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Characteristics of Agreements Covering 2,000 Workers or More

Bulletin 1729

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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 is the second in a series of bulletins presenting a wide array of data on major collective bargaining agreements, classified by identifying characteristics and substantive provisions. As in the first bulletin, this study covers all manufacturing and nonmanufacturing industries exclusive of airlines, railroads, and government, and is limited solely to noting the prevalence of provisions, without providing analytical comments or illustrative clauses. In-depth studies of collective bargaining agreements are presented in the Bureau's traditional 1425 series. All agreements in this report were for 1971 and later years.

This report was prepared in the Bureau's Division of Industrial Relations by Mrs. Wendelin Mann, assisted by Mrs. Nancy G. Coff, Haney R. Pearson, and Mrs. Marilynne Tilson, under the supervision of Leon E. Lunden, Project Director.

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Part I. Introduction

This bulletin, the second in a series, provides statistical data on the prevalence of over 100 different collective bargaining provisions, primarily on an industry basis. For this study, the Bureau has analyzed 620 agreements in its file which were in effect in 1971, each covering 2,000 workers or more, with a total coverage of 4.9 million workers. The earlier study of 252 agreements in effect in 1970 included only agreements covering 5,000 workers or more, for a total of 4.1 million workers. The less than proportionate rise in the number of workers covered, compared with the increase in agreements analyzed, is accounted for largely by expirations in late 1970 of a number of agreements covering large groups of workers for which new contracts had not been received at the time tabulations were made.

Future reports will continue to widen the universe of agreements studied until all agreements involving 1,000 workers or more each, exclusive of railroads, airlines, and government, will be included.

The substantive scope of the study will shift from time to time. New clauses will be added and others removed from the study as collective bargaining issues change; new tables will be added as the basic extensive analysis is refined. In this second bulletin, for example, a table dealing with environmental provisions has been added, that is, provisions which cover a variety of negotiated rules designed to safeguard workers and their in-plant environment from health and safety hazards, an issue of current interest. Also, tables have been added on grievance and arbitration procedures and on areas

excluded from these arrangements, on types of vacation plans and vacations at selected lengths of service, and details on allowances for call-in pay.

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 at times differ from written provisions. Under these circumstances, the Bureau can only analyze the specific language of 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 often are 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 to help users of this report find the specific information they seek and related information. Part II sets forth the identifying characteristics of the 620 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; paid and unpaid leave in Part VI. Part VII covers seniority and related provisions; Part VIII, job security issues. In Part IX, dispute settlement provisions are covered, and in Part X, data are presented on employee benefits.

The appendix provides an alphabetical finder's index for contract provisions.

Part II. Identifying Characteristics of Agreements Studied

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

Table 1. Agreements covering 2,000 workers or more by industry and size group

INDUSTRY	ALL AGREEMENTS		2,000-2,999 WORKERS		3,000-3,999 WORKERS		4,000-4,999 WORKERS		5,000-9,999 WORKERS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	197	455,030	94	307,550	46	197,050	170	1,132,600
MANUFACTURING.....	306	2,575,480	113	263,380	44	145,200	24	103,550	77	528,800
ORDNANCE.....	11	61,200	3	6,350	2	6,400	1	4,000	4	30,450
FOOD.....	29	121,000	12	28,100	3	9,800	6	25,950	7	47,150
TOBACCO.....	6	18,250	3	7,200	2	6,350	1	4,700	-	-
TEXTILES.....	5	23,650	2	5,350	-	-	1	4,000	2	14,300
APPAREL.....	15	217,000	2	4,500	-	-	2	8,500	7	41,000
LUMBER.....	3	7,400	3	7,400	-	-	-	-	-	-
FURNITURE.....	2	6,900	-	-	2	6,900	-	-	-	-
PAPER.....	7	26,100	5	12,400	1	3,000	-	-	-	-
PRINTING, PUBLISHING..	6	28,600	1	2,200	2	7,000	1	4,500	2	14,900
CHEMICALS.....	12	44,000	8	19,200	1	3,500	-	-	3	21,300
PETROLEUM REFINING...	4	14,950	3	7,950	-	-	-	-	1	7,000
RUBBER AND PLASTICS...	4	68,450	-	-	-	-	-	-	-	-
LEATHER PRODUCTS.....	5	22,400	2	4,000	-	-	-	-	3	18,400
STONE, CLAY, GLASS...	10	81,400	3	6,700	1	3,000	1	4,400	4	32,300
PRIMARY METALS.....	46	480,850	14	31,900	7	23,500	2	8,200	15	115,300
FABRICATED METALS.....	16	70,850	8	18,550	4	13,100	1	4,300	1	5,000
MACHINERY.....	24	100,900	11	25,750	5	16,800	2	8,550	4	25,800
ELECTRICAL MACHINERY..	39	339,850	12	27,600	7	23,000	1	4,000	11	69,550
TRANSPORTATION EQUIP..	55	805,330	18	41,380	5	16,300	5	22,450	13	86,350
INSTRUMENTS.....	5	23,800	2	4,250	2	6,550	-	-	-	-
MISC. MFG.....	2	12,600	1	2,600	-	-	-	-	-	-
NONMANUFACTURING....	314	2,287,900	84	191,650	50	162,350	22	93,500	93	603,800
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	5	11,800	1	3,000	-	-	1	8,000
TRANSPORTATION ¹	36	273,300	4	9,200	5	15,500	5	21,900	13	77,000
COMMUNICATIONS.....	50	524,000	9	21,450	7	23,650	1	4,350	10	69,650
UTILITIES, ELEC. AND GAS.....	15	63,150	9	22,050	2	7,350	2	8,950	1	5,200
WHOLESALE TRADE.....	3	29,000	2	4,000	-	-	-	-	-	-
RETAIL TRADE.....	34	173,750	10	23,050	6	19,000	7	29,900	10	61,800
HOTELS, RESTAURANTS...	24	141,300	8	17,400	2	6,200	2	8,000	9	57,200
SERVICES.....	28	206,300	9	19,750	4	13,050	1	4,000	7	48,500
CONSTRUCTION.....	116	774,300	28	62,950	23	74,600	4	16,400	42	276,450
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-
			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
ALL INDUSTRIES.....			91	1,359,050	16	555,100	3	237,000	3	620,000
MANUFACTURING.....			36	515,100	7	242,450	2	157,000	3	620,000
ORDNANCE.....			1	14,000	-	-	-	-	-	-
FOOD.....			1	10,000	-	-	-	-	-	-
TOBACCO.....			-	-	-	-	-	-	-	-
TEXTILES.....			-	-	-	-	-	-	-	-
APPAREL.....			3	38,000	-	-	-	-	1	125,000
LUMBER.....			-	-	-	-	-	-	-	-
FURNITURE.....			-	-	-	-	-	-	-	-
PAPER.....			1	10,700	-	-	-	-	-	-
PRINTING, PUBLISHING..			-	-	-	-	-	-	-	-
CHEMICALS.....			-	-	-	-	-	-	-	-
PETROLEUM REFINING...			-	-	-	-	-	-	-	-
RUBBER AND PLASTICS...			4	68,450	-	-	-	-	-	-
LEATHER PRODUCTS.....			-	-	-	-	-	-	-	-
STONE, CLAY, GLASS...			-	-	1	35,000	-	-	-	-
PRIMARY METALS.....			4	57,950	2	67,000	1	72,000	1	105,000
FABRICATED METALS.....			2	29,900	-	-	-	-	-	-
MACHINERY.....			2	24,000	-	-	-	-	-	-
ELECTRICAL MACHINERY..			5	65,700	2	65,000	1	85,000	-	-
TRANSPORTATION EQUIP..			11	173,400	2	75,450	-	-	1	390,000
INSTRUMENTS.....			1	13,000	-	-	-	-	-	-
MISC. MFG.....			1	10,000	-	-	-	-	-	-
NONMANUFACTURING....			55	843,950	9	312,650	1	80,000	-	-
MINING, CRUDE PETROL. AND NATURAL GAS.....			-	-	-	-	1	80,000	-	-
TRANSPORTATION ¹			9	149,700	-	-	-	-	-	-
COMMUNICATIONS.....			21	327,250	2	77,650	-	-	-	-
UTILITIES, ELEC. AND GAS.....			1	19,600	-	-	-	-	-	-
WHOLESALE TRADE.....			-	-	1	25,000	-	-	-	-
RETAIL TRADE.....			-	-	1	40,000	-	-	-	-
HOTELS, RESTAURANTS...			2	22,500	1	30,000	-	-	-	-
SERVICES.....			6	96,000	1	25,000	-	-	-	-
CONSTRUCTION.....			16	228,900	3	115,000	-	-	-	-
MISC. NONMFG.....			-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 2. Expiration of agreements covering 2,000 workers or more by year and month, 1971

EXPIRATION DATE	AGREEMENTS	WORKERS	EXPIRATION DATE	AGREEMENTS	WORKERS
ALL AGREEMENTS....	620	4,863,380	1972—CONTINUED		
1971.....	384	2,825,600	SEPTEMBER.....	11	37,050
JANUARY.....	16	84,500	OCTOBER.....	5	21,150
FEBRUARY.....	16	116,650	NOVEMBER.....	7	51,700
MARCH.....	38	150,150	1973.....	60	1,074,550
APRIL.....	54	313,850	JANUARY.....	1	13,000
MAY.....	50	499,400	FEBRUARY.....	2	22,000
JUNE.....	45	318,550	MARCH.....	5	31,200
JULY.....	50	563,350	APRIL.....	8	98,350
AUGUST.....	30	189,200	MAY.....	11	184,900
SEPTEMBER.....	36	306,400	JUNE.....	20	234,750
OCTOBER.....	21	122,200	JULY.....	1	5,000
NOVEMBER.....	12	58,550	AUGUST.....	5	43,250
DECEMBER.....	16	102,800	SEPTEMBER.....	3	423,000
1972.....	168	909,930	OCTOBER.....	3	13,400
JANUARY.....	12	65,430	DECEMBER.....	1	5,700
FEBRUARY.....	12	55,700	1974.....	8	53,300
MARCH.....	23	130,450	FEBRUARY.....	1	5,000
APRIL.....	26	135,100	MARCH.....	1	5,200
MAY.....	23	138,000	APRIL.....	2	6,100
JUNE.....	33	191,700	JUNE.....	2	31,000
JULY.....	8	43,650	OCTOBER.....	1	3,500
AUGUST.....	8	40,000	DECEMBER.....	1	2,500

Table 3. Expiration of agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		1971		1972		1973		1974	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	384	2,825,600	168	909,930	60	1,074,550	8	53,300
MANUFACTURING.....	306	2,575,480	209	1,496,000	70	337,590	26	736,700	1	5,200
ORDNANCE.....	11	61,200	6	34,350	5	26,850	-	-	-	-
FOOD.....	29	121,000	17	59,600	8	38,450	4	22,950	-	-
TOBACCO.....	6	18,250	6	18,250	-	-	-	-	-	-
TEXTILES.....	5	23,650	1	4,000	4	19,650	-	-	-	-
APPAREL.....	15	217,000	2	130,000	11	79,500	2	7,500	-	-
LUMBER.....	3	7,400	-	-	2	4,900	1	2,500	-	-
FURNITURE.....	2	6,900	1	3,000	-	-	1	3,900	-	-
PAPER.....	7	26,100	5	13,100	1	2,300	1	10,700	-	-
PRINTING, PUBLISHING..	6	28,600	4	15,700	-	-	2	12,900	-	-
CHEMICALS.....	12	44,000	10	38,600	2	5,400	-	-	-	-
PETROLEUM REFINING....	4	14,950	4	14,950	-	-	-	-	-	-
RUBBER AND PLASTICS...	4	68,450	-	-	-	-	4	68,450	-	-
LEATHER PRODUCTS....	5	22,400	5	22,400	-	-	-	-	-	-
STONE, CLAY, GLASS....	10	81,400	8	70,700	2	10,700	-	-	-	-
PRIMARY METALS.....	46	480,850	45	477,850	1	3,000	-	-	-	-
FABRICATED METALS....	16	70,850	13	62,400	3	8,450	-	-	-	-
MACHINERY.....	24	100,900	18	81,900	5	16,500	1	2,500	-	-
ELECTRICAL MACHINERY..	39	339,850	24	119,750	9	29,800	6	190,300	-	-
TRANSPORTATION EQUIP..	55	805,330	37	320,900	15	87,230	2	392,000	1	5,200
INSTRUMENTS.....	5	23,800	3	8,550	1	2,250	1	13,000	-	-
MISC. MFG.....	2	12,600	-	-	1	2,600	1	10,000	-	-
NONMANUFACTURING....	314	2,287,900	175	1,329,600	98	572,350	34	337,850	7	48,100
MINING, CRUDE PETROL..	3	102,800	7	94,800	1	8,000	-	-	-	-
AND NATURAL GAS.....	36	273,300	12	77,300	8	52,000	16	144,000	-	-
TRANSPORTATION ¹	50	524,000	50	524,000	-	-	-	-	-	-
COMMUNICATIONS.....	15	63,150	14	61,150	1	2,000	-	-	-	-
UTILITIES, ELEC. AND	3	29,000	1	2,000	1	2,000	-	-	-	-
GAS.....	34	173,750	18	69,450	13	85,850	2	14,950	1	3,500
WHOLESALE TRADE.....	24	141,300	11	54,300	9	43,800	2	35,700	2	7,500
RETAIL TRADE.....	28	206,300	18	123,800	8	66,500	2	16,000	-	-
HOTELS, RESTAURANTS...	116	774,300	44	322,800	57	312,200	11	102,200	4	37,100
SERVICES.....	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION.....	-	-	-	-	-	-	-	-	-	-
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 4. Duration of agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		MONTHS					
	AGREEMENTS	WORKERS	LESS THAN 24		24		25-35	
			AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	13	58,500	51	226,700	48	756,400
MANUFACTURING.....	306	2,575,480	7	23,700	25	109,350	33	658,400
ORDNANCE.....	11	61,200	-	-	1	2,000	1	5,000
FOOD.....	29	121,000	1	4,500	2	6,000	3	15,800
TOBACCO.....	6	18,250	-	-	-	-	-	-
TEXTILES.....	5	23,650	-	-	1	4,000	1	2,450
APPAREL.....	15	217,000	-	-	1	5,000	-	-
LUMBER.....	3	7,400	-	-	-	-	-	-
FURNITURE.....	2	6,900	-	-	-	-	-	-
PAPER.....	7	26,100	1	3,000	1	2,000	1	2,500
PRINTING, PUBLISHING.....	6	28,600	-	-	1	5,500	1	4,500
CHEMICALS.....	12	44,000	1	2,000	1	2,000	-	-
PETROLEUM REFINING.....	4	14,950	-	-	3	7,950	-	-
RUBBER AND PLASTICS.....	4	68,450	-	-	-	-	4	68,450
LEATHER PRODUCTS.....	5	22,400	-	-	1	2,000	1	5,400
STONE, CLAY, GLASS.....	10	81,400	-	-	2	4,200	1	9,000
PRIMARY METALS.....	46	480,850	-	-	1	2,600	3	23,850
FABRICATED METALS.....	16	70,850	-	-	1	5,000	2	5,000
MACHINERY.....	24	100,900	1	4,550	1	7,200	2	16,100
ELECTRICAL MACHINERY.....	39	339,850	3	9,650	6	37,600	4	49,400
TRANSPORTATION EQUIP.....	55	805,330	-	-	1	12,800	9	450,950
INSTRUMENTS.....	5	23,800	-	-	1	3,500	-	-
MISC. MFG.....	2	12,600	-	-	-	-	-	-
NONMANUFACTURING.....	314	2,287,900	6	34,800	26	117,350	15	98,000
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	-	-	-	-	-	-
TRANSPORTATION ¹	36	273,300	-	-	1	4,600	1	5,000
COMMUNICATIONS.....	50	524,000	-	-	1	2,200	-	-
UTILITIES, ELEC. AND GAS.....	15	63,150	1	5,200	8	23,200	1	19,600
WHOLESALE TRADE.....	3	29,000	-	-	-	-	-	-
RETAIL TRADE.....	34	173,750	-	-	3	11,600	1	7,500
HOTELS, RESTAURANTS.....	24	141,300	-	-	-	-	-	-
SERVICES.....	28	206,300	-	-	2	11,300	2	13,100
CONSTRUCTION.....	116	774,300	5	29,600	11	64,450	10	52,800
MISC. NONMFG.....	-	-	-	-	-	-	-	-
MONTHS								
	36		37-47		48		OVER 48 ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	403	2,865,830	55	543,150	15	73,900	35	338,900
MANUFACTURING.....	211	1,437,980	22	304,600	3	17,700	5	23,750
ORDNANCE.....	9	54,200	-	-	-	-	-	-
FOOD.....	19	69,200	3	18,000	1	7,500	-	-
TOBACCO.....	6	18,250	-	-	-	-	-	-
TEXTILES.....	3	17,200	-	-	-	-	-	-
APPAREL.....	13	209,500	-	-	-	-	1	2,500
LUMBER.....	3	7,400	-	-	-	-	-	-
FURNITURE.....	2	6,900	-	-	-	-	-	-
PAPER.....	4	18,600	-	-	-	-	-	-
PRINTING, PUBLISHING.....	4	18,600	-	-	-	-	-	-
CHEMICALS.....	9	36,500	1	3,500	-	-	-	-
PETROLEUM REFINING.....	-	-	1	7,000	-	-	-	-
RUBBER AND PLASTICS.....	-	-	-	-	-	-	-	-
LEATHER PRODUCTS.....	3	15,000	-	-	-	-	-	-
STONE, CLAY, GLASS.....	6	33,200	1	35,000	-	-	-	-
PRIMARY METALS.....	40	449,050	2	5,350	-	-	-	-
FABRICATED METALS.....	11	43,350	2	17,500	-	-	-	-
MACHINERY.....	17	57,750	3	15,300	-	-	-	-
ELECTRICAL MACHINERY.....	18	79,300	7	161,400	-	-	1	2,500
TRANSPORTATION EQUIP.....	38	271,080	2	41,550	2	10,200	3	18,750
INSTRUMENTS.....	4	20,300	-	-	-	-	-	-
MISC. MFG.....	2	12,600	-	-	-	-	-	-
NONMANUFACTURING.....	192	1,427,850	33	238,950	12	56,200	30	315,150
MINING, CRUDE PETROL. AND NATURAL GAS.....	7	100,300	-	-	1	2,500	-	-
TRANSPORTATION ¹	18	117,700	14	128,000	1	2,000	1	16,000
COMMUNICATIONS.....	43	479,000	5	39,200	-	-	1	3,600
UTILITIES, ELEC. AND GAS.....	5	15,150	-	-	-	-	-	-
WHOLESALE TRADE.....	3	29,000	-	-	-	-	-	-
RETAIL TRADE.....	24	131,750	2	4,400	2	11,000	2	7,500
HOTELS, RESTAURANTS.....	12	41,600	-	-	5	30,700	7	69,000
SERVICES.....	22	172,900	1	5,000	-	-	1	4,000
CONSTRUCTION.....	58	340,450	11	61,950	3	10,000	18	215,050
MISC. NONMFG.....	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes 1 agreement for 53 months; 1 agreement for 54 months; 3 agreements for 58 months; 20 agreements for 60 months; 5 agreements for 61 months; 2 agreements for 62 months; 1 agreement for 67 months; 1 agreement for 70 months; and 1 agreement for 71 months.

Table 5. Agreements covering 2,000 workers or more by region and State, 1971

REGION AND STATE	AGREEMENTS	WORKERS	REGION AND STATE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	620	4,863,380	SOUTH ATLANTIC--CONTINUED		
INTERSTATE.....	152	2,228,550	MARYLAND.....	7	24,350
NEW ENGLAND.....	24	129,000	DISTRICT OF COLUMBIA.....	3	20,550
MORE THAN 1 STATE.....	5	39,000	VIRGINIA.....	6	36,400
MAINE.....	3	7,900	WEST VIRGINIA.....	1	2,000
NEW HAMPSHIRE.....	-	-	NORTH CAROLINA.....	3	9,500
VERMONT.....	-	-	SOUTH CAROLINA.....	1	2,450
MASSACHUSETTS.....	6	27,450	GEORGIA.....	4	11,650
RHODE ISLAND.....	-	-	FLORIDA.....	8	31,730
CONNECTICUT.....	10	54,650	EAST SOUTH CENTRAL.....	9	27,300
MIDDLE ATLANTIC.....	129	685,550	MORE THAN 1 STATE.....	-	-
MORE THAN 1 STATE.....	12	64,050	KENTUCKY.....	1	3,350
NEW YORK.....	74	416,200	TENNESSEE.....	4	12,600
NEW JERSEY.....	15	71,450	ALABAMA.....	3	6,600
PENNSYLVANIA.....	28	133,850	MISSISSIPPI.....	1	4,750
EAST NORTH CENTRAL.....	115	565,850	WEST SOUTH CENTRAL.....	22	102,200
MORE THAN 1 STATE.....	9	83,250	MORE THAN 1 STATE.....	1	5,000
OHIO.....	23	115,250	ARKANSAS.....	1	3,500
INDIANA.....	8	29,850	LOUISIANA.....	4	15,250
ILLINOIS.....	41	180,250	OKLAHOMA.....	1	5,900
MICHIGAN.....	26	122,750	TEXAS.....	15	72,550
WISCONSIN.....	8	34,500	MOUNTAIN.....	8	30,950
WEST NORTH CENTRAL.....	27	147,450	MORE THAN 1 STATE.....	-	-
MORE THAN 1 STATE.....	3	15,000	MONTANA.....	-	-
MINNESOTA.....	9	55,700	IDAHO.....	1	2,600
IOWA.....	2	7,000	WYOMING.....	1	3,000
MISSOURI.....	11	62,200	COLORADO.....	3	13,450
NORTH DAKOTA.....	-	-	NEW MEXICO.....	1	3,700
SOUTH DAKOTA.....	-	-	ARIZONA.....	2	8,200
NEBRASKA.....	1	5,150	UTAH.....	-	-
KANSAS.....	1	2,400	NEVADA.....	-	-
SOUTH ATLANTIC.....	44	224,180	PACIFIC.....	90	722,350
MORE THAN 1 STATE ¹	10	76,550	MORE THAN 1 STATE.....	8	73,200
DELAWARE.....	1	9,000	WASHINGTON.....	11	63,400
			OREGON.....	3	9,500
			CALIFORNIA.....	63	550,550
			ALASKA.....	2	7,000
			HAWAII.....	3	18,720

¹ Worker distribution by State is not available.

Table 6. Agreements covering 2,000 workers or more by union, 1971

UNION	AGREEMENTS	WORKERS	UNION	AGREEMENTS	WORKERS	UNION	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	620	4,863,380	<u>AFL-CIO--CONTINUED</u>			<u>UNAFFILIATED</u>		
<u>AFL-CIO</u>			MACHINISTS.....	35	235,430	SINGLE FIRM INDEPENDENT		
TWO OR MORE AFL-CIO UNIONS..	10	71,100	MARINE ENGINEERS.....	2	13,300	UNIONS.....	31	180,650
DIRECTLY AFFILIATED LOCAL			MARINE AND SHIPBUILDING			AUTO WORKERS.....	33	591,400
UNIONS.....	1	4,700	WORKERS.....	4	16,800	DISTRICT 50; ALLIED AND		
ACTORS.....	4	61,000	MARITIME UNION; NATIONAL...	3	15,000	TECHNICAL.....	4	13,750
ALUMINUM WORKERS.....	2	11,100	MEAT CUTTERS.....	13	55,400	ELECTRICAL WORKERS (UE)...	1	8,300
BAKERY WORKERS.....	2	9,000	MOLDERS.....	1	5,000	LAUNDRY, DRYCLEANING AND		
BUILERMAKERS.....	4	13,900	MUSICIANS.....	1	3,000	DYEGHOUSE WORKERS.....	3	10,000
BOOKBINDERS.....	2	6,700	OFFICE AND PROFESSIONAL			LONGSHOREMEN AND		
BRICKLAYERS.....	2	13,500	EMPLOYEES.....	2	4,300	WAREHOUSEMEN.....	3	31,700
CARPENTERS.....	33	246,000	OIL, CHEMICAL AND ATOMIC			MINE WORKERS.....	2	88,000
CEMENT WORKERS.....	1	2,200	WORKERS.....	1	6,300	NURSES ASSOCIATION;		
CLOTHING WORKERS.....	9	168,500	PAINTERS.....	5	25,550	AMERICAN.....	1	2,300
COMMUNICATION WORKERS.....	36	404,600	PAPERMAKERS AND			PACKINGHOUSE WORKERS;		
DISTILLERY WORKERS.....	4	10,150	PAPERWORKERS.....	1	2,000	BROTHERHOOD OF.....	1	4,950
ELECTRICAL WORKERS (IBEW)...	30	142,400	PLASTERERS.....	1	5,000	SHOE WORKERS		
ELECTRICAL WORKERS (IUE)...	12	197,650	PLUMBERS AND PIPEFITTERS...	8	32,350	(LEWISTON, MAINE).....	1	2,000
ELEVATOR CONSTRUCTORS.....	2	18,800	PRINTING PRESSMEN.....	1	3,500	TEAMSTERS.....	49	296,450
ENGINEERS OPERATING.....	19	120,750	PULP AND SULPHITE WORKERS..	1	2,300	TELEPHONE UNIONS;		
GARMENT WORKERS LADIES'	9	68,300	RETAIL CLERKS.....	17	106,100	INDEPENDENT.....	9	77,400
GLASS BOTTLE BLOWERS.....	3	52,000	RETAIL, WHOLESALE AND			TWO OR MORE UNIONS--		
GLASS AND CERAMIC WORKERS...	2	15,300	DEPARTMENT STORE UNION....	2	7,500	DIFFERENT AFFILIATIONS....	9	70,250
GLASS WORKERS; FLINT.....	3	9,900	RUBBER WORKERS.....	4	68,450			
GRAIN MILLERS.....	3	11,250	SEAFARERS.....	5	28,200			
HATTEKS.....	1	5,000	SERVICE EMPLOYEES.....	11	83,650			
HOTEL AND RESTAURANT			SHEET METAL WORKERS.....	3	9,600			
EMPLOYEES.....	20	101,800	SHOE WORKERS UNITED.....	1	5,400			
INDUSTRIAL WORKERS; ALLIED..	2	9,200	STAGE EMPLOYEES.....	2	4,150			
INSURANCE WORKERS.....	3	21,500	STEELWORKERS.....	57	513,450			
IRON WORKERS.....	4	12,100	TELEGRAPH WORKERS UNION....	1	19,000			
JEWELRY WORKERS.....	1	2,600	TEXTILE WORKERS UNION.....	6	25,750			
LABORERS.....	27	205,600	TEXTILE WORKERS; UNITED....	4	12,400			
LAUNDRY AND DRY CLEANING			TOBACCO WORKERS.....	6	18,250			
UNION.....	1	5,000	TOYS, PLAYTHINGS; UNION OF					
LEATHER GOODS, PLASTIC AND			DOLLS.....	1	10,000			
NOVELTY WORKERS.....	3	15,000	TRANSIT UNION; AMALGAMATED.	6	25,600			
LITHOGRAPHERS AND			TYPOGRAPHICAL UNION.....	2	12,900			
PHOTOENGRAVERS.....	1	5,500	UPHOLSTERERS.....	2	6,900			
LONGSHOREMEN'S ASSOCIATION..	3	31,000	UTILITY WORKERS.....	4	29,200			
			WOODWORKERS.....	1	2,600			

Table 7. Employer unit in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		SINGLE EMPLOYER						MULTIEMPLOYER	
			TOTAL		SINGLE PLANT		MULTIPLANT			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	355	2,918,630	144	728,930	211	2,189,700	265	1,944,750
MANUFACTURING.....	306	2,575,480	248	2,141,230	121	624,780	127	1,516,450	58	434,250
ORDNANCE.....	11	61,200	11	61,200	6	22,800	5	38,400	-	-
FOOD.....	29	121,000	11	44,450	2	4,200	9	40,250	18	76,550
TOBACCO.....	6	18,250	6	18,250	2	5,350	4	12,900	-	-
TEXTILES.....	5	23,650	3	9,350	1	2,450	2	6,900	2	14,300
APPAREL.....	15	217,000	5	32,000	3	17,000	2	15,000	10	185,000
LUMBER.....	3	7,400	2	4,900	-	-	2	4,900	1	2,500
FURNITURE.....	2	6,900	2	6,900	-	-	2	6,900	-	-
PAPER.....	7	26,100	6	23,800	3	16,000	3	7,800	1	2,300
PRINTING, PUBLISHING..	6	28,600	1	2,200	1	2,200	-	-	5	26,400
CHEMICALS.....	12	44,000	12	44,000	9	26,200	3	17,800	-	-
PETROLEUM REFINING....	4	14,950	4	14,950	2	9,300	2	5,650	-	-
RUBBER AND PLASTICS...	4	68,450	4	68,450	-	-	4	68,450	-	-
LEATHER PRODUCTS.....	5	22,400	-	-	-	-	-	-	5	22,400
STONE, CLAY, GLASS....	10	81,400	7	29,400	2	6,400	5	23,000	3	52,000
PRIMARY METALS.....	46	480,850	45	478,850	15	49,700	30	429,150	1	2,000
FABRICATED METALS.....	16	70,850	11	56,850	4	12,600	7	44,250	5	14,000
MACHINERY.....	24	100,900	23	92,900	14	54,450	9	38,450	1	8,000
ELECTRICAL MACHINERY..	39	339,850	37	334,650	27	255,950	10	78,700	2	5,200
TRANSPORTATION EQUIP..	55	805,330	53	794,330	25	116,380	28	677,950	2	11,000
INSTRUMENTS.....	5	23,800	5	23,800	5	23,800	-	-	-	-
MISC. MFG.....	2	12,600	-	-	-	-	-	-	2	12,600
NONMANUFACTURING....	314	2,287,900	107	777,400	23	104,150	84	673,250	207	1,510,500
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	6	20,300	2	10,100	4	10,200	2	82,500
TRANSPORTATION ¹	36	273,300	9	36,800	1	4,000	8	32,800	27	236,500
COMMUNICATIONS.....	50	524,000	50	524,000	3	8,800	47	515,200	-	-
UTILITIES, ELEC. AND GAS.....	15	63,150	14	61,150	5	31,300	9	29,850	1	2,000
WHOLESALE TRADE.....	3	29,000	-	-	-	-	-	-	3	29,000
RETAIL TRADE.....	34	173,750	17	68,700	6	24,550	11	44,150	17	105,050
HOTELS, RESTAURANTS...	24	141,300	3	6,800	3	6,800	-	-	21	134,500
SERVICES.....	28	206,300	5	42,050	1	11,000	4	31,050	23	164,250
CONSTRUCTION.....	116	774,300	3	17,600	2	7,600	1	10,000	113	756,700
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 8. Occupational coverage in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		PRODUCTION WORKERS		PROFESSIONAL AND/OR TECHNICAL		CLERICAL		SALES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	553	4,428,130	24	190,300	78	619,700	49	322,550
MANUFACTURING.....	306	2,575,480	285	2,433,780	13	79,850	24	183,950	14	107,550
ORDNANCE.....	11	61,200	10	52,200	1	8,000	1	9,000	1	9,000
FOOD.....	29	121,000	27	113,400	-	-	2	9,150	3	14,600
TOBACCO.....	6	18,250	6	18,250	-	-	-	-	-	-
TEXTILES.....	5	23,650	5	23,650	-	-	-	-	-	-
APPAREL.....	15	217,000	14	214,500	1	2,500	-	-	-	-
LUMBER.....	3	7,400	3	7,400	-	-	-	-	-	-
FURNITURE.....	2	6,900	2	6,900	-	-	-	-	-	-
PAPER.....	7	26,100	7	26,100	1	10,700	1	10,700	-	-
PRINTING, PUBLISHING..	6	28,600	6	28,600	-	-	-	-	-	-
CHEMICALS.....	12	44,000	12	44,000	2	5,400	-	-	-	-
PETROLEUM REFINING....	4	14,950	4	14,950	2	5,250	1	7,000	-	-
RUBBER AND PLASTICS...	4	68,450	4	68,450	-	-	-	-	-	-
LEATHER PRODUCTS.....	5	22,400	5	22,400	-	-	-	-	-	-
STONE, CLAY, GLASS....	10	81,400	10	81,400	-	-	-	-	-	-
PRIMARY METALS.....	46	480,850	43	465,000	-	-	4	25,350	2	8,750
FABRICATED METALS.....	16	70,850	16	70,850	-	-	2	29,900	-	-
MACHINERY.....	24	100,900	23	97,600	-	-	1	3,300	1	3,300
ELECTRICAL MACHINERY..	39	339,850	35	306,950	1	3,000	4	35,700	2	27,200
TRANSPORTATION EQUIP..	55	805,330	46	734,780	5	45,000	8	53,850	5	44,700
INSTRUMENTS.....	5	23,800	5	23,800	-	-	-	-	-	-
MISC. MFG.....	2	12,600	2	12,600	-	-	-	-	-	-
NONMANUFACTURING....	314	2,287,900	268	1,994,350	11	110,450	54	435,750	35	215,000
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	8	102,800	-	-	-	-	-	-
TRANSPORTATION ¹	36	273,300	34	256,000	2	7,300	5	27,400	-	-
COMMUNICATIONS.....	50	524,000	30	394,350	1	24,000	37	363,550	6	74,300
UTILITIES, ELEC. AND GAS.....	15	63,150	14	58,950	1	4,750	3	9,700	3	26,300
WHOLESALE TRADE.....	3	29,000	2	27,000	-	-	1	2,000	1	2,000
RETAIL TRADE.....	34	173,750	21	119,300	1	8,950	5	18,000	22	91,900
HOTELS, RESTAURANTS...	24	141,300	24	141,300	-	-	1	3,000	-	-
SERVICES.....	28	206,300	20	130,350	6	65,450	1	2,100	2	10,500
CONSTRUCTION.....	116	774,300	115	764,300	-	-	1	10,000	1	10,000
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-

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
Environmental provisions

Table 9. Union security provisions in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		REFERRING TO UNION SECURITY PROVISIONS					
			TOTAL		UNION SHOP ¹		MODIFIED UNION SHOP ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	519	4,213,050	383	2,968,750	55	558,950
MANUFACTURING.....	306	2,575,480	246	2,209,650	170	1,451,350	40	489,100
ORDNANCE.....	11	61,200	8	47,200	4	23,200	3	15,000
FOOD.....	29	121,000	25	98,050	23	82,350	-	-
TOBACCO.....	6	18,250	2	6,250	1	2,900	1	3,350
TEXTILES.....	5	23,650	3	17,200	3	17,200	-	-
APPAREL.....	15	217,000	15	217,000	15	217,000	-	-
LUMBER.....	3	7,400	3	7,400	2	4,800	1	2,600
FURNITURE.....	2	6,900	2	6,900	2	6,900	-	-
PAPER.....	7	26,100	6	23,300	5	20,300	1	3,000
PRINTING, PUBLISHING.....	6	28,600	6	28,600	6	28,600	-	-
CHEMICALS.....	12	44,000	4	19,800	2	8,900	-	-
PETROLEUM REFINING.....	4	14,950	1	2,700	-	-	-	-
RUBBER AND PLASTICS.....	4	68,450	4	68,450	4	68,450	-	-
LEATHER PRODUCTS.....	5	22,400	5	22,400	5	22,400	-	-
STONE, CLAY, GLASS.....	10	81,400	10	81,400	10	81,400	-	-
PRIMARY METALS.....	46	480,850	43	473,950	20	83,550	18	364,200
FABRICATED METALS.....	16	70,850	15	67,150	9	49,400	5	15,200
MACHINERY.....	24	100,900	21	93,450	15	60,250	5	19,200
ELECTRICAL MACHINERY.....	39	339,850	30	200,000	14	79,500	2	53,000
TRANSPORTATION EQUIP.....	55	805,330	38	698,600	25	564,400	4	13,550
INSTRUMENTS.....	5	23,800	3	17,250	3	17,250	-	-
MISC. MFG.....	2	12,600	2	12,600	2	12,600	-	-
NONMANUFACTURING.....	314	2,287,900	273	2,003,400	213	1,517,400	15	69,850
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	8	102,800	5	94,900	3	7,900
TRANSPORTATION.....	36	273,300	33	258,800	27	202,800	-	-
COMMUNICATIONS.....	50	524,000	38	377,000	3	26,450	2	14,300
UTILITIES, ELEC. AND GAS.....	15	63,150	14	59,300	7	35,700	7	23,600
WHOLESALE TRADE.....	3	29,000	3	29,000	3	29,000	-	-
RETAIL TRADE.....	34	173,750	31	166,150	29	161,100	1	2,050
HOTELS, RESTAURANTS.....	24	141,300	23	132,300	21	125,300	1	5,000
SERVICES.....	28	206,300	24	178,500	21	148,400	1	17,000
CONSTRUCTION.....	116	774,300	99	699,550	97	693,750	-	-
MISC. NONMFG.....	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 9. Union security provisions in agreements covering 2,000 workers or more by industry, 1971—Continued

INDUSTRY	REFERRING TO UNION SECURITY PROVISIONS				REFERRED TO LOCAL NEGOTIATION		SOLE BARGAINING ⁶	
	AGENCY SHOP ⁴		MAINTENANCE OF MEMBERSHIP ⁵		AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS				
ALL INDUSTRIES.....	23	180,050	57	502,750	1	2,550	101	650,330
MANUFACTURING.....	16	124,050	19	142,600	1	2,550	60	365,830
ORDNANCE.....	-	-	1	9,000	-	-	3	14,000
FOOD.....	2	15,700	-	-	-	-	4	22,950
TOBACCO.....	-	-	-	-	-	-	4	12,000
TEXTILES.....	-	-	-	-	-	-	2	6,450
APPAREL.....	-	-	-	-	-	-	-	-
LUMBER.....	-	-	-	-	-	-	-	-
FURNITURE.....	-	-	-	-	-	-	-	-
PAPER.....	-	-	-	-	-	-	1	2,800
PRINTING, PUBLISHING.....	-	-	-	-	-	-	-	-
CHEMICALS.....	1	8,500	1	2,400	-	-	8	24,200
PETROLEUM REFINING.....	-	-	1	2,700	-	-	3	12,250
RUBBER AND PLASTICS.....	-	-	-	-	-	-	-	-
LEATHER PRODUCTS.....	-	-	-	-	-	-	-	-
STONE, CLAY, GLASS.....	-	-	-	-	-	-	-	-
PRIMARY METALS.....	3	17,850	2	8,350	-	-	3	6,900
FABRICATED METALS.....	-	-	-	-	1	2,550	1	3,700
MACHINERY.....	1	14,000	-	-	-	-	3	7,450
ELECTRICAL MACHINERY.....	5	19,750	9	47,750	-	-	9	139,850
TRANSPORTATION EQUIP.....	4	48,250	5	72,400	-	-	17	106,730
INSTRUMENTS.....	-	-	-	-	-	-	2	6,550
MISC. MFG.....	-	-	-	-	-	-	-	-
NONMANUFACTURING.....	7	56,000	38	360,150	-	-	41	284,500
MINING, CRUDE PETROL. AND NATURAL GAS.....	-	-	-	-	-	-	-	-
TRANSPORTATION ²	3	29,000	3	27,000	-	-	3	14,500
COMMUNICATIONS.....	2	22,000	31	314,250	-	-	12	147,000
UTILITIES, ELEC. AND GAS.....	-	-	-	-	-	-	1	3,850
WHOLESALE TRADE.....	-	-	-	-	-	-	-	-
RETAIL TRADE.....	-	-	1	3,000	-	-	3	7,600
HOTELS, RESTAURANTS.....	1	2,000	-	-	-	-	1	9,000
SERVICES.....	-	-	2	13,100	-	-	4	27,800
CONSTRUCTION.....	1	3,000	1	2,800	-	-	17	74,750
MISC. NONMFG.....	-	-	-	-	-	-	-	-

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 Excludes railroads and airlines.

⁴ 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 a bargaining agent.

⁵ 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.

⁶ 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.

Table 10. Checkoff provisions in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		REFERRING TO CHECKOFF					
			TOTAL		DUES CHECKOFF ONLY		DUES AND ASSESSMENTS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	469	3,807,080	141	1,020,380	8	40,400
MANUFACTURING.....	306	2,575,480	286	2,491,830	56	331,080	4	21,400
ORDNANCE.....	11	61,200	11	61,200	2	5,400	-	-
FOOD.....	29	121,000	27	113,000	2	7,150	2	8,500
TOBACCO.....	6	18,250	6	18,250	3	10,000	-	-
TEXTILES.....	5	23,650	5	23,650	3	9,350	-	-
APPAREL.....	15	217,000	13	205,500	-	-	-	-
LUMBER.....	3	7,400	2	4,900	-	-	-	-
FURNITURE.....	2	6,900	2	6,900	1	3,000	-	-
PAPER.....	7	26,100	7	26,100	3	15,500	-	-
PRINTING, PUBLISHING.....	6	28,600	5	25,100	-	-	2	12,900
CHEMICALS.....	12	44,000	12	44,000	6	18,800	-	-
PETROLEUM REFINING.....	4	14,950	3	12,650	2	9,950	-	-
RUBBER AND PLASTICS.....	4	68,450	4	68,450	4	68,450	-	-
LEATHER PRODUCTS.....	5	22,400	5	22,400	2	7,400	-	-
STONE, CLAY, GLASS.....	10	81,400	8	75,900	1	2,000	-	-
PRIMARY METALS.....	46	480,850	44	476,750	2	14,850	-	-
FABRICATED METALS.....	16	70,850	13	61,350	-	-	-	-
MACHINERY.....	24	100,900	24	100,900	1	14,000	-	-
ELECTRICAL MACHINERY.....	39	339,850	38	336,850	16	78,800	-	-
TRANSPORTATION EQUIP.....	55	805,330	51	774,630	8	66,430	-	-
INSTRUMENTS.....	5	23,800	4	20,750	-	-	-	-
MISC. MFG.....	2	12,600	2	12,600	-	-	-	-
NONMANUFACTURING.....	314	2,287,900	183	1,315,250	85	689,300	4	19,000
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	7	100,300	-	-	-	-
TRANSPORTATION ¹	36	273,300	30	237,100	9	74,400	1	2,400
COMMUNICATIONS.....	50	524,000	50	524,000	44	464,600	-	-
UTILITIES, ELEC. AND GAS.....	15	63,150	13	57,050	9	47,900	-	-
WHOLESALE TRADE.....	3	29,000	2	4,000	-	-	-	-
RETAIL TRADE.....	34	173,750	25	101,800	5	22,150	-	-
HOTELS, RESTAURANTS.....	24	141,300	15	85,500	4	17,000	-	-
SERVICES.....	28	206,300	19	93,800	2	4,450	-	-
CONSTRUCTION.....	116	774,300	22	111,700	12	58,800	3	16,600
MISC. NONMFG.....	-	-	-	-	-	-	-	-
	REFERRING TO CHECKOFF							
			DUES AND INITIATION FEES		DUES, ASSESSMENTS AND INITIATION FEES		NO REFERENCE TO CHECKOFF	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	192	1,605,350	128	1,140,950	151	1,056,300		
MANUFACTURING.....	141	1,333,900	85	805,450	20	83,650		
ORDNANCE.....	9	55,800	-	-	-	-		
FOOD.....	19	86,600	4	10,750	2	8,000		
TOBACCO.....	3	8,250	-	-	-	-		
TEXTILES.....	1	7,800	1	6,500	-	-		
APPAREL.....	2	13,500	11	192,000	2	11,500		
LUMBER.....	2	4,900	-	-	1	2,500		
FURNITURE.....	1	3,900	-	-	-	-		
PAPER.....	4	10,600	-	-	-	-		
PRINTING, PUBLISHING.....	-	-	3	12,200	1	3,500		
CHEMICALS.....	5	18,700	1	6,500	-	-		
PETROLEUM REFINING.....	1	2,700	-	-	1	2,300		
RUBBER AND PLASTICS.....	-	-	-	-	-	-		
LEATHER PRODUCTS.....	2	13,000	1	2,000	-	-		
STONE, CLAY, GLASS.....	4	56,400	3	17,500	2	5,500		
PRIMARY METALS.....	6	22,050	36	439,850	2	4,100		
FABRICATED METALS.....	6	17,100	7	44,250	3	9,500		
MACHINERY.....	17	62,950	6	23,950	-	-		
ELECTRICAL MACHINERY.....	19	247,950	3	10,100	1	3,000		
TRANSPORTATION EQUIP.....	34	668,350	9	39,850	4	30,700		
INSTRUMENTS.....	4	20,750	-	-	1	3,050		
MISC. MFG.....	2	12,600	-	-	-	-		
NONMANUFACTURING.....	51	271,450	43	335,500	131	972,650		
MINING, CRUDE PETROL. AND NATURAL GAS.....	-	-	7	100,300	1	2,500		
TRANSPORTATION ¹	2	5,000	18	155,300	6	36,200		
COMMUNICATIONS.....	6	59,400	-	-	-	-		
UTILITIES, ELEC. AND GAS.....	3	7,150	1	2,000	2	6,100		
WHOLESALE TRADE.....	1	2,000	1	2,000	1	25,000		
RETAIL TRADE.....	13	47,750	7	31,900	9	71,950		
HOTELS, RESTAURANTS.....	9	60,500	2	8,000	9	55,800		
SERVICES.....	12	65,850	5	23,500	9	112,500		
CONSTRUCTION.....	5	23,800	2	12,500	94	662,600		
MISC. NONMFG.....	-	-	-	-	-	-		

¹ Excludes railroads and airlines.

Table 11. Checkoff provisions in agreements covering 2,000 workers or more by union security provisions, 1971

TYPE OF UNION SECURITY	ALL AGREEMENTS		TYPE OF CHECKOFF					
	AGREEMENTS	WORKERS	TOTAL		DUES CHECKOFF ONLY		DUES AND ASSESSMENTS	
			AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	620	4,863,380	469	3,807,080	141	1,020,380	8	40,400
UNION SECURITY.....	519	4,213,050	388	3,256,450	105	768,800	7	36,800
UNION SHOP.....	383	2,968,750	260	2,067,250	53	343,650	7	36,800
MODIFIED UNION SHOP.....	55	558,950	50	528,350	5	17,650	-	-
AGENCY SHOP.....	23	180,050	23	180,050	13	98,900	-	-
MAINTENANCE OF MEMBERSHIP.....	57	502,750	54	478,250	34	308,600	-	-
SUBJECT TO LOCAL NEGOTIATION....	1	2,550	1	2,550	-	-	-	-
SOLE BARGAINING.....	101	650,330	81	550,630	36	251,580	1	3,600
					TYPE OF CHECKOFF		NO REFERENCE TO CHECKOFF	
					DUES AND INITIATION FEES		DUES, ASSESSMENTS AND INITIATION FEES	
					AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....			192	1,605,350	128	1,140,950	151	1,056,300
UNION SECURITY.....			150	1,315,050	126	1,135,800	131	956,600
UNION SHOP.....			107	973,100	93	713,700	123	901,500
MODIFIED UNION SHOP.....			17	109,950	28	400,750	5	30,600
AGENCY SHOP.....			9	76,650	1	4,500	-	-
MAINTENANCE OF MEMBERSHIP.....			17	155,350	3	14,300	3	24,500
SUBJECT TO LOCAL NEGOTIATION.....			-	-	1	2,550	-	-
SOLE BARGAINING.....			42	290,300	2	5,150	20	99,700

Table 12. Management rights and "favored nations" clauses in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		MANAGEMENT RIGHTS PROVISIONS		"FAVORED NATIONS" PROVISIONS ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	343	2,856,830	77	629,500
MANUFACTURING.....	306	2,575,480	223	2,057,830	9	45,550
ORDNANCE.....	11	61,200	11	61,200	1	8,450
FOOD.....	29	121,000	11	47,450	3	16,500
TUBACCO.....	6	18,250	4	11,900	-	-
TEXTILES.....	5	23,650	1	4,000	-	-
APPAREL.....	15	217,000	4	18,000	1	4,000
LUMBER.....	3	7,400	1	2,300	-	-
FURNITURE.....	2	6,900	2	6,900	-	-
PAPER.....	7	26,100	7	26,100	-	-
PRINTING, PUBLISHING..	6	28,600	1	2,200	1	9,400
CHEMICALS.....	12	44,000	10	39,400	-	-
PETROLEUM REFINING....	4	14,950	3	12,650	-	-
RUBBER AND PLASTICS...	4	68,450	3	51,450	-	-
LEATHER PRODUCTS.....	5	22,400	1	7,200	1	2,000
STONE, CLAY, GLASS....	10	81,400	7	70,900	-	-
PRIMARY METALS.....	46	480,850	42	465,550	-	-
FABRICATED METALS.....	16	70,850	11	55,950	-	-
MACHINERY.....	24	100,900	18	76,450	-	-
ELECTRICAL MACHINERY..	39	339,850	35	330,350	2	5,200
TRANSPORTATION EQUIP..	55	805,330	47	757,080	-	-
INSTRUMENTS.....	5	23,800	4	10,800	-	-
MISC. MFG.....	2	12,600	-	-	-	-
NONMANUFACTURING....	314	2,287,900	120	799,000	68	583,950
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	6	92,300	1	80,000
TRANSPORTATION ²	36	273,300	14	94,700	1	2,000
COMMUNICATIONS.....	50	524,000	16	133,250	-	-
UTILITIES, ELEC. AND GAS.....	15	63,150	14	61,150	-	-
WHOLESALE TRADE.....	3	29,000	-	-	-	-
RETAIL TRADE.....	34	173,750	17	102,100	-	-
HOTELS, RESTAURANTS...	24	141,300	11	66,600	8	69,800
SERVICES.....	28	206,300	16	120,950	5	18,200
CONSTRUCTION.....	116	774,300	26	127,950	53	413,950
MISC. NONMFG.....	-	-	-	-	-	-

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 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		DISCRIMINATION BARRED BECAUSE OF:							
			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.....	620	4,863,380	528	4,198,080	410	3,493,930	407	3,474,930	372	3,276,700
MANUFACTURING.....	306	2,575,480	272	2,433,580	244	2,314,230	244	2,314,230	228	2,223,700
ORDNANCE.....	11	61,200	11	61,200	10	59,200	10	59,200	10	59,200
FOOD.....	29	121,000	23	100,450	14	73,100	14	73,100	12	57,400
TOBACCO.....	6	18,250	6	18,250	5	16,250	5	16,250	5	16,250
TEXTILES.....	5	23,650	2	5,350	2	5,350	2	5,350	2	5,350
APPAREL.....	15	217,000	8	183,500	4	142,000	4	142,000	4	142,000
LUMBER.....	3	7,400	2	4,800	1	2,500	1	2,500	1	2,500
FURNITURE.....	2	6,900	1	3,900	1	3,900	1	3,900	1	3,900
PAPER.....	7	26,100	5	20,600	5	20,600	5	20,600	5	20,600
PRINTING, PUBLISHING..	6	28,600	3	15,100	3	15,100	3	15,100	3	15,100
CHEMICALS.....	12	44,000	12	44,000	10	39,600	10	39,600	9	37,200
PETROLEUM REFINING....	4	14,950	4	14,950	4	14,950	4	14,950	4	14,950
RUBBER AND PLASTICS...	4	68,450	4	68,450	4	68,450	4	68,450	4	68,450
LEATHER PRODUCTS....	5	22,400	2	13,000	2	13,000	2	13,000	-	-
STONE, CLAY, GLASS....	10	81,400	10	81,400	9	78,900	9	78,900	9	78,900
PRIMARY METALS.....	46	480,850	45	474,850	44	465,850	44	465,850	43	462,850
FABRICATED METALS....	16	70,850	14	62,850	13	60,850	13	60,850	12	57,150
MACHINERY.....	24	100,900	24	100,900	22	95,800	22	95,800	22	95,800
ELECTRICAL MACHINERY..	39	339,850	39	339,850	37	334,950	37	334,950	37	334,950
TRANSPORTATION EQUIP..	55	805,330	51	786,380	49	773,130	49	773,130	41	730,400
INSTRUMENTS.....	5	23,800	5	23,800	4	20,750	4	20,750	4	20,750
MISC. MFG.....	2	12,600	1	10,000	1	10,000	1	10,000	-	-
NONMANUFACTURING....	314	2,287,900	256	1,764,500	166	1,179,700	163	1,160,700	144	1,053,000
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	6	14,800	6	14,800	6	14,800	6	14,800
TRANSPORTATION.....	36	273,300	32	261,300	30	237,300	29	232,300	28	227,500
COMMUNICATIONS.....	50	524,000	30	304,350	6	43,650	6	43,650	6	43,650
UTILITIES, ELEC. AND GAS.....	15	63,150	12	52,850	6	32,650	6	32,650	6	32,650
WHOLESALE TRADE.....	3	29,000	3	29,000	3	29,000	3	29,000	3	29,000
RETAIL TRADE.....	34	173,750	26	142,700	17	107,000	17	107,000	14	94,350
HOTELS, RESTAURANTS...	24	141,300	20	126,800	9	73,700	9	73,700	8	61,200
SERVICES.....	28	206,300	26	202,000	19	169,000	19	169,000	19	169,000
CONSTRUCTION.....	116	774,300	101	630,700	70	472,600	68	458,600	54	380,850
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-

See footnote at end of table.

Table 13. Antidiscrimination clauses in agreements covering 2,000 workers or more by industry, 1971—Continued

INDUSTRY	DISCRIMINATION BARRED BECAUSE OF:									
	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.....	404	3,403,680	331	2,833,780	156	1,496,480	22	103,400	4	41,800
MANUFACTURING.....	200	1,937,080	222	2,105,930	95	1,069,730	5	17,600	2	4,500
ORDNANCE.....	9	50,200	9	54,200	6	35,850	-	-	-	-
FOOD.....	18	87,600	11	55,400	6	27,200	-	-	1	2,200
TOBACCO.....	3	10,600	5	16,250	-	-	1	2,000	-	-
TEXTILES.....	1	2,450	2	5,350	-	-	-	-	-	-
APPAREL.....	4	41,500	3	17,000	2	12,000	-	-	-	-
LUMBER.....	1	2,500	-	-	1	2,500	-	-	1	2,300
FURNITURE.....	-	-	1	3,900	-	-	-	-	-	-
PAPER.....	3	15,800	5	20,600	1	2,800	1	2,000	-	-
PRINTING, PUBLISHING..	-	-	1	2,200	1	2,200	-	-	-	-
CHEMICALS.....	9	33,300	10	39,600	2	5,400	-	-	-	-
PETROLEUM REFINING....	3	12,250	3	12,250	-	-	-	-	-	-
RUBBER AND PLASTICS..	-	-	4	68,450	2	28,450	-	-	-	-
LEATHER PRODUCTS....	2	13,000	2	13,000	2	13,000	-	-	-	-
STONE, CLAY, GLASS...	8	76,400	8	69,900	5	20,900	-	-	-	-
PRIMARY METALS.....	33	417,000	39	454,150	6	24,700	1	9,000	-	-
FABRICATED METALS....	13	59,450	13	60,850	4	10,450	-	-	-	-
MACHINERY.....	16	70,750	20	91,300	11	51,050	2	4,600	-	-
ELECTRICAL MACHINERY..	33	307,350	33	319,850	17	238,200	-	-	-	-
TRANSPORTATION EQUIP..	41	717,380	48	770,930	28	582,030	-	-	-	-
INSTRUMENTS.....	3	19,550	4	20,750	1	13,000	-	-	-	-
MISC. MFG.....	-	-	1	10,000	-	-	-	-	-	-
NONMANUFACTURING....	204	1,466,600	109	727,850	61	426,750	17	85,800	2	37,300
MINING, CRUDE PETROL. AND NATURAL GAS.....	5	12,700	5	12,700	-	-	-	-	-	-
TRANSPORTATION ¹	24	225,000	24	201,000	9	47,300	2	10,000	-	-
COMMUNICATIONS.....	29	301,850	6	43,650	2	22,000	-	-	-	-
UTILITIES, ELEC. AND GAS.....	10	29,050	4	10,550	5	30,150	-	-	-	-
WHOLESALE TRADE.....	3	29,000	2	27,000	1	25,000	-	-	-	-
RETAIL TRADE.....	22	124,200	12	89,500	5	58,950	-	-	-	-
HOTELS, RESTAURANTS...	18	118,800	7	31,200	3	15,000	-	-	-	-
SERVICES.....	19	124,700	8	29,500	4	15,950	-	-	-	-
CONSTRUCTION.....	74	501,300	41	282,750	32	212,400	15	75,800	2	37,300
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive. Agreements usually prohibit more than one kind of discrimination.

Table 14. Older worker provisions in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		PROVISION REFERRING TO—			
			HIRING OF OLDER WORKERS		RETENTION OF OLDER WORKERS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	21	154,200	57	288,850
MANUFACTURING.....	306	2,575,480	3	35,800	32	168,800
ORDNANCE.....	11	61,200	1	9,000	1	2,000
FOOD.....	29	121,000	-	-	5	36,450
TOBACCO.....	6	18,250	-	-	3	8,550
TEXTILES.....	5	23,650	-	-	1	2,900
APPAREL.....	15	217,000	-	-	2	15,000
LUMBER.....	3	7,400	-	-	-	-
FURNITURE.....	2	6,900	-	-	-	-
PAPER.....	7	26,100	-	-	-	-
PRINTING, PUBLISHING..	6	28,600	-	-	-	-
CHEMICALS.....	12	44,000	-	-	3	7,200
PETROLEUM REFINING....	4	14,950	-	-	-	-
RUBBER AND PLASTICS...	4	68,450	-	-	-	-
LEATHER PRODUCTS....	5	22,400	-	-	-	-
STONE, CLAY, GLASS....	10	81,400	-	-	-	-
PRIMARY METALS.....	46	480,850	-	-	3	14,900
FABRICATED METALS....	16	70,850	-	-	4	26,000
MACHINERY.....	24	100,900	-	-	1	4,550
ELECTRICAL MACHINERY..	39	339,850	-	-	1	10,000
TRANSPORTATION EQUIP..	55	805,330	2	26,800	6	26,850
INSTRUMENTS.....	5	23,800	-	-	-	-
MISC. MFG.....	2	12,600	-	-	1	10,000
NONMANUFACTURING....	314	2,287,900	18	118,400	25	120,050
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	-	-	-	-
TRANSPORTATION ¹	36	273,300	1	13,700	5	29,000
COMMUNICATIONS.....	50	524,000	-	-	1	2,500
UTILITIES, ELEC. AND GAS.....	15	63,150	-	-	4	10,800
WHOLESALE TRADE.....	3	29,000	-	-	1	25,000
RETAIL TRADE.....	34	173,750	-	-	2	7,000
HOTELS, RESTAURANTS...	24	141,300	-	-	1	3,000
SERVICES.....	28	206,300	-	-	2	6,500
CONSTRUCTION.....	116	774,300	17	104,700	9	36,250
MISC. NONMFG.....	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 15. Labor-management committees on industrial relations issues and safety in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		LABOR-MANAGEMENT COMMITTEES ON--			
			INDUSTRIAL RELATIONS ISSUES ¹		SAFETY ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES....	620	4,863,380	103	1,136,000	177	1,423,100
MANUFACTURING.....	306	2,575,480	55	653,950	120	1,012,250
ORDNANCE.....	11	61,200	-	-	5	28,200
FOOD.....	29	121,000	5	28,650	7	33,150
TOBACCO.....	6	18,250	-	-	-	-
TEXTILES.....	5	23,650	1	7,800	1	7,800
APPAREL.....	15	217,000	1	5,000	-	-
LUMBER.....	3	7,400	-	-	1	2,600
FURNITURE.....	2	6,900	-	-	-	-
PAPER.....	7	26,100	-	-	3	16,200
PRINTING, PUBLISHING..	6	28,600	2	12,900	-	-
CHEMICALS.....	12	44,000	-	-	4	13,500
PETROLEUM REFINING....	4	14,950	2	9,950	-	-
RUBBER AND PLASTICS...	4	68,450	4	68,450	4	68,450
LEATHER PRODUCTS....	5	22,400	1	2,000	-	-
STONE, CLAY, GLASS...	10	81,400	3	52,000	3	52,000
PRIMARY METALS.....	46	480,850	17	327,100	39	452,250
FABRICATED METALS.....	16	70,850	5	25,700	10	52,250
MACHINERY.....	24	100,900	2	5,000	12	42,500
ELECTRICAL MACHINERY..	39	339,850	3	13,600	3	12,100
TRANSPORTATION EQUIP..	55	805,330	9	95,800	27	218,250
INSTRUMENTS.....	5	23,800	-	-	1	13,000
MISC. MFG.....	2	12,600	-	-	-	-
NONMANUFACTURING....	314	2,287,900	48	482,050	57	410,850
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	4	97,900	7	100,300
TRANSPORTATION ³	36	273,300	22	178,900	16	153,800
COMMUNICATIONS.....	50	524,000	3	46,900	2	4,700
UTILITIES, ELEC. AND GAS.....	15	63,150	-	-	7	38,100
WHOLESALE TRADE.....	3	29,000	-	-	-	-
RETAIL TRADE.....	34	173,750	2	6,000	1	5,150
HOTELS, RESTAURANTS...	24	141,300	6	61,800	1	3,000
SERVICES.....	28	206,300	5	55,450	1	2,000
CONSTRUCTION.....	116	774,300	6	45,100	22	103,800
MISC. NONMFG.....	-	-	-	-	-	-

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 inplant 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 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		RESTRICTIONS ON POSTING OR DISTRIBUTION OF UNION LITERATURE		RESTRICTION ON MOONLIGHTING	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES....	620	4,863,380	206	1,613,180	26	205,050
MANUFACTURING.....	306	2,575,480	144	1,202,680	3	13,700
ORDNANCE.....	11	61,200	9	38,200	-	-
FOOD.....	29	121,000	9	34,650	1	7,500
TOBACCO.....	6	18,250	1	2,300	-	-
TEXTILES.....	5	23,650	1	2,450	-	-
APPAREL.....	15	217,000	1	8,500	-	-
LUMBER.....	3	7,400	1	2,300	-	-
FURNITURE.....	2	6,900	1	3,900	-	-
PAPER.....	7	26,100	5	20,800	-	-
PRINTING, PUBLISHING..	6	28,600	-	-	-	-
CHEMICALS.....	12	44,000	10	33,100	-	-
PETROLEUM REFINING....	4	14,950	2	9,300	-	-
RUBBER AND PLASTICS...	4	68,450	4	68,450	-	-
LEATHER PRODUCTS.....	5	22,400	1	2,000	-	-
STONE, CLAY, GLASS....	10	81,400	4	21,900	-	-
PRIMARY METALS.....	46	480,850	11	29,600	1	4,200
FABRICATED METALS....	16	70,850	8	22,600	-	-
MACHINERY.....	24	100,900	11	30,950	-	-
ELECTRICAL MACHINERY..	39	339,850	27	283,600	-	-
TRANSPORTATION EQUIP..	55	805,330	33	557,330	1	2,000
INSTRUMENTS.....	5	23,800	4	20,750	-	-
MISC. MFG.....	2	12,600	1	10,000	-	-
NONMANUFACTURING....	314	2,287,900	62	410,500	23	191,350
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	1	2,100	1	2,500
TRANSPORTATION.....	36	273,300	13	124,300	15	156,000
COMMUNICATIONS.....	50	524,000	21	171,350	-	-
UTILITIES, ELEC. AND GAS.....	15	63,150	7	37,200	-	-
WHOLESALE TRADE.....	3	29,000	-	-	-	-
RETAIL TRADE.....	34	173,750	6	22,300	1	5,000
HOTELS, RESTAURANTS...	24	141,300	3	7,700	1	3,000
SERVICES.....	28	206,300	10	43,250	2	6,550
CONSTRUCTION.....	116	774,300	1	2,300	3	18,300
MISC. NONMFG.....	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 17. Environmental provisions in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		ENVIRONMENTAL PROVISIONS ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES....	620	4,863,380	61	286,900
MANUFACTURING.....	306	2,575,480	36	162,500
ORDNANCE.....	11	61,200	-	-
FOOD.....	29	121,000	1	2,200
TOBACCO.....	6	18,250	-	-
TEXTILES.....	5	23,650	-	-
APPAREL.....	15	217,000	-	-
LUMBER.....	3	7,400	-	-
FURNITURE.....	2	6,900	-	-
PAPER.....	7	26,100	1	2,500
PRINTING, PUBLISHING..	6	28,600	1	3,500
CHEMICALS.....	12	44,000	4	15,400
PETROLEUM REFINING....	4	14,950	-	-
RUBBER AND PLASTICS...	4	68,450	4	68,450
LEATHER PRODUCTS.....	5	22,400	-	-
STONE, CLAY, GLASS....	10	81,400	1	6,300
PRIMARY METALS.....	46	480,850	7	19,650
FABRICATED METALS....	16	70,850	5	13,350
MACHINERY.....	24	100,900	6	15,650
ELECTRICAL MACHINERY..	39	339,850	2	4,400
TRANSPORTATION EQUIP..	55	805,330	4	11,100
INSTRUMENTS.....	5	23,800	-	-
MISC. MFG.....	2	12,600	-	-
NONMANUFACTURING....	314	2,287,900	25	124,400
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	3	7,000
TRANSPORTATION.....	36	273,300	5	51,200
COMMUNICATIONS.....	50	524,000	-	-
UTILITIES, ELEC. AND GAS.....	15	63,150	3	7,200
WHOLESALE TRADE.....	3	29,000	-	-
RETAIL TRADE.....	34	173,750	-	-
HOTELS, RESTAURANTS...	24	141,300	-	-
SERVICES.....	28	206,300	1	3,000
CONSTRUCTION.....	116	774,300	13	56,000
MISC. NONMFG.....	-	-	-	-

¹ An *environmental provision* is designed to safeguard workers and the in-plant environment from health and safety hazards. Included are provisions directed to analyzing and/or correcting pollution of air and water.

² 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**
- Red-circle rates**

Table 18. Wage administration provisions in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		PROVISIONS FOR—					
			FORMAL JOB EVALUATION SYSTEMS		PRODUCTION STANDARDS		TIME STUDY	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	168	1,272,330	136	1,348,400	98	1,109,950
MANUFACTURING.....	306	2,575,480	146	1,169,830	127	1,301,900	95	1,094,850
ORDNANCE.....	11	61,200	8	44,350	-	-	-	-
FOOD.....	29	121,000	3	13,150	4	24,750	3	20,750
TOBACCO.....	6	18,250	1	3,000	1	2,900	-	-
TEXTILES.....	5	23,650	-	-	1	4,000	1	4,000
APPAREL.....	15	217,000	-	-	2	16,000	1	6,000
LUMBER.....	3	7,400	-	-	-	-	-	-
FURNITURE.....	2	6,900	-	-	2	6,900	2	6,900
PAPER.....	7	26,100	3	16,200	-	-	-	-
PRINTING, PUBLISHING..	6	28,600	-	-	1	2,200	-	-
CHEMICALS.....	12	44,000	2	8,500	5	23,300	4	16,800
PETROLEUM REFINING....	4	14,950	1	7,000	1	7,000	1	7,000
RUBBER AND PLASTICS...	4	68,450	3	57,000	4	68,450	4	68,450
LEATHER PRODUCTS.....	5	22,400	-	-	-	-	-	-
STONE, CLAY, GLASS....	10	81,400	6	61,400	6	71,700	4	54,700
PRIMARY METALS.....	46	480,850	33	425,450	25	194,300	10	75,200
FABRICATED METALS....	16	70,850	12	61,300	7	34,400	3	23,100
MACHINERY.....	24	100,900	15	54,450	17	63,850	13	41,300
ELECTRICAL MACHINERY..	39	339,850	27	152,350	30	300,000	28	288,500
TRANSPORTATION EQUIP..	55	805,330	30	249,630	17	460,600	17	460,600
INSTRUMENTS.....	5	23,800	2	16,050	4	21,550	4	21,550
MISC. MFG.....	2	12,600	-	-	-	-	-	-
NONMANUFACTURING....	314	2,287,900	22	102,500	9	46,500	3	15,100
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	5	12,300	2	5,400	-	-
TRANSPORTATION ¹	36	273,300	1	12,000	1	4,000	-	-
COMMUNICATIONS.....	50	524,000	5	37,700	-	-	-	-
UTILITIES, ELEC. AND GAS.....	15	63,150	6	20,000	-	-	-	-
WHOLESALE TRADE.....	3	29,000	-	-	-	-	-	-
RETAIL TRADE.....	34	173,750	3	10,500	3	15,100	3	15,100
HOTELS, RESTAURANTS...	24	141,300	1	5,000	-	-	-	-
SERVICES.....	28	206,300	1	5,000	3	22,000	-	-
CONSTRUCTION.....	116	774,300	-	-	-	-	-	-
MISC. NONMFG.....	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 19. Methods of compensation in agreements covering 2,000 workers or more by industry, 1971

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.....	620	4,863,380	530	4,092,230	121	1,137,400	184	1,926,250	32	276,200	18	131,950
MANUFACTURING.....	306	2,575,480	281	2,446,680	37	375,850	172	1,862,250	7	31,950	3	6,650
ORDNANCE.....	11	61,200	10	59,200	-	-	1	5,000	-	-	-	-
FOOD.....	29	121,000	21	87,950	6	25,450	10	55,650	6	25,450	-	-
TOBACCO.....	6	18,250	5	16,250	-	-	2	6,250	-	-	-	-
TEXTILES.....	5	23,650	5	23,650	-	-	4	17,150	-	-	-	-
APPAREL.....	15	217,000	14	212,000	9	64,000	13	208,000	1	6,500	-	-
LUMBER.....	3	7,400	3	7,400	-	-	1	2,300	-	-	1	2,300
FURNITURE.....	2	6,900	2	6,900	-	-	2	6,900	-	-	-	-
PAPER.....	7	26,100	5	21,800	2	13,000	1	2,300	-	-	-	-
PRINTING, PUBLISHING..	6	28,600	6	28,600	-	-	-	-	-	-	-	-
CHEMICALS.....	12	44,000	12	44,000	-	-	6	25,300	-	-	-	-
PETROLEUM REFINING...	4	14,950	3	12,250	1	2,950	1	7,000	-	-	-	-
RUBBER AND PLASTICS...	4	68,450	4	68,450	-	-	4	68,450	-	-	-	-
LEATHER PRODUCTS....	5	22,400	3	9,400	3	15,000	5	22,400	-	-	-	-
STONE, CLAY, GLASS....	10	81,400	10	81,400	1	6,300	8	77,200	-	-	-	-
PRIMARY METALS.....	46	480,850	45	477,250	1	7,100	38	452,950	-	-	1	2,350
FABRICATED METALS....	16	70,850	15	65,850	3	32,900	10	55,450	-	-	-	-
MACHINERY.....	24	100,900	24	100,900	-	-	15	67,350	-	-	-	-
ELECTRICAL MACHINERY..	39	339,850	36	316,350	7	175,500	29	286,950	-	-	1	2,000
TRANSPORTATION EQUIP..	55	805,330	52	780,680	3	23,650	18	477,750	-	-	-	-
INSTRUMENTS.....	5	23,800	5	23,800	-	-	2	5,300	-	-	-	-
MISC. MFG.....	2	12,600	1	2,600	1	10,000	2	12,600	-	-	-	-
NONMANUFACTURING....	314	2,287,900	249	1,645,550	84	761,550	12	64,000	25	244,250	15	125,300
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	7	22,800	1	80,000	2	5,400	-	-	-	-
TRANSPORTATION.....	36	273,300	34	263,000	7	37,800	-	-	5	22,800	15	125,300
COMMUNICATIONS.....	50	524,000	16	131,350	39	434,400	-	-	6	133,150	-	-
UTILITIES, ELEC. AND GAS.....	15	63,150	13	57,300	4	12,400	-	-	-	-	-	-
WHOLESALE TRADE.....	3	29,000	2	27,000	1	2,000	-	-	1	2,000	-	-
RETAIL TRADE.....	34	173,750	29	155,350	13	49,900	2	9,600	8	32,800	-	-
HOTELS, RESTAURANTS...	24	141,300	19	98,500	5	42,800	-	-	-	-	-	-
SERVICES.....	28	206,300	16	126,850	11	83,950	6	33,500	5	53,500	-	-
CONSTRUCTION.....	116	774,300	113	763,400	3	18,300	2	15,500	-	-	-	-
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-	-	-

1 Excludes railroads and airlines.

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

Table 20. Methods of compensation in agreements covering 2,000 workers or more by occupational coverage, 1971

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.....	620	4,863,380	552	4,425,130	24	190,300	77	616,700	49	322,550
TIME PAYMENTS										
HOURLY OR DAILY.....	530	4,092,230	493	3,872,530	16	99,550	44	278,500	38	221,350
WEEKLY OR MONTHLY.....	121	1,137,400	86	902,050	11	107,900	43	424,550	18	127,850
INCENTIVE WAGE PAYMENTS...	184	1,926,250	179	1,896,200	-	-	11	83,400	6	36,650
COMMISSION PAYMENTS.....	32	276,200	19	209,350	1	17,000	9	128,150	13	68,600
MILEAGE PAYMENTS.....	18	131,950	17	128,950	-	-	2	10,000	-	-

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

Table 21. Basic rate structure for nonincentive jobs in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		TOTAL		BASIC RATE STRUCTURE								NO REFERENCE TO BASIC RATE STRUCTURE	
					SINGLE RATES		RATE RANGES		MINIMUM RATES		SUBJECT TO LOCAL NEGOTIATIONS			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	598	4,693,030	258	1,937,850	233	2,092,680	151	933,500	14	83,150	28	213,500
MANUFACTURING.....	306	2,575,480	290	2,462,030	120	938,000	132	1,359,330	54	302,800	14	83,150	22	156,600
NONMANUFACTURING.....	314	2,287,900	308	2,231,000	138	999,850	101	733,350	97	630,700	-	-	6	56,900
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	8	102,800	7	100,300	-	-	1	2,500	-	-	-	-
TRANSPORTATION ¹	36	273,300	36	273,300	19	166,500	8	38,400	14	111,000	-	-	-	-
COMMUNICATIONS.....	50	524,000	50	524,000	-	-	50	524,000	2	10,650	-	-	-	-
UTILITIES,Elec. AND GAS.....	15	63,150	15	63,150	-	-	14	61,150	1	2,000	-	-	-	-
WHOLESALE TRADE.....	3	29,000	2	4,000	1	2,000	-	-	1	2,000	-	-	1	25,000
RETAIL TRADE.....	34	173,750	33	170,750	8	63,050	24	97,350	13	55,450	-	-	1	3,000
HOTELS, RESTAURANTS.....	24	141,300	24	141,300	5	18,800	2	4,500	20	124,500	-	-	-	-
SERVICES.....	28	206,300	26	195,800	11	86,000	3	7,950	17	126,600	-	-	2	10,500
CONSTRUCTION.....	116	774,300	114	755,900	87	563,200	-	-	28	196,000	-	-	2	18,400
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 22. Progression plans in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		PROGRESSION PLANS									
			TOTAL		AUTOMATIC		MERIT		COMBINATIONS AUTOMATIC AND MERIT		NO DETAILS GIVEN	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES...	620	4,863,380	233	2,092,680	137	997,650	27	579,750	55	424,080	14	91,200
MANUFACTURING.....	306	2,575,480	132	1,359,330	60	430,400	22	552,850	38	289,230	12	86,850
ORDNANCE.....	11	61,200	10	59,050	5	39,850	-	-	5	19,200	-	-
FOOD.....	29	121,000	4	18,500	4	18,500	-	-	-	-	-	-
TOBACCO.....	6	18,250	4	12,600	3	7,900	-	-	-	-	1	4,700
TEXTILES.....	5	23,650	-	-	-	-	-	-	-	-	-	-
APPAREL.....	15	217,000	3	136,000	2	133,500	1	2,500	-	-	-	-
LUMBER.....	3	7,400	-	-	-	-	-	-	-	-	-	-
FURNITURE.....	2	6,900	1	3,000	-	-	-	-	-	-	1	3,000
PAPER.....	7	26,100	3	16,500	1	3,000	-	-	2	13,500	-	-
PRINTING, PUBLISHING.	6	28,600	2	5,700	2	5,700	-	-	-	-	-	-
CHEMICALS.....	12	44,000	7	18,300	4	10,400	1	2,000	2	5,900	-	-
PETROLEUM REFINING...	4	14,950	3	12,250	1	2,300	-	-	1	2,950	1	7,000
RUBBER AND PLASTICS..	4	68,450	1	23,000	-	-	-	-	-	-	1	23,000
LEATHER PRODUCTS...	5	22,400	1	2,000	1	2,000	-	-	-	-	-	-
STONE, CLAY, GLASS...	10	81,400	1	4,400	-	-	-	-	1	4,400	-	-
PRIMARY METALS.....	46	480,850	2	5,350	-	-	2	5,350	-	-	-	-
FABRICATED METALS....	16	70,850	4	12,150	1	2,500	1	3,400	1	3,700	1	2,550
MACHINERY.....	24	100,900	14	45,450	7	24,000	3	8,050	3	11,300	1	2,100
ELECTRICAL MACHINERY.	39	339,850	27	273,500	12	44,000	3	80,000	11	140,500	1	9,000
TRANSPORTATION EQUIP.	55	805,330	39	677,780	15	124,750	11	451,550	8	65,980	5	35,500
INSTRUMENTS.....	5	23,800	5	23,800	1	2,000	-	-	4	21,800	-	-
MISC. MFG.....	2	12,600	1	10,000	1	10,000	-	-	-	-	-	-
NONMANUFACTURING...	314	2,287,900	101	733,350	77	567,250	5	26,900	17	134,850	2	4,350
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION.....	36	273,300	8	38,400	8	38,400	-	-	-	-	-	-
COMMUNICATIONS.....	50	524,000	50	524,000	37	410,150	3	17,200	10	96,650	-	-
UTILITIES, ELEC. AND GAS.....	15	63,150	14	61,500	10	31,300	1	5,200	2	22,300	1	2,350
WHOLESALE TRADE.....	3	29,000	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE.....	34	173,750	24	97,350	21	83,850	1	4,500	2	9,000	-	-
HOTELS, RESTAURANTS..	24	141,300	2	4,500	-	-	-	-	1	2,500	1	2,000
SERVICES.....	28	206,300	3	7,950	1	3,550	-	-	2	4,400	-	-
CONSTRUCTION.....	116	774,300	-	-	-	-	-	-	-	-	-	-
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 23. Travel provisions in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		TRAVEL TIME ¹		GENERAL PER DIEM ALLOWANCE ²		MEAL ALLOWANCE		LODGING ALLOWANCE		TRANSPORTATION ALLOWANCE ³	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES...	620	4,863,380	157	1,278,350	56	461,200	191	1,428,600	100	959,000	203	1,596,550
MANUFACTURING.....	306	2,575,480	45	380,400	17	128,900	52	345,100	15	174,800	37	342,300
ORDNANCE.....	11	61,200	3	20,000	3	20,000	3	15,600	-	-	3	20,000
FOOD.....	29	121,000	5	22,950	3	9,300	8	39,150	2	5,700	5	20,000
TOBACCO.....	6	18,250	-	-	-	-	1	2,300	-	-	-	-
TEXTILES.....	5	23,650	-	-	-	-	-	-	-	-	-	-
APPAREL.....	15	217,000	-	-	-	-	1	6,500	1	6,500	1	6,500
LUMBER.....	3	7,400	-	-	-	-	-	-	1	2,300	1	2,600
FURNITURE.....	2	6,900	-	-	-	-	-	-	-	-	-	-
PAPER.....	7	26,100	-	-	-	-	4	19,000	-	-	-	-
PRINTING, PUBLISHING.....	6	28,600	-	-	-	-	-	-	-	-	-	-
CHEMICALS.....	12	44,000	1	2,000	-	-	6	22,800	1	2,000	3	10,700
PETROLEUM REFINING.....	4	14,950	1	2,700	-	-	3	12,000	-	-	3	12,000
RUBBER AND PLASTICS..	4	68,450	-	-	-	-	-	-	-	-	-	-
LEATHER PRODUCTS....	5	22,400	-	-	-	-	-	-	-	-	-	-
STONE, CLAY, GLASS..	10	81,400	-	-	-	-	2	15,300	-	-	-	-
PRIMARY METALS.....	46	480,850	2	13,000	-	-	9	35,500	1	2,000	1	2,000
FABRICATED METALS....	16	70,850	3	20,000	1	3,400	1	15,500	1	15,500	2	18,000
MACHINERY.....	24	100,900	3	13,450	2	4,500	2	6,400	-	-	3	9,850
ELECTRICAL MACHINERY.	39	339,850	10	135,050	-	-	4	106,300	3	104,000	3	117,000
TRANSPORTATION EQUIP.	55	805,330	16	147,750	8	91,700	8	48,750	5	36,800	12	123,650
INSTRUMENTS.....	5	23,800	1	3,500	-	-	-	-	-	-	-	-
MISC. MFG.....	2	12,600	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING...	314	2,287,900	112	897,950	39	332,300	139	1,083,500	85	784,200	166	1,254,250
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	3	12,900	-	-	3	7,600	1	2,500	3	7,000
TRANSPORTATION ⁴	36	273,300	17	124,000	7	36,300	23	152,400	20	155,400	23	174,400
COMMUNICATIONS.....	50	524,000	30	358,750	5	59,800	32	399,850	25	309,750	42	464,650
UTILITIES, ELEC. AND GAS.....	15	63,150	10	48,950	-	-	14	59,300	10	32,450	11	52,250
WHOLESALE TRADE.....	3	29,000	-	-	-	-	1	2,000	1	2,000	1	2,000
RETAIL TRADE.....	34	173,750	4	13,500	-	-	7	65,050	2	9,500	15	59,150
HOTELS, RESTAURANTS..	24	141,300	-	-	-	-	20	131,100	1	30,000	1	12,500
SERVICES.....	28	206,300	7	73,550	1	6,000	6	50,650	2	20,550	8	76,000
CONSTRUCTION.....	116	774,300	41	266,300	26	230,200	33	215,550	23	222,050	62	406,300
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-	-	-

¹ Travel time refers to the payment made to workers for time spent traveling to and from a work site, and may include long-distance and overnight travel.

² A per diem allowance is a general daily payment made to workers for expenses incidental to travel and usually includes room, meals, and transportation expenses in contrast to specific payments for each.

³ A transportation allowance is a specific payment for the cost of travel, including the cost of tickets on common carriers or a mileage allowance when the worker uses his own automobile.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive. Agreements may have more than one kind of provision.

Table 24. Provisions for tools, work clothing, and safety equipment in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		PROVISION FOR—							
			TOOLS		WORK CLOTHING/UNIFORMS				SAFETY EQUIPMENT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	153	1,392,050	157	977,450	107	717,350	271	2,042,850
MANUFACTURING.....	306	2,575,480	47	722,600	44	225,150	17	70,500	160	1,292,100
ORDNANCE.....	11	61,200	4	25,000	2	8,400	-	-	9	50,200
FOOD.....	29	121,000	8	40,450	18	71,500	14	63,300	11	47,350
TOBACCO.....	6	18,250	-	-	1	2,300	-	-	-	-
TEXTILES.....	5	23,650	1	6,500	1	6,500	-	-	-	-
APPAREL.....	15	217,000	-	-	-	-	-	-	1	6,500
LUMBER.....	3	7,400	1	2,500	-	-	-	-	-	-
FURNITURE.....	2	6,900	1	3,000	-	-	-	-	-	-
PAPER.....	7	26,130	2	13,200	1	10,700	-	-	5	21,800
PRINTING, PUBLISHING.....	6	28,600	1	3,500	-	-	-	-	2	5,700
CHEMICALS.....	12	44,000	-	-	7	25,200	3	7,200	6	18,100
PETROLEUM REFINING.....	4	14,950	-	-	2	5,650	-	-	-	-
RUBBER AND PLASTICS.....	4	68,450	2	40,000	-	-	-	-	4	68,450
LEATHER PRODUCTS.....	5	22,400	3	15,000	-	-	-	-	-	-
STONE, CLAY, GLASS.....	10	81,400	6	69,800	-	-	-	-	7	72,800
PRIMARY METALS.....	46	480,850	1	2,000	-	-	-	-	41	451,250
FABRICATED METALS.....	16	70,850	1	3,700	-	-	-	-	14	64,950
MACHINERY.....	24	100,900	1	3,000	2	4,500	-	-	18	67,100
ELECTRICAL MACHINERY.....	39	339,850	4	24,800	4	17,000	-	-	7	119,900
TRANSPORTATION EQUIP.....	55	805,330	10	467,550	6	73,400	-	-	35	298,000
INSTRUMENTS.....	5	23,800	-	-	-	-	-	-	-	-
MISC. MFG.....	2	12,600	1	2,600	-	-	-	-	-	-
NONMANUFACTURING.....	314	2,287,900	106	669,450	113	752,300	90	646,850	111	750,750
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	1	2,100	1	2,500	1	2,500	6	14,800
TRANSPORTATION.....	36	273,300	8	59,300	23	172,700	21	168,400	23	214,600
COMMUNICATIONS.....	50	524,000	4	28,050	1	19,000	1	19,000	6	63,950
UTILITIES, ELEC. AND GAS.....	15	63,150	6	21,650	6	21,200	3	9,900	12	56,300
WHOLESALE TRADE.....	3	29,000	-	-	3	29,000	3	29,000	1	2,000
RETAIL TRADE.....	34	173,750	10	44,300	25	138,050	24	134,550	2	5,000
HOTELS, RESTAURANTS.....	24	141,300	1	5,000	23	132,300	23	132,300	1	6,000
SERVICES.....	28	206,300	6	60,250	14	138,200	14	151,200	1	2,500
CONSTRUCTION.....	116	774,300	70	448,800	17	99,350	-	-	59	385,600
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive. Agreements may contain more than one provision.

Table 25. Nonproduction bonuses in agreements covering 2,000 workers or more, 1971

TYPE OF BONUS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	623	4,863,383
CHRISTMAS BONUS.....	8	127,650
ATTENDANCE BONUS.....	2	11,800
CONTINUOUS SERVICE BONUS.....	8	51,100

NOTE: Nonadditive.

Table 26. Shift differentials in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	ALL AGREEMENTS		METHOD OF PAYING DIFFERENTIALS										NO REFERENCE TO SHIFT DIFFERENTIALS	
			TOTAL		MONEY		TIME		TIME AND MONEY		DIFFERENTIAL VARIES ¹			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	488	3,910,980	338	2,639,650	64	465,200	45	404,800	41	401,330	132	952,400
MANUFACTURING.....	366	2,575,480	274	2,285,830	227	1,911,400	2	4,500	10	56,050	35	313,880	32	289,650
ORDNANCE.....	11	61,200	11	61,200	7	27,200	-	-	-	-	4	34,000	-	-
FOOD.....	29	121,000	27	117,000	27	117,000	-	-	-	-	-	-	2	4,000
TOBACCO.....	6	18,250	6	18,250	6	18,250	-	-	-	-	-	-	1	4,000
TEXTILES.....	5	23,650	4	19,650	4	19,650	-	-	-	-	-	-	15	217,000
APPAREL.....	15	217,000	-	-	-	-	-	-	-	-	-	-	1	2,300
LUMBER.....	3	7,400	2	5,100	1	2,600	1	2,500	-	-	-	-	2	4,300
FURNITURE.....	2	6,900	2	6,900	2	6,900	-	-	-	-	-	-	-	-
PAPER.....	7	26,100	5	21,800	5	21,800	-	-	-	-	-	-	2	4,300
PRINTING, PUBLISHING..	6	28,600	6	28,600	5	19,200	-	-	-	-	1	9,400	-	-
CHEMICALS.....	12	44,000	12	44,000	12	44,000	-	-	-	-	-	-	-	-
PETROLEUM REFINING....	4	14,950	4	14,950	4	14,950	-	-	-	-	-	-	1	17,000
RUBBER AND PLASTICS...	4	68,450	3	51,450	2	40,000	-	-	1	11,450	-	-	5	22,400
LEATHER PRODUCTS....	5	22,400	-	-	-	-	-	-	-	-	-	-	-	-
STONE, CLAY, GLASS....	10	81,400	10	81,400	10	81,400	-	-	-	-	-	-	-	-
PRIMARY METALS.....	46	480,850	46	480,850	45	478,850	-	-	1	2,000	-	-	-	-
FABRICATED METALS....	16	70,850	16	70,850	10	56,350	1	2,000	3	7,000	2	5,500	-	-
MACHINERY.....	24	100,900	23	92,900	22	90,900	-	-	-	-	1	2,000	1	8,000
ELECTRICAL MACHINERY..	39	339,850	37	334,850	37	334,850	-	-	-	-	-	-	2	5,000
TRANSPORTATION EQUIP..	55	805,330	55	805,330	23	506,750	-	-	5	35,600	27	262,980	-	-
INSTRUMENTS.....	5	23,800	4	20,750	4	20,750	-	-	-	-	-	-	1	3,050
MISC. MFG.....	2	12,600	1	10,000	1	10,000	-	-	-	-	-	-	1	2,600
NONMANUFACTURING....	314	2,287,900	214	1,625,150	111	728,250	62	460,700	35	348,750	6	87,450	100	662,750
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	7	94,800	7	94,800	-	-	-	-	-	-	1	8,000
TRANSPORTATION ²	36	273,300	9	66,700	9	66,700	-	-	-	-	-	-	27	206,600
COMMUNICATIONS.....	50	524,000	46	469,700	17	119,850	-	-	23	262,400	6	87,450	4	54,300
UTILITIES, ELEC. AND GAS.....	15	63,150	13	57,300	13	57,300	-	-	-	-	-	-	2	5,850
WHOLESALE TRADE.....	3	29,000	2	27,000	2	27,000	-	-	-	-	-	-	1	2,000
RETAIL TRADE.....	34	173,750	21	125,650	21	125,650	-	-	-	-	-	-	13	48,100
HOTELS, RESTAURANTS...	24	141,300	9	43,600	9	43,600	-	-	-	-	-	-	15	97,700
SERVICES.....	28	206,300	13	89,100	13	89,100	-	-	-	-	-	-	15	117,200
CONSTRUCTION.....	116	774,300	94	651,300	20	104,250	62	460,700	12	86,350	-	-	22	123,000
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ 35 agreements provide a money differential for the second shift and a time plus money differential for the third shift; 6 agreements in communications provide time and money differentials for traffic employees and money differentials only for plant and other employees.

² Excludes railroads and airlines.

Table 27. Pay differentials for hazardous work and abnormal working conditions in agreements covering 2,000 workers or more by industry, 1971

INDUSTRY	WITH HAZARD OR ABNORMAL WORKING CONDITION DIFFERENTIALS ¹										NO REFERENCE TO PAY FOR HAZARDOUS OR ABNORMAL WORKING CONDITIONS	
	ALL AGREEMENTS		TOTAL		HAZARDOUS WORK ONLY		ABNORMAL WORKING CONDITIONS ONLY		BOTH			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	620	4,863,380	124	992,850	70	608,750	22	129,550	32	254,550	496	3,870,530
MANUFACTURING.....	306	2,575,480	29	293,200	17	206,050	6	41,950	6	45,200	277	2,282,280
ORDNANCE.....	11	61,200	2	22,000	2	22,000	-	-	-	-	9	39,200
FOOD.....	29	121,000	4	24,750	-	-	4	24,750	-	-	25	96,250
TOBACCO.....	6	18,250	-	-	-	-	-	-	-	-	6	18,250
TEXTILES.....	5	23,650	-	-	-	-	-	-	-	-	5	23,650
APPAREL.....	15	217,000	-	-	-	-	-	-	-	-	15	217,000
LUMBER.....	3	7,400	-	-	-	-	-	-	-	-	3	7,400
FURNITURE.....	2	6,900	-	-	-	-	-	-	-	-	2	6,900
PAPER.....	7	26,100	-	-	-	-	-	-	-	-	7	26,100
PRINTING, PUBLISHING..	6	28,600	-	-	-	-	-	-	-	-	6	28,600
CHEMICALS.....	12	44,000	-	-	-	-	-	-	-	-	12	44,000
PETROLEUM REFINING....	4	14,950	1	2,300	1	2,300	-	-	-	-	3	12,650
RUBBER AND PLASTICS...	4	68,450	-	-	-	-	-	-	-	-	4	68,450
LEATHER PRODUCTS....	5	22,400	-	-	-	-	-	-	-	-	5	22,400
STONE, CLAY, GLASS...	10	81,400	-	-	-	-	-	-	-	-	10	81,400
PRIMARY METALS.....	46	480,850	-	-	-	-	-	-	-	-	46	480,850
FABRICATED METALS....	16	70,850	1	2,000	1	2,000	-	-	-	-	15	68,850
MACHINERY.....	24	100,900	1	2,000	1	2,000	-	-	-	-	23	98,900
ELECTRICAL MACHINERY..	39	339,850	-	-	-	-	-	-	-	-	39	339,850
TRANSPORTATION EQUIP..	55	805,330	19	236,650	11	174,250	2	17,200	6	45,200	36	568,680
INSTRUMENTS.....	5	23,800	1	3,500	1	3,500	-	-	-	-	4	20,300
MISC. MFG.....	2	12,600	-	-	-	-	-	-	-	-	2	12,600
NONMANUFACTURING....	314	2,287,900	95	699,650	53	402,700	16	87,600	26	209,350	219	1,588,250
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	-	-	-	-	-	-	-	-	8	102,800
TRANSPORTATION.....	36	273,300	17	139,000	3	12,000	3	25,000	11	102,000	19	134,300
COMMUNICATIONS.....	50	524,000	1	2,500	1	2,500	-	-	-	-	49	521,500
UTILITIES, ELEC. AND GAS.....	15	63,150	1	2,000	1	2,000	-	-	-	-	14	61,150
WHOLESALE TRADE.....	3	29,000	-	-	-	-	-	-	-	-	3	29,000
RETAIL TRADE.....	34	173,750	1	6,000	-	-	1	6,000	-	-	33	167,750
HOTELS, RESTAURANTS...	24	141,300	2	16,000	-	-	2	16,000	-	-	22	125,300
SERVICES.....	28	206,300	4	27,550	4	27,550	-	-	-	-	24	178,750
CONSTRUCTION.....	116	774,300	69	506,600	44	358,650	10	40,600	15	107,350	47	267,700
MISC. NONMFG.....	-	-	-	-	-	-	-	-	-	-	-	-

¹ Not included are 4 agreements which provide protection to employees working in neighborhoods with high crime rates or arriving or leaving work at late hours. Such provisions, for example, may require safe conduct and transportation to or from work, or may require that employees work in teams rather than alone.

² Excludes railroads and airlines.

Table 28. Methods of compensating pay differentials for hazardous work and abnormal working conditions in agreements covering 2,000 workers or more, 1971

METHOD OF COMPENSATING PAY DIFFERENTIALS	HAZARDOUS WORK		ABNORMAL CONDITIONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	620	4,863,380	620	4,863,380
TOTAL WITH HAZARD AND ABNORMAL CONDITIONS DIFFERENTIALS.....	102	863,300	54	384,100
<u>METHOD OF COMPENSATION</u>				
CENTS PER HOUR.....	44	405,950	29	205,200
UNDER 11 CENTS.....	2	7,500	-	-
11 CENTS BUT UNDER 15 CENTS.....	2	8,000	1	5,500
15 CENTS.....	4	17,000	1	9,500
16 CENTS BUT UNDER 20 CENTS.....	1	7,000	-	-
20 CENTS.....	3	8,000	3	9,400
25 CENTS.....	17	204,950	10	52,500
OVER 25 CENTS.....	18	91,000	24	55,550
CENTS PER HOUR NO DETAILS GIVEN.....	7	62,500	10	73,250
PERCENT PER HOUR.....	3	14,550	5	24,400
FLIGHT PAY.....	12	152,200	-	-
DAILY RATE.....	4	30,300	5	48,200
VARIES WITH ACTIVITY OR WORK PERFORMED.....	22	135,500	10	80,700
VARIES WITH OCCUPATION.....	15	110,300	3	15,600
OTHER.....	32	14,500	12	10,000

¹ Includes 1 agreement providing 30 cents; 2, 35 cents; 2, 50 cents; 1, 54 cents; 1, 75 cents; and 1, 80 cents.

² Includes 1 agreement providing 30 cents; 2, 50 cents; and 1, 75 cents.

³ Includes 1 agreement which provides flat sum addition and one which provides cents per hour and mileage rates to different groups of workers.

⁴ Includes 1 Maritime agreement which provides cents per hour under certain conditions and a flat sum per voyage under other; and one agreement expresses the intent to negotiate a rate for abnormal conditions.

Table 29. Wage adjustments in agreements covering 2,000 workers or more by industry, 1971

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...	620	4,863,380	170	1,486,980	574	4,615,980	196	1,752,750
MANUFACTURING.....	306	2,575,480	130	1,488,630	275	2,429,280	79	724,600
ORDNANCE.....	11	61,200	7	43,600	10	59,200	4	23,000
FOOD.....	29	121,000	8	34,950	25	107,750	3	8,600
TOBACCO.....	6	10,250	3	10,950	4	11,250	2	6,250
TEXTILES.....	5	23,650	1	7,800	3	17,700	3	9,350
APPAREL.....	15	217,000	10	190,500	15	217,500	1	8,500
LUMBER.....	3	7,400	-	-	2	4,800	1	2,500
FURNITURE.....	2	6,900	-	-	1	3,900	-	-
PAPER.....	7	26,100	-	-	5	21,300	1	2,800
PRINTING, PUBLISHING.....	6	28,600	3	11,500	6	28,600	-	-
CHEMICALS.....	12	44,000	1	6,500	11	42,000	4	13,300
PETROLEUM REFINING.....	4	14,950	-	-	1	7,000	1	7,000
RUBBER AND PLASTICS.....	4	68,450	-	-	2	40,000	2	40,000
LEATHER PRODUCTS.....	5	22,400	3	15,000	5	22,400	-	-
STONE, CLAY, GLASS.....	10	81,400	8	77,200	10	81,400	-	-
PRIMARY METALS.....	46	480,850	5	27,150	44	468,750	26	385,200
FABRICATED METALS.....	16	70,850	3	7,050	15	67,150	5	15,000
MACHINERY.....	24	100,900	16	77,300	23	86,900	3	22,100
ELECTRICAL MACHINERY.....	39	339,850	13	219,600	32	302,950	12	82,250
TRANSPORTATION EQUIP.....	55	805,330	45	741,880	54	803,330	8	72,250
INSTRUMENTS.....	5	23,800	2	5,050	5	23,800	2	16,500
MISC. MFG.....	2	12,600	2	12,600	2	12,600	1	10,000
NONMANUFACTURING...	314	2,287,900	40	318,350	299	2,186,700	117	1,028,150
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	1	3,000	8	102,800	4	10,300
TRANSPORTATION ¹	36	273,300	20	165,000	36	273,300	18	172,500
COMMUNICATIONS.....	50	524,000	-	-	50	524,000	40	417,300
UTILITIES, ELEC. AND GAS.....	15	63,150	3	10,300	11	50,400	3	9,950
WHOLESALE TRADE.....	3	29,000	1	25,000	3	29,000	-	-
RETAIL TRADE.....	34	173,750	6	68,550	33	168,600	3	9,550
HOTELS, RESTAURANTS.....	24	141,300	3	6,800	24	141,300	11	91,800
SERVICES.....	28	206,300	4	30,200	23	145,800	7	54,000
CONSTRUCTION.....	116	774,300	2	9,500	111	751,500	31	262,750
MISC. NONMFG.....	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 30. Issues and timing of reopeners in agreements covering 2,000 workers or more, 1971

REOPENER CLAUSE	AGREEMENTS	WORKERS	REOPENER CLAUSE	AGREEMENTS	WORKERS
ISSUES			TIMING		
ALL AGREEMENTS.....	620	4,863,380	ALL AGREEMENTS.....	620	503,500
ALL AGREEMENT REOPENERS.....	196	1,752,750	ALL AGREEMENT REOPENERS.....	196	1,752,750
WAGES ONLY.....	63	472,450	FIXED DATE REOPENER ONLY.....	47	388,350
NONWAGE ITEMS.....	49	537,400	EMERGENCY REOPENER ONLY ²	57	591,800
WAGES AND NONWAGE ITEMS.....	54	486,250	REOPENER BY MUTUAL CONSENT ONLY.....	57	477,050
AGREEMENT MAY BE REOPENED, NO REFERENCE TO SUBJECTS.....	30	256,850	AGREEMENT MAY BE REOPENED AT ANY TIME.....	30	256,850
NO REFERENCE TO AGREEMENT REOPENERS.....	424	3,110,630	FIXED DATE AND EMERGENCY REOPENER.....	2	12,250
ALL AGREEMENT REOPENERS ¹	196	1,752,750	FIXED DATE AND MUTUAL CONSENT REOPENER.....	3	26,450
WAGES.....	117	958,500	NO REFERENCE TO AGREEMENT REOPENERS.....	424	3,110,630
NONWAGE ITEMS.....	103	1,023,450			
AGREEMENT MAY BE REOPENED, NO REFERENCE TO SUBJECTS.....	30	256,850			

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

² Emergency reopeners provide that the contract, or specific provisions of the agreement, will be reopened in the event of significant occurrences happening in the economy, society, or bargaining unit such as war, national disaster, critical business reverses, or the imposition of controls on wages or prices.

Table 31. Wage adjustments in agreements covering 2,000 workers or more by duration, 1971

COST-OF-LIVING, DEFERRED WAGE INCREASE, AND CONTRACT REOPENING PROVISION	ALL AGREEMENTS		DURATION IN MONTHS							
			FEWER THAN 24 MONTHS		24		25-35			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS		
ALL AGREEMENTS.....	620	4,863,380	13	58,500	51	226,700	48	756,400		
COST-OF-LIVING ONLY.....	5	40,500	-	-	-	-	1	5,800		
DEFERRED WAGE INCREASE ONLY.....	264	1,503,300	6	32,600	32	136,250	19	116,600		
CONTRACT REOPENING ONLY.....	17	88,250	2	5,600	4	21,600	2	19,450		
COST-OF-LIVING AND DEFERRED WAGE INCREASE.....	132	1,462,180	3	14,250	3	16,800	14	500,750		
COST-OF-LIVING AND CONTRACT REOPENING.....	1	14,000	-	-	-	-	1	14,000		
DEFERRED WAGE INCREASE AND CONTRACT REOPENING.....	146	1,360,200	1	2,700	5	35,300	8	72,200		
COST-OF-LIVING, DEFERRED WAGE INCREASE, AND CONTRACT REOPENING.....	32	290,300	-	-	-	-	-	-		
NO REFERENCE TO WAGE ADJUSTMENTS..	23	104,650	1	3,350	7	16,750	3	27,600		
			DURATION IN MONTHS							
			36		37-47		48		OVER 48 MONTHS ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	403	2,865,830	55	543,150	15	73,900	35	338,900		
COST-OF-LIVING ONLY.....	4	34,700	-	-	-	-	-	-		
DEFERRED WAGE INCREASE ONLY.....	170	1,001,400	19	96,550	7	32,400	11	87,500		
CONTRACT REOPENING ONLY.....	8	33,600	-	-	-	-	1	8,000		
COST-OF-LIVING AND DEFERRED WAGE INCREASE.....	95	670,430	11	227,250	1	8,950	5	23,750		
COST-OF-LIVING AND CONTRACT REOPENING.....	-	-	-	-	-	-	-	-		
DEFERRED WAGE INCREASE AND CONTRACT REOPENING.....	97	939,150	10	58,650	7	32,550	18	219,650		
COST-OF-LIVING, DEFERRED WAGE INCREASE, AND CONTRACT REOPENING.....	17	129,600	15	160,700	-	-	-	-		
NO REFERENCE TO WAGE ADJUSTMENTS..	12	56,950	-	-	-	-	-	-		

¹ See footnote 1, table 4.

Table 32. Wage garnishment, equal pay for equal work, and red-circle rate provisions in agreements covering 2,000 workers or more by industry, 1971

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...	620	4,863,380	39	332,200	47	251,900	126	1,065,750
MANUFACTURING.....	306	2,575,480	16	130,600	38	202,500	83	735,100
ORDNANCE.....	11	61,200	-	-	3	27,450	2	16,200
FOOD.....	29	121,000	2	5,000	6	22,950	10	48,650
TOBACCO.....	6	18,250	1	2,000	-	-	1	3,350
TEXTILES.....	5	23,650	-	-	2	9,400	1	4,000
APPAREL.....	15	217,000	-	-	-	-	-	-
LUMBER.....	3	7,400	-	-	1	2,600	-	-
FURNITURE.....	2	6,900	-	-	-	-	-	-
PAPER.....	7	26,100	3	16,000	-	-	2	5,300
PRINTING, PUBLISHING.....	6	28,600	-	-	-	-	-	-
CHEMICALS.....	12	44,000	1	2,800	1	6,300	-	-
PETROLEUM REFINING...	4	14,950	-	-	-	-	2	5,250
RUBBER AND PLASTICS...	4	68,450	-	-	-	-	-	-
LEATHER PRODUCTS.....	5	22,400	2	13,000	2	13,000	-	-
STONE, CLAY, GLASS...	10	81,400	-	-	-	-	4	23,000
PRIMARY METALS.....	46	480,850	1	2,100	1	7,900	27	395,500
FABRICATED METALS.....	16	70,850	1	15,500	1	3,700	9	50,600
MACHINERY.....	24	100,900	-	-	3	8,900	5	21,550
ELECTRICAL MACHINERY.....	39	339,850	1	10,000	9	38,650	11	55,700
TRANSPORTATION EQUIP.....	55	805,330	4	64,200	8	59,650	9	106,000
INSTRUMENTS.....	5	23,800	-	-	1	2,000	-	-
MISC. MFG.....	2	12,600	-	-	-	-	-	-
NONMANUFACTURING...	314	2,287,900	23	201,600	9	49,400	43	330,650
MINING, CRUDE PETROL. AND NATURAL GAS.....	8	102,800	-	-	-	-	1	2,100
TRANSPORTATION ³	36	273,300	13	120,000	-	-	12	105,100
COMMUNICATIONS.....	50	524,000	-	-	-	-	8	101,450
UTILITIES, ELEC. AND GAS.....	15	63,150	-	-	-	-	6	14,750
WHOLESALE TRADE.....	3	29,000	-	-	-	-	-	-
RETAIL TRADE.....	34	173,750	4	20,600	-	-	6	63,500
HOTELS, RESTAURANTS...	24	141,300	-	-	7	39,400	5	20,500
SERVICES.....	28	206,300	4	48,500	2	10,000	4	21,250
CONSTRUCTION.....	116	774,300	2	12,500	-	-	1	2,000
MISC. NONMFG.....	-	-	-	-	-	-	-	-

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 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
Graduated overtime
Equal distribution of overtime
Right to refuse
Scheduled weekly hours
Weekend work

Table 33. Overtime in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		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	620	4,863,380	545	4,440,380	398	3,471,380	249	1,834,030	142	1,176,000	236	2,099,830	132	1,137,850
Manufacturing	306	2,575,480	291	2,516,180	209	1,983,930	98	678,780	77	582,250	173	1,560,980	99	939,150
Ordnance	11	61,200	11	61,200	8	41,200	4	36,450	3	20,000	9	47,750	7	37,750
Food	29	121,000	27	112,000	21	93,200	7	22,250	5	29,000	6	25,150	6	25,500
Tobacco	6	18,250	6	18,250	2	6,700	5	15,250	3	10,600	1	2,000	-	-
Textiles	5	23,650	5	23,650	4	21,200	2	14,300	-	-	2	8,950	1	2,450
Apparel	15	217,000	13	210,000	5	24,500	7	37,500	-	-	4	24,000	1	2,500
Lumber	3	7,400	3	7,400	2	4,900	-	-	-	-	1	2,300	2	4,900
Furniture	2	6,900	2	6,900	-	-	1	3,900	-	-	1	3,000	1	3,900
Paper	7	26,100	7	26,100	7	26,100	1	2,300	-	-	1	10,700	1	2,800
Printing, publishing	6	28,600	5	25,100	-	-	6	28,600	6	28,600	3	10,200	2	14,900
Chemicals	12	44,000	12	44,000	11	41,400	7	27,900	2	5,000	10	33,500	6	22,600
Petroleum refining	4	14,950	3	7,950	3	7,950	3	7,950	-	-	2	5,250	1	2,950
Rubber and plastics	4	68,450	4	68,450	4	68,450	-	-	-	-	3	45,450	2	34,000
Leather products	5	22,400	5	22,400	-	-	-	-	-	-	-	-	-	-
Stone, clay, glass	10	81,400	8	77,200	8	76,700	2	4,500	2	10,200	4	15,700	3	7,700
Primary metals	46	480,850	46	480,850	44	473,050	5	86,350	1	4,200	24	250,750	11	49,850
Fabricated metals	16	70,850	13	64,350	10	43,350	5	12,000	6	40,400	9	39,400	3	21,400
Machinery	24	100,900	24	100,900	20	88,700	7	39,800	13	52,850	19	74,600	12	52,300
Electrical machinery	39	339,850	37	335,250	21	252,050	7	108,800	19	225,250	26	251,550	14	84,850
Transportation equip.	55	805,330	53	787,830	33	681,130	26	215,430	15	141,150	42	676,930	22	541,550
Instruments	5	23,800	5	23,800	4	20,750	2	5,500	2	15,000	5	23,800	3	17,250
Misc. mfg.	2	12,600	2	12,600	2	12,600	1	10,000	-	-	1	10,000	1	10,000
Nonmanufacturing	314	2,287,900	254	1,924,200	189	1,487,450	151	1,155,250	65	593,750	63	538,850	33	198,700
Mining, crude petrol. and natural gas	8	102,800	8	102,800	8	102,800	-	-	-	-	4	92,600	2	4,600
Transportation ¹	36	273,300	28	238,700	17	186,100	19	129,500	3	21,400	7	40,000	7	31,700
Communications	50	524,000	44	443,200	43	410,900	25	273,200	37	392,750	17	250,350	3	48,600
Utilities, elec. and gas	15	63,150	9	44,550	8	41,750	9	30,050	8	24,500	12	39,050	3	8,800
Wholesale trade	3	29,000	3	29,000	2	27,000	2	27,000	-	-	-	-	-	-
Retail trade	34	173,750	34	173,750	32	165,150	8	61,900	2	10,600	4	15,200	11	81,050
Hotels, restaurants	24	141,300	23	136,300	15	100,000	1	4,000	-	-	2	4,500	4	13,400
Services	28	206,300	22	169,300	20	129,600	3	21,550	3	43,100	8	43,700	3	10,550
Construction	116	774,300	83	586,600	44	324,150	84	608,050	12	101,400	9	53,450	-	-
Misc. nonmfg.	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive. Agreements may have one or more overtime provisions.

Table 34. Daily overtime rate in agreements covering 2,000 workers or more by daily overtime hours, 1971

Daily overtime hours	All agreements		Referring to daily overtime rate							
			Total		Time and one-half		Double time		Other ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total, all agreements ---	620	4,863,380	545	4,440,380	502	4,139,380	36	261,800	7	39,200
Daily overtime after specified hours -----	545	4,440,380	545	4,440,380	502	4,139,380	36	261,800	7	39,200
6 hours-----	1	16,000	1	16,000	1	16,000	-	-	-	-
7 hours-----	27	192,050	27	192,050	23	169,100	4	22,950	-	-
7½ hours-----	20	93,650	20	93,650	20	93,650	-	-	-	-
8 hours-----	482	4,026,330	482	4,026,330	448	3,801,280	28	188,850	6	36,200
Other ² -----	15	112,350	15	112,350	10	59,350	4	50,000	1	3,000
No reference to daily overtime hours -----	75	423,000	-	-	-	-	-	-	-	-

¹ Contains one agreement providing a flat rate; in the other six the rate varies (2 with location, 2 with type of work, 1 with occupation, and 1 with union in a multiunion agreement).

² Contains one agreement providing overtime after 9 hours; one agreement that provides overtime after 8 hours from Monday through Thursday and after 4 hours on Friday; one agreement that provides musicians with overtime after the basic recording session; one agreement that provides actors with overtime after 2 daily performances; and 11 agreements that vary daily overtime hours (9 with length of shift and 2 with occupation).

Table 35. Scheduled weekly hours in agreements covering 2,000 workers or more, 1971

Scheduled weekly hours	Agreements	Workers
All agreements.....	620	4,863,380
Total referring to scheduled weekly hours.....	571	4,558,500
Fewer than 35 hours.....	2	19,500
35 hours.....	42	273,050
36 hours.....	3	28,500
37½ hours.....	20	80,750
40 hours.....	482	3,976,900
48 hours.....	6	39,600
50 hours.....	1	4,800
Subject to local negotiation.....	2	28,450
Weekly hours vary ¹	12	103,950
Other ²	1	3,000
No scheduled weekly hours.....	49	304,880

¹ In 7 agreements scheduled weekly hours vary by length of shift; 2 by the continuous or noncontinuous nature of the work process; 1 by occupation; 1 by location; and 1 by sex.

² One agreement, involving actors, provides a weekly schedule of 8 performances.

Table 36. Scheduled weekly hours under 40 in agreements covering 2,000 workers or more by daily and weekly overtime provisions, 1971

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.....	620	4,863,380	161	1,026,100	14	57,100	384	3,414,280	61	365,900
Scheduled weekly hours under 40.....	67	401,800	25	143,250	3	14,850	27	190,000	12	53,700
30 hours.....	1	16,000	-	-	-	-	1	16,000	-	-
34½ hours.....	1	3,500	-	-	-	-	-	-	1	3,500
35 hours.....	42	273,050	15	109,500	2	12,200	16	112,150	9	39,200
36 hours.....	3	28,500	-	-	-	-	2	22,500	1	6,000
37½ hours.....	20	80,750	10	33,750	1	2,650	8	39,350	1	5,000

Table 37. Daily and weekly overtime in agreements covering 2,000 workers or more, 1971

Daily overtime	All agreements		Weekly overtime after—										
			Total		30 hours		35 hours		36 hours		37½ hours		
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	
All agreements.....	620	4,863,380	398	3,471,380	1	16,000	15	99,750	2	22,500	9	51,850	
Daily overtime after specified hours.....	545	4,440,380	384	3,414,280	1	16,000	13	87,550	2	22,500	8	49,200	
6 hours.....	1	16,000	1	16,000	1	16,000	-	-	-	-	-	-	
7 hours.....	27	192,050	13	87,550	-	-	13	87,550	-	-	-	-	
7½ hours.....	20	93,650	8	49,200	-	-	-	-	-	-	8	49,200	
8 hours.....	482	4,026,330	352	3,178,180	-	-	-	-	1	2,500	-	-	
Other ¹	15	112,350	10	83,350	-	-	-	-	1	20,000	-	-	
No reference to daily overtime.....	75	423,000	14	57,100	-	-	2	12,200	-	-	1	2,650	
					Weekly overtime after—							No reference to weekly overtime	
					40 hours		48 hours		Other ²				
All agreements.....					363	3,206,330	2	23,000	6	51,950	222	1,392,000	
Daily overtime after specified hours.....					352	3,164,080	2	23,000	6	51,950	161	1,026,100	
6 hours.....					-	-	-	-	-	-	-	-	
7 hours.....					-	-	-	-	-	-	14	104,500	
7½ hours.....					-	-	-	-	-	-	12	44,450	
8 hours.....					349	3,155,980	1	6,000	1	13,700	130	848,150	
Other ¹					3	8,100	1	17,000	5	38,250	5	29,000	
No reference to daily overtime.....					11	42,250	-	-	-	-	61	365,900	

¹ See footnote 2, table 34.

² In 4 agreements, weekly overtime hours vary with the length of the shift; in 1 agreement overtime hours vary with location; and in 1 agreement (involving Actor's Equity), overtime is paid after 8 weekly performances.

Table 38. Weekly overtime rate in agreements covering 2,000 workers or more by weekly overtime hours, 1971

Weekly overtime hours	All agreements		Referring to weekly overtime rate							
			Total		Time and one-half		Double time		Other ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements.....	620	4,863,380	398	3,471,380	377	3,322,630	16	122,550	5	26,200
Weekly overtime after specified hours.....	398	3,471,380	398	3,471,380	377	3,322,630	16	122,550	5	26,200
30 hours.....	1	16,000	1	16,000	1	16,000	-	-	-	-
35 hours.....	15	99,750	15	99,750	13	94,300	2	5,450	-	-
36 hours.....	2	22,500	2	22,500	-	-	2	22,500	-	-
37½ hours.....	9	51,850	9	51,850	9	51,850	-	-	-	-
40 hours.....	363	3,206,330	363	3,206,330	347	3,088,530	12	94,600	4	23,200
48 hours.....	2	23,000	2	23,000	2	23,000	-	-	-	-
Other ²	6	51,950	6	51,950	5	48,950	-	-	1	3,000
No reference to weekly overtime.....	222	1,392,000	-	-	-	-	-	-	-	-

¹ In all 5 agreements the weekly overtime rate varies: 1 with the union in a multiunion agreement, 1 with type of work performed, 1 with occupation, 1 with location, and 1 with occupation and location.

² See footnote 1, table 37.

Table 39. Overtime rate for work outside regularly scheduled hours in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Referring to overtime rate for work outside regularly scheduled hours							
	Agreements	Workers	Total		Time and one-half		Double time		Other ¹	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	620	4,863,380	249	1,834,030	188	1,447,630	50	331,600	11	54,800
Manufacturing	306	2,575,480	98	678,780	87	625,330	7	39,600	4	13,850
Ordnance	11	61,200	4	36,450	4	36,450	-	-	-	-
Food	29	121,000	7	22,250	7	22,250	-	-	-	-
Tobacco	6	18,250	5	15,250	5	15,250	-	-	-	-
Textiles	5	23,650	2	14,300	2	14,300	-	-	-	-
Apparel	15	217,000	7	37,500	7	37,500	-	-	-	-
Lumber	3	7,400	-	-	-	-	-	-	-	-
Furniture	2	6,900	1	3,900	1	3,900	-	-	-	-
Paper	7	26,100	1	2,300	1	2,300	-	-	-	-
Printing, publishing	6	28,600	6	28,600	2	11,600	1	5,500	3	11,500
Chemicals	12	44,000	7	27,900	7	27,900	-	-	-	-
Petroleum refining	4	14,950	3	7,950	3	7,950	-	-	-	-
Rubber and plastics	4	68,450	-	-	-	-	-	-	-	-
Leather products	5	22,400	-	-	-	-	-	-	-	-
Stone, clay, glass	10	81,400	2	4,500	2	4,500	-	-	-	-
Primary metals	46	480,850	5	86,350	4	84,000	-	-	1	2,350
Fabricated metals	16	70,850	5	12,000	3	7,500	2	4,500	-	-
Machinery	24	100,900	7	39,800	7	39,800	-	-	-	-
Electrical machinery	39	339,850	7	108,800	7	108,800	-	-	-	-
Transportation equip.	55	805,330	26	215,430	22	185,830	4	29,600	-	-
Instruments	5	23,800	2	5,500	2	5,500	-	-	-	-
Misc. mfg.	2	12,600	1	10,000	1	10,000	-	-	-	-
Nonmanufacturing	314	2,287,900	151	1,155,250	101	822,300	43	292,000	7	40,950
Mining, crude petrol. and natural gas	8	102,800	-	-	-	-	-	-	-	-
Transportation ²	36	273,300	19	129,500	15	104,700	-	-	4	24,800
Communications	50	524,000	25	273,200	25	273,200	-	-	-	-
Utilities, elec. and gas	15	63,150	9	30,050	9	30,050	-	-	-	-
Wholesale trade	3	29,000	2	27,000	2	27,000	-	-	-	-
Retail trade	34	173,750	8	61,900	8	61,900	-	-	-	-
Hotels, restaurants	24	141,300	1	4,000	1	4,000	-	-	-	-
Services	28	206,300	3	21,550	2	18,550	1	3,000	-	-
Construction	116	774,300	84	608,050	39	302,900	42	289,000	3	16,150
Misc. nonmfg.	-	-	-	-	-	-	-	-	-	-

¹ In 4 agreements, overtime rates are graduated according to daily overtime hours worked; in 4 agreements a flat sum addition is made to regular hourly rates; and in the final 3 agreements the rate varies, respectively, by geographical zone, by union in a multiunion contract, and by type of work performed.

² Excludes railroads and airlines.

Table 40. Graduated overtime provisions in agreements covering 2,000 workers or more by industry, 1971

Graduated overtime provision	Agreements	Workers
All agreements	620	4,863,380
Total with provisions	142	1,176,000
Overtime rate graduated after specified daily hours	98	763,800
Less than 10 hours ¹	4	13,500
10 hours	21	168,900
11 hours	13	106,450
12 hours	44	397,550
14 hours	1	2,700
16 hours	12	63,200
Rate increases as hours increase	3	11,500
Overtime rate graduated after specified weekly hours	44	412,200
48 hours	1	2,000
49 hours	42	398,400
52 hours	1	11,800
No reference to graduated overtime	478	3,687,380

¹ Three agreements increase the overtime rate after 9 hours; and one, referring to phonograph recording sessions, increases the overtime rate after 6 hours.

Table 41. Premium pay for weekends in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Premium pay for—										No reference to premium pay	
			Total		Saturday		Sunday		Sixth day		Seventh day			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	620	4,863,380	564	4,534,130	347	2,882,580	486	3,960,780	188	1,931,850	189	1,863,000	56	329,250
Manufacturing.....	306	2,575,480	295	2,513,630	195	1,665,280	247	2,101,680	126	1,543,900	135	1,570,000	11	61,850
Ordnance.....	11	61,200	11	61,200	7	31,050	8	36,050	5	31,200	7	38,350	-	-
Food.....	29	121,000	26	114,550	18	67,050	20	76,750	11	66,250	7	45,050	3	6,450
Tobacco.....	6	18,250	6	18,250	6	18,250	6	18,250	1	2,000	-	-	-	-
Textiles.....	5	23,650	5	23,650	5	23,650	4	15,850	1	4,000	1	4,000	-	-
Apparel.....	15	217,000	15	217,000	14	212,000	3	25,000	2	13,500	2	13,500	-	-
Lumber.....	3	7,400	3	7,400	1	2,500	3	7,400	1	2,600	1	2,300	-	-
Furniture.....	2	6,900	2	6,900	2	6,900	2	6,900	1	3,000	1	3,000	-	-
Paper.....	7	26,100	7	26,100	3	7,100	7	26,100	2	5,500	2	5,500	-	-
Printing, publishing.....	6	28,600	6	28,600	6	28,600	6	28,600	-	-	-	-	-	-
Chemicals.....	12	44,000	11	35,500	2	9,100	4	13,500	4	14,100	11	35,500	1	8,500
Petroleum refining.....	4	14,950	3	7,950	-	-	-	-	2	5,000	3	7,950	1	7,000
Rubber and plastics.....	4	68,450	4	68,450	1	11,450	4	68,450	-	-	-	-	-	-
Leather products.....	5	22,400	4	17,000	4	17,000	2	13,000	-	-	-	-	1	5,400
Stone, clay, glass.....	10	81,400	10	81,400	4	19,800	10	81,400	5	58,400	8	75,900	-	-
Primary metals.....	46	480,850	45	478,650	6	17,850	42	456,600	34	444,000	36	449,100	1	2,200
Fabricated metals.....	16	70,850	14	66,350	8	37,600	12	48,950	6	28,750	7	31,250	2	4,500
Machinery.....	24	100,900	24	100,900	20	83,450	23	98,900	10	43,300	9	40,350	-	-
Electrical machinery.....	39	339,850	38	324,850	36	319,950	38	324,850	21	225,250	22	227,350	1	15,000
Transportation equip.....	55	805,330	54	792,530	47	722,130	48	724,380	18	590,500	17	587,850	1	12,800
Instruments.....	5	23,800	5	23,800	3	17,250	4	20,750	2	6,550	1	3,050	-	-
Misc. mfg.....	2	12,600	2	12,600	2	12,600	1	10,000	-	-	-	-	-	-
Nonmanufacturing.....	314	2,287,900	269	2,020,500	152	1,217,300	239	1,859,100	62	387,950	54	293,000	45	267,400
Mining, crude petrol. and natural gas.....	8	102,800	8	102,800	2	82,500	7	94,800	5	18,200	5	18,200	-	-
Transportation ¹	36	273,300	30	238,700	19	185,900	21	193,400	12	54,200	12	70,200	6	34,600
Communications.....	50	524,000	47	480,300	6	68,450	47	480,300	8	75,150	4	54,950	3	43,700
Utilities, elec. and gas.....	15	63,150	15	63,150	3	9,000	14	58,400	6	18,250	11	35,200	-	-
Wholesale trade.....	3	29,000	3	29,000	3	29,000	2	27,000	-	-	-	-	-	-
Retail trade.....	34	173,750	28	153,850	4	19,100	27	149,850	13	96,400	2	8,600	6	19,900
Hotels, restaurants.....	24	141,300	14	88,300	-	-	-	-	12	81,200	12	56,300	10	53,000
Services.....	28	206,300	18	126,200	14	109,150	16	119,650	5	42,550	7	47,550	10	80,100
Construction.....	116	774,300	106	738,200	101	714,200	105	735,700	1	2,000	1	2,000	10	36,100
Misc. nonmfg.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 42. Premium pay rates for Saturdays in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Premium pay rates							
			Total		Time and one-half		Double time		Other ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries -----	620	4,863,380	347	2,882,580	247	2,249,280	68	464,500	32	168,800
Manufacturing -----	306	2,575,480	195	1,665,280	164	1,517,130	8	49,000	23	99,150
Ordnance -----	11	61,200	7	31,050	5	24,050	-	-	2	7,000
Food -----	29	121,000	18	67,050	16	54,600	-	-	2	12,450
Tobacco -----	6	18,250	6	18,250	-	-	-	-	6	18,250
Textiles -----	5	23,650	5	23,650	5	23,650	-	-	-	-
Apparel -----	15	217,000	14	212,000	14	212,000	-	-	-	-
Lumber -----	3	7,400	1	2,500	-	-	-	-	1	2,500
Furniture -----	2	6,900	2	6,900	2	6,900	-	-	-	-
Paper -----	7	26,100	3	7,100	3	7,100	-	-	-	-
Printing, publishing -----	6	28,600	6	28,600	1	2,200	2	14,900	3	11,500
Chemicals -----	12	44,000	2	9,100	1	6,500	-	-	1	2,600
Petroleum refining -----	4	14,950	-	-	-	-	-	-	-	-
Rubber and plastics -----	4	68,450	1	11,450	-	-	-	-	1	11,450
Leather products -----	5	22,400	4	17,000	4	17,000	-	-	-	-
Stone, clay, glass -----	10	81,400	4	19,800	2	15,300	1	2,500	1	2,000
Primary metals -----	46	480,850	6	17,850	4	13,850	1	2,000	1	2,000
Fabricated metals -----	16	70,850	8	37,600	8	37,600	-	-	-	-
Machinery -----	24	100,900	20	83,450	19	75,450	-	-	1	8,000
Electrical machinery -----	39	339,850	36	319,950	33	304,550	-	-	3	15,400
Transportation equip -----	55	805,330	47	722,130	42	686,530	4	29,600	1	6,000
Instruments -----	5	23,800	3	17,250	3	17,250	-	-	-	-
Misc. mfg. -----	2	12,600	2	12,600	2	12,600	-	-	-	-
Nonmanufacturing -----	314	2,287,900	152	1,217,300	83	732,150	60	415,500	9	69,650
Mining, crude petrol. and natural gas -----	8	102,800	2	82,500	2	82,500	-	-	-	-
Transportation ² -----	36	273,300	19	185,900	17	174,900	1	3,000	1	8,000
Communications -----	50	524,000	6	68,450	6	68,450	-	-	-	-
Utilities, elec. and gas -----	15	63,150	3	9,000	3	9,000	-	-	-	-
Wholesale trade -----	3	29,000	3	29,000	2	27,000	1	2,000	-	-
Retail trade -----	34	173,750	4	19,100	4	19,100	-	-	-	-
Hotels, restaurants -----	24	141,300	-	-	-	-	-	-	-	-
Services -----	28	206,300	14	109,150	12	70,150	1	17,000	1	22,000
Construction -----	116	774,300	101	714,200	37	281,050	57	393,500	7	39,650
Misc. nonmfg -----	-	-	-	-	-	-	-	-	-	-

¹ Includes 13 agreements which provide time and one-half in some instances and double time in other instances; 10 agreements which graduate the rate as hours worked increase; 3 agreements which provide time and one-fourth; 4 agreements which vary rates (2 by union in multiunion agreements, 1 by activity performed, and 1 by occupation); 1 agreement which provides a flat-sum addition; and 1 agreement which referred Saturday premiums to local negotiation.

² Excludes railroads and airlines.

Table 43. Premium pay rates for Sundays in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Premium pay rates									
			Total		Time and one-half		Double time		Time and one-fourth minimum unless overtime or higher premium is applicable		Other ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	620	4,863,380	486	3,960,780	111	968,500	303	2,345,030	41	439,150	31	208,100
Manufacturing.....	306	2,575,480	247	2,101,680	36	299,500	170	1,357,380	32	413,250	9	31,550
Ordnance.....	11	61,200	8	36,050	1	5,000	6	22,600	-	-	1	8,450
Food.....	29	121,000	20	76,750	7	28,900	12	43,350	-	-	1	4,500
Tobacco.....	6	18,250	6	18,250	-	-	6	18,250	-	-	-	-
Textiles.....	5	23,650	4	15,850	-	-	4	15,850	-	-	-	-
Apparel.....	15	217,000	3	25,000	1	6,500	2	18,500	-	-	-	-
Lumber.....	3	7,400	3	7,400	2	4,900	1	2,500	-	-	-	-
Furniture.....	2	6,900	2	6,900	-	-	2	6,900	-	-	-	-
Paper.....	7	26,100	7	26,100	5	21,300	2	4,800	-	-	-	-
Printing, publishing.....	6	28,600	6	28,600	-	-	5	25,100	-	-	1	3,500
Chemicals.....	12	44,000	4	13,500	-	-	2	8,500	-	-	2	5,000
Petroleum refining.....	4	14,950	-	-	-	-	-	-	-	-	-	-
Rubber and plastics.....	4	68,450	4	68,450	-	-	4	68,450	-	-	-	-
Leather products.....	5	22,400	2	13,000	-	-	2	13,000	-	-	-	-
Stone, clay, glass.....	10	81,400	10	81,400	7	74,700	2	4,500	-	-	1	2,200
Primary metals.....	46	480,850	42	456,600	10	48,850	5	15,850	27	391,900	-	-
Fabricated metals.....	16	70,850	12	48,950	-	-	8	37,600	4	11,350	-	-
Machinery.....	24	100,900	23	98,900	-	-	22	88,900	1	10,000	-	-
Electrical machinery.....	39	339,850	38	324,850	2	102,000	33	214,950	-	-	3	7,900
Transportation equip.....	55	805,330	48	724,380	1	7,350	47	717,030	-	-	-	-
Instruments.....	5	23,800	4	20,750	-	-	4	20,750	-	-	-	-
Misc. mfg.....	2	12,600	1	10,000	-	-	1	10,000	-	-	-	-
Nonmanufacturing.....	314	2,287,900	239	1,859,100	75	669,000	133	987,650	9	25,900	22	176,550
Mining, crude petrol. and natural gas.....	8	102,800	7	94,800	1	2,100	2	82,500	4	10,200	-	-
Transportation ²	36	273,300	21	193,400	11	98,400	8	75,000	-	-	2	20,000
Communications.....	50	524,000	47	480,300	39	403,450	2	35,100	-	-	6	41,750
Utilities, elec. and gas.....	15	63,150	14	58,400	3	26,150	3	9,000	5	15,700	3	7,550
Wholesale trade.....	3	29,000	2	27,000	1	25,000	1	2,000	-	-	-	-
Retail trade.....	34	173,750	27	149,850	7	29,200	12	47,900	-	-	8	72,750
Hotels, restaurants.....	24	141,300	16	119,650	8	58,500	6	32,650	-	-	2	28,500
Services.....	28	206,300	105	735,700	5	26,200	99	703,500	-	-	1	6,000
Construction.....	116	774,300	-	-	-	-	-	-	-	-	-	-
Misc. nonmfg.....	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes 8 agreements providing time and one-half in some instances and double time in others; 5 agreements which graduate rates from time and one-half for the first two Sundays to double time for subsequent Sundays within the month; 7 agreements which provide cents per hour or flat-sum additions; 3 agreements which increase rates as hours increase; 4 agreements which vary rates (1 by type of activity performed; 1 by union in a multiunion agreement; and 2 retail food store agreements, by whether or not stores are open); and 4 agreements which have uncommon rates (2 with double time and one-half; 1 with time and six-tenths; and one with time and two-thirds).

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 44. Leave of absence in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Leave for—								Personal reasons	
			Union business		Education		Military service		Maternity			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	620	4,863,380	358	3,092,830	68	1,023,800	360	3,204,680	198	1,636,280	312	2,504,580
Manufacturing	306	2,575,480	236	2,113,530	60	999,650	230	2,231,630	133	1,193,380	194	1,600,230
Ordnance	11	61,200	10	59,200	-	-	9	55,200	8	48,000	11	61,200
Food	29	121,000	20	91,600	1	3,300	19	84,050	9	40,850	20	81,650
Tobacco	6	18,250	5	15,950	-	-	3	8,200	4	10,550	2	5,350
Textiles	5	23,650	4	15,850	-	-	3	11,850	3	12,950	3	13,400
Apparel	15	217,000	1	2,000	-	-	12	200,000	2	13,500	5	29,500
Lumber	3	7,400	2	4,900	-	-	2	4,900	1	2,300	2	4,900
Furniture	2	6,900	2	6,900	-	-	2	6,900	2	6,900	-	-
Paper	7	26,100	4	18,200	-	-	5	20,800	3	16,000	4	18,500
Printing, publishing	6	28,600	1	2,200	-	-	-	-	1	2,200	-	-
Chemicals	12	44,000	11	41,600	1	2,600	10	37,900	6	22,000	6	18,300
Petroleum refining	4	14,950	3	12,000	1	2,700	4	14,950	-	-	2	9,700
Rubber and plastics	4	68,450	4	68,450	3	57,000	4	68,450	3	51,450	3	51,450
Leather products	5	22,400	-	-	-	-	1	2,000	2	13,000	2	13,000
Stone, clay, glass	10	81,400	9	79,400	2	13,400	9	78,400	3	13,000	4	17,600
Primary metals	46	480,850	42	468,250	21	355,550	43	465,150	1	3,000	29	267,700
Fabricated metals	16	70,850	13	61,350	5	14,350	11	59,300	6	42,100	11	55,050
Machinery	24	100,900	23	95,300	5	16,850	20	81,600	16	60,500	19	70,300
Electrical machinery	39	339,850	32	316,050	6	52,200	25	287,450	27	190,000	17	110,250
Transportation equip.	55	805,330	45	723,580	15	481,700	43	713,880	30	611,730	47	735,980
Instruments	5	23,800	4	20,750	-	-	3	18,050	4	20,750	5	23,800
Misc. mfg.	2	12,600	1	10,000	-	-	2	12,600	2	12,600	2	12,600
Nonmanufacturing	314	2,287,900	122	979,300	8	24,150	130	973,050	65	442,900	118	904,350
Mining, crude petrol. and natural gas	8	102,800	7	100,300	4	10,200	5	12,700	-	-	1	2,100
Transportation ¹	36	273,300	22	162,300	1	5,000	25	197,400	5	30,000	28	202,800
Communications	50	524,000	46	495,500	2	6,650	36	406,650	10	145,250	28	343,400
Utilities, elec. and gas	15	63,150	14	61,150	-	-	10	46,550	4	12,200	9	43,050
Wholesale trade	3	29,000	2	27,000	-	-	1	25,000	1	25,000	1	2,000
Retail trade	34	173,750	16	63,750	-	-	21	83,300	24	137,750	21	118,150
Hotels, restaurants	24	141,300	5	18,500	-	-	14	72,500	12	50,300	15	96,500
Services	28	206,300	7	27,300	1	2,300	14	89,500	9	42,400	12	83,350
Construction	116	774,300	3	23,500	-	-	4	39,450	-	-	3	13,000
Misc. nonmfg.	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 45. Type of vacation plan in agreements covering 2,000 workers or more, 1971

Type of plan	Agreements	Workers
All agreements	620	4,863,380
Total vacation plans	560	4,502,230
Graduated plans ¹	458	3,647,780
Uniform plans ²	12	202,900
Ratio-to-work plans ³	11	51,050
Funded plans ⁴	76	589,350
Subject to local negotiations	1	6,800
Reference to vacation; no details given	2	4,350
No reference to vacation plans	60	361,150

¹ Graduated vacation plans usually increase the weeks of vacation with workers' length of service.

² Uniform vacation plans provide all workers with vacations of the same length.

³ Ratio-to-work plans relate the length of vacation to the number of hours or days that an employee works during a given time period, usually one year. Such plans occasionally may include a graduated feature.

⁴ Funded plans are usually pooled arrangements requiring employers to contribute to a fund from which workers subsequently draw vacation pay. Levels of benefits usually are not specified in the agreement.

Table 46. Maximum vacation weeks allowed in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Maximum amount of paid vacation time specified									
			Total		Under 3 weeks		3 and 3½ weeks		4 and 4½ weeks		5 weeks	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All industries	620	4,863,380	468	3,838,780	20	118,550	64	502,500	223	2,111,130	143	989,750
Manufacturing	306	2,575,480	286	2,481,030	12	73,150	32	333,050	160	1,591,180	66	375,800
Ordnance	11	61,200	9	55,200	-	-	2	10,600	6	39,600	1	5,000
Food	29	121,000	28	117,000	-	-	-	-	16	71,100	11	43,700
Tobacco	6	18,250	6	18,250	-	-	-	-	-	-	6	18,250
Textiles	5	23,650	4	15,850	4	15,850	-	-	-	-	-	-
Apparel	15	217,000	11	191,000	7	55,000	4	136,000	-	-	-	-
Lumber	3	7,400	2	4,800	1	2,300	1	2,500	-	-	-	-
Furniture	2	6,900	1	3,000	-	-	1	3,000	-	-	-	-
Paper	7	26,100	7	26,100	-	-	-	-	1	2,300	1	2,500
Printing, publishing	6	28,600	3	17,100	-	-	-	-	3	17,100	-	-
Chemicals	12	44,000	11	42,000	-	-	2	9,100	2	6,300	5	22,000
Petroleum refining	4	14,950	4	14,950	-	-	-	-	1	7,000	3	7,950
Rubber and plastics	4	68,450	4	68,450	-	-	-	-	-	-	-	-
Leather products	5	22,400	5	22,400	-	-	5	22,400	-	-	-	-
Stone, clay, glass	10	81,400	10	81,400	-	-	2	15,300	5	57,500	1	2,200
Primary metals	46	480,850	46	480,850	-	-	2	5,000	41	465,850	2	7,650
Fabricated metals	16	70,850	16	70,850	-	-	-	-	13	59,900	2	8,400
Machinery	24	100,900	23	93,700	-	-	1	8,000	14	65,500	8	20,200
Electrical machinery	39	339,850	37	333,250	-	-	1	2,200	17	111,750	19	219,300
Transportation equip	55	805,330	52	788,480	-	-	10	116,350	36	655,730	6	16,400
Instruments	5	23,800	5	23,800	-	-	-	-	4	21,550	1	2,250
Misc. mfg	2	12,600	2	12,600	-	-	1	2,600	1	10,000	-	-
Nonmanufacturing	314	2,287,900	182	1,357,750	8	45,400	32	169,450	63	519,950	77	613,950
Mining, crude petrol. and natural gas	8	102,800	7	94,800	-	-	2	4,600	5	90,200	-	-
Transportation	36	273,300	25	181,300	-	-	1	3,500	18	152,800	6	25,000
Communications	50	524,000	48	503,700	-	-	-	-	4	28,050	44	475,650
Utilities, elec. and gas	15	63,150	15	63,150	-	-	-	-	1	3,850	14	59,300
Wholesale trade	3	29,000	3	29,000	-	-	-	-	3	29,000	-	-
Retail trade	34	173,750	32	166,700	-	-	5	17,900	17	110,200	10	38,600
Hotels, restaurants	24	141,300	23	138,300	4	21,200	14	92,800	3	20,000	1	2,300
Services	28	206,300	25	148,300	2	5,200	9	40,650	11	82,350	2	13,100
Construction	116	774,300	4	32,500	2	19,000	1	10,000	1	3,500	-	-
Misc. nonmfg	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 46. Maximum vacation weeks allowed in agreements covering 2,000 workers or more by industry, 1971—Continued

Industry	Maximum amount of paid vacation time specified		Ratio-to-work plans		Funded plans ⁵		Subject to local negotiations		Paid vacation provided but maximum amount cannot be determined		No reference to paid vacation	
	6 weeks ³ or more ³		Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
	Agreements	Workers										
All industries.....	18	116,850	11	51,050	76	589,350	1	6,800	4	16,250	60	361,150
Manufacturing.....	16	107,850	8	41,050	7	27,700	1	6,800	1	3,900	3	15,000
Ordnance.....	-	-	1	4,000	-	-	-	-	-	-	1	2,000
Food.....	1	2,200	1	4,000	-	-	-	-	-	-	-	-
Tobacco.....	-	-	1	-	-	-	-	-	-	-	-	-
Textiles.....	-	-	1	7,800	-	-	-	-	-	-	-	-
Apparel.....	-	-	-	-	3	16,000	-	-	-	-	1	10,000
Lumber.....	-	-	1	2,600	-	-	-	-	-	-	-	-
Furniture.....	-	-	-	-	-	-	-	-	1	3,900	-	-
Paper.....	5	21,300	-	-	-	-	-	-	-	-	-	-
Printing, publishing.....	-	-	1	4,500	2	7,000	-	-	-	-	-	-
Chemicals.....	2	4,600	-	-	1	2,000	-	-	-	-	-	-
Petroleum refining.....	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and plastics.....	4	68,450	-	-	-	-	-	-	-	-	-	-
Leather products.....	-	-	-	-	-	-	-	-	-	-	-	-
Stone, clay, glass.....	2	6,400	-	-	-	-	-	-	-	-	-	-
Primary metals.....	1	2,350	-	-	-	-	-	-	-	-	-	-
Fabricated metals.....	1	2,550	-	-	-	-	-	-	-	-	-	-
Machinery.....	-	-	1	7,200	-	-	-	-	-	-	-	-
Electrical machinery.....	-	-	1	3,600	-	-	-	-	-	-	1	3,000
Transportation equip.....	-	-	1	7,350	1	2,700	1	6,800	-	-	-	-
Instruments.....	-	-	-	-	-	-	-	-	-	-	-	-
Misc. mfg.....	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing.....	2	9,000	3	10,000	69	561,650	-	-	3	12,350	57	346,150
Mining, crude petrol. and natural gas.....	-	-	-	-	-	-	-	-	1	8,000	-	-
Transportation ⁶	-	-	1	2,000	9	85,000	-	-	-	-	1	5,000
Communications.....	-	-	-	-	1	12,150	-	-	-	-	1	8,150
Utilities, elec. and gas.....	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade.....	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade.....	-	-	1	5,000	-	-	-	-	1	2,050	-	-
Hotels, restaurants.....	1	2,000	1	3,000	-	-	-	-	-	-	-	-
Services.....	1	7,000	-	-	-	-	-	-	-	-	3	58,000
Construction.....	-	-	-	-	59	464,500	-	-	1	2,300	52	275,000
Misc. nonmfg.....	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes 12 agreements having maximum vacations of 3½ weeks.

² Includes 6 agreements having maximum vacations of 4½ weeks.

³ Includes 1 agreement having a maximum vacation of 7 weeks and 17 agreements having maximum vacations of six weeks.

⁴ See footnote 3, table 45.

⁵ See footnote 4, table 45.

⁶ Excludes railroads and airlines.

Table 47. Vacation allowances at specified lengths of service under graduated plans in agreements covering 2,000 workers or more, 1971

Length of service	Amount of paid vacation											
	½ week		1 week		1½ weeks		2 weeks		2½ weeks		3 weeks	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
6 months.....	58	306,930	91	1,059,300	1	2,200	8	64,150	-	-	-	-
1 year.....	-	-	334	2,738,280	8	42,500	107	836,400	6	18,600	2	7,000
2 years.....	-	-	156	1,435,600	11	56,300	280	2,120,680	6	18,400	4	11,800
3 years.....	-	-	21	134,550	16	471,450	400	2,980,730	12	37,900	9	23,150
5 years.....	-	-	1	5,000	2	8,700	377	3,168,380	26	191,450	50	269,550
10 years.....	-	-	-	-	-	-	40	258,100	16	493,600	374	2,816,430
12 years.....	-	-	-	-	-	-	25	122,500	16	581,150	385	2,842,480
15 years.....	-	-	-	-	-	-	14	68,550	-	-	311	2,672,580
20 years.....	-	-	-	-	-	-	13	66,550	-	-	104	805,350
25 years.....	-	-	-	-	-	-	13	66,550	-	-	50	256,600
30 years.....	-	-	-	-	-	-	13	66,550	-	-	50	256,600
	3½ weeks		4 weeks		4½ weeks		5 weeks		6 weeks		Other ¹	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
6 months.....	-	-	-	-	-	-	-	-	-	-	-	-
1 year.....	-	-	-	-	-	-	-	-	-	-	-	-
2 years.....	-	-	-	-	-	-	-	-	-	-	-	-
3 years.....	-	-	-	-	-	-	-	-	-	-	-	-
5 years.....	-	-	2	4,700	-	-	-	-	-	-	-	-
10 years.....	10	31,500	17	45,950	-	-	1	2,200	-	-	-	-
12 years.....	9	39,800	22	59,650	-	-	1	2,200	-	-	-	-
15 years.....	23	127,850	106	767,600	-	-	2	5,100	1	2,200	1	3,900
20 years.....	14	122,450	291	2,480,330	3	13,000	31	154,000	-	-	2	6,100
25 years.....	12	117,900	240	2,284,380	6	37,850	132	860,450	2	6,950	3	17,100
30 years.....	12	117,900	222	2,079,780	6	36,700	136	965,500	16	107,650	3	17,100

¹ One agreement provides 7 weeks after 20 years; a second agreement provides a fourth week of vacation in the twenty-fifth and thirtieth years only; and the third agreement provides the employee after 15 years with the option of a fourth week of vacation or a seniority bonus.

Table 48. Vacation and paid absence allowances in agreements covering 2,000 workers or more, 1971

Vacation and paid absence allowances	Agreements	Workers
All agreements -----	620	4,863,380
Extended vacations -----	56	550,100
Vacation bonus arrangements -----	50	499,200
Paid absence allowances -----	13	523,250
Prorated vacations for part-time workers -----	119	1,021,250

NOTE: Nonadditive. Agreements may have more than one provision.

Table 49. Number of paid holidays and pay for time worked in agreements covering 2,000 workers or more, 1971

Holiday provisions	Agreements	Workers
<u>Number of holidays</u>		
All agreements -----	620	4,863,380
Total with paid holidays -----	526	4,263,030
Fewer than 6 days -----	7	44,750
6 days ¹ -----	30	190,050
7 days ² -----	56	374,300
8 days ³ -----	171	1,367,050
9 days ⁴ -----	108	733,800
10 days -----	72	584,730
11 days ⁵ -----	33	173,600
12 days -----	15	487,600
17 days -----	1	2,200
Funded holidays ⁶ -----	18	183,550
Referred to local negotiations -----	5	17,900
Varies with location -----	10	103,500
No reference to paid holidays -----	94	600,350
<u>Pay for time worked on holidays</u>		
All agreements -----	620	4,863,380
Total with work rates on paid holidays -----	514	4,194,830
Time and one-half -----	7	43,400
Double time -----	76	410,050
Double time and one-fourth -----	50	500,550
Double time and one-half -----	212	1,842,680
Triple time ⁷ -----	126	1,057,950
Varies with holiday -----	17	121,200
Funded holidays -----	18	183,550
Referred to local negotiations -----	1	7,000
Other ⁸ -----	7	28,450
No reference to pay for holidays worked -----	12	68,200
No reference to paid holidays -----	94	600,350

¹ Includes 2 agreements having 6 full holidays plus 2 half holidays.
² Includes 1 agreement having 7 full holidays plus 1 half holiday and 3 having 7 full holidays plus 2 half holidays.
³ Includes 2 agreements having 8 full holidays plus 1 half holiday and 3 having 8 full holidays plus 2 half holidays.
⁴ Includes 2 agreements having 9 full holidays plus 1 half holiday and 3 having 9 full holidays plus 2 half holidays.
⁵ Includes 2 agreements having 11 full holidays plus 1 half holiday.
⁶ Funded holiday plans referred to in agreement; number of holidays not indicated.
⁷ Contains 1 agreement paying triple time and one-half for work performed on paid holidays.
⁸ Includes 3 agreements which graduate rate of pay for holidays worked with the number of hours worked; 1 agreement which provides compensatory time off; 2 agreements which provide the option of premium pay or compensatory time off; and 1 agreement which varies rate of pay by occupation.

Table 50. Selected payments for time not worked in agreements covering 2,000 workers or more by industry, 1971: 1

Industry	All agreements		Selected payer for time not worked									
			Sick leave		Funeral leave		Jury duty		Court witness		Military service	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All industries.....	620	4,863,380	195	1,547,780	382	3,024,380	370	3,044,130	155	1,458,850	181	2,023,780
Manufacturing.....	306	2,575,480	95	728,430	249	2,082,630	262	2,234,930	91	887,250	139	1,615,380
Ordnance.....	11	61,200	8	52,000	9	56,850	10	59,200	2	11,150	5	30,600
Food.....	29	121,000	13	60,100	28	115,000	25	106,300	3	6,400	4	26,450
Tobacco.....	6	18,250	-	-	6	18,250	6	18,250	-	-	1	2,000
Textiles.....	5	23,650	-	-	2	9,400	4	15,850	-	-	1	4,000
Apparel.....	15	217,000	1	6,500	1	2,000	1	2,000	-	-	-	-
Lumber.....	3	7,400	-	-	1	2,300	1	2,600	-	-	-	-
Furniture.....	2	6,900	-	-	-	-	2	6,900	-	-	-	-
Paper.....	7	26,100	2	13,500	7	26,100	6	23,800	-	-	-	-
Printing, publishing.....	6	28,600	3	11,500	5	23,100	5	23,100	-	-	-	-
Chemicals.....	12	44,000	4	13,700	12	44,000	11	35,500	4	17,800	6	19,200
Petroleum refining.....	4	14,950	1	2,700	3	12,250	3	12,250	1	7,000	1	7,000
Rubber and plastics.....	4	68,450	-	-	4	68,450	4	68,450	-	-	4	68,450
Leather products.....	5	22,400	-	-	2	7,400	1	5,400	-	-	-	-
Stone, clay, glass.....	10	81,400	1	6,300	10	81,400	10	81,400	-	-	2	4,200
Primary metals.....	46	480,850	2	9,450	41	463,250	45	478,650	35	450,750	30	397,400
Fabricated metals.....	16	70,850	3	6,500	13	63,850	15	68,850	9	49,750	7	32,150
Machinery.....	24	100,900	1	2,000	21	93,350	22	93,600	6	24,950	15	52,950
Electrical machinery.....	39	339,850	22	235,250	37	321,850	37	334,650	19	221,350	26	286,250
Transportation equip.....	55	805,330	33	305,880	41	647,430	49	766,380	12	98,100	36	682,730
Instruments.....	5	23,800	1	3,050	5	23,800	4	21,800	-	-	1	2,000
Misc. mfg.....	2	12,600	-	-	1	2,600	1	10,000	-	-	-	-
Nonmanufacturing.....	314	2,287,900	100	819,350	133	941,750	108	809,200	64	571,600	42	408,400
Mining, crude petrol. and natural gas.....	8	102,800	-	-	4	10,200	5	90,200	4	10,200	4	10,200
Transportation ¹	36	273,300	6	23,400	22	169,900	8	46,600	20	156,500	-	-
Communications.....	50	524,000	44	477,600	34	367,750	36	398,150	25	313,800	25	334,250
Utilities, elec. and gas.....	15	63,150	7	39,150	14	59,300	13	57,300	6	20,000	6	33,650
Wholesale trade.....	3	29,000	2	27,000	3	29,000	1	2,000	-	-	-	-
Retail trade.....	34	173,750	16	101,400	31	165,250	28	152,750	3	45,000	5	24,650
Hotels, restaurants.....	24	141,300	8	40,000	9	35,300	7	21,500	-	-	-	-
Services.....	28	206,300	17	110,800	13	95,150	7	25,650	2	4,300	2	5,650
Construction.....	116	774,300	-	-	3	9,900	3	15,050	4	21,800	-	-
Misc. nonmfg.....	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 51. Selected payments for time not worked in agreements covering 2,000 workers or more by industry, 1971: II

Industry	All agreements		Selected payments for time not worked									
			Reporting pay		Call in/call-back pay		Paid meal periods		Paid rest periods		Paid wash-up, cleanup, and clothes changing time	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	620	4,863,380	474	3,776,580	302	2,410,880	146	1,263,680	205	1,862,200	124	749,400
Manufacturing	306	2,575,480	286	2,494,580	198	1,527,830	80	853,130	97	1,004,950	69	441,050
Ordnance	11	61,200	11	61,200	11	61,200	5	31,800	7	41,600	6	22,350
Food	29	121,000	21	93,650	17	72,800	7	30,650	15	64,650	4	30,750
Tobacco	6	18,250	5	15,950	5	14,900	-	-	1	2,000	1	2,900
Textiles	5	23,650	5	23,650	1	6,500	-	-	-	-	1	6,500
Apparel	15	217,000	15	217,000	-	-	-	-	1	8,500	-	-
Lumber	3	7,400	3	7,400	2	4,900	1	2,600	2	4,900	-	-
Furniture	2	6,900	2	6,900	1	3,000	1	3,900	2	6,900	-	-
Paper	7	26,100	6	23,800	6	23,800	2	5,300	3	16,200	1	2,300
Printing, publishing	6	28,600	4	22,900	3	18,400	5	23,100	1	2,200	1	9,400
Chemicals	12	44,000	12	44,000	11	35,500	6	25,500	3	13,300	4	17,400
Petroleum refining	4	14,950	3	7,950	3	7,950	3	7,950	-	-	-	-
Rubber and plastics	4	68,450	4	68,450	2	40,000	4	68,450	1	23,000	2	40,000
Leather products	5	22,400	5	22,400	1	2,000	-	-	-	-	-	-
Stone, clay, glass	10	81,400	9	79,200	6	59,500	4	48,000	6	70,300	2	9,300
Primary metals	46	480,850	45	478,750	19	93,100	3	14,200	1	3,600	3	15,300
Fabricated metals	16	70,850	15	67,150	13	62,000	4	10,400	6	42,100	2	6,700
Machinery	24	100,900	24	100,900	20	78,800	7	21,550	10	28,550	8	21,600
Electrical machinery	39	339,850	37	331,750	32	269,550	10	73,850	21	90,650	16	166,350
Transportation equip.	55	805,330	53	785,180	42	655,180	17	472,880	15	582,250	16	84,450
Instruments	5	23,800	5	23,800	3	18,750	1	13,000	2	4,250	2	5,750
Misc. mfg.	2	12,600	2	12,600	-	-	-	-	-	-	-	-
Nonmanufacturing	314	2,287,900	188	1,282,000	104	883,050	66	410,550	108	857,250	55	308,350
Mining, crude petrol. and natural gas	8	102,800	7	94,800	4	9,800	3	12,500	1	2,100	2	4,500
Transportation ¹	36	273,300	24	196,100	25	201,500	9	93,100	12	96,700	8	36,300
Communications	50	524,000	7	47,900	31	370,800	6	64,100	29	331,250	1	12,600
Utilities, elec. and gas	15	63,150	5	16,150	12	56,800	10	31,500	1	2,800	-	-
Wholesale trade	3	29,000	2	27,000	1	25,000	-	-	1	2,000	-	-
Retail trade	34	173,750	12	43,100	5	16,300	4	15,500	27	144,750	3	15,100
Hotels, restaurants	24	141,300	16	100,200	1	3,000	5	23,900	8	70,200	-	-
Services	28	206,300	8	30,700	6	25,350	1	3,000	14	115,300	2	22,000
Construction	116	774,300	107	726,050	19	174,500	28	166,950	15	92,150	39	217,850
Misc. nonmfg.	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 52. Pay for time on union business in agreement covering 2,000 workers or more by industry, 1971

Industry	All agreements		Pay for time spent on union business	
	Agreements	Workers	Agreements	Workers
All industries.....	620	4,863,380	294	2,461,830
Manufacturing.....	306	2,575,480	175	1,528,680
Ordnance.....	11	61,200	10	59,000
Food.....	29	121,000	14	59,300
Tobacco.....	6	18,250	1	2,000
Textiles.....	5	23,650	1	2,450
Apparel.....	15	217,000	1	2,000
Lumber.....	3	7,400	-	-
Furniture.....	2	6,900	2	6,900
Paper.....	7	26,100	-	-
Printing, publishing.....	6	28,600	-	-
Chemicals.....	12	44,000	11	41,600
Petroleum refining.....	4	14,950	2	5,000
Rubber and plastics.....	4	68,450	4	68,450
Leather products.....	5	22,400	-	-
Stone, clay, glass.....	10	81,400	7	40,900
Primary metals.....	46	480,850	12	58,700
Fabricated metals.....	16	70,850	10	39,000
Machinery.....	24	100,900	22	88,400
Electrical machinery.....	39	339,850	33	318,650
Transportation equip.....	55	805,330	41	715,580
Instruments.....	5	23,800	4	20,750
Misc. mfg.....	2	12,600	-	-
Nonmanufacturing.....	314	2,287,900	119	933,150
Mining, crude petrol. and natural gas.....	8	102,800	2	4,900
Transportation ¹	36	273,300	16	153,000
Communications.....	50	524,000	38	387,950
Utilities, elec. and gas.....	15	63,150	10	28,100
Wholesale trade.....	3	29,000	3	29,000
Retail trade.....	34	173,750	4	16,600
Hotels, restaurants.....	24	141,300	2	4,300
Services.....	28	206,300	4	21,500
Construction.....	116	774,300	40	287,800
Misc. nonmfg.....	-	-	-	-

¹ Excludes railroads and airlines.

Table 53. Number of hours of reporting pay in agreements covering 2,000 workers or more, 1971

Hours of pay or work	Agreements	Workers
All agreements.....	620	4,863,380
Total with provision.....	474	3,776,580
Number of hours specified: ¹		
Less than 2 hours.....	2	5,350
2 hours.....	95	619,850
3 hours.....	8	40,200
3½ hours.....	12	84,100
4 hours.....	274	2,402,780
5 hours.....	2	11,200
6 hours.....	3	26,500
7 hours.....	10	74,700
7½ hours.....	4	25,200
8 hours.....	44	331,500
Varies ²	12	52,800
Subject to local negotiation.....	3	43,150
Other ³	5	59,250
No reference to guaranteed hours of pay or work.....	146	1,086,800

¹ "Hours specified" refers to the initial guarantees for reporting. Some contracts graduate hours according to time worked.

² Includes 4 agreements that vary with shift; 4 agreements that guarantee "scheduled daily hours," which vary; 1 that varies with activity; 1 with occupation; 1 with weather conditions; and 1 with the number of days of work that have not been available.

³ Includes 2 agreements which pay for a half-shift and 1 agreement which pays for a full-shift, but shift length could not be determined; 1 agreement which pays a flat rate; and 1 agreement, involving actors, which pays one-eighth pay for the first date and a flat-sum thereafter.

Table 54. Number of hours of call-in/call-back pay in agreements covering 2,000 workers or more, 1971

Guaranteed hours of pay or work	Total		At straight-time rate		At overtime rate		Rate not specified	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total.....	302	2,410,880	167	1,442,750	124	806,530	11	161,600
Number of hours specified: ¹								
Less than 2 hours.....	3	8,250	-	-	-	-	3	8,250
2 hours.....	65	419,600	34	175,200	31	244,400	-	-
2½ hours.....	1	6,450	-	-	1	6,450	-	-
3 hours.....	18	109,450	9	59,850	9	49,600	-	-
4 hours.....	178	1,503,930	101	1,032,200	77	471,730	-	-
5 hours.....	5	15,450	2	4,950	3	10,500	-	-
6 hours.....	3	22,800	3	22,800	-	-	-	-
7 hours.....	1	9,400	1	9,400	-	-	-	-
8 hours.....	20	162,200	17	138,350	3	23,850	-	-
Varies ²	6	95,350	-	-	-	-	6	95,350
Subject to local negotiation.....	2	58,000	-	-	-	-	2	58,000

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

² In 5 agreements call-in pay varies with time of day called in; in the sixth agreement workers get full-shift pay, but length of shift varies.

Table 55. Total daily time allowances for paid rest periods in agreements covering 2,000 workers or more, 1971

Total daily time allowance	Agreements	Workers
All agreements	620	4,863,380
Total with rest periods.....	205	1,862,200
Total daily time allowance specified.....	167	1,561,750
10 minutes	13	75,550
15 minutes	3	16,200
20 minutes	78	500,650
Over 20 and under 30 minutes.....	5	400,300
30 minutes	62	501,550
40 minutes	3	33,500
50 minutes	1	9,000
Other ¹	2	25,000
Subject to local negotiations	5	23,800
Reference to rest periods; no details given.....	33	276,650
No reference to rest periods	415	3,001,180

¹ Both agreements provide 5 minute rest periods each hour of work: For musicians during recording sessions in one, and for actors during rehearsals in the second.

Table 56. Applicability of paid meal period provisions and pay for time on union business in agreements covering 2,000 workers or more, 1971

Applicability	Agreements	Workers
All agreements	620	4,863,380
Total referring to paid meal periods.....	146	1,263,680
Within regular work schedule.....	52	739,900
Outside regular work schedule.....	77	409,580
Both.....	11	50,900
Unclear	5	60,800
Referred to local negotiations.....	1	2,500
No reference to paid meal periods.....	474	3,599,700
Total referring to pay for time spent on union business	294	2,461,830
Grievance and/or arbitration.....	256	2,227,030
Contract negotiations	5	27,800
Both.....	24	141,800
Other ¹	9	65,200
No reference to pay for time spent on union business	326	2,401,550

¹ Includes 3 agreements providing company pay for union in-plant administrative activities (e.g., checking dues books or company pay records); 2 agreements providing pay for grievance and union administrative activities; and 4 agreements providing payments with no specific designation for grievance or negotiation activities.

Part VII. Seniority and Seniority-Related Provisions

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

Table 57. Selected seniority provisions in agreements covering 2,000 workers or more by industry, 1971

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 ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	620	4,863,380	50	432,000	370	2,888,280	231	1,965,530	421	3,455,780
Manufacturing.....	306	2,575,480	23	242,700	257	2,246,630	151	1,584,630	262	2,200,030
Ordnance.....	11	61,200	-	-	10	52,750	7	40,350	10	52,750
Food.....	29	121,000	7	39,150	23	97,750	7	30,350	23	101,100
Tobacco.....	6	18,250	-	-	5	15,350	-	-	5	15,350
Textiles.....	5	23,650	-	-	5	23,650	3	11,850	3	9,350
Apparel.....	15	217,000	1	2,500	14	213,000	1	2,500	2	9,000
Lumber.....	3	7,400	-	-	2	4,900	1	2,500	2	4,900
Furniture.....	2	6,900	-	-	2	6,900	-	-	2	6,900
Paper.....	7	26,100	-	-	7	26,100	-	-	5	21,800
Printing, publishing.....	6	28,600	-	-	1	9,400	2	8,000	3	11,200
Chemicals.....	12	44,000	3	11,500	12	44,000	4	23,700	12	44,000
Petroleum refining.....	4	14,950	1	2,950	2	5,250	-	-	4	14,950
Rubber and plastics.....	4	68,450	-	-	3	51,450	-	-	3	51,450
Leather products.....	5	22,400	-	-	5	22,400	2	13,000	-	-
Stone, clay, glass.....	10	81,400	-	-	9	78,900	-	-	10	81,400
Primary metals.....	46	480,850	10	183,600	44	461,000	28	381,450	46	480,850
Fabricated metals.....	16	70,850	-	-	13	60,850	8	33,250	15	65,850
Machinery.....	24	100,900	1	3,000	23	98,900	19	80,350	24	100,900
Electrical machinery.....	39	339,850	-	-	21	212,900	19	241,200	33	313,850
Transportation equip.....	55	805,330	-	-	49	724,780	45	694,980	53	778,030
Instruments.....	5	23,800	-	-	5	23,800	3	8,550	5	23,800
Misc. mfg.....	2	12,600	-	-	2	12,600	2	12,600	2	12,600
Nonmanufacturing.....	314	2,287,900	27	189,300	113	641,650	80	380,900	159	1,255,750
Mining, crude petrol. and natural gas.....	8	102,800	2	5,100	6	14,800	5	12,300	8	102,800
Transportation ³	36	273,300	20	163,900	24	167,300	4	33,500	27	186,300
Communications.....	50	524,000	1	3,050	7	61,850	-	-	46	508,000
Utilities, elec. and gas.....	15	63,150	-	-	13	41,200	5	15,350	15	63,150
Wholesale trade.....	3	29,000	-	-	2	4,000	-	-	2	27,000
Retail trade.....	34	173,750	2	12,950	27	149,200	13	48,150	29	157,250
Hotels, restaurants.....	24	141,300	-	-	13	77,500	4	37,800	16	103,200
Services.....	28	206,300	2	4,300	13	57,800	3	8,700	8	30,150
Construction.....	116	774,300	-	-	8	68,000	46	225,100	8	77,900
Misc. nonmfg.....	-	-	-	-	-	-	-	-	-	-

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 55 agreements covering 435,050 workers which refer to recall, but not to duration of retention rights. See table 58.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 58. Retention of seniority rights during layoff and recall in agreements covering 2,000 workers or more, 1971

Length of retention of seniority rights	Agreements	Workers
All agreements.....	620	4,863,380
Referring to recall and retention of seniority rights.....	421	3,455,780
6 months.....	32	165,900
1 year.....	72	365,480
1½ years.....	6	29,350
2 years.....	79	545,300
2½ years.....	5	22,600
3 years.....	43	352,450
4 years.....	4	51,800
5 years.....	15	55,950
For a period equal to or a proportion of length of service.....	105	1,370,900
Reference to recall but not to retention of seniority rights.....	55	435,050
Retention of seniority rights referred to local negotiation.....	2	44,300
Other ¹	3	16,700
No reference to recall.....	199	1,407,600

¹ Includes 2 agreements which provide for retention of seniority for 1 month or less, and 1 agreement which ends retention rights only if the employee refuses recall.

Table 59. Regulation of job posting and testing in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Job posting provisions		Testing provisions	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	620	4,863,380	183	1,751,950	99	1,296,750
Manufacturing.....	306	2,575,480	129	1,300,100	52	911,400
Ordnance.....	11	61,200	4	24,550	1	2,000
Food.....	29	121,000	18	82,550	3	20,300
Tobacco.....	6	18,250	5	15,250	-	-
Textiles.....	5	23,650	2	5,350	-	-
Apparel.....	15	217,000	-	-	-	-
Lumber.....	3	7,400	1	2,300	-	-
Furniture.....	2	6,900	2	6,900	-	-
Paper.....	7	26,100	3	8,300	2	5,500
Printing, publishing.....	6	28,600	-	-	1	3,500
Chemicals.....	12	44,000	6	23,700	3	17,600
Petroleum refining.....	4	14,950	1	7,000	-	-
Rubber and plastics.....	4	68,450	-	-	1	11,450
Leather products.....	5	22,400	-	-	-	-
Stone, clay, glass.....	10	81,400	5	58,400	-	-
Primary metals.....	46	480,850	32	412,650	23	381,550
Fabricated metals.....	16	70,850	6	18,250	2	6,800
Machinery.....	24	100,900	18	62,700	2	5,600
Electrical machinery.....	39	339,850	9	58,200	5	21,000
Transportation equip.....	55	805,330	13	494,150	9	436,100
Instruments.....	5	23,800	3	17,250	-	-
Misc. mfg.....	2	12,600	1	2,600	-	-
Nonmanufacturing.....	314	2,287,900	54	451,850	47	385,350
Mining, crude petrol. and natural gas.....	8	102,800	7	94,800	2	5,300
Transportation ¹	36	273,300	18	142,400	15	151,600
Communications.....	50	524,000	9	126,450	4	50,450
Utilities, elec. and gas.....	15	63,150	12	39,050	6	16,400
Wholesale trade.....	3	29,000	-	-	-	-
Retail trade.....	34	173,750	3	13,100	1	5,000
Hotels, restaurants.....	24	141,300	-	-	1	2,100
Services.....	28	206,300	2	20,000	2	19,100
Construction.....	116	774,300	3	16,050	16	135,400
Misc. nonmfg.....	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 60. Applicability of testing provisions in agreements covering 2,000 workers or more, 1971

Applicability of testing provisions	Agreements	Workers
All agreements.....	620	4,863,380
All agreements with testing provisions.....	99	1,296,750
Hiring only.....	20	171,950
Promotion and transfer only.....	53	465,650
Training only.....	4	399,100
Hiring, promotion, and transfer.....	7	41,350
Promotion, transfer, and training.....	6	161,300
Hiring, promotion, transfer, and training--	1	9,000
Reference to training, no details given.....	8	48,400
No reference to testing provisions.....	521	3,566,630
All agreements with testing provisions ¹	99	1,296,750
Hiring.....	28	222,300
Promotion and transfer.....	67	677,300
Training.....	11	569,400
Reference to training, no details given.....	8	48,400

¹ Nonadditive.

Part VIII. Job Security Provisions

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

Table 61. Measures applicable in slack work periods in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Measures applicable in slack work periods					
			Division of work		Reduction in hours		Regulation of overtime	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	620	4,863,380	47	388,600	121	1,500,550	42	479,450
Manufacturing	306	2,575,480	40	346,500	65	1,007,750	31	413,700
Ordnance	11	61,200	-	-	-	-	-	-
Food	29	121,000	4	20,950	-	-	2	10,000
Tobacco	6	18,250	-	-	1	2,000	-	-
Textiles	5	23,650	3	18,300	-	-	1	6,500
Apparel	15	217,000	14	214,500	-	-	1	5,000
Lumber	3	7,400	1	2,500	-	-	-	-
Furniture	2	6,900	1	3,000	-	-	-	-
Paper	7	26,100	-	-	1	2,300	-	-
Printing, publishing	6	28,600	2	14,900	-	-	1	3,400
Chemicals	12	44,000	2	10,900	4	15,200	-	-
Petroleum refining	4	14,950	-	-	-	-	-	-
Rubber and plastics	4	68,450	-	-	3	51,450	-	-
Leather products	5	22,400	5	22,400	-	-	1	7,200
Stone, clay, glass	10	81,400	1	2,500	1	6,300	-	-
Primary metals	46	480,850	1	2,250	24	361,850	18	345,900
Fabricated metals	16	70,850	-	-	6	17,250	2	6,300
Machinery	24	100,900	2	4,600	7	28,900	4	17,600
Electrical machinery	39	339,850	1	2,200	8	55,000	1	5,800
Transportation equip	55	805,330	2	17,500	8	452,250	-	-
Instruments	5	23,800	-	-	2	15,250	-	-
Misc. mfg	2	12,600	1	10,000	-	-	-	-
Nonmanufacturing	314	2,287,900	7	42,100	56	492,800	11	65,750
Mining, crude petrol. and natural gas	8	102,800	1	8,000	4	10,200	4	10,200
Transportation ¹	36	273,300	-	-	7	59,000	2	5,400
Communications	50	524,000	1	8,000	30	327,150	-	-
Utilities, elec. and gas	15	63,150	2	6,100	-	-	1	4,750
Wholesale trade	3	29,000	-	-	-	-	-	-
Retail trade	34	173,750	1	2,500	5	18,900	-	-
Hotels, restaurants	24	141,300	-	-	2	32,000	1	30,000
Services	28	206,300	2	17,500	4	19,950	-	-
Construction	116	774,300	-	-	4	25,600	3	15,400
Misc. nonmfg	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 62. Miscellaneous job security measures in agreements covering 2,000 workers or more by industry, 1971

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.....	620	4,863,380	5	55,300	304	3,038,100	193	2,211,400	97	1,426,500
Manufacturing.....	306	2,575,480	1	5,000	134	1,621,200	108	1,412,200	54	1,036,250
Ordnance.....	11	61,200	-	-	3	25,200	5	38,000	3	20,000
Food.....	29	121,000	-	-	11	40,350	8	41,350	3	20,750
Tobacco.....	6	18,250	-	-	1	2,900	-	-	-	-
Textiles.....	5	23,650	-	-	2	14,300	-	-	-	-
Apparel.....	15	217,000	1	5,000	15	217,000	-	-	-	-
Lumber.....	3	7,400	-	-	1	2,600	1	2,600	-	-
Furniture.....	2	6,900	-	-	-	-	-	-	-	-
Paper.....	7	26,100	-	-	3	15,800	2	13,200	-	-
Printing, publishing.....	6	28,600	-	-	3	19,400	2	6,700	-	-
Chemicals.....	12	44,000	-	-	1	2,800	2	10,500	-	-
Petroleum refining.....	4	14,950	-	-	2	5,650	1	2,700	-	-
Rubber and plastics.....	4	68,450	-	-	4	68,450	3	51,450	-	-
Leather products.....	5	22,400	-	-	4	20,400	-	-	-	-
Stone, clay, glass.....	10	81,400	-	-	6	63,800	8	76,400	-	-
Primary metals.....	46	480,850	-	-	35	424,250	29	421,200	25	402,050
Fabricated metals.....	16	70,850	-	-	5	27,700	9	49,750	9	49,750
Machinery.....	24	100,900	-	-	8	32,700	9	44,700	2	16,500
Electrical machinery.....	39	339,850	-	-	3	43,800	6	55,100	1	29,000
Transportation equip.....	55	805,330	-	-	23	566,500	22	596,550	11	498,200
Instruments.....	5	23,800	-	-	2	15,000	1	2,000	-	-
Misc. mfg.....	2	12,600	-	-	2	12,600	-	-	-	-
Nonmanufacturing.....	314	2,287,900	4	50,300	170	1,416,900	85	799,200	43	390,250
Mining, crude petrol. and natural gas.....	8	102,800	-	-	6	98,200	6	92,700	3	7,700
Transportation ¹	36	273,300	1	21,000	20	178,900	26	207,400	17	128,600
Communications.....	50	524,000	1	19,000	13	188,900	32	379,950	17	233,100
Utilities, elec. and gas.....	15	63,150	1	4,200	11	49,500	7	24,550	5	17,300
Wholesale trade.....	3	29,000	-	-	1	2,000	-	-	-	-
Retail trade.....	34	173,750	1	6,100	5	52,500	10	77,350	-	-
Hotels, restaurants.....	24	141,300	-	-	7	74,500	-	-	-	-
Services.....	28	206,300	-	-	11	116,650	3	8,250	1	3,550
Construction.....	116	774,300	-	-	96	655,750	1	9,000	-	-
Misc. nonmfg.....	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 63. Apprenticeship and training provisions in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Apprenticeship provisions ¹		Training provisions			
	Agreements	Workers	Agreements	Workers	On-the-job ²		Tuition aid ³	
					Agreements	Workers	Agreements	Workers
All industries -----	620	4,863,380	257	2,254,300	190	2,038,050	38	829,750
Manufacturing -----	306	2,575,480	145	1,521,750	106	1,278,850	23	671,700
Ordinance -----	11	61,200	5	17,350	7	30,350	1	9,000
Food -----	29	121,000	8	40,250	6	31,000	-	-
Tobacco -----	6	18,250	-	-	3	7,300	-	-
Textiles -----	5	23,650	1	4,000	1	7,800	-	-
Apparel -----	15	217,000	2	7,000	4	22,000	-	-
Lumber -----	3	7,400	1	2,500	1	2,600	-	-
Furniture -----	2	6,900	-	-	1	3,900	-	-
Paper -----	7	26,100	2	13,000	-	-	2	5,500
Printing, publishing -----	6	28,600	6	28,600	4	20,900	1	4,500
Chemicals -----	12	44,000	2	9,100	2	11,300	2	9,100
Petroleum refining -----	4	14,950	2	5,250	2	5,650	1	7,000
Rubber and plastics -----	4	68,450	3	57,000	2	28,450	1	23,000
Leather products -----	5	22,400	1	2,000	2	9,200	-	-
Stone, clay, glass -----	10	81,400	3	14,500	1	2,200	1	4,400
Primary metals -----	46	480,850	38	445,350	20	311,650	-	-
Fabricated metals -----	16	70,850	10	53,700	7	29,950	1	3,000
Machinery -----	24	100,900	16	73,050	8	46,050	1	2,000
Electrical machinery -----	39	339,850	15	94,750	10	166,300	4	158,300
Transportation equip. -----	55	805,330	28	649,750	23	527,250	8	445,900
Instruments -----	5	23,800	1	2,000	2	15,000	-	-
Misc. mfg. -----	2	12,600	1	2,600	-	-	-	-
Nonmanufacturing -----	314	2,287,900	112	732,550	84	759,200	15	158,050
Mining, crude petrol. and natural gas -----	8	102,800	3	7,900	3	7,600	-	-
Transportation ⁴ -----	36	273,300	5	22,300	22	208,900	1	5,000
Communications -----	50	524,000	2	30,800	10	142,250	4	48,400
Utilities, elec. and gas -----	15	63,150	4	15,500	8	22,700	-	-
Wholesale trade -----	3	29,000	1	25,000	1	25,000	-	-
Retail trade -----	34	173,750	10	78,450	5	61,300	2	48,950
Hotels, restaurants -----	24	141,300	4	23,700	6	50,300	-	-
Services -----	28	206,300	5	13,200	7	35,400	3	22,100
Construction -----	116	774,300	78	515,700	22	205,750	5	33,600
Misc. nonmfg. -----	-	-	-	-	-	-	-	-

¹ Apprenticeship provisions refer to a formal, supervised program of training and experience, often supplemented by off-the-job instruction, which a worker enters to achieve journeymen status in a skilled craft.

² On-the-job training refers to a program of training at the worksite during working hours designed to qualify an employee for a job requiring different or higher skills or to upgrade an employee's existing skill level. It is distinguished from short-term familiarization activities, often connected with transfer or promotion.

³ Tuition aid refers to payment by the employer of part or all of the costs of job-related training courses undertaken by an employee.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 64. Selected work rules in agreements covering 2,000 workers or more by industry, 1971

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	620	4,863,380	95	574,250	21	128,700	20	95,600	333	2,703,400
Manufacturing	306	2,575,480	18	69,400	5	44,650	-	-	208	1,763,300
Ordnance	11	61,200	-	-	1	2,150	-	-	10	52,750
Food	29	121,000	3	6,400	2	5,500	-	-	19	80,350
Tobacco	6	18,250	-	-	-	-	-	-	2	6,700
Textiles	5	23,650	-	-	-	-	-	-	3	14,250
Apparel	15	217,000	-	-	-	-	-	-	11	74,500
Lumber	3	7,400	-	-	-	-	-	-	-	-
Furniture	2	6,900	-	-	-	-	-	-	-	-
Paper	7	26,100	1	10,700	-	-	-	-	7	26,100
Printing, publishing	6	28,600	6	28,600	-	-	-	-	2	12,900
Chemicals	12	44,000	-	-	-	-	-	-	7	31,300
Petroleum refining	4	14,950	-	-	-	-	-	-	1	2,300
Rubber and plastics	4	68,450	-	-	-	-	-	-	3	45,450
Leather products	5	22,400	-	-	-	-	-	-	3	15,000
Stone, clay, glass	10	81,400	-	-	1	35,000	-	-	8	76,900
Primary metals	46	480,850	1	2,000	-	-	-	-	42	450,300
Fabricated metals	16	70,850	2	5,500	-	-	-	-	9	39,700
Machinery	24	100,900	2	6,300	-	-	-	-	18	67,000
Electrical machinery	39	339,850	-	-	-	-	-	-	25	105,250
Transportation equip.	55	805,330	3	9,900	1	2,000	-	-	34	641,800
Instruments	5	23,800	-	-	-	-	-	-	4	20,750
Misc. mfg.	2	12,600	-	-	-	-	-	-	-	-
Nonmanufacturing	314	2,287,900	77	504,850	16	84,050	20	95,600	125	940,100
Mining, crude petrol. and natural gas	8	102,800	-	-	-	-	-	-	4	87,200
Transportation ¹	36	273,300	15	128,500	2	7,000	-	-	23	156,200
Communications	50	524,000	1	15,000	-	-	-	-	11	191,400
Utilities, elec. and gas	15	63,150	4	15,450	-	-	-	-	12	37,700
Wholesale trade	3	29,000	1	2,000	-	-	-	-	1	2,000
Retail trade	34	173,750	-	-	2	11,350	-	-	14	90,850
Hotels, restaurants	24	141,300	4	19,000	1	2,500	-	-	7	28,000
Services	28	206,300	2	12,000	2	9,500	-	-	6	29,200
Construction	116	774,300	50	312,900	9	53,700	20	95,600	47	317,550
Misc. nonmfg.	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 65. Advance notice in agreements covering 2,000 workers or more by industry, 1971

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.....	620	4,863,380	309	2,617,530	256	2,067,730	29	258,750	65	987,100
Manufacturing.....	306	2,575,480	196	1,726,330	159	1,430,880	19	205,800	45	715,800
Ordnance.....	11	61,200	6	42,650	6	42,650	-	-	-	-
Food.....	29	121,000	17	79,950	11	40,700	3	20,750	4	26,000
Tobacco.....	6	18,250	3	10,050	2	6,700	-	-	1	3,350
Textiles.....	5	23,650	4	15,850	-	-	1	6,500	4	15,850
Apparel.....	15	217,000	5	43,500	-	-	1	5,000	5	43,500
Lumber.....	3	7,400	1	2,300	1	2,300	-	-	-	-
Furniture.....	2	6,900	2	6,900	2	6,900	-	-	-	-
Paper.....	7	26,100	6	24,100	4	18,600	2	5,100	3	16,200
Printing, publishing.....	6	28,600	6	28,600	5	26,400	-	-	4	20,600
Chemicals.....	12	44,000	11	41,600	9	35,700	-	-	4	16,800
Petroleum refining.....	4	14,950	3	12,650	3	12,650	-	-	-	-
Rubber and plastics.....	4	68,450	2	34,450	2	34,450	-	-	1	23,000
Leather products.....	5	22,400	4	20,400	-	-	3	15,000	1	5,400
Stone, clay, glass.....	10	81,400	8	76,900	4	21,900	3	52,000	4	20,500
Primary metals.....	46	480,850	19	164,500	16	81,400	-	-	4	85,600
Fabricated metals.....	16	70,850	11	56,300	8	46,000	1	2,000	4	24,700
Machinery.....	24	100,900	20	82,000	19	79,900	1	2,500	2	4,600
Electrical machinery.....	39	339,850	27	286,350	26	277,350	2	87,500	1	9,000
Transportation equip.....	55	805,330	37	676,980	37	676,980	2	9,450	3	400,700
Instruments.....	5	23,800	4	20,300	4	20,300	-	-	-	-
Misc. mfg.....	2	12,600	-	-	-	-	-	-	-	-
Nonmanufacturing.....	314	2,287,900	113	891,200	97	636,850	10	52,950	20	271,300
Mining, crude petrol. and natural gas.....	8	102,800	4	87,700	3	7,700	1	3,000	2	83,000
Transportation ¹	36	273,300	15	115,000	7	34,000	5	39,000	3	42,000
Communications.....	50	524,000	33	340,800	32	298,150	-	-	2	50,300
Utilities, elec. and gas.....	15	63,150	8	24,350	8	24,350	1	2,800	2	6,750
Wholesale trade.....	3	29,000	2	27,000	2	27,000	-	-	1	25,000
Retail trade.....	34	173,750	15	55,000	14	52,500	-	-	5	16,900
Hotels, restaurants.....	24	141,300	7	20,000	7	20,000	-	-	-	-
Services.....	28	206,300	14	111,900	11	91,700	3	8,150	3	19,350
Construction.....	116	774,300	15	109,450	13	81,450	-	-	2	28,000
Misc. nonmfg.....	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 66. Supplemental unemployment benefit plans, wage-employment guarantees, and severance pay in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Supplemental unemployment benefit plans		Wage-employment guarantees ¹		Severance pay	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	620	4,863,380	113	1,491,150	69	462,650	237	2,322,050
Manufacturing	306	2,575,480	101	1,418,750	16	107,950	136	1,546,150
Ordnance	11	61,200	2	18,000	-	-	1	2,000
Food	29	121,000	-	-	6	37,250	16	76,200
Tobacco	6	18,250	-	-	-	-	-	-
Textiles	5	23,650	1	7,800	1	4,000	1	2,900
Apparel	15	217,000	8	60,500	1	6,500	3	18,500
Lumber	3	7,400	-	-	-	-	-	-
Furniture	2	6,900	-	-	-	-	-	-
Paper	7	26,100	-	-	-	-	3	15,500
Printing, publishing	6	28,600	1	3,500	-	-	3	11,200
Chemicals	12	44,000	1	6,500	-	-	7	22,700
Petroleum refining	4	14,950	-	-	-	-	2	9,950
Rubber and plastics	4	68,450	3	51,450	-	-	4	68,450
Leather products	5	22,400	-	-	-	-	-	-
Stone, clay, glass	10	81,400	1	2,200	-	-	7	72,000
Primary metals	46	480,850	42	467,650	1	9,500	33	416,350
Fabricated metals	16	70,850	9	49,750	3	19,900	9	49,750
Machinery	24	100,900	8	38,550	2	8,000	6	18,500
Electrical machinery	39	339,850	8	208,300	1	8,300	25	252,150
Transportation equip.	55	805,330	17	504,550	1	14,500	13	494,350
Instruments	5	23,800	-	-	-	-	1	3,050
Misc. mfg.	2	12,600	-	-	-	-	2	12,600
Nonmanufacturing	314	2,287,900	12	72,400	53	354,700	101	775,900
Mining, crude petrol. and natural gas	8	102,800	4	10,200	-	-	4	10,200
Transportation ²	36	273,300	-	-	19	151,600	3	15,300
Communications	50	524,000	-	-	-	-	49	512,200
Utilities, elec. and gas	15	63,150	-	-	1	4,750	9	29,200
Wholesale trade	3	29,000	-	-	1	2,000	1	2,000
Retail trade	34	173,750	2	48,950	10	44,050	10	41,450
Hotels, restaurants	24	141,300	-	-	1	5,000	5	39,000
Services	28	206,300	-	-	9	82,000	17	111,050
Construction	116	774,300	6	13,250	12	65,300	3	15,500
Misc. nonmfg.	-	-	-	-	-	-	-	-

¹ Wage-employment guarantees assure a minimum amount of pay or employment to eligible workers who start work or report for work at the beginning of a guarantee period which extends for a minimum of 1 week or longer.

² Excludes railroads and airlines.

NOTE: Nonadditive.

Part IX. Disputes Settlement

Grievance
Arbitration
No-strike; no-lockout

Table 67. Grievance and arbitration provisions in agreements covering 2,000 workers or more, by industry, 1971

Industry	All agreements		Grievance and arbitration provisions						No reference to grievance and arbitration	
			Total		Grievance only		Grievance and arbitration			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	620	4,863,380	595	4,692,180	19	173,000	576	4,519,180	25	171,200
Manufacturing	306	2,575,480	294	2,489,480	9	102,550	285	2,386,930	12	86,000
Ordnance	11	61,200	7	26,350	-	-	7	26,350	4	34,850
Food	29	121,000	27	112,050	1	10,000	26	102,050	2	8,950
Tobacco	6	18,250	6	18,250	-	-	6	18,250	-	-
Textiles	5	23,650	5	23,650	-	-	5	23,650	-	-
Apparel	15	217,000	15	217,000	2	10,500	13	206,500	-	-
Lumber	3	7,400	3	7,400	-	-	3	7,400	-	-
Furniture	2	6,900	2	6,900	-	-	2	6,900	-	-
Paper	7	26,100	7	26,100	-	-	7	26,100	-	-
Printing, publishing	6	28,600	3	10,200	-	-	3	10,200	3	18,400
Chemicals	12	44,000	12	44,000	-	-	12	44,000	-	-
Petroleum refining	4	14,950	4	14,950	-	-	4	14,950	-	-
Rubber and plastics	4	68,450	4	68,450	-	-	4	68,450	-	-
Leather products	5	22,400	5	22,400	-	-	5	22,400	-	-
Stone, clay, glass	10	81,400	10	81,400	-	-	10	81,400	-	-
Primary metals	46	480,850	46	480,850	4	67,700	42	413,150	-	-
Fabricated metals	16	70,850	16	70,850	-	-	16	70,850	-	-
Machinery	24	100,900	24	100,900	1	3,300	23	97,600	-	-
Electrical machinery	39	339,850	38	336,850	-	-	38	336,850	1	3,000
Transportation equip.	55	805,330	53	784,530	1	11,050	52	773,480	2	20,800
Instruments	5	23,800	5	23,800	-	-	5	23,800	-	-
Misc. mfg.	2	12,600	2	12,600	-	-	2	12,600	-	-
Nonmanufacturing	314	2,287,900	301	2,202,700	10	70,450	291	2,132,250	13	85,200
Mining, crude petrol. and natural gas	8	102,800	7	94,800	-	-	7	94,800	1	8,000
Transportation ¹	36	273,300	36	273,300	1	5,000	35	268,300	-	-
Communications	50	524,000	49	509,000	1	19,000	48	490,000	1	15,000
Utilities, elec. and gas	15	63,150	15	63,150	-	-	15	63,150	-	-
Wholesale trade	3	29,000	3	29,000	-	-	3	29,000	-	-
Retail trade	34	173,750	33	170,750	-	-	33	170,750	1	3,000
Hotels, restaurants	24	141,300	24	141,300	2	11,000	22	130,300	-	-
Services	28	206,300	27	204,300	1	2,300	26	202,000	1	2,000
Construction	116	774,300	107	717,100	5	33,150	102	683,950	9	57,200
Misc. nonmfg.	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 68. Exclusions from grievance and arbitration procedures in agreements covering 2,000 workers or more, 1971

Exclusions	Grievance procedures		Arbitration procedures	
	Agreements	Workers	Agreements	Workers
All agreements	620	4,863,380	620	4,863,380
All grievance or arbitration procedures	595	4,692,180	576	4,519,180
All grievance or arbitration exclusions	131	1,102,650	213	2,220,680
Wage adjustments	59	437,950	96	1,272,550
Plant administration	41	312,400	94	1,120,230
Administration of supplementary benefits	35	259,050	72	1,133,400
Job security	6	73,400	19	149,550
Administration of union security provisions	1	9,000	7	72,400
Other issues ¹	14	144,950	32	399,850
No reference to grievance or arbitration exclusions	464	3,589,530	363	2,298,500
No reference to grievance or arbitration procedures	25	171,200	44	344,200

¹ Among "other" exclusions are matters such as disputes over union or employer association rules, by-laws, and constitution provisions; disputes over the non-payment of contractual obligations; administration of apprenticeship programs; etc.

NOTE: Nonadditive. May contain more than one exclusion.

Table 69. No-strikes, no-lockouts in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Provisions for strike and lockout bans						No provision for strike and lockout bans	
			Total		Absolute bans ¹		Limited bans ²			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	620	4,863,380	549	4,395,030	261	1,947,480	288	2,447,550	71	468,350
Manufacturing	306	2,575,480	291	2,496,030	157	1,232,580	134	1,263,450	15	79,450
Ordnance	11	61,200	11	61,200	6	36,550	5	24,650	-	-
Food	29	121,000	26	112,800	11	55,600	15	57,200	3	8,200
Tobacco	6	18,250	5	15,250	2	6,250	3	9,000	1	3,000
Textiles	5	23,650	5	23,650	1	2,900	4	20,750	-	-
Apparel	15	217,000	15	217,000	3	138,500	12	78,500	-	-
Lumber	3	7,400	3	7,400	-	-	3	7,400	-	-
Furniture	2	6,900	2	6,900	-	-	2	6,900	-	-
Paper	7	26,100	7	26,100	7	26,100	-	-	-	-
Printing, publishing	6	28,600	6	28,600	3	10,200	3	18,400	-	-
Chemicals	12	44,000	11	42,000	9	32,900	2	9,100	1	2,000
Petroleum refining	4	14,950	4	14,950	2	9,950	2	5,000	-	-
Rubber and plastics	4	68,450	3	57,000	2	34,000	1	23,000	1	11,450
Leather products	5	22,400	5	22,400	1	2,000	4	20,400	-	-
Stone, clay, glass	10	81,400	9	79,400	7	62,400	2	17,000	1	2,000
Primary metals	46	480,850	43	456,150	27	314,500	16	141,650	3	24,700
Fabricated metals	16	70,850	16	70,850	8	48,900	8	21,950	-	-
Machinery	24	100,900	23	97,600	15	65,050	8	32,550	1	3,300
Electrical machinery	39	339,850	39	339,850	18	72,650	21	267,200	-	-
Transportation equip.	55	805,330	52	783,580	35	314,130	17	469,450	3	21,750
Instruments	5	23,800	4	20,750	-	-	4	20,750	1	3,050
Misc. mfg.	2	12,600	2	12,600	-	-	2	12,600	-	-
Nonmanufacturing	314	2,287,900	258	1,899,000	104	714,900	154	1,184,100	56	388,900
Mining, crude petrol. and natural gas	8	102,800	7	94,800	5	12,500	2	82,300	1	8,000
Transportation ³	36	273,300	35	268,700	11	68,800	24	199,900	1	4,600
Communications	50	524,000	17	232,450	17	232,450	-	-	33	291,550
Utilities, elec. and gas	15	63,150	14	60,450	13	58,450	1	2,000	1	2,700
Wholesale trade	3	29,000	3	29,000	-	-	3	29,000	-	-
Retail trade	34	173,750	30	159,750	18	67,550	12	92,200	4	14,000
Hotels, restaurants	24	141,300	18	114,800	7	64,100	11	50,700	6	26,500
Services	28	206,300	26	193,800	9	62,450	17	131,350	2	12,500
Construction	116	774,300	108	745,250	24	148,600	84	596,650	8	29,050
Misc. nonmfg.	-	-	-	-	-	-	-	-	-	-

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
Life insurance
Profit-sharing
Thrift plans
Stock purchase plans

Table 70. Health, welfare, and pension plans in agreements covering 2,000 workers or more by industry, 1971

Industry	All agreements		Medical care benefits		Health benefits providing loss-of-income protection		Pension plans		Life insurance		Benefits not specified ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	620	4,863,380	353	3,102,180	284	2,541,230	567	4,618,530	343	3,090,380	205	1,370,600
Manufacturing	306	2,575,480	213	2,048,830	173	1,755,580	277	2,413,730	204	2,020,130	54	283,350
Ordnance	11	61,200	9	42,200	9	48,200	10	52,200	10	56,200	1	5,000
Food	29	121,000	14	70,750	7	25,300	26	107,150	12	57,600	13	42,550
Tobacco	6	18,250	5	13,550	6	18,250	6	18,250	4	12,900	-	-
Textiles	5	23,650	4	15,850	4	15,850	5	23,650	4	15,850	1	7,800
Apparel	15	217,000	7	180,000	3	22,500	15	217,000	4	145,500	7	30,500
Lumber	3	7,400	1	2,300	-	-	3	7,400	1	2,300	2	5,100
Furniture	2	6,900	-	-	-	-	1	3,900	-	-	1	3,900
Paper	7	26,100	3	15,500	4	18,500	7	26,100	4	18,500	1	2,800
Printing, publishing	6	28,600	2	11,600	1	9,400	6	28,600	1	9,400	4	17,000
Chemicals	12	44,000	11	41,400	8	29,900	12	44,000	11	41,400	-	-
Petroleum refining	4	14,950	3	12,000	3	12,250	4	14,950	2	5,250	-	-
Rubber and plastics	4	68,450	3	51,450	3	51,450	3	51,450	3	51,450	-	-
Leather products	5	22,400	4	20,400	-	-	4	20,400	5	22,400	-	-
Stone, clay, glass	10	81,400	10	81,400	5	56,900	10	81,400	10	81,400	-	-
Primary metals	46	480,850	26	341,850	23	330,250	38	438,050	28	387,200	10	52,650
Fabricated metals	16	70,850	13	63,800	9	54,800	14	66,350	10	43,450	1	2,000
Machinery	24	100,900	18	67,900	18	82,550	21	91,300	17	65,900	1	2,500
Electrical machinery	39	339,850	33	299,700	29	280,600	35	312,650	32	288,250	3	25,800
Transportation equip	55	805,330	42	693,380	38	680,380	50	772,530	42	694,880	7	73,150
Instruments	5	23,800	5	23,800	3	18,500	5	23,800	4	20,300	-	-
Misc. mfg	2	12,600	-	-	-	-	2	12,600	-	-	2	12,600
Nonmanufacturing	314	2,287,900	140	1,053,350	111	785,650	290	2,204,800	139	1,070,250	151	1,087,250
Mining, crude petrol. and natural gas	8	102,800	3	12,500	3	12,500	6	98,000	3	12,500	5	90,300
Transportation ³	36	273,300	17	112,300	16	96,800	33	263,300	18	115,300	17	154,500
Communications	50	524,000	33	397,050	33	353,600	47	511,850	43	495,150	-	-
Utilities, elec. and gas	15	63,150	12	55,850	9	44,800	14	60,550	13	58,550	1	2,000
Wholesale trade	3	29,000	-	-	-	-	3	29,000	-	-	3	29,000
Retail trade	34	173,750	22	136,600	14	59,900	29	152,000	21	127,400	11	35,100
Hotels, restaurants	24	141,300	11	87,700	6	63,500	19	128,700	9	81,200	13	53,600
Services	28	206,300	16	106,600	12	57,800	26	194,800	13	76,600	11	93,200
Construction	116	774,300	26	144,750	18	96,750	113	766,600	19	103,550	90	629,550
Misc. nonmfg	-	-	-	-	-	-	-	-	-	-	-	-

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 Covers references in the agreement to health and welfare benefits, usually an arrangement for employer payments into a fund, but the kinds of benefits are not set forth.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 71. Profit-sharing, thrift, and stock purchase plans in agreements covering 2,000 workers or more, 1971

Type of plan	Agreements	Workers
All agreements	620	4,863,380
Profit-sharing plans	11	54,850
Savings and/or thrift plans	28	349,300
Stock purchase plans	10	66,250

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.

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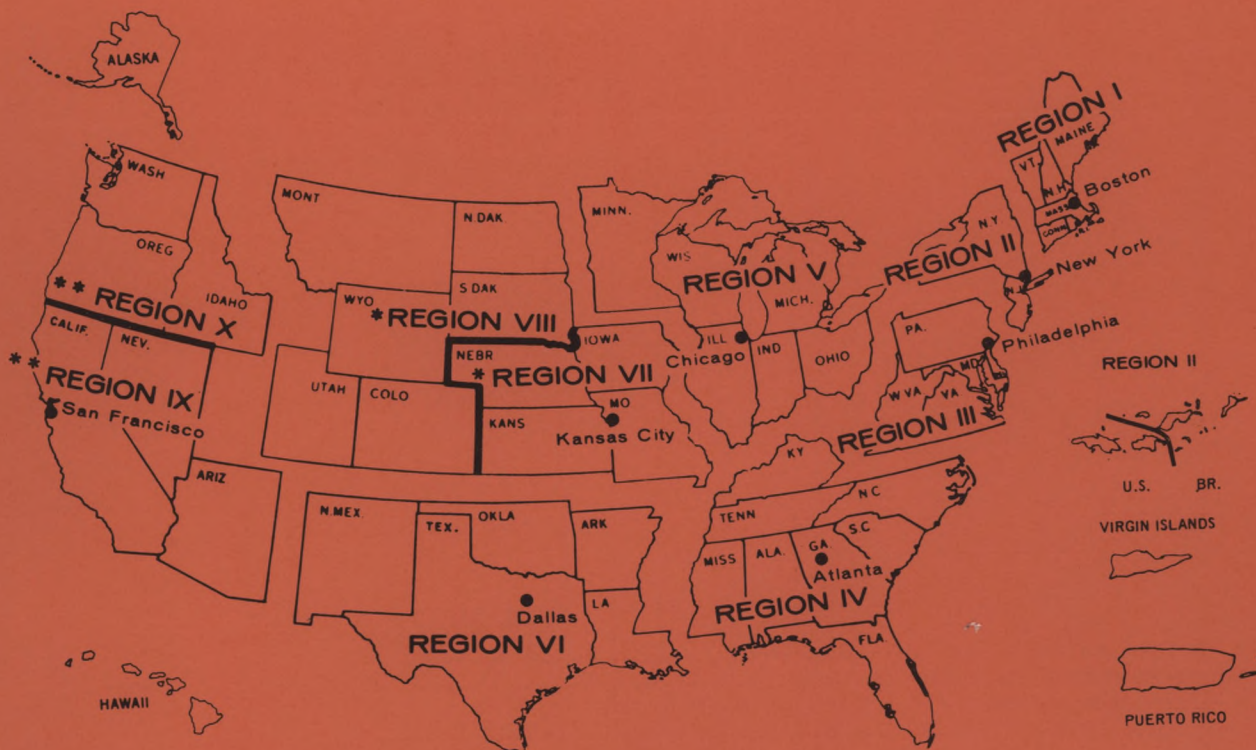
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