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Wage Chronology

**Firestone Tire and Rubber Co.
and B. F. Goodrich Co.
(Akron Plants) 1937-73**

Bulletin 1762

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

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U.S. DEPARTMENT OF LABOR

James D. Hodgson, Secretary

**Bureau of Labor Statistics
Geoffrey H. Moore, Commissioner
1972**



Preface

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

This wage chronology summarizes changes in wage rates and related compensation practices negotiated by the Akron plants of the Firestone Tire and Rubber Co. and the B. F. Goodrich Tire and Rubber Co. with the United Rubber, Cork, Linoleum, and Plastic Workers of America (URW) since 1937. This bulletin replaces *Wage Chronology: Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants), 1937-66*, published as BLS Bulletin 1484, and incorporates the supplement covering the 1967-69 period. Materials previously published have been supplemented in this bulletin by contract changes negotiated in 1970. The earlier texts are included as they were originally published.

Increases in wages or supplementary compensation scheduled for introduction after August 15, 1971, are affected by current wage stabilization policies. Changes are shown in this chronology as approved by the Pay Board or, in the absence of a Pay Board decision, as negotiated by the parties.

The section for 1970-73 was prepared in the Division of Trends in Employee Compensation by John U. Burgan.

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Introduction

April 1937—May 1941

This chronology describes the major changes in wage rates and related wage practices affecting production and maintenance workers¹ put into effect in the Akron plants² of Firestone Tire and Rubber Co. and B. F. Goodrich Co. since the negotiation of the initial collective bargaining agreements with the United Rubber, Cork, Linoleum and Plastic Workers of America (URW) in 1937. The contract with Firestone, negotiated in April 1937, was the first written agreement between any of the "Big Four"³ rubber companies and the union (then called the United Rubber Workers of America). The second was signed about a year later—in May 1938 with B. F. Goodrich Co.

The original agreements at both Firestone and B. F. Goodrich did not provide for a general wage increase. Supplementary wage benefit provisions of these initial agreements included time and one-half for work on Sunday, on 6 specified holidays, and for hours in excess of 8 a day or 40 a week. Both contracts provided up to 2 weeks' paid vacation. Firestone employees received pay at the rate of 2 percent of annual earnings for each week of vacation, while B. F. Goodrich employees received 1 percent for each week. A minimum of 3 hours' pay was guaranteed employees scheduled or notified to report to work but for whom no work was provided. B. F. Goodrich employees were also guaranteed 3 days' work or pay after notice of layoff. At both companies, employees could subscribe to contributory group life and hospitalization insurance. A contributory pension plan was also available to workers at B. F. Goodrich. The provisions of the first agreements, as reported in this chronology, do not necessarily indicate changes in prior conditions of employment.

The first negotiated general wage increases at both companies were agreed to in 1941. Effective May 19, B. F. Goodrich employees paid on an hourly basis received a 5-cent increase; incentive workers received a 4.5-cent-an-hour increase in base rates. Additional individual rate increases affecting almost one-fourth of the work force were also put into effect at this time. Firestone's employees received 7 or 8 cents an hour depending on the level of their earnings.

October 1942—August 1952

As a consequence of wage controls between October 2, 1942, and August 18, 1945, basic wage rates at both companies were changed only once during the war. A wage increase of 3 cents an hour for employees of both companies was negotiated during 1942, and became effective retroactively, after approval by the National War Labor Board the following year. About one-fourth of the B. F. Goodrich employees received additional inequity adjustments that added an average .029 cents to the pay raise.

During the period immediately after World War II, bargaining was conducted under a modified wage control program. The parties were permitted to negotiate wage increases of any magnitude without government approval, provided such increases did not pierce the existing price ceilings. In 1946 and 1947, employees of both companies received increases of 18.5 and 11.5 cents an hour, respectively. These increases equaled the first and second postwar wage increases negotiated by the basic steel industry. Two additional increases, 11 cents in 1948 and 11.5 cents in 1950, brought the total wage increases for the period from 1946 to 1950 to 52.5 cents. The 1950 increases included inequity adjustments averaging 1.5 cents at B. F. Goodrich and 2.5 cents at Firestone.

Other postwar contract changes at both companies included an increase in premium pay for work on Sunday, the establishment of 6 paid holidays, new severance pay plans, and a revision in reporting pay provisions. A third week of vacation was added for employees with

¹ A majority of the employees in tire and tube production are paid on an incentive basis. The changes noted in this chronology applied to these workers as well as those paid on an hourly basis, but the special provisions concerning application of the changes to incentive workers are not included. Also omitted are provisions of the contracts dealing with other procedural aspects of the day-to-day administration of the incentive systems.

² Although the chronology relates only to the Akron plants, the provisions shown in this report, with some exceptions and minor differences, apply to other plants included in the companywide agreements with the URW.

³ The "Big Four" rubber companies were Firestone Tire and Rubber Co., B. F. Goodrich Co., Goodyear Tire and Rubber Co., and the United States Rubber Co.

at least 15 years' service. At Firestone, a noncontributory pension plan was established and the company assumed the full cost of life and accidental death and dismemberment insurance.

During the Korean conflict, wage adjustments as well as changes in supplementary benefits again became subject to governmental approval. The parties agreed to two general wage increases during the emergency—13 cents in 1951 and 10 cents in 1952—and both adjustments were subsequently approved by the Wage Stabilization Board. Supplementary benefits remained unchanged, although 1 cent of the 1951 general wage increase was in lieu of an adjustment in the night-shift premium.

August 1953—April 1963

Negotiations between the URW and both Firestone and B. F. Goodrich during this period resulted in 10 general wage increases. These adjustments totaled approximately 84.5 cents an hour. In addition, a variety of supplementary wage practices were changed and new benefits were added.

Although the amounts that could have been used as general wage increases at both companies' tire and tube plants were identical, except in 1954 when workers at Firestone received a 6.5-cent-an-hour wage raise and those at B. F. Goodrich received 6 cents, the actual across-the-board increases in basic hourly rates varied between the companies. In 1953, the Akron local at Firestone elected to allocate the entire 2.7 cents an hour general wage increase for intraplant inequity adjustments. Both Firestone and B. F. Goodrich employees elected to designate a small part of the general wage increases agreed to in 1957 to offset the cost of increased night-shift differentials. In 1960, Firestone employees used 1.5 cents of the 9.5 cents an hour general wage increase for intraplant inequity adjustments.

Changes in related wage practices, effective at various dates between 1953 and 1963, included increased shift premiums and pay for work on specified holidays, 2 additional paid holidays, and additional paid vacations after specified periods of service. The companies assumed the full cost of sickness and accident insurance as well as improved hospital, surgical, and medical benefit plans for employees and their dependents. In 1956, supplemental unemployment benefit (SUB) plans similar to those established in the automobile industry in 1955

were added at both companies. Noncontributory retirement and life insurance plans were also instituted for employees of B. F. Goodrich during this period.

June 1963—April 1967

The 1963 contracts between the URW and both Firestone and B. F. Goodrich provided for a 9-cent general wage increase effective in June 1963 (2 cents of this increase was to be used for intraplant inequity adjustments or increased night-shift differentials at Firestone's Akron plant),⁴ and another 7 cents a year later. Other changes included revisions in funeral and jury-duty pay provisions and provision of pro rata vacation pay for employees retiring before the end of the vacation year.

Supplemental unemployment benefits were increased and extended to coincide with any increase in the duration of State unemployment compensation beyond 39 weeks, up to 52. A short workweek provision, similar to that established in the 1961 automobile contracts, was also included. The contracts improved supplemental workmen's compensation and joint committees were established to discuss a variety of subjects of mutual concern, including problems posed by the impact of technological changes in the industry.

The 2-year basic contracts were to be in effect until April 20, 1965. The 5-year agreements covering health insurance and pensions were scheduled to expire August 1, 1964.

New 3-year health insurance and pension agreements were reached by the union with both companies in July 1964. Changes in health insurance included increases in life insurance, hospitalization, and nonoccupational sickness and accident benefits. Diagnostic benefit coverage was liberalized for employees, their dependents, and those already retired. The settlements also increased annuities for all service and provided for full retirement benefits at age 62 for employees with 10 years of service or more; a reduction in the service requirement for early retirement and full pension payments (unreduced by exercise of survivor option) were guaranteed for 5 years after normal retirement.

Tentative accord on new basic contracts was reached between the URW and both Firestone and B. F. Goodrich on April 21, 1965, averting the possibility of large-scale walkouts. Previous contracts expired at midnight April 20, but work continued until the new pacts were signed. Union members ratified the agreements on May 3. The economic "package" at each company was valued, union spokesmen stated, at 28 cents an hour over their contracts' 2-year terms.

The B. F. Goodrich contract provided for general wage raises of 7.5 cents an hour at tire plants and 6.5 cents at nontire plants. Firestone's agreement called for general

⁴ The amounts to be used as general wage increases at other Firestone plants were 6.5 cents at Des Moines, 7.5 cents at Los Angeles, and 8 cents at Pottstown. At the Memphis plant, the entire 9-cent increase was applied as a general wage change.

wage increases of 7.5 cents an hour for workers at tire plants while workers at nontire plants received 6.5 cents. Two and one-half cents of the general wage increase at Firestone's Akron plant was reserved for negotiation of intraplant inequity adjustments and night-shift differentials. The effective dates of the general wage increases at both companies were May 10, 1965, for nontire plants and a month later for tire plants. Craft and maintenance employees received an additional 7 cents an hour increase. All workers at both companies' Akron plants were to receive deferred increases of 9 cents an hour effective June 6, 1966.

Changes in supplementary practices were the same in both contracts. Vacation schedules were improved to allow 4 weeks after 15 years and 5 weeks after 25 years of service. Previously, a maximum of 4 weeks was allowed after 22 years. A ninth paid holiday, to be selected on a local basis, was also granted. SUB provisions were improved by increasing regular and short workweek benefits and separation allowances. A new maximum SUB benefit period ranged from 52 weeks to 208 weeks, depending on years of seniority. A new bonus plan was inaugurated, to be financed by the continuation of the companies' payments to the SUB fund, regardless of the funding levels. Any excess over the maximum levels was to be used for payment of a bonus. Benefits were to range from \$25 to \$100 depending upon the amount of the excess.

During the prewar and postwar periods, the normal schedule of work for most tire and tube workers in Akron was a 6-hour day, 36-hour week. An 8-hour day was worked during World War II. In July 1965, B. F. Goodrich and the union agreed to return to the 8-hour day and 40-hour week.

The Firestone contract, covering about 17,000 employees, and the B. F. Goodrich contract, covering about 11,000 employees, were scheduled to expire April 20, 1967.

July 1967—April 1970

In July 1967, 3-year agreements were reached by the URW and the Firestone and B. F. Goodrich companies, ending the longest strikes in rubber industry history. The walkouts, which affected all of the major rubber manufacturers, began at Firestone and Goodrich on April 21, when existing 2-year agreements expired, and lasted 91 days at the former and 86 days at the latter company. The settlements reportedly provided for the largest wage-benefit packages ever negotiated in the industry and affected wages, insurance, pensions, and supplemental unemployment benefits. In most recent negotiations, insurance and pensions had been negotiated separately from other issues.

Negotiations were initiated March 15. The union demanded undefined "substantial" general wage increases, an additional wage increase for skilled tradesmen, elimination of differentials between tire and nontire workers, increased overtime, and 2 additional paid holidays. An approximation of a guaranteed annual wage also was sought in the form of an increase in SUB payments to 92.5 percent of straight-time earnings for laid-off workers.

Proposals by the companies for 2-year contracts were on the table as workers walked off their jobs. The offers included general wage increases of 23.5 cents an hour over the contract term for tire workers and 18 cents an hour for nontire workers. Skilled tradesmen would have received an additional first-year increase of 5 cents an hour. The union rejected the offers as "substandard."

The companies' second offers, made June 5, proposed 3-year agreements and included general wage increases totaling 38 cents an hour for tire workers and 31 cents an hour for nontire workers. Skilled tradesmen would have received an additional first-year increase of 10 cents an hour. Also offered was an increase in SUB payments to 75 percent of straight-time earnings for laid-off workers. Again the packages were rejected as inadequate.

At the request of the Federal Mediation and Conciliation Service, joint negotiations were held by representatives of the URW and the "Big Five" rubber manufacturers ("Big Four" plus General Tire and Rubber Co.) on June 22 for the first time in 20 years. Little progress was made during several days of talks and negotiators returned to individual company bargaining.

The URW held a conference on insurance and pensions for union local presidents June 26–27, although the insurance and pension agreements were not due to expire until September 15. Union spokesmen stated that the conference was held to inform local presidents of the technical aspects of such plans for purposes of local negotiations. The companies, however, had been raising these issues during basic contract negotiations.

New agreements were reached and ratified in the latter half of July at Firestone and Goodrich. The contracts provided for general wage increases of 15 cents an hour in 1967 and 1968, and another increase of 13 cents in 1969. Of the general wage increases at Firestone's Akron plant, 4 cents an hour in both 1967 and 1968, and 2 cents in 1969, were to be allocated to intraplant inequity adjustments and night-shift differentials. Skilled tradesmen and some nonskilled workers received an additional first-year wage increase of 10 cents an hour at both companies.

Changes in wage-related practices were basically the same in both agreements. Vacation schedules were improved to allow 2 weeks after 1 year of service to 6 weeks after 30 years. Previously, they ranged from 1 week after 1 year to 5 weeks after 25 years. Supplementary workmen's compensation was extended to a maximum of 39 weeks. Severance allowances also were liberalized. Changes in insurance included increases in life insurance, hospitalization, X-ray and radium therapy, visiting nurse service, and sickness and accident benefits. Medicare and the companies' insurance plans were integrated. The settlements also increased annuities for all service and provided a 5-year guaranteed pension after special early retirement. In addition, the companies agreed to increase their contributions when the SUB fund fell below 100 percent and to increase regular and short workweek benefit payments.

The Firestone agreement, covering approximately 17,000 workers, and the B. F. Goodrich agreement, covering approximately 12,000 workers, were scheduled to expire April 20, 1970. Under an "umbrella" clause, insurance and pension provisions were to remain in effect an additional 90 days in case of strike or continued negotiations following termination of the agreements.

June 1970—April 1973

Approximately 70,000 rubber workers were involved in the 1970 round of negotiations between the "Big Four" rubber companies and the United Rubber Workers (URW). Although the companies bargain separately and sign separate contracts, historically a pattern has emerged from the first of the four to settle which generally is followed by the rest of the industry. The pattern-setter in 1970 was Goodyear.

Negotiations at Firestone and B. F. Goodrich began in mid-March. Major union demands concerned wage provisions, pension improvements for both active and retired workers, an escalator clause, vacations, holidays, and health and safety provisions. Initial company proposals included increased wages, liberalization of life and health insurance, and a revised pension plan. On April 20, the expiration date of the 1967 contract, negotiations had not produced a new agreement and a strike was called by workers at Goodyear. Work continued at other "Big Four" plants on a day-to-day basis, although their contracts had also expired on April 20.

By early May, major issues remained unresolved at all four bargaining tables. On May 5, B. F. Goodrich workers began picketing plants in Fort Wayne, Indiana and Miami, Oklahoma, and by May 7, 11,000 workers at 9 Goodrich plants had joined 23,000 workers at 15 Goodyear plants in a walkout.

As negotiations continued through May and into June, three major areas of disagreement appeared. First, there was disagreement over whether an escalator clause should be instituted. Second, union negotiators were concerned over interplant inequities, particularly wage differentials between tire plant employees and workers in plants producing footwear, belting, and other rubber and plastic products. The third major problem was in the area of pension improvements, including pensions for those already retired.

These differences were finally resolved at Goodyear when a 3-year contract was signed on June 5, ending the 50-day strike. B. F. Goodrich and Firestone came to terms with the union on June 13 and June 19 respectively, ending the Goodrich strike in 39 days. Firestone workers remained on the job throughout the negotiations.

Wage provisions in the Goodrich agreement called for increases of 45 cents an hour for skilled workers and 30 cents an hour for others, effective on June 15, 1970. Also, deferred increases of 26 cents an hour plus a 10-cent skilled trade adjustment (to be allocated by the union) were to go into effect July 5, 1971, and a 26-cent-an-hour general increase was to become effective July 3, 1972.

Wage provisions at Firestone were similar. They included a 44-cent-an-hour increase for skilled workers plus a 29-cent increase for others in 1970. An additional 1 cent was set aside for negotiation of insurance adjustments, intraplant inequities, and night differentials. In addition, increases of 36 cents for skilled workers and 26 cents for others were provided for 1971, and a 26-cent-an-hour increase for all workers was negotiated for 1972.

Fringe benefit improvements common to both contracts included increases in pension benefits from \$5.50 to \$7.75 a month per year of service, and an additional \$1.25 per service year added to monthly pensions of retirees. Other major changes in both contracts related to life insurance; hospital, surgical, and medical benefit programs; holidays; SUB plans; vacations; shift premiums; and supplemental workmen's compensation benefits. A \$1-deductible prescription plan was added to the health programs to be effective June 1, 1971. A survivor benefit plan was added which pays a maximum of \$150 a month up to 24 months to relatives of deceased employees. Also added was a contingent distribution account, funded from the companies' 5-cent-per-employee contribution to the SUB fund, which could provide a bonus of up to \$100 per employee yearly.

One significant difference between the two pacts was in sickness and accident benefits. The Goodrich settlement provided for maximum payments of \$85 a week for up to 52 weeks. Firestone's agreement called for

maximum payments of \$100 a week over the same period.

Under the joint occupational health programs negotiated in both pacts, the companies will pay up to ½-cent-per-hour worked by their employees to fund an occupational research study group which will review occupational health questions.

The Firestone agreement, which covers approximately 19,000⁵ workers in 13 plants and the B. F. Goodrich

pact, covering 11,000⁵ workers in nine plants, expire on April 20, 1973. There were no reopening provisions in either contract. The following tables bring the Firestone and B. F. Goodrich wage chronology up to date through the termination date of the current agreements.

⁵ Figures shown represent total number of employees covered by this contract. In the Akron area, 4,000 workers were covered by the Firestone agreement and 3,600 were covered by the B. F. Goodrich contract.

Table A. General wage changes¹

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. May 19, 1941 -----	No general wage change		First agreement.
July 1, 1941 -----	7 and 8 cents an hour increase.	5 cents an hour increase for timeworkers; 4.5 cents an hour increase in base rates for incentive workers.	In addition, inequity increases affecting almost one-fourth of work force. ²
May 30, 1942, Firestone; June 17, 1942, B. F. Goodrich.	3 cents an hour increase		8 cents an hour to employees earning less than \$1.01 an hour; 7 cents to those earning \$1.01 an hour or more. In accordance with Directive Order of National War Labor Board, dated May 21, 1943. Retroactive payment provided for all regular hours worked between specified dates and May 21, 1943. ³
Nov. 1, 1945 -----			B. F. Goodrich —in addition, inequity increases affecting almost one-fourth of work force. ² B. F. Goodrich —increases to a large number of engineering and processing department employees of approximately 1.5 cents an hour when averaged over all employees in the bargaining unit.
Mar. 2, 1946 ("Big Four" agreement of same date).	18.5 cents an hour increase		12 cents of the 18.5 cents an hour increase retroactive to Nov. 1, 1945.
Feb. 2, 1947 ("Big Four" agreement of Mar. 22, 1947).	11.5 cents an hour increase.		
June 14, 1948, Firestone; June 21, 1948, B. F. Goodrich.	11 cents an hour increase.		
Oct. 21, 1950 -----		11.5 cent an hour increase.	Included 1.5 cents for intraplant inequity adjustments.
Oct. 27, 1950 -----	11.5 cents an hour		Included 2.5 cents for intraplant inequity adjustments.
July 30, 1951, Firestone; Aug. 6, 1951, B. F. Goodrich.	7 cents an hour increase ⁴		By Wage Stabilization Board Order, dated Nov. 29, 1951.
Oct. 16, 1951 -----	6 cents an hour increase		By Wage Stabilization Board Order, dated Nov. 29, 1951.
Aug. 18, 1952, Firestone; Aug. 27, 1952, B. F. Goodrich.	10 cents an hour increase.		
Aug. 24, 1953 -----			Firestone —an increase of 2.7 cents an hour allocated for intraplant inequity adjustments.
Aug. 31, 1953 -----		2.7 cents an hour increase.	
Aug. 23, 1954 -----		6.5 cents an hour increase.	
Sept. 4, 1954 -----	6.5 cents an hour increase.		
Aug. 29, 1955 -----	12 cents an hour increase		In addition, increase of approximately 2 cents an hour when averaged over all workers and consisting of: 8 cents an hour for specified skilled trades, and maintenance and related occupations; an average of 1.05 cents an hour at B. F. Goodrich and 1 cent at Firestone for intraplant inequity adjustments.
July 9, 1956, B. F. Goodrich (agreement dated July 15, 1956); July 16, 1956, Firestone (agreement dated July 21, 1956).	6.2 cents an hour increase.		
July 22, 1957 (agreements dated July 25, 1957, B. F. Goodrich; and July 26, 1957, Firestone).	14 cents an hour increase. ⁵	14.2 cents an hour increase. ⁶	
June 30, 1958 (agreements dated July 1, 1958, B. F. Goodrich; and July 3, 1958, Firestone).	8 cents an hour increase.		
Aug. 31, 1959 (agreements dated Sept. 1, 1959).	10 cents an hour increase.		

See footnotes at end of table.

Table A. General wage changes¹—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
July 25, 1960 (agreements dated July 31, 1960, B.F. Goodrich; and July 30, 1960, Firestone).	8 cents an hour increase.	9.5 cents an hour increase.	<u>B. F. Goodrich</u> —in addition, increase of 5 cents an hour for specified craft and maintenance occupations. <u>Firestone</u> —in addition, increase of 1.5 cents for intraplant inequity adjustments. Additional increase of 4 cents an hour for skilled workers, which amounted to 0.5 cent when averaged over all employees in the bargaining unit. In addition, deferred increase effective June 11, 1962.
June 5, 1961 (agreements dated Apr. 18, 1961, Firestone; and June 11, 1961, B. F. Goodrich).	7.5 cents an hour increase		Deferred increase.
June 11, 1962 (agreements of above dates).	7 cents an hour increase		Deferred increase.
June 10, 1963, Firestone (agreement dated Apr. 24, 1963); June 11, 1963, B. F. Goodrich (agreement dated Apr. 25, 1963).	7 cents an hour increase.	9 cents an hour increase.	In addition, deferred increase effective June 8, 1964. <u>Firestone</u> —plus 2 cents for intraplant inequity adjustments.
June 8, 1964 (agreements of above dates).	7 cents an hour increase		Deferred increase.
June 7, 1965 (agreements of Apr. 22, 1963, Firestone; Apr. 23, 1963, B. F. Goodrich).	5 cents an hour increase.	7.5 cents an hour increase.	<u>Firestone</u> —plus 2.5 cents for intraplant inequity adjustments and night-shift premium pay. <u>Firestone and B. F. Goodrich</u> —additional increase of 7 cents an hour for specified crafts and maintenance employees. These increases amounted to 1.5 cent an hour when averaged over all employees in the bargaining unit at Firestone. In addition, deferred increases effective June 6, 1966.
June 6, 1966 (Firestone and B.F. Goodrich—agreements of above dates).	9 cents an hour increase		Deferred increase.
July 20, 1967 (memorandum of agreement of same date, Firestone; agreement dated July 15, 1967, B. F. Goodrich).	11 cents an hour increase.	15 cents an hour increase.	<u>Firestone</u> : Additional 4 cents for intraplant inequity adjustments and night-shift premium pay. <u>Firestone and B. F. Goodrich</u> : Additional increases of 10 cents an hour for skilled trades and some nonskilled workers. These increases amounted to approximately 2 cents an hour when averaged over all employees in the bargaining unit at Firestone and 1 cent an hour when averaged over all employees in the bargaining unit at B. F. Goodrich. Deferred increases in 1968 and 1969.
July 1, 1968 (Firestone and B.F. Goodrich agreements of above dates).	11 cents an hour increase.	15 cents an hour increase.	<u>Firestone</u> : Additional 4 cents for intraplant inequity adjustments and night-shift premium pay.
June 30, 1969 (Firestone and B.F. Goodrich agreements of above dates).	11 cents an hour increase.	13 cents an hour increase.	<u>Firestone</u> : Additional 2 cents for intraplant inequity adjustments and night-shift premium pay.
June 15, 1970 (Firestone agreement of June 19, 1970); June 13, 1970 (B. F. Goodrich agreement of same date).	29 cents an hour increase.	30 cents an hour increase.	<u>Firestone</u> : Additional 1 cent set aside for negotiation of insurance adjustments, intraplant inequities, and nightwork differentials at local plant level. <u>Firestone and B. F. Goodrich</u> : Additional increases of 15 cents an hour for skilled trades and maintenance employees. When averaged over all employees in the bargaining unit, these increases amounted to approximately 3 cents an hour at Firestone and 1.7 cents an hour at B. F. Goodrich.

See footnotes at end of table.

Table A. General wage changes¹—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
June 15, 1970 (Firestone agreement of June 19, 1970); June 13, 1970 (B. F. Goodrich agreement of same date)— Continued			Deferred increases in 1971 and 1972. At B. F. Goodrich local unions could, instead of the 10 cents an hour skilled trade increase effective July 5, 1971, negotiate the application of this increase to night-shift differentials, intraplant inequities, or an additional wage increase, the total costs of this application not to exceed the cost of granting the 10 cents an hour craft and maintenance increase.
July 5, 1971 (Firestone agreement of June 19, 1970, B. F. Goodrich agreement of June 13, 1970).	26 cents an hour increase.		Deferred increases. <u>Firestone and B. F. Goodrich</u> Additional increases of 10 cents an hour for skilled trades and maintenance employees. When averaged over all employees in the bargaining unit, these increases amounted to approximately 2 cents an hour at Firestone and 1.13 cent an hour at B. F. Goodrich.
July 3, 1972 (Firestone agreement of June 19, 1970, B. F. Goodrich agreement of June 13, 1970).	26 cents an hour increase.		Deferred increases.

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

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

² The B. F. Goodrich Company estimated that the individual rate adjustment of May 1941 and June 1942, plus the general wage increase of May 1941, amounted to an average increase of 7.9 cents an hour.

³ The 3-cent-an-hour increase represented an adjustment of 1.2 cents under the "Little Steel" formula and 1.8 cents granted to all workers in lieu of night-shift premium pay.

⁴ Originally, the parties had agreed to a 13-cent-an-hour increase (Firestone, a 12-cent general increase and 1 cent in lieu of changes in other provisions), effective in July and August. Approximately 8 cents of the total increase was subject to Wage Stabilization Board approval. The Board revised the effective dates as shown.

⁵ With increases in the night-shift differential ranging from 5 cents an hour at Pottstown to 3 cents an hour at Akron and some other plants, the parties estimated the total to be equivalent to a wage increase of 15 cents an hour.

⁶ Employees at most B. F. Goodrich plants received a general wage increase of 15 cents an hour; those at the Akron and Clarksville plants received 14.2 cents to offset the cost (0.8 cent) of the night-shift differential provided in the agreement dated Apr. 15, 1957.

Table B. Hourly job rates, selected maintenance occupations, Firestone Tire and Rubber Co., 1934-72

Date	Janitors	Electricians	Pipefitters	Machinists
April 28, 1937 -----	\$0.77	\$1.15	\$1.07	\$1.11
July 1, 1941 -----	.86	1.23	1.19	1.21
May 30, 1942 -----	.92	1.40	1.40	1.40
March 2, 1946 -----	1.22	1.70	1.70	1.70
June 28, 1948 -----	1.33	1.81	1.81	1.81
October 27, 1950 -----	1.46	1.98	1.98	1.98
June 30, 1951 -----	1.53	2.05	2.05	2.05
October 16, 1951 -----	1.59	2.11	2.11	2.11
August 18, 1952 -----	1.69	2.21	2.21	2.21
August 24, 1953 -----	1.75	2.25	2.25	2.25
September 4, 1954 -----	1.855	2.32	2.32	2.32
August 29, 1955 -----	2.00	2.52	2.52	2.52
July 9, 1956 -----	2.06	2.58	2.58	2.58
July 22, 1957 -----	2.15	2.76	2.76	2.76
June 30, 1958 -----	2.23	2.84	2.84	2.84
August 31, 1959 -----	2.33	2.94	2.94	2.94
July 25, 1960 -----	2.51	3.075	3.075	3.075
June 5, 1961 -----	2.585	3.15	3.15	3.15
June 11, 1962 -----	2.655	3.22	3.22	3.22
June 10, 1963 -----	2.77	3.34	3.34	3.34
June 8, 1964 -----	2.84	3.41	3.41	3.41
June 7, 1965 -----	2.93	3.555	3.555	3.555
June 6, 1966 -----	3.02	3.645	3.645	3.645
July 20, 1967 -----	3.200	3.895	3.895	3.895
July 1, 1968 -----	3.385	4.080	4.080	4.080
June 30, 1969 -----	3.545	4.22	4.22	4.22
June 19, 1970 -----	3.835	4.66	4.66	4.66
July 5, 1971 -----	4.095	5.02	5.02	5.02
July 3, 1972 -----	4.355	5.28	5.28	5.28

Table C. Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Shift premium pay			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. 1945 -----	----- No provision ----- Established: Premium pay of 3 cents an hour for work between 6 p. m. and 6 a. m.		In accordance with National War Labor Board directive order of Apr. 13, 1945, which stated that payment would be retroactive to earlier of expiration date of last contract or date on which contract was reopened.
June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957); July 22, 1957, Firestone (agreement dated July 26, 1957). Oct. 26, 1970 (Firestone agreement of same date); July 5, 1971 (B. F. Goodrich agreement of June 13, 1970).	Increased to: 6 cents an hour ----- Increased to: 8 cents an hour. Increased to: 8.8 cents an hour.		
Overtime pay			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. Mar. 24, 1950, B. F. Goodrich (agreement dated Sept. 30, 1949).	In effect and continued: Time and one-half for work in excess of 8 hours in a 24-hour period or 40 hours in a workweek. ³		<u>B. F. Goodrich</u> —hours paid for but not worked during first 5 days of workweek because of holiday, included in computing weekly overtime. Employee called for emergency assignment less than 12 hours after completion of last shift, paid overtime premium for all work in excess of 8 hours on both shifts combined. Added: Daily overtime and Sunday premium hours not included in computing overtime on weekly basis. <u>Firestone</u> Added: Hours paid for but not worked during first 5 days of workweek because of vacation, funeral, or jury duty, included in computing weekly overtime. Hours worked on holiday included in computing daily overtime when employee worked over 8 consecutive hours on holiday and following workday. Holiday hours worked on Saturday not included in computing overtime on a weekly basis. Hours during first 5 days of workweek included in computing weekly overtime were: (1) hours paid for but not worked because of holiday, and (2) normal hours when work was not available, except in case of a work stoppage or major mechanical breakdown. <u>B. F. Goodrich</u> Added: Hours paid for but not worked during first 5 days of workweek because of vacation, and hours lost from regular scheduled shift, but paid for, included in computing weekly overtime. <u>B. F. Goodrich</u> Added: Normal hours not made available during first 5 days of workweek included in computing weekly overtime, except in case of work stoppage. ⁴
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957).			
Sept. 2, 1959 (agreement dated June 9, 1959).			

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Overtime pay—Continued			
Dec. 2, 1959 (agreement dated June 12, 1959).		<u>Firestone</u> Added: Hours worked, because of a change in shift at the request of the company, in excess of 8 in a 24-hour period during the first 5 days of a workweek to be counted when computing weekly overtime.	
Sept. 11, 1967, Firestone (memorandum of agreement dated July 20, 1967); Oct. 20, 1967, B. F. Goodrich (agreement dated July 15, 1967).	Added: Time and one-half for work in excess of 8 hours in any consecutive work period.		
		<u>Firestone</u> Added: Included in computing weekly overtime were hours paid for but not worked during first 5 days of workweek because of active annual training or temporary special service in the Armed Forces.	
Premium pay for Saturday and Sunday work			
Apr. 28, 1937, Firestone, May 27, 1938, B. F. Goodrich. Mar. 4, 1946 ("Big Four" agreement of Mar. 2, 1946).	In effect and continued: Time and one-half for work on Sunday. No provision for premium pay for Saturday work. ⁵ Increased to: Double time for work on Sunday.		
Paid vacations			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. February 1939 -----	In effect and continued: Employee with 5 but less than 10 years' service, 1 week; 10 years or more, 2 weeks.		
		<u>Firestone</u> —2 percent of annual earnings for each week. <u>B. F. Goodrich</u> —1 percent for each week.	
Apr. 23, 1940, B. F. Goodrich; May 28, 1940, Firestone. 1945 -----	Increased: Employee with 2 but less than 5 years' service, 1 week; 5 years or more, 2 weeks.		
		<u>B. F. Goodrich</u> Increased: Vacation pay to 2 percent for each week.	
June 25, 1948, B. F. Goodrich; September 1948, Firestone.	Increased: Employee with 1 but less than 5 years' service, 1 week. Increased: Employee with 15 years of service or more, 3 weeks.		
Oct. 31, 1953, Firestone; Dec. 31, 1953, B. F. Goodrich.	Increased: Employee with 3 but less than 15 years' service, 2 weeks.		
Oct. 31, 1955, Firestone (agreement dated Aug. 31, 1955); Jan. 1, 1956, B. F. Goodrich (agreement dated Sept. 4, 1955).	Increased: Employee with 11 but less than 15 years' service, 2 weeks and 3 days.		
Jan. 1, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957); Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956).	Increased: Employee with 3 but less than 11 years' service, 2 weeks; 11 but less than 25 years, 3 weeks. Employee with 25 years of service or more, 3½ weeks.	<u>B. F. Goodrich</u> In effect and continued: Minimum weekly vacation pay equaled 1 percent of average annual earnings of all employees in local bargaining unit during previous year. Employee absent from work on vacation qualifying date was eligible for vacation only upon return to work during vacation year. Employee laid off before vacation qualifying date and rehired with seniority after this date was eligible for vacation or pay in lieu of vacation after 45 days' service or at time of next	
	Employee with 25 years of service or more, 4 weeks.		

See footnotes at end of table.

Table C. Supplementary compensation practices'²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Paid vacations—Continued			
Jan. 1, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957); Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956)— Continued			<p>layoff, whichever occurred first. Employee rehired with seniority after military service eligible for vacation or vacation pay after 45 days' service. Employee unable to work because of disability commencing after vacation qualifying date and continuing for 4 weeks or more could receive pay in lieu of vacation.</p> <p>On termination of employment during vacation year employee to receive pay for any vacation not taken.</p> <p><u>Firestone</u> In effect and continued: Minimum weekly vacation pay equaled 30 hours at basic hourly rate. Employee with less than 6 months' service in preceding vacation year, but on payroll at beginning of current vacation year, eligible for vacation after completing 8 months' service during both years or 4 months in current year. Employee not on payroll at beginning of vacation year, but rehired subsequently, received paid vacation after 8 months' service in current and preceding years, but not less than 45 days nor more than 4 months after return to work. Not applicable to employee disabled during 3 months prior to beginning of vacation year or rehired with seniority after military service.</p> <p>Employee could elect to receive pay for each week or half-week he was unable to work during vacation period because of disability. Maximum payments not to exceed normal vacation allowance. Employee received pay for any vacation not taken during vacation period on termination of employment.</p>
Jan. 1, 1959 (agreement dated June 9, 1959).			<p><u>B. F. Goodrich</u> Increased: Minimum weekly vacation pay to 1.3 percent of average annual earnings of all employees in local bargaining unit during previous calendar year.</p> <p>Changed: Period of employment required for vacation eligibility for employee laid off before vacation qualifying date and subsequently rehired with seniority, or for employee rehired with seniority after military service—to 30 days.</p> <p>Employee retiring on normal retirement date without returning from disability absence that began during preceding calendar year received vacation pay provided he had worked half of normal daily hours made available during preceding calendar year.</p>
Dec. 2, 1959 (agreement dated June 12, 1959).	Increased: Employee with 25 years of service or more, to 4 weeks.		<p><u>Firestone</u> Changed: Employee with less than 4 months' service in preceding vacation period but on payroll at beginning of current vacation period received paid vacation after completing 6 months' service during the 2 periods or 3 months in current period. Employee not on payroll at beginning of vacation year, but rehired subsequently, received paid vacation after 6 months of combined service in current and previous years, but not less than 45 days or more than 3 months after return to work. Employee disabled during 3 months before vacation period or retirement at company option, or rehired with seniority after military service, not required to meet above standards to receive vacation.</p>

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
	Paid vacations—Continued		
Jan. 1, 1961, B. F. Goodrich (agreement dated June 11, 1961); June 5, 1961, Firestone (agree- ment dated Apr. 18, 1961). Jan. 1, 1963, B. F. Goodrich (agreement dated Apr. 25, 1963); July 5, 1963, Firestone (agreement dated Apr. 24, 1963).	Increased: Employee with 3 but less than 10 years' service, 2 weeks; 10 but less than 22 years, service 3 weeks; 22 years or more, 4 weeks.	<u>Firestone</u> Eliminated: 6 months' service requirement for employee not on payroll at beginning of vacation year provided he was on leave of absence. Added: Employee eligible for pension or severance allowance received vacation pay based on earnings in year of retirement in addition to pay for unused vacation earned during preceding year. Minimum vacation pay provision not applicable to this additional payment. <u>Firestone</u> —employee rehired with seniority after service in Peace Corps received vacation pay for current year. <u>B. F. Goodrich</u> Eliminated: Requirement that employee retiring after disability absence, work half of hours made available during preceding year in order to receive vacation pay.	
Apr. 22, 1965, Firestone (agreement of same date); Apr. 23, 1965, B. F. Goodrich (agreement of same date).	Increased: Employee with 10 but less than 15 years' service, 3 weeks; 15 but less than 25 years, 4 weeks; 25 years or more, 5 weeks.		
Oct. 31, 1966, Firestone (memorandum of agreement dated July 20, 1967); Jan. 1, 1967, B. F. Goodrich (agreement dated July 15, 1967).	Increased: Employee who had 1 but less than 5 years' service, 2 weeks; 5 but less than 15 years, 3 weeks; 15 but less than 22 years, 4 weeks; 22 but less than 30 years, 5 weeks; 30 years or more, 6 weeks.	<u>Firestone and B. F. Goodrich</u> Added: Employee eligible for 2 weeks of vacation could request pay in lieu of time off for 1 week; employee eligible for 3 weeks or more of vacation could elect to take pay in lieu of 1 or 2 weeks of vacation. <u>Firestone</u> Changed: Employee who had less than 3 months of service in preceding vacation period, but on active payroll at beginning of current vacation period received paid vacation after completing 4 months of service during the 2 periods or 2 months in current period. Employee not on active payroll at beginning of vacation year, but rehired subsequently, received paid vacation after 4 months of combined service in current and previous years, but not less than 30 days or more than 2 months after return to work. Changed: Vacation pay to 2 percent of annual earnings for each week of vacation, including amount of short week benefit payments. Added: Employee retired on early pension entitled to vacation pay based on earnings since start of vacation period in which he retired. The minimum vacation pay provision not applicable to this additional payment.	
Oct. 26, 1970, Firestone (agreement of same date); June 13, 1970 (B. F. Goodrich agreement of same date).	Increased: Employee with 20 but less than 30 years' service, 5 weeks.		

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Holiday pay			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich.	In effect and continued: Time and one-half for work on 6 specified holidays. No pay for holidays not worked.		Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas.
Aug. 3, 1945, Firestone; Mar. 4, 1946, B. F. Goodrich.	Increased to: Double time. ⁵ -----		
1947 -----	Established: 6 paid holidays for which employee received straight-time average earnings. Double time (total) continued to be paid for holidays worked.		Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. Employee must have had 3 months' service to qualify for holiday pay. Approved by Wage Stabilization Board in November 1952.
Aug. 24, 1952, Firestone; Aug. 27, 1952, B. F. Goodrich.	Increased to: Double time plus holiday pay for work on established holidays.		Service requirement changed to: <u>B. F. Goodrich</u> —30 days. <u>Firestone</u> —on active payroll continuously since 2d week prior to holiday week.
Sept. 4, 1954 -----	Changed to: Triple time (total) for work on established holidays.	-----	
Oct. 18, 1954 -----	-----		<u>B. F. Goodrich</u> Eliminated: 30-day service requirement. <u>Firestone</u> —holiday was Dec. 24 or 26, depending on shift. <u>B. F. Goodrich</u> —holiday was Dec. 24.
Aug. 31, 1955, Firestone; Sept. 4, 1955, B. F. Goodrich.	Added: 7th paid holiday -----		
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957).	-----	Changed to: Triple time (total) for work on established holidays.	In effect and continued: Holiday falling on Sunday to be observed on Monday. <u>Firestone</u> —pay for holidays not worked to equal straight-time average hourly earnings, including night-shift differential, during 2d week preceding holiday times average daily hours worked during holiday week. Employee who worked less than standard shift on holiday because of unavailability of work paid triple time for hours worked plus proportionate share of holiday pay for unworked hours. Holiday pay provided employee (1) who worked his last scheduled shift before and his first scheduled shift after holiday, (2) absent because of vacation, death, or serious illness in family, or personal disability beginning during holiday or preceding week or ending during holiday or succeeding week or for equally compelling reasons, (3) who was laid off during holiday week or preceding week provided he worked the last full scheduled shift and was otherwise qualified. <u>B. F. Goodrich</u> —pay for holiday not worked to equal average daily hours (not to exceed 8) times (1) for hourly workers, hourly rate; or (2) for incentive workers, average paid unit hour; including night-shift differential in both cases. Holiday pay provided employee (1) who worked his last scheduled shift before and his first scheduled shift after holiday, (2) on vacation who worked his last scheduled shift before and first scheduled shift after vacation, (3) beginning leave of absence on first workday following holiday, but who worked his last scheduled shift before holiday, (4) returning from leave of absence during holiday week or on first day of following week if holiday fell on or after his last regular working day of the week, (5) laid off during holiday or preceding week who worked his last scheduled shift, (6) laid off prior to week preceding holiday week and rehired (with seniority) within 30 days, and during holiday or succeeding week worked his last scheduled shift before layoff and his first scheduled shift after rehire, (7) disabled prior to week preceding holiday week who returned to work within 30 days and during holiday or subsequent week worked his last scheduled shift before and his first scheduled shift after absence, or

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Holiday pay—Continued			
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957)— Continued			(8) absent because of death or serious illness in family or personal disability beginning during holiday or preceding week and who worked his last scheduled shift before and first scheduled shift after absence. <u>Firestone</u> Added: Holiday pay provided employee recalled from layoff during holiday week or within 7 days after holiday if he worked his first scheduled shift. Changed: First 2 hours of holiday overtime worked after last shift before holiday to close down operation, or before first shift after holiday to start up operation, paid at triple time but such time not deducted from average daily hours (Firestone) or scheduled hours (Goodrich) in computing holiday pay.
Sept. 2, 1959 (agreement dated June 9, 1959).			<u>B. F. Goodrich</u> Changed: All holiday overtime hours worked after last shift before holiday to close down operation, or before first shift after holiday to start up operation, paid at triple time, but such time not deducted from scheduled hours in computing holiday pay. Eliminated: Requirement that employee disabled prior to week preceding holiday week return to work within 30 days of beginning of disability leave to qualify for holiday pay. 1961—July 3; 1962—Dec. 31.
June 5, 1961, Firestone (agreement dated Apr. 18, 1961); Aug. 29, 1961, B. F. Goodrich (agreement dated June 11, 1961).	Added: 8th paid holiday -----		Changed: Employee on vacation who worked scheduled shift nearest holiday that fell on first or last day of vacation to receive holiday pay. Eliminated: <u>B. F. Goodrich</u> —requirement that employee laid off prior to week preceding holiday week be rehired within 30 days to qualify for vacation pay.
July 15, 1963 (agreement dated Apr. 24, 1963).			<u>Firestone</u> —7th paid holiday was Dec. 23 in 1963, Dec. 24 in 1964; 8th paid holiday was Dec. 24 in 1963, Dec. 26 in 1964.
Apr. 22, 1965, Firestone (agreement of same date); Apr. 23, 1965, B. F. Goodrich (agreement of same date).	Added: 9th paid holiday -----		Dec. 31 in 1965 and 1966. Changed: to: 8th paid holiday <u>Firestone</u> —Dec. 24 in 1965 and 1966; <u>B. F. Goodrich</u> —Easter Monday in 1965, July 5 in 1966.
Sept. 11, 1967, Firestone (memorandum of agreement dated July 20, 1967); Oct. 20, 1967, B. F. Goodrich (agreement dated July 15, 1967, and supplemental agreement dated Oct 20, 1967).			<u>Firestone and B. F. Goodrich</u> Changed: Employee disabled more than 30 days prior to holiday paid for holiday if he returned to work within 30 days after holiday. ⁶ <u>Firestone</u> Changed: 7th, 8th, and 9th holiday dates were as follows: 1967—November 24 and 25, and December 23. 1968—September 3, and December 23 and 24. 1969—May 31, July 5, and December 24. Changed: Employee disabled 30 days or less prior to holiday paid for holiday upon return after holiday. If absence continued 30 days beyond holiday, payment for holiday was made upon request. <u>B. F. Goodrich</u> Changed: 7th, 8th, and 9th holiday dates were as follows: 1967—November 24, and December 23 and 30. 1968—May 31, and December 24 and 31. 1969—July 3, and December 24 and 31. Added: Maintenance and production employees—employee not meeting requirements to work on Saturday (production employees) or on Saturday and/or Sunday (maintenance employees) prior to Monday holiday or after

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Holiday pay—Continued			
Sept. 11, 1967, Firestone (memorandum of agreement dated July 20, 1967); Oct. 20, 1967, B. F. Goodrich (agreement dated July 15, 1967, and supplemental agreement dated Oct. 20, 1967)—Continued			Friday holiday, paid for holiday if (1) he requested to be excused and there were other qualified employees to perform work; (2) he had justified reason for failure to work; (3) he consistently had declined Saturday or Sunday work; or (4) he was a maintenance man not on continuous 7-day work, the Sunday work was not emergency maintenance, and he worked scheduled hours on scheduled days prior to and after holiday excluding Saturday and Sunday.
Oct. 26, 1970 (Firestone agreement of same date); June 13, 1970 (B. F. Goodrich agreement of same date).	Added: 10th paid holiday (New Year's Eve).		In effect and continued: Employee disabled 30 days or less prior to holiday paid for holiday if he worked last scheduled shift prior to and first scheduled shift after absence. <u>Firestone</u> 7th, 8th, and 9th paid holiday dates were as follows: 1971—Jan. 2; July 6; Dec. 24. 1972—May 27; July 3; Dec. 26. 1973—Sept. 1; Dec. 24; Dec. 26. <u>B. F. Goodrich</u> 7th, 8th, and 9th paid holiday dates were as follows: 1971—Monday after Easter; July 6; Dec. 24. 1972—July 3; Nov. 24; Dec. 26. 1973—undecided.
Reporting time			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. July 5, 1944, B. F. Goodrich; June 14, 1948, Firestone. Dec. 15, 1954, Firestone (agreement dated Sept. 4, 1954); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957). Dec. 2, 1959, Firestone (agreement dated June 12, 1959); Sept. 2, 1959, B. F. Goodrich (agreement dated June 9, 1959).	In effect and continued: Minimum of 3 hours' pay provided employee scheduled or notified to report to work but for whom work was not available. Changed to: Minimum of one-half day's pay (3 to 4 hours).		Not applicable when lack of work was due to mechanical breakdown or work stoppage. Double time for maximum of one-half shift paid for reporting on Sunday; triple time on holidays. <u>Firestone and B. F. Goodrich</u> —no payment for hours not made available to employee reporting for work after absence, unless he had been on approved leave-of-absence and reported on first workday following end of leave. Added: Time and one-half paid for reporting for work that should have been paid at over-time rate.
Apr.			
Paid lunch period			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich.	No provision.	In effect and continued: Incentive employees received a 5-to 8-percent allowance for personal time, including lunch periods.	
1944-45 -----	Established: 20-minute paid lunch period for employee required to remain in plant for full shift. Changed: 20-minute paid lunch period provided for all employees.		In accordance with National War Labor Board directive order of Apr. 13, 1945.
Aug. 3, 1945, Firestone; Oct. 17, 1946, B. F. Goodrich.			

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters		
	Firestone	B. F. Goodrich			
Lost work allowance					
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. May 28, 1940, Firestone; June 30, 1945, ⁷ B. F. Goodrich. June 12, 1948, Firestone.	<p>----- No provision -----</p> <p>Established: Incentive employee paid for time lost because of stock, equipment, or power delays, or while waiting for work at direction of supervisor.</p> <p>In effect and continued:</p> <table><tr><td>Employee paid for time lost from shift because of occupational injury requiring hospital treatment and when sent from work to hospital for subsequent treatment.</td><td>Employee paid for time lost while receiving medical treatment at company expense for occupational accident or illness.</td></tr></table>		Employee paid for time lost from shift because of occupational injury requiring hospital treatment and when sent from work to hospital for subsequent treatment.	Employee paid for time lost while receiving medical treatment at company expense for occupational accident or illness.	<p><u>Firestone</u>—allowance paid after 15-minute minimum delay period.</p> <p><u>B. F. Goodrich</u>—no minimum time specified.</p>
Employee paid for time lost from shift because of occupational injury requiring hospital treatment and when sent from work to hospital for subsequent treatment.	Employee paid for time lost while receiving medical treatment at company expense for occupational accident or illness.				
June 14, 1948 -----	-----		Reduced: <u>Firestone</u> —minimum delay period to 10 minutes.		
Aug. 18, 1952 -----	-----		Reduced: <u>Firestone</u> —minimum delay period to 6 minutes.		
July 1, 1963 (agreement dated Apr. 25, 1963).	<p>-----</p> <p>Added: Employee paid for time lost during shift hours while receiving medical treatment at company expense for nonoccupational accident or illness.</p> <p>-----</p>		<p><u>Firestone</u></p> <p>Added: Any lost time resulting from employee being sent home under direction of the plant physician or registered nurse shall be counted as hours worked for the purpose of computing overtime.</p>		
Oct. 26, 1970 (agreement of same date).	-----				
Layoff guarantee					
May 27, 1938, B. F. Goodrich; Aug. 3, 1945, Firestone.	In effect and continued: Employee guaranteed 3 days' work or pay after notice of layoff.				
Supplemental jury duty pay					
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. Aug. 31, 1955, Firestone; Sept. 4, 1955, B. F. Goodrich (agreements of above dates).	<p>----- No provision -----</p> <p>Established: Employee paid difference between earnings as juror and—</p> <table><tr><td>daywork rate or, if incentive employee, normal earning rate of his classification for time lost from day shift.</td><td>hourly rate or, if incentive employee, average paid unit hour for time lost from morning shift.</td></tr></table>		daywork rate or, if incentive employee, normal earning rate of his classification for time lost from day shift.	hourly rate or, if incentive employee, average paid unit hour for time lost from morning shift.	<p>To qualify, employee must have had 3 months' service.</p> <p><u>Firestone</u>—employee assigned to day shift and temporarily excused from court, required to report for work if reasonable period remained to be worked on day shift.</p> <p><u>B. F. Goodrich</u>—employee assigned to morning shift and temporarily excused from court, required to report for work if sufficient time remained to work half of morning shift.</p> <p>Reduced: Service requirement, to 45 days.</p>
daywork rate or, if incentive employee, normal earning rate of his classification for time lost from day shift.	hourly rate or, if incentive employee, average paid unit hour for time lost from morning shift.				
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957).	-----				

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental jury duty pay—Continued			
Dec. 2, 1959, Firestone (agreement dated June 12, 1959); Sept. 2, 1959, B. F. Goodrich (agreement dated June 9, 1959).			Reduced: Service requirement, to 30 days.
Dec. 2, 1959, Firestone (agreement dated June 12, 1961); Aug. 29, 1961, B. F. Goodrich (agreement dated June 11, 1961).	Added: Employee with 30 days' service paid difference between earnings received for attending preliminary examination for prospective jurors and— daywork rate or, if incentive employee, classification average earnings for time lost from day shift.		Eliminated: Firestone—requirement that employee temporarily excused from court report to work.
Oct. 26, 1970 (agreement of same date).	hourly rate or, if incentive employee, average paid unit hour for time lost.		B. F. Goodrich—employee required to report for work before examination, if practical; and after, if sufficient time remained to work half of morning shift.
			Firestone Added: Employee on vacation who is called to jury duty may extend his vacation up to the number of days he serves on jury duty.
Paid funeral leave			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich.	----- No provision -----		
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957).	Established: Up to 3 days' leave with pay to attend funeral of member of immediate family.		Employee must have had 45 days' service. Immediate family defined as parents, sisters, brothers, children, spouse, and at B. F. Goodrich, dependents living in same household.
Dec. 2, 1959, Firestone (agreement dated June 12, 1959); Sept. 2, 1959, B. F. Goodrich (agreement dated June 9, 1959).			Reduced: Service requirement to 30 days.
Apr. 18, 1961, Firestone (agreement of same date).	Changed to: Up to 3 consecutive working days with pay provided employee absent because of death of parent, child, spouse, and dependents living in same household.		Added: To definition of immediate family: Firestone—mother-in-law and father-in-law, and dependents in same household. B. F. Goodrich—mother-in-law and father-in-law, stepparents, step- and half-brothers and -sisters, and legally adopted children. Previous provision continued to apply in case of death of other members of the immediate family.
Aug. 29, 1961 (agreement dated June 11, 1961).			B. F. Goodrich Added: To definition of immediate family, stepmother-in-law and stepfather-in-law. Employee received pay for funeral occurring during scheduled vacation.
July 15, 1963 (agreement dated Apr. 24, 1963).	Changed to: Up to 3 consecutive working days because of death of any member of the immediate family.		
July 19, 1965, Firestone (agreement dated Apr. 22, 1965); B. F. Goodrich (agreement dated Apr. 23, 1965).			Added: To definition of immediate family, brother-in-law and sister-in-law, grandparents and grandchildren.
Sept. 11, 1967, Firestone (memorandum of agreement dated July 20, 1967); Oct. 20, 1967, B. F. Goodrich (agreement dated July 15, 1967).			Firestone Added: To definition of immediate family, half-relatives, step-relatives, foster parents, and foster children. In-law relationships were recognized after death of spouse and until employee remarried. In-law relationships were terminated by divorce. B. F. Goodrich Added: To definition of immediate family, stepchildren.

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental workmen's compensation benefits			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. July 15, 1963, Firestone (agreement dated Apr. 24, 1963); B. F. Goodrich (agreement dated Apr. 25, 1963).	----- No provision ----- Established: Supplemental benefits equal to 80 percent of average weekly earnings minus workmen's compensation and sickness and accident benefits, payable when eligible for weekly benefits under workmen's compensation law up to 26 weeks for each period of disability. Provided for employee with 45 days' service and absent from work because of occupational disability for which he received workmen's compensation.		No limit to number of periods of disability, provided they were separated by (1) return to full-time work if due to different cause, or (2) return to full-time work for 90 days if due to same cause. Previously: Differences between sickness and accident plan benefits and workmen's compensation provided by 1959 amendment to insurance plans.
Aug. 1, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich).	Increased: Supplemental benefits payable up to 39 weeks for each period of disability.		<u>Firestone and B. F. Goodrich</u> Added: Following the 26th week of supplemental workmen's compensation, there was deducted (1) any pension for which employee was eligible, and (2) any primary disability benefits, or any unreduced primary old-age benefits under the Social Security Act which the employee was or could be entitled to, or any reduced primary old-age benefit the employee received under the Social Security Act. Added: Benefits receivable up to 90 days following termination of agreement if new agreement was not reached
June 13, 1970 (B. F. Goodrich agreement of same date); July 1, 1970, Firestone (agreement of June 19, 1970).	Increased: Supplemental benefits payable up to 52 weeks for each period disability.		
Severance allowance			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich. Nov. 3, 1947, B. F. Goodrich; June 14, 1948, Firestone.	----- No provision ----- Established: Employee with 15 years' service released because of disability received \$500, plus \$100 for each year in excess of 15.	Established: Employee with 10 years' service released because of disability or at age 65 received 1 month's pay for each 5 years' service. Employee released at age 65 with 5 to 10 years' service received half month's pay for first 5 years and proportionate amount for balance of service.	<u>B. F. Goodrich</u> —1 month's pay computed on basis of highest 10 years' earnings. Participant in retirement plan not eligible for allowance unless it was greater than company's contribution to employee's pension, in which case difference was paid.
May 1, 1950 -----	Changed: Employee with 5 years' service released because of disability but ineligible for pension received 2 percent of total earnings.		
July 1, 1955 (agreement dated May 25, 1955, Firestone; June 22, 1959, B. F. Goodrich).	Changed to: Employee with 5 years' service, ineligible for pension, and released because of inability to meet work requirements or permanent plant closing received 2 to 3 percent of total earnings depending on years of service. ⁸ Employee ineligible for pension and released at age 65 received 3 percent of total earnings after 5 years' service.		<u>B. F. Goodrich</u> —not ordinarily applicable to participants in contributory pension plan, except (1) employee released because of disability, who could elect to withdraw contributions and receive an allowance, and (2) employee released at age 65 toward whose annuity company had contributed less than severance allowance, received allowance reduced by amount of contribution.
July 1, 1959 (agreement dated June 12, 1959, Firestone; June 9, 1959, B. F. Goodrich).	-----		Added: Employee eligible for severance allowance or deferred vested pension for same period of service could elect immediate severance benefit in lieu of pension.
Aug. 1, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich).	Added: Severance award equal to 2 weeks' per pay year of service for 20 or more years of service. ⁹		<u>Firestone and B. F. Goodrich</u> Added: Severance allowance provisions were extended up to 90 days following termination of agreement if new agreement was not reached.

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plans			
Apr. 38, 1937, Firestone; ¹⁰ May 27, 1938, B. F. Goodrich. ¹¹ Jan. 17, 1946, Firestone; Mar. 1, 1948, B. F. Goodrich.	----- No provision -----		Employee's monthly contributions were: (1) Life insurance, 60 cents for each \$1,000 coverage; (2) sickness and accident benefits, men—75 cents, women—\$1; and, (3) hospital and surgical insurance, employee earnings under \$5,000—95 cents to \$2.35, depending on number of dependents; employee earning over \$5,000—\$1.45 to \$3.44. Company paid balance of costs. <u>Firestone</u> —employee's monthly contribution for all insurance was \$1.68 to \$5.33 for men, and \$1.68 to \$4.85 for women, depending on number of dependents. <u>B. F. Goodrich</u> —retired employee with 10 years' service and membership in plan receive company-paid life insurance equal to 2½ percent of coverage, in effect at retirement times number of years' service, not to exceed 50 percent of coverage. <u>B. F. Goodrich</u> —dependents included: Wife and unmarried children between ages of 14 days and 19 years. Husbands of employees not insured.
	For employees: Employee with 3 months' service could participate in contributory group insurance plan providing:		
	<u>Life insurance</u>		
	\$1,500 to \$4,000 depending on basic hourly rate. ¹²	\$2,000 to \$20,000 depending on annual earnings. ¹³	
	<u>Total and permanent disability benefit</u> — Employee totally and permanently disabled prior to age 60 received face value of life insurance in 17 monthly installments.		
	<u>Sickness and accident benefits</u> —		
	Men, \$10.50 to \$24.50 a week; women, \$9.10 to \$19.60 a week.	Men, \$15 a week; women, \$10 a week.	
	Payable from 8th day of disability up to 13 weeks. Not payable for disability covered by workmen's compensation.		
	<u>Surgical services</u> —		
	Maximum of \$150.		
	<u>Obstetrical services</u> —		
	<u>Surgery</u> —\$50. For employees and dependents:		
	<u>Hospital room and board</u> —		
	Maximum of \$5 a day 70 days.	Maximum of \$6 or \$9 a day, depending on annual earnings, for 31 days.	
	<u>Inpatient hospital services</u> —		
	Maximum of \$25.	Maximum of \$30 or \$45, depending on annual earnings.	
	<u>Surgical services</u> —		
	Maximum of \$100 or \$150, depending on annual earnings.		
	<u>Obstetrical benefits</u> —		
	<u>Hospitalization</u> —\$5 a day for 14 days.	\$33.33 or \$50 maximum for normal delivery, depending on annual earnings; maximum of \$66.67 or \$100 for other procedures both depending on annual earnings.	
	<u>Special charges</u> —up to \$25.		

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plans—Continued			
Jan. 1, 1950			<u>B. F. Goodrich</u> Changed: Employee's monthly contribution for (1) life insurance, to 50 cents for each \$1,000 of coverage; (2) hospital and surgical benefits, to (a) for employees earning under \$5,000, 75 cents to \$1.95; (b) for employees earning \$5,000 and over, \$1.15 to \$2.85. <u>Firestone</u> —upon retirement (except for disability) or receipt of severance allowance, life insurance reduced and continued at company expense. ¹⁴
Apr. 1, 1950, B. F. Goodrich; May 5, 1950, Firestone.	For employees: Added: <u>Nonoccupational accidental death and dismemberment insurance</u> —face value of life insurance in case of death. Schedule of benefits for dismemberment. Increased: <u>Sickness and accident benefits—</u> All employees to \$27 a week, for maximum of 26 weeks per period of disability. Payable from 1st day of accident and 8th day of sickness. For employees and dependents: Changed to: <u>Hospital room and board—</u> Maximum to \$7 a day for 31 days. <u>Inpatient hospital services—</u> Maximum to \$140. <u>Surgical services—</u> Maximum to \$200.		<u>Firestone</u> Changed: Company assumed cost of life and accidental death and dismemberment insurance. Employee's monthly contribution for all other coverage was (1) for single employee, \$3.31, and (2) for employee with dependents, \$7.01. ¹⁵ <u>B. F. Goodrich</u> —employee's contribution for sickness and accident insurance to \$1 a month. Periods of disability due to different cause must have been separated by return to full-time work; periods due to same cause, by return to full-time work for 2 weeks. <u>Firestone</u> —no limit to number of periods for which benefits were payable to employee under age 60; payments to employee age 60 or over limited to 26 weeks each year. <u>Firestone</u> — Added: Retired employee could continue hospital and surgical insurance for self and dependents at own expense.
Oct. 1, 1953	For employees: Changed to: <u>Life insurance—</u> Company-paid plan, \$1,500 to \$4,000 depending on earnings. ¹⁶		<u>B. F. Goodrich</u> —employee could continue life insurance (in effect Oct. 1, 1953, under previous contributory plan) in excess of new schedule, by contributing 50 cents a month per \$1,000 of excess insurance in amount equal to greater of (a) 50 percent of noncontributory insurance in effect, provided employee had 15 years' service; or (b) 2½ percent of total insurance (both contributory and noncontributory) times years of continuous service (but not to exceed 50 percent of such total), if employee had 10 years' membership in the insurance programs.
	Company-paid plan \$2,000 to \$4,500 depending on length of service and earnings.		

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plans—Continued			
Oct. 1, 1953— Continued	<p><u>Sickness and accident benefits—</u></p> <p>Company-paid plans with benefits increased to: Men, \$35 a week; Men, \$35 a week; women, \$27 a week. women, \$25 a week. Payable up to 26 weeks during each period of disability; for maternity cases, up to 6 weeks. Changed to: Company-paid hospital, surgical, and medical insurance for employees and dependents, with benefits increased to:</p> <p><u>Hospital room and board—</u></p> <p>Semiprivate room up to 120 days per confinement; for maternity cases, up to 14 days.</p> <p><u>Inpatient hospital services—</u></p> <p>Including administration of anesthesia by a doctor, diagnostic X-rays and laboratory tests, X-rays and radium therapy, and ambulance service; no limit on amount.</p> <p><u>Surgical services—</u></p> <p>Maximum of \$250 unless operations were due to different causes, or separated by complete recovery or return to full-time work.</p> <p><u>Physicians' services—</u></p> <p>Maximum of \$3 a day for hospital calls, up to 120 days per confinement. For employees:</p> <p><u>Outpatient diagnostic X-rays—</u></p> <p>Maximum of \$70 a year for each condition. For employees:</p> <p><u>Life insurance—</u></p> <p>Increased: \$500 for em- ployee with basic hourly rates of \$1.62 and over; new range of benefits— \$2,000 to \$4,500.¹⁷</p> <p>Increased: \$500 for em- ployee with annual earnings of less than \$4,000; new range of benefits—\$2,500 to \$4,500.¹⁸</p> <p><u>Nonoccupational accidental death and dismemberment insurance—</u></p> <p>Added: Company-paid benefits. Face value of life insurance in case of accidental death. Schedule of benefits for dis- memberment. Changed: Total and perma- nent disability benefits pay- able only if employee had less than 15 years' service required for disability pen- sion.</p>		<p><u>B. F. Goodrich</u></p> <p>Eliminated: 26 weeks a year limit on pay- ment of benefits to employee age 60 or over.</p> <p>No limit to number of hospital confinements provided they were due to different causes, or were separated by complete recovery or return to full-time work.</p> <p><u>B. F. Goodrich</u></p> <p>Added: Company-paid hospital insurance for retired employee with reimbursement of all hospital charge up to \$10 a day. Maximum, \$310 per hospital confinement or calendar year.</p> <p>Not payable for calls during hospitalization for operation or pregnancy.</p> <p><u>B. F. Goodrich</u></p> <p>Changed: Insurance employee could continue under contributory plan reduced by any in- crease in noncontributory life insurance.</p> <p>Eliminated: 15-year service requirement for continuation of 50 percent of life insurance after retirement.</p> <p>Added: Employee eligible for severance pay because of age or disability provided company- paid life insurance in same amount as pen- sioned employee.</p>
July 1, 1955 —————			

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plans—Continued			
July 1, 1955— Continued	<p><u>Sickness and accident benefits—</u></p> <p>Increased: Men, to \$40 a week; women, to \$32 a week. For employees and dependents:</p> <p><u>Hospital room and board—</u></p> <p>Eliminated: 14-day limit in maternity cases.</p> <p><u>Physician's services—</u></p> <p>Increased to: Maximum of \$5 a day for first 2 days in hospital; \$3 a day for following 118 days.</p> <p><u>Outpatient diagnostic X-ray and laboratory tests—</u></p> <p>Added: Benefits for dependents, subject to combined maximum of \$70 a year.</p> <p><u>Outpatient X-ray and radium therapy²⁰—</u></p> <p>Added: For employees only, maximum of \$150 a year for each condition.</p> <p><u>Obstetrical benefits—</u></p> <p>Increased to: \$75 for normal delivery, \$50 to \$125 for other procedures.</p>		<p><u>B. F. Goodrich</u></p> <p>Added: Company-paid hospital, surgical, and medical insurance¹⁹ for retired employee (and employee who received severance pay because of age) and dependents.</p>
Oct. 1, 1955 (agreement dated Aug. 31, 1955).			<p><u>Firestone</u>—\$10 maximum per treatment.</p>
July 1, 1959 (agreements dated June 9, 1959, B. F. Goodrich; June 12, 1959, Firestone).	<p>For employees:</p> <p><u>Life and nonoccupational accidental death and dismemberment insurance—</u></p>		<p>Payable only for pregnancy commencing while woman employee or dependent wife was insured under plan.</p> <p><u>Firestone</u></p> <p>Added: Company-paid hospital, medical, and surgical insurance¹⁹ for retirees (including employees eligible for severance pay because of age) and their dependents.</p> <p>In effect and continued: Life and accidental death and dismemberment insurance continued during (1) leave of absence, (2) absence due to sickness or accident while employee continued to accumulate service credit, (3) first month following lay-off. Laid-off employee could continue life insurance for 5 additional months by payment of 50 cents a month per \$1,000 of coverage.</p> <p><u>Firestone and B. F. Goodrich</u>—life insurance continued for permanently and totally disabled employee, with 50 percent reduction in benefits at age 65.</p> <p>Added: Employee terminated at or after age 60 and eligible for deferred retirement benefits, provided life insurance at age 65 in amount equal to 50 percent of coverage at time of termination or, for B. F. Goodrich employees—\$1,000, whichever was greater.</p>
	<p><u>Sickness and accident benefits—</u></p>		<p>In effect and continued: Sickness and accident insurance continued for employee (1) until end of month following month of layoff; (2) on leave of absence up to 90 days; or (3) absent from work because of sickness or injury, while continuing to accumulate service credit.</p> <p>Changed: Employee eligible for workmen's compensation received difference between sickness and accident benefits and statutory compensation.</p> <p><u>Firestone</u></p> <p>Eliminated: 26 weeks a year limit on payment of benefits to employee age 60 or over.</p>

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plans—Continued			
July 1, 1959 (agreements dated June 9, 1959, B. F. Goodrich; June 12, 1959, Firestone)—Continued.	<u>Hospital, surgical, and medical benefits—</u>	In effect and continued: Benefits not payable for sickness or accident covered under workmen's compensation. Hospital, surgical, and medical insurance continued for employee (1) on layoff or leave of absence, up to 90 days; or (2) absent because of sickness or injury, while continuing to accumulate service credit. Following termination of insurance, benefits extended for (1) 3 months to cover continuous total disability, which began while insurance was in effect, (2) 9 months to cover pregnancy which began while insurance was in effect. <u>B. F. Goodrich</u> Added: Employee could continue hospital, surgical, and medical insurance during leave of absence, and for 9 additional months following layoff by payment of full premium. Employee terminated at or after age 60 and eligible for deferred retirement benefits, provided company-paid hospital, surgical, and medical insurance for himself and dependents at age 65. <u>Firestone</u> Added: Insurance benefits were limited to those in effect at time of employee's termination. Increased: Insurance continuation on layoff—up to 2 years.	
Aug. 1, 1964 (agreement dated July 13, 1964, Firestone; July 17, 1964, B. F. Goodrich).	For employees: Changed to: Life and nonoccupational accidental death and dismemberment insurance—flat face value for all employees, \$6,500. <u>Sickness and accident benefits—</u> Increased: Men to \$60 a week; women to \$50. For employees and dependents: <u>Hospital, surgical, and medical benefits—</u> Increased: <u>Hospitalization</u> (room and board)—maximum confinement—to 365 days. <u>Physician's services</u> —to \$5 a day for up to 365 days. <u>Diagnostic X-ray and laboratory tests</u> —maximum for any one condition—\$100 in a 12 consecutive month period. <u>X-ray and radium therapy</u> —maximum—to \$200. Added: <u>Nursing home benefits</u> —up to 50 percent of semiprivate room charge for lesser of number of days remaining under hospital benefits or 60 days, provided patients were confined to hospital for 15 days or more. <u>Visiting nurse benefits</u> —up to \$6 for each of 15 visits in home by registered nurse employed by Visiting Nurse Service provided patient immediately following hospital confinement of 15 days or more. For employees: Increased— <u>life and nonoccupational accidental death and dismemberment insurance</u> —flat face value for all employees, \$7,500.	Added: Life insurance provided employee retired with normal, early, or disability benefit, reduced from normal face value in 30 equal monthly amounts to \$2,250. Employee terminated at age 60 or later and eligible for deferred pension to be provided \$2,250 life insurance. In case of dismemberment, loss of member must occur within 180 days of accident. Added: Coverage continued until the earlier of death or remarriage for surviving spouse of retiree who died on or after Aug. 1, 1964, benefit limited to 120 days for any one hospital confinement if employee retired prior to Aug. 1, 1964; to 365 days if employee retired after Aug. 1, 1964. Increased: Extended coverage on layoff—1 to 9 months (on termination of 90-day extended coverage already in effect), provided employee in any months he had no company earnings within 2-year period after layoff depending on maximum number of weekly benefits available under SUB. ²¹ Patient must have required continued care and have been transferred to nursing home directly from hospital on doctor's written recommendation for treatment of condition that required hospitalization. Care must be on doctor's written recommendation for same condition that required hospitalization. <u>Firestone:</u> Added: Limit on reduction in life insurance in excess of maximum permitted active employees (now \$7,500); this insurance to be reduced only to 50 percent of insurance in force prior to retirement.	
Aug. 1, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich).			

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plan—Continued			
Aug. 1, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich)—Continued	<p>Sickness and accident benefits: Increased—men to \$70 a week; women to \$60—maximum to 39 weeks.</p> <p>For employees and dependents: <u>Hospital, surgical, and medical benefits—</u> Increased: <u>Hospitalization</u> (room and board)—maximum confinement to 730 days. Changed: <u>Surgical</u>—payment made on a reasonable and customary fee basis.²²</p> <p>Increased: X-ray and radium therapy—maximum to \$300. <u>Nursing home benefits</u></p> <p>Increased: <u>Visiting nurse benefits</u>—up to \$7 for each of 15 visits.</p> <p>For employees: Increased: <u>Life and accidental death and dismemberment insurance</u>—flat face value for all employees, \$8,500. Increased: <u>Sickness and accident insurance</u>—to \$85 a week at B. F. Goodrich and \$100 at Firestone.</p> <p>For employees and dependents: Increased: <u>Hospital expense benefits</u>—maximum allowance for each dependent during any consecutive 12-month period to \$100 for diagnostic service and \$500 for X-ray, radium, and radioactive isotopic therapy. Changed: Inpatient hospital services expanded to include isolation, contagious, intensive care, and cardiac care unit room charges. Increased: In-hospital doctors' visits to \$7 a day for a maximum of 730 days. Changed: Outpatient care expanded to include electroshock therapy and visiting nurse charges to \$12.50 per day for a maximum of 100 days. Added: <u>Prescription drug benefits</u>—company to pay full cost (less \$1 to be paid by the employee) for any prescription drug, prescribed by licensed medical doctor, which is not covered by any other company or government plan. Changed: Eligibility requirements for all hospital, surgical, and medical expense programs reduced to 30 days' continuous service.</p>	<p>Firestone and B. F. Goodrich Added: Benefits in excess of 26 weeks were reduced by (1) any pension for which employee was eligible, and (2) any primary disability benefits, or any unreduced primary old-age benefits under the Social Security Act the employee was or could have been entitled to, or any reduced primary old-age benefit received under the Social Security Act. Added: Coordination of company insurance plan and Medicare Plan B. Company paid for benefits not provided under Medicare that would have been covered under company plan. Added: Continuation of coverage for spouse and dependent children of employee who died while in active service of company and who met early retirement qualifications. Coverage terminated if spouse remarried, died, or became member of a noncontributory insurance plan of another company. Added: Surviving dependent of employee retired on or after Aug. 1, 1967, continued to receive benefits, provided dependent was mentally or physically incapable of self-support and as of date of death of retiree was an eligible dependent. Added: Insurance plan was extended up to 90 days after termination of agreement if new agreement was not reached. <u>B. F. Goodrich</u> Added: Continuation of coverage 3 months for spouse and dependent children of employee who died while in active service of company and who did not meet early retirement qualifications. Changed: Employee must enter "Convalescent Nursing Home"²³ within 14 days of hospital confinement to receive benefits. Requirement for direct transfer from hospital to nursing home eliminated.</p> <p>Added: Accidental death and dismemberment insurance extended to occupation-related accidents. Benefits to be paid for maximum of 52 weeks for each period of disability. Added: Disability due to occupational sickness will be considered in the same category as accidental injury. Changed: Eligibility requirements—to 30 days' continuous service. Added: Maternity benefits for wife of a re-employed serviceman provided pregnancy commenced while employee was in Armed Forces and child was born after employee returned to work, if wife was not covered by any government-sponsored plan.</p> <p>Plan does not cover drugs which cost less than \$1 per prescription.</p> <p>Changed: Employee to be fully covered during any leave of absence due to pregnancy.</p>	
June 13, 1970 (B. F. Goodrich agreement of same date); July 1, 1970, (Firestone agreement of June 19, 1970).			

See footnote at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan			
Jan. 1, 1947 ²⁴		<p>Contributory plan requiring employee payments and providing benefits (in addition to Federal old-age, survivors', and disability insurance) as follows:</p> <p><u>Contributions:</u> Employee—2.5 percent of first \$3,000 in annual earnings, plus 5 percent of remainder; company-predetermined amounts, increased with employee's age.</p> <p><u>Normal retirement annuities:</u> <u>Eligibility</u>—men at 65, women at 60, on or after the January 1 or July 1 immediately following completion of 1 year of service.</p> <p><u>Benefits</u>—annuity (in monthly payments) derived by multiplying years of participation in plan by $\frac{3}{4}$ of 1 percent of first \$3,000 in annual earnings plus 1.5 percent of earnings over \$3,000.</p> <p><u>Termination options:</u> Employee whose services were voluntarily or involuntarily terminated could elect: (1) <u>Lump-sum benefit</u>—immediate payment consisting of own contributions and accumulated interest; (2) <u>Deferred benefit</u>—consisting of own and company contributions and accumulated interest at normal retirement; or (3) <u>Reduced benefit</u>—consisting of own and company contributions and accumulated interest actuarially reduced according to age at time annuity started.</p> <p><u>Annuity options:</u> <u>Regular annuity</u>—providing benefits during retiree's life; <u>Modified cash refund</u>—providing reduced benefits during retiree's life and balance of his contributions and interest, if any, to beneficiary after his death.</p> <p><u>Period certain</u>—providing reduced benefits for guaranteed period, up to 20 years, to retiree or to beneficiary if employee died before last guaranteed payment.</p>	Plan not included in union agreement.

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan—Continued			
Jan. 1, 1947 ²⁴ — Continued		<p>Joint and survivor—providing reduced benefits during life of retiree and same or lower benefits to beneficiary for life.</p> <p>Death benefits—beneficiary of employee who died while employed or on pension could elect (1) lump-sum payment with accumulated interest, or (2) periodic payments consisting of employee and company contributions plus accumulated interest as follows, if total benefit was (a) less than \$500 lump sum, (b) \$500 but less than \$677.67—semiannual installments, each equal to 6 percent of total death benefit, (c) over \$666.66 but less than \$2,000—quarterly installments, each equal to 3 percent of total death benefit or (d) \$2,000 or over—in monthly installments each equal to 1 percent of total death benefit.</p> <p>Changed: <u>Normal retirement annuity—Eligibility:</u> Service requirement for employee who joined plan after Apr. 1, 1950—to 10 years of continuous membership in plan.</p> <p>Increased: <u>Benefits</u>—monthly benefits for future service to $\frac{7}{8}$ of 1 percent of first \$3,000 earned plus 1.75 percent of remaining earnings.</p> <p><u>Minimum annuity</u>—after 25 years' service—\$100 to \$125 a month according to date employee first joined plan. Benefits reduced \$4 a month for each year of service below 25; maximum reduction, \$40.</p> <p><u>Early retirement</u>—employee age 60 but under 65 with at least 20 years' service, retiring with company consent, to receive an actuarially reduced annuity.</p>	<p>For beneficiaries of retired employees, retiree must have been pensioned after age 60 under regular procedures or before age 60 at option of company and must have died before receiving annuity.</p>
Apr. 1, 1950, B. F. Goodrich; May 1, 1950, Firestone.	<p>Established: Noncontributory plan providing the following benefits: <u>Normal retirement annuity—Eligibility</u> after 15 years' service, at age 65. <u>Benefits</u>—monthly benefits of $\frac{1}{12}$ of 1 percent of total earnings reduced by $\frac{1}{2}$ of social security benefits.</p> <p><u>Minimum annuity</u>—\$100 a month, including statutory benefits, after 25 years' service. Benefits actuarially reduced for each year of service under 25.</p> <p><u>Early retirement annuity</u>—Employee age 55, but under 65, with at least 20 years' service, retiring with company consent to receive actuarially reduced annuity.</p> <p><u>Disability annuity</u>—Employee totally and permanently disabled, with at least 15 years' service, to receive greater of $\frac{1}{12}$ of 1 percent of total earnings or \$50 a month, including statutory benefits.</p>		<p>B. F. Goodrich Employee who joined plan after Apr. 1, 1950, and was terminated before completing 10 years' membership in plan, could withdraw own contributions plus interest or, at option of employee, receive any paid-up annuity purchased by own contributions. Beneficiary to receive employee's contribution plus interest if employee died before completion of 10 continuous years in plan.</p> <p>Employees who were members of plan on Apr. 1, 1950, entitled to company contributions, regardless of years of service, as long as they remained members.</p> <p>B. F. Goodrich Added: Maximum annual earnings on which employee was to contribute 2.5 percent to be adjusted to equal maximum annual earnings over \$3,000 taxable under the Social Security Act.</p> <p>B. F. Goodrich Added: Minimum of \$100 a month, including social security benefits paid nonmembers with 25 years of service or more, if their 65th birthday occurred between Oct. 1, 1949, and Oct. 1, 1950, reduced \$4 a month for each year of service below 25; maximum reduction, \$40.</p>

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan—Continued			
Apr. 1, 1950, B. F. Goodrich; May 1, 1950, Firestone—Continued		<u>Supplemental annuity</u> —employee with service prior to Jan. 1, 1938 (1) currently participating in plan and (2) who had not participated, but whose 65th birthday occurred between Oct. 1, 1949, and Oct. 1, 1950, to receive difference between retirement income base and the total of (1) $\frac{1}{2}$ primary social security benefit, (2) monthly annuity purchased for him while a member of the plan between Jan. 1, 1938, and age 65, plus (3) monthly annuity which could have been purchased for him if he had been a member during any period of nonmembership in plan between Jan. 1, 1938, and age 65.	Benefits paid in addition to any other annuity provided under plan. Employee's retirement income base was an amount equal to (a) $1\frac{1}{2}$ percent of his average monthly earnings between Jan. 1, 1938, and age 65, for each full year of continuous service, up to 20, plus (b) $\frac{3}{4}$ percent for each full year of service in excess of 20. Average monthly earnings determined by dividing employee's total earnings for the period Jan. 1, 1938 to age 65, or date of actual retirement, whichever was earlier, by the number of full calendar months in such period.
Oct. 1, 1953 -----	Changed to: <u>Normal benefit</u> — $\frac{1}{2}$ of 1 percent of total earnings reduced by $\frac{1}{2}$ of social security benefits. Increased to: <u>Minimum annuity</u> —\$125 a month, including primary social security benefit, after 25 years' service.		<u>Firestone</u> : Applicable to employee who retired after Apr. 30, 1950. Minimum pension for 15 years of service or more to be at least the actuarial equivalent of lump sum provided as severance pay (2 percent of employee's total earnings) exclusive of primary social security benefit.
July 1, 1955 (agreement dated June 22, 1955, B. F. Goodrich; agreement dated May 25, 1955, Firestone).	Revised to: <u>Minimum annuity</u> —\$1.80 a month for each year of service, up to 30, with no reduction for social security payments. Increased to: <u>Disability annuity</u> —minimum of \$80 a month, including $\frac{1}{2}$ of social security benefits.	<u>Established</u> : Noncontributory plan providing the following benefits: <u>Normal retirement annuity</u> : <u>Eligibility</u> —after 10 years' service, at age 65 or over. <u>Benefits</u> —monthly benefits of $\frac{1}{12}$ of 1 percent of total earnings reduced by $\frac{1}{2}$ of social security benefits. <u>Minimum annuity</u> —\$1.80 for each year of service, including social security, up to 30. <u>Early retirement</u> —employee age 55, but under 65, with at least 20 years' service, retiring with company consent, to receive actuarially reduced annuity. <u>Disability annuity</u> —employee totally and permanently disabled, with at least 15 years' service to receive greater of $\frac{1}{12}$ of 1 percent of total earnings or \$80 a month, including statutory benefits.	<u>Firestone and B. F. Goodrich</u> : Employee with 10 but less than 15 years' service hired prior to July 1, 1955, was (1) made eligible for normal retirement annuities and (2) credited with 15 years of service in computation of minimum pension. <u>Firestone and B. F. Goodrich</u> Once determined, amount of social security benefit deduction not to be changed by subsequent increase in social security benefits. Changed: Definition of earnings used to determine amount of retirement benefits or severance pay to (a) actual earnings since Jan. 1, 1955, plus (b) years of service prior to 1955 times average annual earnings from Jan. 1, 1945, through Dec. 31, 1954 (was actual earnings since Jan. 1, 1940, plus years of service prior to 1940 times 1939 earnings).
			<u>B. F. Goodrich</u> : Normal benefits payable at age 65. Benefits reduced by fixed statutory payments, unemployment compensation, and lump-sum payments for loss of bodily members. Disability benefits not payable to employee who received total and permanent disability benefits under life insurance plan.

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan—Continued			
July 1, 1955 (agreement dated June 22, 1955, B. F. Goodrich; agreement dated May 25, 1955, Firestone)—Continued		<p><u>Vested right</u>—employee separated at or after age 40 with 10 years of service or more, to receive deferred normal monthly benefits at age 65 for each year of credited service between age 30 and date employment was terminated.</p> <p><u>Joint and survivor option</u>—employee could elect to receive (1) a reduced annuity payable for a guaranteed period, up to 20 years, with remaining benefits paid beneficiary if retiree died before last payment, or (2) a reduced annuity providing same or 1/2 retiree's benefits, for life, to beneficiary beginning after death of retiree.</p> <p><u>Discontinued:</u> Purchase of annuities and employee contributions under contributory retirement plan. Employee could withdraw contributions or retain equity.</p>	<p>No benefits payable for years of service prior to January 1 of the year in which employee reached age 30.</p> <p>Election could be made any time before Nov. 1, 1955; thereafter, employee required to provide evidence of good health satisfactory to company if election made less than 5 years before age 65.</p> <p>Death of employee before age 65 voided both options, death of joint annuitant before employee's 65th birthday voided option (2).</p>
July 1, 1959 (agreement dated June 9, 1959, B. F. Goodrich; and July 1, 1959, Firestone).	<p><u>Normal retirement annuity</u>—</p> <p>Reduced to: <u>Eligibility:</u> Service requirement—10 years.</p> <p>Changed to: <u>Benefits</u>—\$2.40 a month for each year of service prior to Jan. 1, 1959, plus \$2.50 a month for each year thereafter. Benefits in addition to Federal social security payments.</p> <p><u>Early retirement annuity:</u> Employee age 55, but under 65, with at least 20 years' service, retiring at own option could elect to receive: An immediate annuity reduced by 4/10 of 1 percent for each month under age 65, or deferred normal benefits at age 65.</p> <p>Increased: <u>Disability retirement annuity:</u> To twice normal retirement benefits, reduced until age 65 by any statutory payments.</p> <p>Added: <u>Vested rights</u>—employee separated at or after age 40 with 10 years of service or more to receive deferred normal monthly benefits at age 65 for each year of credited service between age 30 and date employment was terminated.</p>	<p>Retirement at option of company or under mutually satisfactory conditions—twice normal benefits, up to the earlier of age 65 or availability of social security benefits.</p>	<p>Firestone and B. F. Goodrich <u>Eliminated:</u> (1) 30-year limit on credited service, (2) provision for crediting 10-year employee with 15 years' service in computing benefits.</p> <p>Firestone and B. F. Goodrich Benefits reduced to normal level when employee became eligible for social security payments or reached age 65. No minimum benefit.</p> <p>Firestone No benefits payable for years of service prior to Jan. 1 of the year in which employee reach age 30.</p> <p>Employee electing severance allowance ineligible for deferred benefits.</p>

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan—Continued			
July 1, 1959 (agreement dated June 9, 1959, B. F. Goodrich; July 1, 1959, Firestone)—Continued	Joint and survivor annuity—employee could elect to receive (1) a reduced annuity payable for a guaranteed period, up to 20 years, with remaining benefits paid beneficiary if retiree died before last payment, or (2) reduced annuity providing same, or $\frac{1}{2}$ retiree's benefits, for life, to beneficiary after death of employee. Increased to: Normal retirement annuity: Benefits—\$3.25 a month for each year of credited service. Benefits in addition to Federal social security payments. <		

See footnotes at end of table.

Table C. Supplementary compensation practices²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan—Continued			
Aug. 1, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich).	Increased: <u>Normal retirement annuity</u> : Benefits—\$5.50 a month for each year of credited service. Benefits in addition to Federal social security payments. <u>Early retirement annuity</u> ----- <u>Special early retirement annuity</u> ----- <u>Disability retirement annuity</u> — Eliminated: \$100 minimum until eligible for unreduced primary social security payments. <u>Joint and survivor annuity</u> -----	<u>Firestone and B. F. Goodrich</u> Applicable to employee retiring on or after Aug. 1, 1967. Added: Pension increased \$1.50 for each year of credited service for former employee, contingent annuitant, or beneficiary receiving payments under pension plan of 1950. Added: Retirement plan extended up to 90 days following termination of agreement if new agreement was not reached. Added: Employee laid off with 15 years of credited service, upon reaching age 55 while on layoff with right of recall entitled to pension upon retirement. Added: Monthly benefit payable on or after age 62, guaranteed for 5-year period beginning on date of retirement. If retiree died before last payment, beneficiary or estate to receive remaining payments. Changed: Joint and survivors' benefit to special early retiree guaranteed for 5-year period beginning on date of retirement and actuarially reduced after 5-year period.	
June 13, 1970 (B. F. Goodrich agreement of same date); July 1, 1970 (Firestone agreement of June 19, 1970).	Increased: <u>Normal retirement annuity</u> —benefits to \$7.75 a month for each year of credited service. Benefits in addition to Federal social security payments. Benefit payments to employees increased \$1.25 a month. Changed: <u>Early retirement annuity</u> —service requirement reduced to 10 years.	Benefits to be computed either with respect to employee's age or continuous service credit depending on which was more advantageous to employee. ²⁵	
Survivor income benefits			
June 13, 1970 (B. F. Goodrich agreement of same date); July 1, 1970 (Firestone agreement of June 19, 1970).	Established: Company to provide the following for survivors of active employees with 30 days of continuous service credit in the event of employee's death. <u>Transition survivor income benefit</u> —\$150 a month to eligible survivors of deceased employee for up to 24 months. <u>Bridge survivor benefit</u> —An additional \$150 a month benefit to eligible spouse of deceased employee who is at least 50 years of age at date of employee's death. Benefit to be paid after termination of transition survivor benefits.	Employee to be covered while on injury or illness absence, on authorized leave of absence (not to exceed 30 days) or on authorized leave of absence for service with local union. Benefits to be paid until any survivor either dies or is eligible for Federal social security benefits. Eligible survivors include, in order of priority and succession: <u>Class A</u> . Surviving spouse if married to deceased for at least a year immediately prior to employee's death who is either dependent on the deceased employee's income or has a class B survivor dependent on him. <u>Class B</u> . Employee's child who resided with employee at the time of his death, is unmarried and either under 25 years of age or permanently disabled. <u>Class C</u> . Parent for whom employee has provided at least 50 percent of his support in year immediately prior to employee's death. Bridge survivor benefits will be terminated when surviving spouse remarries, dies, attains age 62, or qualifies for benefits under the Federal Social Security Act.	

See footnotes at end of table.

Table C. Supplementary compensation practices²—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental unemployment benefit plan			
Sept. 12, 1956 (agreement of July 12, 1956, B. F. Goodrich; July 21, 1956, Firestone).	<p>Established: Plan to supplement benefits paid under State unemployment systems.</p> <p>Contributions—company to contribute 3 cents per man-hour compensated.</p> <p>Eligibility—employee must have (1) had 1 year's seniority;²⁷ (2) been on 2d week of layoff during calendar year;²⁸ (3) had at least $\frac{1}{4}$ benefit credit unit; (4) not refused a company job which he was required by local agreement to accept; (5) not been eligible for or receiving a severance allowance, pension, or disability benefit, unless he could have received these while working or receiving unemployment compensation; and (6) been eligible for State unemployment compensation unless (a) he was serving a 2d waiting week, (b) he had an insufficient period of covered employment, (c) benefits were not payable for 26 weeks, or (d) his earnings exceeded State limit. To obtain a weekly benefit, employee surrendered 1 to 7.5 credit units, depending on seniority and trust fund position.²⁹</p> <p>Accrual of credit units—employee accumulated $\frac{1}{2}$ credit unit for each workweek for which he received 18 hours' pay if on 6-hour shift, or 20 hours' pay if on 8-hour shift. A maximum of 26 credit units could be accumulated at any one time.</p> <p>Size of benefits—an amount which, when added to State benefits, company earnings, and other compensation³⁰ would equal 65 percent of employee's weekly straight-time wages after taxes for 36 hours if on 6-hour shift, or 40 hours if on 8-hour shift, but not more than (1) \$25 plus \$2 for each dependent up to 4 during week employee received State benefits, or (2) \$48.30 plus \$2 for each dependent up to 4 during week employee was not eligible for State benefits.</p>	<p>Plan contingent on obtaining ruling, by Sept. 12, 1957, that (1) company contributions were deductible expenses for Federal income tax purposes, and (2) such contributions would be excluded in computation of overtime pay under the Fair Labor Standards Act. These rulings were obtained.</p> <p>Alternate benefit plan established for employees in States where supplementation was not permitted.²⁶</p> <p>Contributions to be paid into fund to be built up to a "maximum trust fund position" of approximately \$185 per employee (including workers laid off but eligible for benefits) or \$3.9 million. Contributions to cease when fund reached 100 percent of the maximum trust fund position and to be resumed only as necessary to restore this level.</p> <p>Contributions were retroactive to July 9, 1956, at B. F. Goodrich, and July 15, 1956, at Firestone.</p> <p>Week of layoff defined as workweek of less than 18 hours for workers on 6-hour shift, or less than 20 hours, for workers on 8-hour shift, including in both cases, hours paid for but not worked.</p>	
June 12, 1959 Firestone (agreement of same date); Sept. 2, 1959, B. F. Goodrich (agreement dated June 9, 1959).	<p>Eligibility: Eliminated—requirement that employee be on 2d week of layoff during calendar year, unless this was a necessary condition for receiving State benefits.</p> <p>Added: Benefits not payable during period of plant vacation shutdown to employee eligible for annual paid vacation of same or greater duration unless vacation had been taken during previous layoff.</p>	<p>Added: Employee not considered on layoff during plant vacation shutdown except during time shutdown exceeded vacation for which he was eligible.</p>	<p>Benefits discontinued when trust fund position fell below 4 percent. Benefits to be first payable for week after July 8, 1957, at B. F. Goodrich, and July 15, 1957, at Firestone.</p> <p>Employee with fewer than the number of credit units required for full weekly benefit to receive proportionately reduced amount if benefit was \$2 or more. If amount was less than \$2, benefits were accumulated and paid after 13 weeks or when last benefit was due, whichever earlier.</p> <p>Changed: Week of layoff defined as workweek of less than 21 hours, for workers on 6-hour shift, or less than 23 hours for workers on 8-hour shift, including in both cases, hours paid for but not worked.</p>

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental unemployment benefit plan—Continued			
June 12, 1959 Firestone (agreement of same date); Sept. 2, 1959 B. F. Goodrich (agreement dated June 9, 1959)— Continued	<p>Accrual of credit units: Changed—employee to accumulate 1/2 credit unit each workweek he received any pay from company. Added—maximum number of credit units increased to match increase in number of weeks of State unemployment compensation beyond 26, up to and including 39.</p> <p>Size of benefits: Increased to—an amount which, when added to State unemployment compensation and other company earnings (including potential earnings for available time not worked) plus earnings over \$10 from other employers, would equal 65 percent of employee's weekly straight-time wages after taxes for 36 hours if on 6-hour shift, or 40 hours if on 8-hour shift but not more than (1) \$30 plus \$2 for each dependent up to 4, for each week he received State benefits or each week after receipt of State benefits for 26 weeks, or (2) \$52 plus \$2 for each dependent up to 4 during first 26 weeks employee was not eligible for State benefits.</p>		
June 5, 1961 (agreement dated Apr. 18, 1961, Firestone; and 1959 letter of understanding, B. F. Goodrich).	<p>Eligibility: Added—benefits payable to medically restricted employee awaiting suitable placement.</p> <p>Size of benefits: Increased—maximum benefit to (1) \$35 plus \$2 for each dependent up to 4, for each week he received State benefits or each week after receipt of State benefits for 26 weeks or (2) \$57 plus \$2 for each dependent up to 4 during first 26 weeks employee was not eligible for State benefits.</p>		Changed: Employee with insufficient credit units, but otherwise eligible, received full benefit.
Apr. 16, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich).	<p>Accrual of credit units: Increased—maximum number of credit units, to 52.</p>		
July 28, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich).	<p>Increased: Company contributions to 4 cents per man-hour compensated.</p> <p>Size of benefits: Changed—regular benefits—an amount which, when added to State unemployment compensation and weekly earnings from company (including potential earnings for available time not worked) plus earnings over \$10 from other employers, would equal 62 percent of straight-time weekly wages for a normal workweek. Maximum weekly benefit, \$40 (\$62 during first 26 weeks the employee was ineligible for State benefits) plus \$2 per dependent up to 4.</p> <p>Eligibility: Added: employee to be eligible for benefits if disqualified for unemployment compensation (1) when laid off because of inability to perform work offered, although capable of doing other work to which entitled if seniority had been sufficient, (2) for refusal to accept an offer by the company of work which he was not required to take under local agreement, (3) because of eligibility for or receipt of statutory retirement or disability benefits which could be received while working, (4) when retired without company pension, (5) when serving an unemployment compensation waiting week while laid off out of line of seniority unless layoff resulted from plant rearrangement or inventory, or when he had refused or delayed placement to a job to which his seniority entitled him or when a short workweek benefit was payable, (6) when receiving military termination pay, (7) when earnings for week were at least equal to or above State unemployment compensation earnings limit, less \$2, but employee failed to claim compensation, or (8) when employee participated in a Federal retraining program providing benefits or subsistence.³¹</p>		<p>Benefits discontinued when credit unit cancellation base²⁹ fell below 4 percent.</p> <p>Maximum not applicable when serving an unemployment compensation waiting week while temporarily laid off out of line of seniority, unless layoff resulted from plant rearrangement or inventory.</p> <p>Employee could be eligible for part of week if specified disqualification conditions were responsible for entire week's unemployment. One-fifth of weekly benefit paid for each day eligible. One-sixth, if normal workweek was 6 days.</p>

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental unemployment benefit plan—Continued			
July 28, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich)— Continued	<p>Added: Short workweek and special benefits for scheduled and unscheduled workweek.</p> <p><u>Scheduled short workweek</u>—65 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p> <p><u>Unscheduled short workweek</u>—50 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p> <p><u>Eligibility</u>—employee (1) with 1 year of service or more who worked for the company during week but whose compensated or available hours were less than those in normal workweek,³³ (2) who was laid off part of the week,³⁴ (3) who was ineligible for State unemployment compensation because of earnings from company³⁵ (4) satisfied specified SUB eligibility requirements, and (5) without the equivalent of a week of unemployment as defined by the State unemployment compensation law with respect to any part of the workweek.³⁶</p> <p>Added: <u>Special benefits</u>—the greater of (a) regular benefits or (b) benefits calculated in the same manner as short workweek benefit reduced by State unemployment compensation and weekly earnings over \$10 from another employer.</p> <p><u>Eligibility</u>—employee who (1) met all conditions for regular benefit (except \$2 minimum not applicable), (2) worked for the company during the week but whose compensated, or available hours were less than those in normal workweek, and (3) did not receive sufficient earnings from company or work for company long enough to be disqualified for State unemployment compensation.</p>	<p>Payable: Short workweek benefits, without application, for any week in which employee worked a short workweek and received earnings from company sufficient to disqualify him for State unemployment compensation. No minimum or maximum benefit.</p> <p>Special benefits, with application, for any week in which employee worked a short workweek but did not receive sufficient earnings from company to be disqualified for State unemployment compensation. No minimum or maximum benefit.</p> <p>Defined as week in which hours were reduced to adjust production to customer demand.</p> <p>Defined as week in which (1) reduced hours not classified as scheduled, (2) employee returned from layoff to replace separated or absent employee, or (3) employee returned to work after a week of layoff because of an increase in production.³²</p> <p>Compensated or available hours to include hours (1) paid for, (2) scheduled but not worked, (3) while on layoff for any reason not covered by SUB plan,²⁸ (4) not worked in accordance with local agreement, or because of absenteeism of other workers, (5) below the normal workweek of employees regularly scheduled to work less than the normal workweek, (6) not worked because of worksharing required by collective bargaining agreement except (a) where union was not asked to waive the worksharing provisions, or (b) when the union refused to waive the worksharing provisions and the company, after the worksharing period, failed to lay off, (7) not worked because of a change in shift resulting from request of employee, (8) not worked because of a reduction in normal workweek by written agreement, or (9) not worked because of full or partial shutdown requested or agreed to in writing by the union.</p> <p>Not applicable if short workweek benefit was payable.</p>	

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental unemployment benefit plan—Continued			
July 28, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich)— Continued	<p><u>Leveling week benefit</u>—employee serving a waiting week for State benefits to receive full amount (62 percent) of regular benefit (or special benefit, if applicable) for such week if laid off out of line of seniority pending placement under terms of the collective bargaining agreement. No benefits payable during plant rearrangement, inventory, or other reasons specified in plan. No credit units canceled for week in which benefit was received.</p> <p><u>Increased</u>—company contributions, to 5 cents per man-hour compensated.</p> <p><u>Size of benefits:</u> <u>Changed:</u> Regular benefits³⁷—an amount which, when added to State unemployment compensation, and weekly earnings from the company (including potential earnings for available time not worked), plus earnings over \$10 from other employers, would equal 65 percent of straight-time weekly earnings for normal workweek. Maximum weekly benefits, \$50, plus \$2 a dependent, up to 4. Minimum weekly benefit, \$10. No change in \$62 maximum during first 26 weeks the employee was ineligible for State benefits.</p> <p><u>Added:</u> <u>Eligibility</u>—employee to be eligible for benefits if disqualified for unemployment compensation when the week was a 2d waiting week within his benefit year under the State system or was a State system "waiting week" immediately following a week for which he received a State benefit or occurred less than 52 weeks since his last State "waiting week."</p> <p><u>Changed:</u> <u>Accrual of credit units</u>—maximum number of units ranged from 52 to 208 depending on number of years of seniority.³⁸</p> <p><u>Scheduled short workweek</u>—75 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p> <p><u>Unscheduled short workweek</u>—60 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p> <p><u>Increased:</u> Company contributions to 6 cents per man-hour compensated.</p> <p><u>Size of benefits:</u> <u>Increased:</u> Regular benefits—an amount which, when added to State unemployment compensation, weekly earnings from the company (including potential earnings for time not worked), earnings over \$10 from other employers, and any other benefits received or receivable for unemployment under a State or Federal system, would equal 80 percent of straight-time weekly earnings for normal workweek. Eliminated were maximum weekly benefits of \$50 plus \$2 a dependent, up to 4, and \$62 plus \$2 a dependent, up to 4, during first 26 weeks employee was ineligible for State benefits.</p>		<p>Company contributions reduced by amount of separation payments and cost of hospital-medical benefits for laid-off employee beyond period of extended coverage provided under insurance agreement.</p> <p><u>Changed:</u> Period of continuous layoff before permanently losing credit units, from 24 months for all employees to 24 months for employees with less than 15 years' seniority; 36 months for 15 but less than 25 years; and 48 months for 25 years or more.</p> <p><u>Changed to:</u> Automatic short workweek benefit (previously shown as benefit payable without application).</p>
July 17, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich).			<p><u>Firestone and B. F. Goodrich</u> <u>Increased:</u> Contributions to be built up to "maximum trust fund position" of \$275 for employee (including those laid off but eligible for benefits) for first 12 months after effective date of agreement and increased to \$300 for 13th and succeeding months.</p> <p><u>Firestone</u> <u>Added:</u> Company contribution reduced by amount of short workweek benefit payments included in vacation paycheck.</p>

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental unemployment benefit plan—Continued			
July 17, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich)—Continued	Increased: Automatic short workweek benefits—80 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek. Increased: Special short workweek benefits—an amount which, when added to State unemployment compensation, earnings over \$10 from other employers, and any other benefits received or receivable for unemployment under a State or Federal system, would equal 80 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek. Added: Eligibility—automatic or special short workweek benefit available to employee who was compensated for a week in which he did not work but whose compensated or available hours were less than those in normal workweek.	Previously shown as special benefits.	
June 19, 1970 (Firestone agreement of same date); June 13, 1970 (B. F. Goodrich agreement of same date). Aug. 1, 1970 (Firestone agreement of June 19, 1970); June 13, 1970 (B. F. Goodrich agreement of same date).	Increased: Company contribution to SUB fund—contributions to be scheduled so as to increase the total market value of the fund to at least \$375.	Changed: Eligibility requirements—employee to be eligible for supplementary benefits if he was required to take work under State law which paid less than 80 percent of his weekly straight-time pay. Employee to be eligible for benefits if he voluntarily took work paying less than 80 percent of his weekly straight-time pay.	
Separation pay			
June 5, 1961 (agreement dated Apr. 18, 1961, Firestone; Sept. 18, 1961, B. F. Goodrich).	Established: Plan to pay lump-sum separation benefits from SUB fund. Eligibility—employee must (1) have been on layoff ²⁸ for 2 years or more with recall rights; ³⁹ (2) have had 5 years or more continuous service credit before layoff; (3) have not refused a company job which he was required by local agreement to accept; and (4) have not received or been eligible for severance pay. Size of payments—an amount equal to 2 percent of total earnings for employee with 5 but less than 10 years' service, 2½ percent for employee with 10 but less than 15 years' service, and 3 percent for employee with 15 years' or more, reduced in all cases by any SUB benefits received during most recent layoff.	Payments to be made directly by company if trust fund position was less than 80 percent. Employee who accepted separation payment forfeited all rights to pension, insurance and other employee benefits and, if reemployed by the company, did not have canceled seniority reinstated.	
July 28, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich).	Changed: Eligibility—service requirements reduced to 2 years. Added: Size of payments—an amount equal to 50 hours' pay for employee with 2 but less than 3 years' service, 75 hours' pay for 3 but less than 4 years' service, and 100 hours' pay with 4 but less than 5 years' service. Eliminated—deduction of SUB benefits received during most recent layoff from separation payment.	Added: Employee could be recalled for a period of less than 3 months during a 2-year layoff and still qualify.	
Apr. 19, 1965 (B. F. Goodrich, amended agreement on supplemental unemployment benefits; Firestone, Apr. 22, 1965).	Changed: Eligibility—service requirement reduced to 1 year. Changed to: Size of payments—50 hours' pay for employees with 1 but less than 2 years seniority, to 2 weeks' pay for each year of seniority over 20. ⁴⁰		

See footnotes at end of table.

Table C. Supplementary compensation practices^{1 2}—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Bonus plan			
Apr. 1, 1965 (memorandum of agreement of Apr. 23, 1965, B. F. Goodrich; Apr. 22, 1965, Firestone).	Established: Bonus plan, to be financed by allocating, to a special fund, company's 5-cent-an-hour SUB contribution after SUB fund had reached maximum financing. Benefits ranging from \$25 to \$100 depending on status of special fund, provided employees with 1 year of seniority or more in the bargaining unit.	Benefit determined by dividing the amount in the special fund by the total number of eligibles employed on October 31 each year. Benefits to be payable on last pay day before December 25 each applicable year or June 1 of the following year as determined at local plant level. No benefits paid in year in which payments per eligible employee would be less than \$25 (in which case amount in fund was to be included in determining future distribution). If amount in special fund exceeded \$100 per employee, the excess was to be taken into account in determining future benefits. Plan contingent on rulings that payments (1) need not be included in regular rate for purposes of the Fair Labor Standards Act, and (2) were deductible expenses for income tax purposes in year in which they were made.	
Contingent distribution account			
June 13, 1970 (B. F. Goodrich agreement of same date); Aug. 1, 1970 (Firestone agreement of June 19, 1970).	Established: Account to be financed by accrual of company's regular 5 cents per compensated hour SUB contribution whenever SUB Fund reached maximum financing. After 1970, payment to be made only if payment per employee is greater than \$25, to a maximum payment of \$100.	Payments, if any, will be made in November.	

¹ Last entry under each item represents most recent change.

² Benefit additions or changes negotiated as part of a master agreement did not become effective at a plant until a supplemental agreement was signed at the respective plant.

³ A 6-hour day, 36-hour week, was the normal schedule for most tire and tube workers in Akron during the prewar and postwar years. During the war, and at B. F. Goodrich plants since July 1965, an 8-hour day was worked.

⁴ Not applicable to hours not made available to employee reporting for work after absence, unless he had written leave-of-absence and reported on first workday following end of leave.

⁵ During period covered by Executive Order No. 9240 (Oct. 1, 1942, to Aug. 21, 1945), these provisions were modified in practice where necessary to conform with that order.

⁶ Requirement that employee work last scheduled shift prior to and first scheduled shift after absence continued.

⁷ Policy in effect at B. F. Goodrich prior to inclusion in union agreement.

⁸ 2 percent for 5 but less than 10 years, 2½ percent for 10 but less than 15 years, and 3 percent for 15 years or more.

⁹ Change resulted in the following schedule:

Years of service	Allowance per year of service
5 but less than 10 -----	1 week's pay
10 but less than 15 -----	1-1/4 weeks' pay
15 but less than 20 -----	1-1/2 weeks' pay
20 or more -----	2 weeks' pay

¹⁰ Group life insurance began in November 1916; group hospitalization, accident, and sickness insurance in January 1934.

¹¹ Group life insurance began in 1915; group hospitalization in 1938.

¹² Schedule of benefits and contributions were as follows:

Basic hourly rate	Life insurance
Less than \$0.72 -----	\$1,500
\$0.72 but less than \$0.90 -----	2,000
\$0.90 but less than \$1.08 -----	2,500
\$1.08 but less than \$1.26 -----	3,000
\$1.26 but less than \$1.44 -----	3,500
\$1.44 and over -----	4,000

Footnotes--Continued

¹³ Schedule of benefits and contributions were as follows:

Annual earnings	Employee's monthly life insurance contribution	
Less than \$2,000	\$2,000	\$1.20
\$2,000 but less than \$3,000	3,000	1.80
\$3,000 but less than \$4,000	4,000	2.40
\$4,000 but less than \$5,000	5,000	3.00
\$5,000 but less than \$7,500	7,500	4.50
\$7,500 but less than \$10,000	10,000	6.00
\$10,000 but less than \$15,000	15,000	10.30
\$15,000 and over	20,000	14.60

¹⁴ Life insurance reduced in accordance with following schedule:

Insurance in force at retirement	Reduced amount
\$1,500	\$1,000
\$2,000	1,100
\$2,500	1,200
\$3,000	1,500
\$3,500	1,500
\$4,000	1,500

¹⁵ Akron and New Castle locals administered own hospital, surgical, and weekly accident and sickness benefit plans by contract with private insurance company.

¹⁶ Akron and New Castle locals rejoined company hospital, surgical, and accident and sickness plans.

¹⁷ Schedule of benefit was as follows:

Basic hourly rate	Life insurance
Less than \$0.90	\$2,000
\$0.90 but less than \$1.08	2,500
\$1.08 but less than \$1.26	3,000
\$1.26 but less than \$1.44	3,500
\$1.44 but less than \$1.62	4,000
\$1.62 and over	4,500

¹⁸ Schedule of benefits was as follows:

Annual earnings	Life insurance
Less than \$2,000	\$2,500
\$2,000 but less than \$2,500	3,000
\$2,500 but less than \$3,500	4,000
\$3,500 and over	4,500

¹⁹ Not payable in connection with pregnancy.

²⁰ Exclusive of outpatient diagnostic X-ray and laboratory tests, and outpatient X-ray and radium therapy benefits.

²¹ Company to pay the full cost of continued coverage for a maximum period determined in accordance with the following tabulation:

Maximum number of full weekly SUB benefits to which employee's credit units as of last day worked prior to layoff would entitle him:	Maximum number of months for which hos- pital, surgical, and medical expense coverage to be continued without cost to employee:
---	---

16 to 19	1
20 to 23	2
24 to 27	3
28 to 31	4
32 to 35	5
36 to 39	6
40 to 43	7
44 to 47	8
48 to 52	9

²² Reasonable and customary fee determined by carrier, taking into consideration (1) usual fee charged by doctor for majority of his patients for like service, (2) the prevailing range of fees in an area charged by most doctors of similar training and experience for like service, and (3) unusual circumstances or medical complications requiring additional time, skill, or experience.

²³ Any institution listed as an extended care facility on the list titled "Accredited Extended Care Facilities" issued by the Joint Commission on Accreditation of Hospitals.

²⁴ Plan originated in April 1934.

²⁵ Computation of early retirement pension is based on the following percents:

Age	Years of service							
	10-30	31	32	33	34	35	36	37 and over
55	66.4	71.2	76.0	80.8	85.6	90.4	95.2	100
56	71.2	71.2	76.0	80.8	85.6	90.4	95.2	100
57	76.0	76.0	76.0	80.8	85.6	90.4	95.2	100
58	80.8	80.8	80.8	80.8	85.6	90.4	95.2	100
59	85.6	85.6	85.6	85.6	85.6	90.4	95.2	100
60	90.4	90.4	90.4	90.4	90.4	90.4	95.2	100
61	95.2	95.2	95.2	95.2	95.2	95.2	95.2	100
62 and over	100	100	100	100	100	100	100	100

Footnotes—Continued

²⁶ Plan provided for payment of a "lump-sum" benefit at end of layoff or after eligibility for State benefits was exhausted, whichever occurred first. Benefit equaled amount of weekly SUB benefits employee would have received if supplementation had been permitted. In States where payment of lump-sum benefits was not allowed, employee received State benefits for 2 (or 3) weeks and a "periodic" benefit during the third (or fourth) week. Periodic benefits equaled 3 (or 4) times amount of weekly SUB benefits. These benefits were also payable to employee ineligible for State benefits if he was otherwise eligible for weekly SUB benefits but in a State where supplementation was not permitted.

²⁷ Employee received credit units retroactively on attaining 1 year's seniority.

²⁸ Benefits not payable for periods of layoff occurring for disciplinary reasons or as a consequence of (1) any strike, slowdown, work stoppage, picketing (whether or not by employees), or concerted action at a company plant (or plants), or any dispute of any kind involving employees whether at a company plant (or plants), or elsewhere, (2) any fault attributable to the applicant, (3) any war or hostile act of a foreign power (but not government regulations or controls connected therewith), (4) sabotage or insurrection, or (5) any act of God.

²⁹ Credit unit cancellation schedule was as follows:

If the trust fund position applicable to the week for which such benefit paid is—	And if the years of seniority were—				
	1 to 5 years	5 to 10 years	10 to 15 years	15 to 20 years	20 years and over
The credit units canceled for benefit to be—					
80 percent or over _____	1.00	1.00	1.00	1.00	1.00
70 to 79.99 percent _____	1.15	1.00	1.00	1.00	1.00
60 to 69.99 percent _____	1.30	1.15	1.00	1.00	1.00
50 to 59.99 percent _____	1.50	1.30	1.15	1.00	1.00
40 to 49.99 percent _____	2.00	1.50	1.30	1.15	1.00
30 to 39.99 percent _____	2.50	2.00	1.50	1.30	1.15
20 to 29.99 percent _____	3.33	2.50	2.00	1.50	1.30
10 to 19.99 percent _____	5.00	3.33	2.50	2.00	1.50
4 to 9.99 percent _____	7.50	5.00	3.33	2.50	2.00
Under 4 percent _____	No benefits payable _____				

³⁰ Including amount employee ineligible for State benefits would have received from company for available hours not worked.

³¹ For employee disqualified for unemployment compensation because of period worked, or when earnings from company were at least equal to or above State unemployment compensation earning limit (see short workweek benefits).

³² Only to extent short workweek was attributable to such cause.

³³ Excluding weeks in which holiday pay was the only pay received from the company. Layoff must have been for reasons specified in regular SUB plan.

³⁴ Layoff must have been for reasons specified in SUB plan.

³⁵ Employee must have been ineligible for State benefits solely because of earnings from company, or period worked, or either of these reasons in combination with other reasons specified in regular SUB plan.

³⁶ When employee had week of unemployment as defined by State unemployment compensation law beginning on a day other than Sunday or Monday, he could apply for partial short workweek benefit for days of layoff not included in defined week of unemployment.

³⁷ Although the 1965 agreement did not provide SUB for employees automatically retired and were ineligible for retirement benefits, such benefits were provided these employees in accordance with company letter dated Apr. 23, 1965.

³⁸ Maximum number of credit units accrued were:

Years of seniority	Maximum credit units
Less than 5 _____	52
5 but less than 10 _____	78
10 but less than 15 _____	104
15 but less than 25 _____	130
25 and over _____	208

³⁹ Company to waive this requirement in cases where there was no significant prospect of reemployment.

⁴⁰ Benefits were as follows:

Years of seniority	Separation pay
1 but less than 2 _____	50 hours
2 but less than 3 _____	70 hours
3 but less than 4 _____	100 hours
4 but less than 5 _____	135 hours
5 but less than 10 _____	1 week's pay for each year of seniority
10 but less than 15 _____	1½ weeks' pay for each year of seniority
15 but less than 20 _____	1½ weeks' pay for each year of seniority
20 years or more _____	2 weeks' pay for each year of seniority

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).

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.)—
 1945–74, BLS Bulletin 1718 (30 cents).

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
 1965–72, Supplement to BLS Bulletin 1453 (free).

North American Rockwell Corp.—
 1941–67, BLS Bulletin 1564 (25 cents).
 1967–70, Supplement to BLS Bulletin 1564 (free).

North Atlantic Longshoremen—
 1934–71, BLS Bulletin 1736 (50 cents).

Pacific Coast Shipbuilding—
 1941–67, BLS Bulletin 1605 (35 cents).

Pacific Gas and Electric Co.—
 1943–72, BLS Bulletin 1761 (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).

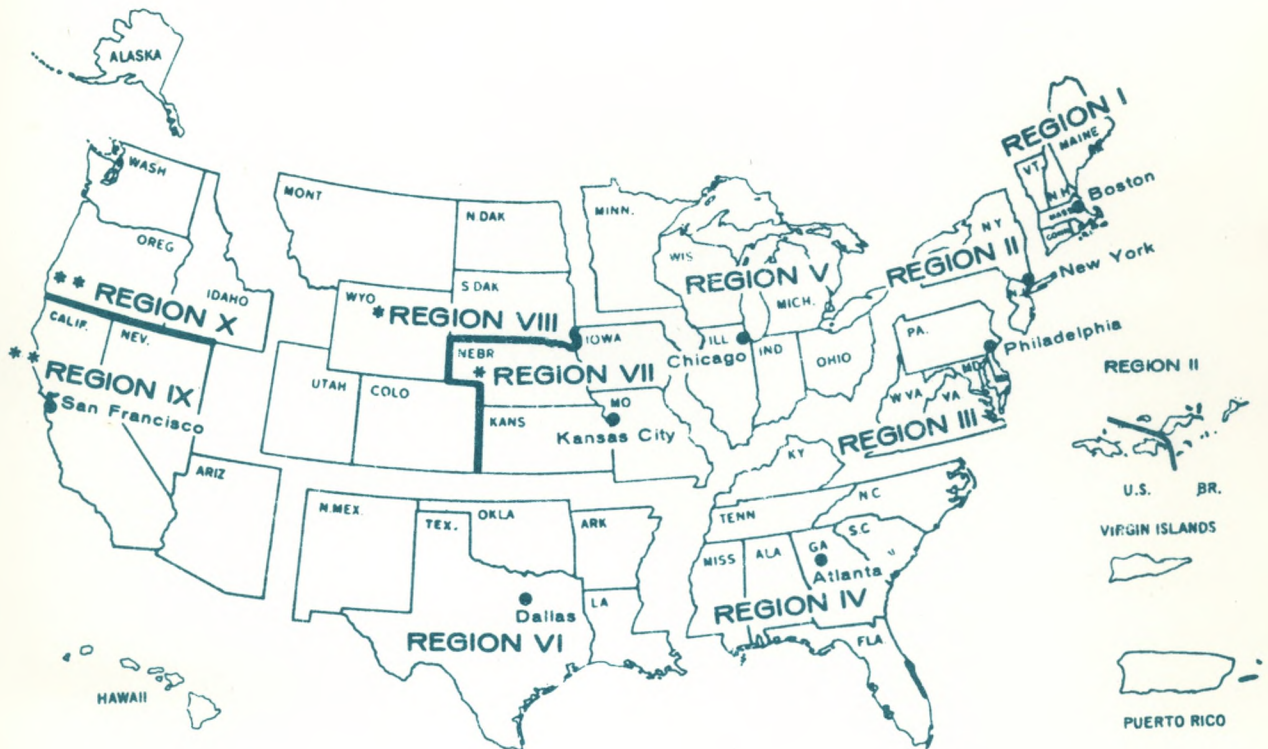
Western Greyhound Lines—
 1945–67, BLS Bulletin 1595 (45 cents).
 1968–72, Supplement to BLS Bulletin 1595 (free).

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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