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Wage Chronology  
**International  
Harvester  
Company**  
**1946-70**  
Bulletin 1678

U.S. DEPARTMENT OF LABOR  
Bureau of Labor Statistics  
1972

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U.S. DEPARTMENT OF LABOR  
J. D. Hodgson, Secretary

BUREAU OF LABOR STATISTICS  
Geoffrey H. Moore, Commissioner

1972





## 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. Benefits unilaterally introduced by an employer are generally included. The information is largely obtained from collective bargaining agreements and related documents, voluntarily filed with the Bureau. Descriptions of the course of collective bargaining are derived from news media and confirmed and/or supplemented by the parties to the agreement. Wage 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 job security, grievance procedure, methodology of piece-rate adjustment, and similar matters are omitted.

This chronology summarizes changes in wage rates and related wage practices negotiated by the International Harvester Co. with the United Electrical, Radio and Machine Workers of America-Farm Equipment Workers, from April 1946 until June 1955, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, since February 1946. This bulletin replaces BLS Report 202—published as a basic chronology and three supplements—and also adds new material on negotiated contract changes effective through September 1970. The earlier texts are included as they were originally published; no attempt has been made to revise these statements to reflect the current situation.

The analysis for the period 1961-70 was prepared in the Division of Trends in Employee Compensation by Richard A. Dodd and John J. Lacombe II.



# Contents

	Page
Introduction . . . . .	1
1946-52 . . . . .	1
1952-53 . . . . .	1
1953-57 . . . . .	2
1957-61 . . . . .	2
1961-64 . . . . .	3
1964-67 . . . . .	4
1967-70 . . . . .	5
 Tables:	
A. General wage changes . . . . .	7
B. Hourly rate ranges for dayworkers, by labor grade, United Electrical, Radio and Machine Workers of America, August 1951 through August 1954 . . . . .	14
B-1. Hourly rate ranges for dayworkers, by labor grade, United Automobile, Aircraft and Agricultural Implement Workers of America, August 1951 through August 1954 . . . . .	15
B-2. Hourly rate ranges for dayworkers, by labor grade, United Automobile, Aerospace and Agricultural Implement Workers of America, August 1955 through October 1969 . . . . .	16
C. Selected job classifications by labor grade, August 1951 . . . . .	18
C-1. Selected job classifications by labor grade, October 16, 1967 . . . . .	20
D. Related wage practices . . . . .	22
Guaranteed minimum earnings for piecework employees . . . . .	22
Shift premium pay . . . . .	22
Overtime pay . . . . .	22
Premium pay for Saturday and Sunday work . . . . .	22
Holiday pay . . . . .	23
Paid vacations . . . . .	23
Reporting time . . . . .	25
Call-in pay . . . . .	25
Paid absence allowance . . . . .	25
Jury service . . . . .	26
Paid lunch period . . . . .	26
Paid personal time . . . . .	26
Bereavement pay . . . . .	26
Down-time pay . . . . .	27
Special service pay . . . . .	27
Faulty materials allowance . . . . .	27
Safety equipment . . . . .	27
Health-security plan . . . . .	28
Pensions . . . . .	37
Supplemental unemployment benefit plan . . . . .	44
Separation pay . . . . .	49
Contingent distribution account . . . . .	50
Relocation allowance . . . . .	51



## International Harvester, 1946-70

### Introduction

#### 1946-52<sup>1</sup>

Approximately 60 percent of the employees of the International Harvester Co. were engaged in production and maintenance work at the company's 21<sup>2</sup> manufacturing plants located in seven States. The remainder of International Harvester's 102,000 workers were employed in nonmanufacturing activities. Almost all of the production workers were represented by two unions—the United Automobile, Aircraft, and Agricultural Implement Workers of America (UAW-CIO) and the United Electrical, Radio and Machine Workers of America-Farm Equipment Workers (FE-UE:Ind.). The company, the Nation's largest producer of farm implements and tractors, was a vertically integrated organization that mined its own coal, operated steel mills and railroads, and manufactured and distributed its products.

The company entered its first collective bargaining agreements with the Farm Equipment Workers Organizing Committee (FEWOC-CIO) at its Tractor Works in 1938 in Chicago, and with the United Automobile, Aircraft, and Agricultural Implement Workers of America (UAW-CIO) in 1941 at its truck plant at Fort Wayne, Ind. Beginning in 1941, as a result of National Labor Relations Board elections, the FEWOC-CIO was certified as collective bargaining agent at the company's plants in East Moline and Rock Falls, Ill., and at the West Pullman and McCormick plants in Chicago. AFL Federal Labor Unions were certified at the plants in Milwaukee, Wis., and Rock Island, Ill., while the UAW-CIO was certified at the company's plant in Springfield, Ohio. In 1942, the company made collective-bargaining agreements with FEWOC, the AFL Federal Labor Unions, and the UAW-CIO; these contracts followed a strike, conciliation of the dispute by the National Defense Mediation Board, and a National War Labor Board Directive Order on the issues over which the parties were unable to agree. During subsequent years and the years following the war period, the company's remaining plants were organized.

Currently, the Farm Equipment Workers (FE), which became a division of the United Electrical, Radio, and Machine Workers of America (UE) in October 1949, represents 28,000 workers in 10 plants;<sup>3</sup> the UAW-CIO,

24,000 workers in 10 plants;<sup>2</sup> the AFL Federal Labor Union, the workers in one plant; and the United Steel Workers of America, the workers in one plant.

This chronology traces the major changes in wage rates and related wage practices from the date of the first postwar agreement between the company and FE-UE and the UAW-CIO. Only provisions affecting production and maintenance workers are shown. Since the chronology starts with the 1946 agreements, the provisions reported under that date do not necessarily indicate changes in prior conditions of employment.

The 1946 contracts with Farm Equipment Workers were uniform for all plants covered, but each was signed locally. The UAW-CIO contracts in that year were also local agreements but were not uniform, although they did provide the same general wage increase. In 1950, the UAW negotiated a master agreement. The most recent agreements between FE-UE and the company were to remain in effect until June 30, 1952, without reopening; the master agreement with UAW was to remain in effect until August 23, 1955, with the provision that the wage-payment sections could be canceled on April 15, 1953, under an agreement to negotiate a new incentive system by that date. The current agreements included a cost-of-living escalator clause and provision for 4-cents-an-hour "annual improvement-factor" increases in August of each year during the life of the agreements.

#### 1952-53

Negotiations for a new agreement were begun in the spring of 1952 by the International Harvester Co. and the Farm Equipment Division of the United Electrical, Radio and Machine Workers of America (FE-UE). When no settlement was reached by the expiration date of the previous contract, which had been extended from June 30 to August 20, 1952, a work stoppage occurred.

<sup>1</sup> For purposes and scope of the wage chronology series see *Monthly Labor Review*, December 1948.

<sup>2</sup> The Louisville, Ky., plant is counted twice since the FE-UE represents the employees in the machining and assembly division, while UAW represents employees in the foundry.

<sup>3</sup> On Nov. 2, 1949, both unions were expelled from the CIO. The CIO did not officially recognize the merger and therefore expelled the unions individually.

On August 21, 1952, the stoppage became effective in 8 of the 10 plants having contracts with this union—three in Chicago, three others in Illinois, one in Indiana, and one in Kentucky. Final agreement was not reached until November 15, 1952. Ratification by the union membership followed, and most of the workers returned to the plants 2 days later. Two plants with FE-UE contracts, which had not been affected by the strike, were also covered by the new agreement.

All employees covered by the new contract received a 3-cent cost-of-living adjustment, effective in the first pay period worked after September 1, 1952. The annual improvement-factor clause was continued, so that all employees received a 4-cent increase in the first pay period worked after August 21, 1952. In addition to this 7 cents which all workers received, employees classified above Grade III obtained supplemental increases varying from 1 to 5 cents an hour, thus bringing their rate structure up to that negotiated in 1950 by the United Automobile Workers (CIO). Additional vacation benefits were granted and the method of determining vacation pay was revised.

The new agreement, effective until June 30, 1955, made no provision for reopening on any matter. The UAW-CIO agreement, effective until August 1955, likewise contained no reopening provision.

### 1953-57

In 1953, after the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) contracts with major automobile companies were reopened on the question of the conversion of their cost-of-living escalator clauses to the revised Consumer Price Index of the Bureau of Labor Statistics, the union proposed that similar changes be made in its agreement with the International Harvester Co.<sup>4</sup> In separate negotiations the Farm Equipment Division of the United Electrical, Radio and Machine Workers of America (FE-UE) made similar proposals. The ensuing meetings between the company and the unions resulted in no change in the contracts. Although the parties failed to agree on a conversion formula, cost-of-living adjustments were continued by unilateral company action.

The company and the UAW, which as a result of National Labor Relations Board elections had become the sole bargaining agent for all units covered by this chronology, began negotiations for a new agreement on July 11, 1955. When settlement was not reached by the contract expiration date of August 23, a work stoppage occurred at 18 plants in six States.<sup>5</sup> Final agreement on a new contract was not reached until September 16, 1955; ratification was completed by September 19.

The new 3-year national agreement provided for a supplemental unemployment benefit plan similar to and contingent upon those negotiated with the Ford Motor Company and the General Motors Corporation; a general wage raise and an increase in the annual improvement factor; additional increases for specified groups of skilled workers and for dayworkers in the five top labor grades; elimination of the area wage differential at five plants; increased vacation for certain categories of employees; 1 additional paid holiday; and liberalized insurance and pension plans.

The contract, to be in force from September 16, 1955, through July 31, 1958, could be reopened during this period in regard to the supplemental unemployment benefit plan and then only in the event of failure to obtain favorable governmental rulings as stipulated in the agreement.

### 1957-61

Contract negotiations between the International Harvester Co. and the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) began when the union presented its demands to the company on June 3, 1958, about 2 months before the expiration of their 1955 agreement. The union's demands were essentially the same as those it had presented to the automobile manufacturers.<sup>6</sup> During the negotiations, the UAW proposed a profit-sharing plan in lieu of a wage increase; the company offered an immediate wage increase and incorporation of the cost-of-living allowance into basic wage rates, but proposed to eliminate future annual improvement-factor and cost-of-living adjustments. When agreement on a new contract was not reached by the end of July, a contract extension agreement continued the quarterly review of the cost-of-living allowance but made the annual improvement-wage-factor inoperative.

Negotiations resumed in October when the company offered to continue the improvement-factor and cost-of-living allowance adjustments, grant additional wage increases to skilled workers, liberalize supplemental

<sup>4</sup> These changes consisted of a method of converting the escalator clause to the revised index; incorporation of part of the existing cost-of-living allowance into base rates; an increase in the annual improvement factor; additional increases for skilled workers; and pension improvements. For a discussion of the negotiations in the auto industry, see *Wage Chronology: General Motors Corporation, 1939-66* (BLS Bulletin 1532), p. 1.

<sup>5</sup> Several thousand workers stopped work on August 10 and August 22, but the bulk of the workers struck on August 23.

<sup>6</sup> Details of the demands and negotiations are presented in *Wage Chronology: Ford Motor Company* (BLS Report 99), or *Monthly Labor Review*, August 1959, pp. 899-900; and *Wage Chronology: General Motors Corporation* (BLS Bulletin 1532), or *Monthly Labor Review*, April 1961, pp. 395-401.

unemployment benefits, and increase noncontributory retirement plan benefits, in addition to the wage increases offered earlier. In return, the company was to have, among other things, the unilateral right to reduce the workweek below 40 hours, schedule plant shutdowns for vacations, exclude future wage increases in computing the night-shift bonus, change some seniority practices, and share increased hospital insurance costs. The latter group of company proposals was rejected by the union. On November 6, 1958, when it appeared the parties would not reach agreement, the UAW served notice of cancellation of the contract extension. A week later, a work stoppage suspended operations at 15 plants. Agreement on a new contract was not reached until January 16, 1959. On January 19, the company resumed production, and by the end of the month, when most locals had ratified the contract, the men had returned to work.

The agreement continued the improvement-factor and cost-of-living escalator clauses of the previous contract, incorporated 15 cents of the cost-of-living allowance into basic rates, provided additional increases for about 3,600 skilled workers, and added a fourth week of vacation after 25 years of service. The first improvement-factor increase was made retroactive to August 23, 1958, and subsequent increases were scheduled to go into effect September 14, 1959, and October 3, 1960.

The 1959 agreement also increased supplemental unemployment benefits and extended the maximum period for such benefits. Employees on short workweeks were made eligible for benefits even though they could not qualify for State unemployment compensation benefits. Previously, receipt of such benefits had been a condition of eligibility. The parties agreed to continue company contributions to the SUB fund without change. A new separation payment plan, financed from the existing SUB fund, was established for workers permanently laid off on or after January 16, 1959.

Changes in the pension and health and welfare plans were included in the revised agreement. Increased pension benefits, including benefits for those already retired, were made retroactive to October 1, 1958. The union agreed that in future negotiations it would not request further changes in retirement benefits for those already retired at the time of such future negotiations. Maximum disability benefits were increased, effective May 9, 1959, and hospital benefits were liberalized, at no added cost to the employees. It was agreed that the company could schedule plant shutdowns for vacations, and the night-shift bonus was frozen at 10 percent of the average rate in effect prior to the new agreement.

The contract was in force through September 30, 1961, with no reopening provisions.

## 1961-64

International Harvester Co. and the United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)<sup>7</sup> opened negotiations on August 2 to replace the contract expiring October 1, 1961.

The union bargaining program included an increase in the annual improvement-factor, wage advances tied to the Consumer Price Index and inequity adjustments to equalize wage rates at the company's seven parts depots, a moving allowance, improved noncontributory health insurance benefits, higher retirement benefits, liberalized supplemental unemployment benefits, and higher separation payments. On September 14, the union revised these initial demands in line with the benefits recently negotiated at General Motors,<sup>8</sup> and on September 25, the company made its first counter offer of wage and benefit improvements generally similar to those in the General Motors settlement. In addition, the company proposed changes in the incentive system and the subcontracting clause.

Rejection of the company offer came 2 days later because, "it fell far short in the SUB and health and welfare sections in terms of the General Motors settlement." The union also objected to the company's insistence on "basic changes" in the incentive system.<sup>9</sup>

Although agreement was not reached by October 1, the expiration date of the existing contract, the contract was extended indefinitely subject to a 24-hour cancellation notice by either party.

On October 9, the company made a new proposal that would have provided further improvements in hospital-medical-surgical benefits, SUB benefits, and increased life insurance and weekly disability benefits for employees at the upper end of the wage structure. Although the union indicated that the new proposal was closer to its goals than the original offer, it was not sufficiently improved to be acceptable.

Union members previously had voted to strike, if necessary, in support of their demands, and the union notified the company, on October 11, of its intention to strike in 5 days unless settlement was reached by that time.

On October 15, for the first time in over a decade agreement was reached without a strike. The new 3-year contract provided wage and related benefit improvements similar to those negotiated at General Motors. Wage

<sup>7</sup> The UAW changed its name to the United Automobile, Aerospace, and Agricultural Implement Workers of America on May 8, 1962.

<sup>8</sup> For details of demands and final settlement, see *Wage Chronology: General Motors Corporation* (BLS Bulletin 1532), or *Monthly Labor Review*, October 1963, p. 1170-1183.

<sup>9</sup> *Wall Street Journal*, Sept. 28, 1961.

changes included the continuation of annual improvement-factor increases, incorporation of 12 cents of the 18-cent cost-of-living float into base wage rates and application of 1-cent of the cost-of-living float towards payment of the increased cost of the hospital-medical-surgical and pension plans.

Benefit improvements included full payment of health insurance premiums for active employees and half payment for retirees and dependents. For active employees, take-home pay was increased as the result of the company's assuming the workers' share of the former contributory program. Daily hospital, special hospital, medical, and diagnostic X-ray and laboratory expense benefits were increased. Pensioners' health insurance benefits were brought up to the level of active employees and the paid-up face value of their life insurance was raised. Sickness and accident benefits were increased, the level depending on an employee's earnings level.

A relocation allowance for employees terminated due to a transfer of operations, relief-time pay for employees on continuous operations, and improved benefits in the pension, supplemental unemployment benefits and separation pay plans were similar to those negotiated at General Motors.

#### 1964-67

Prior to the negotiations scheduled to begin in August 1964, the UAW held an agricultural implement industry conference in Chicago, on May 21, to draft a collective bargaining program for the industry. A resolution supported by conference delegates called for wage increases, longer vacations with vacation bonuses, more rest periods and coffee breaks, a fully-paid insurance program, increased pension benefits and a reduction in the normal retirement age. The conference placed particular emphasis on creating job opportunities, greater protection against the impact of automation and plant relocations, and improved job, health, and income security. The conference decided to "utilize the auto-industrys' patterns as pressure points, but to deviate from those patterns whenever it was necessary to meet specific goals of agricultural implement workers."<sup>10</sup>

Negotiations in the industry began when International Harvester Co. and the UAW met in Chicago on August 4. At that session, the union presented its demands, which included increased SUB benefits, higher overtime pay, and all of the issues agreed to in the collective bargaining program developed at the agricultural implement industry conference. The parties then recessed until August 17 to allow the company time to study the union's demands.

Negotiations resumed and continued into September with little noticeable progress. Union negotiators

continued to stress greater job security and better working conditions as important issues to be resolved in reaching an acceptable settlement. In early September, a company official stated: "Historically we've had to do pretty much what the auto companies have done. We can't do anything until the auto pattern is set."<sup>11</sup>

On September 9, Chrysler Corporation and the UAW settled on a contract which set the pattern for the auto industry. A month later, on October 7, settlement was reached between International Harvester Co. and the UAW on a 3-year agreement similar to the one at Chrysler and which covered over 40,000 workers. Settlement had been reached at General Motors on October 5.

Economic terms of the new International Harvester agreement followed the Chrysler pattern.<sup>12</sup> Two cents of the cost-of-living allowance and the 2.5-percent annual improvement-factor increase offered in October 1964 were used to offset the increased cost of liberalized health and medical benefits. Deferred annual improvement-factor increases of 2.5 percent in 1965 and 2.8 percent in 1966 also were provided. In addition, a 2-cent-an-hour general wage increase was provided in October 1966. The cost-of-living escalator clause was revised and the existing 14-cent allowance was reduced by 9 cents, 7 cents of which was incorporated into basic wage rates. The remaining 2 cents were set aside as a temporary separate supplement which was reduced on a cents-per-hour basis in the same amount that subsequent increases in the cost-of-living allowance were granted. Although the settlement did not provide for a general wage increase during the first year of the contract, the union estimated that the company's assumption of the employees' share of the premium for life and sickness and accident benefits resulted in an immediate savings equal to an increase in pay that averaged about 7½ cents an hour.

The agreement added to employee benefits 2 paid holidays, 1 week of paid vacation which could be used as paid absence allowance, paid funeral leave, and the establishment of a company-paid tuition refund program. A 40-hour paid absence allowance plan for all employees with 1 year or more of service was established. In lieu of the allowance, an employee with 1 but less than 25 years of service could elect an additional week of vacation and employees with 25 years of service or more could elect to receive an additional week of vacation pay only.

Other changes in the 1964 agreement involved the insurance and pension plan programs. Included among these were improved life and sickness and accident insurance benefits; improvement in hospitalization, surgical,

<sup>10</sup> UAW—*Solidarity*, June 1964, p. 14.

<sup>11</sup> *Chicago Daily News*, Sept. 2, 1964, p. 48.

<sup>12</sup> See *Wage Chronology: Chrysler Corporation* (BLS Bulletin 1515).

and medical benefits; and the company's assumption of the employees' share of life and sickness and accident premiums. Liberalized pension plan improvements included early retirement benefits of up to \$400 a month and increased benefits for past and future retirees and automatic retirement.

Other benefits similar to those negotiated at Chrysler included supplemental unemployment benefit improvements that increased maximum regular and short workweek benefits and separation pay. A vacation bonus plan was established, to be financed by the accrual of the company's 5-cent contribution to a special account after the SUB fund was fully funded. Bonuses, if and when made, were to range from \$25 to \$100, depending on the amount in the special account each year.

The contract was to remain in force until October 1, 1967, with no reopening provisions.

### 1967-70

Settlement was reached on a new 3-year contract by the International Harvester Co. and the Auto Workers (UAW) on February 3, 1968, following a 1-day work stoppage at 14 plants. The previous agreement had been scheduled to expire at midnight September 30, 1967, but the parties agreed to an indefinite extension of the pact as talks continued. Negotiations had begun on August 1, 1967, and union demands and company offers were similar to those at Ford. The agreement covered approximately 42,000 workers and was generally similar to those reached earlier in the automotive and agricultural implement industries.<sup>13</sup> The UAW-Harvester Council voted for ratification of the contract on February 3, 1968.

Terms of the agreement provided for wage increases, retroactive to October 16, 1967, of 17 cents an hour for all workers, an additional 13 to 30 cents an hour for workers in the top five labor grades (the former labor grades 10 through 14 were revised upward one grade creating a new grade 10 and a 15-labor grade structure), and an additional 30 to 40 cents for workers in jobs rated out of structure. Deferred annual improvement increases of 3 percent also were to be provided in 1968 and 1969. In addition, 21 cents of the 26-cent cost-of-living allowance were incorporated into base rates retroactively to the date of the first wage increase and the escalator clause was revised to provide an annual adjustment in October of each year of 1 cent for each 0.4-point increase in the average of the BLS Consumer Price Index for May, June, and July of each year over the average of the Index for the same months in 1967. Minimum and maximum cost-of-living adjustments also were set. In a separate letter, however, the company also agreed to provide a cost-of-living adjustment to be added to hourly earnings

effective October 1, 1970, unless otherwise agreed to by the parties in the contract succeeding the 1968 agreement, equal to 1 cent for each 0.4-point increase in the average CPI for May, June, and July 1970 over the average of the same months in 1967 less any increases resulting from the escalator clause in the 1968 agreement. In 1968, a provision went into effect that would provide a Christmas shutdown during the week in which Christmas Day was observed. The twelfth cent of any cost-of-living allowance which would have gone into effect under the new escalator clause was diverted to help offset this cost in 1969. The contract also liberalized provisions for holiday and vacation pay (including bonuses for vacations and the Christmas shutdown), jury-duty pay (to allow for witness pay), bereavement pay, separation allowance, and moving allowance.

Changes in the health-security, retirement, and supplemental unemployment benefit plans were substantial. Health insurance benefits were increased and included company-paid hospital-surgical-medical coverage for surviving spouses of retirees, pensioners, and workers who would have been pension-eligible at time of death; paid-in-full surgical-medical care regardless of an employee's income; payment at the semiprivate room rate towards private room costs for retirees; and in 1969, the establishment of a prescription drug program for active employees and their dependents with a \$2 deductible. The employee's premium for continuation of hospital-surgical-medical benefits was increased in two stages. The company agreed to reimburse for pensioners and spouse, surviving spouse, and also active employees age 65 or over the \$3 monthly Medicare fee, and in return, benefits receivable under the company health plan were to be reduced by those payable under Medicare. Weekly disability benefits were increased and a monthly long-term disability benefit was added to follow the weekly benefit period. A layoff disability benefit also was added for those disabled while on layoff if they had credit units under the SUB plan. Life insurance and transition and bridge survivor's income benefits were increased. Pension improvements included a basic benefit increase in early 1968 of \$1 for each year of credited service for employees retired after September 1958 and an additional increase later in the year for employees who retired after September 1967, ranging from 25 to 75 cents for each year of credited service, depending on an employee's newly established benefit class code which was based on his job classification wage rate before retirement. The percentage of the basic benefit allowed to an employee who elected the survivorship option was raised

<sup>13</sup> See 1964-69 BLS Supplement to Report No. 99 for details of the pattern-setting developments at the Ford Motor Co.

and adjustments were made only for age differences between the employee and spouse in excess of 5 years. The survivor's benefit remained at 55 percent of the employee's benefit. A special survivor's option was provided for an employee under age 60 who retired before March 1968 and who had not made a survivor's election (special election had to be made within a specified time period). His survivor was to receive \$1.60 for each \$1 of pension benefits he gives up. Under the SUB plan, benefits were increased, and parties agreed to the principle of an income maintenance period whereby laid-off employees with 1 year's seniority would receive income maintenance (95

percent of after-tax pay) ranging from 3 to 7 full weeks (depending on seniority) followed by supplemental unemployment benefits which were increased from 62 percent of gross pay to 95 percent of weekly after-tax straight-time pay less \$7.50. In addition, the contingent distribution account, which was established in 1964, was discontinued.

The contract was scheduled to remain in effect until October 1, 1970, with no provision for a reopening. The following tables bring the International Harvester Wage Chronology up to date through the expiration date of the contract.

Table A. General wage changes <sup>1</sup>

Effective date <sup>2</sup>	Provision	Applications, exceptions, and other related matters
February 1946 (UAW) -----	18 cents an hour increase.	10 percent of weighted average hourly earnings on Sept. 30, 1945, made retroactive to Oct. 1, 1945. In accordance with the International Harvester Fact-finding Board Report of Feb. 18, 1946, 10 percent of weighted average hourly earnings on Sept. 30, 1945, was to be retroactive to Oct. 1, 1945. Remainder of increase retroactive to day of return to work of FE-UE members.
Apr. 10, 1946 (FE-UE) <sup>3</sup> --	18 cents an hour increase.	
Apr. 28, 1947 (FE-UE and UAW). <sup>3</sup>	11-1/2 cents an hour increase.	General wage increase made up of a 4-cent-an-hour annual improvement factor and a 6-cent-an-hour cost-of-living adjustment. <sup>4</sup> A wage structure revision resulted in additional increases averaging 0.043 cents for FE-UE nonincentive workers, and 0.068 cents for UAW nonincentive workers.
June 21, 1948 (UAW) and	11 cents an hour increase.	
June 28, 1948 (FE-UE). <sup>3</sup>	10 cents an hour increase.	
Aug. 21, 1950 (FE-UE) agreement dated Sept. 18, 1950, and UAW agreement dated Nov. 6, 1950).		
Dec. 4, 1950 (all plants) --	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Annual improvement-factor adjustment. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Annual improvement-factor adjustment. Quarterly adjustment of cost-of-living allowance. Annual improvement-factor adjustment.
Mar. 5, 1951 (all plants) --	5 cents an hour increase.	
June 4, 1951 (all plants) --	3 cents an hour increase.	
Aug. 21, 1951 (all plants) --	4 cents an hour increase.	
Sept. 3, 1951 (all plants) --	1 cent an hour increase.	
Dec. 3, 1951 (all plants) --	1 cent an hour increase.	
Mar. 1, 1952 (all plants) --	3 cents an hour increase.	
June 1, 1952 (all plants) --	1 cent an hour decrease.	
Aug. 21, 1952 (UAW-CIO) --	4 cents an hour increase.	
Sept. 1, 1952 (UAW-CIO) --	3 cents an hour increase.	
Nov. 3, 1952 (FE-UE). By agreement of Nov. 15, 1952.	4 cents an hour increase.	
	3 cents an hour increase.	
Nov. 15, 1952 (FE-UE) -----	-----	
Dec. 1, 1952 (UAW-CIO and FE-UE—all plants).	1 cent an hour decrease.	Additional increases ranging from 1 to 5 cents for labor grades above Grade III. The average increase for all FE-UE dayworkers was 3.7 cents. Quarterly adjustment of cost-of-living allowance.
Apr. 13, 1953 (UAW-CIO and FE-UE—all plants).	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
June 1, 1953 (UAW-CIO and FE-UE—all plants).	2 cents an hour decrease.	Quarterly adjustment of cost-of-living allowance.
Aug. 24, 1953 (by agreement of Nov. 6, 1950, UAW-CIO; Nov. 15, 1952, FE-UE).	4 cents an hour increase.	Annual improvement-factor adjustment.
Sept. 7, 1953 (UAW-CIO and FE-UE).	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. <sup>5</sup>
Dec. 7, 1953 (UAW-CIO and FE-UE).	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. <sup>5</sup>
Mar. 1, 1954 (UAW-CIO and FE-UE).	No change.	Quarterly review of cost-of-living allowance. <sup>5</sup>
June 7, 1954 (UAW-CIO and FE-UE).	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance. <sup>5</sup>
Aug. 21, 1954 (by agreement of Nov. 6, 1950, UAW-CIO; Nov. 15, 1952, FE-UE).	4 cents an hour increase.	Annual improvement-factor adjustment.
Sept. 6, 1954 (UAW-CIO and FE-UE).	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. <sup>5</sup>
Dec. 6, 1954 (UAW-CIO and FE-UE).	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance. <sup>5</sup>
Mar. 7, 1955 (UAW-CIO and FE-UE).	No change.	Quarterly review of cost-of-living allowance. <sup>5</sup>
June 6, 1955 (UAW-CIO) <sup>6</sup>	No change.	Quarterly review of cost-of-living allowance. <sup>5</sup>
Aug. 23, 1955 <sup>7</sup> (by agreement of Sept. 16, 1955).	General wage increase, averaging approximately 10 cents an hour, consisted of: (a) 6-cents-an-hour increase or 2 1/2 percent <sup>8</sup> of base rate, whichever was greater; (b) further 2-cent adjustment in wage scales; and (c) 2-cent cost-of-living adjustment under the revised escalator clause.	New amount designated as annual improvement factor. Similar adjustments to be effective Aug. 23, 1956, and 1957. The new agreement incorporated 17 cents of the previous cost-of-living allowance of 21 cents into the basic wage structure and provided for quarterly adjustments of the cost-of-living allowance in accordance with the movement of the Bureau of Labor Statistics Consumer Price Index (revised series). If the CPI fell below 110.9, the cost-of-living allowance would be 0. <sup>9</sup>

See footnotes at end of table.

Table A. General wage changes<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Aug. 23, 1955 <sup>7</sup> (by agreement of Sept. 16, 1955)—Continued		Additional increases: <sup>10</sup> 18 cents an hour for certain skilled occupations; 5 to 8 cents an hour for day-workers in 5 top labor grades; and 5 cents an hour at 6 plants to eliminate area wage differentials.
Sept. 5, 1955 -----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 5, 1955 -----	No change.	Quarterly review of cost-of-living allowance.
Mar. 5, 1956 -----	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
June 4, 1956 -----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 23, 1956 (by agreement of Sept. 16, 1955).	6 cents an hour increase or 2½ percent <sup>8</sup> of base rate, whichever was greater, averaging approximately 6 cents an hour.	Annual improvement-factor adjustment.
Sept. 3, 1956 -----	4 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 3, 1956 -----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 4, 1957 -----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 3, 1957 -----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 23, 1957 (by agreement of Sept. 16, 1955).	6 cents an hour increase or 2½ percent <sup>8</sup> of base rate, whichever was greater, averaging approximately 6 cents an hour.	Annual improvement-factor adjustment.
Sept. 2, 1957 (agreement dated Sept. 16, 1955).	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 2, 1957 -----	No change.	Quarterly review of cost-of-living allowance.
Mar. 3, 1958 -----	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 2, 1958 -----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 23, 1958 (agreement dated Jan. 16, 1959).	6 cents an hour increase or 2½ percent <sup>11</sup> of base rate, whichever was greater, averaging approximately 6.1 cents an hour.	Improvement-factor increase. Agreement maintained the improvement-factor of the previous agreement and provided similar adjustments to be effective Sept. 14, 1959, and Oct. 3, 1960.
Sept. 1, 1958 (extension agreement dated July 30, 1958).	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 6, 1958 (agreement dated Jan. 16, 1959).	-----	Additional increases <sup>12</sup> of 4 to 8 cents an hour for 5 top labor grades, 8 cents an hour for 42 occupations rated out of structure.
Dec. 1, 1958 (extension agreement dated July 30, 1958).	No change.	Quarterly review of cost-of-living allowance.
Jan. 16, 1959 (agreement of same date).	-----	The new agreement incorporated 15 cents of the 25-cent cost-of-living allowance in effect on Dec. 1, 1958, into base hourly rates <sup>13</sup> and continued the cost-of-living escalator formula of the previous agreement. <sup>14</sup>
Mar. 2, 1959 -----	No change.	In addition, inequity adjustments resulting from reevaluation of job classifications were provided. <sup>15</sup>
June 1, 1959 -----	No change.	Quarterly review of cost-of-living allowance.
Sept. 7, 1959 -----	2 cents an hour increase.	Quarterly review of cost-of-living allowance.
Sept. 14, 1959 -----	6 cents an hour increase or 2½ percent <sup>11</sup> of base rate, whichever was greater, averaging approximately 6.3 cents an hour.	Quarterly adjustment of cost-of-living allowance. Improvement-factor increase.
Dec. 7, 1959 -----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 7, 1960 -----	No change.	Quarterly review of cost-of-living allowance.
June 6, 1960 -----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 5, 1960 -----	No change.	Quarterly review of cost-of-living allowance.
Oct. 3, 1960 -----	6 cents an hour increase or 2½ percent <sup>11</sup> of base rate, whichever was greater, averaging approximately 6.4 cents an hour.	Improvement-factor increase.
Dec. 5, 1960 -----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 6, 1961 -----	No change.	Quarterly review of cost-of-living allowance.
June 5, 1961 -----	No change.	Quarterly review of cost-of-living allowance.
Sept. 4, 1961 -----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 2, 1961 (agreement dated Oct. 16, 1961).	6 cents an hour increase or 2.5 percent <sup>16</sup> of base rate, whichever was greater. (Increase ranged from 6 to 12 cents an hour and averaged 6.6 cents.)	Agreement maintained the improvement factor of the previous agreement and provided adjustments to be effective on Oct. 1, 1962, and Oct. 7, 1963. <sup>17</sup>
Dec. 4, 1961 -----	1 cent an hour increase.	The agreement incorporated 12 cents of the 18-cent cost-of-living allowance in effect on October 1, 1961, into base hourly rates <sup>18</sup> and continued the cost-of-living escalator formula of the previous agreement. <sup>19</sup>
Mar. 5, 1962 -----	No change.	Withdrawal of 1 cent of the remaining 6-cents cost-of-living allowance was in consideration of the company's <sup>1</sup> assumption of (1) full cost of improved hospital-medical-surgical insurance for employees and dependents, <sup>20</sup>
June 4, 1962 -----	1 cent an hour increase.	and (2) one-half cost of hospital-medical-surgical insurance for retired employees and dependents.
Sept. 3, 1962 -----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

Table A. General wage changes<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Oct. 1, 1962 (agreement dated Oct. 16, 1961).	6 cents an hour increase or 2.5 percent <sup>16</sup> of base rates, whichever was greater. (Increase ranged from 6 to 12 cents an hour and averaged 6.9 cents.)	Deferred annual improvement-factor increase.
Dec. 3, 1962 -----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 4, 1963 -----	No change.	Quarterly review of cost-of-living allowance.
June 3, 1963 -----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 2, 1963 -----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 7, 1963 (agreement dated Oct. 16, 1961).	6 cents an hour increase or 2.5 percent <sup>16</sup> of base rates, whichever was greater. (Increase ranged from 6 to 12 cents an hour and averaged 7.1 cents.)	Deferred annual improvement-factor increase.
Dec. 2, 1963 -----	No change.	Quarterly review of cost-of-living allowance.
Mar. 2, 1964 -----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1964 -----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 7, 1964 -----	No change.	Cost-of-living allowance was continued at the current rate because the appropriate Bureau of Labor Statistics index was not available.
Oct. 5, 1964 (agreement of Oct. 7, 1964).	-----	Agreement (1) provided two deferred annual improvement-factor increases, effective (a) Oct. 4, 1965—2.5 percent, minimum 6 cents an hour, and (b) Oct. 3, 1966—2.8 percent, minimum 7 cents an hour, plus 2 cents an hour general wage increase; (2) incorporated 7 cents of the 14-cent cost-of-living allowance in effect on Oct. 5, 1964, into base rates and established a 2-cent-per-hour special supplement allocated to health and medical benefit improvements, which was subsequently reduced on a cents-per-hour basis in the same amount as ensuing cost-of-living allowance adjustments, <sup>21</sup> (3) revised the cost-of-living escalator clause to provide adjustments of 1 cent an hour for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index (New Series)(1957-59=100). If the CPI fell below 106.5 the cost-of-living allowance would be 0. <sup>22</sup>
Dec. 7, 1964 -----	-----	Quarterly adjustment of cost-of-living allowance, offset by 1-cent reduction in the special supplement resulting in no increase in the total wage rate.
Mar. 1, 1965 -----	-----	Quarterly adjustment of cost-of-living allowance, offset by 1-cent reduction in the special supplement resulting in no increase in the total wage rate.
June 7, 1965 -----	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 6, 1965 -----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 4, 1965 (agreement of Oct. 7, 1964).	6 cents an hour increase or 2.5 percent of base rates, whichever was greater. (Increases ranged from 6 to 12 cents an hour and averaged 7.6 cents.)	Deferred annual improvement-factor increase.
Dec. 6, 1965 -----	No change.	Quarterly review of cost-of-living allowance.
Mar. 7, 1966 -----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 6, 1966 -----	4 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 5, 1966 -----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 3, 1966 (agreement of Oct. 7, 1964).	7 cents an hour increase or 2.8 percent of base rates, whichever was greater (increases ranged from 7 to 14 cents an hour) plus an additional 2 cents an hour and averaged 10.7 cents. <sup>23</sup>	Deferred annual improvement-factor increase.
Dec. 5, 1966 -----	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 6, 1967 -----	No change.	Quarterly review of cost-of-living allowance.
June 5, 1967 -----	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 5, 1967 -----	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 16, 1967 (agreement and letter dated Feb. 6, 1968).	17 cents an hour increase.	Additional increases provided 13 to 30 cents an hour for the 5 top labor grades (former labor grades 10 through 14 were revised upward one grade which resulted in a newly established grade <sup>15</sup> at the top of the structure) and 30 to 40 cents for jobs rated out of structure. The agreement also: (1) incorporated 21 cents of the 26-cent cost-of-living allowance into base rates; (2) revised the escalator clause to provide annual adjustments in October of each year of 1 cent an hour for each 0.4-point increase in the Bureau of Labor Statistics Consumer Price Index for May, June, and July of that year over the average of the Index for May, June, and July of 1967 and the escalator clause also established minimum and maximum adjustments; <sup>24</sup> (In a separate letter dated Feb. 6, 1968, however, the company agreed to provide a cost-of-living adjustment

See footnotes at end of table.

Table A. General wage changes<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Oct. 16, 1967 (agreement and letter dated Feb. 6, 1968)—Continued		to be added to hourly earnings effective Oct. 1, 1970, unless otherwise agreed to by the parties in the contract succeeding the 1968 agreement, equal to 1 cent an hour for each 0.4-point increase in the May, June, and July average Consumer Price Index for 1970 over the average index for the same months in 1967, less any increases that resulted from operation of the escalator clause under the 1968 agreement.); (3) effective Oct. 6, 1969, provided that should the cost-of-living allowance be more than 11 cents, the first 1 cent above the 11 cents would be waived and instead there would be a scheduled shut-down each year during the workweek in which Christmas Day was observed (see table D, Holiday Pay); and (4) provided for deferred annual improvement-factor increases effective Oct. 7, 1968, and Oct. 6, 1969.
Oct. 7, 1968 (agreement dated Feb. 6, 1968).	3-percent increase in base rates, ranging from 9 to 16 cents an hour, <sup>25</sup> which amounted to 10.9 cents an hour <sup>26</sup> when averaged over the entire bargaining unit.	Deferred annual improvement-factor increase.
Oct. 6, 1969 (agreement dated Feb. 6, 1968).	8 cents an hour increase. 3-percent increase in base rates, ranging from 9 to 17 cents an hour, <sup>25</sup> which amounted to 11.2 cents an hour <sup>26</sup> when averaged over the entire bargaining unit.	Annual adjustment of cost-of-living allowance. Deferred annual improvement-factor increase.
Sept. 15, 1970 -----	8 cents an hour increase. 26 cents an hour increase in base hourly rates	Annual adjustment of cost-of-living allowance. Amount agreed upon under the 1970-71 negotiations to be payable retroactive to Sept. 15, 1970, pursuant to the cost-of-living provision in the separate letter dated Feb. 6, 1968. (An additional 4 cents under this provision was to be effective Oct. 19, 1970, as part of the wage increase under the 1971 contract.) <sup>27</sup>

<sup>1</sup> General wage changes are construed as upward or downward adjustments affecting a substantial number of workers at one time. Not included within the term are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure that do not have an immediate and noticeable effect on the average wage level.

The general changes listed in this chronology were the major changes affecting wage rates during the period covered. Because of omission of nongeneral changes in rates, fluctuation in incentive earnings and other factors, the total of the general changes will not necessarily coincide with the movement of straight-time average hourly earnings.

<sup>2</sup> On April 15, 1942, the National War Labor Board ordered a 4-1/2-cent general wage increase (retroactive to January 15, 1942) to all workers in the East Moline, McCormick, West Pullman, Rock Falls, Tractor, Farmall, Milwaukee, and Springfield plants. On February 7, 1944, the NLRB ordered 5- to 10-cents-an-hour increases (retroactive to January 1, 1943) for 1,000 tool-and-die-room and maintenance workers of the McCormick Works in Chicago. In March 1945, the NLRB ordered 5- to 10-cents-an-hour increases (retroactive to June 18 1943) for tool-and-die-room and maintenance workers at the West Pullman, Tractor, Rock Island, Rock Falls, Moline, Richmond, and Louisville plants.

<sup>3</sup> Although the FE and UE had not combined at this time, the current designation is used in order to avoid confusion.

<sup>4</sup> Both contracts included an escalator clause, based on the BLS Consumer's Price Index (old series) and providing quarterly adjustments with the stipulation that there be no decrease prior to June 30, 1951. The cost-of-living adjustment provisions, as written into the agreement, closely follow the General Motors system (BLS Bulletin 1532, Wage Chronology: General Motors Corp., 1939-66) but differ in two material respects. The International Harvester agreement provided for: (1) adjustments based on the October 1950 CPI and quarterly thereafter, (2) a higher index base level.

Consumer Price Index

166.9 or less -----  
167.0 to 168.1 -----  
168.2 to 169.2 -----  
169.3 to 170.3 -----

and so forth, with a 1-cent adjustment upward or downward for each 1.14-point change in the index.

Cost-of-living allowance

None.  
1 cent an hour.  
2 cents an hour.  
3 cents an hour.

<sup>5</sup> By unilateral company action.

<sup>6</sup> By June 1955, the UAW represented all International Harvester employees formerly represented by the FE-UE.

<sup>7</sup> Effective date mentioned in contract, although workers were on strike at the time.

<sup>8</sup> The annual improvement-factor increase (in the case of dayworkers, computed on the basis of the maximum of the rate range) was made in accordance with the following schedule:

Straight-time hourly wage rate

Less than \$2.60 -----  
\$2.60 but less than \$3.00 -----  
\$3.00 but less than \$3.40 -----  
\$3.40 but less than \$3.80 -----  
\$3.80 but less than \$4.20 -----

Annual improvement-factor increase

6 cents an hour.  
7 cents an hour.  
8 cents an hour.  
9 cents an hour.  
10 cents an hour.

<sup>9</sup> The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

Consumer Price Index

110.8 or less -----  
110.9 to 111.5 -----

Cost-of-living allowance

None.  
1 cent an hour.

Consumer Price Index— Continued	Cost-of-living allowance— Continued
111.6 to 112.1 -----	2 cents an hour.
112.2 to 112.8 -----	3 cents an hour.
112.9 to 113.5 -----	4 cents an hour.
113.6 to 114.1 -----	5 cents an hour.
114.2 to 114.6 -----	6 cents an hour.
114.7 to 115.1 -----	7 cents an hour.
115.2 to 115.6 -----	8 cents an hour.

and so forth, with a 1-cent adjustment for each 0.5-point change in the index. The base index months were January, April, July, and October.

<sup>10</sup> These amounted to an increase of slightly more than 3 cents averaged over all employees of the company represented by the union.

<sup>11</sup> Improvement-factor and cost-of-living increases were payable to pieceworkers but were not included in piece rates. For the schedule of improvement-factor increases, see footnote 8.

<sup>12</sup> These amounted to an estimated increase of 1.05 cents averaged over all of the company's employees who were represented by the union.

<sup>13</sup> Increase applied to earnings of pieceworkers rather than to piece rates.

<sup>14</sup> The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

Consumer Price Index (1947-49=100)	Cost-of-living allowance
119.1 or less -----	None.
119.2 to 119.6 -----	1 cent an hour.
119.7 to 120.1 -----	2 cents an hour.
120.2 to 120.6 -----	3 cents an hour.
120.7 to 121.1 -----	4 cents an hour.
121.2 to 121.6 -----	5 cents an hour.
121.7 to 122.1 -----	6 cents an hour.
122.2 to 122.6 -----	7 cents an hour.
122.7 to 123.1 -----	8 cents an hour.
123.2 to 123.6 -----	9 cents an hour.
123.7 to 124.1 -----	10 cents an hour.
124.2 to 124.6 -----	11 cents an hour.
124.7 to 125.1 -----	12 cents an hour.
125.2 to 125.6 -----	13 cents an hour.
125.7 to 126.1 -----	14 cents an hour.
126.2 to 126.6 -----	15 cents an hour.
126.7 to 127.1 -----	16 cents an hour.
127.2 to 127.6 -----	17 cents an hour.
127.7 to 128.1 -----	18 cents an hour.
128.2 to 128.6 -----	19 cents an hour.
128.7 to 129.1 -----	20 cents an hour.
129.2 to 129.6 -----	21 cents an hour.
129.7 to 130.1 -----	22 cents an hour.
130.2 to 130.6 -----	23 cents an hour.
130.7 to 131.1 -----	24 cents an hour.
131.2 to 131.6 -----	25 cents an hour.

and so forth, with a 1-cent adjustment for each 0.5-point change in the index.

As in previous agreements, the cost-of-living reviews in March, June, September, and December were to be based on the Bureau of Labor Statistics Consumer Price Index for the months of January, April, July, and October.

<sup>15</sup> These amounted to an estimated increase of 0.056 cent averaged over all of the company's hourly rated employees (except those on incentives) who were represented by the union.

<sup>16</sup> The improvement factor and cost-of-living increases were payable to pieceworkers but were not included in piece rates. The annual improvement factor increase (in the case of dayworkers, computed on the basis of the maximum of the rate range) was made in accordance with the following schedule:

Straight-time hourly wage rate	Hourly annual improvement- factor increase (in cents)
Less than \$ 2.60 -----	6
\$ 2.60 and under \$ 3.00 -----	7
\$ 3.00 and under \$ 3.40 -----	8
\$ 3.40 and under \$ 3.80 -----	9
\$ 3.80 and under \$ 4.20 -----	10
\$ 4.20 and under \$ 4.60 -----	11
\$ 4.60 and under \$ 5.00 -----	12

<sup>17</sup> By the Health and Welfare agreement dated October 16, 1961, amending the health insurance program, the parties agreed that the annual improvement factor increases effective October 1, 1962, and October 7, 1963, were to be reduced by 25 percent of the increase in average monthly insurance base premiums above the average base premium in January 1962. However, a company letter dated October 16, 1961, waived the employee's share of the increased cost for the duration of the agreement. In a company letter dated October 16, it was agreed that if, during the term of the contract, the company were to provide hospital-surgical-medical benefits equal to the General Motors health program at the nearest General Motors operation, 2 cents of the next general wage increase was to apply towards the cost of the liberalized plan. The company did not provide the expanded coverage and the full amount of all general wage increases went into effect as scheduled.

<sup>18</sup> Increase applied to earnings of workers rather than to piece rates.

<sup>19</sup> The agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

Footnotes —Continued

Consumer Price Index (1947-49=100)	Hourly cost-of- living allowance	Consumer Price Index (1947-49=100)	Hourly cost-of- living allowance
125.6 or less -----	None	129.2 - 129.6 -----	8 cents
125.7 - 126.1 -----	1 cent	129.7 - 130.1 -----	9 cents
126.2 - 126.6 -----	2 cents	130.2 - 130.6 -----	10 cents
126.7 - 127.1 -----	3 cents	130.7 - 131.1 -----	11 cents
127.2 - 127.6 -----	4 cents	131.2 - 131.6 -----	12 cents
127.7 - 128.1 -----	5 cents	131.7 - 132.1 -----	13 cents
128.2 - 128.6 -----	6 cents	132.2 - 132.6 -----	14 cents
128.7 - 129.1 -----	7 cents	132.7 - 133.1 -----	15 cents

and so forth, with 1-cent adjustment for each 0.5-point change in the index.

As in previous agreements, the cost-of-living reviews in December, March, June, and September were to be based on the Bureau of Labor Statistics Consumer Price Index for the months of October, January, April, and July.

<sup>20</sup> Assumption of this cost item by the company increased employees' take-home pay.

<sup>21</sup> However, as a result of the company's assumption of the worker's share of the premium for life and sickness and accident insurance, employee's take-home pay was increased.

<sup>22</sup> The agreement provided that cost-of-living adjustments be determined in accordance with the following table:

Consumer Price Index (1957-59=100)	Hourly cost-of-living allowance (in cents)
106.4 or less -----	None
106.5 to 106.8 -----	1
106.9 to 107.2 -----	2
107.3 to 107.6 -----	3
107.7 to 108.0 -----	4
108.1 to 108.4 -----	5
108.5 to 108.8 -----	6
108.9 to 109.2 -----	7
109.3 to 109.6 -----	8
109.7 to 110.0 -----	9
110.1 to 110.4 -----	10

and so forth, with a 1-cent adjustment for each 0.4-point change in the index.

As in previous agreements, cost-of-living reviews in December, March, June, and September were to be based on the Bureau of Labor Statistics Consumer Price Index for October, January, April, and July, respectively.

The cost-of-living allowance continued to be used to compute overtime, night-shift premium, vacation, holiday, and call-in payments. The 1964 agreement added bereavement pay and paid absence allowances to this list.

<sup>23</sup> The monetary equivalents of the annual improvement factor of 2.5 percent in 1965 and 2.8 percent in 1966 (applied to straight-time hourly rates exclusive of cost-of-living allowances, incentive earnings, and shift premiums) were:

Straight-time hourly wage rate	Hourly annual improvement factor increase (in cents per hour)
<u>1965</u>	
Less than \$ 2.60 -----	6
\$ 2.60 and under \$ 3.00 -----	7
\$ 3.00 and under \$ 3.40 -----	8
\$ 3.40 and under \$ 3.80 -----	9
\$ 3.80 and under \$ 4.20 -----	10
\$ 4.20 and under \$ 4.60 -----	11
\$ 4.60 and under \$ 5.00 -----	12
<u>1966</u>	
Less than \$ 2.68 -----	7
\$ 2.68 and under \$ 3.04 -----	8
\$ 3.04 and under \$ 3.40 -----	9
\$ 3.40 and under \$ 3.75 -----	10
\$ 3.75 and under \$ 4.11 -----	11
\$ 4.11 and under \$ 4.47 -----	12
\$ 4.47 and under \$ 4.83 -----	13
\$ 4.83 and under \$ 5.18 -----	14

<sup>24</sup> The agreement provided that the cost-of-living adjustment be made in accordance with the following schedules (the figures include the 5-cent allowance in effect on the effective date of the agreement after 21 cents of the 26-cent allowance had been added to base rates):

Effective October 7, 1968:

Consumer Price Index (1957-59=100) 3-month average	Hourly cost-of-living allowance
117.5 or less -----	8 cents
117.6 - 117.9 -----	9 cents
118.0 - 118.3 -----	10 cents
118.4 - 118.7 -----	11 cents
118.8 - 119.1 -----	12 cents
119.2 or more -----	13 cents

Effective October 6, 1969:

Consumer Price Index (1957-59=100) 3-month average	Hourly cost-of- living allowance
118.7 or less -----	11 cents
118.8 - 119.1 -----	11 cents
119.2 - 119.5 -----	12 cents
119.6 - 119.9 -----	13 cents
120.0 - 120.3 -----	14 cents
120.4 - 120.7 -----	15 cents
120.8 - 121.1 -----	16 cents
121.2 - 121.5 -----	17 cents
121.6 - 121.9 -----	18 cents
122.0 - 122.3 -----	19 cents
122.4 - 122.7 -----	20 cents
122.8 or more -----	21 cents

<sup>25</sup> The annual improvement factor increase (in the case of dayworkers, computed on the basis of the maximum of the rate range) was made in accordance with the following schedule:

Straight-time average hourly wage rate	Annual improvement factor increase
Less than \$ 3.17 -----	9 cents an hour
\$ 3.17 but less than \$ 3.50 -----	10 cents an hour
\$ 3.50 but less than \$ 3.84 -----	11 cents an hour
\$ 3.84 but less than \$ 4.17 -----	12 cents an hour
\$ 4.17 but less than \$ 4.50 -----	13 cents an hour
\$ 4.50 but less than \$ 4.84 -----	14 cents an hour
\$ 4.84 but less than \$ 5.17 -----	15 cents an hour
\$ 5.17 but less than \$ 5.50 -----	16 cents an hour
\$ 5.50 but less than \$ 5.84 -----	17 cents an hour
\$ 5.84 but less than \$ 6.16 -----	18 cents an hour

<sup>26</sup> Company estimate of average increase.

<sup>27</sup> Provisions of the 1971 agreement to be published as a supplement to this bulletin.

Table B. Hourly rate ranges for dayworkers, by labor grade,<sup>1</sup> United Electrical, Radio and Machine Workers of America, August 1951 through August 1954<sup>2</sup>

Labor grade	August 1951				November 1952			
	Group I <sup>3</sup>		Group II <sup>3</sup>		Group I <sup>3</sup>		Group II <sup>3</sup>	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade I -----	\$1.29	\$1.35	\$1.24	\$1.30	\$1.33	\$1.39	\$1.28	\$1.34
Grade II -----	1.31	1.39	1.26	1.34	1.35	1.43	1.30	1.38
Grade III -----	1.35	1.43	1.30	1.38	1.39	1.47	1.34	1.42
Grade IV -----	1.39	1.47	1.34	1.42	1.44	1.52	1.39	1.47
Grade V -----	1.42	1.52	1.37	1.47	1.47	1.57	1.42	1.52
Grade VI -----	1.47	1.57	1.42	1.52	1.53	1.63	1.48	1.58
Grade VII -----	1.52	1.62	1.47	1.57	1.58	1.68	1.53	1.63
Grade VIII -----	1.56	1.68	1.51	1.63	1.62	1.74	1.57	1.69
Grade IX -----	1.62	1.74	1.57	1.69	1.68	1.80	1.63	1.75
Grade X -----	1.67	1.81	1.62	1.76	1.73	1.87	1.68	1.82
Grade XI -----	1.74	1.88	1.69	1.83	1.83	1.97	1.78	1.92
Grade XII -----	1.80	1.96	1.75	1.91	1.89	2.05	1.84	2.00
Grade XIII -----	1.87	2.05	1.82	2.00	1.96	2.14	1.91	2.09
Grade XIV -----	1.95	2.15	1.90	2.10	2.04	2.24	1.99	2.19
	August 1953				August 1954 <sup>5</sup>			
	Group I <sup>4</sup>		Group II <sup>4</sup>		Group I <sup>4</sup>		Group II <sup>4</sup>	
Grade I -----	\$1.37	\$1.43	\$1.32	\$1.38	\$1.41	\$1.47	\$1.36	\$1.42
Grade II -----	1.39	1.47	1.34	1.42	1.43	1.51	1.38	1.46
Grade III -----	1.43	1.51	1.38	1.46	1.47	1.55	1.42	1.50
Grade IV -----	1.48	1.56	1.43	1.51	1.52	1.60	1.47	1.55
Grade V -----	1.51	1.61	1.46	1.56	1.55	1.65	1.50	1.60
Grade VI -----	1.57	1.67	1.52	1.62	1.61	1.71	1.56	1.66
Grade VII -----	1.62	1.72	1.57	1.67	1.66	1.76	1.61	1.71
Grade VIII -----	1.66	1.78	1.61	1.73	1.70	1.82	1.65	1.77
Grade IX -----	1.72	1.84	1.67	1.79	1.76	1.88	1.71	1.83
Grade X -----	1.77	1.91	1.72	1.86	1.81	1.95	1.76	1.90
Grade XI -----	1.87	2.01	1.82	1.96	1.91	2.05	1.86	2.00
Grade XII -----	1.93	2.09	1.88	2.04	1.97	2.13	1.92	2.08
Grade XIII -----	2.00	2.18	1.95	2.13	2.04	2.22	1.99	2.17
Grade XIV -----	2.08	2.28	2.03	2.23	2.12	2.32	2.07	2.27

<sup>1</sup> Daywork jobs are those paid on an hourly basis and are mostly nonproduction occupations. Progression from minimum to maximum within a labor grade was formerly based on merit. The 1952 FE-UE agreement provided for automatic progression.

<sup>2</sup> Rates shown include the annual improvement factor. See table A for cost-of-living adjustments put into effect. While not changing rate ranges, these adjustments do affect earnings of employees on the payroll. As of March 7, 1955, these totaled 21 cents an hour.

<sup>3</sup> Group I—McCormick and Tractor Works in Chicago, West Pullman, East Moline, and Rock Island Works in Illinois; Group II—Works in Louisville, Ky.; Richmond, Ind.; and Rock Falls, Ill.

<sup>4</sup> Group I—McCormick and Tractor Works in Chicago, and works in East Moline, Melrose Park, Rock Island, and West Pullman, Ill.; Fort Wayne and Indianapolis, Ind.; and Springfield, Ohio; Group II—Works in Canton and Rock Falls, Ill.; Evansville and Richmond, Ind.; Louisville, Ky.; and Memphis, Tenn. Rate structures in the 2 California plants differ from those in groups I and II.

<sup>5</sup> By 1955, the UAW represented all workers formerly represented by the FE-UE.

Table B-1. Hourly rate ranges for dayworkers, by labor grade,<sup>1</sup> United Automobile, Aircraft and Agricultural Implement Workers of America, August 1951 through August 1954<sup>2</sup>

Labor grade	August 1951				August 1952			
	Group I <sup>3</sup>		Group II <sup>3</sup>		Group I <sup>3</sup>		Group II <sup>3</sup>	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade I -----	\$1.29	\$1.35	\$1.24	\$1.30	\$1.33	\$1.39	\$1.28	\$1.34
Grade II -----	1.31	1.39	1.26	1.34	1.35	1.43	1.30	1.38
Grade III -----	1.35	1.43	1.30	1.38	1.39	1.47	1.34	1.42
Grade IV -----	1.40	1.48	1.35	1.43	1.44	1.52	1.39	1.47
Grade V -----	1.43	1.53	1.38	1.48	1.47	1.57	1.42	1.52
Grade VI -----	1.49	1.59	1.44	1.54	1.53	1.63	1.48	1.58
Grade VII -----	1.54	1.64	1.49	1.59	1.58	1.68	1.53	1.63
Grade VIII -----	1.58	1.70	1.53	1.65	1.62	1.74	1.57	1.69
Grade IX -----	1.64	1.76	1.59	1.71	1.68	1.80	1.63	1.75
Grade X -----	1.69	1.83	1.64	1.78	1.73	1.87	1.68	1.82
Grade XI -----	1.79	1.93	1.74	1.88	1.83	1.97	1.78	1.92
Grade XII -----	1.85	2.01	1.80	1.96	1.89	2.05	1.84	2.00
Grade XIII -----	1.92	2.10	1.87	2.05	1.96	2.14	1.91	2.09
Grade XIV -----	2.00	2.20	1.95	2.15	2.04	2.24	1.99	2.19
	August 1953				August 1954			
	Group I <sup>4</sup>		Group II <sup>4</sup>		Group I <sup>4</sup>		Group II <sup>4</sup>	
Grade I -----	\$1.37	\$1.43	\$1.32	\$1.38	\$1.41	\$1.47	\$1.36	\$1.42
Grade II -----	1.39	1.47	1.34	1.42	1.43	1.51	1.38	1.46
Grade III -----	1.43	1.51	1.38	1.46	1.47	1.55	1.42	1.50
Grade IV -----	1.48	1.56	1.43	1.51	1.52	1.60	1.47	1.55
Grade V -----	1.51	1.61	1.46	1.56	1.55	1.65	1.50	1.60
Grade VI -----	1.57	1.67	1.52	1.62	1.61	1.71	1.56	1.66
Grade VII -----	1.62	1.72	1.57	1.67	1.66	1.76	1.61	1.71
Grade VIII -----	1.66	1.78	1.61	1.73	1.70	1.82	1.65	1.77
Grade IX -----	1.72	1.84	1.67	1.79	1.76	1.88	1.71	1.83
Grade X -----	1.77	1.91	1.72	1.86	1.81	1.95	1.76	1.90
Grade XI -----	1.87	2.01	1.82	1.96	1.91	2.05	1.86	2.00
Grade XII -----	1.93	2.09	1.88	2.04	1.97	2.13	1.92	2.08
Grade XIII -----	2.00	2.18	1.95	2.13	2.04	2.22	1.99	2.17
Grade XIV -----	2.08	2.28	2.03	2.23	2.12	2.32	2.07	2.27

<sup>1</sup> Daywork jobs are those paid on an hourly basis and are mostly nonproduction occupations. The UAW 5-year contract of 1950 provided for partial automatic progression from minimum to maximum within a labor grade.

<sup>2</sup> Rates shown include the annual improvement factor. See table A for cost-of-living adjustments put into effect. While not changing rate ranges, these adjustments do affect earnings of employees on the payroll. As of March 7, 1955, these totaled 21 cents an hour.

<sup>3</sup> Group I—Fort Wayne and Indianapolis, Ind.; Springfield, Ohio; Melrose Park, Ill.; and units of the McCormick Works, Chicago; Group II—Works in Evansville, Ind.; Louisville, Ky.; and Memphis, Tenn. Rate structures in the 2 California plants differ from those in groups I and II.

<sup>4</sup> Group I—McCormick and Tractor Works in Chicago, and works in East Moline, Melrose Park, Rock Island, and West Pullman, Ill.; Fort Wayne and Indianapolis, Ind.; and Springfield, Ohio; Group II—Works in Canton and Rock Falls, Ill.; Evansville and Richmond, Ind.; Louisville, Ky.; and Memphis, Tenn. Rate structures in the 2 California plants differ from those in groups I and II.

**Table B-2. Hourly rate ranges for dayworkers, by labor grade,<sup>1</sup> United Automobile, Aerospace and Agricultural Implement Workers of America,<sup>2</sup> August 1955<sup>3</sup> through October 1969**

Labor grade	August 1955 <sup>4</sup>		August 1956		August 1957		August 1958		January 1959 <sup>5</sup>		September 1959 <sup>5</sup>		October 1960 <sup>5</sup>	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade I -----	\$1.66	\$1.72	\$1.72	\$1.78	\$1.78	\$1.84	\$1.84	\$1.90	\$1.99	\$2.05	\$2.05	\$2.11	\$2.11	\$2.17
Grade II -----	1.68	1.76	1.74	1.82	1.80	1.88	1.86	1.94	2.01	2.09	2.07	2.15	2.13	2.21
Grade III -----	1.72	1.80	1.78	1.86	1.84	1.92	1.90	1.98	2.05	2.13	2.11	2.19	2.17	2.25
Grade IV -----	1.77	1.85	1.83	1.91	1.89	1.97	1.95	2.03	2.10	2.18	2.16	2.24	2.22	2.30
Grade V -----	1.80	1.90	1.86	1.96	1.92	2.02	1.98	2.08	2.13	2.23	2.19	2.29	2.25	2.35
Grade VI -----	1.86	1.96	1.92	2.02	1.98	2.08	2.04	2.14	2.19	2.29	2.25	2.35	2.31	2.41
Grade VII -----	1.91	2.01	1.97	2.07	2.03	2.13	2.09	2.19	2.24	2.34	2.30	2.40	2.36	2.46
Grade VIII -----	1.95	2.07	2.01	2.13	2.07	2.19	2.13	2.25	2.28	2.40	2.34	2.46	2.40	2.52
Grade IX -----	2.01	2.13	2.07	2.19	2.13	2.25	2.19	2.31	2.34	2.46	2.40	2.52	2.46	2.58
Grade X -----	2.11	2.25	2.17	2.31	2.23	2.37	2.29	2.43	2.48	2.62	2.55	2.69	2.62	2.76
Grade XI -----	2.23	2.37	2.29	2.43	2.35	2.49	2.41	2.55	2.62	2.76	2.69	2.83	2.76	2.90
Grade XII -----	2.29	2.45	2.35	2.51	2.41	2.57	2.47	2.63	2.68	2.84	2.75	2.91	2.82	2.98
Grade XIII -----	2.37	2.55	2.43	2.61	2.50	2.68	2.57	2.75	2.80	2.98	2.87	3.05	2.95	3.13
Grade XIV -----	2.45	2.65	2.52	2.72	2.59	2.79	2.66	2.86	2.89	3.09	2.97	3.17	3.05	3.25
					October 1961		October 1962		October 1963		October 1964 <sup>6</sup>		October 1965	
Grade I -----					\$2.29	\$2.35	\$2.35	\$2.41	\$2.41	\$2.47	\$2.48	\$2.54	\$2.54	\$2.60
Grade II -----					2.31	2.39	2.37	2.45	2.43	2.51	2.50	2.58	2.56	2.64
Grade III -----					2.35	2.43	2.41	2.49	2.47	2.55	2.54	2.62	2.61	2.69
Grade IV -----					2.40	2.48	2.46	2.54	2.52	2.60	2.59	2.67	2.66	2.74
Grade V -----					2.43	2.53	2.49	2.59	2.55	2.65	2.62	2.72	2.69	2.79
Grade VI -----					2.49	2.59	2.55	2.65	2.62	2.72	2.69	2.79	2.76	2.86
Grade VII -----					2.54	2.64	2.61	2.71	2.68	2.78	2.75	2.85	2.82	2.92
Grade VIII -----					2.58	2.70	2.65	2.77	2.72	2.84	2.79	2.91	2.86	2.98
Grade IX -----					2.64	2.76	2.71	2.83	2.78	2.90	2.85	2.97	2.92	3.04
Grade X -----					2.81	2.95	2.88	3.02	2.96	3.10	3.03	3.17	3.11	3.25
Grade XI -----					2.95	3.09	3.03	3.17	3.11	3.25	3.18	3.32	3.26	3.40
Grade XII -----					3.01	3.17	3.09	3.25	3.17	3.33	3.24	3.40	3.33	3.49
Grade XIII -----					3.15	3.33	3.23	3.41	3.32	3.50	3.39	3.57	3.48	3.66
Grade XIV -----					3.25	3.45	3.34	3.54	3.43	3.63	3.50	3.70	3.59	3.79
Code group	Groups rated out of regular rate range structure <sup>7</sup>													
A -----					\$3.10	\$3.24	\$3.18	\$3.32	\$3.26	\$3.40	\$3.33	\$3.47	\$3.42	\$3.56
B -----					3.18	3.34	3.26	3.42	3.35	3.51	3.42	3.58	3.51	3.67
C -----					3.27	3.45	3.36	3.54	3.45	3.63	3.52	3.70	3.61	3.79
D -----					3.36	3.56	3.45	3.65	3.54	3.74	3.61	3.81	3.71	3.91
E -----					3.27	3.59	3.36	3.68	3.45	3.77	3.52	3.84	3.62	3.94
F -----					3.76	4.06	3.86	4.16	3.96	4.26	4.03	4.33	4.14	4.44
Labor grade					October 1966		October 1967 <sup>8 9</sup>		October 1968		October 1969			
Grade I -----					\$2.63	\$2.69	\$3.01	\$3.07	\$3.10	\$3.16	\$3.19	\$3.25		
Grade II -----					2.65	2.73	3.03	3.11	3.12	3.20	3.22	3.30		
Grade III -----					2.71	2.79	3.09	3.17	3.19	3.27	3.29	3.37		
Grade IV -----					2.76	2.84	3.14	3.22	3.24	3.32	3.34	3.42		
Grade V -----					2.79	2.89	3.17	3.27	3.27	3.37	3.37	3.47		
Grade VI -----					2.86	2.96	3.24	3.34	3.34	3.44	3.44	3.54		
Grade VII -----					2.92	3.02	3.30	3.40	3.40	3.50	3.51	3.61		
Grade VIII -----					2.96	3.08	3.34	3.46	3.44	3.56	3.55	3.67		
Grade IX -----					3.03	3.15	3.41	3.53	3.52	3.64	3.63	3.75		
Grade X -----					3.22	3.36	3.57	3.70	3.68	3.81	3.79	3.92		
Grade XI -----					3.38	3.52	3.73	3.87	3.85	3.99	3.97	4.11		
Grade XII -----					3.45	3.61	3.94	4.08	4.06	4.20	4.19	4.33		
Grade XIII -----					3.60	3.78	4.09	4.25	4.22	4.38	4.35	4.51		
Grade XIV -----					3.72	3.92	4.26	4.44	4.39	4.57	4.53	4.71		
Grade XV -----					-	-	4.40	4.60	4.54	4.74	4.68	4.88		
Code group	Groups rated out of regular rate range structure <sup>7</sup>													
A -----					\$3.54	\$3.68	\$4.22	\$4.36	\$4.35	\$4.49	\$4.48	\$4.62		
B -----					3.63	3.79	4.31	4.47	4.44	4.60	4.58	4.74		
C -----					3.74	3.92	4.42	4.60	4.56	4.74	4.70	4.88		
D -----					3.84	4.04	4.52	4.72	4.66	4.86	4.81	5.01		
E -----					3.75	4.07	4.48	4.80	4.62	4.94	4.77	5.09		
F -----					4.28	4.58	5.06	5.36	5.22	5.52	5.39	5.69		

See footnotes on next page.

Footnotes

<sup>1</sup> Daywork jobs are those paid on an hourly basis and are mostly nonproduction occupations. The 1961 agreements continued partial automatic progression from minimum to maximum in a grade as follows: Grade 1, after 30 days; grades 2 and 3, after 30 and 30 days; grades 4 through 7, after 30 and 60 days; and grades 8 through 10, after 30, 60, and 90 days. Progression for labor grades 11 through 14 was automatic to the mid-point of the rate range after 30 and 90 days with further progression to the maximum to be based on merit rating. The 1968 agreement continued partial automatic progression from minimum to maximum in a grade as follows: Grade 1, after 30 days; grades 2 and 3, after 30 and 60 days; grades 4 through 7, after 30 and 90 days; grades 8 through 11 after 30, 90, and 180 days. Progression for grades 12 through 15 was automatic to the mid-point of the rate-range after 30 and 120 days with further progression to the maximum to be based on merit range.

Rates shown for Oct. 2, 1961, and subsequent periods include 12 cents of the cost-of-living allowance existing prior to Oct. 2, 1961, which was incorporated into base rates. With this exception, cost-of-living allowances, while affecting earnings of employees on the payroll, did not change rate ranges and are not included in this table. Rate structures at the 2 California plants (Emeryville and Stockton) differ from those shown here.

<sup>2</sup> The UAW changed its name to the United Automobile, Aerospace and Agricultural Implement Workers of America on May 8, 1962.

<sup>3</sup> By 1955, the UAW represented all workers formerly represented by FE-UE.

<sup>4</sup> The wage differentials for dayworkers between groups 1 and 2 were eliminated by August 1955 (tables B and B-1).

<sup>5</sup> Includes additional increases effective Oct. 6, 1958, ranging from 4 to 8 cents for grades 10 through 14, as provided in the January 1959 contract.

<sup>6</sup> Rates shown for Oct. 5, 1964, and subsequent periods include 7 cents of the cost-of-living allowance existing prior to Oct. 5, 1964, which was incorporated into base wage rates. With this exception, cost-of-living allowances, and the 2-cents special supplement, while affecting earnings of employees on the payroll, did not change rate ranges and are not included in this table. Rate structures at the 2 California plants (Emeryville and Stockton) differ from those shown here.

<sup>7</sup> The rates were established in the Oct. 16, 1961, agreement that restructured previously existing jobs rated out of the regular rate structure. As of July 1967 only a small number of employees in the bargaining unit held jobs in code groups D, E, and F. Partial automatic progression from minimum to mid-point in all code groups was after 30 and an additional 90 days.

<sup>8</sup> Effective Oct. 16, 1967, the former labor grades 10 through 14 were revised upward 1 grade resulting in a newly established grade 15 at the top of the structure.

<sup>9</sup> Rates shown reflect incorporation of 21 of the existing 26-cent-an-hour cost-of-living allowance into basic rates as well as the 17-cent-an-hour general increase and the additional increases received by new labor grades 11 through 15 and code groups as shown in table A. Rate structures at the 2 California plants (San Leandro and Stockton) differ from those shown here.

Table C. Selected job classifications by labor grade, August 1951

Labor grade	Selected job classifications
United Electrical, Radio and Machine Workers	
I -----	Janitors; laborers, shop; operators, elevator.
II -----	Helpers, stockkeeper; laborers, foundry, shop; packers, carton; testers, castings; washers.
III -----	Helpers, heat-treater; operators, sand-cutting machine, floor-cleaning machine.
IV -----	Attendants, pattern-vaults; mixers, paint; operators, sand-or-shot-blast; packers, repair-parts; sawyers, rip.
V -----	Box makers; checkers, core, receiving material; inspectors (minor); repairmen, goggles; sawyers, swing.
VI -----	Attendants, pattern-vault; drivers, auto-truck; helpers, blacksmith, bricklayer, carpenter.
VII -----	Attendants, tool crib; bricklayers (minor); carpenters (minor).
VIII -----	Blacksmiths (minor); electricians (minor); operators, milling-machine, crane.
IX -----	Core maker, jobbing; grinders, toolroom (minor); saw filers; toolmakers (minor).
X -----	Beltmen; molders, bench; operators, radial-drill; painters, all-round.
XI -----	Bricklayers; carpenters; electricians, plant; machinists, repair; sheet metal workers.
XII -----	Blacksmiths; engineers, stationary; grinders, toolroom; inspectors, perishable-tool; operators, toolroom machine, all-round.
XIII -----	Inspectors, tool and gauge; machinists, all-round; operators, boring-machine; toolmakers.
XIV -----	Hardeners, tool and die.
International Union, United Automobile, Aircraft and Agricultural Implement Workers of America	
I -----	Helpers, stockkeeper, sawyer; janitors; laborers, shop; operators, freight-elevator; washers.
II -----	Assemblers, box; laborers, foundry; operators, baling-machine, chip-hopper, incinerator, multigraph.
III -----	Checkers, auto-truck salvage; laborers, foundry, shop; loaders, conveyor; operators, degreasing-tank, floor-cleaning machine (walking type), punch-press, wire-straightening and cutting machine; painter (foundry), production-spray, floor stripping machine.
IV -----	Assemblers, core; attendants, lubricating, lubrication-crib, pattern-vault, tool crib; cutters, oxygen and acetylene; operators, electric, bridge-crane, sand-or-shot-blast machine, sealing machine, wheelabrator; sawyers, rip.
V -----	Beltmen; checkers, core, service-parts, load and unload, car-dispatcher service parts, foundry, order-filler and packer; heat treater, production-work, springs; drivers, auto-truck, industrial truck shop mule, power floor cleaner, auto-truck end-of-the-line; operators, brake, bridge type crane, electrical travel monorail crane, drill press, magnoflux, scrap baler; sand cutting machine.
VI -----	Assemblers, special-rework; checkers, receiving material, service parts, material content, loading and shipping, perishable tool, gears; helpers, blacksmith, bricklayer, carpenter, electrician, machinist, millwright, mechanic; repairmen, motor assembly, chassis final; warehousemen.
VII -----	Assemblers, seats, experimental; carpenters, all-round (minor); repairmen, foundry equipment, auto-gas and electric truck, building facilities, process equipment assembler; stockmen, production, piston and sleeve, service parts; welders, electric spot, electric arc, gas, production parts.
VIII -----	Blacksmiths (minor); mechanics, experimental engineer, setup, experimental, industrial power engineer; operators, boring mill, gantry crane, drill press, punch press; plumbers and steamfitters (minor); repairmen, steam hammer (minor), salvage, electric motor, baler, refrigeration, truck frame.
IX -----	Assemblers, special, experimental, painter all-round, spray; repairmen, wheel tractor, motor assembly, chassis final, ICH injection pumps; toolmakers (minor).
X -----	Engineers, stationary, watch; molders, all-round; repairmen, foundry equipment, air tools; setup man, resistance welder, machine tool; splicers, cable and rope.
XI -----	Carpenters, all-round; grinders, external tool room, internal tool room, surface tool room; millwrights; plumbers and steamfitters; repairmen, steam hammer, welding equipment, salvage, sheet metal; welders, electric, arc, gas, production parts, research.

Table C. Selected job classifications by labor grade, August 1951—Continued

Labor grade	Selected job classifications—Continued
	International Union, United Automobile, Aircraft and Agricultural Implement Workers of America—Continued
XII -----	Blacksmiths; electricians, plant; engravers, tooling; inspectors, quality engineering, lay-out, perishable tool tear-down; mechanics, all-round.
XIII -----	Die makers, upset dies; model makers, experimental refrigeration; machinists, foundry-pattern, toolroom, experiment department; sheet-metal development workers; toolmakers; trouble shooters, perishable tools.
XIV -----	Hardeners, tool and die.

Table C-1. Selected job classifications by labor grade,<sup>1</sup> October 16, 1967

Labor grade	Job classification
1 -----	Janitors; laborers, shop.
2 -----	Checkers, departmental (minor); operators, freight-elevator; packers, service parts (minor); washers.
3 -----	Attendants, stock (assembly department); drivers, work-saver finger lift truck; helpers, stockman's (production); laborers, foundry (requiring tools and mechanical equipment), shop (heavy, rough); loaders, conveyor (general); operators, floor cleaning machine, transporter (high lift, walking type, power driven); warehouse men (general).
4 -----	Assemblers (minor); attendants, tool crib department (windowman); bench hands; checkers, departmental (major); groundmen, crane; laborers, foundry (heavy, rough); loaders, conveyor (durable sheet metal subject to damage), shipping dock; operators, sand or shot blast machine; packers, service parts (major); painters, dip; unloaders, stores department.
5 -----	Attendants, storeroom (production stores); checkers, core, service parts (minor); drivers, low level elevating-industrial truck (shop mule, tractor), power floor cleaner, wheel and crawler type tractor, Harvester thresher (end of assembly); heat treaters, production work (minor); inspectors, production work (minor); loaders, conveyor (durable sheet metal by production sequence); operators, crane (electric bridge, ground operated), crane-electric traveling mono-rail (foundry), mill-tumbling; order-fillers (major work); packers, domestic and export, export (prepack); repairmen, salvage materials, production parts; salvagemen, grey iron castings; stockkeepers, production parts; tenders, core oven; testers, hydraulic valves; washers and maskers, completed vehicles.
6 -----	Assemblers (major); checkers, receiving materials, loading and shipping; chippers, hand, electric and pneumatic; drivers, auto truck, industrial finger-lift and crane-type trucks, auto truck with boom attachment; helpers, carburizer's, electrician's, millwright's, plumber's and steamfitter's; oilers, plant and foundry; packers and checkers, service and shipping; sand-mixers, core sand; sanders, hand; stockkeepers, tools and supplies; stockmen, production; warehousemen (in charge).
7 -----	Attendants, tool crib department (in charge); benders, tubing (hand or hand operated equipment); drivers, semitractor type truck, industrial truck-gas or electric (molten metal-foundry); inspectors, production work (major, not requiring final decision), foundry castings; layout men, sheet metal; mixers, paint; operators, crane (bridge type-shop or yard), sand-blast hose; packers, export; painters, spray (finished production); patchers, core; pourers, molten metal; repairmen, ladle; verification men, stock status.
8 -----	Assemblers (major, requiring maximum accuracy); beltmen; checkers, gear-manufacturing department (minor), service parts (major); checkers and setters, gauge; operators, crane-electric traveling bridge (foundry), induction hardening machine; repairmen, chassis-assembly lines, cab and cowl (trim) (minor); stockkeepers, tools and supplies (in charge).
9 -----	Carburizers, gas furnace operators; heat treaters, production work (major); inspectors, production work (major, requiring final decision), performance test or final test (trucks and tractors), engine assembly; maintenance men, jig and fixture (machining departments); mechanics, repair (diesel and gasoline engine); operators, crane (crawler type, clam shell or Crane-Kar), grinders-perishable tools (medium); painters, all around maintenance (hand), spray (repair); repairmen, wheel tractor, chassis final, Harvester thresher and cornpicker (machine and attachments), motor and transmission sub-assembly, construction equipment (self propelled); reworkmen-crawler type tractor; salvagemen, production material; welders, production parts (minor).
10 -----	Operators, boiler, punch press (major); tenders, cupola; layout men, production work (minor); liners and repairmen, cupola; mechanics, construction equipment (major).
11 -----	Checkers, gear-manufacturing department (major); repairmen, air tools, paint mixers, and spray equipment; painters, all around maintenance (spray); setup men, sheet metal, bar and plate (shears, punch presses, forming rolls, brakes and special machines), machine tool (all around), forge shop (all around), arc or gas welding.
12 -----	Inspectors, product machine (initial setup) (hay baler or cotton picker assembly line run-in function inspector), statistical investigator and instructor; layout men, sheet metal (requiring development work); mechanics, setup-experimental engineering department, industrial engineering department only; operators, grinder—perishable tools (major), shaper (metal, toolroom); repairmen, foundry equipment (medium), (salvage material, production parts-major), cab and cowl (major); utility men, production work (not assembly); welders, production parts (major), setup and try out (arc or gas welding).
13 -----	Checkers, gear-manufacturing department (development and pre-production); inspectors, perishable tools; mechanics, experimental engineering department; operators, lathe hand engine all around (toolroom), grinder (toolroom, experimental engineering department), milling machine toolroom, experimental engineering, and machine repair; pyrometer tenders and maintenance men; repairmen, instrument and gauge, auto and gas electric trucks, tractors, switch engines, cranes, road graders, sweepers, gas electric portable equipment, transmission; setup men, automatic screw machine.

See footnotes at end of table.

Table C-1. Selected job classifications by labor grade,<sup>1</sup> October 16, 1967—Continued

Labor grade	Job classification—Continued
14 -----	Inspectors, experimental department only—layout inspection finished parts, layout (major); trouble shooters, perishable tools.
15 -----	Hardeners, tools, dies.
	Code group <sup>2</sup>
A -----	Bricklayers, all around; carpenters; machinists, toolroom or machine repair; millwrights; plumber and steamfitter; refrigeration service and repair men; repairmen (steam drop hammer), foundry (major), production heating and ventilating equipment; sheet metal workers, maintenance; welders, tool reclamation—gas-oxy-acetylene-low temperature, arc and/or gas-complicated maintenance work, gas or electric (tool or die) (toolroom only), research, arc and/or gas—experimental engineering department.
B -----	Blacksmiths; electricians, plant; engineers, stationary; repairmen, welding equipment.
C -----	Inspectors, tool and gauge; instrument men, maintenance and building; machinists, experimental department, foundry and pattern shop, toolroom or machine repair (machine tool builders); operators, boring machine (jig borer—toolroom, machine tool repair and experimental engineering department), boring mill (horizontal precision—Giddings and Lewis or Lucas types—toolroom, machine tool repair, experimental engineering department), mill (rotary head—tool and die—experimental engineering); sheet metal development workers, experimental models; tool and die makers.

<sup>1</sup> On Oct. 16, 1967, the former labor grades 10 through 14 were revised upward 1 grade creating a new grade 10 and a 15 labor grade structure.

<sup>2</sup> Code grouping were established in the agreement of Oct. 16, 1961, as a result of the restructure of several code jobs that existed in earlier agreements. Occupational titles were not available for code groups D, E, and F. As of July 1967, only a small number of employees in the bargaining unit held jobs in these 3 code groups.

Table D. Related wage practices<sup>1</sup>

Effective date	Provision	Applications, exceptions, and other related matters
Guaranteed Minimum Earnings for Piecework Employees		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Pieceworkers guaranteed occupational day-work rate. Occupational earning-rate guaranteed as soon as employee demonstrated ability to produce at required level.	"Piecework" jobs were those paid on an incentive basis and did not have rate ranges. Each piecework job had an occupational daywork rate and an occupational earning-rate. The occupational daywork rate was the hourly guarantee for experienced pieceworkers and was approximately 20 percent less than the occupational earning-rate. The occupational earning-rate was the rate that an experienced pieceworker was expected to earn when putting forth normal effort.
Nov. 6, 1950 (UAW). -----	Changed to: Rate not lower than 10 cents an hour below approximate occupational day-work rate.	Guarantee applicable for maximum period of 30 days for labor grades IV and lower; 60 days for labor grades V and above. After maximum period piecework employees to receive minimum occupational daywork rate.
Shift Premium Pay		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE). Jan. 16, 1959 (agreement of same date).	10 percent premium pay for work on second and third shifts. -----	Changes in wage rates negotiated in 1959 (including incorporation of 15-cent cost-of-living allowance into base rates), except for reclassifications of jobs to new labor grades, excluded in computing shift premium pay.
Overtime Pay		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Time and one-half for work in excess of 8 hours a day.	
Premium Pay for Saturday and Sunday Work		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Time and one-half for work performed on the first scheduled off-duty day; double time on the second off-duty day.	Time and one-half for Sunday work for employees on continuous operation when Sunday was part of 5-day workweek.

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday Pay		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Double time for work on 6 specified holidays. No payment for holidays not worked.	Holidays were: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. Employees in occupations requiring 7-day operations paid time and one-half when holidays fell on workday and double time for emergency work on holidays.
May 28, 1947 (FE-UE) and August 1947 <sup>2</sup> (UAW).	Changed to: 6 paid holidays, for which workers received 8 hours' straight-time pay, providing holiday fell on scheduled workday. Double time (total) for holidays worked.	Holidays same as above. To receive holiday pay, employee must have worked day prior to and day following holiday, unless excused.
September 1948 (UAW) and Sept. 18, 1950 (FE-UE).	Changed to: 8 hours' straight-time pay for 6 holidays whether holiday fell on scheduled or nonscheduled workday.	Holiday was December 24. Changed: To receive holiday pay, employee must have worked during workweek in which holiday was observed.
Sept. 16, 1955 (agreement of same date).	Added: 1 paid holiday (total 7).	Good Friday and the day after Thanksgiving Day.
Oct. 7, 1964 (agreement of same date).	Added: 2 paid holidays (total 9).	Added: An employee who did not work in a week in which a holiday was observed to receive holiday pay if he received at least 8 hours of pay for absence on each workday that was not a day on which a holiday was observed in that workweek (provided he did not receive benefits under the company's disability plan).
Feb. 12, 1968 (agreement dated Feb. 6, 1968).	Added: An employee to receive a Christmas bonus of \$25 (less withholding and social security tax deductions) if qualified for Christmas shutdown pay in the current year or vacation bonus.	Added: In lieu of first 1 cent of cost-of-living allowance above 11 cents that might have been payable Oct. 6, 1969, a Christmas shutdown was to be scheduled during the week in which the Christmas Day holiday was observed provided the employee (1) had 1 year of continuous vacation service on the Monday of the workweek in which the shutdown occurred, (2) had 500 compensated hours credit in current calendar year before the Monday of the workweek in which the shutdown occurred, and (3) was actively working on or after December 1 (employee on disability which began after December 1 and who received disability benefits for 1 or more days during shutdown to receive difference between disability benefits and shutdown pay). Employee required to work during shutdown on a day which is not a designated holiday to receive regular pay in addition to shutdown pay. Employee required to work on a designated shutdown day and who qualified for shutdown pay to be given an option of unpaid absence from work in the following workweek equal to time worked during shutdown. Employee was not eligible for a short week benefit under the SUB plan as a result of not being scheduled to work during the shutdown.
Dec. 23, 1968 (agreement dated Feb. 6, 1968).		
Paid Vacations		
1946 <sup>2</sup> (UAW) and Apr. 1946 (FE-UE).	1 week with pay after 1 and less than 5 years' continuous service; 2 weeks after 5 and less than 15 years; 3 weeks after 15 years or more.	Vacation pay determined by hourly rate or average hourly earnings during month prior to vacation period. Minimum of 120 full days of attendance during year required to be eligible for vacation.

See footnotes at end of table

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid Vacations—Continued		
May 28, 1947 (FE-UE) and August 1947 <sup>2</sup> (UAW). Nov. 6, 1950 (UAW) -----	----- Added: 1½ weeks after 3 and less than 5 years of continuous service.	Employee granted additional day of vacation if holiday fell on workday during vacation period. Vacation pay determination changed for pieceworkers to average piecework earning rate during first 4 of 6 weeks immediately preceding vacation and to include shift bonus when applicable. Attendance requirement changed to minimum of 960 hours during previous calendar year.
Nov. 15, 1952 (FE-UE) -----	Added: 1½ weeks after 3 and less than 5 years of continuous service.	Vacation pay determination changed for pieceworkers to average piecework earnings rate during first 4 of 6 weeks immediately preceding vacation and to include shift bonus when applicable. Attendance requirement changed to minimum of 960 hours during previous calendar year.
Sept. 16, 1955 (agreement of same date).	-----	Changed: Attendance requirement to minimum of 900 hours during previous calendar year.
Jan. 1, 1956 (by agreement of Sept. 16, 1955).	Added: ½ week (to 2½) after 10 but less than 15 years' continuous service.	Plant shutdown for vacation could be scheduled for first 2 weeks of August.
Jan. 16, 1959 (agreement of same date).	Added: 4th week of vacation after 25 years' continuous service.	Changed: Compensated hours (was hours worked) used to determine eligibility for vacation pay. Overtime hours and premium pay to be computed as straight-time hours, but hours compensated under SUB plan to be excluded.
Oct. 16, 1961 (agreement of same date).	-----	Scheduled hours, but no more than 40 hours a week used to determine eligibility for vacation pay for periods employee was absent because of occupational accident or disease and received workmen's compensation.
-----	-----	Changed: Plant shutdown for vacation could be scheduled for last 2 full weeks of July.
-----	-----	Changed: Employees with less than 900 compensated hours in eligibility year, to receive one-half vacation pay for 500 compensated hours and an additional 5 percent for each 40 compensated hours above 500.
-----	-----	For employees with 1 but less than 25 years of service, company increased all service related vacations by 1 week. That week was designated as paid absence allowance. (See Absence Allowance.) Employee could elect to use the week designated as paid absence allowance for additional vacation time.
Jan. 1, 1965 (agreement dated Oct. 7, 1964).	-----	For employees with 25 years or more of service, vacation remained the same at 4 weeks, but 1 additional week's pay was provided as paid absence allowance. (See Absence Allowance.)
-----	-----	Employee continued to have option of taking a fifth week of vacation pay or paid absence for such week. (See Absence Allowance.)
Jan. 1, 1968 (agreement dated Feb. 6, 1968).	Changed: Employee with 20 years of service or more to receive 4 weeks of vacation time with 5 weeks of pay.	Changed: Employee with 1 but less than 20 years of service could elect to use the week designated as paid absence allowance for paid vacation time. (See Absence Allowance.)
-----	-----	Employee with 20 years of continuous vacation service or more who retires in current year and who qualifies for vacation money in the ensuing year to receive paid absence allowance for such year.
-----	-----	Employee had to have at least 1 year of continuous service on or before July 1 of the current year and the required number of compensated hours for a vacation during the preceding calendar year.
July 1968 (agreement dated Feb. 6, 1968).	Added: Employee to receive \$75 vacation bonus (less withholding and social security tax deductions).	-----

See footnotes at end of table

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting Time		
<p>1946<sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).</p> <p>Nov. 6, 1950 (UAW) -----</p>	<p>Minimum of 2 hours' pay at average rate guaranteed employees not notified of lack of work.</p> <p>Increased to: Minimum of 4 hours' pay.</p>	<p>Not applicable when lack of work was caused by labor disputes or other conditions beyond control of management.</p>
Call-In Pay		
<p>1946<sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).</p> <p>Nov. 6, 1950 (UAW) -----</p>	<p>Minimum of 2 hours' call-in pay guaranteed at average hourly rate.</p> <p>Increased to: Minimum of 4 hours.</p>	<p>If emergency work did not require full 2 hours, employees paid for 2 hours and sent home or company could provide a minimum of 4 hours' work.</p>
Paid Absence Allowance		
<p>Jan. 1, 1965 (agreement dated Oct. 7, 1964).</p> <p>Jan. 1, 1968 (agreement dated Feb. 6, 1968).</p>	<p>Established: 40 hours of paid absence allowance provided employees who were eligible for vacation.</p>	<p>Parties designated 40 hours of employees vacation eligibility for use as paid absence allowance for those with 1 but less than 25 years of continuous vacation service. Employees could elect to use the 40 hours as scheduled vacation in lieu of paid absence allowance.</p> <p>Allowance could be used in units of 4 hours or more for excused absence because of (1) illness not covered by company disability plan, (2) personal business. Unused portion of allowance paid in final payroll period of calendar year.</p> <p>Employees with 25 years or more of continuous vacation service could elect to receive 1 additional week's vacation pay instead of paid absence allowance (total 5 weeks' pay, 4 weeks' vacation).</p> <p>Changed:</p> <p>Employee with 1 but less than 20 years of service could elect to use 40 hours of vacation eligibility as paid absence allowance. (See Paid Vacations.)</p> <p>Employee with 20 years of service or more could elect to use fifth week of vacation pay as paid absence allowance. (See Paid Vacations.)</p> <p>Added: A daywork employee temporarily assigned to work covered by a piecework classification or a higher rated daywork classification on the day before an excused absence, to receive pay determined by averaging all of his earnings for the week in which he was absent, excluding overtime and premium pay. If he performed no work during week, the last week worked before the week in which he was absent was used.</p> <p>Added: Paid absence allowance provided for employee with 20 years of continuous vacation service or more retiring in a current year if he qualified for vacation money for ensuing year.</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Jury Service		
<p>1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).</p> <p>Feb. 8, 1968 (agreement dated Feb. 6, 1968).</p>	<p>Employees required to serve on a jury compensated by company for difference between amount paid for service and regular pay.</p> <p>Added: Employee who was subpoenaed and who reported for witness service in a court of record compensated by company for difference between pay for witness fees and regular pay.</p>	
Paid Lunch Period		
<p>1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).</p>	<p>15-minute paid lunch period for employees on continuous shift operations.</p>	<p>Applicable where machine or equipment must shut down to permit a lunch period.</p>
Paid Personal Time		
<p>Oct. 16, 1961 (agreement of same date).</p> <p>Oct. 7, 1964 (agreement of same date).</p>	<p>Increased: Production employees provided 24 minutes' paid relief time per shift.</p> <p>Increased to: 36 minutes' paid relief time for production workers on conveyor lines and other operations where employee did not control work pace.</p>	<p>Existing policy included in agreement for first time. Applicable to production workers on conveyor lines.</p> <p>Company to determine other operations for which relief would be provided subject to union review.</p>
Bereavement Pay		
<p>Oct. 7, 1946 (agreement of same date).</p> <p>Feb. 8, 1968 (agreement dated Feb. 6, 1968).</p>	<p>Established: Up to 3 days' paid leave for employee attending funeral of member of immediate family.</p>	<p>Paid leave limited to 3 regularly scheduled workdays following day of death, excluding Saturday and Sunday.</p> <p>Immediate family defined as spouse, parent, parent of current spouse, child, brother, or sister.</p> <p>Added: Employee could be excused for up to 3 regularly scheduled workdays, not necessarily consecutive if funeral did not occur within 3 regularly scheduled workdays immediately after death.</p> <p>Added: To definition of immediate member of family, stepparent, stepparent of current spouse, stepchild, stepbrother, and step-sister.</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Down-Time Pay		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Average piecework earnings paid pieceworkers for first hour lost because of breakdown of machinery; occupational earning-rate paid for time in excess of 1 hour.	Employee who regularly ran more than 1 machine and was unable to operate full complement of machines allowed proportion of occupational earning-rate for machines not operating.
Nov. 6, 1950 (UAW) -----	-----	Employee assigned to another job because of a breakdown to receive actual piecework rate of that job but could elect to go home.
Feb. 8, 1968 (agreement dated Feb. 6, 1968).	-----	Added: Employee who encountered a breakdown in production on a no-price piecework operation which was part of his regular job and as a result was assigned another no-price piecework operation not part of his regular job or was directed to stand by or perform another assignment not on a piecework basis and who had established an average piecework earning rate equal to or higher than occupation earning rate, was paid the latter for that time involved. Under the same conditions as above, a newly hired piecework employee or an employee in a piecework classification who has not established an average piecework earning rate equal to or higher than his occupational earning rate was paid his occupational daywork rate for the time involved.
Special Service Pay		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Pieceworkers directed to perform special service to be paid average piecework earning-rate.	
Feb. 8, 1968 (agreement dated Feb. 6, 1968).	-----	Added: Special service pay applicable only to a pieceworker who was taken off his regular job to perform special service.
Faulty Materials Allowance		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Pieceworkers paid allowance for work with hard or oversized stock or when output was curtailed by tooling and equipment not functioning properly.	Allowance equaled average piecework earning-rate for time involved.
Safety Equipment		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	All safety equipment, the use of which was a condition of employment, furnished without cost.	

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health-Security Plan		
1946 (all plants) -----	No provision for employee insurance benefits contained in labor agreements.	
Apr. 15, 1946 -----	Group paid-up life insurance plan made available to employees with 6 months' service, providing from \$1,040 to \$2,080 of insurance, depending on earnings.	Not included in contract; established by the company Jan. 1, 1942. Employee contributions ranged from 30 to 60 cents a week. Additional \$1,000 nonoccupational accidental death benefit provided by company.
Nov. 1, 1946 (all plants) -----	Health insurance plan available to employees with 6 months' service providing: <u>Daily hospital benefits</u> , \$5 a day for maximum of 70 days for employees; \$4 a day for maximum of 31 days for dependents. <u>Special hospital benefits</u> , up to \$50 for employees; up to \$40 for dependents. <u>Surgical benefits</u> , maximum of \$150 for each period of disability for employees; maximum of \$120 for each period of disability for dependents. <u>Maternity benefits</u> , daily hospital benefits for 14 days. Special hospital benefits as above and surgical benefits up to \$100 for employees and total of \$40 for all expenses for dependents.	Not included in contracts.  Employee contributions ranged from 18 to 72 cents a week depending on number of dependents. Plan covered only: (a) Nonoccupational accidents, and (b) diseases not covered by workmen's compensation or occupational disease laws.
Nov. 3, 1947 (all plants) -----	Disability and dismemberment insurance made available to employees with 6 months' service. <u>Disability benefits</u> , \$12.50 to \$25 a week according to earnings, up to 52 weeks starting on sixth workday of absence caused by sickness and first day for nonoccupational accidents. <u>Dismemberment benefits</u> , from \$520 to \$2,080 according to extent of dismemberment and earnings. <u>Maternity benefits</u> , \$50 for all members of plan.	Not included in contract; established by company in 1908. Employee's contributions ranged from 20 to 40 cents a week depending on earnings for those protected by compensation laws and from 23 to 46 cents a week for those not so protected.
Jan. 1, 1948 (all plants) -----	Changed to: <u>Daily hospital benefits</u> , \$5.50 a day for employees; \$4.50 a day for dependents. <u>Special hospital benefits</u> , \$55 for employees; \$45 for dependents. <u>Maternity benefits</u> , \$45 to \$100 for dependents. <u>Group paid-up life insurance</u>	
July 1, 1950 (FE-UE) -----	Increased by: \$520 (\$1,560 to \$2,600).	Included in union contract. Eligibility requirement reduced to 3 months' service. Nonoccupational accidental death benefit increased to \$1,500 for UAW participants.
May 22, 1950 (UAW) -----	Increased by: \$720 (\$1,760 to \$2,800).	
July 1, 1950 (FE-UE) -----	Changed to: <u>Daily hospital benefits</u> , \$10 a day for employees; \$8 a day for dependents. <u>Special hospital benefits</u> , up to \$150 for employees; up to \$120 for dependents. <u>Surgical benefits</u> , up to \$250 for employees; up to \$200 for dependents. <u>Maternity benefits</u> , daily, special, and surgical benefits in effect for employees; \$67.50 to \$150 for dependents. Added: <u>Medical expense benefits</u> , \$5 times number of full days charged for board and room prior to surgical operation for maximum of 70 days for employees; \$4 times number of full days charged for board and room for maximum of 31 days for dependents.	Eligibility reduced to 3 months' service with no increase in employee contributions. Included in union contracts.

See footnotes at end of table

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health-Security Plan—Continued		
July 1, 1950 (UAW)	<p>Changed to: <u>Daily hospital benefits</u>, \$9 a day for employees; \$8 a day for dependents. <u>Special hospital benefits</u>, up to \$135 for employees; up to \$120 for dependents. <u>Surgical benefits</u>, up to \$250 for employees; up to \$200 for dependents. <u>Maternity benefits</u>, daily, special, and surgical benefits in effect for employees; \$67.50 to \$150 for dependents.</p> <p>Added: <u>Medical expense benefits</u>, \$5 times number of full days charged for board and room prior to surgical operation for maximum of 70 days for employees; \$4 times number of full days charged for board and room for maximum of 31 days for dependents.</p>	<p>Eligibility reduced to 3 months' service with no increase in employee contributions. Included in union contracts.</p>
July 1, 1950 (UAW and FE-UE)	<p>Changed to: <u>Disability benefits</u>, from \$27.50 to \$32.50 according to earnings. <u>Dismemberment benefits</u>, from \$1,040 to \$2,600 according to extent of dismemberment and earnings.</p>	<p>Eligibility requirement reduced to 3 months' service. Included in union contracts.</p>
Dec. 29, 1952, for UAW-CIO and Feb. 2, 1953, for FE-UE (by agreements of Nov. 21, 1952, and Jan. 20, 1953, respectively).	<p>Group term life insurance made available to employees with 3 months' service, providing for insurance approximately equal to an employee's annual earnings (ranging from \$2,000 to \$20,000).<sup>3</sup></p>	<p>Employees contributed 11.5 cents a week per \$1,000, with the balance of the cost paid by the company. During layoffs and furloughs, employees could continue the insurance for a period not exceeding 1 year by continuing to pay the required premiums. Employees totally and permanently disabled prior to age 60 and insured under the plan to have their life insurance remain in force as long as they remain disabled. This insurance, like other insurance, continued in force up to 1 year without payment of premium, for employees absent without pay because of disability.</p>
Dec. 29, 1952, for UAW-CIO and Feb. 2, 1953, for FE-UE (by agreements of Nov. 21, 1952, and Jan. 20, 1953, respectively).	<p>Added: Minimum \$1,200 life insurance established for retired employees with 25 years' service (15 years in case of disability retirement) who had continuously participated in the Group Life Insurance plan for 5 years immediately prior to retirement.</p>	<p>Total insurance coverage consisted of amount of accumulated paid-up insurance to date of retirement, plus such amount of term insurance as necessary to provide life insurance of \$1,200. Premium for term insurance paid by company.</p>
Dec. 29, 1952 (by agreement of Nov. 21, 1952, UAW-CIO).	<p>Changed to: <u>Daily hospital benefits</u>, \$10 per day for employees. <u>Special hospital benefits</u>, up to \$150 for employees. <u>Maternity benefits</u>, up to \$300 for surgical and medical care for dependents in connection with Caesarean operations. Added: <u>Diagnostic X-ray and laboratory expense benefits</u> for employees only (both in and out of hospital) up to \$25 for any one accident or disease.</p>	<p>At no additional cost to employees.</p>
Dec. 29, 1952, for UAW-CIO and Feb. 2, 1953, for FE-UE (by agreements of Nov. 21, 1952, and Jan. 20, 1953, respectively).	<p><u>Disability benefits</u>, maximum increased to \$42.50 a week, according to earnings.</p>	<p>Employee contributions ranged from 34 to 52 cents a week (depending upon earnings) for those protected by State compensation laws and from 39 to 60 cents a week for those not so protected.<sup>4</sup></p>
Feb. 2, 1953 (by agreement of Jan. 20, 1953, FE-UE).	<p><u>Group paid-up life insurance</u>:<sup>5</sup> Increased coverage by \$200 to a total of \$2,800.</p>	<p>At no additional cost to employees. Nonoccupational accidental death benefit, provided by company, increased by \$500 to a total of \$1,500.</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health-Security Plan—Continued		
Feb. 2, 1953 (by agreement of Jan. 20, 1953, FE-UE)—Continued	<p>Changed to: <u>Maternity benefits</u>, up to \$300 for surgical and medical care for dependents in connection with Caesarean operations.</p> <p>Added: <u>Diagnostic X-ray and laboratory expense benefits</u> for employees only (both in and out of hospital) up to \$25 for any one accident or disease.</p>	At no additional cost to employees.
Nov. 7, 1955 (by agreement of Sept. 16, 1955).	<p><u>Group term life insurance</u>:</p> <p>Added: Employees retired because of disability prior to age 60 could have insurance paid to them in 50 monthly installments. Upon death of disabled employee, beneficiary received unpaid balance in lump sum.</p> <p><u>Group Paid-up Life Insurance</u>:</p> <p>Changed: Minimum insurance for retired employees ranged from \$1,000 to \$1,800 depending on years of service.<sup>6</sup></p> <p>Dependents' benefits brought up to level of employees', and benefits for all persons covered by plan increased to:</p> <p><u>Daily hospital benefits</u>, full cost of semiprivate or ward accommodations for a maximum of 120 days or maximum of \$11 a day for private room.</p> <p><u>Special hospital benefits</u>, up to \$250 for all other expenses charged by hospital, plus 75 percent of expenses in excess of \$250; payable for a maximum of 120 days.</p> <p><u>Surgical benefits</u>, added cost of administering anesthetics by outside doctor, up to 20 percent of surgical allowance.</p> <p><u>Maternity benefits</u>, increased daily and special hospital benefits, as above.</p> <p><u>Medical expense benefits</u>, up to 120 days for treatments prior to and after surgical operation if rendered by another doctor.</p> <p>Changed to: <u>Disability benefits</u>, \$35 to \$70 a week, according to earnings, starting on eighth calendar day of illness or the first day of hospital confinement (whichever occurs first) and on first day for occupational or other type of accident.</p> <p><u>Dismemberment benefits</u>, of \$1,400 and \$2,800 according to extent of injury.</p> <p><u>Maternity benefits</u>, weekly disability benefits payable up to 6 weeks for any one pregnancy.</p>	<p>Years-of-service requirement eliminated. Accidental death benefit increased to \$2,800; benefit discontinued after retirement. Employee contributions ranged from \$0.43 to \$1.26 a week (\$1.85 to \$5.47 a month), depending on number of dependents.</p> <p>Added: Employee could continue health and welfare benefits<sup>7</sup> (other than maternity) upon retirement. Monthly contributions were \$3.70 for pensioner only; \$8.14 for pensioner and spouse.</p> <p>Employee contributions ranged from 45 to 91 cents a week (depending upon earnings) for those protected by State compensation laws as well as those not so protected.</p> <p>Benefits reduced by amount of any compensation received under workmen's compensation or occupational diseases laws.</p>
Jan. 26, 1959 <sup>8</sup> (agreement dated Jan. 16, 1959).	<p>Increased:</p> <p><u>Daily hospital benefits</u>: Private room maximum to amount most commonly charged for semiprivate accommodations.</p> <p><u>Special hospital benefits</u>: Maximum amounts eliminated.</p> <p>Changed: Diagnostic X-ray and laboratory expense benefits for any one disability to be reinstated after 1 year following last reimbursed charge for that disability.</p> <p>Added: <u>Ambulance service</u>, up to \$25 for service to or from hospital for confinement for any one accident or disease.</p>	<p>All services and supplies required in direct connection with treatment during hospitalization to be provided without limit.</p> <p>Benefits in effect for pensioners continued without change and to be available to future retirees.</p>
Mar. 19, 1959 (agreement dated Jan. 16, 1959).	Increased: <u>Disability benefits</u> to \$77 for those with regular weekly earnings of \$110 and over. <sup>9</sup>	Employee contributions for these workers increased to \$1.

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health-Security Plan—Continued		
Mar. 19, 1959 (agreement dated Jan. 16, 1959)—Continued		<p>As in past, earnings used to determine benefit group to exclude overtime, premium pay, and cost-of-living allowance. (Prior to Sept. 14, 1959, cost-of-living allowance of 5 cents or less included in earnings for this purpose.)</p> <p>Changed: Insurance continued for 8 weeks (was 60 days) during layoff if employee contributions continued.</p>
Jan. 1, 1962 (agreement of Oct. 16, 1961).	<p><u>Group paid-up life insurance</u> Increased: Minimum insurance for employee retired after effective date to \$1,100 to \$2,000 depending on years of service.<sup>10</sup></p> <p><u>Hospital, surgical, and medical benefits</u>—benefits for employees and their dependents—to be company paid.</p> <p>Increased: <u>Daily hospital, special hospital and medical expense benefits</u>, to maximum of 365 days.</p> <p>Changed: <u>Diagnostic X-ray and laboratory expense benefits</u>, up to \$50 per diagnosis; maximum of \$100 per calendar year.</p> <p>Increased: <u>Sickness and accident benefits</u>—\$42 to \$84 a week (was \$35 to \$77 based on weekly earnings).<sup>14</sup></p>	<p>Changed: Employee eligible the first of the month following completion of 1 month's service.</p> <p>Formerly company and employees each contributed to the cost of the plan.</p> <p>Changed: Employee eligible the first month following completion of 1 month's service.</p> <p>Changed: Coverage for dependents' recurrence of some disability available after 90-day waiting period (was 1 year).</p> <p>Changed: Free coverage to end of month in which layoff occurred. Additionally, company to pay full cost of hospital, surgical, medical insurance<sup>11</sup> for (1) laid-off employees and dependents for 1 month for each 4 weeks' supplemental unemployment benefits to which entitled at time of layoff, up to 12 months; (2) employee not covered under a SUB plan, who had at least 1 year's service at time of layoff, allowed 1 month for each 2 months of service up to 12 months' continued coverage; and (3) disabled employees and dependents for up to 12 months.</p> <p>Laid-off employees could continue insurance by paying full cost for any month, up to 12, for which employer was not required to pay.<sup>12</sup> Company can offset payments for laid-off employees against contributions to SUB fund.</p> <p>Increased: Pensioners' benefits to level of active employees except private room allowance, which remained at \$11 and no maternity coverage was provided.</p> <p>Added: Company to pay one-half of hospital-medical-surgical premium for retirees and their dependents:<sup>13</sup> Pensioners not covered by plan allowed to enroll at same cost as covered pensioners.</p> <p>Definition of pensioners' eligible dependents broadened to include unmarried children under age 19 insured at the time employee retired under the pension plan.</p> <p>Changed: Employee<sup>1</sup> eligible the first of the month following completion of 1 month's service.</p> <p>Employee contributions ranged from \$0.54 to \$1.09 a week, based on weekly earnings.<sup>14</sup></p>
Oct. 1, 1964 (agreement of Oct. 7, 1964).	<p><u>Group Paid-Up Life Insurance</u> Changed: Accidental Death and After-Retirement insurance previously provided by this Plan discontinued as of Sept. 30, 1964.</p>	<p>Accidental Death Benefit and After-Retirement coverage provided under Term Life Plan. Employee contribution amount not changed. Company no longer contributes to support of plan cost. Employees contribution pays for cost of employee's net term insurance amount with balance used to purchase paid-up insurance.</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health-Security Plan—Continued		
Oct. 1, 1964 (agreement of Oct. Oct. 7, 1964)—Continued	<p><u>Term Life Insurance</u>            Changed: To include accidental death and dismemberment benefits, and after age 65 retirement life insurance, at full company cost. Accidental death and dismemberment benefits equal to ½ employee's life insurance amount. After-retirement coverage at and after age 65, with (a) minimum 10 years of credited service in pension plan—\$1,500 to \$1,725, to (b) maximum 20 years or more of credited service in pension plan—\$1,500 to \$3,450.<sup>15</sup></p> <p>Increased: Life insurance amount depending on hourly rate before age 65—\$4,000 to \$11,500.</p> <p>Added: Survivor income benefit insurance, providing:  <u>Transition benefits</u>—\$100 a month, for up to 24 months, to eligible survivors of employees and of permanently and totally disabled pensioners (prior to date pensioner attained age 60) while insurance was in effect.</p>	<p>Formerly employees contributed \$0.23 to \$2.30 a week.</p> <p>Accidental Death and After-Retirement life coverage previously provided under the Group Paid-Up Life Plan.</p> <p>Dismemberment benefits were previously provided under the Disability Benefits Plan.</p> <p>Minimum of \$5,500 for employees at manufacturing operations, parts depots, and transfers, covered by main labor contract.</p> <p>Employee on layoff or leave of absence could continue coverage for up to 12 months following the month layoff or absence began by paying 50 cents per \$1,000 of insurance each month, beginning with the second month after layoff or leave.</p> <p>At and after age 65, life insurance reduced 2 percent per month until (1) for employee with 10 years in plan—face value decreased to 15 percent of insurance in effect on 65th birthday, plus, for each year over 10 years in plan, an additional 1½ percent of insurance in effect on 65th birthday to a maximum of 30 percent of face value at that age with 20 years or more credited service, and (2) for employees with less than 10 years in plan who continued in active service—face value decreased to \$500.</p> <p>Added. Life insurance to be continued as specified—employee totally and permanently disabled (1) at or after age 60, but before 65, with 10 years of credited service, to have contributions waived until age 65, and (2) prior to age 60, with 10 years or more in plan, (a) could receive insurance in 50 monthly installments if disability continued beyond 12 months, or (b) have contributions waived until age 65, and (3) if over age 60 with less than 10 years in plan, insurance continued and contributions waived for the lesser of (a) the duration of the disability, or (b) a period equal to employee's seniority. Employee over age 60 but prior to age 65, who (1) recovered from disability, but did not return to work before age 65, or (2) ceased work with at least 5 years in plan, including 60th birthday, allowed to continue life insurance (equal to unpaid installments, but not less than \$500) for (1) above by contributing 50 cents per \$1,000 of insurance per month.</p> <p>Benefits paid in addition to regular insurance. Eligible survivors included, in order of priority and succession, (1) widow, if married to deceased employee for at least 1 year immediately prior to employee's death, (2) widower, as long as there was an unmarried child of the deceased employee under age 21, dependent on him for principal support, or if widower was dependent on employee during the calendar year preceding employee's death and provided the employee's income during</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health-Security Plan—Continued		
<p>Oct. 1, 1964 (agreement of Oct. 7, 1964)—Continued</p>	<p><u>Bridge benefits</u>—an additional \$100 a month paid to eligible spouse of deceased employee, if spouse was between age 50 and 60 on date of employee's death, after termination of transition benefits, until the earlier of (1) remarriage, (2) age 62 or a lower age at which full Widow's or Widower's Insurance Benefits or Old Age and Survivors Insurance became payable under the Social Security Act, or (3) death.</p> <p><u>Total and permanent disability benefits:</u> To reflect increase in face value of life insurance in 50 monthly payments ranging from \$80 to \$230.<sup>15</sup></p> <p><u>Sickness and Accident benefits:</u> Increased: ranging from \$49 to \$120 a week for a maximum of 52 weeks, at company cost.<sup>15</sup></p>	<p>such year was 50 percent or more of their combined income, (3) any unmarried child under 21, of deceased employee, or (4) parent who received at least 50 percent of support from employee in year preceding employee's death.</p> <p>Not applicable to widows during months eligible for benefits under the Social Security Act for care of a child.</p> <p>Minimum rate of \$63 per week for employees at manufacturing operations, parts depots, and transfers who are covered by the main labor contract.</p> <p>Redefined: New benefit period available if disability recurred more than 3 consecutive months after employee recovered and returned to work for at least 1 day during such 3 months.</p> <p>The dismemberment benefits coverage previously provided by this plan was not restated in the disability benefits section of the Oct. 7, 1964, agreement and therefore was deemed discontinued under the Sickness and Accident Benefit Plan as of Sept. 30, 1964. However, dismemberment benefits were included in the term life insurance package as of Oct. 1, 1964.</p>
<p>Jan. 1, 1965 (agreement of Oct. 7, 1964).</p>	<p>Changed:</p> <p><u>Hospital-medical-surgical</u></p> <p>Established: <u>Emergency first aid</u>—services of a physician when necessary, for nonoccupational accidental injury if provided within 24 hours of injury reimbursed up to \$15.</p>	<p>Added to: Definition of dependent, (1) continuation dependent—children, who were not married and resided with and depended on employee for over one-half their support who (a) were 25 years of age and under, or (b) at any age, were totally and permanently disabled. Employee to pay premium for child covered under (a) until Oct. 1, 1966, thereafter company to assume cost of coverage;<sup>16</sup> (2) sponsored dependent—any person who depended on employee for more than one-half his support who was related by blood or marriage or resided in employee's household. Employee to pay full cost of coverage,<sup>17</sup> which was limited to 120 days (where others received 365 days) and excluded maternity and and obstetrical benefits.</p> <p>Added: Company to pay cost of hospital-medical benefits for employee ineligible for benefits under pension plan, and their dependents, whose employment was terminated, except for discharge for cause, at age 65 or older; private room allowance limited to \$11. Coverage not available for special dependents.</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health-Security Plan—Continued		
Jan. 1, 1965 (agreement of Oct. 7, 1964)—Continued		<p>Surviving spouse of active employee could continue insurance for the period transition and bridge benefits were received or as long as bridge benefits were not payable because survivor was eligible for Mother's Insurance Benefits under the Social Security Act or while receiving widow's benefits under company pension plan.<sup>18</sup></p> <p>Surviving spouse of pensioners or former employees whose employment was terminated at age 65 or older, except for discharge for cause, but who were ineligible for pension benefits could continue insurance for life by paying full cost each month.<sup>18</sup></p> <p>Added: Laid-off employees allowed to continue hospital-medical-surgical coverage for an additional 12 months after free coverage terminated. When premium payment was required for continued coverage, the initial premium charge applied up to the first 13 months of layoff; thereafter, the full premium charge applied for the balance of the additional 12-month period.<sup>18</sup></p>
Jan. 1, 1966 (agreement of Oct. 7, 1964).	<p>Changed: <u>Surgical and medical expense benefits</u>—to payment of reasonable and customary charges for covered services for employees with an annual income under \$7,500.<sup>19</sup></p> <p>Changed: <u>Radiological therapeutic services, consultation services and technical surgical assistance</u>—subject to a deductible of \$5 or 10 percent of the fee charged, whichever was greater, with a 12-month maximum of \$25 to \$75 depending on employees income class.<sup>19</sup></p>	<p>Maximum fees for employees with annual income over \$7,500 was to be the same as those with an annual income in classification C.<sup>19</sup></p> <p>Added: Deductible did not apply to in-hospital charges.</p>
May 1, 1966 (agreement dated Oct. 7, 1964).		<p>Added: Option to select alternate plan offered to employees in the San Francisco Bay area, including Sacramento. Approximately 12 percent of eligible employees subscribed for coverage under the Kaiser Foundation Health Plan.</p>
July 1, 1966 (agreement dated Oct. 7, 1964).	<p>Integrated: Hospital-medical-surgical coverage for persons age 65 or over, with Federal Medicare plan. Employee premium rates were adjusted.<sup>17</sup></p>	
Oct. 1, 1966 (agreement dated Oct. 7, 1964).	<p>Added: <u>Hospitalization (room and board)</u>—convalescent care: Full coverage for up to 730 days for each continuous period of confinement in an "approved convalescent facility."</p> <p>Added: <u>Medical care</u>—convalescent care: up to 365 medical visits for each continuous period of confinement in an "approved convalescent facility."</p> <p>Added: <u>Outpatient benefits</u>—up to \$400 per person per year (including maximum of \$38.25 for psychological testing) for psychotherapeutic services in an "approved outpatient psychiatric facility" and psychiatric care benefits in a physician's office with fee based on deductible arrangement.</p>	<p>Up to 90 days care provided for nervous and mental conditions.</p> <p>1 day of hospital confinement counted as 2 days of confinement in an "approved facility." Full benefits reinstated 90 days after last day of confinement.</p> <p>Up to 45 medical visits provided for nervous and mental conditions.</p> <p>One in hospital medical visit counted as 2 visits at an "approved facility." Full benefits reinstated 90 days after last day of confinement.</p> <p>Up to 90 nights of night care treatment in a night care center, not to be included in maximum benefit. Maximum duration of benefits reinstated 90 days after last day of confinement.</p> <p>Changed: Continuation dependents to regular dependent; separate premium no longer required.</p> <p>Added: Sponsored dependents were not eligible for outpatient, psychotherapeutic, and convalescent home services.</p>

See footnotes at end of table

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health-Security Plan—Continued		
Oct. 1, 1966 (agreement dated Oct. 7, 1964)—Continued	<p>Changed: <u>Surgical and medical expense benefits</u>—<u>Obstetrical services</u>—payment of reasonable and customary charges for prenatal and postnatal care.</p> <p>Eliminated: <u>Radiological therapeutic services, consultation services and technical surgical assistance</u>—deductible provisions when services were provided hospitalized employees.</p>	Obstetrical services to be provided when needed (even if before 270 days of plan membership).
Jan. 1, 1967 (agreement of Oct. 7, 1964).		Added: Outpatient, psychotherapeutic, and convalescent home services and obstetrical services benefits effective Oct. 1, 1966 applicable to surviving spouses. Premium rates adjusted. <sup>18</sup>
Feb. 1, 1968 (agreement dated Feb. 6, 1968).		Eliminated: The previous income class limitations used in determining hospital-surgical-medical benefits.
		Added: Option to select alternate plan (Union Health Service Plan) offered to employees in plants in the Chicago area.
	Insurance for retirees -----	Increased: The employee-paid monthly premium when required for the continuation of hospital-surgical-medical coverage (required only for certain periods of absence from active work such as layoff or leave of absence). <sup>20</sup> Changed: Employee who terminated employment after age 65 and who was not eligible for a pension and pensioned retirees (not including those entitled to or who received a defer red pension) received coverage for Health-Security plan benefits, excluding prescribed drugs.
	Increased: <u>Surgical benefits</u> —postoperative care period was extended to 30 days.	
	Increased: <u>Medical expense benefits</u> —doctor's visits maximum to 208 (26 for mental or nervous disorder) during any 1 period of disability when confined to an approved convalescent facility.	Maximum of 2 visits per week.
	Eliminated: <u>Emergency first aid</u> —requirement that treatment be performed within 24 hours of injury.	
	Changed: <u>Surgical assistance benefits</u> —no payment was made, except under special circumstances, if reasonable and customary charge for a surgical or obstetrical procedure was less than \$125.	
	Added: <u>Maternity benefits</u> —payment for a pregnancy that began before coverage for prenatal and postnatal care payable based on an itemized statement for each visit to doctor's office or other necessary prenatal care. If an itemized expense statement was not submitted, payment was based on a schedule. <sup>21</sup>	In any situation where a physician's charges were not itemized by date and amount, the maximum total payment for postnatal care was \$5.
Feb. 6, 1968 (agreement of same date).	<p>Increased: <u>Supplemental survivors benefits; Transition benefits</u>—to \$150 a month (maximum 24 months) for survivors of an employee who was at work on or after Feb. 6, 1968.</p> <p><u>Bridge benefits</u>—\$150 a month for survivors of an employee who was at work on or after Feb. 6, 1968.</p>	Added: Definition of survivor included an unmarried dependent child who resided with employee and who was (1) age 21 but less than 25 or (2) age 21 or more and totally and permanently disabled.

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health-Security Plan—Continued		
Feb. 6, 1968 (agreement of same date)—Continued	<p>Increased: <u>Total and permanent disability benefits</u>—to reflect increase in face value of life insurance for employees whose base hourly rate was \$5.40 or more.<sup>22</sup></p> <p>Increased: <u>Term life insurance</u>—maximum amount of life insurance for those whose base hourly rate was \$5.40 or more (applied to employee coverage and after-retirement coverage at or after age 65).<sup>22</sup></p> <p>Increased: <u>Weekly disability benefits</u>—by \$3 to \$5, depending on base hourly rate, for employees with base rate of less than \$5.40, and maximum for employees whose base hourly rate was \$5.40 or more.<sup>23</sup></p> <p>Added: <u>Monthly long-term disability benefit</u>—an employee whose disability began after Sept. 30, 1967, and who exhausted his weekly disability benefits to receive an amount equal to approximately 50 percent of the monthly equivalent of the employee's base earnings (including any cost-of-living allowance) at the midpoint of his insurance class at the time his disability began.<sup>23</sup> The employee had to be disabled when the weekly benefits expired and continuously thereafter. The benefits were payable for 1 year or the number of months which the employee's full months of seniority at the beginning of the disability exceeded 12, whichever was greater, but in no case beyond the date of death, the end of the month in which he reached age 65, or the time at which he was no longer totally disabled.</p> <p>Added: <u>Layoff disability benefit</u>—an employee who was laid off on or after Feb. 5, 1968, and who became disabled while SUB credit units remained and ineligible for unemployment benefits to receive an amount as computed for a weekly disability benefit.<sup>23</sup></p>	<p>Changed: For employee who remained employed after age 65 who had less than 10 years' credited service—reduced life insurance continued until employment terminated or until end of 25 months of continuous layoff. The benefit was to be reduced for any primary disability insurance benefit receivable under social security for the same period. For the purpose of such a reduction, 1 monthly benefit was equal to 4.33 weekly benefits.</p> <p>Added: The benefit was available to a disabled employee on the day after an outpatient surgical procedure of \$25 or more.</p> <p>Payments were reduced by: Noncontributory pension plan benefits, primary social security, workmen's compensation, and State or other governmental plans (excluding veteran's pension). If payments were made on a weekly basis, the monthly equivalent was 4.33 weekly benefits for the purpose of the above reductions.</p> <p>Payments were reduced by any disability benefits received under a plan financed by another employer or any disability benefits receivable under social security. A monthly benefit was equal to 4.33 weekly benefits for the purpose of a reduction.</p>
Mar. 1, 1968 (agreement dated Feb. 6, 1968).	<p><u>Hospital-surgical-medical plan.</u></p>	<p>Added: Company to provide Health-Security plan coverage (excluding prescription drug benefits) to any surviving spouse (including children who would have been eligible through the employee or retiree had he not died) (a) receiving a pension benefit (excluding the surviving spouse of a former employee who was receiving a deferred pension), (b) of a deceased retired employee (excluding the surviving spouse of a former employer receiving a deferred pension) who was receiving a pension benefit at the time of his death, and (c) of a deceased employee whose employment terminated after age 65 (except if discharged for cause) with insufficient credited service to entitle him to a pension benefit. After age 65, the free coverage was contingent upon the eligible spouse's full participation in Medicare.</p> <p>Added: Company agreed to reimburse pensioners, their spouses, and surviving spouses receiving pensions (except for deferred pensioners or their spouses) for the \$3 monthly cost of Medicare. The company also agreed to pay any active employee over age 65 his \$3 Medicare premium upon application. In all cases where the company paid the \$3 bene-</p>

See footnotes of end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health-Security Plan—Continued		
<p>Mar. 1, 1968 (agreement dated Feb. 6, 1968)—Continued            Oct. 1, 1969 (agreement dated Feb. 6, 1968).</p>	<p><u>Added: Prescription drug benefits</u><sup>24</sup>            Benefits were provided to an employee or his dependents for disease or injury if they were not provided under any other part of the Health-Security Plan (to the extent that each prescription or refill exceeded \$2) as follows: (1) the actual charge (acquisition cost plus dispensing fee) by a participating provider;<sup>25</sup> (2) 75 percent of the reasonable and customary charge of a nonparticipating provider located in a metropolitan area or such greater area used for determining reasonable and customary charge; or (3) 100 percent of the reasonable and customary charge not exceeding actual charge if provider located outside of participating provider area or by a physician. Under (2) and (3) above, an employee could not submit a claim for himself or his dependents that was not at least \$15. The \$15 minimum could be waived if payment was made to a nonparticipating provider who entered into an agreement with the company for a periodic voucher payment of prescription drug charges.</p>	<p>fits payable under the company plans were reduced by those payable under Medicare. Payments were not made for the administration of prescription drugs and injectible insulin; any charge for contraceptive medication, even if it is prescription drug, and contraceptive devices; therapeutic devices and appliances, hypodermic needles, syringes, bandages, and similar supplies; support garments and all other items which are not prescription drugs; charges for more than a 34-day supply of any prescription drug, except that benefits were to be provided for 100-unit doses (in tablet or capsule form) of a natural thyroid product, a digitalis preparation, or nitroglycerine or other drugs which the employer or insurance company in the future may qualify for 100-unit doses; charges for any prescription refill in excess of the number specified by the physician or any refill dispensed after 1 year from the date of the latest physician's order (necessary refills were covered but the employer or the insurance company reserved the right when the physician did not specify number of refills, to require a new doctor's prescription when the number of refills appeared excessive); and charges for medications furnished on an inpatient basis and covered under the terms of any other group prepayment plan, whether or not such a plan was on a provision of service or indemnity basis.</p> <p>Increased: Employee-paid monthly premium when required for the continuation of hospital-surgical-medical-drug coverage (required only for certain periods of absence from active work such as layoff or leave of absence).<sup>20</sup></p>
Pensions		
<p>Apr. 15, 1946<sup>26</sup> -----            July 1, 1950 (FE-UE and UAW) ----</p>	<p>Noncontributory retirement plan established for production and salaried employees to provide pensions at 65 or older after 10 years of continuous service.  <u>Flat rate pension</u>, \$100 a month including statutory benefits and benefits accruing under other company pension plans, to employees retiring at 65 with 25 years of service. Employees age 65 or older with 10 years or employees age 60 with 25 years of service to receive reduced pensions.  <u>Disability retirement</u>, \$50 a month minimum provided employees totally and permanently disabled after age 55 with 15 years of continuous service; sum to include benefits from any other company plans and all statutory benefits, except compensation for service-connected disability.</p>	<p>No provision for pension plan contained in labor agreements.            Included in union contract.            Future crediting of service for eligibility based on 1,600 hours of annual employment. Normal age of retirement was 65. Effective (FE-UE) July 1, 1951, and (UAW) Jan. 1, 1952, automatic age of retirement was 68 if employee had 10 years or more of credited service. Entire cost borne by company.</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pensions—Continued		
July 1, 1950 (FE-UE)-----	<p>Contributory plan established to provide retirement annuities at age 65.</p> <p>Employees contributed 3 percent on first \$3,000 of annual earnings and 6 percent in excess of \$3,000. Annuity provided each year equal to 1/3 of employee's contribution. Annuity vested after 15 years of continuous service. Death benefit available at or after age 55. Annuities payable for 10 years certain.</p> <p><u>Minimum pensions</u>, \$100 a month including statutory benefits, annuity purchased by company contributions and benefits accruing under other company pension plans, to employees at 65 with 25 years of service. Employees age 65 or older with 10 years of service or employees age 60 with 25 years of service received reduced pension.</p> <p><u>Disability retirement</u>, \$50 a month minimum to employees totally and permanently disabled at or after age 55 with 15 years of continuous service; sum to include benefits from annuity plan and any other company pension plan. Social security benefits deducted when employee attained age 65.</p> <p>Changed: Contributory plan superseded by noncontributory plan for employees—in bargaining units represented by union—who had previously elected the contributory plan.<sup>28</sup> Minimum pension provision of contributory plan no longer applicable to employees who had previously participated in the contributory plan, but annuities to be paid to these participants upon retirement in accordance with terms of group annuity plan.</p> <p><u>Normal retirement</u>: Benefits for employees age 65 or older after 10 years of credited service to be \$2.25 a month for each year of credited service, supplemented by Federal social security benefits.</p> <p><u>Early retirement</u>: Employees between ages 60 and 65 with 10 or more years of credited service retiring at own option could elect (a) deferment of normal retirement benefits until age 65 for each year of credited service at time of early retirement or (b) an immediate annuity reduced by 0.6 percent for each month under age 65 at time of early retirement.</p> <p><u>Disability retirement</u>: \$4.50 a month for each year of credited service less statutory benefits, for totally disabled employees under age 65 with at least 15 years of service. Reduced to \$2.25 a month for each year of service when Federal social security benefits become payable.</p> <p>Added: <u>Vested rights</u>: Employees breaking continuity of service on or after Sept. 1, 1955, and age 40 or over with at least 10 years of credited service received deferred monthly benefits at age 65 based on \$2.25 a month for each year of credited service between January 1 of year in which they reach age 30 and date of termination.</p>	<p>FE-UE local unions given option to choose Non-contributory Retirement Plan or Contributory Annuity Plan.<sup>27</sup></p> <p>Annuities payable in an amount equal to 10 times the annual rate. Should the pensioner die during the 10-year period, the beneficiary could receive the balance.</p> <p>Effective Jan. 1, 1956, amount of employment required to receive credit for a full year of employment increased to 1,700 hours.</p> <p>New benefits to be added to pensions of employees retired on or after Mar. 15, 1950.</p> <p>Effective Sept. 1, 1955, an employee who reached the automatic retirement age (68) with more than 5 but less than 10 years of credited service received a monthly pension of \$22.50. No service beyond age 68 credited, except that employees actively employed on Sept. 1, 1955, permitted to accumulate service credits beyond age 68 for a maximum of 5 years. Employees could continue employment after automatic retirement age only at company option.</p> <p>Employee disabled between Mar. 15, 1950, and Sept. 1, 1955, eligible for pension upon reaching age 50 (formerly age 55).</p>
Sept. 1, 1955 (agreement dated Sept. 16, 1955).		

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pensions—Continued		
Sept. 1, 1955 (agreement dated Sept. 16, 1955) —Continued	Option to continue retirement benefits to spouse could be elected at time of early or normal retirement. On disability retirement, option could be elected at time Federal social security benefits become payable.	Amount of retirement benefit reduced to actuarial equivalent based on age of employee and spouse at time election was made. Retirement benefit could be: (a) A level monthly payment as long as pensioner or spouse live, or (b) level monthly payments as long as pensioner and spouse live but receded one-third upon death of either pensioner or spouse.
July 1, 1957 (supplement) agreement dated Aug. 20, 1957).		Eliminated: Minimum age requirement (50 years) for disability retirement for employees retiring after Sept. 1, 1955, who were at work after Sept. 1, 1954, and receiving weekly disability benefits on Sept. 1, 1955.
Oct. 1, 1958 (agreement dated Jan. 16, 1959).	<p>Noncontributory retirement plan revised.<sup>29</sup></p> <p>Increased: <u>Normal retirement benefits</u> to \$2.50 a month for each year of credited service to supplement primary Federal social security benefits.</p> <p><u>Disability retirement benefits</u> continued to be twice normal benefits.</p> <p><u>Vested rights benefits</u> continued to be the same as normal retirement benefits.</p>	<p>Pensions for period beginning Sept. 1, 1955, if employee retired on or after Mar. 15, 1950, to be increased to amounts provided by new agreement.<sup>30</sup></p> <p>Benefits to employees automatically retired at age 68 with more than 5 but less than 10 years of credited service increased to \$25 monthly.</p> <p>Reduced to normal retirement benefits when employee became eligible for Federal social security benefits.</p> <p>Increase not applicable to employees leaving company prior to Feb. 1, 1959.</p>
Jan. 1, 1962 (agreement of Oct. 16, 1961).	<p>Increased: <u>Normal monthly retirement benefits</u> to \$2.80 a month for each year of credited service. Benefits in addition to Federal social security benefits.</p> <p><u>Early retirement benefits</u>— for retirement under mutually satisfactory conditions, continued to be twice normal retirement benefits up to age 65. For retirement at own option employee could, in lieu of a reduced immediate monthly benefit, elect (1) from retirement to age 62—amount of reduced immediate monthly benefit (or further reduced amount if employee elected survivors' option) plus \$96 reduced by 0.6 percent for each month employee was under 62 at date of early retirement, and (2) from age 62—amount of (1) above less \$96. Option not available if benefit was less than \$15 per month.</p> <p><u>Total and permanent disability benefits</u>— continued to be twice normal retirement benefits, until employee became eligible for Federal social security benefits. Service requirement reduced to 10 years (was 15 years) for employees disabled on or after Oct. 1, 1961.</p> <p><u>Automatic retirement benefits</u> for employees at age 68 with more than 5 but less than 10 years of credited service, retiring on or after Jan. 1, 1962, increased to \$28 a month (was \$25).</p> <p><u>Vested rights</u>—deferred benefits per year of service continued to be same as normal retirement benefits.</p> <p>Added: <u>Survivors' option</u>—providing reduced benefits to employee and spouse. Employee benefit to equal (1) if employee and spouse were the same age—90 percent of benefit employee would have received: (2) if spouse was older than employee—90 percent plus 0.5 percent for each 12 months spouse's</p>	<p>Applicable to employee retiring on or after Jan. 1, 1962. In effect: Year of credited service to equal 1,700 compensated hours or more. Proportionate credit, to nearest 1/10 of a year, given employee with less than 1,700 hours.</p> <p>Changed: An employee with 10 years of continuous service, who reached age 60 while on an approved leave of absence or layoff, was eligible for an early retirement benefit at that age or a normal benefit at age 65.</p> <p>Added: Service prior to age 30 to be credited in computing benefit. Actuarially reduced benefits payable at age 60.</p> <p>Election available to employee eligible for normal, early, automatic, disability, or deferred pension. Employee required to make election at time of application for pension, or, at age 65, if receiving disability pension. Employee could designate (1) wife if they had been married for 1 year of more prior to election of option, or (2) husband if they had</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pensions—Continued		
Jan. 1, 1962 (agreement of Oct. 16, 1961)—Continued	age exceeded that of employee, and (3) if employee was older than spouse—90 percent minus 0.5 percent for each 12 months spouse's age was less than that of employee. Spouse's benefit to begin after employee's death and to equal 50 percent of employee's reduced benefit.	been married for 1 year prior to election of option and if employee's income was over half the total income of both. Election revoked if employee or spouse died before effective date of election.
Oct. 1, 1964 (agreement of Oct. 7, 1964).	Added: <u>Early retirement eligibility</u> —(1) for regular early retirement—employees between ages 55 and 60, at own option if age plus years of service totaled 85, and (2) for special early retirement—employees between ages 55 and 60, with 10 years of service, at company option or under mutually satisfactory conditions.	
Jan. 1, 1965 (agreement of Oct. 7, 1964).	Increased: <u>Normal monthly retirement benefits</u> —by \$1.45 a month per year of service, providing benefits as follows: Employee retired with benefits payable beginning (1) after Aug. 31, 1955, but before Oct. 1, 1961, \$3.95 for each year of credited service; and (2) after Sept. 30, 1961, \$4.25 for each year of credited service.	
	<u>Early retirement benefits at company option or under mutually satisfactory conditions or for total and permanent disability</u> —by \$2.90, for employees retired with benefit payable beginning (1) after Jan. 31, 1959 (after Aug. 31, 1955, for total and permanent disability) but before Oct. 1, 1961, to \$7.90 for each year of credited service; and (2) for employees who retired after Sept. 30, 1961, but before Oct. 1, 1964, to \$8.50 for each year of credited service. Employees who retired on or after Oct. 1, 1964, were to receive \$4.25 for each year of credited service, plus a temporary benefit of \$5.20 for each year of credited service up to 25 years (maximum \$130 a month).	Eliminated: Minimum age requirement for employees permanently and totally disabled on or after Oct. 1, 1964. Benefits payable until age 65 or prior date at which employee became or could have become eligible for unreduced social security benefits for age or disability at which time benefits were redetermined to one-half of previous amounts received.
	<u>Early retirement benefits at own option</u> —for employees who retired after Sept. 30, 1964, (1) benefits for months before Jan. 1, 1965, to \$2.80 a month per year of credited service, reduced by 0.6 percent for each month employee was under age 65 when pension began; and (2) benefits for months after Dec. 31, 1964, to \$4.25 a month per year of credited service reduced by schedule for each year under age 62. <sup>31</sup>	Benefits not reduced at age 62 or later. Employee with at least 10 years of credited service discharged for cause after Jan. 16, 1959, but before Oct. 1, 1964, between ages 60 and 65 to receive benefits provided employee retired at own option. Added: Employee who broke service (except by death or retirement) after Sept. 30, 1964, between ages 55 and 60, and whose age plus service totaled 85 or more, to receive benefits provided employee retired at own option.
	<u>Automatic retirement benefits</u> (for certain eligible employees retiring at age 68 or older with 5 but less than 10 years of credited service)—(1) prior to Sept. 1, 1961, to \$39.50 for each year of credited service; and (2) after Aug. 31, 1961, to \$42.50 for each year of credited service.	
	<u>Vested rights</u> —deferred benefits per year of service to continue to be same as normal retirement benefits reduced by 0.6 percent for each month under age 65, minimum age, 60.	Eliminated: Minimum age requirement for employee who lost seniority after Oct. 1, 1964.
	Increased: <u>Survivor's option</u> —to 55 percent of employees reduced benefits for surviving spouse.	Applicable to elections made after Sept. 30, 1964. Benefit for spouse of retired employee who died before Jan. 1, 1965, and who

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pensions—Continued		
<p>Jan. 1, 1965 (agreement of Oct. 7, 1964)—Continued</p>	<p>Added: <u>Automatic Survivor benefits</u> available to surviving spouse, if deceased employee (1) died after Sept. 30, 1964, but before payment of pension benefits was due; (2) was at least age 60 with 10 years of service (or age 55 if age plus service years equaled 85 or more); and (3) would have been eligible to elect survivor option if he had retired on day of his death. Payments to begin after termination of bridge and transition benefits.</p>	<p>made election effective before Oct. 1, 1964, to be increased to 50 percent of the reduced benefits that would have been payable if new benefits were in effect at time of retirement. Changed: Employee receiving disability pension required to make election of survivor option during month prior to reaching age 60. Employee age 60 but under 65 on Oct. 1, 1964, required to elect survivor option before the earlier of Jan. 1, 1965, or age 65.</p>
<p>Oct. 1, 1965 (agreement of Oct. 7, 1964).</p>	<p>Added: <u>Supplemental Allowance</u> for employees retiring early or because of total and permanent disability after Sept. 30, 1965, and meeting eligibility requirements described above, to bring total benefits, including early retirement or disability pensions, to \$400 (1) reduced, for retirement after age 60, by \$13.33 for each year of credited service under 30; and (2) further reduced for retirement before age 60 by multiplying the amount payable for specified years of service in (1) above by a factor of 60 over the number of months the employee was under age 65 at retirement.</p>	<p>Benefits payable until age 65. Employee required to apply for benefits within 2 years of last day worked. Total monthly benefits not to exceed 70 percent of employee's final base pay including cost-of-living allowance. Benefit of employee who retired at own option, and who became eligible for unreduced social security payments before age 65, reduced by \$5.20 per year of service (maximum of \$130). Future supplemental allowance payments to be forfeited by retiree earning more than the amount permitted without reduction of benefits under social security (\$1,200 prior to Jan. 1, 1966; \$1,500 thereafter) in any calendar year. In computing amount of supplemental allowance, employees' pension to include the \$5.20 per year temporary benefit payable for early retirement at company's option or under mutually satisfactory conditions and for total and permanent disability, whether or not retirees were eligible for these benefits. In computing supplemental allowance for employees electing survivor's option, workers were assumed to have received full benefits.</p>
<p>Jan. 1, 1968 (agreement dated Feb. 6, 1968).</p>	<p>Increased: <u>Normal monthly retirement benefits</u>—by \$1 for each year of credited service as follows: Employee retired with benefits payable beginning (1) after Aug. 31, 1955, but before Oct. 1, 1961—to \$4.95 each year of service; and (2) after Sept. 30, 1961—to \$5.25 for each year of service. Increased: Early retirement monthly benefit at own option—benefit rate for employees retired (1) before Oct. 1, 1964—by \$1 for each year of credited service, reduced by 0.6 percent for each complete calendar month employee was under age 65 at retirement; and (2) after Sept. 30, 1964—to \$5.25 for each year of service, reduced by schedule for each year under age 62.<sup>32</sup></p>	<p>Changed: Employees with seniority on or after Oct. 1, 1967, could apply for and receive credited pension service for: (1) Periods of prior active employment regardless of duration or reason for break in service; and (2) periods of layoff which occurred on or after July 1, 1950, with a limit of 3 months for any continuous layoff (not separated by 2 weeks of active employment). Limit on additional service was 1 year of credit for each calendar year.</p>

See footnote at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pensions—Continued		
Jan. 1, 1968 (agreement dated Feb. 6, 1968)—Continued	<p>Increased: <u>Early retirement benefit at company option or under mutually satisfactory conditions (special early retirement) and for total and permanent disability</u>—employee retired with benefit payable beginning (1) after Jan. 31, 1959 (after Aug. 31, 1955, for total and permanent disability), but before Oct. 1, 1961—to \$9.90 a month for each year of credited service; (2) after Sept. 30, 1961, but before Oct. 1, 1964—to \$10.50 a month for each year of service; and (3) after Sept. 30, 1964—to \$5.25 a month for each year of service, plus a temporary benefit of \$6 a month for each year of service up to 25 (maximum monthly temporary benefit \$150).</p> <p>Increased: <u>Vested rights</u>—employee terminated after Sept. 30, 1967, to receive \$5.25 a month for each year of credited service at age 65.</p> <p>Increased: <u>Automatic monthly retirement benefits</u> (for certain eligible employees who retired at age 68 or more with 5 but less than 10 years of credited service)—for employees who retired (1) before Sept. 1, 1961—to \$49.50; and (2) after Aug. 31, 1961—to \$52.50.</p> <p><u>Supplemental allowance.</u></p>	<p>Employee age 60 or more continued to be eligible to receive, upon his request, normal pension reduced by 0.6 percent for each month he was under age 65 at retirement.</p> <p>Changed: Future supplemental allowance payments to be reduced by \$2 for every \$1 earned by retiree in excess of \$1,680 in any calendar year (amount permitted without reduction of benefits under the Federal Social Security Act) with this 2 for 1 "penalty" being cumulative.</p> <p>Changed: Supplemental allowance for employees on regular early retirement at own option was reduced for any month prior to age 65 for which they were eligible for an unreduced Federal social security benefit by: (1) For those retired after Sept. 30, 1965, and before Oct. 1, 1967—(a) \$5.20 times years of credited service at retirement (maximum \$130) for those who became eligible for an unreduced Federal social security benefit before Jan. 1, 1968; and (b) \$6 times years of credited service at retirement (maximum \$150) for those who became eligible for an unreduced Federal social security benefit on or after Jan. 1, 1968; and (2) for those retired after Sept. 30, 1967—(a) \$5.20 times years of credited service at retirement (maximum \$130) for any month before Jan. 1, 1968; and (b) \$6 times years of credited service at retirement (maximum \$150) for any month on or after Jan. 1, 1968. In the case of an employee retiring on special early retirement or for total and permanent disability, the monthly supplemental allowance shall be computed on the assumption that the monthly pension benefit includes the temporary benefit determined in the same manner as reductions in (1) and (2) above, whether or not employee was eligible for temporary benefit.</p>

See footnote at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pensions—Continued		
<p>Mar. 1, 1968 (agreement dated Feb. 6, 1968).</p>	<p>Increased: <u>Survivor's option</u>—employee who made election after Sept. 30, 1967, to receive (1) if employee and spouse were the same age—95 percent of benefit employee would have received; (2) if spouse was older than employee—95 percent plus 0.5 percent for each year in excess of 5 that spouse's age exceeded that of employee (up to 100 percent); and (3) if employee was older than spouse—95 percent minus 0.5 percent for each year in excess of 5 that spouse's age was less than that of employee. Spouse's benefit to begin after employee's death and continued to equal 55 percent of employee's reduced benefit in all cases.</p> <p>Added: <u>Special survivor's option</u>—an employee who had retired before Mar. 1, 1968, on a normal, regular early, special early, automatic benefit, or an employee who had retired before Mar. 1, 1968, on a total and permanent disability benefit and had attained age 60 before Mar. 1, 1968, and who had not made a survivorship election, could elect to make special election during 30-day period beginning on Mar. 1, 1968, providing a benefit of \$1.60 a month for each year of credited service at retirement (\$16 a month for surviving spouse of employee on automatic retirement with 5 but less than 10 years of service), reduced in accordance with provisions under regular early retirement if so retired.</p>	<p>Benefit to retiree reduced by \$1 for each year of credited service at retirement (\$10 for automatic retirement). The reduction was to be decreased in accordance with provisions under regular early retirement if so retired. Spouse had to be married to employee at least 1 year at date of election.</p> <p>In computing supplemental allowance for employee electing special survivors option, worker was assumed to have received full benefits.</p>
<p>Nov. 1, 1968 (agreement dated Feb. 6, 1968).</p>	<p>Increased: <u>Normal monthly retirement benefit</u>—employee retired with benefits beginning after Sept. 30, 1967, to receive a life income benefit of either \$5.50, \$5.75, or \$6 for each year of credited service, depending on the benefit class code to which his job classification (or job classification with special identification) in effect Oct. 1, 1967, was assigned.<sup>33</sup></p> <p>Increased: <u>Early retirement monthly benefit at own option</u>—employee retired after Sept. 30, 1967, to receive benefit according to his benefit class code as under normal retirement,<sup>33</sup> reduced by schedule for each year under age 62.<sup>32</sup></p> <p>Increased: <u>Early retirement benefit at company option or under mutually satisfactory conditions (special early retirement) and for total and permanent disability</u>—employee retired after Sept. 30, 1967, to receive benefit according to his benefit class code as under normal retirement,<sup>33</sup> plus a temporary benefit of \$6 a month for each year of credited service up to 25 years (maximum \$150 a month).</p> <p>Increased: <u>Vested rights</u>—employee terminated after Oct. 31, 1968, to receive benefit according to benefit class code, as under normal retirement, applicable to him at time of his break in service.<sup>33</sup></p> <p>Increased: <u>Automatic monthly retirement benefits</u>—employee retired at age 68 after Sept. 30, 1967, with 5 but less than 10 years of service to receive \$55. Employee automatically retired with 10 years of service or more to receive benefit according to his benefit class code as under normal retirement.<sup>33</sup></p>	

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matter <sup>d</sup>
Supplemental Unemployment Benefit Plan		
<p>Sept. 3, 1955 (by agreement of Sept. 16, 1955).</p>	<p>Plan established to supplement benefits paid under State unemployment systems.</p> <p><u>Contributions:</u> Company to contribute 5 cents per man-hour compensated.</p> <p><u>Size of benefits:</u> "Special" benefits—paid for the first 4 weeks of benefits<sup>34</sup>—would, when added to State unemployment and other compensation, equal 65 percent of the employee's weekly straight-time wages after taxes or \$25, whichever was smaller.</p> <p>"Regular" benefits—paid for each subsequent week of benefits up to a maximum of 22 additional weeks—would, when added to State unemployment and other compensation, equal 60 percent of the employee's weekly straight-time wage after taxes or \$25, whichever was smaller.</p> <p>Benefits would be reduced by 20 percent if the trust fund position fell below 13 percent, but in no event to an amount less than \$5 by reason of such reduction. If such position was less than 4 percent, no benefits would be payable.</p> <p>Benefits to be first payable on Sept. 1, 1956, if favorable rulings obtained from State and Federal Governments or if benefits are payable to eligible employees of Ford Motor Co. or General Motors Corp. laid off on or after this date (assuming the adequacy of the applicable trust funds and the sufficiency of credit units under similar plans established in 1955 by agreements between those companies and the UAW). If neither of these conditions was met by Sept. 1, 1956, benefits would be payable as soon as either condition was met.</p> <p><u>Eligibility:</u> Laid-off employees with at least 1 year's seniority,<sup>37</sup> and with benefit credits will be eligible for benefits after a waiting period of 1 week within the benefit or calendar year.</p> <p>To obtain a week of benefits, employees will surrender credits varying from 1 to 10 units, depending on length of service and amount of funds on hand to pay benefits.<sup>38</sup></p> <p><u>Accrual of credit units:</u> During the first 2 years of the plan, employees with less than 10 years' seniority will accumulate 0.25 of a credit unit for each week in which they were employed 32 or more hours and employees with longer service will accumulate 0.50 of a credit unit for each such week of employment. Subsequently, all employees will receive 0.50 of one credit unit for each such week of employment. A maximum of 26 credit units can be accumulated by a worker at any one time.</p>	<p>Company contributions will be paid into a fund eventually to be built up to a "maximum trust fund position" of \$400 per employee (including workers laid off but eligible for benefits) or a total of \$15 million, assuming no change in employment from Aug. 1955 levels.</p> <p>Company contributions to the fund will cease when the fund reaches 100 percent (maximum trust fund position) and will be resumed only as necessary to restore this level.</p> <p>Plan contingent on obtaining rulings (1) that company contributions are deductible expenses for Federal income tax purposes; (2) that such computations would be excluded in computation of overtime pay under the Fair Labor Standards Act; and (3) that in States in which the company had two-thirds of its employees, simultaneous payments of benefits would not reduce or eliminate State unemployment benefit, or weekly benefits payable to eligible employees of Ford Motor Co. or General Motors Corp. laid off after Sept. 1, 1956.<sup>36</sup></p> <p>If these conditions were not met by Sept. 1, 1957, the plan terminated. If the plan was terminated in this manner, the company and union were to negotiate with respect to the use of the money which the company otherwise would contribute to the fund; if no agreement was reached within 60 days there would be a general 5-cent-an-hour wage increase.</p>
<p>Jan. 16, 1959<sup>39</sup> (agreement of same date).</p>	<p>Company contributions of 5 cents per man-hour compensated continued, depending on maximum funding. Monthly maximum funding continued at \$400 per employee.<sup>40</sup></p> <p><u>Size of benefits</u>—changed to: \$30 or an amount which when added to State unemployment compensation and other compensation would equal 65 percent of the employee's straight-time wages after taxes, whichever was smaller.</p>	

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Supplemental Unemployment Benefit Plan—Continued		
Jan. 16, 1959 <sup>39</sup> (agreement of same date)—Continued	<p>Added: Benefits to be paid employees receiving less than 65 percent of weekly straight-time wages after taxes where earnings were too high to qualify for State benefits, or "waiting week" credit.</p> <p><u>Eligibility</u>—changed: From requirement of at least 1/4 credit unit to fraction of a unit.</p> <p><u>Accrual of credit units</u>—changed: Employees to accumulate 1/2 credit unit for each workweek in which they receive any pay from the company.</p> <p>Changed: Maximum number of credit units increased to match increase in number of weeks of State unemployment compensation benefits beyond 26, up to 39.</p>	<p>Employee with fewer than the number of credit units required for full weekly benefit to be paid at least \$2. (Formerly, employee was ineligible for benefit if less than \$2.)</p> <p>Not applicable to States that extended benefit period temporarily through acceptance of Federal loan act (Temporary Unemployment Compensation Act of 1958) or otherwise; eligible employees in these States covered by temporary emergency benefit provisions.</p>
Apr. 1, 1959 (supplemental agreement dated June 8, 1959).	<p>Added: Temporary emergency benefits, extending benefits for SUB to employees laid off on or after Jan. 16, 1959, but prior to Apr. 1, 1959. Maximum of 13 additional units for each eligible employee.</p>	<p>Applicable to otherwise eligible employees who had exhausted credit units or who had insufficient credits to qualify for full benefit and who worked in States temporarily extending State benefits beyond 26 weeks under the Federal loan act or other action.</p>
Apr. 1, 1959 (supplemental agreement dated June 8, 1959).	<p>Extended: Credits for SUB under temporary emergency benefits continued for employees laid off prior to July 1, 1959, but subsequent to Jan. 15, 1959. No change in total number of additional credit units allowed.</p>	<p>Applicable to eligible employees who had received temporary emergency benefits prior to Apr. 1, 1959, and who were eligible for benefits under State programs temporarily extended through June 30, 1959.</p>
Oct. 1, 1961 (agreement dated Oct. 16, 1961).	<p>Company to contribute 5 cents per man-hour compensated through November 1962, regardless of maximum financing position during period.</p>	<p>See also contributions for short workweeks and special benefits, effective Jan. 1, 1962; new maximum financing formula, effective Dec. 1, 1962; and offset for provision of hospital-surgical-medical insurance to laid-off employees, effective Jan. 1, 1962, under health-security plan.</p>
Jan. 1, 1962 (agreement dated Oct. 16, 1961).	<p><u>Accrual of credit units:</u> Increased: Maximum number of credit units to 52.</p> <p><u>Size of benefits:</u> Changed: <u>Regular benefits</u>—lesser of an amount which, when added to (1) State unemployment compensation, weekly earnings from the company (including potential earnings for available time not worked), plus earnings over \$10 from other employers; or (2) all earnings when ineligible for unemployment compensation, would equal 62 percent of straight-time weekly earnings for a 40-hour week (including cost-of-living allowance but excluding premiums and bonuses) plus \$1.50 per dependent up to 4. Maximum weekly benefit—\$40, including dependent allowance.</p>	<p>Benefits except for short week or special benefit for scheduled short workweek to be (1) discontinued when credit unit cancellation base<sup>41</sup> fell below \$12.80; (2) reduced 20 percent but not below \$5, when base was \$12.80 but less than \$41.60.</p> <p>Full benefits to be paid employee otherwise eligible but with insufficient credits required for full amount of regular, special, or short workweek benefits with all remaining credits to be cancelled.</p>
Jan. 1, 1962 (agreement dated Oct. 16, 1961).	<p><u>Eligibility:</u> Added: Employee to be eligible for benefits if disqualified for unemployment compensation (1) when laid off because of inability to perform work offered although capable of doing other work to which entitled if seniority had been sufficient; (2) for refusal of employees above grade nine (skilled clerical or technical classification) to accept an offer by the company of work under local agreement; (3) because of eligibility for or receipt of statutory retirement or disability benefits which could be received while working; (4) when automatically retired without company pension;</p>	<p>Employee could be eligible for part of week if specified disqualifying conditions were not responsible for entire week's unemployment. One-fifth of weekly benefit paid for each day eligible.</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Supplemental Unemployment Benefit Plan—Continued		
<p>Jan. 1, 1962 (agreement dated Oct. 16, 1961)—Continued</p>	<p>(5) when serving an unemployment compensation waiting week while temporarily laid off but out of line of seniority unless layoff resulted from model change, plant rearrangement, or inventory; (6) when receiving military termination pay; (7) when earnings for week were at least equal to or above State unemployment compensation earnings limit less \$2, but employee failed to claim compensation; or (8) when employee participated in a Federal retraining program providing benefits or subsistence.<sup>42</sup></p> <p>Added:  <u>Short workweek and special benefits for scheduled and unscheduled short workweek.</u></p> <p><u>Scheduled short workweek</u>—65 percent of straight-time hourly pay and cost-of-living allowance in effect, times difference between compensated or available hours and 40.</p> <p><u>Unscheduled short workweek</u>—50 percent of straight-time hourly pay and cost-of-living allowance in effect, times difference between compensated or available hours and 40.</p> <p><u>Eligibility</u>—employee (1) with 1 year of service or more who worked for the company during week but compensated or available hours were less than 40;<sup>45</sup> (2) who was laid off some part of week;<sup>46</sup> (3) who was ineligible for State unemployment compensation because of company earnings;<sup>47</sup> (4) who satisfied specified SUB eligibility requirements, and (5) without the equivalent of a week of unemployment as defined by the State compensation law with respect to part of the workweek.</p>	<p>Company not required to contribute to SUB fund for short workweek and special benefits for scheduled short workweeks, unless credit unit base fell below \$300 per employee. If contribution was required, company to pay lesser of (1) amount of short workweek and special benefits for scheduled short workweek for which company was not obligated to contribute during preceding month; or (2) amount required to bring credit unit base up to \$300 for month for which company did contribute. In addition, when credit unit base fell below \$300 per employee, company to contribute for each pay period (a) sum equal to benefits paid for short workweek; and (b) special benefits for scheduled short workweek.</p> <p>Payable: Without application, for any week in which employee worked a short workweek and received company earnings sufficient to disqualify him for State unemployment compensation. With application, for any week in which employee worked a short workweek but did not receive sufficient company earnings to be disqualified for State unemployment compensation. No minimum or maximum benefit. Defined as week in which hours were reduced to adjust production to customer demand.</p> <p>Defined as week in which (1) reduced hours not classified as scheduled; (2) employee returned from layoff to replace a separate or absent employee; or (3) employee returned to work after a week of layoff because of an increase in production.<sup>43</sup> Also included one which would otherwise have been a scheduled short workweek during 2 weeks preceding end of model run or 1 of 6 weeks after start of new model run.</p> <p>Compensated or available hours to include hours (1) paid for except pay in lieu of vacation; (2) scheduled but not worked; (3) while on layoff for any reason not covered by SUB plan; (4) not worked in accordance with local agreement or because of absenteeism of other workers; and (5) below 40 hours normally not worked by part-time employee or employee on less than regular length shifts.</p> <p>No credit units cancelled for unscheduled short workweek benefits for 3 hours or less, for scheduled short workweek benefits, or for benefit paid for unemployment compensation waiting week during which employee was temporarily laid off out of line of seniority. ½ regular cancellation rate applied for unscheduled short workweek if pay from company exceeded 62 percent of 40 hours' pay plus \$1.50 for each dependent up to 4.</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Supplemental Unemployment Benefit Plan—Continued		
<p>Jan. 1, 1962 (agreement dated Oct. 16, 1961)—Continued</p>	<p>Added:  <u>Special benefits</u>—the greater of regular weekly benefit or a benefit calculated in the same manner as a short workweek benefit reduced by State unemployment compensation and weekly earnings over \$10 from another employer.  <u>Eligibility</u>—employee who (1) met all conditions for regular benefit (except \$2 minimum not applicable), (2) worked for the company during the week but compensated or available hours were less than 40, and (3) did not receive sufficient company earnings to be disqualified for State unemployment compensation.            Added: <u>Leveling week benefit</u>—employees serving a waiting week for State benefits to receive 62 percent of straight-time hourly pay plus \$1.50 per dependent up to 4. Not subject to \$40 maximum. Payable for such week if temporarily laid off out of line of seniority pending adjustment of work force. No credit units cancelled for week in which benefit was received.</p>	
<p>Dec. 1, 1962 (agreement dated Oct. 16, 1961).</p>	<p>Changed: <u>Maximum funding</u>—to 16 times the average full benefit (including average weekly amount paid to cover medical expense benefits for laid-off employees) times number of employees in active service and laid-off workers with credit units.</p>	<p>Only full benefits paid for full weeks of layoff and benefits paid for State waiting week used in computing average full benefit.</p>
<p>Oct. 1, 1964 (agreement of Oct. 7, 1964).</p>	<p>Increased to:  <u>Regular benefits</u>—maximum \$50 a week plus \$1.50 for each dependent up to 4.<sup>48</sup></p> <p>Added: <u>Eligibility</u>—employee to be eligible for benefits if disqualified for unemployment compensation during (1) second waiting week within his benefit year under the State system, (2) a State system "waiting week" immediately following a week for which he received a State benefit, (3) a waiting week less than 52 weeks after his last State "waiting week," (4) for lack of sufficient earnings or hours of work under State system, (5) due to exhaustion of State system benefits. Employee to be eligible for benefits if disqualified for unemployment compensation and denial of SUB would be contrary to intent of plan.</p> <p>Increased to:  <u>Scheduled short workweek</u>:            75 percent of straight-time hourly pay and cost-of-living allowance in effect, times the difference between compensated or available hours and 40.</p>	<p>Maximum did not apply to employee eligible for leveling week benefit.            Added: SUB payable for the first 2 weeks of layoff resulting from an act of God.</p> <p>Changed: <u>Automatic short workweek benefits</u> (formerly shown as benefits payable without application).</p> <p>Added: <u>Partial automatic short workweek benefits</u>—employee regularly compensated for less than 40 hours a week to receive, for hours of layoff not included in State system "week of unemployment," the difference between hours regularly compensated and compensated or available hours.</p>
<p>Feb. 5, 1968 (agreement dated Feb. 6, 1968).</p>	<p>Increased: <u>Contributions</u>—company to contribute lesser of the following amounts: (1) amount required to increase market value of trust fund assets to 100 percent of maximum funding or (2) amount of from 1 to 10 cents per man-hour compensated, depending on ratio of market value of assets to maximum funding.<sup>49</sup> In addition to above contributions, company to reimburse</p>	<p>Changed: <u>Maximum trust fund position</u> for each calendar month was determined by multiplying \$800 by the average number of employees both (1) in active service and (2) laid off from work but who had credit units and not included in (1). Both numbers of employees were determined by the company on basis of the manpower count in each of the first 12 of the last 13 months.</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Supplemental Unemployment Benefit Plan—Continued		
Feb. 5, 1968 (agreement dated Feb. 6, 1968)—Continued	trustee of fund in the amount of \$7.50 for each regular benefit paid under short workweek benefits from which work related expenses were not deducted.	
Mar. 4, 1968 (agreement dated Feb. 6, 1968).	<p>Increased: <u>Regular benefits</u>—amount which when added to State benefit and other compensation would equal 95 percent of weekly after-tax pay for a period of from 3 to 7 weeks, depending upon years of service.<sup>50</sup> The benefit payable to an eligible employee on or after the period as determined above was an amount as computed above less \$7.50 for working expenses not incurred, provided that the benefit did not exceed \$75 for any week in which employee did not receive State system benefits because of exhaustion of State benefit rights and he refused a company offer of work which he had the option to refuse under main labor contract or which he could refuse without disqualification (the \$75 maximum did not apply in the case of refusal without disqualification).</p> <p>Changed: Eligibility for regular benefit to include an employee disqualified for unemployment compensation (1) during a State system "waiting week," (2) for the number of days worked in week (for company or otherwise) plus the number of other days in the week on which work was made available to him but not worked, or (3) because his pay (from company or otherwise) for the week plus the amount of pay applicable to hours of work in the week made available to him but not worked equaled or exceeded amount which disqualified him for a State system benefit or a "waiting week" credit; and to eliminate eligibility because of disqualification for unemployment compensation during (1) second "waiting week" within his benefit year under the State system, (2) a State system "waiting week" immediately following a week for which State benefit was received, (3) a "waiting week" less than 52 weeks after last State "waiting week," or (4) when serving an unemployment compensation "waiting week" while temporarily laid off out of line of seniority unless layoff resulted from model change, plant re-arrangement, or inventory.</p> <p>Increased: <u>Automatic short workweek benefits</u>—amount was equal to the product of the number by which 40 exceeded his compensated or available hours, computed to the nearest tenth of an hour, multiplied by 80 percent of his base hourly rate (plus 80 percent or any applicable cost-of-living allowance in effect at the time of computation of the benefit, but excluding all premiums and bonuses).</p> <p>Changed: Eligibility for automatic short workweek benefit to include those who received jury-duty pay, or make-up pay for military training duty or emergency military duty, or bereavement pay from company, but had less than 40 compensated or available hours, provided they met other eligibility requirements for an automatic</p>	<p>Benefits, except for an automatic short workweek benefit for a scheduled workweek, were to be (1) discontinued when credit unit cancellation base<sup>51</sup> fell below \$18 and (2) reduced 20 percent, but not below \$5, when base was \$18 but less than \$58.50.</p> <p>Changed: No credit units were cancelled when employee (1) received automatic short workweek benefit, or (2) a regular benefit when an employee was on layoff out of line of seniority until he exhausted or was disqualified from his State system benefits or 6 months from date of layoff, whichever occurred first.</p> <p>Added: State benefit and other compensation also included the amount of military pay received or receivable for a week.</p> <p>Added: If employee received an automatic short workweek benefit for any workweek with respect to all or part of which he received a State system benefit, the amount of automatic benefit, or part applicable to such workweek equivalent to State system benefits, whichever less, was treated as overpayment and deducted from future benefits or compensation payable by company.</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Supplemental Unemployment Benefit Plan—Continued		
<p>Mar. 4 1968 (agreement dated Feb. 6, 1968)—Continued</p>	<p>benefit; and to eliminate eligibility because during week (1) company pay, and the company pay which could have been received for hours made available but not worked, equaled or exceeded estimated State system earnings limit, or period of work for the company was sufficient for disqualification for State system benefit or "waiting week" credit, and (2) without equivalent of a week of employment as defined by State unemployment compensation law with respect to any part of the workweek. (1) above previously was shown as "who satisfied specified SUB eligibility requirements."            Eliminated: <u>Special and leveling week benefits.</u>            Established: <u>Guaranteed annual income credits</u> to provide income security through a more rapid restoration of previously cancelled credit units as follows:            An employee with at least 1 year of service and who was actively employed on a guarantee date<sup>53</sup> was credited with an amount of guaranteed annual income credit units computed by multiplying the difference between 52 and the number of his credit units on the guarantee date by 25, 50, 75, or 100 percent, depending on years of service<sup>54</sup> on the guaranteed date. If an employee did not receive guaranteed annual income credit units because he did not have 1 year of service or was not actively employed on a guarantee date but he subsequently met both of the eligibility requirements on any day within the 52 pay periods following the above guarantee date, he was credited with guaranteed annual income credit units computed by multiplying by 25, 50, 75, or 100 percent, depending on years of seniority on the preceding guarantee date (or date subsequent thereto on which he acquired 1 year of service),<sup>54</sup> the difference between (1) the number obtained by subtracting from 52 the number of pay periods between his last preceding guarantee date and the last day of such pay period, and (2) the number of his credit units on the above last day.</p>	<p>A guaranteed annual income credit counted as a credit unit subject to provisions of the guaranteed annual income plan.</p>
Separation Pay		
<p>Jan. 16, 1959 (agreement of same date).</p>	<p>Separation pay plan established to be financed from SUB fund, providing lump-sum payments ranging from 40 hours' pay to employees with 2 years' seniority to 1,200 hours' pay to those with 30 years' or more seniority.<sup>55</sup> Benefits to be proportionately reduced when trust fund position fell below 100 percent and by any SUB or temporary benefits received while on layoff.</p>	<p>Applicable to employees with 2 or more years of service who, on or after Jan. 16, 1959, were laid off for a period of at least 12 months<sup>56</sup> and who (a) were not eligible for any retirement benefit other than a deferred pension, (b) became totally and permanently disabled but without enough credited service to be eligible for total and permanent disability benefits, or (c) were automatically retired but not entitled to a retirement benefit. In addition, employee must not have elected to take a layoff in preference to available work, failed to return on being recalled, or refused to work in a bargaining unit (represented by the union) located within 50 miles of the plant in which he last worked.            Laid-off employees must apply for benefits no less than 12 months but no more than 18 months after separation.            Employees reemployed after accepting separation payment not to repay benefits or receive seniority credits for period covered by such payment.            Benefits payable only when trust fund position was at least 13 percent.</p>

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Separation Pay—Continued		
Oct. 16, 1961 (agreement of same date).	Increased: Lump-sum payments to range from 50 hours' pay for employees with 2 years' seniority to 1,500 hours for employees with 30 or more years' seniority. <sup>57</sup> Benefits to be reduced by 1 percent for each full \$1.60 credit unit cancellation base was below \$160.	Changed: Laid-off employees required to apply for benefits no earlier than 12 months or such shorter period as determined by the company, and all claimants must apply within 24 months after separation (if separation began prior to April 1960, claimant must have applied within 18 months). Benefits payable only when amount in trust fund was \$41.60 or more per employee.
Oct. 1, 1964 (agreement of Oct. 7, 1964).	Changed to: 50 hours' pay for employees with 1 but less than 2 years' continuous vacation service to 2,080 hours' pay for those with 30 years or more of continuous vacation service. <sup>58</sup>	Added: A laid-off worker recalled for 10 work-days or less during his 12-months qualifying period, was not to be disqualified from receiving benefits at the end of the 12-month period.
First full pay period in Mar. 1968 (agreement dated Feb. 6, 1968).	Increased: To 60 hours of pay for employees with 1 but less than 2 years of seniority to 2,080 hours of pay for those with 30 years of seniority or more. <sup>59</sup>	Benefits to be reduced by 1 percent for each full \$2.25 credit unit cancellation base <sup>51</sup> was below \$225. Benefits payable only when amount in trust fund was \$58.50 or more per employee. Added: Employee who became disabled and who would have been eligible for total and permanent disability benefits under any company pension plan or retirement program had he the required credited service was allowed to make application on or before the 30th day following last month in which he was eligible to receive an extended disability benefit under the Health-Security agreement. Changed: Separation pay provisions of master agreement were not applicable to employees in Georgia. Such employees were to be provided lump-sum payment under separate agreement equal to amount as determined under master agreement. The payment was to be made by the company and not from the SUB fund.
Contingent Distribution Account		
Oct. 1, 1964 (agreement of Oct. 7, 1964).	Established: <u>Special contingent distribution account</u> to be financed by accrual of company's regular 5 cents per compensated hour SUB contribution when SUB fund reached maximum financing.	Payments to be made in first full pay period in July of each year.
June 13, 1965 (agreement of Oct. 7, 1964).	<u>Benefits</u> —from \$25 to \$100, depending on amount in special account.  <u>Eligibility</u> —employees with at least 1 year of seniority employed in plant covered by SUB agreement, and eligible for vacation in year bonus was provided.	Payments determined by dividing the amount in the special account by the total number of eligible employees as of the last day of the first full pay period ending in June. No payments to be made in year in which payments per eligible employee would be less than \$25, in which case amount accrued was to be included in future distribution. If amount accrued in special account exceeded \$100 per eligible employee, the excess was to be taken into account in determining any future benefits. Except for termination because of retirement or death, no payment was to be made to an employee terminated between the last day of the last full payroll period in June and the first full payroll period in July. Contingent on rulings that payments (1) need not be included in regular rate of pay, and (2) were deductible expenses for income tax purposes in year in which they were made. Those rulings were obtained.
Feb. 3, 1968 (letter of memorandum dated Feb. 6, 1968).	Contingent Distribution account was discontinued.	Changed: Final payments to be determined by dividing the amount in the account by the total number of employees as of the last day of the first full pay period ending in January.

See footnotes at end of table.

Table D. Related wage practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Relocation Allowance		
Jan. 1, 1962 (agreement dated Oct. 16, 1961).	Established: Allowance of \$55 to \$215 for single employees and \$180 to \$580 for married employees, depending on distance between old and new plants, <sup>60</sup> provided workers who (1) were transferred to plant 50 miles or more from former place of work, (2) changed permanent residence, and (3) made application for allowance within 6 months of transfer.	Applicable to employees permanently released because of transfer of major operation and employed at the new plant. Allowance to be reduced by any government payment for same purpose. Relocation not to effect employees continuous vacation service or attendance credits, pension service credits or eligibility for benefits under any of the employee benefit plans.
Feb. 8, 1968 (agreement dated Feb. 6, 1968).	Increased: Allowance of \$170 to \$370 for a single employee and \$445 to \$795 for married employees, depending on distance between plants. <sup>61</sup>	

<sup>1</sup> Last entry under each item represents most recent change.

<sup>2</sup> UAW-CIO contracts prior to 1950 had different effective dates at different plants.

<sup>3</sup> Regular weekly earnings (excluding overtime and permium pay):

	Amount of life insurance	Employee weekly contributions
Less than \$48.08 -----	\$2,000	\$0.23
\$48.08 to \$67.30 -----	3,000	.35
\$67.31 to \$86.53 -----	4,000	.46
\$86.54 to \$105.75 -----	5,000	.58

An additional amount of \$1,000 life insurance to be provided for each additional \$19.23 regular weekly earnings up to a maximum of \$20,000, with comparable weekly contributions.

<sup>4</sup> In 1950, minimum contributions had been increased to 34 cents for employees protected by compensation laws and to 39 cents for those not so protected.

<sup>5</sup> Formerly called Group Life Insurance Plan.

<sup>6</sup> Schedule of paid-up life insurance after retirement:

Credited service at time of retirement	Total insurance coverage
25 years and over -----	\$1,800
20 but less than 25 years -----	1,500
15 but less than 20 years -----	1,200
10 but less than 15 years -----	1,000

<sup>7</sup> Benefits not paid if hospital confinement or surgical operation occurred outside of the continental United States, Hawaii, and the provinces of the Dominion of Canada or for hospital confinement in any rest home, home for the aged, and any other place not primarily engaged in the diagnosis and treatment of sick and injured persons.

<sup>8</sup> Effective January 26, 1959, insurance protection, including group paid-up life insurance, and group term life insurance continued during plant shutdown for vacation or because of emergency. Company advanced up to 4 weeks' contributions if payments from which contributions could be deducted were not received. Advanced contributions collected on employees' return to work. By paying contributions, employee could elect to continue all insurance (except disability during layoff) for 1 year during layoff or leave of absence.

Maximum benefits were available for each period of continuous disability and were reinstated on complete recovery after a hospital confinement or operation. After return to work for 1 day, the new maximum was again available for subsequent confinements or operations due to a different cause; for dependents, 1 year after previous confinement or operation.

<sup>9</sup> Schedule of benefits:

Class	Basic weekly earnings classification	Weekly disability benefit	Weekly employee contribution
1 -----	Less than \$60 -----	\$35	\$0.45
2 -----	\$60 but less than \$70 -----	42	.54
3 -----	\$70 but less than \$80 -----	49	.63
4 -----	\$80 but less than \$90 -----	56	.73
5 -----	\$90 but less than \$100 -----	63	.82
6 -----	\$100 but less than \$110 -----	70	.91
7 -----	\$110 and over -----	77	1.00

<sup>10</sup> Schedule of paid-up life insurance after retirement:

Credited service at time of retirement	Total insurance coverage
25 years and over -----	\$2,000
20 and under 25 years -----	1,700
15 and under 20 years -----	1,400
10 and under 15 years -----	1,100

Footnotes—Continued

<sup>11</sup> Full cost for laid-off employees was to be as follows:

Coverage	Monthly contributions
Employee only -----	\$7.64
Employee and 1 dependent -----	16.90
Employee and 2 dependents or more --	21.19

<sup>12</sup> Employee contribution was as follows:

Coverage	Monthly contributions
Employee only -----	\$2.42
Employee and 1 dependent -----	5.20
Employee and 2 dependents or more --	6.90

<sup>13</sup> Retired employees contribution was as follows:

Coverage	Monthly contributions
Pensioner only -----	\$3.82
Pensioner and 1 dependent -----	8.45
Pensioner and 2 or more dependents --	10.60

<sup>14</sup> Schedule of benefits:

Class	Basic weekly earnings classification	Weekly disability benefit	Weekly employee contribution
1 -----	Less than \$74.80 -----	\$42	\$0.54
2 -----	\$74.80 and under \$84.80 ---	49	.63
3 -----	\$84.80 and under \$94.80 ---	56	.73
4 -----	\$94.80 and under \$104.80 --	63	.82
5 -----	\$104.80 and under \$114.80 -	70	.91
6 -----	\$114.80 and under \$124.80 -	77	1.00
7 -----	\$124.80 and over -----	84	1.09

<sup>15</sup> Term life insurance and disability benefit schedule:

Base hourly rate <u>a/</u>	Life insurance	Accidental death and dismemberment (principal sum)	Total for death from accidental cause	Total and permanent disability benefits	Continued life insurance after age 65		Disability benefits weekly benefit <u>c/</u>
					From (with 10 years of credited service b/)	To (with 20 years of credited service b/)	
Less than \$2.12 <u>a/</u> -----	\$4,000	\$2,000	\$6,000	\$80	\$1,500	\$1,500	\$49
\$2.12 and under \$2.16 <u>a/</u> -----	4,500	2,250	6,750	90	1,500	1,500	56
\$2.16 and under \$2.37 <u>a/</u> -----	5,000	2,500	7,500	100	1,500	1,500	56
\$2.37 and under \$2.40 -----	5,500	2,750	8,250	110	1,500	1,650	63
\$2.40 and under \$2.62 -----	6,000	3,000	9,000	120	1,500	1,800	63
\$2.62 and under \$2.65 -----	6,000	3,000	9,000	120	1,500	1,800	70
\$2.65 and under \$2.87 -----	6,500	3,250	9,750	130	1,500	1,950	70
\$2.87 and under \$2.90 -----	6,500	3,250	9,750	130	1,500	1,950	77
\$2.90 and under \$3.12 -----	7,000	3,500	10,500	140	1,500	2,100	77
\$3.12 and under \$3.15 -----	7,000	3,500	10,500	140	1,500	2,100	84
\$3.15 and under \$3.40 -----	7,500	3,750	11,250	150	1,500	2,250	84
\$3.40 and under \$3.65 -----	8,000	4,000	12,000	160	1,500	2,400	85
\$3.65 and under \$3.90 -----	8,500	4,250	12,750	170	1,500	2,550	90
\$3.90 and under \$4.15 -----	9,000	4,500	13,500	180	1,500	2,700	95
\$4.15 and under \$4.40 -----	9,500	4,750	14,250	190	1,500	2,850	100
\$4.40 and under \$4.65 -----	10,000	5,000	15,000	200	1,500	3,000	105
\$4.65 and under \$4.90 -----	10,500	5,250	15,750	210	1,575	3,150	110
\$4.90 and under \$5.15 -----	11,000	5,500	16,500	220	1,650	3,300	115
\$5.15 or more -----	11,500	5,750	17,250	230	1,725	3,450	120

a/ The first 3 classes did not apply to employees represented by the UAW at manufacturing operations, parts depots, and transfers.

b/ Credited pension service under noncontributory retirement plan.

c/ Benefit not to exceed 66-2/3 percent of base weekly earnings.

NOTE: Weekly disability benefits not applicable in States with statutory temporary disability insurance laws; company provided different schedule of benefits for affected employees.

<sup>16</sup> Employee contribution until Oct. 1, 1966, as follows:

Employee income class	Monthly contribution for each dependent child
A -----	\$6.29
B -----	6.49
C and D -----	6.69

<sup>17</sup> Contribution for sponsored dependents as follows:

Employee income class	Each sponsored dependent under age 65	Each sponsored dependent 65 and over
A -----	\$15.22	\$20.30
B -----	15.72	20.80
C and D -----	16.22	21.30

Effective July 1, 1966, contributions for sponsored dependents age 65 or over were adjusted as follows:

Employee income class	Each sponsored dependent 65 or over participating under:	
	Medicare Part A only	Medicare Part A and B
A -----	\$8.77	\$5.83
B -----	9.27	6.08
C and D -----	9.77	6.33

<sup>18</sup> Monthly premium charge for continuation of coverage as follows:

Employees and surviving spouse of pensioner or former employee	Full premium charge			Initial premium charge		
	Income class					
	A	B	C and D	A	B	C and D
Single -----	\$9.88	\$10.21	\$10.55	\$4.66	\$4.99	\$5.33
Family -----	24.25	25.37	26.49	10.71	11.83	12.95
Surviving spouse of active employee -----	14.37	15.16	15.94	-	-	-

These rates were to be adjusted, effective Oct. 1, 1966, because of additional benefits which were to be made available on that date, as follows:

	Full premium charge			Initial premium charge		
	Income class					
	A	B	C and D	A	B	C and D
Single -----	\$10.69	\$11.05	\$11.41	\$5.47	\$5.83	\$6.19
Family -----	26.58	27.88	29.14	13.04	14.34	15.60

Rates for surviving spouse were adjusted as follows:

	Effective July 1, 1966			Effective Jan. 1, 1967		
	Income class					
	A	B	C and D	A	B	C and D
Under age 65 -----	-	-	-	\$19.72	\$20.53	\$21.31
Age 65—insured under Medicare Part A only -----	\$6.32	\$7.11	\$7.89	15.56	16.17	16.78
Over age 65—insured under Medicare Part A and B -----	4.28	4.68	5.08	13.23	13.59	13.94

<sup>19</sup> The following schedule was devised to aid in arriving at reasonable and customary charges:

Annual income	Income class	Maximum deductible (employee and each dependent)
Less than \$2,500 -----	A	\$25
\$2,500 and under \$5,000 -----	B	50
\$5,000 and under \$7,500 -----	C	75
\$7,500 or more -----	D	75

Benefits for employees in income class D were not to exceed those fees paid for employees in income class C.

<sup>20</sup> The monthly contributions for hospital-surgical-medical (and effective Oct. 1, 1969, drug) coverage (required only for certain periods or absence from active work such as layoff of absence) were as follows:

	Rates effective	
	Feb. 1, 1968	Oct. 1, 1969
Initial premium		
Employees:		
Single -----	\$6.59	\$8.25
Family -----	16.64	20.19
Full premium		
Employees:		
Single -----	12.11	13.77
Family -----	31.24	34.79
Surviving spouse:		
Of active employee -----	17.49	17.49
Of retired employee -----	17.72	17.72

<sup>21</sup> Maternity reductions were as follows:

Month pregnancy ended after date of coverage of female	Percent of total reasonable and customary fee payable
First month -----	72.5
Second month -----	77.5
Third month -----	80.0
Fourth month -----	82.5
Fifth month -----	85.0
Sixth month -----	87.5
Seventh month -----	90.0
Eighth month or later -----	100.0

<sup>22</sup> Benefits were as follows:

Insurance class	Base hourly rate	Life insurance	Accidental death and dismemberment (principal sum)	Total	Total and permanent disability*	Continued life insurance (after age 65)	
						From (with 10 years of credited service)**	To (with 20 years of credited service)**
1 -----	Less than \$2.12	\$4,000	\$2,000	\$6,000	\$80	\$1,500	\$1,500
2 -----	\$2.12 to 2.15	4,500	2,250	6,750	90	1,500	1,500
3 -----	2.16 to 2.36	5,000	2,500	7,500	100	1,500	1,500
4 -----	2.37 to 2.39	5,500	2,750	8,250	110	1,500	1,650
5-6 -----	2.40 to 2.64	6,000	3,000	9,000	120	1,500	1,800
7-8 -----	2.65 to 2.89	6,500	3,250	9,750	130	1,500	1,950
9-10 -----	2.90 to 3.14	7,000	3,500	10,500	140	1,500	2,100
11 -----	3.15 to 3.39	7,500	3,750	11,250	150	1,500	2,250
12 -----	3.40 to 3.64	8,000	4,000	12,000	160	1,500	2,400
13 -----	3.65 to 3.89	8,500	4,250	12,750	170	1,500	2,550
14 -----	3.90 to 4.14	9,000	4,500	13,500	180	1,500	2,700
15 -----	4.15 to 4.39	9,500	4,750	14,250	190	1,500	2,850
16 -----	4.40 to 4.64	10,000	5,000	15,000	200	1,500	3,000
17 -----	4.65 to 4.89	10,500	5,250	15,750	210	1,575	3,150
18 -----	4.90 to 5.14	11,000	5,500	16,500	220	1,650	3,300
19 -----	5.15 to 5.39	11,500	5,750	17,250	230	1,725	3,450
20 -----	5.40 to 5.64	12,000	6,000	18,000	240	1,800	3,600
21 -----	5.65 to 5.89	12,500	6,250	18,750	250	1,875	3,750
22 -----	5.90 and over	13,000	6,500	19,500	260	1,950	3,900

\* An employee with 10 years of credited service may elect payment of life insurance in 50 monthly installments (but not beyond age 65) following cessation of monthly long-term disability benefit period. Minimum \$500 paid at death.

\*\* Credited pension service under noncontributory retirement plan.

<sup>23</sup> Weekly and monthly disability benefit schedules were as follows:

Insurance class	Base hourly rate*	Weekly disability benefit	Monthly long-term disability benefit**
1 -----	Less than \$2.12	\$54	\$180
2-3 -----	\$2.12 to \$2.36	60	195
4-5 -----	\$2.37 to \$2.61	67	215
6-7 -----	\$2.62 to \$2.86	73	235
8-9 -----	\$2.87 to \$3.11	80	260
10-11 -----	\$3.12 to \$3.39	87	280
12 -----	\$3.40 to \$3.64	90	305
13 -----	\$3.65 to \$3.89	95	330
14 -----	\$3.90 to \$4.14	100	350
15 -----	\$4.15 to \$4.39	105	370
16 -----	\$4.40 to \$4.64	110	395
17 -----	\$4.65 to \$4.89	115	415
18 -----	\$4.90 to \$5.14	120	435
19 -----	\$5.15 to \$5.39	125	460
20 -----	\$5.40 to \$5.64	130	480
21 -----	\$5.65 to \$5.89	135	500
22 -----	\$5.90 and over	140	525

\* In determining monthly disability benefit, hourly rate was that at beginning of weekly benefit eligibility.

\*\* Not to exceed 50 percent of the employee's monthly base pay determined at beginning of disability.

<sup>24</sup> Prescription drugs meant only (1) legend drugs (any medical substance, the label of which under the Federal Food, Drug, and Cosmetics Act, was required to bear the legend: "Caution" Federal law prohibits dispensing without prescriptions) and any of the following drugs:

<u>Nonlegend</u>	<u>Injectibles</u>
Adrenalin	Insulin
Aveeno	Adrenalin
Isuprel (inhalent)	Mercurhydrin
Peritrate	Thiomerin
Acetaminophen N. F.	
Acidolate	

<sup>25</sup> Participating provider meant any pharmacy (including a hospital pharmacy), physician, or any other person or organization legally licensed to dispense drugs which have entered into an agreement with the employer or the insurance company to provide prescription drugs at their acquisition cost (the actual cost to the provider) plus a dispensing fee agreed upon between participating provider and employer or insurance company provided, however, that in no event was the amount agreed upon for injectible insulin to exceed the reasonable and customary charge of the participating provider for such injection.

<sup>26</sup> Company noncontributory plan for salaried employees established in 1908 and discontinued in 1937 provided pensions equal to 1-1/4 percent of average annual compensation times years of service credits. Service credit under this plan frozen Dec. 31, 1936. Benefits payable under new plan above to be reduced by the benefits payable under old plan.

<sup>27</sup> Approximately one-fourth of employees represented by FE-UE were covered under the Contributory Annuity Plan.  
<sup>28</sup> These were employees in units formerly represented by the Farm Equipment Division of the United Electrical, Radio and Machine Workers of America.

<sup>29</sup> By letter of Jan. 16, 1959, the parties agreed not to use during the term of this agreement the early retirement provision permitting employees between ages 60 and 65 with 10 years or more of credited service to be retired at the option of the company or under mutually satisfactory conditions with an annuity of \$5 a month for each year of credited service.

<sup>30</sup> In a letter dated Jan. 16, 1959, from the company and accepted by the union, it was agreed that there would be no future increases or changes in retirement benefits for employees already retired or retiring prior to any further changes in the pension plan.

<sup>31</sup> Percentages were:

Age when pension began	Percentage*
55 -----	57.9
56 -----	63.5
57 -----	69.4
58 -----	75.2
59 -----	80.8
60 -----	86.7
61 -----	93.3
62 or over -----	100.0

\* Prorated for intermediate ages computed on the basis of the number of complete calendar months by which the employee was under the age he would attain on his next birthday, counted to the nearest 1/10 of 1 percent.

<sup>32</sup> Reduction factors were as follows:

Age when pension began	Percent*
55 -----	57.9
56 -----	63.5
57 -----	69.4
58 -----	75.2
59 -----	80.8
60 -----	86.7
61 -----	93.3
62 or over -----	100.0

\* For each additional full month of attained age when benefits began, the applicable percentage was determined by a straight-interpolation from the percentage applicable to the next higher age in the above table, rounded to the nearest 1/10 of 1 percent.

<sup>33</sup> The Benefit Class Code was determined as follows:

Benefit Class Code	Labor grades	Lifetime income benefit rate
A	Daywork 1-7 Piecework 1-4 Salaried 1-5	\$5.50
B	Daywork 8-9 Piecework 5-7 Salaried 6	\$5.75
C	Daywork 10-17 Piecework 8-25 Salaried 7-15 Rate ranges RA-RM	\$6.00

The life income benefit rate applicable was determined by the Benefit Class Code for the job classification held by the employee for the greatest number of days during the 24 consecutive months immediately preceding his last day worked.

<sup>34</sup> Until the trust fund position reaches 49 percent of its maximum for the first time, applicants will receive special benefits for a maximum of only 4 weeks in any calendar year, and after that, a maximum of 8 weeks.

<sup>35</sup> Beginning in August 1958, maximum funding will be revised downward according to the following scale in any year following one in which average weekly benefit payments from the fund fall below \$20:

If the average benefit is	The adjusted maximum funding shall be the following percentage of maximum funding
\$20 to \$25 -----	100
\$15 to \$19.99 -----	80
\$10 to \$14.99 -----	60
\$5 to \$9.99 -----	40
Less than \$5 -----	20

<sup>36</sup> Beginning on Sept. 1, 1957, "substitute" supplemental benefits will be paid in States, that do not permit concurrent supplementation, for weeks in which State unemployment compensation benefits are not paid.

<sup>37</sup> Employees to receive credit units retroactively upon attaining 1 year of seniority.

<sup>38</sup> The number of credits to be cancelled for a week of benefits is summarized as follows:

If the trust fund position applicable to the week for which such benefit paid is—	And if the seniority of the person to whom such benefit is paid is—					
	1 to 5	5 to 10	10 to 15	15 to 20	20 to 25	25 years and over
	years	years	years	years	years	and over
The credit units cancelled for such benefits shall be—						
85 percent or over -----	1.00	1.00	1.00	1.00	1.00	1.00
76 to 84.99 percent -----	1.11	1.00	1.00	1.00	1.00	1.00
67 to 75.99 percent -----	1.25	1.11	1.00	1.00	1.00	1.00
58 to 66.99 percent -----	1.43	1.25	1.11	1.00	1.00	1.00
49 to 57.99 percent -----	1.67	1.43	1.25	1.11	1.00	1.00
40 to 48.99 percent -----	2.00	1.67	1.43	1.25	1.11	1.00
31 to 39.99 percent -----	2.50	2.00	1.67	1.43	1.25	1.11
22 to 30.99 percent -----	3.33	2.50	2.00	1.67	1.43	1.25
13 to 21.99 percent -----	5.00	3.33	2.50	2.00	1.67	1.43
4 to 12.99 percent -----	10.00	5.00	3.33	2.50	2.00	1.67
Under 4 percent -----	No benefits payable -----					

<sup>39</sup> Alternate benefit plan established for Indiana and Ohio employees laid off on or after Jan. 16, 1959 (by supplemental agreement of Jan. 16, 1959). A letter of agreement, dated Jan. 16, 1959, provided for negotiations in the event of reduced State benefits. Weekly benefits to apply to employees otherwise eligible for regular supplemental benefit and for those alternate weeks in which an employee was eligible for State unemployment compensation but did not apply for it. Benefits ranged from \$41 to \$63 depending on employee's base hourly rate (plus any cost-of-living allowance) and the number of withholding exemptions less any pay received by employee or pay that would have been due for work made available but not performed.

Credit units surrendered at twice the rate for regular benefits.

Alternative plan became inoperative when supplementation was permitted in Indiana, effective Mar. 16, 1959, and in Ohio, effective May 10, 1959.

<sup>40</sup> Provision continued for reducing maximum funding in any year following a year in which average benefits were below \$20 a week. Maximum funding of the fund covering production and maintenance workers was adjusted to 60 percent for 1959. After the review in January 1960, maximum funding was adjusted to 80 percent. It remained at 80 percent after the January 1961 review. Maximum funding of the fund covering clerical and technical workers was set at 60 percent in 1959 and was adjusted to 40 percent in January 1960 and 80 percent in January 1961.

<sup>41</sup> Credit unit cancellation schedule was as follows:

If the credit unit cancellation base applicable to the week for which such benefit paid is—	And if the years of seniority of the person to whom such benefit was paid were—					
	1 to 5	5 to 10	10 to 15	15 to 20	20 to 25	25 and over
	years	years	years	years	years	and over
The credit units cancelled for such benefits shall be—						
\$272.00 or more -----	1.00	1.00	1.00	1.00	1.00	1.00
\$243.20 to \$271.99 -----	1.11	1.00	1.00	1.00	1.00	1.00
\$214.40 to \$243.19 -----	1.25	1.11	1.00	1.00	1.00	1.00
\$185.60 to \$214.39 -----	1.43	1.25	1.11	1.00	1.00	1.00
\$156.80 to \$185.59 -----	1.67	1.43	1.25	1.11	1.00	1.00
\$128.00 to \$156.79 -----	2.00	1.67	1.43	1.25	1.11	1.00
\$99.20 to \$127.99 -----	2.50	2.00	1.67	1.43	1.25	1.11
\$70.40 to \$99.19 -----	3.33	2.50	2.00	1.67	1.43	1.25
\$41.60 to \$70.39 -----	5.00	3.33	2.50	2.00	1.67	1.43
\$12.80 to \$41.59 -----	10.00	5.00	3.33	2.50	2.00	1.67
Under \$12.80 -----	No benefits payable -----					

<sup>42</sup> For employees disqualified for unemployment compensation because of period worked or when company earnings were at least equal to or above State unemployment compensation earnings limit, see short workweek benefits.

<sup>43</sup> Only to extent short workweek was attributable to such cause.

<sup>44</sup> SUB benefits not payable for periods of layoff occurring for disciplinary reasons or as a consequence of (1) any strike, slowdown, work stoppage, picketing (whether or not by employees), or concerted action at a company plant (or plants), or any kind involving employees represented by the union whether at a company plant (or plants), or elsewhere, (2) any fault attributable to the applicant, (3) any war or hostile act of a foreign power (but not government regulations or controls connected therewith), (4) sabotage or insurrection, or (5) any act of God.

<sup>45</sup> Excluding weeks in which holiday pay was the only compensation received by employee.

<sup>46</sup> Layoff must have been for reasons which would be qualifying for a regular benefit.

<sup>47</sup> Employee must have been ineligible for State benefits solely because of company earnings or these earnings in combination with other reasons specified in SUB plan.

<sup>48</sup> Although the 1964 agreement did not provide SUB for employees automatically retired, or separation pay for employees automatically retired or terminated at or after age 60 and who were not eligible for retirement benefits, such benefits were provided these employees in accordance with a company letter dated Oct. 7, 1964.

<sup>49</sup>

If the ratio of the market value of the trust fund assets to maximum funding is—	The contribution will be the indicated number of cents-per-hour—
Percent	
100 or more -----	0
95 but less than 100 -----	1
90 but less than 95 -----	2
85 but less than 90 -----	3
80 but less than 85 -----	4
75 but less than 80 -----	5
70 but less than 75 -----	6
65 but less than 70 -----	7
60 but less than 65 -----	8
55 but less than 60 -----	9
Less than 55 -----	10

50

Years of seniority	Weeks
1 but less than 5 -----	3
5 but less than 10 -----	5
10 or more -----	7

51 Credit unit cancellation was as follows:

If the credit unit cancellation base applicable to the week for which such benefit paid is—	And if the years of seniority of the person to whom such benefit is paid were—					
	1 to 5	5 to 10	10 to 15	15 to 20	20 to 25	25 and over
	The credit units cancelled for such benefits shall be—					
\$382.50 or more -----	1.00	1.00	1.00	1.00	1.00	1.00
\$342.00 to \$382.49 -----	1.11	1.00	1.00	1.00	1.00	1.00
\$301.50 to \$341.99 -----	1.25	1.11	1.00	1.00	1.00	1.00
\$261.00 to \$301.49 -----	1.43	1.25	1.11	1.00	1.00	1.00
\$220.50 to \$260.99 -----	1.67	1.43	1.25	1.11	1.00	1.00
\$180.00 to \$220.49 -----	2.00	1.67	1.43	1.25	1.11	1.00
\$139.50 to \$179.99 -----	2.50	2.00	1.67	1.43	1.25	1.11
\$99.00 to \$139.49 -----	3.33	2.50	2.00	1.67	1.43	1.25
\$58.50 to \$98.99 -----	5.00	3.33	2.50	2.00	1.67	1.43
\$18.00 to \$58.49 -----	10.00	5.00	3.33	2.50	2.00	1.67
Under \$18.00 -----	No benefit payable -----					

52 The guarantee date was the Monday following the completion of 2 calendar weeks after date of employee's return to work following recall from layoff.

53 Applicable percentage was determined as follows:

Years of seniority on guarantee date*	Percent
1 but less than 2 -----	25
2 but less than 4 -----	50
4 but less than 7 -----	75
7 or more -----	100

\* Was years of seniority on preceding guarantee date (or date subsequent thereto on which he acquired 1 year of service) for those who did not initially qualify for guaranteed annual income credit units, but who subsequently became eligible.

54 Separation pay plan for employees laid off from the Richmond Works in Indiana on or after Sept. 21, 1956, contained in a separate agreement.

55 Payments to be made in accordance with the following schedule:

Years of seniority	Number of hours of pay*	Years of seniority	Number of hours of pay*
2 but less than 3 -----	40	17 but less than 18 -----	480
3 but less than 4 -----	60	18 but less than 19 -----	525
4 but less than 5 -----	80	19 but less than 20 -----	570
5 but less than 6 -----	100	20 but less than 21 -----	620
6 but less than 7 -----	125	21 but less than 22 -----	670
7 but less than 8 -----	150	22 but less than 23 -----	720
8 but less than 9 -----	175	23 but less than 24 -----	775
9 but less than 10 -----	200	24 but less than 25 -----	830
10 but less than 11 -----	230	25 but less than 26 -----	890
11 but less than 12 -----	260	26 but less than 27 -----	950
12 but less than 13 -----	290	27 but less than 28 -----	1,010
13 but less than 14 -----	325	28 but less than 29 -----	1,070
14 but less than 15 -----	360	29 but less than 30 -----	1,130
15 but less than 16 -----	400	30 and over -----	1,200
16 but less than 17 -----	440		

\* Base hourly rate (plus cost-of-living allowance in effect on last day worked).

56 Company could permit earlier application if prospects of reemployment did not warrant waiting.

57 Payments to be made in accordance with the following schedule:

Years of seniority on last day worked in bargaining unit	Number of hours of pay	Years of seniority on last day worked in bargaining unit	Number of hours of pay
2 and under 3 -----	50	17 and under 18 -----	600
3 and under 4 -----	75	18 and under 19 -----	656
4 and under 5 -----	100	19 and under 20 -----	713
5 and under 6 -----	125	20 and under 21 -----	775
6 and under 7 -----	156	21 and under 22 -----	838
7 and under 8 -----	188	22 and under 23 -----	900
8 and under 9 -----	219	23 and under 24 -----	969
9 and under 10 -----	250	24 and under 25 -----	1,038
10 and under 11 -----	288	25 and under 26 -----	1,113
11 and under 12 -----	325	26 and under 27 -----	1,188
12 and under 13 -----	363	27 and under 28 -----	1,263
13 and under 14 -----	406	28 and under 29 -----	1,338
14 and under 15 -----	450	29 and under 30 -----	1,413
15 and under 16 -----	500	30 and over -----	1,500
16 and under 17 -----	550		

<sup>58</sup> Payments to be made in accordance with the following schedule:

Years of continuous vacation service on last day of active service	Number of hours of pay	Years of continuous vacation service on last day of active service	Number of hours of pay
1 and under 2	50	16 and under 17	770
2 and under 3	70	17 and under 18	840
3 and under 4	100	18 and under 19	920
4 and under 5	135	19 and under 20	1,000
5 and under 6	170	20 and under 21	1,085
6 and under 7	210	21 and under 22	1,170
7 and under 8	255	22 and under 23	1,260
8 and under 9	300	23 and under 24	1,355
9 and under 10	350	24 and under 25	1,455
10 and under 11	400	25 and under 26	1,560
11 and under 12	455	26 and under 27	1,665
12 and under 13	510	27 and under 28	1,770
13 and under 14	570	28 and under 29	1,875
14 and under 15	630	29 and under 30	1,980
15 and under 16	700	30 and over	2,080

<sup>59</sup> Separation payment table was as follows:

Years of seniority on last day in active service	Number of hours of pay
1 but less than 2	60
2 but less than 3	84
3 but less than 4	120
4 but less than 5	162
5 but less than 6	195
6 but less than 7	242
7 but less than 8	280
8 but less than 9	345
9 but less than 10	400
10 but less than 11	450
11 but less than 12	520
12 but less than 13	585
13 but less than 14	650
14 but less than 15	725
15 but less than 16	770
16 but less than 17	840
17 but less than 18	925
18 but less than 19	1,000
19 but less than 20	1,100
20 but less than 21	1,190
21 but less than 22	1,285
22 but less than 23	1,385
23 but less than 24	1,490
24 but less than 25	1,600
25 but less than 26	1,635
26 but less than 27	1,730
27 but less than 28	1,810
28 but less than 29	1,900
29 but less than 30	1,990
30 and over	2,080

<sup>60</sup> Relocation allowance was as follows:

Miles between plants	Allowance for—	
	Single employees	Married employees
50 and under 100	\$55	\$180
100 and under 300	75	220
300 and under 500	105	290
500 and under 1,000	155	420
1,000 and over	215	580

<sup>61</sup> Relocation allowance was as follows:

Miles between works	Amount	
	Single employees	Married employees
50 but less than 100	170	445
100 but less than 300	200	495
300 but less than 500	250	570
500 but less than 1,000	320	700
1,000 or over	370	795

## Wage Chronologies

The following list constitutes all wage chronologies currently being maintained. Bulletins or reports for which a price is indicated are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or from the Department of Labor's Bureau of Labor Statistics Regional Sales Offices which are listed on the inside back cover. (Order by check or money order; do not send cash or stamps.) Those publications for which no price is indicated are not available from the Superintendent of Documents, but may be obtained without charge, as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C., 20212, or from the Bureau's regional offices. Items indicated as out of print may be available for reference in leading public, college, or university libraries, or the Bureau's regional offices.

Before July 1965, basic wage chronologies and their supplements were published in the *Monthly Labor Review* and released as Bureau reports. Wage Chronologies published later are available only in bulletins (and their supplements). A summary of general wage changes and new or changed working practices will be added to the bulletins as new contracts are negotiated.

### Aluminum Company of America—

1939-67, BLS Bulletin 1559 (30 cents).

1968-70, Supplement to BLS Bulletin 1559 (free).

American Viscose (a division of FMC Corp.), 1945-67. BLS Bulletin 1560 (20 cents).

The Anaconda Co., 1941-58. BLS Report 197 (free).<sup>1</sup>

Anthracite Mining Industry, 1930-66. BLS Bulletin 1494 (20 cents).<sup>1</sup>

Armour and Co., 1941-72. BLS Bulletin 1682 (50 cents).

### A.T. & T.—Long Lines Department—

1940-64, BLS Bulletin 1443 (40 cents).<sup>1</sup>

1965-70, Supplement to BLS Bulletin 1443 (free).

### Berkshire Hathaway Inc.,—

1943-69, BLS Bulletin 1541 (25 cents).

1969-71, Supplement to BLS Bulletin 1541 (free).

### Bethlehem Atlantic Shipyards—

1941-68, BLS Bulletin 1607 (35 cents).

1969-72, Supplement to BLS Bulletin 1607 (free).

### Bituminous Coal Mines—

1933-68, BLS Bulletin 1558 (25 cents).

1968-70, Supplement to BLS Bulletin 1558 (free).

The Boeing Co. (Washington Plants), 1936-67. BLS Bulletin 1565 (25 cents).

Carolina Coach Co., 1947-63. BLS Report 259 (free).<sup>1</sup>

Chrysler Corporation, 1939-66. BLS Bulletin 1515 (30 cents).<sup>1</sup>

### Commonwealth Edison Co. of Chicago—

1945-63, BLS Report 205 (20 cents).<sup>1</sup>

1964-69, Supplement to BLS Report 205 (free).

### Dan River Mills—

1943-65, BLS Bulletin 1495 (15 cents).

1966-68, Supplement to BLS Bulletin 1495 (free).

Federal Classification Act Employees, 1924-68. BLS Bulletin 1604 (70 cents).

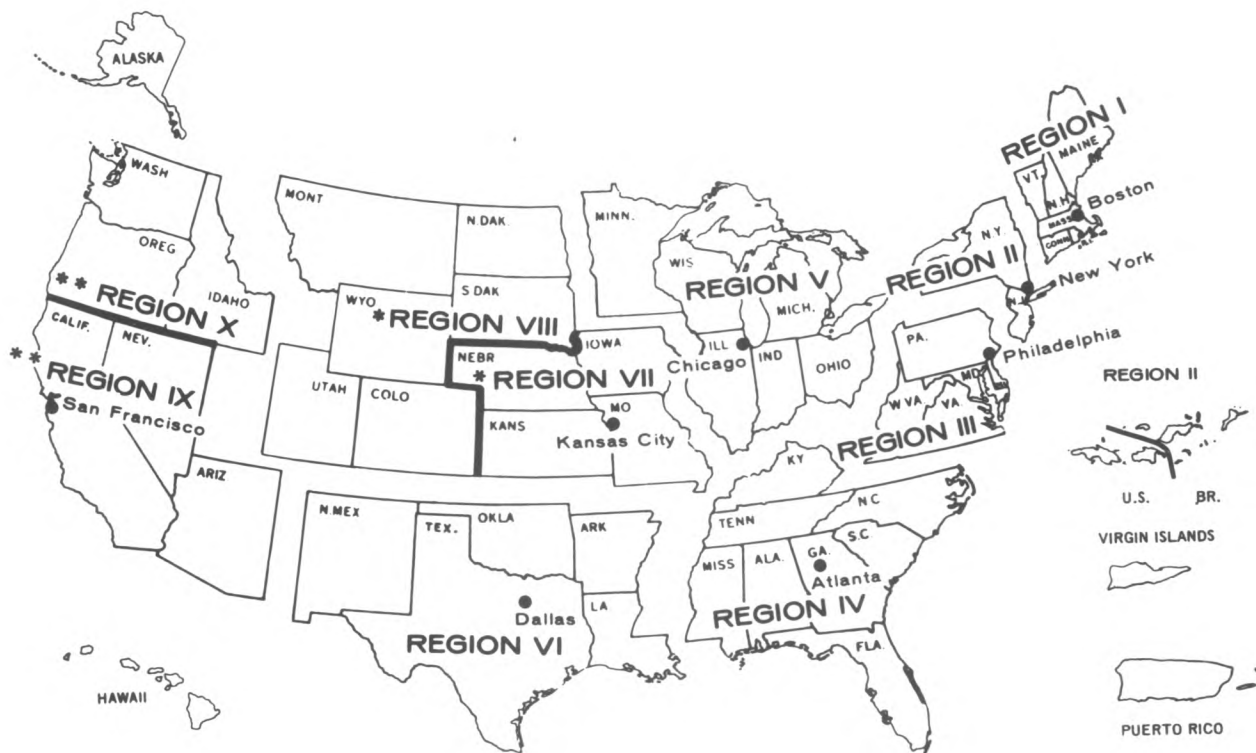
- Firestone Tire and Rubber Co. and B.F. Goodrich Co. (Akron Plants).  
 1937-66, BLS Bulletin 1484 (30 cents).  
 1967-69, Supplement to BLS Bulletin 1484 (free).
- Ford Motor Company—  
 1941-64, BLS Report 99 (30 cents).<sup>1</sup>  
 1964-69, Supplement to BLS Report 99 (free).
- General Motors Corp., 1939-66. BLS Bulletin 1532 (30 cents).<sup>1</sup>
- International Paper Co. (Southern Kraft Div.)—  
 1937-67, BLS Bulletin 1534 (25 cents).  
 1967-69, Supplement to BLS Bulletin 1534 (free).
- International Shoe Co. (a division of Interco, Inc.)—  
 1945-66, BLS Bulletin 1479 (20 cents).<sup>1</sup>  
 1967-69, Supplement to BLS Bulletin 1479 (free).
- 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).<sup>1</sup>  
 1965-68, Supplement to BLS Bulletin 1449 (free).
- Massachusetts Shoe Manufacturing—  
 1945-66, BLS Bulletin 1471 (15 cents).<sup>1</sup>  
 1967-68, Supplement to BLS Bulletin 1471 (free).
- New York City Laundries, 1945-64. BLS Bulletin 1453 (20 cents).<sup>1</sup>
- North American Rockwell Corp.—  
 1941-67, BLS Bulletin 1564 (25 cents).  
 1967-70, Supplement to BLS Bulletin 1564 (free).
- North Atlantic Longshoring, 1934-61. BLS Report 234 (free).<sup>1</sup>
- Pacific Coast Shipbuilding, 1941-67. BLS Bulletin 1605 (35 cents).
- Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499 (30 cents).<sup>1</sup>
- Pacific Longshore Industry, 1934-70. BLS Bulletin 1568 (35 cents).
- Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).<sup>1</sup>
- Sinclair Oil Companies—  
 1941-65, BLS Bulletin 1447 (25 cents).<sup>1</sup>  
 1965-70, Supplement to BLS Bulletin 1447 (free).
- Swift & Co., 1942-63. BLS Report 260 (25 cents).<sup>1</sup>
- United States Steel Corporation—  
 1937-67, BLS Bulletin 1603 (40 cents).<sup>1</sup>  
 1966-70, Supplement to BLS Bulletin 1603 (free).
- Western Greyhound Lines—  
 1945-67, BLS Bulletin 1595 (45 cents).  
 1968-72, Supplement to BLS Bulletin 1595 (free).
- Western Union Telegraph Co., 1943-67. BLS Bulletin 1545 (35 cents).

<sup>1</sup> Out of print. See *Directory of Wage Chronologies, 1948-June 1969*, for *Monthly Labor Review* issue in which reports and supplements issued before July 1965 appeared.





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**Region I**  
1603-JFK Federal Building  
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1317 Filbert St.  
Philadelphia, Pa. 19107  
Phone: 597-7796 (Area Code 215)

**Regions VII and VIII**  
Federal Office Building  
911 Walnut St., 10th Floor  
Kansas City, Mo. 64106  
Phone: 374-2481 (Area Code 816)

**Region IV**  
Suite 540  
1371 Peachtree St. NE.  
Atlanta, Ga. 30309  
Phone: 526-5418 (Area Code 404)

**Regions IX and X**  
450 Golden Gate Ave.  
Box 36017  
San Francisco, Calif. 94102  
Phone: 556-4678 (Area Code 415)

- \* Regions VII and VIII will be serviced by Kansas City.
- \*\* Regions IX and X will be serviced by San Francisco.

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