Wage Chronology

North Atlantic Longshoremen 1934-71

Bulletin 1736

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

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

BUREAU OF LABOR STATISTICS
Geoffrey H. Moore, Commissioner

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Preface

This report is one of a series prepared by the Bureau of Labor Statistics to trace changes in wage scales and related benefits negotiated by individual employers, or combinations of employers with a union or group of unions in selected collective bargaining situations. Benefits unilaterally introduced by an employer are generally included. The information is obtained from collective bargaining agreements and related documents voluntarily filed with the Bureau as new settlements are reached. Any description of the course of collective bargaining is derived from news media and confirmed and/or supplemented by the parties to the agreement. The chronologies, dealing only with selected features of collective bargaining or wage determination, are intended primarily as a tool for research, analysis, and wage administration. References to grievance procedure and similar matters are omitted.

This wage chronology summarizes changes in wage rates and related wage practices negotiated in the major North Atlantic Coast ports with the International Longshoremen's Association since 1934.

This bulletin consolidates BLS Report 234 and additional information on negotiated contract changes effective through September 1971. The earlier texts are included as they were originally published; no attempt has been made to revise these statements to reflect the current situation. The analysis for the period 1962–71 was prepared in the Division of Trends in Employee Compensation by John J. Lacombe II.

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North Atlantic Longshoremen, 1934-71

Introduction

1934–51[1]

Collective bargaining between the International Longshoremen's Association (AFL) and employers in the major North Atlantic coast ports has developed a pattern having the effect, if not the form, of coastwide bargaining over a period of years. Since 1934, the terms of the agreements negotiated by the New York Shipping Association and the New York locals of the International Longshoremen's Association (ILA) have generally been adopted by employers and union locals in major ports extending from Portland, Maine, to Hampton Roads, Va. Each port, however, has maintained its own bargaining committees, which negotiate separate agreements. In Boston, there was no written agreement from 1935 to 1950. Actual terms under which the men worked were the same or substantially similar to those in other ports.

This chronology describes the major changes in wage rates and related wage practices put into effect since 1934 in the ports of New York, Boston, Philadelphia, Baltimore, and Hampton Roads. It deals with the provisions of the General Cargo Agreements covering "work pertaining to the rigging of ships, the coaling of same, the loading and unloading of all cargoes, including mail, ship's stores and baggage, and the handling of lines in connection with the docking and undocking of ships." Cargo repairmen, checkers, clerks, general maintenance, mechanical and miscellaneous workers, horse and cattle fitters, grain ceilers, marine carpenters, and port watchmen are not covered in these agreements.

The agreements, which became effective October 1, 1949, were to continue in force until September 30, 1951. One reopening, on wages only, was permitted on or before September 1, 1950. The pension agreement was to continued in effect for 5 years.

1951

Negotiations for a new contract to replace the agreement scheduled to expire September 30, 1951, were begun early in that month by the New York Shipping Association and the International Longshoremen's Association. Although the contract expired before negotiations were completed, it was extended to prevent interruption in dock operations.

By October 8, 1951, the Union Wage Scale Committee for the Atlantic Coast District and representatives of the New York Shipping Association (comprising of about 175 operators) had reached agreement on the terms of a 2-year contract to be effective as of October 1, 1951. The new contract provided for one wage reopening, in September 1952. Ratification by the union membership was voted on October 11. As in previous years, the New York agreement established a pattern that was accepted by operators and local unions from Portland, Maine, to Hampton Roads, Va.

Subsequently, dissident local groups challenged the validity of the contract, and the ensuing work stoppage led to the appointment of a New York State Board of Inquiry to investigate the claims and counterclaims of the union factions. Findings of the Board included a statement that "the collective (New York) agreement was validly ratified and should remain in full force and effect." Further, the Board recommended the continuation of the present system of having the entire Atlantic Coast District vote on the Port of New York agreement. The Regional Wage Stabilization Board approved the contract on January 10, 1952.

1952

The 2-year agreement between the International Longshoremen's Association (AFL)[2] and the New York Shipping Association was reopened in August 1952 for discussions on general wage changes and other matters. When the parties were unable to reach agreement, the matter was referred to arbitration.

[1] For purpose and scope of the Wage Chronology series, see *Monthly Labor Review*, December 1948.

[2] In September 1953, the AFL convention expelled the ILA and issued a charter to a new union of the same name.

On November 25, 1952, the arbitrator released his award which allowed a general wage increase, maintained overtime at time and one-half the applicable general or penalty cargo rate, and raised most penalty rates by the same amount as the general increase. Much of the award was subject to Wage Stabilization Board (WSB) approval. When the President of the United States abolished the board on February 6, 1953, the parties' petition had not been acted on, but the order ending controls permitted the immediate institution of the changes pending WSB action. Thereupon, the increase was put into effect in the New York Harbor area as well as in other North Atlantic Coast ports which follow the New York pattern.

1953–61

For the International Longshoremen's Association (ILA), the period 1953 through 1960 was one of uncertainty, characterized by the regulation of hiring activities by the bistate Waterfront Commission of New York Harbor, strikes, legal actions, and representation elections. Collective bargaining, particularly with the New York Shipping Association, was influenced by developments ordinarily outside the scope of industrial relations. The period was also highlighted by expulsion of the union from the American Federation of Labor in 1953, conditional reaffiliation with the merged American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) in 1959, and unconditional affiliation with the AFL-CIO in January 1961.

In the fall of 1953, when the existing agreement was scheduled to terminate, a representation challenge by the newly chartered AFL International Brotherhood of Longshoremen and other problems made negotiations in the New York area impossible. However, negotiations proceeded in the other North Atlantic Coast ports, and by February 1954, new 2-year agreements had been reached in six ports.[3] They provided an 8-cent-an-hour general wage increase and an additional 2 cents an hour for the welfare and insurance funds. In August 1954, the ILA was certified as the collective bargaining agent for the New York dockworkers after a long contest for representation and a repeat election. In October, the New York locals settled for an 8-cent-an-hour increase, retroactive to October 1, 1953. The employers also agreed to a 2-cent-an-hour increase in welfare payments, effective April 1, 1954, in return for a 45-day no-strike pledge, pending negotiations on a new contract.

On November 25, 1954, negotiations for a new 2-year agreement were concluded by the New York Shipping Association, the other port stevedoring associations, and the ILA. The tentative agreement, retroactive to October 1, 1954, provided for a 17-cent-an-hour package, the union shop, virtual elimination of the shapeup,[4] a no-strike no-lockout clause, and grievance and arbitration machinery. The agreement was rejected by the union membership on December 10, primarily because of the no-strike and arbitration clauses. By December 31, the union's wage scale committee approved a new 2-year agreement that was essentially similar to the one rejected, but with modifications in the controversial provisions and a guarantee that existing port practices would remain unchanged. The agreement was ratified by the members, by a vote of almost 3 to 1, on January 5, 1955, and signed on February 24, 1955.

[3] Settlement was also reached at a number of smaller ports not covered by this chronology.

[4] With the establishment of the Waterfront Commission of New York Harbor by concurrent action of the New York and New Jersey legislatures in 1953, the longstanding "shape" system for hiring longshoremen was modified. The need for reform was dramatically pointed up by the findings of a special committee appointed by the Governor of New York on the misuse of hiring authority. The "shape" continues to be used in other ports of the North Atlantic Coast except Baltimore.

Although the commission's responsibility was limited to the elimination of unsavory practices in the port area, the accomplishment of this objective required some regulation of the individual workers and of hiring practices. Many of the problems in the area existed only because of the large excess of workers over available jobs. The commission's approach to the problem was to require registration of all longshoremen and to refuse certification to individuals with serious criminal records or with only irregular attachment to the industry.

In 1953, after the initial registration and some reduction in the available labor force, the commission established a prevalidation hiring system. Under this system, employers were required to submit advance lists of permanent workers needed for a week and to inform the commission of needs for casual workers for the following day. Employers were also required by their contract with the union to notify the men on the day prior to commencement of employment. This applied to both the weekly and daily lists. Under the commission's rules, the list of permanent employees could be extended from week to week and the daily list from day to day. Only workers applying for fill-in jobs were required to report to the port employment offices.

By permitting hiring agents and others to expand the lists until excessive numbers of men were eligible for jobs, the employers largely invalidated the advantages of the system.

A somewhat different approach, designed to rectify the deficiencies of the prevalidation method, was instituted by the commission in 1955. Regulations issued by the commission required stevedores to certify the names of regular workers; these were posted at the pierhead and in the employment center for the area. Stevedores hired men from day to day at the pierhead and reported hiring information daily to the area employment center where it was recorded. At the end of each month, stevedores removed from their lists the names of workers who had not been hired regularly. Regular gangs not employed at their own pier, extra gangs, and casuals were hired for fill-in work through the commission's employment centers.

Despite these measures, primary responsibility for fair employment procedures rests on the representatives of labor and management. A measure of this responsibility was met by the negotiation of a quasi-seniority system in 1955 that implemented the commission's regulations. Gangs or individuals who were attached to a particular pier or who received preferred employment at locations where gangs were not regularly used were designated as "regulars" and given preferential job rights. Gangs and individuals without such attachments were designated as "extras" and could be hired by a stevedore only after the supply of regular gangs and individuals had been exhausted. "Regulars" became "extras" when work was not available at their pier and they sought employment at other locations. "Regulars" working away from their home pier were obligated to return when needed.

The major deterrent to agreement in the 1956 negotiations was the union's insistence on a master contract for all North Atlantic and Gulf Coast ports. Earlier agreements had been on a port-by-port basis, with the New York contract setting the pattern. After prolonged negotiations and two contract extensions, some 60,000 longshoremen, in ports extending from Portland, Maine, to Brownsville, Tex., went on strike November 16 to protest the employers' refusal to agree to an industrywide contract. The national emergency provisions of the Labor Management Relations Act were invoked, and 6 days after the strike began a Board of Inquiry was appointed. The November 24 report of the three-man board concluded that the union's demand for an industrywide contract had prevented agreement. However, paid holidays, improved vacations, an 8-hour work guarantee, and limitations on sling loads were also listed as disputed issues. By November 26, all longshoremen were back at work under a 10-day Federal court restraining order, later extended to the full 80-day statutory period and modified to provide that any negotiated increases in wages, pensions, and welfare contributions would be retroactive to October 1. In mid-December 1956, the same court, at the request of the National Labor Relations Board, issued a temporary injunction barring the union from industrywide bargaining for Gulf and Atlantic Coast ports. With the expiration of the 80-day injunction on February 12, 1957,[5] the strike resumed in Middle and North Atlantic ports; settlements had been reached in southern ports. Five days later, the New York Shipping Association and the ILA signed an agreement providing that all ports from Maine to Virginia would have uniform wages, hours, and employer contributions to the welfare and pension funds. The contract, which was to run to September 30, 1959, increased wage rates 32 cents an hour over the 3-year period and included a "one-shot" escalator provision. Employer welfare contributions were increased 5 cents an hour. Under the terms of the new agreement, local negotiations were to deal with working conditions, vacations, holidays, and welfare and pension benefits. In the negotiation for this agreement, the New York Shipping Association acted for the industry under authorizations from the associations in the other North Atlantic ports.

Late in 1958, a dispute arose between the New York Shipping Association and the ILA, when union members refused to handle containers loaded away from the pier by non-ILA labor. The dispute was referred to the port arbitrator when the union extended its ban to all shipper-loaded containers handled by companies not using this system prior to October 1, 1956. A temporary solution was reached when the New York Shipping Association assured the arbitrator that no loss of jobs would result from the use of the containers during the term of the contract. With this assurance, the union agreed to handle containers for all companies using them on November 12, 1958; however, companies not using containers were to notify the union if they contemplated such operations.

Since it was evident that the stevedoring industry was changing, the parties also agreed on the need to direct the course of automation and containerization in the port so as to increase productivity without materially depressing the economic status of the longshoremen. In addition, future expansion of containerization was made the subject of negotiations to begin early in 1959.

In the negotiations which began January 5, 1959, the union continued to be concerned with the direct effect of containerization on the number of jobs and earning power of its members, as well as its indirect effect on the pension and welfare funds. The New York Shipping Association agreed in principle that regular employees should be given some indemnification for loss of job opportunities because of containerization but demanded unrestricted use of containers and the sole right to determine the size of the working force. The parties were unable to resolve their differences, and containerization became a major issue in bargaining for a new contract.

Negotiations on a new agreement, to replace the contract due to expire September 30, 1959, began on August 10. With the approach of the expiration day, it became evident that a work stoppage was imminent. In attempts to forestall a strike, the Secretary of Labor, the Governor of New York, and the Mayor of New York City each requested the parties to continue negotiations. On September 30, the day the requests for continuation of negotiations were received, the ILA and the New York Shipping Association agreed to a 15-day contract extension with the understanding that adjustments in wage rates and contributions to the welfare and pension funds would be retroactive to October 1.

On October 1, when Gulf Coast employers refused to agree to retroactivity, the ports in that area were struck and later in the day the walkout spread to the entire Atlantic Coast. Some 70,000 workers were affected.

Six days after the men left the docks, a Taft-Hartley Board of Inquiry was appointed by the President of the United States. On October 7, the board reported that the unresolved issues were "wage rates, procedures for installing mechanical devices and effecting containerization, gang size, and certain fringe benefits, including pension, health and welfare." The following day, on application of the National Labor Relations Board, a

[5] After extended legal proceedings, the National Labor Relations Board on January 15, 1961, ordered the case closed.

Federal district court issued a temporary order restraining the union from striking, and on October 17, this was extended for the full statutory period.

The parties resumed negotiations on October 19, 1959, with a new employer proposal relating to containerization which the union labeled inadequate. By November 4, the union had proposed royalty payments on containers and the New York Shipping Association had restated its earlier proposal for a 25-cent-a-ton payment on containerized cargo loaded or unloaded on the docks. Coupled with this, the shippers wanted the right to install automatic equipment and to regulate the size of gangs. Both offers were rejected.

On December 10, the ILA and the New York Shipping Association agreed on a 3-year contract covering North Atlantic Coast ports. It provided a 46-cent-an-hour package over the contract period, with rates for handling general cargo increased 12 cents an hour, retroactive to October 1, 1959, and 5 cents more on October 1 of both 1960 and 1961. A paid holiday was to be added in each contract year, bringing the total to 8 from 5. Eligibility requirements for vacations were liberalized and pension and welfare contributions were increased.

On the issue of containerization, the parties agreed to retain the standard gang size, to use ILA members when containers were loaded and unloaded at the pier, and to discuss further the question of penalty payments for shipments loaded or unloaded off the pier. It was agreed that the question of these penalty payments would be submitted to arbitration if the parties could not settle the problem within 2 weeks.

In August 1960, when negotiations failed to produce agreement, the issue was submitted to a board of arbitration consisting of one member each representing labor and management and an impartial chairman. The board, on November 22, 1960, handed down an award that would indemnify ILA members for loss of work resulting from the movement of containerized cargo through the port of New York. The award required employers to pay into a jointly administered fund a royalty for each ton of "containerized" cargo shipped, with the amount ranging from 35 cents to $1 per gross ton, depending on the proportion of ship capacity fitted for vans or containers. Payments into the fund were made retroactive to July 1, 1960, and were to continue for the duration of the existing collective bargaining agreement, with the provision that either party could seek adjustments on October 1, 1961. The method of distributing the fund among the work force was to be agreed upon by the parties. Although the award covered only the New York Shipping Association, all other associations and locals were urged to study the award because of its effect on waterfront operations.[6]

1962–64

Concerted efforts by State and Federal officials[7] failed to narrow sufficiently the differences between bargaining positions of the International Longshoremen's Association (ILA) and the New York Shipping Association (NYSA) to avert a 39-day strike in 1962 and 1963, the longest in the history of the North Atlantic Longshore Industry. Ports from Maine to Texas were closed when 50,000 Atlantic and Gulf Coast longshoremen stopped work on October 1, 1962, and again from the termination of a Taft-Hartley injunction on December 23 until late January 1963. At that time, a three-member special Presidential Board successfully mediated the dispute.

Bargaining positions of the ILA Atlantic Wage Scale Committee and the New York Shipping Association were established when negotiating sessions opened on June 13, 1962. The New York Shipping Association had been authorized to represent the employers in other North Atlantic Coast ports during these negotiations on the five points covered by the master agreement. On June 13, the union demands[7] included a key proposal to reduce the workday from 8 to 6 hours with no loss in pay. Other demands were for annual wage reopeners, increases in pensions from $85 to $125 a month, and an additional $2 an hour for all longshoremen who moved cargoes on pallets.[8] The total proposed increase in wages and fringe benefits was estimated by the union at 50 cents an hour over a 2-year period.

On June 16, the association presented its counterproposals, including a wage increase of 22 cents an hour and pension and welfare plan improvements in a 2-year contract. All improvements were to be conditioned on various changes in work rules, including flexibility in switching gangs from one ship to another and a reduction in the size of gangs working general cargo.

On August 1, the association revised its wage offer to include three 9-cent-an-hour wage increases to be effective on September 30 of 1963, 1964, and 1965. The proposal was rejected by union negotiators.

[6] The Boston Shipping Association and the Steamship Trade Association of Baltimore accepted the principle of a containerization fund but did not agree to the details with the International Longshoremen's Association. Agreements in Hampton Roads and Philadelphia made no provision for a containerization fund.

[7] After the 1959 contracts were signed, the Federal Mediation and Conciliation Service maintained continuous liaison with the parties in an effort to avoid a crisis in 1962. In January 1962, Federal mediators met with top union and industry representatives and suggested that bargaining get underway early. At that time, both sides undertook studies in order to support their positions on several key bargaining issues.

[8] At no time did the union open negotiations on the containerization fund, although it had the right to do so under the provisions of the November 22, 1960, arbitration award.

By late August, negotiations were concerned solely with the size of work gangs. At this stage, the employer's association was asking a reduction from the standard 20-man gangs to flexible ones ranging from 8 to 16 men. Throughout August, the union refused to discuss the association's other proposals until the question of reduction of gangs size was withdrawn.

On August 23, the Director of the Federal Mediation and Conciliation Service (FMCS) appointed a special panel in an attempt to resolve the economic issues for all east coast ports from Maine to Virginia. The New York City Department of Labor appointed representatives to work with the panel. Negotiations resumed on September 4, under the auspices of the Federal Mediation and Conciliation Service. One week later, the union notified the Secretary of Labor and the Governors of New Jersey and New York that negotiations were deadlocked and that a strike appeared likely. The next day, September 12, both industry and union officials sent telegrams to the President of the United States alerting him of the impending strike.

On September 24, the FMCS proposed a 1-year extension of the 1959 contract coupled with a recommendation of joint study of the disputed manpower utilization and job security issues. The NYSA agreed to the proposal on the same day, stripulating, however, that any issues that could not be agreed to by the parties after the study were to be settled by arbitration. The proposal was rejected by the union. When the contracts expired on October 1, 1962, some 50,000 ILA members stopped work at Atlantic and Gulf Coast ports.

Hours after the strike started, President Kennedy appointed a three-member Board of Inquiry to review the issues and to report to him by October 4. The board reported that the parties were deadlocked over the issues of gang size and that almost no progress had been made toward an agreement. A 10-day Taft-Hartley restraining order was issued October 4, and longshoremen in all ports returned to work October 6. A permanent injunction issued on October 10, for the full statutory period of 80 days deferred the stoppage until December 23.

Union members voted overwhelmingly on December 19, to reject the Shipping Association's last contract offer, which called for a reduction in the size of work gangs by one man a year during the following 3 years and a total wage increase of 27 cents an hour over a 3-year period.

On December 23, the injunction expired, and the strike was resumed after the union had rejected a last minute presidential request for a 90-day extension of the strike deadline, and a special study of the disputed issues by two committees—one, under the direction of the Secretary of Labor, to study manpower utilization, job security, and related issues, and another to recommend settlements on all other matters.

Negotiations resumed on December 26. When agreement was not reached by January 16, the President appointed a three-member special board to mediate the dispute, and, if no contract settlement was reached by January 20, to propose action to Congress. On January 20, the board presented its recommendations to the parties and the union's Atlantic Wage Scale Committee accepted the board's proposal. The NYSA accepted the proposal 2 days later, and the union's New York membership ratified the agreement on January 23. Longshoremen in other North Atlantic ports voted between January 24 and 26 to accept agreements embodying benefits similar to those provided in the New York settlement. The 39-day strike officially ended January 26 when the New York port workers returned to their jobs. By January 28, all North Atlantic ports had resumed operations.

The 2-year contracts included a 15-cent-an-hour general wage increase retroactive to October 1, 1962, and a 9-cent increase effective October 1, 1963. An additional paid holiday was to be observed beginning with the second year of the contract, bringing the total to nine. After 25 years of service vested pension rights were established and pension, health and welfare contributions were increased. Both parties agreed to a U.S. Department of Labor study of manpower utilization and job security, after which they were to bargain on disputed issues in the light of the findings. The parties were to select an impartial board to make recommendations for resolving any differences remaining on July 31, 1964. The parties also agreed to a study during the first contract year to determine the feasibility of providing more comprehensive medical service with existing employer contributions.

1964–67

Proposals for a new agreement were drafted at an ILA conference convened in New York City on June 16, 1964. Delegates supported three major demands, a guaranteed annual wage, return of hiring halls to joint union-management control from the Waterfront Commission, and abolishment of the register used for licensing of additional dockworkers.

On June 25, union negotiators formally presented the demands to NYSA. Economic provisions in the proposed 3-year agreement included wage increases of 15 cents in the first year and 10 cents in the second and third years, three additional paid holidays, increased vacation time, a guaranteed 8-hour day for 9 hours' pay, liberalized pension benefits, and increased employer contributions to provide improved health benefits. The parties then recessed for 2 weeks to allow the employers time to study the proposals.

During the recess, the parties met with the Assistant Secretary of Labor for Labor-Management Relations to receive the manpower utilization and job security study of the Port of New York prepared by the U.S. Department of Labor as a result of the settlement of January 1963. Similar reports were to be issued for all major ports, the intention being to provide a useful tool to assist the parties in resolving the work practices issue.

At the second negotiating session on July 7, company representatives proposed that talks be based on the Labor Department report, but union negotiators refused to proceed until they received a counter-offer from the employers. One week later, the employers presented a counter-offer. The employers proposed a 5-year agreement that included a wage reopener after the third year, elimination of royalty payments on containerized cargo, and the formation of a joint committee to study the Labor Department report. The union agreed to a joint committee study of the Labor Department report.

Near the end of July, the Secretary of Labor selected a three-man neutral board, as authorized by the January 1963 agreement between the parties to help resolve issues in dispute. The board met with each party and held joint sessions in the 2 months that followed. Size of work gangs was one of the major issues; the union indicated it might accept a reduction in gang size in return for a guaranteed annual wage.

In the third month of negotiations, the NYSA proposed that all unresolved issues be submitted to final and binding arbitration but ILA members rejected that proposal. The neutral board then presented its recommendations to the parties. Included in the recommendations were a phased reduction in the size of work gangs, a guaranteed annual wage plan, greater flexibility in the assignment of work, and curtailment of new entrants into the longshore labor force.

On September 30, the last day of the agreement, the union served notices that it would not work without a contract. Negotiations ceased and the President appointed a three-man Board of Inquiry under the Taft-Hartley Act to investigate the situation. The next day 60,000 ILA members at Atlantic and Gulf Coast ports went on strike. The President obtained a 10-day restraining order which was subsequently extended to an 80-day injunction to halt the strike. Work practices constituted the major area of disagreement; two of the key issues were employer demands for greater flexibility in the assignment of work to cargo checkers and union demands for retention of the standard 20-man work gangs.

The Assistant Secretary of Labor suggested in late November that the parties agree on a 1-year contract covering wages and wage related benefits, and continue negotiations on unresolved manpower issues. Union negotiators accepted the proposal, but the companies rejected it.

Four days before the expiration of the 80-day injunction on December 20, the parties reached agreement subject to a vote of the ILA membership on January 8, 1965. The 4-year contract was to provide for wage increases of 10 cents an hour retroactive to October 1, 1964, 10 cents in 1965, and 8 cents in 1966 and 1967. Other improvements included the addition of 3 paid holidays, 4 weeks' vacation after 12 years' service, increased company contributions to the health and welfare and clinic funds, and liberalized pension benefits. Of major importance was the agreement on reduction of general cargo gang size from 20 men to 18 on April 1, 1966, and to 17 men on October 1, 1967, and agreement on the establishment of a guaranteed work year to provide eligible workers with 1,600 hours of work or pay each year.

In the days that followed the expiration of the Taft-Hartley injunction, sporadic walkouts took place at several major ports. On January 8, 1965, the ILA membership voted to reject the agreement reached in late December and 3 days later went on strike for the second time. ILA officials saw confusion and incomplete information among members as reasons for rejection of the agreement. After a period of informational meetings, a second vote was held on a port-by-port basis. New York dockworkers accepted the contract on January 28, 1965. The other major North Atlantic ports returned to work by the end of February, subsequent to local negotiations which modified the agreement previously rejected.

The contracts were to remain in effect through September 30, 1968.

1968–71

A 2-month longshore strike in the port of New York, the longest in its history, was ended on February 14, 1969, when members of the International Longshoremen's Association (ILA) ratified a 3-year agreement that had been reached tentatively about a month earlier with the New York Shipping Association (NYSA). A ratification vote was delayed pending ILA contract settlements at other ports in an attempt to obtain uniformity of collective bargaining agreements throughout the North Atlantic district, but this tactic was enjoined by a Federal district court. The NYSA–ILA contract set the pattern for Atlantic and Gulf Coast ports and was a key factor in ending strikes which involved about 46,000 workers from Maine to Texas.

Bargaining had begun on July 10, 1968, when negotiations to replace the contract expiring on September 30 were opened by the ILA and NYSA. The union proposed a 2-year agreement, the provisions of which were to apply uniformly to the five major North Atlantic Coast ports. The uniform demands included the elimination of simultaneous loading and unloading of containerships; granting of exclusive rights to pack and unpack containers away from piers, except those with a manufacturer's label; and the establishment of 17-man work gangs, the size of gangs in New York. The demands also included a total wage increase of $2.38 an hour over the contract term, a 6-hour workday, a $125 increase in the monthly pension benefit, a guaranteed annual income of 2,080 hours at straight-time rate, and improved welfare benefits.

In previous contract talks, the NYSA had been authorized to bargain for employers in New York, Baltimore, Boston,[9] Hampton Roads, and Philadelphia on wages, hours, employer contributions to the welfare and pension funds (but not the benefits to be provided by the different welfare and pension plans), and the length of the contract. Settlement on these issues, generally referred to as the master agreement, then were incorporated into local agreements. Negotiations on working conditions, holidays, vacations, and other matters were conducted at the local level.

On August 7, the NYSA offered a 48-cent-an-hour wage increase over the term of a 4-year contract, and stated that it was authorized to bargain only on provisions of the master agreement for the North Atlantic district, and on a container provision for Baltimore.

Bargaining continued through September 20 on wages, pensions, and a guaranteed income. Little headway was made on any of the issues, and the Executive Board of the ILA voted to strike on October 1, if agreement was not reached by September 30. The President of the United States, on September 24, directed the Under Secretary of Labor to assist in mediating the dispute.

On September 26, the international president of the ILA stated that the employers, represented by the NYSA, either had to agree to let the union load and unload containers or had to pay a royalty that was adequate to finance a pension and welfare plan considered satisfactory by the union. Because of the considerable savings in man-hours possible with container ships, the union maintained that hourly pension and welfare contributions would have to be much higher to finance these benefits at current levels. The NYSA had proposed earlier that the ILA load and unload containers consolidated within the port area, but the union rejected this offer fearing that container consolidating operations would be opened outside of the port area.

With a strike imminent, the President of the United States declared on September 30, that a stoppage would imperil the national health and safety, and he appointed a three-member Board of Inquiry under the provisions of the Labor Management Relations Act. This marked the seventh time that Atlantic Coast Longshoremen were involved in a "national emergency" dispute. Last minute efforts to avoid a strike failed and workers in New York began leaving their jobs before the September 30 midnight deadline.

On October 1, about 46,000 longshoremen in Atlantic and Gulf Coast ports were on strike, and the Board of Inquiry met in New York with employer and union representatives. The board reported to the President that there were ". . . two overriding issues, and the failure to resolve these has prevented the parties from reaching agreement on other items." The two issues were unionwide collective bargaining and the problems of containerization. The President then requested that the Attorney General seek to end the strike, and a temporary restraining order was obtained from the U.S. District Court for the Southern District of New York. October 9 was the date set for a hearing on a Taft-Hartley Injunction.

Longshoremen returned to work at all ports on October 3 and on October 9, the restraining order was extended. An injunction was obtained on October 16 to be effective until 7:05 p.m., December 20.

Negotiations were reopened on October 30 with ILA demands for uniform basic containerization, and job security provisions for all Atlantic and Gulf Coast ports. The NYSA, speaking for New York employers, previously had made an offer of a 2,080-hour guaranteed annual income, but employers at other ports said that they could not afford such an offer. On November 1, the NYSA proposed a 3-year package estimated at $1.01 an hour over the contract term for wages, and liberalized pension and welfare benefits, as well as an improved income guarantee, but the ILA later stated disapproval of the offer. The union was dissatisfied with the failure to negotiate a single North Atlantic district agreement, the size of the money package, and the retirement provisions.

The Board of Inquiry reported to the President on November 30 that the positions of the parties had not

[9] A written agreement had not been signed in Boston since 1959.

changed since its first report, and that none of the issues had been resolved.

Talks continued in mid-December after the union membership rejected the NYSA's November 1 offer in a ballot conducted by the National Labor Relations Board. A tentative oral agreement reportedly was reached for the North Atlantic district providing about a $1.60-an-hour wage and benefit package [10] increase over 3 years, the right to pack and unpack containers with cargoes consolidated within 50 miles of New York, and a guaranteed annual income of 2,080 hours. The union rejected this offer, however, primarily because the container provision did not prevent freight forwarders in other ports from shipping through New York, thereby causing a decrease in employment in these ports. Philadelphia and Boston longshoremen representatives also stated their disapproval of a provision that would end a policy of "one port down, all ports down."

Negotiations centering on containerization and supplemental benefit provisions continued. Employers in the ports of Philadelphia and Boston would not offer the same provisions as New York, Baltimore, and Hampton Roads, contending that improved supplemental benefits would have to be paid for by increased productivity through automation. [11]

On December 20, the talks ended without agreement, and the strike by some 46,000 workers was resumed when the injunction expired.

A day later, employers in Philadelphia and Boston stated that they could commit their support to only a part of the total money package offered by the NYSA, and that the NYSA and ILA were overstepping their authority. Employers in Baltimore indicated that they would be forced to reject a contract if other employer associations were to do the same.

Talks were reopened in New York on December 23, and the ILA demanded that the master agreement specify that a reasonable guaranteed annual income be negotiated in other ports. A day later, the Boston Shipping Association notified mediators that it would negotiate only a local contract.

After failure of the NYSA and ILA to reach agreement on the jurisdiction of the ILA in stripping and loading of containers and hiring practices under the guaranteed income plan, the NYSA appealed to the President on January 8 to refer the dock strike to Congress as provided for under the Taft-Hartley Act.

A major breakthrough in bargaining occurred on January 10, when top labor and management officials reached agreement on the container clause, and hiring practices under the guaranteed income plan. Several days later, the total contract was reviewed by all New York parties and ILA approval was given to the new container clause, which protected local ports from the threat of losing work to New York.

On January 14, tentative agreement was reached on a 3-year agreement for the Port of New York, but ratification by the workers was deferred pending settlement at other ports. Terms of the pact included a general wage increase retroactive to October 1, 1968, of 38 cents an hour and deferred increases of 25 cents in 1969 and 35 cents in 1970; an additional paid holiday in 1970 and eased eligibility requirements for holidays; and fifth and sixth weeks of vacation in 1968 and 1969, respectively. Pension improvements included an increased basic benefit of $300 a month; a $25-a-month increase in the basic benefit for those already retired; allowance for early retirement if the employee elected to retire within one of two option periods at $250 a month at age 55 and 20 years of service, the amount to be increased to $300 at age 62; and an increase in the disability benefit to $180 a month plus $12 a month for each year of service over 15, up to a maximum total benefit of $300. Pensions for widows were increased and employer contributions to the pension and health and welfare plans were to be increased in three stages. In addition, the guaranteed annual income plan was improved to provide a minimum of 2,080 hours' pay. Travel pay was eliminated for those hired in the industry after September 30, 1968.

Bargaining was continued for other ports and the ILA demanded the full New York package for Philadelphia. Employers in Philadelphia agreed to the same wage increases, and pension and health and welfare benefit contributions as in New York, but objected to the increased vacation costs and guaranteed annual income plan.

On January 23, the union was warned by the NYSA that it might be in violation of the Taft-Hartley Act by not submitting the New York contract to the workers for a vote. At this time, employers in Philadelphia offered three contract packages, but these were declined by the union.

Agreement on holiday and vacation benefits was reached in Baltimore on January 26, but the union turned down a guaranteed annual income of 1,800 hours. Settlement was reached in Hampton Roads several days later on a guaranteed income.

Members of the NYSA agreed on February 4 to withdraw their unratified contract if longshoremen did not

10 This was the figure for New York which included an amount required to grant additional holiday and vacation benefits. Since terms of holidays and vacations are negotiated locally, the package amounts would vary by port.

11 Container facilities were established in April 1969 in Philadelphia when full container ships began using port facilities.

return to work. In the meantime, negotiators in Philadelphia agreed on wage and most supplementary issues, and container provisions, but agreement could not be reached on eligibility for a fifth and sixth week of vacation and work schedules.

In an attempt to get the New York contract ratified, the NYSA filed an unfair labor practice suit against the ILA on February 7. The National Labor Relations Board then petitioned the U.S. District Court for the Southern District of New York to order longshoremen back to work in the Port of New York. The court denied the request, however, and instead ordered the ILA to hold an election by February 14. New York longshoremen ratified the contract on February 14, and returned to work the following day.

Settlements were ratified by the workers for the ports of Baltimore and Hampton Roads on February 21, and for Philadelphia 2 days later. The pacts were similar to the NYSA–ILA agreement, except for the amount allowed under the guaranteed annual income plan, that they did not allow for the early retirement newly-established in New York, and other modifications. The minimum income was set at 1,800 hours' pay effective April 1, 1969, in Philadelphia and October 1, 1969, in Baltimore, and 1,600 and 1,700 hours' pay in Hampton Roads effective October 1, 1969 and 1970, respectively. (The guarantee was new to Baltimore and Hampton Roads.) Longshoremen returned to work shortly after ratification in each case.

A late agreement was reached in Boston on April 2, 1969, where employers demanded concession in work rules in exchange for higher wages, benefits, guaranteed annual wage, and a container clause. The Boston contract also was similar to the one for New York and included the guaranteed wage of 2,080 hours' pay. Work was resumed on April 2.[12]

The contracts were scheduled to remain in effect through September 30, 1971. The following tables are brought up to date through the expiration dates of the contracts.

12 See U.S. Department of Labor, Bureau of Labor Statistics, *National Emergency Disputes*, Bulletin 1633 (1969), for a more detailed account of the issues that resulted in work stoppages in Atlantic and Gulf Coast ports and efforts made by the parties and Federal officials to resolve these disputes.

Table A. General wage changes[1]

Effective date	Provision	Applications, exceptions, and other related matters
Oct. 1, 1934	10 cents an hour increase.	
Oct. 1, 1936	5 cents an hour increase.	10 cents at Hampton Roads.
Oct. 1, 1937	5 cents an hour increase.	
Jan. 1, 1940	5 cents an hour increase.	
Oct. 1, 1941	10 cents an hour increase.	
Oct. 1, 1942	5 cents an hour increase.	
Oct. 1, 1945	25 cents an hour increase.	Arbitration award Dec. 31, 1945.
Oct. 1, 1946	15 cents an hour increase.	
Oct. 1, 1947	10 cents an hour increase.	
Aug. 22, 1948	13 cents an hour increase.	
Oct. 1, 1950	12 cents an hour increase.	
Oct. 1, 1951	10 cents an hour increase.	
Oct. 1, 1952 (by arbitration award of Nov. 25, 1952).	17 cents an hour increase.	Made retroactive by agreement of the parties. Retroactive payment made after Executive Order of Feb. 6, 1953, abolished Wage Stabilization Board.
Oct. 1, 1953 (agreements dated Oct. 6, 1954—New York; Feb. 11, 1954—Baltimore and Boston; Mar. 4, 1954—Hampton Roads; and Mar. 12, 1954—Philadelphia).	8 cents an hour increase.	
Oct. 1, 1954 (agreements dated Feb. 24, 1955—New York; Jan. 18, 1955—Boston; Feb. 4, 1955—Philadelphia); Feb. 1, 1955 (agreement dated Feb. 3, 1955—Hampton Roads); and Mar. 7, 1955 (agreement of same date—Baltimore).	7 cents an hour increase.	10 cents an hour increase in Hampton Roads.
Oct. 1, 1955 (agreement dated Feb. 24, 1955—New York; Mar. 7, 1955—Baltimore; Sept. 28, 1955—Boston; Feb. 3, 1955—Hampton Roads; Feb. 4, 1955—Philadelphia).	6 cents an hour increase.	3 cents an hour increase in Hampton Roads.
Oct. 1, 1956 (agreement dated Dec. 17, 1957—all North Atlantic ports).[2]	18 cents an hour increase.	Damaged cargo and explosive penalty rate increased to double general cargo rate.[3] Agreement provided for one wage review based on change in BLS Consumer Price Index, with 1-cent-an-hour increase for each 0.6-point increase in excess of a 6-point rise in the index between October 1956 and August 1958. Deferred increases of 7 cents an hour effective Oct. 1 of both 1957 and 1958.
Oct. 1, 1957 (above agreement—all North Atlantic ports).	7 cents an hour increase.	Deferred increase.
Oct. 1, 1958 (above agreement—all North Atlantic ports).	7 cents an hour increase.	Deferred increase. No increase warranted by change in CPI.
Oct. 1, 1959 (memorandum of agreement dated Dec. 3, 1959—all North Atlantic ports).	12 cents an hour increase.	Deferred increases of 5 cents an hour effective Oct. 1 of both 1960 and 1961. Baltimore, bulldozer operators received additional 5 cents an hour.
Oct. 1, 1960 (above agreement—all North Atlantic ports).	5 cents an hour increase.	Deferred increase.
Oct. 1, 1961 (above agreement—all North Atlantic ports).	5 cents an hour increase.	Deferred increase.
Oct. 1, 1962 (memoranda of agreement of Jan. 20, 1963—New York; Jan. 25, 1963—Baltimore and Hampton Roads; Jan. 28, 1963—Boston; Jan. 26, 1963—Philadelphia).	15 cents an hour increase in basic wage rates.	Deferred increase effective October 1, 1963.
Oct. 1, 1963 (above agreements)	9 cents an hour increase in basic wage rates.	Deferred increase.
Oct. 1, 1964 (agreements of Apr. 13, 1965—New York; of 1965—Baltimore; verbal agreement only— Boston; Apr. 20, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).	10 cents an hour increase.	Deferred increases effective Oct. 1, 1965, 1966, and 1967.
Oct. 1, 1965 (above agreements)	10 cents an hour increase.	Deferred increase.
Oct. 1, 1966 (above agreements)	8 cents an hour increase.	Deferred increase.
Oct. 1, 1967 (above agreements)	8 cents an hour increase.	Deferred increase.
Oct. 1, 1968 (agreement of Feb. 14, 1969—New York; Feb. 19, 1969—Baltimore; Apr. 2, 1969—Boston; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia).	38 cents an hour increase in basic wage rates.	In addition, deferred increases were to be effective Oct. 1, 1969 and Oct. 1, 1970.

See footnotes at end of table.

Table A. General wage changes[1]—Continued

Effective date	Provisions	Application, exceptions, and other related matters
Oct. 1, 1969 (agreement of Feb. 14, 1969—New York; Feb. 19, 1969—Baltimore; Apr. 2, 1969—Boston; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia)	25 cents an hour increase in basic wage rates.	Deferred increase.
Oct. 1, 1970 (agreement of Feb. 14, 1969—New York; Feb. 19, 1969—Baltimore; Apr. 2, 1969—Boston; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia)	35 cents an hour increase in basic wage rates.	Deferred increase.

[1] General wage changes are construed as upward or downward adjustments that affect an entire establishment, bargaining unit, or substantial group of employees at one time. Not included within the term are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure that do not have an immediate effect on the general wage level.

The changes that are listed above were the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by premium and penalty rates and other factors the total of the general changes listed will not necessarily coincide with the changes in average hourly earnings over the period of the chronology.

[2] This represented the first agreement jointly negotiated and signed by major employer association in North Atlantic Coast ports with the ILA. The agreement dealt with wages, hours, the amount of contributions for welfare and pension benefits (but not the benefits provided), and the period of the agreement. Since it applied to longshoremen and related labor classifications, stevedoring as well as other waterfront associations and organizations were signatories. The employer groups represented were (a) New York Shipping Associations, Inc; Deepwater Steamship Lines and Contracting Stevedores; Cargo Repairmen Contractors; Checking and Clerking Contractors; General Maintenance Contractors; and Contracting Marine Carpenters; (b) Steamship Trade Association, of Baltimore, Inc.; and Deepwater Steamship Lines and Contracting Stevedores in the Port of Baltimore; (c) Boston Shipping Association, Inc.; Contracting Stevedores; and Deepwater Lines; (d) Hampton Roads Maritime Association, Inc.; (e) Philadelphia Marine Trade Association; (f) Portland Shipping Association, Inc., and (g) Rhode Island Shipping Association, Inc.

[3] Effective Nov. 21, 1957, in Boston.

Table B. Basic hourly rates for longshoremen in selected North Atlantic Coast ports, 1934-70[1]

Cargo classification and port	Effective date										
	Oct. 1, 1934	Oct. 1, 1936	Oct. 1, 1937	Jan. 1, 1940	Oct. 1, 1941	Oct. 1, 1942	Oct. 1, 1945	Oct. 1, 1946	Oct. 1, 1947	Aug. 22, 1948	Oct. 1, 1950
General cargo											
All ports:											
Basic rate	[2]$0.95	$1.00	$1.05	$1.10	$1.20	$1.25	$1.50	$1.65	$1.75	$1.88	$2.00
Overtime rate	-	-	-	-	-	-	-	-	-	-	-
Penalty cargoes [3]											
New York:											
Bulk cargo, ballast, and coal cargoes [4]	1.00	1.05	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Cement and lime in bags [5]	1.00	1.05	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Damaged cargo [6]	1.90	2.00	2.10	2.20	2.40	2.50	3.00	3.30	3.40	3.66	3.90
Explosives [7]	1.90	2.00	2.10	2.20	2.40	2.50	3.00	3.30	3.40	3.66	3.90
Kerosene, gasoline, and naphtha [8]	1.15	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Refrigerator space cargo [9]	1.15	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Rubber, where talc has been used in stowage [10]	-	-	-	-	-	-	-	-	-	-	-
Wet hides, creosoted poles, ties and shingles, cashew oil, soda ash in bags, and naphthalene in bags;[11] barbasco root, fish meal, and bone meal[12]	1.10	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.15
Bulldozer operator, discharging bulk sugar in hold [13]	-	-	-	-	-	-	-	-	-	-	-
Baltimore:[14]											
Cement and lime in bags and bulk	-	-	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Chrycillic acid stowed under deck	-	-	-	-	-	-	-	-	-	-	-
Damaged cargo [6]	1.90	2.00	2.10	2.15	2.40	2.50	3.00	3.30	3.40	3.66	3.90
Explosives [7]	1.90	2.00	2.10	2.15	2.40	2.50	3.00	3.30	3.40	3.66	3.90
Old coal, restricted spaces	1.425	1.525	1.575	1.625	1.725	1.775	2.025	2.175	2.275	2.405	-
Manganese, iron and chrome ore in bulk	-	-	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Refrigerator space cargo [9]	1.15	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Rubber, where talc has been used in stowage	-	-	-	-	-	-	-	-	-	-	-
Soda ash, toxaphene (cotton dust), red oxide, naphthalene and calcium cyanamide in bags, raw bones in bulk, and chrycillic acid in drums, barbasco root, fish meal, and bone meal [12]	-	-	-	-	-	-	-	-	-	-	-
Damp hides, creosoted lumber and lumber products, and copra [15]	1.10	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.15
Bulldozer operator [13]	-	-	-	-	-	-	-	-	-	-	-
Boston:[16]											
Bulk cargo and ballast [4]	1.00	1.05	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Cement and lime in bags and bulk	1.00	1.05	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Damaged cargo [6]	1.90	2.00	2.10	2.20	2.40	2.50	3.00	3.30	3.40	3.53	3.90
Explosives [7]	1.90	2.00	2.10	2.20	2.40	2.50	3.00	3.30	3.40	3.53	3.90
Grain in bulk [17]	1.15	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Naphthalene in bags	-	-	-	-	-	-	-	-	-	-	[18]2.75
Pickled skins in casks from New Zealand and Australia	-	-	-	-	-	-	-	-	-	-	[18]2.50
Refrigerator space cargo [9]	1.15	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Scrap mica	-	-	-	-	-	-	-	-	-	-	[18]2.25
Wet hides, creosoted products, cashew oil, soda ash, carbon black, cotton seed meal in bags, and gasoline [19]	1.10	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.15
Hampton Roads (including Newport News and Norfolk):											
Damaged cargo [6]	1.80	2.00	2.10	2.15	2.40	2.50	3.00	3.30	3.40	3.66	4.00
Explosives [7]	1.80	2.00	2.10	2.15	2.40	2.50	3.00	3.30	3.40	3.66	4.00
Grain, creosoted products, and soda ash in bags[20]	1.05	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.20
Coal cargoes, bulk cargoes, lime in bags, and ores [21]	-	-	-	-	-	-	-	-	-	-	-
Refrigerator space cargo [9]	1.10	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Rubber, where talc has been used in stowage [10]	-	-	-	-	-	-	-	-	-	-	-
Cement and lime in bags, iron ore when moved by hand, sulphur and steel dust in bulk or bages, pitch in bulk or barrels	.95	1.05	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Wet hides, cashew oil, caustic soda, kerosene, barbasco root, fish meal, and bone meal [22]	1.05	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.15
Philadelphia:											
Distress cargo (damaged) [6]	1.75	1.80	1.85	1.95	2.05	2.10	3.00	3.30	3.40	3.76	4.00
Explosives [7]	1.75	1.80	1.85	1.95	2.05	2.10	3.00	3.30	3.40	3.76	4.00
Grain [17]	1.05	1.10	1.15	1.20	1.30	1.35	1.60	1.75	1.85	1.93	2.10
Oil, kerosene, gasoline, grease, naphtha in barrels, drums, cases, or other containers; fish meal, and bone meal [23]	[24]1.10	[24]1.15	[24]1.20	[24]1.25	[24]1.35	[24]1.40	1.65	1.80	1.90	2.03	2.15
Sulphur, bulk cargoes, and bog ore in bulk	-	-	1.05	1.10	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Wet hides	1.10	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.15
Tallow, vegetable oil, asphalt and pitch in barrels and drums [25]	-	-	-	-	-	-	-	-	-	-	-
Naphthalene in bags, inbound only	-	-	-	-	-	-	-	-	-	-	-
Chrycillic acid in drums, inbound only	-	-	-	-	-	-	-	-	-	-	-
Refrigerator space cargo, [9] licorice root [26]	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table B. Basic hourly rates for longshoremen in selected North Atlantic Coast ports, 1934-70[1]—Continued

Cargo classification and port	Effective date										
	Oct. 1, 1951	Oct. 1, 1952	Oct. 1, 1953	Oct. 1, 1954[27]	Oct. 1, 1955	Oct. 1, 1956	Oct. 1, 1957	Oct. 1, 1958	Oct. 1, 1959	Oct. 1, 1960	Oct. 1, 1961
General cargo											
All ports:											
Basic rate	$2.10	$2.27	$2.35	[28]$2.42	$2.48	$2.66	$2.73	$2.80	$2.92	$2.97	$3.02
Overtime rate	3.15	3.405	3.525	[29]3.63	3.72	3.99	4.095	4.20	4.38	4.455	4.53
Penalty cargoes[3]											
New York:											
Bulk cargo, ballast, and coal cargoes[4]	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Cement and lime in bags[5]	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Damaged cargo[6]	4.10	4.44	4.60	4.74	4.86	5.32	5.46	5.60	5.84	5.94	6.04
Explosives[7]	4.10	4.44	4.60	4.74	4.86	5.32	5.46	5.60	5.84	5.94	6.04
Kerosene, gasoline, and naphtha[8]	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Refrigerator space cargo[9]	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Rubber, where talc has been used in stowage[10]	-	-	2.45	2.52	2.58	2.76	2.83	2.90	3.02	3.07	3.12
Wet hides, creosoted poles, ties and shingles, cashew oil, soda ash in bags, and naphthalene in bags;[11] barbasco root, fish meal, and bone meal[12]	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Bulldozer operator, discharging bulk sugar in hold[13]	-	-	-	-	-	-	-	-	3.07	3.12	3.17
Baltimore:[14]											
Cement and lime in bags and bulk	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Chrycillic acid stowed under deck	4.10	4.44	4.60	4.74	4.80	5.32	5.46	5.60	5.84	5.94	6.04
Damaged cargo[6]	4.10	4.44	4.60	4.74	4.80	5.32	5.46	5.60	5.84	5.94	6.04
Explosives[7]	4.10	4.44	4.60	4.74	4.80	5.32	5.46	5.60	5.84	5.94	6.04
Old coal, restricted spaces	2.625	2.795	2.875	2.945	3.005	3.185	3.255	3.325	3.445	3.495	3.545
Manganese, iron and chrome ore in bulk	-	-	-	-	-	-	-	-	-	-	-
Refrigerator space cargo[9]	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Rubber, where talc has been used in stowage	2.20	2.37	2.45	2.52	2.58	2.76	2.83	2.90	3.02	3.07	3.12
Soda ash, toxaphene (cotton dust), red oxide, naphthalene and calcium cyanamide in bags, raw bones in bulk, and chrycillic acid in drums, barbasco root, fish meal, and bone meal[12]	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Damp hides, creosoted lumber and lumber products, and copra[15]	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Bulldozer operator[13]	-	-	-	-	-	2.81	2.88	2.95	3.12	3.17	3.22
Boston:[16]											
Bulk cargo and ballast[4]	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Cement and lime in bags and bulk	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Damaged cargo[6]	4.10	4.44	4.52	4.66	4.78	5.32	5.46	5.60	5.84	5.94	6.04
Explosives[7]	4.10	4.44	4.52	4.66	4.78	5.32	5.46	5.60	5.84	5.94	6.04
Grain in bulk[17]	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Naphthalene in bags	2.85	([30])	([30])	([30])	([30])	5.14	5.14	5.14	5.26	5.31	5.36
Pickled skins in casks from New Zealand and Australia	2.60	2.77	2.85	2.92	2.98	3.16	3.23	3.30	3.42	3.47	3.52
Refrigerator space cargo[9]	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Scrap mica	2.35	2.52	2.60	2.67	2.73	2.91	2.98	3.05	3.17	3.22	3.27
Wet hides, creosoted products, cashew oil, soda ash, carbon black, cotton seed meal in bags, and gasoline[19]	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Hampton Roads (including Newport News and Norfolk):											
Damaged cargo[6]	4.10	4.44	4.52	4.62	4.68	5.32	5.46	5.60	5.84	5.94	6.04
Explosives[7]	4.10	4.44	4.52	4.62	4.68	5.32	5.46	5.60	5.84	5.94	6.04
Grain, creosoted products, and soda ash in bags[20]	2.30	2.47	2.55	2.65	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Coal cargoes, bulk cargoes, lime in bags, and ores[21]	-	-	2.40	2.50	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Refrigerator space cargo[9]	2.30	2.47	2.55	2.65	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Rubber, where talc has been used in stowage[10]	-	-	2.45	2.55	2.58	2.76	2.83	2.90	3.02	3.07	3.12
Cement and lime in bags, iron ore when moved by hand, sulphur and steel dust in bulk or bags, pitch in bulk or barrels	2.15	2.32	2.50	2.60	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Wet hides, cashew oil, caustic soda, kerosene, barbasco root, fish meal, and bone meal[22]	2.25	2.42	2.50	2.60	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Philadelphia:											
Distress cargo (damaged)[6]	4.20	4.54	4.70	4.84	4.96	5.32	5.46	5.60	5.84	5.94	6.04
Explosives[7]	4.20	4.54	4.70	4.84	4.96	5.32	5.46	5.60	5.84	5.94	6.04
Grain[17]	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Oil, kerosene, gasoline, grease, naphtha in barrels, drums, cases, or other containers; fish meal, and bone meal[23]	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Sulphur, bulk cargoes, and bog ore in bulk	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Wet hides	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Tallow, vegetable oil, asphalt and pitch in barrels and drums[25]	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Naphthalene in bags, inbound only	2.35	2.52	2.60	2.67	2.73	2.91	2.98	3.05	3.17	3.22	3.27
Chrycillic acid in drums, inbound only	2.60	2.77	2.85	2.92	2.98	3.16	3.23	3.30	3.42	3.47	3.52
Refrigerator space cargo,[9] licorice root[26]	-	[31]2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22

See footnotes at end of table.

Table B. Basic hourly rates for longshoremen in selected North Atlantic Coast ports, 1934-70[1]—Continued

Cargo classification and port	Effective date								
	Oct. 1, 1962	Oct. 1, 1963	Oct. 1, 1964	Oct. 1, 1965	Oct. 1, 1966	Oct. 1, 1967	Oct. 1, 1968	Oct. 1, 1969	Oct. 1, 1970
General cargo									
All ports:									
Basic rate	$3.17	$3.26	$3.36	$3.46	$3.54	$3.62	$4.00	$4.25	$4.60
Overtime rate	4.755	4.89	5.04	5.19	5.31	5.43	6.00	6.375	6.90
Penalty cargoes[3]									
New York:									
Bulk cargo, ballast, and coal cargoes[4]	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65
Cement and lime in bags	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65
Damaged cargo[6]	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20
Explosives[7]	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20
Kerosene, gasoline, and naphtha[8]	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80
Refrigerator space cargo[9]	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80
Rubber where talc has been used in stowage	3.27	3.36	3.46	3.56	3.64	3.72	4.10	4.35	4.70
Wet hides, creosoted poles, ties and shingles, cashew oil, soda ash and naphthalene in bags, barbasco root, fish meal, and bone meal	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75
Bulldozer operator, discharging bulk sugar in hold	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75
Baltimore:[14]									
Cement and lime in bags and bulk	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65
Chrycillic acid stowed under deck	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20
Damaged cargo[6]	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20
Explosives[7]	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20
Old coal, restricted spaces	3.695	3.785	3.885	3.985	4.065	4.145	4.525	4.775	5.125
Refrigerator space cargo[9]	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80
Rubber where talc has been used in stowage[32]	3.27	3.36	3.46	3.56	3.64	3.72	4.10	4.35	4.70
Soda ash, toxaphene (cotton dust), red oxide, naphthalene and calcium cyanamide in bags, raw bones in bulk, and chrycillic acid in drums, barbasco root, fish meal, and bone meal	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75
Damp hides, creosoted lumber and lumber products, and copra	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75
Bulldozer operator	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80
Boston:[16]									
Bulk cargo and ballast[4]	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65
Cement and lime in bags and bulk	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65
Damaged cargo[6]	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20
Explosives[7]	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20
Grain in bulk[17]	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80
Naphthalene in bags	5.51	5.60	5.70	5.80	5.88	5.96	-	-	-
Pickled skins in casks from New Zealand and Australia	3.67	3.76	3.86	3.96	4.04	4.12	4.50	4.75	5.10
Refrigerator space cargo[9]	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80
Scrap mica	3.42	3.51	3.61	3.71	3.79	3.87	4.25	4.50	4.85
Wet hides, creosoted products, cashew oil, carbon black and cotton seed meal in bags, gasoline, and soda ash in bags[33]	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75
Hampton Roads (including Newport News and Norfolk):									
Damaged cargo[6]	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20
Explosives[7]	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20
Grain, creosoted products, and soda ash in bags	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80
Coal cargoes, bulk cargoes, lime in bags, and ores[21]	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65
Refrigerator space cargo[9]	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80
Rubber where talc has been used in stowage	3.27	3.36	3.46	3.56	3.64	3.72	4.10	4.35	4.70
Wet hides, cashew oil, caustic soda, kerosene, steel dust and cement in bags, pitch and sulfur in bulk or bags, barbasco root, fish meal, and bone meal	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75
Philadelphia:									
Distress cargo[6]	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20
Explosives[7]	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20
Grain	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80
Oil, kerosene, gasoline, grease, naphtha in barrels, drums, cases, or other containers; fish meal, and bone meal[23]	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75
Sulfur, bulk cargoes, and bog ore in bulk	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65
Wet hides	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75
Tallow, vegetable oil, asphalt and pitch in barrels and drums[25]	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75
Naphthalene in bags, inbound only	3.42	3.51	3.61	3.71	3.79	3.87	4.25	4.50	4.85
Chrycillic acid in drums, inbound only	3.67	3.76	3.86	3.96	4.04	4.12	4.50	4.75	5.10
Refrigerator space cargo,[9] licorice root	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80

[1] Contrary to the practice on the Pacific Coast, nonsupervisory longshoremen, except in the ports noted, received the same rate of pay reguardless of the function performed.
[2] 90 cents an hour at Hampton Roads.
[3] Effective Oct. 1, 1951, overtime work handling these cargoes was paid for at $1\frac{1}{2}$ times the penalty rate.
[4] Including loading and trimming coal for ship's own bunker.
[5] Lime added Oct. 1, 1947.
[6] Premium rate not paid for handling sound cargo in same or separate compartment as damaged cargo.
[7] When handled in the bay and/or stream, pay to start when men leave pier.
[8] In cases and barrels, when loaded by case-oil gang with a fly.
[9] When transported at temperature of freezing or below, rate paid entire gang.
[10] Effective Oct. 1, 1953. Rate established for first time.
[11] Soda ash in bags and cashew oil added Oct. 1, 1947. Naphthalene in bags added Feb. 15, 1950.
[12] Barbasco root, fish meal, and bone meal added Oct. 1, 1956.
[13] Occupation added to rate schedule on date shown.
[14] Rates applicable to holdmen and wharfmen. Winchmen, duckmen, and leaders paid an additional 5 cents an hour and gang carriers an additional 10 cents.
[15] Copra added Oct. 1, 1951.

[16] Until Oct. 1, 1968, gangway men, winchmen, and tractor operators paid an additional 5 cents an hour and chisel and forklift operators a 10-cent differential. Thereafter, gangway bosses and forklift operators paid an additional 10 cents an hour; signalman and winch and tractors paid an additional 5 cents.
[17] Rate applicable to men in next hatch when there is no bulkhead or partition.
[18] Rates established for first time. Prior practice was usually to pay damaged cargo rate.
[19] Gasoline added Oct. 1, 1951.
[20] Rate applicable on grain trimming when work continues for 1/2 hour or more. Between Oct. 1, 1950, and Sept. 30, 1953, rates for creosoted products and soda ash were 5 cent below grain rates.
[21] Effective Oct. 1, 1953. Rate established first time. Penalty rate applies to coal cargoes only when worked at other than coal piers.
[22] Caustic soda and kerosene added Oct. 1, 1951; barbasco root, fish meal, and bone meal added Oct. 1, 1956.
[23] Rate applicable it cargo was handled by a gang for 2 hours or more a day (not applicable to fish meal and bone meal which were added Sept. 30, 1957).
[24] Daily rates paid during this period for kerosene, gasoline, and naphtha in barrels, drums, or cases.
[25] Rate applicable if cargo was handled by a gang for 2 hours or more a day.
[26] Licorice root added Oct. 1, 1953.
[27] Effective Mar. 7, 1955, in Baltimore.
[28] $2.45 at Hampton Roads, effective Feb. 1, 1955.
[29] $3.675 at Hampton Roads, effective Feb. 1, 1955.
[30] No scheduled rate; actually, the "distress rate," for damaged cargo and explosives was paid.
[31] Rate approved late in Dec. 1952 by the Regional Wage Stabilization Board was effective as of Nov. 1, 1952.
[32] Continued to be applicable while discharging only.
[33] Effective Oct. 1, 1968, also included any cargo in bags than created a bad dust condition (e.g., naphthalene in bags).

Table C. Overtime rates[1]

Effective date	Hourly overtime rate for longshoremen (general cargo)[2]	Effective date	Hourly overtime rate for longshoremen (general cargo)[2]
Oct. 1, 1934	[3]$1.35	Oct. 1, 1945	$2.25
Oct. 1, 1936	1.50	Oct. 1, 1946	2.475
Oct. 1, 1937	1.60	Oct. 1, 1947	2.625
Jan. 1, 1940	1.65	Aug. 22, 1948	2.82
Oct. 1, 1941	1.80	Oct. 1, 1950	3.00
Oct. 1, 1942	1.875		

[1] The circumstances under which overtime rates are paid are listed in sec. D.
[2] After Oct. 1, 1936, the overtime rate for longshoremen was exactly 1 1/2 times the basic hourly rate except for the period October 1937 to December 1939 (table B). 1 1/2 times the rate for handling penalty cargoes was also paid for overtime work.
[3] $1.25 at Hampton Roads, Va.

Table D. Related wage practices[1]

Effective date	Provision	Applications, exceptions, and other related matters
	Premium Pay for Nightwork	
Oct. 1, 1934	Overtime rate paid for work between 5 p.m. and 8 a.m. on week days.[2]	
	Daily Overtime Pay	
Oct. 1, 1934	Overtime rate paid for work in excess of 8 hours between 8 a.m. and 5 p.m.	
	Premium Pay for Saturday and Sunday	
Oct. 1, 1934	Overtime rate paid for work between 12 noon on Saturday and 8 a.m. on Monday.	
Oct. 1, 1945	Added: Overtime rate paid for all Saturday work.	In accordance with arbitration award of Dec. 31, 1945.
	Holiday Pay	
Oct. 1, 1934	Overtime rate paid for work on legal holidays. No pay for holidays not worked.	Holidays were: New Year's Day, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day, Christmas Day. In addition: Baltimore recognized Good Friday and Easter Sunday; Hampton Roads recognized Lee's Birthday, Jefferson Davis Day, and Election Day; New York recognized Good Friday (on the Jersey shore), Election Day, Lincoln's Birthday, Columbus Day; Armistice Day (on the Jersey shore) and such other National or State holidays as may be proclaimed by Executive authority; Philadelphia recognized Good Friday, Election Day, Lincoln's Birthday, and Columbus Day; Boston recognized Patriot's Day, Bunker Hill Day, and Columbus Day.
Oct. 1, 1937		Added: In Philadelphia, Flag Day; in Baltimore, Lincoln's Birthday; in New York and vicinity, Armistice Day.
1957 (agreements dated Mar. 25, 1957—New York; Mar. 1, 1957—Baltimore; Nov. 21, 1957—Boston; Mar. 29, 1957—Hampton Roads; Mar. 18, 1957—Philadelphia).	Established: 2 paid holidays for which workers received 8 hours' pay at straight-time hourly rate.	Holidays were: New York and Boston—Fourth of July and Labor Day; Baltimore—Good Friday and Memorial Day; Hampton Roads—Good Friday and Jefferson Davis Day; Philadelphia—Christmas Day and Labor Day. New York, Boston, and Hampton Roads—to qualify, employee must have received pay for 700 or more hours in previous fiscal year and worked 16 hours during holiday week. Holiday pay also provided in New York if employee received 1 week's vacation pay after work record review and worked 16 hours in holiday week. Baltimore—1,000 hours' work in previous fiscal year required to qualify; Philadelphia—700 hours. New York—up to 700 hours' credit toward eligibility in previous year granted for periods (1) compensated under a Federal or State occupational disability law, and (2) served in the Armed Forces if employed in industry a minimum of 700 hours in year prior to service and honorably discharged. Holidays observed without pay in all ports were: New Year's Day, Washington's Birthday, Veterans' Day, Thanksgiving Day, and Christmas Day. In addition, the following holidays were observed without pay: New York—Lincoln's Birthday, Good Friday, Memorial Day, Columbus Day, Election Day; Baltimore—Lincoln's Birthday, Columbus Day, Election Day, Easter Sunday, Fourth of July, Labor Day, Defenders' Day Boston—Good Friday, Memorial Day, Columbus Day, Patriots Day, Bunker Hill Day; Hampton Roads—Election Day, Memorial Day, Fourth of July, Labor Day, Lee's Birthday; Philadelphia—Lincoln's Birthday, Good Friday, Memorial Day, Columbus Day, Election Day, Fourth of July, Labor Day..
1958 (agreements noted above)	Added: 1 paid holiday.	Holiday was: New York—Good Friday; Baltimore—New Year's Day; Boston—Washington's Birthday; Philadelphia—Fourth of July; Hampton Roads—New Year's Day and Washington's Birthday (Good Friday deleted—observed without pay).

See footnotes at end of table.

Effective date	Provision	Applications, exceptions, and other related matters
	Holiday Pay—Continued	
1958 (agreement dated July 31, 1958—Boston).	------------------------------------	Boston—up to 700 hours' credit toward eligibility in previous year granted for periods served in the Armed Forces if employed in industry a minimum of 700 hours in year prior to service and honorably discharged.
1959 (1957 agreements noted above).	Added: 2 paid holidays.	Holidays were: New York—Lincoln's Birthday and Christmas Day; Boston—Memorial Day and Veterans' Day; Philadelphia—New Year's Day and Memorial Day; Baltimore—Lincoln's Birthday and Washington's Birthday; Hampton Roads—Election Day and Veterans' Day.
1960 (agreements dated Dec. 3, 1959—New York; Dec. 5, 1959—Boston; Nov. 25, 1960—Baltimore; Dec. 10, 1959—Hampton Roads; Dec. 23, 1959—Philadelphia).	Added: 1 paid holiday.	Holiday was: New York—Washington's Birthday; Baltimore—Thanksgiving Day; Boston—Patriots Day; Hampton Roads—Lee's Birthday; Philadelphia—Washington's Birthday. Baltimore—qualifying hours for paid holidays reduced to 800.
1961 (agreements noted above).	Added: 1 paid holiday.	Holiday was: New York—Thanksgiving Day; Baltimore and Boston—Columbus Day; Hampton Roads—Thanksgiving Day; Philadelphia—Good Friday.
1962 (agreements noted above).	Added: 1 paid holiday.	Holiday was: New York—Columbus Day; Baltimore—Veterans' Day; Boston—New Year's Day; Hampton Roads—Good Friday; Philadelphia—Thanksgiving Day.
1964 (memoranda of agreement of Jan. 20, 1963—New York; Jan. 25, 1963—Baltimore and Hampton Roads; Jan. 28, 1963—Boston; Jan. 26, 1963—Philadelphia).	Added: 1 paid holiday.	Holiday was: New York—Veterans' Day; Baltimore—Defenders' Day; Philadelphia—Columbus Day; Boston—Bunker Hill Day; and Hampton Roads—Memorial Day.
Oct. 1, 1964 (agreements of Apr. 13, 1965—New York; 1965—Baltimore; verbal agreement only, Feb. 13, 1965—Boston; Apr. 20, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).	Added: 1 paid holiday.	Holiday was: New York—New Year's Day; Baltimore—Fourth of July; Boston—Thanksgiving Day; Hampton Roads—Thomas Jefferson's Birthday; Philadelphia—Flag Day.
Oct. 1, 1965 (above agreements).	Added: 1 paid holiday.	Holiday was: New York—Memorial Day; Baltimore—Labor Day; Boston—Christmas Day; Hampton Roads and Philadelphia—Lincoln's Birthday.
Oct. 1, 1966 (above agreement).	Added: 1 paid holiday.	Holiday was: New York—Election Day; Boston—St. Patrick's Day; Baltimore—Christmas Day; Hampton Roads—Columbus Day; Philadelphia—Veterans' Day.
Oct. 1, 1967 (agreement of Feb. 13, 1965—Boston).	------------------------------------	Changed: Eligibility to—800 hours worked during current year, 700 hours worked during previous year.
Oct. 1, 1970 (agreement of Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 14, 1969—New York; Feb. 22, 1969—Philadelphia).	Added: 1 paid holiday.	Holiday was: Boston—Lincoln's Birthday; Baltimore—Maryland Day; New York, Hampton Roads, and Philadelphia—Dr. Martin Luther King Jr.'s Birthday. Changed: Hampton Roads—eligibility—employee must have received pay for at least 700 hours in year preceding holiday; those who worked such hours in such year were to by paid for all holidays granted after return to work on or about Feb. 22, 1969. Changed: New York—eligibility—employee must have had at least 700 hours' credit in previous year and worked 16 hours or more in holiday week or made himself available for work in holiday week.
	Meal Time Premium Pay	
Oct. 1, 1934 ----------------------	Overtime rate paid for work during meal hour.	Overtime rate paid for entire meal hour if part of hour is worked.
Oct. 1, 1935 ----------------------	------------------------------------	If entire meal hour is worked overtime continues in effect until men are relieved.
Oct. 1, 1945 ----------------------	Changed to: Double time paid for work during meal hours other than noon meal hour.	
Oct. 1, 1951 ----------------------	Added: Double time paid for work during the noon meal hour on Saturdays, Sundays, and recognized holidays.	In Baltimore, the appropriate overtime rate (whether time and one-half or double) continued to apply until the men were relieved, with a minimum of 2 hours.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid Vacations		
Oct. 1, 1934	No provisions for paid vacation.	
Oct. 1, 1945	40 hours' vacation pay at straight time to employees who worked 1,350 hours or more in year.	In accordance with arbitration awards of Dec. 31, 1945. Details of plan negotiated by parties.
Oct. 1, 1948	Changed to: 800 but less than 1,350 hours of work—40 hours' pay; 1,350 hours or more—80 hours' pay.	
Oct. 1, 1951	Changed to: 40 hours' pay for 700 but less than 1,200 hours paid for during the year; 80 hours' pay for 1,200 hours or more.	
Oct. 1, 1953 (agreements dated Feb. 11, 1954—Boston; action of trustees, date unavailable—Hampton Roads; Mar. 12, 1954—Philadelphia).		Boston—up to 400 hours', at rate of 20 hours a week, credit toward vacation eligibility provided employee incapacitated 8 or more days by occupational disability and receiving statutory compensation for temporary total disability. Hampton Roads and Philadelphia—up to 400 hours', at rate of 20 hours a week, credit toward vacation eligibility provided employee disabled by compensable occupational illness or injury.
Oct. 1, 1954 (agreement dated Feb. 24, 1955—New York).		New York—vacation pay provided men within 50 hours of eligibility requirements if approved by joint committee after review of work record.
Mar. 7, 1955 (agreement of same date—Baltimore).		Baltimore—eligibility requirements reduced to 675 hours for 40 hours of vacation pay, 1,175 for 80 hours.
Oct. 1, 1956 (agreements dated Mar. 25, 1958—New York; Mar. 1, 1957—Baltimore; Nov. 21, 1957—Boston; Mar. 29, 1957—Hampton Roads; Mar. 18, 1957—Philadelphia).	Added: 120 hours' pay for employees with 1,500 or more hours of work during the year who had received vacation pay in 5 of the 6 immediately preceding years.	New York—up to 700 hours' credit toward eligibility in each of preceding 6 years granted for periods: (1) Compensated under an occupational disability law, (2) served in the Armed Forces if employed in the industry at least 200 hours in year prior to service and honorably discharged, and (3) employed as a loader before Feb. 1, 1958, in New York Foreign Trade Zone or at Army base in 1954 while under Civil Service. Baltimore—eligibility requirements of 1,550 hours in previous year and vacation pay in 2 of 3 previous years. Boston—vacation pay provided men within 50 hours of eligibility requirements for 40 and 80 hours' vacation if approved by joint committee after review of work record. Hampton Roads—vacation pay provided men within 10 hours of eligibility requirements for 40 hours' vacation if approved by joint committee after review of work record. Up to 1,000 hours' credit a year, for 2 years, toward eligibility granted men for military service if eligible for benefits in year prior to induction.
July 31, 1958 (agreement of same date—Boston).		Boston—vacation review extended to employees within 30 hours of eligibility requirements for 120-hour vacation. Up to 700 hours' credit in any 6-year period prior to claim for 120-hour vacation granted employee for service in Armed Forces if employed in industry a minimum of 700 hours in year prior to service and honorably discharged.
Oct. 1, 1959 (agreements dated Dec. 3, 1959—New York; Nov. 25, 1960—Baltimore; Dec. 10, 1959—Hampton Roads; Dec. 23, 1959—Philadelphia).	Eligibility requirements decreased to 1,100 hours' work for 80 hours' paid vacation, and to 1,300 hours for 120-hour vacation.	Baltimore—not less than 675 hours' work required in 2 of the 3 preceding fiscal years for 120-hour vacation.
Oct. 1, 1964 (agreements of Apr. 13, 1965—New York; 1965—Baltimore; verbal agreement only—Feb. 13, 1965 Boston; Apr. 20, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).	Added: 160 hours' paid vacation for employees who received 1,500 hours or more (Baltimore—1,300 hours or more) of pay during the contract year.	Eligibility: Benefits provided employee who: New York and Hampton Roads—(1) had worked in each of the immediately preceding 12 years, and (2) had received pay for 700 hours or more or 1 weeks' vacation pay in 10 of the 12 years; Baltimore—received credit for 675 hours or more in 5 of the 6 immediately preceding fiscal years; Boston—qualified for a vacation in 10 of the 12 immediately preceding years; and Philadelphia—received pay for 700 hours or more in each of the immediately preceding 12 years or received 1 week's vacation pay or more in 10 of the 12 years. Changed: Philadelphia—20 hours a week credit toward vacation eligibility provided for employees eligible for 120- and 140-hour vacations for time lost because of military service or disability covered by the welfare plan or workmen's compensation.
Oct. 1, 1968 (agreement of Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 14, 1969—New York; Feb. 22, 1969—Philadelphia).	Changed: 200 hours' paid vacation for employees who received 1,500 hours or more (1,600 hours or more in Philadelphia) of pay during the contract year.	Changed: Baltimore—eligibility—benefits provided any employee who received credit for 675 hours or more in 10 of the 12 immediately preceding years.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid Vacations—Continued		
Oct. 1, 1968 (agreement of Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 14, 1969—New York; Feb. 22, 1969—Philadelphia)—Continued		Added: Philadelphia—eligibility—employee eligible for 200 hours' paid vacation provided 20 hours a week credit towards vacation eligibility for time lost because of military service or disability covered by the welfare plan or workmen's compensation. This provision also was to be applicable to those eligible for the 240 hours of paid vacation that was to go into effect on Oct. 1, 1969.
Oct. 1, 1969 (agreement of Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 14, 1969—New York; Feb. 22, 1969—Philadelphia).	Changed: 240 hours' paid vacation for employees who received 1,500 hours or more (1,600 hours or more in Philadelphia) of pay during the contract year.	
Call-in Pay[3]		
Oct. 1, 1934	2 hours' pay guaranteed employees selected to work.	4 hours guaranteed in Baltimore for Sunday night work, in New York when employed at 7 p.m. on ship which had not previously been worked except to discharge mail and baggage on passenger vessels when the minimum guarantee is 2 hours, in Boston when employed at 5 p.m. on ship which had not previously been worked. Guarantees not applicable to men who worked through the supper hours, on premises during afternoon, or on a passenger vessel to discharge mail or baggage. Guaranteed minimum not paid when weather conditions made work impossible.
Oct. 1, 1935	Added: 4 hours' pay guaranteed employees ordered out on Sundays and holidays.	4 hours guaranteed when employed at 7 p.m. to discharge mail and baggage on passenger vessels.
Oct. 1, 1937		2-hour guarantee not applicable when steamer or hatch completes discharging in less time.
Oct. 1, 1938	Added: 2 hours' pay guaranteed for second call to work if employed in the forenoon and reemployed in the afternoon and if employed on a weekday afternoon and reemployed at 7 p.m.; 4 hours' pay guaranteed if employed on Saturday afternoon, if employed at 5 or 6 p.m. or if employed at 7 p.m. without previous work during the day.	Guarantee paid for second call to work regardless of weather conditions but not if ship is completed before guaranteed period is over 1 hour straight-time and 1 hour overtime on weekdays and 2 hours overtime on Sunday and holidays paid men ordered out at 7 a.m. but prevented from working before 8 a.m. by weather conditions. Pay to cover period from 7 to 9 a.m. 2 hours straight-time and 1 hour overtime on weekdays and 3 hours overtime on Sunday and holidays paid men ordered out at 7 a.m. but prevented from working between 8 and 10 a.m.
Oct. 1, 1945	Changed to: 4 hours' pay at the appropriate rate guaranteed for the first call to work. 2 hours' pay at the appropriate rate guaranteed for the second call to work during a day.	On weekdays 4-hour guarantee applies regardless of weather except for ship arrivals or departures or on completion of work in less than the guaranteed period. On Saturday, Sunday, or holidays guarantees apply when work is not prevented by weather conditions. 6 hours' pay at overtime rate guaranteed when men are called out to dock or undock vessels or handle mail between 12 midnight and 6 a.m. 1 hour's pay at the overtime rate guaranteed men called out at 7 a.m. but prevented from working by weather conditions before 8 a.m.[4]
Oct. 1, 1951 (agreements dated Oct. 11, 1951—New York; Oct. 1, 1951—Baltimore; Jan. 14, 1952—Philadelphia; Aug. 5, 1952—Hampton Roads); and effective Oct. 1, 1953 (agreements dated Feb. 11, 1954—Boston).	Changed to: 4 hours' pay at the appropriate rate guaranteed for first call to work during morning hours regardless of any conditions; 4 hours' pay guaranteed, with some exceptions, for first call during weekday afternoons and second call to work. Added: New York[5]—cancellation permitted on Monday at 7:30 a.m. without penalty if vessel not in berth.	Men reemployed at 1 or 7 p.m. or 1 a.m. (second call) guaranteed 2 hours' pay if (1) ship or hatch was completed in less time, (2) ship was moved to dry dock or another terminal, or (3) weather made work impossible. Men first hired at 1, 5, 6, or 7 p.m., Monday through Friday, guaranteed 4 hours' pay except for conditions noted above. Men first hired at 1, 5, 6, or 7 p.m. on Saturday, Sunday, or legal holiday guaranteed 4 hours' pay regardless of weather. Philadelphia—(1) men first hired at 1 p.m. on Saturday, Sunday, or legal holiday guaranteed 4 hours'pay, (2) men first hired at 5, 6, or 7 p.m., Monday through Sunday, paid to 11 p.m., (3) men employed 8 a.m. to 12 noon who work through meal hour and are ordered back at 2 p.m. guaranteed 3 hours' straight-time pay or 2 hours if weather made work impossible or ship or hatch was completed in less time. New York—men employed 8 a.m. to 12 noon who work through meal hour and are ordered back at 2 p.m. guaranteed 4 hours' straight-time pay to 6 p.m. at appropriate rates, or 2 hours if weather made work impossible or ship or hatch was completed in less time.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Call-in-Pay[3]—Continued	
Oct. 1, 1951 (agreements dated Oct. 11, 1951—New York; Oct. 1, 1951—Baltimore; Jan. 14, 1952—Philadelphia; Aug. 5, 1952—Hampton Roads); and effective Oct. 1, 1953 (agreements dated Feb. 11, 1954—Boston)—Continued		Boston—men first hired at 8 a.m. or 1 p.m., Monday through Friday, guaranteed 2 hours' pay if ship or hatch was completed in less time or ship was moved to dry dock or another terminal regardless of weather.
Oct. 1, 1953 (agreement dated Mar. 12, 1954—Philadelphia); and Feb. 11, 1954 (agreement of same date—Baltimore).	----------	4 hours' pay guaranteed for second call to work at 1 p.m. unless ship or hatch was completed in less time.
Jan. 11, 1955 (agreement dated Feb. 24, 1955—New York); Mar. 1, 1957 (agreement dated Mar. 7, 1957—Baltimore); Mar. 18, 1957 (agreement of same date—Philadelphia); Mar. 29, 1957 (agreement of same date—Hampton Roads); and Nov. 21, 1957 (agreement of same date—Boston).	Changed to: 4 hours' pay at appropriate rate guaranteed for first call to work at any time of day, regardless of any conditions; 4 hours' pay guaranteed, with some exceptions, for second call to work.[6]	2 hours' pay guaranteed for second call to work when ship or hatch was completed in less than 2 hours' time. New York—6 hours' pay guaranteed to men called to dock or undock vessels between 12 midnight and 6 a.m. Boston—men employed and ordered out the following day but unable to work because of weather or breakdown guaranteed 4 hours' pay if ordered out again the next following day and unable to work; paid 2 hours' pay for forenoon and 2 hours if returned in afternoon. Hampton Roads—2 hours' pay guaranteed for second call to work when ship or hatch was completed in less time or vessel was shifted to dry dock or another terminal. Philadelphia—2 hours' pay guaranteed for second call to work at 7 p.m. or 1 a.m. if ship or hatch was completed in less time or weather made work impossible, and at 7 p.m. if vessel was shifted to dry dock or another terminal. Baltimore—5 hours' pay guaranteed if ordered to work at 7 a.m.
Feb. 22, 1969 (agreement of Feb. 20, 1969—Hampton Roads).		Added: Worker to receive a 2-hour guarantee upon returning to work on any period or day of the week when 2 hours' work or less remain in a hatch after a worker has completed two guarantee periods and he voluntarily quits work for the day. Added: When an employee worked a full night and work was not completed, a new gang was to be supplied at 8 a.m. with a 4-hour guarantee.
	Travel Pay	
Oct. 1, 1934 ----------	Workers required to report to specified piers or locations in or about the port area compensated for extra travel expenses and, in specific situations, for time spent in travel.	Not applicable to Boston because of compact pier area.
Oct. 1, 1959 (agreement of same date—Hampton Roads).	In effect: When no public transportation was available, employees ordered to work or released between 12 midnight and 6 a.m., to be provided transportation or paid 25 cents, at option of employer.	
Oct. 1, 1964 (agreement of Apr. 20, 1965—Hampton Roads).	Increased: Transportation allowance to 50 cents.	
Oct. 1, 1968 (agreement of 1969—New York).	----------	Travel pay not applicable to employees hired by industry on or after Oct. 1, 1968.
Feb. 25, 1969 (agreement of Feb. 22, 1969—Philadelphia).	Changed: $1.50 for travel to Camden for longshoremen, carloaders, carpenters, and ship cleaners.	
Oct. 1, 1969 (agreement of Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads).	Changed: Hampton Roads—an amount of $2.50 per round trip for tunnel and bridge tolls was substituted for previous travel pay provisions.	Baltimore—travel pay not applicable to employees hired in industry on or after Oct. 1, 1969.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Containerization Fund	
July 1, 1960 (arbitration award dated Nov. 22, 1960—New York; agreement of Oct. 13, 1961—Baltimore; Nov. 14, 1960—Boston).	New York, Baltimore, and Boston—Fund established to which employers were to contribute the following royalty payments per gross ton of containerized cargo: (1) Conventional ships, 35 cents; (2) partially automated ships with not more than two hatches and not more than 40 percent of bale cube space area fitted for handling containers, 70 cents; (3) automated or containerized ships with more than two hatches or more than 40 percent of the bale cube space cargo area fitted for handling containers, $1.	Fund to be used to indemnify employees for loss of work resulting from containerization (original intent in Baltimore as discussed during 1959–60 negotiations). Baltimore—the container fund was established as an escrow fund pending a decision as to the disposition of the escrow monies. New York—method of distributing fund among employees to be determined by negotiation. New York—royalties limited to boxed general cargo moving in overseas export and import trade and in trade between New York and Puerto Rico. Baltimore—royalties limited to containers dravo size or larger and did not include containers in which household goods were packed. Boston—the parties accepted the arbitration award in general; specific details were to be determined by further negotiation. Hampton Roads and Philadelphia—current contracts did not provide for the establishment of a containerization fund.
Oct. 1, 1962 (agreement of same date).	Changed: Baltimore—all monies in the containerization fund and all royalty payments to be paid to the pension trust fund. Added: Baltimore—employers to contribute 28 cents per gross ton of containerized cargo loaded or unloaded for coastwise or intercoastal trade.	Transfer of funds and future contributions contingent on approval of United States tax authorities. (Such approval subsequently was obtained by letter from IRS dated July 7, 1964.)
May 22, 1967 (memorandum of agreement dated May 19, 1967—Hampton Roads).	Hampton Roads—containerization fund established. Contributions per gross ton of cargo were (1) conventional ships, 35 cents; (2) partially automated ships, 70 cents; and fully automated ships, $1.	Distribution and administration of funds to be determined by union, subject to approval by the U.S. and Virginia tax authorities and the U.S. Department of Labor.
Dec. 1, 1967 (agreement of Nov. 8, 1967).	Philadelphia—containerization fund established. Contributions identical to New York (see above).	Royalties limited to containers dravo size or larger.
Apr. 1, 1969 (agreement dated Feb. 22, 1969—Philadelphia).	----------	Royalty payments temporarily discontinued until Oct. 1, 1970.
Jan. 28, 1970 (agreement of same date—Hampton Roads).	----------	Changed: Hampton Roads—distribution and administration to be determined by joint employer-employee Board of Trustees. The trustees could use the funds for group insurance, training program, or supplementary income payments.
Oct. 1, 1970 (Philadelphia) ----------	----------	Temporary suspension of royalty payments was extended until Oct. 1, 1971.
Aug. 14, 1971 (agreement of same date—Boston).	----------	Boston—parties agreed on dispersal of fund with 90 percent of fund to be allocated to the pension fund and 10 percent to be allocated to the ILA for costs incurred in negotiation of fund.
	Pension Plan	
Oct. 1, 1934 ----------	No provision ----------	
Jan. 1, 1950 (agreements dated Oct. 1, 1949—New York, Boston, Baltimore, Philadelphia, and Hampton Roads).	Pension plan established; financed by employer contribution of 5 cents per man-hour worked.	
Jan. 1, 1951 ----------	Pension plan effective providing: Eligibility—Continuous employment from Jan. 1, 1937, with average of 800 hours of work a year, required of employees retiring before Jan. 1, 1962. Basic benefits—Monthly pension of $35 in New York, Boston, and Philadelphia, $30 in Baltimore, and $25 in Hampton Roads, exclusive of Federal old-age benefits, to employees aged 65 or over with 25 years' continuous service in industry and average of 800 hours worked per year.	Continuity of employment broken when employee worked fewer than 400 hours a year for more than 2 years, except that employees unable to work for the following reasons were given credit for the periods stipulated: Nonoccupational illness or injury—up to 3 years; temporary-total occupational injury—800 hours a year; military service after May 1, 1940, and reemployment in industry—1,000 hours a year.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Pension Plan—Continued	
Jan. 1, 1951—Continued	Disability benefits—Basic benefits reduced by statutory payments to employees totally and permanently disabled on the job at age 45 or over with 15 years' continuous service in industry and average of 800 hours worked per year.	Not applicable to employees disabled by criminal activity, habitual drunkenness, self-inflicted injury, or addiction to narcotics, or while in military service. Continuous employment from Jan. 1, 1937, with average of 800 hours of work a year, required of employees applying for disability benefits prior to Jan. 1, 1952. Benefits terminated on reemployment in industry for (a) term of employment or (b) 1 year, whichever is greater.
Nov. 1, 1951 (action of trustees of same date).	Increased to: Basic benefits—Hampton Roads, $32.	
Aug. 1, 1952 (action of trustees, date not available—New York; action of trustees, Nov. 21, 1952—Baltimore).	Increased to: Basic benefits—New York $50; Baltimore, $45.	
Oct. 1, 1952 (action of trustees, June 18, 1952).	Increased to: Basic benefits—Philadelphia, $45.	
Apr. 29, 1953 (amendment of same date).	----------	New York—added: Disability benefits applicable to employees (1) permanently and totally disabled on or after Jan. 1, 1944, but before Jan. 1, 1950, by injury incurred on the job and (2) employed in the industry at the time of injury and at the time of application for pension. Hours credited for temporary-total occupational disability extended to temporary- and permanent-partial (for maximum of 5 years) disability. Hours credited plus hours worked in industry not to exceed 800. Credit for military service limited to 3 years; board o trustees permitted to credit up to 2 additional years.
Sept. 1, 1953 (action of trustees, date not available).	Increased to: Basic benefits—New York, $65.	
Oct. 1, 1953 (action of trustees, Feb. 17, 1954).	Increased to: Basic benefits—Philadelphia, $50.	
Jan. 1, 1954 (action of trustees, Apr. 9, 1954—Baltimore; Mar. 1, 1955—Boston).	Increased to: Basic benefits—Baltimore, $55; Boston, $50.	
May 1, 1954 (agreement dated May 21, 1954—New York).	Added: Death benefits: New York—$500 to designated beneficiary on death of retiree.	
Jan. 1, 1955 (action of trustees, July 28, 1955—New York; Mar. 1, 1955—Boston; Mar. 20, 1957—Philadelphia; July 16, 1955—Baltimore); and effective Jan. 1, 1956 (action of trustees, Feb. 3, 1955—Hampton Roads).	Changed: Employer contribution increased to 7 cents an hour. Eligibility—Annual hours of work required to qualify for pension and credit in case of disability reduced to 700, except at Hampton Roads. Increased to: Basic benefits—Philadelphia, $58. Death benefits: Boston—$500 to designated beneficiary on death of retiree.	Changed to: Baltimore—continuity of employment broken when employee worked fewer than 400 hours a year for more than 5 years. Applicable to employees already retired.
Feb. 1, 1955 (action of trustees, Feb. 2, 1955).	Increased to: Basic benefits—Hampton Roads, $35.	
Oct. 26, 1955 (agreement of same date—New York); and Jan. 1, 1955 (action of trustees, May 1, 1956—Boston).	Added: New York and Boston—employee receiving State or Federal compensation for disabling occupational injury and eligible for plan benefits (1) if age 65 or over, to receive regular pension, (2) if under age 65, to receive regular benefits less compensation awarded for temporary-total or temporary-partial disability.	Employee who received benefits under (2) to receive regular pensions upon reaching age 65.
Jan. 12, 1956 (action of trustees of same date).	----------	Added: New York—continuity of employment not broken for employees working less than 400 hours a year in 1942 or 1943 because of war conditions or in 1944–46 as a result of War Manpower Regulations, provided continuity was not terminated before or after such years.
May 23, 1956 (action of trustees of same date).	Added: New York—deferred benefits available at age 65 for employees age 60 or more with required period of employment but unable to continue working.	
June 1, 1956 (action of trustees, May 1, 1956).	Increased to: Death benefits—Boston, $750 to whomever incurred funeral expenses of retiree.	
Jan. 1, 1957 (action of trustees, Apr. 16, 1957).	Increased to: Basic benefits—Baltimore, $60.	Baltimore—$25 a month to widow of pensioner age 50 or over and married 10 or more years, provided husband had been receiving basic benefits.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Pension Plan—Continued	
Jan. 23, 1957 (action of trustees of same date).	--	Added: New York—continuity of employment not broken during periods of internment or civil detention in a foreign country by order of foreign government during an "international political crisis."
Nov. 1, 1957 (action of trustees, Oct. 29, 1957).	Increased to: Basic benefits—Hampton Roads, $55.	
Jan. 1, 1959 (action of trustees, of same date).	Added: Philadelphia—Deferred benefits at age 65 for employees with 25 years' continuous service. Employee receiving State or Federal compensation for disabling occupational injury and eligible for plan benefits (1) if age 65 or over, to receive regular pension, (2) if under age 65, to receive regular benefits less compensation awarded for temporary-total or temporary-partial disability.	
July 1, 1959 (action of trustees, June 5, 1959).	Increased to: Basic benefits—Hampton Roads, $60.	
Oct. 1, 1959 (agreements dated Dec. 28, 1959—New York; Dec. 10, 1959—Baltimore and Hampton Roads; Dec. 23, 1959—Philadelphia; and Aug. 30, 1961—Boston).	Changed: Employer contribution increased to 14 cents an hour.	
Oct. 1, 1959 (action of trustees, May 1, 1960).	Increased to: Basic benefits—Boston, $75.	
Jan. 1, 1960 (action of trustees, date not available—New York; action of trustees, Dec. 28, 1959—Hampton Roads).	Increased to: Basic benefits—New York, $85; Hampton Roads, $65.	
Apr. 6, 1960 (action of trustees of same date).	Increased to: Death benefits—Boston, $1,000.	
June 1, 1960 (action of trustees, July 22, 1960).	Increased to: Basic benefits—Philadelphia, $75.	
Oct. 1, 1960 (action of trustees, Jan. 23, 1961).	Increased to: Basic benefits—Baltimore, $75. Changed to: Baltimore—Disability benefits, $60 a month to employees totally and permanently disabled at age 45 or over, with an additional $1 for each year of service over 15, maximum $75. Increased to: Basic benefits—Hampton Roads, $75.	Baltimore—widows to receive benefits regardless of the basis on which husband retired.
Oct. 1, 1962 (memorandum of agreement of Jan. 20, 1963—New York; Jan. 25, 1963—Baltimore and Hampton Roads; Jan. 28, 1963—Boston; Jan. 26, 1963—Philadelphia).	Increased: Employer contribution to 18 cents an hour.	Additional increase effective Oct. 1, 1963.
Oct. 1, 1962 (action of trustees—1963).	Changed: Eligibility—Baltimore—minimum average annual hours of work required to qualify for basic and disability pension, 600. Added: Deferred benefits—Baltimore—at age 65 for employees with 25 years' continuous service leaving industry because of closing of facilities or for employment in another industry.	Added: Baltimore—credit for work outside industry limited to 5 years. In effect: Baltimore—continuity of employment not broken for time lost because of occupational accident occurring in industry, military service, or employment in shipyards in Baltimore area during the years 1942 through 1946.
Jan. 1, 1963 (action of trustees, July 30 and August 29, 1963).	Increased to: Basic benefits—Boston, to $100.	
July 1, 1963 (action of trustees, Jan. 25, 1963).	Added: Early retirement—Baltimore—employees age 62 or over, with 25 years' or more credited service could receive 80 percent of basic benefits.	
July 1, 1963 (action of the pension board and Board of Trustees, Aug. 9, 1963—Baltimore; action of trustees June 28, 1963—Hampton Roads).	Increased: Basic benefits—Baltimore and Hampton Roads, to $90.	Increased: Baltimore—$35 a month to widow of pensioner.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Pension Plan—Continued	
July 1, 1963 (action of the pension board and Board of Trustees, Aug. 9, 1963—Baltimore; action of trustees June 28, 1963—Hampton Roads)—Continued	Increased: Disability benefits—Baltimore—$60, plus $3 for each year of service over 15, maximum $90.	
Oct. 1, 1963 (memoranda of agreement of Jan. 20, 1963—New York; Jan. 25, 1963—Baltimore and Hampton Roads; Jan. 28, 1963—Boston; Jan. 26, 1963—Philadelphia).	Increased: Employer contribution to 23 cents an hour.	
Oct. 1, 1963 (agreement of Jan. 20, 1963—New York; Jan. 26, 1963—Philadelphia).	Increased: Basic benefits—New York and Philadelphia, to $100.	Applicable to pensioners and future retirees.
	Increased: Death benefits—New York, $1,000.	Applicable only to employees terminated after Oct. 1, 1963. Added: Philadelphia—continuation of deceased pensioners monthly benefits to widow until the earliest of 50 monthly installments, her death, or remarriage. Dependent mother received payments if pensioner was widower, or the balance of the 50 monthly payments in the event of death or remarriage of his widow before benefits terminated. Fifteen payments of $100 each provided eligible widow or dependent mother of deceased employee. Continuation benefits were not payable if the pensioner or employee had full life insurance coverage under the welfare plan.
	Added: Deferred benefits—New York—at age 65 for employees with 25 years' continuous service.	Monthly benefits to be the same as those prevailing on the employees' termination date.
Jan. 1, 1964 (action of trustees, Dec. 30, 1963—Hampton Roads).	Increased: Basic benefits—Hampton Roads, $100.	Applicable to pensioners and future retirees.
(Morse memorandum of settlement of Jan. 20, 1963).	Added: Deferred benefits—Hampton Roads—at age 65 for employees with 25 years' employment in the industry.	Monthly benefits to be the same as those prevailing on the employees' termination date.
Apr. 1, 1965 (agreement of Apr. 13, 1965—New York; Oct. 1, 1964—Baltimore; verbal agreement only Nov. 2, 1965—Boston; action of trustees, Aug. 24, and Nov. 19, 1965—Hampton Roads).	Increased: Basic benefits—New York, Baltimore, Boston, and Hampton Roads—to $125.	Increased: Baltimore—widow's monthly benefit to 50 percent of pensioner's benefits. Minimum benefit—$42.50 a month. To be eligible, widow must have been married to pensioner for 10 years and reached age 50 before his death.
	Increased: Disability benefits—Baltimore—to $85, plus $4 for each year of service over 15, maximum $125.	
Sept. 10, 1965 (action of trustees of same date—Hampton Roads).	Changed: Eligibility—Hampton Roads—minimum annual hours of work required for pension credit, 700.	
Oct. 1, 1965 (agreement of Apr. 13, 1965—New York; Oct. 1, 1964—Baltimore; verbal agreement only Feb. 13, 1965—Boston; Feb. 18, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).	Increased: Employer contribution to 47 cents an hour.	
Jan. 1, 1966 (agreement of Oct. 1, 1964—Baltimore).	Changed: Eligibility—minimum annual hours of work required for pension credit for (1) basic benefits—to average 700 hours for the preceding 25-year period, with no more than 5 years in which fewer than 400 hours were worked, and (2) disability benefits—to average 700 hours for the preceding 15-year period with no allowance for a year in which fewer than 400 hours were worked.	Pension credit was given for absence because of injury or military service.
Jan 1, 1966 (agreements of Apr. 13, 1965—New York; Oct. 1, 1964—Baltimore; verbal agreement only—Nov. 2, 1965—Boston; Feb. 15, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).	Increased: Basic benefits—to $175 a month for employees 62 years of age and older with 25 years or more of service.	Benefit increase applicable to those retiring on or after Jan. 1, 1966. Increased: New York and Boston—for the widow of (1) an employee with 25 years or more of service, at death, to $87.50 a month, beginning when the employee would have become 62 years of age, and (2) a pensioner whose death occurred after Jan 1, 1965, to 50 percent of his monthly benefit.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Pension Plan—Continued	
Jan. 1, 1966 (agreements of Apr. 13, 1965—New York; Oct. 1, 1964—Baltimore; verbal agreement only—Nov. 2, 1965—Boston; Feb. 15, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia)—Continued		Added: Baltimore and Hampton Roads—$87.50 a month to widow of an employee with 25 years or more of service, at death, beginning when he would have become 62 years of age. Added: Hampton Roads—50 percent of a pensioner's monthly benefit to his widow provided his death occurred after Jan. 1, 1965. Increased: Philadelphia—to $87.50 a month to the widow of a pensioner or dependent mother of an unmarried pensioner.
	Increased: Disability benefits—New York, Baltimore, and Boston, to $125, plus $5 for each year of service over 15, maximum $175.	
Oct. 1, 1968 (agreement of Feb. 14, 1969—New York; Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia).	Increased: Employer contributions to 57 cents an hour.	
Jan. 1, 1969 (agreement dated Feb. 22, 1969—Philadelphia).	Increased: Basic benefits—to $300.	Applicable to those who retired on or after Jan. 1, 1969. Employees retired before Jan. 1, 1969, to receive basic benefit of $200.
	Increased: Disability benefits—to $180, plus $12 for each year of service over 15 (maximum $300).	Surviving widow of pensioner who died on or after Jan. 1, 1965, to receive monthly pension of $100 until remarriage or death. If pensioner did not leave a surviving widow, the benefit was payable to his dependent mother for life. Surviving widow of employee not a pensioner and who did not leave industry before his death and who died on or after Jan. 1, 1965, to receive monthly pension of $100 until remarriage or death beginning month employee would have reached age 62 but not before Jan. 1, 1969, if employee had 25 years of service in industry or elected to continue working in the industry after age 62 when qualified for pension even though he had worked less than 400 hours a year for more than 2 years. If employee did not leave a surviving widow the benefit was payable to his dependent mother for life.
Apr. 1, 1969 (agreement of Feb. 14, 1969—New York; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads).	Increased: Basic benefits—to $300 ($200 in Baltimore). Added: Basic benefits—Baltimore—of $300 if employee met new eligibility requirements. Employees must have retired at or after age 62 with 25 years of service immediately before his application with at least 700 hours in each of 20 of the previous 25 years, with a minimum of 17,500 hours for the 25-year period. Increased: Disability benefit—New York and Hampton Roads—to $180, plus $12 for each year of service over 15 (maximum $300). Increased: Disability benefit—Baltimore—to $150, plus $5 for each year of service over 15 (maximum $200). Added: Disability benefit—Baltimore—of $180, plus $12 for each year of service over 15 (maximum $300) for employees who met new eligibility requirements. Employee must have worked at least 700 hours in each of the 15 years before his application, except that for each additional year of 700 hours he may have 1 year in the 15-year period under 700 hours, with a maximum of 5 years under 700 hours in the 15-year qualifying period.	Applicable to those who retired on or after Apr. 1, 1969. Employee who retired before Apr. 1, 1969, to receive $25 a month increase in basic benefits. Changed: New York and Baltimore—widow's benefit to 50 percent of pensioner's benefit with a maximum of $100 a month with a proportionate increase for widows of disability pensioners. Those widowed before Apr. 1, 1969, to receive a proportionate increase to maximum of $100. Changed: Hampton Roads—widow's benefit to 50 percent of pensioner's benefit with a maxium of $100 a month for the widow of a pensioner who retired on or after Apr. 1, 1969. Widow of a pensioner who retired before Apr. 1, 1969, to receive an increase of $12.50 in the monthly benefit to a maximum of $100.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Pension Plan—Continued	
Apr. 1, 1969 (agreement of Feb. 14, 1969—New York; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads)—Continued	Added: Early retirement benefits—Baltimore—employee age 55 with 20 years of service with no year under 700 hours worked could elect monthly benefit of $250, until age 62 at which time amount was increased to $300 (if at time of retirement he met qualifications for retirement at age 62).	Election for early retirement had to be made before July 1, 1969 (first option period) and before July 1, 1970 (second option period). Baltimore—widow of early retirees to receive monthly pension of $100.
June 1, 1969 (agreement of Feb. 14, 1969—New York; Feb. 20, 1969—Hampton Roads).	Added: Early retirement benefits—employee age 55 with 20 years of service could elect monthly benefit of $250 until age 62 at which time amount was increased to $300.	Election for early retirement had to be made before June 1, 1969 (first option period) and before June 1, 1970 (second option period). New York—widow of early retiree to receive monthly pension of $100. New York—early retirement was to be funded on a 40-year basis. Hampton Roads—widow of early retiree to receive amount as computed for widow of regular retiree.
Aug. 1, 1969 (agreement of Apr. 2, 1969—Boston).	Increased: Basic benefit—to $300.	Applicable to those who retired on or after October 1968. Employee who retired before Oct. 1, 1968, to receive a $25 a month increase in basic benefit. Eligible widow of pensioner who retired on or after Oct. 1, 1968, to receive $100 a month. Eligible widow of pensioner who retired before Oct. 1, 1968, to receive $12.50 a month increase in pension. There was to be no retroactivity under any of the above provisions for Boston.
	Increased: Disability benefits—to $180, plus $12 for each year of continuous service over 15 (maximum $300).	Applicable to those who retired on or after Oct. 1, 1968. Pensioner who retired on basis of disability before Oct. 1, 1968, to receive an increase of $2.50 a month for each year of service over 15, up to a maximum of $25 for 25 year of service. Eligible widow of pensioner who retired on basis of disability on or after Oct. 1, 1968, to receive $90, plus $6 a month for each year of continuous service over 15 (maximum $100). Eligible widow of pensioner who retired on basis of disability before Oct. 1, 1968, to receive an increase of $1.25 a month for each year of service over 15, up to a maximum of $12.50 for 25 years of service. There was to be no retroactivity under any of the above provisions for Boston. Widow of a member who died on or after Aug. 1, 1969, before the retirement age of 62 with 25 years of service to receive $100 a month beginning first of the month following month in which member died. Widow of member who died before Aug. 1, 1969, still to have benefit deferred to time that member would have reached age 62 (maximum $100). Reimbursement for funeral expenses was increased to $1,500 for death of a pensioner who retired on or after Aug. 1, 1969, and who was not covered under BSA–ILA Health Welfare Clinic Fund. Remained $1,000 for such retirees who died before Aug. 1, 1969.
Oct. 1, 1969 (agreement of Feb. 14, 1969—New York; Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia).	Increased: Employer contribution to 70 cents an hour.	
Oct. 1, 1970 (agreement of Feb. 14, 1969—New York; Feb. 19, 1969—Baltimore; Apr. 2, 1969—Boston; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia).	Increased: Employer contribution to 75 cents an hour.	

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Welfare and Insurance Plans

Effective date	Provision: New York	Provision: Baltimore	Provision: Boston	Provision: Hampton Roads	Provision: Philadelphia	Applications, exceptions, and other related matters
	Status of Plans					
Oct. 1, 1934	No provision					
Oct. 1, 1948	Welfare and insurance plans established					
Jan. 1, 1950	Added: Dependents coverage.	Added: Dependents coverage.	Added: Dependents coverage.			
Oct. 1, 1951				Added: Dependents coverage.		
Jan. 1, 1952			Added: Pensioners coverage.		Added: Pensioners coverage.	
Feb. 1, 1952		Added: Pensioners coverage.				
Apr. 1, 1954					Added: Dependents coverage.	
May 1, 1954	Added: Pensioners coverage.					
Jan. 1, 1955		Added: Collateral dependents coverage.	Added: Collateral dependents coverage.			
May 31, 1956			Eliminated: Pensioners coverage.			
Jan. 1, 1957	Added: Collateral dependents coverage.					
Jan. 1, 1958				Added: Pensioners coverage.		
Mar. 1, 1963			Reinstated: Pensioners coverage.			
	Contributions					
	Plans to be financed by employer contributions of following cents per man-hour worked:					
Oct. 1, 1948	2.5 cents	2.5 cents	3 cents	2.5 cents	2.5 cents	
Oct. 1, 1949	3.75 cents	3.75 cents	3.75 cents	3.75 cents	3.75 cents	
Oct. 1, 1951	5 cents	5 cents	5 cents	5 cents	5 cents	
Oct. 1, 1953		7 cents	7 cents			
Apr. 1, 1954	7 cents				7 cents	New York—employers unilaterally increased contributions 2 cents an hour; change included in agreements of February and October 1964.
Oct. 1, 1954	9 cents	9 cents	9 cents		9 cents	
Jan. 1, 1955				7 cents		
Jan. 1, 1956				9 cents		
Oct. 1, 1956	14 cents	14 cents	14 cents		14 cents	New York—trustees authorized to use 5 cents of contribution to secure clinical services and/or to construct and administer health centers. Trustees set allocation at 3 cents.
Jan. 1, 1957				14 cents		
Oct. 1, 1959	21 cents	21 cents	21 cents	21 cents	21 cents	Clinic fund established with employer contribution of 3 cents a man-hour worked in all ports except Philadelphia. Contribution totaled 6 cents an hour in New York.
Oct. 1, 1962	23 cents	23 cents	23 cents	23 cents	23 cents	Contribution to clinic fund increased to 5 cents a man-hour worked in all ports except Philadelphia. Contribution to 8 cents an hour in New York.[7]
Jan. 20, 1963	25.5 cents					
Jan. 25, 1963				25.5 cents		
Jan. 26, 1963		25.5 cents			25.5 cents	
Jan. 28, 1963			25.5 cents			

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Welfare and Insurance Plans—Continued

Effective date	Provision: New York	Baltimore	Boston	Hampton Roads	Philadelphia	Applications, exceptions, and other related matters
	Contributions—Continued					
Oct. 1, 1963	23.5 cents	23.5 cents	23.5 cents	23.5 cents	23.5 cents	Eliminated: Two cents of employer contribution to clinic fund.
Oct. 1, 1964	28.5 cents	28.5 cents	28.5 cents	28.5 cents	28.5 cents	Increased: Contribution to clinic fund to 5 cents a man-hour worked; 6 cents in New York.
Oct. 1, 1965	30.5 cents	30.5 cents	30.5 cents	30.5 cents	30.5 cents	
Oct. 1, 1966	31.5 cents	31.5 cents	31.5 cents	31.5 cents	31.5 cents	Increased: Contribution to clinic fund to 6 cents a man-hour worked; 6 cents in New York.
Oct. 1, 1968		36.5 cents	36.5 cents	36.5 cents	36.5 cents	New York—contribution base was changed from straight man-hours to combination of man-hours and tonnage. Employers guaranteed a payment of 40 million man-hours a year and special assessments had to be made if less than 40 million man-hours were worked to make up the difference.
Oct. 1, 1969		41.5 cents	41.5 cents	41.5 cents	41.5 cents	
Oct. 1, 1970		49.5 cents	49.5 cents	49.5 cents	49.5 cents	
	Eligibility Requirements					
Oct. 1, 1948	800 hours of work in previous contract year					
Oct. 1, 1951	Reduced to 700 hours.	Reduced to 700 hours.		Reduced to 700 hours.		Baltimore—employees receiving workmen's compensation credited with equivalent hours.
Jan. 1, 1954						Baltimore—employees with 650 but less than 700 hours of work in previous contract year could, on review of work record, be declared eligible by trustees.
Jan. 1, 1955			Reduced to 700 hours.		Reduced to 700 hours.	Hampton Roads—employees with 690 but less than 700 hours of work in previous fiscal year could, on review of work record, be declared eligible by trustees.
Oct. 1, 1956						New York—employees with 650 but less than 700 hours of work in previous contract year could, on review of work record, be declared eligible by trustees.
Jan. 1, 1957						Boston—do.
Jan. 1, 1962						Changed to: Baltimore—employee with 600 but fewer than 700 hours of work in previous contract year could be declared eligible by trustees on review of work. Added: Baltimore—employee age 60 and over who worked at least 200 hours in previous contract year could be declared eligible by trustees.
Jan. 1, 1963						Added: Baltimore—full group insurance coverage extended to 2 additional calendar years, for employee unable to meet work requirements because of continuous (occupational or nonoccupational) disability.
Oct. 1, 1968						Changed: Philadelphia—employees who worked between 650 and 700 hours could be declared eligible by trustees after review of work record. Added: Philadelphia—employee credited with 20 hours for each week lost due to compensable accident (maximum 400 hours). Employee who was credited with 10,000 hours during 10 contract years preceding compensable occupational disability or nonoccupational disability due to illness or accident establishing eligibility for weekly welfare benefits to be credited with 20 hours for each week of disability (maximum 700 hours).

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	New York	Baltimore	Boston	Hampton Roads	Philadelphia	Applications, exceptions, and other related matters
	Welfare and Insurance Plans—Continued					
	Life Insurance and Maximum Accidental Death and Dismemberment Benefits					
Jan. 1, 1949	$1,000					Not available to dependents. Accidental death and dismemberment benefits available for occupational and nonoccupational death and dismemberment in New York, Philadelphia, and Boston; occupational and nonoccupational death and nonoccupational dismemberment in Baltimore, and nonoccupational death and dismemberment in Hampton Roads.
Jan. 1, 1951	$1,500	$1,500	$1,500		$1,500	
Jan. 1, 1952	$2,000	$2,000			$2,000	
Jan. 1, 1955	$2,500	$2,500	$2,250			
Jan. 1, 1956	$3,000			$2,000		
Jan. 1, 1957	$3,500	$3,000		$3,000	$3,000	
Aug. 1, 1957			$3,000			
Jan. 1, 1958		$4,000				
Jan. 1, 1960		Life insurance—$6,000; Eliminated—accidental death and dismemberment benefits.			$6,000	Added: Baltimore—$500 to employee on death of wife if funds were available.[8]
May 1, 1960			$3,500			
Jan. 1, 1961		Reinstated: dismemberment benefits—$3,000.		Dependents—life insurance: Wife, $1,000; children, $500.		Hampton Roads—wife and children must have been dependent upon and living with employee.
Jan. 1, 1962	$4,000					
Mar. 1, 1963			$5,000; Eliminated: Accidental death and dismemberment benefits.			
Jan. 1, 1964					$6,500	
Jan. 1, 1965	$5,000					Added: Baltimore—$500 payment from welfare fund to pensioner upon death of his dependent wife.
Jan. 1, 1966				$5,000		
Apr. 1, 1966	$6,000[9]					
Jan. 1, 1967			$6,000			
Jan. 1, 1968					Life insurance and accidental dismemberment and/or loss of sight (no accidental death)—$7,000.	
Jan. 1, 1969	Life insurance—legal spouse—$1,500.					
	Weekly Sickness and Accident Benefits					
Jan. 1, 1949	$25 for maximum of 13 weeks in New York, 26 weeks in New Jersey.		$25 for maximum of 13 weeks.	$25 for maximum of 13 weeks.	$25 for maximum of 13 weeks.	Not available to dependents. Payable only when workmen's compensation or unemployment insurance benefits were not paid. Sickness benefits started on 8th day, accident on 1st day. In New Jersey section of New York port, all benefits started on 8th day.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	New York	Baltimore	Boston	Hampton Roads	Philadelphia	Applications, exceptions, and other related matters
	Welfare and Insurance Plans—Continued					
	Provision					
	Weekly Sickness and Accident Benefits—Continued					
Mar. 1, 1949	----------	$25 for maximum of 13 weeks.	----------	----------	----------	Not available to dependents. Payable only when workmen's compensation or unemployment insurance benefits were not paid. Sickness benefits started on 8th day, accident on 1st day.
Jan. 1, 1950	$26	$26	$26	----------	----------	
Jan. 1, 1951	----------	----------	----------	----------	$26	
Oct. 1, 1951	----------	----------	----------	----------	$30	
Jan. 1, 1952	----------	$30	----------	$30	----------	
July 1, 1952	$30	----------	----------	----------	----------	
Jan. 1, 1954	----------	----------	$30	----------	----------	
July 1, 1954	$33 in New York.	$35	----------	----------	----------	
Jan. 1, 1955	----------	Maximum of 20 weeks.	$33	----------	Maximum of 26 weeks.	
Aug. 1, 1955	$35	----------	----------	----------	----------	
July 1, 1956	$40 for maximum of 20 weeks in New York.	----------	----------	----------	----------	
Jan. 1, 1957	----------	$40	----------	$36 for maximum of 26 weeks.	$40	
July 1, 1957	$45 in New York.	----------	----------	----------	----------	
Jan. 1, 1958	----------	Maximum of 26 weeks.	----------	----------	----------	Employee with 700 or more hours' credit in year of accident whose disability continued into next calendar year to receive up to maximum benefits in 2nd year.
June 1, 1958	Maximum of 26 weeks in New York.	----------	----------	----------	----------	
May 1, 1960	----------	----------	$40	----------	----------	
July 1, 1960	$50 in New York.	----------	----------	----------	----------	
July 1, 1961	$50 in New Jersey.	----------	----------	----------	----------	
Jan. 1, 1965	----------	$50	----------	----------	----------	
July 1, 1965	New York residents: $55.	----------	----------	----------	----------	
Jan. 1, 1966	----------	----------	----------	$50	----------	
June 1, 1966	----------	----------	----------	----------	$50	
Dec. 1, 1967	----------	----------	$55	----------	----------	
Jan. 1, 1968	New Jersey residents: $62.	----------	----------	----------	----------	
July 1, 1968	New York residents: $65.	----------	----------	----------	----------	
July 1, 1969	New Jersey residents: $65.	----------	----------	----------	----------	
Sept. 1, 1969	----------	----------	$65	----------	----------	
Jan. 1, 1970	New Jersey residents: $69.	----------	----------	----------	----------	
Jan. 1, 1971	New Jersey residents: $72.	----------	----------	----------	----------	
	Hospitalization[10]—Daily Benefit and Duration (Room and Board)					
Jan. 1, 1949	Employees—$6 up to 31 days and $3 up to additional 180 days per disability.	----------	Employees—$7, up to 31 days per disability.	----------	Employees—up to $251 per disability.	
Mar. 1, 1949	----------	Employees—$5, up to 31 days per disability.	----------	----------	----------	

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	New York	Baltimore	Boston	Hampton Roads	Philadelphia	Applications, exceptions, and other related matters
	Welfare and Insurance Plans—Continued					
	Provision					
	Hospitalization[10]—Daily Benefit and Duration (Room and Board)—Continued					
Apr. 15, 1949	----------	----------	----------	Employees—$5, up to 31 days per disability.	----------	
Jan. 1, 1950	Employees and dependents—$8, up to 31 days.	Employees—$8; dependents—$6, up to 31 days.	Employees and dependents—$8, up to 31 days.	----------	----------	Benefits available only to employees' wives and children. Hospitalization not provided dependents in maternity cases.
Jan. 1, 1952	----------	----------	----------	Employees—$6; dependents—$5, up to 31 days.	----------	New York—Supplemental room and board: Fund could pay from surplus as authorized by trustees (1) amounts in excess of $8 a day for semiprivate accommodations and (2) up to 170 additional days of hospitalization at 50 percent of standard rate.
Apr. 1, 1954	----------	----------	----------	----------	Employees and dependents—$10, up to 31 days.	
July 1, 1954	----------	Employees—$10; dependents—$8.	----------	----------	----------	
Jan. 1, 1955	----------	Employees—$12; dependents—$10; collateral dependents—$5, up to 31 days.	Employees and dependents—$12; collateral dependents—lifetime limit of $372.	Employees—$8.	Employees and dependents—up to $1,000 including hospital extras.	Collateral dependents were parents wholly dependent on an unmarried eligible employee with no other dependents covered by fund.
Jan. 1, 1956	----------	----------	----------	Dependents—$8.	----------	
Jan. 1, 1957	Employees and dependents—$8, up to 70 days; collateral dependents—$8, up to 31 days per calendar year.	Collateral dependents—$10.	----------	Employees and dependents—$10, up to 70 days.	----------	New York—supplemental room and board: Additional hospitalization that trustees could authorize at 50 percent of standard rate reduced to maximum of 131 days.
Aug. 1, 1957	----------	----------	Employees and dependents—$18, up to 50 days; collateral dependents—lifetime limit of $900.	----------	----------	
Jan. 1, 1958	----------	Employees, collateral and other dependents—$14, up to 70 days.	----------	Eliminated—see major medical.	----------	
Jan. 1, 1959	----------	----------	----------	----------	Employees and dependents—$16, up to 70 days.	
Jan. 1, 1960	----------	Employees, collateral and other dependents—$16.	----------	----------	----------	
May 1, 1960	----------	----------	Employee and dependents—$20, up to 70 days; collateral dependents—lifetime limit of $1,400.	----------	----------	Collateral dependents were parents wholly dependent on eligible employee. For dependents of deceased eligible employee—benefits provided for balance of insured year.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	New York	Baltimore	Boston	Hampton Roads	Philadelphia	Applications, exceptions, and other related matters
	Welfare and Insurance Plans—Continued					
	Provision					
	Hospitalization[10]—Daily Benefit and Duration (Room and Board)—Continued					
Jan. 1, 1962	Employees—$22; dependents—$18; collateral dependents—$18, up to 70 days.	Employees, and all dependents—$18 a day.			Employees and dependents—$18 a day.	
Jan. 1, 1964					Employees and dependents—$20.	
Jan. 1, 1965		Employees and dependents—$23.				
Apr. 1, 1966	Employees—$24; dependents—$20.	Employees and dependents—$25.				
Nov. 1, 1966			Employees and dependents—$28.			
Mar. 1, 1969					Employees and dependents: $30.	
Sept. 1, 1969			Employees and dependents: $45 (maximum 70 days).			
Jan. 1, 1970		Employees and dependents: $35.				
Jan. 1, 1971		Employees and dependents: $50.				
	Hospital Extras[10]—Maximum Benefit (Nonmaternity)					
Jan. 1, 1949	Employees—sum based on length of confinement.		Employees—$70 per disability.		Employees—sum based on length of confinement.	
Mar. 1, 1949		Employees—$75 per disability.				
Apr. 15, 1949				Employees—$75 per disability.		
Jan. 1, 1950	Employees and dependents—$248 per disability.	Employees—$248; dependents—$186.	Employees and dependents—$248.		Employees—$80 per disability.	
Jan. 1, 1952				Employees—$100; dependents—$75.		
Apr. 1, 1954					Employees and dependents—$100.	
July 1, 1954		Employees—$310; dependents—$248.				
Jan. 1, 1955		Employees—$372; dependents—$310; collateral dependents—$50.	Employees and dependents—$372.	Dependents—$100.	Employees and dependents—see hospitalization, Jan. 1, 1955.	
Jan. 1, 1956			Collateral dependents—lifetime limit of $372.			

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision: New York	Baltimore	Boston	Hampton Roads	Philadelphia	Applications, exceptions, and other related matters
	Welfare and Insurance Plans—Continued					
	Hospital Extras [10]—Maximum Benefit (Nonmaternity)—Continued					
Jan. 1, 1957	Employees and dependents—$400 plus 75 percent in excess of $400; collateral dependents—$248 per calendar year.	Collateral dependents—$310.	---	Employees and dependents—$200.	---	
Aug. 1, 1957	---	---	Employees and dependents—$400 plus 75 per cent in excess of $400; collateral dependents—lifetime limit of $400 plus 75 percent in excess of $400.	---	---	
Jan. 1, 1958	---	Employees, collateral and other dependents—$980.	---	Eliminated—see major medical.	---	
Jan. 1, 1959	---	---	---	---	Employees and dependents—$320.	
Jan. 1, 1960	---	Employees, collateral and other dependents—$1,120.	---	---	---	
May 1, 1960	---	---	Employees and dependents—$500 plus 75 percent in excess of $500; collateral dependents—lifetime limit of $500 plus 75 percent in excess of $500.	---	---	
Jan. 1, 1962	---	---	---	---	Employees and dependents—$360.	
Jan. 1, 1964	---	---	---	---	Employees and dependents—$400.	
Jan. 1, 1965	---	Employees and dependents—$1,610.	---	---	---	
Apr. 1, 1966	---	Employees and dependents—$1,750.	---	---	---	
	Medical					
Apr. 16, 1962	---	---	---	---	---	Added: Baltimore—cost of one physical examination or check-up a year at designated hospital. [8]
Jan. 1, 1964	---	---	---	---	---	Changed: Baltimore—up to $60 for one physical examination or check-up a year at designated hospital.

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision: New York	Baltimore	Boston	Hampton Roads	Philadelphia	Applications, exceptions, and other related matters
	Welfare and Insurance Plans—Continued					
	Medical—Continued					
Jan. 1, 1967	----------	----------	----------	Employees—$50 (in doctor's office).	----------	
	Surgery[10]—Maximum Benefit (Nonmaternity)					
Jan. 1, 1949	Employees—$150 per disability.	----------	Employees—$150 per disability.	----------	Employees—$150 per disability.	
Mar. 1, 1949	----------	Employees—$150 per disability.	----------	----------	----------	
Apr. 15, 1949	----------	----------	----------	Employees—$150 per disability.	----------	
Jan. 1, 1950	Employees—$300.	Employees—$300.	Employees—$300.	----------	Employees—$300.	
Jan. 1, 1951	----------	----------	----------	Dependents—$150.	----------	
July 1, 1951	Dependents—$150.	----------	----------	----------	----------	
Jan. 1, 1952	Dependents—$210.	Dependents—$200.	----------	Employees—$200.	----------	
Apr. 1, 1954	----------	----------	----------	----------	Dependents—$300.	
Jan. 1, 1955	----------	----------	Dependents—$300.	Dependents—$200.	----------	
Jan. 1, 1956	Dependents—$250.	Collateral dependents—$200.	Collateral dependents—lifetime limit of $300.	----------	----------	
Jan. 1, 1957	Collateral dependents—$250 per calendar year.	Dependents and collateral dependents—$300.	----------	----------	----------	
Jan. 1, 1958	----------	Employees, collateral and other dependents—$400.	----------	Eliminated—see major medical.	----------	
Jan. 1, 1960	----------	Employees, collateral and other dependents—$500.	----------	----------	----------	
Jan. 1, 1964	----------	----------	----------	----------	Employees and dependents—$400.	
Apr. 1, 1966	Employees and dependents—$400.	----------	----------	----------	----------	
Nov. 1, 1966	----------	----------	Employees and dependents—$400.	----------	----------	
	Outpatient Hospital Services—Maximum Benefit					
Jan. 1, 1949	Employees—$7.25 toward emergency first aid and use of operating room.	----------	----------	----------	----------	Payable only for services within 24 hours of accident.
Jan. 1, 1950	Eliminated ---	----------	----------	----------	----------	
Apr. 1, 1954	----------	----------	----------	----------	Employees and dependents—$100.	
Jan. 1, 1957	----------	----------	----------	Employees and dependents—$100.	----------	

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Welfare and Insurance Plans—Continued

Effective date	Provision: New York	Provision: Baltimore	Provision: Boston	Provision: Hampton Roads	Provision: Philadelphia	Applications, exceptions, and other related matters
	Outpatient Hospital Services—Maximum Benefit—Continued					
Jan. 1, 1958	-----	-----	-----	Eliminated—see major medical.	-----	
	X-rays and Laboratory Tests—Maximum Benefit					
Jan. 1, 1949	No provision					
Jan. 1, 1955	-----	Employees—$50 per 12 consecutive months.	-----	-----	-----	
Apr. 1, 1955	Employees—$50 per calendar year.	-----	-----	-----	-----	
Jan. 1, 1956	Dependents—$50.	Dependents—$50.	Employees—$25 for each accident and $25 for treatment of diseases in 12-month period.	-----	-----	
Jan. 1, 1957	Employees and dependents—$75.	Employees and dependents—$100.	-----	Employees and dependents—$50 per disability.	-----	
Jan. 1, 1958	-----	Employees and dependents—$150.	-----	Eliminated—see major medical.	-----	
May 1, 1960	-----	-----	Employees and dependents—$50.	-----	-----	Boston—for dependents of deceased eligible employees, benefits provided for balance of insured year.
July 15, 1961	Eliminated	-----	-----	-----	-----	New York—X-ray costs paid from fund to extent clinics could not provide service.
Jan. 1, 1965	-----	Employees and dependents—$200.	-----	-----	-----	
Apr. 1, 1966	-----	Employees and dependents—$400.	-----	-----	-----	
Nov. 1, 1966	-----	-----	Employees and dependents—$100.	-----	-----	
	Emergency Care—Maximum Benefit					
Apr. 1, 1966	Employees and dependents—$75.	-----	-----	-----	-----	Established: New York—emergency X-ray and laboratory expense benefits.
Nov. 1, 1966	-----	-----	Employees and dependents—$100.	-----	-----	Established: Boston—emergency hospital treatment benefits.
	Doctor's Visits[10]—Maximum Benefit					
Jan. 1, 1949	No provision					
Jan. 1, 1954	-----	Employees—$50 per disability.	-----	-----	-----	
Jan. 1, 1956	-----	-----	-----	Employees and dependents—$95.	-----	For in-hospital medical services.
Jan. 1, 1957	-----	Employees—$100.	-----	-----	-----	
Jan. 1, 1958	-----	Employees—$150.	-----	Eliminated—see major medical.	-----	
Jan. 1, 1961	-----	Employees—$200.	-----	-----	-----	

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	New York	Baltimore	Boston	Hampton Roads	Philadelphia	Applications, exceptions, and other related matters
	Welfare and Insurance Plans—Continued					
	Provision					
	Doctor's Visits [10]—Maximum Benefit—Continued					
July 1, 1965	----------	Employee's spouse—$100.	----------	----------	----------	
	Poliomyelitis [10]—Maximum Benefit					
Jan. 1, 1949	No provision ----------					
Jan. 1, 1955	----------	----------	----------	Employees and dependents—$5,000.	----------	
Jan. 1, 1957	----------	Employees and dependents—$1,000 in 2-year period.	----------	----------	----------	Baltimore—maximum for 2 consecutive years after regular insurance coverage was exhausted. Coverage also to include tuberculosis, cardiac disease, brain tumor (nonmalignant neoplasm), spinal meningitis, tetanus, undulant fever, encephalitis, active rheumatic fever, multiple sclerosis, progressive muscular dystrophy, and cancer.
Jan. 1, 1958	----------	Employees and dependents—$5,000.	----------	Eliminated—see major medical.	----------	
Jan. 1, 1963	----------	----------	----------	----------	----------	Baltimore—increased to 5 consecutive years (from 2 years) after regular insurance benefits have been exhausted. Extended coverage continued to include the same 12 diseases reported earlier.
	Maternity—Maximum Benefit					
Jan. 1, 1949	No provision ----------					
Jan. 1, 1952	Hospitalization and extras—$80; obstetrical procedures—$140.	Hospitalization—$60; obstetrical procedures—$140.	----------	----------	----------	Available only to wife of eligible employee.
Jan. 1, 1954	----------	----------	Hospitalization—$80; obstetrical procedures—$75.	----------	----------	Boston—do.
Apr. 1, 1954	----------	----------	----------	----------	Lump-sum allowance—$100.	Philadelphia—do.
July 1, 1954	----------	Hospitalization—$80.	----------	----------	----------	
Jan. 1, 1955	Hospitalization and extras—$125; obstetrical procedures—$140.	Hospitalization—$100.	----------	Lump-sum allowance—$100.	Lump-sum allowance—$150.	Hampton Roads—do.
Sept. 1, 1955	----------	----------	Hospitalization—$120; obstetrical procedures—$150.	----------	----------	
Jan. 1, 1957	Obstetrical procedures—$150.	Obstetrical procedures—$150.	----------	Lump-sum allowance—$150.	Lump-sum allowance—$200.	
Aug. 1, 1957	----------	----------	Hospitalization—$160.	----------	----------	
Jan. 1, 1958	----------	Hospitalization—$140; obstetrical procedures—$250.	----------	Eliminated—see major medical.	----------	

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Welfare and Insurance Plans—Continued

Effective date	New York	Baltimore	Boston	Hampton Roads	Philadelphia	Applications, exceptions, and other related matters
	Maternity—Maximum Benefit—Continued					
Jan. 1, 1960		Hospitalization—$160; obstetrical procedures—$312.50.				
Jan. 1, 1962		Hospitalization—$180.				
Jan. 1, 1965		Hospitalization—$230.				
Jan. 1, 1968				$200		Hampton Roads—previously shown under Major Medical.
Nov. 1, 1966			Hospitalization—$200.			
Sept. 1, 1969			Hospitalization—$300.			
Jan. 1, 1970		Hospitalization—$300.		$300		
Jan. 1, 1971		Hospitalization—$400.				
	Dental[11]—Maximum Benefit					
July 1, 1965		Employees $50.				Established: Baltimore—benefits provided for any service connected with examination, extraction, filling, cleaning, and other services for natural or artifical teeth. Maximum benefit applicable for 2 calendar insured years.
Jan. 1, 1966						Established: Hampton Roads—employees—(1) 80 percent, less $25 deductible,[12] of reasonable charges incurred for general dental services excluding dentures and orthodontia—maximum of $300 during any one benefit period; (2) 80 percent of reasonable charges for dentures required because of tooth extraction—maximum of $300 during any one benefit period; (3) 80 percent of reasonable charges to repair or remove bridgework—maximum of $200 each for upper and lower plate during 3 consecutive years.
Jan. 1, 1967						Hampton Roads—coverage extended to employee's legal spouse.
Jan. 1, 1970						Added: Hampton Roads—employee—employee denture benefit provided where on effective date of becoming insured, employee has no natural teeth.
	Optical[11]—Maximum Benefit					
July 1, 1965		Employees—$50.				Established: Baltimore—benefits provided for any service connected with examination of eyes and fitting of glasses. Maximum benefit applicable for 2 insured calendar years.
Jan. 1, 1967						Baltimore—previous optical maximum benefit was eliminated and in its place benefits were provided for employees and their dependents, pensioners and their wives, and pensioners widows as follows: (1) Eye examination by (a) opthomologist, $15 maximum, (b) optometrist, $10, once every 2 insured years; (2) lenses, (a) single, $8, (b) bifocal, $15, (c) trifocal, $20; (3) case hardened (employees and dependent children only) one set every 2 insured years; (4) frames, $12, one set every 2 years.

See footnotes at end of table

Table D. Related wage practices[1]—Continued

Welfare and Insurance Plans—Continued

Effective date	Provision					Applications, exceptions, and other related matters
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Optical[11]—Maximum Benefit—Continued					
Jan. 1, 1970	-----	-----	-----	$45	-----	Established: Hampton Roads—provided benefits for employees only as follows: Vision analysis ----- $15.00 Lenses-single ----- 5.00 bifocal ----- 7.50 trifocal ----- 10.00 Frame ----- 10.00 No payment was to be made for more than one (a) complete vision analysis, including refraction and all necessary procedures to assess ocular functions, (b) pair of lenses, or (c) set of frames in any 3 consecutive years.
	Major Medical					
Jan. 1, 1949	No provision					
Apr. 1, 1957	-----	-----	-----	-----	Employees and dependents—90 percent of charges above regular plan benefits to maximum of $5,000 for each disability.	
Jan. 1, 1958	-----	-----	-----	Employees and dependents—all reasonable hospital, surgical, and medical charges up to $10,000 for each disability as follows: Hospital—first $500 in full plus 80 percent in excess of $500. Surgical—80 percent of charges. Other—first $25 paid by employee, 80 percent of remainder by plan. Maternity—flat $200.	-----	
Jan. 1, 1959	-----	-----	-----	-----	Eliminated	
Jan. 1, 1960	-----	-----	-----	Hospital—first $200 in full plus 80 percent in excess of $200; maternity—flat $150.	-----	

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision					Applications, exceptions, and other related matters
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Major Medical—Continued					
May 1, 1960			Employees—80 percent, less $100 deductible, of charges above regular plan benefits to maximum of $5,000 in any benefit period.			Full benefits available for mental illness when confined to hospital; 50 percent of maximum when not confined.
Oct. 1, 1963	Employees and dependents—80 percent, less $100 deductible, of charges above regular plan benefits to maximum of $5,000 per cause.					
July 1, 1965					Employees and dependents—75 percent, less $100 deductible for single person or $300 deductible for family, of reasonable charges above regular plan benefits, to maximum of $10,000 in any benefit period.	Philadelphia—50 percent of reasonable charges, less the applicable deductible, payable for outpatient psychiatric treatment—maximum of $500 a person in each 12-month period. Maximum benefit could be reinstated after employee or dependent collected $1,000 or more in benefits, provided medical evidence of insurability was satisfactory to the insurance company.
Jan. 1, 1966				Hospital—first $500 in full, plus 80 percent of charges in excess of $500; Maternity—flat $200.		Hampton Roads—maternity benefit provided independently of major medical benefits. (See Maternity—Maximum Benefits).
Nov. 1, 1966			Maximum $10,000 in any benefit period.			
Jan. 1, 1967		Employees and dependents—80 percent, less $100 deductible, of charges above regular plan benefits to maximum of $10,000 per insured individual during his lifetime.				

Welfare and Insurance Plans—Continued

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Welfare and Insurance Plans—Continued

Effective date	Provision: New York	Provision: Baltimore	Provision: Boston	Provision: Hampton Roads	Provision: Philadelphia	Applications, exceptions, and other related matters
	Major Medical—Continued					
July 1, 1968	Eliminated: $100 deductible for hospital confinement					
Jan. 1, 1969	Maximum $12,000 for any one cause.					
Jan. 1, 1970		Maternity benefits added under major medical.				
Jan. 1, 1971				Maximum to $20,000 in any benefit period.		
	Electroshock Therapy					
Jan. 1, 1949	No provision					
May 1, 1960			Employees and dependents—75 percent of expenses in excess of regular benefits during hospitalization.			
	Clinical Services					
Jan. 1, 1949	No provision					
Sept. 18, 1957	Employees—complete dental care and treatment; employees and dependents—diagnostic medical services.					Clinics established for Brooklyn locals, Sept. 18, 1957; Jersey City, Apr. 1, 1959; Hoboken, Apr. 16, 1960; Manhattan, June 5, 1961; Newark, Sept. 11, 1961. In addition, Brooklyn clinic provides eye examinations and glasses.
	Comprehensive (not major medical)					
Apr. 1, 1967						Established: New York—comprehensive health plan with maximum of $7,500 per benefit period for employees and dependents who enroll in NYSA—ILA Medical Center and agree to confinement in a "contract" hospital and use surgical and medical services of "panel" physicians with benefits in lieu of benefits and amounts under hospital, surgical, emergency X-ray and laboratory, and major medical expense benefits. The plan provided for room and board, general nursing care, and routine supplies while in contract hospital (but not above average daily room and board charge for semiprivate room); miscellaneous charges for contract hospitals' services and supplies, and intensive care surcharges (not normally included in room and board charge); surgical fees of panel physician; professional ambulance

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision: New York	Provision: Baltimore	Provision: Boston	Provision: Hampton Roads	Provision: Philadelphia	Applications, exceptions, and other related matters
	Welfare and Insurance Plans—Continued					
	Comprehensive (not major medical)—Continued					
Apr. 1, 1967—Continued						services to and from hospital; X-ray, drugs, and laboratory expense for X-rays and laboratory tests, similar examinations, drugs and medicines identified by prescription number and dispensed by pharmacist, blood and blood derivatives, and other medical supplies and prosthetic appliances prescribed while inpatient in contract hospital (not otherwise available from NYSA—ILA Medical Center); nursing and physiotherapist expenses incurred subsequent to hospitalization for services of legally licensed physiotherapist (where patient physically unable to visit NYSA—ILA Medical Center) and charges for private-duty nursing by graduate registered nurse or licensed practical nurse; doctor's fees of panel physician for visits to contract hospital or home following discharge (if patient physically unable to visit NYSA—ILA Medical Center); and complications incident to pregnancy under certain conditions. Benefits reduced by those paid under Medicare. Benefit period begins first day of hospital confinement and continues until 12 months following end of such confinement. Successive periods of hospital confinement for same or related causes and separated by intervals of less than 3 months considered as one period of hospital confinement.
Jan. 1, 1969	Maximum $20,000 per benefit period.					
	Pensioners—Maximum Benefit					
Jan. 1, 1949	No provision					
Jan. 1, 1952			Life insurance—$500.		Life insurance—$100.	
Feb. 1, 1954		Life insurance—$500.				
May 1, 1954	Life insurance—$500.					
May 31, 1956			Eliminated			
Jan. 1, 1957		Hospitalization—$10 a day for 31 days; hospital extras—$310 lifetime payment; surgical—$300.				
Nov. 1, 1957	Pensioners and dependents: hospitalization—$10 a day for 31 days; hospital extras—$150; surgical—$250.					

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision: New York	Provision: Baltimore	Provision: Boston	Provision: Hampton Roads	Provision: Philadelphia	Applications, exceptions, aand other related matters
	Welfare and Insurance Plans—Continued					
	Pensioners—Maximum Benefit—Continued					
Jan. 1, 1958		Life insurance—$1,000. Pensioners and dependent wives:[13] Hospitalization—$14 up to 70 days; hospital extras—$980; surgical—$400.		Life insurance—$750. Pensioners and dependent wives: Hospitalization—$12 a day up to 31 days; hospital extras—$150; outpatient services—$150; surgical—$250.	Life insurance—$1,000. Pensioners and dependent wives: Hospitalization—$1,000 within confinement period, up to 70 days including therapeutic allowances; outpatient service—$100 per person; maternity benefits—$200; major medical—$5,000 for each insured person.	Baltimore—also available to widows entitled to benefits from pension fund.
Jan. 1, 1959					Pensioners and dependents: Hospitalization—$16 a day up to 70 days; hospital extras—$320; major medical—eliminated.	
Jan. 1, 1960		Pensioners and dependent wives:[13] Hospitalization—$16; hospital extras—$1,120; surgical—$500; doctor's visits (male pensioners only)—$100 for any disability.				
Jan. 1, 1961				Dependent wives: Life insurance—$375.		
Jan. 1, 1962		Pensioners and dependent wives:[13] Hospitalization—$18 per day.				
Jan. 1, 1963		Male pensioners: Doctor's visits—$200 in calendar year.				

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Welfare and Insurance Plans—Continued

Effective date	Provision					Applications, exceptions, and other related matters
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Pensioners—Maximum Benefit—Continued					
Mar. 1, 1963			Pensioners and dependents not eligible for Federal medicare: Benefits in calendar year—hospitalization—$10 a day for 31 days; hospital extras—$150; surgical—$250.			
Jan. 1, 1964				Pensioner and dependent wives: In-hospital doctor's visits—$93.	Life insurance—$1,500. Pensioners and dependent wives: Hospitalization—$20; hospital extras—$400; surgical—$400.	
Jan. 1, 1965		Pensioners and dependent wives: [13] Hospitalization—$23; hospital extras—$1,610.				
Jan. 1, 1966				Life insurance—(1) pensioners—$1,500 and (2) dependent wives—$750.		
Apr. 1, 1966	Life insurance—$1,000. Pensioners and dependent wives: Surgical—$260.	Pensioner and dependent wives: [13] Hospitalization—$25; hospital extras—$1,750.				New York—benefit payable from pension trust fund.
Jan. 1, 1967				Pensioner and dependents wife (including dependent children to age 25) not subject to Medicare: Hospitalization—$18; hospital extras—$300; surgical—$300; in-hospital doctor's visits $155.		Hampton Roads—pensioners and dependents subject to Medicare received major medical supplement, up to $5,000, of 80 percent of covered medical expenses above $150; no payment made for charges reimbursed under Medicare.
Jan. 1, 1969				Pensioners and dependents eligible for Medicare—deductible to $75.	Life insurance—pensioner—$2,000.	

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Welfare and Insurance Plans—Continued

Effective date	Provision: New York	Provision: Baltimore	Provision: Boston	Provision: Hampton Roads	Provision: Philadelphia	Applications, exceptions, and other related matters
	Pensioners—Maximum Benefit—Continued					
Jan. 1, 1970	----------	Pensioners and dependent wives:[13] Hospitalization—$35. Hospital confinement for those eligible for Medicare—first $52 of hospital expense.	----------	Pensioners and dependents not eligible for Medicare: Hospitalization—$30; hospital extras—$600; medical—$490; surgical—$1,000.	----------	
Jan. 1, 1971	----------	Pensioners and dependent wives:[13] Hospitalization, $50. Hospital confinement for those eligible for Medicare—first $60 of hospital expense.	----------	----------	----------	

Effective date	Provision	Application, exceptions, and other related matters
	Guaranteed Annual Income Plan	
Apr. 1, 1966 (agreements of Apr. 13, 1965—New York; verbal agreement only, Feb. 13, 1965—Boston; Feb. 13, 1965—Philadelphia).	Established: Plan to guarantee eligible employees a minimum annual income equal to 1,600 (Philadelphia—1,300) times straight-time hourly earnings at the rate applicable during the guarantee year. Size of benefits: Employees working less than 1,600 hours (Philadelphia—1,300) in a contract year to receive the difference between 1,600 (Philadelphia—1,300) times the straight-time hourly rate applicable during the guarantee year and hours paid for or worked. Eligibility: Benefits provided for employees who were paid for at least 700 hours (Philadelphia—worked 700 hours) in year preceding guarantee year.	From the effective date through Sept. 30, 1966, guaranteed minimum for New York was 800 hours, and Philadelphia 650 hours. After the initial 6-month period, payments to be on an annual basis. Employees to receive 75 percent of the minimum guarantee at the end of each one-fourth of a year for the first 3 quarters, and a final settlement of all income due at the end of the last quarter of the contract year; Philadelphia—payments to be semiannual. Gross earnings received and payments for holidays, vacations, and unemployment compensation to be deducted from guaranteed income each period.[14] For each day employee was not available, did not report, or refused work, 8 hours to be deducted from guarantee (4 hours if he did not report, but only 4 hours were worked, or if he reported in the initial period, but did not return in the following period). New York—guarantee payments to be included in computing eligibility for holidays, vacation, pensions, welfare and clinic services (clinic services at New York only). In the computation of qualifying hours, up to 20 hours credited for each week of absence because of sickness, injury or disability, in which employee received welfare plan benefits, workman's compensation, or disability benefits under a Federal or State law. Credit prorated for employees who returned from (1) the Armed Forces and had worked 700 hours in the year preceding his induction, and (2) serving as an officer or employee of the union or a member of management, and had worked 700 hours or more before assuming the union or management position.
Oct. 1, 1967 (agreement of Feb. 13, 1965—Philadelphia).	Increased: Size of benefits—employees working fewer than 1,500 hours in a contract year to receive the difference between 1,500 times the straight-time hourly rate applicable during the year and hours worked.	

See footnotes at end of table.

Table D. Related wage practices[1]—Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Guaranteed Annual Income Plan—Continued	
Apr. 1, 1969 (agreement of Feb. 22, 1969—Philadelphia; Feb. 14, 1969—New York).	Increased: Size of benefits—New York—to minimum of 2,080 hours times straight-time rate in a contract year. Increased: Size of benefits—Philadelphia—to minimum of 1,800 hours times straight-time rate in a contract year.	Changed: New York—payments to be made biweekly with employee to maintain a bank of 200 hours reserves in final adjustment.
July 1, 1969 (agreement of Feb. 22, 1969—Philadelphia).	----------	Changed: Philadelphia—payments to be made quarterly with employee to receive 75 percent of amount due each quarter except in last quarter in which balance of amount due in contract year was to be paid.
Oct. 1, 1969 (agreement of Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads).	Increased: Size of benefits—Boston—to minimum of 2,080 hours times straight-time rate in a contract year.	Changed: Boston—employee hired by industry after Oct. 1, 1968, not eligible for benefits under the guaranteed annual income plan. Changed: Boston—deductions from guarantee for each day an employee was not available, did not report, or refused work, to be accumulative (in a contract year only) as follows: 1 day (8 hours) deducted for first offense; 2 days for second offense; 3 days for third offense; and 4 days for fourth and each subsequent offense.
	Established: Baltimore and Hampton Roads—plans to guarantee minimum income of 1,800 hours in Baltimore and 1,600 hours in Hampton Roads times straight-time rate in a contract year.	Payment was to be made annually in Baltimore and quarterly in Hampton Roads. Baltimore and Hampton Roads: Deductions were similar to those for New York and Philadelphia except that in Hampton Roads, deductions for each day employee did not make himself available, did not report or refused work, were cumulative (in a contract year only) as follows: 1 day each for first, second, and third offenses; and 3 days each for fourth and fifth offense.
	Eligibility: Baltimore—benefits provided employee who worked 700 hours in contract year 1966–67 and 1967–68 for benefits in contract years 1969–70 and 1970–71, respectively. Eligibility: Hampton Roads—benefits provided employee who worked 700 hours in contract years in 1967–69 and 1968–69 for benefits in contract years 1969–70 and 1970–71, respectively.	Baltimore and Hampton Roads: Computation of qualifying hours similar to other ports, except that (1) an employee who worked 700 hours in either of 2 years preceding induction into Armed Forces and was not able to qualify in a qualifying year because of service in Armed Forces was to be credited with 20 hours each week spent in Armed Forces in computing 700 hours if he returned to work within a reasonable period of time (90 days in Baltimore) after honorable discharge and (2) full-time union officers for whom union made contributions to pension-welfare fund during qualifying years, retained eligibility for payment (not to receive payment while in office).
Oct. 1, 1970 (agreement of Feb. 20, 1969—Hampton Roads).	Increased: Size of benefits—to minimum of 1,700 hours times straight-time rate in a contract year.	

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

[2] This and subsequent agreements made no provision for additional pay for nightwork (between 5 p.m. and a.m.) in excess of 40 hours a week. Under an amendment to the Fair Labor Standards Act of 1938, approved on July 20, 1949, and made retroactive to the effective date of this Act, the liability of employers to pay for work in excess of 40 hours a week at the rate of time and one-half the regular rate was removed in cases where the rate paid was already a premium rate equal to time and a half.

[3] Longshoremen seeking work at North Atlantic Coast ports are hired as required by foremen stevedores of shipping lines and stevedoring companies.

The system of employing labor in these ports, as differentiated from the hiring hall common to most maritime trades, is termed the "shape." Under the "shape," longshoremen congregate and are hired at the pier on which work is available. Although employers of longshore labor do not ordinarily maintain permanent staffs, longshoremen tend to seek work at a specific pier or for an individual employer. Over a period of years, this practice has established a precedent which entitles regular workers to employment preference at their chosen piers. The 1949 contracts acknowledged this right by providing that men "who regularly work" on a pier must be given "preference in hiring."

During the early 1900's men seeking longshore work were required to be available at the piers all day. Since then, the union and the employers have established fixed periods during which employers may hire labor. The 1949 agreement provides "shaping" periods as follows: (1) From Monday to Friday at 7:55 a.m. for work between 8 a.m. and 12 noon; at 12:55 p.m. for work between 1 p.m. and 5 p.m., and for work starting at 5, 6, or 7 p.m.; (2) on Saturday, Sunday, or legal holidays additional men at the 12:55 p.m. shape of the previous day, if a ship was worked at the pier on the previous day. Men working on the previous day receive their orders before leaving work; (3) on a Saturday or legal holiday preceded by a day on which no ship was worked at the pier at 7:55 a.m.; (4) on a Sunday preceded by a day on which no ship was worked at the pier before 12 noon of the preceding Saturday.

[4] In Boston, men did not work before 8 a.m.

[5] In New York and New Jersey, a single "shape-up," at 7:55 a.m. each day instead of two, as in the past, with special arrangements for the employment of workers after 5 p.m., was provided for in the 1951 contract. Each of the other ports continued to have three or more "shape-ups."

[6] With the modification of the shape (see text footnote 4), the parties to the New York Port agreement also negotiated ordering procedures. These procedures specified the day and hour gangs were to be provided with work assignments. They required notice for work on (1) Sunday, by 3 p.m. on Friday, unless the gang worked on Saturday in which case notice was required by 3 p.m. on that day; (2) Monday, by 4 p.m. on Friday; and (3) Tuesday through Saturday, by 4 p.m. the previous day. Gangs needed for nightwork from Monday through Saturday were to be notified not later than 3 p.m. of the day to be worked; on Sunday, by 3 p.m. Friday. Provisions for work on the day following a legal holiday were similar to those for

Sunday-Monday callouts—notice was required before the day of rest. Because of the uncertainty connected with maritime scheduling, provision was made for cancellation of the job orders before specified hours on the days to be worked.

[7] The clinic fund at Boston was combined with the welfare fund on Oct. 31, 1963; Boston no longer has clinics or a clinic fund.

[8] Unfunded benefits available through Dec. 31, 1963 (not paid through the Group Insurance Plan but paid directly by the fund).

[9] Amounts for life insurance and accidental death and dismemberment made retroactive from trustee action dated May 28, 1969.

[10] Effective Jan. 1, 1958, or thereafter, provision also applicable to widow and dependent children of deceased employee (medical benefits for widow only) for the remainder of the insured year; like coverage extended for the next calendar year if deceased employee had at least 700 hours to his credit prior to his death.

[11] Complete clinical services for dental and optical care were provided in NYSA—ILA Medical Centers for employees and dependents.

[12] The deductible was to be satisfied within 6 consecutive months.

[13] Also applicable to widows of pensioners, if they were entitled to widows' benefits from the pension fund, and widows and dependent children of deceased employees for the balance of the insured year, with like coverage extended for the next calendar year if deceased employee had at least 700 man-hours credit prior to his death.

[14] This was the only agreement reached at Boston. All other details of the plan were to be worked out at a later date.

Wage Chronologies

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

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

Aluminum Company of America—
- 1939–67, BLS Bulletin 1559 (30 cents).
- 1968–70, Supplement to BLS Bulletin 1559 (free).

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

The Anaconda Co.—
- 1941–58, BLS Report 197 (free).[1]

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

Armour and Company—
- 1941–72, BLS Bulletin 1682 (50 cents).

A. T. & T.—Long Lines Department—
- 1940–64, BLS Bulletin 1443 (40 cents).[1]
- 1965–70, Supplement to BLS Bulletin 1443 (free).

Berkshire Hathaway Inc.—
- 1943–69, BLS Bulletin 1541 (25 cents).
- 1969–71, Supplement to BLS Bulletin 1541 (free).

Bethlehem Atlantic Shipyards—
- 1941–68, BLS Bulletin 1607 (35 cents).
- 1969–72, Supplement to BLS Bulletin 1607 (free).

Bituminous Coal Mines—
- 1933–68, BLS Bulletin 1558 (25 cents).
- 1968–70, Supplement to BLS Bulletin 1558 (free).

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

Carolina Coach Co.—
- 1947–63, BLS Report 259 (free).[1]

Chrysler Corporation—
- 1939–66, BLS Bulletin 1515 (30 cents).[1]

Commonwealth Edison Co. of Chicago—
- 1945–63, BLS Report 205 (20 cents).[1]
- 1964–69, Supplement to BLS Report 205 (free).

Dan River Mills—
- 1943–65, BLS Bulletin 1495 (15 cents).
- 1966–68, Supplement to BLS Bulletin 1495 (free).

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

Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants)—
1937–66, BLS Bulletin 1484 (30 cents).
1967–69, Supplement to BLS Bulletin 1484 (free).
Ford Motor Company—
1941–64, BLS Report 99 (30 cents).[1]
1964–69, Supplement to BLS Report 99 (free).
General Motors Corp.—
1939–66, BLS Bulletin 1532 (30 cents).[1]
International Harvester Company—
1946–70, BLS Bulletin 1678 (65 cents).
International Paper Co. (Southern Kraft Div.)—
1937–67, BLS Bulletin 1534 (25 cents).
1967–69, Supplement to BLS Bulletin 1534 (free).
International Shoe Co. (a division of Interco, Inc.)—
1945–66, BLS Bulletin 1479 (20 cents).[1]
1967–69, Supplement to BLS Bulletin 1479 (free).
Lockheed—California Company (a division of Lockheed Aircraft Corp.)—
1937–67, BLS Bulletin 1522 (35 cents).
Martin-Marietta Corp.—
1944–64, BLS Bulletin 1449 (25 cents).[1]
1965–68, Supplement to BLS Bulletin 1449 (free).
Massachusetts Shoe Manufacturing—
1945–66, BLS Bulletin 1471 (15 cents).[1]
1967–68, Supplement to BLS Bulletin 1471 (free).
New York City Laundries—
1945–64, BLS Bulletin 1453 (20 cents).[1]
North American Rockwell Corp.—
1941–67, BLS Bulletin 1564 (25 cents).
1967–70, Supplement to BLS Bulletin 1564 (free).
Pacific Coast Shipbuilding—
1941–67, BLS Bulletin 1605 (35 cents).
Pacific Gas and Electric Co.—
1943–66, BLS Bulletin 1499 (30 cents).[1]
Pacific Longshore Industry—
1934–70, BLS Bulletin 1568 (35 cents).
Railroads—Nonoperating Employees—
1920–62, BLS Report 208 (25 cents).[1]
Sinclair Oil Companies—
1941–65, BLS Bulletin 1447 (25 cents).[1]
1965–70, Supplement to BLS Bulletin 1447 (free).
Swift & Co.—
1942–63, BLS Report 260 (25 cents).
United States Steel Corporation—
1937–67, BLS Bulletin 1603 (40 cents).[1]
1966–70, Supplement to BLS Bulletin 1603 (free).
Western Greyhound Lines—
1945–67, BLS Bulletin 1595 (45 cents).
1968–72, Supplement to BLS Bulletin 1595 (free).
Western Union Telegraph Co.—
1943–67, BLS Bulletin 1545 (35 cents).
1968–71, Supplement to BLS Bulletin 1545 (free).

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

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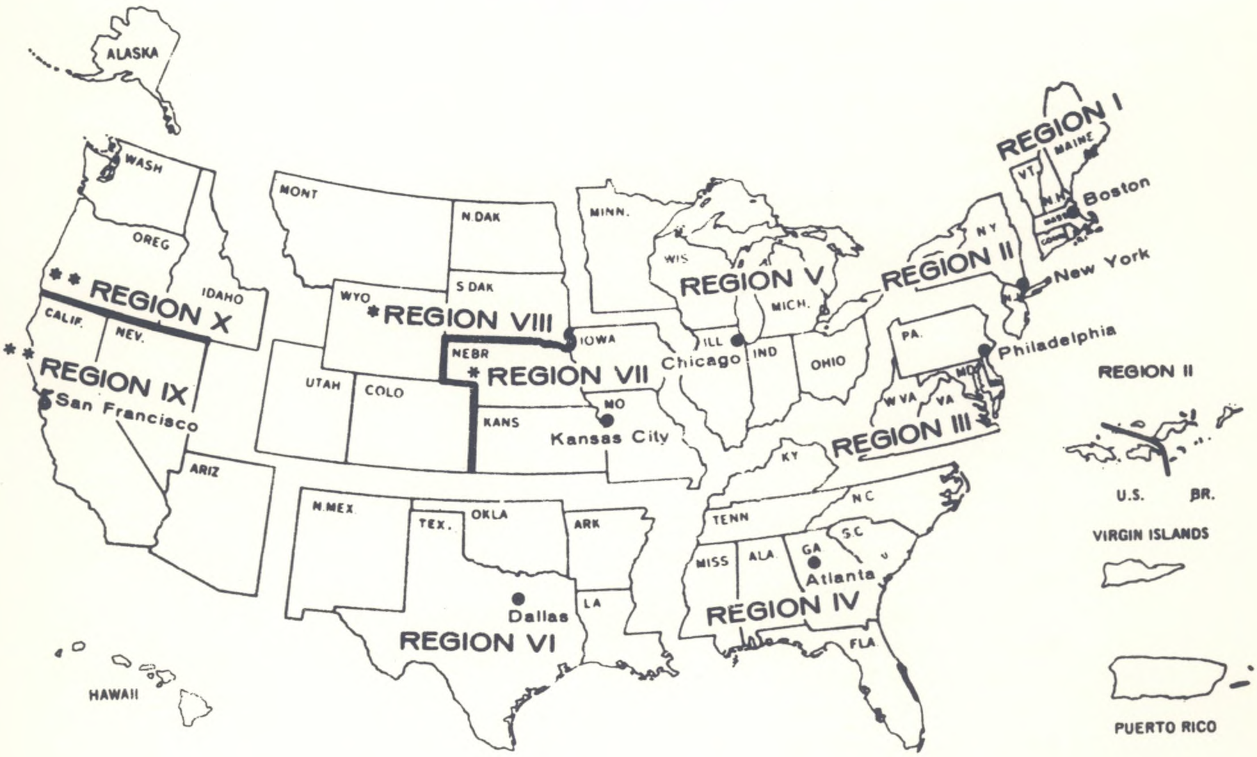

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Region IX and X
450 Golden Gate Ave.
Box 36017
San Francisco, Calif. 94102
Phone: 556-4678 (Area Code 415)

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

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