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Characteristics of Agreements Covering 5,000 Workers or More

BULLETIN 1686

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

BUREAU OF LABOR STATISTICS
Geoffrey H. Moore, Commissioner

1970



Preface

To meet the frequently expressed needs of practitioners in collective bargaining, the Bureau has begun a new program designed to present a wide array of data concerning the identification and substance of characteristics as set forth in major agreements. The Bureau's first effort in this field is limited to 252 agreements, each covering 5,000 workers or more, covering all manufacturing and nonmanufacturing industries exclusive of airlines, railroads, and government.

This report differs in several important respects from those normally published by the Bureau in the industrial relations area, above all, in the absence of all analytical comments and contract language. Thus, this report is limited to the statistical prevalence of provisions, primarily on an industry basis. It will serve as a benchmark against which to measure the growth and decline of particular provisions.

All agreements included in this report were in effect during 1970 and later.

Numerous individuals in the Bureau of Labor Statistics and in public and private organizations offered many helpful suggestions in the planning of this report and their contributions are gratefully acknowledged. As always, the Bureau welcomes suggestions from users as to how to maximize the usefulness of future reports.

This report was prepared in the Bureau's Division of Industrial Relations, by Bernard J. Hause and Wendelin Mann, under the supervision of Leon E. Lunden.

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Part I. Introduction

Under section 211 of the Labor-Management Relations Act of 1947, as amended, the Bureau of Labor Statistics is authorized to maintain a file of collective bargaining agreements and to furnish all available data and factual information which may aid in the settlement of any labor dispute. In recent years, the Bureau has carried out this responsibility by conducting a continuous series of studies of selected collective bargaining provisions which it has disseminated to the public through periodically published bulletins (the 1425 series). The particular provisions chosen for study were selected because, at the time the decisions were made, they involved important collective bargaining issues on which current factual information was needed. In choosing certain provisions for study, however, others had to be set aside for later examination.

The resulting deficiencies in agreement-wide information has prompted the Bureau to experiment with a new way of presenting data. In contrast to the 1425 series, the present report provides data across the board, and thereby at one time deals with virtually all provisions that may exist in the major agreements selected for study. What is thus sacrificed by abandoning an in-depth treatment is gained by presenting data on a contract's full scope.

For this study, the Bureau analyzed all agreements in its file which were in effect in 1970 covering 5,000 workers or more. Approximately 100 different collective bargaining provisions were reviewed. In most instances, no information was sought other than the existence of the clause in the agreement; in a few cases, a limited amount of basic detail was gathered, such as the number of paid holidays or the maximum weeks

of vacation. A total of 252 agreements covering 4.1 million workers were analyzed in this first effort.

As in all agreement studies, the Bureau must caution the reader that the data reflect the Bureau's understanding of the written provision and not necessarily that of the parties. Agreement language is complicated and elusive and often is submitted to arbitration for interpretation. What is carried out in practice may often differ from written provisions. Under these circumstances the Bureau can only analyze the specific language appearing in the agreement in the hope that it closely reflects the rules under which the parties operate. Furthermore, some benefits, notably pension and welfare plans, may not be mentioned in the basic agreement but are often set forth in separate documents. To the extent that this is so, the prevalence of particular provisions is understated.

The tables which follow are grouped into an order that will help users of this report to find the specific information they seek, as well as related provisions. Part II describes the identifying characteristics of the 252 agreements in the study. Part III deals with union security, management rights and related matters; Part IV, with wages and related provisions. Hours, overtime, and premium pay provisions are tabulated in Part V; and paid and unpaid leave appears in Part VI. Part VII covers seniority and related provisions; Part VIII, job security issues. In Part IX, no-strike, no-lockout provisions are covered, and in Part X, data are presented on employee benefits.

Appendix A lists, by name, the 252 agreements included in this study. Appendix B is an alphabetical finder's index for contract provisions.

Part II. Identifying Characteristics of Agreements Studied

Worker coverage
Size group
Duration
Industry
Region and state
Unions
Employer unit
Occupational coverage

Table 1. Agreements covering 5,000 workers or more by industry and size group, 1970

Industry	All agreements		5,000-9,999 workers		10,000-24,999 workers		25,000-49,999 workers		50,000-99,999 workers		100,000 workers or more	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	143	957,800	79	1,179,750	21	728,525	3	227,000	6	1,010,000
Manufacturing	126	2,362,025	79	531,550	29	419,600	11	373,875	2	147,000	5	890,000
Ordnance and accessories	6	57,400	4	28,850	2	28,550	-	-	-	-	-	-
Food and kindred products	12	151,700	10	66,700	1	10,000	-	-	1	75,000	-	-
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	1	11,500	-	-	-	-	-	-
Apparel and other finished products	16	314,850	10	61,300	2	21,550	3	107,000	-	-	1	125,000
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	-	-	-	-	-	-	-	-
Paper and allied products	1	11,500	-	-	1	11,500	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	4	26,600	-	-	-	-	-	-	-	-
Chemicals and allied products	2	15,000	2	15,000	-	-	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	1	7,050	3	48,250	-	-	-	-	-	-
Leather and leather products	6	36,950	6	36,950	-	-	-	-	-	-	-	-
Stone, clay, and glass products	4	61,000	3	26,000	-	-	1	35,000	-	-	-	-
Primary metal industries	16	361,000	9	72,400	3	44,600	2	67,000	1	72,000	1	105,000
Fabricated metal products	3	34,900	1	5,000	2	29,900	-	-	-	-	-	-
Machinery, except electrical	12	169,375	6	37,800	3	42,150	3	89,425	-	-	-	-
Electrical machinery, equipment, and supplies	10	83,100	7	41,050	3	42,050	-	-	-	-	-	-
Transportation equipment	26	948,600	14	94,100	7	119,050	2	75,450	-	-	3	660,000
Instruments and related products	1	10,500	-	-	1	10,500	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	1	5,000	-	-	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	64	426,250	50	760,150	10	354,650	1	80,000	1	120,000
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-	1	80,000	-	-
Transportation ¹	22	405,200	11	67,200	7	111,000	3	107,000	-	-	1	120,000
Communications	30	445,400	9	64,450	19	303,300	2	77,650	-	-	-	-
Utilities: Electric and gas	3	27,100	2	12,750	1	14,350	-	-	-	-	-	-
Wholesale trade	1	5,000	1	5,000	-	-	-	-	-	-	-	-
Retail trade	6	46,100	5	32,100	1	14,000	-	-	-	-	-	-
Hotels and restaurants	9	93,500	6	41,000	2	22,500	1	30,000	-	-	-	-
Services	9	141,600	3	24,500	5	92,100	1	25,000	-	-	-	-
Construction	45	497,150	27	179,250	15	202,900	3	115,000	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 2. Expiration of agreements covering 5,000 workers or more by year and month, 1970

Expiration date	Agreements	Workers	Expiration date	Agreements	Workers
All agreements	252	4,103,075	1971—Continued		
1970	107	1,987,675	July	26	488,350
January	12	151,800	August	7	82,550
February	5	102,000	September	6	168,050
March	26	412,750	October	3	65,450
April	12	126,500	November	3	19,850
May	11	122,200	December	5	51,500
June	8	92,500	1972	24	216,350
July	6	50,000	January	3	32,200
August	4	26,500	February	3	18,000
September	10	795,575	March	3	26,600
October	9	60,050	April	5	45,950
November	3	42,200	May	4	44,900
December	1	5,600	June	5	36,200
1971	117	1,811,050	August	1	12,500
January	7	47,000	1973	3	80,000
February	7	93,100	May	1	30,000
March	4	32,000	June	1	45,000
April	13	175,550	July	1	5,000
May	23	401,750	1974	1	8,000
June	13	185,900	June	1	8,000

Table 3. Expiration of agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		1970		1971		1972		1973		1974	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All industries	252	4,103,075	107	1,987,675	117	1,811,050	24	216,350	3	80,000	1	8,000
Manufacturing	126	2,362,025	54	1,302,275	62	977,800	10	81,950	-	-	-	-
Ordnance and accessories	6	57,400	2	20,950	3	28,000	1	8,450	-	-	-	-
Food and kindred products	12	151,700	7	115,500	3	20,500	2	15,700	-	-	-	-
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	1	11,500	-	-	-	-	-	-	-	-
Apparel and other finished products	16	314,850	12	172,350	2	130,000	2	12,500	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	-	-	-	-	-	-	-	-
Paper and allied products	1	11,500	1	11,500	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	2	16,100	2	10,500	-	-	-	-	-	-
Chemicals and allied products	2	15,000	-	-	2	15,000	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	4	55,300	-	-	-	-	-	-	-	-
Leather and leather products	6	36,950	3	18,550	3	18,400	-	-	-	-	-	-
Stone, clay, and glass products	4	61,000	-	-	4	61,000	-	-	-	-	-	-
Primary metal industries	16	361,000	-	-	16	361,000	-	-	-	-	-	-
Fabricated metal products	3	34,900	-	-	3	34,900	-	-	-	-	-	-
Machinery, except electrical	12	169,375	6	119,575	5	44,200	1	5,600	-	-	-	-
Electrical machinery, equipment, and supplies	10	83,100	3	32,250	6	40,850	1	10,000	-	-	-	-
Transportation equipment	26	948,600	10	705,450	13	213,450	3	29,700	-	-	-	-
Instruments and related products	1	10,500	1	10,500	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	1	5,000	-	-	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	53	685,400	55	833,250	14	134,400	3	80,000	1	8,000
Mining, crude petroleum, and natural gas production	1	80,000	-	-	1	80,000	-	-	-	-	-	-
Transportation ¹	22	405,200	21	389,200	1	16,000	-	-	-	-	-	-
Communications	30	445,400	2	23,850	28	421,550	-	-	-	-	-	-
Utilities: Electric and gas	3	27,100	3	27,100	-	-	-	-	-	-	-	-
Wholesale trade	1	5,000	1	5,000	-	-	-	-	-	-	-	-
Retail trade	6	46,100	4	34,500	1	6,600	1	5,000	-	-	-	-
Hotels and restaurants	9	93,500	3	23,000	3	23,000	2	17,500	1	30,000	-	-
Services	9	141,600	3	56,100	5	79,000	1	6,500	-	-	-	-
Construction	45	497,150	16	126,650	16	207,100	10	105,400	2	50,000	1	8,000
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 4. Duration of agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Months													
			Less than 24		24		25-35		36		37-47		48		Over 48 ¹	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All industries.....	252	4,103,075	4	33,600	15	114,500	32	895,425	150	2,448,950	20	231,450	6	41,700	25	337,450
Manufacturing	126	2,362,025	2	21,600	7	41,250	25	796,225	76	1,324,900	12	147,150	2	15,700	2	15,200
Ordnance and accessories	6	57,400	1	14,550	-	-	1	5,000	3	31,450	-	-	-	-	1	6,400
Food and kindred products	12	151,700	-	-	-	-	1	5,700	8	123,500	2	15,000	1	7,500	-	-
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-	1	11,500	-	-	-	-	-	-
Apparel and other finished products	16	314,850	-	-	1	5,000	-	-	13	297,850	2	12,000	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	-	-	-	-	-	-	1	7,750	-	-	-	-	-	-
Paper and allied products	1	11,500	-	-	-	-	-	-	1	11,500	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	-	-	1	5,500	1	5,000	2	16,100	-	-	-	-	-	-
Chemicals and allied products	2	15,000	-	-	-	-	-	-	2	15,000	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	1	7,050	-	-	3	48,250	-	-	-	-	-	-	-	-
Leather and leather products	6	36,950	-	-	3	18,550	1	5,400	2	13,000	-	-	-	-	-	-
Stone, clay, and glass products	4	61,000	-	-	-	-	1	9,000	2	17,000	1	35,000	-	-	-	-
Primary metal industries	16	361,000	-	-	-	-	1	9,000	15	352,000	-	-	-	-	-	-
Fabricated metal products	3	34,900	-	-	1	5,000	-	-	1	14,400	1	15,500	-	-	-	-
Machinery, except electrical	12	169,375	-	-	1	7,200	6	126,775	4	27,400	1	8,000	-	-	-	-
Electrical machinery, equipment, and supplies	10	83,100	-	-	-	-	4	43,250	4	24,750	2	15,100	-	-	-	-
Transportation equipment	26	948,600	-	-	-	-	6	538,850	16	351,200	2	41,550	1	8,200	1	8,800
Instruments and related products	1	10,500	-	-	-	-	-	-	1	10,500	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	-	-	-	-	1	5,000	-	-	-	-
Nonmanufacturing	126	1,741,050	2	12,000	8	73,250	7	99,200	74	1,124,050	8	84,300	4	26,000	23	322,250
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-	1	80,000	-	-	-	-	-	-
Transportation ²	22	405,200	-	-	-	-	1	38,000	20	351,200	-	-	-	-	1	16,000
Communications	30	445,400	-	-	-	-	1	15,700	26	396,400	3	33,300	-	-	-	-
Utilities: Electric and gas	3	27,100	-	-	2	12,750	-	-	-	-	-	-	-	-	1	14,350
Wholesale trade	1	5,000	-	-	-	-	-	-	1	5,000	-	-	-	-	-	-
Retail trade	6	46,100	1	6,000	-	-	2	22,500	2	12,600	-	-	-	-	1	5,000
Hotels and restaurants	9	93,500	-	-	-	-	-	-	1	6,000	2	17,000	2	12,000	4	58,500
Services	9	141,600	-	-	2	25,100	-	-	6	96,500	-	-	-	-	1	20,000
Construction	45	497,150	1	6,000	4	35,400	3	23,000	17	176,350	3	34,000	2	14,000	15	208,400
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes 1 agreement for 49 months; 1 for 53 months; 3 for 58 months; 16 for 60 months; 2 for 61 months; 1 for 62 months; and 1 for 71 months.

² Excludes railroads and airlines.

Table 5. Agreements covering 5,000 workers or more by region and State, 1970

State and region	Agreements	Workers	State and region	Agreements	Workers
All agreements	252	4, 103, 075	South Atlantic—Continued		
Interstate ¹	89	2, 373, 050	District of Columbia	-	-
New England	10	79, 450	Virginia	-	-
More than 1 State ¹	1	16, 000	West Virginia	-	-
Maine	-	-	North Carolina	1	5, 100
New Hampshire	-	-	South Carolina	-	-
Vermont	-	-	Georgia	-	-
Massachusetts	4	28, 000	Florida	2	10, 300
Rhode Island	-	-	East South Central	1	5, 000
Connecticut	5	35, 450	More than 1 State ¹	-	-
Middle Atlantic	48	478, 900	Kentucky	-	-
More than 1 State ¹	8	81, 150	Tennessee	-	-
New York	29	313, 350	Alabama	1	5, 000
New Jersey	3	23, 750	Mississippi	-	-
Pennsylvania	8	60, 650	West South Central	7	54, 250
East North Central	42	403, 225	More than 1 State ¹	1	6, 000
More than 1 State ¹	6	74, 050	Arkansas	-	-
Ohio	8	79, 700	Louisiana	1	5, 000
Indiana	3	26, 950	Oklahoma	-	-
Illinois	14	129, 675	Texas	5	43, 250
Michigan	7	66, 050	Mountain	3	21, 000
Wisconsin	4	26, 800	More than 1 State ¹	-	-
West North Central	6	60, 300	Montana	-	-
More than 1 State ¹	1	7, 500	Idaho	-	-
Minnesota	2	20, 500	Wyoming	-	-
Iowa	1	7, 000	Colorado	1	6, 000
Missouri	1	16, 500	New Mexico	-	-
North Dakota	-	-	Arizona	1	6, 000
South Dakota	-	-	Utah	-	-
Nebraska	-	-	Nevada	1	9, 000
Kansas	1	8, 800	Pacific	39	552, 500
South Atlantic	7	75, 400	More than 1 State ¹	3	43, 000
More than 1 State ¹	3	54, 850	Washington	2	22, 000
Delaware	-	-	Oregon	2	16, 000
Maryland	1	5, 150	California	30	455, 800
			Alaska	-	-
			Hawaii	2	15, 700

¹ Worker distribution by State is not available.

Table 6. Agreements covering 5,000 workers or more by union, 1970

Union ¹	Agreements	Workers	Union ¹	Agreements	Workers
All agreements	252	4, 103, 075	Aluminum Workers	1	9, 000
Two or more AFL-CIO unions	5	69, 250	Toys, Playthings; Union of		
Directly affiliated local unions	1	29, 000	Dolls	1	5, 000
Actors	2	36, 000	Lithographers and		
Industrial Workers; Allied	1	7, 200	Photoengravers	1	5, 500
Boilermakers	1	5, 500	Clothing Workers	1	125, 000
Bookbinders	1	5, 000	Glass and Ceramic Workers	1	9, 000
Iron Workers	1	5, 000	Retail, Wholesale and		
Service Employees	5	69, 500	Department Store Union	2	24, 600
Carpenters	12	167, 750	Rubber Workers	4	55, 300
Electrical Workers (IBEW)	8	82, 200	Shoe Workers, United	2	10, 450
Elevator Constructors	1	16, 000	Steelworkers	17	384, 000
Engineers; Operating	3	35, 400	Textile Workers Union	1	8, 500
Garment Workers; Ladies'	14	189, 850	Communications Workers	23	360, 200
Glass Bottle Blowers	3	52, 000	Electrical Workers (IUE)	3	48, 000
Leather Goods, Plastic and			Mine Workers (Ind.)	1	80, 000
Novelty Workers	2	13, 000	District 50, Allied and		
Hatters	1	5, 000	Technical (Ind.)	1	6, 500
Laborers	16	181, 700	Longshoremen and Ware-		
Hotel and Restaurant			housemen (Ind.)	4	36, 700
Employees	7	58, 500	Electrical Workers		
Meat Cutters	5	34, 000	(UE) (Ind.)	1	5, 400
Molders	1	5, 000	Single firm independent		
Painters	3	27, 000	unions	9	70, 400
Plumbers and Pipefitters	2	13, 300	Telephone Unions;		
Retail Clerks	2	19, 000	Independent	5	45, 250
Shoe Workers; Boot and	2	13, 500	Teamsters (Ind.)	30	500, 100
Stage Employees	1	20, 000	Truck Drivers; Chicago		
Telegraph Workers	1	19, 000	(Ind.)	2	11, 000
Typographical Union	2	16, 100	Auto Workers (Ind.)	20	890, 425
Upholsterers	1	7, 750	2 unions or more—		
Machinists	11	150, 300	different affiliations	7	59, 950

¹ All unions are affiliated with AFL-CIO except those listed as independent (Ind.).

Table 7. Employer unit in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Single employer						Multiemployer	
			Total		Single plant		Multiplant			
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All industries	252	4,103,075	123	2,275,075	25	204,950	98	2,070,125	129	1,828,000
Manufacturing	126	2,362,025	87	1,781,475	24	198,350	63	1,583,125	39	580,550
Ordnance and accessories	6	57,400	6	57,400	3	28,000	3	29,400	-	-
Food and kindred products	12	151,700	4	27,500	-	-	4	27,500	8	124,200
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-	1	11,500
Apparel and other finished products	16	314,850	-	-	-	-	-	-	16	314,850
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	-	-	1	7,750	-	-
Paper and allied products	1	11,500	1	11,500	-	-	1	11,500	-	-
Printing, publishing, and allied industries	4	26,600	-	-	-	-	-	-	4	26,600
Chemicals and allied products	2	15,000	2	15,000	-	-	2	15,000	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	4	55,300	1	7,050	3	48,250	-	-
Leather and leather products	6	36,950	3	18,550	-	-	3	18,550	3	18,400
Stone, clay, and glass products	4	61,000	1	9,000	-	-	1	9,000	3	52,000
Primary metal industries	16	361,000	16	361,000	2	23,400	14	337,600	-	-
Fabricated metal products	3	34,900	2	29,900	-	-	2	29,900	1	5,000
Machinery, except electrical	12	169,375	11	161,375	4	31,000	7	130,375	1	8,000
Electrical machinery, equipment, and supplies	10	83,100	10	83,100	6	40,150	4	42,950	-	-
Transportation equipment	26	948,600	25	933,600	8	68,750	17	864,850	1	15,000
Instruments and related products	1	10,500	1	10,500	-	-	1	10,500	-	-
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	-	-	1	5,000
Nonmanufacturing	126	1,741,050	36	493,600	1	6,600	35	487,000	90	1,247,450
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-	1	80,000
Transportation ¹	22	405,200	-	-	-	-	-	-	22	405,200
Communications	30	445,400	30	445,400	-	-	30	445,400	-	-
Utilities: Electric and gas	3	27,100	3	27,100	-	-	3	27,100	-	-
Wholesale trade	1	5,000	-	-	-	-	-	-	1	5,000
Retail trade	6	46,100	3	21,100	1	6,600	2	14,500	3	25,000
Hotels and restaurants	9	93,500	-	-	-	-	-	-	9	93,500
Services	9	141,600	-	-	-	-	-	-	9	141,600
Construction	45	497,150	-	-	-	-	-	-	45	497,150
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 8. Occupational coverage in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Production workers		Professional and/or technical		Clerical		Sales	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	225	3,752,725	9	123,400	34	427,950	25	323,050
Manufacturing	126	2,362,025	118	2,290,675	4	37,100	11	104,800	10	85,900
Ordnance and accessories	6	57,400	5	48,400	1	6,400	1	9,000	1	9,000
Food and kindred products	12	151,700	12	151,700	-	-	-	-	3	22,500
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	1	11,500	-	-	-	-	-	-
Apparel and other finished products	16	314,850	16	314,850	1	6,500	-	-	1	6,500
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	-	-	-	-	-	-
Paper and allied products	1	11,500	1	11,500	-	-	-	-	-	-
Printing, publishing and allied industries	4	26,600	4	26,600	-	-	-	-	-	-
Chemicals and allied products	2	15,000	2	15,000	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	4	55,300	-	-	-	-	-	-
Leather and leather products	6	36,950	6	36,950	-	-	-	-	-	-
Stone, clay, and glass products	4	61,000	4	61,000	-	-	-	-	-	-
Primary metal industries	16	361,000	15	353,900	-	-	1	7,100	-	-
Fabricated metal products	3	34,900	3	34,900	-	-	2	29,900	-	-
Machinery, except electrical	12	169,375	12	169,375	-	-	-	-	-	-
Electrical machinery, equipment, and supplies	10	83,100	9	70,900	-	-	2	18,000	1	12,200
Transportation equipment	26	948,600	21	905,550	2	24,200	5	40,800	4	35,700
Instruments and related products	1	10,500	1	10,500	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	1	5,000	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	107	1,462,050	5	86,300	23	323,150	15	237,150
Mining, crude petroleum, and natural gas production	1	80,000	1	80,000	-	-	-	-	-	-
Transportation ¹	22	405,200	21	397,700	-	-	1	7,500	-	-
Communications	30	445,400	18	268,500	2	30,300	20	293,950	10	186,950
Utilities: Electric and gas	3	27,100	3	27,100	-	-	1	5,600	-	-
Wholesale trade	1	5,000	1	5,000	-	-	-	-	-	-
Retail trade	6	46,100	4	23,600	-	-	-	-	4	34,100
Hotels and restaurants	9	93,500	9	93,500	-	-	-	-	-	-
Services	9	141,600	5	69,500	3	56,000	1	16,100	1	16,100
Construction	45	497,150	45	497,150	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive. The number of workers apply to all workers under the agreement and not to workers in the specific occupational category.

**Part III. Union Security, Management Rights,
and
related provisions**

Union security
Checkoff
Management rights
Antidiscrimination
Older workers
Safety and study committees
Favored nations clause
Moonlighting
Union literature

Table 9. Union security provisions in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Referring to union security provisions										Sole Bargaining ⁵	
			Total		Union shop ¹		Modified union shop ²		Agency shop ³		Maintenance of membership ⁴			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	218	3,766,975	160	2,843,350	21	425,225	8	114,700	29	383,700	34	336,100
Manufacturing	126	2,362,025	111	2,247,875	82	1,699,550	16	379,425	6	79,700	7	89,200	15	114,150
Ordnance and accessories	6	57,400	6	57,400	3	33,550	1	6,400	1	8,450	1	9,000	-	-
Food and kindred products	12	151,700	10	139,200	8	123,500	-	-	2	15,700	-	-	2	12,500
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	1	11,500	1	11,500	-	-	-	-	-	-	-	-
Apparel and other finished products	16	314,850	16	314,850	16	314,850	-	-	-	-	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	1	7,750	-	-	-	-	-	-	-	-
Paper and allied products	1	11,500	1	11,500	1	11,500	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	4	26,600	4	26,600	-	-	-	-	-	-	-	-
Chemicals and allied products	2	15,000	2	15,000	2	15,000	-	-	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	4	55,300	4	55,300	-	-	-	-	-	-	-	-
Leather and leather products	6	36,950	6	36,950	6	36,950	-	-	-	-	-	-	-	-
Stone, clay, and glass products	4	61,000	4	61,000	4	61,000	-	-	-	-	-	-	-	-
Primary metal industries	16	361,000	16	361,000	3	24,350	13	336,650	-	-	-	-	-	-
Fabricated metal products	3	34,900	3	34,900	3	34,900	-	-	-	-	-	-	-	-
Machinery, except electrical	12	169,375	11	162,575	8	112,200	2	36,375	1	14,000	-	-	1	6,800
Electrical machinery, equipment, and supplies	10	83,100	6	53,400	3	35,650	-	-	-	-	3	17,750	4	29,700
Transportation equipment	26	948,600	18	883,450	13	779,450	-	-	2	41,550	3	62,450	8	65,150
Instruments and related products	1	10,500	1	10,500	1	10,500	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	1	5,000	1	5,000	-	-	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	107	1,519,100	78	1,143,800	5	45,800	2	35,000	22	294,500	19	221,950
Mining, crude petroleum, and natural gas production	1	80,000	1	80,000	1	80,000	-	-	-	-	-	-	-	-
Transportation ⁶	22	405,200	20	379,700	19	363,700	-	-	1	16,000	-	-	2	25,500
Communications	30	445,400	24	329,950	1	19,000	1	11,800	1	19,000	21	280,150	6	115,450
Utilities: Electric and gas	3	27,100	2	21,500	1	7,150	-	-	-	-	1	14,350	1	5,600
Wholesale trade	1	5,000	1	5,000	1	5,000	-	-	-	-	-	-	-	-
Retail trade	6	46,100	5	40,100	4	35,100	1	5,000	-	-	-	-	1	6,000
Hotels and restaurants	9	93,500	8	84,500	7	79,500	1	5,000	-	-	-	-	1	9,000
Services	9	141,600	8	122,600	7	105,600	1	17,000	-	-	-	-	1	19,000
Construction	45	497,150	38	455,750	37	448,750	1	7,000	-	-	-	-	7	41,400
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ A union shop requires all employees to become members of the union within a specified time after hiring, or after a new provision is negotiated, and to remain members of the union as a condition of continued employment.

² A modified union shop is the same as a union shop except that certain employee groups may be exempted—for example, those already employed at the time that the provision was negotiated who had not as yet joined the union.

³ An agency shop requires all employees in the bargaining unit who do not join the union to pay a fixed amount monthly, usually the equivalent of union dues, as a condition of employment, to help defray the union's expenses in acting as bargaining agent.

⁴ Maintenance of membership describes an arrangement whereby employees who are members of the union at the time the agreement is negotiated, or who voluntarily join subsequently, must maintain their membership, usually for the duration of the agreement, as a condition of continued employment.

⁵ Sole bargaining describes the agreement arrangement whereby the union is recognized as the exclusive bargaining agent for all employees, union and nonunion in the bargaining unit, but union membership is not required as a condition of employment.

⁶ Excludes railroads and airlines.

Table 10. Checkoff provisions in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Referring to checkoff												No reference to checkoff	
			Total		Dues checkoff only		Dues and assessments		Dues and initiation fees		Dues, assessments, and initiation fees		Other ¹			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	184	3,292,325	49	613,950	2	11,700	71	1,348,925	60	1,307,750	2	10,000	68	810,750
Manufacturing	126	2,362,025	112	2,216,675	13	133,100	2	11,700	59	1,202,825	38	869,050	-	-	14	145,350
Ordnance and accessories	6	57,400	6	57,400	-	-	-	-	6	57,400	-	-	-	-	-	-
Food and kindred products	12	151,700	10	138,700	-	-	-	-	9	129,700	1	9,000	-	-	2	13,000
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-	-	-	-	-	-	1	11,500	
Apparel and other finished products	16	314,850	9	228,800	-	-	-	-	1	5,000	8	223,800	-	-	7	86,050
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	-	-	-	-	1	7,750	-	-	-	-	-	-
Paper and allied products	1	11,500	1	11,500	1	11,500	-	-	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	3	17,200	-	-	1	6,700	-	-	2	10,500	-	-	1	9,400
Chemicals and allied products	2	15,000	2	15,000	1	8,500	-	-	-	-	1	6,500	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	4	55,300	2	28,000	-	-	1	7,050	1	20,250	-	-	-	-
Leather and leather products	6	36,950	6	36,950	1	5,400	-	-	4	24,450	1	7,100	-	-	-	-
Stone, clay, and glass products	4	61,000	4	61,000	-	-	-	-	3	52,000	1	9,000	-	-	-	-
Primary metal industries	16	361,000	16	361,000	-	-	-	-	-	-	16	361,000	-	-	-	-
Fabricated metal products	3	34,900	2	29,900	-	-	-	-	-	-	2	29,900	-	-	1	5,000
Machinery, except electrical	12	169,375	12	169,375	1	14,000	-	-	9	140,175	2	15,200	-	-	-	-
Electrical machinery, equipment, and supplies	10	83,100	9	77,700	3	25,500	-	-	5	46,400	1	5,800	-	-	1	5,400
Transportation equipment	26	948,600	25	933,600	4	40,200	1	5,000	18	717,400	2	171,000	-	-	1	15,000
Instruments and related products	1	10,500	1	10,500	-	-	-	-	1	10,500	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	1	5,000	-	-	-	-	1	5,000	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	72	1,075,650	36	480,850	-	-	12	146,100	22	438,700	2	10,000	54	665,400
Mining, crude petroleum, and natural gas production	1	80,000	1	80,000	-	-	-	-	-	-	1	80,000	-	-	-	-
Transportation ²	22	405,200	19	350,700	1	16,000	-	-	-	-	18	334,700	-	-	3	54,500
Communications	30	445,400	30	445,400	25	377,650	-	-	5	67,750	-	-	-	-	-	-
Utilities: Electric and gas	3	27,100	3	27,100	2	19,950	-	-	1	7,150	-	-	-	-	-	-
Wholesale trade	1	5,000	-	-	-	-	-	-	-	-	-	-	-	-	1	5,000
Retail trade	6	46,100	6	46,100	2	22,500	-	-	3	18,600	1	5,000	-	-	-	-
Hotels and restaurants	9	93,500	2	40,000	1	10,000	-	-	1	30,000	-	-	-	-	7	53,500
Services	9	141,600	3	31,600	-	-	-	-	2	22,600	1	9,000	-	-	6	110,000
Construction	45	497,150	8	54,750	5	34,750	-	-	-	-	1	10,000	2	10,000	37	442,400
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ In 1 agreement, checkoff was referred to local negotiation; in the second, checkoff was to be "in accordance with the Labor-Management Relations Act of 1947 as amended."

² Excludes railroads and airlines.

Table 11. Checkoff provisions in agreements covering 5,000 workers or more by union security provisions, 1970¹

Type of union security	All agreements		Type of checkoff					
			Total		Dues checkoff only		Dues and assessments	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All agreements	252	4, 103, 075	184	3, 292, 325	49	613, 950	2	11, 700
Union security	218	3, 766, 975	162	3, 056, 525	39	473, 700	1	6, 700
Union shop	160	2, 843, 350	106	2, 154, 900	15	157, 150	1	6, 700
Modified union shop	21	425, 225	19	403, 225	1	7, 000	-	-
Agency shop	8	114, 700	8	114, 700	3	49, 000	-	-
Maintenance of membership	29	383, 700	29	383, 700	20	260, 550	-	-
Sole bargaining	34	336, 100	22	235, 800	10	140, 250	1	5, 000
	Type of checkoff							
	Dues and initiation fees		Dues, assessments, and initiation fees		Other ¹		No reference to checkoff	
All agreements	71	1, 348, 925	60	1, 307, 750	2	10, 000	68	810, 750
Union security	60	1, 258, 375	60	1, 307, 750	2	10, 000	56	710, 450
Union shop	43	1, 024, 950	45	956, 100	2	10, 000	54	688, 450
Modified union shop	3	44, 575	15	351, 650	-	-	2	22, 000
Agency shop	5	65, 700	-	-	-	-	-	-
Maintenance of membership	9	123, 150	-	-	-	-	-	-
Sole bargaining	11	90, 550	-	-	-	-	12	100, 300

¹ See footnote 1, table 10.

Table 12. Management rights and "favored nations" clauses in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Management rights provisions		"Favored nations" clauses ¹	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All industries	252	4, 103, 075	109	2, 169, 750	36	531, 000
Manufacturing	126	2, 362, 025	83	1, 751, 000	8	128, 300
Ordnance and accessories	6	57, 400	6	57, 400	1	8, 450
Food and kindred products	12	151, 700	5	34, 500	3	19, 500
Tobacco manufacturing	-	-	-	-	-	-
Textile mill products	1	11, 500	-	-	-	-
Apparel and other finished products	16	314, 850	-	-	4	100, 350
Lumber and wood products, except furniture	-	-	-	-	-	-
Furniture and fixtures	1	7, 750	1	7, 750	-	-
Paper and allied products	1	11, 500	-	-	-	-
Printing, publishing, and allied industries	4	26, 600	-	-	-	-
Chemicals and allied products	2	15, 000	2	15, 000	-	-
Petroleum refining and related industries	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55, 300	4	55, 300	-	-
Leather and leather products	6	36, 950	4	25, 750	-	-
Stone, clay, and glass products	4	61, 000	4	61, 000	-	-
Primary metal industries	16	361, 000	15	352, 000	-	-
Fabricated metal products	3	34, 900	2	29, 900	-	-
Machinery, except electrical	12	169, 375	7	107, 450	-	-
Electrical machinery, equipment, and supplies	10	83, 100	9	77, 700	-	-
Transportation equipment	26	948, 600	24	927, 250	-	-
Instruments and related products	1	10, 500	-	-	-	-
Miscellaneous manufacturing industries	1	5, 000	-	-	-	-
Nonmanufacturing	126	1, 741, 050	26	418, 750	28	402, 700
Mining, crude petroleum, and natural gas production	1	80, 000	1	80, 000	1	80, 000
Transportation ²	22	405, 200	2	45, 000	1	6, 000
Communications	30	445, 400	8	111, 400	-	-
Utilities: Electric and gas	3	27, 100	2	12, 750	-	-
Wholesale trade	1	5, 000	-	-	-	-
Retail trade	6	46, 100	1	6, 000	-	-
Hotels and restaurants	9	93, 500	2	40, 000	3	46, 000
Services	9	141, 600	6	96, 100	1	9, 000
Construction	45	497, 150	4	27, 500	22	261, 700
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-

¹ An agreement provision indicating that 1 party to the agreement (employer or union) shall have the opportunity to share in more favorable terms negotiated by the other party with another employer or union.

² Excludes railroads and airlines.

Table 13. Antidiscrimination clauses in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Discrimination barred because of ¹ —							
			Total with anti-discrimination provisions		Race or color		Creed, religion, or religious belief		Nationality or place of birth	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4, 103, 075	219	3, 664, 775	160	2, 875, 025	158	2, 861, 025	142	2, 732, 325
Manufacturing	126	2, 362, 025	115	2, 292, 325	108	2, 248, 675	108	2, 248, 675	102	2, 208, 475
Ordnance and accessories.....	6	57,400	6	57,400	6	57,400	6	57,400	6	57,400
Food and kindred products	12	151,700	12	151,700	10	139,700	10	139,700	8	124,000
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-	-	-
Apparel and other finished products	16	314,850	12	291,350	12	291,350	12	291,350	12	291,350
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	1	7,750	1	7,750	1	7,750
Paper and allied products	1	11,500	1	11,500	1	11,500	1	11,500	1	11,500
Printing, publishing, and allied industries	4	26,600	2	16,100	2	16,100	2	16,100	2	16,100
Chemicals and allied products	2	15,000	2	15,000	2	15,000	2	15,000	2	15,000
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	4	55,300	4	55,300	4	55,300	4	55,300
Leather and leather products	6	36,950	5	31,550	3	19,400	3	19,400	1	6,400
Stone, clay, and glass products	4	61,000	4	61,000	4	61,000	4	61,000	4	61,000
Primary metal industries	16	361,000	16	361,000	15	352,000	15	352,000	15	352,000
Fabricated metal products	3	34,900	2	29,900	2	29,900	2	29,900	2	29,900
Machinery, except electrical	12	169,375	12	169,375	12	169,375	12	169,375	12	169,375
Electrical machinery, equipment, and supplies	10	83,100	10	83,100	9	77,700	9	77,700	9	77,700
Transportation equipment	26	948,600	25	939,800	24	934,700	24	934,700	22	923,200
Instruments and related products	1	10,500	1	10,500	1	10,500	1	10,500	1	10,500
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	-	-	-	-
Nonmanufacturing	126	1, 741, 050	104	1, 372, 450	52	626, 350	50	612, 350	40	523, 850
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-	-	-
Transportation ²	22	405,200	19	373,700	2	45,000	2	45,000	2	45,000
Communications	30	445,400	19	288,000	2	31,600	2	31,600	2	31,600
Utilities: Electric and gas	3	27,100	3	27,100	1	14,350	1	14,350	1	14,350
Wholesale trade	1	5,000	1	5,000	1	5,000	1	5,000	1	5,000
Retail trade	6	46,100	6	46,100	4	25,500	4	25,500	3	17,000
Hotels and restaurants	9	93,500	8	87,500	4	60,500	4	60,500	2	40,000
Services	9	141,600	9	141,600	9	141,600	9	141,600	9	141,600
Construction	45	497,150	39	403,450	29	302,800	27	288,800	20	229,300
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 13. Antidiscrimination clauses in agreements covering 5,000 workers or more by industry, 1970—Continued

Industry	Discrimination barred because of ¹ —									
	Union membership or activity		Sex		Age		In accordance with the law		Discrimination barred: No reference to specific discriminatory behavior	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	169	2,379,425	116	2,261,575	52	1,206,650	11	94,800	4	55,100
Manufacturing	84	1,202,975	98	2,031,025	32	991,550	1	9,000	1	5,100
Ordnance and accessories	5	51,000	4	37,850	3	23,850	-	-	-	-
Food and kindred products	12	151,700	8	122,000	2	14,500	-	-	-	-
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-
Apparel and other finished products	3	37,000	9	131,350	1	42,000	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	1	7,750	1	7,750	-	-	-	-
Paper and allied products	1	11,500	1	11,500	-	-	-	-	-	-
Printing, publishing, and allied industries	1	6,700	1	6,700	-	-	-	-	-	-
Chemicals and allied products	2	15,000	2	15,000	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	1	7,050	4	55,300	1	7,050	-	-	-	-
Leather and leather products	4	25,150	3	19,400	3	19,400	-	-	-	-
Stone, clay, and glass products	4	61,000	4	61,000	2	18,000	-	-	-	-
Primary metal industries	14	342,800	15	352,000	-	-	1	9,000	-	-
Fabricated metal products	2	29,900	2	29,900	-	-	-	-	-	-
Machinery, except electrical	9	149,375	11	164,175	4	55,800	-	-	-	-
Electrical machinery, equipment, and supplies	7	60,300	8	71,900	1	10,000	-	-	-	-
Transportation equipment	18	244,000	24	934,700	14	793,200	-	-	1	5,100
Instruments and related products	1	10,500	1	10,500	-	-	-	-	-	-
Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	85	1,176,450	18	230,550	20	215,100	10	85,800	3	50,000
Mining, crude petroleum, and natural gas production	-	-	-	-	-	-	-	-	-	-
Transportation ²	18	344,700	1	29,000	1	29,000	-	-	-	-
Communications	19	288,000	2	31,600	1	19,000	-	-	-	-
Utilities: Electric and gas	2	21,500	1	14,350	-	-	1	5,600	-	-
Wholesale trade	1	5,000	-	-	-	-	-	-	-	-
Retail trade	6	46,100	1	5,000	1	5,000	-	-	-	-
Hotels and restaurants	8	87,500	1	10,000	1	10,000	1	8,000	-	-
Services	7	105,600	2	22,600	2	22,600	-	-	-	-
Construction	24	278,050	10	118,000	14	129,500	8	72,200	3	50,000
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Nonadditive. Agreements usually prohibit more than 1 kind of discrimination.

² Excludes railroads and airlines.

Table 14. Older worker provisions in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Provision referring to—			
	Agreements	Workers	Hiring of older workers		Retention of older workers	
			Agreements	Workers	Agreements	Workers
All industries -----	252	4,103,075	13	118,450	23	172,550
Manufacturing -----	126	2,362,025	4	42,700	18	143,250
Ordnance and accessories -----	6	57,400	1	9,000	-	-
Food and kindred products -----	12	151,700	-	-	4	28,200
Tobacco manufacturing -----	-	-	-	-	-	-
Textile mill products -----	1	11,500	-	-	-	-
Apparel and other finished products -----	16	314,850	-	-	3	21,000
Lumber and wood products, except furniture -----	-	-	-	-	-	-
Furniture and fixtures -----	1	7,750	-	-	-	-
Paper and allied products -----	1	11,500	-	-	-	-
Printing, publishing, and allied industries -----	4	26,600	-	-	-	-
Chemicals and allied products -----	2	15,000	-	-	-	-
Petroleum refining and related industries -----	-	-	-	-	-	-
Rubber and miscellaneous plastics products -----	4	55,300	-	-	1	17,000
Leather and leather products -----	6	36,950	-	-	1	5,050
Stone, clay, and glass products -----	4	61,000	-	-	-	-
Primary metal industries -----	16	361,000	-	-	1	9,000
Fabricated metal products -----	3	34,900	-	-	2	20,500
Machinery, except electrical -----	12	169,375	-	-	-	-
Electrical machinery, equipment, and supplies -----	10	83,100	-	-	1	10,000
Transportation equipment -----	26	948,600	3	33,700	4	27,500
Instruments and related products -----	1	10,500	-	-	-	-
Miscellaneous manufacturing industries -----	1	5,000	-	-	1	5,000
Nonmanufacturing -----	126	1,741,050	9	75,750	5	29,300
Mining, crude petroleum, and natural gas production -----	1	80,000	-	-	-	-
Transportation ¹ -----	22	405,200	1	6,000	1	6,000
Communications -----	30	445,400	-	-	-	-
Utilities: Electric and gas -----	3	27,100	-	-	-	-
Wholesale trade -----	1	5,000	-	-	1	5,000
Retail trade -----	6	46,100	-	-	-	-
Hotels and restaurants -----	9	93,500	-	-	-	-
Services -----	9	141,600	-	-	-	-
Construction -----	45	497,150	8	69,750	3	18,300
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 15. Labor-management committees on industrial relations issues and safety in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Labor-management committee on—			
	Agreements	Workers	Industrial relations issues ¹		Safety ²	
			Agreements	Workers	Agreements	Workers
All industries -----	252	4,103,075	36	1,194,675	71	1,226,250
Manufacturing -----	126	2,362,025	28	993,275	50	803,050
Ordnance and accessories -----	6	57,400	-	-	3	20,400
Food and kindred products -----	12	151,700	4	100,500	2	15,500
Tobacco manufacturing -----	-	-	-	-	-	-
Textile mill products -----	1	11,500	-	-	-	-
Apparel and other finished products -----	16	314,850	-	-	-	-
Lumber and wood products, except furniture -----	-	-	-	-	-	-
Furniture and fixtures -----	1	7,750	-	-	-	-
Paper and allied products -----	1	11,500	-	-	1	11,500
Printing, publishing, and allied industries -----	4	26,600	1	9,400	1	9,400
Chemicals and allied products -----	2	15,000	-	-	-	-
Petroleum refining and related industries -----	-	-	-	-	-	-
Rubber and miscellaneous plastic products -----	4	55,300	3	48,250	3	48,250
Leather and leather products -----	6	36,950	-	-	-	-
Stone, clay, and glass products -----	4	61,000	-	-	3	52,000
Primary metal industries -----	16	361,000	8	290,250	16	361,000
Fabricated metal products -----	3	34,900	1	14,400	2	29,900
Machinery, except electrical -----	12	169,375	2	31,575	4	62,800
Electrical machinery, equipment, and supplies -----	10	83,100	1	6,300	2	12,800
Transportation equipment -----	26	948,600	8	492,600	12	169,000
Instruments and related products -----	1	10,500	-	-	1	10,500
Miscellaneous manufacturing industries -----	1	5,000	-	-	-	-
Nonmanufacturing -----	126	1,741,050	8	201,400	21	423,200
Mining, crude petroleum, and natural gas production -----	1	80,000	1	80,000	1	80,000
Transportation ³ -----	22	405,200	-	-	13	280,700
Communications -----	30	445,400	3	46,900	1	15,700
Utilities: Electric and gas -----	3	27,100	-	-	2	21,500
Wholesale trade -----	1	5,000	-	-	-	-
Retail trade -----	6	46,100	-	-	1	6,000
Hotels and restaurants -----	9	93,500	2	42,500	-	-
Services -----	9	141,600	1	20,000	-	-
Construction -----	45	497,150	1	12,000	3	19,300
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-

¹ A labor-management committee on industrial relations issues is a joint committee which studies industrial relations issues—for example, subcontracting, seniority, wage incentives—away from the emotions and deadlines of bargaining and makes recommendations to the negotiators. In primary metals, these were called "Human Relations Committees": they are also referred to as "prebargaining" and "continuous bargaining" committees. These should not be confused with "labor-management" committees which meet periodically to discuss and resolve grievances and implant problems.

² A labor-management safety committee is a joint committee which meets periodically to discuss safety problems, to work out solutions, and to implement safety programs in the plant.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 16. Restrictions on moonlighting and the posting or distribution of Union literature in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Restriction on posting or distribution of union literature		Restriction on moonlighting	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries -----	252	4, 103, 075	23	459, 450	23	378, 700
Manufacturing -----	126	2, 362, 025	16	339, 050	3	22, 700
Ordnance and accessories -----	6	57, 400	-	-	-	-
Food and kindred products -----	12	151, 700	-	-	1	7, 500
Tobacco manufacturing -----	-	-	-	-	-	-
Textile mill products -----	1	11, 500	-	-	-	-
Apparel and other finished products -----	16	314, 850	1	6, 000	-	-
Lumber and wood products, except furniture -----	-	-	-	-	-	-
Furniture and fixtures -----	1	7, 750	-	-	-	-
Paper and allied products -----	1	11, 500	-	-	-	-
Printing, publishing, and allied industries -----	4	26, 600	-	-	-	-
Chemicals and allied products -----	2	15, 000	-	-	-	-
Petroleum refining and related industries -----	-	-	-	-	-	-
Rubber and miscellaneous plastics products -----	4	55, 300	1	7, 050	-	-
Leather and leather products -----	6	36, 950	-	-	1	7, 200
Stone, clay, and glass products -----	4	61, 000	-	-	-	-
Primary metal industries -----	16	361, 000	-	-	-	-
Fabricated metal products -----	3	34, 900	-	-	-	-
Machinery, except electrical -----	12	169, 375	3	59, 400	-	-
Electrical machinery, equipment, and supplies -----	10	83, 100	3	20, 250	-	-
Transportation equipment -----	26	948, 600	8	246, 350	1	8, 000
Instruments and related products -----	1	10, 500	-	-	-	-
Miscellaneous manufacturing industries -----	1	5, 000	-	-	-	-
Nonmanufacturing -----	126	1, 741, 050	7	120, 400	20	356, 000
Mining, crude petroleum, and natural gas production -----	1	80, 000	-	-	-	-
Transportation ¹ -----	22	405, 200	-	-	19	350, 700
Communications -----	30	445, 400	5	98, 700	-	-
Utilities: Electric and gas -----	3	27, 100	1	5, 600	-	-
Wholesale trade -----	1	5, 000	-	-	-	-
Retail trade -----	6	46, 100	-	-	-	-
Hotels and restaurants -----	9	93, 500	-	-	-	-
Services -----	9	141, 600	1	16, 100	-	-
Construction -----	45	497, 150	-	-	1	5, 300
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Part IV. Wages and Wage-Related Provisions

- Wage administration
- Methods of compensation
- Rate structure
- Progression plans
- Travel allowances
- Tools, work clothing, safety equipment
- Nonproduction bonuses
- Differentials
- Wage adjustments
- Garnishment
- Equal pay provisions
- Redcircle rate

Table 17. Wage administration provisions in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Provisions for—					
			Formal job evaluation systems		Production standards		Time study	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	55	1,285,900	54	1,229,500	37	1,056,850
Manufacturing	126	2,362,025	51	1,246,900	53	1,222,900	36	1,050,250
Ordnance and accessories	6	57,400	1	9,000	1	14,550	-	-
Food and kindred products	12	151,700	2	15,000	2	15,500	1	6,500
Tobacco manufacturing	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-
Apparel and other finished products	16	314,850	-	-	1	6,000	1	6,000
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	1	7,750	1	7,750
Paper and allied products	1	11,500	-	-	1	11,500	-	-
Printing, publishing, and allied industries	4	26,600	-	-	-	-	-	-
Chemicals and allied products	2	15,000	1	6,500	2	15,000	1	8,500
Petroleum refining and related industries	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	-	-	4	55,300	4	55,300
Leather and leather products	6	36,950	-	-	2	12,150	1	5,050
Stone, clay, and glass products	4	61,000	3	52,000	4	61,000	2	44,000
Primary metal industries	16	361,000	16	361,000	8	127,500	3	52,800
Fabricated metal products	3	34,900	3	34,900	2	19,400	2	19,400
Machinery, except electrical	12	169,375	5	63,650	8	115,400	5	93,600
Electrical machinery, equipment, and supplies	10	83,100	7	45,250	7	44,050	6	38,650
Transportation equipment	26	948,600	12	651,850	9	707,300	8	702,200
Instruments and related products	1	10,500	-	-	1	10,500	1	10,500
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	4	39,000	1	6,600	1	6,600
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-
Transportation ¹	22	405,200	-	-	-	-	-	-
Communications	30	445,400	4	39,000	-	-	-	-
Utilities: Electric and gas	3	27,100	-	-	-	-	-	-
Wholesale trade	1	5,000	-	-	-	-	-	-
Retail trade	6	46,100	-	-	1	6,600	1	6,600
Hotels and restaurants	9	93,500	-	-	-	-	-	-
Services	9	141,600	-	-	-	-	-	-
Construction	45	497,150	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 18. Methods of compensation in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Time payments				Incentive wage payments		Commission payments		Mileage payments	
			Hourly or daily		Weekly or monthly							
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	202	3,360,475	56	860,200	81	1,871,650	14	221,650	8	145,000
Manufacturing	126	2,362,025	111	2,200,625	25	278,200	78	1,849,550	4	29,000	-	-
Ordnance and accessories	6	57,400	6	57,400	-	-	1	5,000	-	-	-	-
Food and kindred products	12	151,700	11	144,200	4	28,500	7	118,200	3	22,500	-	-
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	1	11,500	1	11,500	-	-	-	-
Apparel and other finished products	16	314,850	13	297,850	14	180,850	15	308,350	1	6,500	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	-	-	1	7,750	-	-	-	-
Paper and allied products	1	11,500	1	11,500	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	3	17,200	-	-	-	-	-	-	-	-
Chemicals and allied products	2	15,000	2	15,000	-	-	2	15,000	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	3	38,300	-	-	3	48,250	-	-	-	-
Leather and leather products	6	36,950	5	31,150	2	13,000	6	36,950	-	-	-	-
Stone, clay, and glass products	4	61,000	2	18,000	-	-	4	61,000	-	-	-	-
Primary metal industries	16	361,000	16	361,000	1	7,100	14	346,150	-	-	-	-
Fabricated metal products	3	34,900	2	29,900	2	29,900	3	34,900	-	-	-	-
Machinery, except electrical	12	169,375	12	169,375	-	-	7	117,600	-	-	-	-
Electrical machinery, equipment, and supplies	10	83,100	7	45,250	-	-	6	38,250	-	-	-	-
Transportation equipment	26	948,600	25	941,250	1	7,350	7	695,650	-	-	-	-
Instruments and related products	1	10,500	1	10,500	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	1	5,000	-	-	1	5,000	-	-	-	-
Nonmanufacturing	126	1,741,050	91	1,159,850	31	582,000	3	22,100	10	192,650	8	145,000
Mining, crude petroleum, and natural gas production	1	80,000	-	-	1	80,000	-	-	-	-	-	-
Transportation ¹	22	405,200	21	397,700	1	38,000	-	-	1	29,000	8	145,000
Communications	30	445,400	10	119,150	22	347,550	-	-	6	133,150	-	-
Utilities: Electric and gas	3	27,100	2	12,750	1	14,350	-	-	-	-	-	-
Wholesale trade	1	5,000	1	5,000	-	-	-	-	-	-	-	-
Retail trade	6	46,100	4	26,100	2	20,000	1	6,600	2	13,500	-	-
Hotels and restaurants	9	93,500	4	37,500	1	30,000	-	-	-	-	-	-
Services	9	141,600	5	69,500	3	52,100	-	-	1	17,000	-	-
Construction	45	497,150	44	492,150	-	-	2	15,500	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive. Agreements may contain more than 1 method of compensation.

Table 19. Methods of compensation in agreements covering 5,000 workers or more by occupational coverage, 1970

Method of compensation	All agreements		Occupation							
			Production workers		Professional and/or technical		Clerical		Sales	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	252	4,103,075	225	3,752,725	9	123,400	34	427,950	25	323,050
Time payments	237	3,932,325	213	3,699,325	8	103,400	31	480,100	24	300,850
Hourly or daily	202	3,360,475	191	3,264,725	3	29,750	15	138,650	15	127,100
Weekly or monthly	56	860,200	42	638,200	6	80,150	21	311,600	12	208,050
Incentive wage payments	81	1,871,650	80	1,863,650	-	-	3	37,900	2	14,600
Commission payments	14	221,650	9	112,200	3	29,800	5	114,150	12	175,650
Mileage payments	8	145,000	8	145,000	-	-	-	-	-	-

NOTE: Nonadditive. Agreements may contain more than 1 method of compensation. The rate of workers applies to all workers under the agreement and not to workers in the specific occupational category.

Table 20. Basic rate structure for nonincentive jobs in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Basic wage structure										No reference to basic rate structure ¹	
			Total		Single rates		Rate ranges		Minimum rates		Subject to local negotiation			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	237	3,457,275	95	1,365,125	80	1,245,550	66	877,400	6	68,000	15	645,800
Manufacturing	126	2,362,025	114	1,757,225	43	713,675	41	727,950	29	310,800	6	68,000	12	604,800
Ordnance and accessories	6	57,400	4	52,400	2	23,000	3	29,400	-	-	-	-	1	5,000
Food and kindred products	12	151,700	9	130,200	9	130,200	1	7,500	-	-	-	-	3	21,500
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	1	11,500	-	-	-	-	1	11,500	-	-	-	-
Apparel and other finished products	16	314,850	16	314,850	-	-	1	125,000	15	189,850	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	-	-	1	7,750	-	-	-	-	-	-
Paper and allied products	1	11,500	1	11,500	1	11,500	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	4	26,600	1	5,000	-	-	3	21,600	-	-	-	-
Chemicals and allied products	2	15,000	2	15,000	1	6,500	-	-	1	8,500	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	3	44,300	1	20,250	2	27,300	-	-	1	17,000	1	11,000
Leather and leather products	6	36,950	6	36,950	-	-	3	18,550	3	18,400	-	-	-	-
Stone, clay, and glass products	4	61,000	2	18,000	2	18,000	-	-	-	-	-	-	2	43,000
Primary metal industries	16	361,000	15	353,100	15	353,100	-	-	-	-	-	-	1	7,900
Fabricated metal products	3	34,900	3	34,900	3	34,900	-	-	-	-	-	-	-	-
Machinery, except electrical	12	169,375	12	169,375	3	41,375	8	120,000	3	32,950	-	-	-	-
Electrical machinery, equipment, and supplies	10	83,100	10	83,100	1	5,400	6	39,850	-	-	3	37,850	-	-
Transportation equipment	26	948,600	22	432,200	3	53,950	15	342,100	2	23,000	2	13,150	4	516,400
Instruments and related products	1	10,500	1	10,500	1	10,500	1	10,500	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	1	5,000	-	-	-	-	1	5,000	-	-	-	-
Nonmanufacturing	126	1,741,050	123	1,700,050	52	651,450	39	517,600	37	566,600	-	-	3	41,000
Mining, crude petroleum, and natural gas production	1	80,000	1	80,000	1	80,000	-	-	-	-	-	-	-	-
Transportation ²	22	405,200	22	405,200	15	177,700	-	-	7	227,500	-	-	-	-
Communications	30	445,400	30	445,400	-	-	30	445,400	-	-	-	-	-	-
Utilities: Electric and gas	3	27,100	3	27,100	1	5,600	3	27,100	-	-	-	-	-	-
Wholesale trade	1	5,000	1	5,000	-	-	1	5,000	1	5,000	-	-	-	-
Retail trade	6	46,100	6	46,100	1	6,000	5	40,100	3	25,000	-	-	-	-
Hotels and restaurants	9	93,500	9	93,500	-	-	-	-	9	93,500	-	-	-	-
Services	9	141,600	8	121,600	2	28,000	-	-	6	93,600	-	-	1	20,000
Construction	45	497,150	43	476,150	32	354,150	-	-	11	122,000	-	-	2	21,000
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes 5 single company, multiplant master agreements which do not refer to rate structure or give details.

² Excludes railroads and airlines.

NOTE: Nonadditive.

Table 21. Progression plans in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Progression plans									
			Total		Automatic		Merit		Combination: Automatic and merit		No details given	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	80	1,245,550	57	784,900	3	177,350	18	249,050	2	34,250
Manufacturing	126	2,362,025	41	727,950	22	339,100	3	177,350	14	177,250	2	34,250
Ordnance and accessories	6	57,400	3	29,400	2	23,000	-	-	1	6,400	-	-
Food and kindred products	12	151,700	1	7,500	1	7,500	-	-	-	-	-	-
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-	-	-	-	-
Apparel and other finished products	16	314,850	1	125,000	1	125,000	-	-	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	1	7,750	-	-	-	-	-	-
Paper and allied products	1	11,500	-	-	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	-	-	-	-	-	-	-	-	-	-
Chemicals and allied products	2	15,000	-	-	-	-	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	2	27,300	-	-	-	-	1	7,050	1	20,250
Leather and leather products	6	36,950	3	18,550	3	18,550	-	-	-	-	-	-
Stone, clay, and glass products	4	61,000	-	-	-	-	-	-	-	-	-	-
Primary metal industries	16	361,000	-	-	-	-	-	-	-	-	-	-
Fabricated metal products	3	34,900	-	-	-	-	-	-	-	-	-	-
Machinery, except electrical Electrical machinery, equipment, and supplies	12	169,375	8	120,000	2	12,400	-	-	5	93,600	1	14,000
Transportation equipment	10	83,100	6	39,850	3	22,150	-	-	3	17,700	-	-
Instruments and related products	26	948,600	15	342,100	8	112,250	3	177,350	4	52,500	-	-
Miscellaneous manufacturing industries	1	10,500	1	10,500	1	10,500	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	39	517,600	35	445,800	-	-	4	71,800	-	-
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-	-	-	-	-
Transportation ¹	22	405,200	-	-	-	-	-	-	-	-	-	-
Communications	30	445,400	30	445,400	27	382,100	-	-	3	63,300	-	-
Utilities: Electric and gas	3	27,100	3	27,100	3	27,100	-	-	-	-	-	-
Wholesale trade	1	5,000	1	5,000	1	5,000	-	-	-	-	-	-
Retail trade	6	46,100	5	40,100	4	31,600	-	-	1	8,500	-	-
Hotels and restaurants	9	93,500	-	-	-	-	-	-	-	-	-	-
Services	9	141,600	-	-	-	-	-	-	-	-	-	-
Construction	45	497,150	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 22. Travel provisions in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		General per diem allowance		Meal allowance		Lodging allowance		Transportation allowance	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	24	335,550	80	966,850	52	752,350	79	1,124,500
Manufacturing	126	2,362,025	10	125,050	18	154,700	5	50,800	12	305,000
Ordnance and accessories	6	57,400	2	15,400	3	28,000	-	-	1	9,000
Food and kindred products	12	151,700	-	-	4	29,000	-	-	1	7,500
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-	-	-
Apparel and other finished products	16	314,850	-	-	1	6,500	1	6,500	1	6,500
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	-	-	-	-	-	-	-	-
Paper and allied products	1	11,500	-	-	1	11,500	-	-	-	-
Printing, publishing, and allied industries	4	26,600	-	-	-	-	-	-	-	-
Chemicals and allied products	2	15,000	-	-	1	6,500	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	-	-	-	-	-	-	-	-
Leather and leather products	6	36,950	-	-	-	-	-	-	-	-
Stone, clay, and glass products	4	61,000	-	-	1	9,000	-	-	-	-
Primary metal industries	16	361,000	-	-	1	9,200	-	-	-	-
Fabricated metal products	3	34,900	-	-	1	15,500	1	15,500	1	15,500
Machinery, except electrical	12	169,375	-	-	-	-	-	-	-	-
Electrical machinery, equipment, and supplies	10	83,100	-	-	1	5,400	-	-	-	-
Transportation equipment	26	948,600	8	109,650	4	34,100	3	28,800	8	266,500
Instruments and related products	1	10,500	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	14	210,500	62	812,150	47	701,550	67	819,500
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-	-	-
Transportation ¹	22	405,200	3	56,000	10	135,700	10	141,000	4	29,700
Communications	30	445,400	2	38,000	21	352,850	17	282,200	27	400,650
Utilities: Electric and gas	3	27,100	-	-	3	27,100	3	27,100	3	27,100
Wholesale trade	1	5,000	-	-	-	-	-	-	-	-
Retail trade	6	46,100	-	-	2	13,500	-	-	3	25,000
Hotels and restaurants	9	93,500	-	-	8	86,500	1	30,000	1	12,500
Services	9	141,600	-	-	2	36,000	1	17,000	3	42,500
Construction	45	497,150	9	116,500	16	160,500	15	204,250	26	282,050
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 23. Provisions for tools, work clothing, and safety equipment in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Provision for—							
			Tools		Work clothing/uniforms				Safety equipment	
	Agreements	Workers	Agreements	Workers	Furnished and/or replaced		Maintained		Agreements	Workers
					Agreements	Workers	Agreements	Workers		
All industries	252	4,103,075	71	1,243,650	62	819,800	46	670,300	104	1,705,800
Manufacturing.....	126	2,362,025	34	843,900	17	150,350	7	53,500	60	1,057,700
Ordnance and accessories	6	57,400	2	14,000	1	5,000	-	-	4	36,450
Food and kindred products	12	151,700	5	104,000	7	49,000	6	43,000	5	34,000
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	1	11,500	-	-	-	-	-	-
Apparel and other finished products	16	314,850	8	145,350	-	-	-	-	1	6,500
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures.....	1	7,750	-	-	-	-	-	-	-	-
Paper and allied products	1	11,500	1	11,500	1	11,500	-	-	1	11,500
Printing, publishing, and allied industries	4	26,600	-	-	-	-	-	-	-	-
Chemicals and allied products	2	15,000	-	-	1	6,500	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	-	-	-	-	-	-	2	37,250
Leather and leather products	6	36,950	5	31,550	-	-	-	-	2	12,150
Stone, clay, and glass products	4	61,000	4	61,000	-	-	-	-	3	52,000
Primary metal industries	16	361,000	-	-	-	-	-	-	15	352,000
Fabricated metal products	3	34,900	-	-	-	-	-	-	3	34,900
Machinery, except electrical	12	169,375	-	-	-	-	-	-	6	81,200
Electrical machinery, equipment, and supplies	10	83,100	1	10,000	-	-	-	-	2	12,800
Transportation equipment	26	948,600	7	455,000	6	67,850	-	-	16	386,950
Instruments and related products	1	10,500	-	-	1	10,500	1	10,500	-	-
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	37	399,750	45	669,450	39	616,800	44	648,100
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-	-	-
Transportation ¹	22	405,200	1	16,000	19	363,700	19	363,700	19	362,700
Communications	30	445,400	2	34,700	1	19,000	1	19,000	3	42,100
Utilities: Electric and gas	3	27,100	2	21,500	-	-	-	-	1	7,150
Wholesale trade	1	5,000	-	-	-	-	-	-	-	-
Retail trade	6	46,100	2	12,600	3	25,000	4	31,000	-	-
Hotels and restaurants	9	93,500	1	5,000	7	81,500	7	81,500	-	-
Services	9	141,600	2	45,000	7	102,600	8	121,600	-	-
Construction	45	497,150	27	264,950	8	77,650	-	-	21	236,150
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 24. Nonproduction bonuses in agreements covering 5,000 workers or more, 1970

Nonproduction bonuses	Agreements	Workers
All agreements	252	4,103,075
Christmas bonus	4	124,050
Year-end bonus	2	31,375
Attendance bonus	2	35,000
Continuous service bonus	¹ 7	82,800

¹ Includes 1 agreement providing an extra week of vacation on the employee's fifth anniversary; and a second agreement providing extra days of "merit" vacation every fifth year, graduated by length of service.

NOTE: Nonadditive.

Table 25. Shift differentials in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Method of pay differentials										No reference to method of pay differential	
			Total		Money		Time		Time and money		Other ¹			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	191	3,153,775	132	2,424,225	19	190,650	22	291,650	18	247,250	61	949,300
Manufacturing	126	2,362,025	105	2,014,775	86	1,748,725	-	-	2	24,400	17	241,650	21	347,250
Ordnance and accessories	6	57,400	6	57,400	3	28,000	-	-	-	-	3	29,400	-	-
Food and kindred products	12	151,700	11	145,700	11	145,700	-	-	-	-	-	-	1	6,000
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	1	11,500	1	11,500	-	-	-	-	-	-	-	-
Apparel and other finished products	16	314,850	-	-	-	-	-	-	-	-	-	-	16	314,850
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	1	7,750	-	-	-	-	-	-	-	-
Paper and allied products	1	11,500	1	11,500	1	11,500	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	4	26,600	2	11,700	-	-	1	9,400	1	5,500	-	-
Chemicals and allied products	2	15,000	2	15,000	2	15,000	-	-	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	4	55,300	4	55,300	-	-	-	-	-	-	-	-
Leather and leather products	6	36,950	3	18,550	3	18,550	-	-	-	-	-	-	3	18,400
Stone, clay, and glass products	4	61,000	4	61,000	4	61,000	-	-	-	-	-	-	-	-
Primary metal industries	16	361,000	16	361,000	16	361,000	-	-	-	-	-	-	-	-
Fabricated metal products	3	34,900	3	34,900	3	34,900	-	-	-	-	-	-	-	-
Machinery, except electrical	12	169,375	11	161,375	11	161,375	-	-	-	-	-	-	1	8,000
Electrical machinery, equipment, and supplies	10	83,100	10	83,100	10	83,100	-	-	-	-	-	-	-	-
Transportation equipment	26	948,600	26	948,600	12	726,850	-	-	1	15,000	13	206,750	-	-
Instruments and related products	1	10,500	1	10,500	1	10,500	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	1	5,000	1	5,000	-	-	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	86	1,139,000	46	675,500	19	190,650	20	267,250	1	5,600	40	602,050
Mining, crude petroleum, and natural gas production	1	80,000	1	80,000	1	80,000	-	-	-	-	-	-	-	-
Transportation ²	22	405,200	5	69,000	5	69,000	-	-	-	-	-	-	17	336,200
Communications	30	445,400	28	418,250	21	347,000	-	-	6	65,650	1	5,600	2	27,100
Utilities: Electric and gas	3	27,100	3	27,100	2	21,500	-	-	1	5,600	-	-	-	-
Wholesale trade	1	5,000	1	5,000	-	-	-	-	1	5,000	-	-	-	-
Retail trade	6	46,100	6	46,100	6	46,100	-	-	-	-	-	-	-	-
Hotels and restaurants	9	93,500	1	12,500	1	12,500	-	-	-	-	-	-	8	81,000
Services	9	141,600	3	39,600	3	39,600	-	-	-	-	-	-	6	102,000
Construction	45	497,150	38	441,450	7	59,800	19	190,650	12	191,000	-	-	7	55,700
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ 17 agreements provide a money differential for the second shift and a time plus money differential for the third shift. 1 agreement provides a time differential for the first shift and a time plus money differential for the third shift.

² Excludes railroads and airlines.

Table 26. Pay differentials for hazardous work and abnormal working conditions in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		With hazard or abnormal working condition differentials—								No differentials for hazardous or abnormal working conditions	
			Total		Hazardous work only		Abnormal working conditions only		Both			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	57	1,114,700	31	435,700	13	531,000	13	148,000	195	2,988,375
Manufacturing	126	2,362,025	17	622,050	10	185,050	3	403,500	4	33,500	109	1,739,975
Ordnance and accessories	6	57,400	2	20,400	2	20,400	-	-	-	-	4	37,000
Food and kindred products	12	151,700	1	6,500	-	-	1	6,500	-	-	11	145,200
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-	-	-	1	11,500
Apparel and other finished products	16	314,850	-	-	-	-	-	-	-	-	16	314,850
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	-	-	-	-	-	-	-	-	1	7,750
Paper and allied products	1	11,500	-	-	-	-	-	-	-	-	1	11,500
Printing, publishing, and allied industries	4	26,600	-	-	-	-	-	-	-	-	4	26,600
Chemicals and allied products	2	15,000	-	-	-	-	-	-	-	-	2	15,000
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	-	-	-	-	-	-	-	-	4	55,300
Leather and leather products	6	36,950	-	-	-	-	-	-	-	-	6	36,950
Stone, clay, and glass products	4	61,000	-	-	-	-	-	-	-	-	4	61,000
Primary metal industries	16	361,000	-	-	-	-	-	-	-	-	16	361,000
Fabricated metal products	3	34,900	-	-	-	-	-	-	-	-	3	34,900
Machinery, except electrical	12	169,375	-	-	-	-	-	-	-	-	12	169,375
Electrical machinery, equipment, and supplies	10	83,100	1	7,000	-	-	1	7,000	-	-	9	76,100
Transportation equipment	26	948,600	13	588,150	8	164,650	1	390,000	4	33,500	13	360,450
Instruments and related products	1	10,500	-	-	-	-	-	-	-	-	1	10,500
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	-	-	-	-	1	5,000
Nonmanufacturing	126	1,741,050	40	492,650	21	250,650	10	127,500	9	114,500	86	1,248,400
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-	-	-	1	80,000
Transportation ¹	22	405,200	9	121,000	2	11,000	4	76,000	3	34,000	13	284,200
Communications	30	445,400	-	-	-	-	-	-	-	-	30	445,400
Utilities: Electric and gas	3	27,100	-	-	-	-	-	-	-	-	3	27,100
Wholesale trade	1	5,000	-	-	-	-	-	-	-	-	1	5,000
Retail trade	6	46,100	1	6,000	-	-	1	6,000	-	-	5	40,100
Hotels and restaurants	9	93,500	2	19,000	-	-	2	19,000	-	-	7	74,500
Services	9	141,600	1	17,000	1	17,000	-	-	-	-	8	124,600
Construction	45	497,150	27	329,650	18	222,650	3	26,500	6	80,500	18	167,500
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 27. Method of compensating pay differentials for hazardous work and abnormal working condition in agreements covering 5,000 workers or more, 1970

Method of compensating pay differentials	Hazardous work		Abnormal conditions	
	Agreements	Workers	Agreements	Workers
All agreements -----	252	4, 103, 075	252	4, 103, 075
Total with hazard and abnormal conditions differentials -----	44	583, 700	26	679, 000
<u>Method of compensation</u>				
Cents per hour -----	28	414, 350	10	491, 300
10 cents -----	1	5, 000	2	395, 000
11 cents but under 15 cents ----	1	5, 000	1	5, 000
15 cents -----	5	39, 000	1	7, 000
16 cents but under 20 cents ----	1	7, 000	-	-
25 cents -----	7	144, 000	2	22, 500
Over 25 cents ¹ -----	12	199, 350	2	40, 300
Cents per hour; no details given-----	1	15, 000	2	21, 500
Percent per hour -----	1	8, 000	-	-
Fixed daily amount -----	2	24, 000	5	54, 200
Varies by activity or work performed -----	7	65, 250	10	125, 500
Varies by occupation -----	6	72, 100	1	8, 000

¹ 1 agreement provides 54½ cents per hour; a second, 80 cents per hour; and 10 additional contracts provide for flight pay to personnel testing aircraft for time spent in flight.

Table 28. Wage adjustments in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Escalator (cost-of-living) provisions		Deferred wage increase provisions		Contract reopening provisions	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries -----	252	4, 103, 075	86	1, 925, 175	227	3, 815, 025	115	1, 726, 625
Manufacturing -----	126	2, 362, 025	67	1, 575, 525	118	2, 296, 775	42	630, 125
Ordnance and accessories -----	6	57, 400	3	29, 400	5	48, 950	3	32, 000
Food and kindred products -----	12	151, 700	3	21, 500	12	151, 700	1	8, 000
Tobacco manufacturing -----	-	-	-	-	-	-	-	-
Textile mill products -----	1	11, 500	1	11, 500	1	11, 500	-	-
Apparel and other finished products -----	16	314, 850	12	283, 350	16	314, 850	2	15, 000
Lumber and wood products, except furniture -----	-	-	-	-	-	-	-	-
Furniture and fixtures -----	1	7, 750	-	-	1	7, 750	1	7, 750
Paper and allied products -----	1	11, 500	-	-	1	11, 500	1	11, 500
Printing, publishing, and allied industries -----	4	26, 600	2	11, 700	4	26, 600	-	-
Chemicals and allied products -----	2	15, 000	1	6, 500	2	15, 000	-	-
Petroleum refining and related industries -----	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products -----	4	55, 300	1	7, 050	3	44, 300	1	20, 250
Leather and leather products -----	6	36, 950	1	7, 200	6	36, 950	4	24, 350
Stone, clay, and glass products -----	4	61, 000	4	61, 000	4	61, 000	-	-
Primary metal industries -----	16	361, 000	1	16, 600	15	353, 100	15	352, 000
Fabricated metal products -----	3	34, 900	-	-	3	34, 900	-	-
Machinery, except electrical -----	12	169, 375	11	163, 775	10	148, 575	3	45, 975
Electrical machinery, equipment, and supplies -----	10	83, 100	4	28, 200	8	71, 000	5	39, 900
Transportation equipment -----	26	948, 600	22	922, 750	25	943, 600	6	73, 400
Instruments and related products -----	1	10, 500	-	-	1	10, 500	-	-
Miscellaneous manufacturing industries -----	1	5, 000	1	5, 000	1	5, 000	-	-
Nonmanufacturing -----	126	1, 741, 050	19	349, 650	109	1, 518, 250	73	1, 096, 500
Mining, crude petroleum, and natural gas production -----	1	80, 000	-	-	1	80, 000	-	-
Transportation ¹ -----	22	405, 200	17	328, 700	17	328, 000	17	328, 700
Communications -----	30	445, 400	-	-	27	403, 400	24	363, 250
Utilities: Electric and gas -----	3	27, 100	1	14, 350	2	21, 500	2	19, 950
Wholesale trade -----	1	5, 000	-	-	1	5, 000	-	-
Retail trade -----	6	46, 100	1	6, 600	5	40, 100	2	11, 000
Hotels and restaurants -----	9	99, 500	-	-	6	71, 500	6	70, 500
Services -----	9	141, 600	-	-	6	79, 600	5	83, 000
Construction -----	45	497, 150	-	-	44	489, 150	17	220, 100
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 29. Issues and timing of reopeners in agreements covering 5,000 workers or more, 1970

Issues and timing	Agreements	Workers	Issues and timing	Agreements	Workers
Issues			Timing		
All agreements -----	252	4, 103, 075	All agreements -----	252	4, 103, 075
All agreement reopeners -----	115	1, 726, 625	All agreement reopeners -----	115	1, 726, 625
Wages only -----	37	431, 900	Fixed date reopener only -----	29	373, 900
Nonwage items -----	29	505, 550	Emergency reopener only -----	39	746, 200
Wages and nonwage items -----	39	638, 775	Reopener by mutual consent only -----	35	491, 375
Agreement may be reopened; no reference to subjects -----	10	150, 400	Agreement may be reopened at anytime -----	10	102, 150
No reference to agreement reopeners -----	137	2, 376, 450	May be reopened in the event allied agreements are reopened -----	2	13, 000
All agreement reopeners ¹ -----	115	1, 726, 625	No reference to agreement reopeners -----	137	2, 376, 450
Wages -----	76	1, 070, 675			
Nonwage items -----	68	1, 144, 325			
Agreement may be reopened; no reference to subjects -----	10	150, 400			

¹ Nonadditive. Reopeners may include both wage and nonwage items.

Table 30. Wage adjustments in agreements covering 5,000 workers or more by duration, 1970

Cost of living, deferred wage increase, and contract reopening provisions	All agreements		Durations in months													
			Fewer than 24 months		24		25-35		36		37-47		48		Over 48 ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements -----	252	4, 103, 075	4	33, 600	15	114, 500	32	895, 425	150	2, 448, 950	6	41, 700	6	41, 700	25	337, 450
Cost of living only -----	2	12, 600	-	-	-	-	1	5, 800	1	6, 800	-	-	-	-	-	-
Deferred wage increase only -----	72	856, 300	-	-	6	56, 750	9	91, 450	40	548, 750	4	49, 150	4	29, 700	9	80, 500
Contract reopening only -----	12	126, 650	1	6, 000	1	5, 600	-	-	6	63, 050	1	19, 000	1	5, 000	2	28, 000
Cost of living and deferred wage increase -----	56	1, 424, 450	1	7, 050	2	12, 200	13	644, 650	31	659, 500	7	85, 850	-	-	2	15, 200
Cost of living and contract reopening -----	4	65, 700	-	-	-	-	1	14, 000	3	51, 700	-	-	-	-	-	-
Deferred wage increase and contract reopening -----	75	1, 111, 850	2	20, 550	6	39, 950	5	64, 150	47	761, 050	3	19, 750	1	7, 000	11	199, 400
Cost of living, deferred wage increase, and contract reopening -----	24	422, 425	-	-	-	-	2	64, 375	18	303, 000	3	40, 700	-	-	1	14, 350

¹ Includes 1 agreement for 49 months; 1 for 53 months; 3 for 58 months; 16 for 60 months; 2 for 61 months; 1 for 62 months; and 1 for 71 months.

Table 31. Wage garnishment, equal pay for equal work, and red circle rate provisions in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Wage garnishment ¹		Equal pay for equal work		Red-circle rates ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	34	598,725	28	325,300	47	829,150
Manufacturing.....	126	2,362,025	12	200,425	22	277,700	37	690,400
Ordnance and accessories	6	57,400	1	9,000	4	42,000	2	20,400
Food and kindred products	12	151,700	-	-	3	88,500	6	109,200
Tobacco manufacturing	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-
Apparel and other finished products	16	314,850	-	-	2	34,000	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	-	-	-	-	-	-
Paper and allied products	1	11,500	1	11,500	-	-	-	-
Printing, publishing, and allied industries.....	4	26,600	-	-	1	9,400	-	-
Chemicals and allied products	2	15,000	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	-	-	-	-	-	-
Leather and leather products	6	36,950	2	13,000	3	19,350	-	-
Stone, clay, and glass products	4	61,000	-	-	-	-	2	18,000
Primary metal industries	16	361,000	-	-	1	7,900	13	333,100
Fabricated metal products	3	34,900	1	15,500	-	-	2	29,900
Machinery, except electrical	12	169,375	3	78,575	1	6,800	3	62,200
Electrical machinery, equipment, and supplies	10	83,100	1	10,000	5	30,550	5	28,250
Transportation equipment	26	948,600	3	62,850	2	39,200	4	89,350
Instruments and related products	1	10,500	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	22	398,300	6	47,600	10	138,750
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-
Transportation ³	22	405,200	17	328,700	-	-	3	33,500
Communications	30	445,400	-	-	-	-	6	96,750
Utilities: Electric and gas	3	27,100	-	-	1	5,600	-	-
Wholesale trade	1	5,000	-	-	-	-	-	-
Retail trade	6	46,100	1	6,600	1	8,500	1	8,500
Hotels and restaurants	9	93,500	-	-	4	33,500	-	-
Services	9	141,600	3	54,000	-	-	-	-
Construction	45	497,150	1	9,000	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-

¹ For this study, a wage garnishment provision establishes union and management policy if creditors attach an employee's wages. Usually, the policy will entail discipline of the employee.

² A red-circle rate is a rate of pay higher than the contractual or formally established rate for the job. The rate is usually attached to the incumbent worker, not to the job, and protects the employee from a decline in earnings through no fault of his own.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

**Part V. Hours, Overtime,
and Premium Pay Provisions**

Daily and weekly overtime
Equal distribution
Right to refuse
Graduated overtime
Weekend work

Table 32. Overtime in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements ¹		Daily overtime		Weekly overtime		Overtime outside regularly scheduled hours		Graduated overtime rates		Equal distribution of overtime		Right to refuse overtime	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries -----	252	4, 103, 075	223	3, 765, 025	158	2, 836, 400	94	1, 250, 075	61	799, 050	85	1, 821, 950	45	1, 109, 625
Manufacturing -----	126	2, 362, 025	122	2, 325, 025	84	1, 725, 600	37	504, 675	33	389, 950	57	1, 360, 050	40	1, 044, 225
Ordnance and accessories -----	6	57, 400	6	57, 400	4	42, 000	4	36, 450	2	15, 400	3	37, 550	3	37, 550
Food and kindred products -----	12	151, 700	11	144, 700	11	76, 700	1	75, 000	4	96, 700	1	6, 500	2	85, 000
Tobacco manufacturing -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products -----	1	11, 500	1	11, 500	1	11, 500	1	11, 500	-	-	-	-	-	-
Apparel and other finished products -----	16	314, 850	14	299, 850	6	72, 800	6	39, 500	-	-	5	49, 300	-	-
Lumber and wood products, except furniture -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures -----	1	7, 750	1	7, 750	1	7, 750	1	7, 750	-	-	1	7, 750	1	7, 750
Paper and allied products -----	1	11, 500	1	11, 500	1	11, 500	-	-	-	-	1	11, 500	-	-
Printing, publishing, and allied industries -----	4	26, 600	4	26, 600	-	-	4	26, 600	4	26, 600	2	11, 700	1	5, 500
Chemicals and allied products -----	2	15, 000	2	15, 000	2	15, 000	2	15, 000	-	-	1	6, 500	1	6, 500
Petroleum refining and related industries -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products -----	4	55, 300	4	55, 300	3	48, 250	-	-	-	-	1	17, 000	1	11, 000
Leather and leather products -----	6	36, 950	6	36, 950	3	18, 550	-	-	-	-	-	-	3	18, 550
Stone, clay, and glass products -----	4	61, 000	4	61, 000	4	61, 000	-	-	1	8, 000	-	-	-	-
Primary metal industries -----	16	361, 000	16	361, 000	16	361, 000	1	72, 000	-	-	7	187, 450	2	24, 350
Fabricated metal products -----	3	34, 900	3	34, 900	2	19, 400	-	-	2	29, 900	1	15, 500	1	15, 500
Machinery, except electrical -----	12	169, 375	12	169, 375	8	97, 150	4	53, 375	4	34, 000	7	90, 000	7	110, 775
Electrical machinery, equipment, and supplies -----	10	83, 100	10	83, 100	3	18, 700	2	17, 600	8	66, 800	6	45, 050	3	17, 750
Transportation equipment -----	26	948, 600	25	933, 600	17	848, 800	10	144, 900	7	102, 050	19	858, 750	13	688, 500
Instruments and related products -----	1	10, 500	1	10, 500	1	10, 500	-	-	1	10, 500	1	10, 500	1	10, 500
Miscellaneous nonmanufacturing industries -----	1	5, 000	1	5, 000	1	5, 000	1	5, 000	-	-	1	5, 000	1	5, 000

See footnote at end of table.

Table 32. Overtime in agreements covering 5,000 workers or more by industry, 1970—Continued

Industry	All agreements ¹		Daily overtime		Weekly overtime		Overtime outside regularly scheduled hours		Graduated overtime rates		Equal distribution of overtime		Right to refuse overtime	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Nonmanufacturing	126	1,741,050	101	1,440,000	74	1,110,800	57	745,400	28	409,100	28	461,900	5	65,400
Mining, crude petroleum, and natural gas production	1	80,000	1	80,000	1	80,000	-	-	-	-	1	80,000	-	-
Transportation ²	22	405,200	16	337,200	14	277,200	6	94,000	1	16,000	1	16,000	1	6,000
Communications	30	445,400	27	373,250	24	314,350	15	232,250	20	317,000	12	224,100	2	45,400
Utilities: Electric and gas	3	27,100	3	27,100	2	21,500	2	19,950	1	5,600	2	19,950	-	-
Wholesale trade	1	5,000	1	5,000	1	5,000	-	-	-	-	-	-	-	-
Retail trade	6	46,100	5	32,100	3	17,000	2	19,000	1	6,600	2	14,500	1	8,500
Hotels and restaurants	9	93,500	8	88,500	6	76,500	-	-	1	6,000	1	8,000	-	-
Services	9	141,600	6	96,500	6	93,600	-	-	1	19,000	4	54,100	-	-
Construction	45	497,150	34	400,350	17	225,650	32	380,200	3	38,900	5	45,250	1	5,500
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Nonadditive. Agreements may have one or more overtime provisions.

² Excludes railroads and airlines.

Table 33. Daily overtime rate in agreements covering 5,000 workers or more by daily overtime hours, 1970

Daily overtime hours	All agreements ¹		Referring to daily overtime rate							
			Total		Time and one-half		Double time		Other ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	252	4,103,075	223	3,765,025	205	3,562,225	15	178,650	3	24,150
Daily overtime after specified hours	223	3,765,025	223	3,765,025	205	3,562,225	15	178,650	3	24,150
6 hours	1	16,000	1	16,000	1	16,000	-	-	-	-
7 hours	23	282,950	23	282,950	21	255,950	2	27,000	-	-
7½ hours	4	34,000	4	34,000	4	34,000	-	-	-	-
8 hours	194	3,415,075	194	3,415,075	179	3,256,275	12	134,650	3	24,150
10 hours	1	17,000	1	17,000	-	-	1	17,000	-	-
No reference to daily overtime hours	29	338,050	-	-	-	-	-	-	-	-

¹ In 1 agreement the overtime rate varies by occupation; in the second, by geographic zone; and in the third, by local agreement.

Table 34. Scheduled weekly hours in agreements covering 5,000 workers or more, 1970

Scheduled weekly hours	Agreements	Workers
All agreements	252	4,103,075
Total referring to scheduled weekly hours	241	3,927,125
Fewer than 35 hours	2	22,700
35 hours	26	312,250
36 hours	1	20,000
37 $\frac{1}{2}$ hours	5	39,000
40 hours	202	3,464,825
48 hours	2	23,000
Other ¹	3	45,350
No scheduled weekly hours	11	175,950

¹ In 1 agreement, weekly hours vary by occupation; in the second, by local negotiation; and in the third regular weekly hours are mentioned, but no details given.

Table 35. Scheduled weekly hours under 40 in agreements covering 5,000 workers or more by daily and weekly overtime provisions, 1970

Scheduled weekly hours	All agreements		Overtime provision						No reference to daily or weekly overtime	
			Daily overtime only		Weekly overtime only		Daily and weekly overtime			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	252	4,103,075	70	975,225	4	36,600	154	2,799,800	24	291,450
Scheduled weekly hours under 40	34	393,950	17	187,150	-	-	15	196,800	2	10,000
30 hours	1	16,000	-	-	-	-	1	16,000	-	-
34 $\frac{1}{2}$ hours	1	6,700	1	6,700	-	-	-	-	-	-
35 hours	26	312,250	13	158,950	-	-	12	148,300	1	5,000
36 hours	1	20,000	-	-	-	-	1	20,000	-	-
37 $\frac{1}{2}$ hours	5	39,000	3	21,500	-	-	1	12,500	1	5,000

Table 36. Daily and weekly overtime in agreements covering 5,000 workers or more, 1970

Daily overtime	All agreements		Weekly overtime after—									
			Total		30 hours		35 hours		36 hours		37 $\frac{1}{2}$ hours	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	252	4,103,075	159	2,861,400	1	16,000	11	152,300	1	20,000	1	12,500
Daily overtime after specified hours	223	3,765,025	153	2,789,800	1	16,000	9	117,300	1	20,000	1	12,500
6 hours	1	16,000	1	16,000	1	16,000	-	-	-	-	-	-
7 hours	23	282,950	9	117,300	-	-	9	117,300	-	-	-	-
7 $\frac{1}{2}$ hours	4	34,000	1	12,500	-	-	-	-	-	-	1	12,500
8 hours	194	3,415,075	141	2,627,000	-	-	-	-	1	20,000	-	-
10 hours	1	17,000	1	17,000	-	-	-	-	-	-	-	-
No reference to daily overtime	29	338,050	6	71,600	-	-	2	35,000	-	-	-	-
					40 hours		Over 40 hours ¹		Other ²		No reference to weekly overtime	
All agreements					142	2,621,500	2	23,000	1	16,100	93	1,241,675
Daily overtime after specified hours					140	2,607,000	1	17,000	-	-	70	975,225
6 hours					-	-	-	-	-	-	-	-
7 hours					-	-	-	-	-	-	14	165,650
7 $\frac{1}{2}$ hours					-	-	-	-	-	-	3	21,500
8 hours					140	2,607,000	-	-	-	-	53	788,075
10 hours					-	-	1	17,000	-	-	-	-
No reference to daily overtime					2	14,500	1	6,000	1	16,100	23	266,450

¹ In 1 agreement hours vary with location of work, and in the second, a milk haul agreement, overtime is provided after 60 weekly hours.

² Weekly overtime hours are based on personal weekly schedules for each worker.

Table 37. Weekly overtime rate in agreements covering 5,000 workers or more by weekly overtime hours, 1970

Weekly overtime hours	All agreements		Weekly overtime rate								No reference to weekly overtime rate	
			Total		Time and one-half		Double time		Other ¹			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	252	4,103,075	159	2,861,400	154	2,785,000	3	57,250	2	19,150	93	1,241,675
Weekly overtime after specified hours	159	2,861,400	159	2,861,400	154	2,785,000	3	57,250	2	19,150	-	-
30 hours	1	16,000	1	16,000	1	16,000	-	-	-	-	-	-
35 hours	11	152,300	11	152,300	11	152,300	-	-	-	-	-	-
36 hours	1	20,000	1	20,000	1	20,000	-	-	-	-	-	-
37 1/2 hours	1	12,500	1	12,500	1	12,500	-	-	-	-	-	-
40 hours	142	2,621,500	142	2,621,500	137	2,545,100	3	57,250	2	19,150	-	-
Other ²	3	39,100	3	39,100	3	39,100	-	-	-	-	-	-
No weekly overtime	93	1,241,675	-	-	-	-	-	-	-	-	93	1,241,675

¹ In 1 agreement, overtime rate varies by occupation; in the second, by local arrangement.

² Hours vary by location of work in 1 agreement; in a second, by weekly overtime hours based on individual weekly schedules; and in the third, a milk haul agreement, after 60 weekly hours.

Table 38. Overtime rate for work outside of regularly scheduled hours in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Overtime rate for work outside regularly scheduled hours								No reference to overtime for work outside regular hours	
			Total		Time and one-half		Double time		Other ¹			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	94	1,250,075	75	1,034,475	16	192,900	3	22,700	158	2,853,000
Manufacturing	126	2,362,025	37	504,675	33	472,475	2	20,500	2	11,700	89	1,857,350
Ordnance and accessories	6	57,400	4	36,450	4	36,450	-	-	-	-	2	20,950
Food and kindred products	12	151,700	1	75,000	1	75,000	-	-	-	-	11	76,700
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	1	11,500	1	11,500	-	-	-	-	-	-
Apparel and other finished products	16	314,850	6	39,500	6	39,500	-	-	-	-	10	275,350
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	1	7,750	-	-	-	-	-	-
Paper and allied products	1	11,500	-	-	-	-	-	-	-	-	1	11,500
Printing, publishing, and allied industries	4	26,600	4	26,600	1	9,400	1	5,500	2	11,700	-	-
Chemicals and allied products	2	15,000	2	15,000	2	15,000	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	-	-	-	-	-	-	-	-	4	55,300
Leather and leather products	6	36,950	-	-	-	-	-	-	-	-	6	36,950
Stone, clay, and glass products	4	61,000	-	-	-	-	-	-	-	-	4	61,000
Primary metal industries	16	361,000	1	72,000	1	72,000	-	-	-	-	15	289,000
Fabricated metal products	3	34,900	-	-	-	-	-	-	-	-	3	34,900
Machinery, except electrical, and supplies	12	169,375	4	53,375	4	53,375	-	-	-	-	8	116,000
Transportation equipment	10	83,100	2	17,600	2	17,600	-	-	-	-	8	65,500
Instruments and related products	26	948,600	10	144,900	9	129,900	1	15,000	-	-	16	803,700
Miscellaneous manufacturing industries	1	10,500	-	-	-	-	-	-	-	-	1	10,500
Nonmanufacturing	126	1,741,050	57	745,400	42	562,000	14	172,400	1	11,000	69	995,650
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-	-	-	1	80,000
Transportation ²	22	405,200	6	94,000	6	94,000	-	-	-	-	16	311,200
Communications	30	445,400	15	232,250	15	232,250	-	-	-	-	15	213,150
Utilities: Electric and gas	3	27,100	2	19,950	2	19,950	-	-	-	-	1	7,150
Wholesale trade	1	5,000	-	-	-	-	-	-	-	-	1	5,000
Retail trade	6	46,100	2	19,000	2	19,000	-	-	-	-	4	27,100
Hotels and restaurants	9	93,500	-	-	-	-	-	-	-	-	9	93,500
Services	9	141,600	-	-	-	-	-	-	-	-	9	141,600
Construction	45	497,150	32	380,200	17	196,800	14	172,400	1	11,000	13	116,950
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-

¹ In 2 agreements, overtime rates are graduated according to daily overtime hours worked; in the third agreement, overtime rates vary by occupation.

² Excludes railroads and airlines.

Table 39. Graduated overtime in agreements covering 5,000 workers or more, 1970

Graduated overtime provision	Agreements	Workers
All agreements	252	4,103,075
Total with provisions	61	799,050
Overtime rate graduated after specified daily hours	39	484,500
9 hours	1	5,500
10 hours	8	111,550
11 hours	7	77,250
12 hours	17	245,700
16 hours	4	32,800
Rate increases with number of overtime hours	2	11,700
Overtime rate graduated after specified weekly hours	22	314,550
49 hours	21	302,550
52 hours	1	11,800
No reference to graduated overtime	191	3,304,025

Table 40. Premium pay for weekends in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Total		Premium pay for—								No reference to premium pay	
	Agreements	Workers	Agreements	Workers	Saturday		Sunday		Sixth day		Seventh day		Agreements	Workers
					Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries -----	252	4,103,075	215	3,613,325	129	2,269,325	186	3,216,875	77	1,722,375	73	1,783,425	37	489,750
Manufacturing -----	126	2,362,025	112	2,165,925	71	1,480,975	93	1,861,775	54	1,482,025	56	1,508,925	14	196,100
Ordnance and accessories -----	6	57,400	6	57,400	4	43,400	5	48,400	2	23,000	5	51,000	-	-
Food and kindred products -----	12	151,700	11	143,700	6	107,500	7	113,200	7	47,700	3	23,500	1	8,000
Tobacco manufacturing -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products -----	1	11,500	-	-	-	-	-	-	-	-	-	-	1	11,500
Apparel and other finished products -----	16	314,850	7	159,500	7	159,500	1	6,500	-	-	-	-	9	155,350
Lumber and wood products, except furniture -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures -----	1	7,750	1	7,750	1	7,750	1	7,750	-	-	-	-	-	-
Paper and allied products -----	1	11,500	1	11,500	-	-	1	11,500	-	-	-	-	-	-
Printing, publishing, and allied industries -----	4	26,600	4	26,600	4	26,600	4	26,600	-	-	-	-	-	-
Chemicals and allied products -----	2	15,000	1	6,500	1	6,500	1	6,500	1	6,500	1	6,500	1	8,500
Petroleum refining and related industries -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products -----	4	55,300	4	55,300	1	7,050	4	55,300	1	7,050	1	7,050	-	-
Leather and leather products -----	6	36,950	5	31,550	4	25,150	4	24,450	-	-	1	7,100	1	5,400
Stone, clay, and glass products -----	4	61,000	4	61,000	1	9,000	4	61,000	-	-	1	9,000	-	-
Primary metal industries -----	16	361,000	16	361,000	-	-	16	361,000	15	353,900	15	353,900	-	-
Fabricated metal products -----	3	34,900	3	34,900	2	20,500	2	20,500	1	14,400	1	14,400	-	-
Machinery, except electrical and supplies -----	12	169,375	12	169,375	10	125,325	12	169,375	7	132,375	7	132,375	-	-
Electrical machinery, equipment, and supplies -----	10	83,100	10	83,100	8	56,250	9	63,250	6	48,500	7	55,500	-	-
Transportation equipment -----	26	948,600	25	941,250	20	870,950	20	870,950	14	848,600	14	848,600	1	7,350
Instruments and related products -----	1	10,500	1	10,500	1	10,500	1	10,500	-	-	-	-	-	-
Miscellaneous manufacturing industries -----	1	5,000	1	5,000	1	5,000	1	5,000	-	-	-	-	-	-
Nonmanufacturing -----	126	1,741,050	103	1,447,400	58	788,350	93	1,355,100	23	240,350	17	274,500	23	293,650
Mining, crude petroleum, and natural gas production -----	1	80,000	1	80,000	1	80,000	1	80,000	-	-	-	-	-	-
Transportation ¹ -----	22	405,200	16	308,200	8	120,000	12	281,500	6	52,200	5	146,700	6	97,000
Communications -----	30	445,400	27	401,700	3	50,100	27	401,700	6	70,950	4	54,950	3	43,700
Utilities: Electric and gas -----	3	27,100	2	12,750	-	-	1	7,150	1	5,600	2	12,750	1	14,350
Wholesale trade -----	1	5,000	1	5,000	1	5,000	1	5,000	-	-	-	-	-	-
Retail trade -----	6	46,100	4	34,100	2	20,600	4	34,100	3	20,100	1	6,600	2	12,000
Hotels and restaurants -----	9	93,500	5	60,000	-	-	-	-	5	60,000	3	22,000	4	33,500
Services -----	9	141,600	5	66,500	4	60,000	5	66,500	2	31,500	2	31,500	4	75,100
Construction -----	45	497,150	42	479,150	39	452,650	42	479,150	-	-	-	-	3	18,000
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 41. Premium pay rates for Saturdays in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Premium pay rates							
			Total with premium pay provision		Time and one-half		Double time		Other ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	129	2,269,325	95	1,903,075	26	300,550	8	65,500
Manufacturing	126	2,362,025	71	1,480,975	63	1,415,375	3	29,900	5	35,700
Ordnance and accessories	6	57,400	4	43,400	4	43,400	-	-	-	-
Food and kindred products	12	151,700	6	107,500	6	107,500	-	-	-	-
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-	-	-
Apparel and other finished products	16	314,850	7	159,500	7	159,500	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	1	7,750	-	-	-	-
Paper and allied products	1	11,500	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	4	26,600	-	-	2	14,900	2	11,700
Chemicals and allied products	2	15,000	1	6,500	1	6,500	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	1	7,050	1	7,050	-	-	-	-
Leather and leather products	6	36,950	4	25,150	4	25,150	-	-	-	-
Stone, clay, and glass products	4	61,000	1	9,000	1	9,000	-	-	-	-
Primary metal industries	16	361,000	-	-	-	-	-	-	-	-
Fabricated metal products	3	34,900	2	20,500	2	20,500	-	-	-	-
Machinery, except electrical	12	169,375	10	125,325	9	117,325	-	-	1	8,000
Electrical machinery, equipment, and supplies	10	83,100	8	56,250	7	46,250	-	-	1	10,000
Transportation equipment	26	948,600	20	870,950	18	849,950	1	15,000	1	6,000
Instruments and related products	1	10,500	1	10,500	1	10,500	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	1	5,000	1	5,000	-	-	-	-
Nonmanufacturing	126	1,741,050	58	788,350	32	487,700	23	270,650	3	30,000
Mining, crude petroleum, and natural gas production	1	80,000	1	80,000	1	80,000	-	-	-	-
Transportation ²	22	405,200	8	120,000	8	120,000	-	-	-	-
Communications	30	445,400	3	50,100	3	50,100	-	-	-	-
Utilities: Electric and gas	3	27,100	-	-	-	-	-	-	-	-
Wholesale trade	1	5,000	1	5,000	1	5,000	-	-	-	-
Retail trade	6	46,100	2	20,600	1	6,600	-	-	1	14,000
Hotels and restaurants	9	93,500	-	-	-	-	-	-	-	-
Services	9	141,600	4	60,000	3	43,000	1	17,000	-	-
Construction	45	497,150	39	452,650	15	183,000	22	253,650	2	16,000
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Includes 1 agreement providing a flat-sum addition; 5 agreements which graduate the rate according to the number of hours worked; 1 agreement varies the rate by occupation; and 1 agreement by location.

² Excludes railroads and airlines.

Table 42. Premium pay rates for Sundays in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Total with premium pay provisions		Premium pay							
					Time one-half		Double time		Time and one-fourth minimum unless higher premium applies		Other ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	186	3,216,875	50	695,750	110	1,758,725	15	518,500	11	243,900
Manufacturing	126	2,362,025	93	1,861,775	16	236,650	59	1,060,875	15	518,500	3	45,750
Ordnance and accessories	6	57,400	5	48,400	4	42,000	1	6,400	-	-	-	-
Food and kindred products	12	151,700	7	113,200	1	75,000	6	38,200	-	-	-	-
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-	-	-	-	-
Apparel and other finished products	16	314,850	1	6,500	1	6,500	-	-	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	-	-	1	7,750	-	-	-	-
Paper and allied products	1	11,500	1	11,500	1	11,500	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	4	26,600	-	-	2	14,900	-	-	2	11,700
Chemicals and allied products	2	15,000	1	6,500	-	-	1	6,500	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	4	55,300	-	-	4	55,300	-	-	-	-
Leather and leather products	6	36,950	4	24,450	-	-	4	24,450	-	-	-	-
Stone, clay, and glass products	4	61,000	4	61,000	4	61,000	-	-	-	-	-	-
Primary metal industries	16	361,000	16	361,000	4	35,650	-	-	12	325,350	-	-
Fabricated metal products	3	34,900	2	20,500	-	-	2	20,500	-	-	-	-
Machinery, except electrical	12	169,375	12	169,375	-	-	9	107,175	2	28,150	1	34,050
Electrical machinery, equipment, and supplies	10	83,100	9	63,250	-	-	9	63,250	-	-	-	-
Transportation equipment	26	948,600	20	870,950	1	5,000	18	700,950	1	165,000	-	-
Instruments and related products	1	10,500	1	10,500	-	-	1	10,500	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	1	5,000	-	-	1	5,000	-	-	-	-
Nonmanufacturing	126	1,741,050	93	1,355,100	34	459,100	51	697,850	-	-	8	198,150
Mining, crude petroleum, and natural gas production	1	80,000	1	80,000	-	-	1	80,000	-	-	-	-
Transportation ²	22	405,200	12	281,500	4	50,000	5	86,000	-	-	3	145,500
Communications	30	445,400	27	401,700	23	338,600	2	35,100	-	-	2	28,000
Utilities: Electric and gas	3	27,100	1	7,150	-	-	-	-	-	-	1	7,150
Wholesale trade	1	5,000	1	5,000	1	5,000	-	-	-	-	-	-
Retail trade	6	46,100	4	34,100	1	5,000	3	29,100	-	-	-	-
Hotels and restaurants	9	93,500	-	-	-	-	-	-	-	-	-	-
Services	9	141,600	5	66,500	3	43,000	1	17,000	-	-	1	6,500
Construction	45	497,150	42	479,150	2	17,500	39	450,650	-	-	1	11,000
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes 5 agreements providing time and one-half in some instances and double time in others; 1 stipulates premium pay at 34 cents per hour and another at 50 cents per hour; 1 agreement graduates premium pay from time and one-half for the first 2 Sundays and double time for subsequent Sundays within the month; 2 agreements graduate the rate by the number of hours worked; and 1 agreement varies the rate by occupation.

² Excludes railroads and airlines.

Part VI. Paid and Unpaid Leave

Leave of absence
Vacations and absence allowances
Holidays
Other payments for time not worked
Time spent on union business

Table 43. Leave of absence in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Leave for—									
			Union business		Education		Military service		Maternity		Personal reasons	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4, 103, 075	151	2, 940, 475	36	1, 246, 250	164	3, 015, 325	74	998, 275	136	2, 603, 325
Manufacturing	126	2, 362, 025	96	1, 972, 825	34	1, 218, 900	105	2, 111, 675	59	782, 375	83	1, 724, 825
Ordnance and accessories	6	57, 400	6	57, 400	-	-	6	57, 400	4	34, 400	6	57, 400
Food and kindred products	12	151, 700	10	136, 700	-	-	8	54, 700	5	33, 200	10	134, 700
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11, 500	1	11, 500	-	-	1	11, 500	1	11, 500	-	-
Apparel and other finished products	16	314, 850	1	42, 000	-	-	12	278, 300	1	42, 000	4	68, 550
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7, 750	1	7, 750	-	-	1	7, 750	1	7, 750	-	-
Paper and allied products	1	11, 500	1	11, 500	-	-	-	-	1	11, 500	1	11, 500
Printing, publishing, and allied industries	4	26, 600	-	-	-	-	1	6, 700	-	-	-	-
Chemicals and allied products	2	15, 000	2	15, 000	-	-	2	15, 000	1	8, 500	1	6, 500
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55, 300	4	55, 300	3	44, 300	4	55, 300	3	48, 250	4	55, 300
Leather and leather products	6	36, 950	3	18, 550	-	-	3	18, 550	4	25, 150	3	19, 350
Stone, clay, and glass products	4	61, 000	4	61, 000	1	9, 000	4	61, 000	1	8, 000	1	8, 000
Primary metal industries	16	361, 000	16	361, 000	13	326, 200	16	361, 000	-	-	10	198, 900
Fabricated metal products	3	34, 900	2	29, 900	-	-	3	34, 900	2	29, 900	2	29, 900
Machinery, except electrical	12	169, 375	11	163, 775	4	88, 000	10	154, 175	8	138, 575	10	145, 375
Electrical machinery, equipment, and supplies	10	83, 100	10	83, 100	4	24, 500	8	71, 000	8	69, 800	7	59, 500
Transportation equipment	26	948, 600	22	902, 850	9	726, 900	24	908, 900	17	298, 350	22	914, 350
Instruments and related products	1	10, 500	1	10, 500	-	-	1	10, 500	1	10, 500	1	10, 500
Miscellaneous manufacturing industries	1	5, 000	1	5, 000	-	-	1	5, 000	1	5, 000	1	5, 000
Nonmanufacturing	126	1, 741, 050	55	967, 650	2	27, 350	59	903, 650	15	215, 900	53	878, 500
Mining, crude petroleum, and natural gas production	1	80, 000	1	80, 000	-	-	-	-	-	-	-	-
Transportation ¹	22	405, 200	17	367, 500	-	-	20	379, 700	1	7, 500	18	373, 500
Communications	30	445, 400	27	419, 950	1	21, 350	21	331, 650	5	124, 200	17	306, 350
Utilities: Electric and gas	3	27, 100	3	27, 100	-	-	3	27, 100	-	-	2	19, 950
Wholesale trade	1	5, 000	-	-	-	-	-	-	-	-	1	5, 000
Retail trade	6	46, 100	4	31, 000	1	6, 000	5	41, 100	5	40, 100	4	26, 100
Hotels and restaurants	9	93, 500	1	8, 000	-	-	5	38, 500	1	10, 000	6	68, 500
Services	9	141, 600	1	16, 100	-	-	4	67, 600	3	34, 100	5	79, 100
Construction	45	497, 150	1	18, 000	-	-	1	18, 000	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 44. Maximum vacation weeks allowed in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Maximum vacation weeks allowed							
			Total		Under 3 weeks		3 and 3½ weeks ¹		4 and 4½ weeks ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries -----	252	4,103,025	220	3,786,825	4	38,500	33	834,600	105	1,912,750
Manufacturing -----	126	2,362,025	121	2,295,025	2	16,500	26	735,600	65	1,251,150
Ordnance and accessories -----	6	57,400	6	57,400	-	-	2	23,000	3	29,400
Food and kindred products -----	12	151,700	12	151,700	-	-	2	11,700	7	118,500
Tobacco manufacturing -----	-	-	-	-	-	-	-	-	-	-
Textile mill products -----	1	11,500	1	11,500	1	11,500	-	-	-	-
Apparel and other finished products -----	16	314,850	11	247,850	-	-	2	131,500	-	-
Lumber and wood products, except furniture -----	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures -----	1	7,750	1	7,750	-	-	1	7,750	-	-
Paper and allied products -----	1	11,500	1	11,500	-	-	-	-	-	-
Printing, publishing, and allied industries -----	4	26,600	4	26,600	-	-	-	-	4	26,600
Chemicals and allied products -----	2	15,000	2	15,000	-	-	1	6,500	-	-
Petroleum refining and related industries -----	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products -----	4	55,300	4	55,300	-	-	1	7,050	-	-
Leather and leather products -----	6	36,950	6	36,950	-	-	6	36,950	-	-
Stone, clay, and glass products -----	4	61,000	4	61,000	-	-	1	9,000	3	52,000
Primary metal industries -----	16	361,000	16	361,000	-	-	-	-	16	361,000
Fabricated metal products -----	3	34,900	3	34,900	-	-	-	-	2	29,900
Machinery, except electrical -----	12	169,375	12	169,375	-	-	1	8,000	9	127,800
Electrical machinery, equipment, and supplies -----	10	83,100	10	83,100	-	-	-	-	5	54,150
Transportation equipment -----	26	948,600	26	948,600	1	5,000	8	489,150	15	441,300
Instruments and related products -----	1	10,500	1	10,500	-	-	-	-	1	10,500
Miscellaneous manufacturing industries -----	1	5,000	1	5,000	-	-	1	5,000	-	-
Nonmanufacturing -----	126	1,741,050	99	1,491,800	2	22,000	7	99,000	40	661,600
Mining, crude petroleum, and natural gas production -----	1	80,000	1	80,000	-	-	-	-	1	80,000
Transportation ³ -----	22	405,200	22	405,200	-	-	1	29,000	21	376,200
Communications -----	30	445,400	29	437,250	-	-	-	-	3	42,850
Utilities: Electric and gas -----	3	27,100	3	27,100	-	-	-	-	1	14,350
Wholesale trade -----	1	5,000	1	5,000	-	-	-	-	1	5,000
Retail trade -----	6	46,100	6	46,100	-	-	-	-	5	40,100
Hotels and restaurants -----	9	93,500	9	93,500	1	6,000	6	70,000	2	17,500
Services -----	9	141,600	6	85,600	-	-	-	-	6	85,600
Construction -----	45	497,150	22	312,050	1	16,000	-	-	-	-
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 44. Maximum vacation weeks allowed in agreements covering 5,000 workers or more by industry, 1970—Continued

Industry	Maximum vacation weeks allowed									
	5 weeks		6 weeks		Funded vacations ⁴		Referred to local negotiations		No reference to paid vacation	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	42	514,825	5	66,950	30	412,400	1	6,800	32	316,250
Manufacturing	13	101,675	5	66,950	9	116,350	1	6,800	5	67,000
Ordnance and accessories	1	5,000	-	-	-	-	-	-	-	-
Food and kindred products	3	21,500	-	-	-	-	-	-	-	-
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-
Apparel and other finished products	-	-	-	-	9	116,350	-	-	5	67,000
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-	-	-	-	-	-
Paper and allied products	-	-	1	11,500	-	-	-	-	-	-
Printing, publishing, and allied industries	-	-	-	-	-	-	-	-	-	-
Chemicals and allied products	1	8,500	-	-	-	-	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	-	-	3	48,250	-	-	-	-	-	-
Leather and leather products	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	-	-	-	-
Primary metal industries	-	-	-	-	-	-	-	-	-	-
Fabricated metal products	1	5,000	-	-	-	-	-	-	-	-
Machinery, except electrical	1	26,375	1	7,200	-	-	-	-	-	-
Electrical machinery, equipment, and supplies	5	28,950	-	-	-	-	-	-	-	-
Transportation equipment	1	6,350	-	-	-	-	1	6,800	-	-
Instruments and related products	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	29	413,150	-	-	21	296,050	-	-	27	249,250
Mining, crude petroleum, and natural gas production	-	-	-	-	-	-	-	-	-	-
Transportation ³	-	-	-	-	-	-	-	-	-	-
Communications	26	394,400	-	-	-	-	-	-	1	8,150
Utilities: Electric and gas	2	12,750	-	-	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-	-	-
Retail trade	1	6,000	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-
Services	-	-	-	-	-	-	-	-	3	56,000
Construction	-	-	-	-	21	296,050	-	-	23	185,100
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Includes 5 agreements covering 87,450 workers having maximum vacations of 3 1/2 weeks.

² Includes 5 agreements covering 35,300 workers having maximum vacations of 4 1/2 weeks.

³ Excludes railroads and airlines.

⁴ Reference to funded vacation plans; no reference to number or maximum weeks of vacation.

Table 45. Vacation and paid absence allowances in agreements covering 5,000 workers or more, 1970

Vacation and paid absence allowances	Agreements	Workers
All agreements	252	4, 103, 075
Extended vacation plans.....	19	400, 900
Vacation bonus arrangements.....	21	429, 525
Paid absence allowances	9	564, 350
Prorated vacations for part-time workers.....	48	739, 500

NOTE: Nonadditive.

Table 46. Number of paid holidays and pay for time worked in agreements covering 5,000 workers or more, 1970

Holiday provisions	Agreements	Workers
<u>Number of holidays</u>		
All agreements.....	252	4, 103, 075
Total with paid holidays.....	216	3, 757, 975
Fewer than 6 days	5	57, 000
6 days ¹	11	105, 500
7 days ²	25	477, 400
8 days ³	69	1, 169, 900
9 days ⁴	52	535, 975
10 days.....	21	298, 550
11 days ⁵	17	825, 500
12 days.....	3	53, 050
Funded holidays ⁶	10	176, 000
Varies by location.....	3	59, 100
No reference to paid holidays	36	345, 100
<u>Pay for time worked on holidays</u>		
All agreements.....	252	4, 103, 075
Total with work rates on paid holidays	198	3, 525, 625
Time and one-half.....	2	16, 000
Double time	17	294, 150
Double time and one-fourth.....	17	371, 000
Double time and one-half.....	80	931, 700
Triple time.....	60	1, 578, 825
Funded holidays.....	10	176, 000
Varies with holiday.....	7	75, 800
Other ⁷	5	82, 150
No reference to pay for holidays worked	18	232, 350
No reference to paid holidays	36	345, 100

¹ Includes 1 agreement having 6 full holidays plus 1 half holiday.

² Includes 4 agreements having 7 full holidays plus 1 half holiday.

³ Includes 1 agreement having 8 full holidays plus 1 half holiday, and 1 agreement having 8 full holidays plus 2 half holidays.

⁴ Includes 3 agreements having 9 full holidays plus 1 half holiday.

⁵ Includes 1 agreement having 11 full holidays plus 1 half holiday.

⁶ Funded holiday plans referred to in agreement; number of holidays not indicated

⁷ In 2 agreements the premium rate is graduated with the number of hours worked; a third provides compensatory time; a fourth provides compensatory or double time for certain holidays and double time and one half for others; the fifth agreement prohibits work on holidays.

Table 47. Selected payments for time not worked in agreements covering 5,000 workers or more by industry, 1970: I

Industry	All agreements		Selected payments for time not worked									
	Agreements	Workers	Sick leave		Funeral leave		Jury duty		Court witness		Military service	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	82	1,089,925	139	2,626,775	133	2,484,875	69	1,230,375	70	1,753,675
Manufacturing.....	126	2,362,025	39	501,875	91	1,854,925	101	1,972,325	34	590,575	54	1,460,725
Ordnance and accessories	6	57,400	4	37,850	5	51,000	6	57,400	1	9,000	2	22,450
Food and kindred products	12	151,700	7	117,700	9	131,700	10	137,700	-	-	3	21,200
Tobacco manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products.....	1	11,500	-	-	-	-	-	-	-	-	-	-
Apparel and other finished products.....	16	314,850	1	6,500	-	-	-	-	-	-	-	-
Lumber and wood products, except furniture.....	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	-	-	-	-	1	7,750	-	-	-	-
Paper and allied products	1	11,500	-	-	1	11,500	1	11,500	-	-	-	-
Printing, publishing, and allied industries.....	4	26,600	2	11,700	2	11,500	3	21,100	-	-	-	-
Chemicals and allied products.....	2	15,000	1	6,500	2	15,000	1	6,500	1	6,500	1	6,500
Petroleum refining and related industries.....	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products.....	4	55,300	-	-	4	55,300	4	55,300	-	-	4	55,300
Leather and leather products.....	6	36,950	-	-	4	23,950	4	23,950	-	-	2	12,150
Stone, clay, and glass products.....	4	61,000	-	-	4	61,000	4	61,000	-	-	-	-
Primary metal industries.....	16	361,000	1	7,100	15	353,900	16	361,000	16	361,000	12	325,350
Fabricated metal products.....	3	34,900	-	-	3	34,900	3	34,900	2	29,900	1	14,400
Machinery, except electrical.....	12	169,375	3	65,625	12	169,375	12	169,375	6	98,775	8	119,225
Electrical machinery, equipment, and supplies.....	10	83,100	4	22,850	10	83,100	10	83,100	4	22,850	4	22,850
Transportation equipment.....	26	948,600	16	226,050	19	842,000	24	926,250	4	62,550	17	861,300
Instruments and related products.....	1	10,500	-	-	1	10,500	1	10,500	-	-	-	-
Miscellaneous manufacturing industries.....	1	5,000	-	-	-	-	1	5,000	-	-	-	-
Nonmanufacturing	126	1,741,050	43	588,050	48	771,850	32	512,550	35	639,800	16	292,950
Mining, crude petroleum, and natural gas production.....	1	80,000	-	-	-	-	1	80,000	-	-	-	-
Transportation ¹	22	405,200	3	51,000	18	349,200	2	22,000	18	346,700	-	-
Communications.....	30	445,400	26	385,950	19	312,850	19	329,250	14	269,100	15	286,350
Utilities: Electric and gas.....	3	27,100	2	21,500	1	5,600	1	5,600	-	-	-	-
Wholesale trade.....	1	5,000	1	5,000	1	5,000	-	-	-	-	-	-
Retail trade.....	6	46,100	2	14,500	5	40,100	6	46,100	1	6,000	1	6,600
Hotels and restaurants.....	9	93,500	3	24,500	-	-	-	-	1	9,000	-	-
Services.....	9	141,600	6	85,600	4	59,100	2	22,600	-	-	-	-
Construction.....	45	497,150	-	-	-	-	1	7,000	1	9,000	-	-
Miscellaneous nonmanufacturing industries.....	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 48. Selected payments for time not worked in agreements covering 5,000 workers or more by industry, 1970: II

Industry	All agreements		Selected payments for time not worked									
			Reporting pay		Call-in/call-back pay		Paid meal periods		Paid rest periods		Paid washup, cleanup, and clothes change time	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries -----	252	4,103,075	190	3,308,925	110	1,776,775	53	724,125	82	1,278,350	35	355,750
Manufacturing -----	126	2,362,025	114	2,274,375	66	1,153,975	34	485,275	42	697,250	20	175,050
Ordnance and accessories -----	6	57,400	6	57,400	6	57,400	4	42,000	4	43,950	3	25,950
Food and kindred products -----	12	151,700	8	124,200	8	124,500	4	26,500	9	127,200	4	31,500
Tobacco manufacturing -----	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products -----	1	11,500	1	11,500	-	-	-	-	-	-	-	-
Apparel and other finished products -----	16	314,850	13	287,300	-	-	-	-	-	-	-	-
Lumber and wood products, except furniture -----	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures -----	1	7,750	1	7,750	-	-	1	7,750	1	7,750	-	-
Paper and allied products -----	1	11,500	1	11,500	1	11,500	1	11,500	1	11,500	-	-
Printing, publishing, and allied industries -----	4	26,600	3	19,900	2	12,200	3	21,100	1	9,400	1	9,400
Chemicals and allied products -----	2	15,000	2	15,000	1	6,500	2	15,000	1	8,500	1	6,500
Petroleum refining and related industries -----	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products -----	4	55,300	4	55,300	1	20,250	3	48,250	-	-	-	-
Leather and leather products -----	6	36,950	6	36,950	-	-	-	-	2	12,150	-	-
Stone, clay, and glass products -----	4	61,000	4	61,000	3	52,000	2	43,000	4	61,000	-	-
Primary metal industries -----	16	361,000	15	353,900	4	35,650	-	-	-	-	-	-
Fabricated metal products -----	3	34,900	3	34,900	3	34,900	-	-	2	29,900	-	-
Machinery, except electrical -----	12	169,375	12	169,375	9	147,375	4	94,425	2	23,350	2	23,350
Electrical machinery, equipment, and supplies -----	10	83,100	9	78,000	10	83,100	3	15,650	4	23,550	3	21,450
Transportation equipment -----	26	948,600	24	934,900	17	558,100	6	149,600	11	339,000	6	56,900
Instruments and related products -----	1	10,500	1	10,500	1	10,500	1	10,500	-	-	-	-
Miscellaneous manufacturing industries -----	1	5,000	1	5,000	-	-	-	-	-	-	-	-
Nonmanufacturing -----	126	1,741,050	76	1,043,550	44	622,800	19	238,850	40	581,100	15	180,700
Mining, crude petroleum, and natural gas production -----	1	80,000	1	80,000	-	-	-	-	-	-	-	-
Transportation ¹ -----	22	405,200	17	339,000	8	92,200	1	23,000	4	69,500	1	29,000
Communications -----	30	445,400	2	18,850	21	337,050	4	57,550	19	315,900	1	12,600
Utilities: Electric and gas -----	3	27,100	2	19,950	1	14,350	3	27,100	-	-	-	-
Wholesale trade -----	1	5,000	1	5,000	1	5,000	-	-	-	-	-	-
Retail trade -----	6	46,100	2	11,600	1	6,600	1	6,600	5	40,100	2	15,100
Hotels and restaurants -----	9	93,500	8	83,500	1	10,000	2	22,500	3	47,500	-	-
Services -----	9	141,600	1	6,500	1	16,100	1	16,100	5	65,600	1	19,000
Construction -----	45	497,150	42	470,150	10	141,500	7	86,000	4	42,500	10	105,000
Miscellaneous nonmanufacturing industries -----	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 49. Pay for time on union business in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Pay for time on union business	
	Agreements	Workers	Agreements	Workers
All industries	252	4, 103, 075	116	2, 157, 650
Manufacturing	126	2, 362, 025	65	1, 324, 200
Ordnance and accessories	6	57, 400	6	57, 400
Food and kindred products	12	151, 700	2	12, 200
Tobacco manufacturing	-	-	-	-
Textile mill products	1	11, 500	-	-
Apparel and other finished products	16	314, 850	-	-
Lumber and wood products, except furniture	-	-	-	-
Furniture and fixtures	1	7, 750	1	7, 750
Paper and allied products	1	11, 500	-	-
Printing, publishing, and allied industries	4	26, 600	-	-
Chemicals and allied products	2	15, 000	2	15, 000
Petroleum refining and related industries	-	-	-	-
Rubber and miscellaneous plastics products	4	55, 300	4	55, 300
Leather and leather products	6	36, 950	2	11, 450
Stone, clay, and glass products	4	61, 000	1	9, 000
Primary metal industries	16	361, 000	3	24, 650
Fabricated metal products	3	34, 900	1	14, 400
Machinery, except electrical	12	169, 375	10	133, 000
Electrical machinery, equipment, and supplies	10	83, 100	9	63, 250
Transportation equipment	26	948, 600	23	910, 300
Instruments and related products	1	10, 500	1	10, 500
Miscellaneous manufacturing industries	1	5, 000	-	-
Nonmanufacturing	126	1, 741, 050	51	833, 450
Mining, crude petroleum, and natural gas production	1	80, 000	-	-
Transportation ¹	22	405, 200	14	303, 700
Communications	30	445, 400	24	353, 300
Utilities: Electric and gas	3	27, 100	3	27, 100
Wholesale trade	1	5, 000	-	-
Retail trade	6	46, 100	1	6, 600
Hotels and restaurants	9	93, 500	-	-
Services	9	141, 600	-	-
Construction	45	497, 150	9	140, 750
Miscellaneous nonmanufacturing industries	-	-	-	-

¹ Excludes railroads and airlines.

Table 50. Number of hours of reporting pay and call-in/call-back pay in agreements covering 5,000 workers or more, 1970

Hours of pay or work	Reporting pay		Call-in/call-back pay	
	Agreements	Workers	Agreements	Workers
All agreements	252	4, 103, 075	252	4, 103, 075
Total with provision	190	3, 308, 925	110	1, 776, 775
Number of hours specified: ¹				
2 hours	33	366, 400	24	291, 300
3 hours	1	6, 400	9	102, 850
3½ hours	13	174, 500	1	5, 000
4 hours	103	2, 244, 625	61	1, 131, 075
5 hours	1	6, 500	-	-
6 hours	1	5, 000	-	-
7 hours	6	63, 400	-	-
7½ hours	2	17, 500	-	-
8 hours	28	384, 600	8	80, 650
Subject to local negotiations	1	35, 000	2	55, 250
Other	2 ¹	5, 000	3 ⁵	110, 650
No reference to guaranteed hours of pay or work	62	794, 150	142	2, 326, 300

¹ "Hours specified" refers to the initial guarantees for reporting in or call back. Some provisions graduate hours for both according to time worked.

² Varies by location of work.

³ In 4 agreements, call-in pay varies by the hours or shifts to be worked; in 1 agreement a call-in pay premium is guaranteed as a percent of a journeyman's day scale.

NOTE: Nonadditive.

Table 51. Total daily time allowances for paid rest periods in agreements covering 5,000 workers or more, 1970

Total daily time allowance	Agreements	Workers
All agreements	252	4,103,075
Total with rest periods.....	82	1,278,350
Total daily time allowance specified	68	1,071,700
10 minutes	4	35,000
15 minutes	3	34,650
20 minutes	27	371,950
Over 20 and under 30 minutes	1	9,400
30 minutes	29	415,200
Over 30 and under 40 minutes.....	1	165,000
40 minutes	2	31,500
50 minutes	1	9,000
Subject to local negotiation	2	14,550
Reference to rest periods, no details given	12	192,100
No reference to rest periods	170	2,824,725

Table 52. Applicability of paid meal period provisions and pay for time spent on union business in agreements covering 5,000 workers or more, 1970

Applicability	Agreements	Workers
All agreements	252	4,103,075
Total referring to paid meal periods	53	724,125
Within regular work schedule	19	376,900
Outside regular work schedule	23	212,750
Both	7	79,925
Other ¹	2	18,250
No reference to paid meal periods	201	3,415,250
Total referring to pay for time spent on union business	116	2,157,650
For grievances and for arbitration.....	102	2,031,900
For contract negotiations.....	1	6,600
Both.....	11	87,650
Other ²	2	31,500
No reference to pay for time spent on union business	136	1,945,425

¹ Includes 1 agreement specifying a paid meal period but no details are given; and 1 agreement specifying that paid meal periods are negotiated locally.

² Includes 1 agreement providing pay for "union emergencies" or undefined meetings with company representatives; and a second agreement, in construction, providing paid time off for the union steward to examine union credentials of newly hired workers.

Part VII. Seniority and Seniority-Related Provisions

Seniority lists
Probationary periods
Superseniority
Retention of seniority rights
Job posting
Testing
Apprenticeship and training

Table 53. Selected seniority provisions in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Seniority provisions specified for—							
			Merging seniority lists		Probationary period for newly hired employees		Superseniority for union officials ¹		Retention of seniority in layoff	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4, 103, 075	27	563, 850	146	2, 806, 725	79	1, 867, 150	² 163	2, 949, 500
Manufacturing	126	2, 362, 025	10	243, 150	110	2, 212, 825	59	1, 461, 700	98	1, 924, 050
Ordnance and accessories	6	57, 400	-	-	5	48, 950	3	29, 400	5	48, 950
Food and kindred products	12	151, 700	4	32, 500	10	139, 700	2	14, 500	12	151, 700
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11, 500	-	-	1	11, 500	-	-	-	-
Apparel and other finished products	16	314, 850	-	-	16	314, 850	1	6, 000	2	31, 500
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7, 750	-	-	1	7, 750	-	-	1	7, 750
Paper and allied products	1	11, 500	-	-	1	11, 500	-	-	1	11, 500
Printing, publishing, and allied industries	4	26, 600	-	-	-	-	-	-	-	-
Chemicals and allied products	2	15, 000	1	6, 500	2	15, 000	2	15, 000	2	15, 000
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55, 300	-	-	4	55, 300	1	7, 050	4	55, 300
Leather and leather products	6	36, 950	-	-	6	36, 950	2	13, 000	3	18, 550
Stone, clay, and glass products	4	61, 000	-	-	3	52, 000	-	-	3	26, 000
Primary metal industries	16	361, 000	3	32, 250	16	361, 000	12	325, 450	16	361, 000
Fabricated metal products	3	34, 900	-	-	2	29, 900	1	14, 400	2	29, 900
Machinery, except electrical	12	169, 375	-	-	11	162, 575	9	127, 800	11	143, 000
Electrical machinery, equipment, and supplies	10	83, 100	-	-	7	66, 550	3	27, 600	10	83, 100
Transportation equipment	26	948, 600	2	171, 900	23	883, 800	22	876, 500	24	925, 300
Instruments and related products	1	10, 500	-	-	1	10, 500	-	-	1	10, 500
Miscellaneous manufacturing industries	1	5, 000	-	-	1	5, 000	1	5, 000	1	5, 000
Nonmanufacturing	126	1, 741, 050	17	320, 700	36	593, 900	20	405, 450	65	1, 025, 450
Mining, crude petroleum, and natural gas production	1	80, 000	-	-	-	-	-	-	1	80, 000
Transportation ³	22	405, 200	17	320, 700	18	364, 200	9	283, 000	21	389, 200
Communications	30	445, 400	-	-	4	65, 500	-	-	27	397, 600
Utilities: Electric and gas	3	27, 100	-	-	2	21, 500	-	-	2	19, 950
Wholesale trade	1	5, 000	-	-	1	5, 000	-	-	1	5, 000
Retail trade	6	46, 100	-	-	4	31, 600	2	22, 500	6	46, 100
Hotels and restaurants	9	93, 500	-	-	2	37, 000	1	30, 000	5	62, 500
Services	9	141, 600	-	-	1	16, 100	-	-	1	16, 100
Construction	45	497, 150	-	-	4	53, 000	8	69, 950	1	9, 000
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Superseniority refers to a relative place on the seniority list, ahead of the position which the employee would acquire solely by length of service or other general seniority factors, and usually entitles workers, such as shop stewards, to preferred consideration for layoff and recall.

² Includes 13 agreements covering 269,050 workers which refer to recall, but not to duration of retention rights. See table 54.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 54. Retention of seniority rights during layoff and recall in agreements covering 5,000 workers or more, 1970

Length of retention of seniority rights	Agreements	Workers
All agreements	252	4, 103, 075
Referring to recall and retention of seniority rights	150	2, 680, 450
6 months	4	37, 000
1 year	28	265, 050
1½ years	3	18, 550
2 years	37	405, 200
3 years	26	511, 800
4 years	2	28, 800
5 years	10	280, 250
For a period equal to or a proportion of length of service	40	1, 133, 800
No reference to duration of retention rights	13	269, 050
No reference to recall	89	1, 153, 575

Table 55. Regulation of job posting and testing in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Job posting provisions		Testing provisions	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	69	1,772,850	34	963,550
Manufacturing	126	2,362,025	51	1,347,500	21	797,050
Ordnance and accessories	6	57,400	3	33,500	1	14,550
Food and kindred products	12	151,700	11	145,700	2	17,500
Tobacco manufacturing	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-
Apparel and other finished products	16	314,850	-	-	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	-	-
Paper and allied products	1	11,500	-	-	-	-
Printing, publishing, and allied industries	4	26,600	-	-	-	-
Chemicals and allied products	2	15,000	1	6,500	2	15,000
Petroleum refining and related industries	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	1	11,000	-	-
Leather and leather products	6	36,950	3	18,550	1	6,400
Stone, clay, and glass products	4	61,000	3	52,000	-	-
Primary metal industries	16	361,000	15	354,200	11	323,400
Fabricated metal products	3	34,900	-	-	-	-
Machinery, except electrical	12	169,375	4	62,750	-	-
Electrical machinery, equipment, and supplies	10	83,100	2	17,000	1	7,000
Transportation equipment	26	948,600	7	638,500	3	413,200
Instruments and related products	1	10,500	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	-	-	-	-
Nonmanufacturing	126	1,741,050	18	425,350	13	166,500
Mining, crude petroleum, and natural gas production	1	80,000	1	80,000	-	-
Transportation ¹	22	405,200	8	197,000	-	-
Communications	30	445,400	3	96,650	4	51,150
Utilities: Electric and gas	3	27,100	3	27,100	1	14,350
Wholesale trade	1	5,000	-	-	-	-
Retail trade	6	46,100	1	6,600	-	-
Hotels and restaurants	9	93,500	-	-	-	-
Services	9	141,600	1	9,000	1	17,000
Construction	45	497,150	1	9,000	7	84,000
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive

Table 56. Applicability of testing provisions in agreements covering 5,000 workers or more, 1970

Applicability of testing provisions	Agreements	Workers
All agreements	252	4,103,075
All agreements with testing provisions	34	963,550
Hiring only	9	110,500
Promotion and transfer only	18	672,100
Hiring, promotion, and transfer	1	8,300
Promotion, transfer, and training	4	155,600
Other ¹	2	17,000
No reference to testing provisions	218	3,139,525
All agreements with testing provisions ²	34	963,550
Hiring	10	836,050
Promotion and transfer	23	836,600
Training	4	155,600
Other ¹	2	17,000

¹ 1 agreement requires welders to be tested periodically to retain journeyman status; the second refers to testing but gives no details.

² Nonadditive

Part VIII. Job Security Provisions

Slack work provisions
Attrition arrangements
Subcontracting
Interplant transfers
Relocation allowances
Work rules
Notice provisions
Supplemental unemployment benefits
Wage employment guarantees
Severance pay

Table 57. Measures applicable in slack work periods in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Measures applicable in slack work periods—							
			Division of work		Reduction in hours		Regulation of overtime		Regulation of shifts	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	23	364,650	56	1,428,000	25	972,450	2	18,850
Manufacturing	126	2,362,025	23	364,650	33	1,081,750	23	934,300	1	6,000
Ordnance and accessories	6	57,400	-	-	-	-	-	-	-	-
Food and kindred products	12	151,700	-	-	1	5,000	2	12,500	-	-
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	1	11,500	-	-	-	-	-	-
Apparel and other finished products	16	314,850	16	314,850	-	-	3	72,000	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	-	-	-	-	-	-	-	-
Paper and allied products	1	11,500	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries	4	26,600	2	14,900	-	-	1	9,400	-	-
Chemicals and allied products	2	15,000	-	-	2	15,000	-	-	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	-	-	3	35,050	-	-	-	-
Leather and leather products	6	36,950	3	18,400	3	18,550	1	7,200	-	-
Stone, clay, and glass products	4	61,000	-	-	-	-	-	-	-	-
Primary metal industries	16	361,000	-	-	11	320,550	11	318,800	-	-
Fabricated metal products	3	34,900	-	-	-	-	-	-	-	-
Machinery, except electrical	12	169,375	-	-	3	44,600	2	13,600	-	-
Electrical machinery, equipment, and supplies	10	83,100	-	-	4	21,950	1	5,800	-	-
Transportation equipment	26	948,600	-	-	5	610,550	2	495,000	1	6,000
Instruments and related products	1	10,500	-	-	1	10,500	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	1	5,000	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	-	-	23	346,250	2	38,150	1	12,850
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-	-	-
Transportation ¹	22	405,200	-	-	-	-	-	-	-	-
Communications	30	445,400	-	-	20	301,750	1	8,150	1	12,850
Utilities: Electric and gas	3	27,100	-	-	-	-	-	-	-	-
Wholesale trade	1	5,000	-	-	-	-	-	-	-	-
Retail trade	6	46,100	-	-	-	-	-	-	-	-
Hotels and restaurants	9	93,500	-	-	1	30,000	1	30,000	-	-
Services	9	141,600	-	-	1	6,500	-	-	-	-
Construction	45	497,150	-	-	1	8,000	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 58. Miscellaneous job security measures in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Attrition arrangements		Limitations on subcontracting		Interplant transfer and preferential hiring		Relocation allowances	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	4	64,500	144	2,996,725	105	2,367,225	65	1,847,425
Manufacturing	126	2,362,025	1	8,500	73	1,885,225	58	1,554,925	34	1,272,175
Ordnance and accessories	6	57,400	-	-	2	23,000	3	29,400	2	15,400
Food and kindred products	12	151,700	-	-	3	90,700	5	39,500	3	21,500
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	1	11,500	-	-	-	-
Apparel and other finished products	16	314,850	-	-	16	314,850	2	34,000	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	-	-	-	-	-	-	-	-
Paper and allied products	1	11,500	-	-	1	11,500	1	11,500	-	-
Printing, publishing, and allied industries	4	26,600	-	-	3	19,900	1	5,000	-	-
Chemicals and allied products	2	15,000	1	8,500	-	-	1	8,500	-	-
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	-	-	3	35,050	-	-	-	-
Leather and leather products	6	36,950	-	-	4	24,800	3	18,550	-	-
Stone, clay, and glass products	4	61,000	-	-	3	52,000	4	61,000	-	-
Primary metal industries	16	361,000	-	-	13	332,000	16	361,000	14	345,000
Fabricated metal products	3	34,900	-	-	1	15,500	2	29,900	2	29,900
Machinery, except electrical	12	169,375	-	-	6	126,775	5	113,425	4	103,425
Electrical machinery, equipment, and supplies	10	83,100	-	-	2	25,650	3	22,800	-	-
Transportation equipment	26	948,600	-	-	14	797,000	12	810,350	9	756,950
Instruments and related products	1	10,500	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	-	-	1	5,000	-	-	-	-
Nonmanufacturing	126	1,741,050	3	56,000	71	1,111,500	47	822,300	31	575,250
Mining, crude petroleum, and natural gas production	1	80,000	-	-	1	80,000	1	80,000	-	-
Transportation ¹	22	405,200	1	23,000	18	310,700	18	334,700	14	303,700
Communications	30	445,400	1	19,000	7	163,450	22	359,500	13	238,450
Utilities: Electric and gas	3	27,100	-	-	3	27,100	3	27,100	3	27,100
Wholesale trade	1	5,000	-	-	-	-	-	-	-	-
Retail trade	6	46,100	1	14,000	-	-	2	12,000	1	6,000
Hotels and restaurants	9	93,500	-	-	7	82,500	-	-	-	-
Services	9	141,600	-	-	5	77,500	-	-	-	-
Construction	45	497,150	-	-	30	370,250	1	9,000	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 59. Apprenticeship and training in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Apprenticeship		Training			
	Agree- ments	Workers	Agree- ments	Workers	On-the-job		Tuition aid	
					Agree- ments	Workers	Agree- ments	Workers
All industries	252	4,103,075	95	1,912,075	54	1,376,800	20	745,425
Manufacturing	126	2,362,025	60	1,525,375	37	1,099,500	14	660,375
Ordnance and accessories	6	57,400	1	6,400	2	20,950	1	9,000
Food and kindred products	12	151,700	2	15,000	3	90,700	-	-
Tobacco manufacturing	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-
Apparel and other finished products	16	314,850	1	5,000	3	22,500	-	-
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	-	-	1	7,750	-	-
Paper and allied products	1	11,500	1	11,500	-	-	-	-
Printing, publishing, and allied industries	4	26,600	4	26,600	2	11,700	-	-
Chemicals and allied products	2	15,000	1	6,500	1	8,500	1	6,500
Petroleum refining and related industries	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	2	24,050	-	-	2	27,300
Leather and leather products	6	36,950	-	-	1	7,200	-	-
Stone, clay, and glass products	4	61,000	1	9,000	-	-	-	-
Primary metal industries	16	361,000	13	337,150	8	268,700	-	-
Fabricated metal products	3	34,900	3	34,900	1	14,400	-	-
Machinery, except electrical	12	169,375	11	162,175	4	50,150	4	78,725
Electrical machinery, equipment, and supplies	10	83,100	4	23,100	2	15,100	-	-
Transportation equipment	26	948,600	16	864,000	9	581,850	6	538,850
Instruments and related products	1	10,500	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	35	386,700	17	277,300	6	85,050
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-
Transportation ¹	22	405,200	-	-	1	16,000	-	-
Communications	30	445,400	2	30,800	8	150,200	3	44,800
Utilities: Electric and gas	3	27,100	2	19,950	-	-	1	7,150
Wholesale trade	1	5,000	-	-	-	-	-	-
Retail trade	6	46,100	1	6,000	2	15,100	-	-
Hotels and restaurants	9	93,500	1	12,500	1	30,000	-	-
Services	9	141,600	1	20,000	-	-	2	33,100
Construction	45	497,150	28	297,450	5	66,000	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 60. Selected work rules in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Selected work rule provisions—							
			Limiting or regulating crew size		Weight limitation		Limitation on use of prefabricated material		Restriction on work performed by nonbargaining unit personnel	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	31	325,750	8	117,800	5	84,000	131	2,577,675
Manufacturing.....	126	2,362,025	6	45,400	3	45,300	1	42,000	92	1,838,325
Ordnance and accessories.....	6	57,400	-	-	-	-	-	-	5	48,950
Food and kindred products.....	12	151,700	1	5,000	1	5,000	-	-	7	51,500
Tobacco manufacturing.....	-	-	-	-	-	-	-	-	-	-
Textile mill products.....	1	11,500	-	-	-	-	-	-	1	11,500
Apparel and other finished products.....	16	314,850	1	9,000	-	-	1	42,000	15	189,850
Lumber and wood products, except furniture.....	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures.....	1	7,750	-	-	-	-	-	-	-	-
Paper and allied products.....	1	11,500	1	11,500	-	-	-	-	1	11,500
Printing, publishing, and allied industries.....	4	26,600	3	19,900	-	-	-	-	-	-
Chemicals and allied products.....	2	15,000	-	-	-	-	15,000	-	2	15,000
Petroleum refining and related industries.....	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products.....	4	55,300	-	-	-	-	-	-	2	18,050
Leather and leather products.....	6	36,950	-	-	-	-	-	-	4	25,150
Stone, clay, and glass products.....	4	61,000	-	-	1	35,000	-	-	4	61,000
Primary metal industries.....	16	361,000	-	-	-	-	-	-	15	352,000
Fabricated metal products.....	3	34,900	-	-	-	-	-	-	2	19,400
Machinery, except electrical.....	12	169,375	-	-	-	-	-	-	9	138,575
Electrical machinery, equipment, and supplies.....	10	83,100	-	-	-	-	-	-	7	55,500
Transportation equipment.....	26	948,600	-	-	1	5,300	-	-	18	840,350
Instruments and related products.....	1	10,500	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries.....	1	5,000	-	-	-	-	-	-	-	-
Nonmanufacturing.....	126	1,741,050	25	280,350	5	72,500	4	42,000	39	739,350
Mining, crude petroleum, and natural gas production.....	1	80,000	-	-	-	-	-	-	1	80,000
Transportation ¹	22	405,200	6	91,000	2	39,000	-	-	17	321,700
Communications.....	30	445,400	-	-	-	-	-	-	8	169,850
Utilities: Electric and gas.....	3	27,100	2	12,750	-	-	-	-	1	7,150
Wholesale trade.....	1	5,000	-	-	-	-	-	-	-	-
Retail trade.....	6	46,100	-	-	-	-	-	-	1	5,000
Hotels and restaurants.....	9	93,500	1	12,500	-	-	-	-	1	12,500
Services.....	9	141,600	1	9,000	1	6,500	-	-	-	-
Construction.....	45	497,150	15	155,100	2	27,000	4	42,000	10	143,150
Miscellaneous nonmanufacturing industries.....	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 61. Advance notice in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Advance notice of—							
			Total		Layoff		Plant shutdown or relocation		Technological change	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	134	2,239,275	114	1,883,925	12	121,200	23	368,850
Manufacturing	126	2,362,025	80	1,520,875	67	1,339,875	8	84,900	15	194,250
Ordnance and accessories	6	57,400	4	36,450	4	36,450	-	-	-	-
Food and kindred products	12	151,700	8	57,700	5	35,200	3	21,500	2	17,500
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	-	-	-	-	-	-	-	-
Apparel and other finished products	16	314,850	3	17,000	-	-	-	-	3	17,000
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	1	7,750	1	7,750	-	-	-	-
Paper and allied products	1	11,500	1	11,500	1	11,500	-	-	-	-
Printing, publishing, and allied industries	4	26,600	4	26,600	4	26,600	-	-	2	14,900
Chemicals and allied products	2	15,000	2	15,000	2	15,000	-	-	1	8,500
Petroleum refining and related industries	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	4	55,300	4	55,300	-	-	1	20,250
Leather and leather products	6	36,950	3	18,400	-	-	1	5,800	1	5,400
Stone, clay, and glass products	4	61,000	3	53,000	1	9,000	2	44,000	1	9,000
Primary metal industries	16	361,000	7	124,550	5	45,450	-	-	2	79,100
Fabricated metal products	3	34,900	2	29,900	2	29,900	-	-	1	14,400
Machinery, except electrical	12	169,375	11	159,375	11	159,375	1	6,800	-	-
Electrical machinery, equipment, and supplies	10	83,100	6	40,450	6	40,450	-	-	-	-
Transportation equipment	26	948,600	20	857,400	20	857,400	1	6,800	1	8,200
Instruments and related products	1	10,500	1	10,500	1	10,500	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	-	-	-	-
Nonmanufacturing	126	1,741,050	54	718,400	47	544,050	4	36,700	8	174,600
Mining, crude petroleum, and natural gas production	1	80,000	1	80,000	-	-	-	-	1	80,000
Transportation ¹	22	405,200	8	83,700	5	55,000	2	22,700	1	6,000
Communications	30	445,400	21	304,800	20	262,150	-	-	3	58,450
Utilities: Electric and gas	3	27,100	3	27,100	3	27,100	-	-	1	7,150
Wholesale trade	1	5,000	1	5,000	-	-	-	-	1	5,000
Retail trade	6	46,100	3	26,000	3	26,000	1	6,000	-	-
Hotels and restaurants	9	93,500	2	15,000	2	15,000	1	8,000	-	-
Services	9	141,600	6	86,500	6	86,500	-	-	-	-
Construction	45	497,150	9	90,300	8	72,300	-	-	1	18,000
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 62. Supplemental unemployment benefit plans, wage-employment guarantees and severance pay in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Supplemental unemployment benefit plans		Wage employment guarantees		Severance pay and layoff benefit plans	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	252	4,103,075	62	1,593,825	27	520,050	106	2,083,775
Manufacturing	126	2,362,025	61	1,588,425	12	255,750	66	1,483,325
Ordnance and accessories	6	57,400	1	14,000	-	-	2	20,950
Food and kindred products	12	151,700	1	9,000	5	36,000	7	49,700
Tobacco manufacturing	-	-	-	-	-	-	-	-
Textile mill products	1	11,500	1	11,500	-	-	-	-
Apparel and other finished products	16	314,850	13	178,350	1	6,500	7	94,300
Lumber and wood products, except furniture	-	-	-	-	-	-	-	-
Furniture and fixtures	1	7,750	-	-	-	-	-	-
Paper and allied products.....	1	11,500	-	-	-	-	1	11,500
Printing, publishing, and allied industries	4	26,000	-	-	-	-	1	5,500
Chemicals and allied products	2	15,000	1	6,500	-	-	1	8,500
Petroleum refining and related industries	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products	4	55,300	4	55,300	-	-	3	35,050
Leather and leather products	6	36,950	-	-	-	-	3	18,550
Stone, clay, and glass products	4	61,000	-	-	-	-	4	61,000
Primary metal industries	16	361,000	16	361,000	-	-	12	325,350
Fabricated metal products	3	34,900	2	29,900	1	14,400	2	29,900
Machinery, except electrical	12	169,375	7	130,575	1	5,000	5	112,575
Electrical machinery, equipment, and supplies	10	83,100	3	37,850	-	-	7	61,900
Transportation equipment	26	948,600	12	754,450	3	193,850	10	643,550
Instruments and related products	1	10,500	-	-	-	-	-	-
Miscellaneous manufacturing industries	1	5,000	-	-	-	-	1	5,000
Nonmanufacturing	126	1,741,050	1	5,400	15	264,300	40	600,450
Mining, crude petroleum, and natural gas production	1	80,000	-	-	-	-	-	-
Transportation ¹	22	405,200	-	-	10	203,200	1	29,000
Communications	30	445,400	-	-	-	-	29	433,600
Utilities: Electric and gas	3	27,100	-	-	-	-	1	7,150
Wholesale trade	1	5,000	-	-	-	-	-	-
Retail trade	6	46,100	-	-	1	6,600	2	15,100
Hotels and restaurants	9	93,500	-	-	-	-	1	30,000
Services	9	141,600	-	-	3	42,500	6	85,600
Construction	45	497,150	1	5,400	1	12,000	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Part IX. No-strike; No-lockout Provisions

Absolute prohibition
Limited prohibition

Table 63. No-strikes, no-lockouts in agreements covering 5,000 workers or more by industry, 1970

Industry	All agreements		Strike and lockout bans						No provision for strike and lockout bans	
			Total		Absolute ¹		Limited ²			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	224	3,817,425	108	1,555,550	116	2,261,875	28	285,650
Manufacturing	126	2,362,025	122	2,335,125	66	1,019,950	56	1,315,175	4	26,900
Ordnance and accessories.....	6	57,400	6	57,400	6	57,400	-	-	-	-
Food and kindred products.....	12	151,700	12	151,700	7	117,200	5	34,500	-	-
Tobacco manufacturing.....	-	-	-	-	-	-	-	-	-	-
Textile mill products.....	1	11,500	1	11,500	-	-	1	11,500	-	-
Apparel and other finished products.....	16	314,850	16	314,850	3	140,000	13	174,850	-	-
Lumber and wood products, except furniture.....	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures.....	1	7,750	1	7,750	1	7,750	-	-	-	-
Paper and allied products.....	1	11,500	1	11,500	1	11,500	-	-	-	-
Printing, publishing, and allied industries.....	4	26,600	3	19,900	1	5,000	2	14,900	1	6,700
Chemicals and allied products.....	2	15,000	2	15,000	2	15,000	-	-	-	-
Petroleum refining and related industries.....	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products.....	4	55,300	4	55,300	2	28,000	2	27,300	-	-
Leather and leather products.....	6	36,950	6	36,950	3	18,550	3	18,400	-	-
Stone, clay, and glass products.....	4	61,000	4	61,000	2	44,000	2	17,000	-	-
Primary metal industries.....	16	361,000	15	351,800	10	244,150	5	107,650	1	9,200
Fabricated metal products.....	3	34,900	2	29,900	2	29,900	-	-	1	5,000
Machinery, except electrical.....	12	169,375	12	169,375	6	46,600	6	122,775	-	-
Electrical machinery, equipment, and supplies.....	10	83,100	10	83,100	3	17,550	7	65,550	-	-
Transportation equipment.....	26	948,600	25	942,600	16	226,850	9	715,750	1	6,000
Instruments and related products.....	1	10,500	1	10,500	1	10,500	-	-	-	-
Miscellaneous manufacturing industries.....	1	5,000	1	5,000	-	-	1	5,000	-	-
Nonmanufacturing.....	126	1,741,050	102	1,482,300	42	535,600	60	946,700	24	258,750
Mining, crude petroleum, and natural gas production.....	1	80,000	1	80,000	-	-	1	80,000	-	-
Transportation.....	22	405,200	20	394,200	2	45,000	18	349,200	2	11,000
Communications.....	30	445,400	13	241,650	11	217,800	2	23,850	17	203,750
Utilities: Electric and gas.....	3	27,100	3	27,100	3	27,100	-	-	-	-
Wholesale trade.....	1	5,000	1	5,000	1	5,000	-	-	-	-
Retail trade.....	6	46,100	6	46,100	6	46,100	-	-	-	-
Hotels and restaurants.....	9	93,500	6	74,500	4	54,000	2	20,500	3	19,000
Services.....	9	141,600	8	121,600	1	16,100	7	105,500	1	20,000
Construction.....	45	497,150	44	492,150	14	124,500	30	367,650	1	5,000
Miscellaneous nonmanufacturing industries.....	-	-	-	-	-	-	-	-	-	-

¹ For this study, an absolute ban is an unmodified statement prohibiting strikes or lockouts.

² For this study, a limited ban is a statement prohibiting strikes or lockouts except under given circumstances or for specific issues.

³ Excludes railroads and airlines.

Part X. Employee Benefits

Medical care
Loss of income protection
Pension plans
Death benefits
Profit-sharing
Thrift plans
Stock purchase plans

Table 64. Health, welfare, and pension plans in agreements covering 5,000 workers or more by industry, 1970¹

Industry	All agreements		Medical care		Loss-of-income protection		Pension plans		Life insurance		Benefits not specified	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	252	4,103,075	132	2,143,900	104	1,689,050	238	3,980,575	138	2,578,025	99	1,741,925
Manufacturing.....	126	2,362,025	85	1,531,400	72	1,251,750	115	2,262,825	86	1,879,475	30	745,325
Ordnance and accessories.....	6	57,400	5	52,400	4	37,850	5	48,400	4	37,850	1	5,000
Food and kindred products.....	12	151,700	9	133,000	4	25,500	11	146,000	7	49,000	1	7,000
Tobacco manufacturing.....	-	-	-	-	-	-	-	-	-	-	-	-
Textile mill products.....	1	11,500	-	-	-	-	1	11,500	-	-	-	-
Apparel and other finished products.....	16	314,850	3	178,550	3	58,550	16	314,850	7	202,050	11	124,500
Lumber and wood products, except furniture.....	-	-	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures.....	1	7,750	-	-	-	-	1	7,750	-	-	1	7,750
Paper and allied products.....	1	11,500	-	-	-	-	1	11,500	-	-	-	-
Printing, publishing, and allied industries.....	4	26,600	1	9,400	-	-	3	17,200	1	9,400	3	17,200
Chemicals and allied products.....	2	15,000	2	15,000	1	8,500	2	15,000	2	15,000	-	-
Petroleum refining and related industries.....	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products.....	4	55,300	4	55,300	4	55,300	4	55,300	4	55,300	-	-
Leather and leather products.....	6	36,950	6	36,950	4	23,950	6	36,950	5	30,550	-	-
Stone, clay, and glass products.....	4	61,000	4	61,000	2	44,000	4	61,000	4	61,000	-	-
Primary metal industries.....	16	361,000	11	280,350	10	273,550	15	351,800	13	326,200	4	71,450
Fabricated metal products.....	3	34,900	3	34,900	3	34,900	3	34,900	2	19,400	-	-
Machinery, except electrical.....	12	169,375	8	118,400	10	138,000	10	159,175	9	144,775	1	26,375
Electrical machinery, equipment, and supplies.....	10	83,100	9	77,300	8	65,100	8	60,900	8	65,100	1	5,800
Transportation equipment.....	26	948,600	18	463,350	17	471,050	24	925,600	19	853,350	7	480,250
Instruments and related products.....	1	10,500	1	10,500	1	10,500	-	-	1	10,500	-	-
Miscellaneous manufacturing industries.....	1	5,000	1	5,000	1	5,000	1	5,000	-	-	-	-
Nonmanufacturing.....	126	1,741,050	47	612,500	32	437,300	123	1,717,750	52	698,550	69	996,600
Mining, crude petroleum, and natural gas production.....	1	80,000	-	-	-	-	1	80,000	-	-	1	80,000
Transportation ²	22	405,200	2	45,000	-	-	22	405,200	3	68,000	20	360,200
Communications.....	30	445,400	19	304,950	17	288,050	28	431,100	28	431,100	3	30,600
Utilities: Electric and gas.....	3	27,100	3	27,100	2	12,750	3	27,100	2	12,750	-	-
Wholesale trade.....	1	5,000	1	5,000	-	-	1	5,000	1	55,000	-	-
Retail trade.....	6	46,100	3	20,100	3	17,600	6	46,100	3	20,100	2	20,000
Hotels and restaurants.....	9	93,500	5	66,500	3	50,500	8	84,500	5	66,500	4	27,000
Services.....	9	141,600	4	60,000	2	25,100	9	141,600	3	35,000	4	65,500
Construction.....	45	497,150	10	83,850	5	43,300	45	497,150	7	60,100	35	413,300
Miscellaneous nonmanufacturing industries.....	-	-	-	-	-	-	-	-	-	-	-	-

¹ Benefits are understated to the extent that they are made part of a separate agreement and are not referred to in the collective bargaining agreement.

² Excludes railroads and airlines.

NOTE: Nonadditive.

Table 65. Profit-sharing, thrift, and stock purchase plans in agreements covering 5,000 workers or more, 1970¹

Type of plan	Agreements	Workers
All agreements.....	252	4,103,075
Profit-sharing plans.....	4	23,700
Savings and/or thrift plans.....	11	130,000
Stock purchase plans.....	5	36,750

¹ Benefits are understated to the extent that they are made part of a separate agreement and are not referred to in the collective bargaining agreement.

NOTE: Nonadditive.

Appendix A. Listing of Agreements Studied

<u>Company name</u>	<u>Union</u>	<u>Expiration date</u>
Aerodex, Inc -----	Teamsters (IBT) (Ind.)	July 31, 1970
Affiliated Dress Manufacturers, Inc -	Ladies' Garment (ILGWU)	January 31, 1970
Allegheny Ludlum Steel Corp-----	Steelworkers (USA)	July 31, 1971
Allen-Bradley Co -----	Electrical (UE) (Ind.)	March 31, 1970
Allied Underwear Association, Inc ---	Ladies' Garment (ILGWU)	June 30, 1972
Allis-Chalmers Manufacturing Co ----	Auto Workers (UAW) (Ind.)	November 1, 1970
Aluminum Co. of America -----	Aluminum Workers (AWIU)	May 31, 1971
Aluminum Co. of America -----	Auto Workers (UAW) (Ind.)	May 31, 1971
Aluminum Co. of America -----	Steelworkers (USA)	May 31, 1971
American Can Co -----	Steelworkers (USA)	February 14, 1971
American Millinery Manufacturers Association, Inc -----	Hatters (HCMW)	December 31, 1971
American Telephone and Telegraph Co., Long Lines -----	Communications (CWA)	July 16, 1971
Armour and Co -----	Meat Cutters (MCBW)	August 31, 1970
Association of Master Painters and Decorators (New York) -----	Painters (PAT)	July 30, 1971
Association of Motion Picture and TV Producers-----	Stage Employees (IATSE)	January 31, 1970
Association of Motion Picture Producers -----	Screen Actors (SAG)	June 30, 1971
Associated Fur Manufacturers, Inc ---	Meat Cutters (MCBW)	February 15, 1972
Associated General Contractors: Arizona Chapter and three other Associations -----	AFL-CIO Building Trades Unions and Teamsters (IBT) (Ind.)	May 31, 1970
Baton Rouge (Louisiana) Chapter ----	Laborers (LIUNA)	March 31, 1972
Detroit (Michigan) Chapter, Inc ----	Carpenters (CJA)	June 15, 1970
Detroit (Michigan) Chapter, Inc ----	Laborers (LIUNA)	April 30, 1970
Houston (Texas) Chapter and one other Association -----	Carpenters (CJA)	June 30, 1971
Houston (Texas) Chapter and one other Association -----	Laborers (LIUNA)	June 30, 1972
Mobile (Alabama) Chapter -----	AFL-CIO Building Trades Unions and Teamsters (IBT) (Ind.)	June 30, 1970
Northern and Central California Chapter and seven other Associations -----	Carpenters (CJA)	June 15, 1971
Northern and Central California Chapter -----	Iron Workers (BSOIW)	August 15, 1970
Northern and Central California Chapter and two other Associations -----	Laborers (LIUNA)	June 15, 1971
Northern and Central California Chapter and 10 other Associations -----	Operating Engineers (IUOE)	June 15, 1971
Northern and Central California Chapter and two other Associations -----	Teamsters (IBT) (Ind.)	June 15, 1971
Ohio Contractors Association -----	Laborers (LIUNA)	April 30, 1972
Ohio Contractors Association -----	Operating Engineers (IUOE)	April 30, 1972
Oregon-Columbia (Washington) Chapter and other Associations ---	Carpenters (CJA)	May 31, 1971
Oregon-Columbia (Washington) Chapter and four other Associations -----	Laborers (LIUNA)	May 31, 1970
San Diego (California) Chapter, Inc. and two other Associations ---	AFL-CIO Building Trades Unions and Teamsters (IBT) (Ind.)	April 30, 1970

Appendix A. Listing of Agreements Studied—Continued

<u>Company name</u>	<u>Union</u>	<u>Expiration date</u>
Associated General Contractors—Continued		
Seattle (Washington) Northwest, Tacoma, Mountain, Pacific Chapters -----	Carpenters (CJA)	May 31, 1971
Seattle (Washington) Northwest, Tacoma, Mountain, Pacific Chapters -----	Laborers (LIUNA)	May 31, 1971
Southern California Chapter and two other Associations -----	Carpenters (CJA)	June 14, 1973
Southern California Chapter and two other Associations -----	Laborers (LIUNA)	April 30, 1971
Southern California Chapter and two other Associations -----	Teamsters (IBT) (Ind.)	April 30, 1971
Associated General Contractors of Minnesota -----	Carpenters (CJA)	April 30, 1972
Associated General Contractors of New Jersey -----	Laborers (LIUNA)	February 28, 1971
Associated General Contractors of New Jersey -----	Operating Engineers (IUOE)	June 30, 1970
AVCO Corp., Lycoming Division -----	Auto Workers (UAW) (Ind.)	April 15, 1970
B. F. Goodrich Co -----	Rubber (URW)	April 20, 1970
Bell Telephone Co. of Pennsylvania, Traffic -----	Electrical (IBEW)	March 11, 1970
Bell Telephone Co. Pennsylvania -----	Federation of Telephone Workers (Ind.)	May 12, 1971
Bendix Corp -----	Auto (UAW) (Ind.)	April 15, 1971
Bethlehem Steel Co -----	Steelworkers (USA)	July 31, 1971
Bituminous Coal Operators -----	Mine Workers (UMW) (Ind.)	September 30, 1971
Boeing Co., Vertol Division -----	Auto (UAW) (Ind.)	September 29, 1971
Boeing Co. (Washington, Florida, Kansas, California) -----	Machinists (IAM)	October 1, 1971
Brewers Board of Trade, Inc. (New York City) -----	Teamsters (IBT) (Ind.)	May 31, 1970
Briggs Stratton Corp -----	Allied Industrial Workers (AIW)	July 31, 1971
Brown Shoe Co -----	Boot and Shoe Workers (BSW)	October 30, 1970
Brown Shoe Co -----	United Shoe Workers (USW)	October 30, 1970
Builders Association of Chicago -----	Carpenters (CJA)	May 31, 1972
Builders Association of Chicago -----	Laborers (LIUNA)	May 31, 1972
Builders Association of Kansas City, Mo., and Kansas -----	Carpenters (CJA)	March 31, 1971
Building Service League (Com- mercial, New York City) -----	Service Employees (SEIU)	April 30, 1971
Building Trades Employers Association of Central New York -----	Carpenters (CJA)	April 30, 1971
California Processors, Inc -----	Teamsters (IBT) (Ind.)	February 28, 1970
California Trucking Association, Inc. and one other Association -----	Teamsters (IBT) (Ind.)	March 31, 1970
Carpenter Contractors Association and one other Association (Ohio) -----	Carpenters (CJA)	April 30, 1970
Caterpillar Tractor Co. (Interstate)--- Caterpillar Tractor Co. (Joliet, Ill.) -----	Auto (UAW) (Ind.)	September 30, 1970
Cessna Aircraft Co -----	Machinists (IAM)	January 15, 1971
C F and I Steel Corp -----	Machinists (IAM)	June 30, 1970
C F and I Steel Corp -----	Steelworkers (USA)	July 31, 1971
Chicago Lithographers Association -----	Lithographers and Photo- engravers (LPIU)	April 30, 1971
Children's Dress Contractors Association (Greater New York City) -----	Ladies' Garment (ILGWU)	January 31, 1970

Appendix A. Listing of Agreements Studied—Continued

<u>Company name</u>	<u>Union</u>	<u>Expiration date</u>
Chrysler Corp. (Production and Maintenance)-----	Auto (UAW) (Ind.)	September 14, 1970
Clothing Manufacturers Association of the U. S. A -----	Clothing Workers (ACWA)	May 31, 1971
Collins Radio Co -----	Electrical Workers (IBEW)	October 10, 1970
Construction Contractors Council of Washington, D. C. and vicinity -----	Carpenters (CJA)	April 30, 1972
Continental Can Co -----	Steelworkers (USA)	February 14, 1971
Contractors' Association of Eastern Pennsylvania -----	Laborers (LIUNA)	April 29, 1970
Contractors' Association of Eastern Pennsylvania -----	AFL-CIO Building Trades Unions and Teamsters (IBT) (Ind.)	December 31, 1971
Cook County (Illinois) Association of Plumbing, Heating and Cooling Contractors -----	Plumbers (PPF)	May 31, 1971
Cummins Engine Co., Inc -----	Diesel Workers' Union (Ind.)	March 1, 1972
Dairy Industry Industrial Relations Association of Southern California -----	Teamsters (IBT) (Ind.)	March 1, 1970
Dana Corp -----	Auto (UAW) (Ind.)	November 30, 1970
Day and Zimmerman, Inc., Lone Star Division -----	AFL-CIO Unions, Chemical Workers (ICW) (Ind.) and Teamsters (IBT) (Ind.)	April 14, 1972
Deere and Co -----	Auto (UAW) (Ind.)	September 30, 1970
Detroit Tooling Association -----	Auto (UAW) (Ind.)	February 28, 1971
Dow Chemical Co. (Midland and Bay City, Mich.) -----	District 50, Allied and Technical (Ind.)	March 8, 1971
East Bay Restaurant Association and California Licensd Beverage Association -----	Hotel (HREU)	July 6, 1971
Eltra Corp -----	Auto (UAW) (Ind.)	February 28, 1971
Firestone Tire and Rubber Co -----	Rubber (URW)	April 20, 1970
FMC Corp., American Viscose Division -----	Textile Workers Union (TWUA)	June 1, 1971
Ford Motor Co -----	Auto (UAW) (Ind.)	September 14, 1970
Frozen Food Employers Association (California) -----	Teamsters (IBT) (Ind.)	June 30, 1971
General Building Contractors Association (Philadelphia, Pa.) -----	Laborers (LIUNA)	April 30, 1970
General Dynamics Corp., Convair -----	Machinists (IAM)	October 11, 1970
General Dynamics Corp., Electric Boat Division -----	AFL-CIO Metal Trades Unions	June 29, 1972
General Dynamics Corp., Fort Worth (Tex.) -----	Machinists (IAM)	January 25, 1971
General Motors Corp -----	Auto (UAW) (Ind.)	September 14, 1970
General Motors Corp -----	Electrical (IUE)	September 14, 1970
General Motors Corp., Inland Manufacturing Division -----	Rubber (URW)	September 14, 1970
General Telephone Co. of California -----	Communications (CWA)	July 14, 1970
Glass Container Manufacturers Institute, Automatic Machine Department -----	Glass Bottle Blowers (GBBA)	January 31, 1971
Glass Container Manufacturers Institute, Production and Maintenance -----	Glass Bottle Blowers (GBBA)	February 28, 1971

Appendix A. Listing of Agreements Studied—Continued

<u>Company name</u>	<u>Union</u>	<u>Expiration date</u>
Glass Container Manufacturers Institute, West Coast, Production and Maintenance -----	Glass Bottle Blowers (GBBA)	March 30, 1971
Golden Gate Restaurant Association--	Hotel (HREU)	August 31, 1972
Goodyear Tire and Rubber Co -----	Rubber (URW)	April 20, 1970
Greater New York Food Employers Labor Relations Council -----	Meat Cutters (MCBW)	February 7, 1970
Greater New York Milk Dealers Labor Committee -----	Teamsters (IBT) (Ind.)	November 10, 1971
Honeywell, Inc -----	Teamsters (IBT) (Ind.)	January 31, 1970
Hotel Association of New York City, Inc -----	AFL-CIO Hotel and Motel Trades Council	May 31, 1973
Hotel Employers Association (San Francisco) -----	Hotel (HREU) and Service Employees (SEIU)	June 29, 1972
Illinois Bell Telephone Co., Traffic -	Communications (CWA)	May 1, 1971
Illinois Bell Telephone Co., Plant ---	Electrical (IBEW)	June 29, 1971
Industry—Area Agreements:		
Carolina Freight Council, Cartage (North and South Carolina) -----	Teamsters (IBT) (Ind.)	March 31, 1970
Cartage Agreement, Private Carriers (Chicago) -----	Chicago Truck Drivers (Ind.)	March 31, 1970
Central States Area, Local Cartage	Teamsters (IBT) (Ind.)	March 31, 1970
Central States Area, Over-the-Road -----	Teamsters (IBT) (Ind.)	March 31, 1970
Chicago Downtown Hotels -----	Hotels (HREU)	March 31, 1970
Hotels, Motels, Restaurants (Long Beach and Orange County, Calif.) -----	Hotel (HREU)	January 31, 1971
Joint Area Cartage Agreement (Illinois and Indiana) -----	Teamsters (IBT) (Ind.)	March 31, 1970
Ladies Handbags and Leather Novelty Companies (New York City) -----	Leather Goods (LGPN)	July 13, 1971
Local Cartage (Chicago) -----	Chicago Truck Drivers (Ind.)	March 31, 1970
Maintenance Contractors Agreement (Los Angeles and vicinity)---	Service Employees (SEIU)	February 29, 1972
Massachusetts Shoe Manufacturers--	United Shoe Workers (USW)	January 7, 1971
Milk Dealers (Pennsylvania, New Jersey, Delaware) -----	Firemen and Oilers (IBFO) and Teamsters (IBT) (Ind.)	September 30, 1971
Milk Tank Haulers, Zone 2 (New York, North and Central New Jersey) -----	Teamsters (IBT) (Ind.)	July 31, 1970
Missouri River Basin Field Construction Contractors -----	Boilermakers (BBF)	July 19, 1970
National Iron and Steel Haul Agreement -----	Teamsters (IBT) (Ind.)	March 31, 1970
New Jersey—New York Area General Trucking -----	Teamsters (IBT) (Ind.)	March 31, 1970
Pineapple Companies (Honolulu, Hawaii)-----	Longshoremen and Warehousemen (ILWU) (Ind.)	January 31, 1972
Television Producers Agreement (national) -----	Screen Actors (SAG)	June 30, 1971
Trucking Agreement (New England) -----	Teamsters (IBT) (Ind.)	March 31, 1970
Upstate New York Trucking, Local Cartage -----	Teamsters (IBT) (Ind.)	March 31, 1970
Upstate New York Trucking, Over-the-Road -----	Teamsters (IBT) (Ind.)	March 31, 1970

Appendix A. Listing of Agreements Studied—Continued

<u>Company name</u>	<u>Union</u>	<u>Expiration date</u>
Industry—Area Agreements—Continued		
Western States Area Local Cartage -----	Teamsters (IBT) (Ind.)	March 31, 1970
Western States Area Office -----	Teamsters (IBT) (Ind.)	March 31, 1970
Western States Area Over-the- Road -----	Teamsters (IBT) (Ind.)	March 31, 1970
Industrial Association of Juvenile Apparel Manufacturers (Eastern Region) -----	Ladies' Garment (ILGWU)	January 30, 1970
Industrial Association of Juvenile Apparel Manufacturers (New York City) -----	Ladies' Garment (ILGWU)	January 30, 1970
Industrial Employers and Distrib- utors Association (California) -----	Longshoremen and Ware- housemen (ILWU) (Ind.)	May 31, 1970
Infants and Children's Coat Association Inc. and two other Associations -----	Ladies' Garment (ILGWU)	May 31, 1970
Inland Steel Co -----	Steelworkers (USA)	July 31, 1971
Interco, Inc -----	Boot and Shoe Workers (BSW)	September 30, 1970
International Harvester Co -----	Auto (UAW) (Ind.)	September 30, 1970
International Paper Co., Southern Kraft Division -----	Papermakers (UPP), Pulp (PSPMW), and Electrical (IBEW)	May 31, 1970
Jacksonville Shipyards, Inc. -----	Independent Workers Union of Florida (Ind.)	January 3, 1970
Jones and Laughlin Steel Corp -----	Steelworkers (USA)	July 31, 1971
Kaiser Jeep Corp -----	Auto (UAW) (Ind.)	January 30, 1971
Kaiser Steel Corp -----	Steelworkers (USA)	July 31, 1971
Kuner-Empson Co., Cannery Division -----	Teamsters (IBT) (Ind.)	February 28, 1970
League of Voluntary Hospitals and Homes of New York -----	Retail, Wholesale (RWDSU)	June 30, 1970
Libbey-Owens-Ford Glass Co -----	Glass and Ceramic (UGCW)	October 24, 1971
Ling-Temco Vought, Inc., LTV Aerospace Corp. Subsidiary -----	Auto (UAW) (Ind.)	October 15, 1971
Lockheed Aircraft Corp. (Lockheed, Calif.) -----	Machinists (IAM)	July 23, 1971
Lockheed Aircraft Corp. (Marietta, Ga.) -----	Machinists (IAM)	July 23, 1971
Lockheed Aircraft Corp., Lockheed Missiles and Space Co. Division ----	Machinists (IAM)	July 23, 1971
Mack Truck Inc. -----	Auto (UAW) (Ind.)	October 20, 1970
Manufacturers' Industrial Relations Association -----	Molders (IMAW)	December 31, 1971
Master Builders Association (Western Pennsylvania) -----	Laborers (LIUNA)	May 31, 1970
McDonnell-Douglas Corp., Astronautics, Eastern Division -----	Machinists (IAM)	January 30, 1972
McDonnell-Douglas Corp., Astronautics, Western Division -----	Machinists (IAM)	September 15, 1971
McDonnell-Douglas Corp., Astronautics, Western Division -----	Southern California Professional Engineering Association (Ind.)	November 14, 1971
McDonnell-Douglas Corp., Douglas Aircraft Division -----	Auto (UAW) (Ind.)	September 15, 1971
Mechanical Contractors Chicago Association -----	Plumbers (PPF)	May 31, 1972

Appendix A. Listing of Agreements Studied—Continued

<u>Company name</u>	<u>Union</u>	<u>Expiration date</u>
Metropolitan Lithographers Association (New York and New Jersey) ---	Typographical (ITU)	April 30, 1970
Metropolitan Taxicab Board of Trade (New York City) -----	Directly Affiliated Local Union (DALU)	November 16, 1970
Michigan Bell Telephone Co. , Traffic -----	Communications (CWA)	May 1, 1971
Michigan Bell Telephone Co. , Plant -----	Communications (CWA)	May 1, 1971
Motor Transport Labor Relations, Inc -----	Teamsters (IBT) (Ind.)	March 31, 1970
National Association of Doll Manufacturers, Inc. (New York City) -----	Dolls, Toys (DTPN)	June 30, 1970
National Cash Register Co -----	NCR Employees' Ind. Union (Ind.)	August 31, 1971
National Dress Manufacturers Association, Inc -----	Ladies' Garment (ILGWU)	January 30, 1970
National Elevator Manufacturing Industry, Inc -----	Elevator Constructors (IUEC)	March 23, 1972
National Skirt and Sportswear Association -----	Ladies' Garment (ILGWU)	May 31, 1970
National Steel Corp. , Great Lakes Steel Division -----	Steelworkers (USA)	July 31, 1971
Nevada Industrial Council (Las Vegas Resort Hotels) -----	Hotel (HREU)	March 31, 1970
New England Road Builders Association, Connecticut -----	Laborers (LIUNA)	February 28, 1970
New England Road Builders Association, Massachusetts -----	Laborers (LIUNA)	March 31, 1970
New Jersey Bell Telephone Co. , Plant and Engineering -----	Electrical (IBEW)	May 28, 1971
New Jersey Bell Telephone Co. , Traffic -----	Communications (CWA)	April 30, 1971
New York Coat and Suit Association, Inc -----	Ladies' Garment (ILGWU)	May 31, 1970
New York Industrial Council of the National Handbag Association ---	Leather Goods (LGPN)	May 30, 1971
New York Telephone Co. , Downstate, Commerical -----	Union of Telephone Workers (Ind.)	July 19, 1971
New York Telephone Co. , Downstate, Traffic -----	Telephone Traffic Union (Ind.)	August 15, 1971
New York Telephone Co. , Upstate, Traffic -----	Telephone Traffic Union (Ind.)	June 9, 1971
New York Telephone Co. (Plant) and Empire City Subway Co. Limited -----	Communications (CWA)	July 28, 1971
Niagara Mohawk Power Co -----	Electrical (IBEW)	May 30, 1970
North American Rockwell Corp. , Aerospace and Systems Group ----	Auto (UAW) (Ind.)	September 30, 1971
North American Rockwell Corp. , Commerical Products Group -----	Auto (UAW) (Ind.)	January 31, 1971
Northwestern Bell Telephone Co -----	Communications (CWA)	April 30, 1971
Ohio Bell Telephone Co -----	Communications (CWA)	May 1, 1971
Olin Mathieson Chemical Corp. (Illinois) -----	Machinists (IAM)	November 30, 1971

Appendix A. Listing of Agreements Studied—Continued

<u>Company name</u>	<u>Union</u>	<u>Expiration date</u>
Olin Mathieson Chemical Corp., Energy Systems Division (Indiana) -----	Firemen and Oilers (IBFO) and Chemical Workers (ICW) (Ind.)	September 14, 1970
Oregon Food and Beverage President's Council (Five Associations and Independent Operators) -----	Hotel (HREU)	July 16, 1970
Pacific Coast Shipbuilders Association -----	AFL-CIO Metal Trades Unions and Teamsters (IBT) (Ind.)	June 29, 1971
Pacific Gas and Electric Co -----	Electrical (IBEW)	June 30, 1970
Pacific Maritime Association -----	Longshoremen and Warehouse- men (ILWU) (Ind.)	June 30, 1971
Pacific Northwest Bell Telephone Co -----	Communications (CWA)	April 30, 1971
Pacific Telephone and Telegraph Co., Nevada and California, Plant, Clerical -----	Communications (CWA)	April 30, 1971
Pacific Telephone and Telegraph Co., Nevada and California, Traffic -----	Communications (CWA)	April 30, 1971
Pacific Telephone and Telegraph Co., Southern California, Plant and Office -----	Communications (CWA)	April 30, 1971
Pacific Telephone and Telegraph Co., Southern California, Traffic -----	Federation of Women Telephone Workers of So. Cal. (Ind.)	May 4, 1971
Painting and Decorating Contractors Association (Chicago) -----	Painters (PAT)	March 31, 1970
Painting and Decorating Contractors Association (Los Angeles) -----	Painters (PAT)	June 30, 1974
Philadelphia Food Store Employers Labor Council -----	Retail Clerk (RCIA)	January 10, 1970
Pleaters, Stitchers and Embroi- derers Association, Inc. (New York City) -----	Ladies' Garment (ILGWU)	February 28, 1970
Popular Price Dress Contractors Association -----	Ladies' Garment (ILGWU)	January 31, 1970
Printing Industries of Metropolitan New York, Printers League Section -----	Bookbinders (IBB)	May 31, 1971
Printing Industries of Metropolitan New York, Printers League Section -----	Typographical (ITU)	October 21, 1970
R. H. Macy and Co., Macy's New York Division -----	Retail, Wholesale (RWDSU)	January 30, 1970
Radio Corp. of America -----	Electrical (IBEW)	June 1, 1970
Radio Corp. of America -----	Electrical (IUE)	May 31, 1971
Realty Advisory Board (New York City), Apartment Buildings -----	Service Employees (SEIU)	April 20, 1970
Realty Advisory Board (New York City), Commercial Buildings Cleaning -----	Service Employees (SEIU)	December 31, 1971
Realty Advisory Board (New York City), Commercial Buildings Service -----	Service Employees (SEIU)	December 31, 1971
Republic Steel Corp -----	Steelworkers (USA)	July 31, 1971

Appendix A. Listing of Agreements Studied—Continued

<u>Company name</u>	<u>Union</u>	<u>Expiration date</u>
Restaurant-Hotel Employers' Council of Southern California, Inc -----	Hotel (HREU)	March 14, 1971
Reynolds Metals Co., Inc -----	Steelworkers (USA)	May 31, 1971
San Francisco Retailers Council -----	Retail Clerks (RCIA)	May 31, 1972
Simmons Co -----	Upholsterers (UIU)	October 12, 1970
Slate Belt Apparel Contractors Association -----	Ladies' Garment (ILGWU)	May 31, 1970
South Central Bell Telephone Co -----	Communications (CWA)	May 13, 1971
Southeastern Area Motor Carriers Labor Relations Association Local Cartage -----	Teamsters (IBT) (Ind.)	March 31, 1970
Southeastern Area Motor Carriers Labor Relations Association Over-the-Road -----	Teamsters (IBT) (Ind.)	March 31, 1970
Southern Bell Telephone and Telegraph Co -----	Communications (CWA)	May 13, 1971
Southern California Edison Co -----	Electrical (IBEW)	December 30, 1970
Southern Illinois Contractors' Association -----	Laborers (LIUNA)	July 31, 1973
Southern New England Telephone Co.(Connecticut) -----	Connecticut Union of Telephone Workers (Ind.)	May 4, 1971
Southwest Operators Association, Local Cartage -----	Teamsters (IBT) (Ind.)	March 31, 1970
Southwestern Bell Telephone Co., Commercial -----	Communications (CWA)	July 16, 1971
Southwestern Bell Telephone Co., Plant -----	Communications (CWA)	July 16, 1971
Southwestern Bell Telephone Co., Traffic -----	Communications (CWA)	July 16, 1971
Spiegel, Inc -----	Teamsters (IBT) (Ind.)	February 28, 1971
Standard Stations, Inc -----	Western States Service Station Employees Union (Ind.)	April 15, 1970
Sugar Companies' Negotiating Committee (Hawaii) -----	Longshoremen and Ware- housemen (ILWU) (Ind.)	January 31, 1972
Swift and Co -----	Meat Cutters (MCBW)	August 30, 1970
Timken Roller Bearing Co -----	Steelworkers (USA)	August 23, 1971
TRW, Inc. (Cleveland, Ohio Area) -----	Aircraft Workers Alliance (Ind.)	October 31, 1970
U. S. Steel Corp., Production and Maintenance -----	Steelworkers (USA)	July 31, 1971
U.S. Steel Corp., Salaried -----	Steelworkers (USA)	July 31, 1971
United Aircraft Corp., Sikorsky Aircraft Division -----	Teamsters (IBT) (Ind.)	February 15, 1972
United Better Dress Manufacturers Association -----	Ladies' Garment (ILGWU)	January 31, 1970
United Knitwear Manufacturers League, Inc. (New York City) -----	Ladies' Garment (ILGWU)	July 15, 1970
Western Electric Co., Inc., Baltimore Works -----	Communication Equipment Workers (Ind.)	August 26, 1971
Western Electric Co., Inc., Hawthorne Works -----	Communications (CWA)	July 4, 1971
Western Electric Co., Inc., Interstate, Distribution -----	Communications (CWA)	August 14, 1971
Western Electric Co., Inc., Interstate, Installation -----	Communications (CWA)	April 30, 1971
Western Electric Co., Inc., Merrimack Valley Works -----	Communications (CWA)	July 4, 1971

Appendix A. Listing of Agreements Studied—Continued

<u>Company name</u>	<u>Union</u>	<u>Expiration date</u>
Western Electric Co., Inc., North Carolina Works -----	Communications (CWA)	July 6, 1971
Western Union Telegraph Co -----	Telegraph (UTW)	May 30, 1978
Wheeling Steel Corp -----	Steelworkers (USA)	August 1, 1971
Whirlpool Corp -----	Electrical (IUE)	October 17, 1970
Wilson and Co -----	Meat Cutters (MCBW)	August 31, 1970
Youngstown Sheet and Tube Co -----	Steelworkers (USA)	August 1, 1971
Zenith Radio Corp -----	Independent Radionic Workers of America (Ind.)	June 30, 1972

Appendix B. Subject Index of Agreement Provisions

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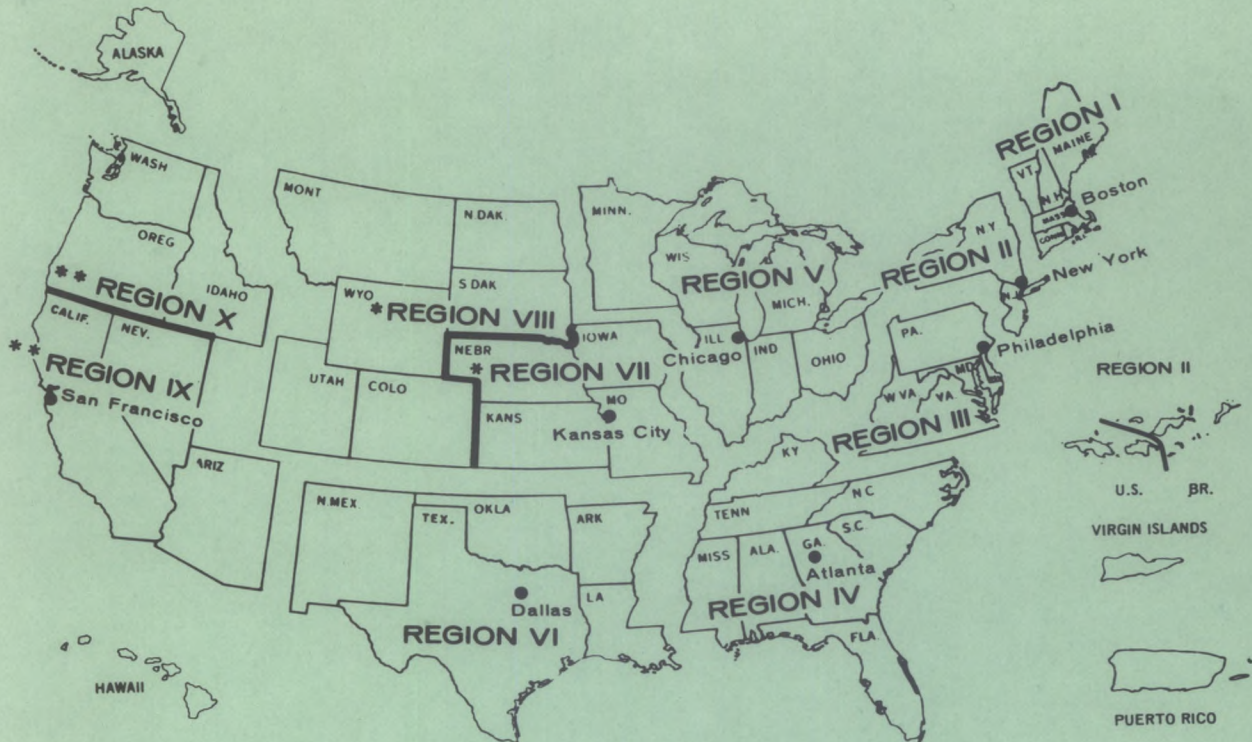
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