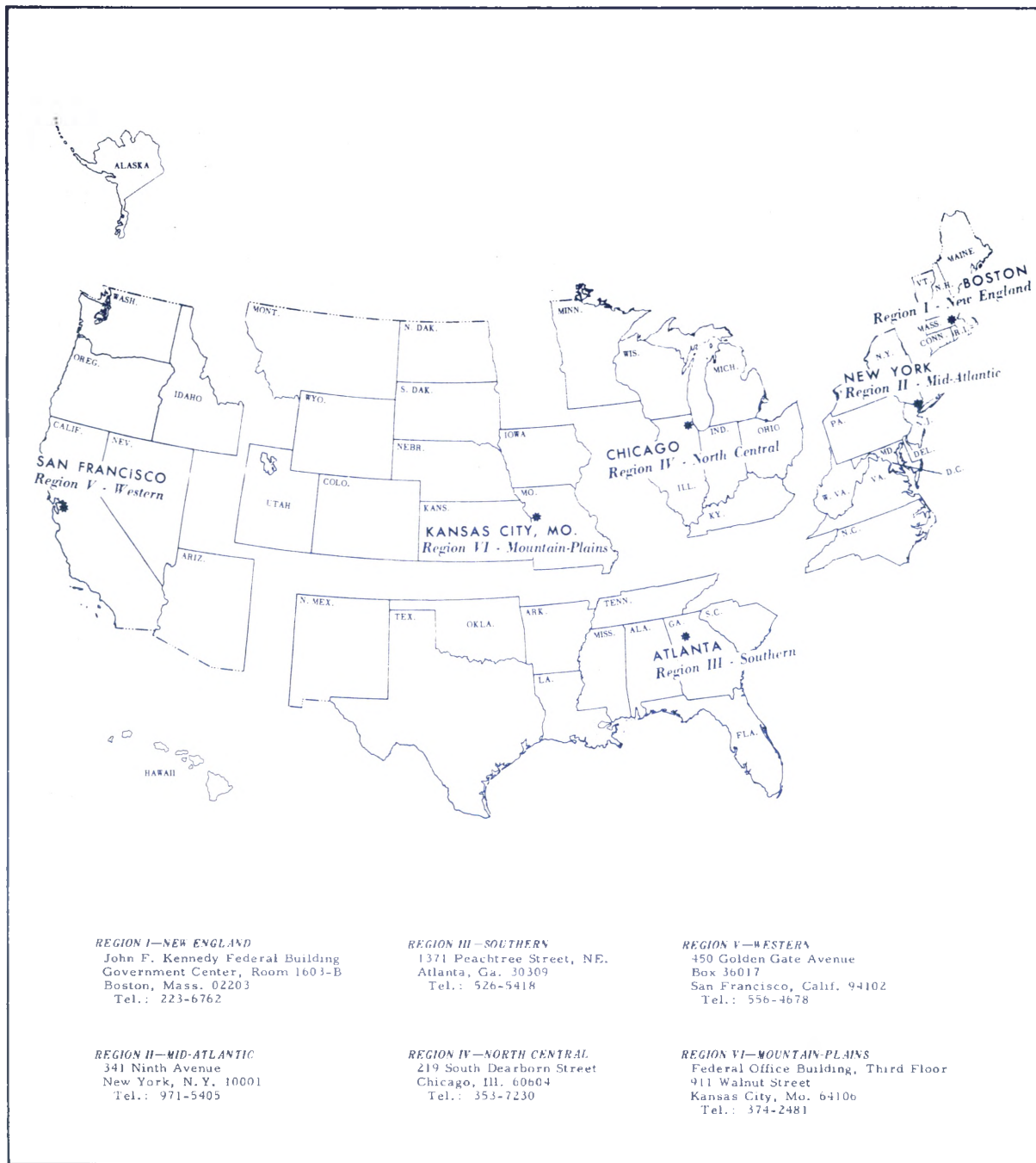
Dan River Mills, 1943-65. BLS Bulletin 1495 (15 cents).
Federal Classification Act Employees, 1924-64. BLS Bulletin 1442 (35 cents).
Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants), 1937-66. BLS Bulletin 1484 (30 cents).
Ford Motor Company, 1941-64. BLS Report 99 (30 cents).
General Motors Corp., 1939-66. BLS Bulletin 1532 (30 cents).

International Harvester Company, 1946-61. BLS Report 202.
International Paper Company, Southern Kraft Division, 1937-67. BLS Bulletin 1534 (25 cents).
International Shoe Co., 1945-66. BLS Bulletin 1479 (20 cents).
Lockheed-California Company (A Division of Lockheed Aircraft Corp.), 1937-67. BLS Bulletin 1522 (35 cents).
Martin-Marietta Corp., 1944-64. BLS Bulletin 1449 (25 cents).
Massachusetts Shoe Manufacturing, 1945-66. BLS Bulletin 1471 (15 cents).

New York City Laundries, 1945-64. BLS Bulletin 1453 (20 cents).
North American Aviation, 1941-64. BLS Report 203 (25 cents).
North Atlantic Longshoring, 1934-61. BLS Report 234.
Pacific Coast Shipbuilding, 1941-64. BLS Report 254 (25 cents).
Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499 (30 cents).
Pacific Longshore Industry, 1934-65. BLS Bulletin 1491 (25 cents).

Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).
Sinclair Oil Companies, 1941-66. BLS Bulletin 1447 (25 cents).
Swift & Co., 1942-63. BLS Report 260 (25 cents).
United States Steel Corporation, 1937-64. BLS Report 186 (30 cents).
Western Greyhound Lines, 1945-63. BLS Report 245 (30 cents).
Western Union Telegraph Co., 1943-63. BLS Report 160 (30 cents).

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