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Wage Chronology

Bethlehem Atlantic Shipyards, 1941-68

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Bethlehem Atlantic Shipyards, 1941-68

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October 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 generally are included. The information is obtained from collective bargaining agreements and related documents, voluntarily filed with the Bureau as new settlements are reached. Any description of the course of collective bargaining is derived from news media and confirmed and/or supplemented by the parties to the agreement. The chronologies deal only with selected features of collective bargaining or wage determination. They are intended primarily as a tool for research, analysis, and

wage administration. References to grievance procedure, job security, method of piece-rate adjustment, and similar matters are omitted.

This wage chronology summarizes changes in wage rates and related wage practices negotiated by the Bethlehem Steel Company (Shipbuilding Department) and the Industrial Union of Marine and Shipbuilding Workers of America since 1941. It supplements BLS Bulletin 1454 by incorporating the provisions of 1 agreement negotiated since 1965 and effective through July 1969.

The analysis for the period 1963-68 was prepared by Willmon Fridle under the supervision of Philip Marcus.

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Wage Chronology:

Bethlehem Atlantic Shipyards, 1941-68

Introduction

1941-51¹

LARGEST SINGLE-COMPANY OPERATION and a major segment of the East Coast shipbuilding and ship-repair industry are the combined facilities of the Bethlehem Steel Co. Eight of the 11 yards of the company and its affiliate are located on the Atlantic Coast.² Two of the Eastern Seaboard yards are located in the Boston harbor area (Quincy and Boston³); four are situated in the New York harbor area (Brooklyn-27th Street, Brooklyn-56th Street, Hoboken, and Staten Island), while the Baltimore and Sparrows Point yards are in the vicinity of Baltimore.⁴ This chronology traces the major changes in wage rates and related wage practices put into effect by Bethlehem at these yards starting June 23, 1941, the effective date of the Atlantic Coast Zone Shipbuilding Stabilization Agreement.

Production employees at these eight yards (except for patternmakers at six of the yards) are represented by the Industrial Union of Marine and Shipbuilding Workers of America (CIO). Organizational activities started in the middle 1930's and culminated in certification by the National Labor Relations Board of the union as collective-bargaining agent at the Boston yard in 1937, at the Brooklyn and Hoboken yards in 1939, and at the Fairfield,⁵ Baltimore, Sparrows Point, and Staten Island yards in 1941. It was not until 1945 that the union won an election entitling it to act as collective-bargaining agent for Quincy production employees. On September 18, 1942, the first master agreement was signed by the parties.

Wages and related conditions of employment in the industry on a Nationwide basis were stabilized before our active participation in World War II—long before this action was taken in other industries. In 1941, Zone Stabilization Conferences were convened by the Shipbuilding Stabilization Committee of the War Production Board; the Conference established a Nationwide wage rate⁶ for standard first-class mechanics and provided uniform coastwide provisions regulating certain other working practices. The conferences were attended, and the resulting zone standards were agreed to, by representatives of Federal procurement agencies, labor, and management.

Separate Zone Standards were established for the Atlantic, Gulf, and Pacific Coasts, and for the Great Lakes area. The Atlantic Coast Zone Standards became effective June 23, 1941. Later, in July 1942, the basic wage rate was increased, effective June 29, 1942, and certain working practices were revised at a Chicago National Shipbuilding Conference. The Zone Standards were further amended in 1945. Provisions of the Zone Standards and the initial master agreement do not necessarily indicate changes in prior conditions of work since some of the company's working practices were continued.

A large proportion of the workers in Bethlehem's 8 Atlantic Coast yards were paid under piecework or group incentive plans. The changes reported in this chronology relate to these employees as well as those paid on a straight hourly basis. Special provisions concerning the application of the general range changes to incentive workers are omitted as are provisions of the contracts dealing with other procedural aspects of the day-to-day administration of the bonus plans.

The company's employment on the Atlantic Coast as in other shipyards, and hence the coverage of the master agreement, has fluctuated widely during the period covered by this report. Wartime employment of production workers reached a peak of 139,000; in 1950, an average of 15,000 production workers were employed at the yards.

¹ For purpose and scope of the wage chronology series, see *Monthly Labor Review*, December 1948.

² The Bethlehem Steel Company (Shipbuilding Division) operates all of the Bethlehem Atlantic coast yards except the Sparrows Point yard, which is operated by the Bethlehem-Sparrows Point Shipyard, Inc.

³ The Quincy yard is also known as the Fore River yard.

⁴ The Baltimore yard is also known as the Key Highway yard.

⁵ Not now in operation.

⁶ 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; but in 1942, when rates were changed to \$1.20, the Gulf rates were also 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.

The existing agreement was originally effective on November 10, 1947, and was to continue in effect until June 23, 1949. By agreement of July 23, 1948, the agreement was extended to June 23, 1950, with provision for wage and insurance reopening in June 1949. On January 31, 1950, this reopening resulted in amending the company's pension plan, agreement on insurance benefits, and extension of the agreement to December 31, 1951. Provision was made in this extension for a wage reopening in December 1950 and for continuation of the insurance and pension plans to October 31, 1954, if the company did not change the pension plan prior to that date.

1952-53

UNDER AN OPTION provided in the contract between the Bethlehem Steel Co. (Shipbuilding Division) and the Industrial Union of Marine and Shipbuilding Workers of America (IUMSW-CIO) the agreement due to expire December 31, 1951, was extended to March 1, 1952. The negotiators met first on December 18, 1951; no further discussions followed until February 19, 1952. In the meantime, the union had authorized a strike if no agreement was reached by March 1.

On February 26 the union agreed to postpone strike action until March 30 to allow for continuation of bargaining. Again, on March 28, action was postponed until April 29, and a third postponement, until June 13, was agreed to on April 25.

Finally, on June 11, the union announced an indefinite postponement, with the reservation that it would give only 7 days' notice of a strike. Such a strike notice was served on August 18, to be effective any time after midnight of August 25. Meanwhile the Federal Mediation and Conciliation Service sought to bring about a settlement. Although no strike was officially authorized, there were work stoppages at some yards on August 25 and 26.

Agreement by company and union negotiators was reached as of August 27. The new contract, subject to ratification by the union membership and to review by the Wage Stabilization Board, provided for wage increases retroactive to April 14, 1952, and for additional holiday, vacation, and other benefits effective August 27, 1952.

The company and the union presented a joint petition to the WSB. Before action was taken on the parties' petition, the Board was re formed as the Wage Stabilization Committee. The Committee began consideration of the petition on December 18, but on December 24 deferred action, at the request of both

parties, to allow for further study of the case as rare and unusual on the basis of manpower shortage. Again at the request of the company and the union, deliberations were resumed on January 19, 1953.

On January 22 the Committee released its opinion, granting approval of all items of the proposed agreement except the establishment of a consolidated wage schedule. Action on this was deferred pending the filing of further data by the parties. However, the Executive Order of February 6, 1953, which ended controls on wages, automatically validated contract clauses then awaiting the Committee's approval, and the schedule was placed in effect.

The new contract, which covered about 20,000 production and maintenance workers, was effective through June 23, 1954. Provision was made for a reopening, on general and uniform wage-rate changes, in April 1953. Negotiations were begun on May 21, 1953, and continued until June 26, when agreement on an across-the-board increase was announced. The increase, effective June 24, 1953, was the only contract provision discussed during the reopening proceedings. A second reopening, after April 23, 1954, may include negotiations on wages, pensions, and insurance. Stipulation is made, however, that any new agreement regarding pensions and insurance was not to become effective before November 1, 1954.

1954-55

EXTENDED NEGOTIATIONS for a new agreement between the Bethlehem Steel Co. (Shipbuilding Division) and the Industrial Union of Marine and Shipbuilding Workers of America culminated in a settlement on September 18, 1954. Formal negotiations began June 3. When agreement was not reached by June 23, the expiration date of the existing contract, the union agreed not to strike prior to July 23 and work continued on a day-to-day basis thereafter.

The contract provided for a 3-cent-an-hour general wage increase effective September 20, 1954. The parties also agreed to an additional 2-cent wage increase and liberalization of pension and insurance plans effective November 1, 1954. The agreement was made effective from September 20, 1954, through July 31, 1956, with provision for a reopening on general and uniform wage-rate changes in June 1955. The insurance agreement ran to October 31, 1956, and the pension agreement to October 31, 1957.

Under the wage reopening provision, agreement was reached on July 23, 1955, for an hourly increase ranging from 11.5 to 19 cents; the rate for standard first-class mechanics was increased by 15 cents.

1956-62

NEGOTIATIONS between the Industrial Union of Marine and Shipbuilding Workers of America and the Bethlehem Steel Co. Shipbuilding Division for a new agreement began on July 13, 1956, after the union's notification of its intent to reopen the existing contract, which was to expire on July 31. When agreement on new terms seemed unlikely by the expiration date of the contract, the union notified the company on July 16 that it would not strike prior to August 26.

Work continued on a day-to-day basis after this date, with the Federal Mediation and Conciliation Service assisting in the negotiations, and agreement on the terms of a 3-year contract was reached by the parties on November 3, 1956.

The November settlement provided for wage-rate increases averaging 16 cents an hour effective October 29, 1956 (with retroactive payment for the period from August 1 through August 26, when the union's no-strike pledge had been in effect), additional increases averaging 8.5 cents an hour effective on August 1 of both 1957 and 1958, and two cost-of-living wage escalator reviews. Changes in supplementary benefits, effective at various dates throughout the contract period, included a seventh paid holiday and liberalized vacation, insurance, and pension benefits.

The contract was to be in force from November 3, 1956, through July 31, 1959.

Negotiations on union proposals for revisions in the existing agreement began on July 7, 1959. The company presented counterproposals the following day. With agreement unlikely by the expiration date, the union proposed a 30-day contract extension. The company rejected this proposal and, on August 1, the day the agreement expired, discontinued some union-security contract provisions. On August 13, the company put into effect the terms and conditions of employment it had proposed as modifications of the previous contract. Although union members authorized a strike call, work continued and negotiations proceeded with the assistance of the Federal Mediation and Conciliation Service following the expiration of the contract.

An authorized work stoppage at two of the company's yards began on January 22, 1960, and by the 28th of the month, the strike had spread to all eight Bethlehem East Coast shipyards. Among the issues were rates of pay, seniority, call-in pay, grievance machinery, and other conditions of work.⁷

Hearings on union charges that the company had engaged in unfair labor practices began on February 8, 1960, before the National Labor Relations Board.

In the interval between the initiation of the strike and the final agreement, the company's request for an

injunction against mass picketing was rejected by the Massachusetts State courts, but a Federal district court, on April 11, enjoined the union from resuming mass picketing and required the company to bargain in good faith. After the Federal injunctions had been issued, negotiations continued, and tentative agreement was reached on June 20–21 weeks after the strike started. By June 23, following ratification of the contract by union members, work had resumed at all eight yards.

On October 25, 1961, the National Labor Relations Board ruled that, with one exception relating to grievance procedures, the company was not guilty of unfair labor practices and that there was insufficient evidence to show that the company failed to bargain in good faith. Early in December 1961, the union asked the Board to reconsider its decision, and on December 8, the NLRB General Counsel asked the Board for clarification of its ruling. At press time, the Board had not ruled on either motion.

The new 3-year contract, effective through May 31, 1963, provided for a wage package of 25 cents an hour to be spread over the term of the agreement. The parties also agreed to incorporate the existing 17-cent cost-of-living allowance into basic rates and to discontinue the escalator clause. The employment and operating provisions of the new agreement were similar to those in the previous contract. In addition, separate agreements provided for a number of improvements in the pension plan, effective January 1, 1960, and liberalized insurance benefits as of June 23 of that year.

A joint Human Relations Research Committee was established to plan and oversee studies and to recommend solutions of problems relating to wage incentives and such other overall problems as the parties by agreement might refer to the committee.

1963-65

IN JULY 1962, the Industrial Union of Marine and Shipbuilding Workers of America and the Bethlehem Steel Co. (Shipbuilding Division) amended their pension plan to conform to the benefits provided by the company's steelmaking divisions.⁸ The amendments

⁷Discussion of bargaining regarding seniority, grievance machinery, work assignments, etc., is outside the scope of the chronology series; these have been mentioned here only because they were among the major issues in dispute.

⁸In a letter to the union dated June 23, 1963, the company agreed that any changes in pension benefits at the company's basic steel plants prior to June 1, 1963, by agreement with the United Steelworkers of America, would be made applicable simultaneously to employees in the Atlantic Coast Shipyards Division. The Steelworkers' pension benefits were changed effective July 1, 1962; for details of the settlement, see "Wage Chronology: United States Steel Corp., Supplement No. 9, 1960-64," *Monthly Labor Review*, February 1965, pp. 178-189.

liberalized early retirement eligibility requirements for employees whose service was broken by disability, closure of a yard or department, or retirement by mutual agreement. Benefits were made available to employees who met these conditions and were at least 55 years old with a minimum of 15 years' service, when the two totaled 75. Age and years of service for employees under 55 had to total 80.

Negotiations to replace the 3-year basic contract expiring May 31, 1963, began on May 3 of that year. In lieu of specific wage demands, the union proposed that the parties consider methods of assuring employees a reasonable annual income. It also proposed revisions in clauses governing incentive pay, overtime, shift premium pay, paid holidays, vacations, and pay for dirty work, and requested establishment of supplemental unemployment benefits and severance pay plans. The company did not make an immediate counterproposal, but agreed to study the union's demands and on May 11, discussions were recessed until June 4 for this purpose. To avoid "deadline bargaining," the parties agreed to extend the contract to August 1, with provision for an additional 30-day extension if agreement on a new contract had not been reached within that period. When settlement was not reached by August 1, the union notified the company that it was terminating the contract effective September 1.

Agreement on terms of a 3-year contract was reached on August 12. Wage increases and the cost of fringe benefit improvements were valued at 29 cents an hour by the union. Hourly rates of pay were increased by 6 cents, retroactive to August 1, with 5-cent increases effective August 1 of 1964 and 1965. Two additional paid holidays raised the total to 9. In addition, the agreement liberalized vacation eligibility provisions and increased life insurance, weekly sickness and accident, and hospitalization benefits.

The issues of supplemental unemployment benefits, severance pay, and subcontracting of work were referred to the shipyard's joint Human Relations Research Committee for further study.

⁹Although the company's Staten Island yard in Staten Island, N.Y., was closed on Oct. 31, 1960, the foundry and propeller plant continued operating.

Other yards subsequently closed were the 27th Street yard in Brooklyn, N.Y., on Feb. 28, 1962; the 56th Street yard in Brooklyn, N.Y., on June 30, 1963; and the Quincy yard in Quincy, Mass., on Dec. 31, 1963.

¹⁰The Bethlehem Steel Company (Shipbuilding Division) changed its name to Bethlehem Steel Corporation (Shipbuilding Department) on January 1, 1965.

The new contract covered about 15,000 employees at six yards⁹ and was to remain in effect through July 31, 1966, with no reopening provisions.

1966-68

NEGOTIATIONS between the Bethlehem Steel Corporation (Shipbuilding Department)¹⁰ and the Industrial Union of Marine and Shipbuilding Workers of America (IUMSW) for a new contract began late in June 1966, after union notification of its intent to reopen the existing agreement, which was scheduled to expire on July 31.

On June 21, the IUMSW presented a statement of proposed changes in the existing contract. Wage demands included a general upward adjustment of wage rates and the upgrading of rates for several job classifications of employees. Other economic proposals included double time in addition to holiday pay for work on holidays, an amended call-in pay provision, liberalized vacation benefits and two additional paid holidays. It also demanded that the company, at its sole cost, maintain a comprehensive insurance program for employees and dependents. The union also proposed the pension agreement be made identical with that which the company had granted the United Steelworkers of America. Although the union made no specific proposal on severance pay and supplemental unemployment benefits, it was requested that they be discussed during the negotiations and provisions covering these benefits be incorporated into the new contract.

The company did not make an initial "offer" as such. Its offer evolved as negotiations progressed.

On August 1, the parties announced the successful completion of their negotiations. Wage changes provided by the new 3-year contract included increases of 5 to 7 cents an hour effective August 1, 1966; 8 to 10 cents on August 1, 1967; and 10 to 12 cents on August 1, 1968. Changes in supplementary benefits included substitution of Good Friday for February 22 as a paid holiday and a fourth week of vacation for employees with 25 years or more of service. In addition, the company agreed to assume full cost of life and health insurance.

The new contract, covering about 6,000 employees was to remain in effect through July 31, 1969; there were no reopening provisions. The following tables bring the Bethlehem Atlantic Shipyards wage chronology up to date through July 1969.

A—General Wage Changes¹

Effective date	Provisions	Applications, exceptions, and other related matters
June 23, 1941 (by Atlantic Coast Zone Stabilization Agreement).	Increases averaging approximately 10 cents an hour.	Agreement established rate of \$1.12 an hour for standard first-class mechanics and provided for corresponding increases to employees in other grades and classes.
June 23, 1942 (by Atlantic Coast Zone Stabilization Agreement).	8 cents an hour increase	
Mar. 3, 1943 (by Directive Order of National War Labor Board, July 6, 1943).	. . . . .	10 occupations increased to standard first-class rate of \$1.20 an hour. Intermediate classifications increased accordingly.
June 23, 1943 (by Directive Order of National War Labor Board, Apr. 13, 1944).	Increases averaging approximately 2 cents an hour.	Result of zone-wide review by Shipbuilding Commission of the NWLB, which established approvable job rates in order to eliminate gross intraplant inequities and to adjust specific wage rates to the minimum of the going wage rate bracket.
Dec. 4, 1945 (by agreement of National Shipbuilding Conference, approved by National Wage Stabilization Board, Feb. 27, 1946).	18 cents an hour increase	
Nov. 10, 1947 (by agreement of Nov. 10, 1947).	12 cents an hour increase.	
July 24, 1948 (by agreement of July 23, 1948).	7 cents an hour increase	
Jan. 1, 1951 (by agreement of Feb. 18, 1951).	18½ to 31-cent increase, averaging 22½ cents an hour.	Approved by Wage Stabilization Board, June 7, 1951.
Apr. 14, 1952 (by agreement of Aug. 27, 1952).	Increases ranging from 12½ to 24 cents, and averaging 18 cents an hour.	Approved by Wage Stabilization Committee, Jan. 22, 1953.
June 24, 1953 (by agreement of June 26, 1953).	7 cents an hour increase	
Sept. 20, 1954 (by agreement of same date).	3 cents an hour increase	
Nov. 1, 1954 (by agreement of Sept. 20, 1954).	2 cents an hour increase	
July 23, 1955 (by agreement of same date).	11.5 to 19 cents an hour increase.	15-cent increase for first-class mechanics, applicable to a majority of the covered employees. Specialists' rates were increased by amounts up to 19 cents an hour.
Oct. 29, 1956 (agreement dated Nov. 3, 1956).	9 to 22 cents an hour increase, averaging 16 cents.	18 cents an hour increase for first-class mechanics, applicable to a majority of the covered employees. Specialists' rates were increased by amounts up to 22 cents an hour. Retroactive for the period Aug. 1, through Aug. 26, 1956. Deferred increases ranging from 7 to 10 cents an hour effective Aug. 1 of 1957 and 1958. New agreement provided for cost-of-living adjustments, effective July 1958 and Jan. 1959, of 1 cent an hour, added to straight-time hourly earnings, for each alternating 0.4- and 0.5-point change in the Bureau of Labor Statistics Consumer Price Index above a level of 116.2 (1947-49=100). No reduction in cost-of-living allowance unless decline in the index warranted wage decrease of at least 2 cents. ²
Aug. 1, 1957 (agreement dated Nov. 3, 1956).	7 to 10 cents an hour increase, averaging 8.5 cents.	Deferred increase. 9 cents an hour increase for first-class mechanics. Specialists' rates increased by amounts up to 10 cents an hour.
July 1958 (first pay period beginning in month).	16 cents an hour increase	First semiannual adjustment of cost-of-living allowance.

See footnotes on p. 6.

A—General Wage Changes¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Aug. 1, 1958 (agreement dated Nov. 3, 1956).	7 to 10 cents an hour increase, averaging 8.5 cents.	Deferred increase. 9 cents an hour increase for first-class mechanics. Specialists' rates increased by amounts up to 10 cents an hour.
January 1959 (first pay period beginning in month).	1 cent an hour increase	Second semiannual adjustment of cost-of-living allowance.
June 23, 1960 (agreement of same date).	4 cents an hour increase	Deferred increases of 5, 11, and 5 cents an hour effective Aug. 1 of 1960, 1961, and 1962, respectively. Previous 17-cent cost-of-living allowance incorporated into basic hourly rates and escalator clause discontinued.
Aug. 1, 1960 (agreement dated June 23, 1960).	5 cents an hour increase	Deferred increase.
Aug. 1, 1961 (agreement dated June 23, 1960).	11 cents an hour increase	Do.
Aug. 1, 1962 (agreement dated June 23, 1960).	5 cents an hour increase	Do.
Aug. 1, 1963 (agreement of same date).	6 cents an hour increase	Deferred increases effective August 1 of 1964 and 1965. Additional inequity adjustments for certain occupations.
Aug. 1, 1964 (agreement dated Aug. 1, 1963).	5 cents an hour increase	Deferred increase.
Aug. 1, 1965 (agreement dated Aug. 1, 1963).	5 cents an hour increase	Deferred increase.
Aug. 1, 1966 (agreement of same date).	5 to 7 cents an hour increases, averaging 6 cents.	Agreement also provided for deferred increases of 8 to 10 cents on Aug. 1, 1967, and 10 to 12 cents on Aug. 1, 1968.
Aug. 1, 1967 (agreement dated Aug. 1, 1966).	8 to 10 cents an hour increases, averaging 9 cents.	Deferred increase.
Aug. 1, 1968 (agreement dated Aug. 1, 1966).	10 to 12 cents an hour increases, averaging 11 cents.	Deferred increase.

¹ General wage changes are construed as upward or downward adjustments affecting an entire establishment, bargaining unit or plant at one time. They do not include 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 or noticeable effect on the average wage level.

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

²The new agreement provided that cost-of-living adjustments be based on the Bureau of Labor Statistics Consumer Price Index for May and November 1958 to be effective in July 1958 and January 1959, respectively, as follows:

<i>Consumer Price Index (1947-49=100)</i>	<i>Cost-of-living allowance</i>
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.	

**B—Basic Wage Rates by Grade and Class at Bethlehem East Coast Shipyards in Boston,
New York City, and Baltimore, 1941-68¹**

Effective date and area	Job classification ²								
	Standard mechanics ³			Handymen		Helpers		Laborers	
	Class 1 ⁴	Class 2 ⁵	Class 3	First 90 days ⁶	Thereafter ⁷	First 60 days ⁶	Thereafter ⁷	First 30 days ⁸	Thereafter ⁷
June 23, 1941:									
Boston	\$1.12	\$0.93	\$0.87	-	\$0.80	\$0.725	\$0.75	-	\$0.75
New York	1.12	1.01	.88	-	.84	.74	.78	-	.725
Baltimore ⁹	1.12	1.05	1.00	\$0.80	.85	.725	.75	-	.725
June 23, 1942:									
Boston	1.20	1.01	.95	-	.88	.805	.83	-	.83
New York	1.20	1.09	.96	-	.92	.82	.86	-	.805
Baltimore ⁹	1.20	1.13	1.08	.88	.93	.805	.83	-	.805
June 23, 1943:									
Boston	1.20	1.12	1.04	.92	.98	.84	.88	\$0.78	.83
New York	1.20	1.12	1.04	.92	.98	.84	.88	-	.805
Baltimore	1.20	1.14	1.04	.93	.98	.805	.84	.78	.805
Dec. 4, 1945:									
Boston	1.38	1.30	1.22	1.10	1.16	1.02	1.06	.96	.01
New York	1.38	1.30	1.22	1.10	1.16	1.02	1.06	-	.985
Baltimore	1.38	1.30	1.22	1.10	1.16	.985	1.02	.96	.985
Nov. 10, 1947:									
Boston	1.50	1.42	1.34	1.22	1.28	1.14	1.18	1.08	1.13
New York	1.50	1.42	1.34	1.22	1.28	1.14	1.18	-	1.105
Baltimore	1.50	1.42	1.34	1.22	1.28	1.105	1.14	1.08	1.105
July 24, 1948:									
Boston	1.57	1.49	1.41	1.29	1.35	1.21	1.25	1.15	1.20
New York	1.57	1.49	1.41	1.29	1.35	1.21	1.25	-	1.175
Baltimore	1.57	1.49	1.41	1.29	1.35	1.175	1.21	1.15	1.175
Jan. 1, 1951:									
Boston	1.80	1.72	1.64	1.48	1.56	1.395	1.44	1.31	1.385
New York	1.80	1.72	1.64	1.48	1.56	1.395	1.44	1.31	1.36
Baltimore	1.80	1.72	1.64	1.48	1.56	1.36	1.395	1.31	1.36
All areas:									
Apr. 14, 1952	2.00	1.91	1.82	1.63	1.72	1.535	1.59	1.435	1.49
June 24, 1953	2.07	1.98	1.89	1.70	1.79	1.605	1.66	1.505	1.56
Sept. 20, 1954	2.10	2.01	1.92	1.73	1.82	1.635	1.69	1.535	1.59
Nov. 1, 1954	2.12	2.03	1.94	1.75	1.84	1.655	1.71	1.555	1.61
July 23, 1955	2.27	2.17	2.07	1.87	1.97	1.775	1.83	1.67	1.73
Oct. 29, 1956	2.45	2.33	2.21	1.98	2.09	1.865	1.94	1.82	-
Aug. 1, 1957	2.54	2.42	2.29	2.05	2.17	1.935	2.01	1.89	-
Aug. 1, 1958 ¹⁰	2.63	2.51	2.37	2.12	2.25	2.005	2.08	1.96	-
June 23, 1960 ¹¹	2.84	2.72	2.58	2.33	2.46	2.215	2.29	2.17	-
Aug. 1, 1960 ¹¹	2.89	2.77	2.63	2.38	2.51	2.265	2.34	2.22	-
Aug. 1, 1961 ¹¹	3.00	2.88	2.74	2.49	2.62	2.375	2.45	2.33	-
Aug. 1, 1962 ¹¹	3.05	2.93	2.79	2.54	2.67	2.425	2.50	2.38	-
Aug. 1, 1963 ¹¹	3.11	2.99	2.85	2.60	2.73	2.485	2.56	2.44	-
Aug. 1, 1964 ¹¹	3.16	3.04	2.90	2.65	2.78	2.535	2.61	2.49	-
Aug. 1, 1965 ¹¹	3.21	3.09	2.95	2.70	2.83	2.585	2.66	2.54	-
Aug. 1, 1966 ¹¹	3.27	3.15	3.01	2.76	2.89	2.635	2.71	2.59	-
Aug. 1, 1967 ¹¹	3.36	3.24	3.10	2.85	2.98	2.715	2.79	2.67	-
Aug. 1, 1968 ¹¹	3.47	3.35	3.21	2.96	3.09	2.815	2.89	2.77	-

¹ 8 shipyards were in operation during most of the period from 1941 to the second half of 1960. The rates shown here for those years were paid to workers in 2 yards in the Boston harbor area (during the period 1941 through 1945, 1 of these—the Quincy yard—was not covered by the East Coast Master Agreement); 4 yards in the New York harbor area; and 2 in the Baltimore harbor area. On Oct. 31, 1960, the company closed the Staten Island yard in Staten Island, N.Y. (the foundry and propeller plants continued operating); on Feb. 28, 1962, the 27th Street yard in Brooklyn, N.Y., was closed; on June 30, 1963, the 56th Street yard in Brooklyn, N.Y., was closed; and on Dec. 31, 1963, the Quincy yard in Quincy, Mass., was closed. Employees paid under existing group incentive or piecework plans generally earn more than the basic hourly rate. The basic hourly rate, however, serves as a guaranteed minimum to these workers.

B—Basic Wage Rates by Grade and Class—Continued

Footnotes—Continued

² Generally, the occupational structure at these shipyards is comprised of 5 major grades, 4 of which are presented here. Within the standard mechanic grade are 3 classes which, in effect, are for different degrees of skill. Occupations that at their highest level require less skill than mechanics but more than handymen are paid either class 2 or class 3 rates, while skilled mechanics are paid class 1 rates. In 2 of the other grades, there are 2 steps, with the lowest class generally the starting rate from which satisfactory employees progress to the other rate after a specified period.

The information in this table does not include premium rates paid to laborers engaged in scaling or wire brushing or employees working on ground blown glass or other hazardous types of insulation, sand blasting, etc.

Higher rates paid to specialists are not shown in this table. Specialists include anglesmiths (heavy fire), blacksmiths (heavy fire), coppersmiths, coremakers, crane operators (special), power engineers, layout men, loftsmen, molders, patternmakers, rivet testers, sheet-metal sketchers, sign painters, tool and die makers, and toolsmiths, as well as specialists in all mechanics' trades.

³ The occupations included vary among the yards. The following occupations are classed in the standard mechanic grade at all of the yards: Anglesmiths (light fire), blacksmiths (light fire), boilermakers, burners, carpenters, caulkers (wood), chippers and caulkers, compressor men, dockhands, drillers, electricians, joiners, launch operators, layout men, locomotive engineers, machinists, markers (welding), masons, outside machinists, painters, pipe coverers, pipefitters, pressmen and rollmen, riggers, riveters, sheet-metal workers, shipfitters, tool repairmen, and welders. Erectors were classified in the standard mechanic grade except in New York yards and auto mechanics in this grade except at the Quincy yard.

⁴ In 1941 and 1942, the Boston yards also had a class 1b with a rate of \$1.02 in 1941 and \$1.10 in 1942.

⁵ In 1943, the Baltimore yards also had a class 2b with a rate of \$1.09.

⁶ Prior to 1945, class 2.

⁷ Prior to 1951, class 1.

⁸ Prior to 1952, there was a class 2 grade at Boston; rates were the same as for class 1 at New York and Baltimore. A single rate for laborers, regardless of service, was established on Oct. 29, 1956.

⁹ Rates shown are for the Baltimore (Key Highway) yard only. At the Sparrows Point and Fairfield yards, the rates for standard mechanics ranged from \$0.90 to \$1.12 in 1941 and \$0.98 to \$1.20 in 1942.

¹⁰ Rates do not include the 16-cent cost-of-living adjustment then in effect.

¹¹ Rates include the 17-cent cost-of-living allowance, which was incorporated into basic hourly rates on June 23, 1960.

C—Related Wage Practices¹

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Shift Premium Pay</i>		
June 23, 1941	7 percent of established base rate for work on 2d or 3d shift.	In accordance with Atlantic Coast Zone Standards. Applicable to piecework or incentive payments but not to overtime. Night premium in addition to overtime paid day shift employees who worked beyond regular shift on premium days or holidays.
Dec. 15, 1943		
<i>Overtime Pay</i>		
June 23, 1941	Time and one-half for work in excess of 8 hours a day or 40 hours a week.	In accordance with company practice and Atlantic Coast Zone Standards. Premium rate also paid for work performed during hours outside employee's regular shift, provided employee is not transferred from one regular shift to another. Time and one-half for 8 hours paid employees transferred from 1 shift to another during regular work-week unless 48 hours' notice is given. Premium rate paid for work during regularly scheduled lunch hour.
Sept. 18, 1942		
Dec. 15, 1943		
May 6, 1946		
<i>Premium Pay for Weekend Work</i>		
June 23, 1941	Time and one-half for work on Saturday as such, double time on Sunday. Changed in new construction yards to: time and one-half for work on 6th consecutive day, double time on 7th consecutive day. Changed back to: time and one-half for work on Saturday as such, double time on Sunday.	In accordance with company practice and Atlantic Coast Zone Standards. In accordance with 1942 Chicago amendments to Zone Standards. In accordance with amendments to 1942 Chicago agreement.
July 19, 1942 ²		
Oct. 6, 1945		

See footnotes on p. 21.

C—Related Wage Practices¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Holiday Pay</i>		
June 23, 1941	Double time for work on specified holidays. No pay for holidays not worked.	In accordance with company practice and Atlantic Coast Zone Standards, which did not specify the holidays for which the premium would be paid. Holidays previously recognized by company practice continued to be those for which premium was paid. The holidays differ from yard to yard.
July 19, 1942 ²	Changed to: time and one-half for work on specified holidays.	In accordance with 1942 Chicago amendments to Zone Standards.
Oct. 6, 1945	Changed back to: double time for work on specified holidays. No pay for holidays not worked.	In accordance with amendments to 1942 Chicago Agreement.
Aug. 27, 1952	Six paid holidays established for which worker received 8 hours' straight-time pay. Double time (total) for holidays worked.	Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. Holiday pay allowed in addition to vacation pay if a holiday fell within a vacation.
Nov. 3, 1956 (agreement of same date).	Added: 7th paid holiday	Holiday was Washington's Birthday.
July 1, 1957 (agreement dated Nov. 3, 1956).	Increased to: Double time and one-tenth (total) for all work performed on 7 specified holidays.	
July 1, 1958 (agreement dated Nov. 3, 1956).	Increased to: Double time and one-fourth (total) for all work performed on 7 specified holidays.	
Aug. 1, 1963 (agreement of same date).	Added: 2 paid holidays (total 9)	Columbus Day and Veterans Day. Continued: Holidays falling on Sunday to be observed on Monday. To receive holiday pay, employee must have (1) worked 240 hours or more within any period of 90 days after the date of employment; (2) been entitled to minimum pay for any day in either the calendar week in which holiday was observed or the preceding week; and (3) worked all hours required or have been entitled to minimum pay on first scheduled workday both following and preceding the holiday, unless he failed to work for good cause.
Aug. 1, 1966 (agreement of same date).	.....	Changed: Good Friday substituted for February 22 as a paid holiday.
<i>Travel Pay</i>		
June 23, 1941	Allowance to cover travel time and expenses paid employee required to travel between yard or home and an outside job before or after regular working hours.	In accordance with company practice. Provision generally applicable to company's repair yards.
Sept. 18, 1942 .....	.....	Travel pay to be at overtime rate if travel occurs during periods employee is entitled to premium rates.

See footnotes on p. 21.

C—Related Wage Practices¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Paid Vacations</i>		
June 23, 1941	1 week vacation after 3 years service, 2 weeks after 15 years.	In accordance with company practice. Rate of pay to equal average of earnings and hours during 10 weeks immediately preceding vacation period with minimum allowance of 40 hours and maximum of 48 hours.
May 1, 1943	Changed to: 1 week vacation after 1 year of service, 2 weeks after 5 years.	In accordance with Directive Order of National War Labor Board dated Sept. 14, 1943, which provided the 1-week provision was to become effective in 1943 and the 2-week provision in 1944.
Jan. 1, 1948	Added: 3 weeks vacation after 25 years service.	Pay for each vacation week to equal 2 percent of earnings during 12 consecutive months preceding Jan. 1. Proportionate pay given employee laid off.
Jan. 1, 1952	Changed to: 3 weeks' vacation after 15 years' service.	Period for computing vacation pay increased by 1 month (through Dec. 1 of any year).
Jan. 1, 1957 (agreement dated Nov. 3, 1956).	Added: Minimum of 40 hours' base rate vacation pay for each week of vacation after 1,000 hours' work in preceding calendar year.	No change in length of vacation period. In effect and continued: Eligible employee laid off or granted leave of absence after January 1 of any calendar year and before taking vacation to receive allowance equal to vacation pay computed as if vacation had begun on date of layoff or leave of absence. Amount of allowance to be deducted from pay for any subsequent vacation taken in that year. For purposes of computing vacation pay, earnings to include (a) temporary total disability payments under workmen's compensation law and (b) sickness and accident insurance benefits, in addition to compensation for work performed.
Jan. 1, 1958 (agreement dated Nov. 3, 1956).	Added: Additional half week's vacation pay (1 percent of earnings) for 3 but less than 5, 10 but less than 15, and 25 or more years' service. ³	Added: Minimum of 20 hours' base rate pay for each half week of vacation pay.
Aug. 1, 1963 (agreement of same date).	Changed: Minimum work requirement in preceding calendar year reduced to 950 hours.	
Aug. 1, 1966 (agreement of same date).	Added: 4 weeks' vacation after 25 years or more of service. Additional half week's vacation pay for 20 but less than 25 years service. ⁴	

See footnotes on p. 21.

C-Related Wage Practices¹ –Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Call-in Pay</i>		
June 23, 1941	Employee notified to report but not put to work guaranteed 2 hours pay at regular rate.	In accordance with company practice at some yards.
Sept. 18, 1942	Added: employee put to work guaranteed 4 hours pay at regular rate.	Not applicable if employee quits before the end of the 4-hour period or is laid off because of bad weather, machinery breakdowns or other causes beyond the control of the company.
Dec. 15, 1943	Added: 2-hour guarantee extended to employees reporting to work without contrary notification by company and not put to work.	
May 6, 1946 .....	.....	Employee laid off because of weather, etc., guaranteed 2 hours pay.
Aug. 27, 1952 .....	.....	Employee entitled to call-in pay received holiday pay in addition if called on a holiday.
Nov. 3, 1956 (agreement of same date).	Added: 4 hours' pay guarantee extended to employees called in or reporting to work without contrary notification by company.	Not applicable if employee did not (1) report for work or (2) complete 4 hours' work because of (a) a labor dispute, (b) utility failure beyond the control of management, (c) an act of God (other than bad weather), or (d) personal reasons.
<i>Premium Pay for Dirty Work</i>		
June 23, 1941	Time and one-half the regular rate paid employees required to perform unusually dirty work.	In accordance with company practice at repair yards. Dirty work defined as work in uncleaned oil tanks and Diesel crank pits and similar work.
Dec. 15, 1943 .....	.....	Dirty work redefined as (1) working in oil in oil tanks, Diesel crank pits, tank tops under engine and boiler room floors, bilges, fore and aft wells, forepeak and afterpeak tanks, and double bottoms, (2) arranging chain in chain lockers when chain or locker has been coated with oil or similar substances, and (3) work in applying hot Bitumastic Enamel manually within confined tanks where adequate ventilation is not provided.
Aug. 27, 1952 .....	.....	Dirty work definition expanded to include working in grease. Nine shipboard areas and one shop area added to the list of locations where premium pay applied.
Aug. 1, 1963 (agreement of same date).	.....	Added: Dirty work definition expanded to include work inside sanitary sewage dumps at Quincy yard.

See footnotes on p. 21.

C—Related Wage Practices¹ —Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Call-Back Pay</i>		
<p>June 23, 1941</p> <p>May 6, 1946</p>	<p>Employee returning to work less than 6 hours after quitting time to be paid time and one-half for all hours worked until a 6-hour break occurs.</p> <p>Period increased to 8 hours.</p>	<p>In accordance with company practice.</p>
<i>Pay for Trial Trips</i>		
<p>Aug. 27, 1952</p> <p>June 23, 1960 (agreement of same date).</p>	<p>Standardized payment for trial trips of more than 24 hours, formerly in effect in Quincy Yard, extended to cover all yards.</p> <p>.....</p>	<p>Pay for each day⁵ to be as follows: (1) on nonpremium days, flat payment of 12 times regular hourly rate of pay or straight time for 8 hours and double time thereafter; or (2) on Saturday, 12 times regular hourly rate of pay and double time for work in excess of 8 hours; or (3) on Sunday or a holiday, either (a) 16 times regular hourly rate of pay or (b) double time for hours worked, whichever was greater.</p> <p>Changed to: Pay for a holiday to be the greater of (a) 16 hours at regular hourly rate, or (b) 2 times regular hourly rate on holiday other than 1 of 7 specified holidays or (c) 2¼ times regular hourly rate on 1 of 7 specified holidays.</p>
<i>Jury-Duty Pay</i>		
<p>Nov. 3, 1956 (agreement of same date).</p> <p>June 23, 1960 (agreement of same date).</p>	<p>Employee to receive difference between 8 hours' average straight-time earnings and payment for jury service for each day of service on which he otherwise would have worked.</p> <p>Changed to: Employee to receive difference between 8 times regular hourly base rate of pay and payment for jury service for each day of service on which he otherwise would have worked.</p> <p>Added: Employee to receive holiday pay in addition to jury pay for each day of jury service on which he would have been entitled to holiday pay.</p>	<p>Employee to present proof of service and amount of pay received.</p>

See footnotes on p. 21.

C-Related Wage Practices¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Death and Sickness Benefits</i>		
June 23, 1941	<p>Employees with 90 days continuous service could participate in plan providing:</p> <p><i>Life Insurance.</i>—\$500 to \$1,500, depending on hourly rate.</p> <p><i>Sickness benefits.</i>—\$10 to \$12 a week for 13 to 208 weeks, depending on length of service. Cost to employee ranged from \$1 to \$2 a month, depending on earnings. Administrative costs borne by company.</p>	<p>In accordance with company practice. The plan, which was inaugurated in 1926, became available to shipyard employees at time of inauguration or as the yards were acquired or established by the company. Death benefits were limited to \$200 if participant had subscribed to the plan less than 90 days prior to death. Not included in union agreement.</p>
Feb. 1, 1950	<p>New plan established providing participating employees with:</p> <p><i>Life Insurance.</i>—\$1,750 to \$4,500, depending on hourly rate.</p> <p><i>Sickness benefits.</i>—\$24 and \$26 a week for 26 weeks. Sickness benefits start on 8th day; accident benefits on first day.</p> <p><i>Hospitalization.</i>—Blue Cross plan providing hospital care for 70 days and related benefits. Available to employees' dependents.</p> <p>Employee contributions range from \$2.70 to \$4.40 monthly for single employees and from \$3.95 to \$5.65 for married employees. Company pays 2½ cents a man-hour toward benefits, including administrative costs.</p>	<p>Effective date and provisions modified by provision of New York and New Jersey State disability laws for employees working in those jurisdictions.</p>
Sept. 1, 1951 (by agreement of 1951). ⁶	<p><i>Life insurance.</i>—Revised schedule of group term insurance based on higher wage scales—minimum insurance changed from \$1,750 to \$2,000; maximum remained \$4,500.</p> <p><i>Sickness benefits.</i>—Changed to \$26 for 26 weeks for all employees.</p> <p><i>Surgical benefits.</i>—Added: Blue Shield surgical benefits for employees and dependents, with a maximum benefit of \$200.</p> <p>Minimum employee contribution changed from \$2.70 to \$2.90 for single employees and from \$3.95 to \$4.15 for married employees. All other contributions remained the same.</p>	<p>If point was reached where current contributions were insufficient to pay for the additional benefits, surgical benefits were to be continued for dependents of employees only if they elected to pay an additional sum.</p>
Nov. 1, 1954 (by agreement dated Sept. 20, 1954).	<p><i>Life insurance.</i>—Revised schedule of group term insurance based on higher wage scales had effect of increasing each employee's life insurance at least \$1,000. Minimum insurance increased from \$2,000 to \$3,000; maximum from \$4,500 to \$5,500.</p> <p><i>Sickness benefits.</i>—Increased by \$14 a week, to \$40.</p> <p>Added: Benefits to apply to occupational disability. Employees to receive difference between workmen's compensation payments and the \$40 weekly accident and sickness benefit.</p> <p><i>Hospitalization.</i>—Blue Cross plan maximum increased by 50 days, to 120. Allowance for private room and board increased by \$4 a day, to \$10.</p>	<p>In case of layoff, life insurance continued for 6 months (instead of 3 months) if employee paid monthly premium of 60 cents per \$1,000.</p>

See footnotes on p. 21.

C-Related Wage Practices¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Death and Sickness Benefits—Continued</i>		
<p>Nov. 1, 1954 (by agreement dated Sept. 20, 1954).—Continued</p>	<p><i>Surgical benefits.</i>—Increased for a number of surgical procedures; \$200 maximum retained.</p> <p>Employee contributions increased to \$6.25 to \$7.75 monthly for single employees and \$7.50 to \$9 for married employees.</p> <p>Company contributions increased to 4½ cents a man-hour, plus administrative costs.</p>	
<p>Nov. 1, 1956 (agreement dated Nov. 3, 1956).</p>	<p>Changed to: Contributions—Employee monthly contributions increased to \$7.50-\$9 for employees without dependents and \$9.50-\$11 for employees with dependents. Company to match employee contributions⁷ instead of limiting payment to 4.5 cents per man-hour, plus administrative costs.</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 and maximum from \$5,500 to \$6,000.⁸</p> <p><i>Accident and sickness benefits:</i> Changed from a flat benefit of \$40 a week to graduated benefits ranging from \$42 to \$57 a week.⁸</p> <p><i>Hospitalization (room and board):</i> Benefits under Blue Cross plan improved and allowance for private room and board increased to \$12 a day. Benefits up to 30 days during any 12-month period for mental or nervous disorders or pulmonary tuberculosis. Benefits up to \$25 for the first day and \$10 for up to 119 additional days' hospitalization provided in non-member hospitals not covered under Blue Cross arrangement.</p>	<p>Benefits applicable to participating employees actively at work on or after Nov. 1, 1956. Benefits of the plan in effect prior to that date were continued for participating employees not actively at work on Nov. 1, 1956, until their return to active employment.</p> <p>Any increase in cost of insurance program during period of agreement to be shared equally by employees and employer.</p> <p>All insurance continued for employees disabled because of (a) nonoccupational disability (excluding pregnancy)—up to 6 months following month last worked; (b) occupational sickness or injury—up to 1 month following end of month in which statutory compensation payments terminated, except sickness and accident coverage, which continued up to 6 months following month last worked.</p> <p>Face value of policy (a) reduced to \$1,300-\$1,550 for employees retiring at or after age 65, and continued without cost to employee; (b) continued to age 65 for employees retiring between ages of 60 and 65; (c) continued to age 65 with no employee contribution, for employees totally disabled more than 6 months if disability began prior to age 60.</p> <p>Same benefits to be provided for employees insured under New Jersey and New York temporary disability insurance laws.</p> <p>Added: Hospital benefits for (a) dental care if hospitalization certified as necessary; and (b) inpatient diagnostic study when directed toward diagnosis of definite condition of disease or injury, and the following diagnostic services when provided by outpatient department of hospital: radiation therapy, diagnostic X-ray examinations with films, basal metabolism tests, electrocardiograms and electroencephalograms, when directed toward a definite condition of disease or injury.</p> <p>Changed to: Hospital benefits for emergency outpatient treatment as a result of nonoccupational accident, within 48 hours (was 24); maximum of \$25 (was \$18) in non-member hospital.</p> <p>Benefits not available for sickness or injury covered by workmen's compensation or other liability law, convalescent or rest cures, ambulance service, doctor's or special nurse's charges, blood or blood plasma: services not furnished by hospital, or hospitalization primarily for diagnostic study or dental processes, not specifically provided for in the plan.</p>

See footnotes on p. 21.

C—Related Wage Practices¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Death and Sickness Benefits—Continued</i>		
Nov. 1, 1956 (agreement dated Nov. 3, 1956).—Continued	<p><i>Surgical benefits:</i> Benefits under Blue Shield plan increased to a maximum of \$300 during any one period of hospitalization.</p>	<p>Added: Oral surgery and doctor's charges, as follows: (a) anesthesia services—minimum \$15, maximum 20 percent of payment for surgical procedures; (b) radiation therapy benefits—up to \$7.50 per treatment, maximum \$200; (c) diagnostic X-ray services, in or out of hospital, required in diagnosis of disease or injury—up to \$40 per treatment, maximum \$75 in any 12-month period; and (d) certain diagnostic examinations, in or out of hospital, made or ordered by licensed doctor—maximum \$75 for all examinations during any 12-month period.</p> <p>Benefits not available for doctor's services covered by workmen's compensation or other liability law; hospital or laboratory services; plastic surgery for cosmetic or beautifying purposes except as a result of injury or accident sustained while coverage was in effect; payment to assistants; and nonsurgical or dental treatment or X-ray services not specifically mentioned.</p> <p>Radiation therapy, diagnostic X-ray, and examination benefits not available for examinations covered by hospitalization benefits and those in connection with pregnancy, dental care, research studies, screening, routine physical examinations or checkups, pre-marital examinations, hospital admission procedures, and fluoroscopy without films.</p> <p>In effect: Retiree could authorize deduction of premiums for converted policy from policy check.</p>
June 23, 1960 (agreement of same date).	<p><i>Maternity benefits.</i>— Added: Hospital benefits up to 120 days for complications arising out of pregnancy. Changed to: Obstetrical benefits, maximum \$150 (was \$100). In effect and continued: <i>Sickness benefits:</i> 6 weeks at regular rate. <i>Hospital room and board:</i> Maximum 10 days for normal delivery.</p> <p>Changed to: Revised plan providing benefits previously in effect plus the following changes, at no additional cost to employee:</p> <p><i>Life insurance:</i> Increased by \$500, raising minimum from \$3,500 to \$4,000 and maximum from \$6,000 to \$6,500.¹¹</p> <p><i>Accident and sickness benefits:</i> Increased \$11 a week, minimum from \$42 to \$53 and maximum from \$57 to \$68 a week.¹¹</p>	<p>Revised benefits applicable upon return to work, to employees actively at work, or absent because of layoff, leave of absence, or disability, on day prior to beginning of strike at their respective yards.</p> <p>Benefits and contributions of prior plan continued until return to work for employees absent on June 23, 1960, because of layoff, leave of absence, or disability.</p> <p>Employees to pay contributions advanced for insurance coverage while on strike in 1960.⁹</p> <p>In event of strike after May 31, 1963, insurance, except sickness and accident benefits, to continue for 30 days at employees' expense and parties to discuss arrangement for further continuation.¹⁰</p> <p>Existing optional benefits continued at expense of employees.</p> <p>Insurance upon retirement remained at \$1,300 to \$1,550.</p> <p>Same benefits to be provided for employees insured under New Jersey and New York temporary disability insurance laws.</p>

See footnotes on p. 21.

C—Related Wage Practices¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Death and Sickness Benefits—Continued</i>		
<p>June 23, 1960 (agreement of same date). Sept. 1, 1963 (agreement of same date).</p> <p>Aug. 1, 1966 (agreement of same date).</p>	<p>.....</p> <p>Increased: <i>Life insurance:</i> By \$500, raising minimum to \$4,500 and maximum to \$7,000.¹² <i>Accident and sickness benefits:</i> By \$10 a week, raising minimum to \$63 and maximum to \$78 a week.¹² <i>Hospitalization</i> (room and board): Maximum by 245 days, to 365. Changed: Company to pay full cost of life, accident and sickness, hospital, medical and surgical insurance.</p>	<p>Increased: Anesthesia services—minimum to \$20; radiation therapy benefits—to \$10 a treatment.</p> <p>Same benefits to be provided employees insured under New Jersey and New York temporary disability insurance laws.</p>

See footnotes on p. 21.

C-Related Wage Practices¹ – Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Pension Plan</i>		
June 23, 1941 (established 1923).	Noncontributory pension providing annuities to employees at 65 after 25 years continuous service. Disability benefits provided employee wholly incapacitated for work through any unavoidable cause at any age after 15 years continuous service. Annuity or disability benefits to equal 1 percent of average monthly earnings during 120 months preceding retirement multiplied by years of service, but not less than \$180 a year including public benefits. Entire cost borne by company.	Not included in union agreements; established by company.
May 1, 1947	Minimum annual pension increased to \$600.	Annuity formula of previous plan retained for computing pensions above minimum and disability benefits. Included in union agreement.
Mar. 1, 1950	Amendments to pension plan negotiated to provide pensions to employees at 65 or older after 15 years of continuous service. Minimum pension—\$100 a month, including Federal Old Age Benefits and other public pensions, to employees retiring at age 65 or older with 25 or more years of service. Employees with 15 or more years continuous service to receive proportionately reduced payments. Disability benefits provided employees wholly incapacitated for work through any unavoidable cause at any age after 15 years continuous service. Minimum benefits \$600 a year. Entire cost borne by company.	
Nov. 1, 1954 (by agreement of Sept. 20, 1954).	Minimum monthly pension at age 65 increased to company payment of \$55 plus primary social security benefits (a total of at least \$140 ¹³) 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, new minimum company pension reduced by \$2 a month to \$25 for 15 years' service (or a total of at least \$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 under Federal Old Age and Survivors Insurance at time of agreement) rather than actual OASI benefit. A worker aged 65 after 30 years' service receiving the minimum company pension might have a total retirement income in excess of \$140 since OASI primary benefits could exceed \$85. ¹⁴	Revised plan not applicable to employees pensioned before November 1, 1954. Added: Optional forms of pensions; reduced benefits payable until employee's death with continued specified benefits, until joint annuitant's death.
	Minimum monthly pension for permanent incapacity increased to \$75 until age 65, after which regular minimum applies. Amount of pension calculated under 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.

See footnotes on p. 21.

C—Related Wage Practices¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Pension Plan—Continued</i>		
Nov. 1, 1957 (agreement dated Nov. 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 Nov. 1, 1957, and \$2.50 a month for each year of service thereafter, up to 30 years—plus social security benefits.</p> <p>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 specified in preceding entry; 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 after age 65.</p> <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 pension 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>	<p>Minimum monthly pension of employees who retired prior to Feb. 29, 1948, changed to \$1.75 for each year of service up to 30; for those retired under the 1949 plan,¹⁵ changed to \$2 for each year of service up to 30; for those 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 pension for pensioners already retired for disability as follows: Those entitled to social security disability benefits to receive minimum pensions specified in preceding entry; those ineligible for social security disability benefits, \$50 a month if retired prior to Feb. 29, 1948, \$60 a month if retired under the 1949 plan,¹⁵ and \$80 a month if retired under the 1954 plan.</p>
Jan. 1, 1960 (agreement dated June 23, 1960), ¹⁶	<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.¹⁷</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>	Company increased pensions for retired employees by amounts up to \$5 a month. ¹⁸

See footnotes on p. 21.

C—Related Wage Practices¹—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Pension Plan—Continued</i>		
Jan. 1, 1960 (agreement dated June 23, 1960). —Continued	<p><i>Early retirement:</i> Added—full pension based on continuous service to date of retirement for (1) employees aged 60 but less than 65 with 15 year's, continuous service, retired under mutually satisfactory conditions, and (2) employees aged 55 with 20 or more years' service, terminated because of permanent shutdown, layoff, or sickness resulting in break in service.¹⁷ Amount of pension either minimum normal pension or amount under 1-percent formula.</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 occurred or, if employee was not eligible for vacation in the year of retirement, by pay for vacation in last year in which he was eligible.</p>	<p>In case of pensions based on 1-percent formula, \$80 to be deducted as for normal retirement.</p> <p>Employee must have reached age 53 with 18 years' continuous service on date of shutdown, layoff, or disability.¹⁹ Company could at its option grant a pension prior to the date absence due to layoff or physical disability 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 required to take vacation and not entitled to vacation pay in that year.¹⁹</p>
July 1, 1962 (pension agreement dated June 23, 1962, amended July 1, 1962).	<p>Changed: <i>Early retirement</i>²⁰—Full pension based on continuous service to date of retirement for employee with 15 years or more of service, either (a) age 55 whose combined age and years of service equaled 75 or (b) younger, whose combined age and years of service equaled 80, and (1) whose continuous service was broken by permanent shutdown of a yard, department, or subdivision thereof, layoff, or disability, or (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 for disability—no earlier than month after last month in which employee was eligible for company sickness and accident benefits or statutory nonoccupational disability benefits.</p> <p>For employee whose employment would have been terminated because of yard closure but for election to be placed on layoff status—provision not applicable until the later of (a) date at which age and years of service equaled 75 or 80, or (b) 1 year after closure. Employee terminated by closure at age 53 with 18 years or more of service considered to have elected layoff status and provided pension under (a) unless employed at another company yard within 2 years.²¹</p> <p>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.</p> <p>Changed: \$80 deduction from early retirement pension based on 1-percent formula eliminated until age 65 for employee age 55 with 20 years or more of service, whose employment was terminated by permanent shutdown, layoff, or sickness resulting in break in service.</p> <p><i>Deferred vested rights</i>—Continuous service after reemployment not to be included in calculation of pension for employee who was eligible, but had not applied, for deferred vested pension.</p>
Aug. 1, 1966	<p>Increased: Minimum monthly pension at age 65—to \$3 a month for each year of credited service.</p> <p>Amount deductible for social security benefits as computed by basic 1-percent formula, reduced to \$60.</p>	<p>Applicable to employees retiring on or after July 31, 1966.</p>

See footnotes on p. 21.

Footnotes:

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

² Since the Zone Standards were substantially identical to the provisions of Executive Order 9240, the industry was exempt from the terms of the order.

³ Vacation provisions effective Jan. 1, 1958, were as follows:

Years of service	Duration of vacation	Extra vacation pay
1 but less than 3	1 week	None.
3 but less than 5	1 week	½ week.
5 but less than 10	2 weeks	None.
10 but less than 15	2 weeks	½ week.
15 but less than 25	3 weeks	None.
25 or more	3 weeks	½ week.

⁴ Vacation provisions effective Aug. 1, 1966, were as follows:

Years of continuous service	Duration of vacation	Extra vacation pay
1 but less than 3	1 week	0
3 but less than 5	1 week	½
5 but less than 10	2 weeks	0
10 but less than 15	2 weeks	½
15 but less than 20	3 weeks	0
20 but less than 25	3 weeks	½
25 or more	4 weeks	0

⁵ A "day", for trial trip purposes, was considered to be the period from midnight to midnight.

⁶ This change should have been included in the original chronology published in *Monthly Labor Review*, September 1951 (p. 287).

⁷ Excluded amount of employee's contribution toward cost of additional benefits under the New York State Disability Benefits Law and the New Jersey Temporary Disability Benefits Law for employees working in those jurisdictions.

⁸ 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 hourly base rate*	Life insurance		Weekly accident and sickness benefit	Employee's monthly contributions**	
	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 Nov. 1, 1956, wage scale, excluding incentive earnings.

** Contributions of employees in New York and New Jersey included amounts required by State laws, resulting in monthly contributions higher by 30 cents in New York and 15 cents in New Jersey than those paid by employees in other States. The company assumed approximately one-half of the cost of the accident and sickness coverage for these employees.

⁹ In accordance with letter of understanding between the parties dated Feb. 13, 1960.

¹⁰This provision was included in an insurance agreement dated June 23, 1960.

¹¹Schedule of benefits—in addition to the national Blue Cross 120-day hospitalization plan and national Blue Shield surgical plan—revised as follows:

Employee's hourly base rate*	Life insurance		Weekly accident and sickness benefit	Employee's monthly contributions**	
	Before retirement	After retirement		No dependents	With dependents
Less than \$2.29	\$4,000	\$1,300	\$53	\$7.50	\$9.50
\$2.29 but less than \$2.71	4,500	1,350	56	7.80	9.80
\$2.71 but less than \$3.11	5,000	1,400	59	8.10	10.10
\$3.11 but less than \$3.55	5,500	1,450	62	8.40	10.40
\$3.55 but less than \$3.93	6,000	1,500	65	8.70	10.70
\$3.93 and over	6,500	1,550	68	9.00	11.00

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

** For contributions of employees in New Jersey and New York, see footnote ** under footnote 8.

¹²Schedule of benefits—in addition to the national Blue Cross 365-day hospitalization plan and national Blue Shield surgical plan—revised as follows:

Employee's hourly base rate*	Life insurance		Weekly accident and sickness benefit	Employee's monthly contributions**	
	Before retirement	After retirement		No dependents	With dependents
Less than \$2.56	\$4,500	\$1,300	\$63	\$7.50	\$9.50
\$2.56 but less than \$2.98	5,000	1,350	66	7.80	9.80
\$2.98 but less than \$3.38	5,500	1,400	69	8.10	10.10
\$3.38 but less than \$3.82	6,000	1,450	72	8.40	10.40
\$3.82 but less than \$4.20	6,500	1,500	75	8.70	10.70
\$4.20 and over	7,000	1,550	78	9.00	11.00

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

** Employees contributed 30 cents more in New York and 15 cents more in New Jersey in accordance with State temporary disability laws. The company assumed approximately one-half the cost of accident and sickness coverage for these employees.

¹³At time of agreement, some employees might have been eligible for OASI benefits of less than \$85 and thus would have received total monthly retirement income of less than \$140 but this number would have been small.

¹⁴Under 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.

¹⁵Amendments became effective Mar. 1, 1950.

¹⁶In a letter to the union from the company dated June 23, 1960, it was agreed that in the event pension benefits in effect at the company's basic steel plants were changed prior to June 1, 1963, pursuant to agreement between the company and the United Steelworkers of America, the same changes in benefits would be made applicable simultaneously to employees in the company's Atlantic coast shipyards division.

¹⁷Definition of continuous service was changed to extend the period which could elapse before a break in service up to 5 years (was 2 years) after layoff, depending on length of service. Previous practice of crediting up to 2 years of layoff as years of service for purposes of computing retirement benefits continued.

¹⁸Included in a letter to the union from the company dated June 23, 1960. The \$5 increase was provided for all pensioners except those electing to receive a reduced amount under a pension option, for whom the increase was prorated accordingly.

¹⁹Included in a letter to the union from the company dated June 23, 1960.

²⁰Effective Nov. 1, 1957, immediate pension payable to employee who voluntarily retired at age 60 or after with at least 15 years of continuous service was based on—

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

²¹Included in a letter to union from company dated July 1, 1962.

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).
Bituminous Coal Mines, 1933-68. BLS Bulletin 1558 (25 cents).
The Boeing Co. (Washington Plants), 1936-68. BLS Bulletin 1565 (25 cents).
Carolina Coach Co., 1947-63. BLS Report 259.
Chrysler Corporation, 1939-66. BLS Bulletin 1515 (30 cents).
- Commonwealth Edison Co. of Chicago, 1945-63. BLS Report 205 (20 cents).
Dan River Mills, 1943-65. BLS Bulletin 1495 (15 cents).
Federal Classification Act Employees, 1924-64. BLS Bulletin 1442 (35 cents).
Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants),
1937-66. BLS Bulletin 1484 (30 cents).
Ford Motor Company, 1941-64. BLS Report 99 (30 cents).
General Motors Corp., 1939-66. BLS Bulletin 1532 (30 cents).
- International Harvester Company, 1946-61. BLS Report 202.
International Paper Company, Southern Kraft Division, 1937-67.
BLS Bulletin 1534 (25 cents).
International Shoe Co., 1945-66. BLS Bulletin 1479 (20 cents).
Lockheed—California Company (A Division of Lockheed Aircraft Corp.),
1937-67. BLS Bulletin 1522 (35 cents).
Martin—Marietta Corp., 1944-64. BLS Bulletin 1449 (25 cents).
Massachusetts Shoe Manufacturing, 1945-66. BLS Bulletin 1471 (15 cents).
- New York City Laundries, 1945-64. BLS Bulletin 1453 (20 cents).
North American Aviation, 1941-64. BLS Report 203 (25 cents).
North Atlantic Longshoring, 1934-61. BLS Report 234.
Pacific Coast Shipbuilding, 1941-64. BLS Report 254 (25 cents).
Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499 (30 cents).
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).
United States Steel Corporation, 1937-64. BLS Report 186 (30 cents).
Western Greyhound Lines, 1945-63. BLS Report 245 (30 cents).
Western Union Telegraph Co., 1943-67. BLS Bulletin 1545 (35 cents).

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