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Wage Chronology
Swift & Company
January 1942 -
September 1973

Bulletin 1773
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics
1973

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Wage Chronology

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January 1942 -
September 1973**

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**U.S. DEPARTMENT OF LABOR
Peter J. Brennan, Secretary**

**BUREAU OF LABOR STATISTICS
Ben Burdetsky, Deputy Commissioner**

1973



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Preface

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

This wage chronology summarizes changes in wage rates and related compensation practices negotiated by Swift & Company with the Amalgamated Meat Cutters and Butcher Workmen of North America, the United Packinghouse, Food and Allied Workers of America, and the National Brotherhood of Packinghouse and Dairy Workers (Ind.) since 1942. The first two of these unions merged in 1968 to become the Amalgamated Meat Cutters and Butcher Workmen of North America. This bulletin replaces *Wage Chronology: Swift & Co., 1942-63*, published as BLS Report 260, and incorporates additional information on negotiated contract changes covering the period 1964-73. The earlier texts are included as they were originally published, with minor revisions.

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 regulatory authorities or, in the absence of a ruling, as negotiated by the parties.

The analysis for the period 1964-73 was prepared in the Division of Trends in Employee Compensation by John J. Lacombe II.

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Introduction

Swift & Company was incorporated in Illinois on April 1, 1885¹ to acquire the business of Swift Brothers, founded in 1855. The company currently is the largest in the fresh meat industry and over the years has expanded from fresh meat operations to other facets of the food business, to agricultural and industrial chemicals, and in recent years, to insurance and petroleum operations. Principal food operations include processing and marketing fresh meats, canned and frozen foods, and dairy products and supplying hotels, restaurants, and institutions. Meat and its related products account for about 70 percent of sales. The company employs approximately 35,000 workers throughout the United States and also has employees in numerous holdings in foreign countries.

In recent years, the company has been engaged in an extensive program of modernizing its meat operations, involving the construction and acquisition of some facilities and the phasing out of others. The program also calls for decentralization of activities, including a shift to single-specie plants (for example, all beef or all pork) in areas of heavy livestock production to supplant the older units that processed several species.

Prior to August 1942, three unions were recognized as bargaining agents in some Swift plants. They were the Amalgamated Meat Cutters and Butcher Workmen of North America (MCBW), the United Packinghouse Workers of America (UPWA),² and the National Brotherhood of Packinghouse Workers (NBPW).³ The MCBW and the UPWA were affiliated with the American Federation of Labor and the Congress of Industrial Organizations, respectively, and the NBPW was affiliated with the Confederated Unions of America.⁴ Three master agreements between the company and the respective unions were first negotiated in 1942, to be effective in August of that year. Agreements previously had been made on a plant-by-plant basis. In 1968, after years of cooperation on collective bargaining activities, the MCBW and the UPWA merged and the name of the former was retained. In 1970, the MCBW represented 7,500 Swift employees and the NBPW represented 2,800.

Virtually all production workers at multiplant companies and the vast majority of such workers at single-plant companies in the meatpacking industry are covered by collective bargaining agreements. The MCBW represents all but a few of these workers—the NBPW now is the bargaining agent for workers at only a few Swift plants. In recent years, the MCBW has focused its collective bargaining activities on either Swift or Armour to obtain a master agreement. After a master agreement at one of these companies is reached, the settlement terms generally spread throughout most of the industry. These multiplant agreements are supplemented by local plant agreements, within the framework of the master pact, covering specific issues relating to operations of the particular plant, such as work schedules or rates for new jobs.

This chronology is limited to production and maintenance workers since the master contracts with the MCBW and NBPW generally are limited to these workers. Within these pacts, certain exceptions to the general contract terms are listed. Pertinent exceptions are shown in the chronology. This chronology does not cover truck terminals included in the agreements.

In the tables, the contract provisions shown as being in effect in 1942 do not necessarily indicate changes from prior conditions of employment. The same is true for the dates on which new plants were brought under the master agreement or for 1964 when processing sales units were first brought under the master agreement (processing units previously had negotiated on a plant-by-plant basis).

¹The company switched its state of incorporation to Delaware in 1969.

²In 1960, the union's name was changed to the United Packinghouse, Food and Allied Workers.

³In 1962, the union's name was changed to the National Brotherhood of Packinghouse and Dairy Workers.

⁴The AFL and CIO merged in 1955. The CUA merged with the National Independent Union Council in 1963, forming the National Federation of Independent Unions.

Summary of Contract Negotiations

1948-49

At the end of 1948, Swift employees in 44 plants throughout the country were covered by terms of master contracts. Approximately 24,000 workers in 24 plants were represented by the UPWA, 10,000 in 9 plants by the NBPW, and 5,000 in 11 plants by the MCBW. The agreements between the company and the unions, effective August 11, 1948, could be terminated on August 11, 1949. They could be reopened once by each party on the question of general wage adjustment at any time during the year.

The three master contracts between Swift & Co. and the UPWA, the MCBW, and the NBPW were extended by agreement beyond the August 11, 1949 expiration date and, in October, new contracts were negotiated, which were to remain in effect until August 11, 1950. Although they provided for a reopening by either party on the question of a general wage adjustment after February 15, 1950, no such adjustment was made.

1950-51

New 2-year contracts between Swift & Co. and the UPWA, the MCBW, and the NBPW became effective on August 11, 1950, and were to continue until 1952. The agreements provided for an immediate wage increase and for two reopenings covering general wage-rate adjustments (once between February 11 and August 11 of both 1951 and 1952). In addition, the contracts were subject to reopening as of August 11, 1951, on any matter not covered specifically by their terms.

Negotiations were reopened under the contracts and agreements were reached in February 1951, on a general wage change, supplemented by widening of the spread between wage-rate brackets within plants. The Wage Stabilization Board approved the general increase on May 18 and the intraplant inequity adjustments on June 28, 1951. Both increases were retroactive to February 9, 1951, the date agreed upon by the parties.

1951-52

Supplemental agreements were signed in December 1951, January 1952, and February 1952, by Swift & Co.

and the UPWA, MCBW, and NBPW, respectively. Included in the new agreements were a general wage increase and wage adjustments to correct certain intraplant inequities and to narrow the wage differential between men and women. Approval of the increases, effective on the dates agreed upon by the parties, was granted by the Wage Stabilization Board.

Each of these reopenings was the second of three provided for in the 1950 master agreements. In the spring of 1952, the unions announced that in place of the third reopenings, scheduled to take place between February 11 and the termination date of the agreements, August 11, 1952, they preferred to terminate contracts at the latter date and negotiate new agreements. Discussions began as early as July 15, 1952, and continued, with several interruptions, until late October.

During November, the company and the three unions signed 2-year agreements providing for three wage reopenings and for one reopening to allow negotiations for a hospitalization program. Both the MCBW agreement, executed November 7, 1952, and the NBPW contract, signed November 13, 1952, were to expire August 11, 1954; the UPWA contract, signed November 20, 1952, ran to September 1, 1954.

On December 11, 1952, the Executive Director of the Wage Stabilization Board approved the general wage change, various job-rate increases, and increases for women employees designed to reduce the sex differential to a uniform 5 cents. The remaining changes were approved by the Wage Stabilization Committee on December 18, 1952. All provisions except those for Saturday premium pay and the improved method of computing vacation pay, which became effective January 5 and January 1, 1953, respectively, were made retroactive to October 27, 1952.

1953-55

Swift & Co. signed separate supplemental agreements with the MCBW, the NBPW, and the UPWA on October 3, 1953, providing for a general wage increase and a company-paid hospitalization-medical insurance program. The wage increase was retroactive to September 28, 1953; the improved insurance plan became effective December 1 of that year. There were

no other wage increases as a result of reopeners under the November 1952 master agreements.

The agreements that expired in 1954 were replaced by new contracts reached late in September—the first major 1954 settlements in the industry. Each of the new agreements provided for a general wage increase, an additional adjustment of all women's rates, inequity adjustments in pay, and an amended severance pay clause for two of the unions. In addition, a provision for 4 weeks' paid vacation for employees with 25 or more years' service became effective January 1, 1955. Improvements in the hospital, medical, and surgical plan were to be in force from December 1, 1954. All other provisions were made effective September 20, 1954.

The agreements were to run through August 31, 1956, with provision for three reopenings on general adjustments in wage rates. Under the first reopening, a supplemental agreement was reached early in August 1955 providing for a uniform 14-cent-an-hour wage increase effective August 1. No other wage increases were made under the reopening provision during the term of the agreement.

1956-58

Separate 3-year contracts between Swift & Co. and three unions—the UPWA, the MCBW, and the NBPW were negotiated in September 1956. The UPWA and MCBW agreements ended a 10-day strike by approximately 25,000 workers, represented by those unions, on September 29; they were preceded by a contract between Swift and the independent Packinghouse Workers representing about 7,700 employees who had not been on strike.

In addition to a 10-cent-an-hour general increase the first year, the contracts provided for a 0.5-cent widening of differentials between wage-rate classes, gradual elimination of the wage differentials between men and women, and adjustments designed to reduce geographical pay differentials. Deferred increases of 7.5 cents an hour were scheduled for September 1, 1957 and 1958. Other terms included establishment of a semi-annual cost-of-living escalator clause, increased night-shift differentials and weekend premium pay, and improvements in vacation benefits, sick-leave allowances, separation pay, and the hospital-medical-surgical plans. The new agreements, to be in force from September 24, 1956, until September 1, 1959, made no provision for a reopening.

1959-60

Settlements providing changes in wage rates and fringe benefits were reached in October 1959 by Swift &

Co. with the MCBW, the UPWA, and the NBPW. After a 7-week strike by approximately 18,000 employees at 37 plants, the MCBW and UPWA and the company reached agreement on October 22 and signed new contracts the following day. The company and the independent union had reached an interim agreement on September 18 and signed their final contract on October 22. Except for employees at plants in Fort Worth and San Antonio, Tex., the interim agreement provided for a wage increase of 8.5 cents, effective September 1, 1959, continuation of the cost-of-living escalator clause, and incorporation of the existing 14-cent cost-of-living allowance into base rates. Other improvements agreed to by the parties applied to all of the company's NBPW plants.

At the conclusion of their national wage and contract conferences in June 1959, the affiliated unions had agreed to coordinate their bargaining and had adopted industrywide goals of "substantial" wage increases, shorter hours, improved insurance, pension, health, and sick leave benefits, liberalization of vacation and severance pay requirements, and increased clothing allowances and night-shift premiums. When negotiations began in July, the company proposed a 3-year contract with no general wage increase and readjustment of rates in selected areas to enable the company "to meet competition," elimination of the escalator clause, limitations on company liability under the hospital, medical, and surgical plan, and changes in the holiday, weekly guarantee, and weekend pay provisions. On September 2, the company offered to increase meal allowances and night-shift premium pay at all plants. This offer also included, except at certain plants, wage increases totaling 15 cents an hour over a 2-year contract period (8.5 cents, of which 2 cents was credited toward any future cost-of-living adjustment, effective September 1, 1959, and 6.5 cents effective September 1, 1960) and incorporation of the existing 14-cent cost-of-living allowance into base rates. On September 8, 4 days after a work stoppage by members of the MCBW and UPWA had closed 37 plants, the company added continuation of the escalator clause except at selected plants, a proposed savings plan, and diagnostic health insurance. On October 21, it offered immediate wage increases totaling 5 cents an hour for some plants originally excluded from the general increase of 8.5 cents and extension of the escalator provision to them, premium pay for freezer work, and improved holiday provisions. The company's proposal of October 21, was accepted by the representatives of the striking locals on the following day and subsequently ratified by the members of the two unions.

As finally agreed to by Swift and the three unions, the settlement provided wage increases of 8.5 cents an

hour in the first contract year⁵ and 6.5 cents in the second year except for workers at nine plants. The contracts reestablished some and increased other geographic pay differentials by making the total negotiated increase for the entire contract period 8.5 cents at certain plants. At two plants, the 8.5 cents was made effective in September 1959; at seven other plants, 5 cents of the increase was made effective in September 1959, and 3.5 cents in September 1960. Cost-of-living escalator clauses of the previous contracts were continued, and the existing allowance of 14 cents was incorporated into base rates. Premiums for Saturday and Sunday work on continuous operations and for night-shift work were increased, and some holiday pay practices were changed.

Diagnostic laboratory and X-ray benefits were added to the hospital insurance plans, and the company and the unions agreed to review the health benefits program. The company's savings and security plan was offered to all three unions and was accepted by the NBPW. Separation allowances were increased in the MCBW and UPWA agreements. The NBPW and the company agreed to reduce the service requirement for 3 weeks' vacation to 12 years, while the MCBW and UPWA agreed to 3 weeks' vacation after 10 years' service.

The contracts were to remain in effect through August 31, 1961, with no reopening provisions.

1961-63

Without an interruption to production, master agreements replacing those that expired August 31, 1961, were agreed to by Swift & Co. and the three unions—the MCBW on August 31; the NBPW on September 6; and the UPWA on September 16.

The 3-year agreements, covering approximately 22,000 workers, were similar in content. At most plants, wage rates in all labor grades were increased 7 cents an hour, and, in addition, the increment between grades was increased by ½ cent, effective September 4, 1961, with provisions for deferred increases of 6 cents an hour in September 1962 and again in 1963. Of the 7-cent increase, 1 cent was in anticipation of an equivalent increase in the cost-of-living allowance in January 1962. At Nashville, Tenn., Fort Worth, Tex., and Atlanta, Ga., the deferred increases were 3 cents an hour. At Montgomery, Ala., Ocala, Fla., Jackson, Miss., Moultrie, Ga., and San Antonio, Tex., there was to be no general wage change during the first contract year unless one or

⁵ Of the increase effective Sept. 1, 1959, 2 cents was credited against any future cost-of-living adjustment payable during the term of the agreement.

more of these plants closed by the end of August 1962, in which case employees of closed plants would receive a 7-cent-an-hour increase for all hours worked from September 4, 1961. At the plants in this group that were not closed before September 1, 1962, a deferred increase of 7 cents an hour would become effective September 1, 1962, with a further provision that employees of any of these plants closing before August 31, 1963, would receive 6 cents for all hours worked during the first contract year. A wage reopener was provided for these five plants in September 1963.

The contracts continued the semiannual cost-of-living escalator clause; basic hourly rates of pay were increased by incorporation of 5 cents of the existing cost-of-living escalator allowance as well as the 7-cent-an-hour general increase.

The major supplementary benefit changes were intended to increase income security for permanently separated employees. The agreements called for a 90-day notice by the company of the closing of a major department, division, or entire plant. If the company failed to give such notice, employees facing permanent separation were to receive 8 hours' pay for each working day within the 90-day period. Separation allowances for employees with more than 10 years of service were increased; eligibility for separation allowances was extended to employees with at least 3 years' continuous service if they were on the payroll after August 31, 1961, and subsequently were laid off for 2 years. The NBPW agreement also increased separation allowances for workers with 1 through 10 years of service to the level provided in the other agreements.

Employees under 60 facing permanent separation because of a shutdown were given the privilege of exercising "master agreement" seniority for transfer to other plants under the same master agreement and were given moving allowances.⁶

The service requirement for 4 weeks' vacation was reduced from 25 to 20 years. Paid funeral leave for a maximum of 3 days was established, and hospital and medical benefits were liberalized to include radium and X-ray therapy. A loan provision was added to the savings and security plan in the NBPW agreement.

Late in 1962 and early in 1963, negotiations between the company and two of the unions—the MCBW and

⁶ The seniority provisions of the new master agreement permitted eligible workers to transfer to open jobs or to displace employees hired after Sept. 4, 1961, and with less seniority at any other plant covered by the union's master agreement with the company. Transferred employees received full service credit and, until Sept. 5, 1963, up to 2 years' seniority protection under the master agreement. On Sept. 5, 1963, a transferred employee's master agreement seniority date became his plant seniority date.

the NBPW—resulted in supplemental agreements effective early in 1963 that reduced supplementary benefits at seven southern plants and wage rates at six of the seven. These agreements were ratified by a majority of the workers at each of the plants. The operations of the Atlanta, Ga. plant were reduced starting March 2, 1963, after the UPWA refused to agree to similar cost reductions.

The supplemental agreements waived general wage increases due in September 1962 and either similar increases or wage reopening provisions scheduled for September 1963 and, except at Jackson, reduced hourly wage rates. At the Jackson plant, a 5-cent-an-hour general wage increase was put into effect on February 4, 1963.

The reductions in hourly rates at the other plants varied from 1 cent at Ocala, Fla., to 21.5 cents at the Fort Worth plant. These changes, partly offset by incorporating 2 cents of the cost-of-living allowance at four of the plants, reduced the unskilled labor rate to \$2.085 at San Antonio and \$2.135 at the six other plants. The agreements also established a new rate schedule at these plants for employees with no previous service at any of the company's meatpacking plants. The rate structure for new employees started at \$1.25 for unskilled labor with provision for automatic increases every 60 calendar days until the full job rate was reached at the end of 360 days on the payroll. The scale for new employees retained the 4.5-cent spread between grades that was applicable to employees already on the payroll. Cost-of-living escalator provisions were continued with the float reduced to 2 cents at five of the plants. At Montgomery, Ocala, Moultrie, and Jackson, 2 cents of the previous 4-cent allowance was incorporated into base rates; at Nashville, 2 cents of the allowance was eliminated, bringing the total reduction in wage rates and the cost-of-living allowance to 17 cents at this plant.

Reductions were also made in supplementary benefits effective January 14, 1963 (February 4 at Jackson). These included reduction in or elimination of paid holidays (although 40 hours' pay in a holiday week was guaranteed), and changes in the method of computing vacation pay. Adjustments in other benefits varied among plants. In an effort to tighten rest period practices, the parties, at six of the seven southern plants, waived the provisions in the master agreements that required 2 daily rest periods for employees working specified hours.

1964-66

Following month-long negotiations, separate 3-year agreements, replacing those that expired August 31,

1964, were reached in the latter half of September 1964 by Swift & Co. with the MCBW, the UPWA, and the MBPW. The settlements, which were similar to those negotiated earlier at Armour and Company⁷ covered approximately 20,000 workers, and were reached without interruption to production, except at a Denver plant.

Negotiations were scheduled to begin on August 10. A key issue during the talks was the extension of the master agreements to cover processing sales units which were under separate agreements. The union proposals were for substantial general wage increases, additional increases at certain plants to eliminate geographical differentials, and incorporation of accumulated cost-of-living allowances into base rates. Also included in the unions' demands were increases in the spread between job rates and liberalized shift premium pay, overtime, separation pay, and health benefits. The vacation schedule would have been liberalized to allow 3 calendar weeks of vacation after 10 years of service and an additional week for each 5 years of service thereafter. Pension benefits would have been improved by increasing the amount of the benefit, reducing service requirements to 15 years (from 20), establishment of vesting at age 40, an additional payment upon retirement, and allowance of both a pension and separation pay in all situations in which an employee met the requirements for both a pension and separation pay. Other demands, which also involved union security and maintenance of employment, included a shorter workweek, establishment of a supplemental unemployment benefit plan, extended paid leave preparatory to retirement, and 1-year advance notice of a plant closing with provisions for transfer of employees to another plant.

Under terms of the settlements, which covered processing sales units for the first time,⁸ workers were to receive a first-year general wage increase of 6 cents an hour (28 cents at Wilson, N.C., 23.5 cents at Clovis, N. Mex., and 9 cents at Philadelphia, Pa.) and deferred increases of 6 cents an hour (9 cents at Philadelphia, Pa., 6.5 cents at Wilson, N.C., and 3 cents at Hallstead, Pa.) in 1965 and 1966; employees at Wilson, N.C., also were to receive additional deferred increases of 6 cents in 1965 and 1966, and 6.5 cents in 1967. The substantial increases at Wilson, N.C., and Clovis, N. Mex., were to reduce geographic differentials. At Wilson, N.C., the differential below master agreement rates was to be reduced to 62.5 cents over the contract period and the

⁷ See BLS Bulletin 1682 for details of the Armour and Co. settlement, the first in the 1964 round of bargaining.

⁸ Provisions at processing sales units are not covered by the wage chronology until the time these units came under the master agreements.

differential below other southeastern plants to 27 cents over the same period. Accumulated cost-of-living allowances were incorporated into base rates, amounting to 9 cents an hour at most plants, and the escalator clause was continued with a 1-cent semiannual adjustment for each 0.4-point increase in the BLS New Series Consumer Price Index (1957-59=100) above a level of 107.8. Shift premium pay was increased by 2 cents an hour at most plants, and premium pay for work within 12 hours of a previous work period was to be based on the employee's applicable rate (Saturday or Sunday premium, etc.) instead of his regular rate. Workers also were guaranteed that job rates would not be reduced when automation changed the content of the job.

Other provisions of the new contracts included the elimination of the practice of basing employee service records on the complex system of "accumulated" and "continuous" service in favor of a single system of "credited" service which gave credit for all periods of time on the company payroll and for certain periods of absence. Sickness and accident benefits were raised by allowing an additional benefit of \$2.20 for each day which fell within the weekly guarantee period beginning after the seventh calendar day of any one absence. Effective December 1, 1964, the benefit period for hospital and medical benefits for active employees was increased to a full year, except for mental or nervous disorders, and health benefit coverage was extended to dependents who were full-time students under age 23. The company agreed to pay the additional premium costs required to maintain coverage for retired employees (except at Wilson, N.C.). A company-paid major medical expense plan was established, to be effective a year later to help pay large expenses not covered by the basic plan.

For the first time, the unions bargained with Swift & Co. for improvements in the company's long-established pension plan, to be effective January 1, 1965. Pension changes included an increase in the monthly benefit to \$3.25 from \$2.50 for each year of credited service; a reduction in service requirements to 15 years of credited service (from 20 years of continuous service); and establishment of full vesting rights for workers at age 40 with required years of service, even if employees received separation pay upon termination of employment. A pension also was to be provided for the survivors of an employee who died before retirement, and for the dependent children of a female employee who at the time of her death had the required years of service and was a widow.

The NBPW savings and security plan was amended so that an employee could withdraw an amount of from 2 to 10 weeks of pay, depending on his age, if he was age

60 or over but less than 65; any loan an employee received under the plan was to be repaid within 48 months through weekly payroll deductions with interest at the prime rate plus one-half of 1 percent of the unpaid balance. Some of the reductions in supplementary benefits which were agreed to before the 1964 agreements at certain southern plants were reinstated in whole or part. There were also a number of exceptions, other than those specified above, at certain plants and processing units which provided benefits different from those at most master-agreement plants; these are detailed in the tables which follow. Finally, immediate full master-agreement coverage was to be provided whenever the union obtained a majority in a newly constructed plant.

1967-69

Separate 3-year agreements replacing those which expired August 31, 1967, were signed by Swift & Co., the last major company in the industry to sign that year, with the MCBW and the NBPW in late August 1967, and with the UPWA in early September.⁹ The settlements again were similar to those at Armour and Co., where agreements were reached about 6 months before the scheduled expiration of existing contracts. The agreements at Swift were made retroactive to March 13 for wages, the effective date of wage increases at Armour. The contracts were reached without an interruption to production for the third time in as many contracts. The pacts covered approximately 15,000 workers and were ratified by MCBW and UPWA union members in late September and NBPW union members in early October.

The new contracts provided for a 12-cent-an-hour general wage increase at most plants, retroactive to March 13, 1967. Where escalator clauses were in effect, the 12-cent increase included 2 cents which was incorporated retroactively from a July 1967 cost-of-living adjustment. Workers at the new Guymon, Okla., plant were brought under the master agreement subsequent to the late August agreement and received a first wage increase of 12 cents an hour effective December 4, 1967. Workers at Winston-Salem, N.C., received a first increase of 19 cents effective December 1, 1968, when that plant came under the master agreement. Other

⁹ During the life of these agreements, in July 1968, the Amalgamated Meat Cutters and Butcher Workmen of North America and the United Packinghouse, Food and Allied Workers merged, the name of the former being retained. Since the 1967 contracts were negotiated before the merger, all references to union representation are to the original signatory unions (even for the period after the merger) through termination of the 1967 agreements.

increases in 1967 included a 1-cent-an-hour increase for each labor grade at Rochelle, Ill., and in the spread between job rates at Lebanon, Pa. Workers in Winston-Salem, N.C., received a first increase of 19 cents on December 1, 1968. Deferred increases of 11 cents an hour (14 cents at Allentown, Pa., and Lebanon, Pa.) were provided in 1968 and 1969, and additional deferred increases of 8 cents at most southern plants were granted during the same years¹⁰ (also 5 cents in March 1969 at Wilson, N.C., Norfolk, Va., and Columbia, S.C. and 5 cents in March 1970 at Wilson, N.C.) to bring them closer to master agreement rates (several southern plants received lesser additional deferred increases in only one of the two years). Detroit, Mich., received an additional deferred increase of 3 cents in 1968 and Williamsport, Pa., received 8 cents in 1968 and 2.5 cents in 1969. Meatpacking plants also were to receive a 0.5-cent-an-hour increase in the spread between job rates except at Grand Island, Nebr., Guymon, Okla., and Rochelle, Ill., where the increase in spread was 1.5 cents between grades 1 through 4 and 2.5 cents between grades 5 through 9. The accumulated 17-cent-an-hour (18 cents at New Orleans, La.) cost-of-living allowance was incorporated into the base rates in March 1967, 4 cents of which was deferred until September 4, 1967 at Grand Island, Nebr.

Changes in supplementary benefits included an improved vacation schedule which allowed 4 weeks of vacation after 15 years of credited service (instead of 20) and added a fifth week after 20 years in 1968. A ninth paid holiday was added in 1969. The basic health plan was amended, effective December 1, 1968, to give the same 365-day coverage for mental and nervous disorders already provided for other illnesses. The company agreed to make available, at its own expense, basic plan benefits which were in effect on December 1, 1961, to enrolled employees who retired on an immediate pension after March 31, 1967, and to their enrolled dependents, for expenses incurred on or after December 1, 1967 (including hospital admissions which occurred before December 1, 1967). Retirees and their dependents who were entitled to such benefits were allowed only that amount in excess of any similar benefit receivable under Medicare or any other Federal or State legislation. Effective in 1968, benefits under the major medical expense plan were increased. Pension benefit improvements in 1968 included an increased monthly pension of \$5.00 for each year of credited service (from \$3.25); normal retirement at age 62; a reduced service requirement of 10 years of credited service (from 15 years); and

¹⁰ Workers at plants in Montgomery, Ala., Moultrie, Ga., and Nashville, Tenn. waived the 8-cent additional increases in 1968 and 1969. Approximately 1,100 workers were affected.

elimination of the age requirement for a vested pension. Other changes in the pension plan included a reduction in the normal monthly benefit by 0.5 percent for each year the employee was under age 62 at voluntary early retirement, and the option of either a normal benefit or separation pay and a deferred pension at age 65 for an employee involuntarily retired for reasons other than cause. The alternative method used in computing the monthly pension benefit was eliminated for workers hired on or after September 1, 1967. Provision also was made for a 26-week advance notice of a plant, division, or major department closing and for the transfer of an employee to another job because of a closing. A number of exceptions for specified plants and processing units, providing conditions for them different from those at most master-agreement plants, were eliminated, leaving a few exceptions still standing.

On April 19, 1969, workers at the Fort Worth, Tex., plant ratified an agreement which waived an 11-cent-an-hour general wage increase scheduled for September of the same year and eliminated the escalator clause at that plant, which included a 20-cent cost-of-living allowance then in effect. The agreement was effective June 1, 1969. Approximately 1,130 hourly workers were affected.

Effective April 28, 1969, employees at the San Antonio, Tex., plant agreed to waive an 11-cent-an-hour general wage increase scheduled for September 1, 1969, and eliminated the escalator clause at that plant, which included a 20-cent cost-of-living allowance then in effect. Approximately 300 hourly workers were affected.

The Swift & Co. contracts were scheduled to expire August 31, 1970, except for the hospital-medical-surgical and major medical plans which were scheduled to expire November 30, 1970.

1970-73

On April 3, 1970, Swift & Co. and the MCBW reached agreement on a 41-month contract to be effective April 1, 1970, about 5 months before the scheduled expiration of their 1967 pact.¹¹ Terms of the agreement and its early renewal set the pattern for the rest of the meatpacking industry—paralleling the situa-

¹¹ The early settlement at Swift & Co. was explained in a joint statement by the company and the Meat Cutters, as follows: "The settlement intends to recognize predicted changes in the economy and further improve the standard of living of the employees. It is predicated on meeting normal anticipated changes in the cost of living in advance and also provides for subsequent adjustments if necessary to keep Swift employees' wages in line."

tion in 1967 when the pattern-setting Armour and Co. settlement was reached early. A nearly identical agreement was reached by Swift and the NBPW in late April and made retroactive to the effective date of the MCBW pact. Approximately 10,300 workers were covered by the contracts. The pacts were ratified by the memberships of the MCBW and the NBPW in mid-April and early May, respectively.

Terms of the agreements provided for a first-year general wage increase effective April 6, 1970, of 32 cents an hour (42 cents at Guymon, Okla. and 33 cents at Wilson, N.C.) and deferred wage increases of 25 cents in 1971 and 1972 (workers at Guymon, Okla. also received an additional 10 cents in 1971). Workers in mechanical or steam and power departments received additional increases of from 5 to 10 cents in 1970. The previous 37-cent cost-of-living allowance (33 cents at Guymon, Okla.) was incorporated into base rates at the time of the first wage increase. The escalator clause was continued and for the term of the agreement was revised to provide annual, rather than semiannual, adjustments effective in September 1971, September 1972, and August 1973 (the month of contract expiration), to be

incorporated into base rates as they become effective. In addition, workers at Wilson, N.C. received a 0.5-cent increase in the spread between job rates in both 1971 and 1972 to bring them up to master-agreement standards.

Other changes included liberalized vacations for employees with 2 years of service but less than 10; increased maximums for anesthesia under the hospitalization plan and for surgical benefits; and coverage of mental and nervous disorders under the major medical plan. The normal monthly pension benefit was increased to \$6 in 1971 and \$6.50 in 1972 for each year of credited service.

Workers at the San Antonio, Tex. plant agreed in early January 1971, to a reduction in wages of 25 cents an hour effective January 17, 1971.

The Swift & Co. basic contracts were scheduled to remain in effect until September 1, 1973, and the hospital-medical-surgical and major medical plans were scheduled to expire December 1, 1973. Except for possible cost-of-living adjustments, the following tables bring the Swift & Co. wage chronology up to date through the termination dates of the contracts.

Table 1. General wage changes¹

Effective date	Provision	Applications, exceptions, and other related matters																																																														
Aug. 20, 1942 (UPWA, MCBW, and NBPW). 1942-45 (UPWA, MCBW, and NBPW).	No general wage change.	<p>Pursuant to various National War Labor Board directives, company and unions agreed to the following interplant (area or geographical) adjustments:</p> <table border="1"> <thead> <tr> <th rowspan="2">Plant location and effective date</th> <th colspan="2">Increase (cents per hour)</th> </tr> <tr> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr><td>Atlanta, Ga.: Feb. 8, 1943</td><td>5</td><td>5</td></tr> <tr><td>Baltimore, Md.: Sept. 5, 1944</td><td>2½</td><td>3</td></tr> <tr><td>Dallas, Tex.: Mar. 14, 1945</td><td>—</td><td>4</td></tr> <tr><td>Fort Worth, Tex.: Mar. 14, 1945</td><td>—</td><td>4</td></tr> <tr><td>Kansas City, Kans.: May 7, 1945</td><td>2½</td><td>3</td></tr> <tr><td>Los Angeles, Calif.: Aug. 20, 1942</td><td>2½</td><td>2½</td></tr> <tr><td>Los Angeles, Calif.: May 29, 1944</td><td>5</td><td>5</td></tr> <tr><td>Marshalltown, Iowa: Aug. 20, 1942</td><td>3</td><td>2</td></tr> <tr><td>Montgomery, Ala.: Apr. 4, 1945</td><td>5</td><td>5</td></tr> <tr><td>Moultrie, Ga.: Sept. 28, 1944</td><td>5</td><td>5</td></tr> <tr><td>Nashville, Tenn.: Jan. 15, 1945</td><td>5</td><td>5</td></tr> <tr><td>National City, Ill.: Aug. 11, 1943</td><td>2½</td><td>3</td></tr> <tr><td>New Haven, Conn.: June 12, 1944</td><td>2½</td><td>4</td></tr> <tr><td>North Portland, Oreg.: Aug. 20, 1942</td><td>2½</td><td>2½</td></tr> <tr><td>North Portland, Oreg.: Sept. 15, 1944</td><td>5</td><td>5</td></tr> <tr><td>St. Louis, Mo.: Aug. 11, 1943</td><td>2½</td><td>2½</td></tr> <tr><td>South St. Paul, Minn.: Sept. 29, 1944</td><td>2½</td><td>3</td></tr> <tr><td>South San Francisco, Calif.: Sept. 15, 1944</td><td>5</td><td>5</td></tr> <tr><td>Springfield, Mass.: Mar. 7, 1944</td><td>2½</td><td>3</td></tr> </tbody> </table>	Plant location and effective date	Increase (cents per hour)		Men	Women	Atlanta, Ga.: Feb. 8, 1943	5	5	Baltimore, Md.: Sept. 5, 1944	2½	3	Dallas, Tex.: Mar. 14, 1945	—	4	Fort Worth, Tex.: Mar. 14, 1945	—	4	Kansas City, Kans.: May 7, 1945	2½	3	Los Angeles, Calif.: Aug. 20, 1942	2½	2½	Los Angeles, Calif.: May 29, 1944	5	5	Marshalltown, Iowa: Aug. 20, 1942	3	2	Montgomery, Ala.: Apr. 4, 1945	5	5	Moultrie, Ga.: Sept. 28, 1944	5	5	Nashville, Tenn.: Jan. 15, 1945	5	5	National City, Ill.: Aug. 11, 1943	2½	3	New Haven, Conn.: June 12, 1944	2½	4	North Portland, Oreg.: Aug. 20, 1942	2½	2½	North Portland, Oreg.: Sept. 15, 1944	5	5	St. Louis, Mo.: Aug. 11, 1943	2½	2½	South St. Paul, Minn.: Sept. 29, 1944	2½	3	South San Francisco, Calif.: Sept. 15, 1944	5	5	Springfield, Mass.: Mar. 7, 1944	2½	3
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Feb. 1, 1945 (UPWA, MCBW, and NBPW).	Intraplant (job) inequity wage adjustments up to an average of 2 cents an hour for each plant.	Pursuant to various NWLB directives, company and unions agreed to increase wages by varying amounts to adjust intraplant inequities, the average increase in each plant not to exceed 2 cents an hour. Such adjustments retroactive to Feb. 1, 1945, in most cases. Not applicable to Nashville, Tenn., plant.																																																														
Jan. 26, 1946 (UPWA, MCBW, and NBPW).	16 cents an hour increase.																																																															
Nov. 1, 1946 (UPWA, MCBW, and NBPW).	7½ cents an hour increase.	<p>In cases of employees receiving more than 2½ cents in excess of established job rates, amount of increase cut to 5 cents an hour. In addition to general wage increase, the following interplant adjustments were made:</p> <table border="1"> <thead> <tr> <th rowspan="2">Plant location</th> <th colspan="2">Increase (cents per hour)</th> </tr> <tr> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr><td>Atlanta, Ga.</td><td>4</td><td>4</td></tr> <tr><td>Columbus, Ohio</td><td>2½</td><td>3</td></tr> <tr><td>Dallas, Tex.</td><td>4</td><td>4</td></tr> <tr><td>Denver, Colo.</td><td>2½</td><td>3</td></tr> <tr><td>Des Moines, Iowa</td><td>2½</td><td>3</td></tr> <tr><td>Fort Worth, Tex.</td><td>4</td><td>4</td></tr> <tr><td>Harrisburg, Pa.</td><td>2½</td><td>3</td></tr> <tr><td>Lake Charles, La.</td><td>4</td><td>4</td></tr> <tr><td>Los Angeles, Calif.</td><td>5</td><td>5</td></tr> <tr><td>Moultrie, Ga.</td><td>4</td><td>4</td></tr> <tr><td>Montgomery, Ala.</td><td>4</td><td>4</td></tr> <tr><td>Nashville, Tenn.</td><td>4</td><td>4</td></tr> <tr><td>Omaha, Nebr.</td><td>2½</td><td>3</td></tr> <tr><td>San Antonio, Tex.</td><td>4</td><td>4</td></tr> <tr><td>Sioux City, Iowa</td><td>2½</td><td>3</td></tr> <tr><td>South St. Joseph, Mo.</td><td>2½</td><td>3</td></tr> <tr><td>South San Francisco, Calif.</td><td colspan="2">Average, 6 cents</td></tr> </tbody> </table>	Plant location	Increase (cents per hour)		Men	Women	Atlanta, Ga.	4	4	Columbus, Ohio	2½	3	Dallas, Tex.	4	4	Denver, Colo.	2½	3	Des Moines, Iowa	2½	3	Fort Worth, Tex.	4	4	Harrisburg, Pa.	2½	3	Lake Charles, La.	4	4	Los Angeles, Calif.	5	5	Moultrie, Ga.	4	4	Montgomery, Ala.	4	4	Nashville, Tenn.	4	4	Omaha, Nebr.	2½	3	San Antonio, Tex.	4	4	Sioux City, Iowa	2½	3	South St. Joseph, Mo.	2½	3	South San Francisco, Calif.	Average, 6 cents							
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June 16, 1947 (UPWA, MCBW, and NBPW).	6 cents an hour increase.																																																															
June 30, 1947 (MCBW)		3½ cents an hour general increase to men and women in South San Francisco plant.																																																														

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters																																							
Jan. 12, 1948 (MCBW and NBPW); and May 3, 1948 (UPWA).	9 cents an hour increase.																																								
Oct. 18, 1948 (UPWA, MCBW, and NBPW).	4 cents an hour increase.																																								
Sept. 12, 1949 (UPWA, MCBW, and NBPW).	Previous spread of 2.5 cents between job rates increased to 3 cents. Increases ranged from 0.5 cent an hour in job-class one step above the base or unskilled-labor class to 15 cents in highest classification.	<p>In addition to job-rate increases, the following interplant adjustments were made:</p> <table border="1" data-bbox="867 382 1327 681"> <thead> <tr> <th data-bbox="976 432 1078 452">Plant location</th> <th colspan="2" data-bbox="1205 382 1319 432">Increase (cents per hour)</th> </tr> <tr> <th data-bbox="976 432 1078 452"></th> <th data-bbox="1205 432 1239 452">Men</th> <th data-bbox="1268 432 1319 452">Women</th> </tr> </thead> <tbody> <tr> <td data-bbox="867 459 962 479">Atlanta, Ga.</td> <td data-bbox="1205 459 1239 479">2½</td> <td data-bbox="1268 459 1319 479">2½</td> </tr> <tr> <td data-bbox="867 479 962 498">Dallas, Tex.</td> <td data-bbox="1205 479 1239 498">2</td> <td data-bbox="1268 479 1319 498">2</td> </tr> <tr> <td data-bbox="867 498 962 517">Evansville, Ind.</td> <td data-bbox="1205 498 1239 517">2½</td> <td data-bbox="1268 498 1319 517">2½</td> </tr> <tr> <td data-bbox="867 517 962 537">Fort Worth, Tex.</td> <td data-bbox="1205 517 1239 537">2</td> <td data-bbox="1268 517 1319 537">2</td> </tr> <tr> <td data-bbox="867 537 962 556">Marshalltown, Iowa</td> <td data-bbox="1205 537 1239 556">2½</td> <td data-bbox="1268 537 1319 556">2½</td> </tr> <tr> <td data-bbox="867 556 962 575">Montgomery, Ala.</td> <td data-bbox="1205 556 1239 575">2</td> <td data-bbox="1268 556 1319 575">2</td> </tr> <tr> <td data-bbox="867 575 962 595">Nashville, Tenn.</td> <td data-bbox="1205 575 1239 595">2½</td> <td data-bbox="1268 575 1319 595">2½</td> </tr> <tr> <td data-bbox="867 595 962 614">Ocala, Fla.</td> <td data-bbox="1205 595 1239 614">3½</td> <td data-bbox="1268 595 1319 614">3½</td> </tr> <tr> <td data-bbox="867 614 962 633">Perry, Iowa</td> <td data-bbox="1205 614 1239 633">2½</td> <td data-bbox="1268 614 1319 633">2½</td> </tr> <tr> <td data-bbox="867 633 962 653">Watertown, S. Dak.</td> <td data-bbox="1205 633 1239 653">2½</td> <td data-bbox="1268 633 1319 653">2½</td> </tr> <tr> <td data-bbox="867 653 962 672">Winona, Minn.</td> <td data-bbox="1205 653 1239 672">2½</td> <td data-bbox="1268 653 1319 672">2½</td> </tr> </tbody> </table>	Plant location	Increase (cents per hour)			Men	Women	Atlanta, Ga.	2½	2½	Dallas, Tex.	2	2	Evansville, Ind.	2½	2½	Fort Worth, Tex.	2	2	Marshalltown, Iowa	2½	2½	Montgomery, Ala.	2	2	Nashville, Tenn.	2½	2½	Ocala, Fla.	3½	3½	Perry, Iowa	2½	2½	Watertown, S. Dak.	2½	2½	Winona, Minn.	2½	2½
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Dec. 5, 1949 (MCBW)		Increases in some rates, including common-labor rates, in South San Francisco plant.																																							
Aug. 11, 1950 (UPWA, MCBW, and NBPW; by agreement of same date).	11 cents an hour increase.																																								
Feb. 9, 1951 (UPWA, MCBW, and NBPW; by agreement of Feb. 8, 1951).	9 cents an hour general increase; previous spread of 3 cents in job rates widened to 3½ cents. Increases resulting from widened job-rate spread ranged from 0.5 cent an hour in the job-class one step above the basic or unskilled-labor class to a maximum of 15 cents an hour.	In accordance with orders of Wage Stabilization Board, May 18, 1951, approving general increase of 9 cents an hour and June 28, 1951, approving an increase in the job-rate spread from 3 cents to 3½ cents. The job-rate increases averaged approximately 2.3 cents an hour.																																							
Dec. 17, 1951 (by MCBW agreement of Dec. 21, 1951; NBPW agreement of Jan. 4, 1952; and UPWA agreement of Feb. 7, 1952).	6 cents an hour increase.	Approved by WSB January 1952. In addition, 193 inequity adjustments, averaging 2 cents an hour, were made and all rates at the Hallstead, Pa. plant were increased 4 cents an hour.																																							
Jan. 21, 1952 (by agreements of above dates).		2.5 cents an hour increase to women employees at Ogden, Utah, and to all employees at Scottsbluff, Nebr.																																							
Feb. 18, 1952 (by agreements of above dates).		The WSB approved increases in unskilled women's rates so that the spread between unskilled rates for men and women was reduced from a range of 5 to 14 cents an hour to a range of 5 to 9 cents an hour. At plants where the women's unskilled rate was increased, the same cents-an-hour increase was made in all women's rates. These increases averaged 0.23 cent an hour for the entire work force.																																							
Mar. 3, 1952 (by agreements of above dates).		The WSB, by an amended resolution of Feb. 29, 1952, approved interplant inequity adjustments which were to be negotiated by the parties. The adjustments were limited to a total of 1,120 and equaled one-eighth of a cent, averaged over all employees. ² These were in addition to the 193 2-cent adjustments approved January 1952.																																							

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters																																
Oct. 27, 1952 (by MCBW agreement of Nov. 7, 1952; NBPW agreement of Nov. 13, 1952; and UPWA agreement of Nov. 21, 1952).	4 cents an hour increase.	<p>Further adjustment of job-rate inequities.³ Reduction of sex differential to a uniform 5 cents.</p> <p>In addition to job-rate increases, the following adjustments were made in specific plants:</p> <table data-bbox="864 305 1324 562"> <thead> <tr> <th rowspan="2">Plant location</th> <th colspan="2">Increase (cents per hour)</th> </tr> <tr> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Atlanta, Ga.</td> <td>3½</td> <td>1½</td> </tr> <tr> <td>Dallas, Tex.</td> <td>2½</td> <td>2½</td> </tr> <tr> <td>Fort Worth, Tex.</td> <td>2½</td> <td>2½</td> </tr> <tr> <td>Lake Charles, La.</td> <td>3½</td> <td>3½</td> </tr> <tr> <td>Montgomery, Ala.</td> <td>3½</td> <td>2½</td> </tr> <tr> <td>Moultrie, Ga.</td> <td>3½</td> <td>1</td> </tr> <tr> <td>Nashville, Tenn.</td> <td>3½</td> <td>1½</td> </tr> <tr> <td>Ocala, Fla.</td> <td>3½</td> <td>—</td> </tr> <tr> <td>San Antonio, Tex.</td> <td>3½</td> <td>3½</td> </tr> </tbody> </table> <p>1½ cent increase in 10 authorized rates in South San Francisco plant to place these rates at their proper levels and to reduce intraplant inquiries.</p> <p>Approved Dec. 11, 1952, by the Executive Director of WSB.</p>	Plant location	Increase (cents per hour)		Men	Women	Atlanta, Ga.	3½	1½	Dallas, Tex.	2½	2½	Fort Worth, Tex.	2½	2½	Lake Charles, La.	3½	3½	Montgomery, Ala.	3½	2½	Moultrie, Ga.	3½	1	Nashville, Tenn.	3½	1½	Ocala, Fla.	3½	—	San Antonio, Tex.	3½	3½
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Sept. 28, 1953 (by supplemental agreements dated Sept. 27, 1953, MCBW, NBPW, and UPWA).	5 cents an hour increase.																																	
Sept. 20, 1954 (by agreements dated Sept. 24, 1954, MCBW and NBPW, and Sept. 27, 1954, UPWA).	5 cents an hour general increase.	<p>Further adjustment of interplant inequities.⁴ In addition to job-rate increases, the following adjustments were made in specific plants:</p> <table data-bbox="864 871 1324 1083"> <thead> <tr> <th rowspan="2">Plant location</th> <th colspan="2">Increase (cents per hour)</th> </tr> <tr> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Atlanta, Ga.</td> <td>2½</td> <td>—</td> </tr> <tr> <td>Hallstead, Pa.</td> <td>3</td> <td>—</td> </tr> <tr> <td>Lake Charles, La.</td> <td>5</td> <td>—</td> </tr> <tr> <td>Montgomery, Ala.</td> <td>2½</td> <td>—</td> </tr> <tr> <td>Moultrie, Ga.</td> <td>2½</td> <td>—</td> </tr> <tr> <td>Nashville, Tenn.</td> <td>2½</td> <td>—</td> </tr> <tr> <td>Ocala, Fla.</td> <td>2½</td> <td>—</td> </tr> <tr> <td>San Antonio, Tex.</td> <td>2½</td> <td>—</td> </tr> </tbody> </table> <p>Additional 1½ cent increase for women's job classifications, thus reducing sex differential from 5 to 3.5 cents per hour.</p>	Plant location	Increase (cents per hour)		Men	Women	Atlanta, Ga.	2½	—	Hallstead, Pa.	3	—	Lake Charles, La.	5	—	Montgomery, Ala.	2½	—	Moultrie, Ga.	2½	—	Nashville, Tenn.	2½	—	Ocala, Fla.	2½	—	San Antonio, Tex.	2½	—			
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Aug. 1, 1955 (by supplemental agreements dated Aug. 1, 1955, MCBW, NBPW, and UPWA).	14 cents an hour increase.																																	
Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	10 cents an hour general increase; previous spread of 3.5 cents in job rates increased to 4 cents with resulting increases ranging up to an additional 13 cents an hour for the top job classification. Total increase averaged approximately 12.3 cents an hour.	<p>Additional increases averaging approximately 0.7 cents an hour, including (1) adjustments of certain interplant job-rate inequities; (2) adjustments in specific plants as follows:</p> <table data-bbox="864 1381 1324 1547"> <thead> <tr> <th>Plant location</th> <th>Increase (cents per hour)</th> </tr> </thead> <tbody> <tr> <td>Moultrie, Ga.</td> <td>0.5</td> </tr> <tr> <td>Jackson, Miss.</td> <td>2.5</td> </tr> <tr> <td>Boise, Idaho</td> <td>2.0</td> </tr> <tr> <td>Lake Charles, La.</td> <td>3.0</td> </tr> <tr> <td>Menominee, Mich.</td> <td>5.0</td> </tr> <tr> <td>Montgomery, Ala.</td> <td>0.5</td> </tr> </tbody> </table> <p>and (3) increases in women's job classifications of 1 cent an hour.</p> <p>NBPW received average 7 cents an hour additional to replace allowance for clothes-changing time and company-furnished clothes.</p>	Plant location	Increase (cents per hour)	Moultrie, Ga.	0.5	Jackson, Miss.	2.5	Boise, Idaho	2.0	Lake Charles, La.	3.0	Menominee, Mich.	5.0	Montgomery, Ala.	0.5																		
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Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters								
Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956)—Continued.		Deferred across-the-board wage-rate increases of 7.5 cents an hour effective Sept. 1, 1957, and Sept. 1, 1958, plus increases in women's job classifications of 1 cent effective Sept. 1, 1957, and 1.5 cents effective Sept. 1, 1958, to eliminate sex wage differentials; no rates for women's jobs to increase to more than rates for equivalent jobs for men.								
		The new agreements provided for semiannual cost-of-living adjustments in wage rates of 1 cent an hour for each 0.5-point increase in the Bureau of Labor Statistics Consumer Price Index above a level of 116.8 (1947-49 = 100). No reductions in the cost-of-living allowance unless the index declined 0.5-point below the level that the index was required to reach in order to earn the last previous increase in allowance. ⁵								
January 1957 (first pay period beginning in the month).	2 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.								
July 1957 (first pay period beginning in the month).	3 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.								
Sept. 1, 1957 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	7.5 cents an hour general increase.	In addition to job-rate increase, the following adjustments were made in specific plants: <table data-bbox="866 759 1303 869"> <thead> <tr> <th data-bbox="972 778 1074 797">Plant location</th> <th data-bbox="1186 759 1303 797">Increase (cents per hour)</th> </tr> </thead> <tbody> <tr> <td data-bbox="866 807 972 826">Jackson, Miss.</td> <td data-bbox="1230 807 1259 826">2.5</td> </tr> <tr> <td data-bbox="866 826 972 846">Boise, Idaho</td> <td data-bbox="1230 826 1259 846">2.0</td> </tr> <tr> <td data-bbox="866 846 972 865">Lake Charles, La.</td> <td data-bbox="1230 846 1259 865">2.0</td> </tr> </tbody> </table>	Plant location	Increase (cents per hour)	Jackson, Miss.	2.5	Boise, Idaho	2.0	Lake Charles, La.	2.0
Plant location	Increase (cents per hour)									
Jackson, Miss.	2.5									
Boise, Idaho	2.0									
Lake Charles, La.	2.0									
January 1958 (first pay period beginning in the month).	4 cents an hour increase.	Additional 1 cent increase for women's job classifications, thus reducing sex wage differential from 2.5 to 1.5 cents per hour. Semiannual adjustment of cost-of-living allowance.								
July 1958 (first pay period beginning in the month).	4 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.								
Sept. 1, 1958 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	7.5 cents an hour general increase.	In addition to job-rate increase, the wage rates at the Boise, Idaho, plant were increased 2 cents an hour. Additional 1.5-cent increase for women's job classifications, thus eliminating the sex wage differential.								
January 1959 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	1 cent an hour increase.	Semiannual adjustment of cost-of-living allowance.								
July 1959	No change.	Semiannual review of cost-of-living allowance.								
Sept. 1, 1959 (NBPW interim agreement dated Sept. 18, 1959).	8.5 cents an hour increase.	Included 2 cents credited toward any future cost-of-living adjustment. Entire increase as well as previous 14-cent cost-of-living allowance incorporated into base rates. Escalator clause continued except at plants in Fort Worth and San Antonio, Tex. Rates at plants in Fort Worth and San Antonio, Tex., were not changed.								
Sept. 1, 1959 (NBPW agreement dated Oct. 22, 1959).	In addition: 8.5 cents an hour increase at plant in Fort Worth, Tex., and 5 cents an hour at plant in San Antonio, Tex. Escalator clause also continued at these plants. ⁶ Deferred wage-rate increase of 6.5 cents (3.5 cents at San Antonio, Tex.) effective Sept. 1, 1960, except at Fort Worth, Tex.								

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Sept. 1, 1959 (MCBW and UPWA agreements dated Oct. 23, 1959).	8.5 cents an hour increase.	Included 2 cents credited toward any future cost-of-living adjustment. Entire increase as well as previous 14-cent cost-of-living allowance incorporated into base rates and escalator clause continued. ⁶ Rates at plants in Montgomery, Ala., Ocala, Fla., Atlanta and Moultrie, Ga., Lake Charles, La., and Jackson, Miss., were increased only 5 cents. Deferred wage-rate increase of 6.5 cents an hour (3.5 cents at plants listed above) effective Sept. 1, 1960, except at Nashville, Tenn.
January 1960 (first pay period in the month).	1 cent an hour increase.	Semiannual adjustment of cost-of-living allowance.
July 1960 (first pay period in the month).	2 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.
Sept. 1, 1960 (NBPW agreements dated Sept. 18 and Oct. 22, 1959; MCBW and UPWA agreements dated Oct. 23, 1959).	6.5 cents an hour increase.	Except at plants in Montgomery, Ala., Ocala, Fla., Atlanta and Moultrie, Ga., Jackson, Miss., and San Antonio, Tex., where increases were 3.5 cents, and at Nashville, Tenn., and Fort Worth, Tex., where rates were not changed.
January 1961, first pay period in month (agreements dated Oct. 22, 1959—NBPW; Oct. 23, 1959—MCBW and UPWA).	2 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.
July 1961	No change.	Semiannual review of cost-of-living allowance.
Sept. 4, 1961 (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA).	All plants (except Montgomery, Ala.; Ocala, Fla.; Moultrie, Ga.; Jackson, Miss.; and San Antonio, Tex.)—7 cents an hour general increase; previous spread of 4 cents in job rates increased to 4.5 cents, with resulting increase ranging up to an additional 13 cents an hour for top job classification. ⁷ Montgomery, Ala.; Ocala, Fla.; Moultrie, Ga.; Jackson, Miss.; and San Antonio, Tex.—No change.	Included 1 cent in anticipation of equivalent cost-of-living adjustment that presumably would take place in January 1962. Entire amount of general wage increase as well as previous 5-cent cost-of-living allowance incorporated into base rates and escalator clause revised to reflect these incorporations. ⁸ 5 cents of cost-of-living allowance incorporated into base rates and same revised escalator clause as at above plants put into effect for these plants as well. ⁸ If plant closed between Sept. 1, 1961, and Aug. 31, 1962, wage rates for hours worked from Sept. 4, 1961, would be increased 7 cents an hour.
January 1962 (first full pay period in month).	All plants—1 cent an hour increase.	Deferred increases: All plants—except Montgomery, Ala.; Ocala, Fla.; Atlanta and Moultrie, Ga.; Jackson, Miss.; Nashville, Tenn.; and Fort Worth and San Antonio, Tex. (subsequently referred to as "Most Plants")—Sept. 3, 1962 and Sept. 2, 1963—6 cents an hour. Atlanta, Ga.; Nashville, Tenn.; Fort Worth, Tex.—Sept. 3, 1962, and Sept. 2, 1963—3 cents an hour. Montgomery, Ala.; Ocala, Fla.; Moultrie, Ga.; Jackson, Miss.; and San Antonio, Tex.—Sept. 3, 1962—7 cents an hour. Wage reopener: Montgomery, Ala.; Ocala, Fla.; Moultrie, Ga.; Jackson, Miss.; and San Antonio, Tex.—to discuss adjustment of rates to be effective September, 1963. If plants closed between Sept. 1, 1962, and Aug. 31, 1963, additional 6 cents an hour to be paid for hours worked in first contract year.
July 1962 (first full pay period in month).	All plants—1 cent an hour increase.	Semiannual adjustment of cost-of-living allowance.
Sept. 3, 1962 (above agreements and agreements dated Feb. 5, 1963—MCBW and NBPW).	Most plants ⁹ —6 cents an hour general increase. Atlanta, Ga.—3 cents an hour general increase. Montgomery, Ala.; Ocala, Fla.; Moultrie, Ga.; Jackson, Miss.; Nashville, Tenn.; Fort Worth and San Antonio, Tex.—No change.	Deferred increase. Deferred increase. Waived: Deferred increase provided by September 1961 agreement.

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters														
January 1963 (first full pay period in month).	All plants—2 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.														
Jan. 14, 1963 (agreements dated Feb. 5, 1963—MCBW and NBPW).	Reductions in hourly wage rates: Ocala, Fla.—1 cent; Montgomery, Ala. and Moultrie, Ga.—5 cents; Nashville, Tenn.—15 cents; San Antonio, Tex.—17 cents; and Fort Worth, Tex.—21.5 cents.	<p>Nashville, Tenn.—in addition, 2 cents of cost-of-living allowance eliminated.¹⁰</p> <p>Montgomery, Ala.; Ocala, Fla.; and Moultrie, Ga.—2 cents of existing 4-cent cost-of-living allowance incorporated into base rates.¹⁰</p> <p>Montgomery, Ocala, Moultrie, Nashville, San Antonio, and Fort Worth—Rates established for new workers¹¹ ranging from \$1.25 for the lowest labor grade to \$2.375 for the top labor grade. Rates to be increased about one-sixth of difference between entrance and regular rate for labor grade each 60 calendar days on payroll until regular rate was reached after 360 days on payroll.</p> <p>Waived: Montgomery, Ocala, Moultrie, Nashville, San Antonio, Fort Worth, and Jackson—Provisions in September 1961 agreements for deferred increase due September 1962 and deferred increase or wage reopener of September 1963.</p> <p>2 cents of 4-cent cost-of-living allowance incorporated into base rates.¹⁰ Rates for new workers hired after Feb. 4 same as above.</p> <p>Semiannual adjustment of cost-of-living allowance.</p>														
Feb. 4, 1963 (agreement dated Feb. 5, 1963—MCBW).	Jackson, Miss.—5 cents an hour increase.	2 cents of 4-cent cost-of-living allowance incorporated into base rates. ¹⁰ Rates for new workers hired after Feb. 4 same as above.														
July 1963 (first full pay period in month).	All plants—1 cent an hour increase.	Semiannual adjustment of cost-of-living allowance.														
September 1963, first full pay period in month (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA; and agreements of Feb. 5, 1963—MCBW and NBPW).	Most plants ⁹ —6 cents an hour general increase.	<p>Deferred increase:</p> <p>Waved: Wage provisions in September 1961 agreements: 3 cents an hour increase at Nashville, Tenn., and Fort Worth, Tex.; wage reopener at other 5 plants.</p>														
Jan. 1964 (first full pay period in month).	All plants—3 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.														
July 1964 (first full pay period in month).	All plants—1 cent an hour increase.	Semiannual adjustment of cost-of-living allowance.														
Sept. 7, 1964 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1964).	All plants (except Philadelphia, Pa. and Wilson, N.C.)—6 cents an hour increase; Philadelphia, Pa.—9 cents an hour; Wilson, N.C.—28 cents an hour.	<p>Increase made effective on Oct. 12, 1964, at Hallstead, Pa. plant; on March 8, 1965, at Lebanon, Pa.; and on expiration or reopening of existing contracts at certain processing plants brought under terms of the agreements (see table 2b, footnote 5).</p> <p>In addition:</p> <p>Clovis, N.Mex.—17.5 cents an hour increase.</p> <p>Rochelle, Ill.—1 cent an hour increase for labor grade 1; an additional labor grade (9) to be added to wage rate schedule and rated 12 cents an hour higher than labor grade 8.</p> <p>Previous 9-cent cost-of-living allowance incorporated into base rates at most plants,¹² except at certain processing plants, which were to receive deferred incorporations; and at certain meatpacking plants, where the allowances were incorporated as follows:</p> <table data-bbox="860 1541 1338 1696"> <thead> <tr> <th data-bbox="976 1541 1078 1561">Plant location</th> <th data-bbox="1185 1541 1287 1561">Cents per hour</th> </tr> </thead> <tbody> <tr> <td data-bbox="860 1566 976 1586">Clovis, N. Mex.</td> <td data-bbox="1228 1566 1243 1586">5</td> </tr> <tr> <td data-bbox="860 1591 976 1611">Jackson, Miss.</td> <td data-bbox="1228 1591 1243 1611">7</td> </tr> <tr> <td data-bbox="860 1617 976 1636">Montgomery, Ala.</td> <td data-bbox="1228 1617 1243 1636">7</td> </tr> <tr> <td data-bbox="860 1642 976 1661">Moultrie, Ga.</td> <td data-bbox="1228 1642 1243 1661">7</td> </tr> <tr> <td data-bbox="860 1667 976 1686">Nashville, Tenn.</td> <td data-bbox="1228 1667 1243 1686">7</td> </tr> <tr> <td data-bbox="860 1692 976 1711">Ocala, Fla.</td> <td data-bbox="1228 1692 1243 1711">7</td> </tr> </tbody> </table>	Plant location	Cents per hour	Clovis, N. Mex.	5	Jackson, Miss.	7	Montgomery, Ala.	7	Moultrie, Ga.	7	Nashville, Tenn.	7	Ocala, Fla.	7
Plant location	Cents per hour															
Clovis, N. Mex.	5															
Jackson, Miss.	7															
Montgomery, Ala.	7															
Moultrie, Ga.	7															
Nashville, Tenn.	7															
Ocala, Fla.	7															

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters														
Sept. 7, 1964 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1964)—Continued.		Escalator clause continued and converted to the new BLS Consumer Price Index base (1957-59=100) at most plants, ¹² with a 1-cent-an-hour adjustment for each 0.4-point change in the index above a level of 107.8 ¹³ Index in effect Jan. 1, 1965, at New Orleans, La. plant to be used to determine Jan. 1965 adjustment of 3 cents at that plant and New Series Index level of 107.8 to be used after said adjustment. Deferred increases: All plants—Sept. 6, 1965 and Sept. 5, 1966. Wilson, N.C.—additional deferred increases effective Mar. 8, 1965, Mar. 7, 1966, and Mar. 6, 1967.														
Jan. 1965 (first full pay period in month).	Most plants ¹² (except New Orleans, La.)—2-cent-an-hour increase; New Orleans, La.—3 cents an hour.	Semiannual adjustment of cost-of-living allowance. New Orleans, La. allowance based on index in effect at that plant on Jan. 1, 1965.														
Mar. 8, 1965 (UPWA agreement dated Sept. 1, 1964).	Wilson, N.C.—6 cents an hour increase.	Deferred increase.														
June 7, 1965, (UPWA agreement dated Sept. 1, 1964).	Deferred cost-of-living allowances at specified processing plants were incorporated into base rates as follows: <table data-bbox="860 651 1336 799"> <thead> <tr> <th>Plant location</th> <th>Cents per hour</th> </tr> </thead> <tbody> <tr><td>Atlanta, Ga.</td><td>10</td></tr> <tr><td>Birmingham, Ala.</td><td>9</td></tr> <tr><td>Charleston, S.C.</td><td>10</td></tr> <tr><td>Detroit, Mich.</td><td>8</td></tr> <tr><td>Somerville, Miss.</td><td>9</td></tr> <tr><td>Williamsport, Pa.</td><td>8</td></tr> </tbody> </table>	Plant location	Cents per hour	Atlanta, Ga.	10	Birmingham, Ala.	9	Charleston, S.C.	10	Detroit, Mich.	8	Somerville, Miss.	9	Williamsport, Pa.	8
Plant location	Cents per hour															
Atlanta, Ga.	10															
Birmingham, Ala.	9															
Charleston, S.C.	10															
Detroit, Mich.	8															
Somerville, Miss.	9															
Williamsport, Pa.	8															
June 24, 1965 (MCBW agreement dated Sept. 1, 1964).	Charlotte, N.C.—2 cents an hour increase.	Semiannual adjustment of cost-of-living allowance. Deferred cost-of-living allowances at specified processing plants were incorporated into base rates as follows: <table data-bbox="860 896 1336 1006"> <thead> <tr> <th>Plant location</th> <th>Cents per hour</th> </tr> </thead> <tbody> <tr><td>Houston, Tex.</td><td>9</td></tr> <tr><td>Louisville, Ky.</td><td>7</td></tr> <tr><td>New Orleans, La.</td><td>9</td></tr> <tr><td>Washington, D.C.</td><td>8</td></tr> </tbody> </table>	Plant location	Cents per hour	Houston, Tex.	9	Louisville, Ky.	7	New Orleans, La.	9	Washington, D.C.	8				
Plant location	Cents per hour															
Houston, Tex.	9															
Louisville, Ky.	7															
New Orleans, La.	9															
Washington, D.C.	8															
July 1965 (first full pay period in month).	Most plants ¹⁴ —2 cents an hour increase.	Semiannual adjustment of cost-of-living allowance. At Philadelphia, Pa., an escalator clause was adopted with an allowance based on the New Series Index level of 108.7. Deferred increases.														
Sept. 6, 1965 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1964).	All plants (except Hallstead, Pa., Philadelphia, Pa., and Wilson, N.C.)—6 cents an hour increase; Hallstead, Pa.—3 cents an hour; Philadelphia, Pa.—9 cents an hour; Wilson, N.C.—6.5 cents an hour.	Deferred increases.														
Jan. 1966 (first full pay period in month).	Most plants ¹⁴ (except Philadelphia, Pa.)—3 cents an hour increase; Philadelphia, Pa.—2 cents an hour.	Semiannual adjustment of cost-of-living allowance.														
Mar. 7, 1966, (UPWA agreement dated Sept. 1, 1964).	Wilson, N.C.—6 cents an hour increase.	Deferred increase.														
July 1966 (first full pay period in month).	Most plants ¹⁴ —5 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.														
Sept. 5, 1966 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1964).	All plants (except Hallstead, Pa., Philadelphia, Pa., and Wilson, N.C.)—6 cents an hour increase; Hallstead, Pa.—3 cents an hour; Philadelphia, Pa.—9 cents an hour; Wilson, N.C.—6.5 cents an hour.	Deferred increases. In addition, previous spread of 3.5 cents an hour in job rates increased to 4 cents at Lebanon, Pa. plant.														
Jan. 1967 (first full pay period in month).	Most plants ¹⁴ —5 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.														
Mar. 6, 1967 (UPWA agreement dated Sept. 1, 1964).	Wilson, N.C.—6.5 cents an hour increase.	Deferred increase.														

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Mar. 13, 1967 (MCBW, NBPW, and UPWA agreements, dated Sept. 1, 1967).	Most plants ¹⁴ —12 cents an hour increase, of which 2 cents was incorporated into base rates retroactively from a July 3, 1967, semiannual cost-of-living allowance; Allentown, Pa., Lebanon, Pa., Columbia, S.C., Norfolk, Va., and Tampa, Fla.—12 cents an hour.	<p>Previous 17-cent cost-of-living allowance was incorporated into base rates, except at New Orleans, La. plant where 18 cents was incorporated and at Grand Island, Nebr. where 13 cents was incorporated. An additional 4-cent incorporation was deferred at the Grand Island plant until Sept. 4, 1967.</p> <p>The new agreements provided for a cost-of-living adjustment in wage rates of 1 cent an hour for each 0.4-point increase in the BLS Consumer Price Index above a level of 115.4 (1957-59=100) at most plants.¹⁵</p> <p>Deferred increases:</p> <p>All plants—Sept. 2, 1968, and Sept. 1, 1969.</p> <p>Clovis, N. Mex., Lebanon, Pa., and Rochelle, Ill.—additional increase effective Sept. 4, 1967.</p> <p>Columbia, S.C. and Norfolk, Va.—additional increase effective first full pay period in Mar. 1969.</p> <p>Wilson, N.C.—additional increases effective Mar. 3, 1969, and a 5-cent-an-hour increase Mar. 2, 1970.</p> <p>Guymon, Okla.—first increase effective Dec. 4, 1967.</p> <p>Winston-Salem, N.C.—first increase effective Dec. 1, 1968.</p>
July 3, 1967 (first full pay period in month).	Most plants ¹⁴ —2 cents an hour increase, which was incorporated into base rates retroactively to Mar. 13, 1967.	Semiannual adjustment of cost-of-living allowance.
Sept. 4, 1967 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1967).	Clovis, N. Mex.—10.5 cents an hour increase.	<p>Deferred increase.</p> <p>Lebanon, Pa.—spread between job rates increased by 1 cent an hour.</p> <p>Rochelle, Ill.—each labor grade (except grade 1) increased by 1 cent an hour.</p> <p>Grand Island, Nebr.—4-cent incorporation of cost-of-living allowance into base rates.</p>
Dec. 4, 1967 (MCBW agreement of above date).	Guymon, Okla.—12 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.
Jan. 1968 (first full pay period in month).	Most plants ¹⁶ (except Guymon, Okla.)—6 cents an hour increase; Guymon, Okla.—2 cents an hour.	Semiannual adjustment of cost-of-living allowance.
July 1968 (first full pay period in month).	Most plants ¹⁶ —6 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.
Sept. 2, 1968 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1967).	All plants (except Lebanon, Pa.)—11 cents an hour increase; Lebanon, Pa.—14 cents an hour.	<p>Deferred increase.</p> <p>In addition:</p> <p>Atlanta, Ga. (processing), Buffalo, N.Y., Charleston, S.C., Charlotte, N.C., Columbia, S.C., Clovis, N. Mex., Houston, Tex., Jackson, Miss., Louisville, Ky., New Orleans, La., Norfolk, Va., Ocala, Fla., Tampa, Fla., Washington, D.C., Williamsport, Pa., and Wilson, N.C.—8 cents an hour.</p> <p>Birmingham, Ala.—6 cents an hour.</p> <p>Detroit, Mich.—3 cents an hour.</p> <p>Meatpacking plants—0.5-cent-an-hour increase in the spread between job rates, except for Grand Island, Nebr., Guymon, Okla., and Rochelle, Ill., which received increase of 1.5 cents in the spread for labor grades 1 through 4 and 2.5 cents in spread for grades 5 through 9.</p> <p>Waived:</p> <p>Montgomery, Ala., Moultrie, Ga., and Nashville, Tenn.—additional 8-cent-an-hour increase.</p>
Dec. 1, 1968 (UPWA agreement dated Sept. 1, 1967).	Winston-Salem, N.C.—19 cents an hour increase.	
Jan. 1969 (first full pay period in month).	Most plants ¹⁷ —8 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.

See footnotes at end of tables.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Mar. 3, 1969 (UPWA agreement dated Sept. 1, 1967).	Wilson, N.C., Columbia, S.C., and Norfolk, Va.—5 cents an hour increase.	Deferred increase.
July 1969 (first full pay period in month).	Most plants ¹⁷ —8 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.
Sept. 1, 1969 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1967).	All plants (except Lebanon, Pa., and Fort Worth, Tex.)—11 cents an hour increase; Lebanon, Pa.—14 cents an hour; San Antonio and Fort Worth, Tex.—no change.	<p>Deferred increases.</p> <p>In addition:</p> <p>Buffalo, N.Y., Charleston, S.C., Charlotte, N.C., Columbia, S.C., Houston, Tex., New Orleans, La., Norfolk, Va., Ocala, Fla., Tampa, Fla., Wilson, N.C., and Winston-Salem, N.C.—8 cents an hour.</p> <p>Atlanta, Ga. (processing)—5.5 cents an hour.</p> <p>Louisville, Ky.—4.5 cents an hour.</p> <p>Williamsport, Pa.—2.5 cents an hour.</p> <p>Washington, D.C.—1 cent an hour.</p> <p>Waived:</p> <p>Fort Worth and San Antonio, Tex.—11-cent-an-hour deferred increase scheduled for Sept. 1, 1969, and cost-of-living provision at the plants; Montgomery, Ala., Moultrie, Ga., and Nashville, Tenn.—additional 8-cent-an-hour increase.</p>
Jan. 1970 (first full pay period in month).	Most plants ¹⁸ —9 cents an hour increase.	Semiannual adjustment of cost-of-living allowance.
Mar. 2, 1970 (UPWA agreement dated Sept. 1, 1967).	Wilson, N.C.—5 cents an hour increase.	Deferred increase.
Apr. 6, 1970 (MCBW and NBPW agreements dated Apr. 1, 1970).	32 cents an hour increase.	<p>Previous 37-cent accumulated cost-of-living allowance was incorporated into base rates, except at Fort Worth and San Antonio, Tex. where the escalator clauses were eliminated in 1969 (although subsequently reestablished under the 1970 agreement). The escalator clause was revised for the contract term to provide annual adjustments in the allowance effective in Sept. 1971, Sept. 1972, and Aug. 1973 (the base used in computing the adjustments was to be changed in each of the 3 years and the amounts were to be incorporated into base rates as they became effective).¹⁹</p> <p>In addition: Workers in mechanical or steam and power departments received additional increases of from 5 to 10 cents an hour. Guymon, Okla. and Wilson, N.C.—workers received an additional 10 cents and 1 cent, respectively. Deferred wage increases were to be effective Sept. 6, 1971 and Sept. 4, 1972.</p>
Jan. 17, 1971 (agreement dated Jan. 7, 1971).	.....	Workers at San Antonio, Tex. agreed to a 25 cents an hour reduction in wages.
Sept. 6, 1971 (MCBW and NBPW agreements dated Apr. 1, 1970).	25 cents an hour increase.	<p>Deferred increase.</p> <p>In addition: Guymon, Okla.—10 cents an hour. Wilson, N.C.—spread between job rates increased by 0.5 cents (to 4.5 cents), which provided additional increases ranging up to 13 cents an hour for the top classification.</p>
Sept. 1971 (first pay period beginning in the month).	No change.	<p>Annual review of cost-of-living allowance at all plants based on BLS Consumer Price Index for July 1971.¹⁹ (The index did not reach the level at which an adjustment in the cost-of-living allowance would occur.)</p>
Sept. 4, 1972 (MCBW and NBPW agreements dated Apr. 1, 1970).	25 cents an hour increase.	<p>Deferred increase.</p> <p>In addition: Wilson, N.C.—spread between job rates increased by 0.5 cents (to 5 cents), which provided additional increases ranging up to 13 cents an hour for the top classification.</p>

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Sept. 1972 (first pay period beginning in the month).	No change.	Annual review of cost-of-living allowance at all plants based on BLS Consumer Price Index for July 1971, plus 6.0 points. ¹⁹
Aug. 1973 (first pay period beginning in the month).	.....	Possible adjustment in cost-of-living allowance at all plants based on BLS Consumer Price Index for June 1972, plus 6.0 points. ¹⁹

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 incentive rates) that do not have an immediate and noticeable effect on the average wage level.

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

² In the plants represented by the UPWA, the WSB decision allowed a maximum of 800 inequity adjustments, in MCBW units 150, and in NBPW 170. The order counted each job in each department at each plant which was increased 1 labor grade (3.5 cents an hour) toward the total of 1,120. For example, the parties examining a given job in 22 plants might find that the job was paid 5 labor grades above the common labor rate at 12 plants (more than one-half the total), 6 grades above at 1 plant, 4 grades above at 5 plants and 3 grades above at 4 plants. With this distribution, grade 5 was the prevailing bracket rate. Accordingly, the job would be increased at plants paying less than grade 5, if recommended by the union and agreed to by the company. The number of workers was disregarded, and no jobs were down-graded.

³ Adjustments in UPWA plants totaled 900; in MCBW plants, 205; in NBPW plants, 375.

⁴ Following further study by company and union representatives, job classification rates found to be below the "pattern" wage rate bracket—that is, the number of wage rate brackets by which the classification was above the unskilled labor grade in the majority of the plants—were increased to the pattern, retroactive to Sept. 20, 1954. If fewer than a majority of the plants paid the same number of "brackets" above unskilled labor, the "pattern" was the simple average of the number of "brackets" in all plants where the job classification appeared.

⁵ The new agreements provided that semiannual cost-of-living adjustments effective in January and July be based on the Bureau of Labor Statistics Consumer Price Index for the index months of November and May as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance
117.2 or less	None
117.3 to 117.7	1 cent
117.8 to 118.2	2 cents
118.3 to 118.7	3 cents
118.8 to 119.2	4 cents
and so forth, with a 1-cent adjustment for each 0.5-point increase in the index.	

A decrease in the allowance was to occur only when the index fell at least 0.5 point below that level the index was required to reach in order to earn the last previous increase in the allowance. Examples of actual cost-of-living allowances in the event of reductions in the CPI are shown in the following tabulation:

Index	Allowance
116.8	None
117.3	1 cent
117.7	1 cent
117.8	2 cents
117.5	2 cents
117.1	1 cent

⁶ The new agreements revised the base of the cost-of-living escalator clause to incorporate the existing 14-cent allowance and the 2 cents to be credited toward any future cost-of-living adjustment payable during the term of the agreement, but otherwise continued the previous escalator provisions, with semiannual adjustments to become effective in January and July and to be based on the Bureau of Labor Statistics Consumer Price Index for the months of November and May as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance
125.2 or less	None
125.3 to 125.7	1 cent
125.8 to 126.2	2 cents
126.3 to 126.7	3 cents
126.8 to 127.2	4 cents
127.3 to 127.7	5 cents
127.8 to 128.2	6 cents
128.3 to 128.7	7 cents
128.8 to 129.2	8 cents
129.3 to 129.7	9 cents
129.8 to 130.2	10 cents
and so forth, with a 1-cent adjustment for each 0.5-point increase in the index.	

Footnotes—Continued

⁷ The MCBW estimated that this increase averaged 10.5 cents an hour, including the increase in incentive earnings, in plants covered by its agreements.

⁸ The new agreements revised the base of the cost-of-living escalator clause to incorporate the existing 5-cent allowance and to provide for the 1-cent anticipated increase in the allowance in January 1962 that was incorporated in the 7-cent general wage increase effective at most plants in September 1961. Provisions were continued for semiannual adjustments to become effective in January and July to be based on the Bureau of Labor Statistics Consumer Price Index for the months of November and May as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance at all plants
128.2 or less	None
128.3 to 128.7	1 cent
128.8 to 129.2	2 cents
129.3 to 129.7	3 cents
129.8 to 130.2	4 cents
130.3 to 130.7	5 cents
130.8 to 131.2	6 cents
131.3 to 131.7	7 cents
131.8 to 132.2	8 cents
132.3 to 132.7	9 cents
132.8 to 133.2	10 cents
133.3 to 133.7	11 cents

and so forth, with a 1-cent adjustment for each 0.5-point increase in the index.

As in previous agreements, a decrease in the allowance was to occur only when the index fell at least 0.5 point below the level the index was required to reach in order to earn the last previous increase in the allowance (with a 1-cent reduction in the allowance for each 0.5-point drop in the index below this level).

⁹All operating plants listed on table 2a beginning Sept. 1, 1960, except: Montgomery, Ala.; Ocala, Fla.; Moultrie, Ga.; Jackson, Miss.; San Antonio, Tex.; Atlanta, Ga. (operations reduced 1963); Nashville, Tenn.; and Fort Worth, Tex.

¹⁰The 1963 MCBW agreement revised the escalator clause at Montgomery, Ala.; Ocala, Fla.; Moultrie, Ga.; Jackson, Miss.; and Nashville, Tenn.; so that the existing float was reduced to 2 cents. Provisions were continued for semiannual adjustments to become effective in January and July to be based on the Bureau of Labor Statistics Consumer Price Index for the months of November and May as follows:

Consumer Price Index (1947-49=100)	Cost-of-living allowance at Montgomery, Ala.; Ocala, Fla.; Moultrie, Ga.; Jackson, Miss.; and Nashville, Tenn.
129.2 or less	None
129.3 to 129.7	1 cent
129.8 to 130.2	2 cents
130.3 to 130.7	3 cents
130.8 to 131.2	4 cents
131.3 to 131.7	5 cents
131.8 to 132.2	6 cents
132.3 to 132.7	7 cents
132.8 to 133.2	8 cents
133.3 to 133.7	9 cents
133.8 to 134.2	10 cents
134.3 to 134.7	11 cents

and so forth, with a 1-cent adjustment for each 0.5-point increase in the index.

As in previous agreements, a decrease in the allowance was to occur only when the index fell at least 0.5 point below the level the index was required to reach in order to earn the last previous increase in the allowance (with a 1-cent reduction in the allowance for each 0.5-point drop in the index below this level).

¹¹ Those with no previous experience at any of the company's meatpacking plants.

¹² Allentown, Pa., Columbia, S.C., Lebanon, Pa., Norfolk, Va., Philadelphia, Pa., and Tampa, Fla. first came under the 1964 master agreements and did not have an escalator clause.

¹³ The new agreements continued the cost-of-living clause which was converted to the new series BLS Consumer Price Index (1957-59=100) with semiannual adjustments to become effective in January and July, based on the Index for the months of November and May as follows:

Consumer Price Index (1957-59=100)	Cost-of-living allowance
108.1 or less	None
108.2 to 108.5	1 cent
108.6 to 108.9	2 cents
109.0 to 109.3	3 cents
109.4 to 109.7	4 cents

and so forth, with a 1-cent adjustment for each 0.4-point increase in the index.

A decrease in the allowance was to occur only when the index fell at least 0.4-point below the level the index was required to reach in order to earn the last previous increase in the allowance (with a 1-cent reduction in the allowance for each 0.4-point drop in the index below that level).

Footnotes—Continued

¹⁴ Allentown, Pa., Lebanon, Pa., Columbia, S.C., Norfolk, Va., and Tampa, Fla. did not have an escalator clause.

¹⁵ The new agreements continued the cost-of-living clause with semiannual adjustments to become effective in January and July, based on the Index for the months of November and May as follows:

Consumer Price Index (1957-59=100)	Cost-of-living allowance
115.7 or less	None
115.8 to 116.1	1 cent
116.2 to 116.5	2 cents
116.6 to 116.9	3 cents
117.0 to 117.3	4 cents
117.4 to 117.7	5 cents
and so forth, with a 1-cent adjustment for each 0.4-point increase in the index.	

A decrease in the allowance was to occur only when the index fell at least 0.4-point below the level the index was required to reach in order to earn the allowance (with a 1-cent reduction in the allowance for each 0.4-point drop in the index below that level).

¹⁶ Allentown, Pa., and Lebanon, Pa. did not have an escalator clause.

¹⁷ Lebanon, Pa. did not have an escalator clause.

¹⁸ Fort Worth, Tex., and San Antonio, Tex. did not have an escalator clause.

¹⁹ The annual cost-of-living adjustments for 1971, 1972, and 1973 were to provide amounts, to be incorporated into base rates, based on the Bureau of Labor Statistics Consumer Price Index for specified months as follows:

September 1971 (first pay period beginning in month)

Consumer Price Index for July 1971 (1957-59=100)	Cost-of-living allowance
142.3 or less	None
142.4 to 142.7	1 cent
142.8 to 143.1	2 cents
143.2 to 143.5	3 cents
143.6 to 143.9	4 cents
144.0 to 144.3	5 cents
144.4 to 144.7	6 cents
144.8 to 145.1	7 cents
145.2 to 145.5	8 cents
145.6 to 145.9	9 cents
and so forth, with a 1-cent adjustment for each 0.4-point increase in the index.	

September 1972 (first pay period beginning in month)

The Consumer Price Index (1957-59=100) level of July 1971 plus 6.0 points (referred to as the "revised level") was to be used to compute an allowance as follows:

Consumer Price Index (1957-59=100)	Additional cost-of-living allowance
Revised level plus 0.1 through revised level plus 0.4	1 cent
Revised level plus 0.5 through revised level plus 0.8	2 cents
Revised level plus 0.9 through revised level plus 1.2	3 cents
and so forth, with a 1-cent adjustment for each 0.4-point increase in the index.	

August 1973 (first pay period beginning in month)

The Consumer Price Index (1957-59=100) level of June 1972 plus 6.0 points (referred to as the "second revised level") was to be used to compute an allowance as follows:

Consumer Price Index (1957-59=100)	Additional cost-of-living allowance
Second revised level plus 0.1 through second revised level plus 0.4	1 cent
Second revised level plus 0.5 through second revised level plus 0.8	2 cents
Second revised level plus 0.9 through second revised level plus 1.2	3 cents
and so forth, with a 1-cent adjustment for each 0.4-point increase in the index.	

Table 2a. Unskilled (common labor) hourly wage rates, 1942-63¹

Plant location	Union ²	Effective date												
		Aug. 20, 1942	Sept. 15-30, 1944	June 1, 1945	Jan. 26, 1946	Nov. 1, 1946	June 16, 1947	Jan. 12, 1948	May 3, 1948	Oct. 18, 1948	Sept. 12, 1949	Aug. 11, 1950	Feb. 9, 1951	Dec. 17, 1951
Atlanta, Ga.	UPWA	\$ 0.500	³ \$ 0.550	\$ 0.600	\$ 0.760	\$ 0.875	\$ 0.935	\$ 0.935	\$ 1.025	\$ 1.065	\$ 1.090	\$ 1.200	\$ 1.290	\$ 1.350
Baltimore, Md.	MCBW	.700	.725	⁴ .725	.885	.960	1.020	1.110	1.150	1.150	1.260	1.350	1.410	1.410
Boise, Idaho ⁵	MCBW	—	—	—	—	—	—	—	—	—	—	—	—	—
Broderick, Calif. ⁶	MCBW	—	—	—	—	—	—	—	—	—	—	—	—	—
Brooklyn, N.Y. ⁷	UPWA	.725	.725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
Cambridge, Mass.	UPWA	.725	.725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
Chicago, Ill.	UPWA	.725	.725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
Chicago, Ill. (Hammond plant)	UPWA	.725	.725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
Chicago, Ill. (Omaha Pack- ing Co.)	NBPW	.725	.725	.725	.885	.960	1.020	1.110	1.110	1.150	1.150	1.260	1.350	1.410
Cleveland, Ohio	NBPW	.725	.725	.725	.885	.960	1.020	1.110	1.110	1.150	1.150	1.260	1.350	1.410
Columbus, Ohio	MCBW	—	—	⁴ .700	.860	.960	1.020	1.110	1.110	1.150	1.150	1.260	1.350	1.410
Dallas, Tex.	UPWA	—	—	.640	.800	.915	.975	.975	1.065	1.105	1.125	1.235	1.325	1.385
Denver, Colo. Des Moines, Iowa	UPWA	.700	.700	.700	.860	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
Evansville, Ind.	UPWA	.700	.700	.700	.860	.935	.995	1.085	1.125	1.150	1.150	1.260	1.350	1.410
Fort Worth Tex. ⁸	NBPW	.640	.640	.640	.800	.915	.975	1.065	1.065	1.105	1.125	1.235	1.325	1.385
Hallstead, Pa. ⁹	UPWA	—	—	—	—	—	—	—	—	—	1.025	1.135	1.225	1.325
Harrisburg, Pa. ¹⁰	UPWA	.700	.700	.700	.860	.960	1.020	1.110	1.110	1.150	1.150	1.260	1.350	1.410
Jackson, Miss. ^{5 8}	MCBW	—	—	—	—	—	—	—	—	—	—	—	—	—
Jersey City, N.J. ¹¹	UPWA	.725	.725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
Kansas City, Kans.	NBPW	—	.700	.725	.885	.960	1.020	1.110	1.110	1.150	1.150	1.260	1.350	1.410
Kearny, N.J. ¹¹	UPWA	.725	.725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
Lake Charles, La.	¹² MCBW	—	—	—	.710	.825	.885	.975	.975	1.015	1.015	1.125	1.215	1.275
Los Angeles, Calif.	UPWA	.725	¹³ .775	.775	.935	1.060	1.120	1.120	1.210	1.250	1.250	1.360	1.450	1.510
Marshalltown, Iowa	NBPW	.700	.700	.700	.860	.935	.995	1.085	1.085	1.125	1.150	1.260	1.350	1.410
Menominee, Mich. ¹⁴	MCBW	—	—	—	—	—	—	—	—	—	—	—	—	—
Milwaukee, Wis.	UPWA	.725	.725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
Montgomery, Ala. ⁸	MCBW	.500	.500	⁴ .550	.710	.825	.885	.975	.975	1.015	1.035	1.145	1.235	1.295
Moultrie, Ga. ⁸	¹⁵ MCBW	—	.570	.570	.730	.845	.905	.905	.995	1.035	1.035	1.145	1.235	1.295
Nashville, Tenn. ⁸	MCBW	.550	.550	¹⁶ .600	.760	.875	.935	1.025	1.025	1.065	1.090	1.200	1.290	1.350
National City, Ill.	MCBW	.700	¹⁷ .725	⁴ .725	.885	.960	1.020	1.110	1.110	1.150	1.150	1.260	1.350	1.410
Newark, N.J. ¹¹	UPWA	.725	.725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
New Haven, Conn. ¹⁸	UPWA	.700	¹⁹ .725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
North Portland, Oreg.	MCBW	.725	.775	⁴ .775	.935	1.010	1.070	1.160	1.160	1.200	1.200	1.310	1.400	1.460
Ocala, Fla. ⁸	MCBW	—	—	—	—	—	—	—	²⁰ .925	.965	1.000	1.110	1.200	1.260
Ogden, Utah ²¹	MCBW	—	—	—	—	—	—	—	—	—	1.125	²² 1.260	1.350	1.410
Omaha, Nebr.	UPWA	.700	.700	.700	.860	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
Perry, Iowa	UPWA	—	—	—	.860	.935	.995	1.085	1.125	1.150	1.150	1.260	1.350	1.410
St. Louis, Mo.	NBPW	.700	¹⁷ .725	.725	.885	.960	1.020	1.110	1.110	1.150	1.150	1.260	1.350	1.410
St. Paul, Minn.	UPWA	.700	.725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410

See footnotes at end of table.

Table 2a. Unskilled (common labor) hourly wage rates, 1942-63¹-Continued

Plant location	Union ²	Effective date												
		Aug. 20, 1942	Sept. 15-30, 1944	June 1, 1945	Jan. 26, 1946	Nov. 1, 1946	June 16, 1947	Jan. 12, 1948	May 3, 1948	Oct. 18, 1948	Sept. 12, 1949	Aug. 11, 1950	Feb. 9, 1951	Dec. 17, 1951
San Antonio, Tex. ⁸	NBPW	-	-	-	.760	.875	.935	1.025	1.025	1.065	1.065	1.175	1.265	1.325
Scottsbluff, Nebr.	MCBW	-	-	-	-	-	-	-	-	²³ 1.125	1.125	1.235	1.325	²⁴ 1.385
Sioux City, Iowa	UPWA	.700	.700	.700	.860	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
Somerville, Mass. ²⁵	UPWA	.725	.725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
South St. Joseph, Mo.	NBPW	.700	.700	.700	.860	.960	1.020	1.110	1.110	1.150	1.150	1.260	1.350	1.410
South San Francisco, Calif.	²⁶ MCBW	.725	.775	4.775	²⁷ .935	1.035	²⁸ 1.095	1.220	1.220	1.260	²⁹ 1.290	1.400	1.490	1.550
Spokane, Wash.	UPWA	-	-	-	.930	1.000	1.070	1.070	1.160	1.200	1.200	1.310	1.400	1.460
Springfield, Mass.	UPWA	.700	³⁰ .725	.725	.885	.960	1.020	1.020	1.110	1.150	1.150	1.260	1.350	1.410
Watertown, S. Dak.	MCBW	.700	.700	.700	.860	.935	.995	1.085	1.085	1.125	1.150	1.260	1.350	1.410
Wichita, Kans. ³¹	NBPW	-	-	-	-	-	-	-	-	-	-	-	-	-
Winona, Minn.	UPWA	.700	.700	.700	.860	.935	.995	1.085	1.085	1.125	1.150	1.260	1.350	1.410
		Oct. 27, 1952	Sept. 28, 1953	Sept. 20, 1954	Sept. 1, 1955	Sept. 24, 1956	Sept. 1, 1957	Sept. 1, 1958	Sept. 1, 1959	Sept. 1, 1960	Sept. 4, 1961	Sept. 3, 1962	Jan. 14, 1963	Sept. 3, 1963
Atlanta, Ga.	UPWA	\$1.425	\$1.475	\$1.55	\$1.69	\$1.79	\$1.865	\$1.940	\$2.130	\$2.165	\$2.285	\$2.315	\$2.315	³² \$2.345
Baltimore, Md.	MCBW	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	(³³)	-	-
Boise, Idaho ⁵	MCBW	-	-	-	1.63	1.75	1.845	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Broderick, Calif. ⁶	MCBW	-	-	-	-	-	-	-	³⁴ 2.385	³⁴ 2.450	³⁴ 2.570	³⁴ 2.630	³⁴ 2.630	³⁴ 2.690
Brooklyn, N.Y. ⁷	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Cambridge, Mass.	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	-	-	-	-	-	-	-
Chicago, Ill.	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Chicago, Ill. (Hammond plant)	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Chicago, Ill. (Omaha Packing Co.)	NBPW	1.450	1.50	1.55	(³³)	-	-	-	-	-	-	-	-	-
Cleveland, Ohio	NBPW	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	³² 2.350	2.410	2.410	2.470
Columbus, Ohio	MCBW	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Dallas, Tex.	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	(³³)	(³³)	-	-	-	-
Denver, Colo.	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Des Moines, Iowa	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Evansville, Ind.	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Fort Worth, Tex. ⁸	NBPW	1.450	1.50	1.55	1.69	³⁴ 1.855	³⁴ 1.930	³⁴ 2.005	³⁴ 2.230	³⁴ 2.230	³⁴ 2.350	³⁴ 2.350	³⁴ 2.135	³⁴ 2.135
Hallstead, Pa. ⁹	UPWA	1.365	1.47	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Harrisburg, Pa. ¹⁰	UPWA	1.450	1.50	1.55	1.69	³⁴ 1.855	³⁴ 1.930	³⁴ 2.005	³⁴ 2.230	³⁴ 2.295	³⁴ 2.415	³⁴ 2.475	³⁴ 2.475	³⁴ 2.535
Jackson, Miss. ^{5, 8}	MCBW	-	-	-	1.49	1.615	1.715	1.790	1.980	2.015	2.065	2.065	³⁵ 2.135	2.135
Jersey City, N.J. ¹¹	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	-	-	-	-	-	-	-
Kansas City, Kans.	NBPW	1.450	1.50	1.55	1.69	³⁴ 1.855	³⁴ 1.930	³⁴ 2.005	³⁴ 2.230	³⁴ 2.295	³⁴ 2.415	³⁴ 2.475	³⁴ 2.475	³⁴ 2.535
Kearny, N.J. ¹¹	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Lake Charles, La.	¹² MCBW	1.350	1.40	1.50	1.64	1.77	1.865	1.940	2.130	(³³)	-	-	-	-
Los Angeles, Calif.	UPWA	1.550	1.60	1.65	1.79	1.89	1.965	2.040	2.265	2.330	2.450	2.510	2.510	2.570
Marshalltown, Iowa	NBPW	1.450	1.50	1.55	1.69	³⁴ 1.855	³⁴ 1.930	³⁴ 2.005	³⁴ 2.230	³⁴ 2.295	³⁴ 2.415	³⁴ 2.475	³⁴ 2.475	³⁴ 2.535

See footnotes at end of table.

Table 2a. Unskilled (common labor) hourly wage rates, 1942-63¹ - Continued

Plant location	Union ²	Effective date												
		Oct. 27, 1952	Sept. 28, 1953	Sept. 20, 1954	Sept. 1, 1955	Sept. 24, 1956	Sept. 1, 1957	Sept. 1, 1958	Sept. 1, 1959	Sept. 1, 1960	Sept. 4, 1961	Sept. 3, 1962	Jan. 14, 1963	Sept. 3, 1963
Menominee, Mich. ¹⁴	MCBW	-	-	1.50	1.64	1.79	1.865	1.940	2.165	(³³)	-	-	-	-
Milwaukee, Wis.	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	(³³)	-	
Montgomery, Ala. ⁸	MCBW	1.370	1.42	1.495	1.635	1.74	1.815	1.890	2.080	2.115	2.165	2.165	2.135	2.135
Moultrie, Ga. ⁸	¹⁵ MCBW	1.370	1.42	1.495	1.635	1.74	1.815	1.890	2.080	2.115	2.165	2.165	2.135	2.135
Nashville, Tenn. ⁸	MCBW	1.425	1.475	1.55	1.69	1.79	1.865	1.940	2.165	2.165	2.285	2.285	2.135	2.135
National City, Ill.	MCBW	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Newark, N.J. ¹¹	UPWA	1.450	1.50	1.55	1.69	1.79	-	-	-	-	-	-	-	-
New Haven, Conn. ¹⁸	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
North Portland, Oreg.	MCBW	1.500	1.55	1.60	1.74	1.84	1.915	1.990	2.215	2.280	2.400	2.460	2.460	2.520
Ocala, Fla. ⁸	MCBW	1.335	1.385	1.46	1.60	1.70	1.775	1.850	2.040	2.075	2.125	2.125	2.135	2.135
Ogden, Utah ²¹	MCBW	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Omaha, Nebr.	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Perry, Iowa	UPWA	1.450	1.50	1.55	(³³)	-	-	-	-	-	-	-	-	-
St. Louis, Mo.	NBPW	1.450	1.50	1.55	1.69	³⁴ 1.855	³⁴ 1.930	³⁴ 2.005	³⁴ 2.230	³⁴ 2.295	³⁴ 2.415	³⁴ 2.475	³⁴ 2.475	³⁴ 2.535
St. Paul, Minn.	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
San Antonio, Tex. ⁸	NBPW	1.400	1.45	1.525	1.665	³⁴ 1.83	³⁴ 1.905	³⁴ 1.980	³⁴ 2.170	³⁴ 2.205	³⁴ 2.255	³⁴ 2.255	³⁴ 2.085	³⁴ 2.085
Scottsbluff, Nebr.	MCBW	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Sioux City, Iowa	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Somerville, Mass. ²⁵	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	(³³)	-	-
South St. Joseph, Mo.	NBPW	1.450	1.50	1.55	1.69	³⁴ 1.855	³⁴ 1.930	³⁴ 2.005	³⁴ 2.230	³⁴ 2.295	³⁴ 2.415	³⁴ 2.475	³⁴ 2.475	³⁴ 2.535
South San Francisco, Calif.	²⁶ MCBW	1.590	1.64	1.69	1.83	1.93	2.005	2.080	2.305	2.370	2.490	2.550	2.550	2.610
Spokane, Wash.	UPWA	1.500	1.55	1.60	(³⁶)	-	-	-	-	-	-	-	-	-
Springfield, Mass.	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	-	-	-	-	-	-	-
Watertown, S. Dak.	MCBW	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470
Wichita, Kans. ³¹	NBPW	-	1.50	1.55	1.69	³⁴ 1.855	³⁴ 1.930	(³⁶)	-	-	-	-	-	-
Winona, Minn.	UPWA	1.450	1.50	1.55	1.69	1.79	1.865	1.940	2.165	2.230	2.350	2.410	2.410	2.470

¹ The rates shown for 1942 to 1957 apply to men only. Beginning with 1958 the rates apply to men and women classified as unskilled labor (the previous differential was eliminated Sept. 1, 1958, by agreements of Oct. 11 and 12, 1956).

Rates do not include cost-of-living allowances. Beginning with Sept. 1, 1959, rates include accumulated cost-of-living allowances incorporated into base rates on dates specified in Table 1. (In case of Jackson, Miss., rate for Jan. 14, 1963, includes allowance incorporated on Feb. 4, 1963.) See footnotes 8 and 10, Table 1.

² Union representation in 1963 or when plant was closed.

³ Effective Feb. 8, 1943.

⁴ Effective Apr. 25, 1945.

⁵ Plant covered for first time by 1956 agreement.

⁶ Plant covered for first time by 1959 agreement.

⁷ New York, N.Y. until 1958.

⁸ Rates for 1963 applicable to workers already on payroll. Hourly wage rates for unskilled (common labor) workers hired after Jan. 14, 1963, to be \$1.25 for first 60 calendar days and increased by about 1/6 of difference between hiring and regular rate each 60 days until regular rate is reached after 360 days on payroll.

⁹ Plant covered for first time by Feb. 9, 1951, agreement.

¹⁰ Represented by NBPW through 1948.

¹¹ Plants at Harrison, Jersey City, and Newark consolidated with Kearny.

¹² The NBPW represented some workers between 1951 and 1954.

¹³ Effective May 29, 1944.

¹⁴ Plant covered for first time by 1954 agreement.

Footnotes—Continued

- 15 UPWA prior to October 1954.
- 16 Effective Jan. 15, 1945.
- 17 Effective Aug. 11, 1943.
- 18 Plant at Springfield, Mass. consolidated with New Haven.
- 19 Effective June 12, 1944.
- 20 Plant came under agreement on June 21, 1948.
- 21 Plant covered for first time by 1949 agreement.
- 22 Effective Nov. 13, 1950. All other rates adjusted to metropolitan area rates, resulting in a general increase averaging more than 3 cents an hour.
- 23 Plant came under agreement after Oct. 18, 1948.
- 24 Rate increased to \$1.41, effective Jan. 14, 1952. Approved by WSB on March 20, 1952.
- 25 Cambridge jurisdiction consolidated with Somerville.
- 26 Production workers represented by MCBW, maintenance workers by UPWA since 1953.
- 27 Increased to \$0.96 on July 1, 1946.
- 28 Increased to \$1.13 on June 30, 1947.
- 29 Effective Dec. 5, 1949.
- 30 Effective Mar. 7, 1944.
- 31 Plant covered for first time by 1952 agreement.
- 32 Full-line meatpacking operations discontinued prior to this date, although portion of complex remained in operation.
- 33 Plant closed prior to this date.
- 34 Includes an amount in lieu of clothes-changing time and clothes allowance.
- 35 Effective Feb. 4, 1963.
- 36 No longer a meatpacking plant.

Table 2b. Unskilled (common labor) hourly wage rates, 1964-72¹

Plant location	Union ²	Effective date								
		Sept. 7, 1964	Sept. 6, 1965	Sept. 5, 1966	Mar. 13, 1967	Sept. 2, 1968	Sept. 1, 1969	Apr. 6, 1970	Sept. 6, 1971	Sept. 4, 1972
Albany, Ore. ³	MCBW	—	—	—	\$3.080	\$3.190	\$3.300	\$3.990	\$4.240	\$4.490
Allentown, Pa. ⁴	NBPW	⁵ \$2.300	\$2.360	\$2.420	2.740	(⁶)	—	—	—	—
Atlanta, Ga.	UPWA	2.495	2.555	2.615	2.905	3.015	3.125	3.815	4.065	4.315
Atlanta, Ga. ⁴	UPWA	⁵ 2.385	2.545	2.605	2.895	3.085	3.250	(⁶)	—	—
Boise, Idaho	MCBW	2.620	2.680	2.740	3.030	(⁶)	—	—	—	—
Birmingham, Ala. ⁴	UPWA	2.470	2.620	2.680	2.970	3.140	(⁶)	—	—	—
Broderick, Calif.	MCBW	⁷ 2.840	⁷ 2.900	⁷ 2.960	⁷ 3.250	⁷ 3.360	(⁶)	—	—	—
Brooklyn, N.Y.	UPWA	2.620	(⁶)	—	—	—	—	—	—	—
Brownwood, Tex. ⁸	NBPW	—	—	—	—	—	—	⁹ 3.125	3.375	3.625
Buffalo, N.Y. ⁴	MCBW	2.185	2.260	2.320	2.550	2.740	2.930	¹⁰ 3.620	3.870	4.120
Cambridge, Mass.	UPWA	2.620	2.680	2.740	(⁶)	—	—	—	—	—
Charleston, S.C. ⁴	UPWA	⁵ 2.040	2.100	2.160	2.450	2.640	2.830	3.520	3.770	4.020
Charlotte, N.C. ⁴	UPWA	⁵ 2.195	2.255	2.315	2.605	2.795	2.985	3.675	3.925	4.175
Chicago, Ill.	UPWA	2.620	2.680	2.740	3.030	3.140	3.250	3.940	4.190	4.440
Chicago, Ill. (Hammond plant)	UPWA	2.620	2.680	2.740	(⁶)	—	—	—	—	—
Cleveland, Ohio	UPWA	2.620	2.680	2.740	3.030	3.140	3.250	3.940	4.190	4.440
Clovis, N.M. ⁸	MCBW	2.435	2.495	2.555	2.950	3.140	3.250	3.940	4.190	4.440
Columbia, S.C. ⁴	UPWA	⁵ 1.890	1.950	2.010	2.130	2.370	2.560	3.250	3.500	3.750
Columbus, Ohio	MCBW	2.620	2.680	2.740	3.030	(⁶)	—	—	—	—
Denver, Colo.	UPWA	2.620	2.680	¹¹ 2.740	3.030	3.140	3.250	3.940	4.190	4.440
Des Moines, Iowa	UPWA	2.620	2.680	2.740	3.030	(⁶)	—	—	—	—
Des Moines, Iowa (Bookey Packing Co.) ¹²	MCBW	—	—	—	—	—	—	3.940	4.190	4.440
Detroit, Mich. ⁴	UPWA	2.510	2.650	2.710	3.000	¹⁰ 3.140	3.250	3.940	4.190	4.440
Evansville, Ind.	UPWA	2.620	2.680	(⁶)	—	—	—	—	—	—
Fort Worth, Tex. ¹³	NBPW	⁷ 2.285	⁷ 2.345	⁷ 2.405	⁷ 2.695	⁷ 2.805	⁷ 142.805	⁷ 3.125	⁷ 113.375	⁷ 3.625
Glenwood, Iowa ¹⁵	MCBW	—	—	—	—	—	3.250	3.940	4.190	4.440
Grand Island, Nebr. ³	UPWA	—	—	—	3.030	3.140	3.250	3.940	4.190	4.440
Guymond, Okla. ³	MCBW	—	—	—	¹⁶ 2.870	2.980	3.090	3.840	4.190	4.440
Hallstead, Pa. ¹³	¹⁷ NBPW	⁷ 182.345	⁷ 2.375	⁷ 2.405	(⁶)	—	—	—	—	—
Harrisburg, Pa.	NBPW	⁷ 2.685	⁷ 2.745	⁷ 2.805	⁷ 3.095	⁷ 3.205	⁷ 3.315	(⁷)	—	—
Houston, Tex. ⁴	MCBW	⁵ 2.345	2.495	2.555	2.845	3.035	3.225	3.915	4.165	4.415
Jackson, Miss. ¹³	MCBW	2.265	2.325	2.385	2.675	2.865	(⁶)	—	—	—
Kansas City, Kan.	NBPW	⁷ 2.685	⁷ 2.745	⁷ 2.805	⁷ 3.095	⁷ 3.205	⁷ 3.315	⁷ 4.005	⁷ 4.255	⁷ 4.505
Kearny, N.J.	UPWA	2.620	2.680	2.740	3.030	3.140	3.250	3.940	4.190	4.440
Lebanon, Pa. ⁸	NBPW	¹⁹ 1.980	2.040	2.100	2.220	2.360	2.500	(⁶)	—	—
Los Angeles, Calif.	UPWA	2.720	2.780	2.840	3.130	3.240	3.350	4.040	4.290	4.540
Louisville, Ky. ⁴	MCBW	⁵ 2.425	2.555	2.615	2.905	3.095	¹⁰ 3.250	3.940	4.190	4.440
Madison, Ill. ²⁰	MCBW	—	—	—	—	—	—	3.940	4.190	4.440
Marshalltown, Iowa	NBPW	⁷ 2.685	⁷ 2.745	⁷ 2.805	⁷ 3.095	⁷ 3.205	⁷ 3.315	⁷ 4.005	⁷ 4.255	⁷ 4.505
Montgomery, Ala. ¹³	MCBW	2.265	2.325	2.385	2.675	¹⁴ 2.785	¹⁴ 2.895	3.585	(⁶)	—
Moultrie, Ga. ¹³	MCBW	2.265	2.325	2.385	2.675	¹⁴ 2.785	¹⁴ 2.895	3.585	3.835	4.085
Nashville, Tenn. ¹³	MCBW	2.265	2.325	2.365	2.675	¹⁴ 2.785	¹⁴ 2.895	3.585	3.835	4.085
National City, Ill.	MCBW	2.620	2.680	2.740	3.030	3.140	3.250	3.940	4.190	4.440
New Haven, Conn.	UPWA	2.620	(⁶)	—	—	—	—	—	—	—
New Orleans, La. ⁴	MCBW	⁵ 2.165	2.315	2.375	2.675	2.865	3.055	3.745	3.995	4.245
Norfolk, Va. ⁴	UPWA	⁵ 1.925	1.985	2.045	2.165	2.405	2.595	3.285	3.535	3.785
North Portland, Ore.	MCBW	2.670	2.730	¹¹ 2.790	3.080	3.190	3.300	3.990	4.240	4.490
Ocala, Fla. ¹³	MCBW	2.265	2.325	2.385	2.675	2.865	3.055	3.745	3.995	4.245
Ogden, Utah	MCBW	2.620	2.680	2.740	3.030	3.140	3.250	3.940	(⁶)	—
Omaha, Neb.	UPWA	2.620	2.680	2.740	3.030	3.140	(⁶)	—	—	—
Omaha, Neb. ²¹	MCBW	—	—	—	—	—	²² 3.250	3.940	4.190	4.440
Philadelphia, Pa. ⁴	MCBW	⁵ 2.340	2.555	2.645	(⁶)	—	—	—	—	—
Pittsburgh, Pa. ⁴	MCBW	⁵ 2.690	2.750	2.810	3.100	3.120	(⁶)	—	—	—
Rochelle, Ill. ⁸	UPWA	2.620	2.680	2.740	3.030	3.140	3.250	3.940	4.190	4.440
St. Charles, Ill. ⁴ ²³	MCBW	—	—	—	—	—	—	—	4.190	4.440
St. Louis, Mo. (Independent Packing Co.)	NBPW	⁷ 2.685	⁷ 2.745	⁷ 2.805	⁷ 3.095	⁷ 3.205	⁷ 3.315	⁷ 4.005	(⁶)	—
St. Paul, Minn.	UPWA	2.620	2.680	2.740	3.030	3.140	3.250	3.940	4.190	4.440
San Antonio, Tex. ¹³	NBPW	⁷ 2.235	⁷ 2.295	⁷ 2.355	⁷ 2.645	⁷ 2.755	⁷ 142.755	⁷ 3.075	⁷ 242.825	⁷ 3.075
Scottsbluff, Neb.	MCBW	2.620	2.680	2.740	3.030	3.140	3.250	3.940	4.190	4.440
Sioux City, Iowa	UPWA	2.620	2.680	2.740	3.030	3.140	3.250	3.940	4.190	4.440
Somerville, Mass. ⁴	UPWA	2.620	2.680	2.740	3.030	3.140	3.250	3.940	4.190	4.440

See footnotes at end of table.

Table 2b. Unskilled (common labor) hourly wage rates, 1964-72¹ - Continued

Plant location	Union ²	Effective date								
		Sept. 7, 1964	Sept. 6, 1965	Sept. 5, 1966	Mar. 13, 1967	Sept. 1, 1969	Sept. 2, 1968	Apr. 6, 1970	Sept. 6, 1971	Sept. 4, 1972
South St. Joseph, Mo.	NBPW	2.685	⁷ 2.745	⁷ 2.805	⁷ 2 ⁴ 3.095	⁷ 3.205	⁷ 3.315	⁷ 4.005	⁷ 4.255	⁷ 4.505
South San Francisco, Calif.	²⁵ UPWA-MCBW	2.760	2.820	2.880	3.170	(⁶)	-	-	-	-
Stockton, Calif. ³	MCBW	-	-	-	-	-	⁷ 3.660	⁷ 4.350	⁷ 4.600	⁷ 4.850
Tampa, Fla. ⁴	MCBW	⁵ 1.910	1.970	2.030	2.150	2.340	2.530	3.220	3.470	3.720
Tolleson, Ariz. ³	MCBW	-	-	-	-	3.140	3.250	3.940	4.190	4.440
Washington, D.C. ⁴	MCBW	⁵ 2.450	2.590	2.650	2.940	3.130	3.250	¹⁰ 3.940	4.190	4.440
Watertown, S.D.	MCBW	2.620	2.680	2.740	3.030	(⁶)	-	-	-	-
Williamsport, Pa. ⁴	UPWA	2.515	2.575	2.635	2.925	3.115	3.250	3.940	(⁶)	-
Wilson, N.C. ⁸	UPWA	1.800	1.925	2.050	2.405	2.595	2.835	3.585	3.835	4.085
Winona, Minn.	UPWA	2.620	(⁶)	-	-	-	-	-	-	-
Winston-Salem, N.C. ³ ⁴	UPWA	-	-	-	-	²⁶ 2.380	2.570	3.260	3.510	3.760
Yakima, Wash. ⁹	MCBW	2.700	2.760	2.820	3.110	3.220	3.330	4.020	4.270	4.520

¹ Rates do not include cost-of-living allowances, but do include accumulated cost-of-living allowances incorporated into base rates on dates specified in Table 1.

² Union representation on September 1, 1964 (or after for newly opened or acquired plants). The UPWA and the MCBW merged into a single union to be known as the MCBW in July 1968.

³ Plant covered for first time by 1967 agreement.

⁴ Processing sales unit (processing sales units were first covered by the 1964 master agreement).

⁵ Effective dates at certain processing sales units were as follows:

Location	Date
Allentown, Pa.	Nov. 1, 1964
Atlanta, Ga.	Nov. 12, 1964
Charleston, S.C.	Oct. 8, 1964
Charlotte, N.C.	Oct. 8, 1964
Columbia, S.C.	Mar. 29, 1965
Houston, Tex.	Feb. 11, 1965
Louisville, Ky.	Oct. 8, 1964
New Orleans, La.	Mar. 18, 1965
Norfolk, Va.	Oct. 15, 1964
Philadelphia, Pa.	Dec. 21, 1964
Pittsburgh, Pa.	Sept. 10, 1964
Tampa, Fla.	Feb. 25, 1965
Washington, D.C.	Feb. 25, 1965

⁶ Plant closed prior to this date.

⁷ Includes amount in lieu of clothes-changing time and clothes allowance (only clothes-changing time at Stockton, Calif.).

⁸ New plant which opened under master agreement on May 24, 1971.

⁹ Effective May 24, 1971.

¹⁰ Processing operations discontinued prior to this date, although some of complex remained in operation.

¹¹ Full-line meatpacking operations discontinued prior to this date, although some of complex remained in operation.

¹² New plant acquired with operations that began under master agreement on Apr. 1, 1970.

¹³ Rates did not apply to employees with less than 180 days' service. Hourly wage rates for unskilled (common labor) workers hired after Jan. 14, 1963 (Feb. 4, 1963 at Jackson, Miss.) to be increased by approximately 1/6 of difference between hiring and regular rates each 30 days until regular rate shown in table is reached after 180 days' service.

¹⁴ Workers at Fort Worth and San Antonio, Tex. waived a deferred increase of 11 cents an hour, which would have been effective Sept. 1, 1969, and the escalator provisions; workers at Montgomery, Ala., Moultrie, Ga., and Nashville, Tenn. waived the additional 8-cent increases which would have been effective Sept. 1, 1968 and Sept. 1, 1969.

¹⁵ New plant acquired with operations that began under master agreement on July 7, 1969.

¹⁶ Effective Dec. 4, 1967.

¹⁷ UPWA prior to Oct. 1964.

¹⁸ Effective Oct. 12, 1964.

¹⁹ Effective Mar. 8, 1965.

²⁰ New (adhesive) plant opened under master agreement on Aug. 29, 1970 to house relocation of old National City, Illinois (adhesive) plant.

²¹ New (ham-canning) plant opened under master agreement on Oct. 15, 1969.

²² Effective Oct. 15, 1969.

²³ New plant opened under master agreement on Apr. 26, 1971.

²⁴ Workers agreed to a reduction in wage rates prior to this date.

²⁵ Production workers were represented by MCBW, and maintenance workers by UPWA prior to the merger of the two unions.

²⁶ Effective Dec. 1, 1968.

Table 3. Supplementary compensation practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Guaranteed time		
Aug. 20, 1942 (UPWA, MCBW, and NBPW).	Minimum of 32 hours' pay per week guaranteed to all regular employees.	Employees not laid off until end of payroll week, unless gang to which attached had made 32 hours or was paid for 32 hours. Employees required to be present each day for full time worked by gang. Weekly guarantee reduced by number of hours of work missed by employee because of absence, tardiness, or personal reasons. Employees hired or employed after start of payroll week guaranteed that fraction of 32 hours which number of days remaining in payroll week was of 6 days.
Feb. 20, 1945 (UPWA and MCBW); and May 15, 1945 (NBPW). Oct. 27, 1952.	Guaranteed time increased to 36 hours.	In accordance with NWLB directive of Feb. 20, 1945. 4 hours of nonworked holiday to be credited against 36-hour guarantee. Previously entire 8 hours was charged.
Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	.....	Revised to: Guarantee applied to work on Monday through Friday. For workers employed after the first of the payroll week, the 36-hour guarantee to be reduced by the number of hours already worked by the gang. For employees on shift operation or on 6- or 7-day schedule, guarantee applied to first 5 scheduled workdays during the week.
Oct. 22, 1959 (NBPW agreement of same date); and Oct. 23, 1959 (MCBW and UPWA agreements of same date).	.....	Pay for holidays falling outside guarantee period not to be credited toward weekly guarantee.
Jan. 14, 1963 (agreement dated Feb. 5, 1963—MCBW). ²	.....	Increased: Montgomery, Ocala, Moultrie, and Jackson—weekly guaranteed work, to 40 hours (was 36 hours) for specified loading gangs.
Sept. 1, 1964 (MCBW, NBPW, and UPWA agreements of same date).	.....	Added: All plants—premium payments for work within 12 hours of a previous work period to be credited against guarantee. Changed: Montgomery, Ocala, Moultrie, Nashville, and Jackson—employee was not to be laid off until end of guarantee period unless his gang had worked or was otherwise compensated for 36 hours. Eight hours' pay for unworked full holiday to be credited against guarantee, and if a full holiday and a half-holiday fall within the same guarantee period, 4 hours' pay for unworked half-holiday not to be credited, except at Nashville where 8 hours for an unworked full holiday and a half-holiday which fall within the same guarantee period or 4 hours for an unworked full holiday to be credited. Guarantee applied to work on Tuesday through Saturday, except as Nashville. Wilson ³ —employee was not to be laid off until end of payroll week unless his gang had worked or was otherwise compensated for 36 hours. Changed: Fort Worth—8 hours' pay for unworked full holiday to be credited against guarantee, and if a full holiday and a half-holiday fall within the same guarantee period, 4 hours' pay for half-holiday not to be credited. Changed: San Antonio—4 hours' pay for either an unworked full holiday or half-holiday to be credited against guarantee.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Guaranteed time—Continued		
Oct. 12, 1964 (NBPW agreement of above date).	.....	Added: Hallstead—guarantee applied to either Monday through Friday or Tuesday through Saturday work for shift workers and first 5 workdays during week for nonshift workers. Company could elect to reduce guarantee to either 34, 32, or 30 hours, for a maximum of 5 weeks each, for any one or more of 15 weeks beginning first full workweek in March and ending last full workweek in August.
June 7, 1965 (UPWA agreement dated Sept. 1, 1964).	.....	UPWA (processing sales units) ³ —if first workday in week of any employee began later than 4 p.m. Sunday in accordance with regularly scheduled starting time, straight-time for all hours worked on such Sunday to be credited against guarantee. These provisions did not apply to any job for which a Monday through Friday guarantee was in effect as of June 1, 1965. Guarantee applied to first 5 workdays in week for specified employees at Birmingham, Ala., Norfolk, Va., and Williamsport, Pa.
June 14, 1965 (NBPW agreement dated Sept. 1, 1964).	.....	Lebanon ³ —guarantee applied to first 5 scheduled workdays in week.
June 24, 1965 (MCBW agreement dated Sept. 1, 1964).	.....	MCBW (processing sales units) ³ —guarantee applied to first 5 scheduled workdays in week.
First full pay period after Aug. 17, 1965 (NBPW agreement dated Sept. 1, 1964).	.....	Allentown ³ —guarantee applied only to employees subject to call, available, and who reported on first day of week.
Sept. 5, 1966 (UPWA agreement dated Sept. 1, 1964).	.....	Changed: Wilson—recall pay, premium pay for work within 12 hours of a previous work period, and 8 hours of unworked holiday to be credited against guarantee. Guarantee applied to either work on Monday through Friday or Tuesday through Saturday for nonshift employees. Employee was not to be laid off until end of guarantee period unless his gang had worked or was otherwise compensated for 36 hours.
Sept. 1, 1967 (MCBW and NBPW agreements of same date).	.....	Changed: Montgomery, Ocala, Moultrie, Nashville, and Jackson—provisions as at most plants.
Dec. 1, 1968	.....	Changed: Fort Worth—4 hours of either an unworked full holiday or a half-holiday to be credited against guarantee.
Apr. 1, 1970 (MCBW agreement of same date).	.....	Winston-Salem ³ —provisions previously in effect by local agreement to remain in effect.
	.....	Stockton—40-hour weekly guarantee (Monday through Friday for most employees). Eight hours of unworked holiday credited against guarantee.
Shift premium pay		
Nov. 1, 1942 (UPWA, MCBW, and NBPW).	5 cents an hour premium pay for work performed between 6 p.m. and 6 a.m.	Except when regular starting time was after 7 a.m., in which case premium paid for hours worked between 7 p.m. and 7 a.m.
Nov. 1, 1946 (UPWA, MCBW, and NBPW).	Premium pay increased to 7 cents an hour.	
Oct. 27, 1952	Increased to 9 cents an hour.	
Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	Increased to 9.5 cents an hour.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Shift premium pay—Continued		
<p>Sept. 1, 1957 (above agreements)</p> <p>Sept. 1, 1959 (NBPW interim agreement dated Sept. 18, 1959); and</p> <p>Oct. 23, 1959 (MCBW and UPWA agreements of same date).</p> <p>Jan. 14, 1963 (agreement dated Feb. 5, 1963—MCBW).²</p> <p>Sept. 7, 1964 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1964).</p> <p>Nov. 1, 1964 (NBPW agreement dated Sept. 1, 1964).</p> <p>June 14, 1965 (NBPW agreement dated Sept. 1, 1964).</p> <p>Sept. 7, 1967 (UPWA agreement dated Sept. 1, 1967).</p> <p>Apr. 1, 1970 (MCBW agreement of same date).</p>	<p>Increased to 10 cents an hour.</p> <p>Increased to 12 cents an hour for work between 6 p.m. and 6 a.m.</p> <p>Reduced: Montgomery, Ocala, Moultrie, Jackson, and Nashville—to 6 cents an hour (was 12 cents) for work between 6 p.m. and 6 a.m.</p> <p>Increased to 14 cents an hour at most plants. Montgomery, Ocala, Moultrie, Nashville, and Jackson—increased to 8 cents an hour.</p> <p>Wilson³—increased to 11 cents an hour.</p> <p>Rochelle³—8 cents an hour for second shift (2:30 p.m. to 11 p.m.) and 14 cents for third shift (11 p.m. to 6 a.m.).</p> <p>Allentown³—increased to 12 cents an hour.</p> <p>Lebanon³—increased to 11.5 cents an hour.</p> <p>Grand Island³ and Wilson—increased to 14 cents an hour.</p> <p>Buffalo—increased to 14 cents an hour.</p> <p>Omaha, Nebr. (ham-canning plant)—10 cents for second shift and 15 cents for third shift.</p>	<p>In some plants, night premium applied between 7 p.m. and 7 a.m.</p> <p>Premium to be included in computing daily overtime pay.</p> <p>Premium paid for work between 7 p.m. and 7 a.m. when regular starting time was 7 a.m.</p>
Overtime pay		
<p>Aug. 20, 1942 (UPWA, MCBW, and NBPW).</p> <p>Sept. 1, 1961 (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA).</p> <p>Jan. 14, 1963 (agreements dated Feb. 5, 1963—MCBW and NBPW).²</p> <p>Sept. 1, 1964 (MCBW, NBPW, and UPWA agreements of same date).</p>	<p>Time and one-half for work in excess of 8 hours per day or 40 hours per week.</p> <p>Added: All plants—guaranteed minimum of 4 hours' pay at time and one-half for work performed during regularly scheduled hours if such hours fell within 12 hours of completion of previous day's work.</p> <p>.....</p> <p>Changed: Most plants—guaranteed minimum of 4 hours' pay at time and one-half applicable rate (previously regular rate) for work performed during regularly scheduled hours if such hours fell within 12 hours of completion of previous day's work.</p>	<p>In addition to pay at regular rate for hours worked after the expiration of 12 hours from completion of previous day's work.</p> <p>Added: Montgomery, Ocala, Moultrie, Nashville, Fort Worth, and San Antonio—daily overtime to be paid for work in excess of 10 hours in holiday week with 4 scheduled workdays, and after 8 hours in holiday week with 5 scheduled days. (See Holiday Pay.)</p> <p>Changed: Montgomery, Ocala, Moultrie, and Jackson—time and one-half after 10 hours' work (was 8 hours) for specified loading gangs.</p> <p>Changed: Des Moines—no daily overtime.</p> <p>Wilson³—premium for work within 12 hours of a previous work period not applicable.</p> <p>Changed: Montgomery, Ocala, and Jackson—time and one-half for hours in excess of 9 per day for packing, loading, and shipping departments.</p> <p>Eliminated: Montgomery, Ocala, Moultrie, Nashville, Fort Worth, and San Antonio—daily overtime to be paid for work in excess of 10 in a holiday week with 4 scheduled workdays, and after 8 hours in a holiday week with 5 scheduled workdays.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Overtime pay—Continued		
Oct. 12, 1964 (NBPW agreement dated Sept. 1, 1964). June 7, 1965 (UPWA agreement dated Sept. 1, 1964).	.....	Changed: Hallstead—time and one-half applicable rate for hours in excess of 10 per day. UPWA (Processing sales units) ³ —premium pay for work within 12 hours of a previous work period not applicable.
June 14, 1965 (NBPW agreement dated Sept. 1, 1964). June 24, 1965 (MCBW agreement dated Sept. 1, 1964).	.....	Lebanon ³ —premium pay for work within 12 hours of a previous work period not applicable. MCBW (processing sales units) ³ —premium pay for work within 12 hours of a previous work period not applicable.
First full pay period after Aug. 17, 1965 (NBPW agreement dated Sept. 1, 1964).	.....	Houston ³ —time and one-half for hours in excess of 10 per day. No daily overtime for truck drivers. Allentown ³ —premium pay for work within 12 hours of a previous work period not applicable.
Sept. 6, 1965 (MCBW agreement dated Sept. 1, 1964).	.....	Changed: Houston — time and one-half for hours in excess of 9 per day.
Sept. 5, 1966 (MCBW and UPWA agreements dated Sept. 1, 1964).	Added: Wilson—guaranteed minimum of 4 hours' pay at applicable rate for work performed during regularly scheduled hours if such hours fell within 12 hours of completion of previous day's work.	Changed: Houston—time and one-half for hours in excess of 8 per day.
Sept. 1, 1967 (MCBW agreement of same date).	.....	Changed: Montgomery, Ocala, and Jackson (packing, loading, and shipping)—time and one-half for hours in excess of 8 per day.
Apr. 1, 1970 (MCBW agreement of same date).	.....	Stockton—time and one-half (double time for employees in slaughtering and related departments) paid for hours in excess of 8. Double time for hours in excess of 10.
Premium pay for Saturday and Sunday work		
Aug. 20, 1942 ⁴ (UPWA, MCBW, and NBPW). Aug. 20, 1942 ⁴ (UPWA); and Dec. 3, 1946 (MCBW). Jan. 5, 1953.	Double time for work on Sunday. Time and one-half paid for work on Saturday as such.	Except in case of workers whose work regularly fell on Sunday. Workers provided another day of rest in lieu of Sunday paid double time for work on assigned day of rest. Not applicable to continuous shift operations. Workers provided another day of rest in lieu of Saturday paid time and one-half for work on assigned day of rest.
Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	Added: 5- and 10-percent premiums for Saturday and Sunday work respectively, on continuous operations.	Not applicable when time and one-half or double time applied. Eliminated, in case of workers not on continuous operations, requirement that absences be excused to preserve eligibility for time and one-half pay for work on Saturday as such. Double time for Sunday work extended to those not on continuous operations but regularly working on Sunday.
Sept. 1, 1957 (above agreements). Sept. 1, 1958 (above agreements). Sept. 1, 1959 (NBPW interim agreement dated Sept. 18, 1959); and Oct. 23, 1959 (MCBW and UPWA agreements of same date).	Increased to: 10 percent for Saturday work and 20 percent for Sunday work on continuous operations. Increased to: 15 percent for Saturday work and 30 percent for Sunday work on continuous operations. Increased to: 25 percent for Saturday work and 50 percent for Sunday work on continuous operations.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Premium pay for Saturday and Sunday work—Continued		
<p>Jan. 14, 1963 (agreement dated Feb. 5, 1963—MCBW).²</p> <p>Sept. 1, 1964 (MCBW and UPWA agreements of same date).</p> <p>June 7, 1965 (UPWA agreement dated Sept. 1, 1964).</p> <p>June 14, 1965 (NBPW agreement dated Sept. 1, 1964).</p> <p>June 24, 1965 (MCBW agreement dated Sept. 1, 1964).</p> <p>First full pay period after Aug. 17, 1956 (NBPW agreement dated Sept. 1, 1964).</p> <p>Sept. 5, 1966 (UPWA agreement dated Sept. 1, 1964).</p> <p>Sept. 1, 1967 (MCBW agreement of same date).</p> <p>Apr. 1, 1970 (MCBW agreement of same date).</p>	<p>Montgomery, Ocala, Moultrie, and Jackson— Changed to: Time and one-half for work on 6th consecutive scheduled day (was time and one-half for Saturday work as such). Reduced to: 25 percent (was 50 percent) for Sunday work on continuous operations. Eliminated: Premium (25 percent) for Saturday work on continuous operations. Double time for Sunday work by employee not on continuous operations but regularly working on Sunday.</p> <p>.....</p> <p>Pittsburgh (nonshift engineers)³—15 percent for Saturday work and 30 percent for Sunday work.</p> <p>.....</p> <p>Added: Wilson (shift)—25 percent for Saturday work and 50 percent for Sunday work. Increased: Pittsburgh (nonshift engineers)—37.5 percent for Sunday work.</p> <p>.....</p>	<p>Sunday considered regular workday when gang worked 4 consecutive Sundays and company designated a day off in lieu of Sunday.</p> <p>Rochelle (nonshift)³—Saturday premium not applicable to hours required to complete regularly scheduled shift which began later than 4 p.m. on a Friday.</p> <p>Wilson (shift)³—no Saturday or Sunday premium.</p> <p>Reinstated: Montgomery, Ocala, Moultrie, and Jackson—Saturday and Sunday premium as at most plants.</p> <p>UPWA (processing sales units)³—no Saturday or Sunday premium for certain employees.</p> <p>Lebanon³—no Saturday or Sunday premium for shift workers. No Saturday premium for nonshift workers.</p> <p>No Saturday or Sunday premium for shift operators at MCBW processing units.³</p> <p>Allentown (shift)³—no Saturday or Sunday premium.</p> <p>.....</p> <p>Tolleson—Saturday premium not applicable to those whose regular starting time began after 4 p.m. on Friday.</p>
Premium pay for freezer work		
<p>Oct. 22, 1959 (NBPW agreement of same date); and</p> <p>Oct. 23, 1959 (MCBW and UPWA agreements of same date).</p> <p>June 14, 1965 (NBPW agreement dated Sept. 1, 1964).</p> <p>First full pay period after Aug. 17, 1965 (NBPW agreement dated Sept. 1, 1964).</p>	<p>Regular rate plus four brackets (16 cents an hour) to NBPW and three brackets (12 cents an hour) to MCBW and UPWA to be paid for freezer work.</p> <p>.....</p>	<p>Extended existing freezer differential for all hours worked during the day if half or more were worked in freezer.</p> <p>.....</p> <p>Lebanon³—not applicable.</p> <p>Allentown³—not applicable.</p>
Holiday pay		
<p>Aug. 20, 1942⁴ (UPWA, MCBW, and NBPW).</p>	<p>Double time for work on 8 specified holidays. No pay for holidays not worked.</p>	<p>Holidays specified: New Year's Day, Decoration Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day, Christmas Day, and Washington's Birthday.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
Dec. 6, 1946 (NBPW); and Dec. 23, 1946 (UPWA and MCBW).	8 paid holidays established for which regular rate was to be paid. Work on a paid holiday to be paid for at regular rate in addition to holiday pay.	Same holidays as above. Regular part-time employees paid for number of hours normally worked. Casual employees not compensated for holidays not worked, but paid double rate for time worked.
Aug. 11, 1948 (UPWA, MCBW, and NBPW).	Pay for work performed on 8 paid holidays increased from regular rate to double rate in addition to holiday pay.	
Sept. 20, 1954 (MCBW, NBPW, and UPWA).	.....	Added: Employees laid off during the week preceding a holiday but called back and worked during the holiday week on the day or days following the holiday to receive holiday pay.
Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	.....	Substitution of local holidays permitted for Washington's Birthday, Decoration Day, or Veterans' Day.
Oct. 22, 1959 (NBPW agreement of same date); and Oct. 23, 1959 (MCBW and UPWA agreements of same date).	.....	Pay to be based on employee's regular wage rate or rate of temporary assignment worked during last scheduled day before holiday, whichever is higher, instead of only regular rate as in former provision.
		Eligibility requirement that employee must work hours as ordered on (1) holiday, (2) last day before holiday, and (3) first day after holiday changed by substituting "on last scheduled workday before and first scheduled workday after holiday" for (2) and (3). Changed: Holiday pay provided employee laid off during week of or preceding holiday and recalled week of or week following holiday. Added: Employee laid off during week before Christmas and recalled during week following New Year's Day to receive pay for both holidays. Changed: Local management authorized to substitute (a) local holiday celebrated in lieu of Memorial Day and (b) Monday or Friday (or other day agreed to with union) in week preceding or week following Washington's Birthday and Veterans' Day.
Sept. 1, 1961 (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA).	.....	All plants—option of substituting other days for any of regular paid holidays by local agreement extended to all 8 holidays.
Jan. 14, 1963 (agreements dated Feb. 5, 1963—MCBW and NBPW). ²	Eliminated: Montgomery, Ocala, Moultrie, Jackson, and Fort Worth—8 (all) paid holidays when not worked. San Antonio—5 paid holidays.	Eliminated: Premium pay (double time in addition to holiday pay) for work on holidays. Holiday pay eliminated for New Year's Day, Washington's Birthday, Memorial Day, Labor Day, and Veterans' Day.
	Nashville—3 paid holidays.	Holiday pay eliminated for Veterans' Day, Memorial Day, and Washington's Birthday. Added: Employees at these 7 plants guaranteed 40 hours' pay for 4 or 5 workdays in holiday week. (See Overtime pay and Guaranteed time.)

See footnotes at end of table.

Table 3. Supplementary compensation practicesⁱ—Continued[†]

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
Sept. 1, 1964 (MCBW, NBPW, and UPWA agreements of same date).	Wilson ³ —6 paid holidays.	Added: Employee on authorized leave without pay to attend union function to receive holiday pay.
	Montgomery, Ocala, Moultrie, Nashville, Jackson, Fort Worth, and San Antonio—5 paid full holidays and 2 paid half-holidays (effective Sept. 9 at Montgomery, Ocala, Moultrie, Nashville, and Jackson).	Holidays were New Year's Day, Easter Monday, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. Employee laid off week before Christmas and recalled week following New Year's Day did not receive pay for both holidays. Employee to be paid for 8 hours, less hours actually worked, at regular rate for holiday. Employee to be paid double the regular rate for work on holiday. Full holidays were New Year's Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. Half-holidays were Christmas Eve and New Year's Eve. Employee laid off week preceding week in which Christmas occurred and recalled week following week in which New Year's Day occurred to receive pay for both full holidays and both half-holidays. Reinstated: Double time in addition to holiday pay for work on a holiday.
Oct. 12, 1964 (NBPW agreement dated Sept. 1, 1964).	Hallstead—6 paid holidays.	Holidays were New Year's Day, Decoration Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day.
June 7, 1965 (UPWA agreement dated Sept. 1, 1964); June 24, 1965 (MCBW agreement dated Sept. 1, 1964).		MCBW and UPWA (processing sales units) ³ —provisions previously in effect by local agreement to be continued.
First full pay period after Aug. 17, 1965 (NBPW agreement dated Sept. 1, 1964).		Changed: Allentown ³ —Easter Monday substituted for Veterans' Day.
Sept. 5, 1966 (UPWA agreement dated Sept. 1, 1964).		Changed: Wilson—pay for work on a holiday to be computed as at most plants. Employee laid off week before Christmas and recalled week following New Year's Day to receive pay for both holidays.
Sept. 1, 1967 (MCBW, NBPW, and UPWA agreements of same date).	Fort Worth and San Antonio—2 additional paid full holidays (total 7 full holidays and 2 half-holidays). Louisville, New Orleans, and Tampa—2 additional paid holidays (total 8). Grand Island—7 paid full holidays and 2 paid half-holidays. Changed: Montgomery, Moultrie, Nashville, Ocala, and Jackson—holiday provisions as at most plants.	Holidays were Washington's Birthday and Decoration Day. NBPW plants—in order to provide a 3-day holiday in 1968, Washington's Birthday was to be observed on the Friday of the week in which it occurred. Holidays were to be determined locally between plant superintendent and union. Full holidays were New Year's Day, Good Friday, Decoration Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day. Half-holidays were New Year's Eve and Christmas Eve.
Sept. 1, 1969 (MCBW, NBPW, and UPWA agreements of same date).	Added: All plants—1 additional paid holiday (total 9 at most plants).	Holiday was Good Friday. (At Grand Island and MCBW plants, holiday was to be determined locally between plant superintendent and union).
Apr. 1, 1970 (MCBW agreement of same date).		Holiday which was added in 1969 and determined locally was as follows: Moultrie —Easter Monday Nashville —Easter Monday Scottsbluff —Oregon Trail Day Montgomery—Columbus Day N. Portland —Columbus Day Ocala —Christmas Eve Tolleson —Christmas Eve Stockton —Employee's birthday Changed: Wilson—Easter Monday was substituted for Veterans' Day. Changed: Grand Island—holidays as at most plants.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹ –Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay--Continued		
Apr. 1, 1970 (MCBW agreement of same date)--Continued.		Stockton--if holiday fell on a Saturday, holiday could be observed on preceding Friday.
Paid vacations		
Jan. 1, 1942 (UPWA and NBPW); and Aug. 20, 1942 (MCBW).	After 1 year's service, employees were eligible for paid vacations, as follows: 1 week, 1 to 5 years' service, men and women. 2 weeks, 5 to 20 years, men; 5 to 15 years, women. 3 weeks, 20 years and over, men; 15 years and over, women.	Vacation pay for each week was for 40 hours or normal workweek at employee's base rate.
Jan. 1, 1944 (UPWA and MCBW).	.....	Gang-time employees on vacation receive difference between vacation pay as computed above and gang-time hourly rate including overtime.
May 15, 1945 (NBPW).	.....	Gang-time employees on vacation receive difference between vacation pay as computed above and as computed on basis of average weekly hours during preceding 4 full weeks (overtime included).
Jan. 1, 1947 (UPWA and MCBW).	.....	If vacationing employee member of gang using gang-time--paid for gang hours worked during vacation period, and if not using gang-time--paid for number of hours worked by replacement. Other employees--vacation pay based on average weekly hours worked during 4 weeks preceding vacation.
Jan. 1, 1947 (NBPW).	.....	Vacation pay for all workers based on average weekly hours worked during 4 weeks preceding vacation, overtime included (not less than normal workweek).
Jan. 1, 1950 (UPWA, MCBW, and NBPW).	Length-of-service requirement for 3-week vacation reduced to 15 years for men and continued at 15 years for women.	
Jan. 1, 1953.	.....	Method of computing vacation pay changed. Based on average earnings in 12 weeks preceding vacation (excluding holiday and other weeks in which employee did not work all scheduled hours).
Jan. 1, 1955 (MCBW, NBPW, and UPWA).	Added: 4 weeks' vacation after 25 years' service.	
Dec. 31, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	Length-of-service requirement for 2-week vacation reduced to 3 years.	Vacation year changed to begin December 31.
Dec. 31, 1957 (NBPW agreement dated Oct. 11, 1956).	.....	Changed to: Pay for each week of vacation computed on basis of 2.2 percent of employee's gross earnings (excluding suggestion awards) for previous calendar year. (Pay for employee absent 12 or more consecutive weeks because of disability or accident during the previous calendar year, computed on basis of his average earnings in 4 full workweeks preceding vacation.)
Dec. 31, 1959 (MCBW and UPWA agreements dated Oct. 23, 1959).	Changed to: Requirement for 3 weeks' vacation reduced to 10 years of service.	Eligibility requirement reduced from being on payroll for 300 calendar days (during preceding 365 calendar days or calendar year) to 270 days, and length of permissible break in service increased from 30 to 60 days.
Dec. 31, 1960 (NBPW agreement dated Oct. 22, 1959).	Changed to: Requirement for 3 weeks' vacation reduced to 12 years of service.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
Dec. 31, 1960 (MCBW and UPWA agreements dated Oct. 23, 1959).	Changed: Pay for each week of vacation computed on basis of 2.2 percent of employee's gross earnings (excluding suggestion awards) for previous calendar year. Pay for employee absent 12 or more consecutive weeks because of disability or accident during previous calendar year to be computed on basis of his average earnings in 4 full workweeks preceding vacation.
Sept. 1, 1961 (letters of intent dated Sept. 16, 1961—UPWA; Sept. 29, 1961—NBPW; Oct. 6, 1961—MCBW).	All plants—company either to try to assign work to permit employees with 5 years or more seniority who had never completed the number of days on payroll required for vacation to meet eligibility requirements or to give employees vacation after 270 days' accumulated service (300 days for workers covered by NBPW agreement until Dec. 31, 1961).
Dec. 31, 1961 (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA).	Changed: All plants—eligibility for 4 weeks' vacation reduced to 20 years' service.	All plants—provisions for vacations changed to exclude any employee scheduled to retire by the following January 1.
Dec. 28, 1962 (agreements dated Feb. 5, 1963—MCBW and NBPW). ²	Reduced to: Montgomery, Ocala, Moultrie, and Jackson—1 week paid vacation provided employees with 2 but less than 8 years' service, 2 weeks for 8 but less than 20 years, and 3 weeks for 20 years or more.	NBPW plants—eligibility requirement for paid vacations reduced from being on payroll for 300 calendar days (during preceding 365 calendar days) to 270 days, and length of permissible break in service increased from 30 to 60 days.
Dec. 28, 1964 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1964).	Changed: At these 4 plants and at Nashville and San Antonio—basis of calculating vacation pay, to 40 times regular hourly rate per week of vacation; at Fort Worth, to 2 percent of annual earnings per week of vacation (was 2.2 percent at all plants).
.....	Changed: All plants—service requirement to years of credited service instead of accumulated service. ⁵
.....	Changed: Where an employee was absent for 12 consecutive weeks or more during previous calendar year because of disability due to sickness or accident, or where during the vacation year the employee was restored to employment under military service provisions, pay for the vacation period to be the employee's average earnings during the 4 full workweeks immediately preceding the employee's vacation period or 2.2 percent of his gross earnings for the previous year, whichever greater (minimum of 40 hours' vacation pay continued).
.....	An employee who left company service and who was later rehired did not receive credit for previous employment in determining length of vacation (not applicable to those rehired before Sept. 1, 1964, or employees who left company to serve in Armed Forces and later rehired under company's military policy).
.....	Changed: Montgomery, Ocala, Moultrie, Nashville, Jackson, Fort Worth, and San Antonio—vacation provisions as at most plants.
June 7, 1965 (UPWA agreement dated Sept. 1, 1964); June 24, 1965 (MCBW agreement dated Sept. 1, 1964).	Atlanta, Charleston, Charlotte, Columbia, and Norfolk (processing sales units) ³ , and MCBW (processing sales units) ³ —previous local agreement provisions for computing vacation pay to be continued.
First full pay period after Aug. 17, 1965 (agreement dated Sept. 1, 1964).	Allentown ³ —vacation pay to be regular rate of pay with applicable overtime for average weekly hours worked during 4 weeks immediately preceding vacation.

See footnotes at end of table.

Table 3. Supplementary compensation practices ¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
Dec. 28, 1967 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1967).	Added: All plants (except Winston-Salem)—5 weeks of vacation for 20 years of service or more (eligibility for 4 weeks of vacation was reduced to 15 years of service).	MCBW (processing sales units)—vacation pay to be computed on basis of employee's average earnings during 12 full workweeks immediately preceding his vacation period.
Dec. 28, 1968 (UPWA agreement dated Sept. 1, 1967).	.....	Winston-Salem ³ —provisions previously in effect by local agreement to be continued.
Dec. 28, 1970 (MCBW and NBPW agreements dated Apr. 1, 1970).	Changed: 2 weeks of vacation for 2 years of service but less than 10.	Changed: Winston-Salem—vacation pay to be computed on basis of employee's average earnings during 4 full workweeks immediately preceding his vacation period. All other provisions as at all other plants.
Reporting time		
Aug. 20, 1942 (UPWA, MCBW, and NBPW).	Employees called to work provided with 4 hours of work or pay in lieu of work.	.....
Apr. 1, 1970 (MCBW agreement of same date).	.....	Stockton—employees called to work on a Saturday provided 8 hours of work or pay in lieu of work.
Call-back time		
Aug. 20, 1942 (UPWA and NBPW); and Jan. 26, 1945 (MCBW).	Employees called back to work on same day after once going home paid at time and one-half for all time worked and guaranteed a minimum of 4 hours' work.	.....
Sept. 1, 1964 (UPWA agreement of same date).	.....	Wilson ³ —not applicable.
Sept. 5, 1966 (UPWA agreement dated Sept. 1, 1964).	.....	Changed: Wilson—provisions as at all plants.
Meals and meal time		
Aug. 20, 1942 (UPWA, MCBW, and NBPW).	Employees required to work more than 5 consecutive hours without meal period, paid time and one-half for time worked in excess of 5 hours and until meal period provided.	Not applicable to employees engaged in continuous operations and entitled to eat lunch on company time, or when 5½ hours completed the day's work, or in case of mechanical break-down.
Dec. 14, 1943 (UPWA); Jan. 26, 1944 (MCBW); and May 15, 1945 (NBPW).	Added: Employees required to work more than 5 consecutive hours after first meal period furnished a second meal by company and allowed 20 minutes eating time with pay.	Not applicable to employees engaged in continuous operations and allowed to eat their meals on company time.
Dec. 3, 1946 (MCBW).	.....	Second meal not furnished when 5½ hours after first meal period completed the day's work or in case of mechanical break-down.
Dec. 6, 1946 (NBPW); Dec. 23, 1946 (UPWA); and Aug. 11, 1948 (MCBW).	.....	Employees engaged in continuous operations furnished second meal by company whenever required to work more than 10½ hours in a day.
Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	When agreed to locally, company could furnish meal ticket or cash allowance of \$1.25 in lieu of meal for each 5 hours worked beyond first meal period.	.....

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Sickness and accident benefits—Continued		
Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	Increased to: 55 percent of employee's weekly regular pay for 2d consecutive week of disability compensable under plan, 60 percent for 3d and 4th week, and 65 percent for 5th and subsequent weeks. Maximum yearly benefit payment increased to 13 weeks for employee with less than 7 years' service.	No change in maximum 8-week benefit in case of normal pregnancy.
Sept. 1, 1961 (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA).	.....	All plants—in effect but included in agreements for first time: 6 months or longer to be considered full year for computation of benefits payable to employees fulfilling other eligibility requirements for sickness and accident benefits.
Jan. 14, 1963 (agreements dated Feb. 5, 1963—MCBW and NBPW). ²	Changed: Montgomery, Ocala, Moultrie, Jackson, and Nashville—waiting period to 7 calendar days for all employees; basis of pay to 50 percent of regular weekly pay (was 50 to 65 percent, depending on duration of disability). Fort Worth and San Antonio—waiting period to 5 working days for all employees.	All plants—waiting period had been 7 calendar days for employees with less than 5 years' service; no waiting period for those with more than 5 years.
Sept. 1, 1964 (MCBW, NBPW, and UPWA agreements of same date).	Changed: Montgomery, Ocala, Moultrie, Nashville, Jackson, Fort Worth, San Antonio, Hallstead (effective Oct. 12), and Wilson ³ —waiting period to 7 days for 1 but less than 5 years of credited service; 3 days for 5 years or more; and no waiting period for employee with 5 years or more who was absent 14 days or more. Basis of pay was to be from 50 to 65 percent at Montgomery, Ocala, Moultrie, Nashville, and Jackson, depending on duration of disability, and 60 percent of regular weekly pay for all weeks of disability at Hallstead.	Changed: All plants—service requirement to years of credited service instead of continuous or accumulated service. ⁵ Payments for compensable accident not to be deducted when computing payments for absences due to sickness or noncompensable accident.
Dec. 7, 1964 (MCBW, NBPW, and UPWA agreements of above date).	Added: Most plants—in addition to regular benefit, employee to receive \$2.20 for each day of absence which fell within his guarantee period beginning first day in such period which followed seventh consecutive calendar day of absence.	No payment made for sixth or seventh scheduled workday. There was to be no waiting period for additional benefit. Not applicable at certain processing units which provided a full week's pay for illness.
June 7, 1965 (UPWA agreement dated Sept. 1, 1964).	.....	Atlanta ³ , Detroit ³ , and Williamsport ³ —provisions previously in effect by local agreement to be continued.
June 24, 1965 (MCBW agreement dated Sept. 1, 1964).	.....	Houston ³ , Louisville ³ , and Pittsburgh ³ —provisions previously in effect by local agreement to be continued.
First full pay period after Aug. 17, 1965 (NBPW agreement dated Sept. 1, 1964).	Allentown ³ —basis of pay to be 60 percent of employee's regular weekly pay for first through fourth week and 65 percent for fifth and subsequent weeks.	
Sept. 1, 1967 (MCBW and UPWA agreements of same date).	.....	Changed: Louisville—provisions as at most plants. Buffalo ³ and Winston-Salem ³ —provisions previously in effect by local agreement to be continued.
Apr. 1, 1970 (MCBW agreement of same date).	.....	Stockton—benefits integrated with State disability benefits, to provide employees entitled to State disability benefit an amount by which weekly wage exceeded State benefit, provided such amount was not higher than employee was entitled to under sickness and accident plan. If the above amount of benefits paid by company was less than employee would have been entitled to, the difference was to be put into a reserve which could be drawn upon by employee at a later date.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹ – Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid funeral leave		
<p>Sept. 1, 1961 (agreements dated Sept. 1, 1961–MCBW; Sept. 6, 1961–NBPW; Sept. 16, 1961–UPWA).</p> <p>Sept. 1, 1964 (UPWA agreement of same date).</p> <p>Sept. 5, 1966 (UPWA agreement of above date).</p>	<p>Established: All plants—8 hours' pay at regular rate for maximum of 3 days allowed for absence caused by death in immediate family.</p> <p>.....</p> <p>.....</p>	<p>Payment to begin on day of death or day immediately following and to end no later than date of funeral unless location required travel beyond that day.</p> <p>Immediate family included spouse, child, mother, father, sister, brother, mother-in-law, and father-in-law.</p> <p>Wilson³—not applicable.</p> <p>Changed: Wilson—provisions as at all plants.</p>
Jury-duty pay		
<p>Feb. 2, 1952.</p> <p>Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).</p> <p>Jan. 14, 1963 (agreement dated Feb. 5, 1963–MCBW).²</p>	<p>Employees with 6 or more months' service paid difference between jury service pay and amount that would have been earned on the job.</p> <p>.....</p> <p>Eliminated: Montgomery, Ocala, Moultrie, and Jackson—pay for jury service (was difference between jury duty pay and amount that would have been earned).</p>	<p>Company policy included in agreement for first time.</p> <p>Added: Employee reporting for jury service on a scheduled workday not required to report for work on that day.</p>
Clothes-changing time		
<p>Aug. 20, 1942 (UPWA, MCBW, and NBPW).</p> <p>Aug. 11, 1943 (UPWA, MCBW, and NBPW).</p> <p>Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956).</p> <p>Jan. 14, 1963 (agreement dated Feb. 5, 1963–MCBW).²</p> <p>Sept. 1, 1964 (MCBW, NBPW, and UPWA agreements of same date).</p> <p>First full pay period after Aug. 17, 1965 (NBPW agreement dated Sept. 1, 1964).</p> <p>Apr. 1, 1970 (MCBW agreement of same date).</p>	<p>No provision covering time spent in changing clothes.</p> <p>Employees paid at regular rate for 12 minutes working time per day spent in changing clothes.</p> <p>Eliminated: Time spent in changing clothes no longer to be considered as working period.</p> <p>Eliminated: Montgomery, Ocala, Moultrie, Jackson, and Nashville—time spent changing clothes no longer to be considered as working time.</p> <p>.....</p> <p>.....</p> <p>.....</p>	<p>In accordance with NWLB directive of Feb. 20, 1945.</p> <p>Wage rates adjusted to include allowance (estimated at approximately 5.75 cents) for time spent in changing clothes.</p> <p>Lebanon³, and Wilson³—not applicable.</p> <p>Changed: Broderick—time spent changing clothes not considered working time. Wage rates to be adjusted to include allowance for time spent changing clothes.</p> <p>Allentown³—not applicable.</p> <p>Stockton—not applicable. Wage rates adjusted in lieu of clothes-changing allowance.</p>
Clothes allowance		
<p>Aug. 20, 1942 (UPWA, MCBW, and NBPW).</p> <p>Aug. 11, 1943 (UPWA, MCBW, and NBPW).</p>	<p>No provision covering allowance for work clothes.</p> <p>Employees allowed 50 cents per week for furnishing work clothes.</p>	<p>In accordance with NWLB directive of Feb. 20, 1945.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Clothes allowance—Continued		
Dec. 6, 1946 (NBPW); and Dec. 23, 1945 (UPWA and MCBW).	.....	Weekly clothes allowance applied to all regular (not casual) employees who performed any work during workweek.
Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956).	Eliminated: Allowance of 50 cents a week in lieu of company's furnishing clothes.	Wage rates adjusted to include such an allowance (1.25 cents an hour on a 40-hour workweek).
Jan. 14, 1963 (agreement dated Feb. 5, 1963—MCBW). ²	Eliminated: Montgomery, Ocala, Moultrie, Jackson, and Nashville—allowance of 50 cents a week in lieu of company's furnishing working clothes.	.....
Sept. 1, 1964 (MCBW and UPWA agreements of same date).	.....	Wilson ³ —not applicable. Changed: Broderick—wage rate adjusted to include allowance.
June 7, 1965 (UPWA agreement dated Sept. 1, 1964); June 24, 1965 (MCBW agreement dated Sept. 1, 1964).	.....	MCBW and UPWA (processing sales units) ³ —provisions previously in effect by local agreement to be continued.
First full pay period after Aug. 17, 1965 (NBPW agreement dated Sept. 1, 1964).	.....	Allentown ³ —not applicable.
Apr. 1, 1970 (MCBW agreement of same date).	.....	Stockton—employee paid \$1 per week in lieu of company's furnishing clothes (newly-hired worker received 16 cents per day during first week if hired after first day of workweek).
Tools and equipment		
Aug. 20, 1942 (UPWA, MCBW, and NBPW).	No provision covering tools and equipment.	.....
Apr. 25, 1945 (MCBW); May 15, 1945 (NBPW); and June 1, 1945 (UPWA).	Company required to furnish knives, steels, whetstones, and meat hooks. Company to prepare tools for use or permit employees to prepare them as work assignment.	In accordance with NWLB directive of Feb. 20, 1945.
Oct. 22, 1959 (NBPW agreement of same date); and	Company furnishes cotton gloves, safety boots, and safety shoes where necessary, rubber aprons where	.....
Oct. 23, 1959 (MCBW and UPWA agreements of same date).	required and requested, and other specified safety devices.	.....
Notice of closing		
Sept. 1, 1961 (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA).	Established: All plants—company to give 90-day advance notice of closing of plant, division, or major department. Employee permanently separated before expiration of 90-day period to receive 8 hours' pay at regular rate for each workday (based on a 5-day week) before expiration of the 90 days and not falling within period for which he received weekly guarantee.	.....
Sept. 1, 1967 (MCBW, NBPW and UPWA agreements of same date).	Increased: All plants—company to give 26-week advance notice of closing of plant, division or major department. Employee permanently separated before expiration of 26-week period to receive 8 hours' pay at regular rate for each workday (based on a 5-day week) before expiration of the 26 weeks and not falling within the period for which he received weekly guarantee.	.....

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Plant transfers		
<p>Sept. 1, 1961 (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA).</p>	<p>Established: All plants—eligible employee, subject to permanent separation caused by closing of plant, division, or major department, could request transfer to another plant under same master agreement where there was at least one employee with lower master agreement seniority.</p>	<p>An eligible employee was one who (1) was under 60, (2) was physically fit, and (3) could do the work available at the plant to which he was to be transferred or learn it within reasonable time.</p> <p>Master agreement seniority to accumulate (1) from Sept. 4, 1961, for employee (a) on active or benefit payroll, (b) on leave of absence who returned to work, or (c) with seniority who was on layoff and returned to work; (2) from hiring date for employee hired after Sept. 4, 1961, and after he had attained 40 days' service; and (3) from date of return to work for other employees.</p> <p>The new master agreement seniority provisions permitted eligible workers to transfer to open jobs or to displace employees hired after Sept. 4, 1961, and with less seniority at any other plant covered by the union's master agreement with the company.</p> <p>If any job opening was not filled through requests for transfer from employees subject to separation caused by closing of plant, company and unions at closing plants and plant where openings existed to review lists of openings and eligible employees. (See Separation allowance.)</p>
<p>Sept. 1, 1964 (MCBW, NBPW and UPWA agreements of same date).</p>	<p>.....</p>	<p>Added: All plants—where new plant is brought under the master agreement, both the company and the union to agree on definition of lower master agreement seniority at the new plant and date which will determine seniority of transferred employee.</p>
<p>First full pay period after Aug. 17, 1965 (NBPW agreement dated Sept. 1, 1964).</p>	<p>.....</p>	<p>Allentown³—not applicable.</p>
Moving allowance		
<p>Sept. 1, 1961 (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA).</p>	<p>Established: All plants—allowance of \$40 to \$150 for single employees and \$150 to \$500 for married employees, depending upon distance between old and new plants, provided for workers transferred to plant 25 miles or more from former place of work.⁶</p>	<p>Applicable to employees transferred because of closing of plant, division, or major department.</p>
<p>June 7, 1965 (UPWA agreement dated Sept. 1, 1964); June 24, 1965 (MCBW agreement dated Sept. 1, 1964).</p>	<p>.....</p>	<p>MCBW and UPWA (processing sales units)³—employee transferred from one processing sales unit to another not entitled to moving allowance.</p>
<p>First full pay period after Aug. 17, 1965 (NBPW agreement dated Sept. 1, 1964).</p>	<p>.....</p>	<p>Allentown³—not applicable.</p>
<p>Sept. 1, 1967 (MCBW and UPWA agreements of same date).</p>	<p>.....</p>	<p>Eliminated: MCBW and UPWA (processing sales units)—employee transferred from one processing sales unit to another not entitled to a moving allowance.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters																								
Separation allowance																										
Oct. 24, 1949 (UPWA, MCBW, and NBPW). ⁷	<p>Employees permanently separated as result of force reduction arising out of department or unit closing eligible for following allowance:</p> <table border="0" data-bbox="404 324 841 614"> <thead> <tr> <th style="text-align: left;">Continuous service</th> <th style="text-align: left;">Weeks of pay</th> </tr> </thead> <tbody> <tr><td>1 year</td><td>1</td></tr> <tr><td>2 years</td><td>1½</td></tr> <tr><td>3 years</td><td>2</td></tr> <tr><td>4 years</td><td>2½</td></tr> <tr><td>5 years</td><td>3</td></tr> <tr><td>6 years</td><td>3½</td></tr> <tr><td>7 years</td><td>4½</td></tr> <tr><td>8 years</td><td>5½</td></tr> <tr><td>9 years</td><td>6½</td></tr> <tr><td>10 years</td><td>7½</td></tr> <tr><td>Over 10 years</td><td>7½*</td></tr> </tbody> </table> <p>*plus 1½ weeks for each year above 10.</p>	Continuous service	Weeks of pay	1 year	1	2 years	1½	3 years	2	4 years	2½	5 years	3	6 years	3½	7 years	4½	8 years	5½	9 years	6½	10 years	7½	Over 10 years	7½*	Not applicable to employees separated through gang reduction or eligible for company pension benefits, or those refusing other employment.
Continuous service	Weeks of pay																									
1 year	1																									
2 years	1½																									
3 years	2																									
4 years	2½																									
5 years	3																									
6 years	3½																									
7 years	4½																									
8 years	5½																									
9 years	6½																									
10 years	7½																									
Over 10 years	7½*																									
Sept. 20, 1954 (MCBW and NBPW).	Added: Employees offered new work at rates 15 cents or more below prior rates given option of taking the job or separation allowance. ⁸																								
Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	Benefits extended to employees permanently separated because of technological changes.	Company practice at plants represented by UPWA formalized in contract to grant separation allowance if new job is offered at rate 15 cents or more below prior regular rate.																								
Oct. 23, 1959 (MCBW and UPWA agreements of same date).	Increased to: 1 week's pay for each year of service through 10.																									
Sept. 1, 1961 (agreement dated Sept. 6, 1961—NBPW).	Increased to: NBPW plants—for workers with 10 years of service or less, 1 week's pay for each year.																									
Sept. 1, 1961 (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA).	<p>Increased: All plants—for workers with more than 10 years' continuous service: 11-20 years—1¼weeks' pay for each year over 10.</p> <p>21 years or more—2 weeks' pay for each year over 20.</p> <p>Added: Eligibility for separation allowance extended to include employees on active payroll on Sept. 1, 1961, and subsequently laid off for 2 years, with at least 3 years' continuous service at time of layoff.</p>	No separation allowance to be paid employee transferring to another plant or to employee who refused to transfer to another plant reasonably accessible to plant where he was currently employed and if the rate on the new job was no more than 15 cents below his current hourly rate (previous agreement also specified that workers lost eligibility for separation allowances if they refused jobs paying within 15 cents of previous rates).																								
Letters of intent dated Sept. 16, 1961—UPWA; Sept. 29, 1961—NBPW; Oct. 6, 1961—MCBW.	Continued: Company practice—all plants—employees eligible for a pension benefit and terminated because of department or plant closing to receive 8 weeks' pay (based on 40 hours a week at regular rate in effect at time of termination).																									
Sept. 1, 1964 (MCBW, NBPW, and UPWA agreements of same date).	<p>Changed: Most plants—service requirements to years of credited service instead of continuous service.⁵</p> <p>Wilson³—allowance in effect at said plant on Aug. 13, 1964, to be continued.</p> <p>Yakima³—not applicable for employee who was over age 45 on Feb. 25, 1964.</p>																								
June 7, 1965 (UPWA agreement dated Sept. 1, 1964); June 14, 1965 (NBPW agreement dated Sept. 1, 1964); June 24, 1965 (MCBW agreement dated Sept. 1, 1964).	MCBW and UPWA (processing sales units, except Somerville) ³ and Lebanon ³ —eligibility for allowance to include employees on active payroll on Dec. 1, 1964 (Sept. 1, 1964 at Lebanon), and subsequently laid off for 2 years, with at least 3 years of credited service at time of layoff.																									

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Separation allowance—Continued		
<p>First full pay period after Aug. 17, 1965 (NBPW agreement dated Sept. 1, 1964).</p> <p>Sept. 5, 1966 (UPWA agreement dated Sept. 1, 1964).</p> <p>Sept. 1, 1967 (MCBW, NBPW, and UPWA agreements of same date).</p>		<p>Allentown³—eligibility for allowance did not extend to employee laid off for 2 years with 3 years' credited service or employees with layoff status who had plant seniority which had not been forfeited.</p> <p>Added: Wilson—allowance provisions as at most plants.</p> <p>Added: All plants—severance allowance was not paid to employee whose name was on a waiting list for a job at any newly constructed, or in some cases newly acquired, meatpacking plant or processing sales unit or those employed at such plant or unit.</p> <p>Eliminated: All plants—no separation allowance for employee who refused transfer to a plant which was reasonably accessible to one in which he was currently employed and if the rate on the new job was not more than 15 cents below his current rate.</p>
Death benefits		
<p>Sept. 24, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).</p> <p>Sept. 1, 1964 (MCBW, NBPW, and UPWA agreements of same date).</p> <p>Jan. 1, 1965 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1964).</p> <p>Sept. 1, 1967 (MCBW, NBPW, and UPWA agreements of same date).</p> <p>Apr. 1, 1970 (MCBW agreement of same date).</p>	<p>Death benefit plan established providing: Lump-sum payment equal to 1 week's wages for each year of continuous service, up to a maximum of 19 years, paid to surviving widow, or if none, to unmarried dependent children under age 18. Minimum of 2 weeks' pay for employees with less than 3 years' service.</p> <p>For survivors of employees with 20 or more years of continuous service, lump sum equal to 8 weeks' wages.⁹</p> <p>Changed: All plants—lump-sum payment equal to 1 week's wages for each year of credited service, up to a maximum of 14 years, paid to a surviving widow, or if none, to unmarried dependent children under age 18. For survivors of employees with 15 years of service or more, lump sum equal to 8 weeks' wages. (Previous minimum was continued.)</p> <p>Changed: All plants—lump-sum payment equal to 1 week's wages for each year of credited service, up to a maximum of 15, paid to surviving widow, or if none, to unmarried dependent children under age 18 if they were not eligible for a pension. For survivors eligible for a pension, lump sum equal to 8 weeks' wages. If no survivors in either case, to the employee's estate. (Previous minimum was continued.)</p>	<p>Applicable to employees: (1) on active payroll; or (2) absent because of sickness of accident; or (3) employees on leave of absence up to 3 consecutive months.</p> <p>Wages computed on basis of 40 hours a week at employee's regular rate or less if regular schedule was less than 40 hours a week.</p> <p>For survivors of employees with 20 or more years of continuous service, the company's pension plan also provided benefits for the widow who had married the employee before he reached the age of 50 or to their dependent children.</p> <p>Widow of employee having 20 or more years' service in case marriage occurred after employee's 50th birthday (and further provided that there are no dependent unmarried children under age 18 born to a wife married before age 50), to receive lump sum equal to 20 weeks' wages.⁹</p> <p>Changed: All plants—service requirements to years of credited service instead of continuous service.⁵</p> <p>Reduced: All plants—service requirements for survivors pension benefits to 15 years of credited service.</p> <p>Reduced: All plants—service requirement for survivor's benefit of lump sum equal to 20 weeks' wages to 15 years' credited service.</p> <p>Eliminated: All plants—survivors benefit of lump sum equal to 20 weeks' wages.</p> <p>In effect and continued: Albany—not applicable.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Hospital—medical—surgical benefits		
Dec. 1, 1953 (by supplemental agreements dated Sept. 27, 1953, MCBW, NBPW, and UPWA).	<p>Company-paid hospitalization, surgical, medical, and poliomyelitis plan instituted for employees with 6 months' continuous service and their dependents.</p> <p>Hospitalization—full cost of semiprivate room and service for a maximum of 70 days, including maternity benefits; \$10-a-day maximum for a private room.</p> <p>Surgical benefits—a standard surgical and obstetrical schedule with a maximum benefit of \$300.</p> <p>Medical benefits—in-hospital medical fees (nonsurgical) of up to \$10 for the first visit of attending physician and up to \$3 each for next 69 visits, not to exceed 1 visit a day.</p> <p>Accident benefits—full cost of emergency care and treatment rendered within 24 hours of an accident.</p> <p>Poliomyelitis—maximum of \$5,000 for all charges for hospital confinement and other services incurred within 3 years after first treatment for poliomyelitis.</p>	<p>Not applicable in any case resulting from injury or illness compensable under any workmen's compensation or occupational diseases act.</p> <p>Employees allowed to carry insurance for 6 months after layoff by paying premiums in advance.</p> <p>Allowance in addition to hospital and medical benefits for a maximum of 70 days.</p>
Dec. 1, 1954 (by agreements dated Sept. 24, 1954, MCBW and NBPW, and Sept. 27, 1954, UPWA).	<p>Hospitalization benefits—added: Payment for anesthesia when not available as a regular hospital service, up to 15 percent of surgical indemnity or \$15, whichever is greater.</p> <p>Surgical benefits—added: Surgeons' fees paid for surgery performed in the hospital but for which hospitalization was not required. When 2 or more surgical procedures were performed in 2 or more incisions under 1 anesthetic, surgical fees paid for each of the procedures in the amounts provided in the schedule, with a maximum of \$300.</p>	<p>Employees allowed to carry coverage at their own expense for 12 months after company liability ceases. Not applicable to the administration of anesthetics in vaginal deliveries.</p> <p>If coverage is continued at employee's expense for 1 year, obstetrical benefits provided for admission to a hospital within 270 days after termination of coverage.</p> <p>Employees returning to work within 12 months after a layoff not required to requalify for maternity benefits provided at company expense.</p>
Dec. 1, 1956 (NBPW agreement dated Oct. 11, 1956; MCBW and UPWA agreements dated Oct. 12, 1956).	<p>Hospitalization—changed to: Allowance for private room up to maximum cost of semiprivate accommodations; maximum payment for anesthesia when not available as a regular hospital service increased to 20 percent of surgical indemnity or \$20, whichever was greater.</p>	<p>Period during which employees allowed to carry insurance at own expense increased to 24 months after company liability ceases.</p> <p>Hospitalization benefits extended to cover nervous and mental disorders for maximum of 30 days.</p>
Dec. 1, 1959 (NBPW agreement dated Oct. 22, 1959; MCBW and UPWA agreements dated Oct. 23, 1959). ¹⁰	<p>Added: Diagnostic laboratory and X-ray benefits¹¹—maximum of \$50 for all sickness during 6 consecutive months and for each accident.</p>	<p>Applicable to any examination made or recommended by physician, in hospital or not, in diagnosis of accidental injury or sickness. Excluded benefits related to pregnancy, injury or sickness covered by workmen's compensation and occupational disease laws, dental X-ray except when necessitated by accidental injury, fitting of physical aids, benefits furnished by a government agency, and periodic, premarital, camp, or school admission examinations.</p>
Dec. 1, 1961 (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA).	<p>.....</p>	<p>Increased: Eligibility for company-paid insurance to 6 months (from 30 days) for laid-off employees with at least 5 years' continuous service.</p>
Dec. 1, 1961 (agreement dated Sept. 16, 1961—UPWA).	<p>.....</p>	<p>Committee to be established to study methods of minimizing costs of plans with power to recommend realignment or change in these and sickness and accident benefits.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Hospital—medical—surgical benefits—Continued		
<p>Dec. 1, 1961 (agreements dated Sept. 1, 1961—MCBW; Sept. 6, 1961—NBPW; Sept. 16, 1961—UPWA).</p> <p>Dec. 1, 1964 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1964).</p>	<p>Added: Radium and X-ray therapy as in- or out-patient of approved hospital—up to \$300 per accident or sickness and diagnostic studies, X-ray examinations, basal metabolism tests, and electrocardiograms.</p> <p>Increased: Hospitalization—all plants—maximum to 365 days for each confinement (previous maximum for mental and nervous disorders was continued).</p> <p>Increased: Medical benefits—all plants—maximum for in-hospital doctor's visits to 365 visits for each confinement (previous maximum for mental and nervous disorders continued).</p>	<p>Cost of all treatment rendered for a single accident or sickness, as in- or out-patient, to be applied against \$300 maximum.</p> <p>Changed: All plants—service requirements to credited service instead of continuous service.⁵</p> <p>If patient was readmitted within 90 days of leaving the hospital, both admittances were to be considered as one confinement.</p> <p>Increased: All plants—eligibility for company-paid insurance to 6 months for employee absent because of sickness or accident.</p> <p>Changed: All plants—eligibility for company-paid insurance to 6 months for laid-off employee.</p> <p>Changed: All plants—dependents included spouse, unmarried dependent children under age 19, or having reached age 19, under age 23 and further provided that they were full-time students (to the extent that school did not duplicate coverage).</p>
<p>Dec. 1, 1965 (MCBW agreement dated Oct. 25, 1965; NBPW agreement dated Oct. 25, 1965; UPWA agreement dated Nov. 22, 1965).</p>	<p>Added: Major medical expense plan (MCBW and NBPW)—paid 80 percent of expenses not covered by other plan benefits incurred in a calendar year which were in excess of \$100. Lifetime maximum was \$10,000.</p> <p>Added: Major medical expense plan (UPWA, except Wilson)—paid 75 percent of expenses not covered by other plan benefits incurred in any 6-month period which were in excess of \$500, including basic plan benefits paid. Maximum benefit was \$5,000 for each disability.</p>	<p>Company-financed.</p> <p>Company-financed.</p>
<p>Dec. 1, 1966 (UPWA agreement dated Sept. 1, 1964).</p> <p>Dec. 1, 1967 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1967).</p>	<p>Added: Wilson—major medical expense plan as at other UPWA plants.</p> <p>Changed: NBPW—X-ray and radioactive therapy as in- or out-patient of an approved hospital—up to \$300 in any one calendar year for all X-ray, radium, and radioactive isotope treatments.</p> <p>Added: NBPW—insurance paid for pathology or radiology service by a physician outside of a hospital, in addition to such service by a hospital, up to 65 percent of hospital's charge for such service.</p>	<p>Both of the major medical plans excluded hospitalization for nervous or mental disorders.</p> <p>No payment made under this provision for (a) diagnostic X-rays; (b) administration of radioactive substances for diagnostic purposes; (c) therapy by other than a duly licensed physician; (d) charges by a resident physician or intern of a hospital; (e) charges in connection with injury or sickness arising out of and in the course of employment and compensable under State or Federal compensation or occupational disease law; (f) accidental injury arising out of and in the course of employment with another employer; and (g) any therapy furnished by the United States, or any State or political subdivision.</p> <p>Added: All plants—company to make available at its own expense for enrolled employees who retire on an immediate pension after Mar. 31, 1967, and for their enrolled dependents, hospitalization-medical-surgical benefits in effect on Dec. 1, 1961, for expenses incurred on or after Dec. 1, 1967 (including hospital admissions which occurred before Dec. 1, 1967).</p> <p>Added: All plants—eligible retiree or his dependents to receive only benefits in excess of any similar benefit receivable under Medicare or any other Federal or State legislation.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹ –Continued

Effective date	Provision	Applications, exceptions, and other related matters
Hospital—medical—surgical benefits—Continued		
<p>Jan. 1, 1968</p> <p>Dec. 1, 1968 (MCBW, NBPW and UPWA agreements dated Sept. 1, 1967).</p> <p>Apr. 1, 1970 (MCBW and NBPW agreements of same date).</p>	<p>Added: Life insurance—\$7,000 maximum (unless employee already had coverage in excess of \$7,000).</p> <p>Major medical expense plan (MCBW and NBPW): Reduced—deductible to \$75 (was \$100).</p> <p>Major medical expense plan (UPWA): Reduced—deductible to \$300 (was \$500); Increased—company paid 80 percent of expenses not covered by other plan benefits (was 75 percent).</p> <p>Increased: Hospitalization—all plants—maximum confinement for mental and nervous disorders to 365 days per disability.</p> <p>Increased: Medical benefits—all plants—maximum for in-hospital doctor's visits to 365 per confinement for mental and nervous disorders.</p> <p>Increased: Hospitalization—maximum payments for anesthesia when not available as regular hospital service to 30 percent of surgical indemnity or \$30, whichever greater.</p> <p>Increased: Surgical benefit—maximum to \$500.</p> <p>Added: X-ray—expanded to cover routine admitting chest X-ray for hospitalization.</p>	<p>If patient readmitted within 90 days of a previous confinement, both admittances to be considered one confinement.</p> <p>Albany—hospital-medical-surgical and major medical provisions not applicable.</p> <p>Changed: Benefit for dependent age 19 but less than 23 who was a full-time student not reduced because of school's provision of such benefit.</p> <p>Major medical plans were expanded to cover nervous or mental disorders.</p>
Savings and security plan		
<p>Dec. 1, 1959 (NBPW agreement dated Oct. 22, 1959).</p> <p>Dec. 1, 1961 (agreement dated Sept. 6, 1961—NBPW).</p>	<p>Voluntary savings plan established. Employee could elect weekly payroll deductions ranging from \$1 to \$2.40; company to contribute amount equal to half the employee's allotment and to pay administrative costs. Savings and contributions to be credited to employee's individual account in trust fund; withdrawals could be made as follows:</p> <p>(A) Employee's savings—at any time, with minimum withdrawal equal to the smaller of 1 year's allotment or the entire amount credited to employee.</p> <p>(B) Company contribution—(1) securities credited to employee more than 2 years earlier than calendar year of withdrawal, or (2) securities and cash credited to (a) employee who had been on more than 6 consecutive months' layoff because of lack of work, (b) employee who had been terminated by retirement or total and permanent disability, or (c) employee terminated by force reduction because of department or unit shutdown or technological change and who was not expected to be reemployed.</p> <p>Added: All plants—participant could apply for loan (minimum \$100) up to 75 percent of his vested portion which was still in the holding period.¹²</p>	<p>Employee's allotment to be invested in U.S. savings bonds; company's contribution in company stock or savings bonds, as elected by employee.</p> <p>Company contribution forfeited in proportion to amounts withdrawn from employee's savings except under circumstances listed in column 2 or after layoff for more than 2 weeks because of lack of work.</p> <p>On death, employee's estate to receive amounts credited to employee's account, including company contributions.</p> <p>Trustee must have had uninvested funds available for loan.</p> <p>Loan to be repaid within 24 months by weekly payroll deduction with interest at 5 percent per year on unpaid balance.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹ — Continued

Effective date	Provision	Applications, exceptions, and other related matters
Savings and security plan—Continued		
<p>Jan. 1, 1965 (NBPW agreement dated Sept. 1, 1964).</p> <p>Sept. 1, 1965 (NBPW agreement dated Sept. 1, 1964).</p> <p>Sept. 1, 1967 (NBPW agreement of same date).</p>	<p>Changed: Employee could elect weekly deduction ranging from \$1 to \$6; company continued to contribute an amount equal to one-half the employee's allotment, up to \$1.20.</p> <p>Added: Employee age 60 but less than 65 could withdraw cash in the amount of from 2 to 10 weeks' pay (computed at 40 times his regular hourly rate for each week) depending on his age for an approved absence.¹³</p> <p>Changed: Participant could apply for loan (minimum \$100) up to 50 percent of the value of his entire vested portion.¹²</p> <p>Added: Allentown³, Hallstead, and Lebanon³—provisions as at other NBPW plants.</p> <p>Changed: Employee could elect weekly payroll deductions ranging from \$1 to \$9; company continued to contribute an amount equal to one-half the employee's allotment, up to \$1.20.</p>	<p>Loan to be repaid within 48 months by weekly payroll deductions with interest at the prime rate plus one-half of one percent on the unpaid balance.</p> <p>Workers at Hallstead were under a UPWA agreement until the contract expired in 1964.</p>
Pension plan		
<p>Jan. 1, 1965 (plan established 1916; pension trust set up in 1925; MCBW, NBPW, and UPWA memoranda dated Oct. 12, 1964).</p>	<p>In effect for employees:⁹ Noncontributory pension plan providing monthly payments to employees with 15 years' credited service upon reaching compulsory retirement age of 65, supplemented by Federal social security benefits.</p> <p>Normal monthly retirement benefit—employee to receive the greater of (1) \$3.25 for each year of credited service, or (2) 1-1/8 percent of total earnings based on actual earnings for all continuous service after June 30, 1934, and before Sept. 1, 1964, and for all accumulated service thereafter, divided by 12. Minimum monthly pension \$30.</p> <p>Early retirement benefits—available at age 55 after 15 years' credited service.</p> <p>Disability benefit—amount equal to normal retirement benefit available after 15 years' credited service, regardless of age, to employee permanently disabled and unable to perform any job company had available.</p> <p>Survivors' option—widow or unmarried children under age 18 of employee who died before retirement with 15 years' credited service or of retiree to receive 50 percent of pension employee would have received at age 65 or which pensioner was receiving. Minimum benefit \$15.</p> <p>Vested pension—employee age 40 with 15 years' credited service whose employment terminated on or after Jan. 1, 1965, and who did not receive a pension under any other provision of the plan, to receive normal benefit upon reaching age 65.</p> <p>Retirement allowance—employee with less than 15 years' credited service at age 65 allowed 1 week's pay for each year of credited service, up to 10; and 2 weeks' pay for each year of credited service over 10.</p>	<p>Pension of employee with wife eligible for widow's pension actuarially reduced depending on wife's age.¹⁴ Employee retired at age 65 on or after Sept. 1, 1964, and before Jan. 1, 1965, with 15 years' credited service eligible for normal benefit, provided any amount paid to him because of ineligibility for a pension was repaid.</p> <p>Monthly payment actuarially reduced if early retirement was voluntary.¹⁵</p> <p>Normal benefit provided employee involuntarily separated for reasons other than cause.</p> <p>Available only to a wife who married employee before he reached age 50 and to children of such marriage. Pension for widow discontinued upon her remarriage. Plan also provided benefit to unmarried dependent children under age 18 of 42.5 percent of amount widowed female employee with 15 years' credited service would have received had she reached age 65.</p> <p>In case of a plant close-down, employee otherwise eligible could vest pension rights and still be entitled to separation pay.</p> <p>Not applicable to employees covered by retirement plan under collective bargaining agreement.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
<p>Jan. 1, 1968 (MCBW, NBPW, and UPWA agreements dated Sept. 1, 1967).</p>	<p>Changed: Normal Monthly retirement benefit—employee age 62 with 10 years' credited service and hired before Sept. 1, 1967, to receive the greater of (1) \$5 for each year of credited service, or (2) amount as determined previously by alternative method. Employee age 62 with 10 years' credited service hired on or after Sept. 1, 1967, to receive \$5 for each year of credited service. Minimum monthly pension continued to be \$30.</p> <p>Reduced: Early retirement benefits—service requirement to 10 years' credited service.</p> <p>Reduced: Disability benefit—service requirement to 10 years' credited service.</p> <p>Reduced: Survivors option—service requirement to 10 years' credited service for employee who died before retirement.</p> <p>Eliminated: Vested pension—age requirement.</p>	<p>Changed: Monthly payment reduced by 0.5 percent of normal benefit for each month employee was under age 62 at retirement for voluntary early retirement.</p> <p>Changed: Employee involuntarily separated for reasons other than cause entitled to option of normal benefit or separation pay and a deferred pension payable at age 65.</p>
<p>Jan. 1, 1971 (MCBW and NBPW agreements dated Apr. 1, 1970).</p>	<p>Increased: Normal monthly retirement benefit—employee hired before Sept. 1, 1967 to receive greater of (1) \$6 per year of credited service, or (2) amount as determined by alternative method. Employee hired on or after Sept. 1, 1967 to receive \$6 per year of credited service (in which case, alternative method was not applicable).</p>	<p>The 1968 amendments to the pension plan were not applicable to an employee who retired, was terminated, or died before Jan. 1, 1968, except if he was on active or benefit payroll on or after Mar. 31, 1967, as follows:</p> <ol style="list-style-type: none"> (1) If employee had 15 years' credited service, he or his survivors received pension in effect at time of retirement, termination, or death, and effective Jan. 1, 1968, the amount provided by plan in effect on that date, if greater; or (2) if employee had 10 years' credited service but less than 15, he or his survivors received amount in effect Jan. 1, 1968, if <ol style="list-style-type: none"> (a) he retired at age 65 and elected to take pension and to repay amount, if any, paid by company because of ineligibility for a pension, (b) he was separated from service because of plant or departmental closing or termination and after Jan. 1, 1968 he reached age 65, (c) he was paid for sickness or accident and was unable to return to work, or (d) his survivors repaid death benefits paid them because of previous ineligibility for a pension. <p>The 1971 amendments were not applicable to employee who retired, was terminated, or died before Jan. 1, 1971, except if he was on the active or benefit payroll on or after March 31, 1970 as follows:</p> <ol style="list-style-type: none"> (1) If he retired after Mar. 31, 1970 after attaining age 65, he received amount in effect on that date and effective Jan. 1, 1971, the amount provided on that date, if greater; (2) If he was retired (voluntarily or involuntarily) on an early pension after Mar. 31, 1970, he received amount in effect on that date and effective Jan. 1, 1971, the amount provided on that date if greater; (3) If employee was entitled to a deferred pension and he retired after Mar. 31, 1970, he received greater of amount in effect at termination or on Jan. 1, 1971;

See footnotes at end of table.

Table 3. Supplementary compensation practices¹ – Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
Jan. 1, 1971 (MCBW and NBPW agreements dated Apr. 1, 1970)—Continued.		(4) If employee retired on a disability pension after Mar. 31, 1970, he received amount in effect on that date, and effective Jan. 1, 1971, the amount provided on that date, if greater, except for disability retirement where the last work day prior to start of disability absence or last day of period for which he was paid sickness and accident benefits for disability, whichever was later, was prior to Apr. 1, 1970; and (5) If employee died after Mar. 31, 1970 his survivors received amount in effect on that date and effective Jan. 1, 1971, the amount provided on that date, if greater.
Jan. 1, 1972 (MCBW and NBPW agreements dated Apr. 1, 1970).	Increased: Normal monthly retirement benefit—employee hired before Sept. 1, 1967 to receive greater of (1) \$6.50 for each year of credited service, or (2) amount as determined previously by alternative method. Employee hired on or after Sept. 1, 1967 to receive \$6.50 for each year of credited service (alternative method not applicable).	Applicable to employees whose pension first became effective on or after Jan. 1, 1972 (except for disability pensions when last workday before start of disability absence or last day of period for which employee was paid sickness and accident benefits for disability, whichever was later, was before Jan. 1, 1972).

¹ The last entry under each item represents the most recent change.
² Effective Feb. 4, 1963, at Jackson, Miss.
³ Provisions relating to newly covered meatpacking plants and processing sales units are not covered by the wage chronology until the time these plants or units came under the master agreements (processing sales units were first covered by the master agreements in 1964). Such provisions do not necessarily represent a recent change unless it is so stated (they could be continued from local agreements). Absence of an exception to the provisions of the master agreements means adoption of the provisions of the master agreements.

The following plants or units came under the master agreement during the period covered by this wage chronology as follows:

- | | |
|---------------------------------------|-----------------------------------|
| Albany, Oreg., Oct. 10, 1966 | New Orleans, La., June 17, 1965 |
| Allentown, Pa., Nov. 1, 1964 | Norfolk, Va., June 1, 1965 |
| Atlanta, Ga. (process.), June 1, 1965 | Philadelphia, Pa., June 17, 1965 |
| Birmingham, Ala., June 1, 1965 | Pittsburgh, Pa., June 17, 1965 |
| Buffalo, N.Y., June 17, 1965 | Rochelle, Ill., Dec. 1, 1963 |
| Charleston, S.C., June 1, 1965 | Somerville, Mass., June 1, 1965 |
| Charlotte, N.C., June 1, 1965 | Stockton, Calif., Mar. 24, 1969 |
| Clovis, N. Mex., Sept. 1, 1964 | Tampa, Fla., June 17, 1965 |
| Columbia, S.C., June 1, 1965 | Tolleson, Ariz., July 1, 1968 |
| Detroit, Mich., June 1, 1965 | Washington, D.C., June 17, 1965 |
| Grand Island, Nebr., Aug. 1, 1966 | Williamsport, Pa., June 1, 1965 |
| Guymon, Okla., Jan. 22, 1968 | Wilson, N.C., Sept. 7, 1964 |
| Houston, Tex., June 17, 1965 | Winston-Salem, N.C., Dec. 1, 1968 |
| Lebanon, Pa., Mar. 8, 1965 | Yakima, Wash., Jan. 25, 1963 |
| Louisville, Ky., June 17, 1965 | |

⁴ During the period covered by Executive Order No. 9240 (October 1942 to Aug. 21, 1945) this provision was modified in practice to conform to that order.
⁵ For purposes of pensions, separation pay, death benefits, and hospital-medical-surgical benefits, which previously were based on continuous service, employee was credited with such service to Sept. 1, 1964. For purposes of vacations which previously were based on accumulated service, employee was credited with such service to Sept. 1, 1964. For purposes of sickness and accident benefits which previously were based on the greater of accumulated or continuous service, employee was credited with such service to Sept. 1, 1964.
 Credited service means all periods of time on payroll and certain absences to be credited upon return to work, such as sickness, approved absence, military service, and the first 3 months of any other authorized leave. Past service was not lost except when employee was totally terminated by a discharge, quit, layoff over 2 years, or failure to return when recalled. Present employee whose continuous service was broken by a layoff which began on or after Sept. 1, 1964, had his lost service restored for purposes of pensions and separation pay and was credited for such purposes as of Sept. 1, 1964, with continuous service at layoff and accumulated service after return to work and down to Sept. 1, 1964.
⁶ Moving allowance was:

Miles between plants	Allowance for—	
	Single employee	Married employee or head of household
0-24	None	None
25-99	\$ 40	\$150
100-299	70	235
300-499	100	325
500-999	125	410
1,000 or more	150	500

Footnotes--Continued

⁷ Previously established policy incorporated in union agreements with some changes.

⁸ By company practice at plants represented by UPWA.

⁹ The company's pension fund was not subject to collective bargaining prior to the 1964 agreement and therefore, was not covered by this chronology until Jan. 1, 1965--the date that the pension plan was brought under the 1964 master agreements.

¹⁰ The company and the unions agreed to review the health benefits program (letters dated Oct. 22, 1959, NBPW, and contracts dated Oct. 23, 1959, MCBW and UPWA).

¹¹ If stipulated benefits could not be provided at a cost to the company of 3/4 cent or less per hour worked by covered employees, the company and unions agreed to reopen the matter of diagnostic coverage so as to work out a method of providing such care for this amount (supplemental agreements dated October 22, NBPW, and October 23, MCBW and UPWA).

¹² Employee's vested portion in the holding period consisted of his contributions through payroll deductions plus his share of net income from "other" (short-term) investments (based on ratio of his payroll deductions to total payroll deductions).

Holding period ends on January 1, after 2 full years elapsed following credit of securities to participant's account.

¹³ Withdrawals were as follows:

Age of participant	Weeks of pay
Over 60 but less than 61	2
Over 61 but less than 62	4
Over 62 but less than 63	6
Over 63 but less than 64	8
Over 64 but less than 65	10

¹⁴ Reductions to provide pension for widow or children were as follows:

Difference between employee's age and wife's age	Reduction (percent)
Wife is 10 years younger	23.0
Wife is 9 years younger	22.2
Wife is 8 years younger	21.4
Wife is 7 years younger	20.6
Wife is 6 years younger	19.8
Wife is 5 years younger	19.0
Wife is 4 years younger	18.2
Wife is 3 years younger	17.4
Wife is 2 years younger	16.5
Wife is 1 year younger	15.7
Wife is same age	14.8
Wife is 1 year older	14.0
Wife is 2 years older	13.2
Wife is 3 years older	12.4
Wife is 4 years older	11.5
Wife is 5 years older	10.7

Similar reductions were made if wife was more than 10 years younger or more than 5 years older than employee.

¹⁵ Reductions for voluntary early retirement were as follows:

Age	Reduction (percent)
64	8.6
63	16.1
62	22.9
61	28.9
60	34.3
59	39.1
58	43.5
57	47.4
56	51.0
55	54.2

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 Superintendents 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).
- Atlantic Richfield Co. (former facilities of Sinclair Oil Companies)—
 - 1941-72, BLS Bulletin 1771 (75 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)
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- Bethlehem Atlantic Shipyards—
 - 1941-68, BLS Bulletin 1607 (35 cents)
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- Bituminous Coal Mines—
 - 1933-68, BLS Bulletin 1558 (25 cents)
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- 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 Inc.—
 - 1943-72, BLS Bulletin 1767 (35 cents)
- 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)
 - 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)
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 1920-62, BLS Report 208 (25 cents)¹

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

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 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)
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¹ Out of print. See *Directory of Wage Chronologies, 1948-72* for *Monthly Labor Review* issue in which reports and supplements published before July 1965 appeared.

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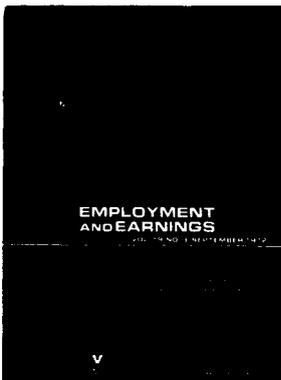


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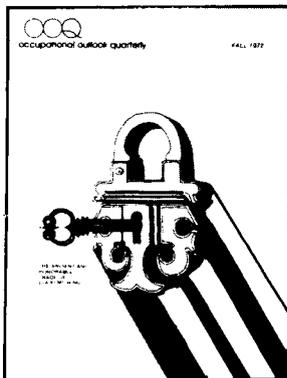
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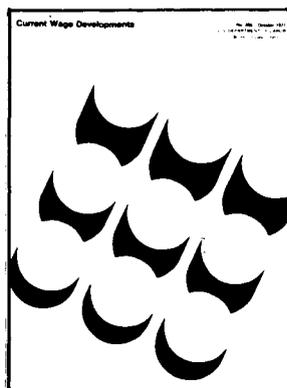
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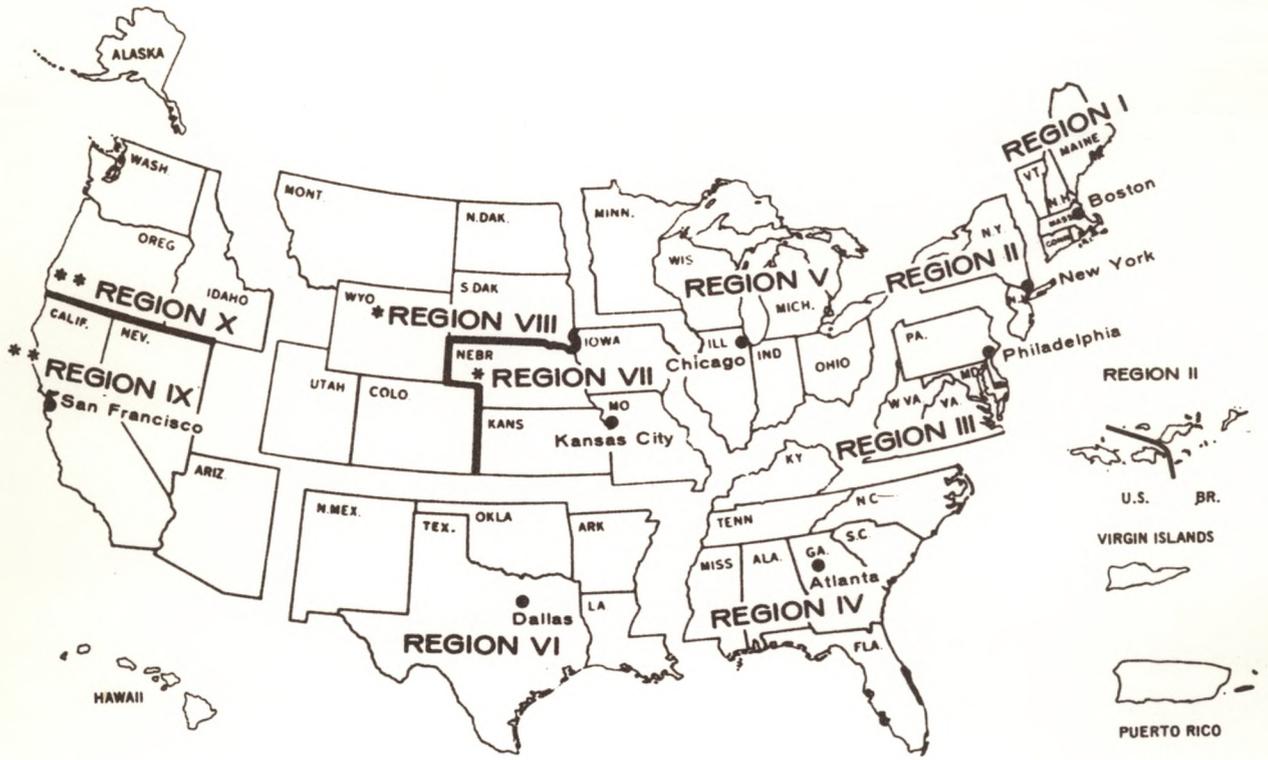


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