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## Wage Chronology

# PACIFIC COAST SHIPBUILDING, 1941-67

Bulletin No. 1605



UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS



**Wage Chronology**

**PACIFIC COAST  
SHIPBUILDING,  
1941-67**

**Bulletin No. 1605**

August 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 of piece-rate adjustment, and similar matters are omitted.

This bulletin summarizes changes in wage rates and related wage practices negotiated by the Pacific Coast Shipbuilders Association with the International Association of Machinists and Aerospace Workers, United Brotherhood of Carpenters and Joiners of America, and the Pacific Coast District Metal Trades Council since 1941.

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 1959-68 was prepared by Willmon Fridle under the supervision of Philip Marcus.

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## Pacific Coast Shipbuilding, 1941-67<sup>1</sup>

### Introduction

#### 1941-51

Shipbuilding and ship repair yards are more directly affected by defense emergency conditions than most industries. This industry's World War II experience in Pacific Coast private shipyards is indicative of the wide variations that may occur. Yards that at one time were capable of producing hundreds of vessels a year were dismantled after the war; most of the coast's activity in the recent postwar years has been confined to repair operations. Similarly, employment has varied—from over 500,000 workers at the peak of World War II activity to less than 10,000 in 1950 before the present defense mobilization.

Wage rates and related wage practices for both repair and new construction workers in the Pacific Coast industry are largely determined by master collective bargaining agreements between the Pacific Coast Metal Trades Councils (in the name of the AFL Metal Trades Department), and a committee representing employers. The Coast councils negotiate for 14 international unions as well as for the local metal trades councils.<sup>2</sup> Although the agreements provide uniform practices for all yards having AFL contracts, each employer signs the agreement individually since there is no employers' organization. The most recent agreement regulated wages and other working practices in approximately 160 yards and shops. In the Los Angeles area, employees at five shipyards are represented by the Industrial Union of Marine and Shipbuilding Workers of America (CIO).

Beginning even before American participation in World War II, until 1947, wages in the industry were stabilized by means of Zone Standards. These were agreed to by participants in a National Shipbuilding Conference convened in early 1941 by the War Production Board and attended by representatives of the Federal procurement agencies, labor, and management. The Standards were made effective at new construction yards on the

Pacific Coast somewhat earlier than elsewhere. Among other provisions, the Standards established a uniform first-class mechanics' rate.<sup>3</sup>

Shipyards and water-front repair shops on the Pacific Coast had negotiated a master agreement covering ship repair in 1941 and did not adopt the Zone Standards at the time of the first conference. Although the related wage practices in the repair agreement were substantially similar to those established by the Zone Standards, provision was made for an 11.6-percent wage advantage for work in yards covered by the agreement.<sup>4</sup> These yards accepted the Standards in 1942, but retained the wage differential which remained throughout the war period.

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<sup>1</sup> For purpose and scope of wage chronology series, see *Monthly Labor Review*, December 1948 (p. 581).

<sup>2</sup> The unions are United Brotherhood of Carpenters and Joiners of America; Brotherhood of Painters, Decorators and Paperhangers of America; International Federation of Technical Engineers, Architects and Draftsmen's Unions; International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America; International Brotherhood of Blacksmiths, Drop Forgers and Helpers; International Brotherhood of Electrical Workers; International Union of Operating Engineers; International Hod Carriers, Building and Common Laborers' Union of America; International Association of Machinists, Metal Polishers, Buffers, Platers and Helpers International Union; International Molders and Foundry Workers Union of North America; United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada; Sheetmetal Workers International Association; International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America.

<sup>3</sup> The rate established was \$1.12 an hour on the Atlantic and Pacific Coasts and on the Great Lakes. Mechanics in Gulf Coast yards were paid \$1.07 an hour; but in 1942, when rates were changed to \$1.20, the Gulf rates were increased to that level. Rates below the first-class rate were not established by the Conference. Provision, however, was made in 1941 to increase the lower rates in the same proportion as first-class rates and in 1942 to increase the lower rates by the same amount as the first-class rates.

<sup>4</sup> The practice of providing additional compensation for repair workers was based on the grounds that work of this nature was "dirty" and therefore a differential was warranted. Before the adoption of the percentage differential, repair workers received their extra compensation in the form of a "dirty hour," or 9 hours' pay for 8 hours' work.

The differential was continued in 1947 by writing separate agreements for new ship construction and for ship repair work. The wage scale in the new repair agreement contained rates based on the former 11.6-percent differential. In August 1951, the Wage Stabilization Board, in addition to a general wage increase, brought the new construction rates up to those paid to repair workers.

This chronology traces the development and changes in basic wage rates and related wage practices since April 1, 1941, the effective date of the Pacific Coast Zone Standards. Provisions relating to nonproduction workers are omitted as are the terms of the agreements governing conditions of work in yards having CIO contracts. Since local AFL metal trades councils had entered into contractual agreements prior to April 1941, the provisions reported under that date do not necessarily indicate changes in conditions of employment existing before that date. Pacific Coast shipyards as a group have not negotiated insurance or pension plans. These plans do exist in individual yards but vary so widely in scope and detail as to make inclusion in this chronology impracticable.

The most recent agreement, effective July 1, 1951, expired June 30, 1952, and made no provision for an interim wage reopening.

## 1952

New 1-year agreements, effective July 1, 1952, between the Pacific Coast Metal Trades Councils (AFL) and the committee representing employers, provided for a general wage increase to workers in West Coast shipyards. The increase, approved by the Wage Stabilization Board on July 10, 1952, was the only change in the contract negotiated a year earlier. However, an understanding by the parties provided for discussions of a welfare plan in 1953.

In contrast with previous years, the international unions did not all negotiate as a unit. Neither the United Brotherhood of Carpenters and Joiners of America (CJA-AFL) nor the International Association of Machinists (IAM-AFL) participated in the general negotiations in all areas. However, these unions agreed separately to the same general wage increase as the metal trades councils. These increases were also approved by the Wage Stabilization Board. In addition, each of these unions obtained other changes in their agreements. Tool insurance and redefined travel time on a coastwide basis were obtained by

both unions. The new Carpenters' agreement provided for the establishment of a health and welfare plan, while the Machinists' settlement established a committee to study this problem.

All three agreements were to run for 1 year, to June 30, 1953, and made no provision for a reopening on any matter. While the Carpenters' agreement limited discussions in 1953 to wages, paid holidays, personal tools, and health and welfare plans, the Metal Trades and Machinists' agreements contained no restrictions on the scope of negotiations.

## 1953

Pacific Coast shipbuilders negotiated, in the spring and summer of 1953, separate agreements with the Metal Trades Councils (MTC-AFL), the United Brotherhood of Carpenters and Joiners of America (CJA-AFL), and the International Association of Machinists (IAM-AFL). The agreements with the Metal Trades Councils and the Machinists were new 1-year contracts to replace those expiring June 30, 1953; that with the Carpenters was an amendment to the July 1, 1952, contract. The three contracts were made effective until July 1, 1954.

The same general wage increase and provisions for health and welfare funds were negotiated for all three groups. Only in provisions relating to tools were there variations.

Negotiations with the Metal Trades Councils were started on April 27, 1953, and concluded May 8. The Carpenters reopened their 1952 contract on May 19 and reached an agreement with the employers May 21. The Machinists started their bargaining session on May 25. Although terms of the wage increase and establishment of a health and welfare fund were settled quickly, there was disagreement on the effective date of the tool clause. As a result, the Machinists struck in some shipyards on July 1. At no time was the strike coastwide, but several stoppages did persist for more than a week. By July 10, agreement was reached by representatives of the companies and the union, and ratification by union members followed within the next few days.

## 1954-58

Mid-1954 negotiations between the Pacific Coast shipbuilders and the Metal Trades Councils (MTC), the United Brotherhood of



Carpenters and Joiners of America (CJA), and the International Association of Machinists (IAM), resulted in 1-year master contracts providing 6 cents an hour general wage increases. The contracts were made effective through June 30, 1955.

The 1955 and 1956 agreements were also for 1 year. They provided general wage increases of 7 and 18 cents an hour, respectively, effective July 1, 1955, and July 1, 1956. In addition, the 1955 agreements liberalized vacation arrangements, and the 1956 agreements increased vacation pay for employees with 15 years or more of service.

In 1957, extended negotiations were concluded in early August when the employers' offer of a wage increase of 15 cents an hour plus the establishment of a fund to be used for paid holidays was accepted by the three worker bargaining groups. Previously, workers had received overtime rates for work on specified holidays but were not paid for holidays on which they did not work. The new arrangement provided that the employers would credit each employee with 5 cents for each hour worked (roughly the equivalent of pay for 5 holidays during the year). The money accumulated in the employee funds was to be used for holiday pay, with any balance remaining at the end of the year to be paid to the employees.

Agreements reached during the summer of 1958 resulted in 1-year contracts that called for an 11-cent-an-hour pay increase effective July 1, 1958. In addition, the settlements also increased the employers' payments into paid holiday funds to 7 cents an hour worked, and in the case of the Machinists and Carpenters, also provided 2 additional paid holidays, thus equaling the number of days specified for workers represented by the MTC. Beginning July 1, 1959, the employers' contributions to the health and welfare funds were increased by 2½ cents, to a total of 10 cents an hour.

## 1959-64

### MTC Negotiations

In 1959, the Pacific Coast District Metal Trades Council (MTC) opened negotiations with the Pacific Coast Shipbuilders Association on June 15. Major economic demands of the MTC consisted of a 26-cent-an-hour general wage increase, an increase in leadmen's differentials, and a shorter workday or workweek without a reduction in pay.

Changes in contract clauses governing overtime, holiday pay, paid vacations, reporting pay, dirty work, health and welfare, and the establishment of a pension plan were also proposed by the MTC.

The Association's counter proposals, embodied in a 3-year contract, would have substituted a cents-per-hour premium for the percentage paid for shift work, reduced pay from double time to time and one-half for the first 2 hours of work before or after regular shifts and for the first 4 hours on Saturday, and eliminated premium pay for dirty work. In addition, the employers proposed post-employment physical examinations and rotation of lunch periods.

On June 25, the Association offered the MTC a choice of two proposals: (1) A 10-cent-an-hour wage package over 2 years or (2) 18 cents an hour over 3 years. Both offers were rejected and the existing contract was extended on a day-to-day basis after it expired on June 30.

The Association revised its offer on July 2 to provide for an 18-cent-an-hour general wage increase in a 2-year contract, with hourly rates to be increased by 8 cents on July 1, 1959, and by 5 cents each on January 1 and July 1 of 1960. It also proposed to establish a pension trust fund or severance pay plan. This entire offer was also rejected.

On July 31, the parties tentatively agreed to a 2-year contract which included two 7-cent-an-hour general wage increases, paid lunch periods under certain conditions, and a 10-cent-an-hour company contribution to a new pension plan. This proposal was subsequently rejected by the MTC membership.

Negotiations continued through August, and the MTC struck on September 1. At that time, the union was asking for a 35-cents package over a 2-year period, distributed in the form of a 15-cent-an-hour wage increase retroactive to July 1, a deferred increase of 10 cents an hour a year later, and a 10-cent-an-hour company contribution to a new pension plan. During the strike, a number of small yards covered by the master agreement remained open by signing an interim agreement providing for a 15-cent-an-hour wage-rate increase retroactive to July 1.

Agreement on a 3-year contract, to expire July 1, 1962, was reached on October 9. It provided 27 cents an hour in wage increases (8 cents an hour retroactive to July 1, 1959, 2 cents on October 19, 1959, and 8 and 9 cents,

respectively, on July 1, 1960, and July 1, 1961). It also increased employer payments to the holiday fund effective November 1, 1961, and established a pension fund financed by an initial employer contribution of 5 cents an hour beginning on April 1, 1960, and an additional 5 cents on April 1, 1961. Paid meal periods were provided under certain conditions.

### CJA Negotiations

Negotiations between the United Brotherhood of Carpenters and Joiners of America (CJA) and the Association started July 7, 1959. In addition to a general wage increase, the union demanded a cost-of-living escalator clause or an annual improvement factor provision. The union also placed on the bargaining table demands for a 6-hour day with no loss in pay; mileage pay in addition to travel time; premium pay for work on poisonous and dangerous materials; Friday or Monday observance of holidays falling on Saturday; and a guarantee of 8 paid holidays a year.

On August 5, the Association proposed a 24-cent-an-hour package providing for two 7-cent-an-hour general wage increases and a 10-cent-an-hour company contribution to a new pension fund; the offer was rejected by the union.

After lengthy discussions failed to produce agreement on wages and pensions, the CJA also struck on September 1, 1959. On October 12, the employers offered a 3-year contract on the terms agreed to earlier with the MTC. The offer was rejected because it did not include a cost-of-living escalator clause; when the Association amended its offer 2 days later to include such a clause, the offer was accepted.

### IAM Negotiations

The International Association of Machinists (IAM) began negotiations for a new agreement with the Association on July 20, 1959, with a request for a 32-cent package over 2 years. The package was to consist of a 15-cent wage increase retroactive to July 1, a 7-cent increase on July 1, 1960, and a 10-cent-an-hour employer contribution to a new pension fund.

On August 6, the Association offered the same 2-year, 24-cent-an-hour package that was offered earlier to both the MTC and CJA. It was rejected by the IAM also.

On August 24, 5 days after a strike vote, the IAM walked out, idling about 7,500 workers. Negotiations were resumed on October 12, when the employers offered the IAM a 3-year contract the same as that accepted by the MTC. The IAM rejected the offer because it lacked an escalator clause. On October 14, the employers agreed to include an escalator clause in its offer, and this was accepted by the union.

### 1962 Negotiations

Bargaining to replace 1959 contracts began on May 15, 1962, between the employers and the IAM and MTC, negotiating jointly for the first time since 1952. CJA talks began on July 10. Work continued although both negotiations failed to reach settlements before the contracts expired. Both groups of union negotiators presented identical wage demands to the Association. They asked for an 18-cent-an-hour general wage increase, plus a 20-percent increase in leadmen's differentials. Major proposed changes in related wage practices included a 7-hour workday; paid cleanup, coffee, and tool check-out time and paid sick leave; 2 additional paid holidays; higher vacation allowance; and improved overtime, dirty work, reporting, and shift premium pay provisions. The unions also called for a 5-cent-an-hour increase in employer contributions to both the health and welfare and pension plans, with payments made directly to the funds instead of a depository. The employers were also asked to extend health and welfare coverage to retirees.

The Association's counter proposal, made at the first session, called for a 3-year contract with revisions in clauses governing overtime, shift differentials, reporting, travel, and tool replacement pay. Election days for Governor and President would have been eliminated as holidays in the San Francisco Bay area, and premium pay for dirty work was to be eliminated.

On June 15, the unions submitted a new proposal which they valued at 60 cents an hour over a 3-year period. The employers countered with a proposal for a 12-cent increase over the same period. Both the union demands and company offers were rejected.

Three-year contracts were agreed to on June 27. Three 10-cent-an-hour raises were provided—one retroactive to July 1, 1962,

and two deferred until July 1 of 1963 and 1964. Pension contributions were to be paid directly into each union's pension fund instead of through a bank, thus eliminating a 5-percent service charge. The CJA agreed to essentially the same contract on July 12.

## 1965-67

In 1962—for the first time in 10 years—joint contract negotiations were conducted by the Pacific Coast District Metal Trades Council (MTC) and the International Association of Machinists and Aerospace Workers (IAM)<sup>5</sup> with the Pacific Coast Shipbuilders Association. In the 1965 round of contract talks, however, separate discussions were held. In both years, the United Brotherhood of Carpenters and Joiners of America (CJA) continued to bargain independently.

### MTC Negotiations

Formal negotiations between the association and the MTC, to revise contracts due to expire on July 1, 1965, began on June 2. A substantial wage increase and a shorter workweek without a reduction in pay were the two key demands in a proposed 3-year contract submitted by the MTC. The union also requested an additional paid holiday and improved vacation benefits. Other proposed changes were increases in the leadmen's differential and in the employers' contributions to the health and welfare and pension funds. The establishment of a paid washup period was also requested.

The Association's proposal, also embodied in a 3-year contract, called for "moderate" wage raises each year. It also would call for guarantees that workers would start work on time.

Accord on a wage and fringe benefits package, reportedly totaling 39 cents an hour over a 3-year period, was reached on June 30. The settlement, subject to ratification by member locals, called for an hourly wage increase of 10 cents, and a 3-cent-an-hour increase in the employers' contributions to the health and welfare fund, effective on the day of agreement. An additional 12-cent-an-hour wage raise and a 1-cent-an-hour increase in employers' contributions to the holiday fund were to become effective July 1, 1966. Another pay increase of 13 cents an hour was scheduled for July 1, 1967. Other changes in wage practices included a revised shift differential pay provision and the establishment of paid washup period.

On July 2, a strike called by the IAM resulted in the closing of all major west coast shipyards. The work stoppage occurred after the Machinists, who were negotiating separately, rejected an offer similar to the one accepted by MTC officials. Members of other crafts refused to cross the Machinists' picket lines.

MTC member unions voted, on July 20, to reject the pact tentatively agreed to late in June. A revised offer, that increased the reported size of the proposed package from 39 to 42½ cents an hour, was made by the association on July 25. It was accepted by the MTC and subsequently ratified by its member locals.

The 3-year contract called for a 10-cent-an-hour wage raise effective July 1 of each contract year. The leadmen's differential was increased by 10 cents an hour to 35 cents. Employer contributions to the health and welfare fund were increased by 3 cents an hour and payments to the vacation fund by 1 percent, retroactive to July 1, 1965. The agreement also increased employer payments to the paid holidays fund by 1 cent an hour and to the pension fund by 2 cents, effective July 1, 1966. An additional 3-cent-an-hour employer contribution to the pension fund was scheduled to become effective July 1, 1967.

Despite the settlement, MTC members continued to honor the Machinists picket lines until August 15. At that time, the MTC adopted a motion declaring the IAM's picket lines illegal because that union failed to obtain approval from the three area trades councils. The motion also held that Machinists officials had not properly presented to their members a 42½-cent-an-hour package offer made by the association.

### IAM Negotiations

In 1965, the International Association of Machinists and Aerospace Workers (IAM)<sup>5</sup> opened separate contract negotiations with the Association on June 15. The existing contracts were scheduled to expire on July 1, 1965. Heading the list of IAM demands was a general wage increase totaling 44 cents an hour, to be distributed over a 3-year period. The employers were also asked to increase vacation pay as well as their contributions to the welfare and pension funds.

<sup>5</sup> The IAM changed its name to the International Association of Machinists and Aerospace Workers on Jan. 1, 1965.

On July 1, the Association offered the 39-cent-an-hour "package" that had been provisionally accepted by the MTC<sup>6</sup> on the previous day. It was rejected as inadequate. The following day, a work stoppage occurred. Several small yards, covered by the master agreement, reopened during the strike by signing interim agreements providing for general wage increases totaling approximately 44 cents an hour over a 3-year period.

Early in August, the Association offered the IAM a 3-year contract identical to the one accepted by the MTC late in July. This offer was rejected by the Machinists because it did not meet their wage demand of 44 cents an hour spread over a 3-year period.

The strike ended after 87 days—on September 24, when agreement was reached on a 3-year contract providing for wages and benefits valued by the parties as slightly more than the 42½-cent "package" agreed to earlier by both the MTC and CJA. Major changes in the contract included the same monetary increases and employer contributions to the paid holiday, vacation, and health and welfare funds as negotiated with the MTC. Additional economic gains included payment of the tool and die rate for all work on tools, dies, and fixtures. (The tool and die rate was 37 cents an hour higher than the Machinist rate.) A joint committee was established to study travel time and working conditions for trial trips and out-of-yard work. To reduce administrative costs, the parties agreed to dissolve the coastwide health and welfare trust fund and to reestablish a trust fund on a port-by-port basis.

Pension fund contributions, in the San Francisco area, were to be increased by 2 cents an hour effective September 1, 1966, and an additional 2 cents was scheduled to become effective the following April. Portland and Seattle area pension fund contributions were to be increased by 5 cents an hour, effective April 1, 1967.

#### CJA Negotiations

Bargaining between the United Brotherhood of Carpenters and Joiners of America (CJA) and the employers did not start until June 9, 1965, about 3 weeks before the existing agreement was scheduled to expire.

After the exchange of contract proposals, negotiations were recessed pending conclusion of a settlement between the Association and the MTC.

Like the MTC, the CJA did not officially sanction an IAM strike; however, beginning July 2, its members also refused to cross the Machinists picket lines.

Negotiations were resumed on August 5. At that time, the Association offered the CJA the 3-year 42½-cent-an-hour "package" that had been ratified by members of the MTC on August 3. It was acceptable to the union. Terms were similar to those agreed to by the MTC, except that employer contributions to the holiday fund remained unchanged. The 1 cent an hour that could have been used for paid holidays was allocated to the health and welfare and pension funds.

Most CJA members continued to honor the Machinists picket lines. However, some members returned to their jobs shortly after the settlement, and the remaining members returned after August 23, when CJA officials stated that they had no objections to their members returning to work, even though the Machinists were still on strike.

#### IBEW Negotiations

In April 1965, the International Brotherhood of Electrical Workers (IBEW) withdrew from the MTC, and elected to negotiate separately with the Association. Although the IBEW was not a party to the 3-year master agreement reached in July 1965 between the Association and the MTC, its members continued to work without a formal contract under the terms and conditions included in that agreement.

Formal negotiations between the Association and the IBEW did not begin until March 1966. After extended negotiations a strike began on November 4, 1966. Major obstacles to an agreement were the size of a general wage increase, a provision on primary picketing, granting of yard to yard transferability of vacation credits and a wage differential for electronic technicians.

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<sup>6</sup> The offer was subsequently rejected by member unions of the MTC.

On March 2, 1967, the President appointed a Board of Inquiry to report on the dispute. Five days later the board reported that in spite of determined efforts of the parties and the Federal Mediation and Conciliation Service, negotiations were deadlocked. The strike ended March 13, after an injunction was issued under the Taft-Hartley Act. In May, the board agreed to a request of the IBEW and the Association that it review the unresolved issues and recommend a settlement.

On June 26, the board announced that the parties had reached agreement on a 1-year contract effective July 1, 1967.<sup>7</sup> The settlement terms, which were suggested by the

board, were similar to those agreed to by the MTC in 1965, except that the wage increase effective July 1, was 15 cents an hour and the employers' contribution to the pension fund was increased by 4 cents. In addition, provision was made for a tool allowance or employer-supplied tools.

The following tables bring the Pacific Coast Shipbuilding Wage Chronology up to date through July 1, 1968,<sup>8</sup> the termination date of current agreements.

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<sup>7</sup> The board also announced that the Association agreements with the CJA, IAM, and MTC would be amended to provide additional wage increases to maintain parity with the IBEW.

<sup>8</sup> The CJA contract was to expire on June 30, 1968.

A—General Wage Changes<sup>1</sup>

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 1, 1941 (Pacific Coast Zone Stabilization agreement).	Increases of 12 cents an hour for mechanics and helpers; 7½ cents to 20 cents for other classifications.	Agreement established rate of \$1.12 an hour for standard first-class mechanics and provided corresponding increases to employees in other grades for new ship construction. The "dirty hour" was discontinued and repair work rates 11.6-percent higher than new construction rates were established.
Apr. 1, 1942 (Pacific Coast Zone Stabilization agreement).	8 cents an hour increase -----	Repair work received an additional cent through the application of the 11.6-percent differential.
Nov. 3, 1943 (directive order of National War Labor Board, Nov. 3, 1943).		Rates for 9 occupations increased to that of first-class skilled mechanic and uniform zonewise rates established for 22 other occupations or grades. <sup>2</sup>
Dec. 4, 1945 (agreement of National Shipbuilding Conference, approved by National War Labor Board, Feb. 27, 1946).	18 cents an hour increase -----	Repair work received an additional 2 cents through the application of the 11.6-percent differential.
July 1, 1947 (resolution of the Pacific Coast Shipbuilding Conference May and June 1947).	New construction: Rates of \$1.37 and under increased 13 cents an hour, rates of \$1.38 and over increased 15 cents. Repair: 8½-percent increase with a maximum of 13 cents.	The 11.6-percent repair differential was discontinued. A separate wage scale was established for repair work.
July 1, 1948 (agreement of June 17, 1947).	8 cents an hour increase for both new construction and repair work.	
July 1, 1950 (agreement of June 21, 1950).	6 cents an hour increase for both new construction and repair work.	
Jan. 15, 1951 -----	12 cents an hour increase for both new construction and repair work.	
Aug. 6, 1951 (agreement of June 1, 1951).	New construction: 19 cents an hour. Repair: 5 cents an hour.	Approved by the Wage Stabilization Board Aug. 10, 1951. The board, in approving the larger increase for new construction work, eliminated the differential between new construction and repair rates.
July 1, 1952 (agreement of—MTC, May 15; CJA, Aug. 9; IAM, Aug. 11).	New construction and repair: 15 cents an hour increase.	Approved by WSB as follows: MTC, July 10; CJA, Sept. 8; IAM, Sept. 8.
July 1, 1953 (agreement of—MTC, May 8; CJA, May 21; IAM, July 13).	3 cents an hour increase -----	
July 1, 1954 (agreements of same date—MTC and IAM; and agreement of June 30, 1954—CJA).	6 cents an hour increase -----	Additional increases for certain workers represented by MTC: 1 cent an hour for hysters and operators of tractors and special equipment and 14 to 28 cents for other automotive equipment operators, <sup>3</sup> thus equalizing rates in these jobs with the first-class mechanic rate; 9 cents an hour for work on wooden vessels in Puget Sound area by all production, repair, and maintenance employees.
July 1, 1955 (agreements dated May 21, 1955—MTC and IAM; and June 30, 1955—CJA).	7 cents an hour increase -----	Additional 1-cent-an-hour increase for following classifications represented by MTC and working on wooden vessels in Puget Sound area: Blacksmith helpers, tank cleaners and scalers, slab and flange helpers, and apprentice operating engineers.
July 1, 1956 (agreements dated June 28, 1956—MTC and IAM; and June 30, 1956—CJA).	18 cents an hour increase -----	Except for above employees represented by MTC, who received a 17-cent increase.
July 1, 1957 (agreements of Aug. 7, 1957—MTC and IAM; and June 30, 1957—CJA).	15 cents an hour increase -----	Additional increases: 10 cents an hour for loftsmen and layers out represented by MTC and CJA; 5 cents for production, maintenance, and repair employees represented by MTC and working on wooden vessels in Puget Sound area.

See footnotes on p. 10.

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

Effective date	Provision	Applications, exceptions, and other related matters
July 1, 1958 (agreements of same date—MTC and IAM; and June 30, 1958—CJA).	11 cents an hour increase .....	Not applicable to production, maintenance, and repair employees, represented by MTC and working on wooden vessels in Puget Sound area, who received 6 cents an hour increase.
July 1, 1959 (agreements dated July 2, July 31, Oct. 8, Oct. 9, 1959—MTC; Oct. 17, 1959—IAM; June 30, 1959—CJA).	8 cents an hour increase .....	Deferred increases to become effective July 1 of 1960 and 1961. IAM and CJA 1961 wage rates to be increased by percentage change in the BLS Consumer Price Index (CPI) between May 15, 1960, and May 15, 1961, with a specified minimum increase. Deferred increase.
Oct. 18 (IAM) and 19, 1959 (MTC and CJA—above agreements).	2 cents an hour increase .....	
July 1, 1960 (above agreements).	8 cents an hour increase .....	Deferred increase.
July 1, 1961 (above agreements).	9 cents an hour increase .....	Deferred increase. IAM and CJA members received minimum increase specified in 1959 agreements, since the CPI did not warrant a larger increase.
July 1, 1962 (agreements dated June 27, 1962—MTC; July 1, 1962—IAM; June 30, 1962—CJA).	10 cents an hour increase .....	Deferred increases to become effective July 1 of 1963 and 1964. CJA 1964 wage rates to be increased by percentage change in the CPI between May 15, 1963, and May 15, 1964, with a specified minimum increase. Deferred increase.
July 1, 1963 (above agreements).	10 cents an hour increase .....	
July 1, 1964 (above agreements—MTC, IAM, and CJA).	10 cents an hour increase .....	Deferred increase. CJA members received minimum increase specified in 1962 agreements, since the CPI did not warrant a larger increase.
July 1, 1965 (agreement of July 25, 1965—MTC; Aug. 5, 1965—CJA; Sept. 24, 1965—IAM).	10 cents an hour increase .....	In addition, agreements provided for a deferred general wage increase of 10 cents an hour, July 1, 1966, and MTC and IAM agreements provided another 10 cents increase, July 1, 1967. CJA 1967 wage rates were to be increased by the percentage change in the CPI between May 15, 1966, and May 15, 1967, with a minimum of 10 cents. Leadmen's differential increased by 10 cents to 35 cents per hour. Deferred increase.
July 1, 1966 (above agreements MTC, IAM, and CJA).	10 cents an hour increase .....	
July 1, 1967 (above agreements MTC, CJA, and IAM and amendments dated June 26, 1967; agreement of June 26, 1967—IBEW).	15 cents an hour increase .....	Increase included: IBEW—15 cents an hour general increase as a result of separate negotiations; <sup>4</sup> CJA, IAM, and MTC—10 cents an hour deferred increase, plus 5 cents an hour adjustment to maintain parity with the IBEW. Amendments and agreement also provided for a deferred general increase of 5 cents an hour effective Jan. 1, 1968. CJA members received the minimum deferred increase specified in the 1965 agreements, since the CPI did not warrant a larger increase.
Jan. 1, 1968 (MTC; CJA; IAM; and IBEW; agreements of above dates).	5 cents an hour increase .....	Deferred increase.

See footnotes on p. 10.

## Footnotes:

<sup>1</sup> General wage changes are construed as upward or downward adjustments affecting an entire area, establishment, bargaining unit, or plant at one time. They do not include adjustment in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure having no immediate effect on the general wage level.

The changes listed are the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by changes in type of work and employment during the period covered, the total of the general changes listed will not necessarily coincide with the change in average hourly earnings over the period.

<sup>2</sup> The occupations raised to the first-class level were: Drillers and reamers, punch and shear operators, holders-on, rivet heaters, riggers and plate hangers, slingers and hook tenders, automotive equipment operators on equipment 10,500 to 40,000 pounds, crane operators on equipment under 20 tons, and stage riggers. Premium rates were established for: Tool and die makers (\$1.53); automotive equipment operators on hysters, tractors, and special equipment over 40,000 pounds (\$1.33); blacksmiths—heavy fire (\$1.35); crane operators on equipment over 20 tons or equipment utilizing live booms (\$1.33); concrete mixer operators and concrete batching plant conveyor operators (\$1.33). The remaining occupations were classified below the first-class rate.

<sup>3</sup> There had been no differential in rates for these occupations between shipbuilding and ship repair prior to 1951, when the differential for other jobs was eliminated; hence, workers in these occupations had received smaller wage increases in that year than other shipbuilding employees. Differences in the size of wage increases in 1954 for various automotive equipment operators resulted from their combination into a single job classification.

<sup>4</sup> Prior to April 1965 the IBEW was a member of the MTC. In April 1965 the IBEW withdrew from the MTC and elected to bargain separately with the employers.



## B—Basic Wage Rates at Pacific Coast New Construction and Repair Yards, 1941—68

Occupation	Effective date and type of operation							
	Apr. 1, 1941		Apr. 1, 1942		November 1943		Dec. 4, 1945	
	New construction	Repair	New construction	Repair	New construction	Repair	New construction	Repair
Acetylene burner .....	\$ 1.12	\$ 1.25	\$ 1.20	\$ 1.34	\$ 1.20	\$ 1.34	\$ 1.38	\$ 1.54
Blacksmith, heavy forge .....	1.42	1.58	1.50	1.67	1.50	1.67	1.68	1.87
Chipper and caulker .....	1.12	1.25	1.20	1.34	1.20	1.34	1.38	1.54
Driller and reamer .....	1.00	1.12	1.08	1.21	1.20	1.34	1.38	1.54
Operating engineer:								
Equipment 20 tons and over .....	1.25	1.40	1.33	1.48	1.33	1.48	1.51	1.68
Equipment under 20 tons .....	1.12	1.25	1.20	1.34	1.20	1.34	1.38	1.54
Painter .....	1.12	1.25	1.20	1.34	1.20	1.34	1.38	1.54
Rigger, loft .....	1.12	1.25	1.20	1.34	1.20	1.34	1.38	1.54
Rigger and plate hanger .....	1.05	1.17	1.13	1.26	1.20	1.34	1.38	1.54
Riveter .....	1.12	1.25	1.20	1.34	1.20	1.34	1.38	1.54
Welder, acetylene and electric <sup>1</sup> .....	1.12	1.25	1.20	1.34	1.20	1.34	1.38	1.54
Helper, general .....	.87	.97	.95	1.06	.95	1.06	1.13	1.26
Laborer, production:								
First 30 days .....	.80	.89	.88	.98	.88	.98	1.06	1.18
Next 30 days .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.92	1.03	1.10	1.23
After 60 days .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	.95	1.06	1.13	1.26
Occupation	July 1, 1947		July 1, 1948		July 1, 1950		Jan. 15, 1951	
	New construction	Repair	New construction	Repair	New construction	Repair	New construction	Repair
	New construction	Repair	New construction	Repair	New construction	Repair	New construction	Repair
Acetylene burner .....	\$ 1.53	\$ 1.67	\$ 1.61	\$ 1.75	\$ 1.67	\$ 1.81	\$ 1.79	\$ 1.93
Blacksmith, heavy forge .....	1.83	2.00	1.91	2.08	1.97	2.14	2.09	2.26
Chipper and caulker .....	1.53	1.67	1.61	1.75	1.67	1.81	1.79	1.93
Driller and reamer .....	1.53	1.67	1.61	1.75	1.67	1.81	1.79	1.93
Operating engineer:								
Equipment 20 tons and over .....	1.66	1.82	1.74	1.90	1.80	1.96	1.92	2.08
Equipment under 20 tons .....	1.53	1.67	1.61	1.75	1.67	1.81	1.79	1.93
Painter .....	1.53	1.67	1.61	1.75	1.67	1.81	1.79	1.93
Rigger, loft .....	<sup>3</sup> 1.53	<sup>3</sup> 1.67	<sup>3</sup> 1.61	<sup>3</sup> 1.75	<sup>3</sup> 1.67	<sup>3</sup> 1.81	<sup>3</sup> 1.79	<sup>3</sup> 1.93
Rigger and plate hanger .....								
Riveter .....	1.53	1.67	1.61	1.75	1.67	1.81	1.79	1.93
Welder, acetylene and electric <sup>1</sup> .....	1.53	1.67	1.61	1.75	1.67	1.81	1.79	1.93
Helper, general .....	1.26	1.37	1.34	1.45	1.40	1.51	1.52	1.63
Laborer, production:								
First 30 days .....	1.26	1.37	1.34	1.45	1.40	1.51	1.52	1.63
Next 30 days .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
After 60 days .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )

See footnotes at end of table.

## B—Basic Wage Rates at Pacific Coast New Construction and Repair Yards, 1941—68—Continued

Occupation	Effective date									
	Aug. 6, 1951	July 1, 1952 <sup>4</sup>	July 1, 1953	July 1, 1954 <sup>5</sup>	July 1, 1955	July 1, 1956	July 1, 1957	July 1, 1958	July 1, 1959	Oct. 19, 1959
Acetylene burners .....	\$1.98	\$2.13	\$2.16	\$2.22	\$2.29	\$2.47	\$2.62	\$2.73	\$2.81	\$2.83
Blacksmiths, heavy forge .....	2.31	2.46	2.49	2.55	2.62	2.80	2.95	3.06	3.14	3.16
Carpenters (creosoted lumber, fiber glass, rock wool, and similar materials on jobs lasting more than 8 hours) .....	-	-	-	-	-	-	-	3.19	3.27	3.29
Chippers and caulkers, steel .....	1.98	2.13	2.16	2.22	2.29	2.47	2.62	2.73	2.81	2.83
Drillers and reamers .....	1.98	2.13	2.16	2.22	2.29	2.47	2.62	2.73	2.81	2.83
Electricians .....	-	-	-	-	-	-	-	-	-	-
Machinists (all classifications) <sup>6 7</sup> .....	-	2.13	2.16	2.22	2.29	2.47	2.62	2.73	2.81	2.83
Operating engineers:										
Equipment 20 tons and over .....	2.13	2.28	2.31	2.37	2.44	2.62	2.77	2.88	2.96	2.98
Equipment under 20 tons .....	1.98	2.13	2.16	2.22	2.29	2.47	2.62	2.73	2.81	2.83
Painters .....	1.98	2.13	2.16	2.22	2.29	2.47	2.62	2.73	2.81	2.83
Riggers, loft; plate hangers; hook tenders and slingers <sup>8</sup> .....	1.98	2.13	2.16	2.22	2.29	2.47	2.62	2.73	2.81	2.83
Riveters .....	1.98	2.13	2.16	2.22	2.29	2.47	2.62	2.73	2.81	2.83
Shipwrights, journeymen <sup>6</sup> .....	-	2.13	2.16	2.22	2.29	2.47	2.62	2.73	2.81	2.83
Tool and die makers <sup>6</sup> .....	-	2.50	2.53	2.59	2.66	2.84	2.99	3.10	3.18	3.20
Welders, acetylene and electric <sup>1</sup> .....	1.98	2.13	2.16	2.22	2.29	2.47	2.62	2.73	2.81	2.83
Helpers, general .....	1.68	1.83	1.86	1.92	1.99	2.17	2.32	2.43	2.51	2.53
Laborers, production .....	-	1.83	1.86	1.92	1.99	2.17	2.32	2.43	2.51	2.53
		July 1, 1960	July 1, 1961	July 1, 1962	July 1, 1963	July 1, 1964	July 1, 1965	July 1, 1966	July 1, 1967	Jan. 1, 1968
Acetylene burners .....		\$2.91	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.65	\$3.70
Blacksmiths, heavy forge .....		3.24	3.33	3.43	3.53	3.63	3.73	3.83	3.98	4.03
Carpenters (creosoted lumber, fiber glass, rock wool, and similar materials on jobs lasting more than 8 hours) .....		3.37	3.46	3.56	3.66	3.76	3.86	3.96	4.11	4.16
Chippers and caulkers, steel .....		2.91	3.00	3.10	3.20	3.30	3.40	3.50	3.65	3.70
Drillers and reamers .....		2.91	3.00	3.10	3.20	3.30	3.40	3.50	3.65	3.70
Electricians .....		-	-	-	-	-	-	-	3.65	3.70
Machinists (all classifications) <sup>6 7</sup> .....		2.91	3.00	3.10	3.20	3.30	3.40	3.50	3.65	3.70
Operating engineers:										
Equipment 20 tons and over .....		3.06	3.15	3.25	3.35	3.45	3.55	3.65	3.80	3.85
Equipment under 20 tons .....		2.91	3.00	3.10	3.20	3.30	3.40	3.50	3.65	3.70
Painters .....		2.91	3.00	3.10	3.20	3.30	3.40	3.50	3.65	3.70
Riggers, loft; plate hangers; hook tenders and slingers <sup>8</sup> .....		2.91	3.00	3.10	3.20	3.30	3.40	3.50	3.65	3.70
Riveters .....		2.91	3.00	3.10	3.20	3.30	3.40	3.50	3.65	3.70
Shipwrights, journeymen <sup>6</sup> .....		2.91	3.00	3.10	3.20	3.30	3.40	3.50	3.65	3.70
Tool and die makers <sup>6</sup> .....		3.28	3.37	3.47	3.57	3.67	3.77	3.87	4.02	4.07
Welders, acetylene and electric <sup>1</sup> .....		2.91	3.00	3.10	3.20	3.30	3.40	3.50	3.65	3.70
Helpers, general .....		2.61	2.70	2.80	2.90	3.00	3.10	3.20	3.35	3.40
Laborers, production .....		2.61	2.70	2.80	2.90	3.00	3.10	3.20	3.35	3.40

<sup>1</sup> Prior to 1947 the occupational title was acetylene welder.<sup>2</sup> During these periods there was only 1 rate for laborers.<sup>3</sup> Occupational title changed to: Rigger, loft, plate hangers, hook tenders, and slingers.<sup>4</sup> Beginning Aug. 6, 1951, rates for new construction and repair were the same.<sup>5</sup> For work on wooden vessels in the Puget Sound area by workers represented by the MTC, from July 1, 1954, through June 30, 1957, rates were 9 cents higher; from July 1, 1957, through June 30, 1958, rates were 14 cents higher; beginning on July 1, 1958, the differential again became 9 cents.<sup>6</sup> Included for first time in 1952. As of May 9, 1952, the Carpenters and Machinists unions were certified by the National Labor Relations Board as separate bargaining units.<sup>7</sup> Tool and die rate to be paid for tool and die work on tools, dies, jigs, and fixtures.<sup>8</sup> Prior to July 1, 1947, classified as 2 occupations: Riggers, loft; and riggers and plate hangers.

C—Related Wage Practices<sup>1</sup>

Effective date	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
Apr. 1, 1941-----	10 percent plus 8 hours' pay at regular hourly rates for 7½ hours' work on second shift; 15 percent plus 8 hours' pay at regular hourly rates for 7 hours' work on third shift. <sup>2</sup>	In Seattle area repair yards, the premium was 5 cents an hour for second-shift work and 25 cents for third shift. In Portland, the repair premiums were 20 percent and 30 percent, respectively, for second and third shift but no premium was paid for shop (machine, forge, etc.) work.
Apr. 1, 1942-----	Repair: Changed to—10 percent plus 8 hours' pay at regular hourly rates for 7½ hours' work on second shift; 25 cents an hour plus 8 hours' pay at regular hourly rates for 7 hours' work on third shift.	By amendment to Pacific Coast ship repair agreements.
July 1, 1947-----	Repair: Changed back to 1941 practice----	General provision made applicable in all areas.
Overtime Pay		
Apr. 1, 1941-----	New construction: Time and one-half for work in excess of 8 hours a day or 40 hours a week. Repair: Double time for in excess of 8 hours a day or 40 hours a week. 8 hours' pay for work less than a full day.	In accordance with Zone Standards and by agreement in the case of repair yards. In practice the premiums also applied to work before or after established shift hours.
Apr. 1, 1942-----	Repair: Changed to—time and one-half.	By amendment to Pacific Coast ship repair agreement. Effective upon final ratification of agreement by all parties.
Nov. 1, 1945-----	Changed to: New construction—double time.	By amendment to zone standards.
July 1, 1947-----	Changed to: Double time for all work outside of or in excess of established shift hours.	This practice had been in effect since before 1940. Overtime rate also paid (1) for first regular shift when employee is transferred from one shift to another unless relieved from work at least a full shift; (2) for first regular shift when employee is required to work past regular shift without the lapse of a full shift before starting work again.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Holiday Pay		
Apr. 1, 1941 -----	Double time for work on specified holidays. No pay for holidays not worked.	The Zone Standards recognized holidays established by local agreement. In all areas these were: New Year's, Memorial Day, July 4th, Labor Day, Armistice Day, Thanksgiving, and Christmas. In addition, Washington's Birthday was recognized by the Seattle-Tacoma, Everett, Bellingham, Portland, Bay City (San Francisco) and San Diego Metal Trades Councils. Admission Day and General Election Day (for governor and President) were recognized by the Bay City Council.
Apr. 1, 1942 -----	Changed to: Time and one-half for work on specified holidays.	By amendment to Zone Standards and Pacific Coast ship repair agreement.
Nov. 1, 1945 -----	Changed back to: Double time for work on specified holidays.	By amendment to Zone Standards.
July 1, 1957 (agreements dated Aug. 7, 1957—MTC and IAM; and June 30, 1957—CJA).	Added: Employers to credit each employee with 5 cents an hour for each hour worked (including overtime hours) toward pay for certain recognized holidays.	Applicable to holidays falling or observed during regular workweek or during vacation period. Employee to be paid the sum accruing to his credit but not to exceed 8 times his straight-time hourly base for each holiday. Employee to be paid any balance remaining on December 31 of any year or any balance when he leaves the area, is discharged, quits, or union makes written request. Applicable to all employees except production, repair, and maintenance employees represented by MTC and working on wooden vessels in Puget Sound area.
July 1, 1958 (agreements of same date—MTC and IAM; and June 30, 1958—CJA).	Credit for paid holidays increased to 7 cents.  Added: 2 paid holidays (total 7)—IAM and CJA.	Holidays to which this pay could apply were Memorial Day, Labor Day, Veterans Day, Thanksgiving, and Christmas, and, in the case of the MTC, New Year's Day and Independence Day as well. No change in number of days for which premium rates applied to time worked. Provision for crediting payment for holidays extended to production, repair, and maintenance employees represented by MTC and working on wooden vessels in Puget Sound area.
Nov. 1, 1961 (agreements dated July 2, July 31, Oct. 8, Oct. 9, 1959—MTC; Oct. 17, 1959—IAM; June 30, 1959—CJA).	Increased: Credit (contribution) for paid holidays to 9 cents an hour (was 7 cents).	Holidays were Washington's Birthday—IAM and CJA, July 4th—CJA, and day after Thanksgiving—IAM.
July 1, 1966 (agreements of July 25, 1965—MTC; Sept. 24, 1965—IAM).	Increased: Credit (contribution) for paid holidays to 10 cents an hour.	Day after Thanksgiving substituted for Veterans Day—MTC and CJA; Washington's Birthday substituted for New Year's Day—MTC.

See footnote at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Premium Pay for Saturday Work		
Apr. 1, 1941-----	New construction: Time and one-half for work on Saturday as such. Repair: Double time for work on Saturday as such.	In accordance with Zone Standards and by agreement in the case of repair yards.
Jan. 28, 1942-----	Changed to: New construction—time and one-half for work on 6th consecutive day.	By amendment to Zone Standards.
Apr. 1, 1942-----	Repair: Changed to—time and one-half for work on Saturday as such. <sup>3</sup>	By amendment to Pacific Coast ship repair agreement.
Nov. 1, 1945-----	Changed to: Double time for work on Saturday as such.	By amendment to Zone Standards.
Premium Pay for Sunday Work		
Apr. 1, 1941-----	Double time for work on Sunday as such.	In accordance with Zone Standards and by agreement in the case of repair yards.
Jan. 28, 1942-----	Changed to: New construction—double time for work on 7th consecutive day.	By amendment to Zone Standards.
Apr. 1, 1942-----	Repair: Changed to—time and one-half for work on Sunday as such. <sup>3</sup>	By amendment to Pacific Coast ship repair agreement.
Nov. 1, 1945-----	Changed back to: Double time for work on Sunday as such.	By amendment to Zone Standards.
Paid Vacations		
Apr. 1, 1941-----	1 week vacation with pay after 1 year's service.	1,200 hours to constitute 1 year's work. Pay to equal 40 hours at the employee's regular rate. Vacations previously established by union agreements not to be changed.
Apr. 1, 1942-----		In accordance with amendments to Zone Standards employees not taking vacations received pay in lieu of vacations in addition to their regular pay.
July 1, 1947-----	Changed to: 2 percent of total annual hours worked multiplied by straight-time rate to employees with 1 year's service; 2½ percent after 2 years' service; 3 percent after 3 years; 3½ percent after 4 years; 4 percent after 5 years.	1,200 hours' work required to advance from a specified period of service to the next larger period. Employees on second and third shifts credited with 8 hours of work for each shift worked. Provision for pay in lieu of vacation eliminated.
July 1, 1955 (agreements dated May 21, 1955—MTC and IAM; and June 30, 1955—CJA).		Hours of work required to advance from specified vacation to the next longer vacation period reduced to 1,000.
July 1, 1956 (agreements dated June 28, 1956—MTC and IAM; and June 30, 1956—CJA).	Added: 6 percent of total annual hours worked multiplied by straight-time rate for employees with 15 years' service.	Employee must have worked at least 1,000 hours in each of 15 years.
July 1, 1965 (agreements of July 25, 1965—MTC; Aug. 5, 1965—CJA; Sept. 24, 1965—IAM).	Increased to: 3 percent of total annual hours worked multiplied by straight-time rate to employees with 1 year's service; 3½ percent after 2 years; 4 percent after 3 years; 5 percent for 5 through 14 years' service; 7 percent after 14 years.	

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Call-Back Pay		
Apr. 1, 1941 ----- July 1, 1950 -----	No provision for call-back pay ----- 2 hours minimum at overtime rate to employees called back to work within the 24-hour workday.	
Travel Pay		
Apr. 1, 1941 -----	Up to 8 hours' travel pay in 1 day at applicable rates plus transportation to employees required to work away from regular place of employment.	Employer also required to furnish "first-class board and lodging." Out-of-yard repair work considered as regular place of employment and pay for travel time was not applicable if the job lasted longer than 1 day.
July 1, 1952 -----	Added: Carpenters, metal trades, and machinists—Double time paid for travel, outside of regular shift hours and on overtime days, to work away from regular place of employment.	Employees required to work out of town to receive first-class board, lodging, and transportation. Travel pay limited to maximum of 8 in any 24 hours. Carpenters' out-of-yard repair work considered as regular place of employment and pay for travel time was not applicable if the job lasted longer than 2 days (formerly 1 day). Previously travel pay was governed by local agreements.
July 1, 1957—MTC (agreement dated Aug. 7, 1957).	Added: San Francisco Bay area only— Employees required to report directly to job site out of yard, to receive 45 minutes' pay for each crossing of bay.	Employees required to use own car to be paid a mileage rate of 10 cents per mile from employer's place of business to job site and return, plus bridge tolls.
July 1, 1962—CJA (agreement of same date).	Added: Employees required to work on vessels at sea, Monday through Friday, to work 12 hours and receive 16 hours' pay; premium rate paid for such work on Saturdays, Sundays, and holidays.	Employer required to furnish "first-class" board and lodging plus transportation home with applicable time pay. Continued: Employees required to use own car to be paid 10 cents a mile from employer's place of business to job site and return, plus bridge tolls.

See footnote at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Reporting Pay		
Apr. 1941-----	New construction: Minimum of 4 hours' pay guaranteed to employees reporting to work. Repair: Minimum of 2 hours' pay at straight-time rates guaranteed employees reporting for work.	Not applicable if lack of work is caused by bad weather, machinery breakdown or other conditions beyond control of employer, or in the case of employees who have worked less than 4 hours, if they quit before the guaranteed period terminates. Reporting pay on Saturdays, Sundays, or holidays computed at premium rates.
Jan. 14, 1942-----		Premium weekend reporting pay made applicable only to 6th and 7th consecutive shifts. Applicable only to new construction operations.
July 1, 1947-----	Added: 2 hours' pay at overtime rate guaranteed employees required to work on other than regular shift or on Saturdays, Sundays, or holidays; 5 hours' pay at overtime rate guaranteed day-shift employees required to work after 1 a.m. but laid off before 6 a.m.	In case of repair work this provision was effective in 1941.
July 1, 1950-----	Changed to: 8 hours' pay guaranteed employees called to work who work more than one-half day; 4 hours guaranteed employees who work less than that period and for whom work is not available; 2 hours at overtime rate guaranteed employees required to work on other than regular shift or on Saturdays, Sundays, or holidays; 5 hours at overtime rate guaranteed day-shift employees required to work after 1 a.m. but laid off before 6 a.m.	Not applicable if lack of work is caused by bad weather or machinery breakdown. Employees who lay off, quit or are discharged for cause paid for hours worked.
July 1, 1962 (agreements dated June 27, 1962—MTC; July 1, 1962—IAM; June 30, 1962—CJA).		Added: Minimum of 4 hours' pay at straight-time rate guaranteed employee reporting at normal starting time and requested to remain available during bad weather.
Paid Lunch Period		
Apr. 1, 1941-----	New construction: No provision for paid lunch period. Repair: Paid lunch period allowed employees working in excess of 2 hours beyond regular shift.	30-minute paid lunch period every 4 hours allowed employees working overtime. Noon lunch period on Saturdays, Sundays, or holidays not paid for.
July 1, 1947-----	Paid lunch provision made applicable to all yards.	
July 1, 1959 (agreements dated July 2, July 31, Oct. 8, Oct. 9, 1959—MTC; Oct. 17, 1959—IAM; June 30, 1959—CJA).		Added: Paid meal period allowed employees required to report 2 hours early and to continue work into regular shift. Overtime rate not paid drydock employees required to work during lunch hour if provided 1 hour's notice. (Other employees continue to receive overtime for lunch periods during which they were required to work and to be given time to eat on job.)

See footnote at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Salvage Pay		
Apr. 1, 1941-----	No provision for premium pay for salvage work.	Also applicable to powder and dynamite boats when anchored at powder anchorage.
July 1, 1947-----	Overtime rate paid for all salvage work away from employer's yard or dock.	
Premium Pay for Dirty Work <sup>4</sup>		
Apr. 1, 1941-----	Repair: Overtime rate paid for dirty work in San Francisco area.	Dirty work defined as work on oil tanks, bilges, boilers, uptakes, and stacks. In Portland and Seattle only laborers did this work. San Francisco: Double time for dirty work. Portland: 15 cents an hour premium added to base rate. Seattle and vicinity: Employees not required to work in places not previously cleaned. Rate incorporated into wage-rate schedule.
July 1, 1947-----	-----	
July 1, 1955—CJA (agreement dated June 30, 1955). July 1, 1956—CJA (agreement dated June 30, 1956).	Added: Hourly base of \$2.75 for employees required to do carpentry work on creosoted lumber. Added: Hourly base of \$3 in San Francisco Bay area and \$2.80 in Portland and Seattle for work involving installation and removal of fiberglass, rockwool, and similar insulating material.	Not applicable to jobs lasting no longer than 8 hours.  San Francisco: Definition of dirty work expanded to include sumps, crankpits, under floor plates, and where oil or water has accumulated. Rate incorporated into wage-rate schedule.
July 1, 1956 (agreements dated June 28, 1956—MTC and IAM).	-----	
Nov. 1, 1956—CJA (by above agreement).	Changed: Rate for work on fiberglass, rockwool, and similar insulating material, to \$2.93 in all areas.	Added: Overtime rate paid for work with cargo containing powder, ammunition, or dynamite. Premium rate continued to apply to work on fiberglass, rockwool, or similar materials only if job lasted more than 8 hours.
July 1, 1958 (agreement dated June 30, 1958—CJA).	Increased: Hourly rate for work on creosoted lumber, fiberglass, rockwool, or similar materials to \$3.19. <sup>5</sup>	

See footnotes at end of table.



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

Effective date	Provision	Applications, exceptions, and other related matters
Tools and Equipment		
Apr. 1, 1941 ----- July 1, 1952 -----  July 1, 1953 (IAM); Oct. 1, 1953 (CJA).  July 1, 1953 (MTC) -----  July 1, 1954—CJA (agreement dated June 30, 1954). July 1, 1967 (IBEW— agreement of June 26, 1967).	No provision ----- Carpenters and machinists: Broken, wornout and stolen tools or tools lost except through negligence to be replaced or repaired by employer. Added: Employers to exercise option as follows—(1) furnish all tools, or (2) pay 5 cents a workhour to employees for furnishing their own tools. Deleted: For carpenters—provision for employer replacement or repair of broken or wornout tools and replacement of lost tools. Employees to replace tools stolen when employee was off shift and to replace or pay for tools (1) lost by fire, (2) broken or wornout, or (3) lost but not through employee's negligence. Changed: San Francisco Bay area only—Payment in lieu of employer furnishing handtools designated as 7 cents an hour. Added: Employers to furnish all tools. Employers who fail to furnish tools to any employee to pay such employee 7 cents per hour worked until tools were provided.	Carpenters: Employer to transport tools weighing in excess of 50 pounds between place of employment and union hiring hall.  Machinists: After employers exercise option, no change during the life of the contract. Carpenters: After employers exercise option, no change without 30 days' notice.  Employees allowed to put away tools at the end of a shift on company time.  Practice existing since 1949 incorporated into agreement.  Each employee in the bargaining unit on June 30, 1967, to be paid 5 cents per hour worked between June 1, 1966, and July 1, 1967, in lieu of receiving tools for that period. Employees to put away tools on employers' time.
Health and Welfare Plan		
Apr. 1, 1941 ----- July 1, 1953 -----  July 1, 1953 (MTC, IAM, and CJA).  Oct. 1, 1953 (MTC, IAM, and CJA).	No provision for health and welfare plan -- Carpenters: Health and welfare plan established, to be financed by employer contributions. Noncontributory plans established -----  Noncontributory plans put into effect as result of employer contributions of 7½ cents an hour provided under previous agreements. Plans provided: Life insurance—\$2,750 in California; \$1,000 in Oregon and Washington (MTC and IAM only). Accidental death and dismemberment—\$500 to \$1,000, depending upon extent of injury (MTC and IAM only). Hospitalization—maximum of \$14 a day (MTC and IAM) and full cost of 3-bed room (CJA), up to 70 days.	Details of benefits and amount of employer contributions to be mutually agreed upon.  Separate trust funds for MTC, IAM, and CJA. All 3 funds jointly administered by companies and unions. Effective July 1, 1953, employers to contribute 7½ cents an hour into depositories selected by the trustees of the respective funds. Benefits to be determined by mutual agreement of employers and unions. Plan excluded production, repair, and maintenance workers represented by MTC and working on wooden vessels in Puget Sound area. Eligibility determined each quarter, with those working at least 300 hours in calendar quarter being insured on first day of subsequent calendar quarter (MTC and IAM) and first day of second month of following quarter (CJA).

See footnote at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan—Continued		
Oct. 1, 1953 (MTC, IAM, and CJA)—Continued	<p>Ambulance fee—up to \$25 for service to or from hospital (MTC and CJA only). Special hospital expenses—for charges other than room and board up to \$280 plus 75 percent of the next \$2,000 (MTC and IAM). CJA—use of operating and delivery rooms; all X-ray examinations, electrocardiograms, basal metabolism tests, and laboratory examinations (when consistent with diagnosis); surgical dressings, splints, and plaster casts; all drugs and oxygen; physiotherapy and hydrotherapy; and anesthesia administered by hospital employee (maximum \$40 allowance if administered by physician).</p> <p>Surgical benefits—standard surgical schedule with a maximum of \$300. Additional accident benefit—maximum of \$300 payable for expenses incurred within 3 months of an accident and not covered by other provisions of plan.</p> <p>Sickness and accident benefits—\$30 a week up to 26 weeks for any 1 disability<sup>6</sup> caused by nonoccupational accident or sickness; benefits for accidents began on 1st day, and for sickness on 8th day (MTC and IAM only).</p> <p>Diagnostic X-ray and laboratory examination—up to \$50 for any 1 illness or accident (IAM) and up to \$25 for all illnesses in one year (CJA).</p> <p>Medical expense benefits—\$3 for hospital visits; for office and home visits \$3.50 and \$5, respectively, up to 100 visits in a year (MTC and IAM) and \$4 and \$6, up to \$300 in year (CJA).</p> <p>Poliomyelitis—maximum of \$5,000 (MTC and IAM) and \$3,500 (CJA) for actual expenses incurred; 3-year time limit (MTC).</p>	<p>Not applicable to maternity cases.</p> <p>Not applicable to visits for such purposes as surgical or maternity care and administration of vaccines, etc., for immunization against disease.</p> <p>In lieu of all benefits that would otherwise be payable under Group Medical Expense Insurance policy.</p>
Jan. 1, 1954 (MTC) -----	-----	Number of hours required to become insured reduced to 250 in preceding quarter.
Jan. 15, 1954 (CJA) -----	-----	Employees working 200 but less than 300 hours in calendar quarter could continue coverage by paying \$8.52.
Jan. 1, 1955 (MTC) -----	<p>Added: Dependents' benefits as follows—</p> <p>Hospitalization—up to \$14 a day for maximum of 31 days.</p> <p>In-hospital medical expense benefits—maximum of \$3 a day for doctors' visits, up to 31 days.</p> <p>Ambulance fees, special hospital, surgical, and poliomyelitis benefits—identical to employees'.</p>	
Feb. 1, 1955 (CJA) -----	Added: Life insurance—\$750.	
July 1, 1955 (IAM) -----	<p>Added: Dependents' benefits as follows—</p> <p>Hospitalization, up to \$12 a day for maximum of 31 days.</p> <p>Special hospital expense, for charges other than room and board up to \$240 plus 75 percent of next \$2,000.</p> <p>Surgical benefits, up to \$200.</p> <p>Poliomyelitis, maximum of \$5,000 for actual expense incurred.</p>	Number of hours required to become insured reduced to 250 in preceding quarter.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan—Continued		
Nov. 1, 1955 (CJA) -----	Increased to: Life insurance, \$1,000-----  Added: Dependents' benefits as follows— In-hospital medical expense benefits, maximum of \$3 a day for doctors' visits, up to 70 days. Hospitalization, ambulance fee, special hospital, surgical, additional accident, and poliomyelitis benefits, identical to employees'.	Payment to maintain coverage for employees working 200 but less than 300 hours increased to \$10.90.
July 1, 1956 (agreement dated June 28, 1956—MTC).		Employers to pay their 7½-cent-an-hour contribution for members of the plumbers and pipefitters union into depository agreed to by employers and that union.
Oct. 1, 1956 (MTC)-----	Increased to: Hospitalization, for employees and dependents, to maximum of \$15 a day. Special hospital expense, for employees and dependents, to maximum of \$300 plus 75 percent of next \$2,000. Added: Additional accident benefit, coverage for dependents.	Number of hours required to become insured reduced to 225 in preceding quarter.
Nov. 1, 1956 (IAM) -----		Bellingham shipyards to pay \$12.97 a month for each employee working at least 80 hours in preceding month.
Mar. 1, 1957 (Feb. 7, 1957—CJA).	For San Francisco employees: Increased: Hospital benefits— Room and board, expenses paid for up to 100 days (was 70 days) for employees and dependents. Added: Hospital benefits— Maternity, up to \$50 for employee or spouse. Medical benefits— Diagnostic X-ray and laboratory examinations, up to \$50 for each accident and up to \$50 in a benefit year for illness for employee only. Surgical benefits— Obstetrical, up to \$150 for employee or spouse.	Available after 9 successive months in plan.
Oct. 1, 1957 (by vote of Board of Trustees—MTC).		Number of hours required for eligibility reduced to 200 in preceding quarter.
Apr. 1, 1958 (by vote of Board of Trustees of Jan. 15, 1958—MTC).	Added: Medical benefits— Diagnostic X-ray and laboratory examinations, up to \$50 for each accident and up to \$50 in a benefit year for illness for dependents.	
Jan. 1, 1959 (by vote of Board of Trustees on Feb. 4, 1959—MTC).	Increased: Hospital benefits— Room and board, to \$18 a day (was \$15) for employee and dependents. Medical benefits— Doctor's services, to \$4.50 (was \$3.50) for office visits for employee.	Insurance coverage continued without further payments for employee totally disabled before age 60.
Feb. 1, 1959 (modification rider No. 4 to Group Policy GL-102—CJA).	Increased: Life insurance, to \$1,500 (was \$1,000). Accidental death and dismemberment, to \$750 and \$1,500 depending on extent of injury (was \$500 and \$1,000).	
Apr. 1, 1959 (announcement of Board of Trustees—IAM).	Increased: Hospital benefits— Room and board, to \$18 a day (was \$14) for employee and dependents.	

See footnote at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan—Continued		
Apr. 1, 1959 (announcement of Board of Trustees—IAM)—Continued	Medical benefits— Doctor's services, to \$4.50 (was \$3.50) for office visits.	
July 1, 1959 (agreements of July 1, 1958—MTC and IAM; and June 30, 1958—CJA).	Employer contribution increased to 10 cents an hour.	
Jan. 1, 1963 (by vote of the Board of Directors on Jan. 7, 1963—MTC).	Increased: Medical benefits— Doctor's services, to \$5.50 for office visits and \$6 for home visits for employee (was \$4.50 and \$5) and to \$4 for hospital visits (was \$3) for employee and dependents. Diagnostic X-ray and laboratory examinations (outside hospital), to \$100 (was \$50) for employee and dependents.	
May 2, 1963 (amendments of same date to pension trust agreement—CJA).	Added: Pension benefits—regular benefits, including choice of plans, extended to pensioner and dependents 3 months after retirement.	
June 1, 1963 (CJA)-----	Plan in effect for CJA members: <sup>7</sup> Employee could elect Blue Cross or Kaiser Foundation Health Plan coverage.	Employee working 200 but less than 300 hours in a calendar quarter could continue coverage by paying \$17.50. Dependents defined as spouse and unmarried children from 30 days to 19 years old.
I. Blue Cross		
	(Benefits provided for California employees and dependents unless otherwise specified.)	Not available for hospitalization in a Federal or State hospital nor for admission to any hospital for disability covered by workmen's compensation, employers' liability, or occupational disease laws; for pulmonary tuberculosis after diagnosis; mental disorders; convalescent and rest cures; medical observation; dental extractions and processes; or primarily for diagnostic studies or tests, physiotherapy or hydrotherapy. Cost of blood or blood plasma not reimbursed.
	Hospital benefits: Room and board—full coverage up to 100 days. Special services (charges other than room and board)—full coverage up to 100 days per admission for operating and cystoscopic rooms, X-ray examinations, electrocardiograms, basal metabolism tests, clinical and pathological laboratory examinations, surgical dressings, ordinary splints and plaster casts, physiotherapy and hydrotherapy, administration of blood and blood plasma, and all drugs and oxygen used in hospital. Maternity—up to \$50 for hospitalization, except for ectopic or tubal pregnancy, in which case full hospital benefits apply. Ambulance—up to \$25. Emergency care—full coverage for treatment within 24 hours of accidental injury in hospital outpatient room.	Three-bed ward rate could be applied to other accommodations. Benefits renewed immediately for accidental injury and for illness for employee on return to active employment or 90 days after discharge from hospital, whichever occurred first; for dependents, 90 days after discharge.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Health and Welfare Plan—Continued		
June 1, 1963 (CJA)—Continued	<p style="text-align: center;">I. Blue Cross—Continued</p> <p>Surgical benefits: Surgical schedule—up to \$300. Anesthesia—\$10 for the first half hour and \$2.50 for each additional quarter hour, up to \$40, when administered by a licensed physician; and in full when administered by a salaried employee of hospital. Obstetrical benefits—up to \$150.</p> <p>Medical benefits: Doctor's services—\$4 for office visits and \$6 for home visits for employee only, up to maximum of \$300 a year (starting with first visit in case of accident and second visit in case of illness); \$3 a visit during hospitalization for employee or dependent. Diagnostic X-ray and laboratory examinations—up to \$50 for each accident and up to \$50 in calendar year for illness for employee only. Supplemental accident benefits—up to \$300 for charges in excess of regular benefits incurred within 90 days of accident.</p> <p>Poliomyelitis benefits—up to \$3,500 for charges in excess of regular benefits.</p>	<p>Benefits again available for same operation after 6-month waiting period.</p> <p>Benefits for home and office visits and tests not available for physical checkups, eye tests or refractions, or pregnancy.</p> <p>Available for medical or surgical treatment by a licensed doctor or surgeon, care in a hospital or doctor's office, services of a registered nurse not related to patient by blood or marriage, or laboratory and X-ray examinations.</p> <p>Not available for ptomaine poisoning, diseases or infections not caused by accidental cut or wound, dentistry, glasses, self-inflicted injuries, occupational injuries, injuries caused by war, or accidents occurring prior to effective date of the contract.</p> <p>Available for confinement in a hospital or sanitarium qualified to provide special polio treatment; use of iron lung, wheel chairs, braces, and crutches; services of a licensed physician (M.D. or osteopath) and a licensed physiotherapist; drugs and medicines requiring a written prescription by the attending doctor or surgeon; services of a registered nurse not related to patient by blood or marriage; transportation by aircraft, railroad, or ambulance from the place where polio first manifests itself to a hospital or qualified sanitarium; and laboratory and X-ray examinations.</p> <p>Not available for polio diagnosed prior to effective date of the contract or any service for which the subscriber was not legally required to pay.</p>
	<p style="text-align: center;">II. Kaiser Foundation Health Plan</p> <p>Service type plan for employees and dependents providing: In hospital— Full coverage for 111 days for room and board, general nursing care and special care when prescribed, use of operating room, dressings, casts, drugs, medicines, and injections. Full coverage without limit for doctor's and surgeon's services (including operations), diagnostic X-ray and physical therapy, laboratory tests,</p>	

See footnote at end of table.

See footnote at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Retirement Benefits		
Apr. 1, 1960 (agreements dated July 2, July 31, Oct. 8, Oct 9, 1959—MTC; Oct. 17, 1959—IAM; June 30, 1959—CJA; plan agreements dated Apr. 1, 1960—IAM and MTC).	Established: Noncontributory retirement funds financed by employer contribution of 5 cents an hour.	Agreements provided for increase in contribution on Apr. 1, 1961. Funds established as follows: Marine Carpenters Pension Fund (CJA—coastwide). Pacific Coast Metal Trades Trust Fund (MTC—coastwide). California Metal Trades Association—IAM Pension Fund (IAM—California). Western Metal Industry Pension Fund (IAM—Washington—Oregon). Deferred increase.
Apr. 1, 1961 (above agreements).	Increased: Employer contribution by 5 cents an hour (total 10 cents).	
IAM Plans		
Apr. 1, 1960 (IAM trust agreement dated Feb. 25, 1960—Calif.).	Normal retirement benefits (exclusive of social security): California—employee 65 years old or more with 15 credits or more (including at least one future service credit), to receive \$2 a month for each benefit credit.	California employees to earn one past service credit for each year between Apr. 1, 1930, and Mar. 31, 1960, and one future service credit for each year after Mar. 31, 1960, in which they worked 1,800 hours, with proportionate credit for fewer hours of work. Past service credit included all northern California. No limit on years of service up to age 65.
Apr. 1, 1961 (IAM preliminary trust agreement dated May 4, 1960, and agreement and declamation of trust of 1961—Washington and Oregon).	Washington and Oregon—employee age 65 or more with 10 credits or more (including at least one future service credit), to receive \$2 a month for each past service credit and \$3 for each future credit.	Washington—Oregon employees to receive maximum of 20 years' credit for past service if they had reached age 65 at time plan was inaugurated (fewer credits if they were younger) and 1 year's future credit for each year after Jan. 1, 1960, in which they worked 1,800 hours, with proportionate credit for fewer hours of work. One year's past service credit provided for at least 6 months' continuous employment in a calendar year in Western Metal Industry. Credits could be earned up to age 68.
	Early retirement benefits—employee age 55 but under 65 could retire at own option with actuarially reduced pension.	In California, employee 60 years old at inception of plan permitted to retire with pension with fewer than 15 credits.
	Disability benefits—employee totally and permanently disabled at or after age 50 in California and age 55 in Washington and Oregon, with 15 credits, to receive full pension.	Eligibility terminated when employee did not earn any credits for 2 consecutive years, with some exceptions.
	Joint and survivor benefits option—providing actuarially reduced benefits for life to employee and spouse.	Past service credits reduced for any periods for which employee was entitled to a pension from another plan.
	Social security option—Washington and Oregon, employee retiring before becoming eligible for social security could elect to adjust benefits to equalize retirement income before and after becoming eligible for primary Federal old-age benefits.	In California, 20 credits required for early retirement; in Washington and Oregon, 15 credits. Benefits payable for occupational or nonoccupational disability of 6 months' duration or more that occurred while employee was in covered employment.
		In California, employee must elect option 3 years prior to normal retirement date. In Washington and Oregon, employee must elect option 2 years prior to normal retirement date and could elect survivor benefit equal to one-half or two-thirds of retiree's benefit.

See footnote at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Retirement Benefits—Continued		
IAM Plans—Continued		
Apr. 1, 1961 (IAM preliminary trust agreement dated May 4, 1960, and agreement and declamation of trust of 1961—Washington and Oregon)—Continued	Vested rights: Employee age 50 or more with 15 credits or more who leaves industry, to receive a deferred pension at age 65.	In California, employee otherwise eligible for vested benefits could receive early retirement benefits after age 55. In Washington and Oregon, credits vested with 20 years' service at any age.
MTC Plan—All Areas		
July 1, 1961 (MTC agreement dated Nov. 28, 1960).	Normal retirement benefits (exclusive of social security)—employee 65 years or more with 15 credits or more (including one future service credit), to receive \$2 a month for each service credit, up to maximum of 25 years.  Early retirement benefits—employee 55 years or over with 15 credits or more (including at least two future service credits) could retire at own option with normal benefits reduced by $\frac{1}{2}$ of 1 percent for each month retirement preceded age 65.	Employee to earn one past service credit for each 1,400 hours worked in a year, prior to Apr. 2, 1960, in a job now covered by the Master Agreement, and one future service credit for each year worked in covered employment after Apr. 1, 1960, with proportionate credit for fewer hours of work. Eligibility terminated when employee failed to earn one-quarter credit in 2 consecutive years after Apr. 1, 1960. 2-year limit waived for disabled employees. Break-in-service rule not applicable to employees age 55 or over with 15 years or more of service.
Apr. 1, 1963 (MTC announcement of the Board of Trustees dated Mar. 8, 1963).	Increased: Normal retirement benefits—to \$2.40 a month per year of service.	
CJA Plan—All Areas		
Apr. 1, 1961 (CJA trust agreement dated Apr. 1, 1960).	Normal retirement benefits—employee 65 years or over with 15 credits or more (including at least $\frac{1}{4}$ future service credit) to receive \$2.24 a month for each benefit credit, up to maximum of 25 years.  Early retirement benefits—employee 55 years or over with 15 credits or more (including at least $\frac{1}{4}$ future service credit) could retire at own option with normal benefits reduced by $\frac{1}{2}$ of 1 percent for each month retirement preceded age 65.	Employee to earn one past service credit for each 1,200 hours worked in a year, prior to Apr. 1, 1960, in a job now covered by the collective bargaining agreements or under specified conditions, and one future service credit for each 1,400 hours worked in a year in covered employment after Apr. 1, 1960, with proportionate credit for fewer hours of work. Eligibility terminated by break in service after Apr. 1, 1960, when employee failed to earn $\frac{1}{4}$ credit in 2 consecutive years. 2-year limit waived for disabled employees or those involuntarily unemployed. Break-in-service rule not applicable to employees age 65 or over with 15 years or more of service.
July 1, 1965 (agreements of July 25, 1965—MTC; Aug. 5, 1965—CJA).	Increased: Employer contribution—MTC by 1 cent an hour (total 11 cents), CJA by 2 cents an hour (total 12 cents).	
Sept. 1, 1966 (IAM agreement of Sept. 24, 1965).	Increased: Employer contribution by 2 cents an hour (total 12 cents), San Francisco Bay area only.	

See footnote at end of table.



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

Effective date	Provision	Applications, exceptions, and other related matters
Retirement Benefits—Continued		
<p>Apr. 1, 1967 (IAM agreement of Sept. 24, 1965).</p> <p>July 1, 1967 (agreements of July 25, 1965—MTC; Aug. 5, 1965—CJA; June 26, 1967—IBEW).</p>	<p>Increased: Employer contribution by 2 cents an hour (total 14 cents), San Francisco Bay area only; by 5 cents an hour (total 15 cents), Seattle—Portland area.</p> <p>Increased: Employer contribution—MTC by 3 cents an hour (total 14 cents), CJA by 2 cents (total 14 cents), IBEW by 4 cents (total 15 cents).</p>	

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

<sup>2</sup> The provision requiring a percentage premium plus 8 hours' pay for 7 or 7½ hours of work increased shift premium pay to the following percentages of the first-shift hourly rate: Tacoma, Los Angeles, and San Francisco Bay areas—17.3 percent on second shift, 31.4 percent on third shift; Portland area—28 percent on second shift, 48.6 percent on third shift and for shop work—6.7 percent on second shift, 14.3 percent on third shift; Seattle area—12 percent on second shift, 42.9 percent on third shift.

<sup>3</sup> Since the Zone Standards were substantially identical to the provisions of Executive Order 9240 the industry was exempt from the terms of the latter order.

<sup>4</sup> Since there is no "dirty work" as defined in new construction yards, there was no necessity for a provision in the agreement.

<sup>5</sup> See table B for subsequent changes in rates paid for work on creosoted lumber, fiberglass, rockwool, and similar materials.

<sup>6</sup> Employees in California received State Unemployment Compensation Disability benefits only.

<sup>7</sup> The benefits listed constitute the entire plan (including some benefits not previously reported) in effect on June 1, 1963.

## Wage Chronologies

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

Aluminum Company of America, 1939-67. BLS Bulletin 1559 (30 cents).  
American Viscose, 1945-67. BLS Bulletin 1560 (20 cents).  
The Anaconda Co., 1941-58. BLS Report 197.  
Anthracite Mining Industry, 1930-66. BLS Bulletin 1494 (20 cents).  
Armour and Co., 1941-67. BLS Bulletin 1481 (30 cents).  
A. T. & T.—Long Lines Department, 1940-64. BLS Bulletin 1443 (40 cents).  
Berkshire Hathaway Inc., 1943-69. BLS Bulletin 1541 (25 cents).  
Bethlehem Atlantic Shipyards, 1941-65. BLS Bulletin 1454 (25 cents).  
Bituminous Coal Mines, 1933-68. BLS Bulletin 1558 (20 cents).  
The Boeing Co. (Washington Plants), 1936-68. BLS Bulletin 1565 (25 cents).  
Carolina Coach Co., 1947-63. BLS Report 259.  
Chrysler Corporation, 1939-66. BLS Bulletin 1515 (30 cents).  
Commonwealth Edison Co. of Chicago, 1945-63. BLS Report 205 (20 cents).  
Dan River Mills, 1943-65. BLS Bulletin 1495 (15 cents).  
Federal Classification Act Employees, 1924-64. BLS Bulletin 1442 (35 cents).  
Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants), 1937-66. BLS Bulletin 1484 (30 cents).  
Ford Motor Company, 1941-64. BLS Report 99 (30 cents).  
General Motors Corp., 1939-66. BLS Bulletin 1532 (30 cents).  
International Harvester Company, 1946-61. BLS Report 202.  
International Paper Company, Southern Kraft Division, 1937-67. BLS Bulletin 1534 (25 cents).  
International Shoe Co., 1945-66. BLS Bulletin 1479 (20 cents).  
Lockheed-California Company (A Division of Lockheed Aircraft Corp.), 1937-67. BLS Bulletin 1522 (35 cents).  
Martin-Marietta Corp., 1944-64. BLS Bulletin 1449 (25 cents).  
Massachusetts Shoe Manufacturing, 1945-66. BLS Bulletin 1471 (15 cents).  
New York City Laundries, 1945-64. BLS Bulletin 1453 (20 cents).  
North American Aviation, Inc., 1941-67. BLS Bulletin 1564 (25 cents).  
North Atlantic Longshoring, 1934-61. BLS Report 234.  
Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499 (30 cents).  
Pacific Longshore Industry, 1934-65. BLS Bulletin 1491 (25 cents).  
Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).  
Sinclair Oil Companies, 1941-66. BLS Bulletin 1447 (25 cents).  
Swift & Co., 1942-63. BLS Report 260 (25 cents).  
United States Steel Corporation, 1937-64. BLS Report 186 (30 cents).  
Western Greyhound Lines, 1945-67. BLS Bulletin 1595 (45 cents).  
Western Union Telegraph Co., 1943-67. BLS Bulletin 1545 (35 cents).

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