

L 2.3:
1767

Wage Chronology
Dan River Inc.
May 1943—January 1972
Bulletin 1767

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics
1973

Dayton & Montgomery Co.
Public Library

MAR 13 1973

DOCUMENT COLLECTION



Wage Chronology

**Dan River Inc.
May 1943—January 1972**

Bulletin 1767

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics
1973



For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.
Price 35 cents domestic postpaid or 25 cents GPO Bookstore.
Microfiche edition available from National Technical Information Service, Springfield, Va. 22151, at 95 cents a set.
Make checks payable to NTIS.

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, dealing only with selected features of collective bargaining or wage determination, are intended primarily as a tool for research, analysis, and wage administration. References to job security, grievance procedures, methods of piece-rate adjustment, and similar matters are omitted.

The Dan River Inc. wage chronology summarizes changes in wage rates and related compensation practices negotiated by the company with the Textile Workers of America between 1943 and 1950 and with the United Textile Workers of America from 1953. Also included are changes instituted by company action. This bulletin replaces Wage Chronology: Dan River Mills, 1943-65, published as BLS Bulletin 1495, and incorporates the supplement covering the 1966-68 period. Materials previously published have been supplemented in this bulletin by contract changes negotiated in 1969 and 1971. The tables and those parts of the earlier texts which described the bargaining processes are, with minor corrections, included as they were originally published.

Increases in wages or supplementary compensation scheduled for introduction on or 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 the 1966-72 period was prepared in the Division of Trends in Employee Compensation by William Myers and John J. Lacombe II.

Contents

	Page
Introduction.....	1
Summary of collective bargaining settlements.....	2
May 1943-June 1965.....	2
November 1966-October 1969.....	2
November 1969-January 1972.....	3
Tables:	
A. General wage changes.....	4
B. Minimum plant wage rates.....	5
C. Supplementary compensation practices.....	6
Shift premium pay.....	6
Overtime pay.....	6
Equal pay.....	6
Individual minimum earnings.....	6
Premium pay for weekend work.....	6
Holiday pay.....	6
Vacation pay.....	6
Reporting time.....	7
Down time.....	7
Technological change pay.....	7
Jury-duty pay.....	8
Bereavement pay.....	8
Hospital-surgical-medical plan.....	8
Pension plan.....	9

Introduction

Dan River, Inc. began its corporate life August 20, 1909, as Riverside and Dan River Cotton Mills, Inc., as a result of a merger of the Riverside Cotton Mills Co. (incorporated in 1882) and the Dan River Power and Manufacturing Co. (incorporated in 1895). In August 1946 the name was changed to Dan River Mills, Inc. and in July 1970 to its present form.

Besides its largest production facilities in the Danville, Virginia area, the company currently operates plants in Wetumpka, Alabama; Greenville, South Carolina; Morganton and Burlington, North Carolina; and Chickamauga, Georgia. It manufactures a broad line of cotton and synthetic fiber textiles including woven and knit fabrics for apparel and industrial applications, and sheets, pillowcases, hosiery, and carpeting for consumer use.

Groundwork for collective bargaining was laid in July 1942 when the Textile Workers Union of America, then an affiliate of the Congress of Industrial Organizations, won the right to represent production and maintenance workers in the company's Danville Division. The TWUA

continued to represent these employees until July 31, 1951, when the union's contract was not renewed. In October of the following year the National Labor Relations Board certified the United Textile Workers of America, then affiliated with the American Federation of Labor, as official bargaining agent for the Danville facilities. The UTWA has continued in this capacity to the present time.

This wage chronology covers only the operations in Danville, which in 1972 employed about 9,000 workers. A large proportion of the workers are paid under production incentive plans, and the changes reported in this chronology relate to these employees as well as to those paid on an hourly basis. However, special provisions of the contracts dealing with day-to-day administration of the incentive plans are omitted.

Since the early 1950's, wage changes in the southern textile industry have been similar in size and timing among the major firms. The changes at Dan River generally have corresponded to the pattern.

Summary of Collective Bargaining Settlements

May 1943—June 1965

Negotiations for an agreement between Dan River and the Textile Workers Union of America (TWUA) began shortly after certification of the union by the National Labor Relations Board in July 1942, but conferences during July and August failed to bring the parties to complete agreement. By September, a number of issues remained, and these were referred to the National War Labor Board. The Board issued its order in May 1943; its findings and conclusions, together with the provisions agreed upon by the parties, formed the basis for the firm's first collective bargaining agreement.

The last agreement between the company and the TWUA, signed August 5, 1950, was to run for 1 year. It provided for a reopening after 6 months for negotiation of wages and related benefits. Informal discussions were held in the autumn of 1950, and as a result the company agreed to a wage increase following the pattern which was developing in southern textile mills.

Negotiations under a contract provision that permitted wages and benefits to be reopened began on March 6, 1951. The parties were unable to resolve their differences and a strike began at midnight of March 31. This strike was part of a regionwide stoppage which eventually involved over 40,000 textile workers in six States. The company unilaterally granted a wage increase on April 17, and early in May the TWUA voted at Dan River and many other southern mills to end the 5-week strike.

When the TWUA contract expired on July 31, 1951, it was not renewed, and until late 1952 the workers were not represented by any union. Late in October of that year, the United Textile Workers of America was recognized as the representative of Dan River workers after an election and certification of the union as bargaining agent by the National Labor Relations Board. Negotiations were opened on November 21, 1952, and

informal agreement was reached on April 19, 1953, on a 1-year contract which was substantially the same as the firm's former agreement with the TWUA.

Eight wage-rate increases averaging a total of approximately 55 cents an hour were negotiated by the parties from 1953 through 1964. A number of work and health benefits were also instituted or changed.

In June 1965, the company, following an impasse in bargaining, increased hourly rates of pay for the 9,000-member bargaining unit by 5 percent and provided an additional paid holiday. At about the same time, various provisions of the pension plan were liberalized (the pension plan had not been included in the collective bargaining agreement). Eligibility standards for participation in the plan were lowered and employees' contributions were decreased.

November 1966—October 1969

An 18-month period during which workers were not covered by a collective bargaining contract ended on November 25, 1966, when the United Textile Workers of America and the Dan River Mills, Inc. agreed on a 3-year pact covering approximately 9,000 workers. The previous agreement had expired on May 31, 1965. In June 1966, the company unilaterally had increased hourly wage rates by 4.2 percent, raised the minimum wage, and added a third paid holiday. These changes were incorporated into the November agreement, which also established bereavement pay and increased payments for hospital room and board, maternity, and special services. The pact was ratified by the workers on November 25, 1966, and provided for possible reopenings on wages and benefits at 6-month intervals.

In September 1967, under a reopening of the 1966 agreement, hourly wage rates were increased by 5.052 percent and the minimum wage was raised to \$1.63. Union negotiators had sought a 6.5 percent wage boost and a higher minimum than the \$1.60 Federal rate effective in February 1968. Other improvements

¹ The provisions reported for 1943 in this chronology do not necessarily indicate changes from prior conditions of employment.

in the settlement included increases in hospital room and board and maternity benefits.

Under a second reopening of the 1966 settlement, workers twice rejected company offers because of what the union termed "job inequities." Following the second rejection, the workers gave the union's negotiating committee the authority to make the best settlement that could be reached. The agreement ratified July 26, 1968, covering approximately 8,000 workers, increased hourly wage rates by 5.509 percent and raised the minimum wage to \$1.72 effective August 12. The contract also increased allowances for hospital room and board and maternity benefits, and added a fourth paid holiday.

On July 7, 1969, the United Textile Workers of America again invoked the reopening clause of the November 1966 contract and negotiated a 6.619 percent increase in wages, which raised the minimum plant wage to \$1.83 an hour. Also provided was an additional paid holiday—Thanksgiving Day. The changes were made effective as of the negotiation date.

November 1969—January 1972

The amended 1966 agreement expired on November 25, 1969, but the workers remained on the job although a new contract was not negotiated until 4 months later, on April 3, 1970. The new contract incorporated the July 1969 gains but made no significant additions. This 3-year agreement covered 9,500 workers and, as had previous pacts with the company, contained a provision for possible periodic reopening.

The union exercised its reopening prerogative on November 23, 1971. On December 16, the parties agreed to a 4.972 percent general increase in wages, effective January 3, 1972, raising the minimum plant wage to \$1.92. Hospital-surgical-medical benefits also were improved, by increasing hospital room and board to a maximum of \$30 a day for up to 70 days, and maternity benefits to a maximum of \$300.

The following tables bring the chronology up to date through January 3, 1972, the effective date of the last increase under the reopening provision.

Table A. General wage changes¹

Effective date	Provision	Applications, exceptions, and other related matters
June 25, 1943 (TWU agreement of same date). Nov. 8, 1943 (TWU agreement dated Oct. 30, 1943).	No general wage change.	
Nov. 13, 1944 (TWU agreement). ² May 7, 1945 (Directive Order of NWLB, May 7, 1945). March 4, 1946 (TWU agreement dated Feb. 28, 1946).	5 cents an hour increase. 10 cents an hour increase.	Minimum wage rate for 1,200 workers increased 5 cents an hour, by order of National War Labor Board dated Oct. 30, 1943. This increase amounted to 1.6 cents an hour when averaged over all employees in the bargaining unit. Minimum wage rate increased 2.5 cents an hour. In addition, increases of 5 percent for hours worked between Mar. 3 and Apr. 30, 1946, were provided in accordance with a NWLB order dated Apr. 25, 1945.
Sept. 30, 1946 (TWU agreement of same date).	8 cents an hour increase.	Applicable to hourly rated jobs and average hourly earnings of piece-rate workers. Base rates of piece-rate workers increased 7 cents an hour.
Feb. 10, 1947 (TWU agreement of same date). Nov. 10, 1947 (TWU agreement). ² Aug. 2, 1948 (TWU agreement dated July 31, 1948). Oct. 9, 1950 (TWU agreement of same date). Apr. 2, 1951	10 percent increase, averaging approximately 9 cents an hour. 9 percent increase, averaging approximately 10 cents an hour. 8 percent increase, averaging approximately 10 cents an hour. 8 percent increase, averaging approximately 10.5 cents an hour. 2 percent increase, averaging approximately 2.5 cents an hour.	Unilateral company action.
Apr. 30, 1953 (UTW agreement of same date).	No change.	Unilateral company action.
Aug. 29, 1955 (agreement of same date). Oct. 22, 1956 (agreement of same date). Mar. 9, 1959 (agreement dated Mar. 11, 1959). Mar. 21, 1960 (agreement dated Mar. 16, 1960). Apr. 2, 1962 (agreement dated Apr. 26, 1962). Nov. 11, 1963 (agreement dated Nov., 12, 1963). Sept. 14, 1964 (agreement of same date).	3.75 percent increase, averaging approximately 5 cents an hour. 7 percent increase, averaging approximately 10 cents an hour. 5 percent increase, averaging approximately 7.5 cents an hour. 4.53 percent increase, averaging approximately 7 cents an hour. 2.5 percent increase, averaging approximately 4 cents an hour. 5 percent increase, averaging approximately 8 cents an hour. 4.7 percent increase for most employees, 7.5 percent for craftsmen and other skilled workers, averaging 5 percent or approximately 8 cents an hour.	
June 21, 1965 June 6, 1966	5 percent increase averaging 9.1 cents an hour. 4.2 percent increase, averaging approximately 8 cents an hour.	Unilateral company action. Unilateral company action.
Sept. 4, 1967 (agreement of same date). Aug. 12, 1968 (agreement dated July 26, 1968). July 7, 1969 (agreement of same date). Jan. 3, 1972 (agreement of Dec. 16, 1971).	5.052 percent increase averaging approximately 10 cents an hour. 5.509 percent increase averaging approximately 11.5 cents an hour. 6.619 percent increase averaging approximately 14 cents an hour. 4.974 percent increase averaging approximately 12 cents an hour.	

¹ General wage changes are adjustments that increase or decrease basic hourly rates of pay and affect a substantial number of workers. Not included in the term are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in the wage rates for individual occupations) that do not have an immediate and noticeable effect on the average wage level.

The wage changes listed in this table were the major adjustments in the general level made during the period covered. Because of fluctuations in earnings, changes in products, production methods, and employment practices, the omission of nongeneral changes in rates, changes in the composition of the labor force, and other factors, the sum of the general changes listed will not necessarily coincide with the changes in straight-time average hourly earnings over the period of this chronology.

² Date of contract not available.

Table B. Minimum plant wage rates¹

Effective date	Minimum hourly rate	Effective date	Minimum hourly rate
June 25, 1943.....	\$0.425	October 22, 1956.....	\$1.12
November 8, 1943.....	.475	March 9, 1959.....	1.175
November 13, 1943.....	.50	March 21, 1960.....	1.23
May 7, 1945.....	.55	April 2, 1962.....	1.26
March 4, 1946.....	.65	November 11, 1963.....	1.32
September 30, 1946.....	.73	September 14, 1964.....	1.38
February 10, 1947.....	.80	June 21, 1965.....	1.45
November 10, 1947.....	.87	June 6, 1966.....	1.51
August 2, 1948.....	.94	September 4, 1967.....	1.63
October 9, 1950.....	1.015	August 12, 1968.....	1.72
April 2, 1951.....	1.035	July 7, 1969.....	1.83
August 29, 1955.....	1.075	January 3, 1972.....	1.92

¹ Minimum plant wage rates did not apply to learners until 1963. The Sept. 6, 1963 agreement provided that new workers and rehired workers on hourly rated jobs would be hired at the minimum plant rate and would remain at this level for 8 and 4 weeks, respectively, and then receive an increase of 1 cent an hour for each additional week worked until they reached the job rate. The 1966 settlement provided for the 1 cent progression increase to be effective after the first week of employment and after each succeeding week. In the Sept. 4, 1967 agreement the progression rate was raised to 2 cents.

Table C. Supplementary compensation practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift premium pay		
June 25, 1943 (agreement of same date). Sept. 30, 1946 (agreement of same date).	No provision. Added: 5 cents an hour on third shift; no premium on second shift.	
Overtime pay		
June 25, 1943 (agreement of same date). Sept. 30, 1946 (agreement of same date).	Time and one-half for work in excess of 8 hours a day or 40 hours a week. Added: Time and one-half for hours worked outside regular shift at employer's request when scheduled shift was disrupted.	
Equal pay		
June 25, 1943 (agreement of same date).	Women to receive same basic hourly rates as men and, in the case of incentive workers, same guarantees for performing same work.	
Individual minimum earnings²		
June 25, 1943 (agreement of same date). Sept. 30, 1946 (agreement of same date).	No provision. Added: Higher of 90 percent of daily straight-time average hourly earnings or plant minimum guaranteed piece-rate workers. Higher of base rate or plant minimum guaranteed other incentive workers daily. Eliminated: Piece-rate work.	To qualify, employee must have earned 90 percent of straight-time average hourly earnings or, in the case of occupations not on piece rates, the base rate, for any 2 consecutive weeks.
May 31, 1956 (agreement of same date).		
Premium pay for weekend work		
June 25, 1943 ³ (agreement of same date). Sept. 30, 1946 (agreement of same date).	Double time for work on seventh consecutive day. Added: Time and one-half for work on sixth consecutive day.	Days when work was not available to be included in determining eligibility for sixth and seventh day premium.
Holiday pay		
June 25, 1943 ³ (agreement of same date).	Time and one-half for work on 6 holidays. No pay for holidays not worked.	Holidays were: New Year's Day, Fourth of July, Labor Day, Thanksgiving, Christmas, and Easter Monday.
Sept. 30, 1946 (agreement of same date).	Added: 1 holiday, Christmas, for which employee received 8 hours' straight-time pay when not worked or double time when worked.	To be eligible for holiday pay, employee must have worked day before and day after Christmas.
July 31, 1948 (agreement of same date).	-----	To be eligible for holiday premium pay, employee must work 3 days or more during holiday week.
Aug. 5, 1950 (agreement of same date).	-----	Eliminated: Three-day requirement.
June 1, 1965 -----	Added: 1 paid holiday, July 4 (total 2).	Unilateral company action.
June 6, 1966 -----	Added: 1 paid holiday, Labor Day, for which employee received 8 hours' straight-time pay when not worked, or double time when worked (total 3).	Unilateral company action.
Nov. 25, 1966 (agreement of same date).	-----	Added: When holiday fell on Sunday, succeeding Monday considered holiday.
July 26, 1968 (agreement of same date).	Added: 1 paid holiday, Easter Monday (total 4).	
July 7, 1969 (agreement of same date).	Added: 1 paid holiday, Thanksgiving Day (total 5).	
Vacation pay		
June 25, 1943 (agreement of same date).	One week's vacation with 40 hours' pay at average hourly earnings (including premium payments), provided employee with 1 year or more of service.	

See footnotes at end of table.

Table C. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Vacation pay—Continued		
July 3, 1944 (agreement of same date).	Changed to: In lieu of vacation, 2 percent of earnings in previous year provided employee with 12 months but less than 5 years of continuous service; 4 percent provided employee with 5 years or more of service.	Employee required to be on payroll the week ending July 2, 1944, and at time of payment of allowance. Allowance paid employee otherwise qualified, but not on payroll July 2, 1944, who (1) 90 days or less before that date had (a) been excused for illness or (b) entered military service, or (2) 60 days or less before that date had (a) excused leave of absence or (b) been laid off. Employee with 5 or more years of service could qualify for vacation pay with up to 6 months' sick leave in each of first 4 of 5 years.
June 1, 1945 (agreement dated June 3, 1944).	-----	Changed: Employee with 5 years or more of service could qualify for vacation pay with up to 6 months' sick leave in each of first 3 of 5 years.
Sept. 3, 1945 (agreement of same date).	-----	Changed: Grace period during which employee remained eligible to receive vacation pay extended (1) additional 90 days in case of illness, (2) to 90 days while on layoff.
Sept. 30, 1946 (agreement of same date).	Changed to: Vacations with pay, from pay in lieu of vacation.	Eliminated: Grace period during which employee could retain eligibility for vacation pay although ill, in military service, on personal leave of absence, or layoff during qualifying period. Added: Employee inducted into or discharged from military service and reemployed by company before vacation period to receive vacation pay.
Aug. 5, 1950 (agreement of same date).	-----	Added: Vacation pay provided employee retired under company plan prior to vacation qualifying date.
May 30, 1962 (agreement of same date).	-----	Added: Vacation pay provided surviving spouse or dependent of deceased eligible employee.
Reporting time		
June 25, 1943 (agreement of same date).	Minimum of 2 hours' pay at regular rate guaranteed employees not notified of lack of work.	Not applicable if failure to furnish work was due to cause beyond control of company. Applicable to extra employee who had worked for 3 consecutive weeks preceding occurrence.
July 3, 1944 (agreement of same date).	Changed: Employee guaranteed 2 hours at higher of regular rate or rate of job assigned.	Company, in lieu of paying guarantee, could assign employee any available work for minimum of 4 hours at higher of regular rate or rate of assigned job.
Sept. 6, 1945 (agreement of same date).	-----	
Down time		
June 25, 1943 (agreement of same date).	No provision.	Applied to all stoppages for which employee was not responsible that substantially affected earnings. Employer permitted to require employee to punch out for day without liability for remaining down time. Applied to stoppages of 5 minutes or more on single machine assignments, and 15 minutes or more on assignments of more than 1 machine.
July 3, 1944 (agreement of same date).	Added: Hourly rate paid day workers, base rate paid piece workers, during stoppages exceeding 15 minutes.	
June 16, 1947 (agreement of same date).	Changed to: 90 percent of straight-time average hourly earnings paid piece-rate workers. Stipulated guarantees for incentive workers.	
May 31, 1966 (agreement of same date).	Eliminated: Piece-rate work.	
Technological change pay		
June 25, 1943 (agreement of same date).	No provision.	
Aug. 25, 1944 (by order of NWLB dated June 29, 1944).	Average hourly earnings for previous 4- to 6-week period guaranteed employee assigned to work on new technical process.	

See footnote at end of table.

Table C. Supplementary compensation practices'—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Jury-duty pay		
June 25, 1943 (agreement of same date). Sept. 6, 1943 (agreement of same date).	No provision. Difference between jury service fee and average straight-time earnings paid employee for each day he otherwise would have worked.	No limit on number of days for which company would pay.
Bereavement pay		
Nov. 25, 1966 (agreement of same date).	Established: Up to 3 days' paid leave provided employee attending funeral of member of immediate family.	Immediate member of family included mother, father, husband, wife, daughter, son, brother, sister, or relative residing with employee. Limited to employees having 1 year or more of continuous service.
Hospital-surgical-medical plan		
June 25, 1946 (agreement of same date). Oct. 1, 1946 (agreement of June 30, 1946).	No provision. Noncontributory plan established ⁴ for employees with 3 months or more of service and their dependents, providing: <u>Medical benefits:</u> Doctors' visits—the lesser of \$3 for each day's hospitalization or \$150. <u>Surgical benefits:</u> Surgical schedule—up to \$150. <u>Obstetrical schedule:</u> Normal delivery—\$50, other conditions—\$25 to \$100.	Not available to workers regularly scheduled to work less than 32 hours a week. Dependent defined as wife and unmarried children from 3 months to 19 years of age. Available for hospitalization for surgery or emergency care of 6 hours or more, or non-occupational illness or injury of 18 hours or more. Not available for treatment covered by surgical benefits, pregnancy, or related conditions, eye refractions; and in case of dependents, while confined in mental institution or, if in hospital, on date plan became effective. Available only for nonoccupational disabilities. Coverage after termination of plant extended (1) up to 3 months for employee continuously disabled; (2) up to 9 months for employee or dependent requiring obstetrical care. Employee to contribute 12 cents a week, company to pay remainder. Extended coverage: On termination of employment—31 days from last day worked. While on layoff, approved personal leave, sick leave, or maternity leave—3 months without cost to employee. While on sick or maternity leave—coverage could be extended additional 12 months with advance payment of premium by employee. While totally and permanently disabled (1) before age 60—for duration of disability without cost to employee, (2) after age 60—for 3 months without cost to employee, thereafter up to 12 additional months with advance payment by employee. Voluntary Employee Benefit Association dissolved. ³ Employee to contribute \$3.50 a month for individual coverage, \$5.38 for self and dependents. Dependents defined as spouse and unmarried children under 19, or, if attending accredited school full-time, under 23. Coverage extended during period of total disability occurring prior to age 60 without cost to employee.
Apr. 30, 1955 (agreement dated Feb. 26, 1955).	Added: <u>Life insurance</u> —\$1,000.	
July 1, 1962 (agreement of same date).	Changed: To contributory plan providing following benefits for employees and dependents: Employees only: <u>Life insurance</u> —\$2,000. <u>Accidental death or dismemberment:</u> Up to \$1,000. <u>Sickness and accident benefits</u> —\$20 a week for maximum of 13 weeks; payable from first day of accident or eighth day of illness. Maternity benefits, up to 6 weeks. Dependents only: <u>Life insurance</u> —\$500 for spouse, \$100 to \$500 for children, depending on age.	

See footnotes at end of table.

Table C. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Hospital-surgical-medical plan—Continued		
July 1, 1962 (agreement of same date)—Continued	<p>Employees and dependents:</p> <p><u>Hospitalization:</u></p> <p><u>Room and board</u>—up to \$ 10 a day for maximum of 70 days.</p> <p><u>Special services</u>—up to \$ 100.</p> <p><u>Emergency care</u>—standard maximum for emergency care and treatment within 24 hours of accident.</p> <p><u>Maternity</u>—up to \$ 100.</p> <p><u>Surgical benefits:</u></p> <p><u>Surgical schedule</u>—up to \$ 300.</p> <p><u>Obstetrical benefits:</u></p> <p>Up to \$ 75 normal delivery, \$ 25 to \$ 180 for other procedures.</p> <p><u>Medical benefits:</u></p> <p><u>Doctor's services</u>—the lesser of \$ 4 for each hospital visit or \$ 150.</p>	<p>Coverage extended 3 months for employees totally disabled by accidental injury or illness occurring prior to termination of coverage.</p> <p>Added: Plan for retired employees and their dependents, formerly members of Employee Benefit Association, providing same hospitalization (other than maternity) benefits available to employees. Retirees to contribute \$ 2.17 a month for individual coverage, \$ 4.34 for self and dependents.</p> <p>Surgical and medical coverage extended 3 months under same terms as hospitalization.</p>
July 1, 1964	<p>Increased: Employees and dependents:</p> <p><u>Hospitalization:</u></p> <p><u>Special services</u>—up to \$ 100 plus 75 percent of next \$ 400.</p>	<p>Retirees' maximum increased to same level.</p>
Nov. 25, 1966 (agreement of same date).	<p>Increased: Employees and dependents:</p> <p><u>Hospitalization:</u></p> <p><u>Room and board</u>—up to \$ 14 a day for maximum of 70 days.</p> <p><u>Maternity</u>—up to \$ 140.</p> <p><u>Special services</u>—up to \$ 400.</p>	
Sept. 1, 1967 (agreement dated Sept. 4, 1967).	<p>Increased: Employees and dependents:</p> <p><u>Hospitalization:</u></p> <p><u>Room and board</u>—up to \$ 18 a day for maximum of 70 days.</p> <p><u>Maternity</u>—up to \$ 180.</p>	
Aug. 1, 1968 (agreement dated July 26, 1968).	<p>Increased: Employees and dependents:</p> <p><u>Hospitalization:</u></p> <p><u>Room and board</u>—up to \$ 24 a day for maximum of 70 days.</p> <p><u>Maternity</u>—up to \$ 240.</p>	
Jan. 1, 1972 (agreement of Dec. 16, 1971).	<p>Increased: Employees and dependents:</p> <p><u>Hospitalization:</u></p> <p><u>Room and board</u>—up to \$ 30 a day for maximum of 70 days.</p> <p><u>Maternity</u>—up to \$ 300.</p>	
Pension plan		
June 25, 1943 (agreement of same date).	<p>No provision.</p>	
May 1, 1948	<p>Contributory plan providing benefits, in addition to Federal old-age and survivors' benefits, based on earnings and length of service available to employees age 30 but less than 65 with 5 years or more of continuous service.</p> <p><u>Normal benefits:</u> Annual annuity at age 65 to equal years of service multiplied by (1) for service from May 1, 1948—$\frac{3}{4}$ of 1 percent of first \$ 1,800 annual earnings, 1 percent of next \$ 1,200, $1\frac{1}{2}$ percent of remainder, plus (2) for service before May 1, 1948—$\frac{6}{10}$ of 1 percent of first \$ 1,800, $\frac{4}{10}$ of 1 percent of next \$ 1,200, and $1\frac{2}{10}$ percent of remainder.</p>	<p>Plan not covered by union agreement. Employee contributed $2\frac{1}{4}$ percent of first \$ 1,800 annual earnings, 3 percent of next \$ 1,200, and $4\frac{1}{2}$ percent of remainder. Company to contribute as necessary to finance past service and to make fund actuarially sound. Benefits to be paid on reaching age 65, even though employee continued working.</p>

See footnote at end of table.

Table C. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
May 1, 1948—Continued	<p><u>Early retirement benefits:</u> Immediate reduced annuity provided employees retiring within 10 years of normal retirement date with consent of company.</p> <p><u>Death benefits:</u> Beneficiary to receive excess of employee's contributions plus 2 percent compound interest over retirement benefits paid before employee's death.</p> <p><u>Vested benefits:</u> On termination after 15 years in plan or after age 50 with 20 years of continuous service, employee (1) could receive, at age 65, normal annuity based on past and future service credits or (2) could elect reduced annuity starting up to 10 years before normal retirement age.</p> <p><u>Optional benefits:</u> Employee could elect (1) reduced annuity during retirement with continuance of such payment, or a specified fraction thereof, to designated survivor or (2) if retiring before Federal old age and survivors' benefits were payable, to have annuity adjusted to provide approximately the same total amount before and after Federal benefit was payable.</p>	<p>Employee could elect survivor's option or, if eligible, deferred annuity.</p> <p>Contributions plus 2 percent compound interest returned to employees who did not meet service or age requirements, or both.</p>
Oct. 1, 1953.....	Eliminated: <u>Normal benefits</u> —Credit for service before May 1, 1948.	
May 1, 1960.....		Increased: Interest paid beneficiary of deceased employee or terminated employee not eligible for vested benefit, to 3 percent.
June 1, 1965.....	Reduced: Requirement for participation in plan, to age 25 with 2 years of continuous service.	Reduced: Employee contribution, to 1½ percent of first \$4,800 annual earnings and 4½ percent of earnings in excess of \$4,800. Company assumed remaining cost of plan.

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

² This guarantee did not apply to learners on piecework.

³ During the period covered by Executive Order No. 9240 (Oct. 1, 1942, to Aug. 21, 1945), these provisions were modified in practice to conform to that order.

⁴ A voluntary contributions plan sponsored by an Employee Benefit Association had been available since 1938. Plan provided: Life insurance, employee \$800, dependents \$100–\$500; accidental death or dismemberment, employee \$200–\$400; accident and sickness insurance, employee \$7.25 a week for up to 13 weeks, from 1st day for accident, 8th day for illness; pregnancy, employee \$7.25 a week for up to 6 weeks; funeral benefits, dependents \$12.50–\$100.

Wage Chronologies

The following list constitutes all wage chronologies 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 and those designated as out of print are not available from the Superintendent of Documents, but may be obtained, as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C. 20212, or from the Bureau's regional offices. Out-of-print items also may be available for reference in leading public, college, or university libraries.

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).¹

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

American Viscose (a division of FMC Corp.), 1945-67. BLS Bulletin 1560 (20 cents).¹

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

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

Armour and Co., 1941-72. BLS Bulletin 1682 (50 cents).¹

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).¹

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).¹

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).

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

Firestone Tire and Rubber Co. and B.F. Goodrich Co. (Akron Plants),

1937-73, BLS Bulletin 1762 (50 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 Co. 1946-70, Bulletin 1678 (65 cents).

International Paper Co. (Southern Kraft Div.)—

1937-67, BLS Bulletin 1534 (25 cents).¹

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).¹

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).¹
 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 (50 cents).

Pacific Longshore Industry, 1934-70. BLS Bulletin 1568 (35 cents).¹

Railroads—Nonoperating Employees, 1920-62. BLS Report 208 (25 cents).¹

Sinclair Oil Companies—
 1941-65, BLS Bulletin 1447 (25 cents).¹
 1965-70, Supplement to BLS Bulletin 1447 (free).

Swift & Co., 1942-63. BLS Report 260 (25 cents).¹

United States Steel Corporation—
 1937-67, BLS Bulletin 1603 (40 cents).¹
 1966-70, Supplement to BLS Bulletin 1603 (free).

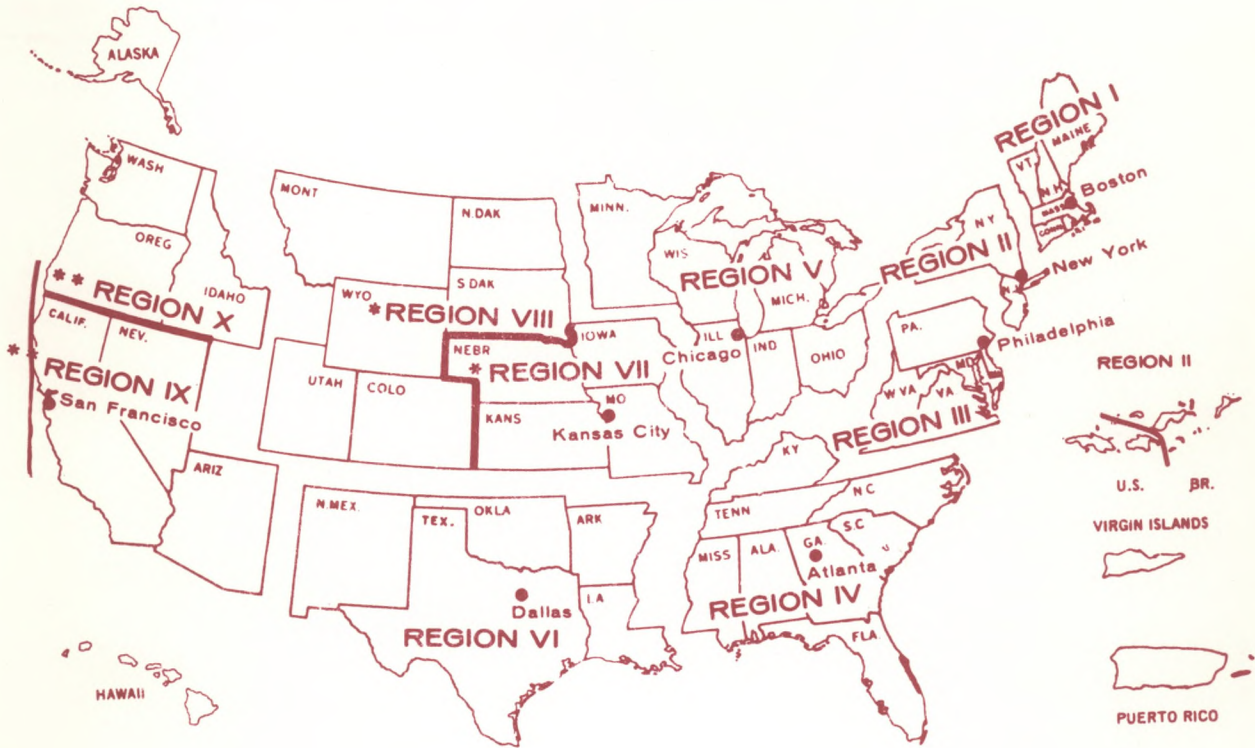
Western Greyhound Lines—
 1945-67, BLS Bulletin 1595 (45 cents).¹
 1968-72, Supplement to BLS Bulletin 1595 (free).

Western Union Telegraph Co.—
 1943-67, BLS Bulletin 1545 (35 cents).¹
 1968-71, Supplement to BLS Bulletin 1545 (free).

* U. S. GOVERNMENT PRINTING OFFICE : 1973 O - 512-379 (41)

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.

**BUREAU OF LABOR STATISTICS
REGIONAL OFFICES**



Region I
1603 JFK Federal Building
Government Center
Boston, Mass. 02203
Phone: 223-6762 (Area Code 617)

Region V
8th Floor, 300 South Wacker Drive
Chicago, Ill. 60606
Phone: 353-1880 (Area Code 312)

Region II
1515 Broadway
New York, N.Y. 10036
Phone: 971-5405 (Area Code 212)

Region VI
1100 Commerce St., Rm. 6B7
Dallas, Tex. 75202
Phone: 749-3516 (Area Code 214)

Region III
406 Penn Square Building
1317 Filbert St.
Philadelphia, Pa. 19107
Phone: 597-7796 (Area Code 215)

Region VII and VIII
Federal Office Building
911 Walnut St.
Kansas City, Mo. 64106
Phone: 374-2481 (Area Code 816)

Region IV
Suite 540
1371 Peachtree St. NE.
Atlanta, Ga. 30309
Phone: 526-5418 (Area Code 404)

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

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

**U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212**

**OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, \$300**

THIRD CLASS MAIL

**POSTAGE AND FEES PAID
U.S. DEPARTMENT OF LABOR**



LAB-441