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Wage Chronology

UNITED STATES STEEL CORPORATION, 1937-67

Bulletin No. 1603

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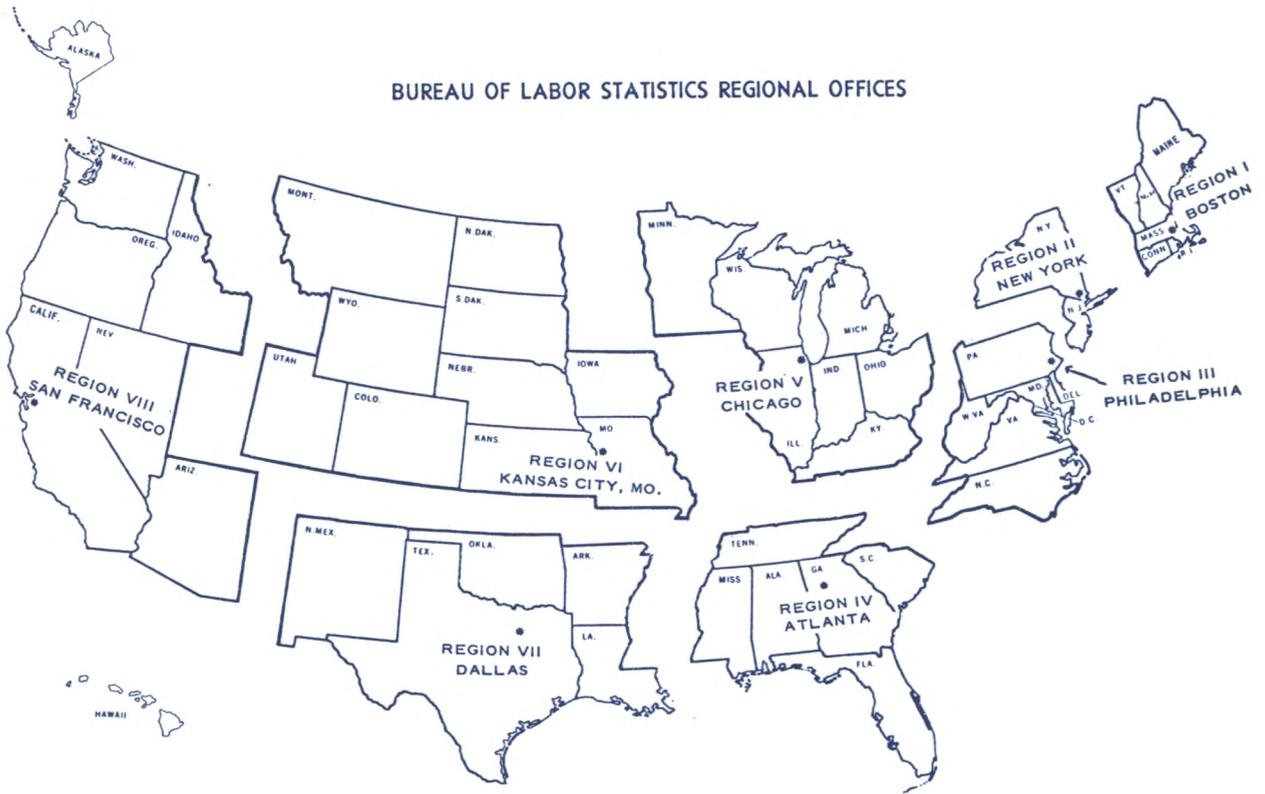
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Wage Chronology

**UNITED STATES STEEL
CORPORATION,
1937-67**

Bulletin No. 1603

July 1968

UNITED STATES DEPARTMENT OF LABOR
Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ben Burdetsky, Acting 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 are generally included. The information is obtained from collective bargaining agreements and related documents voluntarily filed with the Bureau as new settlements are reached. Any description of the course of collective bargaining is derived from news media and confirmed and/or supplemented by the parties to the agreement. The chronologies, dealing only with selected features of collective bargaining or wage determination, are intended primarily as a tool for research, analysis, and wage administration. References to grievance procedure, methodology or piece-rate adjustment, and similar matters are omitted.

This wage chronology summarizes changes in wage rates and related wage practices negotiated by the United States Steel Corporation with the United Steelworkers of America since 1937. This bulletin supplements an earlier edition of the chronology by including the provisions of one agreement negotiated since September 1965 and effective through August 1968.

Lily Mary David, Chief of the Division of Trends in Employee Compensation, is responsible for the overall direction of the wage chronology program. The analysis for the period 1965-67 was prepared by Richard A. Dodd under the supervision of Philip Marcus.

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Wage Chronology :

United States Steel Corp., 1937-55

The first collective bargaining agreement between a steel-producing subsidiary of the United States Steel Corp., and the union now called the United Steelworkers of America (AFL-CIO) was entered into on March 2, 1937, by the Carnegie-Illinois Steel Corp. and the Steel Workers' Organizing Committee. Within a short time thereafter, agreements were also reached with the four other basic steel-producing subsidiaries of the corporation, namely, American Steel and Wire Co., Columbia Steel Co., National Tube Co., and Tennessee Coal, Iron and Railroad Co. In 1946, the corporation acquired a sixth steel-producing subsidiary, the Geneva Steel Co., and an agreement covering its operations was negotiated in May 1947.

This chronology covers the period since 1937 and traces changes in wages and related wage practices in the steel-producing operations, as provided by the basic union agreements and by directive orders of the National War Labor Board. Prior to 1942, the provisions of the basic union agreements pertained only to union members and excluded all supervisory, plant protection, and clerical workers. Since that time, the agreements have been extended to cover all workers occupying production, maintenance, and hourly rated nonconfidential clerical jobs in and about the steel and zinc producing plants and the byproduct coke plants, but not workers occupying salaried, watchmen, guard, and confidential clerical positions, and supervisory positions of foreman level and above. Thus, the data presented herein do not necessarily reflect changes affecting these employees, many of whom have been covered by separate agreements. The fabrication of steel products and other operations carried on by the subsidiaries of the United States Steel Corp., that are covered by separate agreements, are likewise excluded from the scope of the chronology.

Since the chronology begins with the 1937 agreements, provisions reported under that date do not necessarily indicate changes in previous conditions of employment. During succeeding years, wages and some supplementary benefits including vacations, shift premium pay, and pay for work on holidays were liberalized or established as a result of collective bargaining agreements and awards of the National War Labor Board. An agreement dated January 13, 1947, established a new job classification program in accordance with War Labor Board directive of November 25, 1944. The plan was put into effect in February 1947 after almost 2 years of study and negotiation by the company and union. The agreements dated July 16, 1948, amended and extended provisions of April 22, 1947, contracts until April 30, 1950. However, 60 days prior to July 16, 1949, either party could serve notice on the other of its desire to negotiate (1) for a general and uniform change in rates of pay and/or (2) for life, accident, health, medical, and hospital insurance benefits. Negotiations were to start within 30 days after such notice.

The agreements of July 1948 between U. S. Steel, other major steel producers, and the United Steelworkers were reopened for discussion of wages and social insurance in May 1949. At the same time, the union requested the companies to negotiate on pensions. Failure of the parties to reach agreement led to the appointment of a Presidential factfinding board to inquire into the dispute, and the board issued a report on September 10. When subsequent negotiations by the steelworkers and various companies failed to produce agreement, a strike beginning October 1 idled most of the industry. Following conclusion of settlements with some other companies, the union and U. S. Steel reached agreement on November 11 on a noncontributory pension plan and a contributory insurance plan. Existing wage scales and related wage practices were continued without change.

Basic agreements in the industry were extended to December 31, 1951, with a provision permitting either party to open the contracts for wage negotiations 60 days prior to December 31, 1950. The agreement covering pensions and social insurance continued in effect until December 31, 1951. The company was free, thereafter, to take any action it deemed advisable with reference to pension provisions. As long as no modification or change was made, the agreement would continue in effect until October 31, 1954. The steel agreements were reopened in October 1950 for wage discussions, somewhat prior to the formal reopening date. A wage increase settlement was announced on November 30.

Negotiations for new contracts were started late in November 1951. After collective bargaining, mediation, and conciliation had failed to resolve the differences that arose between the major steel companies and the union, the President of the United States referred the dispute to the Wage Stabilization Board on December 22, 1951. Strike action announced by the union for December 31 was delayed; a special convention of the union on January 4 then postponed such action for 45 days from the start of WSB hearings.

A special panel appointed by WSB opened hearings on January 10, 1952; these hearings were continued intermittently until February 16. On February 21, the union deferred its strike deadline to March 23 to allow the board to study the case and make recommendations. Early in March the panel made its report. Recommendations issued by the board on March 20 were accepted by the union on March 21 but not by the industry.

After complying with a Government request to continue work until April 4, the union gave a 96-hour strike notice on that date, after further negotiations were unsuccessful. On April 8, the President seized the basic steel industry and appointed the Secretary of Commerce as Administrator, with power to set conditions of employment. Work was continued while the Government operated the mills. When a United States District Court ruled on April 29 against the validity of

the seizure, the mills were turned back to private operation. Thereupon, the steelworkers refused to work, claiming that "no contract and therefore no obligation to work for a private employer" existed. The mills were idle from April 29 until May 3, when the strike was called off at the President's request.

When the United States Supreme Court, on June 2, affirmed the order of the lower court against seizure, the workers again left their jobs. From then on, several attempts were made by the union and the industry to reach agreement, but it was not until July 24 that six large steel companies, including the United States Steel Corp., and the union reached an interim settlement.

The major economic terms of the interim settlement, which was ratified by the union membership on the following day, provided for retroactive wage increases to be effective from March 1, 1952; paid holidays, shift-differential improvements, and a reduction in southern and other area differentials effective as of the end of the strike; and improved vacation benefits effective from January 1, 1952. Final agreement on all points that had been under discussion was reached by the United States Steel Corp. and the union on August 23, 1952. The new contracts, dated August 15, 1952, were to remain in force until June 30, 1954, with one reopening, on wages only, on June 30, 1953.

The agreements were reopened for wage negotiations at the end of April 1953. Negotiations began May 15 and a general wage increase was announced on June 12, 1953. In addition, the parties agreed to eliminate the remaining North-South wage differential by July 1, 1954.

In 1954, negotiations for new collective bargaining agreements began on May 18, to replace the basic contracts scheduled to expire on June 30. On June 29, agreement was reached on a general wage increase, liberalized insurance and pension plans, and other contract changes.

Existing insurance and pension agreements were not due to expire until October 31, but the parties agreed to discuss these issues at the same time as other contract issues in order to avoid two negotiating periods within a year.¹ These agreements were to be in force from November 1, 1954, for 2 and 3 years, respectively.

Under the terms of the new basic contracts which were to remain in effect for a 2-year period starting July 1, 1954, provision was made for a wage reopening a year later. Actual negotiations under the reopening provision began on June 7, 1955, but were not concluded until after the midnight, June 30 strike deadline. The resulting suspension of work, the first general stoppage since 1952, was brief; agreement on a general wage increase, supplemented by increases in increments between job classifications, was reached by midmorning of July 1.

¹ Details putting into effect some of the decisions reached in June regarding insurance were incorporated in an agreement dated September 1, 1954.

A - General Wage Changes ¹

Effective date	Provision	Applications, exceptions, and other related matters										
Mar. 16, 1937 (by agreements of Mar. 2 and 17—Carnegie Illinois Steel and Mar. 17—other subsidiaries).	10 cents an hour increase.	<p>Except at operations of Tennessee Coal, Iron and Railroad Co., the southern subsidiary, where hourly increases were as follows:</p> <table border="0"> <tr> <td>Hourly earnings of-</td> <td>Increases of-</td> </tr> <tr> <td>54.5 cents or less ----</td> <td>7.0 cents</td> </tr> <tr> <td>55.0 to 60.0 cents ----</td> <td>7.5 cents</td> </tr> <tr> <td>60.5 to 80.0 cents ----</td> <td>8.0 cents</td> </tr> <tr> <td>Over 80.0 cents -----</td> <td>10 percent</td> </tr> </table>	Hourly earnings of-	Increases of-	54.5 cents or less ----	7.0 cents	55.0 to 60.0 cents ----	7.5 cents	60.5 to 80.0 cents ----	8.0 cents	Over 80.0 cents -----	10 percent
Hourly earnings of-	Increases of-											
54.5 cents or less ----	7.0 cents											
55.0 to 60.0 cents ----	7.5 cents											
60.5 to 80.0 cents ----	8.0 cents											
Over 80.0 cents -----	10 percent											
Apr. 1, 1941 (by agreement of same date).	10 cents an hour increase.											
Feb. 15, 1942 (by agreement dated Sept. 1, 1942).	5.5 cents an hour increase.	In accordance with August 26, 1942, award of National War Labor Board, retroactive to February 15, 1942.										
Feb. 15, 1946 (by agreement dated Feb. 15, 1946).	18.5 cents an hour increase.	Also provided retroactive payment for all time worked from January 1, 1946, to February 15, 1946, inclusive, at 9.25 cents an hour.										
Feb. 1, 1947 (by agreement dated Jan. 13, 1947—retroactive to Jan. 4, 1944).	Average increase (corporation-wide) resulting from establishment of job classification program amounted to 5.18 cents an hour; retroactive payments average: 3 ⁵ / ₈ cents a man-hour over all units.	<p>The job classification program was established in accordance with the NWLB directive of November 25, 1944, calling for correction of intra-plant inequities in wage rates. After almost 2 years of study and negotiation between company and union, agreement was reached on January 13, 1947, and plan was put into effect in February 1947. In addition to intra-plant inequities, plan also dealt with interplant and intercompany differentials. Inequities concerning major groups of incentive workers were left for future consideration.</p> <p>The plan provided for classification of all jobs into 30 classes with rates starting at plant "base common labor rate" for job class 1 and proceeding upward to class 30 with increments of 3.5 cents between classes. It also provided special classification for maintenance workers according to qualifications and rate progressions for apprentices. Workers being paid more than the newly adopted standard hourly wage scale were not reduced in pay while on present jobs (out-of-line differentials were reduced in subsequent negotiations).</p>										

See footnote at end of table.

A - General Wage Changes¹ - Continued

Effective date	Provision	Applications, exceptions, and other related matters
Feb 1, 1947 (by agreement dated Jan. 13, 1947—retroactive to Jan. 4, 1944)—Continued		<p>Retroactive payments were provided for all hours worked between January 4, 1944, and January 31, 1947, at a rate equal to 70 percent of difference between rates effective February 1, 1947, less general wage increases made subsequent to January 4, 1944, and lower hourly wage rates (average hourly earnings for incentive workers) actually received.</p> <p>Cost of program varied among plants covered. These inequity adjustments were not applicable to Geneva, Utah, plant of Geneva Steel Co., until April 1948, retroactive in full to March 9, 1947.</p>
Apr. 1, 1947 (by agreement dated Apr. 22, 1947).	12.5 cents an hour increase, plus increase in increments between standard job class rates resulting in added increases up to 14.5 cents an hour for the top classification. Total increase averaged approximately 15 cents over all units.	<p>General increase was 15 cents an hour at Duluth, Minn., plant of American Steel and Wire Co., and 15.5 cents an hour at Tennessee Coal, Iron and Railroad Co.</p> <p>Increments between the job classes in the standard hourly wage rate scale in effect at all plants (except Geneva operation of Geneva Steel Co.) were increased from 3.5 to 4 cents, thus providing additional increases ranging from 0.5 cents an hour in class 2 to 14.5 cents an hour in class 30. The general increase of 12.5 cents was added to earnings of incentive workers.</p>
July 16, 1948 (by supplemental agreement of same date).	9.5 cents an hour increase, plus increase in increments between standard job class rates resulting in added increases up to 15.5 cents for the top classification. Total increase averaged approximately 13 cents.	<p>Increments between job classes now numbering 32, were increased from 4 to 4.5 cents, thus providing additional increases ranging from 0.5 cents an hour for jobs in class 2 to 15.5 cents an hour for jobs in class 32. The total adjustment for each job class was added to earnings of incentive workers covered by plans in effect on April 22, 1947.</p>
Dec. 1, 1950 (by supplemental agreement dated Nov. 30, 1950).	12.5 cents an hour increase, plus increase in increments between standard job class rates resulting in added increases up to 15.5 cents for the top classification. Total increase averaged approximately 16 cents an hour.	<p>Increments between job classes were increased from 4.5 cents to 5 cents an hour, thus providing additional increases ranging from 0.5 cents for jobs in class 2 to 15.5 cents for jobs in class 32. The total adjustment for each job class was added to earnings of incentive workers covered by plans in effect on April 22, 1947. At operations of Tennessee Coal, Iron and Railroad Co., general increase and classification adjustments were uniformly 4.5 cents higher.</p>

See footnote at end of table.

A - General Wage Changes¹ - Continued

Effective date	Provision	Applications, exceptions, and other related matters
Mar. 1, 1952 (by agreement dated Aug. 15, 1952).	12.5 cents an hour increase, plus increase in increments between standard job class rates resulting in added increases up to 15.5 cents for the top classification. Total increase averaged approximately 16 cents an hour.	Increments between job classes were increased from 5 cents to 5.5 cents an hour, thus providing additional increases ranging from 0.5 cents for jobs in class 2 to 15.5 cents for jobs in class 32. The total adjustment for each job class was added to earnings of incentive workers covered by plans in effect on April 22, 1947.
July 26, 1952 (by agreement of above date).	-----	5 cents an hour increase at operations of Tennessee Coal and Iron Division.
June 12, 1953 (by supplemental agreement of same date).	8.5 cents an hour increase.	
Jan. 1, 1954 (by agreement of above date).	-----	2.5 cents an hour increase at operations of Tennessee Coal and Iron Division.
July 1, 1954 (by agreement of same date).	5 cents an hour increase.	In accordance with agreement of June 12, 1953, previous 2.5 cents an hour North-South differential eliminated on July 1, 1954.
July 1, 1955 (by memorandum of agreement dated June 30, 1955).	11.5 cents an hour increase, plus increase in increments between standard job class rates resulting in added increases up to 15.5 cents for the top classification. Total increase averaged approximately 15.2 cents an hour.	Increments between job classes were increased from 5.5 cents to 6 cents an hour, thus providing additional increases ranging from 0.5 cents for jobs in class 2 to 15.5 cents for jobs in class 32. The total adjustment for each job class was added to earnings of incentive workers covered by plans in effect on April 22, 1947.

¹ General wage changes are construed as upward or downward adjustments affecting a substantial number of workers 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 individual job rates or incentive rates) that do not have an immediate and noticeable effect on the average wage level.

The changes listed above were the major adjustments in wage rates made during the periods covered. Because of fluctuations in incentive earnings, the omission of nongeneral changes in rates, and other factors, the total of the general changes listed will not necessarily coincide with the change in average hourly earnings over the same period.

B - Minimum Plant Rates (Common Labor Rate up to February 1947)¹

Effective date	Provision		Applications, exceptions, and other related matters
	Hourly rates (in cents)—		
	Northern divisions ²	Tennessee Coal and Iron Division ³	
Mar. 16, 1937-----	62.5	45.0	In accordance with August 26, 1942, award of the NWLB, retroactive to February 15, 1942. Award also established common labor rates as guaranteed minimum rates, effective August 26, 1942 (not applicable to apprentices, learners, etc.).
Apr. 1, 1941-----	72.5	55.0	
Feb. 15, 1942-----	78.0	60.5	
Jan. 1, 1946-----	87.25	69.75	In accordance with retroactive provision of general wage increase effective February 16, 1946.
Feb. 16, 1946-----	96.5	79.0	In accordance with general wage increase (18.5 cents an hour) effective February 16, 1946, providing for retroactive payment of one-half of the increase (9.25 cents) to January 1, 1946.
Apr. 1, 1947-----	109.0	94.5	Previous differential of 2.5 cents an hour for Duluth plant was eliminated and former 17.5 cents an hour differential for operations of Tennessee Coal, Iron and Railroad Co. was narrowed by 3 cents.
July 16, 1948-----	118.5	104.0	Previous differential of 14.5 cents an hour for operations of Tennessee Coal, Iron and Railroad Co. was reduced to 10 cents.
Dec. 1, 1950-----	131.0	121.0	
Mar. 1, 1952-----	143.5	133.5	Previous differential of 10 cents an hour for operations of Tennessee Coal and Iron Division was reduced to 5 cents.
July 26, 1952-----	143.5	138.5	
June 12, 1953-----	152.0	147.0	Previous differential of 5 cents an hour for operations of Tennessee Coal and Iron Division was reduced to 2.5 cents.
Jan. 1, 1954-----	152.0	149.5	
July 1, 1954-----	157.0	157.0	Previous differential of 2.5 cents an hour for operations of Tennessee Coal and Iron Division was eliminated.
July 1, 1955-----	168.5	168.5	

¹ The common labor rates and, more recently, the minimum plant rates paid by the United States Steel Corp. have long been recognized as key rates in the industry's wage structure. Prior to 1942, some job rates were below the minimum common labor rates, but the War Labor Board's directive order effective August 26, 1942, raised all lower rates to the common labor level (except for apprentices, learners, etc.). Thereafter, until the job classification plan was introduced in February 1947, the common labor rates constituted the minimum plant rates. Under the job classification plan, rates paid to common laborers depend on classification of the common labor jobs, most of which are classified above the lowest level.

² Prior to April 1947, rates at Duluth, Minn., plant of American Steel and Wire Co. were uniformly 2.5 cents an hour lower.

³ Rates not applicable to Holt, Ala., blast furnace operated by this subsidiary between 1942 and 1944.

C - Related Wage Practices ¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
Mar. 16, 1937 -----	No provision for shift premium pay.	
Jan. 4, 1944 (by agreement dated Mar. 13, 1945).	Afternoon (second) shift—4 cents an hour; night (third) shift—6 cents an hour.	In accordance with November 25, 1944, award of NWLB.
July 25, 1952 -----	Increased to: 6 cents an hour for work on afternoon (second) shift; 9 cents an hour on night (third) shift.	
Overtime Pay		
Mar. 16, 1937 -----	Time and one-half for all work performed after 8 hours per day or 40 hours per week.	
Apr. 1, 1941 ² -----	Time and one-half for all work performed on days worked in excess of 5 workdays within the workweek.	Employees who failed to complete average hours worked in their department (up to 40 hours in 5 workdays within workweek) were permitted, if work was available in that department, to make up on 6th or 7th day the time lost (up to a maximum of 40 hours), at regular straight-time rates of pay.
Sept. 1, 1942 ² -----	Time and one-half paid for all work performed on 6th and 7th day of a consecutive 7-day period during which first 5 days were worked, whether or not all such days fell within same workweek.	Except when, upon agreement between company and union, schedules departing from normal workweek were established.
Apr. 22, 1947 -----	-----	Time and one-half pay for 6th and 7th day extended in some circumstances to employees laid off on any day within previous 5-day period because of changes in work schedules.
Holiday Pay		
Mar. 17, 1937 -----	No provision for paying premium wages for work performed on recognized holidays.	Agreement specified that no work was to be performed on July 4, Labor Day, and Christmas Day, except in continuous operation.
Apr. 1, 1941 -----	Time and one-half for all work required to be performed on 3 specified holidays by employees not engaged in continuous operations.	July 4, Labor Day, and Christmas.

See footnotes at end of table.

C - Related Wage Practices¹ - Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday Pay - Continued		
Sept. 1, 1942 ² -----	In accordance with Executive Order 9240 all employees paid time and one-half for work on 6 holidays.	Before the national emergency, no regular production work required on specified holidays except in continuous operations (for which payment was made at regular straight-time rates). For noncontinuous operations, days in employee's normal work schedule that were not worked because of holiday were counted as workdays for purposes of 6th day overtime pay.
Nov. 25, 1944 (by agreement dated Mar. 13, 1945).	Time and one-half for all work performed on 6 specified holidays.	New Year's Day, Memorial Day, July 4, Labor Day, Thanksgiving Day, and Christmas Day. (Substitute holiday for Memorial Day permitted in 1947 agreement). Holidays, whether worked or not, were counted as days worked for purpose of determining whether an employee had worked 6 days in his regularly scheduled work-week.
Aug. 15, 1952 -----	6 paid holidays established for which workers received straight-time pay. Double time (total) for work on paid holidays.	In accordance with November 25, 1944, award of the NWLB. Holidays were: New Year's Day, Memorial Day (by local agreement another day could be chosen provided such agreement was reached prior to April 1 of each year), July 4, Labor Day, Thanksgiving, and Christmas.
Paid Vacations		
Mar. 17, 1937 -----	Employees with 5 years or more of service—1 week.	1 week's vacation pay computed on basis of average hourly earnings and average weekly hours worked during 2 pay periods preceding vacation period (not less than 40 hours or more than 48 hours).
Apr. 1, 1941 -----	Employees consistently employed during year: 3 years and less than 15 years of service—1 week; 15 years or more—2 weeks.	Method of computing vacation pay same as above. Consistent employment defined as receiving earnings for 60 percent of the pay periods during the year preceding an established eligibility date.
Jan. 4, 1944 (by agreement dated Mar. 13, 1945).	Employees consistently employed during the year: 1 year and less than 5 years of service—1 week; 5 years or more—2 weeks.	In accordance with November 25, 1944, award of the NWLB, retroactive to January 4, 1944. Minimum time used in computing vacation pay, as outlined above, was 40 hours or the scheduled weekly hours of work, whichever was larger; maximum time was 48 hours or scheduled weekly hours if larger.

See footnotes at end of table.

C - Related Wage Practices¹ - Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid Vacations - Continued		
Mar. 13, 1945-----		Vacation allowance in lieu of vacation permitted in interest of war effort. Allowance was computed on basis of average hourly earnings and average weekly hours worked during first 13 pay periods (26 if on weekly basis) of calendar year, but for same maximum or minimum hours on which vacation pay for those employees actually taking vacations was computed.
Apr. 22, 1947-----	Added: 25 years or more of service—3 weeks.	Continuation of vacation allowance in lieu of vacation during 1947. Such allowance applicable to only 1 week of vacation periods of 2 or 3 weeks. Vacation allowance in lieu of vacation was to be discontinued after 1947, but a partial continuance of this practice was permitted in 1948.
Jan. 1, 1952 (by agreement dated Aug. 15, 1952).	Changed to: 15 or more years of service—3 weeks.	
Reporting Time		
Mar. 17, 1937-----	No provision for pay for reporting time.	
Apr. 1, 1941-----	Workers scheduled or notified to report for work paid for minimum of 2 hours if no work at their regular job or other employment provided. Any employee scheduled to and starting work at beginning of a turn (shift) paid for minimum of 4 hours.	Not applicable in event of strikes, breakdowns, acts of God, reasonable notice by management, or employee fault.
Apr. 22, 1947-----	Minimum payment for workers scheduled or notified to report for work, and for whom no work was provided, increased to 4 hours.	Same exceptions as above, except that failure of utilities beyond control of management substituted for breakdowns.
Severance Allowance		
Mar. 17, 1937-----	No provision for severance allowance.	

See footnote at end of table.

C - Related Wage Practices¹ - Continued

Effective date	Provision	Applications, exceptions, and other related matters
Severance Allowance - Continued		
Apr. 22, 1947-----	<p>Workers separated because of permanent discontinuance of plant, department, or substantial part thereof, paid severance allowance as follows:</p> <p>3 and under 5 years¹ service, 4 weeks¹ pay. 5 and under 7 years¹ service, 6 weeks¹ pay. 7 and under 10 years¹ service, 7 weeks¹ pay. 10 years¹ service or more, 8 weeks¹ pay.</p>	Severance allowance calculated in same manner as vacation pay.
Insurance Benefits Plan		
<p>Mar. 1, 1950 (by agreement dated Nov. 11, 1949).³</p> <p>Aug. 1, 1951 (by agreement of July 24, 1951).</p>	<p>Program of contributory social-insurance benefits established.⁴ Total cost including administrative expenses, 5 cents a man-hour. One-half cost to be borne by company; amount of each employee's contribution to depend on insurance provided.⁵</p> <p>The plan provided:</p> <p><u>Life insurance</u>—Group term insurance from \$2,000 to \$4,500. Reduced to \$1,250 upon retirement after age 65 and continued without cost to employee. No reduction until age 65 in event of total disability before age 60 or retirement on disability pension between ages 60 and 65.</p> <p><u>Accident and sickness benefits</u>—\$26 a week up to 26 weeks for any disability caused by nonoccupational accident or sickness. Benefits for accident started on 1st day, for sickness on 8th day. Benefits for maternity disability limited to 6 weeks.</p> <p><u>Hospitalization</u>—National Blue Cross 70-Day Plan covering employees and dependents.</p> <p>Added: <u>Surgical benefits</u>—National Blue Shield Plan for employees and dependents with a maximum benefit of \$200.</p>	<p>Benefits applied only during active employment. In case of layoff: Accident, sickness, and hospitalization coverage continued until end of month following month in which layoff occurred; life insurance continued in force for 3 months if employee paid share of premiums.</p> <p>No change in employee and employer contributions unless a point reached where current contributions were insufficient to pay for the additional benefits. In such case, surgical benefits to be continued for dependents of employees who elected to retain them by paying an additional sum.</p>

See footnotes at end of table.

C - Related Wage Practices¹ - Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits Plan - Continued		
<p>Mar. 1, 1954 -----</p> <p>Nov. 1, 1954 (by agreement dated July 1, 1954 and Sept. 1, 1954).</p> <p>Sept. 1, 1954 (by understanding of June 29, 1954).</p>	<p>Total cost increased to 9 cents a man-hour.⁶ One-half of cost to be borne by company; amount of each employee's contribution to depend on insurance provided.⁷</p> <p>Changed: Company to pay cost of administering plan.</p> <p><u>Life insurance</u>—New schedule of group term insurance based on higher wage scales—minimum insurance increased from \$2,000 to \$3,000; maximum from \$4,500 to \$5,500.</p> <p><u>Accident and sickness benefits</u>—Increased \$14 a week to \$40.</p> <p>Added: Benefits to apply to disability caused by accidents on the job or by occupational disease. Employees to receive difference between workmen's compensation payments and the \$40 weekly accident and sickness benefit.</p> <p><u>Hospitalization</u>—Increased by 50 days to 120 days. Allowance for private room and board increased to \$10 a day.</p>	<p><u>Surgical benefits</u>—Point was reached where an additional 50 cents a month was required for continuation of dependent surgical benefits under the Blue Shield Plan.</p> <p>In case of layoff, life insurance continued for 6 months if employee paid monthly premium of 60 cents per \$1,000.</p> <p>No change in \$1,250 insurance upon retirement after age 65.</p> <p><u>Surgical benefits</u>—50 cents a month additional employee contribution for dependent coverage discontinued, thus restoring Blue Shield benefit for dependents as a basic benefit.</p>
Pension Plan		
<p>Mar. 1, 1950 (by agreement dated Nov. 11, 1949).</p>	<p>Noncontributory pension plan established. All employees with at least 15 years of continuous service eligible for pensions upon reaching 65 and thereafter or upon being permanently incapacitated before age 65. Amount of monthly payment: 1 percent of employee's average monthly</p>	<p>Pension payments could be reduced by any severance allowance paid at time of retirement.</p>

See footnotes at end of table.

C - Related Wage Practices ¹ - Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension Plan - Continued		
Mar. 1, 1950 (by agreement dated Nov. 11, 1949)— Continued	<p>earnings during 120 calendar months immediately preceding retirement multiplied by number of years of continuous service. Pension payments as computed by formula reduced by primary benefits to which employee entitled under Federal Old-Age and Survivors' Insurance, other public pensions, and payments for disability under Federal or State laws (except fixed statutory payments for loss of a bodily member).</p> <p>Minimum pension including public pension—\$100 a month after 25 or more years' service; pro rata amount for from 15 to 25 years' service. Minimum pension upon permanent incapacitation—\$50 a month up to age 65 and standard minimum thereafter. Entire cost borne by company.</p>	
Sept. 1, 1954 (by understanding of June 29, 1954).	-----	Pensions for employees retired before October 31, 1954, not to be reduced by the amount of future increases in social security benefits.
Nov. 1, 1954 (by agreement dated July 1, 1954).	<p>Minimum monthly pension at age 65 increased to company payment of \$55 plus primary social security benefits (a total of at least \$140⁸ after 30 years' service in place of a total of \$100 including primary social security benefits after 25 years' service; for each year's service less than 30, a new minimum company pension reduced by \$2 monthly to \$25 for 15 years' service (or a total of \$110 including social security benefits). Company pension benefits as computed by the basic 1-percent formula reduced by a flat \$85 a month (the maximum payable at time of agreement under Federal Old-Age and Survivors' Insurance) rather than actual OASI benefit. A worker receiving the minimum company pension might have a total retirement income in excess of \$140 since OASI primary benefits could exceed \$85.⁹</p>	Revised plan not applicable to employees retired before October 31, 1954, except those retired on disability prior to age 65 and receiving workmen's compensation.

See footnotes at end of table.

C - Related Wage Practices¹ - Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension Plan - Continued		
Nov. 1, 1954 (by agreement dated July 1, 1954)— Continued	Minimum monthly pension for permanent incapacity increased to \$75. Amount of pension calculated under the 1-percent formula no longer reduced because of absence from work in last 6 months preceding retirement on disability.	Dropped: Deduction of workmen's compensation payments from disability pensions before age 65.

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

² During period covered by Executive Order 9240 (Oct. 1, 1942, to Aug. 21, 1945) this provision was modified in practice to conform to that order.

³ Company contributions began Feb. 1, 1950.

⁴ A contributory group life-insurance plan and various voluntary plans financed by employees were previously in effect.

⁵ Schedule of benefits and employee contributions, in addition to the National Blue Cross 70-Day Hospitalization Plan:

Employee's standard hourly wage rate	Life insurance	Accident and sickness insurance (weekly benefits)	Employee's monthly cost	
			No dependents	With dependents
Less than \$1.29 -----	\$2,000	\$26	\$2.90	\$4.15
\$1.29 but less than \$1.57 -----	2,500	26	3.15	4.40
\$1.57 but less than \$1.86 -----	3,000	26	3.35	4.60
\$1.86 but less than \$2.15 -----	3,500	26	3.60	4.85
\$2.15 but less than \$2.43 -----	4,000	26	3.80	5.05
\$2.43 and over -----	4,500	26	4.05	5.30

⁶ The benefits of the revised plan were applicable to participating employees actively at work on or after Nov. 1, 1954. Benefits of the plan in effect prior to that date were continued for participating employees not actively at work on Nov. 1, 1954, until they return to active employment.

⁷ Schedule of benefits and employee contributions, in addition to the National Blue Cross, 120-Day Hospitalization Plan and National Blue Shield Surgical Plan revised as follows:

Employee's standard hourly wage rate*	Life insurance	Accident and sickness insurance (weekly benefits)	Employee's monthly cost	
			No dependents	With dependents
Less than \$1.73 -----	\$3,000	\$40	\$6.25	\$7.50
\$1.73 but less than \$2.06 -----	3,500	40	6.50	7.75
\$2.06 but less than \$2.39 -----	4,000	40	6.70	7.95
\$2.39 but less than \$2.78 -----	4,500	40	6.95	8.20
\$2.78 but less than \$3.11 -----	5,000	40	7.15	8.40
\$3.11 and over -----	5,500	40	7.40	8.65

* On basis of Nov. 1, 1954, wage scale, excluding incentive earnings.

⁸ At time of agreement, some steel employees with 30 years' service might be eligible for OASI benefits of less than \$85 and thus receive total monthly pensions of less than \$140 but this number would be small. According to the company, arrangements were made whereby these employees actually received total pension (including social security) of \$140.

⁹ Under 1954 amendments to the law, maximum OASI benefits had increased to \$98.50 by Nov. 1, 1954, and were to rise further to \$108.50 by July 1, 1956.

D - Schedule of Standard Hourly Rates¹ in Steel-Producing Operations and Divisions
of United States Steel Corp., Selected Periods

Job class	Typical jobs		Standard hourly rate ²					
	Job title	Department	July 16, 1948	Dec. 1, 1950	Mar. 1, 1952	June 12, 1953	July 1, 1954	July 1, 1955
0-1	Sweepers and janitors ----- Pipe-cap man	All departments ----- Tube finishing	\$1.185	\$1.31	\$1.435	\$1.52	\$1.57	\$1.685
2	General labor (unassigned) ----- Bloom butt scrapman Painter's helper	All departments ----- Billet mill Paint shop	1.23	1.36	1.49	1.575	1.625	1.745
3	Labor (assigned) such as pig machine labor, gas washer labor, and wharfman Bricklayer's helper	All departments ----- Masonry	1.275	1.41	1.545	1.63	1.68	1.805
4	Track labor ----- Stock unloader Stenciler Hand stamper	Transportation ----- Blast furnaces Bloom, slab and billet mills Bloom, slab and billet mills	1.32	1.46	1.60	1.685	1.735	1.865
5	Assorter (tin) ----- Crane hooker Stopper maker Carpenter's helper	Strip and sheet finishing ----- All departments Open hearth Carpentry and pattern shop	1.365	1.51	1.655	1.74	1.79	1.925
6	Sand-mixer operator ----- Rigger helper Third helper	Foundry ----- Maintenance Open hearth	1.41	1.56	1.71	1.795	1.845	1.985
7	Conditioning scarfer ----- Conditioning chipper Tractor operator (scrap)	Bloom and billet mills ----- Bloom and billet mills Tin mill cold reduction	1.455	1.61	1.765	1.85	1.90	2.045
8	Truckdriver ----- Bench-wire drawer Craneman, ladle house	Automotive ----- Wire mill Blast furnaces	1.50	1.66	1.82	1.905	1.955	2.105
9	Mill craneman ----- Center-lathe operator	Hot strip mill ----- Axle mill	1.545	1.71	1.875	1.96	2.01	2.165
10	Bottom maker ----- Operator, skip and larry cars Shearman, hot	Soaking pits ----- Blast furnaces Merchant mill	1.59	1.76	1.93	2.015	2.065	2.225
11	Painter ----- Galvanize potman Shearman	Paint shop ----- Strip and sheet finishing 160" plate mill	1.635	1.81	1.985	2.07	2.12	2.285
12	Locomotive craneman ----- Coremaker Ore-bridge operator Strander	Cranes ----- Foundry Blast furnaces Merchant mill	1.68	1.86	2.04	2.125	2.175	2.345
13	Carpenter ----- Transfer tableman Finisher	Carpentry and pattern shop ----- Rail mill Merchant mill	1.725	1.91	2.095	2.18	2.23	2.405
14	Welder (arc-acetylene) ----- Moulder Keeper Millwright	Maintenance ----- Foundry Blast furnaces Maintenance	1.77	1.96	2.15	2.235	2.285	2.465
15	Boilermaker ----- Bricklayer Roll turner Rougher	Boilershop ----- Masonry Roll shop Hot strip mill	1.815	2.01	2.205	2.29	2.34	2.525
16	Machinist ----- Axle maker (forger) Layout man Charging-machine operator	Machine shop ----- Axel mill Boilershop Open hearth	1.86	2.06	2.26	2.345	2.395	2.585
17	Layout man (machinist) ----- Patternmaker	Machine shop ----- Carpentry and pattern shop	1.905	2.11	2.315	2.40	2.45	2.645

See footnotes at end of table.

D - Schedule of Standard Hourly Rates¹ in Steel-Producing Operations and Divisions of United States Steel Corp., Selected Periods

Job class	Typical jobs		Standard hourly rate ²					
	Job title	Department	July 16, 1948	Dec. 1, 1950	Mar. 1, 1952	June 12, 1953	July 1, 1954	July 1, 1955
18	Toolmaker ----- Heater	Machine shop ----- Coke plant	\$1.95	\$2.16	\$2.37	\$2.455	\$2.505	\$2.705
19	Melter, electric tilt furnace ----- Assistant roller Welder	Foundry ----- Strip mill Butt weld	1.995	2.21	2.425	2.51	2.56	2.765
20	Roller (mechanical mills) ----- Heater	Hot strip pack mills ----- Plate mills	2.04	2.26	2.48	2.565	2.615	2.825
21	Billet mill roller ----- Hi mill roller, seamless tubing	Bar mill ----- Hot mill	2.085	2.31	2.535	2.62	2.67	2.885
22	First helper, arc furnace ----- Tandem mill roller	Electric furnaces ----- Cold reducing mill	2.13	2.36	2.59	2.675	2.725	2.945
23	Heater ----- First helper (making bottom)	80" hot strip and finishing ----- Open hearth	2.175	2.41	2.645	2.73	2.78	3.005
24	First helper (No. 1 open hearth) ----- Rotary roller	Open hearth ----- Seamless piercing and rolling	2.22	2.46	2.70	2.785	2.835	3.065
25	Roller ----- First helper (No. 5 open hearth)	Blooming mill ----- Open hearth	2.265	2.51	2.755	2.84	2.89	3.125
26	Blower ----- Roller (wide tandem)	Bessemer ----- Tin mill cold reduction	2.31	2.56	2.81	2.895	2.945	3.185
27	Roller, slab ----- Roller Screwman	36" slab mill ----- 160" plate mill Bloom and structural No. 1 finishing mill	2.355	2.61	2.865	2.95	3.00	3.245
28	Roller ----- Roller ²⁸ / ₁₂	42" hot strip ----- Bloom and structural No. 1 finishing mill	2.40	2.66	2.92	3.005	3.055	3.305
29	----- -----	----- -----	2.445	2.71	2.975	3.06	3.11	3.365
30	Roller ----- Roller	80" hot strip (Gary) ----- 100" plate mill	2.49	2.76	3.03	3.115	3.165	3.425
31	----- -----	----- -----	2.535	2.81	3.085	3.17	3.22	3.485
32	Roller ----- -----	80" hot strip mill (Irvin) -----	2.58	2.86	3.14	3.225	3.275	3.545

¹ Workers paid on an incentive basis, under existing incentive plans, generally earn more than the standard hourly rate which serves as their guaranteed minimum.

² Hourly rates for each job class at the Tennessee Coal and Iron Division were uniformly 14.5 cents an hour lower on July 16, 1948, 10 cents lower on Dec. 1, 1950, and Mar. 1, 1952, 5 cents lower on July 26, 1952, and June 12, 1953, and 2.5 cents an hour lower on Jan. 1, 1954. This differential was eliminated as of July 1, 1954 (by agreement dated June 12, 1953).

Wage Chronology: United States Steel Corp.

Supplement No. 7—1956-57

THE INFORMATION contained in this supplement of the United States Steel Corp. chronology results from the negotiations for new contracts in the basic steel industry started on May 28, 1956, between the United States Steel Corp. and two other major steel producers and the United Steelworkers of America. Similar discussions were held with other producers at about the same time. Earlier, the companies and the union had served formal 60-day notices terminating their contracts on June 30, 1956.

In the initial meeting with the companies, the union presented a list of 23 proposed contract changes that had been formulated by its Wage Policy Committee. The detailed proposal included a "substantial" wage increase, premium pay for work on Saturday and Sunday as such, a supplemental unemployment benefit plan, an improved health and welfare plan, and a variety of other contract changes. Bargaining sessions were recessed at the end of May to permit the companies to study the union's proposal. On June 15, a counterproposal advanced by the companies was rejected by the union. This proposal included a 5-year contract (reopenable only in the event of a national emergency), with a general wage increase averaging 7.3 cents an hour annually; a cost-of-living provision; a supplemental unemployment benefit plan; an improved insurance plan; and other deferred improvements to become effective during the life of the contract.

When it became evident that a settlement would not be reached by June 30, 1956, the expiration date of the existing agreements, efforts were made to extend the contracts while negotiations continued but met with no success. The companies requested an indefinite contract extension (without provision for making new benefits retroactive), subject to a 72-hour termination notice; the union proposed a 2-week contract extension, with new benefits retroactive to July 1. The parties failed to resolve their difference on contract extension.

On July 1, a work stoppage idled most of the industry and bargaining was discontinued.

With the assistance of the Federal Mediation and Conciliation Service, bargaining was resumed in mid-July, and a memorandum of agreement with United States Steel Corp. and 11 other basic steel producers on new 3-year contracts, subject to union ratification, was signed on July 27. However, a return to work was delayed until early August to allow the parties to work out details (e. g., with respect to supplemental unemployment benefit plan provisions and incentive inequity problems) and to sign individual contracts.

The new settlement provided for a general increase in basic rates averaging about 9.5 cents an hour (about 10.5 cents in hourly earnings, including incentive pay), effective August 3, 1956; deferred increases averaging 8.3 cents an hour (about 9.1 cents when incentive pay was included), effective on July 1 of both 1957 and 1958; and a semiannual cost-of-living escalator formula. Changes in supplementary benefits, effective at various dates throughout the contract period, included a supplemental unemployment benefit plan, premium pay for nonovertime Sunday work, an additional paid holiday (Good Friday), increased pay for holiday work, an improved insurance program, increased pension benefits, increased shift premiums, additional vacation pay after specified periods of service, and pay for jury duty. The agreement also provided for establishing joint committees to review job classifications and the existing wage incentive system.

The new agreements, to be in force from August 3, 1956, through June 30, 1959, made no provision for wage reopenings—the first long-term agreements without reopenings in basic steel's collective bargaining history. (Pension and insurance agreements remain in force through October 1, 1959.)

The following tables bring the wage changes of the United States Steel Corp. chronology through July 1, 1957, and take into account the revisions in supplemental benefits and other changes provided in the agreement of August 3, 1956.

A—General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
Aug. 3, 1956 (by agreement of same date).	7.5 cents an hour increase plus increases in increments between standard job class rates resulting in added increases up to 9 cents for the top classification. Total increase averaged approximately 9.5 cents an hour in base rates or 10.5 cents when effect on incentive pay is included.	<p>Included in computing total was additional 6 cents an hour for employees formerly in job class 1 which was eliminated and combined with job class 2.</p> <p>Increments between job classes were increased from 6 cents to 6.3 cents an hour, thus providing additional increases ranging from 0.3 cent in job class 3 to 9 cents for job class 32. (See schedule of standard hourly rates.)</p> <p>Proportionate increase in incentive earnings under pay plans in effect on April 22, 1947, as well as for subsequent plans. (Previously cents per hour increases added to incentive earnings under pay plans in effect on April 22, 1947.)</p> <p>Deferred increases of 7 cents an hour, plus 0.2-cent increases in increment between job classes effective July 1, 1957, and July 1, 1958.</p> <p>The new agreement provided for semiannual cost-of-living adjustments of 1 cent an hour, added to straight-time hourly earnings, for alternating 0.4- and 0.5-point changes in the Bureau of Labor Statistics Consumer Price Index above a level of 116.2. No reductions in the cost-of-living allowance unless the decline in the index warrants a wage decrease of at least 2 cents.¹</p> <p>Semiannual adjustment of cost-of-living allowance.</p>
January 1957 (first pay period beginning in month). July 1, 1957 (by agreement dated Aug. 3, 1956).	<p>3 cents an hour allowance added to straight-time hourly earnings.</p> <p>7 cents an hour increase, plus increase in increments between standard job class rates, resulting in added increases up to 6 cents for the top classification. Total increase averaged approximately 8.3 cents an hour in base rates or 9.1 cents when the effect on incentive pay is included.</p>	<p>Increments between job classes were increased from 6.3 cents to 6.5 cents an hour, thus providing additional increases ranging from 0.2 cent in job class 3 to 6 cents for job class 32. Proportionate increase in incentive earnings under pay plans in effect on April 22, 1947</p>
July 1957 (first pay period beginning in month).	4 cents an hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.

¹ The new agreement provided that semiannual cost-of-living adjustments be based on the Bureau of Labor Statistics Consumer Price Index (1947-49=100) for the index months of May and November as follows:

Consumer Price Index	Cost-of-living allowance
116.5 or less.....	None.
116.6 to 117.0.....	1 cent an hour.
117.1 to 117.4.....	2 cents an hour.
117.5 to 117.9.....	3 cents an hour.
118.0 to 118.3.....	4 cents an hour.

and so forth, with 1-cent adjustments in straight-time hourly earnings for alternating 0.4- and 0.5-point changes in the index, and with downward adjustments occurring only when the index declines sufficiently to warrant a 2-cent decrease.

Examples of changes in the cost-of-living allowance are shown in the following tabulation:

Change in cost-of-living allowance in cents in accordance with table	Actual cost-of-living adjustment
+4 cents.....	4 cents an hour.
+3 cents.....	7 cents an hour.
-2 cents.....	5 cents an hour.
-1 cent.....	5 cents an hour.
-1 cent.....	3 cents an hour.
+2 cents.....	5 cents an hour.
-1 cent.....	5 cents an hour.
+1 cent.....	5 cents an hour.
-1 cent.....	5 cents an hour.
+2 cents.....	6 cents an hour.
-3 cents.....	3 cents an hour.
-1 cent.....	3 cents an hour.
-1 cent.....	1 cent an hour.
-3 cents.....	None.
+3 cents.....	None.

B—Schedule of Standard Hourly Rates in Steel-Producing Operations of United States Steel Corp.

Job class ¹	July 1, 1955	Aug. 3, 1956	July 1, 1957 ²	July 1, 1958 ²	Job class ¹	July 1, 1955	Aug. 3, 1956	July 1, 1957 ²	July 1, 1958 ²	Job class ¹	July 1, 1955	Aug. 3, 1956	July 1, 1957 ²	July 1, 1958 ²
0-1----	\$1.685	(³)	(³)	(³)	12----	2.345	2.450	2.540	2.630	23----	3.005	3.143	3.255	3.367
2----	1.745	\$1.820	\$1.890	\$1.960	13----	2.405	2.513	2.605	2.697	24----	3.065	3.206	3.320	3.434
3----	1.805	1.883	1.955	2.027	14----	2.465	2.576	2.670	2.764	25----	3.125	3.269	3.385	3.501
4----	1.865	1.946	2.020	2.094	15----	2.525	2.639	2.735	2.831	26----	3.185	3.332	3.450	3.568
5----	1.925	2.009	2.085	2.161	16----	2.585	2.702	2.800	2.898	27----	3.245	3.395	3.515	3.635
6----	1.985	2.072	2.150	2.228	17----	2.645	2.765	2.865	2.965	28----	3.305	3.458	3.580	3.702
7----	2.045	2.135	2.215	2.295	18----	2.705	2.828	2.930	3.032	29----	3.365	3.521	3.645	3.769
8----	2.105	2.198	2.280	2.362	19----	2.765	2.891	2.995	3.099	30----	3.425	3.584	3.710	3.836
9----	2.165	2.261	2.345	2.429	20----	2.825	2.954	3.060	3.166	31----	3.485	3.647	3.775	3.903
10----	2.225	2.324	2.410	2.496	21----	2.885	3.017	3.125	3.233	32----	3.545	3.710	3.840	3.970
11----	2.285	2.387	2.475	2.563	22----	2.945	3.080	3.190	3.300					

¹ For typical occupations in each job class, see table D, p. 15.
² Does not include cost-of-living adjustment.

³ Under the new agreements, workers who were formerly in job class 0-1 were moved up and combined with job class 2. Employees in former job class 0-1 received an extra 6 cents an hour increase (the old increment) in addition to the general increases for all workers.

C—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
<i>Shift Premium Pay</i>		
July 1, 1958 (by agreement dated Aug. 3, 1956).	Increased to: 8 cents an hour for work on afternoon (second) shift; 12 cents an hour on night (third) shift.	
<i>Pay for Sunday Work</i>		
Sept. 1, 1956 (by agreement dated Aug. 3, 1956). July 1, 1957 (by agreement dated Aug. 3, 1956). July 1, 1958 (by agreement dated Aug. 3, 1956).	Time and one-tenth for hours worked on Sunday not paid for on an overtime basis. Increased to: Time and one-fifth..... Increased to: Time and one-fourth.....	Sunday premium also paid for reporting allowance hours.
<i>Holiday Pay</i>		
Aug. 3, 1956 (by agreement of same date). July 1, 1957 (by agreement dated Aug. 3, 1956). July 1, 1958 (by agreement dated Aug. 3, 1956).	Added: Seventh paid holiday..... Increased to: Double time and one-tenth (total) for all work performed on 7 specified holidays. Increased to: Double time and one-fourth (total) for work on holidays.	Good Friday.
<i>Paid Vacations</i>		
Jan. 1, 1958 (by agreement dated Aug. 3, 1956).	Added: An additional half week's vacation pay for 3 but less than 5, 10 but less than 15, and 25 or more years' service. ¹	No change in length of vacation period. Eliminated: Requirement that workers receive earnings for 60 percent of pay periods during preceding year and work during calendar year to be eligible for vacation. Added: Employees absent at least 6 consecutive months in preceding year disqualified for benefits.

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Severance Allowance</i>		
Sept. 1, 1957 (by agreement dated Aug. 3, 1956).	Employees eligible for severance allowance to have option within 30 days after shutdown either to be treated as on layoff (and hence eligible for supplemental unemployment benefits) or to accept the severance allowance.	Employee electing severance allowance to have any supplemental unemployment benefit payments received during the 30-day period deducted from the allowance to which he would otherwise have been eligible at the beginning of the period.
<i>Jury-Duty Pay</i>		
Aug. 3, 1956 (by agreement of same date).	Employee to receive difference between 8 hours average straight-time earnings and payment for jury service for each day of jury duty on which he would have otherwise worked.	Employee to present proof of service and amount of pay received.
<i>Insurance Benefits</i>		
Mar. 15, 1956..... Sept. 1, 1956 (by agreement dated Aug. 3, 1956).	<p>Hospitalization and surgical benefits improved without additional contributions.</p> <p>Changed to: Total cost based on an initial average of \$19 a man-month.² Company to match employees' monthly contribution estimated to average \$9.50 per worker instead of limiting payment to a fixed amount per man-hour; amount of each employee's contribution to depend on insurance provided.³</p> <p><i>Life insurance:</i> New schedule of group term insurance based on higher wage scales—minimum insurance increased from \$3,000 to \$3,500; maximum from \$5,500 to \$6,000.³</p> <p><i>Accident and sickness benefits:</i> Changed from a flat benefit of \$40 a week to benefits graduated from \$42 to \$57 a week.³</p> <p><i>Hospitalization:</i> Benefits improved and allowance for private room and board increased to \$12 a day.</p> <p>Added: Diagnostic benefits for employees and dependents.</p> <p><i>Surgical benefits:</i> Increased to a maximum of \$300.⁴ In-hospital oral surgery, diagnostic X-ray, and diagnostic medical services (electrocardiogram, electroencephalogram and basal metabolism) added.</p>	<p>Any increase in cost of insurance during period of agreement to be shared equally between employees and employer.</p> <p>Insurance upon retirement after age 65 changed from flat \$1,250 to benefits graduated from \$1,300 to \$1,550.</p>
<i>Pension Plan</i>		
Nov. 1, 1957 (by agreement dated Aug. 3, 1956).	<p>Minimum monthly pension at age 65 increased to company payment of \$2.40 a month for each year of service prior to November 1, 1957, and \$2.50 a month for each year of service thereafter, up to 30 years—plus Social Security benefits.</p> <p>Minimum monthly pension prior to age 65 for permanent incapacity changed to the larger of (1) \$90 a month less any Social Security disability benefits payable; (2) minimum pension described above (\$2.40 or \$2.50 times years of service); or (3) amount under basic 1-percent formula less flat \$85 offset for Social Security or, in Workmen's Compensation cases, actual Social Security if less than \$85. Normal minimum thereafter.</p>	<p>Minimum monthly pension of employees who retired under the 1949 plan changed to \$2 for each year of service up to 30; for those who retired under the 1954 plan changed to \$2.25 a month per year of service up to 30 (plus Social Security benefits).</p> <p>Minimum monthly pensions for pensioners already retired for disability as follows: Those entitled to Social Security disability benefits minimum pension described above (\$2 or \$2.25 times years of service); those ineligible for Social Security disability benefits \$60 a month if retired under the 1949 plan and \$80 a month if retired under the 1954 plan.</p>

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Pension Plan—Continued</i>		
	<p>Added: <i>Early retirement:</i> Employees aged 60 but less than 65 with 15 years' continuous service permitted to retire at own option; could elect (1) deferred normal pension starting at age 65 or (2) an immediate pension, actuarially reduced.</p> <p>Added: <i>Deferred vested rights:</i> Employees laid off for more than 2 years or terminated as a result of a permanent shutdown of a plant, department, or a subdivision and who at the end of such 2 years or upon such termination had reached age 40 with at least 15 years' continuous service to receive deferred monthly pensions at age 65 based on years of continuous service and on average monthly compensation during the 120 months prior to the expiration of such 2 years or such termination.</p>	
<i>Supplemental Unemployment Benefit Plan</i>		
<p>Aug. 3, 1956 (by agreement dated Aug. 3, 1956).</p>	<p>Plan established to supplement benefits paid under State unemployment systems.</p> <p><i>Contributions:</i> Company to contribute 3 cents per man-hour actually worked, with a "contingent liability" of an additional 2 cents if needed to pay benefits provided by the plan.</p> <p><i>Size of benefits:</i> An amount which when added to State unemployment benefits and other compensation will be the smaller of (1) 65 percent of the employee's (after tax) weekly straight-time wages for 40 hours of work, or (2) \$25 a week for the maximum duration of State unemployment benefits and \$47.50 thereafter, with \$2 additional for each dependent, up to 4. Benefits to continue for a maximum of 52 weeks. Benefits will be reduced by 25 to 85 percent depending on trust fund position in any month in which the financial position is less than 75 percent.⁶ If such position is less than 10 percent, no benefits are payable.⁷ Benefits to be first payable for weeks beginning September 1, 1957, for employees laid off on or after July 1, 1957, if favorable rulings from State⁸ and Federal Governments are obtained.</p>	<p>Company's contributions to be paid into a fund which with "contingent liability" will eventually be built up to a "maximum financing" of 10.5 cents for each man-hour worked in the first 12 of the 14 months that precede the month for which the calculation is made.⁵ This would be about \$200 per employee, assuming an average workyear of about 1,900 hours.</p> <p>Company contributions to fund and increase in contingent liability to cease when fund reaches 100 percent "maximum financing" and will be resumed only as necessary to restore this level.</p> <p>Plan contingent on obtaining rulings (1) that company contributions are deductible for Federal income tax purposes; (2) that such contributions would be excluded in computation of overtime pay under the Fair Labor Standards Act. If these rulings were not obtained by September 1, 1957, the company's obligation to contribute to the plan would cease. If the plan was terminated in this manner, the company and the union were to negotiate with respect to modifying the plan or use of the money the company has contributed or would otherwise be obligated to contribute to the fund; if no agreement was reached within 60 days, either party could thereafter resort to a strike or a lockout.⁹</p>

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Supplemental Unemployment Benefit Plan—Continued</i>		
	<p>Eligibility: Laid-off employees with at least 2 years' continuous service (who meet certain other requirements) and with credit units will be eligible for benefits after waiting a period of 1 week within the benefit year. To obtain a week of benefits, employees will surrender 1 credit unit until the financial position of the fund declines below 52.5 percent, when the number of credits surrendered will vary from 1 to 5, depending on length of service and financial position of the fund.⁷</p> <p>Accrual of credit units: Employees will accumulate credit units at the rate of 1/10 unit for each 8 credited hours beginning on or after August 1, 1955. A maximum of 52 credit units can be accumulated by a worker at any one time.</p>	<p>Once an employee has been credited with units, he cannot earn more than 26 credit units in any 12-month period.</p>

¹ Vacation provisions effective January 1, 1958, can be summarized as follows:

Years of service	Duration of vacation	Extra vacation pay
1 or more.....	1 week.....	0.
3 or more.....	1 week.....	1/2 week.
5 or more.....	2 weeks.....	0.
10 or more.....	2 weeks.....	1/2 week.
15 or more.....	3 weeks.....	0.
25 or more.....	3 weeks.....	1/2 week.

² Benefits of the revised plan were applicable to participating employees actively at work on or after September 1, 1956. Benefits of the plan in effect prior to that date were continued for participating employees not actively at work on September 1, 1956, until they return to active employment.

³ Schedule of benefits—in addition to the National Blue Cross, 120-Day Hospitalization Plan and National Blue Shield Surgical Plan—and employee contributions revised as follows:

Employee's standard hourly wage rate*	Life insurance		Accident and sickness insurance (weekly benefits)	Employee's monthly cost	
	Before retirement	After retirement		No dependents	With dependents
Less than \$1.94.....	\$3,500	\$1,300	\$42	\$7.50	\$9.50
\$1.94 but less than \$2.32.....	4,000	1,350	45	7.80	9.80
\$2.32 but less than \$2.70.....	4,500	1,400	48	8.10	10.10
\$2.70 but less than \$3.14.....	5,000	1,450	51	8.40	10.40
\$3.14 but less than \$3.52.....	5,500	1,500	54	8.70	10.70
\$3.52 and over.....	6,000	1,550	57	9.00	11.00

*On basis of Sept. 1, 1956, wage scale, excluding incentive earnings.

⁴ In addition, for steelworkers in the State of Pennsylvania who are married and earn \$6,000 a year or less and single employees who earn \$4,000 or less, the schedule of surgical benefits will provide full payment for the procedure.

⁵ Beginning in November 1958, maximum financing will be revised downward according to the following scale, if during the first 12 of the last 14 months the average weekly benefit payment falls below \$16:

If the average weekly benefit is—	The adjusted maximum financing for the month will be the following percentage of the maximum financing
\$16 or more.....	100
\$12 to \$15.99.....	80
\$9 to \$11.99.....	60
Less than \$9.....	40

⁶ In September 1957, the financial position of the fund (for purposes of determining benefit levels) will be considered to be 100 percent if total finances equal 5 cents times hours worked in the applicable 12-month period. Subsequently, until normal maximum financing is first reached (but no later than July 1959), the maximum will be computed on the basis of 5 cents times hours worked in the applicable 12-month period plus one-fourth of 1 cent for each month after September 1957.

⁷ The amount of weekly benefit and number of credit units to be canceled for a week of benefits is summarized as follows:

If the financial position applicable to the week for which the weekly benefit is paid is—	The weekly benefit shall be—	And if the continuous service of the applicant is—		
		2 to 8 years	8 to 15 years	15 years and over
		The credit units canceled for such benefits shall be—		
	Percent			
75.0 percent or more.....	100.0	1.00	1.00	1.00
67.5 but less than 75.0 percent....	75.0	1.00	1.00	1.00
60.0 but less than 67.5 percent....	67.5	1.00	1.00	1.00
52.5 but less than 60.0 percent....	60.0	1.00	1.00	1.00
45.0 but less than 52.5 percent....	52.5	1.25	1.00	1.00
38.0 but less than 45.0 percent....	45.0	1.25	1.00	1.00
31.0 but less than 38.0 percent....	37.5	2.00	1.25	1.00
24.0 but less than 31.0 percent....	30.0	2.00	1.25	1.00
17.0 but less than 24.0 percent....	22.5	2.00	2.00	1.00
10.0 but less than 17.0 percent....	15.0	5.00	2.00	1.25
Less than 10.0 percent.....	0			

⁸ If there was any State in which supplementation was not permitted, the parties were by August 1957 to negotiate an alternative arrangement for providing benefits to workers in such States. If possible, this arrangement was to provide for payment of benefits in a lump sum at the termination of periods of layoff or of State benefits, with further payments in the latter case to be made on a weekly basis.

⁹ Necessary rulings were obtained so that plans went into effect as scheduled.

Wage Chronology: United States Steel Corp.

Supplement No. 8—1958-60

FORMAL NEGOTIATIONS between the United States Steel Corp. and the United Steelworkers of America for revisions in the contracts that were to terminate on June 30, 1959,¹ began on May 5, 1959. Agreement was not reached until January 4, 1960, 2 days before submission to the President of the final report of a Board of Inquiry appointed by him under the Labor Management Relations Act of 1947. In the interim there had been a 116-day strike, suspended by issuance of an injunction under the national emergency provisions of that act.

Most of the company's bargaining was conducted jointly with eleven other major steel producers through a committee of four representing the companies. In April, prior to the first meeting of the parties' representatives, and again when formal negotiations opened, the companies had proposed the continuation for 1 year of conditions under the existing contracts without change except for elimination of future cost-of-living allowances. The union proposed contracts that within the framework of the industry's price structure, productivity, and profits would "protect real wages and contain increases in wage rates and other benefits." On May 5, the union made a detailed statement to serve as a basis for discussion.

On June 10, the companies proposed an 8-point program calling for contractual changes including modification of "ambiguous and restrictive language" so as to enable management to make operating improvements, stronger penalties for those engaging in unlawful strikes, recognition of the functions of management to develop wage incentives and establish sound standards, greater flexibility in changing work schedules, elimination of overlapping and duplication in existing benefit programs, simplification of the procedures for establishing seniority units, scheduling of vacations throughout the year along with changes in eligibility provisions, and clarification of contract language. The companies' position on economic questions remained the same as it had been in April. The proposal was rejected by the union.

When it became evident that a settlement would not be reached by June 30, efforts were made to extend the contracts while negotiations continued. The companies requested an indefinite contract extension, without provision for making any changes retroactive, subject to a 10-day termination notice. An extension to July 15, with new benefits retroactive to July 1, was proposed by the union.

Following the suggestion of the President of the United States that negotiations continue without interruption of production, the union proposed, and the industry agreed to, a 2-week extension of the existing contracts (without any commitment on retroactivity) through July 14.

During the truce period, the union made a 2-year contract proposal calling for wage and "fringe" improvements. The details were not made public and the proposal was rejected by the companies. In a press release on July 11, the companies expressed willingness to negotiate improvements in the pension and insurance plans in the first year of a 2-year contract and a "modest" increase in wages in the second year, conditioned on union acceptance of the industry's "8-point" program.

Most publicized of the industry's "8-point" proposal was revision of Section 2-B of the contracts, entitled "Local Working Conditions," to give management "latitude to change work rules in the absence of changes in basic conditions."² Management already had the right to make such changes when the basis for the existence of the local working conditions was changed (e.g., when technological changes were made). The union contended that these contractual changes would permit the companies unilaterally to eliminate benefits and to make changes in working conditions already provided under local agreements and practices. The parties met regularly during the truce period, but made no progress toward agreement.

¹ The pension and insurance agreements remained in force through October 31, 1959.

² Bargaining over this as well as over issues of union security, seniority, etc., is outside the scope of the chronology series; this and related issues have been mentioned in the introduction only because of their importance in the contract dispute.

Developments During the Strike

On July 15, a work stoppage idled over four-fifths of the industry, including the United States Steel Corp., and despite the assistance of the Federal Mediation and Conciliation Service, negotiations broke off on September 25. On October 1, the union proposed a 3-year contract, the details of which were not made public, and the companies made a 2-year contract proposal. The company offer, their first to contain specific proposals for increased "economic" benefits, included increased cash contributions to the Supplemental Unemployment Benefit (SUB) fund and improved insurance and pension benefits in the first year, and an increase in wage rates in the second year.³ The offer also provided for elimination of the cost-of-living clause and required union acceptance of several provisions of the "8-point" program. The union rejected the offer.

On October 9, the President, by Executive Order issued under the Labor Management Relations Act, created a Board of Inquiry to report on the issues in dispute. During October, while the Board was discussing the issues with the parties and conducting public hearings, the parties made new settlement offers. The union's contract proposal of October 12 included wage-rate increases and changes in supplementary benefits during each year of a 1-, 2-, or 3-year contract.

The revised offers made during the hearings left the parties far apart. The union's next proposal, on October 15, was for a contract, to terminate June 30, 1961, with general wage increases ranging among job classes from 7 to 13 cents, effective July 1, 1960; a maximum permissible increase of 3 cents in the cost-of-living allowance with no January 1960 adjustment and with a waiver of the 2 cents an hour already due under the existing formula, which the union stated was for the purpose of helping pay for assumption by the company of the employees' insurance contributions. The proposal would also have required, effective November 1, 1959, company payment of all costs of an improved insurance plan, including increased life insurance and sickness and accident benefits and insurance coverage during layoff; liberalized pension benefits, including an increase from 30 to 40 in the years of service to be credited for minimum benefits, an increase in the minimum

benefit per year of service, an increase in pensions of those already retired, and a special retirement payment equal to 3 months' full pay.

On October 17, the companies offered a 3-year contract conditioned on amendment of the basic labor agreements in regard to work rules. The new company proposal included increased minimum pensions for both normal and disability retirement; liberalized early retirement provisions; company-paid comprehensive major medical expense insurance in lieu of existing contributory hospitalization and surgical coverage; other insurance benefit increases; increases in wage rates ranging from 6 cents an hour for the lowest job class to 12 cents for the highest job class, effective October 1, 1960, and again on October 1, 1961; and a maximum total cost-of-living adjustment of 20 cents, including the existing 17 cents. The allowance would increase only if and to the extent that the allowance as computed under the formula of the previous contract rose more than 6 cents by October 1, 1960, and more than 12 cents by October 1, 1961. This October 17 offer also included increased cash contributions to the SUB fund, improved maximum financing, replacement of the canceled contingent liability under this plan by a "financial factor" that would assure a benefit level of 100 percent at the beginning of a new agreement, and advance contributions to assure availability of cash for benefit payments.

The Board of Inquiry's report to the President, dated October 19,⁴ concluded that the "major roadblocks to settlement are in the general areas of 'economics' and 'work rules.'" Based on the Board's report that a settlement did not seem likely, the Government, on October 20, sought an injunction under the national emergency provisions of the LMRA requiring the steelworkers to return to their jobs for 80 days.⁵ After court stays during an appeal by the union, the injunction went into effect on November 7, when the U.S. Supreme Court decided that the 116-day "strike imperils

³ Estimates of employment costs and values of company and union offers are detailed in the Report to the President submitted by the Board of Inquiry under Executive Orders 10643 and 10648, October 19, 1959, and the Final Report to the President, *The 1959 Labor Dispute in the Steel Industry*, submitted by the Board of Inquiry under Executive Order 10643, January 6, 1960. Excerpts from the Final Report were published in the *Monthly Labor Review*, March 1960, pp. 262-269.

⁴ For substantial excerpts from the report, see *Monthly Labor Review*, December 1959, pp. 1333-1341.

⁵ On October 26, 1959, the union had concluded an agreement with the Kaiser Steel Corp. See *Monthly Labor Review*, December 1959, pp. 1246-1246 and 1275-1276.

the national safety." During the interval between the injunction and December 28, when the Board again held hearings, the parties continued to bargain. Further offers were made by the industry on November 15, and by the union on December 17.

The Board of Inquiry reconvened on December 28 to hold hearings on which to base its report to the President on the current position of the parties, the companies' last offers, and the efforts that had been made for settlement.⁶ Testimony and exhibits presented by industry spokesmen indicated some revision of their October 17 offer of a 3-year contract. The provision for cost-of-living adjustments was restated to specify that no increase in the existing adjustment would be made unless the BLS Consumer Price Index rose more than 3.1 index points between September 15, 1959, and August 15, 1960, or more than 3.1 index points between August 15, 1960, and August 15, 1961, and to permit a maximum increase in the allowance of 4 cents in each year rather than the total 3 cents of its October 17 proposal. The company withdrew its proposal to substitute a company-paid comprehensive major medical benefit plan for existing contributory hospital and surgical benefits but offered to assume the full cost of the contributory basic life insurance and sickness and accident benefit programs. It also offered to increase from 30 to 35 the number of years of service to be

⁶ As required by the Labor Management Relations Act, the report was to be submitted 60 days after the injunction became effective. Within 15 days after the report was submitted, the National Labor Relations Board was to take a secret ballot of the employees of each employer involved in the dispute on the question of whether they wished to accept the final offer of settlement made by their employer.

⁷ In officially ending the injunction on January 26, the court ruled that workers who had resumed work under the injunction, would be entitled to the cost-of-living adjustment "unless new agreements were entered into providing otherwise."

⁸ The Secretary, as a part of his intensive efforts throughout the strike to bring about a settlement within the framework of free collective bargaining, had assumed responsibility within the administration for keeping the President and the people advised. Shortly after the strike began, he had announced that he was conducting two types of fact finding related to the strike: a day-to-day collection of information on the effect of the strike on the economy, to keep the President "advised periodically as to the facts"; and an "exhaustive study in depth of collective bargaining in the steel industry . . . to determine the underlying causes" of the frequent recurrence of steel strikes. In addition, in mid-August, he had issued a booklet of Background Statistics Bearing on the Steel Dispute (reproduced in the October 1959 issue of the Monthly Labor Review, pp. 1089-1107), which he said "may serve to indicate the area which exists for a settlement in which the public's interest is taken fully into account."

⁹ Negotiations on pensions, insurance, and SUB can be opened on June 30, 1962.

¹⁰ Cost estimates for the basic steel industry as a whole were 9.4 cents in 1960 and 8.7 cents in 1961.

counted for minimum pension benefits. The union proposals reinstated demands it had omitted from its October 15 offer, including extension of hospitalization and surgical coverage to retired employees and dependents at no cost to them, and continuation of the provisions for future cost-of-living adjustments without limitation on the amount of possible adjustment. The Board concluded that "although the companies had improved their offers somewhat, the parties' positions as stated to this Board were farther apart than they were at the time of the Board's earlier report."

On December 24, the union petitioned the court that had issued the Labor Management Relations Act injunction to require the companies to pay the 4-cent-an-hour cost-of-living adjustment that would become due the first pay period in January 1960 under the previous agreements. The court decision was not issued until late in January,⁷ after agreement had been reached by the parties.

The Final Settlement

On January 4, 1960, while the Board of Inquiry was preparing its report, a memorandum of agreement with the union was signed by the United States Steel Corp. and 10 other basic steel producers. The agreement followed the recommendations of the Vice President and the Secretary of Labor, who had been engaged in mediation with the parties for several weeks.⁸ The new settlement, to be in force through December 31, 1962,⁹ on pension, insurance, and supplementary unemployment benefits, and through June 30, 1962, on other matters, provided for wage increases averaging an estimated 9.7 cents an hour (including effects on incentive pay but excluding indirect effects on overtime, holiday pay, and other elements of employment cost) effective December 1, 1960, and 8.9 cents an hour effective October 1, 1961, at U.S. Steel plants.¹⁰

The existing 17-cent cost-of-living allowance continued in effect and a limit was established on further increases in the allowance. The formula contained in the previous contract was continued but the allowance could be increased on only two dates: December 1, 1960, and October 1, 1961, and the maximum increase permitted was to be 6 cents by October 1, 1961, of which no more than 3 cents could become effective on December 1,

1960. There was, however, provision to use part or all of any increase in the cost-of-living allowance to offset costs of insurance above a specified amount.

Effective January 1, 1960, insurance and pension provisions were liberalized. All costs of the formerly contributory basic insurance plan were assumed by the companies; life insurance and sickness and accident benefits were liberalized; hospital and surgical benefits were continued up to 6 months for laid-off employees with 2 or more years of continuous service at date of layoff and life insurance for all laid-off employees was continued for up to 2 years (from 6 months), with employees paying 60 cents per month per \$1,000 for life insurance after the first 6 months of layoff. The provision for retired employees to convert their hospital and surgical benefits to an individual policy was continued and a new provision was added permitting them to authorize deduction from their pension checks of the premiums required for such coverage. Pension changes included an increase in the maximum number of years of service to be credited in computing minimum pensions, an increase in minimum monthly benefits per year of service, liberalization of the formula for pensions above the minimum, increased minimum disability pensions, a special initial lump-sum payment on retirement, liberalization of early retirement eligibility provisions,

and provisions governing breaks in service. The pensions of those already retired were increased by amounts up to \$5 per month.

The contingent liability of the companies to the Supplementary Unemployment Benefit fund which had accumulated under the previous agreement, and which had been canceled on July 14, 1959, under the terms of that agreement, was restored effective November 30, 1959. The Supplemental Unemployment Benefit agreement, providing a 3-cent cash contribution and 2-cent contingent liability, was renewed as of January 1, 1960. Further negotiations on SUB, provided in the memorandum of agreement, resulted in no other changes in the plan or in the prior agreement.

A joint Human Relations Research Committee was established to study and recommend solutions of mutual problems relating to equitable wage and benefit adjustments, job classification, incentive pay, protection of long-service employees against layoffs, medical care, and other problems. Questions of local working conditions were to be referred to a joint study committee headed by a neutral chairman, which was to report by November 30, 1960.

The following tables present the wage changes at plants of the United States Steel Corp. put into effect through December 1, 1960, and the revisions in supplementary benefits going into effect under the agreement of January 4, 1960.

A—General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
Jan. 1958—First pay period beginning in month (agreement dated Aug. 3, 1956).	5 cents an hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.
July 1, 1958 (agreement dated Aug. 3, 1956).	7 cents an hour increase plus increases in increments between standard job class rates, resulting in added increases up to 6 cents for the top classification. Total increase averaged approximately 8.3 cents an hour in base rates, or 9.5 cents when the effect on incentive pay was included.	Increments between job classes were increased from 6.5 to 6.7 cents an hour, thus providing additional increases ranging from 0.2 cent in job class 3 to 6 cents in job class 32. Proportionate increase in incentive earnings under pay plans in effect on Apr. 22, 1947, as well as under subsequent plans.
July 1958—First pay period beginning in month (agreement dated Aug. 3, 1956).	4 cents an hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.
Jan. 1959—First pay period beginning in month (agreement dated Aug. 3, 1956).	1 cent an hour allowance added to straight-time hourly earnings.	Do.

A—General Wage Changes—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 1, 1960 (agreement dated Jan. 4, 1960).	7 cents an hour increase plus increase in increments between standard job class rates, resulting in added increases up to 6 cents for top classification. Total increase estimated to average 8.3 cents an hour in base rates, or 9.7 cents when the effect on incentive pay was included.	<p>Increments between job classes to be increased from 6.7 to 6.9 cents an hour, thus providing additional increases ranging from 0.2 cent in job class 3 to 6 cents in job class 32. Proportionate increase in incentive earnings under pay plans in effect on Apr. 22, 1947, as well as under subsequent plans.</p> <p>Another deferred increase of 7 cents an hour plus 0.1 cent increase in increment between job classes to be effective Oct. 1, 1961. Cost estimated at 7.7 cents an hour in base rates or 8.9 cents when the effect on incentive pay was included. New agreement continued existing 17 cents an hour cost-of-living allowance and provided that it could not be reduced during the new contract period.</p> <p>Cost-of-living escalator clause provides for review on Dec. 1, 1960, and Oct. 1, 1961; existing formula continued but base revised to 123.8 and (freezing the existing 17-cent cost-of-living allowance) and maximum permissible increase in allowance established at 6 cents by Oct. 1, 1961, of which maximum of 3 cents could be effective on Dec. 1, 1960.¹ Part or all of increase in cost-of-living allowance due on these dates to be used to offset any increase in net insurance cost above specified amount.²</p>

¹ The new agreement provided cost-of-living adjustments effective Dec. 1, 1960, and Oct. 1, 1961, based on the Bureau of Labor Statistics Consumer Price Index for the months of October 1960 and August 1961, respectively, as follows:

Consumer price index (1947-49=100)	Increase in cost-of-living allowance
124.2 or less.....	None.
124.3-124.6.....	1 cent (18 cent total).
124.7-125.1.....	2 cents (19 cent total).
125.2-125.5.....	3 cents (20 cent total).
125.6-126.0.....	4 cents (21 cent total).
126.1-126.4.....	5 cents (22 cent total).
126.5-126.9.....	6 cents (23 cent total).

² The agreement provided that 0.1 cent was to be deducted from the cost-of-living escalator adjustment for each 18 cents that projected average monthly net insurance costs exceeded \$20.16 a month per active employee. The computations of the costs were to be based on estimated projections of insurance costs during the quarters ending June 30, 1961, and Dec. 31, 1962, respectively. Contracts with and quotations supplied by insurance companies were to be used as the basis for determining the insurance costs. If the parties' actuaries were unable to agree on net insurance costs by 30 days before the effective date of any cost-of-living adjustment, a neutral actuary selected by the parties, actuaries would make the determination.

B—Schedule of Standard Hourly Rates¹ in Steel-Producing Operations of United States Steel Corp.

Job class ²	July 1, 1958	Dec. 1, 1960	Oct. 1, 1961	Job class ²	July 1, 1958	Dec. 1, 1960	Oct. 1, 1961	Job class ²	July 1, 1958	Dec. 1, 1960	Oct. 1, 1961
1-2 ¹	\$1.960	\$2.030	\$2.10	13.....	\$2.697	\$2.789	\$2.87	24.....	\$3.434	\$3.548	\$3.64
3.....	2.027	2.099	2.17	14.....	2.764	2.858	2.94	25.....	3.501	3.617	3.71
4.....	2.094	2.168	2.24	15.....	2.831	2.927	3.01	26.....	3.568	3.686	3.78
5.....	2.161	2.237	2.31	16.....	2.898	2.996	3.08	27.....	3.635	3.755	3.85
6.....	2.228	2.306	2.38	17.....	2.965	3.065	3.15	28.....	3.702	3.824	3.92
7.....	2.295	2.375	2.45	18.....	3.032	3.134	3.22	29.....	3.769	3.893	3.99
8.....	2.362	2.444	2.52	19.....	3.099	3.203	3.29	30.....	3.836	3.962	4.06
9.....	2.429	2.513	2.59	20.....	3.166	3.272	3.36	31.....	3.903	4.031	4.13
10.....	2.496	2.582	2.66	21.....	3.233	3.341	3.43	32.....	3.970	4.100	4.20
11.....	2.563	2.651	2.73	22.....	3.300	3.410	3.50				
12.....	2.630	2.720	2.80	23.....	3.367	3.479	3.57				

¹ Does not include cost-of-living allowance.

² For typical occupations in each job class, see table D, p. 15.

³ Under the agreement of Aug. 3, 1956, workers who were formerly in job class 0-1 were moved up and combined with job class 2.

C—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance Benefits Plan</i>		
<p>Jan. 1, 1960 (agreement dated Jan. 4, 1960).</p>	<p>Changed to: Company-paid plan¹ providing benefits previously in effect plus changes described below:</p> <p><i>Life insurance:</i> Increased by \$500. Minimum increased from \$3,500 to \$4,000; maximum from \$6,000 to \$6,500.²</p> <p><i>Accident and sickness benefits:</i> Increased \$11 a week. Minimum increased from \$42 to \$53; maximum from \$57 to \$68 a week.³</p>	<p>Reserves and funds accrued under the prior contributory insurance program (other than those accrued with respect to optional benefits) to be applied toward cost of benefits provided under prior program and any balance to be applied toward cost of future benefits provided participants in prior program.</p> <p>Benefits of revised plan applicable to participating employees actively at work on or after Dec. 31, 1959. Benefits of prior plan continued for those not actively at work on Dec. 31, 1959, until their return to active employment, subject to maximum periods provided in prior plan. Any insurance contributions as of Dec. 31, 1959, to continue during employee's layoff, leave of absence, or retirement in accordance with provisions of prior program. Insurance during absence because of occupational or nonoccupational disability continued without contributions. Employees to pay contributions advanced for them for insurance coverage while on strike in 1959.</p> <p>In event of strike after June 30, 1962, insurance, except sickness and accident benefits, to continue for 30 days at employee expense and parties to discuss arrangement with respect to further continuation.</p> <p>Existing optional benefits continued at expense of employees.</p> <p>Insurance upon retirement remained at \$1,300 to \$1,550.</p> <p>Insurance to continue during layoff up to 2 years, with employees paying 60 cents per month per \$1,000 after first 6 months. Same benefits to be provided for employees insured under State temporary disability laws.⁴</p> <p>Hospitalization and surgical coverage to continue for 6 months' layoff for employees with 2 years' continuous service at date of layoff.</p> <p>Added: Retiree could authorize deduction of premiums for converted policy from pension checks. As in the past, hospitalization and surgical coverage could be converted to individual policy at retirement, with retiree paying full premium.</p>
<i>Pension Plan</i>		
<p>Jan. 1, 1960 (agreement dated Jan. 4, 1960).</p>	<p>Minimum monthly pension at age 65 increased to company payment of \$2.50 a month for each year of service prior to Jan. 1, 1960, and \$2.60 a month for each year of service thereafter, up to 35 years—plus social security benefits.⁴</p>	<p>Company increased pensions for retired employees by amounts up to \$5 a month.⁵</p>

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Pension Plan—Continued</i>		
<p>Jan 1, 1960 (agreement dated Jan. 4, 1960)—Continued.</p>	<p>Amount deducted for social security benefits from pension benefits, as computed by basic 1-percent formula, reduced to \$80.</p> <p>Minimum monthly pension prior to age 65 for permanent incapacity increased to \$100 less any social security disability benefits payable. Alternatives of minimum normal pension or amount under 1-percent formula continued.</p> <p><i>Early retirement:</i> Added—full pension based on continuous service to date of retirement for (a) employees age 60 but less than 65 with 15 years' continuous service, retired under mutually satisfactory conditions, and (b) employees age 55 with 20 or more years' service, terminated because of permanent shutdown, layoff, or sickness resulting in break in service.⁴ Alternatives of minimum normal pension or amount under 1-percent formula continued.</p> <p>Added: <i>Special retirement benefit</i>, providing lump-sum payment equal to 13 weeks' vacation pay reduced by pay for vacation previously taken in calendar year in which retirement occurs.</p>	<p>In case of pensions based on 1-percent formula, \$80 to be deducted as for normal retirement.</p> <p>Employee must be at least age 53 with 18 years' continuous service on date of shutdown, layoff, or disability. Company could at its option grant a pension prior to the date absence due to layoff would otherwise result in break in service if in its judgment there was little likelihood that employee would be recalled to work.</p> <p>Not applicable to those receiving disability or deferred vested pensions.</p> <p>Regular monthly pension payments to commence after 3 months. Employee who has not taken vacation in calendar year not to be entitled to vacation pay in that year.</p>

Supplemental Unemployment Benefit Plan

<p>Nov. 30, 1959 (agreement dated Jan. 4 and memorandum of Apr. 1, 1960).</p>	-----	<p>“Contingent liability” of 2 cents per man-hour, accumulated under previous contract, and canceled at its expiration, restored.</p>
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¹ As indicated earlier, all or part of any increase due Dec. 1, 1960, and Oct. 1, 1961, under the cost-of-living escalator clause will be used to offset any increase in insurance costs above a stated amount instead of being paid out in cash to the employees.

² Schedule of benefits—in addition to the National Blue Cross 120-day Hospitalization Plan and National Blue Shield Surgical Plan—revised as follows:

Employee's standard hourly wage rate*	Life insurance		Accident and sickness insurance weekly benefits
	Before retirement	After retirement	
Less than \$2.00.....	\$4,000	\$1,300	\$53
\$2.00 but less than \$2.49.....	4,500	1,350	56
\$2.49 but less than \$2.89.....	5,000	1,400	59
\$2.89 but less than \$3.26.....	5,500	1,450	62
\$3.26 but less than \$3.76.....	6,000	1,500	65
\$3.76 and over.....	6,500	1,550	68

*On basis of Jan. 1, 1960, wage scale, excluding incentive earnings.

³ Employee to pay cost of benefits provided under law in certain States in excess of program benefits.

⁴ Definition of continuous service was changed to extend the period before service was broken up to 5 years (was 2 years) after layoff. Previous practice of crediting up to 2 years of layoff as years of service for purposes of computing retirement benefits continued.

⁵ This provision was included in a letter to the union from the company dated Jan. 5, 1960. The \$5 increase was provided for all pensioners except those receiving a reduced amount under an option election, who received the appropriate portion of the increase.

Wage Chronology: United States Steel Corp.

Supplement No. 9—1960-64¹

IN CONTRAST to the difficulties experienced in reaching agreement after expiration of the 1956-59 contract, the United States Steel Corp., together with 10 other major steel companies and the United Steelworkers of America, initialed a memorandum of understanding on March 31, 1962—3 months before the 1960 agreement was scheduled to expire.² Unlike the 1959-60 negotiations, there was virtually no publicity until final agreement had been reached. Much of the success of this approach to collective bargaining was attributed by the parties to discussions of major issues by the joint Human Relations Research Committee, established by the 1960 agreement.

Discussion between the 11 companies and the union began in Pittsburgh in mid-February³ after President John F. Kennedy had asked that agreement on contract terms be reached by March 1. During the opening days, the Human Relations Research Committee reviewed the work of its subcommittees. Members of the committee declined to discuss details of the meetings, stating that they could arrive at "sound decisions as soon as possible" by avoiding public debate.

After more than 2 weeks, meetings were recessed on March 2. Specific proposals were not disclosed, but the companies' chief negotiator said that employment security had been the major subject of discussion and that the cost of the proposals the union considered to be minimum would be so great as to reduce employment security. The union felt continued talks at that time would serve no useful purpose and suggested that negotiations be recessed until sometime after May 1.

At the request of the President, talks were resumed on March 14. Again the parties declined to discuss details of the meetings. On March 28, however, the companies' chief negotiator said that the parties, working within the Human Relations Research Committee, had defined the area within which they hoped to reach agreement. Three days later, the parties initialed a memorandum of understanding.

The memorandum, ratified on March 31, 1962, by the union's 34-member executive board and its 170-member wage policy committee, to become effective July 1, did not provide for a wage increase during the first year of the 2-year agreement.

Contract improvements emphasized job and income security and included liberalized vacation benefits, a new savings and vacation plan designed to spread work and encourage early retirement, changes in pension benefits also designed to encourage retirement, and improved supplemental unemployment benefits (SUB).

The agreement suspended the cost-of-living escalator clause, with the accumulated cost-of-living allowance continued but not incorporated into the wage structure.

The settlement obligated the companies to pay an additional 4.5 cents per man-hour worked to the SUB plan, starting July 1, 1962, bringing the total liability to 9.5 cents⁴ until maximum financing was reached. Regular weekly benefits were liberalized and substantial changes were made in the table for the reduction of benefits according to the financial position of the SUB plan. The greatest change allowed payment of full benefits when the financial position was as low as 35 percent; previously, reduced benefits had been paid when the position fell below 75 percent. The SUB plan was also liberalized in other ways, including addition of short-week benefits and extension of benefits to laid-off workers who became disabled while on layoff and after their sickness and accident insurance coverage had been discontinued. A moving allowance was established for long-service employees who accepted job transfers under an inter-regional preferential hiring program.

¹ For basic chronology and previous supplements, see *Monthly Labor Review*, February 1949, pp. 194-200; October 1950, pp. 473-474; May 1951, p. 563; February 1953, pp. 151-152; October 1953, p. 1084; March 1956, pp. 317-319; November 1957, pp. 1361-1366; October 1960, pp. 1071-1077; or BLS Report 186.

² The 11 major steel companies that initialed the memorandum were parties to the settlement of 1960.

³ This was the earliest date, relative to the scheduled expiration of an existing contract, on which collective bargaining had started since the first agreement was reached between a United States Steel Corp. subsidiary and the union in March 1937.

⁴ Of this total, the company was to pay up to 4.5 cents directly into the fund, with the remaining 5 cents to be a contingent liability. When the total amount of the finances (fund and contingent liability combined) was at least equal to the previous maximum financing figure, all obligations were in the form of contingent liability.

Minor changes liberalized holiday pay and increased regular vacations for workers with 3 but less than 5, 10 but less than 15, and 25 years or more of service.

A savings and vacation plan was established to provide supplemental vacation-retirement benefits. The new plan was to be financed by company contributions of 3 cents a man-hour, effective July 1, 1962; additional amounts—up to 4.5 cents an hour—could be transferred to the plan from the SUB finances, to the extent that this money was not necessary to maintain maximum financing. The program, to be in effect until December 31, 1965, was to provide retirement benefits based on retirement units (one unit for each 5 years of continuous service prior to January 1, 1961) to workers with continuous service for pension purposes, including employees who retired without a pension after age 65 because of insufficient service for pension eligibility.

To encourage retirement, employees 65 years old and over and eligible for retirement would have their retirement benefits under the new program reduced by 10 percent for each quarter year they continued to work after June 30, 1963, or after they reached 65, whichever was later. Thus, these retirement benefits would be eliminated for such employees who continued to work for 2½ years beyond retirement age.

The plan also credited—to the extent of the funds remaining each quarter—one vacation unit to employees for each 2 years of service prior to age 65 after December 31, 1960. These benefits, made available according to seniority, could be used for vacation or deferred until the employee retired, was incapacitated by illness, or experienced other hardships.

Effective with retirements on or after June 30, 1962, the agreement liberalized eligibility for employees who had a break in service because of disability, permanent plant or departmental shut-downs, or retirement under mutually satisfactory conditions. Revisions in eligibility requirements for early retirement provided annuities to employees 55 years old or over with at least 15 years of service when their age and years of service totaled 75 years; for other eligible employees, age and years of service (also with a minimum of 15 years

of service) had to total 80 years. The application of the \$80 offset against social security for those retiring early under the basic 1-percent formula was deferred until they reached age 65 or became eligible for disability benefits under social security.

The Human Relations Research Committee was continued as the Human Relations Committee. It was to study problems in the general area of employment stabilization, such as subcontracting, overtime and vacation scheduling, and work assignments. Committee recommendations were due by the end of the first year, with any unresolved issues subject to bargaining on or after May 1, 1963.

The 1962 agreement was to remain in effect through June 30, 1964, and could be terminated any time after that date on 90 days' written notice. On or after May 1, 1963, either party could serve 90 days' notice of its desire to open negotiations on wage rates, insurance, or pensions. The savings-vacation and SUB plans were to remain in effect at least through December 31, 1965, unless either party gave 90 days' notice, on or after April 1, 1965, of its desire to terminate these plans.

In mid-March 1963, the parties began informal talks under the reopening provision. The union announced that the joint Human Relations Committee would extend the subject matter of its discussions in an effort to resolve problems "within the next few weeks." Both parties emphasized that the committee was not negotiating but merely discussing all matters on which the contract could be reopened on May 1.

Without formal contract reopening, the parties announced on June 20 that agreement had been reached on contract revisions to be effective August 1. For the second consecutive year, wage rates were not changed, but new provisions were adopted to improve income and job security.

A memorandum of agreement, signed by the parties on June 29, called for extended "sabbatical" vacations for workers with the highest seniority and for improved insurance benefits.

The new extended vacation plan, effective January 1, 1964, provided that the company would increase its contributions to the savings and vacation plan by 9.5 cents a man-hour, bringing the total contribution to 12.5 cents an hour for a 5-

year period. Limitations were placed on the amounts that could be diverted from the SUB finances.

Employees in the upper half of the seniority list (the senior group)⁵ were to receive a total of 13 weeks of vacation once in every 5-year period. (In other years, they would receive their usual vacation.)

Provision was also made for an additional week's vacation pay, to be credited in cycles, with the length of the cycles dependent on the level of the savings and vacation finances. Employees in the junior group participated in each cycle; those in the senior group, only in the first and cycles subsequent to the third cycle. The level of the savings and vacation finances would determine whether a fourth cycle was reached. With cancellation of the provision in the 1962 agreement

⁵ At the time the extended vacation provision was negotiated, the senior group at the United States Steel Corp. included workers with approximately 17 years of service.

for 1 week's vacation pay for each 2 years of service after January 1961, workers who had not received a week's pay under this provision were the first to benefit under the new arrangement.

Hospitalization, weekly sickness and accident benefits, and life insurance were liberalized.

The new agreement, covering about 105,000 United States Steel Corp. employees in steelmaking operations, was to be in effect at least through May 1, 1965, and could be terminated after that date on 120 days' written notice. Notice of intent to terminate after 120 days could be served on or after September 3, 1965, for the SUB and pension plan and on or after September 3, 1968, for the savings and vacation plan.

The following tables bring the wage changes at the United States Steel Corp. up to date through April 1965 and take into account the revisions in supplementary benefits and other changes provided in agreements negotiated in 1962 and—on reopening—in 1963.

A—General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 1, 1960 (agreement dated Jan. 4, 1960).	No change-----	Cost-of-living review. Change under the escalator clause would have increased cost-of-living allowance 3 cents. However, the parties estimated that insurance costs would rise sufficiently by the second quarter of 1961 to offset the entire increase permissible under the 1960 agreement. ¹
Oct. 1, 1961 (agreement dated Jan. 4, 1960).	1.5 cents an hour allowance added to straight-time hourly earnings.	Cost-of-living adjustment. Change under the escalator clause would have increased cost-of-living allowance 3 cents. However, the parties estimated that insurance costs would rise sufficiently by the fourth quarter of 1962 to offset half of the permissible amount (3 cents) remaining under the 1960 agreement. ¹
	7 cents an hour increase plus increase in increments between standard job class rates, resulting in added increases up to 3 cents for top classification. Total increase estimated to average 7.7 cents an hour in base rates, or 8.9 cents when the effect on incentive pay was included.	Deferred increase. Increments between job classes increased from 6.9 to 7 cents an hour, providing additional increases ranging from 0.1 cent in job class 3 to 3 cents in job class 32. Proportionate increase in incentive earnings under pay plans in effect on Apr. 22, 1947, as well as under subsequent plans.
July 1, 1962 (agreement dated Apr. 6, 1962).	-----	Escalator clause discontinued; 18.5-cent-an-hour cost-of-living allowance in effect continued during term of agreement.
June 29, 1963 (agreement dated Apr. 6, 1962, as amended June 29, 1963).	-----	Continued: 18.5-cent-an-hour cost-of-living allowance in effect during term of agreement.

¹ The 1960 agreement established the maximum permissible increase in the cost-of-living allowance at 6 cents by Oct. 1, 1961, of which a maximum of 3 cents could be effective on Dec. 1, 1960. Part or all of the increase in the

allowance due on these dates was to be used to offset any increase in net insurance costs above a specified amount. See *Monthly Labor Review*, October 1960, p. 1075 or BLS Report 186, p. 27.

C—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
<i>Holiday Pay</i>		
July 1, 1962 (agreement dated Apr. 6, 1962).		<p>Added: Employee on layoff in payroll period with holiday to receive holiday pay if he worked or was on vacation in the prior and subsequent payroll periods.</p> <p>In effect and continued:</p> <p>To be eligible for holiday pay, employee must have (1) worked 30 turns since last hired, (2) worked or been on vacation in payroll period with holiday, and (3) worked on scheduled workdays before and after holiday unless unable to do so because of sickness, death in immediate family, or other good cause.</p> <p>Employee to be paid for holiday that fell in scheduled vacation period. Applicable to employee who (1) took previously scheduled vacation during layoff or (2) was recalled but on layoff during scheduled vacation.</p>
<i>Paid Vacations</i>		
<p>July 1, 1962 (agreement dated Apr. 6, 1962).</p> <p>Jan. 1, 1963 (agreement dated Apr. 6, 1962).</p>	<p>Changed: 1 week for employee with 1 but less than 3 years of service, 2 weeks for 3 but less than 10 years, 3 weeks for 10 but less than 25 years, and 4 weeks for 25 years or more.</p>	<p>Added: Calculation of service for vacation eligibility included only first 2 years of continuous period of absence because of layoff or noncompensable physical disability.</p> <p>Pay based on average hours worked in first two of four pay periods immediately preceding vacation. Minimum time used in computing vacation pay was 40 hours a week or scheduled plant workweek, whichever was greater; maximum was 48 hours a week or scheduled plant workweek, whichever was greater.</p>
<i>Savings and Vacation Plan</i>		
July 1, 1962 (agreement dated Apr. 6, 1962).	<p>Established: Plan to provide retirement, savings, and supplemental vacation benefits.</p> <p><i>Contributions:</i> Company to pay into "financial availability account," per man-hour worked by covered employees, 3 cents plus the difference between 9.5 cents and the hourly contribution required to raise the SUB plan to maximum financing, up to maximum of 4.5 cents to extent required for payment of benefits.</p> <p><i>Retirement benefits</i></p> <p><i>Accrual of credit units</i>—one unit for each 5 years of continuous service prior to Jan. 1, 1961, credited to employee with continuous service for pension purposes on Mar. 1, 1962.</p> <p><i>Benefits</i> (for employee retiring after Mar. 1, 1962)—Lump-sum payment on retirement¹ of 1 week at 1960 vacation rate of pay² for each retirement unit credited to employee, reduced by 10 percent for each full 3 months after the latest of (a) June 30, 1963,³ (b) end of month in which employee reached age 65,</p>	<p>Monthly supplement to basic 3-cent contribution limited to amount necessary for benefits then due workers who (1) were retiring or (2) had at least 1 vacation credit unit.</p> <p>Proportionate vacation pay provided for fractional units. When finances were not available to pay all benefits due, payments to be made in order of retirement and, if necessary, years of continuous service. If all fund obligations were not paid by Jan. 31, 1963, the provision for 10-percent benefit reduction was not to be made effective for 3 months or until all benefits due were paid, whichever was later.</p>

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Savings and Vacation Plan—Continued</i>		
<p>July 1, 1962 (agreement dated Apr. 6, 1962)—Continued.</p>	<p>or (c) end of month in which employee became eligible to retire on pension, plus accumulated vacation benefits.</p> <p><i>Eligibility</i>—To employee who (1) retired at age 65 or after (with or without a pension), (2) retired on immediate (early or disability) pension, or (3) elected a deferred early pension.</p> <p><i>Savings and vacation benefits:</i> <i>Accrual of credit units:</i> For period Dec. 31, 1960, to Jan. 1, 1963: (1) 1 unit for 2 years or more of continuous service or (2) ¼ unit for each 6 months of continuous service for employee with less than 2 years of service or employee retiring between Mar. 1, 1962, and Dec. 31, 1962. For period beginning Jan. 1, 1963: ¼ credit unit for each 15 weeks in which employee was credited with 1 SUB unit or more, up to maximum of 1 unit in a 2-calendar-year period.</p>	<p>Benefits not to be included in calculating average earnings for pension plan purposes. If savings and vacation plan was terminated, any earned income (except that earned on retirement benefits) not previously added to finances to be prorated to credit of participating employees.⁴</p> <p>No units credited to employee 65 years old or over and eligible for a pension.</p>
<p>Jan. 31, 1963 (agreement dated Apr. 6, 1962).</p>	<p><i>Benefits</i>—1 week at last regular vacation rate of pay for each vacation unit credited to employee.</p>	<p>Benefits not payable until sufficient funds accumulated to reach employee in order of seniority.</p> <p><i>Options</i>—Employee could elect (1) current vacation in year 1 full unit was accumulated or in succeeding year, or (2) retirement benefits, to be increased by interest at rate earned by fund, but not more than 3 percent, from date of election of option to earliest of (a) termination of employment, or (b) withdrawal because of hardship.⁵</p> <p>Any benefits to which employee was entitled to be paid on application (1) in lump sum in case of break in service (payment to be made to beneficiary in case of employee's death), or (2) the entire amount or some part in installments in case of unemployment after exhaustion of SUB, serious illness, or other major hardship. Company could, in lieu of paying 3 percent interest, invest in and provide employee with U.S. Government Series E Bonds on retirement.</p> <p>Added: Employee who would have been entitled to vacation benefits as of Apr. 30, 1963, but died between Jan. 31, 1963, and Apr. 29, 1963, was considered to be entitled to such benefits.⁴</p>
<p>Jan. 1, 1964 (agreement dated June 29, 1963).</p>	<p>Discontinued: Accrual of vacation and retirement credits under previous savings and vacation plan.</p> <p>Increased: <i>Contributions</i>—To 12.5 cents (from 3 cents) per man-hour worked by covered employees.</p>	<p>Up to 1 unused vacation credit, earned under prior plan, cancelled for each single-week vacation allocated under new plan; any remaining credits used for retirement benefits under prior plan.</p> <p>Additional funds, up to the lesser of 4.5 cents or the excess of 9.5 cents over the amount per hour required to raise the SUB finances to maximum</p>

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Savings and Vacation Plan—Continued</i>		
<p>Jan. 1, 1964 (agreement dated June 29, 1963)—Continued.</p>	<p>Changed: Plan to provide specified vacation and retirement benefits in successive 5-year periods for senior and junior groups of employees. Senior group to include half of work force with longest continuous service, junior group to include all other employees.⁸</p> <p>Added:</p> <p>I. <i>Extended vacation benefits for senior group:</i></p> <p><i>Basis of selection</i>—Vacations credited to approximately equal numbers of employees every 3 months, based on descending years of continuous service, so that each employee received extended vacation during a 5-year period if sufficient funds were available.^{9 10}</p> <p><i>Benefit</i>—13 weeks minus regular vacation to which employee was entitled, on basis of years of service, determined on basis of earlier of (1) end of year in which number of weeks was determined, or (2) date of termination.¹²</p> <p>Weekly benefit to equal 40 times average hourly earnings, as computed for regular vacation, excluding premium pay for overtime and Sunday work but including any general wage changes put into effect after vacation computation and before payment of benefit.</p>	<p>financing, available in any month when the amount required to raise SUB position to maximum financing was less than company's maximum monthly SUB obligation.⁷</p> <p>First period to run from Jan. 1, 1964, to Dec. 31, 1968.</p> <p>If all employees with identical service could not be placed in senior group, placement to be based on age.</p> <p>Employee with service at least equal to that of lowest member of senior group to be put in that group when (1) he was permanently transferred to groups covered by plan, (2) break in his continuous service was removed, or (3) his continuous service was restored on return to work.</p> <p>Employee entitled to vacation the day after calculation date if he was actively at work on calculation date¹¹ or the day he returned to work if he returned before break in service. Employee who returned to work after break in service not entitled to benefit.</p> <p>Extended vacations to be scheduled, insofar as possible, for time requested by employee during year of entitlement or during following calendar year, subject to final decision by company to insure orderly operation of plants.</p> <p>Any benefit to which employee was entitled to be paid immediately on break in service or to beneficiary in case of the employee's death.</p> <p><i>Option</i>—employee 63 years old, but under 65, on or before calculation date of extended vacation could (1) take vacation immediately before retirement or (2) postpone benefit until retirement.^{13 14}</p> <p>For employee exercising option to defer extended vacation until retirement, benefits not increased by any general wage changes put into effect after vacation was allocated.</p> <p>Benefits deferred until retirement reduced 10 percent for each full 3 months by which employee delayed retirement after latest of (a) June 30, 1963, (b) end of month in which he reached 65, or (c) end of month in which he completed 15 years of continuous service.</p> <p>Employee laid off before scheduled extended vacation could request vacation start during layoff.</p>

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Savings and Vacation Plan—Continued</i>		
Jan. 1, 1964 (agreement dated June 29, 1963)—Continued.	<p><i>Eligibility</i>—Employee under age 65 or older employee with less than 15 years of continuous service.¹⁰</p> <p>II. <i>Single-week vacation benefits for both groups:</i> <i>Basis of selection</i>—Priority based on years of continuous service.</p> <p><i>Benefit</i>—Equivalent to week of regular vacation pay as last calculated before employee was allocated benefit, plus any subsequent general wage changes if last regular vacation was in previous calendar year; available to both groups in first, fourth, and subsequent cycles, limited to junior group during second and third cycles in 5-year period.</p> <p><i>Eligibility</i>—Employee with 2 years of continuous service (a) under age 65 or (b) older with less than 15 years of continuous service.</p> <p>III. <i>Retirement benefits:</i> A. Senior group to receive— 1. <i>Extended vacation retirement benefits</i>^{10 11}—Employee retiring after becoming entitled to extended vacation in the 5-year period in which he retired, to receive extended vacation benefit plus partial retirement benefit (an addi-</p>	<p>Employee who had received vacation benefits under prior plan put at end of priority list for first cycle.</p> <p>Benefit cycle began in quarter when funds were available after financing retirement and extended vacation benefits for 1/20 of senior work force and ended when all employees on priority list for that cycle had been allocated a benefit.¹²</p> <p>Employee entitled to vacation the day after calculation date if he was actively at work on calculation date, or the day he returned to work if he returned before break in service.¹¹</p> <p>Employee not to receive second benefit unless he returned to work before his name was reached second time on priority list. Employee who returned to work after break in service not credited with vacation.</p> <p><i>Options</i>—Senior employee to receive deferred retirement benefits^{12 14} for first benefit and pay in lieu of vacation for additional benefits in a 5-year period.</p> <p>Junior employee to choose vacation or deferral of benefits until retirement¹² for first 3 benefits and to receive pay in lieu of vacation for additional benefits in a 5-year period.</p> <p>Any benefit employee would have become entitled to at retirement, other than (1) single-week vacation for employee in senior group who retired after Jan. 1, 1964, before becoming entitled to single-week vacation, or (2) the portion of a retirement benefit based on uncanceled vacation units accrued under prior plan was reduced by 10 percent for each full 3 months by which employee delayed retirement after latest of (a) June 30, 1963, (b) end of month in which he reached 65, or (c) end of month in which he completed 15 years of continuous service.</p> <p>Any benefits to which employee was entitled to be paid immediately on break in service or to beneficiary in case of employee's death; benefits could be paid in lump sum or installments in case of unemployment after exhaustion of SUB, serious illness, or other major hardship. Vacations limited to 2 weeks, which could be continuous with regular vacation, in any calendar year.</p> <p>Those retiring in the 5-year period starting Jan. 1, 1964, to receive "prior retirement benefits" (retirement benefit under prior plan, calculated at employee's 1960 vacation rate of pay, plus any vacation benefits under prior plan not canceled before retirement calculated at the rate used in determining single-week vacation</p>

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Savings and Vacation Plan—Continued</i>		
<p>Jan. 1, 1964 (agreement dated June 29, 1963)—Continued.</p>	<p>tional week's benefit) for each full 6 calendar months between the date of allocation of the extended vacation and the earlier of (a) his retirement date or (b) the end of the month in which he becomes 65 and has completed 15 years of continuous service, maximum 9 weeks.</p> <p>Employee retiring before becoming entitled to an extended vacation in the 5-year period in which he retired, to receive extended vacation benefit calculated by using the base period used in calculating the special payment under the non-contributory pension plan.¹⁶</p> <p>2. <i>Single week vacation retirement benefits</i>^{10 13 14}—Employee retired after Jan. 1, 1964, before being entitled to single week vacation benefit to receive benefit on retirement.</p> <p>B. Junior group.....</p> <p>IV. <i>Extra benefits for both groups:</i>¹⁴ Funds available after completion of third single-week vacation cycle in 5-year period, to be used as follows: (1) for senior group—to increase number of extended vacations (a) by number of senior employees who had not received extended vacation retirement benefit because of break in service, and (b) by number necessary to bring senior group up to 50 percent of expanded work force (if work force had increased since beginning of 5-year period¹); (2) for both groups—to provide additional single-week vacation cycles or partial cycles.</p>	<p>benefits at date of retirement) if prior retirement benefit exceeded the benefits calculated under the new plan.</p> <p>Any benefit employee would have received at retirement, other than (1) single-week vacation for employee in senior group who retired after Jan. 1, 1964, before becoming entitled to single-week vacation or (2) portion of retirement benefit based on unanceled vacation units accrued under prior plan, was reduced by 10 percent for each full 3 months by which employee delayed retirement after latest of (a) June 30, 1963, (b) end of month in which he reached 65, or (c) end of month in which he completed 15 years of continuous service.</p> <p>Employee who retired would be entitled to benefit under provisions of plan in effect prior to Jan. 1, 1964, that is, a week of vacation pay as calculated for employee's 1960 vacation² for each 5 years of service prior to Jan. 1, 1961, plus 1 week for 2 years of service between Jan. 1, 1961, and Dec. 31, 1963, if these units had not been canceled by entitlement to vacation benefits.</p> <p>When extra extended vacation benefits were allocated, employees transferred from junior to senior group on basis of continuous service to increase number of senior employees to half the enlarged work force; their extended vacation or extended vacation retirement benefits to be reduced by any single week vacation benefits to which they had become entitled during 5-year period when they were transferred and which were in excess of those they would have received if they had been in senior group at beginning of period.</p>
<i>Insurance Benefits Plan</i>		
<p>Aug. 1, 1963 (agreement dated June 29, 1963).</p>	<p><i>Life insurance:</i> Increased by \$500—minimum to \$4,500, maximum to \$7,000.¹⁷</p> <p><i>Accident and sickness benefits:</i> Increased \$10 a week—minimum to \$63, maximum to \$78.¹⁷</p> <p><i>Hospitalization:</i> Maximum increased to 365 days.</p>	

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Pension Plan</i>		
<p>March 7, 1956 (letter of agreement dated March 7, 1956).</p>	<p><i>Correction:</i> Added: <i>Survivors' options</i>—Employee could elect reduced pension during lifetime and, after death, monthly payments to beneficiary of (1) same amount or (2) half the amount employee had received.</p>	
<p>July 1, 1962 (agreement dated Apr. 6, 1962).</p>	<p>Changed: <i>Early retirement</i>¹⁸—Full pension based on continuous service to date of retirement for employee with 15 years or more of service, who was either age 55 and his combined age and years of service equaled at least 75, or any age and his combined age and years of service equaled at least 80, and (1) whose continuous service was broken by permanent shutdown, layoff, or disability, (2) whose continuous service was not broken but who was not at work because of (a) election of layoff status under contract terms relating to permanent shutdown or (b) physical disability or nonelective layoff and whose return to work was considered unlikely by employer, or (3) who retired under mutually satisfactory conditions.</p>	<p>Benefits payable not earlier than month after last month in which employee was eligible for company sickness and accident benefits or statutory nonoccupational disability benefits. Changed: Regular pension not to be reduced by eligibility for or receipt of actuarially reduced public pension. When employee reached age at which public pension was not actuarially reduced, company pension to be reduced by amount of public pension. Changed: <i>Deferred vested rights</i>—Continuous service after reemployment not to be included in calculation of pension for employee who was eligible for, but had not applied for, deferred vested pension. Changed: \$80 deduction from early retirement pension based on 1 percent formula eliminated until employee reached earlier of (1) age 65 or (2) eligibility for disability benefit under social security, for employee 55 years old with 20 or more years of service whose employment was terminated because of permanent shutdown, layoff, or sickness resulting in break in service.</p>

Supplemental Unemployment Benefit Plan

<p>July 1, 1962 (agreement dated Apr. 6, 1962).</p>	<p>Increased: <i>Contributions</i>: Company to contribute amount necessary to raise fund to maximum financing, up to maximum of 9.5 cents per man-hour actually worked.¹⁹</p> <p>Changed: <i>Size of benefits</i>: 24 times employee's average straight-time hourly earnings plus \$1.50 for each dependent up to four, reduced by State unemployment compensation (including dependency allowance) and other compensation in excess of amount disregarded in determining State unemployment benefits.^{20 21}</p> <table border="1" data-bbox="432 1441 871 1719"> <thead> <tr> <th rowspan="2" style="text-align: left;">When employee</th> <th colspan="2" style="text-align: center;">Maximum weekly benefits for—</th> </tr> <tr> <th style="text-align: center;">Single employee</th> <th style="text-align: center;">Employee with 4 dependents</th> </tr> </thead> <tbody> <tr> <td>Received unemployment insurance.....</td> <td style="text-align: right;">\$37. 50</td> <td style="text-align: right;">\$43. 50</td> </tr> <tr> <td>Did not receive unemployment insurance</td> <td style="text-align: right;">60. 00</td> <td style="text-align: right;">66. 00</td> </tr> <tr> <td>Benefits to be reduced 40 or 70 percent depending on financial position</td> <td></td> <td></td> </tr> </tbody> </table>	When employee	Maximum weekly benefits for—		Single employee	Employee with 4 dependents	Received unemployment insurance.....	\$37. 50	\$43. 50	Did not receive unemployment insurance	60. 00	66. 00	Benefits to be reduced 40 or 70 percent depending on financial position			<p>Increased: Maximum financing, to the lesser of (1) 12.5 cents for each man-hour worked in the first 12 of the 14 months that preceded the month for which the calculation was made or (2) 1½ times benefits paid in first 60 of preceding 62 months. Balance of contingent liability under prior plan to be continued.</p> <p>Straight-time hourly earnings defined as last hourly earnings calculated for vacation purposes excluding overtime and Sunday premiums, but including any general wage increases since employee's last vacation.</p> <p>Proportionate benefit paid employee with fractional credit units. One-half credit unit to be cancelled when employee received reduced benefit because of earnings from another employer or self-employment.</p> <p>Employee ineligible for State benefit because of earnings or receipt in same benefit year of State benefit for weeks he was ineligible for weekly or short week benefit, to receive maximum plan benefit for employee receiving unemployment compensation.</p>
When employee	Maximum weekly benefits for—															
	Single employee	Employee with 4 dependents														
Received unemployment insurance.....	\$37. 50	\$43. 50														
Did not receive unemployment insurance	60. 00	66. 00														
Benefits to be reduced 40 or 70 percent depending on financial position																

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Supplemental Unemployment Benefit Plan—Continued</i>		
July 1, 1962 (agreement dated Apr. 6, 1962)—Continued	<p>of SUB plan in any month in which the position was less than 35 percent.²² No benefits payable if financial position was less than 15 percent.</p> <p>In effect: <i>Eligibility</i>—Employee with 2 or more years of continuous service laid off by reduction in force or permanent shutdown of plant, department, or subdivision of department who, after waiting a period of 1 week within the benefit year, (1) applied in person for weekly benefit, (2) received a State unemployment insurance benefit unless such benefit was denied because employee (a) had exhausted State benefit, (b) received other compensation that disqualified him for State benefit, or (c) had insufficient employment to be covered by State system, (3) was available for work and maintained an active registration with State employment system, and (4) applied for, accepted, and did not voluntarily leave suitable employment with another employer.²³</p> <p>Changed: Eligibility not available to employee who was otherwise eligible but who was denied State unemployment insurance benefit because he (1) was unable to work because of disability, or (2) was participating in a Federal training program.</p> <p>Established:</p> <p>Allowances of \$55 to \$215 for single employee and \$180 to \$580 for married employee, depending on distance between home plant and another plant in same geographic region²⁴ provided transferred employee with 2 years or more of continuous service, on layoff for 60 days or more who was not eligible for pension and social security benefits. Benefit provided employee who (1) was transferred to plant 50 miles or more from former place of work, (2) changed permanent residence, and (3) made application for allowance (interregional transfers permitted for employee under 60 with 10 years or more of service who could not qualify for immediate pension and who had no recall rights in plant where employed or was not likely to be recalled within 2 years).</p> <p><i>Accrual of credit units:</i> ½ unit for each week in which employee had any credited hours. Previous 52 credit unit maximum retained.</p>	<p>Plan benefits to be paid to employee ineligible for State benefit because of layoff during plant vacation shutdown, provided employee was not eligible for a vacation.</p> <p>Benefit not provided (1) employee who quit work, (a) was suspended or discharged, (b) became unemployed because of a labor dispute, (c) whose unemployment resulted from refusal of suitable work offered by company, (d) claimed and was eligible for public or private sickness and accident or total disability benefit (except as noted above) or a pension or retirement benefit financed by company, (e) was eligible for similar benefits from another employer with whom employee had longer service, or (2) for period that layoff coincided with scheduled paid vacation.</p> <p>Added: Benefit extended to employee ineligible for State benefit because of disability occurring during layoff and after his sickness and accident insurance was discontinued.</p> <p>Allowance to be reduced by any Government payment for same purpose.</p> <p>If employee quit (for other than proper cause) or was discharged for cause in first year on new job, company obligation for employee earnings, vacation benefits, SUB, pension, etc., to be reduced by amount of allowance.</p> <p>Credited hours to include all hours (1) worked, (2) not worked but paid for, and (3) not worked or paid for but lost because of (a) specified union activities or (b) work-connected compensable disability.</p>

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Supplemental Unemployment Benefit Plan—Continued</i>		
July 1, 1962 (agreement dated Apr. 6, 1962)—Continued.	<p>Added:</p> <p><i>Short week benefit: Size of benefits</i> ²¹—Employee's standard hourly wage rate times difference between 32 and sum of hours (1) worked, (2) not worked but paid for, or (3) not worked for reasons other than lack of work.</p> <p><i>Eligibility</i>—Employee with 2 years or more of continuous service who had worked some time but less than 32 hours in any week. Employees to surrender ½ credit unit for each short workweek benefit.</p>	<p>Employee to be credited with units earned under prior plan but not used.</p> <p>Short week benefit to be reduced by one-seventh of State benefit for each day in workweek for which both types of payments were made.</p> <p>Standard hourly wage rate defined as average rate during week for which benefit was paid.</p>
Jan. 25, 1963 (letter of agreement of same date).	<p>Added: <i>Short week benefit:</i> To sum of hours not paid for, hours not worked because employee (1) quit, (2) was suspended or discharged, or (3) was engaged in or unable to work because of a labor dispute.</p>	<p>Part-time employee to be eligible when sum of hours worked and the specified hours not worked fell below 80 percent of regular weekly hours.</p>

¹ The plan initially provided employee with the option of withdrawing benefits the year following retirement rather than taking them in a lump sum on retirement. This provision was removed, by letter of agreement dated Nov. 21, 1962, to meet objections of the Internal Revenue Service.

² Pay for an employee who was not entitled to a 1960 vacation was based on latest year before 1960 in which he was entitled to a vacation, adjusted for any general wage changes between earlier year and 1960.

³ Originally Dec. 31, 1962; provision changed to meet objections of the Internal Revenue Service.

⁴ Added by letter of Nov. 21, 1962.

⁵ The plan initially provided employee with the option of delaying vacation at least 2 years after entitlement to the benefit. This provision was removed, by letter of agreement dated Jan. 30, 1963, to meet objections of the Internal Revenue Service.

⁶ Added by letter of Jan. 30, 1963.

⁷ Maximum available spillover from SUB and 12.5 cent contribution for extended vacation benefits to be 15.625 cents an hour, unless (1) the first cycle of the single-week vacation benefit in any 5-year period was not completed on the 10th calculation date (the date on which vacations were allocated) in that period or (2) the second cycle had not been completed on the 15th calculation date. In these cases, the spillover could be increased until the third cycle was completed. After completion of the third cycle, the spillover was to be reduced with the objective of limiting total accruals from direct contributions for extended vacation benefits and the spillover from SUB to the smaller of 15.625 cents for each hour worked or 125 percent of the amount for each hour worked required to provide an extended vacation benefit and three cycles of single-week vacations; the minimum company contribution for extended vacation and single-week vacation benefits was to be 12.5 cents an hour.

⁸ Employee covered by plan in effect prior to Jan. 1, 1964, who retired after June 1, 1963, and on or before Jan. 1, 1964, was entitled to retirement benefit equal to excess of extended vacation retirement benefit over retirement benefit received under prior plan if he had continuous service on date of retirement at least equal to continuous service of any employee placed in senior group on Jan. 1, 1964.

⁹ The quota of benefits allocated on a calculation date was 5 percent of employees in senior group on starting date. The quota was reduced by number of employees who had become entitled to retirement benefit by retiring before being entitled to benefit and was increased by (a) number of benefits not allocated on preceding calculation date because of insufficient funds, (b) number of benefits allocated on preceding calculation date to which entitlement did not occur on day after calculation date, and (c) number of employees put in senior group (since the later of beginning of a 5-year period or last calculation date) through transfer or reinstatement.

¹⁰ Senior group employee whose continuous service was broken before he was entitled to an extended vacation or to an extended vacation retirement benefit was paid single-week vacation benefits to make total benefits received in 5-year period equal to number he would have received as member of junior group from date he was placed in senior group until break in service.

¹¹ Employee was "actively at work on calculation date" if he (1) worked during pay period including that date or, if on vacation on that date, during immediately preceding or following period or (2) was officially excused or absent because of legally compensable disability.

¹² Deduction of regular vacation did not affect computation of special pension plan payment that would have been made if this savings and vacation plan had not been in effect.

¹³ If employee elected to postpone benefits until retirement, company could (1) deposit benefit funds in trust fund to be increased at rate fund increased or (2) invest benefit funds in U.S. Government Series E bonds or their equivalent. At date of payment, bonds (or cash redemption value if employee chose) were turned over to employee with any uninvested cash in his account. Any amount deposited in trust fund because employee elected to defer benefits until retirement could be paid in case of unemployment after SUB was exhausted, serious illness, or other major hardship.

¹⁴ Payment for benefits other than vacation time off was not included in computing earnings for (1) the pension plan, (2) regular vacations, or (3) any other purpose.

¹⁵ Employee who was allocated vacation benefit during first cycle beginning after Dec. 31, 1963, but was not actively at work on applicable calculation date was entitled to benefit if he had one uncanceled vacation unit accrued under plan in effect prior to Jan. 1, 1964.

¹⁶ The base period for this special payment was the year used in computing the last vacation to which the employee was or would have been entitled.

¹⁷ Schedule of benefits—in addition to the National Blue Cross 120-day Hospitalization Plan and National Blue Shield Surgical Plan—revised as follows:

Standard hourly wage rate*	Life insurance		Accident and sickness insurance weekly benefits
	Before retirement	After retirement	
Less than \$2.24.....	\$4.500	\$1.300	\$63
\$2.24 but less than \$2.66.....	5.000	1.350	66
\$2.66 but less than \$3.08.....	5.500	1.400	69
\$3.08 but less than \$3.57.....	6.000	1.450	72
\$3.57 but less than \$3.99.....	6.500	1.500	75
\$3.99 and over.....	7.000	1.550	78

*On basis of Aug. 1, 1963, wage scale, excluding incentive earnings.

¹⁸ Effective Nov. 1, 1957, amount of immediate pension payable to employee who voluntarily retired at age 60 with at least 15 years of continuous service was based on following percentages:

Age at retirement	Percent of pension
60.....	67.18
61.....	72.36
62.....	78.14
63.....	84.60
64.....	91.84
65.....	100.00

Footnotes—Continued

¹¹ Agreement also provided for the usual Government rulings which were obtained.

¹² In Pennsylvania, earnings in excess of \$6 or 3/10 of unemployment insurance weekly benefit amount.

¹³ Maximum benefits were:

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

¹⁴ Benefits to be reduced (1) 40 percent when trust fund position was 25 percent but less than 35 percent, (2) 70 percent when fund was 15 percent but less than 25 percent.

¹⁵ Agreement provided that the company was to revise arrangements in States that did not permit supplementations to the extent necessary to con-

form to the revisions in April 1962 agreement and called for installation of alternate arrangements in any State that did not permit supplementation in the future and for installation of the SUB plan in any State that removed its ban against SUB.

¹⁶ Relocation allowance was:

<i>Miles between plants</i>	<i>Allowance</i>	
	<i>Single employees</i>	<i>Married employees</i>
50 but less than 100 miles.....	\$55	\$180
100 but less than 300 miles.....	75	220
300 but less than 500 miles.....	105	290
500 but less than 1,000 miles.....	155	420
1,000 miles and over.....	215	580

Although no formal time limit was set, it was expected that application for an allowance would be made within a reasonable length of time after change in permanent residence.

Wage Chronology:

United States Steel Corp.

Supplement No. 10-1965-67

Well in advance of negotiations with United States Steel Corporation and other major steel producers for a contract to replace the agreement that was to expire May 1, 1965, the United Steelworkers of America adopted guidelines for a collective bargaining program at its 12th constitutional convention at Atlantic City, N. J., in September 1964. The bargaining resolution approved by convention delegates emphasized a program of greater prosperity, dignity and justice on the job, and total job security. Included in the category of total job security were demands for continuation of income in periods of economic downswing, illness, accident or disability, and an adequate insurance income for the family of a deceased steelworker.

In early December, the union's Wage Policy Committee met to formalize the demands to be presented to company negotiators on December 15, 1964. The broad collective bargaining program included demands for a substantial wage increase, incorporation of the remaining cost-of-living allowance into base rates and establishment of a new cost-of-living clause, additional paid holidays, longer vacations, and increased overtime and premium pay. Other improvements demanded included liberalization of health insurance and pension plan benefits. Additional nonwage demands were for improved provisions for work scheduling, safety, grievance procedure, discipline, and vacation scheduling. Many of these demands related to local plant problems.

After presentation of demands, the parties met on a company by company basis until December 18, when a recess was called for the holidays. Negotiations resumed in early January but were suspended on January 7, 1965, because of the union presidential election scheduled for February 9.

Bargaining resumed shortly after the election although unofficial returns indicated defeat of the incumbent president. He led the union in the presentation of a revised set of demands to company negotiators on March 17. These demands, which were called minor by the union, included a streamlined

grievance procedure or the right to strike on important grievances, stronger controls on contracting out of work and elimination or change of job duties because of technological change, penalty pay for employees who did not work because of violations of scheduling or posting provisions in the contract, and inclusion of penalty pay and holiday pay in the computation of overtime. These were to be followed by major demands of the union.

Negotiations on working conditions at the plant level continued until March 28 and 29, when the union presented its major demands to the company. The union proposal called for substantial increases in wages and benefits. Key demands were a wage increase of 12.5 to 28 cents an hour in the first and third years of the agreement, plus an additional 10 percent for workers not covered by an incentive program, a workweek of 32 hours every fourth week, double time for overtime, retirement benefits more than double the existing monthly benefit, and an increase in the maximum duration of SUB benefits beyond 52 weeks. Company negotiators countered with a 3-year wage and benefit package estimated by them to be equal to the 2 percent annual rate of productivity gain experienced during the 1957-63 period.

In mid-April, the company proposed an unusual type of interim agreement to end the existing strike threat. Union negotiators favored some type of settlement because it would allow the union time to resolve the uncertain political situation within the union.¹ On April 28, the parties formally signed an interim agreement to extend the contract to August 1, when the union could reopen the contract and strike 30 days later. During the term of the extension, the company was to accrue a total obligation of 11.5 cents for each man-hour worked. When the parties reached agreement on a new contract, the accruals under the extension agreement were to be used for wages or benefits agreed to by the parties. The union's Wage Policy Committee approved the extension.

¹ At this point it appeared that I. W. Abel had defeated incumbent president David J. McDonald, but the election results were not official and the incumbent president's term would not expire until June 1, 1965. It appeared that a political struggle might develop, with McDonald asking for a recount of the ballots.

Negotiations resumed June 2, led by the newly installed president of the union. Both parties expressed dissatisfaction a few days later when the President of the United States suggested that wages could be increased by 3 percent without raising steel prices. The President also suggested a cut in steel prices.

In the 2 months that followed, the parties remained far apart on nearly all issues. At the end of July the union served notice of its intention to strike September 1, if agreement was not reached by that date.

On August 24, the company offered a 35-month compromise settlement with improvements it valued at 3 percent per year. Union negotiators rejected the offer. The union had been attempting to pattern its demands after the aluminum industry agreement.

Two days after the union rejected the company offer, the President telephoned chief negotiators of the company and union. Once again he appealed to the parties to reach a responsible noninflationary settlement.

One day before the union intended to strike, the President called the parties to Washington, D. C. After meeting with the President, the parties agreed to extend the strike deadline 8 days.

On August 28 union demands were modified, and on September 1, the company added to its previous offer.

Agreement on a 35-month contract was reached September 6, 1965. Improvements included a wage increase of 10 to 19 cents an hour in the first year, 6 to 12 cents an hour in the third year, and incorporation into

base rates of the 18¹/₂-cent-an-hour allowance remaining from the previous cost-of-living escalator.

After-retirement insurance and sickness and accident benefits for all employees were increased as were days of hospital benefits for employees with 10 years or more of service. Eligibility requirements for hospital-surgical-medical benefits for dependents were liberalized.

Major improvements in pension benefits included a minimum pension benefit of \$5 a month per year of service up to 35 years, and a special early retirement supplement for certain retirees. An employee could retire at any age with a full pension after 30 years or more of service, and survivors options were liberalized.

Funds accumulated as a result of the extension agreement of April 28, 1965, were scheduled for distribution to employees in December 1965 as a lump-sum cash payment with the allocation based on hours worked plus credit for specified hours not worked but compensated during the period of that agreement.

The contract was to remain in effect at least until August 1, 1968, except for the pension, insurance, savings and vacation plan, and the supplemental unemployment benefit plan provisions which were to continue until 120 days after written notice by either party to terminate served on or after September 3, 1968, but subject to renegotiation at the same time as the basic agreement. The following tables bring changes in wages and related benefits up to date through the termination date of the current agreement.

A. General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
Sept. 1, 1965 (agreement of same date).	10 cents an hour increase plus 0.3-cent increase in increments between job classes, resulting in added increases up to 9 cents for top classification. Total increase estimated to average 12.2 cents an hour in base rates.	Agreement also provided: (1) For existing 18.5 cents an hour cost-of-living adjustment to be included in standard hourly wage rates effective Sept. 1, 1965; (2) that all incentive earnings be calculated on the basis of standard hourly wage rates in effect prior to Sept. 1, 1965; (3) an inequity adjustment for skilled crafts and trade employees effective Jan. 1, 1966; and (4) a deferred general wage increase effective Aug. 1, 1967.
Jan. 1, 1966 (agreement of Sept. 1, 1965).	All existing trade and craft jobs increased by two full job classes; jobs of millwright and motor inspector given craft status, raised two job classes and given schedule of apprenticeship training and rate schedules.	
Aug. 1, 1967 (agreement of Sept. 1, 1965).	6 cents an hour increase plus 0.2-cent increase in increments between job classes, resulting in added increases up to 6 cents for top classification. Total increase estimated to average 7.5 cents an hour in base rates.	Deferred increase. Incentive earnings continue to be calculated on the basis of standard hourly wage rates in effect prior to Sept. 1, 1965.

B-1. Schedule of Standard Hourly Rates¹ in Steel Producing Operations
of United States Steel Corp., 1965-67

(Nonincentive jobs)

Job class	Sept. 1, 1965	Aug. 1, 1967	Job class	Sept. 1, 1965	Aug. 1, 1967
1-2 -----	\$ 2.385	\$ 2.445	18 -----	\$ 3.553	\$ 3.645
3 -----	2.458	2.520	19 -----	3.626	3.720
4 -----	2.531	2.595	20 -----	3.699	3.795
5 -----	2.604	2.670	21 -----	3.772	3.870
6 -----	2.677	2.745	22 -----	3.845	3.945
7 -----	2.750	2.820	23 -----	3.918	4.020
8 -----	2.823	2.895	24 -----	3.991	4.095
9 -----	2.896	2.970	25 -----	4.064	4.170
10 -----	2.969	3.045	26 -----	4.137	4.245
11 -----	3.042	3.120	27 -----	4.210	4.320
12 -----	3.115	3.195	28 -----	4.283	4.395
13 -----	3.188	3.270	29 -----	4.356	4.470
14 -----	3.261	3.345	30 -----	4.429	4.545
15 -----	3.334	3.420	31 -----	4.502	4.620
16 -----	3.407	3.495	32 -----	4.575	4.695
17 -----	3.480	3.570			

¹ Includes 18.5 cents cost-of-living allowance incorporated into standard hourly rates.

B-2. Schedule of Hourly Wage Rates and Additives in Steel Producing
Operations of United States Steel Corp., 1965-67

(Incentive jobs)

Job class	Hourly wage rate (incentive calculation rates)	Hourly additives ¹		Job class	Hourly wage rate (incentive calculation rates)	Hourly additives ¹	
		Sept. 1, 1965	Aug. 1, 1967			Sept. 1, 1965	Aug. 1, 1967
1-2 -----	\$ 2.10	\$ 0.285	\$ 0.345	18 -----	\$ 3.22	\$ 0.333	\$ 0.425
3 -----	2.17	.288	.350	19 -----	3.29	.336	.430
4 -----	2.24	.291	.355	20 -----	3.36	.339	.435
5 -----	2.31	.294	.360	21 -----	3.43	.342	.440
6 -----	2.38	.297	.365	22 -----	3.50	.345	.445
7 -----	2.45	.300	.370	23 -----	3.57	.348	.450
8 -----	2.52	.303	.375	24 -----	3.64	.351	.455
9 -----	2.59	.306	.380	25 -----	3.71	.354	.460
10 -----	2.66	.309	.385	26 -----	3.78	.357	.465
11 -----	2.73	.312	.390	27 -----	3.85	.360	.470
12 -----	2.80	.315	.395	28 -----	3.92	.363	.475
13 -----	2.87	.318	.400	29 -----	3.99	.366	.480
14 -----	2.94	.321	.405	30 -----	4.06	.369	.485
15 -----	3.01	.324	.410	31 -----	4.13	.372	.490
16 -----	3.08	.327	.415	32 -----	4.20	.375	.495
17 -----	3.15	.330	.420				

¹ Prior to Sept. 1, 1965, employees on jobs covered by an incentive plan in effect on Apr. 22, 1947, received percentage increases in total earnings (excluding overtime, shift and Sunday premiums, and cost-of-living adjustments) equal to the percentage increases in standard hourly wage rates for such jobs.

B-3. Selected Job Classifications in Job Classes, January 1968

Job class	Typical job classification
1-2 -----	Helpers, cold saw; janitors; laborers.
3 -----	Baggers; bonders, coil; cleaners, die; coaters, pipe; handlers, material; helpers, bar bending, bricklayer, charger, circle sketch shearmen, coiler, cold saw, gas washer, ladle line; laborers, vessel; pilers; scalemen; scrapmen (billet shears); skidmen; straighteners; wharfmen; whenchers.
4 -----	Attendants, oil house; ballers; bundlers; cindermen; claymen; cleaners, pipe; feeders, yoder mill; greasers; hammermen, pneumatic; handstraighteners; helpers, bonderizer, chipping machine, corrugating machine, gas washer, heater leveler, nail galvanizer, oiling machine, shearman, shot blaster, sintering machine, straightener, streine shearman; hookers; mixers, refractory; operators, ingot buggy, sweeper; rod-welders; samplers; scalemen; screenmen; sorters; stencilers; topmen; unloaders, stock; wrappers; wrenchers (hot bed).
5 -----	Bundlers; burners; car blockers; chippers; cleaners, boiler, nail; conveyormen; depilers; descalers; dischargers; dumpers, refuse car; grinders, end, pipe; feeders, rotary mill; helpers, armature winder, charger, draw bench, galvanize (outlet), gun operator, hydrostatic tester, machinists, patcher, pump station, shear, slitter, store room attendant, wireman; hookers; laborers, hot work; lidmen; mixers, sinter materials; operators, bed, cold saw, hoist, oiling machine; shot-blasters; straighteners, hand; scrap-ballers; stampers; stopper-makers; shearmen, welded fabric; rewinders; reelers.
6 -----	Chargers; conveyormen; cranemen, skull-cracker; coilers; drivers, hammer; feeders, coil; helpers, blacksmith, boilermaker, galvanize (inlet), heat treater, millwright, motor inspector, motor room tender, nail machine, pickler, pipefitter, rigger, rotary heater, setup man; oilers, mill; operators, leveler, polishing machine, scrap press, table, transfer car; inspectors, drop test; raggers, roll; reelers; stockers, slab; strippers, coil; tenders, lubrication system.
7 -----	Blockers; chargers; chippers; cleaners, door, nail; cranemen, mould preparation, stockyard, sulphate; crusherman; drillers, rail; feeders, temper mill; helpers, nozzle setter; inspectors, loaders; operators, cold saw, coremaking machine, drill press, gun, nail galvanize, quencher car, sizing mill, transfer car; pointers; scarfers; screenmen; shot-blasters; spoolers, wire; stencilers; stockers-batch pickler; straighteners (gag press); wheel-handlers; wipers.
8 -----	Builders, roll; burners; coilers, rod mill; cranemen, charging, cold saw, conditioning yard, forging, ladle house, lathe shop, leveler, machine shop, mobile, pickle, saturator, slab yard tractor, tractor, yard; cutter, wire rope; feeders, tandem mill; grinders, end; helpers, heater, rotary plugger; operators, burning machine, fence machine, finishing machine, hot saw, marking machine, milling machine, roll shop, table, tractor; inspectors, drop test, rail drilling, strip; pluggers, rotary mill; pointers, scarfers (hot); shearmen, circle sketch; straighteners; wire-drawers (block).
9 -----	Cleaners, sheet; cranemen, blooming mill, mill, mixer, pickling, rod mill, shovel; divers, fire truck; feeders, tandem mill; finishers, strip; flask-makers; helpers, keeper, lead-burner, wheel press; inspectors, final, finishing end, loaders, slab; liners, ladle; open coilers; operators, bar bending, bonderizer, chipping machine, corrugating machine, draw bench, drill press, lathe, table, welded fabric machine; nozzlelemen; repairmen, mechanical (open hearth), (axle mill); shearmen, flying, resquare; stitcher-welders; stillmen, ammonia; straighteners; washers, gas.
10 -----	Babbittmen; cranemen, hot top, pig machine; drawers, wire (continuous machine); feeders, temper mill; helpers, rougher; inspectors, final; larrymen; loaders, by-product; naphthalenemen; nozzle-setters; operators, agitator, assistant box annealer, bonderizer, burning machine, milling machine, piercer bar, pig machine, plate leveler, pump station, scarfing machine, sintering machine, staple machine, upsetter; patchers, oven; reamers, die (round); repairmen, mechanical (ore yard); shearmen, end; spark testers; straighteners; tenders, motor room, sub-station.
11 -----	Coilers; helpers, benzol stillmen; larrymen; levermen, finishing; operators, boilerhouse, cambering machine, car dumper, charing machine, door machine, drill press, keysetter, nail machine, reeling machine, speed (roughing), yoder mill; picklers, batch; potmen, galvanizing; repairmen, refrigeration, scale; setup-men; shearmen, electrolytic line, resquare, slab, streine.
12 -----	Catchers, bar; cranemen, hot metal, stripper; finishers, strip; gaugers; inspectors, scale, shear; layerout, plate; levermen, roughing; operators, annealing, boilerhouse, galvanizing, hot saw, pusher, scarfing machine; picklers; power engineers, first; repairmen, electrical, gauge, larry car; rod finishers, assistant; shearmen, blooming mill, flying; washers, gas.

B-3. Selected Job Classifications in Job Classes, January 1968—Continued

Job class	Typical job classification
13 -----	Cranemen, hot metal; finishers, strip; heat treaters; heaters, assistant, rotary mill, soaking pit; inspectors, hot mill; manipulators; operators, charging crane, furnace-heat treat, transfer table, unloader, wheel press; painters; repairmen, air conditioning; roll setters; setup men.
14 -----	Coremakers; finishers, strip; inspectors, crane, motor; keepers; operators, box annealer, screw down; repairmen, automobile, lubrication equipment; roughers; setters, guide; tenders, motor room, stove; welders. arc.
15 -----	Carpenters; cranemen, soaking pit; forgers; gaugers; operators, hi-mill, rotary mill, speed-finishing; pipefitters; rollers, tandem mill-assistant; setup men (upset machine); template maker.
16 -----	Cranemen, ladle; electricians (armature winder), (shop); finishers; rod; heaters; layerout; millwrights; moulders, operators, charging machine, electrolytic tinning line; pourers; riggers; rollers, tandem mild-assistant; roughers, welders.
17 -----	Attendants, automatic reversing rougher; blacksmiths; boilermakers; bricklayers; heaters; operators, continuous annealing line; sheet metal workers; turners, roll.
18 -----	Burners, roll; checkers, pattern; electricians (linemen), (wiremen); heaters, soaking pit; machinist; repairmen, instrument; rollers, temper mill, assistants (rail mill); stillmen, benzol.
19 -----	Patternmakers; rollers, assistant.
20 -----	Heaters, slab, billet; repairmen, electronic; toolmakers; rollers, 4-hi reversing, assistant (merchant).
21 -----	Rollers, bar-mill, hi-mill.
22 -----	Rollers (train set), temper; welders.
23 -----	Heaters; rollers, billet.
24 -----	Helpers, first; rollers, rotary heater.
25 -----	Rollers, merchant, blooming mill.
26 -----	Rollers, bloom, slab, plate.
27 -----	Rollers, bar, blooming mill, plate, rail.
28 -----	Rollers, blooming mill, slab mill, structural, tandem mill.
29 -----	Rollers, bar, hot strip, primary, tandem.
30 -----	Rollers, tandem mill.
31 -----	Rollers, plate, strip.
32 -----	Rollers.

C. Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
Paid Vacations		
Jan. 1, 1966 (agreement of Sept. 1, 1965).	-----	Added: With consent of employee, company could grant vacation pay in lieu of time off for weeks of vacation in excess of two in a calendar year in which extended vacation was not scheduled.
Savings and Vacation Plan		
Jan. 1, 1966 (agreement of Sept. 1, 1965).	-----	Added: With consent of employee, company could (1) grant vacation pay in lieu of 3 weeks of extended vacation, or (2) split an extended vacation and schedule a portion of it to coincide with a plant shutdown period. With consent of company, employee could elect to use up to 3 weeks separately from balance of extended vacation, if unaffected by (1) or (2) above. A Senior Group Death Benefit was added to the Plan effective Jan. 1, 1964, payable to the surviving spouse, child, grandchild, or parent of Senior Group employees who died after Dec. 31, 1963, but prior to becoming entitled to an EV or an EV Retirement Benefit.
Jury Duty Pay		
Sept. 1, 1965 (agreement of same date).	-----	Added: Payment defined to include those days on which employee reported for as well as served on jury.
Insurance Benefits Plan		
Aug. 1, 1967 (agreement of Sept. 1, 1965).	<p>Plan in effect for hourly paid employees represented by USA and eligible dependents:¹</p> <p><u>For employees only:</u> Basic life insurance before retirement—\$4,500 to \$7,000 depending on standard hourly wage rate.²</p>	<p>Entire cost of employee insurance benefits (except optional life insurance) borne by company. Entire cost of dependents' hospital, medical and surgical benefits also paid for by company.</p> <p>Optional life insurance of \$1,500 to \$2,750 depending on standard hourly wage rate, available for employees who paid the entire cost.²</p> <p>Full amount of life insurance continued during period of disability or until attainment of age 65 for employees under age 60 totally disabled for more than 6 months. Reduced at age 65 depending on employee's coverage prior to retirement.²</p> <p>Life insurance continued in reduced amount for employees at or after age 65, who retire under company noncontributory pension plan. After-retirement life insurance ranged from \$1,800 to \$2,050 depending on employee's coverage prior to retirement.²</p>

See footnotes at end of table.

C. Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits Plan—Continued		
<p>Aug. 1, 1967 (agreement of Sept. 1, 1965)—Continued</p>	<p><u>Accident and sickness benefits</u>—\$70 to \$102 a week² for 26 weeks, plus an additional 26 weeks for employees with 2 years or more of continuous service. Up to 6 weeks of benefits for disability due to pregnancy or resulting childbirth. Payable the 1st day of accident and 8th day of sickness when under care of a licensed physician.</p> <p><u>Hospital-Medical-Surgical</u>: For employees and eligible dependents:</p> <p><u>Hospitalization</u>—Up to semiprivate room rate and hospital's regular service for 365 days, plus, for employees with 10 years or more of continuous service, an additional 365 days, reduced by hospital benefits paid under California Unemployment Compensation Disability Benefits Act.</p> <p><u>Maternity</u>—Semiprivate room rate and hospital's regular service for up to 10 days. Regular hospitalization benefits applied if complications resulted from pregnancy.</p> <p><u>Emergency care</u>—In full for emergency outpatient care and treatment in a member hospital within 48 hours of nonoccupational accident.</p> <p><u>Outpatient treatment</u>—In full for surgical treatment, radiation therapy, and specified diagnostic services.⁴</p> <p>Surgical benefits: <u>Surgical schedule</u>—Payment in full on a prevailing fee basis.⁵</p>	<p>Benefits terminate (1) immediately upon retirement at employee's sole option under the company noncontributory pension plan at any age with 30 years or more of continuous service, and (2) after the initial 26 weeks of benefits for any type of retirement under the pension plan.</p> <p>Employees eligible for 52 weeks of benefits have benefits in the second 26-week period reduced by amount received under the Social Security Act.</p> <p>Benefits of California and New Jersey employees reduced by amount received pursuant to State disability law.</p> <p>Benefits reduced in occupational sickness or accident cases by any weekly benefits payable pursuant to any workmen's compensation law or occupational disease law.</p> <p>Dependent defined as spouse and unmarried children (1) under age 19, (2) at any age if fully dependent because of disability or sickness,³ or (3) to age 25 if a full-time student.</p> <p>Hospitalization benefits for employees or dependents age 65 or over reduced to extent benefits are provided under Medicare Part A; physicians' services benefits payable at 20 percent of benefits otherwise payable. Company pays charge for Medicare Part B coverage up to \$3 per month for each such employee or dependent except where Part B charge for dependent is deducted from Social Security or Railroad Retirement benefit.</p> <p>Maximum of 30 days in 12-month period for mental or nervous disorders or pulmonary tuberculosis.</p> <p>Plan provided \$12 a day toward cost of private room.</p> <p>Benefits were available if admitted for extraction of teeth (impacted or not) and dental processes if hospitalization was certified as necessary to safeguard health of patient by a licensed physician or dental surgeon.</p> <p>Full benefits available following 90 days from previous hospitalization.</p> <p>Benefits available 9 months after effective date of coverage.</p> <p>Up to \$150 per 12-month period provided for a series of recurrent or related surgical procedures performed in the home, physician's office, or hospital outpatient department for treatment of the same disease or injury.</p>

See footnotes at end of table.

C. Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance Benefits Plan—Continued		
Aug. 1, 1967 (agreement of Sept. 1, 1965)—Continued	<p><u>Obstetrical benefits</u>—Payment in full on a prevailing fee basis⁵ including prenatal and post-natal care.</p> <p><u>Medical benefits: Doctors' services</u>—Payment in full on a prevailing fee basis⁵ up to 120 days during inpatient confinement.</p> <p><u>Anesthesia</u>—Payment in full on a prevailing fee basis⁵ in or out of a hospital when administered and billed by a licensed physician other than the operating surgeon or his assistant who is not an employee of or compensated by the hospital, laboratory or other institution.</p> <p><u>Radiation therapy</u>—Payment in full on a prevailing fee basis⁵ for treatment by X-ray, radium, external radiation or radioactive isotopes in or out of hospital.</p> <p><u>Diagnostic X-ray</u>—Payment in full on a prevailing fee basis up to a maximum of \$75 in any 12-month period for service required in the diagnosis of any condition of disease or injury, in or out of hospital, which is customarily billed by the physician who made such examination.</p> <p><u>Diagnostic examination</u>—Payment in full on a prevailing fee basis up to a maximum of \$75 in any 12-month period for electroencephalograms, electrocardiograms, basal metabolism tests, and radioactive isotope studies in or out of hospital, necessary in the diagnosis of a disease or injury when made or ordered by a licensed physician and customarily billed by him.</p> <p><u>Nonduplication provision</u>—Hospitalization benefits not payable to extent provided under any other group plan if other plan includes coordination of benefits or nonduplication provision and is the primary plan; physicians' services benefits not payable to extent provided under any other group plan if other plan does not include coordination of benefits or nonduplication provision or includes such provisions and is the primary plan.</p>	<p>Benefits provided in or out of a hospital for services of licensed physician; also covers licensed podiatrist acting within the scope of his license and certain oral surgery by doctor of dental surgery. For inpatient surgery benefits also provided for a licensed physician actively assisting the operating surgeon when condition of patient and type of service requires such assistance and when hospital does not employ interns, residents, or house staff.</p> <p>Benefit payable for services in or out of hospital by physician in charge of case.</p> <p>Benefits provided concurrent with surgical, obstetrical, and radiation therapy services when necessary because a separate and complicated condition existed that required skills not possessed by the physician performing the above services.</p> <p>Benefits for mental, tubercular, and venereal disease cases limited to 30 days in a 12-month period.</p> <p>Benefit not applicable to local infiltration anesthetics.</p> <p>Benefit included cost of materials unless provided by a hospital.</p> <p>Benefits payable in conjunction with medical, surgical, or obstetrical services when required and performed by a physician other than the one providing the above named services.</p>

See footnotes at end of table.

C. Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension Plan		
<p>July 31, 1966 (agreement of Sept. 1, 1965).</p>	<p>Increased: Minimum monthly pension—to \$5 times years of continuous service (up to 35 years maximum).</p> <p>Increased: Pension payable under basic 1-percent formula, through reduction to \$60 of amount deductible therefrom for social security benefits.</p> <p>Added: Monthly pension payable for special early retirement increased by \$75 until eligible for full social security payments.</p> <p>Changed: <u>Survivor's option</u>—Election or change of option to be made (1) without evidence of good health (a) before retirement and before age 60 for regular benefits at any age with 30 years or more continuous service, 60/15 (age and service) retirement, or disability retirement (b) before or after retirement, but before age 63 for normal, deferred vested, or 75/80 (age plus service) retirement, (2) with evidence of good health of employees and/or co-pensioner at company option (a) before retirement and after age 60 for regular benefits, at any age with 30 years or more continuous service, 60/15 retirement or disability retirement (b) before or after retirement and after age 63 but before age 65, or before retirement and after age 65 for normal, 75/80, or deferred vested retirement, or (3) in any case, the later of retirement or age 65, with company consent.</p>	<p>Added: Employee with 30 years or more continuous service could retire at his sole option with a full pension (less applicable deductions) at any age.</p> <p>Company increased pensions (other than deferred vested) for retired employees by \$15 per month—actuarially reduced when appropriate.</p> <p>Added: New right to deferred vested pension if service broken due to disability and pension commencement eligibility reduced to age 60 (at reduced rate). Also provision that severance allowance payments would not be deducted from or charged against such pension.</p>
Relocation Allowance		
<p>Sept. 1, 1965 (agreement of same date).</p>	<p>Increased: Schedule of relocation allowance for single and married employees.⁶</p>	

See footnotes on next page.

Footnotes: C—Related wage practices

¹ The benefits listed constitute the entire plan in effect on Aug. 1, 1967, including provisions in effect prior to Aug. 1, 1967 (some of which were not previously reported).

² Schedule of life and accident insurance benefits was as follows:

Employee's standard hourly wage rate*	Basic life insurance		Accident and sickness insurance (weekly benefits)	Optional life insurance (at employee cost)	
	Before retirement	After retirement**		Life insurance	Monthly cost to employee
Less than \$2.59-----	\$4,500	\$1,800	\$70	\$1,500	\$1.44
\$2.59 but less than \$3.04-----	5,000	1,850	76	1,750	1.68
\$3.04 but less than \$3.49-----	5,500	1,900	83	2,000	1.92
\$3.49 but less than \$4.02-----	6,000	1,950	89	2,250	2.16
\$4.02 but less than \$4.47-----	6,500	2,000	96	2,500	2.40
\$4.47 and over -----	7,000	2,050	102	2,750	2.64

* On basis of Aug. 1, 1967, wage scale as shown in table B-1.

** Amount applicable for employees retired (other than deferred vested) at or after age 65, or upon attainment of age 65 if retired earlier; prior to age 65, the full amount of life insurance in force prior to retirement is continued.

³ Dependent children included (1) blood descendant of employee, (2) children legally adopted and/or awaiting adoption, (3) stepchildren who reside with employee, and (4) children permanently residing with and dependent for sole support on the employee as head of household if employee was related to children by blood, or marriage, or as legal guardian.

⁴ Specified diagnostic services included X-ray examinations with films, basal metabolism tests, radioactive isotope studies, electrocardiograms, and electroencephalograms, but excluding work-up procedures in the outpatient department when the patient is to be admitted as an inpatient.

⁵ Prevailing fee for a particular service or medical procedure was determined by the insurance carrier taking into consideration (1) the fee usually charged by a doctor, (2) the customary fee charged in a given locality by most doctors of similar training and experience in the performance of the service or medical procedure, and (3) recognition of unusual circumstances or medical complications that required additional time, skill, or experience.

⁶ Relocation allowance:

Miles between plants	Allowance	
	Single employees	Married employees
50-99-----	\$130	\$380
100-299-----	150	420
300-499-----	180	490
500-999-----	230	620
1,000-1,999-----	290	780
2,000 or more -----	350	940

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 front 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, Inc., 1941-67. BLS Bulletin 1564 (25 cents).
North Atlantic Longshoring, 1934-61. BLS Report 234.
Pacific Coast Shipbuilding, 1941-64. BLS Report 254 (25 cents).
Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499 (30 cents).
Pacific Longshore Industry, 1934-70. BLS Bulletin 1568 (35 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).
Western Greyhound Lines, 1945-67. BLS Bulletin 1595 (45 cents).
Western Union Telegraph Co., 1943-67. BLS Bulletin 1545 (35 cents).

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