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Wage Chronology
International
Shoe Company
1945-74

Bulletin 1718
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics
1972



Wage Chronology

**International
Shoe Company
1945-74**

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

**BUREAU OF LABOR STATISTICS
Geoffrey H. Moore, Commissioner**

1972



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Preface

This bulletin is one of a series prepared by the Bureau of Labor Statistics that traces changes in wage scales and related benefits negotiated by individual employers or combinations of employers with a union or group of unions. Benefits unilaterally introduced by an employer generally are included. The information is obtained largely from collective bargaining agreements and related documents voluntarily filed with the Bureau. Descriptions of the course of collective bargaining are derived from the news media and confirmed and supplemented by the parties to the agreement. Wage Chronologies deal only with selected features of collective bargaining or wage determination. They are intended primarily as a tool for research, analysis, and wage administration. References to job security, grievance procedures, methods of piece-rate adjustment, and similar matters are omitted.

This wage chronology summarizes changes in wage rates and related compensation practices negotiated by the International Shoe Co. (Division of Interco, Inc.) with the United Shoe Workers of America and the Boot and Shoe Workers Union since the first master contracts were signed in 1945. This bulletin replaces *Wage Chronology: International Shoe Co., 1945-66*, published as BLS Bulletin 1479, and incorporates the supplement covering the 1967-69 period. Materials previously published have been supplemented in this bulletin by contract changes negotiated in 1970. The earlier texts are included as they were originally published.

The section for the 1970-74 period was prepared in the Division of Trends in Employee Compensation by John U. Burgan.

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International Shoe Co. (a Division of Interco, Inc.), 1945-74

1945-51

This chronology¹ traces the major changes in wage rates and related wage practices negotiated between the company and the United Shoe Workers of America (CIO) and the Boot and Shoe Workers (AFL) since 1945, the date of the first master agreements. Although there is a separate contract for each plant, all agreements are negotiated centrally and contain substantially the same basic points. Conditions of employment are the same in both the organized and unorganized plants of the company. The contracts cover only production, maintenance, and custodial workers.

Unions organizing activities in the International Shoe factories began in the early 1940's. Master agreements between the company and the unions were first negotiated in 1945. At the time of the last negotiation (October 1950), the United Shoe Workers bargained for 10,500 production workers in 21 shoe factories, 15 supply plants, and 1 tannery; the Boot and Shoe Workers bargained for 7,000 workers in 17 shoe factories and 1 supply plant; and workers in 7 tanneries, 2 shoe factories, and 3 supply plants are represented by a number of other unions. The balance of the company's operations are not organized and about 70 percent of the company's employees are represented by these unions.

Approximately 90 percent of the workers in the factories of the International Shoe Co. were paid on a piecework basis. The changes reported in the chronology relate to these employees as well as those paid on a straight hourly basis. Special provisions of the contracts dealing with the day-to-day administration of the incentive plans are omitted, as are provisions relating only to specified plants. Since the chronology started with the 1945 agreements, the provisions reported under that date do not necessarily indicate changes in prior conditions of employment.

The agreements, effective October 1, 1951, continued in effect until September 30, 1952, in the case of the United Shoe Workers, and October 31, 1952, in the case of the Boot and Shoe Workers. They make no provision for a reopening on wages or any other matter.

1952

The International Shoe Co.'s agreements with the United Shoe Workers of America (USWA-CIO) and the Boot and Shoe Workers (B&SW-AFL), in effect since October 1951, expired in September and October 1952.

New 1-year agreements were negotiated in October and individual plant contracts were signed at various dates. They provided for retroactive increases in earnings as well as changes in overtime and holiday pay and in paid-vacation practices. Although the unions negotiated separately, both contracts provided for the same general wage increase. The same changes in related working practices were also made in each contract.

The contracts, like those they replaced, make no provision for a reopening regarding any of the terms.

1953-57

International Shoe Co. agreements with the United Shoe Workers of America (USWA) and the Boot and Shoe Workers (B&SW), in effect since the fall of 1952, expired in September and October of 1953, respectively.

These were replaced by 2-year agreements negotiated on October 31, 1953, which established semiannual cost-of-living wage escalator clauses for the 18,000 employees represented by these 2 unions but provided for no immediate change in pay. The agreements added a third week of vacation after 15 years of service and provided a company-paid hospital, medical, and surgical plan.

Negotiations for new contracts began in September 1955 and, when no agreement was reached, the unions struck on November 11, 1955. The strike was ended in early December on terms of an increase of almost 5 percent in the earnings of piece and time workers, retroactive to October 3, an additional advance of almost 3 percent in April 1956, and discontinuance of the cost-of-living escalator clauses. The agreements were for 2 years,

¹ For purpose and scope of wage chronology series, see *Handbook of Methods for Surveys and Studies*, BLS Bulletin 1458.

with provision for a third year if an acceptable pension plan could be worked out.

In July 1957, the parties agreed upon the terms of a retirement plan, to be financed by company payments of 3 percent of its gross payroll, and extended the agreement to September 30, 1958.

1958-61

The 3-year agreements between the International Shoe Co. and the United Shoe Workers of America and the Boot and Shoe Workers that were scheduled to expire on September 30, 1958, were extended until October 10, 1958. They were replaced by 2-year agreements negotiated on October 12, which provided a 4-percent wage increase effective October 1, 1958, and an additional 2.5 percent on October 1, 1959, for about 14,500 workers. The agreements also revised reporting pay provisions and liberalized life insurance for retired employees.

The day after these contracts expired on September 30, 1960, agreement was reached on terms of new 2-year contracts. The new contracts, which covered about 12,300 workers at 33 plants, provided for wage increases of 5 cents an hour effective January 2, 1961, and an additional 3 cents an hour effective January 1, 1962. The agreements also improved the hospital benefits program, liberalized vacation eligibility requirements, and provided vacation benefits for employees retiring during the year. The current agreements are to continue in effect until September 30, 1962, without provision for any reopening.

1962-64

Two-year contracts to replace those that expired September 30, 1962, were agreed to on the following day by the International Shoe Co., and the United Shoe Workers of America (USWA) and the Boot and Shoe Workers (B & SW) after almost 2 months of negotiations. The new agreements, which covered about 13,000 workers, provided 3-cent-an-hour general wage increases for all workers on January 1, 1963, and again on January 1, 1964.² In addition, higher rates for some incentive operations, effective March 4 and September 3, 1963, will increase the earnings of one-third of the company's employees an average of 6 cents an hour over the life of the contract.

Improvements in fringe benefits consisted of an additional paid holiday and an increase in women's accident and sickness benefits to the level of the men's benefits. An actuarial study of the pension fund was instituted to determine the feasibility of an early retirement pro-

vision under existing financing arrangements. As a result of this study, the pension plan was amended to permit voluntary retirement at age 62.

The changes incorporated in the 1962 agreements, are to remain in effect until September 30, 1964, without any reopening.

1964-66

Bargaining objectives for the coming negotiations in the shoe industry were developed at a biunion (United Shoe Workers of America—USWA—and Boot and Shoe Workers Union—BSWU) wage policy conference in May. Negotiations opened in late August with the unions following a well-established procedure, presenting their noneconomic contract proposals prior to the economic demands. At the 1964 sessions, the noneconomic items dealt with more than 50 contract provisions.

On September 9, International Shoe Co. and union negotiators started their discussions of the unions' economic package which was designed to improve existing benefits and add new practices. The unions' determination to increase earnings was expressed in a request for a 15-cent-an-hour wage increase and a \$1.40 minimum for all piece and hourly workers. An additional paid holiday and longer vacations would have reduced worktime while maintaining earnings. Substantial improvements in the hospital-surgical-medical plan, sickness and accident benefits, and pension annuities, were included in the union package. The higher annuities were to be financed by an additional 1-percent employer contribution. A number of the proposals were aimed at improving job security and earnings when changes in operations, materials, or machinery would have reduced employment or take-home pay.

The unions also requested the establishment of two new benefits to protect earnings levels: 2 days' paid funeral leave, and 7 days' paid sick leave. A proposal for the initiation of a severance pay provision completed the unions' program.

On October 22, the International Shoe Co. reached agreement on a 2-year contract with the United Shoe Workers of America and the Boot and Shoe Workers Union. For the first time in many years, the unions signed with Brown Shoe Co. before they did with International, and then only after the parties had agreed on a 30-day extension of the 1962 contract.

Earnings of day and pieceworkers were to be increased 2 percent in January 1965 and 1966, and an additional 2 percent increase was given employees at the lowest job-class rate. One paid holiday was added, bringing the total

² An additional 3,000 to 4,000 unorganized workers were to receive the same changes in wages and benefits.

to 8. Daily payments for hospital room and board and the surgical maximum were raised. Pension benefits were increased and eligibility for disability annuities was reduced to 15 years of service, regardless of the worker's age.

Some 10,000 workers are covered by the International Shoe Co. agreements with the unions; 7,000 in Missouri, Arkansas, and Illinois USWA plants and 3,000 in Missouri, Kentucky, and Tennessee BSWU plants. All agreements are to remain in effect until September 30, 1966.

1967-68

Two-year agreements, covering approximately 10,000 workers, were reached on September 30, 1966, following joint negotiations by the Shoe Workers (USW) and the Boot and Shoe Workers (BSW) with the International Shoe Co. (a division of Interco, Inc.).³ The contracts replaced those that expired on September 30 and set the bargaining pattern for scheduled talks at the Brown Shoe Co. Workers ratified the pacts shortly after agreement was reached.

The contracts provided wage increases effective January 2, 1967, of 9 cents an hour for dayworkers and 6 cents an hour on the clock plus 5 cents per 100 piecework points added to all class wages for pieceworkers. A year later, dayworkers were to receive 12 cents and pieceworkers, 6 cents on the clock, 7 cents per 100 points on all class wages, and an additional 8 cents per 100 points on the lowest class wage. The minimum wage also was raised in 1967 and 1968 according to the 1966 amendments to the Fair Labor Standards Act. The contracts also provided for the establishment of 2 days of paid bereavement leave, payment for hospital room and board on an "area cost" basis, and increases in both the surgical maximum and the in-hospital medical benefit. The employee's premium for dependents' hospital and surgical benefits was increased to \$4.96 a month. The group insurance plan was revised so that Medicare benefits would be supplemented rather than duplicated.

In addition the employee's premium for \$2,000 life insurance was increased to \$2 a month at age 65 for those who retired on or after October 1, 1966. Pension benefits for those retiring on a normal or disability annuity on or after October 1, 1966, were increased to \$2 a month for each year of service, up to 30 years. In 1967, pensions for those retired before October 1966 were to increase to \$1.75 a month for each year of service, up to 30 years, except for those retired under a vested pension right. The company also agreed to increase its contribution to the pension fund in 1967 to 4.25 percent of gross payroll.

The agreements were scheduled to remain in effect

through September 30, 1968, with no provision for a reopening.

1968-69

Following joint negotiations, settlement was reached September 30, 1968, on new 2-year agreements by the International Shoe Co. (a division of Interco, Inc.) with the Shoe Workers and the Boot and Shoe Workers.

The agreements were ratified by the workers in October and provided wage increases on December 1, 1968, of 17 cents an hour for dayworkers and of 28 cents per 100 piecework points for workers in incentive operations. In the second year, dayworkers were to receive 15 cents and pieceworkers, 26 cents per 100 piecework points. A minimum wage based on length of service was established for pieceworkers. Other changes included the addition of a ninth paid holiday, a liberalized vacation schedule, a revision of the bereavement leave provision, and the establishment of severance pay in the event of a permanent plant closing. Group insurance benefits were increased by raising the surgical and special service maximums. The employee's premium for dependents' hospital and surgical benefits coverage was increased to \$5.09 a month. The sickness and accident benefit also was increased to \$35.

Improvements in pensions increased the benefit for normal or disability retirement to \$2.25 a month for each year of credited service, up to 30 years. The increase did not apply to those who terminated employment with a vested pension right. In late 1969, the maximum number of years that could be used in computing the monthly benefit was increased to 35 years. In addition, all time spent in the military was to be counted as service credit for pension purposes.

The agreements covered approximately 10,000 workers in 32 plants in Missouri, Illinois, Arkansas, and Kentucky and were to remain in effect through September 30, 1970, with no provision for reopening.

1970-74

The United Shoe Workers (USW) and the Boot and Shoe Workers (BSW) jointly negotiated 4-year contracts with the International Shoe Co. (a division of Interco, Inc.) on October 1, 1970, hours before the old contracts were due to expire. This was the first time the parties developed agreements of such long duration. The con-

³ Interco, Inc., came into being and the International Shoe Co. became a division thereof, without independent corporate status, on March 2, 1966.

tracts were ratified jointly by the unions on September 30, 1970, and were effective October 1, 1970.

Principal provisions of the pacts included wage increases of 18 cents an hour for dayworkers and 30 cents per 100 points for pieceworkers, to be added to all class wages, both effective December 1, 1970, with additional increases of 15 cents an hour and 25 cents per 100 points, respectively, to begin December 1, 1971. Also effective on December 1, 1970, was a company contribution equivalent to 1-2/3 cents an hour when averaged over the bargaining unit, establishing new class rates on certain jobs. Minimum wages increased to \$1.80 for pieceworkers with 24 months of service or more, beginning December 1, 1970; \$1.85 on December 1, 1971; and \$1.90, December 1, 1972.

The agreement raised monthly pension benefits from \$2.25 to \$2.50 per year of credited service, effective December 1, 1970, and to \$2.75 a year later. The new

contracts provided employees retiring after December 1, 1971, with credit for up to 40 years of company service, reaching a maximum pension benefit of \$110 a month. It provided also that, in future contracts, the basis of pension negotiations would be the amount of pension benefits rather than the amount of employer contributions to the fund. Insurance benefit changes, effective November 1, 1970, provided increased payments for: In-hospital medical benefits, maternity benefits, and miscarriages. Bereavement pay was also liberalized.

The agreements, scheduled to expire September 30, 1974, cover approximately 10,000 workers in 30 plants in a five-State area. They provide for reopenings in 1972 on: Wages, pensions, vacations, hospitalization and insurance, minimum wages, holidays, bereavement pay, and severance pay. The following tables summarize wage and benefit changes up to the 1972 reopening date; after this time any possible provisions negotiated under the 1972 reopener will take effect.

Table A. General wage changes¹

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 1, 1945, USWA and B&SW (by agreement). June 3, 1946, USWA and B&SW (by agreement). Sept. 2, 1946, USWA and B&SW (by agreement). Mar. 3, 1947, USWA and B&SW (by agreement and arbitration award).	10 percent increase, averaging approximately 8 cents an hour. 7 cents an hour increase ----- 5 cents an hour increase ----- 7½ percent increase with a minimum increase of 6 cents, averaging approximately 7 cents an hour. 3 cents an hour increase -----	Approved by the Wage Stabilization Board on July 26, 1946. Increase designated as cost-of-living allowance, to be adjusted 3 cents whenever there was a 5-point increase or decrease in the BLS Consumers' Price Index. The agreement provided for a maximum increase of 12 cents and limited reductions to the level of the previous agreement.
October 1947, USWA and B&SW (by agreement).	3 cents an hour increase -----	Adjustment of cost-of-living allowance.
December 1947, USWA and B&SW.	3 cents an hour increase -----	Adjustment of cost-of-living allowance.
April 1948, USWA and B&SW.	3 cents an hour increase -----	Adjustment of cost-of-living allowance.
May 1948, USWA and B&SW.	3 cents an hour decrease -----	Adjustment of cost-of-living allowance.
July 1948, USWA and B&SW.	3 cents an hour increase -----	Adjustment of cost-of-living allowance.
October 1948, USWA and B&SW.	3 cents an hour increase -----	Adjustment of cost-of-living allowance.
February 1949, USWA and B&SW.	3 cents an hour decrease -----	Adjustment of cost-of-living allowance.
Oct. 3, 1949, USWA and B&SW (by agreement).	-----	Cost-of-living adjustment frozen at 9 cents. Escalator clause eliminated.
Oct. 2, 1950, USWA and B&SW (by agreement).	6 cents an hour increase -----	
Oct. 1, 1951, USWA and B&SW (by agreement).	6 cents an hour increase -----	Additional 3 cents to skilled mechanics.
Sept. 29, 1952, B&SW and USWA.	4 percent increase, averaging 4½ cents an hour.	Percent increase applied to gross weekly earnings. The company's piece-rate schedule was therefore not revised to reflect the increase. ²
Oct. 1, 1953, USWA and Nov. 1, 1953, B&SW (by agreements of Oct. 31, 1953).	No wage change -----	Semiannual cost-of-living escalator clause established, with 1 percent adjustment of existing 4 percent extra wage payment (applied to gross weekly earnings) for each 1.15-point change in the Bureau of Labor Statistics Consumer Price Index from its Aug. 15, 1953, level (1947-49=100). First adjustment due Apr. 5, 1954, based on the Feb. 15, 1954, index. No decrease in the index was to reduce extra wage payment below that currently paid.
Apr. 5, 1954 -----	No wage change -----	Semiannual review of cost-of-living allowance.
Oct. 4, 1954 -----	No wage change -----	Semiannual review of cost-of-living allowance.
Apr. 4, 1955 -----	No wage change -----	Semiannual review of cost-of-living allowance.
Oct. 3, 1955, USWA and B&SW (agreements of December 1955).	4.8 percent increase in earnings.	Increase resulted from raising extra wage payment from 4 to 9 percent. Consequently, piece-rate schedules were not revised. Cost-of-living escalator clause discontinued.
Apr. 2, 1956, USWA and B&SW (agreements of December 1955).	2.75 percent increase in earnings.	Minimum rate to be changed when mandatory under Fair Labor Standards Act to new minimum required by the act.
Oct. 1, 1958, USWA and B&SW (B&SW agreements dated November and December 1958, and USWA agreements dated December 1958 and January 1959).	4 percent increase, averaging approximately 6 cents an hour.	Increase resulted from raising extra wage payment from 9 to 12 percent. Increase applied to piece, hourly, and sample extra rates. ³
Oct. 1, 1959, USWA and B&SW (B&SW agreements dated November and December 1958, and USWA agreements dated December 1958 and January 1959).	2.5 percent increase, averaging approximately 4 cents an hour.	Increase applied to piece, hourly, and sample extra rates. ³
Jan. 2, 1961, USWA and B&SW (agreements dated October 1960).	5 cents an hour increase -----	Increase applied to hourly rates. In contrast to procedure followed in 1958 and 1959, the earnings of pieceworkers were increased by the amount of the general wage change times the number of hours worked during the week.
Sept. 3, 1961, USWA and B&SW.	-----	Minimum rate increased to \$1.15 an hour as required by 1961 amendment to Fair Labor Standards Act; other rates in the progression schedules increased to reflect new minimum.
Jan. 1, 1962, USWA and B&SW (agreements dated October 1960).	3 cents an hour increase -----	Increase applied to hourly rates. Earnings of pieceworkers were increased by the amount of the general wage change times the number of hours worked during the week.

See footnotes at end of table.

Table A. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Jan. 1, 1963, USWA and B&SW (agreements of Oct. 1, 1962).	3 cents an hour increase -----	Weekly earnings of pieceworkers increase by the general wage change times the number of hours worked during the week. Agreement also provided a deferred general wage increase, effective Jan. 1, 1946, and increases in incentive rates, effective Mar. 4 and Sept. 3, 1963.
Mar. 4, 1963, USWA and B&SW (agreements of above date).	-----	Deferred increase of up to 5 cents per 100 piecework points in some incentive operations, amounting to 1 cent an hour when averaged over entire bargaining unit. ⁴
Sept. 3, 1963, USWA and B&SW (agreements of above date).	-----	Deferred increase of up to 5 cents per 100 piecework points in some incentive operations, amounting to 1.5 cents an hour when averaged over entire bargaining unit. ⁴ Minimum rate increase to \$1.25 an hour as required by 1961 amendment of Fair Labor Standards Act; other rates in progression schedule for lowest paid day-rate workers increased to reflect new minimum.
Jan. 1, 1964, USWA and B&SW (agreements of above date).	3 cents an hour increase -----	Deferred wage increase. Weekly earnings of pieceworkers increased by the general wage change times the number of hours worked during the week.
Jan. 4, 1965 (agreements dated Dec. 1964-Jan. 1965).	2 percent increase, averaging 3.4 cents an hour. ⁵	Additional 2 percent increase to employees in lowest wage class and inequity adjustments at a number of plants amounted to approximately 1.5 cents an hour ⁵ when averaged over the entire bargaining unit. Agreement also provided a deferred general increase effective Jan. 3, 1966.
Jan. 3, 1966 (agreements dated Dec. 1964-Jan. 1965).	2 percent increase, averaging 3.6 cents an hour. ⁵	Deferred increase.
Jan. 2, 1967, USW and BSW (agreements dated Oct. 1, 1966).	9 cents an hour increase -----	Pieceworkers received 6 cents an hour added to clock-card hours and 5 cents per 100 piecework points added to all class wages. ⁴ Agreements also provided for deferred increases effective Jan. 1, 1968.
Jan. 1, 1968, USW and BSW (agreements of above date).	12 cents an hour increase -----	Deferred increases. Pieceworkers received 6 cents an hour added to clock-card hours, 7 cents per 100 piecework points added to all class wages, and an additional 8 cents per 100 piecework points for the lowest class wage. ⁴
Dec. 1, 1968, USW and BSW (agreements dated Oct. 1, 1968).	17 cents an hour increase -----	Pieceworkers received 28 cents per 100 piecework points added to all class wages. ⁴ Agreements also provided for deferred increases effective Dec. 1, 1969.
Dec. 1, 1969, USW and BSW (agreements of above date).	15 cents an hour increase -----	Deferred increases. Pieceworkers received 26 cents per 100 piecework points added to all class wages. ⁴
Dec. 1, 1970 USW and BSW (agreements dated Oct. 1, 1970).	18 cents an hour increase -----	Pieceworkers received 30 cents per 100 piecework points added to all class wages. ⁴ Agreements also provided for deferred increases effective Dec. 1, 1971.
Dec. 1, 1971, USW and BSW (agreements dated Oct. 1, 1970).	15 cents an hour increase -----	Deferred increases. Pieceworkers received 25 cents per 100 points added to all class wages. ⁴

¹ General wage changes are construed as upward or downward adjustments affecting an entire establishment, bargaining unit, or plant at one time. They do not include adjustments in individual rates, such as promotions and minor adjustments in the wage structure, or changes in individual rates that do not have an immediate and noticeable effect on the average plant wage level.

The wage changes listed above were the major adjustments in the general wage level during the period covered. Because of the omission of nongeneral changes and other factors, the total of the general changes listed will not necessarily coincide with the changes in straight-time average hourly earnings.

² The majority of production workers in International Shoe factories are paid on a piecework basis.

³ Sample extra rates apply to some piecework operations on samples where the workmanship is visible.

⁴ Under the company's incentive plan, 100 points is equal to approximately 100 minutes of work for the average worker. Five cent per 100 points would, therefore, be the equivalent of about a 3-cent-an-hour increase for the average pieceworker.

⁵ The estimated cents an hour resulting from the percentage increases were provided by the unions.

Table B-1. Minimum hourly rates for nonincentive workers by area

Effective date and area	Rate	Applications, exceptions, and other related matters
Dec. 1, 1945: St. Louis area -----	\$0.675 -----	
Outside St. Louis -----	\$0.625 -----	
Jan. 25, 1950: All areas -----	\$0.75 -----	In accordance with amendment to Fair Labor Standards Act, effective Jan. 25, 1950.
Mar. 1, 1956: All areas -----	\$1.00 -----	In accordance with amendment to Fair Labor Standards Act, effective Mar. 1, 1956.
Oct. 1, 1958 -----		A schedule was established providing automatic increases of 2½ cents per hour each 4 weeks to a rate that was equal to the minimum rate plus at least 50 percent of the difference between the minimum and maximum; ¹ company could grant additional increases or the maximum rate to qualified workers, at its discretion, regardless of time.
Sept. 3, 1961: All areas -----	\$1.15 -----	To comply with amendment of Fair Labor Standards Act, effective Sept. 3, 1961; other rates in progression schedule increase to reflect increase in minimum rate, although this was not included in the contract.
Jan. 1, 1963: All areas -----		By agreements of Oct. 1, 1962, automatic progression changed to rate equal to the minimum rate plus at least two-thirds the difference between the minimum and maximum rates.
Sept. 3, 1963: All areas -----	\$1.25 -----	To comply with 1961 amendment of Fair Labor Standards Act; other rates in progression schedule increased to reflect increase in minimum rate. ¹

¹ See appendix A.

Table B-2. Minimum hourly rates for incentive¹ and nonincentive workers by area

Effective date and area	Rate	Applications, exceptions, and other related matters
Feb. 1, 1967: All areas -----	\$1.40 -----	To comply with 1966 amendment to Fair Labor Standards Act; other rates in daywork progression schedule increased to reflect increases in minimum rate. ²
Feb. 1, 1968: All areas -----	\$1.60 -----	To comply with 1966 amendment to Fair Labor Standards Act; other rates in daywork progression schedule increased to reflect increase in minimum rate. ²
Dec. 1, 1968: All areas -----		By agreements of Oct. 1, 1968, automatic daywork progression of 2.5 cents an hour each 4 weeks continued until an increased rate equal to the minimum rate plus at least three-fourths the difference between the minimum and maximum rates had been reached. ²
Oct. 1, 1969: All areas -----		The same agreements also established a schedule of minimums for pieceworkers guaranteeing a starting rate at the Federal minimum of \$1.60 and \$1.65 after 3 months of service or more. Additions were to be made to the schedule of minimums for pieceworkers in 1969 and 1970.
Apr. 1, 1970: All areas -----		\$1.70 was added to the schedule of minimums for pieceworkers with 6 months of service or more.
Dec. 1, 1970: All areas -----		\$1.75 was added to the schedule of minimums for pieceworkers with 1 year of service or more.
Oct. 4, 1971: All areas -----		\$1.80 was added to the schedule ² of minimums for pieceworkers with 24 months of service or more.
Oct. 4, 1971: All areas -----		Increased to: \$1.85 for pieceworkers with 24 months of service or more.
Apr. 4, 1972: All areas -----		Increased to: \$1.90 for pieceworkers with 24 months of service or more.

¹ Contract minimum hourly rates based on length of service were established for incentive workers, effective Dec. 1, 1968.

² See appendix A.

Table C. Supplementary compensation practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Guaranteed minimum earnings for workers learning higher rated jobs		
Dec. 1 and 3, 1945, B&SW and USWA.	90 percent of former average hourly earnings guaranteed to employees learning new operation, providing such rate is not above 90 percent of average hourly earnings established for new job.	
Overtime pay		
Dec. 1 and 3, 1945, B&SW and USWA. Oct. 1, 1952 (USWA) and Nov. 1, 1952 (B&SW).	Time and one-half for work outside regular daily schedules or 40 hours a week.	Time and one-half the regular rate paid for all work outside of regular hours when employee worked some hours during regular schedule. Not applicable to: (1) A new employee hired during the day, (2) an employee absent part of the day for personal reasons, (3) a new employee required to work 1 day outside of regular schedule during first week of employment, and (4) nonproduction employees on special scheduled hours. ² Time and one-half paid for work in excess of 8 hours a day in situations 1 and 2 and after 40 hours a week in 3 and 4.
Premium pay for Saturday and Sunday		
Dec. 1 and 3, 1945, B&SW and USWA.	Time and one-half for work on Saturday. Double time for Sunday as such.	Nonproduction employees on special schedules paid overtime rate only for Saturday or Sunday work in excess of 40 hours a week.
Holiday pay		
Dec. 1 and 3, B&SW and USWA. Sept. 2, 1946, B&SW and USWA. Sept. 30, 1947, USWA and B&SW. October 1948, B&SW and USWA. Oct. 1, 1952 (USWA) and Nov. 1, 1952 (B&SW). Oct. 1, 1953 (USWA) and Nov. 1, 1953 (B&SW). Oct. 1, 1955, USWA and B&SW. Oct. 1, 1958, USWA and B&SW (B&SW agreements dated Nov. and Dec. 1958, and USWA agreements dated Dec. 1958 and Jan. 1959). May 30, 1963, USWA and B&SW (agreements of Oct. 1, 1962). Dec. 24, 1964 (agreements dated Dec. 1964—Jan. 1965). Dec. 24, 1966, USW and BSW (agreements dated Oct. 1, 1966).	Time and one-half for work on 6 specified holidays. No payment for holidays not worked. 3 paid holidays established for which workers received 8 hours' pay. Double time and one-half (total) for work on paid holidays. Added: 2 paid holidays (total 5). Added: 1 paid holiday (total 6). Added: 1 paid holiday (total 7). Added: 1 paid holiday (total 8).	Holidays were: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. Paid holidays were: Labor Day, Thanksgiving, and Christmas. Holidays must fall within employee's basic workweek. Holiday pay to equal average straight-time hourly earnings during last previous full-calendar quarter if quarter was more than 30 days prior to payments. When average could not be obtained by this method, average for 6 weeks prior to holiday was used. Holidays added: New Year's Day and Memorial Day. Holiday added was Independence Day. To be eligible for pay on any holiday employee must have been on payroll for at least 30 days, and have worked day prior and day after each holiday unless properly excused. Armistice Day and December 26 substituted for Independence Day and Memorial Day 1953, which are on Saturday. Dec. 24, 1954, and Dec. 31, 1954, substituted for Christmas Day 1954 and New Year's Day 1955, which were on Saturday. Nov. 11, 1954, substituted for Independence Day which was on Sunday. Veterans Day (Nov. 11) 1956, 1957, and 1958 substituted for Memorial Day. Holiday pay to be calculated at straight-time average hourly earnings for 6 weeks prior to holiday or, if employee had no earnings record during the 6 weeks, for entire period available. Agreement continued Veterans Day as a paid holiday and Memorial Day as an unpaid holiday for which time and one-half was paid for time worked. Holiday was Memorial Day, formerly an unpaid holiday. Holiday was Christmas Eve. Changed: Christmas Eve to a paid holiday with no time off in 1966 and 1967.

See footnotes at end of table.

Table C. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
Dec. 24, 1968, USW and BSW (agreements dated Oct. 1, 1968). Apr. 4, 1969, USW and BSW (agreements of above date).	Added: 1 paid holiday (total 9).	Reinstated: Christmas Eve as a paid holiday with time off. Holiday was Good Friday.
Paid vacations		
Dec. 1 and 3, 1945, B&SW and USWA.	1 week after 1 and less than 5 years' continuous service; 2 weeks after 5 years' continuous service.	Vacation pay to equal straight-time average hourly earnings during last previous full quarter of calendar year. Number of hours of vacation pay determined by average of hours that a plant was in operation during past year but not fewer than 40 nor more than 48 a week. Employee must have worked minimum of 1,000 hours in past year to qualify for vacation.
Dec. 1, 1947, B&SW and USWA.		Minimum hours necessary to qualify for vacation changed to 1,100 hours of time paid for (including vacations and holidays).
Oct. 1, 1952 (USWA), and Nov. 1, 1952 (B&SW).		Workers employed by the company during vacation period and having 100 but less than 1,100 hours of work during year to receive 2 percent of average annual earnings if their total length of service with the company qualified them for 1 week's vacation and 4 percent if qualified for 2 weeks' vacation.
Oct. 1, 1953, USWA, and Nov. 1, 1953, B&SW.	Added: Third week of vacation after 15 years' continuous service.	6 percent of total earnings during year for workers with 15 years' or more continuous service and having 100 but less than 1,100 hours of work during the year. Those with 1,100 hours to receive full vacation pay.
June 1, 1960, USWA and B&SW (agreements dated Oct. 1960).		Added: Employees working 100 but less than 1,100 hours during vacation qualifying period, entitled to retirement benefits, and retiring before end of vacation qualifying period, to receive 6 percent of wages earned during qualifying period. Employees with 1,100 hours of work or more to receive 3 weeks' pay.
Oct. 1, 1960, USWA and B&SW (agreements dated Oct. 1960).		Changed: Employees with (1) 1 year or more of service, (2) a vacation qualifying date other than June 1, and (3) a total of 1/12 of 1,100 hours worked for each full month of employment between employment anniversary date and following June 1, to receive benefits equal to 1/12 of the number of hours' pay due for a 1-week vacation for each month employed between employment anniversary date and following June 1.
Oct. 1, 1966, USW and BSW (agreements of same date).		Proportionate adjustment to be made after 5th and 15th anniversary of employment.
June 1, 1969, USW and BSW (agreements dated Oct. 1, 1968).	Changed: Service requirements were reduced to allow employee 2 weeks of vacation for 4 but less than 10 years of service and 3 weeks for 10 years of service or more.	Added: Employee rehired at the same plant not more than 10 years after a previous employment and who had 5 years of continuous service during previous period was allowed his total company service if he worked for continuous 5-year period that began on or after Oct. 1, 1966. Total company service included only last previous employment of at least 5 years. Added: Employee's vacation pay became due immediately and was handled like wages if he died before the end of his vacation qualifying period and had worked 1,100 hours or more during the period.
Reporting time		
Dec. 1 and 3, 1945, B&SW and USWA.	Minimum of 2 hours' pay at average hourly earnings guaranteed employees not notified of lack of work.	Not applicable if failure to furnish work was due to: (a) Causes beyond control of management, (b) employee left plant before lapse of 2 hours, unless previously excused.
Oct. 1, 1958, USWA and B&SW (B&SW agreements dated Nov. and Dec. 1958, and USWA agreements dated Dec. 1958 and Jan. 1959).	Changed to: Minimum 3 hours' pay at average rate guaranteed employees required to report in morning, 2 hours' for employees required to report one-half hour or less before usual lunch period.	

See footnotes at end of table.

Table C. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Downtime		
Dec. 1 and 3, 1945, B&SW and USWA.	90 percent of average hourly earnings paid pieceworkers for time lost after stoppages exceeded 30 minutes.	Applied only to stoppages caused by power- or steam-line failure.
Oct. 1, 1951, USWA and B&SW (agreements dated Oct. 1951).	-----	Correction: Guarantee extended to time lost through lack of work or machine breakdown.
Oct. 1, 1960, USWA and B&SW (agreements dated Oct. 1960).	Changed to: 90 percent of average hourly earnings paid pieceworkers for time lost in excess of 20 minutes because of lack of work.	Time lost must not have been the fault of employee. Applicable only if employee was required to remain in plant or accepted assignments to other machines or operations.
Jury and election service		
Dec. 1 and 3, 1945, B&SW and USWA.	Employees required to serve on a jury or at elections or registrations compensated by company for difference between amount paid for service and regular pay.	Employees were expected to work full time when not actually engaged in court or election duty.
Machine repair allowance		
Dec. 1 and 3, 1945, B&SW and USWA.	Pieceworker paid average hourly earnings when directed to do machine repair work consisting of more than normal adjustments and not part of regular job.	
Technological change pay		
Oct. 1, 1960, USWA and B&SW (agreements dated Oct. 1960).	Rate midway between 90 percent of class wage (i. e., expected earnings per hour for an average operator) and 90 percent of employees' straight-time hourly earnings, for 120 hours or until a piece rate had been authorized, guaranteed operators transferred to machine that represented a technological change.	New machine must have replaced another machine or hand operation that paid the same class wage.
Oct. 1, 1962, USWA and B&SW (agreements of same date).	Changed: Guarantee for operators transferred to machine that represented a technological change—lesser of 60 points per hour at class wage of new machine or average pay of employee on previous job.	Guarantee applied for minimum of 120 hours or until a piece rate was established, whichever occurred later.
Group insurance		
Dec. 1, 1945-----	Life insurance: Contributory group insurance plan available to employees with 3 months' service, providing \$2,000 in the event of natural or accidental death. For participants under 65 years of age, who left employment because of total disability, death benefit extended for 12 months (if employee was insured for less than 12 months at the time of total disability, for period equal to the time insured).	Not included in the contract; established by company in June 1934. Employee contribution was 80 cents a month.

See footnote at end of table.

Table C. Supplementary compensation practices ¹--Continued

Effective date	Provision	Applications, exceptions, and other related matters
Group insurance--Continued		
Dec. 1, 1945--Continued	Sickness and accident benefits: \$7 a week for women and \$10 for men up to maximum of 15 weeks in a 12-month period.	Provided through Mutual Aid Societies established at various plants from 1902 on through the 1940's. Employee contribution ranged from 35 to 50 cents a month. In some cases payments were extended to 15 weeks. Benefits payable for all sickness and accidents.
June 1, 1948	Changed to: Sickness and accident benefits: Mutual Benefits Societies superseded by insured sickness and accident plan. ³ For employees with less than 5 years' service, \$7 a week for women and \$10 a week for men, up to a maximum of 13 weeks for each illness. For employees with 5 years' service or more, \$14 for women and \$20 for men, up to a maximum of 13 weeks for each illness. Benefits to begin on first working day absent because of accident or 4th day absent because of illness.	Applicable only to nonoccupational accidents and sickness not covered by workmen's compensation. Employee contribution range from 35 cents to \$1 a month depending on length of service and sex.
Oct. 1, 1953, USWA, and Nov. 1, 1953, B&SW.	Changed to company-paid plan: Increasing sickness and accident benefits to \$25 a week for men and \$15 a week for women, beginning on 1st day of absence because of nonoccupational accident and 8th day of illness.	Benefits applied to employees with 3 months' service.
	Adding hospital and surgical benefits--\$8 a day hospitalization for 31 days (maximum \$248); \$3 daily in-hospital medical benefits for 31 days (maximum \$93); \$160 maximum special hospital services; flat \$100 maternity benefit (\$150 for Caesarean delivery and \$50 for miscarriage).	Hospital and surgical benefits available for dependents at cost of \$3.25 a month.
Oct. 23, 1958 (company memorandum of same date.)	Added: Life insurance--\$1,000 noncontributory or \$2,000 contributory policy provided retired employees. ⁴	Retirees permitted to choose between two amounts. Those choosing larger amount to contribute 80 cents a month, company to pay remaining premium.
Jan. 2, 1961, USWA and B&SW (agreements dated Oct. 1960).	Increased to: Hospitalization (room and board)--\$12 per day (maximum \$372). Special hospital services--up to \$240.	Hospital and special services benefits available after patient paid \$25 for each confinement.
Dec. 1, 1962 (USWA and B&SW agreements of Oct. 1, 1962).	Increased: Sickness and accident benefits for women--to \$20 a week.	
Dec. 1, 1963 (USWA and B&SW agreements of Oct. 1, 1962).	Increased: Sickness and accident benefits for women--to \$25 a week.	
Dec. 1, 1964 (agreements dated Dec. 1964-Jan. 1965).	Increased to: Hospitalization--room and board--\$15 a day (maximum, \$465). Surgical--Surgical schedule--\$300 maximum (was \$200).	Employee to pay first \$25 of hospital charges.
Oct. 1, 1966, USW and BSW (agreements of same date).		Hospital and surgical benefits available for dependents at cost of \$4.46 a month.
Nov. 1, 1966, USW and BSW (agreements of above date).	Increased: Hospitalization (room and board)--payment in full on an "area cost" ⁵ basis for a semiprivate room (maximum 30 days). Surgical benefits schedule--maximum to \$350. In-hospital medical benefits--to \$5 a day (maximum \$155).	Premium for \$2,000 life insurance increased to \$2 a month upon reaching age 65 for employees retired on or after Oct. 1, 1966.
Nov. 1, 1968, USW and BSW (agreements dated Oct. 1, 1968).	Increased: Sickness and accident benefits for all employees--to \$35 a week. Special hospital services--maximum to \$400. Surgical benefits schedule--maximum to \$400.	Hospital and surgical benefits available for dependents at cost of \$5.09 a month.

See footnotes at end of table.

Table C. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters										
Group insurance—Continued												
Nov. 1, 1970, USW and BSW (agreements of same date).	Increased: In-hospital medical benefits to \$7 a day (\$217 maximum). Increased: Maternity benefit to \$225 (\$300 for Caesarean section, \$150 for miscarriage).	Cost of hospital and surgical benefits for dependents increased to \$5.55 a month.										
Pension plan												
Oct. 1, 1957, USWA and B&SW (supplemental agreements of July 1957).	Company paid retirement plan established to provide: Normal retirement benefits of \$1.25 a month for each year of credited service, up to 30, for employees at age 65 with at least 15 years' service; to be supplemented by Federal social security benefits. Total and permanent disability benefits identical with normal retirement benefits for employees at age 50 or older with 15 years' service and at any age with 25 years' service. Vested rights: Employee terminated from active service on or after Oct. 1, 1957, after at least 15 years' continuous credited service to receive deferred benefits at age 65, based on credited service to date of termination.	Company to pay 3 percent of gross payroll. Benefits to begin Oct. 1, 1958. Normal or disability benefits applicable to employees terminated on or after Oct. 1, 1955, who met age and service requirements at time of termination. For periods after Oct. 1, 1957, 1 year's service credited for each year of continuous service in which employees worked 1,100 or more hours with following proportions credited for fewer hours:										
		<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Hours worked</th> <th style="text-align: right;">Service credit</th> </tr> </thead> <tbody> <tr> <td>200-499.....</td> <td style="text-align: right;">0.25 year</td> </tr> <tr> <td>500-799.....</td> <td style="text-align: right;">.50 year</td> </tr> <tr> <td>800-1,099.....</td> <td style="text-align: right;">.75 year</td> </tr> <tr> <td>1,100 or more.....</td> <td style="text-align: right;">1.00 year</td> </tr> </tbody> </table>	Hours worked	Service credit	200-499.....	0.25 year	500-799.....	.50 year	800-1,099.....	.75 year	1,100 or more.....	1.00 year
Hours worked	Service credit											
200-499.....	0.25 year											
500-799.....	.50 year											
800-1,099.....	.75 year											
1,100 or more.....	1.00 year											
Jan. 1, 1958 (supplemental agreement dated Oct. 31, 1958).		Added: For purpose of pension benefit only, provision for credited service extended to employees with 2 years' or more seniority whose job was eliminated and who did not refuse a job he was physically able to perform. Provision that employee did not lose credited service, upon plant shutdown, if employed in another company plant within 1 year of layoff date, continued.										
Oct. 1, 1962, USWA and B&SW (agreements of above date).	Changed: Normal retirement benefits—age requirement reduced to 62.	Agreement provided for lowering retirement age benefits would not increase company contributions and Internal Revenue Service would approve change for tax purposes. Change in age requirement was adopted.										
Nov. 1, 1964 (agreements dated Dec. 1964-Jan. 1965).	Increased to: Normal retirement benefits—\$1.50 a month for each year of credited service up to 30. Changed: Total and permanent disability-eligibility reduced to 15 years' service, regardless of age.	Increased to: Company contribution—4 percent of gross payrolls.										
Nov. 1, 1965 (agreements dated Dec. 1964-Jan. 1965).	Increased to: Normal retirement benefit—to \$1.75 a month.											
Oct. 1, 1966, USW and BSW (agreements of same date).	Increased: Normal retirement benefit—to \$2 a month for each year of credited service, up to 30 years. Increased: Total and permanent disability benefit—to \$2 a month for each year of credited service, up to 30 years. (Benefit continued to be identical with normal retirement benefit for employees with 15 years of service, regardless of age.)	Employee rehired at the same plant not more than 10 years after a previous employment and who had 5 years of continuous service during previous employment was allowed his total company service if he worked for a continuous 5-year period which began on or after Oct. 1, 1966. Total company service included only the last previous employment of at least 5 years. The amount of the benefit for each year of service was the amount in effect when each year was credited.										
Oct. 1, 1967, USW and BSW (agreements of above date).		Company contribution—4.25 percent of gross payroll. Normal and disability retirement payments were increased to \$1.75 a month for each year of credited service or retirees who received a pension of \$1.25 or \$1.50 a month for each year of service before Oct. 1, 1967. This provision did not apply to those who received a vested pension. The pension plan was amended so that there would be no further increase in the pension payments to previously retired employees.										

See footnotes at end of table.

Table C. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
Jan. 1, 1969, USW and BSW (agreements dated Oct. 1, 1968).	Increased: Normal and disability retirement benefits—to \$2.25 a month for each year of credited service, up to 30 years.	Not applicable to those who terminated employment with a vested pension right. Added: All time spent by employee in military service after 1957 to be counted as service credited in computing pension.
Oct. 1, 1969, USW and BSW (agreements of above date).	Increased: Normal and disability retirement benefits—maximum number of years that could be used in computing benefit was increased to 35 years.	
Dec. 1, 1970, USW and BSW (agreements of Oct. 1, 1970).	Increased: Normal and disability retirement benefits—to \$2.50 a month for each year of credited service.	
Dec. 1, 1971, USW and BSW (agreements of Oct. 1, 1970).	Increased: Normal and disability retirement benefits—to \$2.75 a month for each year of credited service. Maximum number of years of credited service for pension credits raised to 40, raising the maximum pension benefit to \$110 a month.	
Bereavement pay		
Oct. 1, 1966, USW and BSW (agreements of same date).	Established: Up to 2 days of paid leave (16 scheduled working hours) at regular average hourly rate provided employee attending funeral of member of immediate family.	Immediate family included husband, wife, son, daughter, father, mother, brother, sister, father-in-law, and mother-in-law.
Oct. 1, 1968, USW and BSW (agreements of same date).	Changed: 2 days off with pay to attend funeral of employee's husband, wife, son, daughter, father, mother, brother, or sister (including those legally adopted); 1 day off with pay to attend funeral of father-in-law, mother-in-law, step-father, or step-mother (also included half-brother, half-sister, step-brother, or step-sister if they were living in or were brought up in the same house with the employee).	Applied to all Boot and Shoe Workers' locals and some of United Shoe Workers' locals. If funeral was on Saturday or a Sunday, employee could request time off with pay for workday preceding or following day of funeral.
Nov. 1, 1970, USW and BSW (agreements dated Oct. 1, 1970).	Changed: 3 days off with pay, providing that a funeral for an immediate relative falls on a Tuesday, Wednesday, Thursday, or Friday and the employee is scheduled to work on both the day before and the day after the funeral.	If the funeral takes place on Monday, employee may take both Monday and Tuesday off with pay.
Severance pay		
Oct. 1, 1968, USW and BSW (agreements of same date).	Established: In the event of a permanent plant closing, employee with 15 years of service or more to be paid \$30 for each year of service, up to a maximum of 30 years (minimum \$450, maximum \$900).	
Oct. 1, 1970, USW and BSW (agreements of same date).		An employee who is absent in excess of 18 months from the date the closing announced is ineligible to receive severance pay.

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

² Defined as a schedule regularly exceeding 8 hours a day and including work outside of schedule for factory workers.

³ Some plants deviated from the general plan.

⁴ Since 1948, the company provided employees ineligible for pension benefits because they lacked 15 years' credited service but who were (1) 65 years old or (2) 60 but not yet 65 and unable to perform available work to which they were entitled, with life insurance coverage under the same election and contribution provisions as other retirees (1) for a period equal to employee's length of service, if less than 10 years, or (2) for life, if employee had 10 years' or more continuous credited service.

⁵ Under the "area cost" method, insurance covered the full cost of a semiprivate room at the rate charged by the hospital regardless of the area in which it was located.

Appendix A. Wage Progression Schedules for Selected Jobs

The following data provided examples of the wage progression schedules for two jobs at the company's Springfield, Illinois plant, effective October 1, 1958, and September 3, 1963, respectively, under contracts negotiated with the Boot and Shoe Workers union.

October 1, 1958

<u>Cutback shoes</u>	<u>Hourly rate</u>	<u>Cutback shoes</u> —Continued	<u>Hourly rate</u>
Minimum	\$1.15	Maximum	\$1.535
After 4 weeks	1.175		
After 8 weeks	1.20	<u>Back shoe boy (lasting department)</u>	
After 12 weeks	1.225	Minimum	1.15
After 16 weeks	1.25	After 4 weeks	1.175
After 20 weeks	1.275	After 8 weeks	1.20
After 24 weeks	1.30	After 12 weeks	1.225
After 28 weeks	1.325	Maximum	1.265
After 32 weeks	1.35		

September 3, 1963

<u>Cutback shoes</u>	<u>Hourly rate</u>	<u>Cutback shoes</u> —Continued	<u>Hourly rate</u>
Minimum	\$1.25	Maximum	\$1.635
After 4 weeks	1.275		
After 8 weeks	1.30	<u>Back shoe boy (lasting department)</u>	
After 12 weeks	1.325	Minimum	1.25
After 16 weeks	1.35	After 4 weeks	1.275
After 20 weeks	1.375	After 8 weeks	1.30
After 24 weeks	1.40	After 12 weeks	1.325
After 28 weeks	1.425	Maximum	1.365
After 32 weeks	1.45		

Examples of similar daywork progression schedules for workers in cutback shoes, only, are shown below, effective respectively, on February 1, 1967, and 1968, and December 1, 1968, 1969, 1970, and 1971, in the company's Marshall, Mississippi plant,* under contracts negotiated with the Boot and Shoe Workers union.

<u>Cutback shoes</u>	<u>Hourly rate</u>					
	Feb. 1967	Feb. 1968	Dec. 1968	Dec. 1969	Dec. 1970	Dec. 1971
Minimum	\$1.40	\$1.60	\$1.60	\$1.60	\$1.60	\$1.60
After 4 weeks	1.425	1.625	1.625	1.625	1.625	1.625
After 8 weeks	1.45	1.65	1.65	1.65	1.65	1.65
After 12 weeks	1.475	1.675	1.675	1.675	1.675	1.675
After 16 weeks	1.50	1.70	1.70	1.70	1.70	1.70
After 20 weeks	1.525	1.725	1.725	1.725	1.725	1.725
After 24 weeks	1.55	1.75	1.75	1.75	1.75	1.75
After 28 weeks	1.575	1.76	1.775	1.775	1.775	1.775
After 32 weeks	1.60	-	1.80	1.80	1.80	1.80
After 36 weeks	1.62	-	1.825	1.825	1.825	1.825
After 40 weeks	-	-	1.85	1.85	1.85	1.85
After 44 weeks	-	-	1.875	1.875	1.875	1.875
After 48 weeks	-	-	1.90	1.90	1.90	1.90
After 52 weeks	-	-	1.91	1.925	1.925	1.925
After 56 weeks	-	-	-	1.95	1.95	1.95

* The Springfield, Illinois (Boot and Shoe Workers) plant, used previously to show examples of the daywork progression schedule, was closed in May 1964.

Hourly rate—Continued

<u>Cutback shoes</u>	Feb. 1967	Feb. 1968	Dec. 1968	Dec. 1969	Dec. 1970	Dec. 1971
After 60 weeks	-	-	-	\$1.975	\$1.975	\$1.975
After 64 weeks	-	-	-	2.000	2.000	2.000
After 68 weeks	-	-	-	2.02	2.025	2.025
After 72 weeks	-	-	-	-	2.05	2.05
After 76 weeks	-	-	-	-	2.075	2.075
After 80 weeks	-	-	-	-	2.10	2.10
After 84 weeks	-	-	-	-	2.125	2.125
After 88 weeks	-	-	-	-	2.15	2.15
After 92 weeks	-	-	-	-	2.175	2.175
After 96 weeks	-	-	-	-	-	2.20
After 100 weeks	-	-	-	-	-	2.225
After 104 weeks	-	-	-	-	-	2.25
After 108 weeks	-	-	-	-	-	2.27
Maximum	\$1.72	\$1.84	\$2.01	2.16	2.34	2.49

Dashes indicate periods during which no change takes place in the worker's rate.

Wage Chronologies

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

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

Aluminum Company of America—

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

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

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

The Anaconda Co., 1941-58. BLS Report 197 (free).¹

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

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

A.T. & T.—Long Lines Department—

1940-64, BLS Bulletin 1443 (40 cents).¹

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

Berkshire Hathaway Inc.,—

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

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

Bethlehem Atlantic Shipyards—

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

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

Bituminous Coal Mines—

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

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

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

Carolina Coach Co., 1947-63. BLS Report 259 (free).¹

Chrysler Corporation, 1939-66. BLS Bulletin 1515 (30 cents).¹

Commonwealth Edison Co. of Chicago—

1945-63, BLS Report 205 (20 cents).¹

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

Dan River Mills—

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

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

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

Firestone Tire and Rubber Co. and B.F. Goodrich Co. (Akron Plants).
 1937-66, BLS Bulletin 1484 (30 cents).
 1967-69, Supplement to BLS Bulletin 1484 (free).
 Ford Motor Company—
 1941-64, BLS Report 99 (30 cents).¹
 1964-69, Supplement to BLS Report 99 (free).
 General Motors Corp., 1939-66. BLS Bulletin 1532 (30 cents).¹

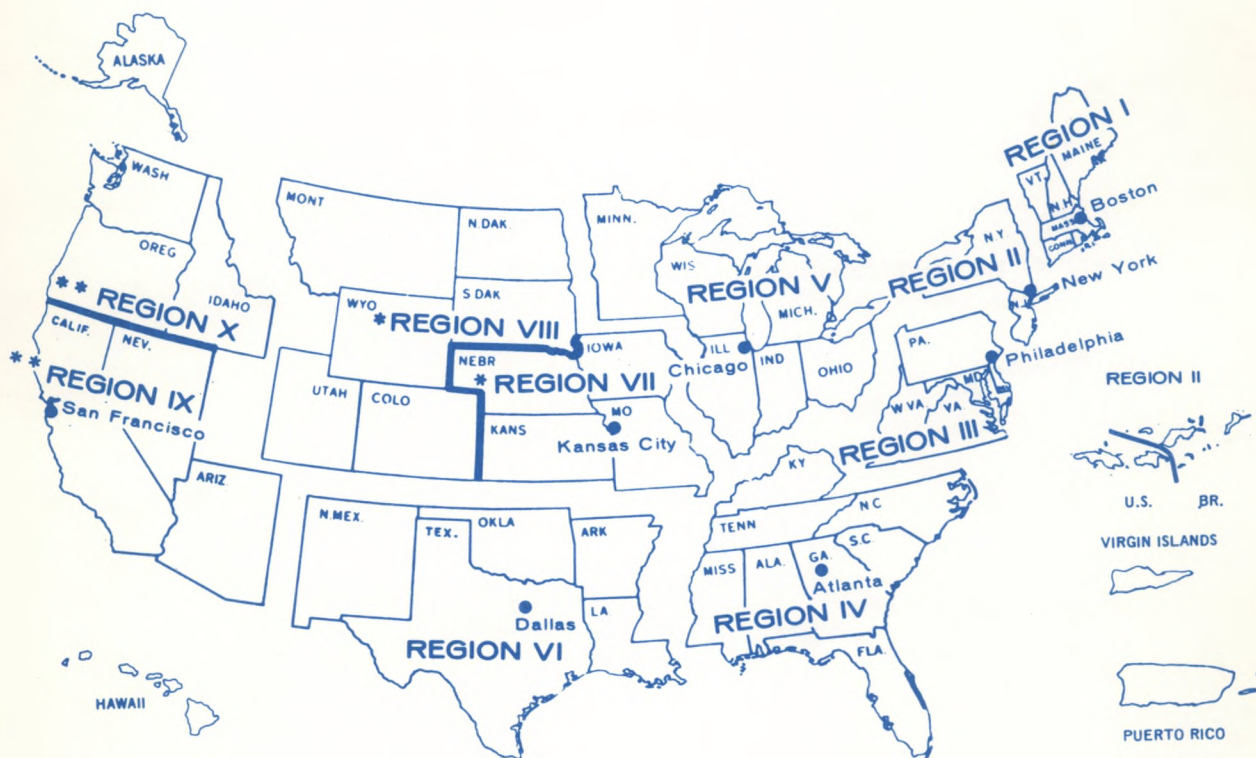
International Harvester Company, 1946-70, BLS Bulletin 1678 (65 cents).
 International Paper Co. (Southern Kraft Div.)—
 1937-67, BLS Bulletin 1534 (25 cents).
 1967-69, Supplement to BLS Bulletin 1534 (free).
 Lockheed—California Company (a division of Lockheed Aircraft Corp.),
 1937-67. BLS Bulletin 1522 (35 cents).
 Martin—Marietta Corp.—
 1944-64, BLS Bulletin 1449 (25 cents).¹
 1965-68, Supplement to BLS Bulletin 1449 (free).
 Massachusetts Shoe Manufacturing—
 1945-66, BLS Bulletin 1471 (15 cents).¹
 1967-68, Supplement to BLS Bulletin 1471 (free).

New York City Laundries, 1945-64. BLS Bulletin 1453 (20 cents).¹
 North American Rockwell Corp.—
 1941-67, BLS Bulletin 1564 (25 cents).
 1967-70, Supplement to BLS Bulletin 1564 (free).
 North Atlantic Longshoring, 1934-61. BLS Report 234 (free).¹
 Pacific Coast Shipbuilding, 1941-67. BLS Bulletin 1605 (35 cents).
 Pacific Gas and Electric Co., 1943-66. BLS Bulletin 1499 (30 cents).¹
 Pacific Longshore Industry, 1934-70. BLS Bulletin 1568 (35 cents).

Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).¹
 Sinclair Oil Companies—
 1941-65, BLS Bulletin 1447 (25 cents).¹
 1965-70, Supplement to BLS Bulletin 1447 (free).
 Swift & Co., 1942-63. BLS Report 260 (25 cents).¹
 United States Steel Corporation—
 1937-67, BLS Bulletin 1603 (40 cents).¹
 1966-70, Supplement to BLS Bulletin 1603 (free).
 Western Greyhound Lines—
 1945-67, BLS Bulletin 1595 (45 cents).
 1968-72, Supplement to BLS Bulletin 1595 (free).
 Western Union Telegraph Co., 1943-67. BLS Bulletin 1545 (35 cents).

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

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