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# Wage Chronology

# PACIFIC LONGSHORE INDUSTRY, 1934-70

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UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

**Wage Chronology**

**PACIFIC LONGSHORE  
INDUSTRY,  
1934—70**

**Bulletin 1568**

April 1968

**UNITED STATES DEPARTMENT OF LABOR  
Willard Wirtz, Secretary**

**BUREAU OF LABOR STATISTICS  
Arthur M. Ross, Commissioner**

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## Preface

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

This wage chronology summarizes changes in wage rates and related wage practices negotiated by the Pacific Maritime Association with the International Longshoremen's and Warehousemen's Union since 1934. This bulletin supplements the chronology by incorporating the provisions of one agreement negotiated since 1965 and effective through June 1971.

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 1966 through 1970 was prepared by Michael E. Sparrough under the supervision of Philip Marcus.



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## Wage Chronologies

### Pacific Longshore Industry, 1934—70

#### Introduction

1934—49

Coastwide Standards on wages, hours, and certain working conditions for the Pacific Coast longshore industry were established by an award on October 12, 1934, of the National Longshoremen's Board appointed by the President of the United States. The Board also provided for the establishment of port labor-management committees to determine local standards on matters not covered specifically by the award. The award followed a long and bitter strike of the International Longshoremen's Association (AFL), which terminated when the parties agreed to submit all issues to arbitration. Although subsequent agreements amended the Board's award, it has provided the basic framework for West Coast longshore agreements during the past 15 years.

In 1938, the National Labor Relations Board certified the International Longshoremen's and Warehousemen's Union (CIO) as the collective bargaining representative of Pacific Coast longshoremen. At three Puget Sound ports—Tacoma, Port Angeles, and Anacortes—the longshoremen chose to remain with the International Longshoremen's Association (AFL). In June 1937, the employers organized the Waterfront Employers' Association of the Pacific Coast; in 1949 this association joined with the Pacific American Shipowners Association, which bargained with offshore labor, to form the Pacific Maritime Association. This coastwide association conducts direct negotiations with the union. Port labor-management committees negotiate supplementary working rules dealing with conditions peculiar to each port area.

This chronology traces the changes since 1934 in wages and related wage practices in the ports of Los Angeles, Long Beach, San Francisco, the Puget Sound area of the State of Washington (excluding ILA ports), and Portland, Oreg. (including Columbia River ports), as provided by collective agreements and by awards of the National Longshoremen's Board, National War Labor Board, Pacific Coast Longshore Factfinding Board, and coast arbitrators. It deals with changes affecting longshoremen, gang bosses, hatch tenders, winch drivers, donkey men, boom men, burton men, sack turners, side runners, front men, jitney drivers, and other workers engaged in moving cargo from the vessel to its first place of rest on the dock and from the last place of rest on the dock to the vessel. Changes affecting checkers, car loaders, and other waterfront workers not covered by the coast longshore agreement are not reviewed.

Since individual agreements had been concluded in some ports prior to the 1934 award of the National Longshoremen's Board, provisions reported under that date do not necessarily indicate changes in previous conditions of employment. The current coastwide agreement, effective December 6, 1948, can be terminated on June 15, 1951. It provided for a reopening on September 30, 1949, for a review of wage rates and a discussion of welfare and pension plans. Negotiations pursuant to the wage review led to the establishment of the ILWU-PMA welfare plan. On September 30, 1950, another review is permitted. Failing

agreement, wage rates are to be referred to the coast arbitrator for determination. Welfare and pension plans for longshoremen may be a matter for negotiation in any wage review, but are not subject to arbitration or strike action.

## 1950

Pursuant to the terms of the December 6, 1948, collective bargaining agreement, which provided for a wage review on September 30, 1950, the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union (now independent) negotiated a wage increase. The present agreement, which can be terminated on June 15, 1951, does not provide for another wage reopening.

## 1951—52

Pursuant to the Pacific Coast Longshore Agreement which became effective June 16, 1951, a pension fund, to be financed by employer contributions from July 1, 1951, through June 30, 1961, was agreed to by the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union. Each employer's contribution was to be determined on a tonnage basis, using a formula establishing the equivalent of 15 cents an hour for hours worked and tons handled during the base period from 1948 through 1951. The amount thus established was to remain unchanged until July 1, 1956, when the parties may negotiate a change in the amount of the assessment. The contract provided that "the contributions required by this agreement or supplement or amendment thereto shall cease July 1, 1961. The plan shall continue in effect until the then-existing Fund has been exhausted." The plan, which will be fully funded at the end of the 10-year period of contributions, should have sufficient reserves to continue the minimum basic payments during the lives of all employees retired by June 30, 1961, if the plan is not extended beyond that date. The fund is administered by six trustees, three designated by the association and three by the union.

The new agreement provided also for an increase in basic hourly rates and for several changes in related wage practices. Amendment of the welfare and insurance plan extended hospital, medical, and surgical benefits to the families of employees. Under the new contract, five medical care plans are in effect and cover the various locals under the welfare fund program. The Permanent Health Plan covers the locals in the San Pedro, San Francisco Bay, and Portland-Vancouver areas; the Coos Bay Hospital Association covers locals in North Bend, Bandon, and Reedsport, Oreg.; the Grays Harbor Hospital Association applies to Aberdeen, Wash.; the Seattle Group Health Cooperative covers the men in Seattle while their families are covered under the Insured Plan. The Insured Plan covers all locals in California, Oregon, and Washington that are not under any of the first four plans.

The contract first was negotiated to be effective from June 16, 1951, through June 15, 1953. In accordance with its wage-reopening provision, the 1951 agreement was reopened in May 1952 at the request of the union for a review of wages and employers' contributions to the welfare fund. Increases in basic straight and overtime rates, plus an increase in employers' contributions to the welfare fund, were negotiated and became effective June 16, 1952. The agreement was extended to June 15, 1954, with a reopening June 15, 1953, for a review of wage rates and welfare fund contributions, and for negotiation of penalty cargo rates, skill differentials, and vacations.

1953

In May 1952, the Pacific Maritime Association (PMA) and the International Longshoremen's Union (ILWU-Ind.) agreed to extend their 2-year contract, negotiated in 1951, to July 1954 with changes in wages and welfare benefits. Provision was made for a reopening on June 15, 1953, for a review of basic straight-time and overtime rates and welfare contributions, subject to arbitration, and for negotiation (not subject to arbitration) of penalty cargo rates, skill differentials, and vacations. Accordingly, union negotiators held preliminary meetings from April 12 to 15, 1953, to determine what proposals they would present to the shipowners. The first meeting of the representatives of the union and employers took place May 14, 1953.

On June 2, the parties made a joint announcement that the basic contract would be further extended to June 15, 1955, with a reopening on June 15, 1954, for review of all wage rates, vacations, and welfare contributions. The issue of straight-time and overtime rates for the year beginning June 15, 1953, was submitted to the Pacific Coast arbitrator, in accordance with the terms of the basic contract providing for arbitration in the event of failure to agree on basic straight-time and overtime rates.

The arbitrator's award, binding on both parties, was announced June 12, 1953. It provided for a 6-cent increase in straight-time hourly rates and a 9-cent increase in overtime rates.

1954—58

Negotiations—held in accordance with the reopening stipulations of the agreement expiring in June 1955 between the Pacific Maritime Association (PMA) and the International Longshoremen's and Warehousemen's Union (ILWU-Ind.)—resulted in agreement in May 1954 on a 1-year extension of the existing contract to June 1956. The amended agreement provided for liberalized vacation provisions and established a pilot dental care program for certain minor dependents to be financed from a \$750,000 welfare fund surplus. It also contained a provision designed to permit a common expiration date for East and West Coast maritime contracts. Discussions on wages continued, and on December 2, 1954, the parties approved a settlement providing for a 5-cent-an-hour across-the-board advance, effective December 20, 1954, and a deferred hourly increase of 6 cents effective June 13, 1955, as well as increased company payments into the welfare fund. The dental care program initiated in the spring of 1954 was extended to June 1956, and the parties agreed to continue to try to arrive at a common expiration date with the East Coast.

In May 1956, the PMA and ILWU agreed to extend their contract for 2 years more—until August 1, 1958—if that became the common termination of review dates on all coasts, or otherwise, until June 15, 1958. They agreed on an interim 2-cent-an-hour wage adjustment, effective June 18; revised eligibility requirements for pension benefits; continued the dental care program subject to review in 1957; and provided for wage reopenings in September 1956 and again in the spring of 1957, when welfare contributions and two additional items selected by the union could also be reopened. Any disagreement at the time of the 1957 negotiations was to be submitted to arbitration.

The wage negotiations in the fall of 1956 were concluded on November 28, 1956, and resulted in a 16-cent-an-hour general wage raise retroactive to October 1, 1956.

The previously extended agreement was again reopened in May 1957 at the request of the union and, on June 1, 1957, when the parties failed to reach agreement, the issues were submitted to arbitration. The arbitrator's award, announced on June 14, 1957, provided hourly wage increases and increased employer contributions to the welfare fund. The union's request for a reduction in the regular workshift and for three paid holidays was denied. (The union had proposed in June 1956 that the workshift be cut from 9 hours—including 3 hours' overtime—to 8 hours—including 2 hours' overtime—without a reduction in daily pay or a decrease in daily output per worker. The PMA had agreed to consider the proposal provided the union agreed to eliminate certain work practices.)

About a year later, on July 3, 1958, the parties signed a memorandum of settlement providing for a general wage increase retroactive to June 16, a reduction in the regular workshift from 9 hours (including 3 at overtime rates) to 8 hours (including 2 hours at overtime), and establishment of a third shift with 9 hours' pay for 5 hours' work.<sup>1</sup> Vacation benefits were also liberalized.

The 1-year contract covering approximately 18,000 employees was to expire June 15, 1959, subject to a union proposal for a uniform expiration date with other coasts.

## 1959

A 3-year agreement was negotiated late in July 1959 and was signed on August 10. Its most unusual feature was provision for employers to contribute to a fund totaling \$1.5 million during the first contract year, to be used to give workers a share in the results of mechanization in return for union agreement to permit introduction of laborsaving devices. The method of distributing the fund among the fully registered work force and the method and amount of the employer contribution after the first year remained to be determined. It was agreed that the fully registered work force would be maintained at the 1958 level with allowance for normal attrition and that for a period of not more than 1 year, the parties would continue to study the problem of sharing the gains of mechanization and to negotiate regarding a method for converting the fund and employer contributions to a continuing basis. The changes in work methods resulting from the introduction of laborsaving devices permitted under the contract were not to violate rules prohibiting individual speedup and unsafe operations. No other changes in work methods, such as reduction in gang size, are permitted for the first year and until final agreement has been reached regarding the fund.

Provision was made for a general wage increase during the first year and, effective January 1, 1960, for an 8-hour daily guarantee. Reopenings on wages, hours, and mechanization are provided during the second and third contract years, with the second of these reopenings also including paid holidays. The 3-year agreement expires June 15, 1962.

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<sup>1</sup> Although there was a provision for a 90-day trial period (to determine the practical application of the new shift arrangement), the clause was to be effective throughout the remainder of the contract.

1960-65

Delegates to the 1960 Coast Caucus of the International Longshoremen's and Warehousemen's Union (ILWU) (Ind.) voted on April 7 to use the \$1<sup>1</sup>/<sub>2</sub> million mechanization fund, provided under the 1959 agreement with the Pacific Maritime Association (PMA), to stabilize earnings of fully registered longshoremen at a level equal to 35 straight-time hours per week. This was to be accomplished by shifting surplus workers to other areas where work was available, encouraging early retirement, and providing supplemental unemployment benefits for fully registered longshoremen working less than 35 hours a week. The delegates determined that the expanded benefits would require an additional \$3 million and agreed to request this amount from the association for the second contract year beginning June 15, 1960.

Under the first of two annual reopenings permitted by the 3-year agreement scheduled to expire June 15, 1962, the PMA and the ILWU, on May 17, 1960, began negotiations on wages, hours, and particularly on the introduction of laborsaving machinery and improved work methods. In accordance with the program adopted at the April caucus, union negotiators presented a series of demands including general wage increases ranging from 6 to 16 cents an hour and reduction, from 11 to 10 hours, in the maximum number of allowable shift hours preceding ship sailings. At the initial session, the employers abandoned their position on how to distribute the gains that were expected from the introduction of mechanization on the West Coast docks. Since the first discussion in the early 1950's, the employers had offered to share the gains of mechanization. Specifically, in exchange for a free hand to increase operating efficiency through the introduction and utilization of laborsaving devices and the elimination of restrictive work practices, the employers offered a guaranteed wage that would protect the workers against a reduction in job opportunities. This new approach was acceptable to the union, but the parties were unable to agree on details of what was being "bought" and what the price was to be.

In order to facilitate agreement on wages, the parties agreed to discontinue, until July 1, negotiations on mechanization and reduction in the maximum number of hours' work on shifts preceding ship sailings. They agreed that after this date either party could request arbitration of these issues. On June 13, 1960, the negotiators agreed to an 8-cent an hour general wage raise. Negotiations on the remaining unresolved issues continued, and on July 12, the ILWU dropped its maximum shift hours demand.

A supplemental agreement on mechanization and modernization, described by the parties as "epochal in the annals of industrial relations," was reached on October 18, 1960. The settlement established a mechanization fund totaling \$29 million, including the \$1.5 million agreed to in 1959, to be financed by employer contributions over a 5<sup>1</sup>/<sub>2</sub>-year period. The purpose of the fund was to indemnify fully registered longshoremen for expected reductions in work opportunities resulting from the introduction of automated equipment and changes in loading practices.

The fund was to be used to guarantee fully registered longshoremen minimum weekly earnings when hours of work dropped below a specified level solely because of mechanization, finance early retirement or lump sum payments at normal retirement, and provide additional death and disability benefits. The settlement also prohibited layoffs resulting from automation and protected longshoremen against "individual speedup" and infringement of safety rules.

In exchange for these benefits, the employers were relieved of some restrictions in the contract governing sling loads, multiple handling, and number and size of gangs.

The maximum weight limitations of 2,100 pounds per sling load on a number of commodities were removed where there had been a change in operations, but were continued where sling loads were hand built and manually moved. The sling load limit for commodities not specifically covered was that which was safe and practical. However, the union retained the right to file a grievance on any particular operation that in their opinion imposed an onerous workload. Multiple handling of cargo was eliminated, permitting delivery of general cargo directly from the truck to the ship, or the reverse without being depalletized and repalletized. Previously, cargo had to be placed on the surface of the pier and put on another pallet before it could be loaded aboard ship. Instead of the customary eight longshoremen (four working while four rested) assigned to each hatch of a ship during loading and unloading, four men would constitute the minimum gang. However, the minimum gang was to be increased, if necessary, when mechanical equipment was being used. If manual handling of cargo was involved, six holdmen were to be used when unloading the cargo from vessel and eight holdmen when loading a vessel. These complements were exclusive of other gang members, such as, hatch tenders, winch drivers and frontmen. The settlement also permitted employers to install laborsaving machinery free of union opposition.

The contract scheduled to expire June 15, 1962, was extended to July 1, 1966, with provision for annual reopenings on any item except pensions and mechanization, on June 15 of each year. Pensions were reviewable on July 1, 1961.

The ILWU's bargaining program for changes in the basic contract for 1961 was adopted at its caucus in April of that year and formal negotiations began on May 17. At the initial meeting the union presented 15 proposed contract changes. Economic demands consisted of a 10-cent-an-hour raise in basic wage rates, an additional adjustment of 10 cents an hour for holdmen, and higher penalty cargo rates. Supplemental benefits sought were the establishment of 8 paid holidays, an extension of allowances for time lost because of industrial injury to 200 hours, and liberalized vacation eligibility. The PMA was also asked to guarantee the existing health and welfare benefits until July 1, 1966, extend welfare coverage to widows and dependents of deceased employees, increase contributions to the welfare plan by 2 cents an hour, and raise pensions by \$25 a month. Three days later, the employers proposed continuation of the existing contract without change.

When negotiations failed to produce agreement by June 1, all economic issues except pensions (which the parties preferred to attempt to resolve by negotiation) were submitted to arbitration.

On June 8, the arbitrator awarded an hourly wage increase of 6 cents and amended the vacation eligibility provision to include up to 100 hours sick leave as time worked. An additional 2-cent-an-hour employer contribution to the welfare plan also was granted. All other union demands were denied. Negotiations on increase pension benefits continued until settlement was reached late in July. It provided for an increase of \$15 a month in normal and disability retirement benefits for qualified workers.<sup>2</sup>

Negotiations under the second reopening started in mid-May 1962. The union requested a substantial wage increase, a reduction in regular shift hours from 8 to 7 without loss of pay, liberalized vacations, increased subsistence

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<sup>2</sup> The terms of the award were incorporated into an agreement dated June 16, 1961.

pay, improved welfare benefits, and additional employer contributions to the welfare fund. The employers offered a moderate wage raise, but asked for more control over the number of times the union could call stop-work meetings, and changes in provisions relating to the 4-hour minimum work guarantee and jobs of short duration.

After almost 6 weeks of negotiations, agreement was reached on June 22, 1962. The settlement, covering about 17,000 employees, provided a 44-cent-an-hour increase over a 3-year period, with 18 cents effective July 30, 1962, and 13 cents effective on June 17, 1963, and June 15, 1964. In addition, the agreement liberalized vacations and revised the 4-hour minimum work guarantee provision. Subsistence payments and employer contributions to the welfare plan were increased, and requirements for disability and normal pension benefits were liberalized.

Contrary to past practice, the amended 3-year contract could be reopened only on welfare contributions on June 15, of 1963 and 1964. However, on June 15, 1965, either party could reopen any contract provision except pensions and mechanization.

## 1965

Preparation for the scheduled 1965 contract review was initiated by the traditional Longshore, Shipclerks and Walking Bosses caucus in mid-April. The caucus considered numerous proposals for improving earnings, working conditions and the post-employment living conditions, developed a bargaining program, and elected a committee that was instructed to exert every effort to make the program a reality. Negotiations were opened by the union with the Pacific Maritime Association about a month later, on May 17.

Chief union demands consisted of a 21-cent-an-hour general wage raise, plus an increase in skill differential. The union also wanted to overhaul the penalty cargo list or establish a new one to make it more compatible to changed work conditions. The employers were also asked to make a start toward elimination of extended hours of work.

Additional union proposals involved revisions in the vacation provision to provide for an increase in the number of weeks of vacation as well as higher vacation allowances. A wide variety of changes were also sought in health and welfare benefits. These demands included prepaid medical care; expanded coverage under the existing medical plan; broadening of insurance benefits for non-occupational injuries; dental care for employees; and medical coverage for dependents while attending college.

Further, the union requested a reopening of the pension agreement. However, the pension agreement could be reopened before July 1, 1966, only with consent of the association. Pension improvements sought were higher monthly payments for those already retired as well as for those retiring in the future and a lifetime annuity for pensioners' widows amounting to 50 percent of their husband's normal benefit.

The association's list of demands included revisions in clauses governing: Travel time, meal hour, four minimum guarantee and continuous operations. To further assure a full work force the employers also proposed changes in the scheduled days off and vacation provisions.

Under terms of the existing contract, if agreement was not reached by June 15, all unresolved issues were to be referred to the Coast arbitrator.

After 21 days of continuous negotiations, a settlement, highlighted by a clause prohibiting "moonlighting" and a substantial increase in pension benefits, was signed on June 8. A wage boost, effective June 14, 1965, increased longshoremen's basic straight-time hourly rates by 6 cents.

Under the new provisions, longshoremen holding more than one job would be "deregistered" unless they gave up any nonlongshore jobs. Registration was required for a longshoreman to receive work. Normal pension benefits, including payments to those already retired, were raised from \$115 to \$165 a month. Payments for disability and reduced benefits were increased proportionately. Employer contributions to the health and welfare plan were increased by 0.6 cents an hour (total 21.1 cents) to provide higher hospital room and board benefits under insured plans, and welfare coverage was extended to widows of pensioners while receiving PMA-ILWU pension benefits. The settlement also called for revisions in the call-in pay provision and added two 15-minute paid relief periods. Previously relief periods were granted but the length of the periods were not specified.

## 1966--70

The International Longshoremen's and Warehousemen's Union (ILWU) caucus was convened on April 4, 1966, to prepare for contract negotiations in May. The caucus also met to authorize distribution of unused monies from the Mechanization and Modernization Fund (M and M) established by the 1959 agreement to guarantee at least 35 hours' pay a week to "Class A" longshoremen.<sup>3</sup> About \$1,223 in a lump sum bonus was paid to 8,726 "Class A" longshoremen<sup>4</sup> on December 30.<sup>5</sup> The initial demands agreed to in the caucus were presented to the Pacific Maritime Association (PMA) on April 21, and formal negotiations began on May 5.

The union asked for a 50-cent-an-hour base wage increase in a 1-year contract; a reduction in the maximum hours of work on an extended shift from 11 to 10; an increase in pension benefits to \$250 a month at age 62 after 25 years of service, from \$165 at age 65 after 25 years; M and M Fund providing, in addition to pension benefits, a lump-sum payment of \$15,000 instead of \$7,920 for each "Class A" longshoreman retiring at age 63 with 25 years of service; and numerous changes in manning, i. e., size and number of work gangs designed to lengthen the work load and protect work opportunities.<sup>6</sup>

The PMA, on May 16, presented the following offer: A 50-cent-an-hour increase in basic wages in a 5-year contract; a \$200 a month normal pension benefit; and one-half the wage cost saved by improvements in tons per man-hour

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<sup>3</sup> Class A longshoremen are those who were fully registered in their particular ports.

<sup>4</sup> Although this chronology relates only to longshoremen, the Mechanization and Modernization Fund was applicable to Class A marine clerks as well as Class A longshoremen.

<sup>5</sup> Includes all Class A longshoremen who were registered in the industry as of June 30, 1960, and who remained on the rolls until July 1, 1966.

<sup>6</sup> For a more detailed presentation of the demands see "1966 West Coast Longshore Negotiations," Monthly Labor Review, October 1966, pp. 1,067-1,075.

by removing work restrictions, flexibility of work assignments, and elimination of unnecessary men. Negotiations continued intermittently until May 25 when they were recessed.

Bargaining was resumed and intensified a week later as the contract expiration date of June 30 approached. On June 21, the ILWU revised its demands and asked for 50 cents an hour over the first 3 years (or 25 cents each year for 3 years) of a 5-year contract with provision for a wage reopener in 1969; an \$8 million a year M and M Fund; reduction in the retirement age to 63 from 65 years; and improved pension benefits. On June 22, the PMA proposed a 40-cent-an-hour increase over the first 3 years of a 5-year agreement; more than \$5 million but less than \$8 million for the M and M Fund and a \$225 a month retirement at age 63. An agreement was reached over the Independence Day weekend and signed on July 6 by the negotiating committee.

The terms agreed upon were base wage increases of 50-cents-an-hour on July 1, 1966, an additional 20-cent-an-hour increases on both June 28, 1969, and June 27, 1970; a 10-year pension agreement with normal pension benefits of \$235 a month at age 63 with 25 years of service (the pension agreement was subject to a cost-of-living review on July 1, 1971); a M and M vesting of \$13,000 for those reaching age 62 within 25 years in the industry; a new M and M Fund to which the PMA would contribute \$6.9 million a year (total \$34.5 million) over a 5-year period; and changes in manning.

The union caucus convened on July 11, and on July 20 agreed to recommend acceptance of the new contract to the membership; on August 4, the union membership ratified it—6,488 to 3,985. The Northern California ports accepted the pact overwhelmingly by a vote of 2,622 to 654, but the margin in Southern California, Oregon, and Washington ports was 535 votes—3,866 to 3,331. Four relatively large ports rejected the contract—Wilmington, Calif.; Portland, Oreg.; Seattle, Wash.; and Tacoma, Wash.

The following tables take the Pacific Longshore Industry wage chronology up through June 30, 1971, the expiration date of the existing contract.

A—General Wage Changes<sup>1</sup>

Effective date	Provision	Application, exceptions, and other related matters
July 31, 1934-----	10 cents an hour increase -----	Coastwide hourly rate of 95 cents for longshoremen established by award of National Longshoremen's Board dated Oct. 12, 1934, retroactive to July 31, representing an increase of 10 cents an hour above rates prevailing in most Pacific Coast ports. Other job rates increased to maintain previous differentials.
Feb. 20, 1941-----	5 cents an hour increase -----	Negotiated.
Feb. 4, 1942-----	10 cents an hour increase -----	Arbitration award.
Oct. 1, 1944 -----	5 cents an hour increase -----	Retroactive increase in accordance with directive order of National War Labor Board, Aug. 18, 1945. The order established a uniform differential of 10 cents an hour for winch drivers (affecting only San Francisco) and provided that skill differentials be added to penalty cargo rates.
Oct. 1, 1945 -----	22 cents an hour increase -----	Retroactive increase negotiated on June 15, 1946, based on recommendation of Pacific Coast Longshore Fact-Finding Board, May 14, 1946.
Nov. 18, 1946 -----	15 cents an hour increase -----	Additional increase of 10 cents an hour to hatch tenders in San Francisco to bring rate up to level in other ports.
Jan. 1, 1947 -----	5 cents an hour increase -----	Arbitration award under wage reopening.
Dec. 16, 1947 -----	8 cents an hour increase -----	Arbitration award. Award further provided for wage adjustment in Feb. 1948 or date on which BLS Consumers' Price Index for Dec. 1947 became available.
Feb. 10, 1948-----	2 cents an hour increase -----	Cost-of-living increase in accordance with Dec. 1947 arbitration award.
Dec. 6, 1948 -----	15 cents an hour increase -----	Negotiated.
May 2, 1949 -----	-----	5 cents an hour increase only to gang bosses in San Francisco.
Sept. 30, 1950-----	10 cents an hour increase -----	
June 18, 1951-----	5 cents an hour increase -----	
June 16, 1952-----	13 cents an hour increase -----	
June 15, 1953-----	6 cents an hour increase -----	Arbitration award of June 12, 1953.
Dec. 20, 1954 (agreement dated Dec. 10, 1954).	5 cents an hour increase -----	
June 13, 1955 (agreement dated Dec. 10, 1954).	6 cents an hour increase -----	
June 18, 1956 (extension agreement of May 25, 1956).	2 cents an hour increase -----	Interim wage adjustment.
Oct. 1, 1956 (agreement of Nov. 29, 1956).	16 cents an hour increase -----	
June 17, 1957 (arbitration award of June 14, 1957).	8 cents an hour increase -----	Additional 5 cents to skilled employees including winch drivers, machine operators, and gang bosses.
June 16, 1958 (memorandum of settlement dated July 3, 1958).	10 cents an hour increase -----	In addition, effective August 15, 1958, agreement provided for a reduction in maximum regular shift hours from 9 (including 3 hours' overtime) to 8 hours (including 2 hours' overtime). <sup>2</sup>
June 15, 1959 (agreement dated Aug. 10, 1959).	11 cents an hour increase -----	
June 13, 1960 (memorandum of understanding dated Oct. 18, 1960).	8 cents an hour increase -----	
June 12, 1961 (agreement dated June 16, 1961).	6 cents an hour increase -----	By arbitration award of June 8, 1961.
July 30, 1962 (agreement dated June 22, 1962).	18 cents an hour increase -----	Agreement also provided deferred increased in 1963 and 1964.
June 17, 1963 (agreement dated June 22, 1962).	13 cents an hour increase -----	Deferred increase.
June 15, 1964 (agreement dated June 22, 1962).	13 cents an hour increase -----	Deferred increase.
June 15, 1965 (memorandum of agreement dated June 8, 1965).	6 cents an hour increase -----	
July 1, 1966 (memorandum of understanding dated July 2, 1966).	50 cents an hour increase -----	

See footnotes on following page.

A—General Wage Changes<sup>1</sup>—Continued

Effective date	Provision	Application, exceptions, and other related matters
June 28, 1969 (memorandum of understanding dated July 2, 1966).	20 cents an hour increase -----	Deferred increase.
June 27, 1970 (memorandum of understanding dated July 2, 1966).	20 cents an hour increase -----	Deferred increase.

<sup>1</sup> General wage changes are construed as upward or downward adjustments that affect an entire establishment, bargaining unit, or substantial group of employees at one time. Not included within the term are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in specific classification rates) that do not have an immediate effect on the general wage level.

The changes listed above were the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by premium and penalty rates and other factors, the total of the general changes listed will not necessarily coincide with the change in average hourly earnings over the period.

<sup>2</sup> The Pacific Maritime Association requested that the effective date be extended from Aug. 15 to Aug. 18 to complete necessary changes in some ports (the 18th started a payroll week). Daily earnings were reduced as a result of the reduction in maximum regular shift hours from 9 to 8—in the case of longshoremen handling general cargo on day shift, from \$27.62 (\$26.56 prior to June 16 wage increase) to \$23.67.

B-1—Basic Hourly Rates for Selected Longshore Occupations in All Ports, July 1934—July 1966<sup>1</sup>

Occupation and operation	July 31, 1934	Feb. 20, 1941	Feb. 4, 1942	Oct. 1, 1944	Oct. 1, 1945	Nov. 18, 1946	Jan. 1, 1947	Dec. 16, 1947	Feb. 10, 1948	Dec. 6, 1948
<b>Longshoremen:</b>										
General cargo:										
Basic rate -----	\$0.95	\$1.00	\$1.10	\$1.15	\$1.37	\$1.52	\$1.57	\$1.65	\$1.67	\$1.82
Overtime rate <sup>2</sup> -----	1.40	1.50	1.65	1.725	2.055	2.28	2.355	2.475	2.505	2.73
Selected penalty cargo:										
Shoveling jobs <sup>3</sup> -----	( <sup>4</sup> )	1.20	1.30	1.35	1.57	1.72	1.77	1.85	1.87	2.02
Bulk sulfur, soda ash, and crude untreated potash -----	( <sup>4</sup> )	1.45	1.55	1.60	1.82	1.97	2.02	2.10	2.12	2.27
Untreated or offensive bone in bulk -----	( <sup>4</sup> )	1.80	1.90	1.95	2.17	2.32	2.37	2.45	2.47	2.62
Phosphate rock in bulk -----	( <sup>4</sup> )	1.30	1.40	1.45	1.67	1.82	1.87	1.95	1.97	2.12
Specified commodities in lots of 25 tons or more -----	( <sup>4</sup> )	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
Leaking or damaged cargo in faulty containers -----	( <sup>4</sup> )	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
Creosoted products out of water:										
Boom men -----	( <sup>4</sup> )	1.30	1.40	1.45	1.67	1.82	1.87	1.95	1.97	2.12
Hold men -----	( <sup>4</sup> )	1.20	1.30	1.35	1.57	1.72	1.77	1.85	1.87	2.02
Damaged cargo -----	( <sup>4</sup> )	1.55	1.65	2.00	2.22	2.37	2.42	2.50	2.52	2.67
Explosives -----	( <sup>4</sup> )	1.50	1.65	2.30	2.74	3.04	3.14	3.30	3.34	3.64
Stowing bulk grain, to board- men -----	( <sup>4</sup> )	1.30	1.40	1.45	1.67	1.82	1.87	1.95	1.97	2.12
Paper and pulp, packages of 300 pounds or more (hold men only) -----	( <sup>4</sup> )	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
Hatch tenders, major ports, except <sup>5</sup> -----	1.05	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
San Francisco -----	.95	1.00	1.10	1.15	1.37	1.62	1.67	1.75	1.77	1.92
Winch drivers, major ports, except <sup>5</sup> -----	1.05	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
San Francisco -----	.95	1.00	1.10	1.25	1.47	1.62	1.67	1.75	1.77	1.92
Gang bosses:										
San Francisco -----	1.05	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	<sup>6</sup> 1.92
Portland (including Columbia River ports) -----	1.10	1.15	1.25	1.30	1.52	1.67	1.72	1.80	1.82	1.97
Lift-truck-jitney drivers:										
Los Angeles—Long Beach, and San Francisco -----	.95	1.00	1.10	1.15	1.37	1.52	1.57	1.65	1.67	1.92
Puget Sound (Wash. State), Port- land (including Columbia River ports) -----	1.05	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
	Sept. 30, 1950	June 18, 1951	June 16, 1952	June 15, 1953	Dec. 20, 1954	June 13, 1955	June 18, 1956	Oct. 1, 1956	June 17, 1957	June 16, 1958
<b>Longshoremen:</b>										
General cargo:										
Basic rate -----	\$1.92	\$1.97	\$2.10	\$2.16	\$2.21	\$2.27	\$2.29	\$2.45	\$2.53	\$2.63
Overtime rate -----	2.88	2.955	3.15	3.24	3.315	3.405	3.435	3.675	3.795	3.945
Selected penalty cargo:										
Shoveling jobs -----	2.12	2.17	2.30	2.36	2.41	2.47	2.49	2.65	2.73	2.83
Bulk sulfur, soda ash, and crude untreated potash -----	2.37	2.42	2.55	2.61	2.66	2.72	2.74	2.90	2.98	3.08
Untreated or offensive bone in bulk -----	2.72	2.77	2.90	2.96	3.01	3.07	3.09	3.25	3.33	3.43
Phosphate rock in bulk -----	2.22	2.27	2.40	2.46	2.51	2.57	2.59	2.75	2.83	2.93
Specified commodities in lots of 25 tons or more <sup>7</sup> -----	2.02	2.07	2.20	2.26	2.31	2.37	2.39	2.55	2.63	2.73
Leaking or damaged cargo in faulty containers -----	2.02	2.07	2.20	2.26	2.31	2.37	2.39	2.55	2.63	2.73
Creosoted products out of water:										
Boom men -----	2.22	2.27	2.40	2.46	2.51	2.57	2.59	2.75	2.88	2.98
Hold men -----	2.12	2.17	2.30	2.36	2.41	2.47	2.49	2.65	2.73	2.83
Damaged cargo -----	2.77	2.82	2.95	3.01	3.06	3.12	3.14	3.30	3.38	3.48
Explosives -----	3.84	3.94	4.20	4.32	4.42	4.54	4.58	4.90	5.06	5.26
Stowing bulk grain, to boardmen -----	2.22	2.27	2.40	2.46	2.51	2.57	2.59	2.75	2.83	2.93
Paper and pulp, packages of 300 pounds or more (hold men only) -----	2.02	2.07	2.20	2.26	2.31	2.37	2.39	2.55	2.63	2.73
Hatch tenders, winch drivers, and lift-truck-jitney drivers -----	2.02	2.07	2.20	2.26	2.31	2.37	2.39	2.55	2.68	2.78
Gang bosses -----	2.07	2.12	2.25	2.31	2.36	2.42	2.44	2.60	2.73	2.83
Bulldozer operators <sup>8</sup> -----	-	-	-	-	2.46	2.52	2.54	2.70	2.83	2.93
Crane drivers -----	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**B-1—Basic Hourly Rates for Selected Longshore Occupations in All Ports,  
July 1934—July 1966<sup>1</sup>—Continued**

Occupation and operation	June 15, 1959	June 13, 1960	June 12, 1961	July 30, 1962	June 17, 1963	June 15, 1964	June 15, 1965	July 1, 1966
<b>Longshoremen:</b>								
General cargo:								
Basic rate -----	\$ 2.74	\$ 2.82	\$ 2.88	\$ 3.06	\$ 3.19	\$ 3.32	\$ 3.38	\$ 3.88
Overtime rate <sup>2</sup> -----	4.11	4.23	4.32	4.59	4.785	4.98	5.07	5.82
Selected penalty cargo:								
Shoveling jobs <sup>3</sup> -----	2.94	3.02	3.08	3.26	3.39	3.52	3.58	4.08
Bulk sulfur, soda ash, and crude untreated potash ----	3.19	3.27	3.33	3.51	3.64	3.77	3.83	4.33
Untreated or offensive bone in bulk -----	3.54	3.62	3.68	3.86	3.99	4.12	4.18	4.68
Phosphate rock in bulk -----	3.04	3.12	3.18	3.36	3.49	3.62	3.68	4.18
Specified commodities in lots of 25 tons or more ----	2.84	2.92	2.98	3.16	3.29	3.42	3.48	3.98
Leaking or damaged cargo in faulty containers -----	2.84	2.92	2.98	3.16	3.29	3.42	3.48	3.98
Creosoted products out of water:								
Boom men -----	3.09	3.17	3.23	3.41	3.54	3.67	3.73	4.23
Hold men -----	2.94	3.02	3.08	3.26	3.39	3.52	3.58	4.08
Damaged cargo -----	3.59	3.67	3.73	3.97	4.04	4.17	4.23	4.73
Explosives -----	5.48	5.64	5.76	6.12	6.38	6.64	6.76	7.66
Stowing bulk grain, to boardmen -----	3.04	3.12	3.18	3.36	3.49	3.62	3.68	4.18
Paper and pulp in packages of 300 pounds or more (hold men only) -----	2.84	2.92	2.98	3.16	3.29	3.42	3.48	3.98
Hatch tenders, winch drivers, and lift-truck-jitney drivers <sup>5</sup> ---	2.89	2.97	3.03	3.21	3.34	3.47	3.53	4.03
Gang bosses <sup>5</sup> -----	2.94	3.02	3.08	3.26	3.39	3.52	3.58	4.08
Bulldozer operators -----	3.04	3.12	3.18	3.36	3.49	3.62	3.68	4.18
Crane drivers -----	<sup>9</sup> 3.14	3.22	3.28	3.46	3.59	3.72	3.78	4.28

<sup>1</sup> Exclusive of premium pay for night work.

<sup>2</sup> From July 31, 1934, to Oct. 1, 1944, skill differentials and penalty cargo rates were added to basic overtime rate without adjustment; thereafter they were increased by 1/2.

<sup>3</sup> Except on cargo requiring a higher rate.

<sup>4</sup> Hourly rates of pay for handling penalty cargo varied by port as follows:

Selected penalty cargoes	Los Angeles-- Long Beach	San Francisco	Portland	Seattle
Shoveling jobs -----	\$ 1.05	\$ 1.15	\$ 1.15	\$ 1.15
Bulk sulfur, soda ash, and crude untreated potash -----	1.05	1.05	<sup>1</sup> 1.05	1.05
Untreated or offensive bone in bulk -----	-	1.70	1.70	1.70
Phosphate rock in bulk -----	1.15	-	-	-
Specified commodities in lots of 25 tons or more -----	-	-	1.05	1.05
Creosoted products out of water:				
Boom men -----	-	-	1.25	-
Hold men -----	-	-	1.15	-
Damaged cargo -----	1.50	1.40	1.50	1.40
Explosives -----	1.40	1.40	1.40	1.40
Stowing bulk grain, to boardmen--	-	-	1.25	1.15
Paper and pulp in packages of 300 pounds or more (hold men only)--	-	-	1.05	<sup>2</sup> 1.05

<sup>1</sup> Sulfur, \$ 1.70 an hour.

<sup>2</sup> Pulp only.

<sup>5</sup> In the Los Angeles--Long Beach and Puget Sound area of Washington State, the hatch tender and gang boss functions were performed by the same employee who receives the hatch tender rate. The differential paid employees performing the gang boss functions in some of the small ports varied.

<sup>6</sup> Increased to \$ 1.97 an hour, effective May 2, 1949.

<sup>7</sup> On June 18, 1951, the list contained 31 commodities; on June 15, 1959, 3 more commodities were added.

<sup>8</sup> Added in June 1954 wage review.

<sup>9</sup> Basic hourly rate for earlier period not available.

B—2—Basic Hourly Rates for Selected Longshore Occupations in All Ports, May 15, 1967—July 1970<sup>1</sup>

Occupation and operation	May 15, 1967 <sup>2</sup>	June 28, 1969	June 27, 1970
Longshoremen:			
General cargo:			
Basic rate -----	\$3.88	\$4.08	\$4.28
Overtime rate <sup>3</sup> -----	5.82	6.12	6.42
Selected penalty cargo:			
Specified commodities in lots of 15 short tons or more <sup>4</sup> -----	4.03	4.23	4.43
Green hides -----	4.13	4.33	4.53
Leaking or damaged cargo in faulty containers -----	4.03	4.23	4.43
Creosoted products out of water:			
Hold men -----	4.13	4.33	4.53
Boom men -----	4.13	4.33	4.53
Shoveling jobs on any commodity -----	4.13	4.33	4.53
Bulk commodities (excluding bulk liquids) not otherwise classified which are loaded or discharged mechanically -----	4.13	4.33	4.53
Stowing bulk grain, to board men -----	4.23	4.43	4.63
Damaged and offensive cargo -----	4.73	4.93	5.13
Working hatch when fire burning or cargo smoldering in hatch -----	5.08	5.28	5.48
Explosives -----	7.76	8.16	8.56
Paper and pulp in packages of 300 pounds or more (hold men only) -----	4.03	4.23	4.43
Hatch tenders, winch drivers, and lift truck-jitney drivers, and skilled holdmen -----	4.03	4.23	4.43
Gang bosses <sup>5</sup> -----	4.08	4.28	4.48
Bulldozer operators -----	4.18	4.38	4.58
Crane drivers -----	4.28	4.48	4.68

<sup>1</sup> Exclusive of premium pay for night work.

<sup>2</sup> Penalty cargo list was revised and penalty rates were increased effective May 15, 1967.

<sup>3</sup> Overtime differentials for penalty rates and for skilled occupations were one- and a half-times the straight-time rates.

<sup>4</sup> The list covered 16 commodities.

<sup>5</sup> The differential paid employees performing gang boss functions in some of the ports varied.

C—Related Wage Practices<sup>1</sup>

Effective date	Provision	Applications, exceptions, and other related matters
Premium Pay for Nightwork		
July 31, 1934 -----  Aug. 18, 1958 (memorandum of settlement dated July 3, 1958).	Overtime rate paid for work between 5:00 p.m. and 8:00 a.m. on weekdays. <sup>2</sup> Added: Third shift scheduled to start at 2:30 or 3 a.m. with 5 hours guaranteed at the equivalent of 9 hours' straight-time pay.	1 additional hour could be worked, payable at time and a half the rate for other hours on the shift.
Daily Overtime Pay		
July 31, 1934 -----  Feb. 4, 1937 -----  Dec. 6, 1948 -----  July 1, 1966 (memorandum of agreement dated July 2, 1966).	Overtime rate paid for work in excess of 6 hours between 8:00 a.m. and 5:00 p.m.  Added: Time and one-half the overtime rate paid for work in excess of 11 hours in any shift when finishing a ship for sailing. Changed: Time and one-half the prevailing rate for work in excess of 10 hours in any shift in case of real emergency such as fire or leaking vessel in danger of sinking.	No relief of gangs before 5:00 p.m. Provision precludes division of work between gangs in order to save overtime payments after 6 hours.
Premium Pay for Saturday and Sunday Work		
July 31, 1934 -----  July 16, 1946 -----	Overtime rate paid for work between 5:00 p.m. on Saturday to 8:00 a.m. on Monday. Added: Overtime rate paid for all Saturday work.	
Holiday Pay		
July 31, 1934 -----          June 18, 1951 -----	Overtime rate paid for work on legal holidays. No pay for holidays not worked.	Holidays were: New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Armistice Day, Thanksgiving Day, and Christmas Day. In addition, San Francisco and Los Angeles recognized Admission Day as a legal holiday; in Los Angeles, San Francisco, and Portland, national and State election days are legal holidays; in Washington State only national election days were recognized as holidays, but effective July 16, 1946, State election days were substituted for general election days. Added holidays in all ports where not included before: Statewide election day and any other legal holiday proclaimed by State or national authority.

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Meal Pay		
July 31, 1934 -----	Overtime rate paid for work during noon meal hour on weekdays. Time and one-half the overtime rate paid for work during noon meal hour on weekends and holidays, or for work during other meal hours. Work in excess of 5 hours without a meal paid at time and one-half the straight-time or the overtime rate whichever is applicable. Time and one-half the overtime rate for work in excess of 5 hours when also a meal hour.	
June 18, 1951 -----	Added: Employee required for additional work paid for or furnished 1 meal when ordered to go to supper or breakfast.	2 hours' pay guaranteed on return to work.
June 16, 1958 (memorandum of settlement dated July 3, 1958). June 22, 1962 (agreement of same date).	Changed: When opportunity to eat was not provided: (1) Time and one-half for work after 12 noon on weekdays, (2) time and one-half overtime rate (total 2 <sup>1</sup> / <sub>4</sub> ) for work (a) after 12 noon on weekends and recognized holidays, and (b) from second hour of second shift meal period.	Increased: Guarantee of pay for workers on second shift of normal 2-shift operation required to return to work after meal, to 3 or 4 hours, depending on time scheduled for meal hour. Added: Minimum 3 hours' pay guaranteed employee (1) ordered back after supper or (2) on final day shift if ordered to second meal. Superseded: Guarantee of either 3 or 4 hours' pay for workers on second shift of normal 2-shift operation if required to return to work after meal by 8-hour guarantee.
Paid Vacations		
July 31, 1934 ----- Mar. 18, 1946 -----	No provision for paid vacations ----- Workers eligible for paid vacations: 1,500 or more hours worked in 1945—1 week; 1,500 or more hours in both 1944 and 1945—2 weeks.	Vacation pay: 40 or 80 hours at basic straight-time rate. Each employer's liability determined by ratio between total hours of longshore work performed for him and total hours worked for all employers participating in port vacation plan.
Nov. 17, 1946 -----	Qualifying hours for 1-week vacation reduced to 1,344 in calendar year; for 2-week vacation, to 1,344 hours in calendar year and 1,500 hours in previous year.	
Dec. 6, 1948 -----	Qualifying hours reduced and put on 1-year basis: From 800 to 1,344 hours worked in year—1 week; 1,344 hours or more—2 weeks.	
June 18, 1951 -----		Added: In case of industrial injury on the job, employee was allowed to include time lost when computing length of service necessary to qualify for vacation. In the large ports, employee was given allowance up to 100 hours when off a full week, and 8 hours a day when off part of a week as a result of injuries. To qualify for this credit employee must average 27 hours a week for the 4-week period prior to injury and for the 8-week period after return to work. In the small ports, employee must average 14 hours a week for the 4 weeks prior to injury and for the 8 weeks after return to work.

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid Vacations—Continued		
Effective for 1955 vacations (amended agreement dated May 28, 1954).	Added: Third week of vacation for employees with 12 or more years of service.	Eligibility limited to employees (a) who had been paid for at least 1,344 hours during previous year in ports where 75 percent or more of the men had worked such hours or at least 800 hours in other ports, and (b) in Seattle, Portland, San Francisco, and Los Angeles—Long Beach who had been paid for at least 800 hours in each of 10 of previous 15 payroll years and in other ports had been paid for at least 800 hours in each of 5 of previous 10 payroll years.
Effective 1959 vacations (memorandum of settlement dated July 3, 1958).	Changed: Service requirement for third week's vacation reduced to 10 years. Added: Fourth week of vacation after 25 years of qualified service.	In ports in which 75 percent of the registered men were paid for less than 1,344 hours in previous payroll year, qualified hours reduced to 700 for 1 week's vacation and 1,200 for 2 weeks' vacation. Minimum hours used in determining years of qualified service for vacation eligibility and required for additional weeks of vacation provided employees with 10 years or more service also reduced to 700 in these ports.
Effective for 1960 vacations (agreement dated Aug. 10, 1959).	Added: Second week of vacation for employees with 25 years of qualified service who were paid for 800 but less than 1,344 hours in preceding year.	Hours of court attendance for jury duty to count as qualifying hours for vacation eligibility.
June 8, 1961 (agreement dated June 16, 1961).	-----	Added: Up to 100 hours time lost because of non-industrial injury credited toward vacation qualification. Eligibility requirements same as in case of industrial injury.
Effective for 1963 vacations (agreement dated June 22, 1962).	Reduced to: Service requirement, 20 years for additional week vacation, for employees qualifying for 1, 2, or 3 weeks under other provisions.	Reduced to: In large ports, averaged 13 hours a week in 8 weeks following return to work after industrial disability, required to qualify for maximum 100 hours' vacation credit. Added: For employees age 60 or over, annual qualifying hours reduced to 700 for 1 week and 1,200 for 2 weeks vacation (600 and 1,100 hours in ports where general qualifying hours had been 700 and 1,200).
Effective for 1967 vacations (memorandum of understanding dated July 2, 1966).	-----	Vacation pay: 45 times basic straight-time rates for longshoremen with—1,600 or more hours work during year (1,500 or more hours in ports with 5 gangs or less) if under age 60, 1,200 or more hours worked during year if age 60 or above.
Call-In-Pay		
Dec. 1, 1934 (Los Angeles and Long Beach): Jan. 12, 1935 (San Francisco): May 2, 1935 (State of Washington): June 7, 1935 (Portland).	Men scheduled or notified to report to work guaranteed 2 hours' pay. Guaranteed 4 hours' pay at overtime rate during specified night hours.	
June 15, 1946 -----	Added: Men called to work on Sunday or legal holiday guaranteed 4 hours' pay at premium rates.	
Nov. 17, 1946 -----	-----	Specified night hours covered by 4-hour pay guarantee made uniform for all ports (1:00 a. m. to 5:00 a. m.).
Dec. 6, 1948 -----	Changed to: Men guaranteed 4 hours' pay at the applicable rate for any call to work.	

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Call-In-Pay—Continued		
Jan. 1, 1960 (agreement dated Aug. 10, 1959).	Added: 8 hours' work or pay guaranteed to fully and partly registered longshoremen starting work on order.	Employers to be free to shift workers to comparable work on other ships, docks, or jobs, or to other employers. Shoveling and freezer gangs not to receive penalty rate when shifted to another longshoring classification. If 8 hours' work cannot be provided, no penalty rates to apply during "dead time." Previous guarantees continued for men ordered to work but not actually starting work. 4-hour guarantee to apply to men unable to work or continue work because of bad weather; Those returning to work after a noon or mid-night meal but unable to continue work because of bad weather to receive second 4-hour guarantee.
June 22, 1962 (agreement of same date).	-----	Continued: 4 hours' work or pay guaranteed other than fully or partially registered longshoremen (unless gang was below port standard), (1) for starting work on order, or (2) after being called to work but not offered work or ordered to standby. Employee receiving 8-hour guarantee on first job limited to additional 4-hour guarantee when dispatched to second job. Employee called to work or accepted as a replacement to be paid for actual time worked with a 4-hour minimum.
June 14, 1965 (memorandum of agreement dated June 8, 1965).	-----	Changed to: Employee called to work but not offered work—standby time limited to a maximum of one-half hour. Employee who replaced another longshoreman and was not refused work for personal cause to be paid for time worked on initial shift, but not less than the remainder of the original man's guarantee. Not applicable to replacements caused by occupational disability, who continued to receive the greater of time worked or minimum 4 hours' pay.
Subsistence Pay		
Dec. 1, 1934 (Los Angeles and Long Beach): a Jan. 12, 1935 (San Francisco): May 2, 1935 (State of Washington): June 7, 1935 (Portland).	Men compelled to stay overnight at an outside port, in order to finish a job, received suitable meals and lodging.	
June 1, 1944 -----	Subsistence set at maximum of \$4.50 a day.	
Aug. 9, 1944 -----	Maximum increased to \$5 a day -----	Arbitrator awarded \$2 a day for lodging and \$1 for each meal.
Dec. 6, 1948 -----	Maximum increased to \$6 a day -----	
June 18, 1951-----	Changed to: \$2.50 a day for lodging and \$1.50 for each meal.	
May 29, 1957 (supplementary agreement of same date).	Increased to: \$4 a day for lodging and \$1.75 for each meal.	
June 22, 1962 (agreement dated June 22, 1962).	Increased to: \$5 a day for lodging and \$2 for each meal.	

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Travel Pay		
Dec. 1, 1934 (Los Angeles and Long Beach); Jan. 12, 1935 (San Francisco); May 2, 1935 (State of Washington); June 7, 1935 (Portland), July 16, 1946 -----	Workers required to travel outside the home port to reach the place of work paid for time spent in travel.  ----- -----	One-way travel time paid in Portland and San Francisco.          Travel time to be paid both ways in Portland and San Francisco ports (after establishment of East Bay hiring hall).
Stand-By Pay		
Dec. 1, 1934 (Los Angeles and Long Beach); Jan. 12, 1935 (San Francisco); May 2, 1935 (State of Washington); June 7, 1935 (Portland), Nov. 17, 1946 -----	Men standing by because of suspension of a job caused by failure of cargo to arrive, breaking of gear, or similar causes, to receive full pay for the first hour and half time thereafter until released or work resumed.  Changed to: Full pay for stand-by time.	No stand-by time allowed when men report to work during overtime hours. Gangs standing by because of failure of men to report to receive no pay until there are sufficient men to work.
Welfare and Insurance Benefits <sup>3</sup>		
July 31, 1934 ----- Feb. 1, 1950 -----	No provision for welfare and insurance plan. Noncontributory welfare and insurance plan established. <b>I. Employer Contribution—All Ports:</b> 3 cents a man-hour.	Benefits provided to employees who worked 600 hours during 9 months after Feb. 27, 1948. In small ports where more than 25 percent of employees have worked fewer than 600 hours during 9 months after Feb. 27, 1948, employees working 360 hours entitled to benefits. After Apr. 1, 1951, benefits provided employees who work 800 hours during preceding payroll year or 480 hours in small ports where more than 25 percent of the employees have worked fewer than 800 hours. Plan jointly administered. In California, employees contributed 1 percent of total earnings to California Unemployment Compensation disability fund and derived disability benefits therefrom. The Jan. 26, 1950, agreement provides that if money remains in fund after payment of stated benefits trustees are to provide life group insurance and, if possible, group accidental death and dismemberment insurance.

See footnotes at end of table.



C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Welfare and Insurance Benefits <sup>2</sup> —Continued		
Feb. 1, 1950— Continued	<p><u>Emergency ambulance service</u>—provided within radius of 30 miles from nearest medical office or hospital servicing plan;</p> <p><u>Accidental injury outside health plan area</u>—up to \$250 for hospital, medical and surgical care.</p>	
Jan. 1, 1951 -----	Eliminated: Payment by employees of \$1 charge for doctors' office visits.	
Aug. 1, 1951 -----	Added: Partial benefits for dependents.	
July 1, 1952 -----	Added: Benefits for retirees.	
May 1, 1953 -----	Changed: Full benefits extended to dependents.	
July 1, 1954 -----	Added: <u>Service for poliomyelitis</u> —Service for rehabilitation and treatment after acute and contagious stage for maximum of 1 year or \$2,500, whichever occurred first.	Option given employees in these ports to select insured plan at cost no greater than premium paid for service plan.
July 1, 1957 -----	<p>Changed to: <u>Hospitalization</u>—Maximum of 125 days in Los Angeles—Long Beach area, and 111 days in other ports.</p> <p>Added: Provision for emergency illness requiring hospitalization. Maximum \$250 to be reimbursed for hospital, medical, and surgical expenses and necessary transportation to nearest foundation hospital in case of illness occurring outside area served by Kaiser Foundation Health Plan and patient's home community.</p> <p>Increased to: Los Angeles—Long Beach—<u>Emergency illness or accident requiring hospitalization outside service area</u>—maximum, \$500.</p>	<p>Continued: Definition of dependents included wife and unmarried dependent children up to age 19 (21 in Seattle, 18 in Aberdeen).</p> <p>Eligibility: Fully registered men in ports with registered list agreement covered regardless of number of hours worked. For fully registered men in ports without registered list agreement or partially registered men in all ports; coverage dependent upon number of hours worked—12 months provided employee who (a) by Apr. 1, worked 800 (480 in small ports) hours or more in preceding payroll year, or (b) worked 400 (240 in small ports) or more hours in last half of preceding payroll year. 6 months coverage after Oct. 1 provided employee not eligible but who worked 400 hours or more during first half of current payroll year. Life time coverage provided pensioners whether or not they were eligible before retirement, and for retired employees ineligible for pensions at age 65 or older with 20 years in the industry, with the last 5 consecutive, if eligible at time of retirement.</p> <p>Added: Disabled employees with less than minimum hours required for eligibility to have coverage extended (1) up to 3 years, or (2) indefinitely, if disability was work-connected and covered by workmen's compensation.</p> <p>Up to 12 months coverage provided widow and/or minor children of deceased pensioners.</p>
Nov. 1, 1957 -----	Added: <u>Maternity benefits</u> —Payment by Welfare Fund of charge formerly made on employee of \$60 for complete maternity benefits and \$40 for interrupted pregnancy.	
July 1, 1959 -----	Increased to: San Francisco— <u>Emergency illness or accident requiring hospitalization outside service area</u> , maximum, \$500.	
July 1, 1961 -----	Increased to: Los Angeles— <u>Emergency illness or accident requiring hospitalization outside service area</u> , maximum \$1,000.	

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Welfare and Insurance Benefits <sup>2</sup> —Continued		
Apr. 1, 1962 (second amended welfare agreement dated Feb. 28, 1962).		Added: Employee who worked at least one quarter of required hours to be credited with number of hours not worked because of disability that occurred during payroll year preceding eligibility review date. Changed to: Coverage limited to 5 consecutive years for employee disabled from a work connected disability covered by workmen's compensation. Reduced: Retired employees ineligible for pensions at age 65 or older but receiving social security benefits and employees retired on disability pension; number of years required for life time coverage—to 15.
July 1, 1963 -----		Changed: Eligibility—Annual and mid-year review dates to July 1, and Oct. 1, respectively.
Feb. 1, 1950 -----	(B) In other ports—Insured plans. <u>Hospitalization</u> —up to \$10 a day for maximum of 70 days; <u>Hospital extras</u> —up to maximum of \$200 for each confinement; <u>Surgical care</u> —up to \$300; <u>Medical care</u> —\$5 for each home or hospital call and \$3 for each office call starting with first call for accident and hospitalization illness and third call for illness outside hospital. Maximum of \$300 in each of 12-month period. Insurance does not cover disability due to injury arising in the course of employment or sickness covered by workmen's compensation act on similar act.	Applicable in ports where service plans were either unavailable or inadequate. Service plans varying in details from those in Los Angeles—Long Beach, San Francisco, and Portland—Vancouver were available in Seattle and Aberdeen, Wash., and southwest Oregon. Stockton, Calif., had a service plan for physicians' care and insured coverage for hospital and other benefits.
Mar. 1, 1951 -----	Added: <u>Catastrophic coverage</u> —Up to \$700 for medical, surgical, hospital, or nursing expenses in excess of \$250 for nonsurgical benefits.	
July 1, 1951 -----	Added: <u>Diagnostic x-ray and laboratory services</u> —Up to \$85 for employees and \$25 for dependents in each 6-month period.	
Aug. 1, 1951 -----	Added: <u>Hospitalization</u> —\$10 a day up to a maximum of 35 days for each disability for family members. <u>Hospital services</u> —up to a maximum of \$300 for each disability for employees, up to a maximum of \$200 for family members.	To apply on combined charges for laboratory and x-ray services, use of operating room and anesthetics, medicines and drugs, etc. Included in this benefit was a maximum of \$20 for ambulance service. Did not cover charges for medical, dental, or special nursing care.
May 1, 1953 -----	Added: <u>Poliomyelitis benefits</u> —Up to \$2,000 for dependents only in treating disease. Increased to: <u>Hospitalization</u> —Up to \$12 a day for employees (maximum \$840) and dependents (maximum \$420). Increased to: <u>Hospital extras</u> —Maximum \$360 for employees and \$240 for dependents. Up to \$20 allowance for ambulance service to and from hospital. Increased to: <u>Medical care</u> —Employees, up to \$7.50 for each home call, and \$5 for each hospital or office call; maximum \$350 per confinement. Dependents, up to \$5 for each hospital and home call and \$3 for office calls; maximum of \$175 per confinement.	Benefits payable during 3 years following date disease was incurred.  Payments for dependents' home or office calls began with first call in case of accident and second call in case of illness. Payments began with first call for employees.

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Welfare and Insurance Benefits <sup>3</sup> —Continued		
July 1, 1956 -----	<p>Increased to: <u>Hospitalization</u>— Up to \$14 a day for employees (maximum \$980) and dependents (maximum \$490).</p> <p>Increased to: <u>Hospital extras</u>— Maximum \$400 for employees and maximum \$280 for dependents.</p>	
July 1, 1957 -----	<p>Increased to: <u>Hospital extras</u>— Up to \$25 for ambulance service to and from hospital.</p>	
Nov. 1, 1957 -----	<p>Added: <u>Maternity benefits</u>—(a) Normal delivery: Up to \$125 each for physicians' services and hospital care; (b) Caesarean delivery: Up to \$250 each for physicians' services and hospital care; and (c) interrupted pregnancy: Up to \$62.50 each for physicians' services and hospital care.</p>	Regular dependents' hospital benefits not applicable in maternity cases.
June 30, 1958 -----	<p>Changed: <u>Dread diseases benefit</u>.<sup>5</sup> For dependents—In addition to poliomyelitis, coverage to include diphtheria, encephalitis, leukemia, rabies, scarlet fever, spinal meningitis, tetanus, tularemia, and typhoid. Maximum remained at \$2,000.</p>	Benefits payable during first 2 years following date disease was incurred.
July 1, 1959 -----	<p>Increased to: <u>Hospitalization</u>— Up to \$16 a day for employees (maximum \$1,120) and dependents (maximum \$560).</p> <p>Increased to: <u>Diagnostic x-ray and laboratory service</u>—for dependents, maximum, \$50.</p>	
July 1, 1962 -----		Added: No benefits paid for hospitalization provided by Federal or State institutions.
July 1, 1964 -----	<p>Increased to: <u>Hospitalization</u>— Up to \$19 a day for employees (maximum \$1,330) and dependents (maximum \$665).</p>	
<p>June 14, 1965 (memorandum of agreement dated June 8, 1965).</p>	<p>Increased to: <u>Hospitalization</u>— Up to \$27.50 a day for employees (maximum \$1,925) and dependents (maximum \$962.50).</p>	
<p>July 1, 1966 (outline of ILWU—PMA Benefit Funds, dated July 1, 1966).</p>	<p>Increased to: <u>Hospital extras</u>—Maximum \$500 for employed and maximum \$350 for dependents.</p>	Changed to: Definition of dependents broadened to include unmarried dependent children up to age 19 in all ports.
	<p><u>Surgical care</u>—up to \$600. <u>Diagnostic x-ray and laboratory service</u>—for dependents, maximum \$85.</p>	
Apr. 26, 1955 -----	<p>(C) All ports: Added: <u>Poliomyelitis immunization benefits</u>—Reimbursement for costs of Salk vaccine up to \$2 per injection, maximum \$6 per child under age 15.</p>	
July 1, 1959 -----	<p>Increased to: <u>Poliomyelitis immunization benefits</u>—For children under age 15—reimbursement for cost of Salk vaccine—maximum \$8 per child.</p>	
July 1, 1963 -----	<p>Changed to: <u>Poliomyelitis immunization benefits</u>—\$2 per immunization for Salk or Sabine vaccine on doctors orders. No maximum limitations. Added: <u>Routine immunization benefits</u>—For children under age 15—\$3 per immunization for diphtheria, whooping cough, tetanus, and smallpox.</p>	

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Welfare and Insurance Benefits <sup>3</sup> —Continued		
Feb. 1, 1950 -----	<b>III. Nonoccupational Disability Benefits:</b> \$ 32 a week for 26 weeks in Washington and Oregon and under State law in California, \$25 for 26 weeks; plus \$8 a day for maximum of 12 days during periods in which employee was hospitalized. <sup>6</sup>	
Jan. 1, 1952 -----	California: Increased to: Maximum of \$30 a week up to 26 weeks.	By State Unemployment Compensation Disability Benefits Law.
Jan. 1, 1954 -----	California: Increased to: Maximum of \$35 a week for 26 weeks for each period of disability; plus \$10 a day for maximum of 12 days during periods in which employee was hospitalized. <sup>6</sup>	By State Unemployment Compensation Disability Benefits Law.
Feb. 1, 1954 -----	Oregon and Washington: Increased to: \$35 a week (approximately \$5.43 a day) for 26 weeks.	
Jan. 1, 1956 -----	California: Increased to: Maximum of \$40 a week for 26 weeks.	By State Unemployment Compensation Disability Benefits Law.
Jan. 1, 1958 -----	California: Maximum of \$50 a week for 26 weeks; plus \$12 a day for maximum of 20 days during periods in which employee was hospitalized. <sup>6</sup>	By State Unemployment Compensation Disability Benefits Law.
Apr. 1, 1958 -----	Oregon and Washington: Increased to: \$53 a week (approximately \$7.57 a day) for 26 weeks.	
Jan. 1, 1960 -----	California: Increased to: Maximum, \$65 a week.	By State Unemployment Compensation Disability Benefits Law.
Jan. 1, 1962 -----	California: Increased to: Maximum, \$70 a week.	By State Unemployment Compensation Disability Benefits Law.
Jan. 1, 1963 -----	California: Changed to: Maximum to greater of \$70 or $\frac{2}{3}$ of the average weekly wage paid all covered employees during second calendar quarter of each year.	By State Unemployment Compensation Disability Benefits Law.
Jan. 1, 1964 -----	California: Increased to: Maximum, \$77 a week.	By State Unemployment Compensation Disability Benefits Law.
Jan. 1, 1965 -----	California: Changed to: Maximum, flat \$80 a week.	By State Unemployment Compensation Disability Benefits Law.
Apr. 1, 1965 -----	California: Suspended: Hospital benefits under State Unemployment Compensation Disability Benefits Law.	
June 25, 1965 -----	California: Reinstated: Hospital benefits under State Unemployment Compensation Disability Benefits Law.	Benefits made retroactive to Apr. 1, 1965.
Oct. 1, 1954 -----	<b>IV. Dental Benefits:</b> Added: Pilot dental program—Established for employees' children under age 15 in San Francisco and Los Angeles providing choice between 2 types of plans: (a) Dental service plans paying costs of comprehensive dental care by panel of dentists; and (b) indemnification plan providing up to \$75 per child for first year's coverage and \$55 for subsequent years plus \$150 insurance for accidents. Similar service plans established for Washington and Oregon ports; maximum payments under optional indemnification program set at \$95.	All plans excluded orthodontics, purely cosmetic care, and care provided by the fund's other health plans.
June 1, 1955 -----	Indemnification type dental plan only established for smaller ports in California.	

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Welfare and Insurance Benefits <sup>3</sup> —Continued		
<p>July 1, 1950 -----</p> <p>Nov. 1, 1950 -----</p> <p>July 1, 1952 -----</p> <p>June 17, 1957 -----</p>	<p>V. Life and Accidental Death and Dismemberment Insurance—All Ports: \$500 in each instance.</p> <p>Changed to: \$1,000 life insurance and up to \$1,000 accidental death and dismemberment insurance.</p> <p>-----</p> <p>Increased to: <u>Life Insurance</u>: \$2,000 for active employee and those under age 65 on disability pensions; retirees continued to receive one-half regular benefits.</p> <p><u>Accidental death and dismemberment</u>: \$500 to \$2,000 depending upon extent of injury.</p>	<p>Half normal life insurance benefits established for retirees.</p> <p>Paid in addition to life insurance.</p>
Pension Plan		
<p>July 1, 1951 -----</p>	<p>Pension plan established; financed by employer contributions computed on tonnage basis in amounts equivalent to 15 cents a man-hour. Contributions to begin July 1, 1951, and continue to July 1, 1961. Plan provided minimum of \$100 a month, exclusive of social security benefits, to employees aged 65. Pension benefits available to employees retiring on or after July 1, 1952.</p>	<p>To be eligible for pension payments an employee must: Be on the pension list, have reached age 65, have been employed as a longshoreman at least 25 of the preceding 28 years, and in each of the 5 years preceding retirement. Retirement mandatory at 68.</p> <p>To be eligible for pension list an employee must have been a registered longshoreman June 1, 1951; be 55 years of age on or before that date; and have been employed as longshoreman at least 25 of past 28 years if 65 or older on or before June 1, 1951, 24 of past 27 years if 64 but not yet 65, 23 of past 26 years if 63 but not yet 64, etc., until 15 of past 15 years if 55 but not yet 56.</p> <p>Principal source of earnings throughout years of qualifying employment must have been as longshoreman.</p> <p>Approved by Wage Stabilization Board Mar. 4, 1952.</p>

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension Plan—Continued		
July 1, 1956 (amended pension agreement of same date).	Pension plan extended to employees who had not reached age 55 on or before June 1, 1951.	Minimum pension benefits and eligibility requirements for newly covered workers similar to those already covered except that 25 years' qualifying employment required for retirement at age 65 could extend over 35 years. New "Participants Pension List" established for these newly covered workers. Requirements for new list revised to: (a) Being registered long-shoremen for 9 years instead of on June 1, 1951; (b) being 55 and having 15 or more years of service; and (c) applying for listing within year of becoming eligible.
July 1, 1956 -----	Added: <u>Disability retirement</u> benefits of \$100 a month (less any disability benefits under California Unemployment Compensation Disability Benefits Law or welfare plan or earnings from employment) to employees with 25 years' credited service (including year prior to retirement) in the 35 calendar years preceding retirement who became totally and permanently disabled as result of sickness or accident that did not entitle employee to workmen's compensation. Normal benefits payable at age 65.	
Oct. 1, 1957 (by action of Board of Trustees, pursuant to amendment to pension agreement dated Sept. 23, 1957), July 1, 1961 (amended pension agreements dated Sept. 23, 1957 and Oct. 27, 1961).	Added: Widow and/or unmarried minor dependents to receive employee's full pension for maximum of 1 year after death of pensioner.	No benefits payable after the last of the following occurred: Remarriage or death of widow; death or marriage of the last surviving unmarried minor dependent; attainment of age 18 by the youngest surviving unmarried minor dependent.
July 1, 1961 (amended pension agreements dated Sept. 23, 1957 and Oct. 27, 1961).	Increased to: <u>Maximum normal and disability retirement benefit</u> : \$115 a month or \$100 if eligible for another employer financed pension or one provided by State or Federal Government (except social security or military service-connected disability pension).	Added: Trustees could grant supplemental pension up to \$15 a month, to needy retirees ineligible for maximum benefit. Qualifying service broadened to include period between date employee voluntarily removed self from employment and date he received benefits under mechanization plan and date he became eligible for pension payments. Additional disability benefits as well as vesting benefits provided under mechanization fund. Changed: Period during which dependents' benefits were payable extended 1 year, to age 19 for youngest surviving unmarried minor dependent. Applicable to employee retiring after Sept. 30, 1961.
Nov. 1, 1961 (third amendment to pension plan of Oct. 27, 1961).	Added: <u>Reduced benefits</u> : Maximum of \$110.40 (\$4.60 a month times years of service up to 24) or \$96 (\$4 a month) if eligible for another employer financed, or State or Federal Government financed, pension (except social security or military service-connected disability pension). For employee age 65 or over with 13 years or more of qualifying service in last 16 calendar years preceding retirement and retiring on or after Oct. 1, 1961, benefits computed for years of service (up to 24) since fourth most recent year in which he did not earn a year's credit.	Trustees could grant supplemental pension up to 15 percent of reduced benefit, to needy retirees ineligible for maximum benefit. Retirement mandatory at age 68 for employees eligible for reduced benefits or upon becoming eligible after age 68. Dependents to receive employee's full reduced benefits for a maximum of 1 year after his death.

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension Plan—Continued		
Jan. 1, 1962 (agreement dated June 22, 1962).	<p>Added: <u>Disability retirement benefit</u>—Prorated benefits paid totally and permanently disabled employees under age 65 with 13 years or more of qualifying service in last 16 calendar years preceding disability.</p> <p><u>Reduced benefits</u>—Payments extended to totally and permanently disabled employees under age 65 who met same requirements as employees age 65 or older.</p>	Not applicable if employee earned more than \$1,200 annually from other sources. Employees required to submit proof of disability and income from other sources annually.
June 15, 1965 (memorandum of agreement dated June 8, 1965).	<p>Increased to: <u>Maximum normal and disability retirement benefits</u>: \$165 a month or \$150 if eligible for another employer financed pension or one provided by State or Federal Government (except social security or military service-connected disability pension).</p> <p><u>Reduced benefits</u>: Maximum of \$158.40 (\$6.60 a month times years of service up to 24) or \$144 (\$6 a month) if eligible for another employer financed, or State or Federal Government financed, pension (except social security or military service-connected disability pension).</p>	New benefits applicable to those already retired as well as those retiring in the future. <sup>7</sup>
July 1, 1965 (memorandum of agreement dated June 8, 1965).	<p>Changed to: Surviving widow to receive one-half of pensioner's benefit for life or until remarriage.</p>	Applicable only to widows who were married to pensioner for 3 years or more at time of his death and were eligible for benefits after June 30, 1965.
July 1, 1966 (memorandum of understanding dated July 2, 1966).	<p>Increased to: <u>Maximum normal and disability retirement benefits</u>: \$235 a month or \$220 if eligible for another employer financed, or State or Federal Government financed, pension (except social security or military connected disability pension).</p> <p><u>Reduced</u>: Normal retirement age, to 63.</p> <p>Increased to: <u>Reduced and prorated disability retirement benefits</u>: Maximum of \$225.60 (\$9.40 per month per year of service from 13 to 24 years) or \$210.60 (\$8.55 per month per year of service from 13 to 24 years) if eligible for another employer financed, or State or Federal Government financed, pension (except social security or military service connected disability pension).</p>	<p>Pension agreement runs from July 1, 1966, to June 30, 1976, with provision for review of contract on July 1, 1971, based on percent increase in BLS-CPI from July 1, 1966. Any resulting increases to apply also to longshoremen retiring prior to July 1, 1966.</p> <p>Applicable to widow of man who died on or after July 1, 1966, when he was age 60 with 25 years service but was not retired on normal pension.</p>

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Laborsaving (Mechanization) Fund		
<p>June 15, 1959 (agreement dated Aug. 10, 1959).</p> <p>Jan. 1, 1961 (supplemental agreement on mechanization and modernization dated Nov. 15, 1961).</p>	<p>Employers to contribute total of \$1.5 million during first contract year to establish coastwide fund, to be used to give fully registered work force a share in savings resulting from introduction of laborsaving devices.</p> <p>Changed: Fund increased to provide supplemental wage, death and disability, and vesting benefits to eligible longshoremen and their designees.</p> <p>Increased: <u>Contributions</u>—to \$5 million a year for 5 1/2 years (\$29 million, including \$1.5 million under previous agreement).</p> <p><u>Allocation of fund</u>: Minimum of \$11 million to be used to provide supplemental wage benefits, accumulated at rate of \$2 million a year. Balance of mechanization fund to be used for vesting, and death and disability benefits.</p> <p><u>Supplemental wage benefits</u>: Benefits provided fully registered longshoremen in port when group averaged less than 140 hours in benefit period (4 consecutive payroll weeks) because of reduced work opportunities resulting from utilization of laborsaving devices and changed work practices.</p>	<p>Method of distributing fund among employees and method and amount of employer contributions to be determined by June 15, 1960.</p> <p>Designee of deceased employee to receive benefits not paid employee.</p> <p>Trustees to determine class of person eligible to be designees. If employee failed to name a designee, benefits paid persons surviving employee in the following order: (1) Woman with whom the employee shared a common domicile for 3 years immediately preceding death, regardless of natural or legal relationship, (2) persons financially dependent upon employee and likely to remain so if employee had lived and with whom employee maintained a relationship of a natural or adoptive parent, (3) children of deceased employee, (4) brother, sister, or other relative with whom the employee was living at time of his death, and (5) parents.</p> <p>Employers' contributions could be reduced by maximum of \$13,650 a day for each day union (1) failed or refused to follow decisions or rulings of Coast Labor Relations Committee or arbitrator or (2) engaged in or permitted a work stoppage in violation of agreement.</p> <p>Plan contingent on ruling that employers' contributions could be deducted from gross income for Federal income tax purposes at time of payment (this ruling was subsequently obtained).</p> <p>Rate of accumulation for supplemental wage benefits could be lower if balance of fund available in any year was insufficient to pay vesting benefits due.</p> <p>Death and disability, and vesting benefits, respectively, could be decreased, deferred, or eliminated if it appeared the \$11 million allocated for supplemental wage benefits would not be accumulated during terms of plan. However, vesting, death, or disability benefits were guaranteed up to maximum available under plan on date employee qualified for benefit; unpaid portions of these benefits to be reduced only if employer contributions to the mechanization fund was insufficient, in which case all benefits would be proportionately reduced or eliminated to equalize benefits payable. When funds designated for these benefits exceeded the needs of either or both during any calendar year, employers could decrease the annual rate of the accumulation of the mechanization fund or transfer the excess to the supplemental wage benefit trust. If \$11 million had been allocated to that trust, the parties could transfer the excess to either the welfare or supplemental wage benefit trust.</p> <p>Not applicable when earnings were reduced because of economic decline in Pacific Coast shipping industry.<sup>8</sup> Determination of reason for decline made on a port basis.</p> <p>Not applicable to walking bosses and foremen who were covered by a separate mechanization agreement.</p>

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Laborsaving (Mechanization) Fund—Continued		
<p>Jan. 1, 1961 (supplemental agreement on mechanization and modernization dated Nov. 15, 1961)—Continued</p>	<p><u>Size of benefit:</u> Difference between 140 hours and the group average hours<sup>9</sup> for benefit period times \$2,857 (or a higher basic hourly rate adopted by trustees).<sup>10</sup> Maximum \$400 per benefit period.</p> <p><u>Eligibility:</u> Benefits provided employee who (1) had been fully registered for at least 3 years, (2) had qualified for a 2-week vacation during payroll year, (3) was available and did not refuse work or participate in an illegal strike, (4) worked or had credited to him at least 30 hours in each of 8 payroll weeks within 12 consecutive payroll weeks ending the last payroll week in period, (5) had worked or was credited with at least 93 percent of the group's average hours, (6) had total earnings (multiplied by the "decline adjustment factor"<sup>18</sup> when it exceeded 100 percent) that did not exceed the larger of \$4,800 or 12 times the benefit amount set by trustees for the 12 consecutive benefit periods preceding benefit period for which payments were made.</p> <p><u>Vesting benefits:</u> In addition to pension benefits, \$7,920 payable (1) in lump-sum at age 65 or over to employee accumulating 25 years' service by age 65 or (2) at rate of \$220 a month for 36 months to employees retiring between ages 62 and 65 meeting the following requirements:</p> <p><u>Voluntary retirement</u>—Employee who (1) was fully registered for 9 calendar years immediately preceding date of election to become a vestee, (2) was regularly available for work unless disabled, or was on recognized leave of absence, (3) had 25 years or more of qualifying service (including prior payroll year) in past 35 calendar years, (4) had a qualifying year of service in payroll year prior to voluntary retirement.</p> <p><u>Mandatory retirement</u>—Benefits provided employee who was (1) fully registered and regularly available for work unless he was disabled or was on recognized leave of absence, (2) age 62 with at least 22 years of qualifying service in past 32 calendar years (with an additional year of service for each year of age up to 65), and (3), in order to implement the plan, was removed from the active work force by mutual agreement between the union and the Association or by decision of the arbitrator.</p>	<p>Benefits reduced by (1) total longshore earnings; (2) earnings from other employment during benefit period; or (3) unemployment insurance received during benefit period.</p> <p>Total earnings included all (a) straight-time, overtime and penalty wages; (b) vacation pay; (c) workmen's compensation payments if employer contributed to such benefits; and (d) benefits previously paid under plan. Trustees could change the established norms of hours, weeks, or percentage of group average, or percentage of total employees or the amount of \$4,800 or higher amounts adopted.</p> <p>Items (3) and (4) not applicable to employee who continued to work after age 62, but who elected to retire before the earlier of age 68 or July 1, 1966.</p> <p>Qualified years of service included any payroll year during which employee (1) prior to 1945—was fully registered, or was a permit man and worked 480 hours, or (2) after 1944—qualified for a vacation or worked sufficient hours to qualify for it, (3) served as a Coast Committeeman or a union officer, or in the joint employ of the parties while fully registered, or (4) was continuously absent from employment under the collective bargaining agreement because of occupational illness or injury which occurred in a payroll year ending after Jan. 1, 1961.</p> <p>Fully registered employees who returned to work after military service and qualified for vacation to have up to 4 years of such service counted toward qualifying years.</p> <p>Employee involuntarily retired to receive an additional \$100 a month until age 65. On death of employee, designee to receive any remaining monthly payments.</p>

See footnotes at end of table.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Laborsaving (Mechanization) Fund—Continued		
<p>July 1, 1961 (supplemental agreement on mechanization and modernization dated Nov. 15, 1961).</p>	<p><u>Death and disability benefits:</u></p> <p><u>Disability benefits</u>—\$2,640 for employees totally and permanently disabled with 15 years' service, plus \$528 for each additional year of service up to 25. (Maximum benefit \$7,920).</p> <p><u>Eligibility</u>—Benefits provided employee who (1) was fully registered for the 9 calendar years immediately preceding event that qualified him for benefits, (2) was regularly available for work unless disabled through illness or injury or was on recognized leave of absence, (3) had at least 15 years of qualifying service during 18 calendar years<sup>11</sup> preceding event that qualified him for benefits, (4) was totally and permanently disabled because of disability occurring before age 65 and after Dec. 31, 1957, (5) was credited with a qualifying year of service after Jan. 1, 1957, either for the payroll year prior to the year in which disability occurred or for the year in which disability occurred.</p> <p><u>Death benefits</u>—\$2,640 for 5 through 15 years of qualified service, plus \$472 for each additional year of qualified service up to 20. (Maximum benefit \$5,000.)</p> <p><u>Eligibility</u>—Benefits provided beneficiary of deceased employee who either (A) (1) was fully registered and regularly available for work unless disabled or on a recognized leave of absence, (2) had at least 5 years qualifying service during 8 calendar years preceding death, (3) was credited with a qualifying year of service either for the payroll year prior to the year in which death occurred, the payroll year in which death occurred, or the payroll year in which he contracted the illness or injury approximately causing death, if such payroll year ended subsequent to Jan. 1, 1961, (4) died on or after July 1, 1961, but before retiring or becoming a vestee, or recipient of a disability benefit under this plan; or (B) (1) had at least 15 qualifying years of service and retired on or after July 1, 1961, in accordance with longshore plan provisions in effect on or before Jan. 1, 1962, (2) died before July 1, 1966, and before becoming a vestee or a recipient of a disability benefit under plan.</p>	<p>Monthly payments determined by trustees. On death of employee, beneficiary to receive any remaining monthly payments. Employee considered totally and permanently disabled if unable to engage in normal employment under agreement and unable to earn more than \$100 a month from other sources.</p>
<p>July 1, 1966 (memorandum of understanding dated July 2, 1966).</p>	<p><u>New fund established: Contributions</u>—\$6,900,000 a year for 3 years (total \$34,500,000).</p>	

See footnotes on following page.

C—Related Wage Practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Laborsaving (Mechanization) Fund—Continued		
Dec. 30, 1966 (PMA annual report, 1966).	<p><u>Allocation of 1961-66 fund:</u> Approximately \$1,223 bonus paid to each longshoreman who was Class A registered during the period June 30, 1960, and July 1, 1966.<sup>12</sup> Payment resulted from distribution of \$13 million accumulated in 1961-66 wage guarantee fund to insure that all eligible longshoremen received 35 hours pay each week. None of this \$13 million was used between 1961 and 1966.</p> <p>Increased to: <u>Vesting benefits</u>—In addition to pension benefits at age 63, or upon early retirement at age 62, \$13,000 payable to employee accumulating 25 years' service (1) in lump-sum or (2) in monthly payments of \$216.67 for 60 months, or \$270.84 for 48 months.</p> <p>Changed to: <u>Disability benefits</u>—\$4,333.33 for employee totally and permanently disabled with 15 years' service, plus \$866.67 for each additional year up to 10. Maximum benefit \$13,000 payable in monthly installments of \$216.67 for 60 months or \$270.84 for 48 months, or in case of employee's death before receipt of entire benefit, in a lump sum to his designee.</p> <p><u>Mandatory retirement:</u></p>	<p>Benefits to be reduced by \$83.33 for each month employee worked after he (1) established eligibility and (2) was at least age 63. Maximum reduction \$3,000.</p> <p>If the parties agreed that it was necessary to reduce the active work force in order to implement the plan, the oldest employees between 63 and 68 who qualified for full vesting and pension benefits would be separated first. If additional reductions were required, the parties were to negotiate concerning the classes and number of such additional employees.</p>

<sup>1</sup> The last entry under each item represents the most recent change.

<sup>2</sup> This and subsequent agreements made no provision for extra pay for nightshift workers after a certain number of hours per week had been worked. The liability of employers under Section 7 of the Fair Labor Standards Act of 1938, whereby work in excess of 40 hours a week was to be paid for at time and one-half the regular rate, was removed by an amendment approved by Congress on July 20, 1949, retroactive to date of enactment of the act.

<sup>3</sup> Except for increases in employer contributions, changes in welfare and insurance benefits were primarily administrative and were made effective through informal negotiations with the carriers. Hence, there were no dated agreements to provide references.

<sup>4</sup> In these areas, the service plan was with the Kaiser Foundation Health Plan.

<sup>5</sup> Formerly service for poliomyelitis only.

<sup>6</sup> These benefits were provided in addition to hospital benefits described earlier.

<sup>7</sup> The union agreed that in future negotiations it would not ask for further changes in benefits for those on pension prior to July 1, 1966, or their widows.

<sup>8</sup> If a port's annual tonnage declined from the average for the base period (Jan. 1, 1959, to Dec. 31, 1960), the employee's total earnings for the 12 consecutive benefit periods preceding the benefit period for which supplemental wage benefits were payable would be adjusted proportionately downward. The ratio of base period tonnage to tonnage handled in the 12 months before the benefit period was called the decline adjustment factor.

<sup>9</sup> For each period in each port, the group average hours were obtained by dividing total hours worked (including hours credited) during the benefit period by the representative class, by the total number of employees in the class. The representative class for each group was to be filled from the following categories of workers in the occupational group involved, with categories being added until hours for at least 70 percent of all employees in the group were included: (1) Those working or credited with at least 360 hours within 12 consecutive payroll weeks ending in the last payroll week in benefit period, (2) those working or credited with at least 30 hours in each of 8 weeks within these 12 consecutive weeks, (3) 70 percent of the total number of employees in the group minus the number in categories (1) and (2).

<sup>10</sup> If wage rates in the industry increased, the trustees could set a higher rate equal to the basic straight-time hourly wage rate times 140.

<sup>11</sup> The requirements for qualifying years of service over 15 were an additional calendar year for each year of service up to 24, out of last 27 calendar years; or 25 years' service out of last 35 calendar years.

<sup>12</sup> Includes all Class A longshoremen who were registered in the industry as of June 30, 1960, and who remained on the rolls until July 1, 1966.

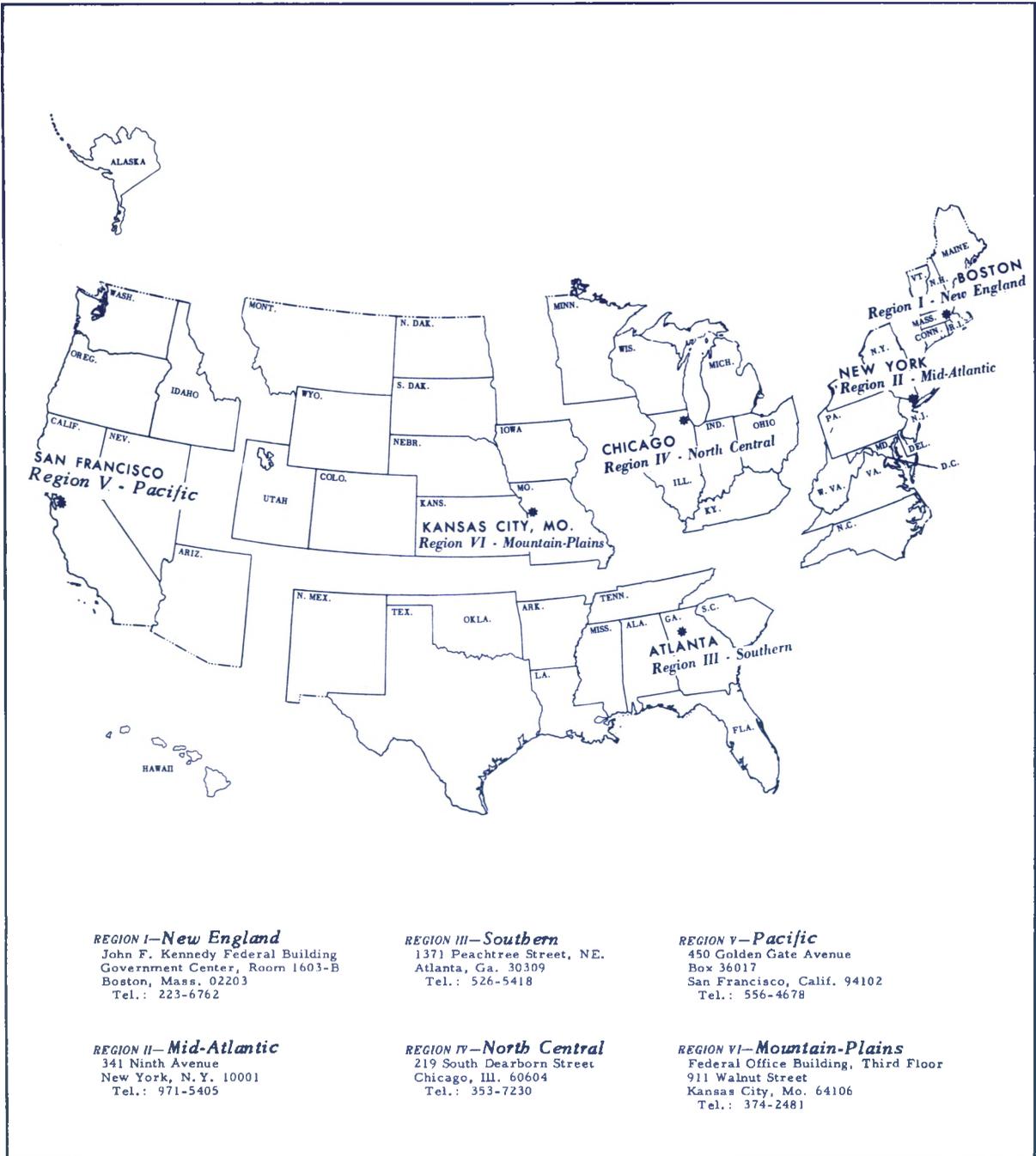


## Wage Chronologies

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, 1939-67. BLS Bulletin 1559 (30 cents).  
American Viscose, 1945-67. BLS Bulletin 1560 (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, 1933-68. BLS Bulletin 1558 (25 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 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).
- 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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