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Wage Chronology

THE BOEING CO.

(Washington Plants)

1936-67

Bulletin No. 1565



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August 1967

UNITED STATES DEPARTMENT OF LABOR
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Preface

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

This wage chronology summarizes changes in wage rates and related wage practices negotiated by the Boeing Company with the International Association of Machinists and Aerospace Workers since June 1936. It includes the terms of 16 agreements entered into by the parties to date. The provisions of 15 of the agreements—published as a basic report and 2 supplements—have been consolidated in this bulletin and are supplemented by information on negotiated contract changes effective in 1965.

Lily Mary David, Chief of the Division of Wage Economics, is responsible for the overall direction of the wage chronology program. The analysis for the period 1965-67 was prepared by Richard A. Dodd under the supervision of Albert A. Belman.

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The Boeing Co. (Washington Plants), 1936—67

Introduction

1936—61

The Boeing Co.,¹ long one of the country's major airframe manufacturers, covers in its current operations the entire range of plane and missile production from design and development through the manufacture of military and commercial aircraft, interceptor missiles, intercontinental missiles, and gas turbine engines. Most of its 90,000 workers are employed at company-owned manufacturing plants—two in Seattle and one each at Wichita, Kans., and Renton, Wash.—and in Government-owned facilities in the same localities. In addition, Boeing operates a Government-owned test facility at Moses Lake, Wash., and its own engineering office and research and development facilities in Seattle. It also maintains small work forces at two bases in Florida and one each in California, New York, Utah, and Montana. A new division—engaged in the production of transport type helicopters and in research and developmental work in the field of vertical takeoff and landing—has facilities located at Morton, Ardmore, and Springfield, Pa.

While the company has been and is primarily occupied with the development and production of aircraft, it began research in the military missile field as early as 1945. Missiles now represent a significant proportion of the company's production.

This chronology² records changes in wages and related practices from 1936 through 1967 for workers represented by the International Association of Machinists in the company's plants in the State of Washington. The union represents all production and maintenance workers in these establishments. There are, however, some exclusions, and relatively small groups of employees, such as plant guards, truckdrivers, and some engineering employees are represented by other unions or professional associations. Since this chronology begins with the 1936 agreement, the provisions reported as of that date do not necessarily indicate changes in prior conditions of employment.

Boeing concluded its first collective bargaining agreement, a 1-year contract with the International Association of Machinists, on June 26, 1936. Following a payroll audit approximately a year later, the union was certified as the exclusive bargaining representative for all the company's hourly rated employees at Seattle, Wash., by the National Labor Relations Board.

From 1937 to 1942, three agreements were negotiated and one arbitration award was made. On March 3, 1943, a directive order of the National War Labor Board stipulated a general wage increase be put into effect and requested the parties to consider the establishment of an occupational wage structure similar to that established in the southern California airframe industry. The wage increase was made effective on the date of the War Labor Board directive, and a new job classification and wage-rate schedule was established and approved by the Board in September 1943.

An agreement incorporating the vacation plan ordered by the West Coast Aircraft Committee of the NWLB was signed in January 1944. It also stipulated conditions of work on termination of the President's Executive Order 9240 (which provided for modification of practices relating to premium pay for weekend and holiday pay where necessary to conform to that order) and extended the previous agreement for 6 months after the termination of the national emergency. The first contract negotiated after the war was effective for 1 year from March 1946, and provided a 17.5- to 20-cent-an-hour general wage raise, retroactive to February 1, 1946.

Negotiations that began in October 1946 failed to produce agreement on a new contract and were terminated by a work stoppage in

¹ The corporate history of the company dates back to 1916, when it was incorporated under the name of Pacific Aero Products Co.; in 1934, it was incorporated under the name of Boeing Airplane Co.; and in May 1961, under its present name.

² For purpose and scope of wage chronology series, see Monthly Labor Review, December 1948.

April 1948. During the course of the dispute, the company claimed that the strike was in violation of the Labor Management Relations Act of 1947 because the union had failed to give the 60-day strike notice required by the act. The National Labor Relations Board held, however, that the notice provisions of the 1947 act were not applicable to this case, since negotiations had begun prior to its enactment in June 1947. The Board also ordered the company to bargain with the union and to reinstate the striking employees. While the company's appeal from this order was pending in the courts, the strike was ended (on September 10) by vote of the union membership to accept a 15-cent-an-hour wage advance which the company had previously put into effect for all employees who had returned to work.

On May 31, 1949, the U.S. Court of Appeals in Washington, D. C., upheld the company's position that the strike was illegal on the grounds that the union failed to give the notice of contract terminations required by the Labor Management Relations Act and for other reasons. As a result of this decision, the union lost its status as bargaining agent, but subsequently won representation elections held by the National Labor Relations Board. The International Association of Machinists was again certified as the exclusive bargaining agent for all production and maintenance employees, with some exclusions on January 19, 1950.

The first agreement concluded after certification, effective from May 22, 1950, through May 21, 1951, established 8 paid holidays and liberalized vacation and sick leave provisions. No general wage change was negotiated; however, on October 30, 1950, the company offered, and the union accepted, a 6-percent general wage increase, effective November 1.

Between 1951 and 1958, seven settlements were negotiated, each providing for a general wage advance and a broadening of certain supplementary benefits. All of these agreements, except those negotiated in 1956 and 1958, were to run for 1 year. Each of the two exceptions had terms of approximately 2 years and made provision for general wage increases in the first and second years of the agreements. Among the supplementary benefits that were changed during the 1951-58 period were shift premium pay, holiday pay, vacations, sick leave, jury-duty pay, instructor pay, travel pay and automobile allowance, and health and welfare benefits. In addition, the 1955 contract established a noncontributory pension plan. The new plan provided

benefits that could vary from year to year for the same employee, depending on the value of the investments in the fund.

Negotiations for a new contract, to replace the one expiring April 22, 1960, were instituted by the IAM in March 1960 and terminated in an agreement 5 $\frac{1}{2}$ months later. The August 11, 1960, agreement was the first companywide agreement with the IAM and was concluded only after a 2-week contract extension, continuation of work without a contract, and rejection by the union membership of five company offers and of two attempts by the union leaders to obtain authorization to strike.

The settlement, as finally agreed to, provided immediate increases ranging from 5.5 to 9.5 cents an hour retroactive to April 23 (June 23 at Wichita, Kans.) and an additional 4.5 to 8.0 cents an hour in August 1961. Other contract improvements included a new severance pay provision, which was incorporated into the vacation-sick leave program, assumption by the company of all costs of the formerly contributory health and welfare plan, company-paid travel insurance, and higher per diem for employees in travel status. In addition, employees in the four highest labor grades assigned to missile test bases received wage increases above the general wage change.

The International Association of Machinists contract, covering approximately 24,600 employees at Boeing plants in Washington, remained in effect through September 15, 1962.

1962-64

The Boeing Co. and the International Association of Machinists (IAM) began negotiations July 12, 1962, for a new agreement on wages and working conditions for approximately 40,000 employees in the bargaining unit, over one-half of them in the State of Washington.³ The existing agreement was scheduled to expire September 15, 1962.

³ Although the chronology covers specifically only the Boeing Company's Washington plants, both the 1960 and 1963 Boeing-IAM agreements were negotiated on a companywide basis.

Most provisions of the May 16, 1963, agreement apply to employees at the three Boeing primary locations (Seattle-Renton, Wash., Wichita, Kans., and the Atlantic Missile Test Section, Fla.), as well as Boeing operations at missile sites and air bases throughout the country. A major exception is the group health and welfare plan. Costs to the company and provisions at other locations differ from the Washington plant plan. Boeing's group life insurance plan is the same at all locations.

Union security provisions do not apply where such provisions are illegal under State laws.

Negotiations continued for 10 months. Company proposals were rejected by the members of the bargaining unit on four occasions and strike deadlines were postponed three times at the request of the President of the United States.

In February 1962, the IAM had met with the United Automobile, Aerospace and Agriculture Implement Workers (UAW) in a 2-day session and worked out joint guidelines for negotiators in bargaining with major aerospace producers in five areas.⁴ These included general policy statements on employment security, general wage policy, special wage problems, insurance, and union security.

Consistent with these guidelines, IAM's early economic demands on Boeing included a 17-cent-an-hour package for adjustment of intercompany and interindustry wage and fringe benefit inequities, plus a 3-percent general wage increase, a cost-of-living allowance to be reviewed quarterly beginning October 1, 1962, increases in overtime and shift premiums, and a larger number of job classifications for which bonus rates would be paid. Other benefits sought were paid washup periods; more liberal policies regarding accumulation of vacation-sick leave-severance pay credit and its use; and improved group insurance programs and pension plans. The union also sought to incorporate into the new agreement the existing practices of paid rest periods and pay for part of an extended lunch period.

Noneconomic demands, which were major points at issue throughout negotiations, concerned union security, an employee rating system called performance analysis, and job evaluation. The employees' negotiators sought a union shop (a maintenance-of-membership clause was then in effect under which no employee was compelled to join the union, but those who chose to join were required to continue membership as a condition for employment); replacement of the performance analysis rating by seniority as a criterion for downgrading, layoff, and recall, and a joint job reevaluation committee.

On August 8, 1962, the company offered wage increases totaling 16 to 26 cents an hour over the 3-year life of the agreement, and improvements in group insurance and pension plans. The company also proposed reversion to an open shop and tightening of the "rights-of-management" clause.

On September 1, the union membership rejected the offer and authorized a strike unless agreement was reached by September 15, 1962. Further negotiations proved fruitless and the Federal Mediation and Conciliation Service was called on early in September to mediate the dispute.

On September 13, the President appointed the Boeing Aerospace Board to study selected issues and make recommendations by October 15. The parties agreed to extend the previous agreement until November 15. After receiving this extension, the Board then asked the President for a further extension of the reporting deadline to permit the National Labor Relations Board to conduct a nonbinding poll on the union security question in bargaining units in States where there was no "right-to-work" or similar legislation. A further extension of the contract to January 15, 1963, was agreed to by the parties.

Votes in the poll, held in December 1962, were 21,879 to 7,752 in favor of a union shop.

The Board reported on January 5, 1963. Economic recommendations included general wage increases of 16 to 26 cents an hour over a 3-year period; allocation of an average increase of 2 cents a man-hour per year to narrow intraindustry wage differentials; a cost-of-living escalator clause providing quarterly reviews; acceptance by the union of the company's offer regarding group insurance and pension plans; and company payment of an additional 2 cents a man-hour into the vacation-sick leave-severance pay fund. The Board also suggested greater emphasis on seniority in the performance analysis system and retention of the existing rights-of-management clause, and offered three options, each providing additional union security. One of these provided that the maintenance-of-membership clause be continued and new employees be required to join the union after 30 days on the job, but be permitted to withdraw 60 days thereafter, during a 7-day period, by expressing that desire in a letter to the union. This option was rejected by the company.

Still unable to obtain an acceptable agreement, the union set a strike deadline for January 25, 1963. When a strike appeared imminent, the President requested and the Federal court, under the authority of the

⁴ For a more detailed presentation of the joint program, see the North American Aviation Wage Chronology, Monthly Labor Review, May 1964, pp. 556-560, or BLS Report 203 (revised 1964).

National Emergency provision of the Taft-Hartley Act, issued an injunction forbidding the work stoppage. The 80-day period ended on April 15, 1963, and a strike was scheduled for that date. A few hours before the deadline a tentative agreement was negotiated.

The proposed agreement was accepted by employees in the Washington plants, but heavy opposition from employees at other Boeing locations, especially to the proposal regarding performance analysis, resulted in rejection by a narrow margin. Strike dates were set at various Boeing locations for the 5-day period through May 7, but the international union withdrew its authorization.

After a request from the President and clarification by the company of the proposals regarding the performance analysis and other noneconomic issues, the agreement was voted on once more on May 10, 1963, and was accepted.

The new agreement provided general wage increases totaling 22 to 32 cents an hour over a 3-year period starting September 16, 1962; annual cost-of-living reviews (the first such provision in a Boeing-IAM agreement); company payment of an increase in premiums for the group health and welfare and life insurance plans; and a liberalized method of computing retirement benefits.

The performance analysis system⁵ was changed to give greater security to employees with seniority.

The agreement also provided for the reestablishment of a joint wage redetermination committee to work out job reclassifications and reevaluations to cost the equivalent of a 4-cent general increase in basic wage rates for all workers, effective November 1963. The reclassifications and reevaluations were to be made effective in November 1963 if the study was not completed by that time.

After 10 months of study, the disposition of the 4 cents an hour allocated for job reclassification was agreed to on March 3, 1964. These reclassifications, made effective on November 15, 1963, increased the basic hourly rates of pay of approximately 11,400 workers in the company's plants by 12 to 42 cents and averaged 13.5 cents for these workers. A total of 248 job titles affecting 8,200 employees were upgraded in the Washington plants, and a new labor grade was established at the top of the schedule.

The critical maintenance-of-membership clause was continued for all employees. In addition, newly hired workers who did not

become members of the union within 30 days of their hiring date could, by giving written notice to the union and company within the following 10 days, choose not to join. Unless such notice was given, the employee was required to join the union within the succeeding 20 days and to continue membership under the maintenance-of-membership clause.

1965-67

The contract between the International Association of Machinists and Aerospace Workers⁶ (IAM) and the Boeing Co. was scheduled to expire in September 1965. Four months prior to this, the union convened a coordinating committee of representatives from each of the company's plants for which it had been certified as the collective bargaining agent to consider proposals for new and improved benefits. The program drafted by the committee dealt with a substantial proportion of the contract's economic provisions. Particular attention also was devoted to two noneconomic issues; the union shop and the performance analysis system.

The committee's bargaining goals included an unspecified wage increase, with incorporation of the existing cost-of-living allowance. Hourly earnings would be increased further by a reduction in the workweek to 35 hours, without a decrease in weekly earnings. The committee's proposal would provide double time for all overtime work, 2 additional paid holidays, and improved insurance, health and welfare, and retirement benefits.

These goals were reinforced by the adoption of similar aerospace industry negotiating guideposts at a joint IAM-UAW conference in June.

⁵ Boeing's system ranks employees in performance groups according to the supervisor's ratings of their performance and seniority. These ratings are used for determining employees to be laid off, downgraded, recalled, or promoted.

Under the previous agreement, an employee was classed in 1 of 5 groups based on the number of points (maximum 102-135= Group 1) received from the supervisor's rating and his seniority (maximum of 15 points for 25 years or more of service).

The new agreement reduced the number of groups to four and gave added emphasis to seniority. Under the new arrangement, only workers with less than 10 years of seniority could be in the lowest grade (4), those with 10 years or more of seniority were to be considered as in group 3 and those with 20 years or more as in group 2 for purposes of downgrading, layoff, and recall.

⁶ The IAM changed its name to the International Association of Machinists and Aerospace Workers on Jan. 1, 1965.

Negotiations opened on July 15 with the presentation of the union's demands and were recessed immediately until August 9 to give Boeing Co. time to analyze the proposals. When negotiations resumed, the company asked for clarification of some of the union's demands. Union negotiators emphasized non-economic demands in the weeks that followed. During the last week of August, the company offered a 3-year contract with 8 cents in wage increases each year, 1 additional paid holiday, and improved insurance, health and welfare, and pension benefits. This offer was rejected by the union membership because of dissatisfaction with union and job security clauses, and a failure to provide substantial changes in the existing performance analysis rating system.

Continued negotiations resulted in a second offer by the company, which was rejected 2 days before the contract was to expire. The company's revised offer provided for the inclusion of an 8 cents cost-of-living allowance into the base wage rates and substantial improvements in other economic benefits. While the union indicated that the offer did not meet the 50-cent-an-hour pattern established at other Aerospace companies, dissatisfaction over the performance analysis issue and lack of progress in gaining greater union security were given as major reasons for rejecting it. A third issue of importance to the union was the omission in the company's proposal of substantial improvements in dependent health insurance coverage.

As an alternative to a strike, the union proposed that performance analysis, union security, and improved health insurance coverage for dependents be submitted to final and binding arbitration. When the company rejected that proposal, negotiations were halted and a strike was called for midnight September 15, the expiration date of the contract. The nationwide strike of over 34,000 Boeing employees curtailed operations at all company facilities except one division, where employees were represented by another union.

Two days after the strike began, the parties, at the request of Federal mediators, agreed to resume negotiations on September 20. On October 4, after 15 days of

intensive bargaining, the parties reached a tentative agreement. Union members then ratified the agreement on October 4, ending the 19-day strike.

Economic improvements included wage increases of 8 cents in each year of the 3-year contract, inequity adjustments in each year, and cost-of-living adjustments on a quarterly rather than an annual basis. Good Friday was added as a paid holiday, and a financial security plan was established to replace the sick leave reserve account in the vacation-sick leave plan.

The health insurance plan was improved by increasing benefits for hospital room and board and outpatient medical care, and by the addition of immediate treatment benefits for sudden illness. A new major medical expense plan provided extended benefits for up to 2 years for employees who exhausted their basic hospital-medical-surgical benefits. Dread disease coverage under the basic, major medical, and specified dread disease plans was extended to eligible dependents of employees.

Pension benefits were increased to \$4.25 per month for future service and to \$3.20 per month for plan members who retired prior to June 1963. A voluntary contributory savings plan was established to provide savings, severance, and retirement benefits.

The parties agreed to continue negotiations on performance analysis, with the union retaining the right to strike in April 1966, if an acceptable alternative was not agreed to. Agreement on a new system, which was ratified by the union April 27, 1966, gave greater emphasis to seniority in layoff and recall of employees with 3 years or more of service and made contended violations of certain provisions subject to the grievance procedure.

The contract was to remain in effect until October 2, 1968, with no provisions for reopening. The following tables bring general wage changes and related wage practices up to date through the termination date of the current agreement.

A—General Wage Changes¹

Effective date	Provision	Applications, exceptions, and other related matters
July 1, 1936 (agreement dated June 26, 1936).	See footnote 2 -----	
July 1, 1937 (agreement dated July 2, 1937).	5 to 22.5 cents an hour increase, averaging 16 cents.	Minimum starting rate increased 22.5 cents an hour to 62.5 cents.
Oct. 17, 1938 (agreement dated Oct. 28, 1938).	-----	5 cents an hour increase to 450 journeymen and employees on special ratings.
Aug. 1, 1940 (agreement dated Sept. 5, 1940).	0 to 10 cents an hour increase -----	No increase in minimum starting rate.
July 1, 1941 (arbitration award of Aug. 9, 1941).	0 to 8 cents an hour increase -----	No increase in minimum starting rate.
Mar. 3, 1943 (National War Labor Board directive order of same date).	4.5 cents an hour increase -----	Order recommended that parties consider establishment of an occupational wage structure similar to that established in the Southern California airframe industry.
Sept. 4, 1943 (approved by NWLB directive order of same date).	4.5 to 29.5 cents an hour increase -----	Increases resulted from establishment of a 10-grade occupational wage rate structure, negotiated by parties and approved by Director of Economic Stabilization, into which all occupations were to be classified. Employees continuously on payroll since Mar. 3, 1943, received \$78 lump-sum payment in lieu of pay retroactive to that date; others received \$3 for each week worked between that date and date of order. Beginners without previous experience placed in labor grade 10.
Feb. 1, 1946 (agreement dated Mar. 16, 1946).	17.5 to 20 cents an hour increase, averaging about 18 cents.	Effective Mar. 16, 1946, rate for beginners (without previous experience) increased 7.5 cents, to 90 cents an hour, and removed from labor grade 10 until top of progression was reached—90 days.
Sept. 10, 1948 ³ (end of strike, no formal agreement signed).	15 cents an hour increase -----	
Nov. 1, 1950 (company letter dated Oct. 30, 1950).	6 percent increase ranging from 9 to 12 cents an hour and averaging about 10 cents.	Increases adjusted to nearest full cent.
May 22, 1951 (agreement dated June 22, 1951; approved by Wage Stabilization Board on Sept. 15, 1951).	9 to 28 cents an hour increase, averaging about 12 cents.	Maximum increase resulted from addition of one labor grade at top of wage structure.
June 22, 1952 (amendment dated July 31, 1951).	5 cents an hour increase -----	
June 22, 1953 (agreement dated July 31, 1953).	6 cents an hour increase -----	
June 22, 1954 (agreement dated July 19, 1954).	4 to 6.5 cents an hour increase, averaging about 5 cents.	
June 22, 1955 (agreement dated July 22, 1955).	4.5 to 7.5 cents an hour increase, averaging about 6 cents.	
May 22, 1956 (agreement dated June 8, 1956).	5 percent increase ranging from 7.5 to 13 cents, averaging about 11 cents. ⁴	Additional 7 cents an hour increase effective May 22, 1957.
May 22, 1957 (agreement dated June 8, 1956).	7 cents an hour increase -----	Deferred increase.
May 22, 1958 (agreement dated July 7, 1958).	16 to 20 cents an hour increase, averaging about 16 cents.	Additional 3 percent increase effective May 22, 1959.
May 22, 1959 (agreement dated July 7, 1958).	3 percent increase, ranging from 5.5 to 9 cents an hour and averaging about 7 cents.	Deferred increase.
Apr. 23, 1960 (agreement dated Aug. 11, 1960).	5.5 to 9.5 cents an hour increase, averaging about 7 cents.	Additional 4.5 to 8 cents an hour increase effective Aug. 11, 1961.
Aug. 11, 1961 (agreement dated Aug. 11, 1960).	4.5 to 8 cents an hour increase, averaging about 6 cents.	Deferred increase.
Sept. 16, 1962 (agreement dated May 16, 1963).	11 to 14 cents an hour increase, averaging about 12 cents.	Agreement also provided:
		1. Deferred increases of 5.5 to 9 cents an hour effective Sept. 16, 1963, and 1964.
		2. A cost-of-living escalator clause providing for annual adjustments on Sept. 16 of 1963, 1964, and 1965. Allowance to be 1 cent an hour for each 0.4 point change in the Bureau of Labor Statistics Consumer Price Index (1957-59=100), from April 1963 to the Aug. immediately preceding the review date. Maximum increase in allowance to be 3 cents in any year. Wage rates not to be reduced below their levels at the 106.2 index value. ⁵

A—General Wage Changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Sept. 16, 1962 (agreement dated May 16, 1963)—Continued.		3. A joint wage redetermination committee to work out job reclassifications and reevaluations to be effective in November 1963 and to cost the equivalent of a 4-cent across-the-board increase. ⁶ Deferred increase.
Sept. 16, 1963 (agreement of above date).	5.5 to 9 cents an hour increase, averaging about 7 cents.	
Sept. 16, 1963 ----- Nov. 15, 1963 (agreement dated Mar. 3, 1964).	2 cents an hour increase ----- 4 cents an hour average increase -----	Annual adjustment of cost-of-living allowance. Joint wage redetermination study upgraded 248 job titles and 8,000 employees in company's Washington plants. ⁷
Sept. 16, 1964 -----	3 cents an hour increase -----	Annual adjustment of cost-of-living allowance.
Sept. 16, 1964 (agreement dated May 16, 1963).	5.5 to 9 cents an hour increase, averaging about 7.5 cents an hour.	Deferred increase.
Sept. 16, 1965 -----	3 cents an hour increase -----	Annual adjustment of cost-of-living allowance.
Oct. 2, 1965 (agreement of same date).	8 cents an hour increase -----	Agreement also provided: 1. Deferred increases of 8 cents an hour effective Oct. 2, 1966, and 1967. 2. Additional increase of 5 cents an hour to the highest (B) labor grade. 3. Continuation of the joint wage redetermination committee to develop job reclassifications and reevaluations to cost the equivalent of 1 cent an hour for each employee on the active payroll in each year of the agreement. Should the committee not use all funds available in any year, the remainder was to be used to increase the hourly rate of pay of employees in all or specified labor grades by 0.5 cents an hour; any remaining funds to be used to improve fringe benefits. 4. Incorporation of the 8 cents cost-of-living allowance in effect on Oct. 1, 1965, and revision of the cost-of-living escalator clause to provide quarterly adjustments of 1 cent an hour for each 0.4 point rise in the Bureau of Labor Statistics Consumer Price Index (1957-59=100) above 110.0, with a maximum increase of 3 cents in any contract year. ⁸
Jan. 7, 1966 -----	1 cent an hour increase -----	Quarterly adjustment of cost-of-living allowance.
Apr. 1, 1966 -----	2 cents an hour increase -----	Quarterly adjustment of cost-of-living allowance. Adjustment limited to 2 cents because contract set maximum limit.
July 8, 1966 -----	No change -----	No quarterly adjustment of cost-of-living allowance.
Oct. 1, 1966 -----	3 cents an hour increase -----	Quarterly adjustment of cost-of-living allowance. No further adjustment until Oct. 1, 1967.
Oct. 2, 1966 (agreement dated Oct. 2, 1965).	8 cents an hour increase -----	Deferred increase.

Footnotes:

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 (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates) that do not have an immediate and noticeable effect on the average wage level.

The wage changes listed were 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 nongeneral changes in rates, and other factors, the sum of the general changes listed will not necessarily coincide with the change in straight-time average hourly earnings over the period of the chronology.

² It was not possible to determine whether the wage rates established by this agreement represented a general wage change.

³ Effective date for employees who remained on strike; effective in May 1948, by unilateral company action, for employees who had returned to work.

⁴ In addition, minimum increases of 10 cents an hour for 1,400 employees, averaging 36 cents an hour for the group, resulted from upgrading under a job evaluation study that was conducted independently of the 1956 negotiations.

⁵ The new agreement provided that the cost-of-living reviews to be effective on Sept. 16 of 1963, 1964, and 1965 be based on changes in the Bureau of Labor Statistics Consumer Price Index for the August immediately preceding the review date above the level of 106.2 (1957-59=100), as follows:

Excess of index points over base level	Cost-of-living allowance (cents per hour)
0.3 or less -----	None
0.4-0.7 -----	1
0.8-1.1 -----	2
1.2-1.5 -----	3
1.6-1.9 -----	4
2.0-2.3 -----	5
2.4-2.7 -----	6
2.8-3.1 -----	7
3.2-3.5 -----	8
3.6 and over -----	9

The cost-of-living allowance was to be added to the employee's straight-time hourly earnings and used as base for computing overtime pay, third-shift bonus, vacation, holiday, sick leave, and reporting time payments.

⁶ The agreement to reconstitute the wage redetermination committee, originally provided for in the 1960 agreement, was outlined in a letter dated Apr. 15, 1963, from the company to the union. This letter was incorporated in the May 16, 1963, agreement and stated that the amount to be spent per hour on job reclassifications and re-evaluations was to be determined by multiplying by 4 cents the number of employees in the bargaining unit on the day the agreement was executed. The adjustments were to be put into effect as a unit within 6 months of the date the agreement was executed.

⁷ A total of 465 job titles and 11,400 employees were upgraded in all plants.

⁸ The new agreement provided for adjustments in the cost-of-living allowance effective on the following dates: Jan. 7, Apr. 1, July 8, Sept. 30, 1966; Jan. 6, Mar. 31, July 7, and Sept. 29, 1967; and Jan. 5, Mar. 29, and July 5, 1968, was to be based on the changes in the BLS National Consumer Price Index for November, February, May, and August, from the August 1965 base as follows:

Index (1957-59=100)	Cost-of-living allowance (cents per hour)
110.3 or less -----	None
110.4-110.7 -----	1
110.8-111.1 -----	2
111.2-111.5 -----	3
111.6-111.9 -----	4
112.0-112.3 -----	5
112.4-112.7 -----	6
112.8-113.1 -----	7
113.2-113.5 -----	8
113.6-113.9 -----	

The cost-of-living allowance was to be added to the employee's straight-time hourly earnings and used as base for computing overtime pay, third-shift bonus, vacation, holiday, sick leave, and reporting time payments.

B—Basic Hourly Rates by Labor Classification, July 1, 1936—Mar. 3, 1943

Classification	(Washington plants)									
	July 1, 1936		July 1, 1937		Aug. 1, 1940		July 1, 1941		Mar. 3, 1943	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Special ratings -----	\$ 0.90	\$ 1.00	\$ 1.05		\$ 1.15		\$ 1.23		\$ 1.275	
Journeymen -----	.80	.85	\$ 0.90	\$ 0.95	1.05		1.13		1.175	
Aircraft mechanic: ¹										
Class 1 -----	.70	.75	.80		.85		.93		.975	
Class 2 -----	.60	.65	.70		.70		.78		.825	
Class 3 -----	.50	.55	-		-		-		-	
Helpers -----	\$ 0.45		.65		.70		.78		.825	
Beginners ² -----	.40		.625	.70	\$ 0.625	\$ 0.70	\$ 0.625	\$ 0.70	\$ 0.67	\$ 0.825

¹ Designated as production workers, class A and B, in 1937.

² Designated as junior helpers on probation and women fabric workers in 1936, probationary employees and laborers in 1937, starting wage in 1940 and 1941, and beginners rate in 1943.

C—Basic Hourly Rates¹ by Labor Grade, Sept. 4, 1943—Oct. 2, 1967

Labor grade	(Washington plants)										
	Sept. 4, 1943	Feb. 1, 1946	Sept. 10, 1948	Nov. 1, 1950	May 22, 1951	June 22, 1952	June 22, 1953	June 22, 1954	June 22, 1955	May 22, 1956	May 22, 1957
B ² -----	-	-	-	-	-	-	-	-	-	-	-
A ³ -----	-	-	-	-	\$2.350	\$2.400	\$2.460	\$2.525	\$2.600	\$2.730	\$2.800
1 -----	\$1.600	\$1.80	\$1.95	\$2.07	2.260	2.310	2.370	2.435	2.510	2.635	2.705
2 -----	1.525	1.70	1.85	1.96	2.150	2.200	2.260	2.320	2.390	2.510	2.580
3 -----	1.450	1.63	1.78	1.89	2.035	2.085	2.145	2.205	2.270	2.385	2.455
4 -----	1.375	1.55	1.70	1.80	1.945	1.955	2.055	2.110	2.175	2.285	2.355
5 -----	1.295	1.48	1.63	1.73	1.850	1.900	1.960	2.015	2.075	2.180	2.250
6 -----	1.200	1.38	1.53	1.62	1.740	1.790	1.850	1.900	1.955	2.055	2.125
7 -----	1.105	1.28	1.43	1.52	1.625	1.675	1.735	1.780	1.835	1.925	1.995
8 -----	1.010	1.19	1.34	1.43	1.535	1.585	1.645	1.690	1.740	1.825	1.895
9 -----	.920	1.10	1.25	1.35	1.430	1.480	1.540	1.580	1.625	1.705	1.775
10 ⁴ -----	.825	1.00	1.15	1.24	1.330	1.380	1.440	1.480	1.525	1.600	1.670
	May 22, 1958	May 22, 1959	Apr. 23, 1960	Aug. 11, 1961	Sept. 16, 1962	Sept. 16, 1963	Sept. 16, 1964	Sept. 16, 1964	Oct. 2, 1965 ⁵	Oct. 2, 1966	Oct. 2, 1967
B ² -----	-	-	-	-	-	-	-	\$3.685	\$3.895 ⁶	\$3.975	\$4.055
A ³ -----	\$3.000	\$3.090	\$3.185	\$3.265	\$3.405	\$3.495	\$3.585	3.745	3.745	3.825	3.905
1 -----	2.895	2.980	3.070	3.145	3.285	3.370	3.455	3.615	3.615	3.695	3.775
2 -----	2.765	2.845	2.935	3.005	3.140	3.225	3.305	3.465	3.465	3.545	3.625
3 -----	2.630	2.710	2.790	2.855	2.985	3.065	3.145	3.305	3.305	3.385	3.465
4 -----	2.520	2.595	2.675	2.740	2.870	2.945	3.020	3.180	3.180	3.260	3.340
5 -----	2.410	2.480	2.555	2.615	2.740	2.810	2.880	3.040	3.040	3.120	3.200
6 -----	2.285	2.355	2.425	2.480	2.600	2.670	2.740	2.900	2.900	2.980	3.060
7 -----	2.155	2.220	2.285	2.340	2.460	2.525	2.590	2.750	2.750	2.830	2.910
8 -----	2.055	2.115	2.180	2.230	2.345	2.405	2.465	2.625	2.625	2.705	2.785
9 -----	1.935	1.995	2.055	2.100	2.215	2.275	2.335	2.495	2.495	2.575	2.655
10 ⁴ -----	1.830	1.885	1.940	1.985	2.095	2.150	2.205	2.365	2.365	2.445	2.525

¹ Rates shown do not include cost-of-living escalator allowance.

² The agreement of Mar. 3, 1964, established labor grade B effective Nov. 15, 1963, with a base rate of \$3.595 an hour.

³ Labor grade A established May 22, 1951, to cover some classifications previously in labor grade 1.

⁴ Effective Mar. 16, 1946, starting rate was 90 cents an hour with a 5-cent-an-hour progression each 45 days until the maximum was reached. Beginners were added to grade 10 in 1943 but were eliminated in 1946.

⁵ The Oct. 2, 1965, rates shown reflect incorporation of the 8-cent-an-hour cost-of-living allowance into the basic wage rates.

⁶ Labor grade B rate was increased an additional 5 cents per hour.

D—Selected Job Classifications in Labor Grades, Sept. 4, 1943—Jan. 1, 1967

(Washington plants)

Labor grade	Selected job classifications	Labor grade	Selected job classifications
	Sept. 4, 1943—Aug. 11, 1961		Aug. 11, 1961—Sept. 16, 1964
A ¹ -----	Development men, carbide tools; layout men, machine shop; machinists, maintenance mechanic-special; patternmakers, A, wood; technicians, electronic mechanical, instrument development; tool and die makers, A.	B ³ -----	<u>Technicians, electronic mechanical, electronic maintenance facilities, research electro-mechanical A, experimental electronic senior, electronic pilotless aircraft A, electronic senior missile test base; inspectors, radar and electronic, A.</u> ⁴
1-----	Instrument makers, A; jig borers, A; operators, gray planer type mill, vertical boring mill 12'-18'; tryout men, deep draw dies—hydraulic and mechanical presses.	A-----	Layout men, machine shop; machinists, maintenance mechanic-special; patternmakers, A, wood; technicians, instrument development; tool and die makers, A.
2-----	Carpenters, millwright, maintenance-special; heat treaters, A, steel; mechanics, A, experimental aircraft; mockup men, A; setup men, turret lathes; tool and die makers, B.	1-----	Carpenters, millwright, maintenance-special; instrument makers, A; jig borers, A; setup men, turret lathes; tryout men, deep draw dies—hydraulic and mechanical presses.
3-----	Die finishers, A; operators, A, drill press radial, grinder, lathe engine, lathe turret, milling machine, vertical boring mill; painters, maintenance-special; sheet-metal workers, A, maintenance; tool grinders, A; welders, A, maintenance; woodworkers, A, toolmaker.	2-----	Heat treaters, A, steel; mechanics, A, experimental aircraft; mockup men, A; operators, A, drill press radial, grinder, lathe engine, lathe turret, milling machine, vertical boring mill; sheet-metal workers, A, maintenance; tool grinders, A.
4-----	Assemblers, A, precision bench; cranemen, overhead; material men, A, mechanics, A, bench, steel weld; operators, A, brake, spindle and shaper; template makers, A, tubing; welders, gas and arc burner.	3-----	Assemblers, A, precision bench; die finishers, A; material men, A; operators, A, spindle shaper; painters, maintenance-special; welders, A, maintenance; woodworkers, A, toolmaker.
5-----	Assemblers-installers, A, electrical systems, general, structures; mechanics, A, bench, sheet-metal; operators, A, drill press, punch press; operators, B, drill press radial, lathe engine, lathe turret, milling machine; painters, B, maintenance; riveters, A; welders, B, maintenance.	4-----	Cranemen, overhead; mechanics, A, bench, steel weld; operators, A, drill press, punch press, template makers, A, tubing; welders, gas and arc burner.
6-----	Die finishers, B; material men, B; operators, A, shear, spotweld; operators, B, drill press; tube benders, A.	5-----	Assemblers installers, A, electrical systems, general structures; die finishers, B; material men, B; mechanics, A, bench, sheet-metal; operators, A, shear, spotweld; operators, B, drill press radial, lathe engine, lathe turret, milling machine; painters, B, maintenance; riveters, A; welders, B, maintenance.
7-----	Mechanics, B, bench, sheet-metal, steel weld; mockup men, C; operators, sewing machine; painters, C, maintenance; riveters, B; tube benders, B.	6-----	Operators, B, drill press; tube benders, A.
8-----	Assemblers-installers, B, general, structures; die finishers, C; operators, B, spotweld; operators, C, milling machine; patternmakers, D, plaster; warehousemen; woodworkers, C, toolmaker.	7-----	Assemblers-installers, B, general, structures; die finishers, C; operators, sewing machine; operators, B, spotweld; operators, C, milling machine; painters, C, maintenance; patternmakers, D, plaster; riveters, B; tube benders, B; woodworkers, C, toolmaker.
9-----	Assemblers, C, instrument panel makeup; craters, C; laborers, heavy and/or outside; mechanics, C, bench, sheet-metal; operators, B, shear; operators, C, grinder; riveters, C.	8-----	Operators, B, shear; warehousemen.
10 ² -----	Assemblers-installers, C, electrical systems, general, structures; operators, D, punch press; riveters' assistants; upholsterers, C.	9-----	Assemblers, C, instrument panel makeup; craters, C; laborers, heavy and/or outside; mechanics, C, bench, sheet-metal; operators, C, grinder.
		10-----	Assemblers-installers, C, electrical systems, general, structures; operators, D, punch press; riveters' assistants; upholsterers, C.

See footnotes at end of table.

D—Selected Job Classifications in Labor Grades, Sept. 4, 1943—Jan. 1, 1967—Continued

(Washington plants)

Labor grade	Selected job classifications	Labor grade	Selected job classifications
	Jan. 1, 1967 ⁵		Jan. 1, 1967 ⁵ —Continued
B-----	Technicians, electronic mechanical, electronic maintenance facilities, research electro-mechanical A, experimental electronic senior, electronic pilotless aircraft A, electronic senior missile test base; inspectors, radar and electronic, A; <u>patternmaker, wood and metal; tool and die maker, A.</u>	4-----	Cranemen, overhead; mechanics, A, bench, steel weld; operators, A, drill press, punch press; template makers, A, tubing; <u>assemblers installers, A, electrical systems, general, structures; riveters, A; welders, B, maintenance.</u>
A-----	Layout men, machine shop; machinists, maintenance mechanic-special; pattern and model maker tooling; technicians, instrument development; <u>tryout men, deep draw dies-hydraulic and mechanical presses.</u>	5-----	Die finishers, B; material men, B; mechanics, A, bench, sheet-metal; operators, A, shear spot-weld; operators, B, drill press radial, lathe engine, lathe turret, milling machine; painters, B, maintenance.
1-----	Carpenters, millwright, maintenance-special; instrument makers, A; jig borers, A; setup men, turret lathes.	6-----	Operators, B, drill press; tube benders, A; <u>assemblers-installers, B, general, structures; riveters, B.</u>
2-----	Heat treaters, A, steel; mockup men, A; operators, A, drill press radial, grinder, lathe engine, lathe turret, milling machine; sheet-metal workers, A, maintenance; tool grinders, A; <u>die finishers, A; painters, maintenance-special; welders, A; maintenance.</u>	7-----	Die finishers, C; operators, sewing machine; operators, B, spotweld; operators, C, milling machine; painters, C, maintenance; pattern-makers, D, plaster; tube benders, B; woodworkers, D, toolmakers.
3-----	Assemblers, A, precision bench; material men, A; operators, A, spindle shaper; woodworkers, A, toolmaker; <u>welders, gas and arc burner.</u>	8-----	Operators, B, shear; warehousemen.
		9-----	Craters, C; laborers, heavy and/or outside; mechanics, C, bench, sheet-metal.
		10----	Assemblers-installers, C, electrical systems, general, structures; riveters' assistants; upholsterers, C.

¹ Labor grade A established May 22, 1951, to cover some classifications previously in labor grade 1.² Beginners were added to grade 10 in 1943 but were eliminated in 1946.³ Labor grade B was established, effective Nov. 15, 1963, to cover some job classifications previously in labor grade A.⁴ Underscored jobs are those that were upgraded as a result of the wage study settlement of Mar. 3, 1964. These reclassifications were made retroactive to Nov. 15, 1963.⁵ Underscored jobs are those that were upgraded by the joint wage redetermination committee as of Jan. 1, 1967.

E—Related Wage Practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
July 1, 1936 (agreement dated June 26, 1936). Oct. 17, 1938 (agreement dated Oct. 28, 1938).	8 hours' pay for 6¾ hours' work on third shift.	Added: Shifts to be rotated once a month, time and one-half for first shift after rotation if one shift had not elapsed between last work shift.
Aug. 1, 1940 (agreement dated Sept. 5, 1940).	5 cents an hour premium for work on second shift; pay at regular rate plus 5 cents an hour for 8 hours for 6½ hours' work on third shift.	
Mar. 3, 1943 (NWLB directive order of same date). Sept. 4, 1943 (NWLB directive order of same date).	Increased to: 6 cents an hour premium for work on second and third shifts. Increased to: 10 cents an hour premium for work on second shift; pay at regular rate plus 10 cents an hour for 8 hours for 6½ hours' work on third shift.	Provision for shift rotation discontinued.
May 22, 1950 (agreement of same date).		Added: Third shift bonus (8 hours' pay for 6½ hours' work) prorated if employee worked less than 6½ hours on his regular third shift.
June 8, 1956 (agreement of same date).	Increased to: 12 cents an hour premium for work on second shift.	
Overtime Pay ²		
July 1, 1936 (agreement dated June 26, 1936). Oct. 17, 1938 (agreement dated Oct. 28, 1938).	Time and one-half for work in excess of 8 hours a day.	Time and one-half for work in excess of 6¾ hours on third shift.
Aug. 1, 1940 (agreement dated Sept. 5, 1940).	Changed to: Time and one-half for first 2 hours worked in excess of regular shift during regular workweek, double time thereafter.	
May 22, 1950 (agreement of same date).	Changed to: For third shift workers— Time and one-half for the first 1½ hours worked outside assigned shift during regular workweek, double time thereafter.	All hours worked over 6½ considered overtime on third shift.
Premium Pay for Weekend Work ²		
July 1, 1936 (agreement dated June 26, 1936). July 1, 1937 (agreement dated July 2, 1937).	Time and one-half for work on Saturday or Sunday as such. Changed to: Time and one-half for the first 2 hours worked in excess of regular shift on Saturday or Sunday as such, double time thereafter.	Not applicable to maintenance and custodial employees.
Oct. 17, 1938 (agreement dated Oct. 28, 1938).	Changed to: Double time for work on Sunday as such.	
Aug. 1, 1940 (agreement dated Sept. 5, 1940).	Changed to: Time and one-half for standard shift on Saturday as such, double time thereafter.	Added: Maintenance or other employees regularly working on Saturday and Sunday to receive applicable overtime pay for Monday and Tuesday as such, treated as Saturday and Sunday in that order.
Mar. 16, 1946 (agreement of same date).		
May 22, 1950 (agreement of same date).	Changed to: Time and one-half for 8 hours' work (6½ hours on third shift) on first day off, double time thereafter. Double time for work on second day off.	

See footnotes at end of table.

E—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday Pay ²		
July 1, 1936 (agreement dated June 16, 1936).	Time and one-half for work on 7 holidays. No pay for holidays not worked.	Holidays were: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas.
Oct. 17, 1938 (agreement dated Oct. 28, 1938).	Changed to: Double time (total) for work on 8 holidays.	Holiday added was Armistice Day. Holidays falling on Sunday to be observed on day considered holiday by State or national Government.
Aug. 1, 1940 (agreement dated Sept. 5, 1940).	-----	Provision not applicable to custodial or maintenance workers.
May 22, 1950 (agreement of same date).	Added: 8 hours' straight-time pay plus applicable shift premium. Triple time (total) for work on these holidays.	Added: Holidays falling on custodial or maintenance employees' second day off to be observed on succeeding day.
July 31, 1953 (agreement of same date).	Added: Employees guaranteed 8 paid holidays regardless of day of week on which holiday fell. Employees not regularly scheduled to work on Saturday to be paid either for holiday falling on Saturday or for another designated workday at option of company.	Holidays were: Days listed above except that Friday after Thanksgiving was substituted for Armistice Day.
Dec. 24, 1957 (agreement dated June 7, 1958).	-----	Holiday falling on Sunday to be observed on following Monday and holiday premium paid for all hours worked on Monday.
Oct. 2, 1965 (agreement of same date).	Added: 1 paid holiday-----	Holiday pay provided for work on holidays falling on Saturday. To receive holiday pay, employee must (a) have worked either the last scheduled shift before or first scheduled shift following holiday or (b) furnish proof of inability to work because of illness and have been absent because of illness less than 30 days.
July 31, 1953 (agreement of same date).	Added: Employees guaranteed 8 paid holidays regardless of day of week on which holiday fell. Employees not regularly scheduled to work on Saturday to be paid either for holiday falling on Saturday or for another designated workday at option of company.	For employees regularly working on Saturday and Sunday, their regular days off to be considered as Saturday and Sunday in that order.
Dec. 24, 1957 (agreement dated June 7, 1958).	-----	Employees given extra day with pay for holiday during vacation.
Oct. 2, 1965 (agreement of same date).	Added: 1 paid holiday-----	Changed: Last regular workday before Christmas to be substituted for Washington's Birthday as a paid holiday.
July 31, 1953 (agreement of same date).	-----	Holiday was Good Friday.
Vacation—Sick Leave—Financial Security Plan		
July 1, 1936-----	No provision-----	-----
July 1, 1941 (agreement dated Sept. 5, 1940).	1 week's paid vacation after 1 year's service.	Company could substitute 1 week's pay in lieu of vacation during Emergency Defense Program.
July 1, 1943 (NWLB directive order of June 8, 1943).	Changed to: For employees with 1 or more year's service, 1 hour's paid vacation for each 22 hours worked in preceding year.	Vacation pay to be based on employee's prevailing rate of pay, including applicable shift differential.
-----	-----	Vacation allowance of 8 work-hours for each month or fraction thereof worked between July 1, 1942, and June 30, 1943.
-----	-----	Eligible employees could elect, within year following each qualifying date, to receive one-half of accumulated allowance in lieu of vacation. Vacation credits not used within 1 year following qualifying date because of National Emergency or other reasons to be paid to employee at end of year.

See footnotes at end of table.

E—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Vacation—Sick Leave—Financial Security Plan—Continued		
July 1, 1943 (NWL B directive order of June 8, 1943)—Continued. Feb. 1, 1946 (agreement dated Mar. 16, 1946).	Changed to: 1 hour's paid vacation for each 21 hours worked in preceding year.	Employees terminated for any reason to be paid for earned and unused vacation allowance. Hours on third shift credited in ratio of 8 to 6½. Vacation hours counted as hours worked toward next year's vacation. Absences because of illness could be counted as vacation if employee made application before end of pay period following return to work.
May 22, 1950 (agreement of same date).	Changed to: 1 hour's paid vacation for each 20 hours worked in preceding year.	All hours for which employee was paid counted as hours worked. Premium hours counted as straight-time.
May 22, 1956 (agreement dated June 8, 1956).	Added: 1 hour's paid vacation for each 17 hours worked by employees with 10 or more years' service.	Employees laid off for more than 14 calendar days to receive pay in lieu of all earned but unused hours of vacation.
Apr. 23, 1960 (agreement dated Aug. 11, 1960).	Changed: Vacation-sick leave provision revised to include severance pay. Plan provided: For employees with less than 10 years' service, 1 hour's credit for each 17 hours worked in previous year; for employees with 10 or more years' service, 1 hour's credit for each 14 hours worked. First 40 hours' credit earned each year—cumulative to maximum of 200 hours—applied to sick leave-severance account; remainder, if any, to be used for paid vacation.	8 hours' credit deducted from sick leave-severance or vacation account for each day of absence on scheduled workday. Sick leave available to employees partly or wholly incapacitated by illness or injury on application made within 5 days following return to work. Employees entering military service or on other than temporary layoff or terminated for any other reason to receive pay in lieu of all unused credits. In the event of a short workweek, employee could elect (a) not to work short week and use vacation credits accumulated in the preceding year, (b) to work the short week and use vacation credits on days not worked, or (c) to be laid off, in which case the preceding layoff provision applied.
Oct. 2, 1965 (agreement of same date).	Added: Employees with 20 years or more seniority to receive 1 hour credit for each 13 hours worked.	Employee unable to use all vacations credits because of circumstances beyond his control to receive pay for remaining credits at end of year following qualification date.
June 1, 1966 (agreement of Oct. 2, 1965).	Changed: Sick leave—first 40 hours earned each year credited to sick leave; remainder to financial security plan. Established: Financial security plan—to replace the sick leave reserve account. ³ Plan to provide extended sickness and accident, termination, and retirement benefits. Contribution: Company to pay into a trust fund account each year, an amount equal to employee's base hourly rate multiplied by hours of unused credited sick leave ⁴ —maximum, 200 credit hours. Eligibility: Employee with 1 year of service or more and unused sick leave hours that had been converted to the trust fund. Benefits: (1) For illness, employee could withdraw an amount equal to the difference between compensation received under any company sick leave plan and the compensation he would have received if he had been at work regularly; (2) at termination, lump-sum payment; (3) at retirement under a qualified company retirement plan, employees who participated in the voluntary savings	Base hourly rate included shift differential, but excluded cost-of-living, overtime, and all other premium payments. Interest earned on the trust fund to be distributed among individual accounts. Benefits for illness available only when regular sick leave was exhausted or insufficient to provide compensation for all regularly scheduled hours lost. Termination by death, lump-sum payment of employees's account to beneficiary. Lump-sum payments at termination included hours of unused sick leave credit accumulated but not transferred to employee's account. Employee could choose the type of annuity

See footnotes at end of table.

E—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Vacation—Sick Leave—Financial Security Plan—Continued		
June 1, 1966 (agreement of Oct. 2, 1965).—Continued	plan could elect (a) total of 120 monthly installments guaranteed to employee or beneficiary, (b) an annuity contract on his life, (c) transfer of all or a portion of his account to provide additional monthly fixed income payments. An employee could choose (a), (b), or (c) above only if he chooses the same option under the voluntary savings plan.	contract to be purchased (with or without refund on death of employee, guaranteed fixed income payments, or joint and surviving annuitant option).
Reporting Time Pay		
<p>July 1, 1936 ----- Oct. 17, 1938 (agreement dated Oct. 28, 1938).</p> <p>Aug. 1, 1940 (agreement dated Sept. 5, 1940).</p> <p>Jan. 1, 1944 (agreement dated Jan. 5, 1944).</p> <p>May 22, 1950 (agreement of same date).</p>	<p>No provision ----- 4 hours' pay guaranteed workers reporting for work and laid off before end of shift.</p> <p>8 hours' pay guaranteed employees ordered to report and reporting for work.</p> <p>-----</p> <p>-----</p>	<p>Not applicable in case of sickness, physical incapacity, disciplinary action, emergency shutdown, or conditions beyond management control.</p> <p>Not applicable in cases of emergency shutdown arising out of conditions beyond company's control.</p> <p>Added: Guarantee to include applicable shift differential. For first- and second-shift employees regularly scheduled to work less than 8 hours, guarantee limited to number of hours regularly scheduled to work.</p> <p>Eliminated: Provision regarding employees regularly scheduled to work less than 8 hours.</p>
Jury Duty Pay		
<p>July 1, 1936 ----- June 8, 1956 (agreement of same date).</p>	<p>No provision ----- 8 hours' pay at straight-time rates for each day of jury duty.</p>	<p>Jury-duty fees, excluding travel allowance, returned to company.</p>
Instructors' Pay		
<p>July 1, 1936 ----- May 22, 1950 (agreement of same date).</p> <p>July 31, 1953 (agreement of same date).</p>	<p>No provision ----- Employees assigned as instructors to have 10 cents per hour added to base rates.</p> <p>Increased to: 15 cents an hour -----</p>	
Travel Pay and Automobile Allowance		
<p>July 1, 1936 ----- July 31, 1953 (agreement of same date).</p>	<p>No provision ----- Employees required to travel provided transportation and reimbursed for living expenses as follows: (1) For a maximum of 1 year in one location—where lodging was prepaid, \$6 a day; where lodging was not prepaid, \$11.50 a day for the first 30 days in location, \$9.50 a day for the next 60 days, and \$7.50 a day thereafter; (2) for each week in excess of 1 year, 30 percent of base weekly wage.</p> <p>Employees traveling by private automobile on official business paid allowance of 7 cents a mile.</p>	<p>Employees paid regular rate for maximum of 8 hours' travel, or travel and work, each day while enroute. (No pay for travel for day in which employee worked more than 8 hours.)</p> <p>Employees away from home and ordered to another location for a short period paid at rate for the first 30 days.</p> <p>Employees required to pay more than \$6.50 a day for hotel room to be reimbursed for additional amount paid.</p> <p>Per diem and transportation to be computed on assumption of traveling at least 350 miles a day.</p> <p>Employees using automobile for personal reasons, but with company approval, to receive salary for time required for train travel and equivalent of first class railroad fare in lieu of mileage and per diem.</p> <p>10 percent of allowable mileage or rail fare to be paid for carrying each employee passenger.</p>

See footnotes at end of table.

E—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Travel Pay and Automobile Allowance—Continued		
June 23, 1958 (agreement dated July 7, 1958). July 1, 1960 (agreement dated Aug. 11, 1960).	Automobile allowance increased to 8 cents a mile. Changed to: Living expenses for a maximum of 1 year in one location where lodging was prepaid, \$7 a day; where lodging was not prepaid, \$13 a day for the first 30 days in location, \$11 a day for the next 60 days, and \$9 a day thereafter. Added: Company to provide employee with \$25,000 group travel accident insurance.	Changed to: Employees required to pay more than \$7 a day for hotel room to be reimbursed for additional amount paid. Changed to: Employees using automobile for personal reasons, but with company approval, to be reimbursed 4 cents per mile for travel over the most direct route. Number of days for which reimbursement made for per diem and salary computed by dividing 1,050 miles into the number of miles traveled, adjusted to the nearest 1/4 day.
May 16, 1963 (agreement of same date).	-----	Established: Company committee to develop uniform policy on reimbursement of travel and relocation expenses.
Missile Base Pay		
July 1, 1936 ----- July 1, 1960 (agreement dated Aug. 11, 1960).	No provision ----- Employees in 4 highest labor grades assigned to jobs on missile test and minutemen bases to receive additional 54.5 cents an hour premium.	
Health and Welfare Plan		
Aug. 1, 1952 (agreement dated July 31, 1952).	Health and welfare plan made contributory and incorporated in agreement providing for employees: ⁵ Life insurance—\$3,000 or \$4,500 (including \$500 bonus provided by company), depending on hourly earnings. ⁶ Accidental death and dismemberment—\$2,500 or \$4,000, depending on hourly earnings. ⁶ Sickness and accident benefits—\$21 or \$31.50 a week, depending on hourly earnings, up to 13 weeks for disabilities not covered by workmen's compensation; \$10.50 or \$15.75 a week, depending on hourly earnings, up to 13 weeks, for those covered by workmen's compensation. ⁸ Benefits to begin on first day of illness or injury not covered by workmen's compensation, on fourth day if covered by workmen's compensation. Medical and surgical benefits—Care by panel doctor, including office, hospital, and home visits, authorized diagnostic X-rays, needed laboratory services, authorized radium and deep X-ray therapy, eye examinations, administration of anesthesia in surgical procedures, examination and treatment for active tuberculosis in patient's home or doctor's office, for period of 8 calendar months (not necessarily consecutive) plus 30 consecutive days in each contract year for each nonoccupational injury.	Employees to pay 57 cents and company \$8.65 a month (employees formerly paid entire cost). Bonus based on experience during previous policy year usually used to increase life and accidental death and dismemberment benefits beyond stated amounts. ⁷ Employees permanently and totally disabled prior to age 60, to receive after 6 months' disability, life insurance in lump sum or installments. Not applicable in maternity cases. Benefits provided through King County (Wash.) Medical Service Bureau. Not applicable to disabilities for which treatment was received in 3-month period before becoming member of plan, occupational disabilities, mental illness (except diagnosis), or other specified conditions.

See footnotes at end of table.

E—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan—Continued		
<p>Aug. 1, 1952 (agreement dated July 31, 1952)—Continued</p>	<p>Chronic and preexisting conditions—Medical care from time coverage becomes effective and surgical care (including hernia, conditions of the female pelvis, and cancer) after 10 consecutive months' coverage. Maternity benefits—\$75. Ambulance fee—For any one trip for any one disability, up to maximum of \$8. Orthopedic appliances and braces—Not designed for permanent use. Hospitalization (room and board)—Maximum \$10 a day for 60 days for men and 30 days for women and dependent children under age 19 for each nonoccupational disability. For continuous hospitalization for one disability, benefits at 1/2 maximum rate for additional 120 days. Special hospital expenses, including general nursing care, surgical dressings and supplies used in hospital, all standard drugs, and additional items for which specific dollar limits were established.⁹ In-hospital medical care—Provided for diseases not requiring surgery, postsurgical care, treatment of fractures and other injuries, and consultation with specialists. Out-patient medical care—Provided at hospital for nonoccupational accidental injuries within 24 hours of injury. Poliomyelitis—Medical and surgical care while hospitalized. Tonsils and adenoids—Removed after 6 consecutive months' coverage.</p>	<p>Not applicable if employees has been under supervision, examination, or treatment for the condition within 90 days of the effective date of coverage.</p> <p>Maximum of 10 days for maternity care and 30 days for malignancies, cardiac, vascular, renal, or hypertensive diseases. Not applicable to mental illness or tuberculosis.</p>
<p>Aug. 1, 1954 (agreement dated July 19, 1954).</p>	<p>Changed to: Life insurance—Flat \$4,500. Accidental death and dismemberment—Flat \$4,000. Increased: Sickness and accident benefits—\$35 a week for nonoccupational disability, \$17.50 for occupational disability. Changed to: Hospitalization (room and board)—Accommodations in room for four or more, up to \$16.50 a day. Special hospital expenses—Dollar limitations on special hospital services removed.</p>	<p>Increased: Employee contribution to 88 cents a month.</p>
<p>Aug. 1, 1955 (agreement dated July 22, 1955).</p>	<p>Changed to: Sickness and accident benefits—\$35 to \$45 a week for nonoccupational disability, \$17.50 to \$22.50 for occupational disability, depending on labor grade.¹⁰</p>	<p>Increased: Employee contribution to \$1.20 a month.</p>
<p>May 22, 1956 (agreement of same date). Aug. 1, 1960 (agreement dated Aug. 11, 1960). May 16, 1963 (agreement of same date). Dec. 1, 1965 (agreement of same date).</p>	<p>Changed to: Company-paid plan providing benefits previously in effect.</p> <p>For employees only—Increased: Life insurance—Bonus provided by company, to \$2,000. Accidental death and dismemberment—Bonus provided by company, to \$2,000.</p>	<p>Added: \$1,000 life insurance for pensioners and future retirees. Company to pay \$10.30 per calendar month for each eligible employee. Increased: Company contribution to \$12.18 a month. Employees eligible the first day of the month following first full calendar month of employment.</p>

See footnotes at end of table.

E—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan—Continued		
<p>Dec. 1, 1965 (agreement of same date)—Continued</p>	<p>Sickness and accident benefits—Duration, to 26 weeks.</p> <p>For employees and their dependents—Hospitalization—Increased: Room and board, to \$27.50 a day for 70 days Added: Special hospital expenses—Cost of administering blood and blood plasma. Increased: Ambulance fee—To \$25 a trip for each condition.</p> <p>Medical and surgical benefits changed: Maternity benefits: Up to \$75 for normal delivery, \$150 for caesarean section or ectopic pregnancy, and full payment for surgery because of intraabdominal complications resulting from pregnancy. Added: Major medical-surgical-hospital expense supplement to provide full payment for up to 2 years for covered services where basic benefits were exhausted. Added: Specified diseases insurance—To provide reasonable and customary charges for hospital, medical, nursing, and transportation expenses for up to 5 years, maximum \$5,000.</p>	<p>Successive periods of disability defined as those separated by 30 continuous days of active employment. Maximum of 42 units for mental or nervous disorders defined as follows: 1 unit was equivalent to 1 day of hospitalization at 50 percent of semiprivate room costs or one medical treatment at 50 percent of cost for those services covered by the plan.</p> <p>Monthly cost of dependent coverage was: Spouse—\$11.74, child or children—\$10, and family—\$21.74.¹¹ The company contribution for dependent coverage was to increase effective Oct. 1, 1967. Benefit for participant in company plan and another plan limited to full cost of services.</p> <p>No benefit was payable for pregnancy, nervous and mental disorders, or other conditions excluded by the basic plan.</p> <p>Employee to pay cost of insurance.¹² Diseases covered were cancer, poliomyelitis, spinal meningitis, smallpox, diphtheria, tetanus, leukemia, and encephalitis. Rental fees for mechanical apparatus such as an iron lung to be provided for all diseases except cancer.</p>
<p>Oct. 1, 1967 (agreement of Dec. 1, 1965).</p>	<p>Hospital-medical-surgical plan -----</p>	<p>Increased: Company contribution for dependent coverage.¹¹</p>
Pension Plan		
<p>July 31, 1936 ----- Jan. 1, 1957 (agreement dated July 22, 1955).</p>	<p>No provision ----- Noncontributory plan established providing following benefits, in addition to Federal old age, survivors, and disability insurance.</p>	<p>Not applicable to employees hired on or after Jan. 1, 1956, who had passed their 55th birthday when hired.</p>

See footnotes at end of table.

E—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matter
Pension Plan—Continued		
Jan. 1, 1957 (agreement dated July 22, 1955)—Continued.	<p>Normal retirement—Employees aged 65 or older to receive: (1) Basic monthly benefit of \$1.75 for each year of credited service; (2) supplemental past service monthly benefit of $\frac{1}{12}$ of $\frac{3}{4}$ of 1 percent of monthly basic annual compensation rate on Jan. 1, 1955, in excess of amount covered by social security, times years of credited service prior to date between Jan. 1, 1955, and Jan. 1, 1957, on which he became eligible under plan; and (3) supplemental future service monthly benefits varying with size of special pension trust assets but designed if possible to provide $\frac{1}{12}$ of $1\frac{1}{2}$ percent of basic annual compensation rate in excess of amount covered by social security¹³ for each year of credited service after Dec. 31, 1954.</p>	Approximately half of funds to be invested in common stock and half in preferred and similar securities.
	<p>Early retirement—Employees aged 55 but under 65 to receive actuarially reduced pension if approved by retirement committee.</p>	Employee could elect 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 plan benefits plus primary social security benefits equaling his initial benefits from the plan.
	<p>Joint and survivorship option—Providing actuarially reduced benefits to employee and spouse.</p>	Employee could provide spouse with benefits equal to either 75 percent of 50 percent of own benefits. No benefits payable to spouse of employee dying before early or normal retirement date.
	<p>Vested rights—Employee whose service was terminated after 5 years or more of credited service after first becoming eligible on or after Jan. 1, 1955, could receive (a) deferred monthly benefits at age 65 based on 45 percent of normal basic and future service retirement benefits for 5 years of credited service after first becoming eligible plus 15 percent for each additional year, to 90 percent for 8 years and 100 percent for 9 years or more, or (b) actuarial equivalent of normal benefit at any time during 10 years prior to reaching age 65.</p>	Employee after age 55 but prior to approved early or normal retirement to receive in addition same proportion of (a) basic retirement benefits for any credited service for period before becoming eligible and (b) supplemental past service benefits. Credited service to include continuous service after employee had served 3 years with company and reached his 30th birthday and prior to normal retirement (65th birthday or Jan. 1, 1957, whichever was later) or actual retirement date, whichever was earlier. Eligibility under plan did not begin prior to Jan. 1, 1955.
May 16, 1963 (agreement of same date).	<p>Increased: Normal monthly benefit—For each year of credited service after May 16, 1963, to \$2.25.</p>	
	<p>Added: Minimum monthly benefit for normal or late retirement, to \$50.</p>	
Jan. 1, 1966 (agreement of Oct. 2, 1965).	<p>Increased: Normal monthly benefit—For each year of credited service: (1) For employees retired on or before June 1, 1963, to \$3.20 (was \$1.75), maximum benefit not to exceed \$50 a month and (2) for employees retired on or after effective date, to \$4.25 (was \$2.25), minimum benefit—\$50 a month.</p> <p>Eliminated: Actuarial reduction in pension benefits between the ages of 62 and 65, for women who retired early and men who retired because of permanent disability.</p>	Changed: Supplemental pension benefit to be earned on income in excess of \$6,600 (was \$4,800). ¹⁴

See footnotes at end of table.

E—Related Wage Practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Voluntary Savings Plan		
Dec. 1, 1965 (agreement of Oct. 2, 1965).	<p>Established: Voluntary savings plan—Employee with 1 year or more service could elect payroll deduction ranging from 1 to 5 percent of base pay; company to contribute one-half the employees' allotment and to pay administrative costs.</p> <p>Withdrawals could be made as follows:</p> <p>(1) Member account at any time; minimum withdrawal of \$100 except when entire account was withdrawn.</p> <p>(2) Company account—Full amount (a) at or after normal retirement under company retirement plan, (b) at termination of employment because of total disability, (c) at time employee entered Armed Forces for 90 days or more, or (d) at death, payment to employees beneficiary, or (e) upon request on continuous layoff for 31 days or more, or automatically if layoff exceeded 6 months. (3) Vested rights—On termination for reasons other than those listed in (2) above, employee to obtain rights in percentage of company contributions.¹⁵</p>	At retirement, employee could elect (1) to receive a lump-sum payment, (2) to defer receipt of payment with interest 1 year, or (3) if the balance was at least \$1,500, member could elect to (a) receive 120 equal monthly installments, (b) receive an immediate annuity contract on his life, (c) transfer all or a portion of his account balance to the retirement plan to provide additional monthly fixed income payments, or receive a combination of items (1) and (3). (See options at retirement under Financial Security plan.)

¹ 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), practices relating to overtime compensation and holiday pay were modified when necessary to conform to that order.

³ The plan was established, because the previous sick leave reserve account was not consistent with Internal Revenue Service regulations and Defense Department policies.

⁴ Employees accumulated hours of credit for a 1-year period. On each anniversary date of employment unused hours of sick leave were converted to the financial security plan and employees began a new accumulation of credit hours. (See provision of Apr. 23, 1960.)

⁵ In addition to the provisions listed, dependents' benefits were also available with costs borne by employees who participate.

⁶ Plan provided:

Basic hourly rate	Life insurance paid by company	Contributory life insurance	Accidental death and dismemberment insurance
Less than \$ 1.44 -----	\$ 500	\$ 2,500	\$ 2,500
\$ 1.44 and over -----	500	4,000	4,000

⁷ In 1953, bonus added 35 percent of face value of life insurance; in 1954 and in 1958, it added a flat \$1,600.

⁸ Plan provided:

Hourly earnings	Weekly benefits for disability not covered by workmen's compensation	Weekly benefits for disability covered by workmen's compensation in addition to any amount received from workmen's compensation
Less than \$ 1.15 -----	\$ 21.00	\$ 10.50
\$ 1.15 and over -----	31.50	15.75

⁹ Maximum benefits were: \$25 for first hour for use of surgical operating rooms and equipment for major surgery and \$15 for minor surgery, \$2.50 for each ensuing half hour for both; \$20 for delivery room; \$50 for serums (except blood or derivatives), antibiotics, and hormones (including penicillin, streptomycin, aureomycin, ACTH, cortisone, etc.); \$25 for diagnostic X-rays; \$5 for basal metabolism tests; \$10 for electrocardiograms, including interpretation; \$15 for in-hospital laboratory tests; \$12.50 for anesthesia for major surgery and \$8.50 for minor surgery, plus cost of materials (maximum did not apply in case of anesthesia administered by panel doctor to employee); tissue examination and animal inoculation; \$25 for tonsils and adenoids, including anesthesia, after 6 months' coverage; \$20 for emergency room care within 24 hours of accident not requiring hospitalization.

Footnotes—Continued

¹⁰ Plan provided:

Labor grade	Weekly benefits for	Weekly benefits for disability
	disability not covered by workmen's compensation	covered by workmen's compensation in addition to any amount received from workmen's compensation
7-10 -----	\$ 35.00	\$17.50
3-6 -----	40.00	20.00
A-2 -----	45.00	22.50

¹¹ The monthly cost of dependent coverage from Dec. 1, 1965, to Oct. 1, 1967, and from Oct. 1, 1967, and after, was as follows:

	Employee contribution		Company contribution	
	Dec. 1, 1965— Oct. 1, 1967	Oct. 1, 1967 and after	Dec. 1, 1965— Oct. 1, 1967	Oct. 1, 1967 and after
	Spouse -----	\$ 6.84	\$ 5.19	\$ 4.90
Child or children -----	5.95	4.60	4.05	5.40
Spouse and child or children -----	12.79	9.79	8.95	11.95

¹² Yearly rates were as follows:

	Employee contribution
Employee only -----	\$ 2.60
Employee and 1 dependent -----	5.20
Employee and 2 dependents or more -----	7.80

¹³ Annual earnings cutoff increased to \$4,800, effective Jan. 1, 1959, when the Federal social security taxable wage base was increased to that amount.

¹⁴ Annual earnings cutoff increased to \$6,600, effective Jan. 1, 1966, when Federal social security taxable wage base was increased to that amount.

¹⁵ Payment to terminating employee determined as follows:

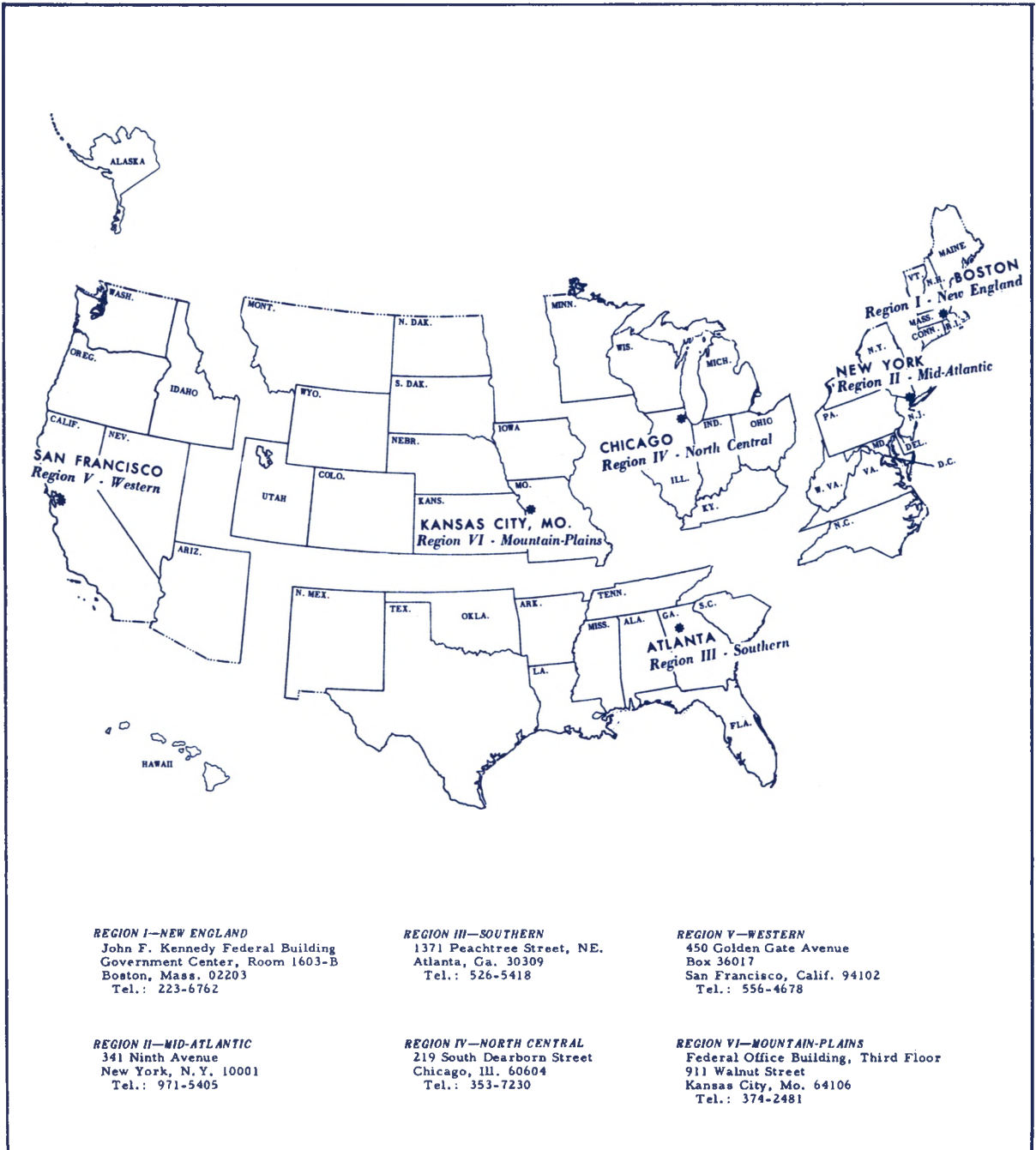
Balance in company account arising from contribution made in:	Percentage payable to terminating number
Calendar year of termination -----	0
1st year preceding calendar year of termination -----	20
2d year preceding calendar year of termination -----	40
3d year preceding calendar year of termination -----	60
4th year preceding calendar year of termination -----	80
5th year preceding calendar year of termination, and all earlier calendar years -----	100

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).
Carolina Coach Co., 1947-63. BLS Report 259.
Chrysler Corporation, 1939-66. BLS Bulletin 1515 (30 cents).
Commonwealth Edison Co. of Chicago, 1945-63. BLS Report 205 (20 cents).
- Dan River Mills, 1943-65. BLS Bulletin 1495 (15 cents).
Federal Classification Act Employees, 1924-64. BLS Bulletin 1442 (35 cents).
Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants), 1937-66. BLS Bulletin 1484 (30 cents).
Ford Motor Company, 1941-64. BLS Report 99 (30 cents).
General Motors Corp., 1939-66. BLS Bulletin 1532 (30 cents).
- International Harvester Company, 1946-61. BLS Report 202.
International Paper Company, Southern Kraft Division, 1937-67. BLS Bulletin 1534 (25 cents).
International Shoe Co., 1945-66. BLS Bulletin 1479 (20 cents).
Lockheed-California Company (A Division of Lockheed Aircraft Corp.), 1937-67. BLS Bulletin 1522 (35 cents).
Martin-Marietta Corp., 1944-64. BLS Bulletin 1449 (25 cents).
Massachusetts Shoe Manufacturing, 1945-66. BLS Bulletin 1471 (15 cents).
- New York City Laundries, 1945-64. BLS Bulletin 1453 (20 cents).
North American Aviation, 1941-64. BLS Report 203 (25 cents).
North Atlantic Longshoring, 1934-61. BLS Report 234.
Pacific Coast Shipbuilding, 1941-64. BLS Report 254 (25 cents).
Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499 (30 cents).
Pacific Longshore Industry, 1934-65. BLS Bulletin 1491 (25 cents).
- Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).
Sinclair Oil Companies, 1941-66. BLS Bulletin 1447 (25 cents).
Swift & Co., 1942-63. BLS Report 260 (25 cents).
United States Steel Corporation, 1937-64. BLS Report 186 (30 cents).
Western Greyhound Lines, 1945-63. BLS Report 245 (30 cents).
Western Union Telegraph Co., 1943-67. BLS Bulletin 1545 (35 cents).

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