

Wage Chronology

**ALUMINUM COMPANY
OF AMERICA,
1939-67**

Bulletin No. 1559



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July 1967

UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402 - Price 30 cents

Preface

This report is one of a series that traces 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 generally are 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 the collective bargaining is derived from news media and confirmed and/or supplemented by the parties to the agreement. Wage chronologies deal only with selected features of collective bargaining or wage determination. They 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 the changes in wage rates and related wage practices negotiated since 1939 by the Aluminum Company of America with the United Steelworkers of America and the Aluminum Workers International Union. The provisions of agreements negotiated prior to 1962—published as BLS Report 219—have been supplemented in this bulletin by information on negotiated contract changes in 1962, 1963, and 1965.

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.

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Wage Chronology—

Aluminum Company of America, 1939—67

Introduction

1939—50

During the period 1939—50 the Aluminum Company of America has been a party to collective bargaining agreements with a number of AFL, CIO, and unaffiliated unions. The major interplant agreements, in terms of number of plants and workers covered, involved the United Steelworkers of America (CIO) and the International Council of Aluminum Workers Unions (AFL).¹ This chronology traces the changes in wages rates and related wage practices put into effect since 1939 in the plants now covered by master agreements.

The National Council of Aluminum Workers, now the International Council of Aluminum Workers Unions, an organization of Federal labor unions affiliated directly with the American Federation of Labor, negotiated the first ALCOA collective agreement in December 1936, covering employees at six plants. Currently the council is composed of six Federal labor unions. The most recent master contract with the company applies to plants located in East St. Louis, Ill.; Lafayette, Ind.; Massena, N.Y.; Cressona, Pa.; Chillicothe, Ohio; and Davenport, Iowa. The last two plants came under the agreement for the first time in 1949 and 1950, respectively. Approximately 9,500 employees are covered by this agreement. The Vancouver, Wash., plant, operating under a separate AFL agreement, is not included in this chronology.

The Aluminum Workers of America (CIO), organized in 1937, negotiated its first ALCOA agreement, covering four plants, in November 1939. During the war years, the union acted as collective bargaining representative for employees in as many as 20 plants. In 1944, it merged with the United Steelworkers of America (CIO). The most recent agreement covers approximately 16,500 workers in plants located in Alcoa, Tenn.; Badin, N.C.; Bauxite, Ark.; Bridgeport, Conn.; Detroit, Mich.; Drury, Ark.; Edgewater, N.J.; Mobile, Ala.; New Kensington, Pa.; and Richmond, Ind.

Although this chronology shows contract provisions existing in 1939, those terms do not necessarily indicate changes in prior conditions of employment. The provisions of supplementary agreements made at the plant level are omitted.

The latest CIO agreement, effective December 7, 1949, extended the terms of the May 8, 1947, master agreement to November 30, 1951. It permits either party to reopen negotiations regarding wages and paid holidays during November 1950. Provision is also made for the negotiation of a new vacation plan for 1951. The AFL agreement can also be terminated on November 30, 1951, and provides for the reopening of wage negotiations during November 1950. Negotiations on the 1951 vacation plan are to start not later than November 1950. Provisions of the pension plan are to remain unchanged until April 1, 1955. In September 1950, prior to reopening negotiations, the company offered, and both unions accepted, a general wage increase of 10 percent.

¹ This chronology covers only plants organized by the United Steelworkers of America and the Aluminum Workers International Union. Prior to 1953, the AWU was the International Council of Aluminum Workers Unions. At present, both unions are affiliated with the merged AFL-CIO.

1951

Wage discussions were reopened in November 1950 by the United Steelworkers of America (CIO) and the International Council of Aluminum Workers Unions (AFL) with the Aluminum Company of America, in accordance with contract terms. The negotiated settlement provided 6 paid holidays for Steelworkers in all plants and a wage increase for five southern plants. The Aluminum Workers procured a general wage increase in all plants for which they are the collective bargaining agent. These changes, effective in December 1950, supplemented a 10-percent wage increase (reported in the basic chronology) granted to both unions on October 1, 1950.

1952—53

The agreements of the International Council of Aluminum Workers Unions (AWU—AFL) and the United Steelworkers of America (USA—CIO) with the Aluminum Company of America were reopened in accordance with their terms shortly before their expiration dates on November 30, 1951. Negotiations, which extended into 1952, were not successful despite the efforts of the Federal Conciliation and Mediation Service. When it became apparent that further negotiations would not produce an agreement, the President, under authority of Executive Order 10233, certified the two disputes to the Wage Stabilization Board on January 26, 1952. The Board was requested to investigate the causes of disagreement and to recommend fair and equitable terms of settlement.

Subsequently the Board appointed two 6-member tripartite panels to inquire into the issues and report to the Board on the position of the parties with regard to their solution. Public hearings were held in March and panel reports were released in June. Since the cases appeared to be related to the steel case pending at that time, the Board did not make recommendations. (WSB had issued recommendations concerning the steel case, but the parties had not agreed, and a steel strike was in progress when the aluminum-industry panels' reports were released.)

In July, agreements were reached by the Aluminum Company of America and the two unions. The effective date of the complete new USA—CIO contract was August 1, 1952, while the AWU—AFL contract was dated July 1, 1952. In both cases, general wage increases were put into effect as of March 10 and July 1, 1952. Terms of the USA—CIO interim agreement, reached July 28, 1952, were approved by the WSB on July 29. The contract is to run until July 31, 1953.

Agreement on the terms of the AWU—AFL contract was reached on July 3, 1952; WSB approval was granted on July 25. This contract is to continue in effect until June 30, 1957, but is subject to reopening at various times. Two years after the effective date, discussions on working practices may take place while revisions of vacation provisions may be negotiated for the 1954 calendar year.

In addition, wage provisions of the contract may be reopened under the following conditions: (1) If, at the date an annual increase (4 cents) is due, the escalator-clause increases are less than the accumulated annual increases (including the one then due, but not the first), the contract may be reopened; if it is reopened, the scheduled annual increase will not be made. For example, if the cost-of-living increases in effect on the third annual increase date were 7 cents (1 cent less than the 8-cent accumulation minus the first annual increase), there could be a contract reopening. In this case, the third scheduled annual increase would not be given.

(2) If the "cost-of-living rate"² is less than the "actual rate" for two successive quarterly adjustment periods, the second adjustment date may be regarded as a reopening date. Thus, if the base hourly rate was \$1.50, the "actual rate" after the second annual increase would be \$1.58. If the CPI had gone up 1 point, the cost-of-living rate would be \$1.59. If, at the time of the third quarterly cost-of-living adjustment, the Consumers Price Index had declined by 2 points, the "cost-of-living" rate would arithmetically become \$1.57. However, the contract provides that the actual rate will not be reduced except by mutual agreement; hence, the rate would remain at \$1.58. If, during the fourth quarter, the CPI does not change or declines still further, it would be possible to reopen the contract on wages.

Provision was also made to increase the 4-cent-an-hour annual increase by 1 cent if the CPI was 200 or more by July 1 of any year during the life of the contract.

1953—54

Negotiations of the Aluminum Company of America with the Aluminum Workers International Union (AWU—AFL) and the United Steelworkers (USA—CIO) were concluded in July 1953. Both settlements included across-the-board wage increases effective July 13, 1953, and provisions dealing with wage differentials between northern and southern plants.

The company and the Steelworkers had begun negotiations on June 23, following the union's settlement in the basic steel industry. The Steelworkers' agreement with the Aluminum Company of America, effective July 13, 1953, like the basic steel settlement, provided an 8.5-cent across-the-board increase. The basic contract was extended for 1 year, until July 31, 1954, and thereafter until terminated by 60 days' written notice, "unless either party shall have given notice in writing to the other party 60 days prior to July 31, 1954, of its desire to modify, extend, or terminate (the) agreement."

The Aluminum Workers (representing six-member locals, the Aluminum Trades Council of Wenatchee, Wash., and the Aluminum Council of Port Lavaca, Tex.) had requested a reopening of their 5-year wage agreements expiring on June 30, 1957. The resulting amended agreement provided a 4.5-cent increase in pay effective on July 13, 1953. This was in addition to a 4-cent annual increase that became effective on July 1 in accordance with the provisions of the basic AWU—AFL contracts. The amended agreement also raised from 4 to 5 cents an hour the annual increase due in July 1954, 1955, and 1956.

Earlier in the year, the AFL unions and the company had developed a procedure for shifting the cost-of-living escalator clause in their agreements from the old to the revised Consumer Price Index. This amendment provided that the new index would be used in any adjustment or reopening after April 30, 1953. The quarterly review, based on the revised index for March 15, 1953, gave workers at plants organized by the AFL unions a 1-cent increase as of May 3, 1953.

² Defined as cost-of-living adjustment plus annual increase plus basic hourly rates. The two latter elements are known as the "actual rate."

Both AFL and CIO agreements liberalized holiday pay provisions and provided an additional 2-cent hourly pay increase in southern plants to go into effect on January 4, 1954.³ The 2-cent increase eliminated the geographic differential at the mines and plants in Arkansas and Indiana. The Steelworkers' contract also provided for continuation of a wage study and amending the wage study agreement to provide that by July 1954 "the lowest rate in the wage rate structure" at the other southern plants should be the same as "the lowest rate in the (male) wage rate structure at New Kensington, provided such lowest paid job classifications are the same."

The USA-CIO contract covers about 17,000 workers and 12 locations, of which six plants and two mines are in the south. About 13,000 workers in eight plants are covered by the AWU-AFL agreement; all of these plants, except the one at Port Lavaca, Tex., are in the north.⁴

1954-58

Late in July 1954, the Aluminum Company of America concluded separate settlements with the United Steelworkers of America (USA-CIO) and the Aluminum Workers International Union (AWU-AFL), following negotiations begun earlier in the month.

The Steelworkers' new contract—averting a strike called for midnight July 31, the expiration date of the previous agreement—provided for a 5-cent hourly general wage increase effective August 1, 1954. The company also agreed to pay 3 cents per man-hour for 1 year into an inequity fund for subsequent disbursement and to undertake a joint wage study program. Workers represented by the AWU had received a 5-cent increase a month earlier under terms of their wage agreement of July 9, 1953, which also provided for additional 5-cent raises on July 1 of 1955 and 1956, in addition to cost-of-living escalator adjustments. (Between July 1952 and August 1954, the escalator provision had resulted in a net 3-cent increase in hourly pay of workers represented by the latter union.) Settlements with both unions liberalized holiday and vacation provisions and improved insurance and pension plans.

The USA contract, covering about 17,000 workers in 12 locations,⁵ was to remain in effect through July 31, 1956, with a wage reopening a year earlier. The AWU, representing approximately 14,000 workers in nine plants,⁶ incorporated the changes in supplementary benefits in a new basic agreement, to be in effect until June 30, 1957—the expiration date of the previous basic contract.

In July 1955, the Steelworkers negotiated an average 15-cent increase in wage rates under a wage reopening, and the company agreed to continue to pay 3 cents into a wage-inequity-study fund, and to distribute the amount already accumulated in the fund (3 cents a man-hour for the period from August 1, 1954, through July 31, 1955) among employees. The Aluminum Workers received a

³ Additional wage adjustments were to be negotiated by the Steelworkers for the Mobile, Ala., plant. These adjustments, agreed to in September 1953, and the 2-cent increase at all southern plants amounted to an average hourly increase of about 1.2 cents for all employees of the company represented by the Steelworkers.

⁴ New plants at Bauxite, Ark., and Rockdale, Tex., organized by the USA (CIO), and one at Wenatchee, Wash., represented by the AWU (AFL), were covered by collective bargaining agreements for the first time in 1953. Neither the basic chronology nor the supplements to it cover plants organized by other unions.

⁵ Representation of the Port Lavaca (Point Comfort), Tex., plant shifted to the Steelworkers in 1954.

⁶ New plant at Lancaster, Pa., represented by the AWU was covered by the collective bargaining agreement for the first time in 1954.

net 13-cent increase in wage rates (5 cents effective at the beginning of July as a deferred annual increase and an average of 8 cents effective August 1, negotiated under a wage reopening) plus company payment of 3 cents a man-hour into a wage-inequity-study fund, not previously provided under their agreement. At the same time, their 2-cent cost-of-living allowance was incorporated in base rates. The Aluminum Workers' settlement shortened their contract to July 31, 1956, the expiration date of the Steelworkers' agreement, and eliminated the cost-of-living escalator clause and the annual increase scheduled for July 1956.

On April 2, 1956, as a result of the completion of their wage-study program, approximately 11,000 of the 17,000 Steelworkers received wage increases retroactive to August 1, 1955. The other 6,000 represented by the union were already receiving the new wage rates called for in their job classifications or higher rates. Twenty-eight job classes were instituted by the new program. At most plants, the lowest job rate was \$1.745 an hour and the highest was \$2.825, with a 4-cent increment between job classes. However, at the Edgewater, N.J., and the Detroit, Mich., plants, the lowest job rates continued at \$1.83 and \$1.87, and rates for job class 28 were \$2.856 and \$2.869 an hour, respectively. The increment between job classes at Edgewater was established at 3.8 cents and at Detroit at 3.7 cents.

The Aluminum Workers and the company agreed to a memorandum of settlement on July 31, 1956, that was similar in many respects to the terms of the memorandum of agreement that had been signed by the Steelworkers and major steel producers on July 27. The contract provided, effective August 1, 1956, for a 9.5-cent-an-hour general wage increase plus an increase of 2.25 cents in the company's contribution to the previously established fund for distribution among workers upon completion of the wage-study program, and for deferred increases in 1957 and 1958. The workers also received a lump-sum payment of 3 cents an hour worked during the period from August 1, 1955, through July 31, 1956, which had been accumulated in the wage-study fund. Other contract changes, some of which were to become effective at various dates during the life of the contract, included a semiannual cost-of-living escalator clause; 1 additional paid holiday; an increase in pay for holidays worked; jury-duty pay; an increase in shift differentials; liberalization of vacation benefits and pension and insurance plans; and a supplemental unemployment benefit plan.

With the expiration of their contract on July 31, 1956, members of the Steelworkers stopped work at all ALCOA plants represented by their union. The 9-day strike was settled on August 9 with the signing of a new 3-year agreement. The terms of settlement incorporated the wage provisions already outlined for the Aluminum Workers, with an increase in increments between job classes averaging 2.25 cents an hour rather than an equivalent addition to a job-study fund. They also provided for similar changes in supplementary benefits but with further liberalization in the supplemental unemployment benefit plan, larger company contributions for dependents' insurance, and liberalized provisions for vacation eligibility. These additional provisions were subsequently incorporated in the AWU agreement.

The Aluminum Workers agreement as it related to "fringe benefits and cost items" was extended to July 31, 1959, and in April 1957, the union concluded negotiations with the company on noneconomic items in their contract, also to extend to July 31, 1959. The Steelworkers' agreement, which also covered noneconomic issues, was to be in force from August 1, 1956, through July 31, 1959.

On April 1, 1957, upon completion of their wage-study program, about 9,000 of the 14,000 employees represented by the Aluminum Workers received wage increases retroactive to August 1, 1956. The balance of the workers were receiving rates equal to or above the rates called for by the new job evaluation plan. Twenty-eight labor grades were established.

1958—61

On July 28, 1959—just prior to the expiration of their existing contracts⁷—the Aluminum Company of America and the United Steelworkers of America and the Aluminum Workers International Union agreed to extend their agreements until November 1 or 30 days after settlement of a nationwide steel strike then taking place, whichever was earlier. The parties also agreed that any benefits that would be effective in the first year of the contract resulting from their negotiations were to be retroactive to August 1, 1959, except pension benefits, which were not to be effective until January 1, 1960. In November 1959, the contract extension was automatically continued, since neither of the parties terminated the agreement by the 10-day notice required in the original document.

Tentative agreement on the economic terms of new contracts was reached on December 19, 1959, about 2½ weeks before the steel settlement. The new wage and fringe benefit package was valued by the parties at between 28.5 and 30 cents an hour over the 3-year contract period. The agreements provided for one retroactive as well as two deferred wage increases.

Differences among plants in the wage and job increment increases agreed to during the 1959 negotiations apparently were directed toward the establishment of a uniform wage-rate structure in all of the company's plants covered by agreements with the two unions. As in some earlier contracts, general wage and increment increases were larger at plants with lower wage rates or increments. Over the 3-year period covered by the agreements, there will be a narrowing of the rate differences that existed in the plants represented by each of the unions. By the time the final increase due under the 1959 agreements becomes effective, the majority of plants represented by both unions will have the same hourly rate for labor grade 1. The net effect of the increases was to reduce, but not eliminate, differences in wage rates for the same occupational class by the end of the contract term.

Under the terms of the new agreements, the cost-of-living formula provided in the previous agreements was continued, the allowance was frozen at 17 cents until August 1, 1960, and limits were established on further increases in the allowance after that date. The company also agreed to assume the entire cost of the dependents' hospital and surgical insurance, part of which had been borne by the employees. In addition, some of the supplementary benefits, including supplemental unemployment and sickness and accident benefits, were liberalized; hospital, surgical, and life insurance coverage was extended for laid-off and disabled employees, and these benefits were also made available to pensioners and their wives.

The new agreements, covering about 17,400 USA members in 13 plants⁸ and 9,700 AWU members in 9 plants,⁹ are to be in force through July 31, 1962. Discussions on pensions may be opened July 1, 1962, but any changes in the program shall not be effective until January 1, 1963.

⁷ Contracts remained in force through July 31, and pension agreements through Dec. 31, 1959.

⁸ The plant in Torrence, Calif., was included in the master USA agreement for the first time in 1959.

⁹ Including plants at Vancouver and Wenatchee, Wash., where the AWU negotiates in conjunction with other unions through a trades council.

1962 Negotiations

In an effort to avoid "crisis" bargaining, negotiations were initiated by the Aluminum Company of America separately with the United Steelworkers of America (USA) and the Aluminum Workers International Union (AWU) more than 2 months in advance of the expiration dates of the current agreements. The primary targets of both unions were job and income security.

USA

Discussions with the USA began on May 15, with the early bargaining discussions confined generally to plant level problems. Negotiations were recessed after 2 weeks and were not resumed until June 6, when the USA presented its economic demands to the company.

The union placed heavy emphasis on longer vacations, a new company financed supplemental vacation and savings plan, and an improved SUB plan providing higher regular as well as new short week benefits. However, major improvements in pensions, which would have substantially increased normal retirement annuities and encouraged early retirements, represented an important part of the union's package.

On June 29, accord was reached on a 2-year contract providing benefits generally similar to those negotiated earlier in the basic steel industry. Like those settlements, the new contract made no provision for a general wage increase and, although continuing the existing cost-of-living allowance, eliminated the escalator clause.

A major innovation for the industry was the establishment of a supplemental vacation and savings plan. Under this plan, the company was to contribute 3 cents per man-hour worked into a special fund to provide senior employees—at least the 50 percent with the highest seniority—with 1 additional week of vacation each year. If funds were available, the provisions of the plan were to be extended to all employees. Workers 57 years old or over were given the option of deferring the extra vacation pay until retirement or termination of employment. Those under that age were required to take the extra week's vacation.

The agreement also revised the vacation schedule to provide an additional half week's vacation for all eligible employees. With this improvement, benefits ranged from 1 week's vacation after 1 year of service to 4 weeks after 25 years.

An amendment to the pension plan liberalized eligibility requirements for workers who retire early because of disability, permanent plant or department shutdown, or under mutually satisfactory conditions. Early retirement annuities were made available to employees 55 years old or over with at least 15 years of service, when their age and years of service totaled 75 years; other eligible employees, the age and years of service must total 80 years. Revised eligibility requirements permitted laid-off or disabled workers under age 60 to retire under specified conditions, if all other eligibility requirements were met.

The SUB plan was liberalized and company contributions were increased from 5 cents to 9.5 cents per hour worked. Regular weekly benefits were increased to an amount equal to 24 hours of average straight-time pay. However, the maximum dependents' allowance was reduced to \$6. Financing of extended vacations was tied to the SUB plan by providing that up to 4.5 cents of the company's contributions that were not needed to bring SUB plan fund up to maximum financial position, were to be transferred to the supplemental vacation plan fund.

A new short week benefit entitled employees working less than 32 hours a week to a minimum of 32 hours' pay. In addition, a relocation allowance was established for certain employees laid off as a result of a reduction in force who accepted employment in another company plant at least 50 miles from old installation.

The contract, like those in basic steel, could be reopened to negotiate changes in wages, pensions, insurance, and other specified items in mid-1963.

AWU

The AWU's 1962 contract demands were adopted at its wage policy meeting held April 2-6 and presented to the company on May 16. Like the Steelworkers, the Aluminum Workers did not ask for a general wage increase. They did, however, propose to incorporate the existing 23-cent-an-hour cost-of-living allowance into the basic hourly rates.

To stimulate the hiring of additional employees, the AWU sought restrictions on overtime work as well as higher pay when such work was necessary and increased premiums for work on Saturday and Sunday. Other parts of the bargaining package included 2 additional paid holidays with triple time for work on any contract holiday, 3 days paid funeral leave, a guarantee of no loss of earnings while serving on a jury and higher shift premiums. The vacation schedule would have been revised to provide from 1 to 8 week's vacation depending upon the employee's length of service.

Substantial improvements in the SUB, group insurance and pension plans were also proposed. The insurance proposal would have required the company to carry the total cost of the program for employees and their dependents and retirees and their dependents. A new severance pay plan would have provided certain laid off employees with 2 years or more of service from 4 to 20 times their weekly earnings, depending upon years of service. Contract talks were suspended indefinitely on June 1, when AWU struck the company's Cressona, Pa., plant over work rule changes.

When negotiations resumed on July 8, the company offered the same 2-year contract that had been agreed to by the USA in late June. This offer was rejected.

In its counter proposal, the AWU asked that the existing contributions for SUB remain at 5 cents, but demanded that 4 cents an hour be set aside in an interest bearing fund to supplement pensions. The union also demanded an additional week of vacation for all eligible employees. The company's offer would have extended vacations an additional half week.

When the parties were unable to resolve their differences by July 31, the expiration date of the existing contract, a walkout closed all plants represented by the AWU. The strike ended the following day, when agreement on a 2-year contract was reached. Terms of the settlement were essentially the same as those agreed to earlier by the USA.

1963 Negotiations

Although the 1962 agreements permitted negotiations on wage pensions, insurance, and other matters in June 1963, neither the company nor the unions exercised their option to reopen the contracts formally. However, the parties did begin informal talks on July 17.

USA

The Steelworkers asked the company for essentially the same benefits that were agreed to in the basic steel industry in late June. Specifically, it demanded an extended vacation plan, increases in both weekly sickness and accident benefits and life insurance, and extension of hospital benefits to 365 days.

Agreement was reached after 9 days of collective bargaining. An extended vacation plan was a major feature of the settlement. Unlike the extended vacation plan agreed to in the basic steel industry, the plan was not limited to the upper half of the seniority list. Every employee who was eligible for at least one regular vacation in a 5-year period was to receive an extended vacation. Entitlement to the extended vacation vested in the top 50 percent of the seniority list in the first year, the next 25 percent the second year and the balance the third year. The plan was to be financed solely by company contribution of 3 cents per man-hour worked. Previously SUB "spillover" up to 4.5 cents an hour was also used.

The settlement also increased sickness and accident benefits by \$10 a week, and life insurance by \$500. Hospitalization benefits were extended to 365 days. As in the basic steel contracts, no wage increase was negotiated.

AWU

Early in July 1963, the company and the Aluminum Workers began informal discussions on improvements in the group insurance and pension plans and longer vacations at the request of the union.

On July 31, the AWU and the company announced completion of their 1963 informal contract discussions. Most of the terms of the settlement paralleled those with the Steelworkers. The major exception allocated the extra 3 weeks' vacation pay under the extended vacation plan to the individual benefit accounts for disbursement upon retirement or termination of service.

Both the USA and AWU master contracts were extended to June 1, 1965.

1965 Negotiations

In contrast to the pattern of many years, a settlement was reached by ALCOA and the USA prior to the conclusion of an agreement in the basic steel industry.

USA

The 2-year agreement between the USA and the company scheduled to expire June 1 was opened for renegotiation on April 29, at the request of the union. During the first 3 weeks of negotiations, the parties concerned themselves chiefly with noneconomic matters. On May 20, the Steelworkers presented the company with its initial set of economic demands. The proposals, embodied in a 3-year contract, stressed wages and pensions.

The USA asked for two wage increases, averaging 12 cents an hour the first year and 8 cents in the third year, and double time for overtime work. The union's pension demands would have increased the minimum normal benefit to \$5.50 a month, effective in the second contract year and would have provided full pension rights after 30 years of service, regardless of age. A proposed change in the formula under which high-wage workers could qualify for more than the minimum pension benefits was also included in the bargaining package.

Other demands included improvements in the group insurance program, increased supplemental unemployment benefits, and a provision that would guarantee protection against reduced earnings through inplant job changes.

On May 26, the company proposed a 1-year contract, reportedly worth 16.5 cents an hour. The proposed "package" would have been distributed among wages, insurance, and an income maintenance plan. The offer would have deferred for a year consideration of the union's demand for pension improvements and would have established a joint committee to develop a new pension plan while the 1-year contract was in effect. This offer was rejected by the union. On May 31, the eve of the termination date of the existing contract, the Steelworkers and the company reached agreement on a 3-year contract. Wage increases and significant improvements in the pension plan highlighted the new pact.

Hourly rates of pay were increased by 10 to 15.2 cents, averaging 11.5 cents an hour, on June 1, 1965, and by an additional 7 to 12.2 cents, averaging 8.5 cents an hour, 2 years later. The 23-cent escalator allowance was incorporated into base rates and job grades 1 and 2 were combined at wage rate for grade 2. In addition, up to .35 cents an hour, averaged over the entire bargaining unit, was allocated to adjust wage rates of specified mill, clerical, and relief job classifications.

The agreement also provided for substantial improvements in the group insurance plan, including changes in family hospitalization benefits. Hospital benefits for active employees with 10 years or more of service were extended from 365 to 730 days and dependent coverage was broadened to include full-time students up to age 25. For the first time, physicians' in-hospital benefits were made available to workers.

Surgical benefits were changed from a scheduled fee basis to an unscheduled basis, and provided, for workers earning less than \$7,500 annually, full payment of any reasonable and customary charge for surgery. For workers in the higher pay categories, benefits were not to exceed the reasonable and customary charges to employees with annual earnings under \$7,500. The company also agreed to pay up to 2 years' premiums for life insurance, hospitalization, surgical, and maternity benefits for laid off employees with at least 10 years of credited service.

Effective June 1, 1966, minimum normal monthly pension benefits were to be increased to \$5 for each year of credited service. Workers retiring between June 1, 1965, and June 1, 1966, were to receive the new benefit rate when it became effective; and, benefits of employees retired before that period were to be increased by \$15 a month. After May 31, 1966, employees with 30 years' service were permitted to retire voluntarily on full annuity, regardless of age. Employees who retired early because of disability, extended layoff, plant shut-down, or who retired under mutually satisfactory conditions were to receive a \$100-a-month supplement until eligible for full social security payments at age 65.

Beginning June 1, 1967, weekly sickness and accident benefits were to be changed from \$63 to \$78 a week, to an amount equal to 28 times the employees' base pay. For workers with 2 years or more of credited service, benefits were payable for a maximum of 104 weeks.

AWU

Bargaining for 1965 contracts between the AWU and ALCOA began on April 30.

A substantial across-the-board wage increase, with incorporation of the existing 23-cent-an-hour cost-of-living allowance into basic rates and reinstatement of a revised and updated escalator clause, were the major monetary items in the union's package. Key supplementary benefit demands included higher pay for daily overtime, increased premiums for work on Saturday and Sunday. In addition, the AWU asked for improvements in the group insurance, pension, and SUB plans. New severance pay and job retention plans were also requested.

The Aluminum Workers and the company reached agreement on June 1, a few hours after the existing contract had expired, and after brief walkouts at several plants. First-year improvements included an hourly wage increase of 13.5 cents and incorporation of the 23-cent-an-hour cost-of-living allowance into the basic wage structure. The minimum guarantee for reporting to work was increased from 4 to 8 hours' pay.

Second year gains were devoted exclusively to pensions and were identical to those of the Steelworkers.

For the third contract year, the new agreement provided for an 8.5-cent-an-hour general wage increase and the same weekly sickness and accident benefits granted workers represented by the USA.

Both the USA agreement, covering 12,500 employees, and the AWU contract, covering 9,000 workers, were scheduled to remain in effect through May 31, 1968. The following tables bring the Aluminum Company of America wage chronology up to date through the termination dates of the current agreements.

A—General Wage Changes¹

Plant, union, ² and date of change	General wage change (increase per hour)	Plant, union, ² and date of change	General wage change (increase per hour)
Alcoa, Tenn. (USA-CIO):		East St. Louis, Ill. (AWU-AFL):	
Nov. 1939.....	-	Nov. 1939.....	-
July 1940.....	\$ 0.02	Nov. 1940.....	\$0.02-\$0.05
Apr. 1941.....	.08	May 1941.....	¹⁰ .03
Feb. 1942.....	³ .087	Sept. 1942.....	.07
Aug. 1943.....	.03	Nov. 1945.....	.10
Feb. 1946.....	.19	Feb. 1946.....	.09
Apr. 1947.....	.14	Apr. 1947.....	.10
June 1948 ⁴	\$0.10-.16	June 1948 ⁴.....	.10-.16
Oct. 1950.....	10 percent	Jan. 1950.....	¹¹ .00-.13
Dec. 1950.....	.02	Oct. 1950.....	10 percent
Badin, N. C. (USA-CIO):		Dec. 1950.....	.03
Nov. 1939.....	-	Edgewater, N. J. (USA-CIO):	
July 1940 ⁵.....	.02	Nov. 1939.....	-
Apr. 1941.....	.08	Apr. 1941.....	.08
Feb. 1942.....	³ .091	Sept. 1942.....	.05
Aug. 1943.....	.03	Feb. 1946.....	.19
Feb. 1946.....	.19	Apr. 1947.....	.12
Apr. 1947.....	.14	June 1948 ⁴.....	.10-.16
June 1948 ⁴.....	.10-.16	Oct. 1950.....	10 percent
Oct. 1950.....	10 percent	Dec. 1950.....	.00
Dec. 1950.....	.02	Lafayette, Ind. (AWU-AFL):	
Bauxite and Drury, Ark. (2 mines), (USA-CIO):⁶		Oct. 1942 ⁵	-
Nov. 1939.....	-	Nov. 1945.....	.10
July 1940.....	.02	Feb. 1946.....	.09
Apr. 1941 ⁵.....	.08	Apr. 1947.....	.10
Sept. 1942.....	⁷ .05	June 1948 ⁴.....	.10-.16
Feb. 1946.....	.19	Oct. 1950.....	10 percent
Apr. 1947.....	.14	Dec. 1950.....	.03
June 1948 ⁴.....	.10-.16	Massena, N. Y. (AWU-AFL):	
Oct. 1950.....	10 percent	Nov. 1939.....	-
Dec. 1950.....	.02	July 1940.....	.02
Bridgeport, Conn. (USA-CIO):		May 1941.....	.08
Nov. 1939.....	-	Sept. 1942.....	.05
July 1940.....	.02	Feb. 1946.....	.19
Apr. 1941.....	.08	Apr. 1947.....	.10
June 1941.....	.03	June 1948 ⁴.....	.10-.16
Sept. 1942 ⁵.....	.06	Oct. 1950.....	10 percent
Feb. 1946.....	.19	Dec. 1950.....	.03
Apr. 1947.....	.12	Mobile, Ala. (USA-CIO):¹²	
June 1948 ⁴.....	.10-.16	Apr. 1941 ⁵	-
Oct. 1950.....	10 percent	Sept. 1942.....	.03-.13
Dec. 1950.....	.00	Feb. 1946.....	.19
Chillicothe, Ohio (AWU-AFL):		Apr. 1947.....	.14
Apr. 1949 ⁵	-	June 1948 ⁴.....	.10-.16
Oct. 1950.....	10 percent	Oct. 1950.....	10 percent
Dec. 1950.....	.03	Dec. 1950.....	.02
Cressona, Pa. (AWU-AFL):⁸		New Kensington, Pa. (USA-CIO):	
Mar. 1943 ⁵	-	Nov. 1939.....	-
Oct. 1946.....	.19	July 1940.....	.02
June 1947.....	.10	Apr. 1941.....	.08
June 1948 ⁴.....	.10-.16	Sept. 1942.....	.05
Oct. 1950.....	10 percent	Feb. 1946.....	.19
Dec. 1950.....	.03	Apr. 1947.....	.12
Davenport, Iowa (AWU-AFL):		June 1948 ⁴.....	.10-.16
Jan. 1950 ⁵	-	Oct. 1950.....	10 percent
Oct. 1950.....	10 percent	Dec. 1950.....	.00
Dec. 1950.....	.03	Point Comfort, Tex. (USA-CIO):¹³	
Detroit, Mich. (USA-CIO):		Oct. 1950.....	(¹⁴)
Nov. 1939.....	-	Dec. 1950.....	.03
July 1940.....	.02	Richmond, Ind. (USA-CIO):	
Apr. 1941.....	.08	Aug. 1947 ⁵	-
Sept. 1942.....	⁹ .06	June 1948 ⁴.....	.10-.16
Feb. 1946.....	.19	Oct. 1950.....	10 percent
Apr. 1947.....	.12	Dec. 1950.....	.00
June 1948 ⁴.....	.10-.16		
Oct. 1950.....	10 percent		
Dec. 1950.....	.00		

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date ¹⁵	Provision	Applications, exceptions, and other related matters
Mar. 10, 1952 (AWU-AFL, by agreement of July 3, 1952, and USA-CIO, by agreement of July 28, 1952). July 1, 1952 (AWU-AFL and USA-CIO, by agreements of above dates).	10 percent increase, averaging approximately 15 cents an hour. Minimum increase: 12 cents an hour. 4 cents an hour increase.....	Approved by WSB on July 25 (AWU-AFL) and July 29, 1952 (USA-CIO). The AWU-AFL agreement contained an escalator clause providing for a quarterly adjustment of 1 cent an hour for each 1-point advance in the Bureau of Labor Statistics Consumer Price Index over the May 15, 1952 (old series), base. ¹⁶ Approved by WSB on dates listed above. The AWU-AFL agreement provided for an additional 3 cents an hour for workers at the Port Lavaca, Tex., plant, to decrease the North-South differential; and for 4 cents an hour increases on July 1 of each year from 1952 to 1956. Provision was made to add 1 cent an hour to the annual increase (to 5 cents) if the CPI rose to 200 or over. The only annual increase approved by WSB at this time was for 1952. The USA-CIO agreement provided for an additional 3 cents an hour for workers at the Alcoa, Tenn., Badin, N.C., Bauxite and Drury, Ark., Mobile, Ala., and Richmond, Ind., plants to decrease the North-South differential. The average increase for the entire unit was 1.5 cents an hour.
Aug. 1, 1952 (AWU-AFL).	No change.....	Quarterly cost-of-living review.
Nov. 1, 1952 (AWU-AFL).	1 cent an hour increase.....	Quarterly cost-of-living allowance.
Jan. 1, 1953 (by agreements of Aug. 5, 1952—AWU-AFL and July 28, 1952—USA-CIO).	-----	Approved by WSB Aug. 27, 1952, for Port Lavaca, Tex., plant (AWU-AFL), additional 2 cents an hour to decrease further the North-South differential. Approved by WSB July 29, 1952, for USA-CIO southern plants, additional 2 cents to decrease differential. The average increase for the entire unit was 1 cent an hour.
Feb. 1, 1953 (AWU-AFL).	1 cent an hour decrease.....	Quarterly cost-of-living adjustment.
May 3, 1953 (AWU-AFL, ¹⁷ by agreement dated Apr. 16, 1953).	1 cent an hour increase.....	Quarterly cost-of-living allowance. Based on revised Consumer Price Index. ¹⁸
July 1, 1953 (AWU-AFL, by agreement dated Aug. 1, 1952).	4 cents an hour increase.....	Annual increase.
July 13, 1953 (AWU-AFL, by agreement dated July 9, 1953).	4.5 cents an hour increase.....	The agreement also raised the annual increase for July 1, 1954, 1955, and 1956 to 5 cents.
July 13, 1953 (USA-CIO, by agreement dated July 10, 1953).	8.5 cents an hour increase.	-----
July 13, 1953 (USA-CIO, by agreement of Sept. 11, 1953).	-----	Additional wage increases of 2 to 8 cents an hour for one-third of employees at Mobile, Ala.
Aug. 1, 1953 (AWU-AFL).	1 cent an hour increase.....	Quarterly cost-of-living allowance.
Nov. 2, 1953 (AWU-AFL).	1 cent an hour increase.....	Quarterly cost-of-living allowance.
Jan. 4, 1954 (AWU-AFL and USA-CIO, by agreements of July 1953).	-----	Additional 2 cents an hour increase at the following plants: Bauxite and Drury, Ark. (mines), Bauxite, Ark. (refinery), and Richmond, Ind., eliminating the geographic differential at these locations; and at Alcoa, Tenn., Badin, N.C., Mobile, Ala., and Rockdale, Tex. (all USA-CIO), and Port Lavaca, Tex. (AWU-AFL). ¹⁹ Under the amended USA-CIO wage study agreement, by July 1, 1954, the lowest rate at Alcoa, Badin, Rockdale, and Mobile is to be the same as the lowest in the male rate structure at New Kensington, Pa., provided the lowest paid job classifications are the same.
Feb. 7, 1954 (AWU-AFL).	No change.....	Quarterly cost-of-living review.
May 2, 1954 (AWU-AFL).	No change.....	Quarterly cost-of-living review.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date ¹⁵	Provision	Applications, exceptions, and other related matters
July 1, 1954 (AWU agreement dated July 9, 1953). Aug. 1, 1954 (AWU) Aug. 1, 1954 (USA agreement dated Aug. 1, 1954).	5 cents an hour increase..... No change 5 cents an hour increase.....	Annual increase. Quarterly cost-of-living review. In addition, company to pay 3 cents per man-hour into a fund to be used for correction of intra- and interplant wage inequities upon completion of wage study. At the Port Lavaca, Tex., plant, a 3-cent cost-of-living allowance incorporated into base rates. ²⁰
Nov. 1, 1954 (AWU).....	1 cent an hour decrease.....	Quarterly adjustment of cost-of-living allowance; 2 cents of allowance remained.
Feb. 1, 1955 (AWU).....	No change	Quarterly cost-of-living review.
May 1, 1955 (AWU).....	No change	Quarterly cost-of-living review.
July 1, 1955 (AWU agreement dated July 9, 1953). Aug. 1, 1955 (AWU wage agreement dated July 29, 1955).	5 cents an hour increase..... 6.5 cents an hour general wage-rate increase, including 2 cents to offset discontinuance of cost-of-living allowance, plus job classification adjustments averaging 3.5 cents an hour (net increase, 8 cents).	Annual increase. In addition, agreement provided for: Inauguration of joint study of wage structure, with company payment of 3 cents per man-hour into fund to be used for correction of intra- and/or interplant wage inequities upon completion of wage study; discontinuance of probationary (hiring) rates at Massena, N.Y., Lafayette, Ind., and Lancaster, Pa.; equalization of rates for janitors at Lancaster, Pa., with the male base labor rate; increase of women's rates below base labor rate by half the differential at East St. Louis, Ill., Lancaster, Pa., and Chillicothe, Ohio; discontinuance of escalator clause.
Aug. 1, 1955 (USA memorandum of settlement dated July 30, 1955).	11.5 cents an hour general wage increase plus increase in increments between job classes, averaging 3.5 cents an hour (total, 15 cents).	In addition, agreement provided for: (1) Continuance of 3 cents a man-hour company payments into a wage-study fund (workers received lump-sum payment of 3 cents for each hour worked from Aug. 1, 1954, through July 31, 1955, pending completion of wage study); (2) elimination of all probationary (hiring) rates; (3) equalization of job classification rates for janitors, sweepers, or directly comparable jobs with base labor rate at each plant; (4) increase of women's rates at the Cooking Utensil Division at New Kensington, Pa., that were below those of male classifications from which employees are regularly assigned, and rates of women below base labor rates in this division at the Collapsible Tube Department at Edgewater, N.J., and the Aluminum Seal Division at Richmond, Ind., by one-half the differential; (5) elimination of sex differential at all other plants.
Apr. 2, 1956 (USA wage-study settlement dated Mar. 26, 1956—retroactive to Aug. 1, 1955).	3 cents an hour average increase, not including cost of red-circle rates.	Result of completion of wage study program: Increases ranged up to 30 cents an hour for about two-thirds of the employees represented by the union. In addition, initial cost of maintenance of red-circle rates estimated to be 1.3 cents per man-hour when averaged over all employees represented by the union. Uniform number of job classes with identical rates established at all plants except Edgewater, N.J., and Detroit, Mich., with increments between job classes established at 4 cents at all plants except Edgewater and Detroit where they were 3.8 and 3.7 cents, respectively (see table C); sex differential eliminated.
Aug. 1, 1956 (AWU memorandum of settlement dated July 31, 1956).	9.5 cents an hour general increase.	Proportionate increase in incentive earnings. Company to continue 3 cents a man-hour payments into the wage-study fund, supplemented by 2.25 cents on Aug. 1, 1956, and 1.5 cents more on Aug. 1, 1957, and 1958 (workers received lump-sum payment of 3 cents for each hour worked from Aug. 1, 1955, through July 31, 1956, pending completion of wage study). Deferred increases: 7 cents an hour across the board on Aug. 1, 1957, and 8 cents on Aug. 1, 1958; an additional 2 cents an hour worked to be paid into wage-study fund for individual classification adjustments and increment increases effective Aug. 1, 1957. Reinstated escalator clause, providing for semiannual cost-of-living adjustments based on new formula: 1 cent an hour added to straight-time hourly earnings for alternating 0.4- or 0.5-point changes in the Bureau of

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date ¹⁵	Provision	Applications, exceptions, and other related matters
Aug. 1, 1956 (AWU memorandum of settlement dated July 31, 1956)—Continued Aug. 1, 1956 (USA agreement dated Aug. 9, 1956).	9.5 cents an hour general increase, plus 0.3-cent increase in increments between job classes, averaging 2.25 cents an hour (total, 11.75 cents).	Labor Statistics Consumer Price Index above a level of 116.2 (1947-49=100). No reductions in the cost-of-living allowance unless the decline in the index warrants a wage decrease of at least 2 cents. ²¹ Proportionate increase in incentive earnings. Deferred increases: 7 cents an hour general wage increase, plus 0.2-cent increase in increments between job classes effective Aug. 1, 1957; and 8 cents an hour general wage increase, plus 0.2-cent increase in increments between job classes effective Aug. 1, 1958; additional 2 cents an hour, effective Aug. 1, 1957, for modifying established rate ranges or making such necessary corrections in previous evaluations as may be determined by the wage-study committee established by agreement of Mar. 26, 1956. If the cost to the company proved to be less than 2 cents an hour, the difference to be applied to widen the increments between job classes. Escalator clause established similar to that in the steel industry; see AWU settlement dated July 31, 1956. ²¹ Semiannual adjustment of cost-of-living allowance.
First pay period beginning in Feb. 1957 (AWU and USA). Apr. 1, 1957 (AWU wage-study settlement dated Mar. 14, 1957—retroactive to Aug. 1, 1956).	3 cents an hour allowance added to straight-time hourly earnings. Average 5.25 cents an hour increase, not including cost of red-circle rates.	Result of completion of wage-study program; in addition, initial cost of maintaining red-circle rates estimated to average 1.8 cents per man-hour. ²²
Aug. 1, 1957 (AWU memorandum of settlement dated July 31, 1956).	7 cents an hour general increase, plus widening of increments between job classes and other wage structure adjustments, averaging 3.5 cents (total, 10.5 cents).	Deferred increase. Proportionate increase in incentive earnings.
Aug. 1, 1957 (USA agreement dated Aug. 9, 1956).	7.4 cents an hour general increase, plus 0.4-cent increase in increments between job classes, averaging 2.8 cents, plus 0.2 cent for classification adjustments (total, 10.4 cents). ²³	Deferred increase. Proportionate increase in incentive earnings.
First pay period beginning in August 1957 (AWU and USA).	4 cents an hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.
First pay period beginning in February 1958 (AWU and USA).	5 cents an hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.
Aug. 1, 1958 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	8 cents an hour general increase plus 0.2-cent increase in increments between job classes, resulting in added increases up to 5.4 cents for top grade. Total increase estimated to average 9.8 cents an hour in base rates.	Deferred increase. Proportionate increase in incentive earnings. AWU—Increments at the Chillicothe (Ohio) and Cressona (Pa.) plants, were increased 0.5 cent and 0.3 cent, respectively. Increase in increments between job classes at all AWU plants resulted from completion of wage-study program under terms of July 31, 1956, memorandum of settlement, which provided for final contribution to fund of 1.5 cents.
First pay period beginning in August 1958 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	4 cents an hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.
First pay period beginning in February 1959 (AWU and USA).	1 cent an hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.
Aug. 1, 1959 (USA and AWU agreements dated Dec. 19, 1959).	Increases, estimated to average 4.8 cents an hour.	Agreements also provided deferred increases on Aug. 1 of 1960 and 1961. See provisions reported below under these dates. Agreements contained the following provisions regarding cost-of-living allowance: (1) Continued the 17 cents an hour allowance, (2) froze allowance until Aug. 1, 1960,

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date ¹⁵	Provision	Applications, exceptions, and other related matters
Aug. 1, 1959 (USA and AWU agreements dated Dec. 19, 1959)—Continued	<p>USA—At 11 of 13 plants, 5 cents an hour general increase.</p> <p>AWU—At 5 of 9 plants, 5 cents an hour general increase plus 0.1-cent increase in increments between job classes, resulting in added increases up to 2.7 cents for top grade.</p>	<p>(3) provided for review on Aug. 1, 1960, Feb. 1 and Aug. 1, 1961, and Feb. 1, 1962, and (4) continued existing formula but limited increase to 6 cents, of which maximum of 3 cents could be effective Aug. 1, 1960, to July 31, 1961.²⁴</p> <p>Hourly rates at the Edgewater (N.J.) plant were increased 3.1 cents plus an 0.1-cent increase in increments between job classes; rates at the Detroit (Mich.) plant were increased 1.1 cents plus an 0.2-cent increase in job increments.</p> <p>Red-circle rates increased by amount applicable increment increase exceeded differential; where differential exceeded increment increase, it was reduced by amount of such increase.</p> <p>Hourly rates at the East St. Louis (Ill.) and Davenport (Iowa) plants were increased 3 cents, and at the Vancouver and Wenatchee (Wash.) plants, 3 cents plus an 0.3-cent increase in increments between job classes. Workers in red-circle (out-of-line) jobs did not receive increment increases. In effect, increases in increments applied toward reduction of differentials between out-of-line rates and evaluated job rates.</p> <p>Deferred increase.</p>
Aug. 1, 1960 (USA and AWU agreements dated Dec. 19, 1959).	<p>Increases, estimated to average 7.1 cents an hour.</p> <p>USA—At 11 of 13 plants, 7.3 cents an hour general increase.</p> <p>AWU—General increases of 4 to 7.1 cents an hour and increases in increments between job class rates of 0.1 and 0.2 cent, resulting in increases of 2.7 and 5.4 cents for top job grades.</p>	<p>Hourly rates were increased 6.3 cents at the Edgewater plant and 6 cents at the Detroit plant.</p> <p>Hourly rates were increased 7.1 cents plus increases in increments of 0.2 cent at Chillicothe, Cressona, and Lancaster (Pa.) plants, 7.1 cents plus 0.1 cent at Lafayette (Ind.) and Massena (N.Y.), 6 cents plus 0.1 cent at East St. Louis, 4 cents plus 0.2 cent at Vancouver and Wenatchee, and 4 cents plus 0.1 cent at Davenport.</p> <p>Adjustment of cost-of-living allowance.</p>
First pay period beginning in August 1960 (USA and AWU).	3 cents an hour allowance added to straight-time hourly earnings.	Maximum allowance permissible at this time already in effect as result of August 1960 review.
First pay period beginning in February 1961 (USA and AWU).	No change	Deferred increase.
Aug. 1, 1961 (USA and AWU agreements dated Dec. 19, 1959).	<p>Increases, estimated to average 8.9 cents an hour.</p> <p>USA—At 11 of 13 plants, 7.4 cents an hour general increase plus 0.2-cent increase in increments between job classes, resulting in added increases up to 5.4 cents for top grade.</p> <p>AWU—At 4 plants, 8 cents an hour general increase plus 0.2-cent increase in increments between job classes, resulting in added increases up to 5.4 cents for top grade.</p>	<p>Hourly rates were increased 6 cents at the Edgewater and Detroit plants, plus 0.2-cent increase in increments.</p> <p>Hourly rates were increased 8 cents plus 0.3 cent at Cressona, 7.5 cents plus 0.2 cent at East St. Louis, and 4.5 cents plus 0.2 cent at Davenport, Vancouver, and Wenatchee.</p>
First pay period beginning in August 1961 (USA and AWU).	3 cents an hour allowance added to straight-time hourly earnings.	Adjustment of cost-of-living allowance.
First pay period beginning in February 1962 (USA and AWU).	No change	Maximum allowance permissible at this time already in effect as result of August 1961 review.
Aug. 1, 1962 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).	-----	Escalator clause discontinued: 23-cent-an-hour cost-of-living allowance in effect continued for term of agreement.
July 26, 1963 (USA agreement of same date, AWU agreement dated July 30, 1963).	-----	Continued: 23-cent-an-hour cost-of-living allowance.
June 1, 1965 (USA and AWU agreements of same date).	Increases estimated to average 11.5 cents an hour.	<p>Agreement also provided deferred increases, effective June 1, 1967.</p> <p>In addition, agreements incorporated 23-cent cost-of-living allowance into base rates.</p>

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date ¹⁵	Provision	Applications, exceptions, and other related matters
June 1, 1965 (USA and AWU agreements of same date)—Continued	USA—10 cents an hour general increase plus 0.2-cent increase in increments between job grades, resulting in added increases up to 5.2 cents for top classification. AWU—13.5 cents an hour general increase.	USA—In addition job grades 1 and 2 combined at wage rate for grade 2 and up to 0.35 cents an hour, averaged over the entire bargaining unit, allocated to adjust wage rates of specified mill clerical and relief job classifications.
June 1, 1967 (USA and AWU agreements of June 1, 1965).	Increases estimated to average 8.5 cents an hour. USA—7 cents an hour general increase plus 0.2-cent increase in increments between job grades resulting in added increases up to 5.2 cents for top classification. AWU—8.5 cents an hour general increase.	Deferred increase.

¹ General wage changes are construed as upward or downward adjustments affecting an entire 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 above are the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings created by incentive systems and other factors, the total of the general changes listed will not necessarily coincide with the changes in straight-time average hourly earnings over the period.

² Union representation in 1950.

³ Average.

⁴ Increases were as follows:

Current rate	Amount of increase (in cents)
Up to \$1.04	10
\$1.05 to \$1.14	11
\$1.15 to \$1.24	12
\$1.25 to \$1.34	13
\$1.35 to \$1.44	14
\$1.45 to \$1.54	15
\$1.55 and over	16

Averaged over all plants, the increase amounted to approximately 12 cents an hour.

⁵ For plants coming under the terms of the union agreements after 1939, this footnote indicates the date of earliest coverage. Changes put into effect prior to such coverage are shown only if this information was readily available.

⁶ The parties negotiated, subject to Wage Stabilization Board approval, an agreement providing a 9-cent-an-hour increase plus an additional 1 cent in the base labor classification, effective Feb. 5, 1951, for these operations.

⁷ Plus inequity increases of 3 to 5 cents.

⁸ Represented by USA-CIO prior to 1946.

⁹ 8 cents an hour increase in hiring rate, 10 cents in common labor rate; progression period from hiring to job rate decreased from 4 weeks to 1 week.

¹⁰ 6 cents an hour increase to mechanics.

¹¹ Average increase—5 cents an hour.

¹² Represented by AWU-AFL prior to 1945.

¹³ Organized and covered by collective bargaining agreement for first time in 1950.

¹⁴ The general wage change consisted of a 10-cent-an-hour increase plus an additional 5 cents for laborers and potmen, effective in September 1950 and a supplemental amount sufficient to bring the total to 10 percent in October 1950.

¹⁵ Dates of agreements do not always correspond to the dates on which settlements were negotiated and hence do not necessarily indicate the sequence of bargaining.

¹⁶ The agreement provided for the following changes:

Consumer Price Index	Cost-of-living allowance (in cents per hour)
190.4-191.3, inclusive	None
191.4-192.3, inclusive	1
192.4-193.3, inclusive	2

and so forth, with a 1-cent-an-hour change for each 1-point change in the index.

Footnotes—Continued

¹⁷ Formerly the International Council of Aluminum Workers' Unions (AFL). Chartered on Mar. 2, 1953, as the Aluminum Workers International Union (AFL).

¹⁸ Pursuant to the announcement of discontinuance of the Old Series Consumer Price Index, the parties agreed to the following basis of conversion (agreement of Apr. 16, 1953):

"Step I. Conversion from the Old Series to the Adjusted Series"

"In order to retain the Aug. 1, 1952, base in approximately the same relative position, but effective only for any adjustments or reopening rights after Apr. 30, 1953, the interim Adjusted Series Index was substituted for the Old Series Index and the Table revised to begin with the May 1952 Adjusted Series Index figure 189.0 instead of the May 1952 Old Series Index figure of 190.4, with a 1-cent change for each 1-point change in the Adjusted Series Index. The Old Series figure of '200 or more' was converted to '196.6 or more' under the Adjusted Series."

"Step II. Conversion from the Adjusted Series to the Revised Series"

"Effective only for any adjustments or reopening rights after Apr. 30, 1953, the Revised Series Index was substituted for the Adjusted Series Index. The Table was again revised by converting the Adjusted Index figure 189.0 to the Revised Series Index figure 113.0, with a 1-cent change for each 0.6-point change in the Revised Series Index. Likewise, the Adjusted Series Index figure '196.6 or more' was converted to the figure '118.8 or more' under the Revised Series . . .

Revised table

Consumer Price Index	Cost-of-living allowance (in cents per hour)
113.0-113.5, inclusive.....	None
113.6-114.1, inclusive.....	1
114.2-114.7, inclusive.....	2
and so forth, with a 1-cent-an-hour change for each 0.6-point change in the index.	

¹⁹ The July 1, 1952, 3-cent adjustment for the Port Lavaca, Tex., plant, reported in Supplement No. 2 as having been approved by the Wage Stabilization Board on July 25, 1952, was not approved by the Board until Aug. 27, 1952.

²⁰ Representation of this plant shifted to the Steelworkers in 1954.

²¹ The new agreements provided that semiannual cost-of-living adjustments be based on the Bureau of Labor Statistics Consumer Price Index for the index months of November and May, with the June 1956 index of 116.2 (1947-49=100) as a base. The increases were to be effective in February and August and were to be based on the following formula:

Consumer Price Index (1947-49=100)	Cost-of-living allowance (in cents per hour)
116.5 or less	None
116.6 to 117.0	1
117.1 to 117.4	2
117.5 to 117.9	3
118.0 to 118.3	4
and so forth, with 1-cent adjustments added to straight-time hourly earnings for alternating 0.4- or 0.5-point changes in the index, and with downward adjustments occurring only when the index declines sufficiently to warrant a 2-cent adjustment.	

Examples of the application of the formula for determining changes in the cost-of-living allowance are shown in the following tabulation:

Change in cost-of-living allowance in cents in accordance with formula	Actual cost-of-living adjustment (in cents per hour)
+4.....	4
+3.....	7
-2.....	5
-1.....	5
-1.....	3
+2.....	5
-1.....	5
+1.....	5
-1.....	5
+2.....	6
-3.....	3
-1.....	3
-1.....	1
-3.....	None
+2.....	None

Footnotes—Continued

²² The provision for maintaining red-circle rates under this agreement differed from that in the Steelworker agreement. The AWU agreement provided that existing rates for a job that exceeded those resulting from the wage study would be maintained for new workers in these jobs; the red-circle rates under the Steelworker agreement applied to individuals and not to jobs. The widening of increments among job classes due in 1957 and 1958 did not apply to red-circle jobs or rates.

²³ Included 2-cent allocation for wage-study and wage-structure adjustments distributed as follows: 0.4 cent across the board; 1.4 cents for cost of 0.2-cent increase in increments between job classes; and 0.2 cent for classification adjustment.

²⁴ The new contracts provided that the maximum total adjustment in effect between the first payroll period on or after Aug. 1, 1960, and July 31, 1962, was to be as follows:

For the period—	The maximum total adjustment would be—
Aug. 1, 1960, to July 31, 1961.....	20 cents
Aug. 1, 1961, to July 31, 1962.....	23 cents

B—Related Wage Practices ¹

Effective date ²	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
<p>June 1941 to September 1942 (AWU-AFL and USA-CIO).</p> <p>May 1, 1944 (AWU-AFL and USA-CIO).</p> <p>July 1, 1952 (all plants).</p> <p>Aug. 1, 1958 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).</p>	<p>3 cents an hour for 2d shift; 5 cents an hour for 3d shift. ³</p> <p>Changed to: 4 cents an hour for 2d shift; 6 cents an hour for 3d shift.</p> <p>Changed to: 6 cents an hour for 2d shift; 9 cents an hour for 3d shift.</p> <p>Increased to: 8 cents an hour for 2d shift; 12 cents an hour for 3d shift.</p>	<p>Applicable only to Detroit, Mich.; Bridgeport, Conn.; and New Kensington, Pa., plants. Extended to Edgewater, N.J.; Alcoa, Tenn.; Badin, N.C.; and Bauxite, Ark., plants by directive orders of National War Labor Board, Feb. 10, 1942, and Aug. 18, 1942, and by company order to all plants shortly thereafter.</p> <p>By directive order of NWLB, Mar. 23, 1945, applicable to plants represented by USA-CIO. Change negotiated by AWU-AFL.</p>
Overtime Pay		
<p>Apr. 13, 1939 (AWU-AFL); and Nov. 11, 1939 (USA-CIO).</p>	<p>Time and one-half for work in excess of 8 hours a day or 40 hours a week. ⁴</p>	
Premium Pay for Weekend Work		
<p>Apr. 13, 1939 ⁵ (AWU-AFL); and Nov. 11, 1939 ⁵ (USA-CIO).</p> <p>Mar. 23, 1945 (USA-CIO); and May 20, 1945 (AWU-AFL).</p> <p>May 20, 1945 (AWU-AFL); and June 6, 1945 (USA-CIO).</p> <p>Aug. 1, 1959 (USA agreement dated Dec. 19, 1959); and Jan. 9, 1960 (AWU agreement dated Dec. 19, 1959).</p>	<p>Time and one-half for Sunday work.</p> <p>-----</p> <p>Added: Double time for 7th consecutive day, and time and one-half for 6th consecutive day.</p> <p>-----</p>	<p>Not applicable to employees engaged in continuous-process operations.</p> <p>By directive order of the War Labor Board, Mar. 23, 1945, the payment of time and one-half for work on Sunday, as such, was extended to all employees. Previously not applicable to employees engaged in continuous-process operations.</p> <p>By directive order of NWLB, Mar. 23, 1945. Applicable to all employees, including those on continuous-process operations.</p> <p>Added: For purpose of computing consecutive days worked, days on which employee received jury-duty pay considered a day worked. Practice of considering holiday a day worked whether or not work was actually performed continued.</p>
Holiday Pay		
<p>Apr. 13, 1939 (AWU-AFL); and Nov. 11, 1939 (USA-CIO).</p> <p>May 20, 1945 (AWU-AFL); and June 6, 1945 (USA-CIO).</p>	<p>Time and one-half for work on 6 specified holidays. No payment for holidays not worked. ⁶</p> <p>-----</p>	<p>Holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. Not applicable to employees engaged in continuous-process operations.</p> <p>Holiday provisions made applicable to employees engaged in continuous-process operations.</p>

See footnotes on p. 37.

B—Related Wage Practices¹ —Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Holiday Pay—Continued		
May 8, 1947 (AWU-AFL).	6 paid holidays established for which workers with 3 months of seniority receive 8 hours of straight-time pay. Double time (total) for holidays worked.	Holidays same as above.
Dec. 20, 1950 (USA-CIO).	6 paid holidays established for which workers with 30 days of seniority received 8 hours of straight-time pay. Double time (total) for holidays worked.	Same holidays as listed under entry of Nov. 11, 1939.
July 13, 1953 (AWU-AFL and USA-CIO).	-----	Scheduled day limitation on paid holidays discontinued. Formerly, employees received pay for holidays not worked only if the holiday fell on a day when employee was normally scheduled to work.
Aug. 1, 1954 (AWU and USA agreements of same date).	-----	If holiday occurs during week of vacation, employee to receive holiday pay in addition to vacation pay.
Aug. 1, 1956 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	Added: 7th paid holiday-----	Good Friday.
Aug. 1, 1957 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	Changed to: Double time and $\frac{1}{10}$ (total) for work on 7 specified holidays.	
Aug. 1, 1958 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	Changed to: Double time and $\frac{1}{4}$ (total) for work on holidays.	
Aug. 1, 1962 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).	-----	Added: Employee with 30 days or more seniority to receive holiday pay if, during holiday week, he was (1) on supplemental vacation, or (2) on layoff because he was not eligible for vacation during plant shutdown.
Reporting Time		
Nov. 11, 1939 (AWU-AFL and USA-CIO).	No provision for reporting time.	
Mar. 24, 1942 (AWU-AFL); and Nov. 1, 1942 (USA-CIO).	Minimum of 2 hours of pay guaranteed to employees called to work or not properly notified of lack of work.	Not applicable when lack of work is the result of a labor dispute.
May 20, 1944 (AWU-AFL); and June 6, 1945 (USA-CIO).	Minimum reporting time increased to 4 hours.	
Apr. 9, 1947 (AWU-AFL); and May 8, 1947 (USA-CIO).	Added: 8 hours of pay guaranteed to employees if put to work, except under conditions beyond control of company in which case 4 hours of pay guaranteed.	Employees refusing substitute work forfeit right to minimum of 4 hours, provided work offered is within reasonable capacity of individual.
June 1, 1965 (USA and AWU agreements of same date).	Increased: Minimum pay for employee called to work on nonscheduled day or shift, to 8 hours.	Added: USA—Employee called to work 4 hours or less before starting regular shift to receive minimum of 4 hours of pay.

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Paid Vacations		
Jan. 1, 1940 (AWU-AFL and USA-CIO).	1 week's pay for employees with 2 but less than 10 years of service; 2 weeks for employees with 10 years or more of service.	1,200 hours of work during 52 weeks immediately preceding vacation required to establish eligibility. Pay based on average weekly earnings over 52 weeks prior to vacation. (Vacation plan not included in contract.)
Jan. 1, 1942 (AWU-AFL and USA-CIO).	Changed to: 1 week's pay for employees with 2 but less than 5 years of service; 2 weeks of pay for employees with 5 years or more of service.	Pay for each week to equal 40 hours of straight-time pay averaged over 10 payroll periods prior to vacation.
Jan. 1, 1944 (AWU-AFL and USA-CIO).	Changed to: 1 week's pay for employees with 1 but less than 5 years of service; 2 weeks of pay for employees with 5 years or more of service.	Pay for each week to equal average hours worked (40 hours minimum, 48 hours maximum) at straight-time pay averaged over 10 pay periods prior to vacation.
Jan. 1, 1947 (AWU-AFL and USA-CIO).	Added: 3 weeks of pay for employees with 25 years or more of service.	
Jan. 1, 1952 (all plants).	Changed to: 3 weeks of pay for employees with 15 years or more of service.	
July 13, 1953 (AWU-AFL and USA-CIO).	-----	Vacation pay computed for vacations taken after July 12, 1953, to include the 8.5-cent hourly increase.
Aug. 1, 1954 (AWU and USA agreements of same date).	-----	Eligibility extended to (a) employees who worked in at least 60 percent of preceding 52 weeks, if during such period scheduled workweeks had been reduced below 5 days per week for more than 26 weeks, and (b) employees who on Nov. 30 lacked up to 31 days of the required accumulated departmental seniority. (Vacation plan included in contracts.)
Jan. 1, 1958 (AWU memorandum of settlement dated July 31, 1956, and working agreement entered into Apr. 11, 1957, and USA agreement dated Aug. 9, 1956).	Added: Additional half week's vacation pay for employees with 3 but less than 5, 10 but less than 15, and 25 years or more of continuous service.	No change in length of vacation period. Eligibility reduced to 1,000 hours of work during past year.
Aug. 1, 1959 (USA agreement dated Dec. 19, 1959).	-----	Changed to: Vacation pay to be based on employee's average straight-time hourly earnings and average weekly hours worked during the first 4 of the last 6 weeks (excluding any week in which a paid holiday was observed) in which employee worked prior to (a) the date the vacation began (or 14 days preceding that date if employee requested advance vacation pay) or (b) the date the vacation was considered as starting.
Jan. 9, 1960 (AWU agreement dated Dec. 19, 1959).	-----	Changed to: Vacation pay to be based on employee's average straight-time hourly earnings and average weekly hours worked during last completed calendar quarter (excluding any week in which a paid holiday was observed) in which employee worked prior to (a) the date the vacation began (or 14 days preceding that date if employee requested advance vacation pay) or (b) the date the vacation was considered as starting.
Aug. 1, 1962 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).	-----	Changed: Vacation pay to be based on employee's average straight-time hourly earnings and average weekly hours worked during last calendar quarter that ended at least a month before start of vacation. Exclusions from base period: Any week in which (1) paid holiday was observed, or (2) employee (a) received jury-duty pay or (b) was on paid vacation.
Jan. 1, 1963 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).	Increased: Additional week's vacation and half week's pay for 3 but less than 5, 10 but less than 15, and 25 years or more of service, resulting in 1 week's paid vacation for 1 but less than 3 years of service, 2 weeks for	

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Paid Vacations—Continued		
Jan. 1, 1963 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962)—Continued	3 but less than 10 years, 3 weeks for 10 but less than 25 years, and 4 weeks for 25 years or more.	
Jury-Duty Pay		
Aug. 1, 1956 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	Employee to receive difference between 8 hours' average straight-time earnings and payment for jury service for each day of jury duty on which he would have worked.	Employee to present proof of service and amount of pay received.
Savings and Vacation Plan		
Jan. 1, 1963 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).	<p>Established: Plan to provide supplemental vacation and optional savings benefits.</p> <p>Contributions: Company to contribute 3 cents per man-hour worked a year.</p> <p>USA—In addition to above, company to contribute (1) for each month, the difference (spillover) between 9.5 cents and the hourly contribution required to raise the SUB plan to maximum financing, up to maximum of 4.5 cents an hour to extent required for payment of benefits, and (2) any earnings above 3 percent a year on invested deferred savings benefits.</p> <p>Eligibility: Employee was eligible if (1) on December 31 of preceding year he was eligible for a regular vacation during the benefit year, or (2) he received a regular vacation or vacation pay during the preceding year even though not eligible for a vacation on the prior December 31.</p> <p>Basis of selection: If funds at beginning of benefit year equaled or exceeded amount necessary to provide 1 week's vacation pay to each eligible employee, each one received benefit. Otherwise selection was made on basis of seniority and the next year's selection started at point on seniority list where it had stopped.</p>	Employee was not eligible for more than 1 benefit under this plan in any year. AWU—Employee was not eligible under (2) if employment was terminated before December 31 of preceding year.

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Savings and Vacation Plan—Continued		
<p>Jan. 1, 1963 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962)—Continued</p>	<p>Benefit: 1 week's vacation with pay equal to pay employee was entitled to for 1 week of regular vacation in preceding year increased by any percentage (AWU—up to 200 percent) by which available funds exceeded amount necessary to provide benefits for all eligible employees.</p> <p>Savings option—USA—Employee, 57 years or more of age on December 31 of preceding year could defer benefit and receive benefit increased by maximum 3 percent interest from date of election of option.</p> <p>AWU—Vacation pay for employee 57 years or more of age on December 31 of previous year was paid into his benefit account unless he elected to take vacation.</p> <p>Vesting—Employee could not lose entitlement for any reason.</p> <p>AWU—Savings benefits: Contributions: Company to contribute each month, (1) difference (spillover) between 9.5 cents and hourly contribution required to raise SUB plan to maximum financing, up to maximum of 4.5 cents an hour worked, plus (2) earnings on investment of funds.</p> <p>Eligibility—All employees covered by agreement except those (1) who died during year, or (2) whose unemployment was terminated during year for any reason but retirement.</p> <p>Benefits—Entire amount of employee's account to be paid (1) on retirement under pension plan, (2) on termination of employment, or (3) to beneficiary in case of employee's death.</p> <p>Vesting—Employee could not lose entitlement for any reason.</p> <p>Discontinued: Benefits (other than vested benefits) under previous savings and vacation plan.</p>	<p>USA—Benefit to be increased by general wage increases received after vacation period.</p> <p>AWU—Fund for subsequent year to be increased by amount over 200 percent needed to pay benefits to all employees. Employee who was not entitled to week of vacation in preceding year received pay he would have received if he had been eligible for vacation during last week of December of preceding year.</p> <p>Benefits were payable in advance of retirement on application (1) in lump sum in case of break in service, including 2-year layoff or death, or (2) the entire amount or some part in installments in case of unemployment after exhausting SUB, illness, or other major hardship. Company, could in lieu of paying 3 percent interest, invest in and provide employee with U.S. Government Series E bonds on retirement.</p> <p>Trustee's fees and administrative expenses were deducted from fund. Funds could be invested in U.S. Government bonds or other securities.</p> <p>Fund to be prorated to employees' individual benefit accounts at end of each year on basis of hours worked during year.</p> <p>For 1962 only hours worked on or after August 1 were used for prorating fund.</p> <p>Shares of less than \$5 were transferred only to established accounts; remainder was added to fund for succeeding year.</p> <p>If plan was terminated, assets remaining in account to be used as employees became eligible for benefits.</p>
<p>July 26, 1963 (USA agreement of same date).</p> <p>July 30, 1963 (AWU agreement of same date).</p>	<p>Finances continued to accumulate through Dec. 31, 1963.</p> <p>Distribution of funds—Funds available Dec. 31, 1963, to be distributed to employees on payroll December 1, who were eligible for but did not receive benefit in 1963 (funds to be prorated if insufficient to provide full benefit to all eligible employees). Any remaining funds to be prorated among all employees eligible for benefit in 1963.</p> <p>USA—Available funds to consist of regular contribution plus SUB spillover. Benefits deferred in 1963 to be paid to employees in choice of bonds or cash.</p> <p>AWU—Available funds to consist of regular contribution. SUB spillover allocated to individual benefit account.</p>	

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Savings and Vacation Plan—Continued		
<p>Jan. 1, 1964 (USA agreement dated July 26, 1963, AWU agreement dated July 30, 1963).</p>	<p>Changed: Plan to provide specified vacation benefits in successive 5-year periods.</p> <p>Contributions: Eliminated: The company's contribution of the difference (spillover) between 9.5 cents and the hourly contribution required to raise the SUB plan to maximum financing, up to 4.5 cents an hour to extent required for payment of benefits.</p> <p>Added: I. Extended vacation benefits: Eligibility—Vacations credited to employee at beginning of each year on basis of seniority, to be scheduled in approximately equal numbers each year so that each employee eligible for a regular variation in at least 1 year in the 5-year period would receive one benefit during the period.</p> <p>Benefit—10 weeks of vacation with 13 weeks of pay included regular vacation to which employee was entitled in year benefit was received.</p> <p>Weekly benefit to equal employee's average weekly hours (minimum 40, maximum 48) times average hourly earnings excluding overtime but including any general wage increase put into effect after vacation computation and before the date the vacation started or 14 days before that date if the employee requested advance vacation pay.⁷</p> <p>Savings option—Employee 63 years or older when vacation was scheduled (if not more than 2 years after entitlement) could take (1) vacation during the 10 weeks immediately preceding retirement, or (2) lump-sum payment at retirement.⁸</p> <p>II. Partial benefits: Eligibility—Benefits available to employees who were laid off or sick or were terminated by quitting or discharge before they became vested for extended vacations and to certain retirees.</p> <p>Benefits were: (1) For employee who retired (except on deferred vested pension) after becoming entitled to extended vacation benefit—1 week's vacation pay for each 6 months or major fraction thereof between entitlement date and earlier of date he (a) became eligible for normal retirement, or (b) retired; (2) for employee who quit or was discharged before becoming</p>	<p>First period to run from Jan. 1, 1964, to Dec. 31, 1968.</p> <p>Employees who were ineligible for benefits on effective date of plan and who enter the upper 50 percent of seniority on December 31 of any year, to be eligible for benefits in the succeeding year.</p> <p>Employee who returned to work after being discharged from Armed Forces to be entitled to benefit in year of his return if he would have been eligible had he not been on military leave.</p> <p>Employee who retired on pension (except on deferred vested pension) on or after Dec. 31, 1963, without becoming entitled to benefit, to receive benefit pay subject to any applicable deductions under regular vacation plan. AWU—3 of 13 weeks of pay to be paid into trust fund. See below.</p> <p>Employee not entitled to regular vacation at time extended vacation was taken to have vacation time and pay he would have received if eligible deducted from extended vacation benefit, but to receive regular vacation if he became eligible for it later in year.</p> <p>Employee who lost an entire payroll week because of layoff, sickness, injury, or leave of absence could request time be applied to vacation. Employee who was on layoff or who had exhausted sickness and accident benefits could have vacation scheduled during layoff or after exhaustion of benefits.</p>

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Savings and Vacation Plan—Continued		
<p>Jan. 1, 1964 (USA agreement dated July 26, 1963, AWU agreement dated July 30, 1963)—Continued.</p>	<p>entitled to extended vacation—1 week's vacation pay for each 6 months or major fraction thereof of departmental seniority accumulated after later of (a) Jan. 1, 1964, or (b) date he became eligible for vacation;</p> <p>(3) for employee who, after July 26, 1963, (a) was laid off or went on sick leave for more than 2 years, or (b) died, and had 5 years of departmental seniority accumulated but was not entitled to extended vacation, benefit was greater of (1) 1 week's vacation pay for each 6 months or major fraction thereof of service after Jan. 1, 1964, or (2) 6 weeks of vacation pay.</p> <p>III. AWU savings benefits: Contributions: 3 of 13 weeks of extended vacation pay credited to employee's individual benefit account. Benefits: Entire account (contributions and interest) to be paid (a) on retirement, (b) on termination of employment, or (c) to beneficiary in case of employee's death. Vesting: Employee not to lose entitlement for any reason.</p>	<p>Employee who was eligible for benefit under (3) except for seniority requirement, could receive benefit specified in (2) if he had been eligible for vacation at any previous time.</p> <p>Employee who received partial benefit while on layoff or sick leave and returned to work before Dec. 31, 1968, to have partial benefit deducted from any extended vacation benefit to which he became entitled before Dec. 31, 1968.</p> <p>Funds could be invested in U.S. Government Series E bonds or other securities. Earnings on investments to be credited to individual account at end of each year. If plan was terminated, assets remaining in accounts to be used as employees become eligible for benefits.</p>
Sickness, Accident, and Death Benefits ⁹		
<p>July 24, 1947 (AWU-AFL and USA-CIO).</p> <p>Dec. 28, 1949 (AWU-AFL and USA-CIO).</p> <p>Aug. 1, 1952 (all plants).</p> <p>Sept. 1, 1954 (USA and AWU agreements dated Aug. 1, 1954).</p>	<p>Company-paid benefits providing: Sickness and accident—\$15 a week for 13 weeks. Sickness benefits start on 8th day; accident benefits on 1st day. Hospitalization—\$5 a day. Surgical—\$150 maximum. Death—\$1,000; \$500 if after 65.</p> <p>Changed to: Sickness and accident—\$26 a week for 26 weeks. Hospitalization—\$8.50 a day for maximum of 31 days; maximum of \$85 for special services. Surgical—\$225 maximum. Death—\$2,000 while employed; \$1,500 after retirement.</p> <p>Changed to: Sickness and accident: \$30 a week for 26 weeks. Hospitalization: \$10 a day for maximum of 31 days.</p> <p>Changed to: Sickness and accident benefits—\$40 a week up to 26 weeks. Added: Benefits to apply to disability caused by accidents on the job or by occupational disease; benefit to supplement workmen's compensation payment to a combined total of \$40 a week up to 26 weeks.</p>	<p>Applicable to all active employees on payroll with 90 days of seniority.</p> <p>7-day waiting period applicable to nonhospitalized sickness only.</p>

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Sickness, Accident, and Death Benefits ⁹ —Continued		
Sept. 1, 1954 (USA and AWU agreements dated Aug. 1, 1954)—Continued	Hospitalization—\$13 a day up to 120 days; maximum of \$130 for special services. Death—\$3,500 while employed. Added: Maternity benefits—Sickness and accident benefits of \$40 a week for 6 weeks; hospital benefits of \$13 a day for maximum of 14 days; maximum of \$130 for special hospital services; maximum of \$150 surgical benefits.	Pregnancy not covered if occurring before employee is insured. Total of 6 weeks of sickness and accident benefits payable in lump sum upon termination of active employment and presentation of doctor's certificate of pregnancy.
Aug. 1, 1956 (AWU memorandum of settlement dated July 31, 1956, and subsequently revised, and USA agreement dated Aug. 9, 1956).	Changed to: Sickness and accident benefits—\$46.50 a week (also combined total of benefit and workmen's compensation). Hospitalization—\$10 a day with reimbursement up to \$5 additional a day for a maximum of 120 days; in addition, reimbursement for the first \$300 of special hospital services and 75 percent of next \$2,400. Surgical—Maximum, \$300. Death—\$5,000 while employed; after retirement, to vary from \$3,500 at age 65 down to minimum of \$2,000 according to schedule. ¹⁰ Maternity benefits—Sickness and accident benefits of \$46.50 a week for 6 weeks; hospital benefits of \$10 a day with reimbursement up to \$5 additional a day for a maximum of 14 days; maximum of \$150 for special hospital services (if complications result, full hospitalization benefits up to maximum of 120 days); maximum, \$200 surgical benefits.	Company to contribute toward cost of similar hospital and surgical benefits for dependents on the following basis: 48 cents a week (equivalent of 1 cent an hour worked), effective Aug. 1, 1956; increased to 72 cents on Aug. 1, 1957; and to \$1.20 on Aug. 1, 1958. Added: Applied also to totally disabled, if proof furnished of employee's inability to work until death.
Aug. 1, 1959 (USA and AWU agreements dated Dec. 19, 1959).	Changed to: For employees and dependents, company-paid plan providing benefits previously in effect plus changes described below: Hospitalization (room and board)—Up to semiprivate room charge for a maximum of 120 days. Special hospital services—Up to charges made by hospital, for the period of hospitalization.	Employees' contributions for dependents' coverage for pay periods beginning Aug. 3, 1959, and thereafter, to be refunded. Benefits of revised plan applicable to all employees actively at work on or after Aug. 1, 1959, and their dependents. Benefits of prior plan continued until return to active employment for employees not actively at work on Aug. 1, 1959, subject to maximum periods provided in prior plan. All insurance continued for employees disabled because of sickness or injury up to 1 year from last day worked or until retirement or termination of seniority, whichever was earlier. Hospital room and board, special hospital services (including maternity benefits), and surgical benefits continued up to 6 months for laid-off employees with 2 years or more of continuous service at date of layoff, unless seniority was terminated, and their dependents. Benefits continued up to 31 days for laid-off employees with less than 2 years of continuous service at date of layoff and their dependents. Up to \$15 a day allowance provided toward cost of private room, but not more than actual charge. Benefits not available for injury or sickness covered by workmen's compensation, charges for physicians, surgeons, or special nurses, and services not furnished by hospital. Added: The following services when provided by the outpatient department of a hospital: Minor surgery, treatment for an accident which begins within 48 hours

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Sickness, Accident, and Death Benefits ⁹ —Continued		
<p>Aug. 1, 1959 (USA and AWU agreements dated Dec. 19, 1959)—Continued</p> <p>Aug. 1, 1960 (USA and AWU agreements dated Dec. 19, 1959)</p> <p>Sept. 1, 1963 (USA agreement dated July 26, 1963, AWU agreement dated July 30, 1963).</p>	<p>Maternity benefits—Hospital room and board and special hospital services as provided for other disabilities.</p> <p>For employees only: Life insurance—On retirement, before age 65, \$5,000.</p> <p>Sickness and accident benefits—Graduated range from \$53 to \$68 a week, depending on job grade,¹¹ up to 26 weeks; 6 weeks for maternity. Practice of supplementing workmen's compensation up to weekly benefit amount continued.</p> <p>Added: For pensioners and wives—Group insurance including hospital room and board and special hospital services as provided active employees, outpatient hospital charges for minor surgery and accidental injury, and surgical operations insurance up to \$200; lifetime maximum of \$2,500 per insured individual.</p> <p>For employees only: Sickness and accident benefits: Increased \$10 a week—minimum to \$63, maximum to \$78.¹² Practice of supplementing workmen's compensation up to weekly benefit amount continued.</p> <p>Life insurance: Increased, to \$5,500 if death occurred while employed; maximum for death occurring after retirement increased to \$5,500.¹³</p> <p>For employees and dependents: Hospitalization (room and board): Maximum increased to 365 days. Benefits to begin first day as bed patient.</p>	<p>following accident, and radiation therapy, diagnostic X-ray examinations with films, basal metabolism tests, electrocardiograms, and electroencephalograms, when directed toward a definite condition of disease or injury. Added: Surgical—Oral surgery and physician's charges, as follows: (a) Anesthesia services—minimum \$15, maximum 20 percent of payment for surgical procedure; (b) radiation therapy benefits—up to \$7.50 per treatment, maximum \$200, for conditions not covered by hospitalization benefits; (c) diagnostic X-ray services—in or out of hospital, required in diagnosis of disease or injury, up to \$40 per treatment, maximum \$75 in any 1 year; and (d) diagnostic examinations—in or out of hospital, made or ordered by licensed physician, maximum \$75 for all examinations during 1 year.</p> <p>Diagnostic X-ray and examination benefits not available for examinations covered by hospitalization benefits and those in connection with pregnancy, dental care, research studies, screening, routine physical examinations or checkups, premarital examinations, hospital admission procedures, and fluoroscopy without films.</p> <p>Insurance to continue during layoff up to 2 years, with employees paying \$3 per month after first 6 months.</p> <p>Not available to deferred vested pensioners. Benefits to cease for wife upon receipt of \$2,500 paid on her behalf or the death of husband, whichever was earlier.</p> <p>Same benefit provided totally disabled employee.</p> <p>Added: For mental or nervous disorders or pulmonary tuberculosis, maximum of 120 days during any 12-month period.</p> <p>Life insurance to continue during layoff up to 2 years with employee paying \$3.30 (was \$3) a month after first 6 months.</p> <p>Life insurance and hospital and surgical insurance could be converted to individual policies when coverage was terminated (except by retirement), with employee paying full premium.</p>

See footnotes on p. 37.

B—Related Wage Practices¹ —Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Sickness, Accident, and Death Benefits ³ —Continued		
<p>Sept. 1, 1963 (USA agreement dated July 26, 1963, AWU agreement dated July 30, 1963)—Continued</p> <p>June 1, 1965 (USA agreement of same date).</p>	<p>For employees and dependents: Hospitalization (room and board): Increased maximum to 730 days for employees with 10 years or more of continuous service.</p> <p>Changed: Surgical (nonoccupational): For employee with annual base earnings (1) under \$7,500, full payment of reasonable and customary charges by physician for covered surgery, anesthesia, and obstetrical services including prenatal and postnatal maternity care; (2) of \$7,500 or more, maximum benefits were not to exceed reasonable and customary charges made by physician for patient with earnings under \$7,500.</p> <p>Added: Medical benefits: Doctors' services—charges for hospital visits (for nonoccupational confinements except obstetrical services) (1) if surgery was not performed—\$4 for each day hospital benefits were paid, maximum 31 days, \$124; (2) if surgery was performed, greater of (a) \$4 for each day hospital benefits were paid before surgery, maximum 31 days, or (b) \$4 for each day hospital benefits were paid (maximum 31 days) minus amount of surgical benefits paid.</p>	<p>Employee on layoff, leave of absence, or disability, on Aug. 31, continued to receive any benefits then being paid under prior plan. Such employee was eligible for benefits effective in 1963 upon return to work.</p> <p>Maximum for mental or nervous disorders or pulmonary tuberculosis continued to be 120 days during any 12-month period.</p> <p>Dependents covered under the plan include (1) wife; (2) husband, if totally disabled for 6 months or more who resided with employee and was primarily supported by her; (3) unmarried children under 19 of a male employee or of a widowed female employee or of a married female employee who was the principal support of her totally disabled husband who resided with her; (4) unmarried children between ages 19 and 25 who met requirements listed above, were not employed full time, and were either (a) full-time students in approved courses, and not covered by any other employer financed group insurance or prepayment plans, or (b) unable to support themselves because of disability that began before age 19.¹⁴</p> <p>Annual base earnings equaled current standard hourly rate times 2,080 hours.</p>
<p>June 1, 1967 (USA and AWU agreements of June 1, 1965).</p>	<p>Changed: For employees only: Sickness and accident benefits: Eligibility—employees with 2 years or more of continuous service on</p>	<p>Increased: Life insurance, hospitalization, surgical, physician's hospital attendance, and maternity benefits for employees (including dependents except for life insurance) with 10 years or more of continuous service at date of layoff continued for up to 2 years or until date of recall if employee did not return to work after being recalled within 2 years of layoff. Coverage ended when employee retired or seniority was terminated. After 6 months of continued coverage, benefits (except life insurance benefits) were reduced by amount of benefits received under any other employer group insurance or prepayment plan.</p> <p>Pay was proportionally reduced if employee was regularly scheduled to work less than 40 hours a week. After 26 weeks, benefits were reduced by amount of any</p>

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Sickness, Accident, and Death Benefits ³ —Continued		
June 1, 1967 (USA and AWU agreements of June 1, 1965)— Continued	effective date who was at work, or was on vacation but worked on last scheduled workday before vacation (otherwise effective on date employee returned to work). Benefits—an amount equal to 28 times employee's straight-time average hourly earnings as calculated for SUB (completed for last calendar quarter that ended 1-month or more before disability began), excluding vacation and holiday pay but including any intervening general wage changes. Maximum 104 weeks for any one sickness or injury—6 weeks for maternity. Practice of supplementing workmen's compensation up to weekly benefit amount continued.	(1) unreduced primary old-age or employee disability benefits for which employee was eligible or (2) reduced primary old-age benefits employee received under Federal Social Security Act. If employee retired under normal retirement, benefits were payable until later of date of retirement or 26 weeks from date of disability.
Pension Plan		
Jan 1, 1944 (AWU-AFL and USA-CIO).	Noncontributory retirement plan established to provide pensions to employees with at least 18 months of service after effective date of plan, at age 65. Annuity to equal one-half of 1 percent of earnings under \$3,000, plus 1½ percent of earnings over \$3,000, times years of service. Maximum annuity not to exceed 45 percent of earnings during 5 highest paid years. Disability annuity: At 55 with 10 years or more of service, as follows: (1) Deferred annuity commencing at 65, computed as a normal retirement allowance, or (2) immediate annuity, actuarially reduced.	Not included in contracts; established by company.
Nov. 10, 1949 (AWU-AFL); and Jan. 1, 1950 (USA-CIO).	New noncontributory retirement plan negotiated to provide pensions to employees at 65 or older after 15 years of continuous service. Minimum pension: \$100 a month, including Federal old-age benefits and other public pensions to employees retiring at age 65 or older with 25 years of service. Employees aged 65 or older with 15 years of continuous service to receive minimum of \$60 a month, including public pension payments, or \$60 plus \$4 a month for each year of service between 15 and 25. Disability retirement: USA—\$50 a month minimum, including social security and workmen's compensation benefits to employees permanently incapacitated after 15 years of continuous service.	Monthly pension to equal 1/12 of 1.18 percent of total straight-time payments made to employee during period of his continuous service. Payments for service prior to 1943 computed at an annual rate based on 1943 earnings. Applicable until employee reaches 65, at which time pension is not to be less than minimum for nondisabled pensioners.

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Pension Plan—Continued		
<p>Nov. 10, 1949 (AWU—AFL); and Jan. 1, 1950 (USA—CIO)—Continued</p> <p>Sept. 1, 1954 (USA and AWU agreements dated Aug. 1, 1954).</p>	<p>AWU—\$50 a month minimum, exclusive of social security and workmen's compensation benefits, after 25 years of service at age 55 or older.</p> <p>Changed to:</p> <p>Minimum pension—\$140 a month, including flat \$85 offset for Federal old-age benefits and other public pensions, to employees retiring at age 65 with 30 years of service; for each year's service less than 30, minimum pension reduced by \$2 monthly, to \$110 for 15 years.</p> <p>Disability retirement—Minimum monthly pension increased to \$75, including public pension payments but excluding workmen's compensation, to employees permanently incapacitated after 15 years of continuous service and under age 65.</p>	<p>Disability pension continues for life.</p> <p>Company monthly pension to equal $\frac{1}{12}$ of 1.25 percent of total straight-time compensation earned by employee during period of continuous service, reduced by a flat \$85 a month (the maximum payable under Federal old-age and survivors insurance at the time of agreement) rather than actual Federal OASI benefits. Pensions for workers retired before Sept. 1, 1954, not to be reduced by the amount of future increases in social security benefits.</p> <p>At age 65, disability pension to revert to a normal retirement pension.</p>
<p>Jan. 1, 1958 (AWU memorandum of settlement dated July 31, 1956, USA agreement of Aug. 9, 1956).</p>	<p>Changed to:</p> <p>Minimum pension—Company payment of \$2.40 a month for each year of continuous service prior to Jan. 1, 1958, and \$2.50 a month for each year thereafter, up to 30—plus social security benefits.</p> <p>Disability retirement—Minimum monthly pension to be larger of (1) \$90 including public pension payments but excluding workmen's compensation or (2) minimum pension described above (\$2.40 or \$2.50 times years of service) or (3) amount under basic 1.25-percent formula less flat \$85 offset for social security or in workmen's compensation cases actual social security if under \$85.</p> <p>Added:</p> <p>Early retirement—Employees aged 60 but less than 65 with at least 15 years of continuous service, permitted to retire at own option; could elect (1) deferred normal pension starting at age 65 or (2) an immediate annuity, actuarially reduced.</p> <p>Deferred vested rights—Employees laid off and not recalled within 2 years or terminated because of permanent shutdown of plant, department, or other subdivision, and who at the end of the 2 years or upon such termination had reached age 40 with at least 15 years of continuous service to receive deferred normal pension at age 65 based on continuous service and compensation received to the date of termination.</p>	<p>Minimum monthly pension for employees retired under 1949 pension plan increased to \$2 for each year of service up to 30; for those retired under 1954 plan, to \$2.25 (plus social security benefits).</p> <p>Minimum monthly pension for employees already retired on disability and entitled to social security disability benefit, same as described above; for those not so eligible and retired under 1949 plan, minimum increased to \$60; for those retired under 1954 plan, to \$80.</p>
<p>Jan. 1, 1960 (USA and AWU agreements dated Dec. 19, 1959).</p>	<p>Minimum monthly pension at age 65 increased to company payment of \$2.50 a month for each year of service prior to Jan. 1, 1960, and \$2.60 a month for each</p>	<p>Pensions of retired employees increased \$5 a month.</p>

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Pension Plan—Continued		
<p>Jan. 1, 1960 (USA and AWU agreements dated Dec. 19, 1959)—Continued</p>	<p>year of service thereafter, up to 40 years—plus social security benefits.</p> <p>Amount deducted for social security benefits from pension benefits, as computed by basic 1.25-percent formula, reduced to \$80.</p> <p>Disability retirement—Minimum monthly pension to be larger of (1) \$100 including public pension payments but excluding workmen's compensation or (2) minimum normal pension described above (\$2.50 or \$2.60 times years of service) or (3) amount under basic 1.25-percent formula.</p> <p>Early retirement: Added—Full pension based on continuous service to date of retirement for (a) employees age 60 with 30 years of continuous service, retired under mutually satisfactory conditions, (b) employees age 55 with 15 years of service terminated (1) because of permanent shutdown or (2) after 5 years of continuous absence due to layoff, sickness, or accident, and (c) employees age 50 with 15 years or more service laid off with little likelihood of being recalled, and retired under mutually satisfactory conditions. Alternatives of minimum normal pension or amount under 1.25-percent formula continued.</p> <p>Added: Special retirement benefit, providing lump-sum payment equal to 13 weeks of vacation pay reduced by amount of vacation pay received for year of retirement.</p>	<p>In case of pensions based on basic 1.25-percent formula, \$80 to be deducted as for normal retirement.</p> <p>Not applicable to employees receiving disability or deferred vested pensions. Regular monthly pension payment to commence after 3 months.</p>
<p>Aug. 3, 1960 (company letter of same date).</p>	<p>Added: Special retirement benefit, to be reduced by amount of vacation pay receivable in year retirement occurred.</p>	
<p>Jan. 1, 1961 (company letter dated Aug. 3, 1960).</p>	<p>-----</p>	<p>For special retirement benefit purposes, employee not taking vacation in calendar year of retirement not required to take vacation and not entitled to vacation pay in that year.</p>
<p>Aug. 1, 1962 (USA and AWU agreements of same date).</p>	<p>-----</p>	<p>Added: Credited service included continuous absence up to 2 years because of layoff or nonoccupational sickness or accident.</p> <p>Employee who (1) was continuously absent for 5 years because of layoff, sickness, or accident, (2) reached age 55 with 15 years of service and was thus eligible to retire on full pension, but was not eligible for any other benefit (except deferred vested pension if he had been laid off and not recalled within 2 years) could be continuously absent for 5 years before credited service was terminated. Minimum monthly pension included social security benefits (unless specifically excluded) and other public pensions, severance allowance (except what was attributable to employee's contributions), workmen's compensation or payments for other work-related disability, and payments from any other fund to which company has contributed.</p>

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Pension Plan—Continued		
<p>Aug. 1, 1962 (USA and AWU agreements of same date)— Continued</p>	<p>Changed: Early retirement—full pension based on continuous service to date of retirement for employee with 15 years or more of service, who was either age 55 and his combined age and years of service equaled at least 75, or any age and his combined age and years of service equaled at least 80, and who was away from work for (1) 2 years because of layoff, sickness, or accident that began after July 31, 1960, 2 years before effective date of contract then in effect, or (2) less than 2 years after July 31, 1962, because of (a) layoff after permanent shutdown of plant or department, (b) sickness, or accident, or layoff not caused by permanent shutdown and whose return to work was considered unlikely by company, or (3) who retired under mutually satisfactory conditions.</p>	<p>Benefits payable not earlier than month after last month in which employee was eligible for company sickness and accident benefits. Changed: Regular pension was not reduced by eligibility for or receipt of actuarially reduced public pension. When employee reached age at which public pension was not actuarially reduced, company pension was reduced by amount of public pension.</p>
<p>June 1, 1966 (USA and AWU agreements dated June 1, 1965).</p>	<p>Increased: Minimum monthly pension to greater of $\frac{1}{12}$ of 1.25 percent of retiree's total credited compensation or \$5 for each year of continuous service immediately preceding retirement—maximum 40 years. Added: Employee with 30 years of service could retire on full pension regardless of age. Disability and early retirements—employee who retired after 15 years of service (1) because of disability, or (2) after reaching age 55 with combined age and years of service equaling at least 75, or whose combined age and years of service equaled at least 80, received supplementary benefit of \$100 a month (in addition to regular benefit) until the earlier of (1) month after month he reached age of eligibility for unreduced public pension, or (2) month he became eligible for unreduced disability public pension. Supplementary benefits to be reduced by the amount of reduced social security payments, if retiree was ineligible for full social security disability benefits solely because of receipt of such reduced payments.</p>	<p>Increased: Pensions of employees retired before June 1, 1965 (except those on deferred vested pensions or former employees of Detroit works), increased by \$15 a month. Changed: Pension benefits payable on or after June 1, 1966, not reduced by amount of workmen's compensation benefits.</p>

See footnotes on p. 37.

B—Related Wage Practices¹ —Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Supplemental Unemployment Benefit Plan		
<p>Oct. 1, 1956 (USA agreement dated Aug. 9, 1956, and AWU memorandum of understanding dated July 31, 1956, and amended Aug. 28, 1956).</p> <p>Aug. 1, 1959 (USA and AWU agreements dated Dec. 19, 1959).</p>	<p>Plan established to supplement benefits paid under State unemployment insurance systems.</p> <p>Contributions: Company to contribute 3 cents per man-hour worked from Aug. 1, 1956, with a liability for an additional 2 cents if funds are exhausted.</p> <p>Size of weekly benefits: An amount which when added to State unemployment benefits and other compensation¹⁶ will be the smaller of (1) 22 hours of employees' average straight-time hourly earnings (based on hours actually worked during the first 13 of the immediately preceding 26 weeks) or (2) \$25 a week for the maximum duration of State unemployment benefits and \$47.50 thereafter, with \$2 additional for each dependent, up to four.¹⁷ Benefits to continue for a maximum of 52 weeks. Benefits will be reduced by 25 to 85 percent, depending upon ratio of the "available benefit limit" (maximum benefit limit minus benefits paid) to the "maximum benefit limit," in any month in which such ratio is less than 75 percent.¹⁸ If such ratio is less than 10 percent, no benefits are payable. Benefits to be first available Aug. 1, 1957 (AWU), and Sept. 1, 1957 (USA), for employees laid off on or after July 1, 1957.</p> <p>Eligibility: Laid-off employees with more than 2 years accumulated departmental seniority (who meet certain other requirements) eligible for benefits for accumulated periods of layoff not to exceed 52 weeks; if recalled to work, remaining weeks of eligibility for benefits during subsequent layoffs could be increased at a rate of 1 week for each 2 weeks of departmental seniority earned during the recall until the 52-week maximum was reached.</p> <p>Changed: Size of weekly benefit—Computation of average straight-time hourly earnings based on last calendar quarter ending 1 month or more prior to beginning of employee's benefit year under State system.¹⁹</p>	<p>Company's contributions to be paid into a fund which, with contingent liability, will eventually be built up to 10 cents ("maximum benefit limit") for each hour worked in the first 12 of the 13 months that precede the month in which the calculation is made.¹⁵</p> <p>Company contributions to fund to cease when 100 percent "maximum benefit limit" is reached and to be resumed only to restore this level.</p> <p>Plan contingent on obtaining ruling that company contributions (1) would be deductible for Federal income tax purpose; and (2) would be excluded in computation of overtime pay under the Fair Labor Standards Act. Company contributions to begin on Oct. 1, 1956, or month in which such rulings were obtained, whichever was later, with continued contributions conditioned upon continued allowance of such deductions.</p> <p>Added: Employee with sufficient earnings to be ineligible for State unemployment insurance to have regular supplemental unemployment benefit reduced by amount earnings from any source exceeded State benefit for total unemployment plus amount of earnings disregarded by State for unemployment benefit purposes (up to \$10) or 20 percent of earnings from company, whichever was greater.</p> <p>When benefit was reduced by less than one-half as a result of earnings that would disqualify employee for State unemployment benefit—three-quarter week's eligibility credit to be deducted; if benefit was reduced by one-half or more, one-quarter week's credit to be deducted.</p> <p>Employee with less than a full week's eligibility to receive proportionately reduced benefit for that week.</p>

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters												
Supplemental Unemployment Benefit Plan—Continued														
Aug. 1, 1959 (USA and AWU agreements dated Dec. 19, 1959)—Continued		Employee not eligible for supplemental unemployment benefits at time State unemployment benefits were exhausted to receive, on becoming eligible, supplemental unemployment benefits for a number of weeks equal to number of weeks State benefits were received less number of weeks between dates of exhaustion and eligibility.												
Aug. 1, 1962 (USA agreement dated June 28, 1962; AWU agreement dated Aug. 1, 1962).	<p>Increased: Contributions—Company to contribute amount necessary to raise fund to maximum financing, up to maximum of 9.5 cents per man-hour actually worked.</p> <p>Changed: Size of weekly benefits—24 times the employee's average straight-time hourly earnings plus \$1.50 for each dependent up to four, reduced by State unemployment compensation (including dependency allowance) or if partially unemployed, amount employee would have received for that week, if totally unemployed and other compensation in excess of amount disregard in determining State unemployment benefits.²⁰</p> <p style="text-align: center;">Minimum weekly benefits—</p> <table border="1" data-bbox="350 909 700 967"> <thead> <tr> <th style="text-align: center;">When</th> <th style="text-align: center;">Single</th> <th style="text-align: center;">Employee</th> </tr> <tr> <th style="text-align: center;">employee</th> <th style="text-align: center;">employee</th> <th style="text-align: center;">with 4 dependents</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Received unemployment insurance-----</td> <td style="text-align: center;">\$ 37.50</td> <td style="text-align: center;">\$ 43.50</td> </tr> <tr> <td style="text-align: center;">Did not receive unemployment insurance ---</td> <td style="text-align: center;">60.00</td> <td style="text-align: center;">66.00</td> </tr> </tbody> </table> <p>Benefits to be reduced 40 or 70 percent depending on financial position of SUB plan in any month in which the position was less than 35 percent.²¹ No benefits payable if financial position was less than 15 percent.</p> <p>Changed: Computation of average straight-time hourly earnings based on last calendar quarter ending 1 month or more prior to beginning of employee's layoff.</p> <p>In effect: Eligibility—Employee with 2 years or more accumulated departmental seniority laid off for lack of work who after waiting 1 week within benefit year, (1) applied in person or by mail if no company offices were within a reasonable distance, (2) was eligible for State unemployment insurance unless such benefit was denied because (a) the length of the layoff could exceed the duration of such State benefits</p>	When	Single	Employee	employee	employee	with 4 dependents	Received unemployment insurance-----	\$ 37.50	\$ 43.50	Did not receive unemployment insurance ---	60.00	66.00	<p>Increased: "Maximum benefit limit" to 12.5 cents for each hour worked in the first 12 of the 13 months preceding the month in which calculation was made. That part of company contribution, up to 4.5 cents per hour worked during the second preceding month, not needed to bring fund up to maximum limit to accrue to the supplemental vacation plan.</p> <p>Added: Employee ineligible for State unemployment benefits, for reasons other than receipt of wages, to receive a weekly benefit equal to the sum of State unemployment benefit, if any, and applicable plan benefit, he would have received if eligible for a State benefit.</p> <p>Changed: Employee with sufficient earnings to be ineligible for State unemployment insurance to have regular supplemental unemployment benefit reduced by amount earnings from any source exceeded State benefit for total unemployment plus amount of earnings to \$10 disregarded by State for unemployment benefit purposes.</p>
When	Single	Employee												
employee	employee	with 4 dependents												
Received unemployment insurance-----	\$ 37.50	\$ 43.50												
Did not receive unemployment insurance ---	60.00	66.00												
		Benefits not available to employees on continuous layoff of 2 years or more after Aug. 1, 1962.												

See footnotes on p. 37.

B—Related Wage Practices¹—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Supplemental Unemployment Benefit Plan—Continued		
<p>Aug. 1, 1962 (USA agreement dated June 28, 1962; AWU agreement dated Aug. 1, 1962)—Continued</p>	<p>to which he was entitled, (b) received other compensation that disqualified him for State benefits, (c) was on layoff because of shutdown of plant or department for vacation purposes and was ineligible for vacation pay, or (d) had insufficient employment to be covered by State system, (3) was not receiving or claiming any sickness or accident or disability benefit or any pension benefit wholly or partially financed by the company, (4) was not receiving vacation pay, or (5) was not in military service.</p> <p>Added: Eligibility available to employee who was eligible for State benefits but was denied State benefits because he (1) was unable to work because of disability, provided he became disabled while on layoff and after sickness and accident benefits had ceased, or (2) was participating in a Federal training program.</p> <p>Accrual of credit units: One-half unit for each week in which employee had credited hours. Previous 52 credit unit maximum retained.</p> <p>Added:</p> <p>Short week benefit: Size of benefits—Employee's standard hourly wage rates and cost-of-living adjustment times the difference between 32 and sum of hours (1) worked, (2) not worked but paid for, or (3) not worked for reasons other than lack of work.</p> <p>Eligibility—Employee with 2 years or more of accumulated departmental seniority who had worked some time but less than 32 hours in any week. One-half credit unit to be cancelled for each short week benefit.</p>	<p>Credited hours to include all hours (1) worked, (2) not worked but paid for, and (3) not worked or paid for but lost because of (a) specified union activities, or (b) work-connected disability.</p> <p>Short week benefit to be reduced by one-seventh of State benefit for each day in workweek for which both types of payments were made.</p> <p>Short week benefits to be reduced 40 or 70 percent depending on financial position of SUB plan in any month in which the position was less than 35 percent.²¹</p>
Relocation Allowance		
<p>Aug. 1, 1962 (USA agreement dated June 28, 1962; AWU agreement dated Aug. 1, 1962).</p>	<p>Established: Allowances of \$55 to \$215 for single employee and \$180 to \$580 for married employee,²² depending upon distance between old and new plants, provided workers who (1) transferred to plant 50 miles or more from former place of work, (2) changed permanent residence, and (3) made application in accordance with procedure established by company.</p>	<p>Applicable to employees laid off as a result of a reduction in force and who maintained company seniority and for whom no suitable work was available within the bargaining unit within a reasonable period of time.</p> <p>Allowance to be reduced by any government payment for the same purpose. If employee quits job, allowance to be deducted from monies owed by company in the form of pay, vacations, benefits under SUB plan, pensions or other benefits, and restored to the fund. Deduction not made if employee agreed that he had cause for quitting or was discharged for 12 months of being relocated. Only one allowance paid to the member of a family living in the same residence or to an employee in any 12-month period.</p>

See footnotes on p. 37.

Footnotes:

- ¹ The last item under each entry represents the most recent change.
- ² Dates of agreements do not always correspond to the dates on which settlements were negotiated and hence do not necessarily indicate the sequence of bargaining.
- ³ Certain groups of employees, in selected plants, received shift differentials prior to 1942.
- ⁴ Included in 1936 contract.
- ⁵ During the period covered by Executive Order 9240 (Oct. 1, 1942, to Aug. 21, 1945), practices relating to premium pay for weekend and holiday work were modified where necessary to conform to that order.
- ⁶ 1936 contract recognized July 4th, Thanksgiving Day, and Christmas Day as holidays for which time and a half would be paid employees working on those days. Memorial Day and Labor Day were also recognized as premium days at specific plants.
- ⁷ Weekly earnings and hours were averaged over: USA—first 4 of 6 weeks (excluding any week with paid holiday) employee worked before vacation began or 2 weeks earlier if employee requested advance vacation pay; AWU—last calendar quarter that ended 1 month or more before vacation began, excluding any week with paid holiday or when employee received jury-duty pay or was on vacation.
- ⁸ If employee elected lump-sum payment, amount equal to pay for regular vacation, regardless of whether he was eligible, was deducted from extended vacation pay. However, no deduction was made if employee retired on disability and was entitled to regular vacation in retirement year.
- ⁹ In addition to provisions listed, dependents' coverage and voluntary group insurance plans are available to ALCOA workers. All costs were borne by participating employees prior to Aug. 1, 1956; thereafter, company paid part of costs for dependents' hospital and surgical benefits.
- ¹⁰ Benefits payable upon death after retirement established according to following schedule:

(a) On or before reaching age 65	¹ \$3,500
(b) On or after the first of the month following the—	
66th birthday.....	3,200
67th birthday.....	2,900
68th birthday.....	2,600
69th birthday.....	2,300
Upon reaching the 70th birthday and thereafter, the insurance remained at	2,000
(c) Upon retirement after age 65, the amount of insurance in force at the time of retirement to be the amount that would have been in force if retirement had taken place on the first of the month following the 65th birthday.	
¹ \$5,000 for totally disabled.	

- ¹¹ Schedule of benefits as follows:

Job grade	Weekly benefit
1-4	\$53
5-8	56
9-12	59
13-16	62
17-20	64
21-24	66
25 and above.....	68

- ¹² Schedule of benefits was:

Job grade	Weekly benefit
1-4	\$63
5-8	66
9-12	69
13-16	72
17-20	74
21-24	76
25 and above.....	78

- ¹³ Benefits payable upon death after retirement were:

(a) Before age 65.....	\$5,500
(b) At age 65.....	3,500
(c) On or after the first of the month following the—	
66th birthday.....	3,200
67th birthday.....	2,900
68th birthday.....	2,600
69th birthday.....	2,300
(d) On or after 70th birthday.....	2,000
(e) Upon retirement after age 65, the amount of insurance in force at the time of retirement was the amount that would have been in force if employee had retired on the first of the month following 65th birthday.	

Footnotes—Continued

¹⁴ Benefits for husbands and for all dependent children except those of male employees and widowed female employees were reduced by benefits received under any other employer group insurance or prepayment plan.

¹⁵ In September 1957, the maximum benefit limit (for purposes of determining benefit levels) was to be considered to be 5 cents times hours worked in the applicable 12-month period. Subsequently, until the 10-cent maximum benefit limit is first reached (but no later than May 1959), the maximum will be computed on the basis of 5 cents plus 0.25 cent for each month after September 1957.

¹⁶ Excluding wages that do not exceed the amount allowed by the State in determining State unemployment insurance benefits.

¹⁷ In any State in which supplementation was not permitted, a lump-sum equivalent to supplemental unemployment benefits was to be paid employees at the termination of period of layoff, exhaustion of State benefits, or at the time he became ineligible for State benefits for reasons other than duration, whichever occurred first. Subsequently, the company and the unions worked out special arrangements for benefits in at least 1 State—Indiana—where this arrangement was not permitted.

¹⁸ The amount of weekly benefit is summarized in the following tabulation:

If the ratio of the available benefit limit to maximum benefit limit applicable to the week for which the weekly benefit is paid is—	The weekly benefit shall be the following percentage of the normal weekly benefit
75 percent or more	100
70 but less than 75 percent.....	75
65 but less than 70 percent.....	70
60 but less than 65 percent.....	65
55 but less than 60 percent.....	60
50 but less than 55 percent.....	55
45 but less than 50 percent.....	50
40 but less than 45 percent.....	45
35 but less than 40 percent.....	40
30 but less than 35 percent.....	35
25 but less than 30 percent.....	30
20 but less than 25 percent.....	25
15 but less than 20 percent.....	20
10 but less than 15 percent.....	15
Less than 10 percent.....	No benefit payable

Beginning Aug. 1, 1959, the applicable ratio was reduced in 10 percentage point steps rather than 5 percentage point steps.

¹⁹ In any State in which supplementation was not permitted, employee no longer required to apply for State unemployment benefits. Amount of State unemployment benefit employee would have received added to computed benefit, and total amount of such additions subtracted from "available benefit limit."

²⁰ Maximum benefits were:

	Number of dependents				
	None	1	2	3	4 or more
When receiving unemployment insurance.....	\$37.50	\$39.00	\$40.50	\$42.00	\$43.50
When not receiving unemployment insurance.....	60.00	61.50	63.00	64.50	66.00

²¹ Benefits to be reduced (1) 40 percent when trust fund position was 25 but less than 35 percent, (2) 70 percent when fund was 15 but less than 25 percent.

²² Relocation allowance was as follows:

Miles between plants	Allowance for employees	
	Single	Married
50 and under 100	\$55	\$180
100 and under 300.....	75	220
300 and under 500.....	105	290
500 and under 1,000.....	155	420
1,000 and over.....	215	580

Table C—Standard Hourly¹ Rates in Plants of Aluminum Company of America Organized by
United Steelworkers of America, 1956—67

Job grade	Effective Apr. 2, 1956			Effective Aug. 1, 1956			Effective Aug. 1, 1957			Effective Aug. 1, 1958			
	Edge-water, N. J.	Detroit, Mich.	Other plants	Edge-water, N. J.	Detroit, Mich.	Other plants	Edge-water, N. J.	Detroit, Mich.	Other plants	Edge-water, N. J.	Detroit, Mich.	Other plants	
1	\$1.830	\$1.870	\$1.745	\$1.925	\$1.965	\$1.840	\$1.999	\$2.039	\$1.914	\$2.079	\$2.119	\$1.994	
2	1.868	1.907	1.785	1.966	2.005	1.883	2.044	2.083	1.961	2.126	2.165	2.043	
3	1.906	1.944	1.825	2.007	2.045	1.926	2.089	2.127	2.008	2.173	2.211	2.092	
4	1.944	1.981	1.865	2.048	2.085	1.969	2.134	2.171	2.055	2.220	2.257	2.141	
5	1.982	2.018	1.905	2.089	2.125	2.012	2.179	2.215	2.102	2.267	2.303	2.190	
6	2.020	2.055	1.945	2.130	2.165	2.055	2.224	2.259	2.149	2.314	2.349	2.239	
7	2.058	2.092	1.985	2.171	2.205	2.098	2.269	2.303	2.196	2.361	2.395	2.288	
8	2.096	2.129	2.025	2.212	2.245	2.141	2.314	2.347	2.243	2.408	2.441	2.337	
9	2.134	2.166	2.065	2.253	2.285	2.184	2.359	2.391	2.290	2.455	2.487	2.386	
10	2.172	2.203	2.105	2.294	2.325	2.227	2.404	2.435	2.337	2.502	2.533	2.435	
11	2.210	2.240	2.145	2.335	2.365	2.270	2.449	2.479	2.384	2.549	2.579	2.484	
12	2.248	2.277	2.185	2.376	2.405	2.313	2.494	2.523	2.431	2.596	2.625	2.533	
13	2.286	2.314	2.225	2.417	2.445	2.356	2.539	2.567	2.478	2.643	2.671	2.582	
14	2.324	2.351	2.265	2.458	2.485	2.399	2.584	2.611	2.525	2.690	2.717	2.631	
15	2.362	2.388	2.305	2.499	2.525	2.442	2.629	2.655	2.572	2.737	2.763	2.680	
16	2.400	2.425	2.345	2.540	2.565	2.485	2.674	2.699	2.619	2.784	2.809	2.729	
17	2.438	2.462	2.385	2.581	2.605	2.528	2.719	2.743	2.666	2.831	2.855	2.778	
18	2.476	2.499	2.425	2.622	2.645	2.571	2.764	2.787	2.713	2.878	2.901	2.827	
19	2.514	2.536	2.465	2.663	2.685	2.614	2.809	2.831	2.760	2.925	2.947	2.876	
20	2.552	2.573	2.505	2.704	2.725	2.657	2.854	2.875	2.807	2.972	2.993	2.925	
21	2.590	2.610	2.545	2.745	2.765	2.700	2.899	2.919	2.854	3.019	3.039	2.974	
22	2.628	2.647	2.585	2.786	2.805	2.743	2.944	2.963	2.901	3.066	3.085	3.023	
23	2.666	2.684	2.625	2.827	2.845	2.786	2.989	3.007	2.948	3.113	3.131	3.072	
24	2.704	2.721	2.665	2.868	2.885	2.829	3.034	3.051	2.995	3.160	3.177	3.121	
25	2.742	2.758	2.705	2.909	2.925	2.872	3.079	3.095	3.042	3.207	3.223	3.170	
26	2.780	2.795	2.745	2.950	2.965	2.915	3.124	3.139	3.089	3.254	3.269	3.219	
27	2.818	2.832	2.785	2.991	3.005	2.958	3.169	3.183	3.136	3.301	3.315	3.268	
28	2.856	2.869	2.825	3.032	3.045	3.001	3.214	3.227	3.183	3.348	3.361	3.317	
	Effective Aug. 1, 1959			Effective Aug. 1, 1960			Effective Aug. 1, 1961			Effective June 1, 1965 ³		Effective June 1, 1967	
	Edge-water, N. J.	Detroit, Mich.	Other plants ²	Edge-water, N. J.	Detroit, Mich.	Other plants ²	Edge-water, N. J.	Detroit, Mich.	Other plants ²	Edge-water, N. J.	Other plants ⁴	Edge-water, N. J.	Other plants
1	\$2.110	\$2.130	\$2.044	\$2.173	\$2.190	\$2.117	\$2.233	\$2.25	\$2.191	\$2.613	\$2.572	\$2.683	\$2.642
2 ⁵	2.158	2.178	2.093	2.221	2.238	2.166	2.283	2.30	2.242	2.613	2.572	2.683	2.642
3	2.206	2.226	2.142	2.269	2.286	2.215	2.333	2.35	2.293	2.665	2.625	2.737	2.697
4	2.254	2.274	2.191	2.317	2.334	2.264	2.383	2.40	2.344	2.717	2.678	2.791	2.752
5	2.302	2.322	2.240	2.365	2.382	2.313	2.433	2.45	2.395	2.769	2.731	2.845	2.807
6	2.350	2.370	2.289	2.413	2.430	2.362	2.483	2.50	2.446	2.821	2.784	2.899	2.862
7	2.398	2.418	2.338	2.461	2.478	2.411	2.533	2.55	2.497	2.873	2.837	2.953	2.917
8	2.446	2.466	2.387	2.509	2.526	2.460	2.583	2.60	2.548	2.925	2.890	3.007	2.972
9	2.494	2.514	2.436	2.557	2.574	2.509	2.633	2.65	2.599	2.977	2.943	3.061	3.027
10	2.542	2.562	2.485	2.605	2.622	2.558	2.683	2.70	2.650	3.029	2.996	3.115	3.082
11	2.590	2.610	2.534	2.653	2.670	2.607	2.733	2.75	2.701	3.081	3.049	3.169	3.137
12	2.638	2.658	2.583	2.701	2.718	2.656	2.783	2.80	2.752	3.133	3.102	3.223	3.192
13	2.686	2.706	2.632	2.749	2.766	2.705	2.833	2.85	2.803	3.185	3.155	3.277	3.247
14	2.734	2.754	2.681	2.797	2.814	2.754	2.883	2.90	2.854	3.237	3.208	3.331	3.302
15	2.782	2.802	2.730	2.845	2.862	2.803	2.933	2.95	2.905	3.289	3.261	3.385	3.357
16	2.830	2.850	2.779	2.893	2.910	2.852	2.983	3.00	2.956	3.341	3.314	3.439	3.412
17	2.878	2.898	2.828	2.941	2.958	2.901	3.033	3.05	3.007	3.393	3.367	3.493	3.467
18	2.926	2.946	2.877	2.989	3.006	2.950	3.083	3.10	3.058	3.445	3.420	3.547	3.522
19	2.974	2.994	2.926	3.037	3.054	2.999	3.133	3.15	3.109	3.497	3.473	3.601	3.577
20	3.022	3.042	2.975	3.085	3.102	3.048	3.183	3.20	3.160	3.549	3.526	3.655	3.632
21	3.070	3.090	3.024	3.133	3.150	3.097	3.233	3.25	3.211	3.601	3.579	3.709	3.687
22	3.118	3.138	3.073	3.181	3.198	3.146	3.283	3.30	3.262	3.653	3.632	3.763	3.742
23	3.166	3.186	3.122	3.229	3.246	3.195	3.333	3.35	3.313	3.705	3.685	3.817	3.797
24	3.214	3.234	3.171	3.277	3.294	3.244	3.383	3.40	3.364	3.757	3.738	3.871	3.852
25	3.262	3.282	3.220	3.325	3.342	3.293	3.433	3.45	3.415	3.809	3.791	3.925	3.907
26	3.310	3.330	3.269	3.373	3.390	3.342	3.483	3.50	3.466	3.861	3.844	3.979	3.962
27	3.358	3.378	3.318	3.421	3.438	3.391	3.533	3.55	3.517	3.913	3.897	4.033	4.017
28	3.406	3.426	3.367	3.469	3.486	3.440	3.583	3.60	3.568	3.965	3.950	4.087	4.072

¹ Excludes cost-of-living allowances when applicable.

² The USA contract dated Dec. 19, 1959, included workers at Torrance, Calif. (Rome Cable Corp., a subsidiary of Aluminum Company of America).

³ Escalator clause discontinued Aug. 1, 1962, 23-cent-an-hour allowance in effect at that time continued and incorporated into basic hourly rates on date shown.

⁴ Plants at Alcoa, Tenn.; Badin, N.C.; Bauxite, Ark. (2 plants); Mobile, Ala.; New Kensington, Pa.; Point Comfort, Tex.; Richmond, Ind.; Rockdale, Tex.; Torrance, Calif.; Detroit, Mich., plant closed prior to June 1, 1965.

⁵ Under the agreement of June 1, 1965, workers in job class 1 were moved up to job class 2.

Table D—Standard Hourly Rates ¹ in Plants of Aluminum Company of America Organized by
Aluminum Workers International Union, 1958—67

Job grade	Effective Aug. 1, 1958					
	Lafayette, Ind., and Massena, N. Y.	Lancaster, Pa., and Chillicothe, Ohio	Cressona, Pa.	East St. Louis, Ill.	Davenport, Iowa	Vancouver and Wenatchee, Wash.
1.....	\$ 1.990	\$ 1.990	\$ 1.990	\$ 2.045	\$ 2.165	\$ 2.165
2.....	2.036	2.035	2.034	2.092	2.212	2.208
3.....	2.082	2.080	2.078	2.139	2.259	2.251
4.....	2.128	2.125	2.122	2.186	2.306	2.294
5.....	2.174	2.170	2.166	2.233	2.353	2.337
6.....	2.220	2.215	2.210	2.280	2.400	2.380
7.....	2.266	2.260	2.254	2.327	2.447	2.423
8.....	2.312	2.305	2.298	2.374	2.494	2.466
9.....	2.358	2.350	2.342	2.421	2.541	2.509
10.....	2.404	2.395	2.386	2.468	2.588	2.552
11.....	2.450	2.440	2.430	2.515	2.635	2.595
12.....	2.496	2.485	2.474	2.562	2.682	2.638
13.....	2.542	2.530	2.518	2.609	2.729	2.681
14.....	2.588	2.575	2.562	2.656	2.776	2.724
15.....	2.634	2.620	2.606	2.703	2.823	2.767
16.....	2.680	2.665	2.650	2.750	2.870	2.810
17.....	2.726	2.710	2.694	2.797	2.917	2.853
18.....	2.772	2.755	2.738	2.844	2.964	2.896
19.....	2.818	2.800	2.782	2.891	3.011	2.939
20.....	2.864	2.845	2.826	2.938	3.058	2.982
21.....	2.910	2.890	2.870	2.985	3.105	3.025
22.....	2.956	2.935	2.914	3.032	3.152	3.068
23.....	3.002	2.980	2.958	3.079	3.199	3.111
24.....	3.048	3.025	3.002	3.126	3.246	3.154
25.....	3.094	3.070	3.046	3.173	3.293	3.197
26.....	3.140	3.115	3.090	3.220	3.340	3.240
27.....	3.186	3.160	3.134	3.267	3.387	3.283
28.....	3.232	3.205	3.178	3.314	3.434	3.326
Job grade	Effective Aug. 1, 1959					
	Lafayette, Ind., and Massena, N. Y.	Lancaster, Pa., and Chillicothe, Ohio	Cressona, Pa.	East St. Louis, Ill.	Davenport, Iowa	Vancouver and Wenatchee, Wash.
1.....	\$ 2.040	\$ 2.040	\$ 2.040	\$ 2.075	\$ 2.195	\$ 2.195
2.....	2.087	2.086	2.085	2.122	2.242	2.241
3.....	2.134	2.132	2.130	2.169	2.289	2.287
4.....	2.181	2.178	2.175	2.216	2.336	2.333
5.....	2.228	2.224	2.220	2.263	2.383	2.379
6.....	2.275	2.270	2.265	2.310	2.430	2.425
7.....	2.322	2.316	2.310	2.357	2.477	2.471
8.....	2.369	2.362	2.355	2.404	2.524	2.517
9.....	2.416	2.406	2.400	2.451	2.571	2.563
10.....	2.463	2.454	2.445	2.498	2.618	2.609
11.....	2.510	2.500	2.490	2.545	2.665	2.655
12.....	2.557	2.546	2.535	2.592	2.712	2.701
13.....	2.604	2.592	2.580	2.639	2.759	2.747
14.....	2.651	2.638	2.625	2.686	2.806	2.793
15.....	2.698	2.684	2.670	2.733	2.853	2.839
16.....	2.745	2.730	2.715	2.780	2.900	2.885
17.....	2.792	2.776	2.760	2.827	2.947	2.931
18.....	2.839	2.822	2.805	2.874	2.994	2.977
19.....	2.886	2.868	2.850	2.921	3.041	3.023
20.....	2.933	2.914	2.895	2.968	3.088	3.069
21.....	2.980	2.960	2.940	3.015	3.135	3.115
22.....	3.027	3.006	2.985	3.062	3.182	3.161
23.....	3.074	3.052	3.030	3.109	3.229	3.207
24.....	3.121	3.098	3.075	3.156	3.276	3.253
25.....	3.168	3.144	3.120	3.203	3.323	3.299
26.....	3.215	3.190	3.165	3.250	3.370	3.345
27.....	3.262	3.236	3.210	3.297	3.417	3.391
28.....	3.309	3.282	3.255	3.344	3.464	3.437

See footnote at end of table.

Table D—Standard Hourly Rates¹ in Plants of Aluminum Company of America Organized by
Aluminum Workers International Union, 1958—67—Continued

Job grade	Effective Aug. 1, 1960				Effective Aug. 1, 1961		
	Lafayette, Ind.; Massena, N. Y.; Lancaster, Pa.; and Chillicothe, Ohio	Cressona, Pa.	East St. Louis, Ill.	Davenport, Iowa; Vancouver and Wenatchee, Wash.	Lafayette, Ind.; Massena, N. Y.; Chillicothe, Ohio; Lancaster and Cressona, Pa.	East St. Louis, Ill.	Davenport, Iowa; Vancouver and Wenatchee, Wash.
1	\$2.111	\$2.111	\$2.135	\$2.235	\$2.191	\$2.21	\$2.28
2	2.159	2.158	2.183	2.283	2.241	2.26	2.33
3	2.207	2.205	2.231	2.331	2.291	2.31	2.38
4	2.255	2.252	2.279	2.379	2.341	2.36	2.43
5	2.303	2.299	2.327	2.427	2.391	2.41	2.48
6	2.351	2.346	2.375	2.475	2.441	2.46	2.53
7	2.399	2.393	2.423	2.523	2.491	2.51	2.58
8	2.447	2.440	2.471	2.571	2.541	2.56	2.63
9	2.495	2.487	2.519	2.619	2.591	2.61	2.68
10	2.543	2.534	2.567	2.667	2.641	2.66	2.73
11	2.591	2.581	2.615	2.715	2.691	2.71	2.78
12	2.639	2.628	2.663	2.763	2.741	2.76	2.83
13	2.687	2.675	2.711	2.811	2.791	2.81	2.88
14	2.735	2.722	2.759	2.859	2.841	2.86	2.93
15	2.783	2.769	2.807	2.907	2.891	2.91	2.98
16	2.831	2.816	2.855	2.955	2.941	2.96	3.03
17	2.879	2.863	2.903	3.003	2.991	3.01	3.08
18	2.927	2.910	2.951	3.051	3.041	3.06	3.13
19	2.975	2.957	2.999	3.099	3.091	3.11	3.18
20	3.023	3.004	3.047	3.147	3.141	3.16	3.23
21	3.071	3.051	3.095	3.195	3.191	3.21	3.28
22	3.119	3.098	3.143	3.243	3.241	3.26	3.33
23	3.167	3.145	3.191	3.291	3.291	3.31	3.38
24	3.215	3.192	3.239	3.339	3.341	3.36	3.43
25	3.263	3.239	3.287	3.387	3.391	3.41	3.48
26	3.311	3.286	3.335	3.435	3.441	3.46	3.53
27	3.359	3.333	3.383	3.483	3.491	3.51	3.58
28	3.407	3.380	3.431	3.531	3.541	3.56	3.63

Job grade	Effective June 1, 1965 ²				Effective June 1, 1967			
	Lafayette, Ind.; Massena, N. Y.; Chillicothe, Ohio; Lancaster and Cressona, Pa.	Warrick, Ind. ³	East St. Louis, Ill.	Davenport, Iowa; Vancouver and Wenatchee, Wash. ⁴	Lafayette, Ind.; Massena, N. Y.; Chillicothe, Ohio; Lancaster and Cressona, Pa.	Warrick, Ind. ³	East St. Louis, Ill.	Davenport, Iowa; Vancouver and Wenatchee, Wash. ⁴
1	\$2.556	\$2.556	\$2.575	\$2.645	\$2.641	\$2.641	\$2.660	\$2.730
2	2.606	2.607	2.625	2.695	2.691	2.692	2.710	2.780
3	2.656	2.658	2.675	2.745	2.741	2.743	2.760	2.830
4	2.706	2.709	2.725	2.795	2.791	2.794	2.810	2.880
5	2.756	2.760	2.775	2.845	2.841	2.845	2.860	2.930
6	2.806	2.811	2.825	2.895	2.891	2.896	2.910	2.980
7	2.856	2.862	2.875	2.945	2.941	2.947	2.960	3.030
8	2.906	2.913	2.925	2.995	2.991	2.998	3.010	3.080
9	2.956	2.964	2.975	3.045	3.041	3.049	3.060	3.130
10	3.006	3.015	3.025	3.095	3.091	3.100	3.110	3.180
11	3.056	3.066	3.075	3.145	3.141	3.151	3.160	3.230
12	3.106	3.117	3.125	3.195	3.191	3.202	3.210	3.280
13	3.156	3.168	3.175	3.245	3.241	3.253	3.260	3.330
14	3.206	3.219	3.225	3.295	3.291	3.304	3.310	3.380
15	3.256	3.270	3.275	3.345	3.341	3.355	3.360	3.430
16	3.306	3.321	3.325	3.395	3.391	3.406	3.410	3.480
17	3.356	3.372	3.375	3.445	3.441	3.457	3.460	3.530
18	3.406	3.423	3.425	3.495	3.491	3.508	3.510	3.580
19	3.456	3.474	3.475	3.545	3.541	3.559	3.560	3.630
20	3.506	3.525	3.525	3.595	3.591	3.610	3.610	3.680
21	3.556	3.576	3.575	3.645	3.641	3.661	3.660	3.730
22	3.606	3.627	3.625	3.695	3.691	3.712	3.710	3.780
23	3.656	3.678	3.675	3.745	3.741	3.763	3.760	3.830
24	3.706	3.729	3.725	3.795	3.791	3.814	3.810	3.880
25	3.756	3.780	3.775	3.845	3.841	3.865	3.860	3.930
26	3.806	3.831	3.825	3.895	3.891	3.916	3.910	3.980
27	3.856	3.882	3.875	3.945	3.941	3.967	3.960	4.030
28	3.906	3.933	3.925	3.995	3.991	4.018	4.010	4.080

¹ Excludes cost-of-living allowances when applicable.

² Escalator clause discontinued Aug. 1, 1962, 23-cent-an-hour allowance in effect at that time continued and incorporated into basic hourly rates on date shown.

³ Covered by agreement on Oct. 4, 1960.

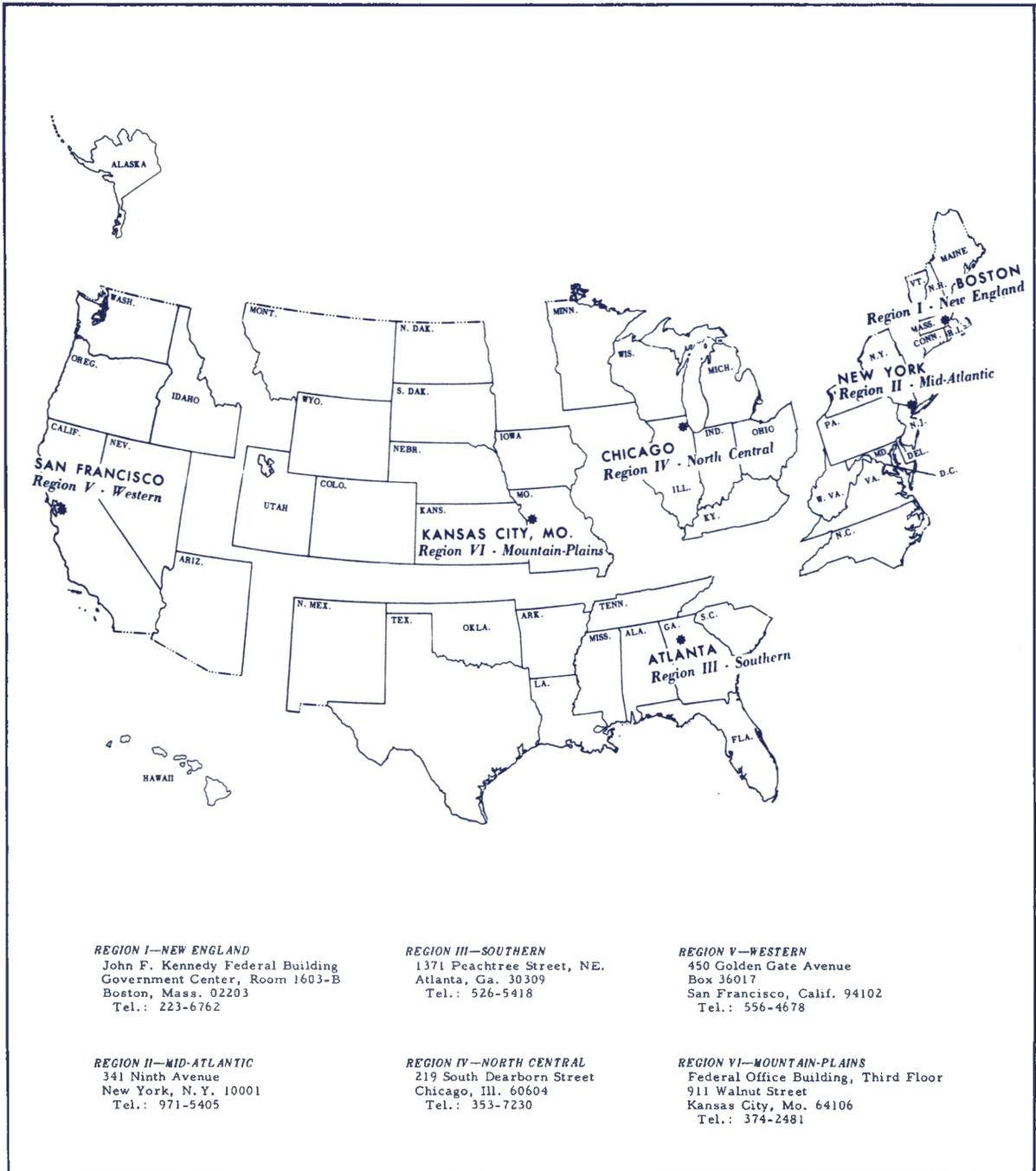
⁴ Represented by Aluminum Trades Council of Vancouver, Wash.

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.

- 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., 1943-69. BLS Bulletin 1541 (25 cents).
Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454 (25 cents).
Bituminous Coal Mines, 1933-66. BLS Bulletin 1461 (20 cents).
The Boeing Co. (Washington Plants), 1936-64. BLS Report 204 (20 cents).
- Carolina Coach Co., 1947-63. BLS Report 259.
Chrysler Corporation, 1939-66. BLS Bulletin 1515 (30 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).
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- International Harvester Company, 1946-61. BLS Report 202.
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