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Wage Chronology

NORTH AMERICAN AVIATION, INC. 1941-67

Bulletin No. 1564



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UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary

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Arthur M. Ross, Commissioner

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 progress of 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 job security, 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 by North American Aviation, Inc., with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America since May 1941. It includes the terms of 16 agreements and 2 National War Labor Board Directives. The provisions of 15 of the agreements and the 2 orders—published as BLS Report 203 (revised 1964)—have been supplemented in this bulletin by information on negotiated contract changes in 1965.

This bulletin was prepared under the supervision of Albert A. Belman. The analysis for the period 1965-67 was prepared by M. David Ermann.

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North American Aviation, Inc., 1941—67

Introduction

1941—51

The first collective bargaining agreement involving the southern California plants of North American Aviation, Inc., and the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) was signed on July 18, 1941. This chronology traces the changes in wage rates and related wage practices of hourly rated production workers put into effect since that date.

This company's plants, like other airframe plants in the area, were subject to the standard job-classification plan and uniform-pay scales established by the National War Labor Board in March 1943. After the war, both the job-evaluation system and the labor-grade structure were revamped through negotiations.

The agreement, effective on October 23, 1950, remained in force until 1953. Under its terms a reopening was permissible after 18 months for negotiations on basic wage rates. The 1950 agreement covered approximately 12,000 workers at the time it was negotiated.

1952—53

The 3-year agreement between the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) and southern California¹ plants of North American Aviation, Inc., which was to run until October 1953, was reopened at the request of the Union in April 1952. A midterm reopening clause permitted the parties to discuss adjustment of basic wage rates.

After extended negotiations failed to result in agreement, the union took a strike vote. Subsequently, by a Supplemental Agreement, the parties agreed to submit their dispute to an arbitration panel to be appointed by the President of the United States. This agreement binding the parties to accept the arbitration decision also provided that a portion of the cost-of-living adjustment then in

¹ Plants in Columbus, Ohio, and Fresno, Calif., had other locals of the same union which represented 12,000 and 900 employees, respectively. Separate agreements were signed by these locals and the company, which were almost identical with the southern California plant agreement.

effect was to be included in the company's wage rate structure. Accordingly, the floor below which rates could not be reduced by a downward movement of the Consumer Price Index was raised as a result of the new increases. The Supplemental Agreement also established the effective date of any increase.

The panel, on September 13, awarded a general wage increase, which was approved by the Wage Stabilization Board on September 10, 1952.² In making the award, the panel discussed wage and other relationships between the automobile and airframe industries and stated that a part of the general wage increase was intended "as a step in narrowing the differential." The amended agreement covers about 16,000 workers.

The 1952 agreement was to remain in effect until October 22, 1953.

1953—57

In July 1953, the United Automobile, Aircraft and Agricultural Implement Workers of America served notice on North American Aviation, Inc., that it would terminate its collective bargaining agreements with the company upon expiration, October 22, 1953, and expressed a desire to negotiate new agreements. Formal negotiations began September 1. When the parties failed to reach agreement by midnight, October 22, a strike occurred at plants in Los Angeles, Calif., and Columbus, Ohio, and a day later in Fresno, Calif.

Negotiations prior to the strike had resulted in a company offer that included a 4-percent general wage increase; an additional 4 cents an hour to employees in the highest labor grade; an increase in the maximum differential for leadmen; a revised cost-of-living escalator formula; upgrading of a number of job classifications; and liberalized holiday, vacation, and health and welfare benefits. The terms of this offer were put into effect by the company on October 26 for all employees at work.

² The parties' Supplemental Agreements and Submission to Arbitration Agreement instructed the panel to secure authorization from the WSB before releasing its award. This authorization was requested on September 3.

On December 13, 1953, the stoppage was settled substantially on the terms just outlined. This settlement, approved by the union membership on December 15, was embodied in a 1-year national contract that extended to plants in Columbus and Fresno, as well as to the Los Angeles facilities.³ Some additional jobs were upgraded.

A year later (December 14, 1954), a 15-month contract was agreed to, providing for a 2.5-percent general wage increase after incorporation of the existing 3-cent cost-of-living allowance into basic wage rates. It also established a noncontributory pension plan, effective April 1, 1955, with the provision that there should be no further negotiations on the plan for 5 years.

In mid-March 1956, a settlement was reached calling for immediate general wage raises ranging from 7 to 15 cents an hour and an additional wage advance of 3 percent, but not less than 6 cents an hour, a year later. In addition, the contract contained a revised cost-of-living escalator formula; increased the premium for second-shift work; liberalized vacation benefits for certain employees; improved the insurance plan; and established jury-duty pay. A joint committee was established to "discuss, investigate, and agree upon a new or modified wage plan," subject to instructions and prohibitions contained in the agreement. The 2-year agreement, which was to be in force through March 5, 1958, without any reopening, covered approximately 33,000 workers—about 21,200 in Los Angeles, 9,600 in Columbus, and 2,200 in Fresno.

1957—61

Since 1957, two contracts have been negotiated by North American Aviation, Inc., and the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW). A 2-year agreement was concluded on May 11, 1958, after about 3½ months of negotiations; it was ratified by the union membership on May 18 and became effective the following day. Formal negotiations, begun on February 3, continued beyond the expiration date of the previous agreement, March 5, 1958, until settlement was reached. A strike had been authorized by the union membership on March 31 but did not take place. The term of the new agreement extended to May 18, 1960.

³ Formerly, separate agreements were signed for the Columbus and Fresno plants, but the terms were almost identical with the southern California agreement. Strictly speaking, this chronology relates only to the Los Angeles plant.

The 1958 contract provided for hourly wage increases of 2 to 11 cents effective in May 1958 and 3 percent (with a minimum of 7 cents) a year later. It incorporated the existing cost-of-living allowance into basic rate and continued the escalator provision, and upgraded a number of job classifications. It also added a 7th paid holiday and improved insurance benefits for dependents. Finally, it continued a joint wage committee, whose purpose was to "discuss, investigate, and agree upon a new or modified wage plan," subject to instructions and prohibitions which had been established under the previous agreement.

In March 1960, the union notified the company of its desire to modify the existing contract. Formal negotiations for the 1960 basic agreement began on April 5 and continued without interruption through the May 18 expiration date of the 1958 contract. Accord was reached on June 3, 1960, on the terms of a 2-year agreement, and it was ratified by the union membership on June 5. It increased basic wage rates 7 cents an hour, effective May 28, 1961, and instituted a company-paid extended layoff benefit plan which provided a lump-sum payment based on years of service in the event of layoff for 4 weeks or more. The layoff benefit plan established a pattern for an important segment of the aircraft industry.

In addition, the settlement incorporated 5 cents of the existing 6-cent cost-of-living allowance into basic rates and provided a revised cost-of-living escalator clause, which omitted the 1-cent increase that would have been due in July under the old clause; several jobs were upgraded, and the automatic wage progression period was shortened for a number of job classifications. The agreement also added time and one-half for work on shifts starting on Saturday; improved holiday pay, vacation, and sick leave provisions and the group insurance plan; and increased pension benefits. Later in the year, the parties negotiated a health and welfare plan for retired employees and their dependents.

The contract was to remain in effect through June 3, 1962, with the extended lay-off benefits provisions to run to June 5, 1964; the pension plan was to continue without change until September 30, 1965.

1961—64

At a joint 2-day conference in February 1962, the United Automobile, Aerospace and Agricultural Implement Workers of America

(UAW)⁴ and the International Association of Machinists (IAM) began preparations for negotiations scheduled for the spring with North American Aviation, Inc.,⁵ and other West Coast aerospace companies. The conference adopted a series of bargaining objectives, which reflected the unions' general position on wages, health insurance, and employment and union security.

A 5-point general wage policy statement and one on special wage problems concentrated on means of raising the economic status of the aerospace worker and protecting him against loss of employment or earnings. The general wage policy called for annual improvement factor increases equivalent to the actual increase in productivity, quarterly escalator adjustments that "fully reflect any rise in the cost of living," compensation for time spent in acquiring skills required by changing technology, and inter- and intra-plant and industry inequity adjustments.

A special wage policy statement dealt with automation and missile site premiums. Negotiators were directed to give attention to overlapping job descriptions and labor grade inequities, to protect employees reassigned as a result of technological changes against wage loss, to guarantee them the prevailing rates during retraining, to insure appropriate rates of pay for employees assigned new responsibilities because of technological change, and to oppose the practice of tying job descriptions to formal job-evaluation plans. The special statement also recommended that "drastic action be taken against the company(s) involved should any governmental agency disallow any benefits negotiated between the union(s) and company(s)."

The protection provided by existing aerospace health insurance plans had been a matter of serious concern to the unions in previous negotiations. Although the plans had

⁴ The UAW changed its name to the United Automobile, Aerospace and Agricultural Implement Workers of America on May 8, 1962.

⁵ North American Aviation is not restricted to airframe production but has expanded its operations since World War II into the missile, rocket engine, nuclear electronics, and electro-mechanical fields. It has divisions with headquarters in Anaheim, Canoga Park, Downey, El Segundo, and Los Angeles, Calif., and Columbus, Ohio. Plants and facilities of divisions located in the Los Angeles area and the Los Angeles Division Palmdale facility are part of the Los Angeles area bargaining unit. The Columbus, Ohio, division and the Rocketdyne plant at Neosho, Mo., are separate bargaining units. A single agreement between North American and the UAW covers wages and working conditions for most production and some maintenance employees. This supplement, however, relates to what is now the Los Angeles Division since only this area was covered by the agreement of July 18, 1941, the earliest one reported in the basic chronology.

been improved since their inception,⁶ the conferees indicated wide areas of dissatisfaction that were summarized in a comprehensive 13-point policy statement. Major changes sought were the assumption of the full cost of the plan by the employer, provision of surgical care on a service basis, extension of maternity and obstetrical services to dependents, an increase in weekly sickness and accident benefits to two-thirds of weekly earnings for 26 weeks, and raising of retirees' benefits to employee benefit levels with the employer assuming at least half of the cost.⁷

Decreasing numbers of production workers in the industry and wide fluctuations in the levels of employment at individual companies prompted a strong resolution on employment security. The resolution instructed negotiators to insist on programs comparable to the supplemental unemployment and separation benefits programs of other industries. Since much of the responsibility for employee insecurity was attributed to Government procurement policies, the Federal Government was urged to convene the industry's labor and management representatives to develop an economic security program.

The unions also developed a comprehensive resolution on union security.

Negotiations between North American Aviation, Inc., and the UAW to replace the agreement scheduled to expire June 3, 1962, began on April 24, when the union presented demands that were generally similar to the joint bargaining objectives. In response to a demand for a supplemental unemployment benefits (SUB) program, the company indicated that the extended layoff benefits plan was not subject to renegotiation since it was scheduled to remain in effect until June 5, 1964.

Following 5 weeks of negotiations, the parties agreed on June 1 to a 10-day extension of the existing contract to June 13, with a 10-day notice of intention to terminate the contract required after expiration of the initial extension.

⁶ At North American Aviation, the insurance plan was instituted prior to 1941.

⁷ In addition, the unions recommended that the plans be improved by providing for the full cost of semiprivate rooms for a full year, full payment of therapeutic services in a hospital, employees' right to choose more comprehensive service plans where available, equal benefits for dependents, supplementary coverage of dependents by major medical plans, life insurance equal to 1 year's earnings, health insurance coverage for at least 6 months during disability and 1 year during layoff, and revision of administration practices.

On June 12, the company submitted its first proposal. It offered, in a 2-year contract, wage increases of 5 to 8 cents an hour effective immediately and 6 to 8 cents an hour at the end of the first contract year, incorporation of the existing 6-cent cost-of-living allowance into base rates, elimination of certain job-classification inequities, an 8th paid holiday, and substantial improvements in the group insurance program. The offer was rejected by the union.

Neither side exercised its option to terminate the agreement during the month of June. However, on July 1, the union members voted to strike, if necessary, on July 23.

On July 12, the company proposed a 30-day contract extension, with terms of any settlement to be retroactive to July 9. The union rejected the proposal on the grounds that there was sufficient time to negotiate a settlement prior to its strike deadline. The following day, the union officially notified the company of its intention to terminate the contract on July 23. Other aerospace companies whose contracts had expired received similar notices on the same day.

On July 20, the company proposed a 3-year contract which it said was equal to the estimated 25-cent hourly cost of the IAM and UAW agreements of July 16 with Douglas Aircraft Co.⁸

The offer proposed raising wage rates by 5 to 8 cents an hour the first year and 6 to 8 cents the second, and 6 to 9 cents the third, as in the Douglas contracts. It would have continued the cost-of-living escalator clause and the existing 6-cent cost-of-living allowance plus a 1-cent increase that would have been due July 29 under the old contract. The company also offered an additional 4 cents an hour to be applied in a mutually agreeable manner and suggested that this amount be used in part to reduce the wage-rate differential at the company's Neosho, Mo., division by 3 to 8 cents an hour. Finally, it would have added an 8th paid holiday and increased insurance benefits at reduced employee premiums. Union negotiators rejected the offer because it did not provide for a union shop or a SUB plan.

To avoid a work stoppage at this and other vital missile and aerospace companies, the President, on July 21, requested the unions and the companies concerned to delay a stoppage for 60 days and immediately ap-

pointed a three-member board to aid the Federal Mediation and Conciliation Service in bringing about settlements. The Board was given authority to conduct hearings and was ordered to report its findings and recommendations to the President within 60 days. On July 23, the workers at North American Aviation voted to accede to the President's request.

On September 1, after further negotiations at North American Aviation and other aerospace companies failed to produce a settlement, the Board submitted its recommendations to the President. It recommended that (1) contracts should run for 3 years; (2) general wage increases conform to the Douglas Aircraft Co. settlement, but with the first year's increase retroactive to July 23; (3) beginning July 23, 1962, 2 cents an hour be contributed to a fund to improve extended lay-off benefits when the existing plans expired in June 1964; (4) other economic issues be negotiated in the light of the Board's discussion; and (5) the union shop issue be decided by a vote of employees in each bargaining unit, with a two-thirds majority of those voting required to adopt the union shop. The union agreed to negotiate on the basis of the recommendations. The company first rejected the proposals because of the union shop recommendation, but subsequently agreed to accept them as a basis for negotiations.

North American Aviation became the first West Coast aerospace company to come to terms following the Board's report, reaching general agreement with the UAW on September 19; formal agreement was announced on September 24. The 3-year contract was similar to, though not identical with, others in the aerospace industry. Under the terms of the agreement, ratified on September 30, wage rates were increased 5 to 8 cents an hour retroactive to July 22, 6 to 8 cents in 1963, and 6 to 9 cents in 1964. Revisions were made in a number of job classifications, the rate ranges of some labor grades were adjusted and the time required to move from the minimum to the maximum of a rate range was reduced. The cost-of-living escalator clause was continued (with the 7-cent allowance incorporated into base rates), and some job inequity adjustments were made. The agreement added an 8th paid holiday and improved health insurance. Improvements were made in the extended layoff benefits plan effective immediately in lieu of the Board's proposal for company contributions of 2 cents an hour to a SUB fund. In an election on October 19, the union shop did not receive the two-thirds majority required for adoption.

⁸ For details of the Douglas-IAM-UAW agreements, see Monthly Labor Review, September 1962, p. 1034.

1965—67

Negotiations in 1965 between North American Aviation and the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) were preceded in 1963 by the Third Joint Aerospace Conference of the two major aerospace unions—the UAW and the International Association of Machinists and Aerospace Workers (IAM). The major action of the conference was to adopt a resolution urging the establishment of a presidential commission, composed of labor, management, and government representatives, to make recommendations for updating the system used to determine wage classifications of workers since 1943. This proposal was based on the contention of the two unions that the system was antiquated and a source of conflict and confusion. The company replied that the collective bargaining agreement provided for a review of the wage classification system, and therefore opposed the proposal. The commission was not established.

Although aerospace industry bargaining goals had been drafted jointly with the IAM since 1959, separate union programs were adopted in 1965. Nevertheless, the two unions did act to coordinate their bargaining efforts. On June 22, 1965, 130 UAW and IAM local union representatives met in Washington, D. C., to discuss bargaining strategy. Later in June, the presidents of the two unions announced their bargaining goals, which were similar.

National Bargaining Goals

UAW's aerospace industry bargaining goals for 1965 had been established at a union conference held on February 25–26. Economic security made up a major portion of the bargaining package. On wages, the conference recommended that (1) workers share in the benefits of productivity increases resulting from technological and economic progress, (2) the cost-of-living formula be updated and restored where it had been modified, (3) wage parity with other basic industries be established, and (4) workers receive full pay for time spent acquiring necessary new skills. Recommendations pertaining to wage administration and related problems were included also. These dealt with the problems of wage classification that had been raised at the 1963 UAW–IAM conference, and with the wage-related problems brought on by the increasing use of "numerically controlled tools."

Fringe benefits were discussed largely in terms of other industries. Nine paid holidays recently negotiated in the auto industry were compared with the 7 or 8 then existing in the aerospace industry. Bereavement pay, which was not available to aerospace workers, was indicated as standard in industries such as auto, rubber, and electrical machinery. Tuition refund practices were also cited again in the auto industry. All other fringe benefits were left to local negotiation.

Ten recommendations were made regarding pension plans, including: Increasing benefits to a minimum of \$4.25 a month for each year of service; removing the ceiling on credited years' service; increasing normal benefits for employees already retired by at least \$1.45 a month for each year of credited service; reducing normal retirement to age 62, and early retirement to 55 with 10 years of credited service; removing age requirements from vesting and disability provisions; providing an automatic survivor's option; including all compensated hours in credited service; and giving the union full access to all operating information.

A large number of recommendations were also made regarding insurance. Among these were the addition of transition and bridge survivor life insurance; increased sick and accident benefits; full company payment of life, sickness and accident, hospital, medical, and surgical insurance; and improved coverage for retirees, dependents, employees on disability leave, and those who had been terminated.

Noneconomic problems were treated in considerable detail. The union considered establishment of a union shop as one of the significant issues for negotiation. Other recommendations were made in the fields of union security, seniority, and retirement and job security.

North American Aviation Negotiations

UAW contract negotiations with North American began in mid-August 1965, and were influenced by the agreements already reached with Douglas, Lockheed, and Boeing. The local union used the 3-year, 24-cent pay raise agreed to in these other contracts as a standard. It also called for improved insurance benefits, increased pension benefits for active and retired employees with vesting after 10 years, longer vacations, more paid holidays, 3 days' bereavement pay, improved benefits for the extended layoff benefits plan, improved grievance procedures, and revised seniority provisions.

Previous demands for a union shop were modified to an agency shop, in which employees who chose not to join the union would pay a fee equivalent to union dues. The union continued to demand a revised system of wage classification.

The company made its initial offer on October 5, 1965. Wage proposals included increases of 8 cents an hour in each year of a 3-year basic contract and a revised escalation formula. Other points in the company's economic package included 1 additional paid holiday, increased vacations for long-service employees, and 3 days' bereavement pay in the event of death in the employee's immediate family.

Comprehensive improvements in the group health insurance plan, including increased coverage for retirees, also was proposed. In addition, the company offered to pay the full cost of hospital, medical, and surgical insurance, for up to 12 months, for laid-off employees who were eligible for extended layoff benefits. A revised 5-year pension plan would have raised benefits for future retirees and for those already retired.

Negotiations continued, and on September 30 the union served the 10-day notice of intention to terminate required by contract. On the 10th day, Sunday, October 10, union members ratified the agreement recommended by their negotiators. The contract, which was to run 3 years, generally followed the pattern of settlement at Douglas, Lockheed, and Boeing.

The contract provided general increases in wages totaling 25 cents an hour—an immediate 8 cents an hour, and deferred increases of 9 cents in 1966 and 8 cents in 1967. The existing 11-cent-an-hour cost-of-living allowance was incorporated into basic wage rates and the escalator clause was continued. In addition, 45 job classifications were upgraded.

Fringe benefit improvements, most of them to be effective in 1965, were estimated publicly to about equal the 25-cent general wage increase. They included an additional paid holiday, lengthened paid vacations, 3 days' bereavement pay, and a number of changes in insurance and retirement benefits.

The additional paid holiday brought the total to 9. Paid vacation improvements reduced the requirement for 3 weeks' vacation from 12 to 10 years' uninterrupted service, and granted 4 weeks' vacation after 20 years.

Insurance benefits included survivor income insurance, with provisions similar to those in the auto industry. It provided eligible survivors with "transition benefits" of \$100 a month for a maximum of 2 years. A spouse over age 50 at the time of the employee's death was to receive, beginning after termination of transition benefits and after age 52, "bridge benefits" of \$100 a month until attainment of age 62, remarriage, or for other specified reasons.

Life insurance benefits were raised from \$5,000 to \$7,500 as were accidental death and dismemberment benefits. Maximum insurance coverage for doctor's expense was increased and hospital room and board expense was extended from 120 days to 365 days. Hospital, medical, and surgical benefits for retirees were made equal to those of active employees. The company also agreed to finance the hospital, surgical, and medical insurance for laid-off employees, who were eligible for extended layoff benefits, for up to 12 months.

Retirement benefits for active employees were raised to \$4.75 a month for each year of credited service, and by \$1.45 for those already retired. Early retirement with full benefits was provided at age 62, and disability retirement benefits were improved. Vesting of retirement benefits was provided for workers with 10 years of service or more regardless of age; previously, they had to be 45 years of age or more.

A surviving spouse option provided the widow or dependent widower of a retired employee, who elected to receive reduced benefits, with payments equal to 55 percent of the reduced benefit. Also added was an automatic surviving spouse benefit which provided the widow or dependent widower of an active employee, who was eligible to receive a pension at the time of death, with payments equal to 55 percent of the pension benefit that the employee would have received if he had retired and elected the reduced benefits.

The union shop, which had existed in modified form at North American from 1950 to 1953, was reintroduced. Under this compromise, new employees were required to join the union and current members were required to retain their memberships, but current nonmembers were not required to join.

The contract, which covers about 33,000 workers, terminates on September 30, 1968. Included in the following tables are wage changes through October 21, 1967, and related wage changes through the 1968 contract termination date.

A—General Wage Changes¹

Effective date	Provision	Applications, exceptions, and other related matters
May 1, 1941 (by agreement of July 18, 1941), Mar. 3, 1943 (by Directive Order of NWLB, dated Mar. 3, 1943).	10 cents an hour increase.	Up to 2 cents an hour additional for job classification purposes.
Mar. 5, 1945 (by Directive Order of NWLB, dated Mar. 2, 1945). May 1, 1946 (by agreement of same date).	Increases averaging approximately 15 cents an hour. Increase averaging approximately 2 cents an hour. Increases averaging 18.5 cents an hour.	Order established 10 labor grades with minimum and maximum rates into which all occupations were to be classified. Specialists' rates 10 and 15 cents higher than the maximum of the four highest labor grades were also established. Order increased maximum rates of the top four labor grades and also the bottom labor grade by 5 cents. These increases affected 40 percent of the employees. The specialists' rate was abolished. Fifteen cents an hour was retroactive to Jan. 21, 1946. A rate structure with 17 labor grades as well as new and revised job descriptions and a job-evaluation plan were negotiated.
June 23, 1947 (by agreement of Aug. 21, 1947).	5 cents an hour increase.	Differential between maximum rate for leadman and "A" classification of the highest occupation supervised increased from 10 to 15 cents.
Aug. 23, 1948 (by agreement of same date).	10 cents an hour increase.	
Sept. 5, 1949 (by agreement of Oct. 24, 1949).	5 cents an hour increase.	Automatic progression system inaugurated.
Oct. 23, 1950 (by agreement of same date).	9 cents an hour increase.	Agreement also provided a cost-of-living allowance, with the first review to be based on Nov. 15, 1950, Consumers' Price Index of the Bureau of Labor Statistics. ² Additional 5-cent increase in maximum rates for the first four labor grades and in the maximum rates in five other specified classifications.
Jan. 29, 1951..... Apr. 23, 1951..... July 23, 1951..... Oct. 29, 1951..... Jan. 28, 1952..... Apr. 28, 1952..... Apr. 28, 1952 (by agreement of July 10, 1952).	2 cents an hour increase. 7 cents an hour increase. 1 cent an hour increase. 1 cent an hour increase. 3 cents an hour increase. 1 cent an hour decrease. 10 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. In accordance with award of arbitration panel of Sept. 13, 1952. Approved by WSB Sept. 10, 1952. The agreement also provided that 12 cents of the cost-of-living allowance be incorporated into the wage rate structure and accordingly increased the starting point of the escalator provision. ³
July 28, 1952..... Oct. 27, 1952..... Jan. 26, 1953..... Apr. 27, 1953.....	2 cents an hour increase. 1 cent an hour increase. No change. 3 cents an hour decrease (total 1 cent).	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance.
July 27, 1953..... Dec. 15, 1953 ⁴ (by agreement of same date).	No change. Increase averaging 8.5 cents an hour.	Quarterly review of cost-of-living allowance. Includes 4-percent general increase and additional increases of: 4 cents an hour in top labor grade; 5 cents in leadmen's maximum differential; and upgrading of some job classifications.
Dec. 15, 1953 ⁴	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. The new agreement provided for quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.6-point change in the Bureau of Labor Statistics Consumer Price Index (revised series). If the CPI fell below 113.5, the cost-of-living allowance would be 0. ⁵
Jan. 25, 1954..... Apr. 26, 1954..... July 26, 1954..... Oct. 25, 1954..... Dec. 20, 1954 (by agreement of Dec. 14, 1954).	No change. No change. No change. No change. 2.5-percent general wage increase, averaging 5 cents an hour.	Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. 2.5-percent increase applied after incorporating former 3-cent cost-of-living allowance into base rates. The starting point of the escalator provision was accordingly increased: If the CPI fell below 115.3, the cost-of-living allowance would be 0. ⁵
Jan. 24, 1955..... Apr. 25, 1955..... July 25, 1955..... Oct. 24, 1955..... Jan. 23, 1956.....	No change. No change. No change. No change. No change.	Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Mar. 19, 1956 (by agreement of Mar. 15, 1956).	Increase averaging 10 cents an hour.	Increases to employees varied from 7 to 15 cents an hour. ⁶ Maximum and minimum rate of each job classification was increased by the same formula, except minimums of jobs in the 5 lowest labor grades were increased by 6 cents. In addition, some job classifications were upgraded. Added: 1 labor grade (total 17). The new agreement provided for quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.5-point change in the CPI. ⁵ Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. All minimum rates increased by 3 percent.
Apr. 23, 1956	No change.	
July 23, 1956	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 29, 1956	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 28, 1957	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 4, 1957 (by agreement of Mar. 15, 1956).	3-percent general wage increase, with minimum of 6 cents an hour (estimated average 7 cents).	All minimum rates increased by 3 percent.
Apr. 29, 1957	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 29, 1957 (by agreement dated Mar. 15, 1956).	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 29, 1957	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 27, 1958	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 28, 1958	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
May 19, 1958 (agreement of same date).	2 to 11 cents ⁷ an hour increase, averaging 3.7 cents.	Additional job classification revisions and adjustments to rate ranges of certain labor grades ⁸ amounting to an estimated increase of about 0.4 cent averaged over all employees in the plant bargaining unit. Deferred increase of 3 percent, with minimum of 7 cents an hour, to become effective May 18, 1959. In addition, previous 15-cent cost-of-living allowance incorporated into basic wage rates and the escalator provision continued, with quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.5-point change in the Bureau of Labor Statistics Consumer Price Index above 122.4 (1947-49=100). If the CPI fell below 122.9, the cost-of-living allowance would be 0. ⁹ Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred increase.
July 28, 1958	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 27, 1958	No change.	Quarterly review of cost-of-living allowance.
Jan. 26, 1959	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 27, 1959	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
May 18, 1959 (agreement of May 19, 1958).	3-percent general wage increase, with minimum of 7 cents an hour (estimated to average 7.5 cents).	Deferred increase.
July 27, 1959	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 26, 1959	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 25, 1960	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 25, 1960	No change.	Quarterly review of cost-of-living allowance.
June 5, 1960 (agreement of same date).		Deferred increase of 7 cents an hour to become effective May 28, 1961. In addition: 5 cents of the previous 6-cent cost-of-living allowance incorporated into basic wage rates and escalator clause revised to provide only 1 cent an hour increase in the cost-of-living allowance based on the BLS Consumer Price Index of 125.4 through 126.3 and 1 cent for each 0.5-point change thereafter. If the CPI fell below 125.4 (1947-49=100), the cost-of-living allowance would be 0. ¹⁰ Minimum rates of labor grades 11, 12, 13, 16, and 17 increased 1 cent an hour to restore proper number of automatic progression steps, and some job classifications upgraded.
July 24, 1960	No change.	Leadmen's differential set at 20 cents (formerly 5 to 20 cents) above maximum rate of highest job led.
Oct. 23, 1960	1 cent an hour increase.	Quarterly review of cost-of-living allowance.
Jan. 29, 1961	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 23, 1961	No change.	Quarterly adjustment of cost-of-living allowance.
May 28, 1961 (agreement dated June 5, 1960).	7 cents an hour increase.	Quarterly review of cost-of-living allowance. Deferred increase.
July 23, 1961	No change.	Quarterly review of cost-of-living allowance.
Oct. 29, 1961	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Jan. 28, 1962..... Apr. 29, 1962..... July 29, 1962..... July 22, 1962 (agreement dated Sept. 30, 1962).	No change. 1 cent an hour increase. 1 cent an hour increase. 5 to 8 cents ¹¹ an hour increase, averaging 6.1 cents. ¹²	Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Revisions of specified job classifications, adjustment of the rate ranges of some labor grades, changes in automatic progression, and other changes amounted to an additional estimated increase of 1.5 cents an hour when averaged over employees in all California bargaining units. 7-cent cost-of-living allowance in effect incorporated into basic wage rates and the escalator clause revised to provide quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.5-point change in the Bureau of Labor Statistics Consumer Price Index above 128.9 (1947-49=100). If the Consumer Price Index fell below 129.4, the CPI allowance would be 0. ¹³ Deferred wage increases of 6 to 8 cents an hour, estimated as averaging 6.8 cents effective Aug. 25, 1963, and 6 to 9 cents, estimated as averaging 7.1 cents, effective Sept. 27, 1964.
Oct. 28, 1962..... Jan. 27, 1963..... Apr. 28, 1963..... July 28, 1963..... Aug. 25, 1963 (agreement dated Sept. 30, 1962).	1 cent an hour increase. 1 cent an hour increase. No change. No change. 6 to 8 cents ¹⁴ an hour increase, averaging 6.8 cents an hour.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Deferred increase.
Oct. 27, 1963..... Jan. 26, 1964..... Apr. 26, 1964..... July 26, 1964..... Sept. 27, 1964 (agreement dated Sept. 30, 1962).	3 cents an hour increase. No change. 1 cent an hour increase. 1 cent an hour increase. 6 to 9 cents an hour increase, averaging 7.1 cents an hour.	Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred increase.
Oct. 25, 1964..... Jan. 24, 1965..... Apr. 25, 1965..... July 25, 1965..... Oct. 10, 1965 (agreement of same date).	1 cent an hour increase. 1 cent an hour increase. 1 cent an hour increase. 1 cent an hour increase. 8 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Agreement also: (1) Provided for deferred general wage increases—9 cents an hour on Oct. 2, 1966, and 8 cents an hour on Oct. 1, 1967; ¹⁵ (2) incorporated the existing 11-cent-an-hour cost-of-living allowance into base rates; (3) continued the cost-of-living escalator clause with quarterly adjustments in the allowance of 1 cent for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index above 109.3 (1957-59=100). If the CPI fell below 109.7, the cost-of-living allowance would be 0; ¹⁶ (4) upgraded 45 job classifications, which resulted in an additional increase of .004 cent an hour when averaged over all employees in the bargaining unit.
Oct. 24, 1965..... Jan. 23, 1966..... Apr. 24, 1966..... July 24, 1966..... Oct. 2, 1966 (agreement of Oct. 10, 1965).	1 cent an hour increase. 2 cents an hour increase. 2 cents an hour increase. 3 cents an hour increase. 9 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred increase.
Oct. 23, 1966..... Jan. 22, 1967..... Apr. 23, 1967..... July 23, 1967..... Oct. 1, 1967.....	3 cents an hour increase. 2 cents an hour increase. No change. 2 cents an hour increase. 8 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred increase.

¹ General wage changes are construed as upward or downward adjustments affecting a substantial number of workers at one time. Not included within the terms are adjustments in individual rates (promotion, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates or automatic progression increases) that do not have an immediate and noticeable effect on the average wage level.

The wage changes listed above were the major adjustments in the general wage level made during the period covered. Because of fluctuations in earnings, changes in products and employment practices, the omission of non-general changes in rates, and other factors, the sum of the general changes listed will not necessarily coincide with the amount of change in straight-time average hourly earnings over the same period.

Footnotes—Continued

² The cost-of-living adjustment provisions, as written into the agreement, closely followed the General Motors system but differed in two respects: (1) Adjustments are based on the November CPI and quarterly thereafter in the North American agreement and on the July CPI and quarterly thereafter in the General Motors agreement and (2) the North American agreement starts at a higher level on the index and therefore does not break at the same points and months:

Consumer Price Index	Cost-of-living allowance
174.8 or less.....	None.
174.9 to 176.0.....	1 cent an hour.
176.1 to 177.1.....	2 cents an hour.
177.2 to 178.3.....	3 cents an hour.
178.4 to 179.4.....	4 cents an hour.
179.5 to 180.5.....	5 cents an hour.
180.6 to 181.7.....	6 cents an hour.
and so forth, with a 1-cent adjustment upward or downward for each 1.14-point change in the index.	

³ The new formula, like the old, is based on the CPI (Old Series) but starts at a higher level, as follows:

BLS Consumer Price Index	Cost-of-living allowance
188.5 or less.....	None.
188.6 to 189.7.....	1 cent per hour.
189.8 to 190.8.....	2 cents per hour.
190.9 to 191.9.....	3 cents per hour.
192.0 to 193.1.....	4 cents per hour.
and so forth, with a 1-cent adjustment upward or downward for each 1.14-point change in the index.	

⁴ Effective October 26 for bargaining unit employees at work during strike.

⁵ The cost-of-living adjustment formulas were:

Cost-of-living allowance	BLS Consumer Price Index (1947-49=100) during term of agreement of—		
	Dec. 15, 1953	Dec. 14, 1954	Mar. 15, 1956
None.....	113.5 or less	115.3 or less	115.3 or less
1 cent an hour.....	113.6 to 114.1	115.4 to 115.9	115.4 to 115.8
2 cents an hour.....	114.2 to 114.7	116.0 to 116.5	115.9 to 116.3
3 cents an hour.....	114.8 to 115.3	116.6 to 117.1	116.4 to 116.8
4 cents an hour.....	115.4 to 115.9	117.2 to 117.7	116.9 to 117.3
5 cents an hour.....	116.0 to 116.5	117.8 to 118.3	117.4 to 117.8
6 cents an hour.....	116.6 to 117.1	118.4 to 118.9	117.9 to 118.3

and so forth, with a 1-cent change for each 0.6-point change in the index (1953 and 1954 agreements); for each 0.5-point change in the index (1956 agreement). The base index months were February, May, August, and November.

⁶ Rates of individual workers were increased according to the following schedule:

Rate range as of Mar. 14, 1956	Amount of increase
\$1.54 to \$1.82.....	7 cents an hour.
\$1.83 to \$1.91.....	8 cents an hour.
\$1.92 to \$2.00.....	9 cents an hour.
\$2.01 to \$2.10.....	10 cents an hour.
\$2.11 to \$2.19.....	11 cents an hour.
\$2.20 to \$2.28.....	12 cents an hour.
\$2.29 to \$2.37.....	13 cents an hour.
\$2.38 to \$2.46.....	14 cents an hour.
\$2.47 to \$2.53.....	15 cents an hour.

⁷ Minimum and maximum of labor grades 1 through 7 increased 2 cents an hour; those in grades 8 through 11, 3 cents; those in grades 12 and 13, 4 cents; those in grades 14, 15, 16, and 17 increased 5, 6, 8, and 11 cents, respectively.

⁸ The minimum rates in grades 4, 7, 10, and 17 were increased an additional 1 cent; grade 6, 2 cents; grades 5 and 13, 3 cents; grade 14, 6 cents; and grades 15 and 16, 7 cents.

⁹ The agreement provided that quarterly cost-of-living adjustments effective in January, April, July, and October be based on the Bureau of Labor Statistics Consumer Price Index for the months of November, February, May, and August, as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance
122.8 or less.....	None.
122.9 to 123.3.....	1 cent an hour.
123.4 to 123.8.....	2 cents an hour.
123.9 to 124.3.....	3 cents an hour.
124.4 to 124.8.....	4 cents an hour.
124.9 to 125.3.....	5 cents an hour.
125.4 to 125.8.....	6 cents an hour.
125.9 to 126.3.....	7 cents an hour.
and so forth, for each 0.5-point change in the index.	

The cost-of-living allowance in effect was to be included in computing payments for overtime, vacation, sick leave, holidays, and call-in pay.

Footnotes—Continued

¹⁰ The agreement provided that quarterly cost-of-living adjustments effective in January, April, July, and October be based on the BLS Consumer Price Index for November, February, May, and August, as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance
125.3 or less.....	None.
125.4 to 126.3.....	1 cent an hour.
126.4 to 126.8.....	2 cents an hour.
126.9 to 127.3.....	3 cents an hour.
127.4 to 127.8.....	4 cents an hour.
127.9 to 128.3.....	5 cents an hour.
128.4 to 128.8.....	6 cents an hour.
128.9 to 129.3.....	7 cents an hour.
129.4 to 129.8.....	8 cents an hour.
129.9 to 130.3.....	9 cents an hour.

and so forth, for each 0.5-point change in the index.

The cost-of-living allowance was to be included in computing payments for overtime, vacation, sick leave, holidays, and call-in pay.

¹¹ Minimum and maximum of labor grades 1 through 4 increased 5 cents an hour; grades 5 through 11, 6 cents; grades 12 through 16, 7 cents; and grade 17, 8 cents.

¹² Increases of the same range were provided employees at the Columbus, Ohio, plant; at Neosho, Mo., general hourly wage increases ranged from 8 to 16 cents in 1962, from 8 to 14 cents in 1963, and from 7 to 14 cents in 1964. On September 27, 1964, the graded wage-rate structure at the Neosho plant will be the same as at the California and Columbus plants.

¹³ The agreement provided that quarterly cost-of-living adjustments effective in January, April, July, and October be based on the Bureau of Labor Statistics Consumer Price Index for November, February, May, and August, as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance
129.3 or less.....	None.
129.4 to 129.8.....	1 cent an hour.
129.9 to 130.3.....	2 cents an hour.
130.4 to 130.8.....	3 cents an hour.
130.9 to 131.3.....	4 cents an hour.
131.4 to 131.8.....	5 cents an hour.
131.9 to 132.3.....	6 cents an hour.
132.4 to 132.8.....	7 cents an hour.
132.9 to 133.3.....	8 cents an hour.
133.4 to 133.8.....	9 cents an hour.
133.9 to 134.3.....	10 cents an hour.
134.4 to 134.8.....	11 cents an hour.
134.9 to 135.3.....	12 cents an hour.

and so forth, for each 0.5-point change in the index.

The cost-of-living allowance continued to be included in computing payments for overtime, vacation, sick leave, holidays, and call-in pay.

¹⁴ Minimum and maximum of labor grades 1 through 7 increased 6 cents an hour; grades 8 through 13, 7 cents; and grades 14 through 17, 8 cents.

¹⁵ In addition, employees' take-home pay was to be increased approximately 2 cents an hour on Nov. 1, 1965, as a result of the company's assumption of employee contributions to group life, hospital, surgical, and medical insurance.

¹⁶ The agreement provided that quarterly cost-of-living adjustments, effective in January, April, July, and October, be based on the BLS Consumer Price Index for November, February, May, and August, respectively.

Consumer Price Index (1957-59=100)	Cost-of-living allowance
109.6 or less.....	None.
109.7 to 110.0.....	1 cent an hour.
110.1 to 110.4.....	2 cents an hour.
110.5 to 110.8.....	3 cents an hour.
110.9 to 111.2.....	4 cents an hour.
111.3 to 111.6.....	5 cents an hour.
111.7 to 112.0.....	6 cents an hour.
112.1 to 112.4.....	7 cents an hour.
112.5 to 112.8.....	8 cents an hour.
112.9 to 113.2.....	9 cents an hour.
113.3 to 113.6.....	10 cents an hour.
113.7 to 114.0.....	11 cents an hour.
114.1 to 114.4.....	12 cents an hour.

and so forth, with a 1-cent adjustment for each 0.4-point change in the index.

B—Hourly Rate Ranges by Labor Grade, 1949–67¹

Labor grade and selected job titles	Effective date					
	Sept. 5, 1949		Oct. 23, 1950 ²		Apr. 28, 1952 ³	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade I Jig and fixture builders, A; machinists, maintenance, A; patternmakers, metal and wood, A; tool and die makers, A.	\$ 1.75	\$ 1.95	\$ 1.84	\$ 2.09	\$ 2.06	\$ 2.31
Grade II Machinists, horizontal boring mill, lathe, milling-machine, planer; machine rebuilders.	1.70	1.90	1.79	2.04	2.01	2.26
Grade III Grinders, tool and cutter, A; inspectors, final assembly; instrument technicians; patternmakers, plastic, A; wood-mockup and tool builders, A.	1.65	1.85	1.74	1.99	1.96	2.21
Grade IV Electricians, maintenance, A; heat treaters, steel, A; inspectors, welding, A.	1.60	1.80	1.69	1.94	1.91	2.16
Grade V Cabinetmakers, A; diemakers, cast-multiple; molders, closed molds, A; operators, grinder (production).	1.55	1.75	1.64	1.84	1.86	2.06
Grade VI Blacksmiths; carpenters, maintenance, A; inspectors, fabrication, A; jig and fixture builders, B; molders, aircraft, A; operators—drop hammer, A, power hammer, A, milling-machine, A, turret lathe, A; template layout men.	1.50	1.70	1.59	1.79	1.81	2.01
Grade VII Assemblers, aircraft, A; die finishers, A; operators, power brake, A; riggers, crane, A; mechanics, sheet metal.	1.45	1.65	1.54	1.74	1.76	1.96
Grade VIII Platers, chrome, A; coremakers; mechanics, compressor, A; molders, aircraft, A; operators, punch press, A; painters, aircraft, A.	1.45	1.60	1.54	1.69	1.76	1.91
Grade IX Operators, drill press, A; repairmen, portable tool and equipment; operators, stretch press, A; welders, spot, A.	1.40	1.55	1.49	1.64	1.71	1.86
Grade X Die finishers, B; heat treaters, aluminum, A; operators—band tooling saw, A; forming roll, A, grinder, B, power hammer, B, punch press, B, saw, A, square-shear, A, straightening-press, A, turret lathe, B; template makers, A.	1.35	1.50	1.44	1.59	1.66	1.81
Grade XI Assemblers, aircraft, B; cabinetmakers, B; electroplaters, A; operators—milling-machine, B; radial arm-router, A; truckers, dispatch (power), A; tube benders, A; welders, spot, B.	1.30	1.45	1.39	1.54	1.61	1.76
Grade XII Buffers and polishers, A; fitters, metal (assembler), B; operators, drill press, B; production control stock clerks, A.	1.25	1.40	1.34	1.49	1.56	1.71
Grade XIII Coverers, fabric, A; oilers, maintenance, A; operators—drop hammer, C, radial arm-drill, A, sewing machine, A; repairmen, portable tool and equipment, B; riveters, machine, A; truckers, dispatch (power), B.	1.20	1.35	1.29	1.44	1.51	1.66
Grade XIV Burrers, hand and power, A; die finishers, C; drill operators, sheet metal; laborers; template makers, B.	1.15	1.30	1.24	1.39	1.46	1.61
Grade XV Assemblers, aircraft, C; electroplaters, B; paint shop preparation men; production control stock clerks, B; tube finishers and assemblers, B.	1.10	1.25	1.19	1.34	1.41	1.56
Grade XVI Janitors, A.	1.10	1.20	1.19	1.29	1.41	1.51
Grade XVII Coverers, fabric, B.	1.10	1.15	1.19	1.24	1.41	1.46

See footnotes at end of table.

B—Hourly Rate Ranges by Labor Grade, 1949—67¹—Continued

Labor grade and selected job titles	Effective date							
	Dec. 15, 1953 ⁴		Dec. 20, 1954 ⁵		Mar. 19, 1956		Mar. 4, 1957	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 17 (I) ⁸ —Crew chiefs, flight line; layout men, machine tools, Sr.; machinists—jig borer, maintenance; patternmakers, metal and wood, Sr.; tool and die makers, Sr.-----	\$2.18	\$2.44	\$2.27	\$2.53	\$2.39	\$2.68	\$2.46	\$2.76
Grade 16 (II) ⁸ —Machine rebuilders; machinists—horizontal boring mill, lathe, milling-machine, planer; mockup men, electrical and radio.-----	2.09	2.35	2.17	2.44	2.28	2.58	2.35	2.66
Grade 15 (III) ⁸ —Grinders, machine tools and precision-cutters; inspectors, final assembly—electrical, mechanical; instrument technicians, aircraft; mechanics, flight line engine-checkout; mockup men, wood.-----	2.04	2.30	2.12	2.39	2.23	2.53	2.30	2.61
Grade 14 (IV) ⁸ —Heat treaters, steel, Sr.; inspectors, welding, Sr.; machinists, shaper; metal fitters, developmental and experimental; mockup men, tube -----	1.99	2.25	2.07	2.34	2.17	2.47	2.24	2.54
Grade 13 ⁹ —Mechanics, air conditioning and refrigeration; stationary engineers, high pressure.-----	1.93	2.19	2.01	2.28	2.14	2.40	2.20	2.47
Grade 12 (V) ⁸ —Diemakers, nonferrous, Sr.; mechanics, final assembly electronics checkout; molders, closed molds; operators, grinder (production), Sr.-----	1.93	2.14	2.01	2.22	2.11	2.34	2.17	2.41
Grade 11 (VI) ⁸ —Die finishers, precision; inspectors—fabrication, Sr.; templates, Sr.; mechanics, flight line, Sr.; layout men, template; operators—engine lathe, Sr., jig borer, milling-machine, Sr., power hammer, turret lathe, Sr.; tool and die makers.-----	1.88	2.09	1.96	2.17	2.05	2.28	2.11	2.35
Grade 10 (VII) ⁸ —Assemblers, aircraft structures (precision); heat treaters, steel; mechanics—aircraft structures, metal fitting, sheet metal; molders, Sr.; mockup and tooling builders, wood; operators—power brake, Sr., punch press, Sr.-----	1.83	2.04	1.91	2.12	1.99	2.23	2.05	2.30
Grade 9 (VIII) ⁸ —Coremakers; grinders, machine tools and cutters; machinists, bench, Sr.; mechanics, compressor; painters, aircraft, Sr.; platers, chrome.-----	1.83	1.99	1.91	2.07	1.99	2.17	2.05	2.24
Grade 8 (IX) ⁸ —Diemakers, nonferrous; heat treaters, aircraft parts; mechanics, portable tool and equipment; operators—drill press, Sr.; stretch press and setup men; welders, spot, Sr.-----	1.78	1.93	1.86	2.01	1.94	2.11	2.00	2.17
Grade 7 (X) ⁸ —Die finishers; inspectors—fabrication, processing, welding; operators—forming-roll, Sr.; grinder (production), punch press, shear-square, tooling band saw, Sr., turret lathe; power hammer men; template makers; truckdrivers; tube benders.-----	1.73	1.88	1.80	1.96	1.87	2.05	1.93	2.11
Grade 6 (XI) ⁸ —Assemblers—aircraft structures, metal fitting; electroplaters; installers, aircraft; operators—milling-machine, lift truck, Sr.; painters, aircraft; stationary engineers, low pressure; tool crib men; welders, spot.-----	1.67	1.83	1.74	1.91	1.81	1.99	1.86	2.05
Grade 5 (XII) ⁸ —Assemblers, tube; buffers and polishers; machinists, bench; oilers, maintenance; operators—drill press, engine lathe; utility men—foundry, tooling.-----	1.62	1.78	1.69	1.86	1.75	1.94	1.80	2.00
Grade 4 (XIII) ⁸ —Assemblers, electrical bench; coverers, fabric layout men; operators—sewing machine, Sr., shear, tooling band saw; power truckdrivers, dispatch; repairmen, portable tool and equipment; riveters, machine.-----	1.57	1.73	1.64	1.80	1.70	1.87	1.75	1.93
Grade 3 (XIV) ⁸ —Burrers, hand and power; fabricators, template; inspectors, utility; laborers; tool crib attendants; tube benders, small.-----	1.52	1.67	1.59	1.74	1.65	1.81	1.70	1.87
Grade 2 (XV) ⁸ —Assemblers, aircraft (production); carton maker; installers, aircraft (production); paint shop preparation men; utility men—machine shop, plastics, sheet metal; wire workers, electrical bench.-----	1.47	1.62	1.54	1.69	1.60	1.76	1.65	1.82
Grade 1 (XVI) ^{8 10} —Coil preparation men; janitors; operators, elevator.-----	1.47	1.57	1.54	1.64	1.60	1.71	1.65	1.77

See footnotes at end of table.

B—Hourly Rate Ranges by Labor Grade, 1949—67¹—Continued

Labor grade and selected job titles	Effective date					
	May 19, 1958 ⁶		May 18, 1959		June 5, 1960 ⁷	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 17 (I) ⁸ —Crew chiefs, flight line; layout men, machine tools, Sr.; machinists—jig borer, maintenance; patternmakers, metal and wood, Sr.; tool and die makers, Sr.-----	\$ 2.73	\$ 3.02	\$ 2.81	\$ 3.11	\$ 2.87	\$ 3.16
Grade 16 (II) ⁸ —Machine rebuilders; machinists—horizontal boring mill, lathe, milling-machine, planer; mockup men, electrical and radio-----	2.65	2.89	2.73	2.98	2.79	3.03
Grade 15 (III) ⁸ —Grinders, machine tools and precision-cutters; inspectors, final assembly—electrical, mechanical; instrument technicians, aircraft; mechanics, flight line engine-checkout; mockup men, wood-----	2.58	2.82	2.66	2.90	2.71	2.95
Grade 14 (IV) ⁸ —Heat treaters, steel, Sr.; inspectors, welding, Sr.; machinists, shaper; metal fitters, developmental and experimental; mockup men, tube-----	2.50	2.74	2.58	2.82	2.63	2.87
Grade 13 ⁹ —Mechanics, air conditioning and refrigeration; stationary engineers, high pressure-----	2.42	2.66	2.49	2.74	2.55	2.79
Grade 12 (V) ⁸ —Diemakers, nonferrous, Sr.; mechanics, final assembly electronics checkout; molders, closed molds; operators, grinder (production), Sr-----	2.36	2.60	2.43	2.68	2.49	2.73
Grade 11 (VI) ⁸ —Die finishers, precision; inspectors—fabrication, Sr.; templates, Sr.; mechanics, flight line, Sr.; layout men, template; operators—engine lathe, Sr., jig borer, milling-machine, Sr., power hammer, turret lathe, Sr.; tool and die makers-----	2.29	2.53	2.36	2.61	2.42	2.66
Grade 10 (VII) ⁸ —Assemblers, aircraft structures (precision); heat treaters, steel; mechanics—aircraft structures, metal fitting, sheet metal; molders, Sr.; mockup and tooling builders, wood; operators—power brake, Sr., punch press, Sr-----	2.24	2.48	2.31	2.55	2.36	2.60
Grade 9 (VIII) ⁸ —Coremakers; grinders, machine tools and cutters; machinists, bench, Sr.; mechanics, compressor; painters, aircraft, Sr.; platers, chrome-----	2.23	2.42	2.30	2.49	2.35	2.54
Grade 8 (IX) ⁸ —Diemakers, nonferrous; heat treaters, aircraft parts; mechanics, portable tool and equipment; operators—drill press, Sr., stretch press and setup men; welders, spot, Sr-----	2.18	2.35	2.25	2.42	2.30	2.47
Grade 7 (X) ⁸ —Die finishers; inspectors—fabrication, processing, welding; operators—forming-roll, Sr., grinder (production), punch press, shear-square, tooling band saw, Sr., turret lathe; power hammer men; template makers; truckdrivers; tube benders-----	2.11	2.28	2.18	2.35	2.23	2.40
Grade 6 (XI) ⁸ —Assemblers—aircraft structures, metal fitting; electroplaters; installers, aircraft; operators—milling-machine, lift truck, Sr.; painters, aircraft; stationary engineers, low pressure; tool crib men; welders, spot-----	2.05	2.22	2.12	2.29	2.17	2.34
Grade 5 (XII) ⁸ —Assemblers, tube; buffers and polishers; machinists, bench; oilers, maintenance; operators—drill press, engine lathe; utility men—foundry, tooling-----	2.00	2.17	2.07	2.24	2.12	2.29
Grade 4 (XIII) ⁸ —Assemblers, electrical bench; coverers, fabric layout men; operators—sewing machine, Sr., shear, tooling band saw; power truckdrivers, dispatch; repairmen, portable tool and equipment; riveters, machine-----	1.93	2.10	2.00	2.17	2.05	2.22
Grade 3 (XIV) ⁸ —Burrers, hand and power; fabricators, template; inspectors, utility; laborers; tool crib attendants; tube benders, small-----	1.87	2.04	1.94	2.11	1.99	2.16
Grade 2 (XV) ⁸ —Assemblers, aircraft (production); carton maker; installers, aircraft (production); paint shop preparation men; utility men—machine shop, plastics, sheet metal; wire workers, electrical bench-----	1.82	1.99	1.89	2.06	1.94	2.11
Grade 1 (XVI) ^{8 10} —Coil preparation men; janitors; operators, elevator-----	1.82	1.94	1.89	2.01	1.94	2.06

See footnotes at end of table.

B—Hourly Rate Ranges by Labor Grade, 1949—67¹—Continued

Labor grade and selected job titles	Effective date							
	May 28, 1961 ¹¹		July 22, 1962 ¹²		Aug. 25, 1963		Sept. 27, 1964	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 17—Crew chief, flight line; inspector, major electronic systems, missile preflight; machinist, maintenance; mechanic, reactor assembly, senior; patternmaker, metal and wood, senior; tool and die maker, senior; toolmaker, senior; tool proofer-----	\$2.94	\$3.23	\$3.09	\$3.38	\$3.17	\$3.46	\$3.26	\$3.55
Grade 16—Machinist, lathe, vertical turret lathe; mechanic, machine parts, aircraft, electrical and electronic, senior, aircraft major assembly-----	2.86	3.10	3.00	3.24	3.08	3.32	3.16	3.40
Grade 15—Electrician, flight line checkout; inspector, electronic test console, final; mechanic, operational, aircraft jet engine test, flight line engine checkout; operator, vertical turret lathe and setup man—automatic-----	2.78	3.02	2.92	3.16	3.00	3.24	3.08	3.32
Grade 14—Electrician, missile, final assembly checkout; mechanic, training unit, optical instrument, senior, reactor assembly-----	2.70	2.94	2.84	3.08	2.92	3.16	3.00	3.24
Grade 13—Mechanic, electrical and electronic experimental, brazed honeycomb structure experimental, structural assembly experimental, installations experimental, power-plant experimental-----	2.62	2.86	2.76	3.00	2.83	3.07	2.91	3.15
Grade 12—Electrician, final assembly checkout, rocket engine; inspector, electronics testing, ultrasonic, mechanic, missile preflight electronics; patternmaker, metal and wood-----	2.56	2.80	2.70	2.94	2.77	3.01	2.85	3.09
Grade 11—Electrician, flight line; inspector, electronics receiving, senior; mechanic, flight line, senior; operator, engine, turret lathe, senior; operator, vertical turret lathe, and setup man; toolmaker; tool and die maker-----	2.49	2.73	2.62	2.86	2.69	2.93	2.76	3.00
Grade 10—Assembler, GSE structure, senior, training unit, diemaker—PBT, senior, electrician, aircraft; mechanic, aircraft structure, brazed honeycomb structure, electronic chassis assembly, operational mockup, aircraft installation, powerplant; test equipment; model maker, training unit; tester and sealer, cabin, tank, senior-----	2.43	2.67	2.56	2.80	2.63	2.87	2.70	2.94
Grade 9—Inspector, electronic assembly, senior, material surface; mechanic, optical instruments-----	2.42	2.61	2.55	2.74	2.62	2.81	2.69	2.88
Grade 8—Checker, machined parts; inspector, aircraft painting and sealing; operator, contour roll, senior-----	2.37	2.54	2.50	2.67	2.57	2.74	2.64	2.81
Grade 7—Electrical man, flight line; inspectors, processing; operator, turret lathe, forming-roll-----	2.30	2.47	2.43	2.60	2.49	2.66	2.55	2.73
Grade 6—Diemaker, PBT; inspector, electronic assembly, electronic receiving, shipping-----	2.24	2.41	2.37	2.54	2.43	2.60	2.49	2.66
Grade 5—Inspector, receiving; jig builder, router; operator, edge preparation machine; utility man, tooling-----	2.19	2.36	2.32	2.49	2.38	2.55	2.44	2.61
Grade 4—Inspector, utility tooling; operator, contour roll; utility man, maintenance-----	2.12	2.29	2.24	2.41	2.30	2.47	2.36	2.53
Grade 3—Attendant, garage service; inspector, utility; laborer, sorter and classifier, material; template maker-----	2.06	2.23	2.18	2.35	2.24	2.41	2.30	2.47
Grade 2—Janitor, utility man, general, machine shop, paint and processing, plastics, sheet metal-----	2.01	2.18	2.13	2.30	2.19	2.36	2.25	2.42
Grade 1—Operator, elevator; preparation man, coil-----	2.01	2.13	2.13	2.25	2.19	2.31	2.25	2.37

See footnotes at end of table.

B—Hourly Rate Ranges by Labor Grade, 1949—67¹—Continued

Labor grade and selected job titles	Effective date					
	Oct. 10, 1965 ¹³		Oct. 2, 1966 ¹⁴		Oct. 1, 1967 ¹⁴	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 17—Crew chiefs, flight line; <u>electricians, flight line checkout</u> ; ¹⁵ inspectors: major electronics systems; missile preflight, electronics, senior; missile preflight, mechanical, senior; machinists, maintainance; <u>mechanics: aircraft, electrical and electronics; aircraft jet engine test; aircraft, major assembly; flight line engine checkout</u> ; reactor assembly, senior; patternmakers, metal and wood, senior; tool and die makers, senior; toolmakers, senior -----	\$ 3.45	\$ 3.74	\$ 3.54	\$ 3.83	\$ 3.62	\$ 3.91
Grade 16—Machinists: lathe; vertical turret lathe; mechanics, machine parts -----	3.35	3.59	3.44	3.68	3.52	3.76
Grade 15—Inspectors, electronic test consoles, final; mechanics, operational mockup, senior; operators, vertical turret lathe and setup men, automatic -----	3.27	3.51	3.36	3.60	3.44	3.68
Grade 14—Electricians, missile final assembly checkout; mechanics: training unit; reactor assembly -----	3.19	3.43	3.28	3.52	3.36	3.60
Grade 13—Mechanics: electrical and electronics, experimental; structural assembly, experimental; installation, experimental -----	3.10	3.34	3.19	3.43	3.27	3.51
Grade 12—Electricians, final assembly checkout, rocket engines; <u>inspectors: electronics receiving, senior</u> ; electronics testing; ultrasonic; patternmakers, metal and wood -----	3.04	3.28	3.13	3.37	3.21	3.45
Grade 11—Electricians, flight line; mechanics, flight line; operators: engine lathe, senior; turret lathe, senior; vertical turret lathe, and setup men; toolmakers; tool and die makers -----	2.95	3.19	3.04	3.28	3.12	3.36
Grade 10—Assemblers: GSE structures, senior; training unit; diemakers, PBT, senior; electricians, aircraft; mechanics: aircraft structures; brazed honeycomb structures; electronic chassis assembly; operational mockup; aircraft installation; powerplant; test equipment; sealers and testers: cabin; tank, senior -----	2.89	3.13	2.98	3.22	3.06	3.30
Grade 9—Inspectors: electronic assembly, senior; material surfaces -----	2.88	3.07	2.97	3.16	3.05	3.24
Grade 8—Checkers, machined parts; inspectors, aircraft painting and sealing; operators, contour roll, senior -----	2.83	3.00	2.92	3.09	3.00	3.17
Grade 7—Inspectors, processing; operators: turret lathe; forming-roll -----	2.75	2.92	2.84	3.01	2.92	3.09
Grade 6—Diemakers, PBT; inspectors: electronic assembly; electronics receiving; shipping -----	2.68	2.85	2.77	2.94	2.85	3.02
Grade 5—Inspectors, receiving; jig builders, router; utility men, tooling -----	2.63	2.80	2.72	2.89	2.80	2.97
Grade 4—Inspectors, utility tooling; operators, contour roll; <u>sorters and classifiers, material</u> ; utility men, maintenance -----	2.55	2.72	2.64	2.81	2.72	2.89
Grade 3—Attendants, garage service; inspectors, utility; laborers; template makers -----	2.49	2.66	2.58	2.75	2.66	2.83
Grade 2—Janitors; utility men: general; machine shop; paint and processing; plastics; sheet metal -----	2.44	2.61	2.53	2.70	2.61	2.78
Grade 1—Preparation men, coil -----	2.44	2.56	2.53	2.65	2.61	2.73

¹ In 1961 and earlier years, progression from minimum to maximum rates was in the form of automatic 5-cent-an-hour increases every 16 weeks. Employees receiving 6 to 9 cents below the maximum of the rate range had their wage rates increased to the maximum of the appropriate range at the end of the final 16-week period. The 1962 agreement changed the progression to automatic 5-cent-an-hour increases every 16 weeks in grades 11 through 17, 12 weeks in grades 6 through 10, and 8 weeks in grades 1 through 5. Employees receiving 6 to 9 cents below the maximum of the rate range continued to have their wage rates increased to the maximum of the appropriate range at the end of the specified time interval.

Footnotes—Continued

Both before and after 1962, the company could grant individual merit increases more frequently. The minimum rate for beginners was to be no lower than 25 cents below the minimum of the rate range of the job classification for which they were hired. Beginners' rates were to be increased 5 cents an hour every 4 weeks until they reached the minimum job rate.

The rates shown include only that portion of the cost-of-living allowance that had been incorporated into basic rates by the stipulated dates; the specific amounts are given in footnotes 6, 7, 11, 12, and 13. Otherwise, cost-of-living allowances were added only to rates of workers on the payroll at their effective dates; they were not added to labor grade minimums and maximums and are not included in the rates shown in this table.

² See table A for additional cost-of-living allowances put into effect since October 1950. While not changing these rate ranges, these allowances do affect earnings of employees on the payroll at their effective date. As of 1952, these totaled 13 cents an hour.

³ The rates shown include the 12 cents an hour formerly paid as a cost-of-living allowance in addition to the 10-cent-an-hour general wage change. See table A for additional cost-of-living allowances put into effect since Apr. 28, 1952. While not changing these rate ranges, these allowances did effect earnings of employees on the payroll.

⁴ These rates were put in effect Oct. 26, 1953, by unilateral company action for workers who remained on the job or returned to work during the strike.

⁵ The rates shown include the 3 cents an hour formerly paid as a cost-of-living allowance in addition to the 2.5-percent general wage change.

⁶ The rates shown reflect incorporation of the 15-cent cost-of-living allowance into basic rates in addition to the general wage-rate changes which varied from 2 to 11 cents, depending on labor grade. Minimum rates in certain labor grades also include additional increases ranging from 1 to 7 cents. (See table A, footnote 2.)

⁷ The rates shown reflect incorporation of 5 cents of the cost-of-living allowance into basic rates, increases in the minimum rates of grades 11, 12, 13, 16, and 17, and in 1961, a general wage-rate increase. (See table A.)

⁸ In the 1956 negotiations, the numerical designations of the labor grades were reversed so that labor grade 1 became the lowest and 17 the highest paid. The former numbers are shown as Roman numerals in parentheses. The May 19, 1958, agreement reclassified the following jobs: Air-conditioning and refrigeration mechanics from grade 13 to 14 and janitors from grade 1 to 2. The following typical job titles were eliminated: Stationary engineers, high pressure—grade 13; coverers, fabric layoutmen—grade 4; assemblers, aircraft (production)—grade 2; and installers, aircraft (production)—grade 2.

⁹ Labor grade 13 was established in March 1956 to cover a few classifications in labor grade 12 (formerly grade V) that had been paid a premium rate 5 cents above the maximum. (See table A, general wage increase of Oct. 23, 1950.)

¹⁰ Labor grade XVII merged with grade XVI in 1953. There were no employees in grade XVII in Los Angeles.

¹¹ The rates shown reflect incorporation of 5 cents of the cost-of-living allowance into basic rates.

¹² The rates shown reflect incorporation of the 7-cent cost-of-living allowance into basic rates, in addition to the general wage-rate changes which varied from 5 to 8 cents, depending upon labor grade. (See table A, footnote 11.)

¹³ These rates reflect the incorporation of the 11-cent cost-of-living allowance into basic rates on this date, in addition to the general wage change of 8 cents an hour.

¹⁴ For cost-of-living allowance paid in addition to these rates, see table A.

¹⁵ Underscored job titles are typical occupations shown in the 1962 agreement which were upgraded in 1965. A total of 45 jobs were upgraded in 1965.

C—Related Wage Practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
July 18, 1941----- Mar. 3, 1943 (Directive Order of the NWLB of Mar. 3, 1943). Oct. 24, 1949----- Mar. 19, 1956 (by agreement of Mar. 15, 1956).	5-cent-an-hour premium pay for work on second and third shifts plus 8 hours' pay for 6½ hours' work on third shift. Increased to: 6 cents an hour. Increased to: 8 cents an hour. Increased to: 12 cents an hour for work on second shift.	
Overtime Pay		
July 18, 1941-----	Time and one-half for work in excess of 8 hours a day or 40 hours a week.	Time and one-half for work after 6½ hours a day or 32½ hours a week for third-shift employees on a 6½-hour schedule.
Premium Pay for Saturday and Sunday		
July 18, 1941----- Sept. 18, 1942 ² ----- May 1, 1946----- Aug. 21, 1947----- June 5, 1960 (agreement of same date).	Double time for work on Sunday --- Changed to: Double time only for 7th consecutive day worked. Changed to: Double time for work on Sunday as such. Added: Time and one-half for work on Saturday where lack of work brought employee's work-week below 40 straight-time hours. Changed to: Time and one-half for work on shifts starting on Saturday.	Not applicable to employees working on normal 7-day operations, who were paid double time for hours worked on second regular day off. Time and one-half also paid for Saturday work following a holiday in the same week. Not applicable to employees working on normal 7-day operations, who were paid double time for hours worked on second regular day off. Not applicable to employees working on normal 7-day operations, who were to be paid time and one-half for work on the first regular day off.
Holiday Pay		
July 18, 1941 ² ----- May 1, 1946-----	Double time for work on 6 holidays. No pay for holidays not worked. Changed to: 4 paid holidays established, paid for at regular rate. Double time (total) for work on 6 holidays.	Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. Holidays were: New Year's Day, Fourth of July, Labor Day, and Christmas.

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday Pay—Continued		
Aug. 21, 1947----- Dec. 15, 1953 ³ (by agreement of same date).	Added: 2 paid holidays (total, 6)-----	Holidays added: Memorial Day and Thanksgiving. Added: If any paid holiday fell on Saturday, the company had option of scheduling or not scheduling work on the preceding Friday; however, Saturday to be observed as the holiday and paid for as such. (Previously no pay provided for holidays not worked falling on Saturday.)
May 19, 1958 (agreement of same date). June 5, 1960 (agreement of same date).	Added: 1 paid holiday (total, 7)-----	Holiday added: Last regular workday before Christmas. Changed: Holidays falling on Sunday to be observed on following Monday. Changed to: Holidays falling on Saturday to be observed and paid for on the preceding Friday.
July 22, 1962 (agreement dated Sept. 30, 1962).	Added: 1 paid holiday (total, 8)-----	Holiday was: Friday after Thanksgiving.
Oct. 10, 1965 (agreement of same date).	Added: 1 paid holiday (total, 9)-----	Last regular workday before New Year's Day.
Paid Vacations		
July 18, 1941-----	40 hours' pay in lieu of vacation after 1 year of continuous service.	
Mar. 3, 1943 (Directive Order of NWLB of Mar. 3, 1943).	Changed to: 40 hours' vacation with pay after 1 year of continuous service.	If not used during the second year, balance of vacation credit was payable to employee at end of second year.
Aug. 21, 1947-----	Increased to: 80 hours' vacation with pay after 1 year of continuous service.	Paid to employee at the beginning of the second year.
Dec. 15, 1953 ³ (by agreement of same date).	Added: 40 hours' vacation with pay after 15 years' accumulated service (total, 120 hours).	
Mar. 19, 1956 (by agreement of Mar. 15, 1956).	Changed to: 120 hours' vacation with pay after 15 years' accumulated service or 12 years' uninterrupted service.	
Oct. 10, 1965 (agreement of same date).	Changed to: 2 weeks' paid vacation for employees with 1 but less than 10 years' uninterrupted service, 3 weeks for 10 but less than 20 years, and 4 weeks for 20 years or more. Eliminated: Requirement that years of accumulated service be used in determining length of vacation.	Continuous service included those periods from the employee's most recent hiring in which he was paid for performing work for the company. Time spent on formal leave in excess of 60 days was not counted. Uninterrupted service was service from the employee's most recent hiring date with the company. Accumulated service included all periods when the employee was paid for performing work for the company, was laid off, or was on leave of absence. Added: Shift premiums to be included in computing vacation allowance.
Paid Sick Leave		
July 18, 1941-----	No provisions for paid sick leave.	
Mar. 3, 1943 (Directive Order of NWLB of Mar. 3, 1943).	56 hours' annual sick leave credit after 1 year of continuous service.	If not used during the second year, balance of sick leave credit was payable to employee at the end of the second year.
Aug. 21, 1947-----	Reduced to: 40 hours' annual sick leave credit after 1 year of continuous service.	Sick leave allowance paid simultaneously with vacation allowance.
Oct. 10, 1965 (agreement of same date).		Added: Sick leave prorated for employee reaching his anniversary date with less than a full year of continuous service since last anniversary date.

See footnotes at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting Time Pay		
July 18, 1941-----	Minimum of 4 hours' work or 2 hours' pay guaranteed employees not notified of lack of work.	Not applicable if lack of work was beyond control of management.
Oct. 24, 1949-----	Changed to: Minimum of 4 hours' work or pay.	Not applicable if lack of work was beyond control of management.
Rest Periods		
July 18, 1941----- Feb. 11, 1943-----	No provision for paid rest periods.	Two 10-minute paid rest periods per shift provided by company practice. Included in collective bargaining agreement.
Oct. 24, 1949-----	Two 10-minute paid rest periods per shift.	
Jury Duty Pay		
Mar. 19, 1956 (by agreement of Mar. 15, 1956).	Employees who performed jury duty on a regularly scheduled workday received straight-time pay ⁴ less jury duty fees.	Allowance limited to 25 days in any 2-year period. First-shift employee required to report for work if excused from jury service in time to perform at least 3 hours' work during his regular shift. Second-shift employee excused from jury service by 1 p. m. to work first half of his regular shift. First-shift employee who reported for jury examination on a regularly scheduled workday received 4 hours' pay at straight-time rate and was excused from work for maximum of 4 hours.
Bereavement Pay		
Oct. 10, 1965 (agreement of same date).	Established: Up to 3 days' paid leave for absence due to death of member in immediate family.	Immediate family included spouse, parent, parent of current spouse, child, brother or sister.
Insurance Benefits		
July 18, 1941-----	Life insurance—\$ 2,000 Accident and health insurance—\$ 14 a week for maximum of 13 weeks (maternity benefits, up to 6 weeks). Hospital expenses—\$ 4 a day, up to 70 days (maternity benefits, up to 14 days). Special hospital services—up to \$ 20 (same for maternity benefit). Surgical insurance—up to \$ 150 (maternity benefits up to \$ 100).	Group insurance plan was in effect several years prior to July 18, 1941. Not included in union agreements. Employee contribution, \$ 1.97 monthly; remainder of cost borne by company. Applied to enrolled employees only; dependents not covered.

See footnotes at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits—Continued		
July 1, 1946-----	<p>Changed to: Hospital expenses—\$7 a day up to 31 days (maternity benefits, up to 14 days). Special hospital services—up to \$25 if no charge made for operating room. Up to \$50 if charge made for operating room (maternity benefits, up to \$25). Added: Insurance for accidental death or dismemberment—\$2,000.</p>	Employee monthly contribution increased to \$2.47; remainder of cost borne by company.
Dec. 1, 1946-----	<p>Accidental and health insurance—discontinued because of California Unemployment Compensation Disability Law.</p>	Employee monthly contribution reduced to \$2.05.
Nov. 1, 1948-----	<p>Changed to: Special hospital services—up to \$50 whether or not charge was made for operating room (maternity benefits, up to \$50).</p>	
Jan. 1, 1950-----	<p>Changed to: Hospital expenses—\$8 a day up to 31 days (maternity benefits, up to 14 days). Special hospital services—up to \$120. (Same for maternity benefits.) Surgical insurance—up to \$225 (maternity benefits, up to \$112.50). Added: Hospital and surgical—coverage for dependents of insured employees.</p>	<p>Plan incorporated in union agreement for first time. Employee monthly contribution remained at \$2.05; remainder of cost borne by company.</p> <p>Dependents received same benefits as employees except that maternity benefits were not provided for dependents.</p>
Jan. 1, 1951-----	<p>Added: Medical expense insurance—(for insured employees and dependents), up to \$2 for each treatment at a doctor's office; \$3 for each treatment elsewhere. Benefits commenced on first visit in case of sickness. Maximum, \$150 during any 12-month period.</p>	Employee monthly contribution remained at \$2.05; remainder of cost borne by company. One treatment allowed a day.
Mar. 3, 1953-----	<p>Added: Poliomyelitis insurance—reimbursement for hospitalization and other covered expenses incurred within 2 years of contraction of disease, up to \$5,000 for employee and each dependent.</p>	Put into effect during term of agreement.
Jan. 1, 1954 (by agreement of Dec. 15, 1953).	<p>Increased to: Life insurance—\$5,000. Accidental death or dismemberment—\$5,000. Hospital expenses—up to 70 days (maternity benefits unchanged, up to 14 days). Special hospital services—up to \$120 plus 75 percent of next \$1,200 (maximum of \$1,020). Maternity benefits unchanged, up to \$120. Surgical insurance—up to \$350 (maternity benefits increased, up to \$175).</p>	Employee monthly contribution remained at \$2.05; remainder of cost borne by company.
May 1, 1956 (by agreement of Mar. 15, 1956).	<p>Added: Supplemental nonoccupational accident insurance—up to \$300 for expenses incurred within 90 days of injury and not otherwise payable by the basic plan for employees and dependents. Special hospital services—increased to maximum of \$240 for employee only (maternity</p>	

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits—Continued		
May 1, 1956 (by agreement of Mar. 15, 1956)—Continued	<p>benefits unchanged). Eliminated for employees only: Provision for reimbursement of part of expenses in excess of \$ 120. Provision continued for dependents.</p> <p>Added: Excess coverage—Payment, for employees only, of 80 percent of medical, surgical, hospital, and other designated expenses incurred during any 1 period of nonoccupational sickness or injury in excess of \$ 100 and any other benefits payable under the basic plan or any other plan. Maximum excess coverage benefits for all injuries or sicknesses, \$ 5,000.</p>	<p>If \$1,000 or more total benefits have been paid, full maximum of \$ 5,000 can be reinstated on date the insurance company accepts as satisfactory evidence of complete recovery and insurability. Not applicable in maternity cases except where there were severe medical or surgical complications.</p>
Aug. 1, 1958 (agreement dated May 19, 1958).	<p>Added: Special hospital services and excess coverage—extended to dependents, with benefits and limitations same as for employees. \$ 240 applicable to hospital confinements whether or not employees had enrolled for added dependent coverage.</p> <p>Infant coverage—Medical and surgical complications to be covered for infants under 15 days of age.</p>	<p>Employee to contribute additional \$ 2 a month for dependents' special hospital services and excess coverage and infant coverage (total \$ 4.05); remainder of cost, if any, to be borne by company.</p>
Aug. 1, 1960 (agreement dated June 5, 1960).	<p>Increased to: Hospital expenses—(room and board), maximum of \$ 24 a day (maternity benefits up to \$ 12 a day) reduced by benefits (\$ 12 a day up to 20 days) paid under California Unemployment Compensation Disability Benefits Act.</p> <p>Special hospital services—up to \$ 480. Maternity benefits unchanged.</p>	<p>Employee contribution remained \$ 2.05 per month (\$ 4.05 with dependent coverage); remainder of cost borne by company.</p> <p>When private room was used, maximum daily benefit limited to hospital's most common daily semiprivate room rate, but not to exceed \$ 24 a day.</p>
Nov. 1, 1960 (letter dated Nov. 23, 1960).	<p>Added: For retirees and dependents, as follows:</p> <p>Hospital expenses—(room and board), maximum of \$ 24 a day up to 70 days, reduced by benefits (\$ 12 a day up to 20 days) paid under California Unemployment Compensation Disability Benefits Act.</p> <p>Special hospital services—up to \$ 480.</p> <p>In-hospital medical benefits—\$ 3 for each doctor's visit up to 70.</p> <p>Surgical insurance—up to \$ 350----</p> <p>Supplemental nonoccupational accident insurance—up to \$ 300 for expenses incurred within 90 days of injury and not otherwise payable by the basic plan.</p> <p>Excess coverage—payment of 80 percent of medical, surgical, hospital, and other designated expense incurred during any one</p>	<p>Retiree's monthly contribution: Self only, \$ 5.50; self and dependents, \$ 13.50; remainder of cost, above any dividends paid by insurance carrier, to be borne by company.</p> <p>Plan benefits available only for nonoccupational sickness or injury excluding pregnancy, childbirth, and connected complications.</p> <p>For surgery performed during hospital confinement, maximum benefit to be greater of: \$ 3 times number of days for which hospital expense benefits were paid, up to 70 (a) excluding day of operation and subsequent days of confinement due to operation or (b) less the amount paid for surgical operation.</p> <p>In addition to surgical benefits, up to \$ 10 paid for the actual charge for general anesthesia administered in connection with an operation performed outside hospital.</p> <p>Plan to pay 50 percent (instead of 80 percent) of expenses incurred on account of psychiatric treatments or consultations while not confined to a hospital or similar institution.</p>

See footnote at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits—Continued		
Nov. 1, 1960 (letter dated Nov. 23, 1960)—Continued	period of sickness or injury in excess of \$ 100 and any other benefits payable under the basic plan. Maximum excess coverage benefits for all injuries or sickness, \$ 5,000.	\$ 5,000 maximum benefit reduced by excess coverage benefits (that have not been reinstated) paid under plan for active employees for expenses incurred before beneficiary came under retirees' plan, but not less than \$ 2,500.
Jan. 1, 1963 (agreement dated Sept. 30, 1962).	<p>For employees and dependents:</p> <p>Increased to: Hospital benefits—Room and board—Maximum of \$ 32 a day for 120 days (was \$ 24 for 70 days). Employee benefits reduced by payments under the California Unemployment Compensation Disability Law. Maternity benefits unchanged.</p> <p>Special hospital expenses—No maximum during compensated hospitalization (was \$ 480). Maternity benefits unchanged.</p> <p>Surgical benefits—Surgical schedule—Maximum of \$ 825 (was \$ 350).</p> <p>Medical benefits—Doctor's services—\$ 5 a day (was \$ 3 under medical expense insurance) for up to 120 hospital visits.</p> <p>Major medical (was excess coverage)—deductible reduced to \$ 50 (was \$ 100), maximum benefits increased to \$ 5,000 in calendar year, \$ 10,000 in lifetime (was \$ 5,000).</p> <p>Added: Medical benefits—Diagnostic X-ray and laboratory examinations—up to \$ 100 during any 12 consecutive months.</p> <p>For dependent wives—Added—surgical benefits—Obstetrical services—up to \$ 175.</p>	<p>Reduced: Employee monthly contribution for self only, to \$ 1 (was \$ 2.05); for self and dependents, to \$ 2.50 (was \$ 4.05). Remainder of cost borne by company.</p> <p>Up to 70 days for a mental or nervous disorder or for pulmonary tuberculosis.</p> <p>Definition of dependents to include specified children up to age 23.</p> <p>Limited to nonmaternity services.</p> <p>In effect and continued: For surgery, maximum benefit to be greater of (a) \$ 5 times number of days for which hospital expenses were paid up to day of surgery (maximum 120 days), or (b) \$ 5 times total number of days for which hospital expenses were paid, minus surgeon's fees.</p> <p>Not available for examinations required for dental or maternity cases or disabilities for which hospital benefits were provided.</p> <p>Applicable to pregnancies commencing while female employee or dependent wife was insured.</p>
May 1, 1963		Reduced: Retiree's monthly contribution for self only to \$ 4; for self and dependents to \$ 10. Remainder of cost borne by company.
Apr. 1, 1965	Suspended: Hospital benefits under California Unemployment Compensation Disability Benefits Act. Company arranged equivalent private coverage for employees in group insurance plan to cover period of suspension.	
June 25, 1965	Reinstated: Hospital benefits under California Unemployment Compensation Disability Benefits Act.	Benefits made retroactive to April 1, 1965.
Oct. 1, 1965		Added: Employee on early retirement permitted to continue \$ 1,000 life insurance by paying 50 cents a month to age 65.
Oct. 11, 1965 (agreement of Oct. 10, 1965).	<p>Changed: Life insurance and accidental death and dismemberment, to company paid. Benefits increased to \$ 7,500.</p> <p>Added: Survivor income benefit insurance, providing: Transition benefits—\$ 100 a month, for up to 24 months, to eligible survivor</p>	<p>Added: Supplemental life and accidental death and dismemberment insurance—employee could elect, by contributing \$ 1.25 a month, an additional \$ 2,500 coverage.</p> <p>Eligible survivors included, in order of priority and succession, class—(a) widow, if married to employee for at least 1 year prior to his death; (b) widower, if an unmarried child under age 21 was dependent on him for</p>

See footnote at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits—Continued		
Oct. 11, 1965 (agreement of Oct. 10, 1965)—Continued	<p>of employee, or of permanently and totally disabled pensioner aged 60 or under who died while life and accident insurance was in force.</p> <p>Bridge benefits—\$100 a month paid to eligible spouse aged 50 but less than 60 at employee's death, beginning after age 52 and termination of transition benefits until the earliest of: (1) remarriage; (2) age 62, or a lower age at which full widow's or widower's insurance benefit or old age survivor's insurance benefits became available under social security; (3) death; or (4) for widower who had qualified because of dependent children when he ceased to have employee's unmarried child (under 21) dependent on him for principal support.</p>	<p>principal support, or if employee's income was 50 percent or more of combined income of husband and wife during preceding calendar year; (c) unmarried child under 21 years of age; (d) parent of employee who received at least 50 percent of support from employee during calendar year preceding employee's death. If no eligible survivors in class a or b qualified for benefits and more than one in class c or d qualified, the monthly payment was divided equally among them.</p>
Nov. 1, 1965 (agreement of Oct. 10, 1965).	<p>Eliminated: Monthly contribution for insurance for employees and retirees.</p>	
Dec. 1, 1965 (agreement of Oct. 10, 1965).	<p>For employees and dependents: Increased to: Hospital benefits—Room and board—Maximum of 365 days.</p> <p>Changed to: Surgical benefits—New schedule of maximum allowances with no per disability maximums.</p> <p>Medical benefits—Doctors' services—365 hospital visits at \$5 a day (\$1,825).</p> <p>Eliminated: Medical benefits—Diagnostic X-ray and laboratory examinations—\$100 maximum benefit. Benefits to be based on new schedule of allowances.</p> <p>Changed: For retirees and dependents, as follows:</p> <p>Major Medical—Deductible reduced to \$50; hospital room and board charges increased to maximum of \$32 a day.</p>	<p>Changed: Definition of dependent broadened to include (a) dependent children under 25 and (b) husbands, supported by female employees, totally disabled for 6 months or more.</p> <p>Changed: Company to pay full cost of hospital, medical, and surgical expense insurance for laid-off employees who were eligible for extended layoff benefits at the rate of 2 months for each year of qualifying service, up to a maximum of 12 months.</p> <p>Applicable to retirees and their dependents who were insured immediately prior to Dec. 1, 1965, and to those retiring thereafter, except new hospital benefits to apply to confinements starting after Nov. 30, 1965.</p> <p>Changed from a medical expense period to calendar year basis.</p>
July 1, 1966 (agreement of Oct. 10, 1965).	<p>For employees over age 65 and dependents: Benefits payable under plan integrated with and reduced by benefits available under Social Security Medical Care Act.</p>	<p>Company to pay statutory \$3 contribution for eligible active employees and their dependents. Retiree to pay \$3 statutory contribution. Benefits of employees retired before July 1, 1966, similarly reduced by Medicare, whether or not the retiree was paying the \$3 contribution.</p> <p>Changed: Plan extended to include all retirees not previously insured.</p> <p>Major medical and hospital benefits limited to confinements commencing on or after July 1, 1966.</p>

See footnote at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Voluntary Unemployment Compensation Disability Plan		
Jan. 1, 1951 (agreement of Oct. 23, 1950).	Unemployment disability benefits—up to \$40 a week for maximum of 26 weeks for each disability, plus \$8 for each 24 hours in hospital, with a maximum of 12 days in 1 year. Benefits commenced on first day in case of accident, and eighth day in case of sickness unless 24 hours or more of hospital confinement was necessary earlier.	Alternative to State plan provided for employees who authorized company to divert the 1 percent heretofore deducted and paid to the State toward the cost of the plan. This was separate from the group plan referred to above.
Jan. 1, 1954.....	Increased: Hospitalization—\$10 a day.	Increased in accordance with provision of the California Unemployment Compensation Disability Benefits Act.
Jan. 1, 1958.....	Changed: Coverage transferred by company under terms of the Mar. 19, 1956, agreement from private insurer to the California Disability Insurance Fund. Accident and sickness benefits—\$10 to \$50 a week, up to 26 weeks. Hospitalization—\$12 a day up to 20 days.	Statutory employee contribution of 1 percent of the first \$3,600 of wages a year continued. ⁵ By California Unemployment Compensation Disability Benefits Act.
Jan. 1, 1960.....	Increased: Accident and sickness benefits—maximum, \$65.	By California Unemployment Compensation Disability Benefits Act.
Retirement Plan		
Apr. 1, 1955 (by retirement plan agreement dated Dec. 14, 1954).	Noncontributory retirement plan established to provide: Normal retirement benefits—Employees aged 65 or over with at least 10 years' credited service to receive \$1.75 a month for each year of service up to 30 years (to be supplemented by Federal social security benefits). Plan included a joint and survivor option. Early retirement—Employees aged 60 but under 65 with at least 15 years of credited service could retire at the option of the company, with pensions reduced 0.6 percent for each full month under 65. Disability benefits—Employees aged 50 but under 65 with 10 years' credited service who had been totally and permanently disabled for 6 months to receive \$70 a month less any other disability benefits. At age 65, regular retirement pension to apply. Death benefit—\$1,000 benefit paid beneficiary if death occurred while employee was receiving a retirement or disability benefit.	Joint board established to make findings of fact with respect to individual employee's eligibility for benefits and the amount of his benefits under the plan, with recourse to medical umpire or impartial chairman. Starting in 1958, retirement to be automatic at age 68 regardless of eligibility for benefits. Not applicable where death benefit payable under the company's group life insurance plan.
Oct. 1, 1960 (agreement dated June 5, 1960—subject to approval by stockholders and the Internal Revenue Service).	Increased to: Normal retirement benefits—Employees aged 65 or older with at least 10 years' credited service to receive \$2.40 a month for each year of credited service prior to Jan. 1, 1961, plus \$2.50 for each subsequent year up to total of 35	Benefits for employees receiving normal or disability pension prior to Oct. 1, 1960, increased to \$2.35 a month for each year of credited service in addition to Federal social security benefits. Added: Employees with 8 but less than 10 years' credited service, on layoff, at or after age 65 could apply for normal retirement benefits if recall rights would expire before age 68. Benefits forfeited unless applied

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement Plan—Continued		
Oct. 1, 1960 (agreement dated June 5, 1960—subject to approval by stockholders and the Internal Revenue Service)—Continued	<p>years (to supplement Federal social security benefits). Changed to: Disability benefits—Employees, at any age with 10 years or more of credited service, totally and permanently disabled, to receive \$ 70 a month or \$ 5 times years of service, whichever was larger. Changed to: Early retirement—Employees aged 55 but under 65 permitted to retire at own option; could elect (1) deferred normal retirement benefit on reaching age 65, (2) an immediate annuity actuarially reduced, or (3) an actuarially adjusted "level" income throughout retirement, receiving a higher benefit from the company plan than would be due under the regular formula until primary social security benefits began and smaller benefits thereafter with company benefits plus primary social security benefits equaling initial benefits from the plan. Added: Vested rights—Full vesting at age 45 with 10 or more years' service for employees terminated for any reason. Correction: Disability benefits—Employee totally and permanently disabled with 10 years' or more service and (1) eligible for social security disability payments to receive normal retirement benefit; (2) not eligible for social security disability payments to receive greater of \$ 70 a month or \$ 5 times years of service. Joint and survivor option—Employee, prior to age 65, could choose actuarially equivalent monthly benefits for self and spouse reduced by 1/3 upon death of either.</p>	<p>for within 6 months after notification of expiration of recall rights or automatic retirement.</p> <p>Payable until employee becomes eligible for Federal social security benefits; normal benefits paid thereafter. Option (3) not applicable in cases where monthly payment after social security begins would be less than \$ 15.</p> <p>Employee could elect to receive normal retirement benefits at age 65 or early retirement benefits at age 55. Benefits forfeited unless applied for within 2 years after age 65.</p>
Nov. 1, 1965 (Retirement plan agreement, Supplement No. 2 dated Dec. 29, 1965).	<p>Eliminated: Joint and survivor option. Added: Survivor's option—Providing reduced benefits to employee and spouse. Employee's retirement benefit to equal (1) if employee and spouse were the same age—90 percent of benefit employee would have received, (2) if spouse was older than employee—90 percent plus 0.5 percent for each month spouse's age exceeded that of employee, and (3) if employee was older than spouse—90 percent minus 0.5 percent for each 12 months spouse's age was less than that of employee. Spouse's benefit to begin after retired employee's death and to equal 55 percent of employee's reduced benefit.</p>	<p>See survivor option below.</p> <p>Election revoked if employee or spouse died before effective date of election. Benefits not payable for any month in which transition or bridge benefits were applicable.</p>

See footnote at end of table.

C—Related Wage Practices¹ —Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement Plan—Continued		
Nov. 1, 1965 (Retirement plan agreement, Supplement No. 2 dated Dec. 29, 1965)—Continued	<p>Automatic surviving spouse benefit—Providing widow or dependent widower of an active employee, who was eligible to receive a pension at time of death, with payments equal to 55 percent of the pension benefit that the employee would have received if he had retired and elected the survivor's option.</p> <p>Eliminated: Vested rights—minimum age as a condition for vesting.</p> <p>Changed to: Disability benefits—Full monthly disability benefit supplemented, for retiree under 65 and not eligible for unreduced social security benefits, by the lesser of \$ 5.20 times years of service or \$ 130.</p> <p>Increased: Normal retirement benefits—to \$ 4.75 a month for each year of credited service. Unreduced benefits payable at age 62.</p>	Benefits for employees on normal retirement before Nov. 1, 1965, increased by \$ 1.45 a month for each year of credited service; employees receiving less than full benefit to have \$ 1.45 prorated.
Extended Layoff Benefits		
July 1, 1960 (agreement dated June 5, 1960).	<p>Plan established to help pay living expenses by supplementing unemployment compensation and to help compensate for loss of job security, vacation, and sick leave accrual, and insurance benefit coverage.⁶</p> <p>Size of benefits—Lump-sum payment of \$ 50 for each full year of qualifying service up to 10. Maximum benefit \$ 500; minimum \$ 25.</p> <p>Eligibility—Employees with a full year's service separated as a result of a reduction in working force of indeterminate length to be eligible for benefits after 4-week waiting period, on written application.</p> <p>Company liability—Maximum of \$ 5.20 a month for each employee on active payroll on first Monday of each month, but not to exceed \$ 100 per employee on payroll at same time.</p>	<p>The first monthly increment of the company's maximum liability to be computed as of the first Monday in July 1960.</p> <p>Benefits not to be paid more than once for any year of service.</p> <p>Benefits not payable to employees (1) forfeiting recall rights or losing seniority rights by refusal or failure to return to work; or (2) receiving, eligible for, or claiming (during month of application for benefits under plan) (a) statutory or company accident, sickness, or other disability benefits other than survivor's allowance under workmen's compensation or disability benefits granted or for which employee was eligible while in full employment, (b) unemployment benefits from any other employer, or (c) pension payments (other than vested rights payable in future) from plan to which company had contributed.</p> <p>Contingent on obtaining favorable rulings and advanced understandings that benefits provided under plan did not constitute income to the employee until paid. Rulings or advanced understandings were obtained that (1) no part of liability or benefit paid would be included in the regular rate of pay of any employee, (2) benefits paid under plan would be reimbursable costs in the performance of the Government contract, and (3) benefits could be deductible by the company as ordinary business expense at time of payment.⁷</p>

See footnotes at end of table.

C—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Extended Layoff Benefits—Continued		
July 1, 1960) agreement dated June 5, 1960)—Continued		If payment of benefits to all eligible employees in any month exceeded company's maximum liability at that time, amount not exceeding company's maximum liability to be equitably prorated in accordance with formula agreed to by representatives of company and union; formula to provide for an equal percentage reduction of benefit pay to each eligible employee.
Oct. 1, 1962 (agreement dated Sept. 30, 1962).	Increased: Company liability— By 50 percent to \$ 150 (was \$ 100) per employee on active payroll. Size of benefits—To \$ 75 for each full year of qualifying service up to 15 (was \$ 50 for each full year up to 10), maximum benefit \$ 1, 125.	Benefits first payable when company's total liability exceeded average of \$ 20 per employee.

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

² During the period covered by Executive Order 9240 (Oct. 1, 1942, to Aug. 21, 1945) the application of these provisions was modified where necessary to conform to the order.

³ Effective Oct. 26, 1953, for bargaining unit employees at work during strike.

⁴ Defined as 8 hours' straight-time pay for first- and second-shift workers and straight-time hours times straight-time rate for third-shift workers.

⁵ Employees located at the company's Columbus, Ohio, and Neosho, Mo., divisions and at other plants in the United States were covered by a private plan that provided substantially the same benefits as those available to California employees under the State program.

The California Unemployment Compensation Disability Benefits Act required that covered employees be provided with nonoccupational accident and sickness and hospitalization protection, up to specified maximums, by a private carrier, self-insurance, or the State fund. Employees were permitted to elect the insurer (private or State) by majority vote. An individual worker, however, could reject the private plan for coverage by the State fund. Under the law, private plans must provide benefits equal in all respects, and superior in at least one respect, to statutory benefits. The act became effective May 21, 1946.

⁶ If simultaneous payments of benefits would result in disqualification or reduction of State unemployment benefits, the parties were to amend the plan to eliminate the basis for disqualification or reduction of benefits for workers in such State. If mutual agreement on such amendment was not reached by Sept. 30, 1960, a 3-cent-an-hour general wage increase reduced by any benefits paid would be placed in effect July 1, 1960.

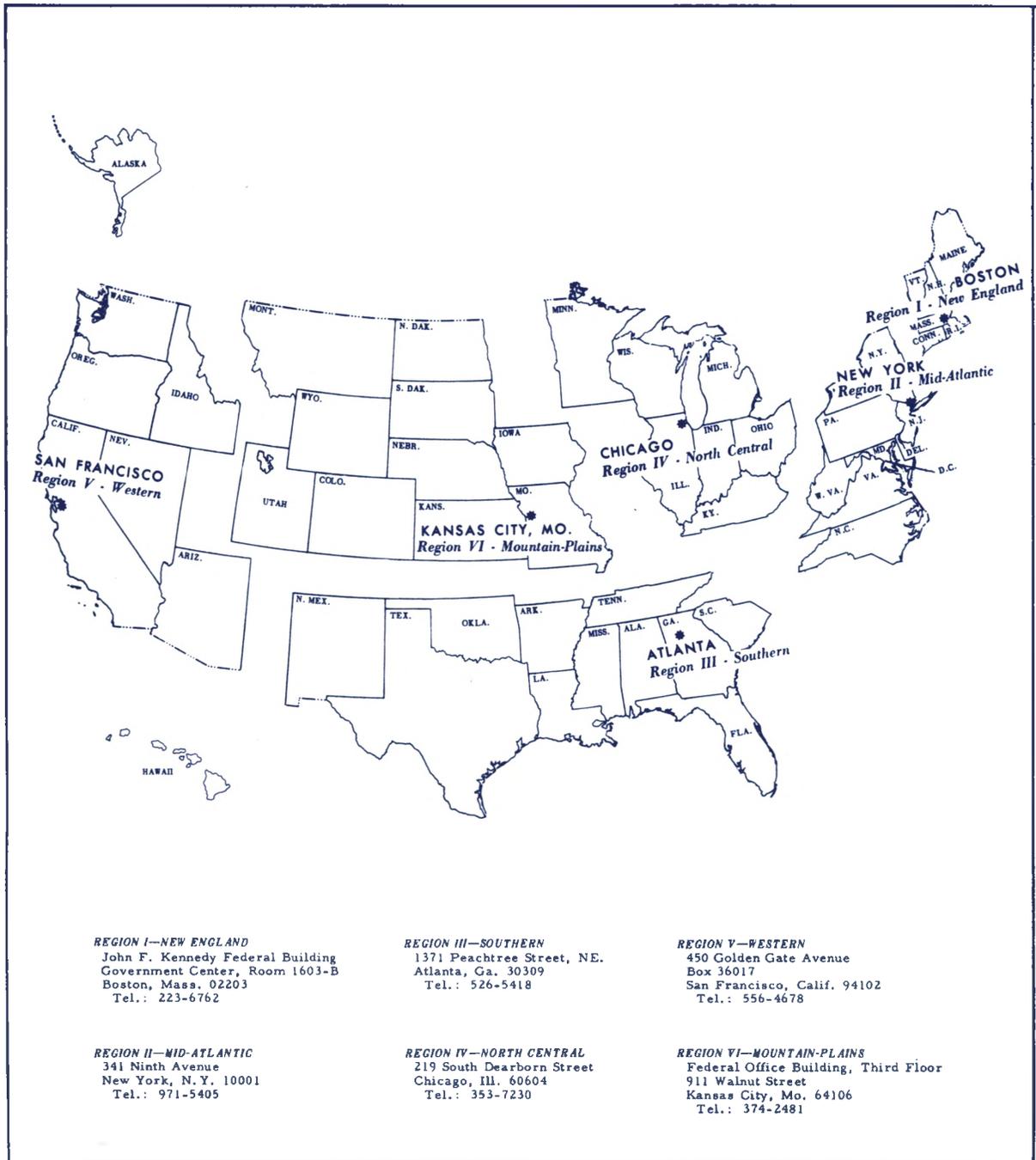
⁷ If rulings or advance understandings were revoked or modified so as to be unsatisfactory to company, obligation to assume liability under plan was to cease—provided, however, that in such event, company agreed, prior to termination of plan, promptly to attempt to determine if a basis existed, consistent with the provisions of the plan, for securing a satisfactory ruling or advance understanding. If the plan was terminated in this manner, employees in the bargaining unit at that time would receive a 3-cent-an-hour general wage increase, effective from the first Sunday following such termination.

Wage Chronologies

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

- Aluminum Company of America, 1939-61. BLS Report 219.
American Viscose, 1945-63. BLS Report 277 (20 cents).
The Anaconda Co., 1941-58. BLS Report 197.
Anthracite Mining Industry, 1930-66. BLS Bulletin 1494 (20 cents).
Armour and Co., 1941-67. BLS Bulletin 1481 (30 cents).
A. T. & T.—Long Lines Department, 1940-64. BLS Bulletin 1443 (40 cents).
Berkshire Hathaway, Inc., 1943-69. 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), 1936-68. BLS Bulletin 1565 (25 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 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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