

Wage Chronology

AMERICAN VISCOSE,
1945-67

Bulletin No. 1560



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July 1967

UNITED STATES DEPARTMENT OF LABOR
W. 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 20 cents

Preface

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

This wage chronology summarizes changes in wage rates and related wage practices negotiated by the American Viscose Division of FMC with the Textile Workers Union of America since 1945. It includes the terms of 15 agreements entered into by the parties to date. The provisions of two of the agreements—published as a basic report and three supplements—have been consolidated in this bulletin and are supplemented by information on negotiated contract changes effective in 1965.

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Wage Chronology:

American Viscose, 1945—67¹

Introduction

1945—51

The largest manufacturer of rayon in the United States is the American Viscose Corp., which employed 17,000 workers in 1951. Rayon manufacturing is confined to the eastern half of the country, with 32 plants in 15 States, from Massachusetts south to Georgia and west to Ohio and Tennessee. More than two-thirds of the industry's 65,000 workers are employed by four companies, which own and operate 18 plants and account for more than 80 percent of the industry's yearly output.

American Viscose Corp. operates seven plants located in Marcus Hook, Meadville, and Lewistown, Pa.; Front Royal and Roanoke, Va.; and in Parkersburg and Nitro, W. Va. Five of these plants produce rayon-viscose yarn; one makes acetate yarn; and one manufactures rayon fiber.

Since 1937, American Viscose and the Textile Workers Union of America (CIO) have negotiated master agreements covering production and maintenance workers throughout the company. This chronology² traces the major changes in wage rates and related wage practices negotiated between the company and the union during the post-World War II period. Only provisions affecting production and maintenance workers are shown. Since the chronology starts with the 1945 agreement, the provisions reported under that date do not necessarily indicate changes in prior conditions of employment.

The wage structure is divided into men's and women's occupations. Most of the men are paid on an hourly basis and most of the women on a piecework basis. The changes reported in this chronology relate to piecework employees as well as those paid on a straight hourly basis. Provisions of the contracts dealing with the day-to-day administration of the incentive plans are omitted. All plants have a uniform wage structure with the exception of the plant at Nitro, W. Va., where men receive an additional 5 cents, and women receive 3 cents by virtue of a cost-of-living bonus.

The December 1, 1951, agreement was to be in effect until November 30, 1952, and made provision for a wage reopening 6 months after the anniversary date of the master agreement.

¹ The American Viscose Corp. was purchased by the FMC Corp. on Aug. 5, 1963.

² For the purpose and scope of the wage chronology series, see Monthly Labor Review, December 1948 (p. 581).

1952—58

Negotiations for a new contract between the American Viscose Corp. and the Textile Workers Union of America (TWUA) were concluded on January 16, 1953, after the contract, which had been due to expire November 30, 1952, was extended to January 30, 1953, to permit further negotiations. The agreement, which provided a 5-cent-an-hour raise for nonincentive workers and a 3-cent-an-hour raise in base rates of incentive employees, retroactive to November 30, 1952, was to have been in force until November 30, 1954, with provision for two wage reopenings.

Late in the fall of 1953, the TWUA voted to discontinue bargaining for a wage increase because of "the poor condition of the rayon industry at the present time," and agreed to continue working under the terms of the existing contract until it expired on November 30, 1954. However, the union obtained a company stipulation that it could reopen wage negotiations at any time on 30 days' notice. Wage rates were not changed during 1954, and the existing contract was extended to June 1, 1955.

A settlement providing for a 5-cent-an-hour across-the-board advance as well as some job classification adjustments effective May 1, 1955, was agreed to by the parties in the spring of 1955.

In June 1956, the parties reached agreement on a 3-year contract, which included a deferred general wage raise of 4 percent effective June 1, 1957, and provided for specific job classification adjustments which would cost \$260,000 by the third contract year. The agreement established a joint committee to meet late in the fall of 1956 to determine the details of classification adjustments. In addition, the pension plan and health and welfare benefits were liberalized. Pension plan changes included (1) elimination of employee contributions, retroactive to January 1, 1956, thus increasing earnings for members of the pension plan by an average of about 3.5 percent, and (2) liberalization of benefits, including those for employees retired before January 1, 1956.

The collective bargaining agreement was to be in force through June 1, 1959, with a wage reopening permitted after January 1, 1959, upon 60 days' written notice by either party. The separate pension agreement was to continue in effect without change until January 1, 1966.

1959—64

The American Viscose Corp. and the TWUA amended their pension agreement in December 1958 to provide benefits for workers whose employment was terminated by plant shutdowns, although the parties had agreed in 1956 that the pension plan would not be changed for 10 years.

A 3-year contract on wages and related wage provisions, negotiated in June 1959, provided pay increases ranging from 10 to 14 cents an hour, effective May 31, and deferred wage increases of 5 cents an hour in June of 1960 and 1961. The contract, which covered about 7,000 workers in five synthetic yarn plants,³ also liberalized eligibility for holiday and disability pay and added a fourth week of paid vacation for employees with 25 years' service, effective in 1960, and established funeral leave of up to 3 days, effective in 1961.

³ The American Viscose Corporation's fiber plant in Marcus Hook, Pa., closed in May 1954; the plant in Roanoke, Va., closed in August 1958.

When it appeared that a new agreement could not be reached and ratified by June 1, 1962, the expiration date of the 1959 contract, the parties extended the contract through July 1. Agreement was reached early in June on a contract that included no wage changes in 1962 but provided deferred increases of 5 cents an hour in 1963 and 1964. Immediate changes in fringe benefits included liberalized paid holidays, paid vacations, and funeral leave, and revised technological pay provisions. In addition, the company increased early retirement benefits and weekly sickness and accident benefits and assumed the cost of hospital and surgical benefits for dependent children under 19.

In 1963, for the first time, employees received pay for holidays falling during their vacation periods. In January 1964, a seventh paid holiday was to be added, and all 7 holidays were to be paid for, regardless of when they occurred. Effective in 1963, the requirement for a 3 weeks' vacation was reduced from 15 to 12 years' service and for 4 weeks' vacation, from 25 to 20 years.

1965-67

On March 12, 1965, the TWUA opened negotiations with the American Vicose Division of FMC Corporation with the presentation of a series of demands that would have changed and improved a significant number of the provisions in the current contract that was to expire on June 1, 1965. The TWUA's proposed provisions, in a 3-year contract, would have increased hourly rates of pay by 40 cents, adjusted the rates of some occupations, provided an additional paid holiday, reduced the service requirements for paid vacations and improved the benefits provided by the insurance and pension plans.

After 2 months of negotiations, the parties reached general agreement on contract improvements, and on May 19, the company submitted a proposed contract to the union for consideration.

Negotiations were concluded on June 2, 1965, when the union accepted the 3-year contract, covering over 7,500 employees, proposed by the company. Hourly rates of pay were to be increased 10 cents in 1965 and 9 cents in 1966, and additional increases were made in the rates of some job classifications and operations. Veterans Day was added as a paid holiday for 1967, and service requirements were lowered to 3 years for 2 weeks' paid vacation and 10 years for 3 weeks.

Substantial improvements were made in the health insurance plan, and life insurance benefits were increased for employees. Health insurance benefits were improved by the addition of a hospital room and board allowance for charges exceeding the semiprivate room rate when intensive care was required, and by the addition of outpatient benefits for radiation and physical therapy treatments. In addition, maternity benefits were increased to the level of regular in-hospital benefits. Eligibility requirements were liberalized to provide continuation of basic hospital and surgical coverage beyond age 19 for certain disabled children.

Eligibility requirements for benefits under the company's disability plan were lowered to 15 years' service for employees at age 50 and 10 years at age 60. Totally and permanently disabled employees under age 60 were to receive a lump-sum payment equal to their disability insurance, and those over 60 were to receive \$1,000 to \$3,000 from the company, depending on their age. Normal retirement benefits were increased substantially for past and future service. The age requirement for participation in the pension plan was eliminated. The contract was scheduled to expire June 1, 1968.

A—General Wage Changes¹

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 2, 1945 (by agreement of Nov. 30, 1945).	10 cents an hour increase.	
Apr. 28, 1946 (by agreement of July 8, 1946).	8 cents an hour increase.	
Dec. 1, 1946 (by agreement of Nov. 30, 1946).	12 cents an hour increase.	
June 27, 1948 (by agreement of Aug. 5, 1948).	15 cents an hour increase.	
July 2, 1950 (by agreement of July 20, 1950).	Hourly-rated jobs, 7 percent increase, averaging approximately 10 cents an hour; incentive jobs, 7 percent minus 1 cent.	Additional adjustments in certain job classifications were agreed upon for the correction of intraplant inequities.
Mar. 4, 1951 (by agreement of same date).	3 cents an hour increase -----	Permissible under General Wage Regulation 6 of Wage Stabilization Board.
July 1, 1951 (by agreement of July 20, 1950).	3 cents an hour increase -----	Deferred increase designated by parties as compensation for productivity improvement. Approved by WSB Sept. 18, 1951.
Dec. 2, 1951 (by agreement of Nov. 30, 1951).	Hourly-rated jobs, 5 cents an hour; incentive jobs, 6 cents an hour.	Approved by WSB April 14, 1952.
Nov. 30, 1952 (agreement of same date).	Hourly-rated jobs, 5 cents an hour increase; incentive base rates increased 3 cents, resulting in average earnings increase of more than 4 cents an hour.	
May 1, 1955 (agreement dated June 1, 1955).	5 cents an hour increase -----	Additional increases averaging 0.3 cent per hour, consisting of; 3 cents an hour to top-rated mechanics and operating engineers; 3 to 8 cents an hour for other small groups of workers.
Jan. 1, 1956 (agreement dated June 1, 1956).	-----	Earnings of workers covered by contributory pension plan increased an average of about 3.5 percent, retroactive to Jan. 1, 1956, as result of company's assumption of full cost of pensions. (See section on retirement plan.)
June 1, 1956 (agreement of same date).	-----	Deferred wage increases: 4 percent general increase effective June 1, 1957. Inequity adjustments averaging 1.2 cents per man-hour effective in part June 1, 1957, and in part June 1, 1958.
June 1, 1957 (agreement dated June 1, 1956, and wage adjustment agreement of May 1957).	4 percent deferred general wage increase ranging from 5 to 9 cents an hour, averaging approximately 7 cents an hour.	Plus inequity adjustments of 1 to 3 cents for specified production jobs and of 2 to 8 cents an hour for specified engineering jobs, amounting to 0.9 cent an hour averaged over all workers.
June 1, 1958 (agreement dated June 1, 1956, and wage adjustment agreement of May 1957).	-----	Inequity adjustments of 2 cents for specified production jobs and of 3 to 7 cents for specified engineering jobs, amounting to 0.3 cent an hour averaged over all workers.
May 31, 1959 (agreement dated June 2, 1959).	10 to 14 cents an hour increase, averaging 10.6 cents. ²	Agreement also provided deferred increases effective June 1 of 1960 and 1961. ³
May 29, 1960 (agreement dated June 2, 1959).	5 cents an hour increase -----	Deferred wage increase.
June 4, 1961 (agreement dated June 2, 1959).	5 cents an hour increase -----	Deferred wage increase.
June 1, 1962 (agreement of same date).	-----	Agreement provided deferred wage increases effective June 1 of 1963 and 1964. ³
June 2, 1963 (agreement dated June 1, 1962).	5 cents an hour increase.	Deferred wage increase.
Nov. 17, 1963 (Company letter dated Nov. 7, 1963).	-----	Established: Company plan to provide three 5 percent increases for approximately 1,500 engineering department employees not participating in an additive or premium pay plan. The total amount was to be incorporated into base wage rates after the last increase. On the effective date, the plan provided increases of 8 to 13 cents an hour for engineering department employees, or 2.7 cents an hour when averaged over all employees in the bargaining unit. Deferred increases of 5 percent each, were to be provided on July 12, 1964, and April 4, 1965.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
May 31, 1964 (agreement dated June 1, 1962).	5 cents an hour increase-----	Deferred wage increase.
July 12, 1964 (Company letter dated Nov. 7, 1963).	-----	Deferred increase of 5 percent, providing 9 to 13 cents an hour for engineering department employees, or 2.6 cents an hour when averaged over all employees in the bargaining unit.
April 4, 1965 (Company letter dated Nov. 7, 1963).	-----	Deferred increase of 5 percent, providing 8 to 14 cents an hour for engineering department employees, or 2.6 cents an hour when averaged over all employees in the bargaining unit.
June 1, 1965 (agreement of same date).	10 cents an hour increase -----	In addition, adjustments in the hourly rates of several occupations ⁴ and certain incentive operations amounted to 5.2 cents an hour when averaged over all employees in the bargaining unit. Deferred increase effective Dec. 1, 1966.
Dec. 1, 1966 (agreement dated June 1, 1965).	9 cents an hour increase -----	Deferred increase.

¹ General wage changes are adjustments that increase or decrease basic hourly rates of pay and affect a substantial number of workers. Not included in the term are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in the wage rates for individual occupations) that do not have an immediate and noticeable effect on the average wage level.

The wage changes listed in this table were major adjustments in the general level made during the period covered because of fluctuations in earnings, changes in products, production methods, and employment practices, the omission of nongeneral changes in rates, changes in the composition of the labor force, and other factors; the sum of the general changes listed will not necessarily coincide with the changes in straight-time average hourly earnings over the period of this chronology.

² Increases were as follows:

Base hourly rates	Increase per hour
\$1.40—\$1.81 -----	10 cents
\$1.82—\$2.00 -----	11 cents
\$2.01 and over -----	14 cents

³ The contracts specified that when the effective date of an increase was a Monday, Tuesday, or Wednesday, the increase became effective the beginning of that pay week; when the effective date was a Thursday, Friday, or Saturday, the increase became effective the beginning of the next pay week.

⁴ These occupations were: Painters, forklift truck operators in the engineering department; material handlers in the processing departments; jet fabricators and technicians, jet metal workers in the jet department; and maintenance mechanics and servicemen in the fibers technical department, Marcus Hook, Pa.

B—Plant Common Labor Rates¹

Effective date	Men	Women
Dec. 2, 1945 -----	\$0.83	\$0.72
Apr. 28, 1946 -----	.91	.80
Dec. 1, 1946 -----	1.03	.92
June 27, 1948 -----	1.18	1.07
July 2, 1950 -----	1.26	1.14
Mar. 4, 1951 -----	1.29	1.17
July 1, 1951 -----	1.32	1.20
Dec. 2, 1951 -----	1.37	1.25
Nov. 30, 1952 -----	1.42	1.30
May 1, 1955 -----	1.47	1.35
June 2, 1957 -----	1.53	1.40
May 31, 1959 -----	1.63	1.50
May 29, 1960 -----	1.68	1.55
June 4, 1961 -----	1.73	1.60
June 2, 1963 -----	1.87	1.65
May 31, 1964 -----	2.02	1.70
April 4, 1965 ² -----	2.10	1.95
June 1, 1965 -----	2.20	2.05
Dec. 1, 1966 -----	2.29	2.14

¹ Effective immediately for men and after 6 months' service for women. The rates for women hired for common labor were 90 percent of the base rate for the first 3 months and 95 percent for the following 3 months.

² In November 1963 the company instituted a plan to provide increases for engineering department employees not participating in an additive or premium pay plan. The plan provided increases of 5 percent in November 1963, July 1964, and April 1965. The accumulated amounts (laborer—27 cents, janitress—25 cents) were incorporated into base wage rates on June 1, 1965.

C—Related Wage Practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
Nov. 30, 1945-----	Day rate plus 3 percent for workers who rotated between day and evening shifts on a 5- or 6-day schedule. Day rate plus 5 percent for workers who rotated among 3 shifts but who did not work Sunday. Day rate plus 10 percent for workers who rotated among 3 or 4 shifts including Sunday and workers on frozen evening or night shift. Day rate plus 15 percent for workers alternating on evening or night shifts and working every Saturday and Sunday.	Formula incorporated premium for all undesirable hours including Saturday and Sunday.
June 27, 1948 -----	Average shift premium formula based on premium point system adopted. ²	
Overtime Pay		
Nov. 30, 1945 -----	Time and one-half for work: (1) In excess of 8 hours a day; (2) beyond 40 hours a week; or (3) outside of scheduled daily hours if less than 8.	
Shifted Schedule Pay		
Nov. 30, 1945 -----	Time and one-half paid to employees: (1) For all work while assigned to another work schedule for period of less than 1 full workweek, (2) for first day when transferred or temporarily assigned to another work schedule for a week or more with less than 16 hours' notice, or (3) if called in on a scheduled "break day" (day off).	Double time paid to employees called in to perform unscheduled work if premium work described in (1), (2), or (3) fell on a specified holiday.
Aug. 20, 1947 -----		Term "1 full workweek" changed to "7 calendar days" to clarify intention of parties. Special reference to double time on holidays eliminated, since it duplicated holiday provision.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Premium Pay for Saturday and Sunday		
Nov. 30, 1945 -----	Time and one-half for work on sixth day in any one workweek. No premium pay for Saturday or Sunday as such.	Applicable except where schedules were otherwise negotiated or in effect. Double time if sixth day was a "break day" and a holiday.
Aug. 20, 1947 -----	Premium pay provisions for work on sixth day eliminated.	
June 27, 1948 -----		Saturday and Sunday premiums incorporated into average shift premium formula based on premium point system. ²
Holiday Pay		
Nov. 30, 1945 -----	Time and one-half for work on 6 specified holidays falling on employees regularly scheduled workdays. Double time for holiday work in excess of 8 hours or in excess of scheduled hours, if less than 8, and for work when the holiday occurred on scheduled "break day." No pay for holidays not worked.	Holidays were: Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.
Aug. 20, 1947 -----	Changed to: 6 paid holidays for which workers received 8 hours' straight-time pay plus shift premium, providing holiday fell on scheduled workday. Double time (total) for holidays worked.	Holidays same as above. To receive holiday pay, employee must have been scheduled to work on holiday and must have worked his last regularly scheduled shift prior to and first regularly scheduled shift following the holiday.
Nov. 30, 1950 -----	Changed to: Double time and one-half for first shift worked on 6 specified holidays, whether scheduled workday or not.	Double time paid for any additional hours worked.
Nov. 30, 1951 -----	Changed to: Double time and one-half paid for all work on 6 specified holidays, whether scheduled workday or not.	Monday following Easter made paid holiday in place of Easter Sunday.
June 1, 1960 (agreement dated June 2, 1959).		Added: Holiday pay for incentive workers to be based on straight-time average hourly earnings during week in which holiday occurred. Employee to receive holiday pay (1) if absence on day before or after holiday was caused by (a) death in immediate family (unless funeral was on holiday) or (b) jury duty, and employee reported for work on shift following termination of such duty or (2) if absence on day after holiday was caused by hospitalization.
Mar. 31, 1961 (agreement dated June 2, 1959).		Changed: Good Friday substituted for Easter Monday as a paid holiday.
June 1, 1962 (agreement of same date).		Added: Employee paid for 4 holidays if they fell on a scheduled day off. Holidays were Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. Holidays that fell on scheduled workday considered as time worked for overtime purposes; holidays on scheduled days off not included in overtime computation. Holiday pay provided employee who reported to work on last scheduled shift but was excused before end of shift or who did not work on last scheduled shift because of scheduled grievance meeting with company.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday Pay—Continued		
Feb. 1, 1963 (agreement dated June 1, 1962).	-----	Added: Holiday pay provided employee on vacation during the week in which scheduled holiday fell, regardless of whether he would have been scheduled to work on holiday.
Jan. 1, 1964 (agreement dated June 1, 1962).	Added: 1 paid holiday (total 7) -----	Holiday was New Year's Day. Added: Employee paid for 3 holidays (total 7) if they fell on a scheduled day off.
June 1, 1967 (agreement dated June 1, 1965).	Added: 1 paid holiday (total 8) -----	Veterans day in 1967.
Paid Vacations		
Nov. 30, 1945 -----	1 week of vacation with pay after 1 and less than 5 years' service; 2 weeks after 5 years' service. Service must have been prior to Apr. 1 of the current vacation year.	Vacation pay computed on basis of 2½ percent of total earnings during preceding Federal income tax year for employees entitled to 1 week's vacation and 5 percent for those entitled to 2 weeks' vacation.
Nov. 30, 1946 -----	Changed to: Eligible for 1 week if on active payroll 3 months during preceding calendar year, hired before Oct. 1 of preceding calendar year, and on payroll, furlough, or recognized leave on Dec. 31 of that year; 2 weeks if qualified in 4 prior years and eligible in current year.	
Nov. 30, 1951 -----	Added: 3 weeks of vacation with pay after 15 years' service.	Vacation pay for employees entitled to 3 weeks based on 120 hours' pay at regular rate (126 hours if on 42-hour week).
Jan. 1, 1960 (agreement dated June 2, 1959).	Added: Fourth week of vacation with pay after 25 years' service.	Changed: Pay for each week of vacation to which employee was entitled to equal 2 percent of total earnings during preceding income tax year.
June 1, 1962 (agreement of same date).	-----	Vacation pay for employee hired before Dec. 1, 1958, to be determined by previous formula until employee became eligible for the next higher level of vacation benefits.
Feb. 1, 1963 (agreement dated June 1, 1962).	Changed: Requirement for 3 weeks' vacation reduced to 12 years' service and for 4 weeks' vacation, to 20 years' service.	Added: Vacation pay accrued during current vacation year provided employee who received permanent disability settlement or was technologically displaced during the year.
Feb. 1, 1966 (agreement dated June 1, 1965).	Changed: Requirement for 2 weeks' vacation reduced to 3 years' service.	Continued: Above provision for employee who retired during year.
Feb. 1, 1967 (agreement dated June 1, 1965).	Changed: Requirement for 3 weeks' vacation reduced to 10 years' continuous service.	Added: Earned vacation pay, without time off, for employee who was on the active payroll 3 months or less in qualifying year, and had qualified for 1 or more weeks' vacation in prior years.

See footnote at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting Time		
Nov. 30, 1945 -----	Minimum of 4 hours' pay at regular rate guaranteed to employee not notified of lack of work. Employee reporting for regular shift work after 10 p. m. and before 7 a. m. guaranteed full shift pay.	Guarantee did not apply when employee voluntarily left before expiration of the guaranteed hours or when time worked began 2 hours or less before employee's scheduled hours and continued into or after the shift.
Nov. 30, 1951 -----		Added: Company not liable for reporting pay in case of "acts of God" occurring 1 hour or more before shift began.
Call-In Pay		
Nov. 30, 1945 -----	Time and one-half paid to employee when called for emergency work.	Double time when called on a holiday.
Nov. 30, 1950 -----		Changed to: Double time and one-half when called on a holiday.
Guaranteed Rates for Incentive Operations		
Nov. 30, 1945 -----	Guaranteed minimum was the hourly rate prescribed for incentive jobs by prevailing wage agreement, plus applicable shift premium.	

See footnote at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Down Time		
Nov. 30, 1945 -----	Hourly rate prescribed for incentive jobs (plus applicable shift premium) paid for all time lost if accumulated stoppages exceed 10 minutes per shift.	Applied to stoppages caused by waiting for supplies, machine breakdown, power failures, visits to dispensary, required attendance at meetings and classes, and travel time when such time must be paid. Last item changed to: Travel time to and from cafeteria when such time must be paid.
Nov. 30, 1946 -----		
Paid Rest Period (Personal Time Allowance)		
Nov. 30, 1945 -----	30-minute paid absence from work within the first hour of the overtime period allowed to employee required to work 3 or more hours overtime.	Two paid 10-minute rest periods provided women incentive workers on shifts of 7 hours or more. One 10-minute rest period for women incentive workers on shifts of less than 7 hours.
Paid Lunch Period		
Nov. 30, 1945 -----	30-minute paid lunch period provided employees on 24-hour operating schedules.	Also allowed travel time to and from cafeteria.
Pay for Occupational Injury Time Loss		
Nov. 30, 1945 -----	Full rate, less workmen's compensation payments, paid (1) for time lost because of "fume eyes" or "sore hands" resulting from contact with chemicals used in manufacturing process; (2) to the end of the shift when employee went to plant dispensary, at company request, for examination or treatment of occupational injury; (3) for minimum of 1 hour when employee—absent from plant because of industrial injury—reported, at company request, subsequent to the injury, for examination or treatment at company dispensary; (4) for time lost in any shift when instructed by company physician to report to an outside physician; (5) up to 1 hour when reporting to the dispensary for treatment during a shift.	

See footnote at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Funeral Leave		
June 1, 1961 (agreement dated June 2, 1959).	Established: Up to 3 paid days of absence at regular rate (guaranteed rate for incentive workers), for scheduled hours on assigned workdays, allowed because of death in immediate family.	Immediate family to include father, mother, father-in-law, mother-in-law, spouse, sister, brother, son, and daughter. No payment provided for days during employee's vacation if funeral was not attended or if employee failed, on request, to provide proof of death and funeral attendance.
June 1, 1962 (agreement of same date).	-----	Definition of immediate family extended to include stepparent or stepchild under specified circumstances.
Technological Displacement Pay		
Nov. 30, 1945 -----	Employee displaced by technological change given 1 week's pay, at average hourly rate earned during preceding year, for each year of continuous service.	Employee paid for 42 hours a week if employed in continuous 4-shift operating departments and for 40 hours in all other departments.
Nov. 30, 1952 (agreement of same date).	6 months or more in excess of full years of service counted as a year for purposes of payment.	
June 1, 1955 (agreement of same date).	-----	Period for technologically displaced employees to elect to be placed on plant furlough list or accept displacement wage reduced from 60 to 30 days.
June 1, 1962 (agreement of same date).	-----	Eligibility for technological displacement pay changed to apply to employees with more than 6 months' service (was 60 days). Continued: Technological change defined as any change or increase in productivity that reduced total number of employees (eligible for technological displacement pay) required to operate department affected by change. Any eligible employee displaced from related department as result of technological change considered to be displaced by technological change.
Health and Welfare Benefits		
Effective June 1, 1946 and including Dec. 1, 1947 revisions.	Noncontributory group insurance plan installed for employees with 60 days' service, providing: Life insurance—\$500 to \$2,000, depending on length of service, paid on death or permanent and total disability prior to age 60; after retirement, \$1,000.	Complete cost borne by company. Employees with more than 60 days but less than 1 year of service received \$500; with 1 year but less than 5 years' service, \$1,000; with 5 or more years' service, \$2,000. Employees were not eligible for disability benefits if disability commenced after they became 60 or after insurance was terminated.

See footnote at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits—Continued		
Effective June 1, 1946 and including Dec. 1, 1947 revisions—Continued	Sickness and accident benefits—\$12.50 to \$22 a week depending on earnings for maximum of 13 weeks for any one period of disability, starting on first day of absence because of occupational or non-occupational accident and on eighth day of absence because of sickness. Up to 6 weeks for pregnancy.	Benefit paid in addition to workmen's compensation in case disability was caused by accident.
	Surgical expense benefits—maximum of \$150 for surgeon's fee for each period of disability resulting from pregnancy, accident, or sickness not compensable under workmen's compensation or similar laws.	Workers' wives covered at company cost; dependent children could be covered at workers' expense.
Dec. 1, 1951 (by agreement of Nov. 30, 1951).	Hospital service benefits—all employees covered by Blue Cross hospitalization plan providing care for 21 to 30 days, depending on length of membership.	Workers' wives covered at company cost; workers' husbands and dependent children could be covered at workers' expense.
	Added: Life insurance—double indemnity in case of accidental death.	
June 1, 1956 (agreement of same date).	Changed to: Sickness and accident benefits—\$20 to \$30 a week, depending on earnings.	
	Hospital service benefits—Standardized in all areas to provide comprehensive Blue Cross benefits, including 120 days' hospitalization. Resulted in removal of limitations on laboratory and X-ray benefits and emergency outpatient care existing in some areas.	
June 1, 1957 (agreement dated June 1, 1956).	Changed to: Life insurance—\$500 to \$3,000, depending on length of service.	Employees with 1 but less than 5 years' service, \$1,500; with 5 or more years, \$3,000; no change for employees with 60 days but less than 1 year of service or for retired employees. (For extension of payment of face value of life insurance to employees totally and permanently disabled between ages 60 and 65 and with 20 years' service, see section on disability benefit plan.)
	Sickness and accident benefits—\$30 to \$45 a week depending on earnings, for maximum of 15 weeks.	
June 2, 1959 (agreement of same date).	Surgical expense benefits—Maximum increased to \$300.	
	Sickness and accident benefits:	Changed: Sum of payments from sickness and accident benefits and workmen's compensation for same period limited to 110 percent of normal weekly pay.
Feb. 1, 1961 (agreement of same date).	Changed: For employees and dependents: Hospital benefits—To insured-service type of plan. Benefits in effect and continued: Room and board—Up to maximum semi-private-room rate for maximum of 120 days per disability.	Noncontributory for employees and wives. Dependent children and nonemployee husbands could be covered through payroll deductions.
	Special services—Full hospital charges for laboratory and X-ray examinations, electrocardiograms, drugs, and medicines, etc.	Benefits could be continued at employee's expense for 12 months after month in which he was furloughed.
		Plan available to retired employees at group rates. Dependent defined as spouse, unmarried children under 19 or fully dependent, and full-time students at certain types of schools.

See footnote at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits—Continued		
Feb. 1, 1961 (agreement of same date)—Continued	<p>Maternity—Up to 10 days' hospitalization. Emergency care—Full charges for emergency medical care and treatment within 24 hours of accident, or for medical care and treatment within 24 hours and in connection with surgical operation. Added: Major medical expense benefits—80 percent of \$2,000 for designated expenses (incurred during one period of total disability or within 6 months thereafter) in excess of \$100 and benefits paid by basic plan plus all allowable expenses above \$2,000, up to \$20,000.</p> <p>Expenses covered were: Hospitalization, highest daily rate for semiprivate room plus \$4; necessary care and treatment by doctor or oral surgeon; private nurse; ambulance service; X-ray and diagnostic laboratory procedures; X-ray, radium, or radioactive isotope therapy; anesthesia and its administration; prescription drugs; dressings; surgical supplies; oxygen; rental of durable equipment for treatment.</p>	<p>Excluded: Nursing care and doctor's visits, charges covered by workmen's compensation or other law, charges for dependent entitled to benefits as employee or former employee, hospitalization or medical care if begun before employee was covered by policy, treatment not approved by physician.</p> <p>Successive periods of hospital confinement considered one period of disability unless (a) employee returned to work for 1 full day between periods of hospitalization or (b) dependent's later hospitalization was not related to causes of earlier stay or followed earlier stay by at least 6 months. Available only for pregnancies that began after coverage or terminated within 9 months of cessation of coverage.</p> <p>Not available to nonemployee husbands. Company paid half of cost for employees and wives.</p> <p>Maximum benefits could be reinstated after employee or dependent collected \$1,000 or more in benefits, provided medical evidence of insurability was satisfactory to the insurance company.</p> <p>Benefits extended for 3 months during total disability continuous from date of termination of insurance.</p> <p>Benefits for psychiatric outpatient treatment were 50 percent of covered expenses in excess of deductible amount or regular benefits.</p> <p>Did not cover dentist's charges (except costs of specified oral surgery), dental appliances, eye glasses, or hearing aids, unless required because of accidental injury; costs of war injuries; costs of injuries received while working for another employer or for which statutory compensation was received; costs of care in government hospital or for which no charge was made; costs for dependent who was covered employee; maternity costs (covered by hospital benefit plan); expenses (except surgical) for child during first 7 days after birth.</p> <p>Extended benefits—Benefits were payable for any portion of benefit period after coverage had ended if: (a) Expenses resulted from disability that was in effect when coverage ended and continued to date expenses were incurred, and (b) benefits were not duplicated by any other group or employer-sponsored insurance plan in effect when expenses were incurred.</p>
June 1, 1962 (agreement of same date).	<p>Increased: Sickness and accident benefits—\$35 to \$50 per week depending on earnings (was \$30 to \$45).</p> <p>Added: Outpatient benefits—Annual limit of \$50 each for husband and wife.</p>	<p>Surgical and hospital service benefits—Company to pay for coverage of dependent children under 19.</p>
Jan. 1, 1963 (agreement of June 1, 1962).		<p>When \$50 was depleted, eligibility regained only after lapse of 12 months.</p>

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Benefits—Continued		
Jan. 1, 1963 (agreement of June 1, 1962)—Continued		Benefits not applicable to diagnostic examinations (a) to which employee was entitled as outpatient under hospital expense insurance, (b) that were made while he was an inpatient, or (c) that were required for (1) childbirth or miscarriage or (2) dental work, unless required because of accidental injury to natural teeth.
June 1, 1965 (agreement of same date).	<p>For employees only: Increased: Life insurance—\$1,000 to \$3,500 depending on length of service.³ Accidental death and dismemberment—One-half to full face value of primary life insurance.³ Permanent and total disability—\$500 to \$3,000 depending on length of service, provided employees disabled prior to age 60.³</p> <p>For employees and dependents -----</p> <p>Added: Hospitals benefits: Room and board—For intensive care—up to \$20 a day for charges that exceeded the semiprivate room rate. Maximum of \$100 for each hospital confinement.</p> <p>Changed: Maternity—All services provided for regular hospitalization for extended confinement.</p> <p>Changed: Emergency care—Full hospital charges for emergency medical care and treatment within 48 hours of accident, or for medical care and treatment within 48 hours and in connection with surgical operation.</p> <p>Added: Outpatient benefits: For radiation and physical therapy treatments—up to \$10 a treatment for covered hospital charges, when recommended by a physician—maximum of \$200 per calendar year per person.</p>	<p>Added: Coverages, except sickness and accident benefits, could be continued at employees expense for 12 months after furlough.</p> <p>Except for major medical expense benefits, where company paid one-half of the premium cost, cost of employee and dependent benefits to be borne by company. Added: Basic hospital and surgical expense benefits only, could be continued for disabled children beyond age 19 who met specified requirements.</p> <p>Intensive care allowance paid only when such care was recommended by the attending physician, and was provided in an intensive care unit of the hospital. Changed: For dependents—successive periods of hospital confinement considered 1 period of disability unless later hospitalization followed earlier stay by at least 60 days.</p> <p>Available to female employees and dependent wives, provided employee and spouse were plan members prior to commencement of pregnancy. Added: Up to \$30 for nonsurgical charges of a physician for treatment other than at a hospital provided within 24 hours of accident.</p> <p>Added: Outpatient benefits to include X-ray therapy, radiation therapy, radioactive isotopic therapy, and physiotherapy treatments.</p>
Jan. 1, 1966 (agreement dated June 1, 1965).	Increased: Diagnostic X-ray and laboratory expenses—Up to \$100 each for husband and wife per calendar year.	

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement Plan		
Dec. 26, 1943 -----	<p>Retirement plan established providing: Company-paid pension for employee with service before Dec. 26, 1943. Monthly pension was equal to one-half percent of monthly earnings as of Dec. 26, 1943, for each year of service at ages 35 up to 45, and three-fourth percent at 45 and over.</p> <p>Contributory retirement plan for employee aged 25 but under 65 with 2 years' service on and after Dec. 26, 1943. Annuity at 65 based on earnings and length of service; in addition to Federal old age benefits. Besides full annuities, other provisions of the contributory plan were:</p> <p>Death benefits: If employee died before retirement, beneficiary received employee's contribution plus 2 percent compound interest. If death was after retirement, beneficiary received difference between employee's contribution plus interest and amount paid to employee.</p> <p>Termination benefits: On termination before 10 years of membership, employee could (1) withdraw his contributions plus 2 percent interest, or (2) accept the paid-up retirement income provided by his contribution if such income was at least \$3.34 a month. After 10 years of membership, employee could (1) withdraw his contributions plus 2 percent, or (2) on his retirement date accept the paid-up retirement income provided by his contribution and that of the employer for service after Dec. 26, 1943; after 15 years, employee could (1) withdraw his contributions plus 2 percent interest, or (2) receive at age 65 company-paid pension for service before Dec. 26, 1943, plus the paid-up retirement income provided by his and company contributions since that date, or (3) accept reduced retirement benefits starting up to 10 years before age 65.</p> <p>Optional benefits: Employee could (1) elect reduced retirement income during retirement, with continuance of such payments, or specified fraction thereof, to designated joint annuitant, or (2) if retiring before Federal old age benefits were payable, have retirement benefits adjusted to provide same total amount, including Federal benefit, before and after the Federal benefit was payable.</p>	<p>Annuity computed by multiplying regular hourly rate by 2,000 and dividing by 12. Plan was separately financed.</p> <p>Employee contributed 2 percent of weekly earnings up to \$35, plus 4 percent of over \$35 up to \$60, plus 6 percent of over \$60. Employer contributed 1$\frac{1}{4}$ times amount paid by employee. Benefits paid at retirement age even though employee continued to work.</p>
Dec. 26, 1943 (including amendments of Dec. 1, 1947).		<p>Eligibility for company-paid pension for service before Dec. 26, 1943, contingent on membership in plan by Dec. 31, 1947. Rates for computing pensions for service before Dec. 26, 1943, changed to: One-fourth percent of weekly earnings at ages 25 and under 35; one-half percent at 35 and under 45; three-fourths percent at 45 and over.</p>
Aug. 20, 1947 -----		<p>Membership in plan to be a condition of employment.</p>

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement Plan—Continued		
Jan. 1, 1951 (by agreement of July 20, 1950).	Changed to: Minimum annuity of \$1,200, including social security, guaranteed on retirement at 65 with 25 years' service; proportionate guarantees for 10 to 25 years' service.	Eligibility for company-paid pension for service before Dec. 26, 1943, contingent on membership in plan by Dec. 31, 1951. Company contribution increased to 1½ times amount paid by employees. Interest on refunded contributions changed from 2 percent to "the rate allowed by the insurance company."
Jan. 1, 1956 (agreement dated June 1, 1956).	<p>Changed to: Noncontributory plan, providing following benefits (in addition to old-age and survivors' insurance):</p> <p>Normal monthly benefits at age 65—\$1.75 times years of plan membership from Jan. 1, 1956, to Dec. 31, 1960, plus 55/100 of 1 percent of annual earnings divided by 12 for each year of plan membership after Dec. 31, 1960, plus benefits accrued under former contributory plan in effect from Dec. 26, 1943, to Dec. 31, 1955, and under prior non-contributory plan. Those withdrawing contributions received only amount purchased by company.</p> <p>Early retirement—Employees aged 55 with 15 years' service, retiring at own option, to receive immediate, actuarially reduced pension.</p> <p>Eligibility—Employees automatically became plan members upon completing 2 years' continuous service and reaching age 25.</p> <p>Vesting rights (termination benefits)—Employees with at least 20 years' service and age 40 or over, on leaving company, to receive normal retirement benefits credited to time of termination upon reaching age 65. Age requirement, 50 for those hired after Jan. 1, 1956.</p>	<p>Between Sept. 1 and Sept 30, 1956, employees could withdraw their pension plan contributions (with interest) for years before 1956, minus service charge of 2 percent of refund.⁴</p> <p>Minimum monthly benefits for service from Dec. 26, 1943, to Dec. 31, 1955: (1) For members not withdrawing contributions, \$1.75 times years of service during this period in which employee contributed to plan and \$1.25 for each year in which employee was eligible but did not belong to plan; (2) for employees withdrawing contributions, benefits purchased by company contributions; and (3) no benefits for this period for those who never joined plan. Minimum monthly benefit for employees retired prior to Jan. 1, 1956, and whose retirement was identified with contributory plan changed to \$1.50 for each year of service up to 30 (\$1 a month for each year in which employee was eligible to join plan and did not join) but not less than \$10.</p> <p>Employees who did not withdraw contributions to plan eligible for benefits based on service after Dec. 26, 1943, after 10 years' membership in plan regardless of age or length of service and to full benefits (for service both before and after Dec. 26, 1943) after 15 years' membership. Employees could withdraw contributions, with 2 percent interest, at time of leaving company.</p>
Jan. 1, 1956 (trust agreement dated Dec. 3, 1958).	Added: Termination benefits—Employee terminated because of plant closing or conversion and eligible for past service benefits (i. e., for service prior to Dec. 26, 1943, under plan in effect on Dec. 31, 1955) at normal retirement date could elect to receive immediately an amount equal to employer's contribution to past service fund and to have his past service pension reduced by proportion that termination benefit bore to actuarial value of past service pension due employee.	
June 1, 1962 (agreement of same date).	Changed: Early retirement deductions to 4 percent for each year of retirement before 65 (had ranged from 8.4 percent at age 64 to 51.6 percent at age 55).	

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement Plan—Continued		
June 1, 1965 (agreement of same date).	Increased: Normal monthly benefits at age 65—for employees who retired on or after effective date, for credited service from (1) date of eligibility to Dec. 31, 1955, by \$1.25 for each year of service; (2) Jan. 1, 1956, through Dec. 31, 1960, by 35 cents, to \$2.10 for each year of service; (3) Jan. 1, 1961, through Dec. 31, 1965, no change.	
Jan. 1, 1966 (agreement dated June 1, 1965).	Changed: Normal monthly benefits at age 65—for service after effective date, to a flat \$3 for each year of credited service in plan. Changed: Eligibility—to 2 years' continuous service.	Changed: 1,440 hours or more of work in a calendar year required to receive full credit; fractional credit given for fewer hours.
Temporary Policy Payment		
June 1, 1965 (agreement of same date).	Provided: Temporary benefit—for employees who retired prior to June 1, 1965, a temporary \$5 a month benefit in addition to regular monthly pension.	Payments were to be provided in 4 equal installments of \$15 each, payable on July 1, 1965, Oct. 1, 1965, Jan. 1, 1966, and Apr. 1, 1966. Installments terminated if Medicare became effective prior to Apr. 1, 1966.
Disability Benefit Plan		
June 1, 1956 (by agreement of same date).	Noncontributory plan established providing benefits of \$45 a month, less any statutory disability benefits, to employees totally and permanently disabled between ages 55 and 65 with 20 years' service (continuous service required after Jan. 1, 1952). Normal benefits accrued under pension plan payable at age 65.	Disability determined by company. Plan made effective through June 1, 1959. Benefits also applicable to those age 55 but less than 60 with 20 years' service already declared totally and permanently disabled by insurance carrier.
June 1, 1960 (agreement dated Apr. 22, 1960).	Provision for payment of face value of life insurance extended to employees totally and permanently disabled between ages 60 and 65 and also eligible for disability benefit under new plan. Changed: Benefits provided totally and permanently disabled employee between ages 50 and 63 with 20 years' service, including continuous service after Jan. 1, 1952. Added: Employee disabled between ages 50 and 65 could elect early retirement at age 63.	Insurance payable in monthly installments, a lump-sum payment, or a combination thereof. Employee could choose a paid-up life insurance policy of \$500 to \$1,000 in lieu of part of cash benefits. Changed: Age at which employee with 20 years' service, already declared totally and permanently disabled by insurance carrier, was eligible for benefits was reduced to 50. Plan benefits for employee with 20 years' service, including continuous service after Jan. 1, 1952, and totally and permanently disabled from industrial injury for which workmen's compensation was due, extended to cover ages 50 but less than 65.

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Disability Benefit Plan—Continued		
Dec. 8, 1960 (agreement of same date).		Eliminated: Options of receiving (1) all or any part of insurance in monthly installments, (2) paid-up life insurance policy of \$500 to \$1,000 in lieu of part of cash benefits.
June 1, 1965 (agreement of same date).	Changed: For employees at age 50 with 15 years' service, or age 60 with 10 years' service; service after Jan. 1, 1952 to be continuous.	Employees under age 60 to receive, in addition to regular benefits, lump-sum payment equal to disability benefit of life insurance. Those over 60 years of age to receive a lump-sum payment related to age at time of disability. ⁵

¹ The last entry under each item represents the most recent change.

² Shift premium was determined by counting total number of points earned per hour during hours scheduled in each week or pay period as shown below. The total premium points were divided by total hours scheduled to secure the average shift premium for the entire schedule using the nearest one-tenth of 1 percent. The average premium was applied to the day base rate to determine the shift rate applicable, adjusted to nearest full cent. Premium applied to total paid hours in schedule.

Hours	Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
7 a. m. to 5 p. m.-----	20	0	0	0	0	0	15
5 p. m. to 12 m.-----	27	7	7	7	7	7	22
12 m. to 7 a. m.-----	30	10	10	10	10	10	25

³ Schedule of benefits were as follows:

Period of continuous service from last date of employment	Life insurance	Accidental death and dismemberment (principal sum)	Permanent and total disability
61 days to 1 year-----	\$ 1,000	\$ 1,000	\$ 500
1 year to 3 years-----	2,000	2,000	1,500
3 years and over-----	3,500	3,500	3,000

⁴ Contributions paid for 1956 automatically refunded without service charge.

⁵ The lump-sum payment determined as follows:

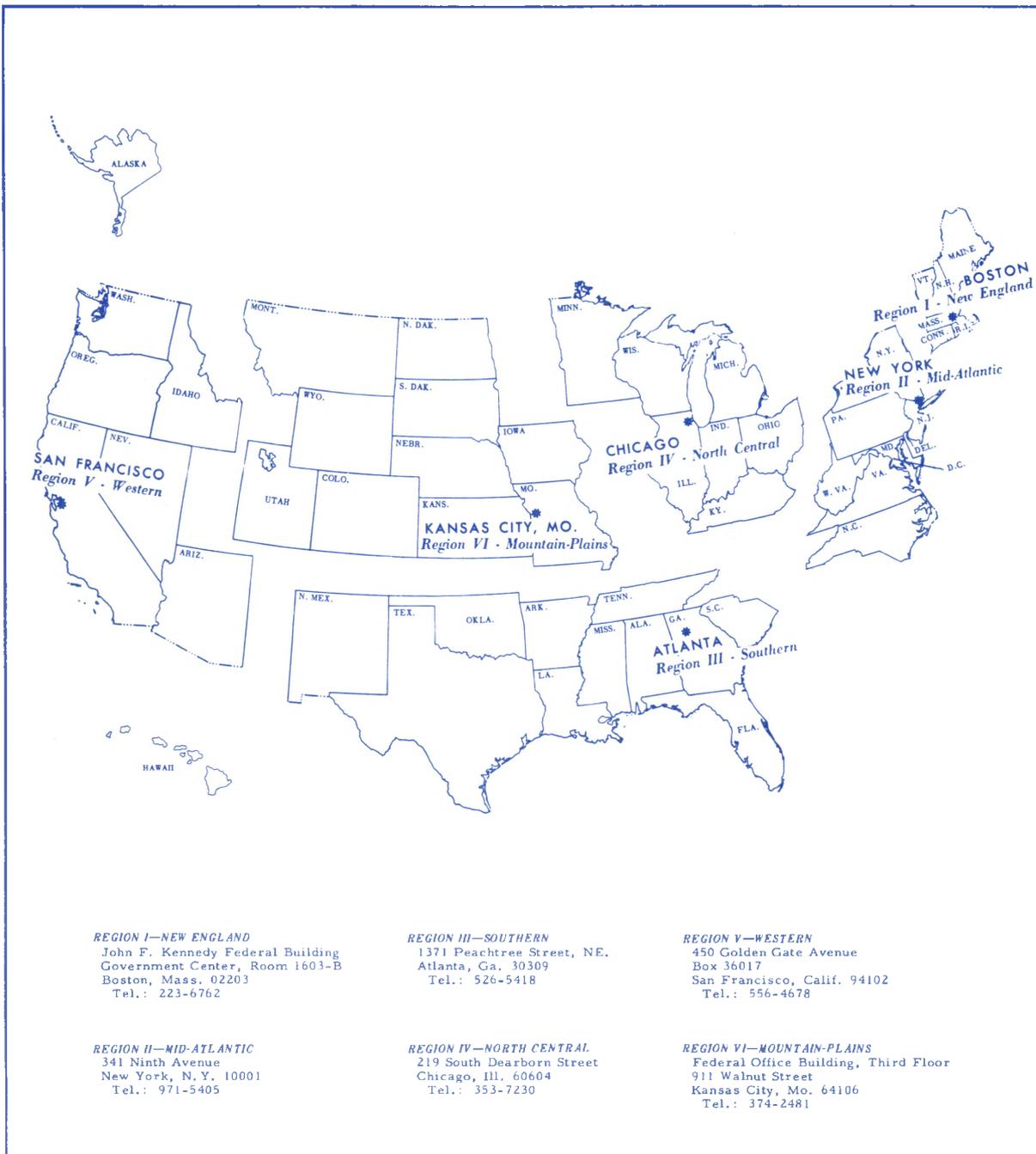
Age (date of application)	Amount
60 and under 63-----	\$ 3,000
63 and under 63 1/2-----	2,500
63 1/2 and under 64-----	2,000
64 and under 64 1/2-----	1,500
64 1/2 and over-----	1,000

Wage Chronologies

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

- Aluminum Company of America, 1939-61. BLS Report 219.
The Anaconda Co., 1941-58. BLS Report 197.
Anthracite Mining Industry, 1939-66. 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 Shipyard, 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).
Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants), 1937-66. BLS Bulletin 1484 (30 cents).
Ford Motor Company, 1941-64. BLS Report 99 (30 cents).
- General Motors Corp., 1939-66. BLS Bulletin 1532 (30 cents).
International Harvester Company, 1946-61. BLS Report 202.
International Paper Company, Southern Kraft Division, 1937-67. BLS Bulletin 1534 (25 cents).
International Shoe Co., 1945-66. BLS Bulletin 1479 (20 cents).
Lockheed-California Company (A Division of Lockheed Aircraft Corp.), 1937-67. BLS Bulletin 1522 (35 cents).
- Martin-Marietta Corp., 1944-64. BLS Bulletin 1449 (25 cents).
Massachusetts Shoe Manufacturing, 1945-66. BLS Bulletin 1471 (15 cents).
New York City Laundries, 1945-64. BLS Bulletin 1453 (20 cents).
North American Aviation, 1941-64. BLS Report 203 (25 cents).
North Atlantic Longshoring, 1934-61. BLS Report 234.
Pacific Coast Shipbuilding, 1941-64. BLS Report 254 (25 cents).
Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499 (30 cents).
- Pacific Longshore Industry, 1934-65. BLS Bulletin 1491 (25 cents).
Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).
Sinclair Oil Companies, 1941-66. BLS Bulletin 1447 (25 cents).
Swift & Co., 1942-63. BLS Report 260 (25 cents).
United States Steel Corporation, 1937-64. BLS Report 186 (30 cents).
Western Greyhound Lines, 1945-63. BLS Report 245 (30 cents).
Western Union Telegraph Co., 1943-67. BLS Bulletin 1545 (35 cents).

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