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Characteristics of Agreements Covering 1,000 Workers or More July 1, 1972

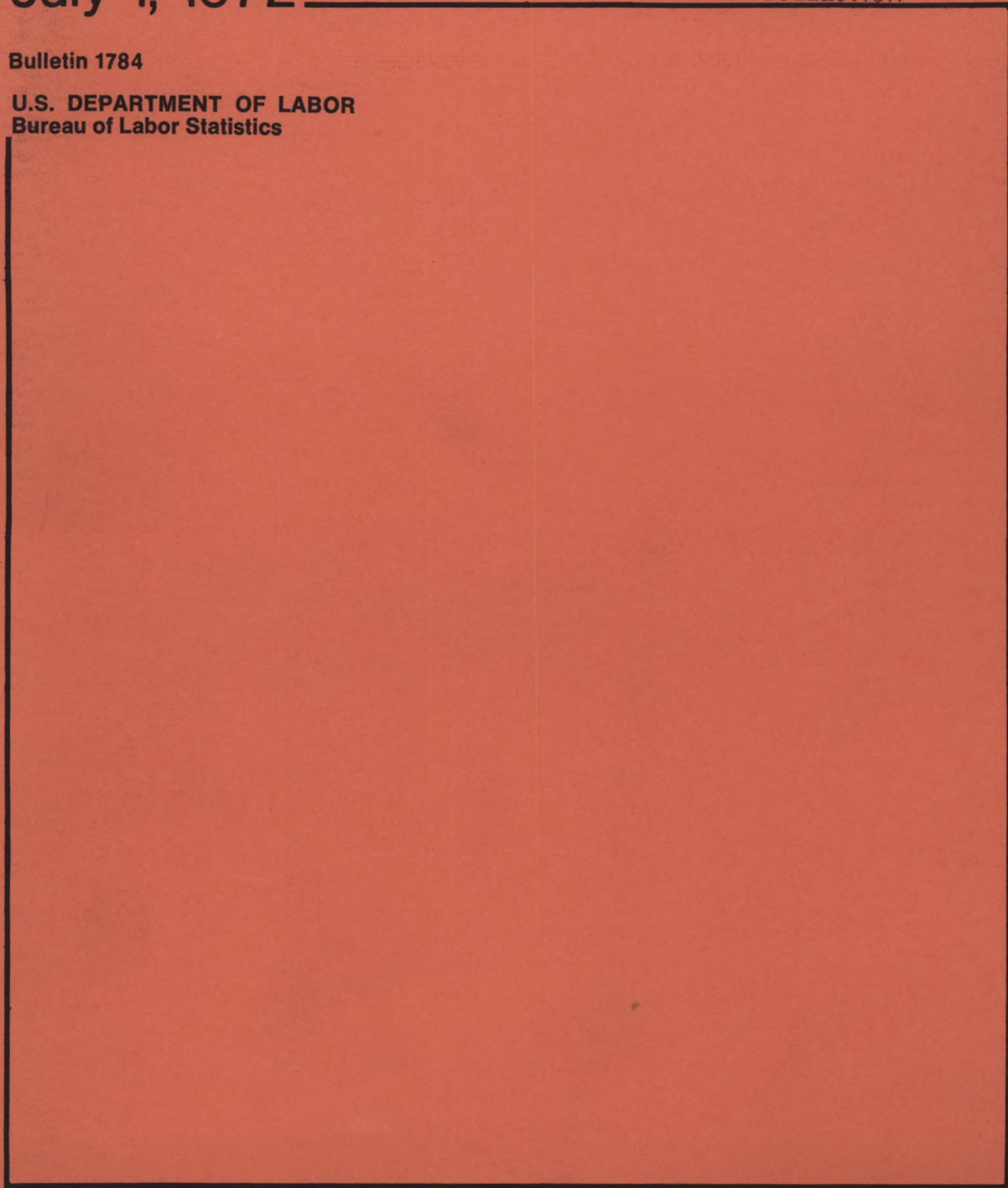
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Bulletin 1784

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics



Characteristics of Agreements Covering 1,000 Workers or More July 1, 1972

Bulletin 1784

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

BUREAU OF LABOR STATISTICS
Julius Shiskin, Commissioner
1973



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Preface

This is the third in a series of bulletins presenting a wide array of data on major collective bargaining agreements, classified by identifying characteristics and substantive provisions. As in the two previous bulletins, this study covers all manufacturing and nonmanufacturing industries, exclusive of airlines, railroads, and government, and is limited solely to noting the prevalence of provisions, without providing analytical comments or illustrative clauses. In-depth studies of collective bargaining agreements are presented in the Bureau's traditional 1425 series. All agreements in this report were in effect on or after July 1, 1972.

This report was prepared in the Bureau's Division of Industrial Relations by Nancy G. Coff, Marilynne Tilson, Wendelin Mann, Cheryl Brockenberry, Phyllis Brown, and Jacqueline Smith, under the supervision of Leon E. Lunden, Project Director.

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Introduction

This bulletin, the third in a series, provides statistical data on the prevalence of over 100 different collective bargaining provisions, primarily on an industry basis. For this study, the Bureau has analyzed 1,300 agreements in its file which were in effect on or after July 1, 1972, each covering 1,000 workers or more, with a total coverage of 6.3 million workers.¹ These agreements represent about two-thirds of all contracts of this size on file with the Bureau. The Bureau's earlier studies covered 252 agreements each involving 5,000 workers or more (1970), and 620 agreements each involving 2,000 workers or more (1971). Future bulletins will continue to widen the universe until all agreements involving 1,000 workers or more, exclusive of railroad, airline, and government contracts, will be included.

The substantive scope of the study will shift from time to time. New clauses will be added and others removed from the study as collective bargaining issues change; new tables will be added as the basic extensive analysis is refined. In this third bulletin, for example, tables have been expanded to include worker protection and miscellaneous safety provisions, incidental travel expenses, and the number of days in the workweek; and a new table has been added, relating scheduled weekly hours to the time when weekly overtime starts.

As in all agreement studies, the Bureau must caution the reader that the data reflect the Bureau's understanding of the written provisions and not necessarily that of the parties. Agreement language is complicated and elusive, and often is submitted to arbitration for interpretation. What is carried out in practice may at times differ from written provisions. Under these cir-

¹ For the purposes of this study, contracts expiring on June 29-30, 1972, were considered as in effect on July 1, 1972.

cumstances, the Bureau can only analyze the specific language of the agreement in the hope that it closely reflects the rules under which the parties operate. Furthermore, some benefits, notably pension and welfare plans, may not be mentioned in the basic agreement but often are set forth in separate documents. To the extent that this is so, the prevalence of particular provisions is understated.

For the first time, all tables in the bulletin have been printed out by Bureau computers. As an additional service to users, computer listing printouts are available, identifying collective bargaining agreements which have specific provisions appearing in Bureau tabulations. The cost of the printouts will be determined by the amount of computer use that is involved. Inquiries should be directed to the Project Director, Collective Bargaining Studies, Division of Industrial Relations, Bureau of Labor Statistics, U.S. Department of Labor, Washington, D.C. 20212 (telephone: 202-961-2320). In addition, visitors are welcome to use our contract files at 441 G Street, N.W., Washington, D.C., Room 4058, or to obtain copies of agreements on file at cost.

The tables which follow are grouped to help users of this bulletin find the specific information they seek, and related information. Part I sets forth the identifying characteristics of the 1,300 agreements in the study; Part II deals with union security, management rights, and other noneconomic matters; Part III, with wages and related provisions. Hours, overtime, and premium pay provisions are tabulated in Part IV; paid and unpaid leave in Part V. Part VI covers seniority and related provisions; Part VII, job security issues. In part VIII, dispute settlement provisions are covered; in Part IX, data are presented on employee benefits.

An alphabetical finder's index for contract provisions follows the tables.

Part I. Identifying Characteristics of Agreements Studied

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

Table 2. Expiration of agreements covering 1,000 workers or more by year and month, July 1, 1972

EXPIRATION DATE	AGREEMENTS	WORKERS	EXPIRATION DATE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	1974--CONTINUED		
1972.....	218	670,050	MARCH.....	49	124,350
JULY.....	37	100,350	APRIL.....	46	104,150
AUGUST.....	43	137,500	MAY.....	42	256,250
SEPTEMBER.....	44	107,350	JUNE.....	52	306,750
OCTOBER.....	33	76,300	JULY.....	75	654,400
NOVEMBER.....	28	182,300	AUGUST.....	54	429,900
DECEMBER.....	33	66,250	SEPTEMBER.....	37	106,550
1973.....	618	3,229,650	OCTOBER.....	17	73,800
JANUARY.....	19	93,000	NOVEMBER.....	8	97,700
FEBRUARY.....	20	65,250	DECEMBER.....	5	14,600
MARCH.....	73	298,200	1975.....	20	44,600
APRIL.....	85	283,800	JANUARY.....	3	9,350
MAY.....	99	433,700	FEBRUARY.....	4	5,700
JUNE.....	110	690,900	MARCH.....	3	5,750
JULY.....	38	104,700	APRIL.....	3	8,800
AUGUST.....	36	138,500	MAY.....	2	7,400
SEPTEMBER.....	43	804,400	JULY.....	2	2,750
OCTOBER.....	34	118,950	SEPTEMBER.....	1	1,750
NOVEMBER.....	29	53,600	NOVEMBER.....	1	1,100
DECEMBER.....	32	144,600	DECEMBER.....	1	2,000
1974.....	441	2,355,850	1976.....	1	3,400
JANUARY.....	33	97,450	JUNE.....	1	3,400
FEBRUARY.....	23	89,950	OPEN ENDED ¹	2	9,300

¹ An open ended agreement has no definite termination date. It is usually subject to reopening for negotiation of wages and other contract terms or to termination at any time upon proper notification by one party to the other.

Table 3. Expiration of agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		1972		1973		1974		1975 OR LATER ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	218	670,050	618	3,229,650	441	2,355,850	23	57,300
MANUFACTURING.....	746	3,535,850	132	322,850	331	1,984,450	273	1,200,850	10	27,700
ORDNANCE, ACCESSORIES.....	16	54,800	10	39,850	3	5,000	2	3,850	1	6,100
FOOD, KINDRED PRODUCTS.....	91	288,050	10	18,650	48	194,250	32	71,850	1	3,300
TOBACCO MANUFACTURING.....	9	24,350	-	-	2	2,300	7	22,050	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	5	11,250	6	25,750	1	1,000	-	-
APPAREL.....	39	354,100	11	41,350	24	180,250	4	132,500	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	2	2,200	6	9,750	1	2,200	-	-
FURNITURE, FIXTURES.....	13	23,200	4	5,250	6	10,000	3	7,950	-	-
PAPER, ALLIED PRODUCTS.....	43	73,850	6	11,400	26	48,450	11	14,000	-	-
PRINTING AND PUBLISHING.....	19	41,700	4	5,900	10	24,600	5	11,200	-	-
CHEMICALS.....	44	90,500	7	10,500	25	51,450	11	26,000	1	2,550
PETROLEUM REFINING.....	13	27,050	7	15,450	6	11,600	-	-	-	-
RUBBER AND PLASTICS.....	20	104,600	-	-	16	98,700	4	5,900	-	-
LEATHER PRODUCTS.....	19	49,400	6	15,400	5	8,300	8	25,700	-	-
STONE, CLAY, AND GLASS.....	28	58,150	3	4,800	11	19,500	14	33,850	-	-
PRIMARY METALS.....	62	429,300	1	1,300	10	16,650	51	411,350	-	-
FABRICATED METALS.....	35	97,650	9	18,450	8	15,050	17	63,050	1	1,100
MACHINERY.....	69	270,850	12	23,500	28	183,300	28	62,350	1	1,700
ELECTRICAL MACHINERY.....	94	448,150	14	25,750	48	293,800	31	126,800	1	1,800
TRANSPORTATION EQUIPMENT.....	92	993,150	16	64,650	35	752,750	38	171,600	3	4,150
INSTRUMENTS.....	12	27,750	3	4,450	3	8,650	5	7,650	1	7,000
MISC. MANUFACTURING.....	7	27,100	2	2,750	5	24,350	-	-	-	-
NONMANUFACTURING.....	554	2,777,000	86	347,200	287	1,245,200	168	1,155,000	13	29,600
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	2	2,500	2	2,850	8	92,550	-	-
TRANSPORTATION ²	67	494,400	5	7,550	49	452,600	12	28,250	1	6,000
COMMUNICATIONS.....	60	687,300	9	109,900	6	27,050	45	550,350	-	-
UTILITIES, ELEC. AND GAS.....	48	128,950	10	22,500	28	76,500	10	29,950	-	-
WHOLESALE TRADE.....	17	56,350	-	-	12	50,150	4	4,700	1	1,500
RETAIL TRADE.....	88	298,450	20	53,400	45	167,500	23	77,550	-	-
HOTELS AND RESTAURANTS.....	39	161,350	8	28,800	13	79,850	11	38,050	7	14,650
SERVICES.....	38	202,400	8	73,400	14	38,650	15	89,250	1	1,100
CONSTRUCTION.....	183	647,500	24	49,150	117	348,850	39	243,150	3	6,350
MISC. NONMANUFACTURING.....	2	2,400	-	-	1	1,200	1	1,200	-	-

¹ Includes 1 agreement covering 3,400 workers which expires in 1976, and 2 agreements covering 9,300 workers which are open ended.

² Excludes railroads and airlines.

Table 4. Duration of agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		11 MONTHS		12 MONTHS		13-23 MONTHS		24 MONTHS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	3	3,100	20	55,300	32	82,050	161	399,100
MANUFACTURING.....	746	3,535,850	-	-	11	26,000	15	39,200	91	190,950
ORDNANCE, ACCESSORIES.....	16	54,800	-	-	3	9,800	-	-	-	-
FOOD, KINDRED PRODUCTS.....	91	288,050	-	-	1	1,100	1	8,000	14	39,500
TOBACCO MANUFACTURING.....	9	24,350	-	-	-	-	-	-	1	1,100
TEXTILE MILL PRODUCTS.....	12	38,000	-	-	-	-	-	-	2	2,650
APPAREL.....	39	354,100	-	-	1	3,000	-	-	4	14,000
LUMBER, WOOD PRODUCTS.....	9	14,150	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES.....	13	23,200	-	-	-	-	-	-	1	2,000
PAPER, ALLIED PRODUCTS.....	43	73,850	-	-	-	-	1	2,900	9	13,200
PRINTING AND PUBLISHING.....	19	41,700	-	-	-	-	-	-	5	7,000
CHEMICALS.....	44	90,500	-	-	-	-	3	6,000	12	30,050
PETROLEUM REFINING.....	13	27,050	-	-	1	1,900	2	2,450	9	21,700
RUBBER AND PLASTICS.....	20	104,600	-	-	-	-	-	-	-	-
LEATHER PRODUCTS.....	19	49,400	-	-	1	1,000	2	11,100	7	10,600
STONE, CLAY, AND GLASS.....	28	58,150	-	-	-	-	2	3,300	5	7,050
PRIMARY METALS.....	62	429,300	-	-	-	-	-	-	2	2,900
FABRICATED METALS.....	35	97,650	-	-	1	3,400	1	1,200	3	7,050
MACHINERY.....	69	270,850	-	-	1	2,750	1	1,000	5	10,100
ELECTRICAL MACHINERY.....	94	448,150	-	-	1	2,000	-	-	5	9,700
TRANSPORTATION EQUIPMENT.....	92	993,150	-	-	1	1,100	1	2,000	2	3,500
INSTRUMENTS.....	12	27,750	-	-	-	-	1	1,250	3	6,250
MISC. MANUFACTURING.....	7	27,100	-	-	-	-	-	-	2	2,600
NONMANUFACTURING.....	554	2,777,000	3	3,100	9	29,300	17	42,850	70	208,150
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	-	-	-	-	-	-	1	1,550
TRANSPORTATION ¹	67	494,400	-	-	-	-	-	-	3	6,000
COMMUNICATIONS.....	60	687,300	-	-	-	-	-	-	5	25,550
UTILITIES, ELEC. AND GAS.....	48	128,950	2	2,100	2	2,450	6	12,150	19	54,450
WHOLESALE TRADE.....	17	56,350	-	-	1	3,100	-	-	2	3,500
RETAIL TRADE.....	88	298,450	-	-	-	-	4	7,800	14	45,750
HOTELS AND RESTAURANTS.....	39	161,350	-	-	-	-	-	-	2	7,000
SERVICES.....	38	202,400	-	-	-	-	-	-	5	19,000
CONSTRUCTION.....	183	647,500	1	1,000	6	23,750	7	22,900	19	45,350
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	-	-	-	-
	25-35 MONTHS		36 MONTHS		37-47 MONTHS		48 MONTHS		OVER 48 MONTHS ²	
ALL INDUSTRIES.....	140	1,323,350	741	3,307,000	139	902,050	23	64,600	41	176,300
MANUFACTURING.....	99	1,159,450	440	1,683,000	72	395,200	9	22,000	9	20,050
ORDNANCE, ACCESSORIES.....	2	15,750	9	23,350	2	5,900	-	-	-	-
FOOD, KINDRED PRODUCTS.....	7	12,800	53	114,200	14	109,150	-	-	1	3,300
TOBACCO MANUFACTURING.....	-	-	8	23,250	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	-	-	10	35,350	-	-	-	-	-	-
APPAREL.....	-	-	32	332,600	1	2,000	-	-	1	2,500
LUMBER, WOOD PRODUCTS.....	1	1,000	6	10,650	2	2,500	-	-	-	-
FURNITURE, FIXTURES.....	-	-	10	18,950	-	-	1	1,250	1	1,000
PAPER, ALLIED PRODUCTS.....	5	6,900	25	46,350	1	1,200	2	3,300	-	-
PRINTING AND PUBLISHING.....	2	2,250	11	31,450	1	1,000	-	-	-	-
CHEMICALS.....	2	3,600	23	44,750	3	5,100	-	-	1	1,000
PETROLEUM REFINING.....	1	1,000	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS.....	11	86,950	9	17,650	-	-	-	-	-	-
LEATHER PRODUCTS.....	3	11,800	4	5,400	-	-	2	9,500	-	-
STONE, CLAY, AND GLASS.....	1	1,300	14	29,950	6	16,550	-	-	-	-
PRIMARY METALS.....	13	27,750	45	393,150	2	5,500	-	-	-	-
FABRICATED METALS.....	4	7,950	24	74,000	1	1,000	1	3,050	-	-
MACHINERY.....	15	160,900	42	88,900	5	7,250	-	-	-	-
ELECTRICAL MACHINERY.....	8	59,150	52	168,250	24	205,850	2	2,900	2	4,300
TRANSPORTATION EQUIPMENT.....	24	764,350	51	181,400	9	30,850	1	2,000	3	7,950
INSTRUMENTS.....	-	-	8	20,250	-	-	-	-	-	-
MISC. MANUFACTURING.....	-	-	4	23,150	1	1,350	-	-	-	-
NONMANUFACTURING.....	41	163,900	301	1,624,000	67	506,850	14	42,600	32	156,250
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	1	2,400	9	92,950	-	-	-	-	1	1,000
TRANSPORTATION ¹	4	10,350	18	66,650	39	402,300	2	3,100	1	6,000
COMMUNICATIONS.....	5	46,250	46	593,600	4	21,900	-	-	-	-
UTILITIES, ELEC. AND GAS.....	1	1,000	18	56,800	-	-	-	-	-	-
WHOLESALE TRADE.....	2	3,200	10	44,050	1	1,000	1	1,500	-	-
RETAIL TRADE.....	9	44,600	56	182,350	2	4,500	1	8,950	2	4,500
HOTELS AND RESTAURANTS.....	2	4,000	16	63,800	5	10,550	6	15,850	8	60,150
SERVICES.....	2	2,700	24	159,600	2	2,600	2	3,200	3	15,300
CONSTRUCTION.....	15	49,400	102	361,800	14	64,000	2	10,000	17	69,300
MISC. NONMANUFACTURING.....	-	-	2	2,400	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes 1 agreement for 54 months; 1 for 58 months; 1 for 59 months; 26 agreements for 60 months; 5 agreements for 61 months; 1 agreement for 62 months; 1 agreement for 63 months; 2 agreements for 64 months; 1 agreement for 67 months; and 2 open ended agreements.

Table 5a. Agreements covering 1,000 workers or more by region and State, July 1, 1972

REGION AND STATE	AGREEMENTS	WORKERS	REGION AND STATE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	SOUTH ATLANTIC--CONTINUED		
INTERSTATE ¹	218	2,879,950	MARYLAND.....	14	28,100
NEW ENGLAND.....	67	183,300	DISTRICT OF COLUMBIA.....	5	11,450
MORE THAN 1 STATE ¹	7	53,850	VIRGINIA.....	18	61,750
MAINE.....	3	6,550	WEST VIRGINIA.....	11	14,900
NEW HAMPSHIRE.....	1	1,100	NORTH CAROLINA.....	12	32,450
VERMONT.....	-	-	SOUTH CAROLINA.....	7	1,800
MASSACHUSETTS.....	34	70,800	GEORGIA.....	7	14,900
RHODE ISLAND.....	5	5,750	FLORIDA.....	12	22,450
CONNECTICUT.....	17	45,250	EAST SOUTH CENTRAL.....	35	78,800
MIDDLE ATLANTIC.....	280	818,000	MORE THAN 1 STATE ¹	1	1,500
MORE THAN 1 STATE ¹	21	134,000	KENTUCKY.....	7	16,800
NEW YORK.....	129	377,750	TENNESSEE.....	14	27,400
NEW JERSEY.....	43	109,300	ALABAMA.....	10	25,050
PENNSYLVANIA.....	87	196,950	MISSISSIPPI.....	3	8,050
EAST NORTH CENTRAL.....	288	896,150	WEST SOUTH CENTRAL.....	47	127,100
MORE THAN 1 STATE ¹	14	102,950	MORE THAN 1 STATE ¹	2	7,700
OHIO.....	65	164,200	ARKANSAS.....	9	14,650
INDIANA.....	26	79,150	LOUISIANA.....	10	33,600
ILLINOIS.....	92	273,150	OKLAHOMA.....	3	7,950
MICHIGAN.....	55	130,300	TEXAS.....	23	63,200
WISCONSIN.....	36	146,400	MOUNTAIN.....	26	62,650
WEST NORTH CENTRAL.....	71	196,650	MORE THAN 1 STATE ¹	-	-
MORE THAN 1 STATE ¹	7	34,700	MONTANA.....	1	1,200
MINNESOTA.....	22	46,400	IDAHO.....	1	1,300
IOWA.....	7	14,500	WYOMING.....	-	-
MISSOURI.....	28	84,800	COLORADO.....	8	17,100
NORTH DAKOTA.....	-	-	NEW MEXICO.....	3	6,700
SOUTH DAKOTA.....	1	1,500	ARIZONA.....	8	16,650
NEBRASKA.....	4	9,200	UTAH.....	-	-
KANSAS.....	2	5,550	NEVADA.....	5	20,100
SOUTH ATLANTIC.....	101	319,000	PACIFIC.....	167	751,250
MORE THAN 1 STATE ¹	17	124,800	MORE THAN 1 STATE ¹	12	54,800
DELAWARE.....	4	6,400	WASHINGTON.....	20	49,800
			OREGON.....	7	14,000
			CALIFORNIA.....	125	615,950
			ALASKA.....	-	-
			HAWAII.....	3	16,700

¹ Worker distribution by State not available.

Table 5b. Agreements covering 1,000 workers or more by Federal administrative region and State, July 1, 1972

REGION AND STATE	AGREEMENTS	WORKERS	REGION AND STATE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	REGION V--CONTINUED		
INTERSTATE ¹	225	2,966,250	INDIANA.....	26	79,150
REGION I.....	67	169,250	ILLINOIS.....	92	273,150
MORE THAN 1 STATE ¹	7	39,800	MICHIGAN.....	55	130,300
MAINE.....	3	6,550	WISCONSIN.....	36	146,400
NEW HAMPSHIRE.....	1	1,100	MINNESOTA.....	22	46,400
VERMONT.....	-	-	REGION VI.....	50	133,400
MASSACHUSETTS.....	34	70,800	MORE THAN 1 STATE ¹	2	7,700
RHODE ISLAND.....	5	5,750	ARKANSAS.....	9	14,650
CONNECTICUT.....	17	45,250	LOUISIANA.....	10	33,600
REGION II.....	187	592,100	OKLAHOMA.....	3	7,950
MORE THAN 1 STATE ¹	15	105,050	TEXAS.....	23	63,200
NEW YORK.....	129	377,750	NEW MEXICO.....	3	6,300
NEW JERSEY.....	43	109,300	REGION VII.....	46	126,950
VIRGIN ISLANDS.....	-	-	MORE THAN 1 STATE ¹	5	12,900
PUERTO RICO.....	-	-	IOWA.....	7	14,500
REGION III.....	155	388,400	MISSOURI.....	28	84,800
MORE THAN 1 STATE ¹	16	68,850	NEBRASKA.....	4	9,200
PENNSYLVANIA.....	87	196,950	KANSAS.....	2	5,550
DELAWARE.....	4	6,400	REGION VIII.....	10	19,800
MARYLAND.....	14	28,100	MORE THAN 1 STATE ¹	-	-
DISTRICT OF COLUMBIA.....	5	11,450	NORTH DAKOTA.....	-	-
VIRGINIA.....	18	61,750	SOUTH DAKOTA.....	1	1,500
WEST VIRGINIA.....	11	14,900	MONTANA.....	1	1,200
REGION IV.....	69	154,700	WYOMING.....	-	-
MORE THAN 1 STATE ¹	3	5,800	COLORADO.....	8	17,100
NORTH CAROLINA.....	12	32,450	UTAH.....	-	-
SOUTH CAROLINA.....	1	1,800	REGION IX.....	144	720,850
GEORGIA.....	7	14,900	MORE THAN 1 STATE ¹	3	51,450
FLORIDA.....	12	22,450	ARIZONA.....	8	16,650
KENTUCKY.....	7	16,800	NEVADA.....	5	20,100
TENNESSEE.....	14	27,400	CALIFORNIA.....	125	615,950
ALABAMA.....	10	25,050	HAWAII.....	3	16,700
MISSISSIPPI.....	3	8,050	GUAM.....	-	-
REGION V.....	312	945,750	REGION X.....	35	95,400
MORE THAN 1 STATE ¹	16	106,150	MORE THAN 1 STATE ¹	7	30,300
OHIO.....	65	164,200	IDAHO.....	1	1,300
			WASHINGTON.....	20	49,800
			OREGON.....	7	14,000
			ALASKA.....	-	-

¹ Worker distribution by State not available.

Table 6. Agreements covering 1,000 workers or more by union, July 1, 1972

UNION	AGREEMENTS	WORKERS	UNION	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	AFL-CIO--CONTINUED		
<u>AFL-CIO</u>			PAPERMAKERS AND PAPERWORKERS ²	11	16,000
TWO OR MORE AFL-CIO UNIONS.....	32	104,000	PATTERN MAKERS.....	1	1,350
DIRECTLY AFFILIATED LOCAL UNIONS.....	5	9,400	PLASTERERS.....	4	11,700
ACTORS.....	10	178,000	PLUMBERS AND PIPEFITTERS.....	15	30,750
ALUMINUM WORKERS.....	2	10,200	POTTERS.....	3	7,000
BAKERY WORKERS.....	4	7,800	PRINTING PRESSMEN.....	2	2,500
BOILERMAKERS.....	11	30,950	PULP, SULPHITE WORKERS ²	9	14,200
BOOKBINDERS ¹	3	4,350	RETAIL CLERKS.....	33	145,350
BREWERY WORKERS.....	5	8,950	RETAIL, WHOLESALE AND DEPARTMENT STORE UNION.....	14	27,100
BRICK AND CLAY WORKERS.....	1	1,500	RUBBER WORKERS.....	20	105,650
BRICKLAYERS.....	8	23,300	SEAFARERS.....	7	18,700
BROADCAST EMPLOYEES AND TECHNICIANS.....	1	1,400	SERVICE EMPLOYEES.....	13	43,100
CARPENTERS.....	43	161,450	SHEET METAL WORKERS.....	7	11,450
CEMENT WORKERS.....	3	4,700	SHOE WORKERS; BOOT AND.....	5	12,950
CHEMICAL WORKERS.....	10	17,600	SHOE WORKERS; UNITED.....	6	18,200
CIGAR MAKERS ¹	1	1,100	STAGE EMPLOYEES.....	2	11,400
CLOTHING WORKERS.....	21	199,650	STEELWORKERS.....	87	548,350
COMMUNICATION WORKERS.....	34	455,750	TELEGRAPH WORKERS.....	1	16,000
DISTILLERY WORKERS.....	4	8,200	TEXTILE WORKERS UNION.....	14	33,100
ELECTRICAL WORKERS (IBEW).....	89	309,650	TEXTILE WORKERS; UNITED.....	7	23,700
ELECTRICAL WORKERS (IUE).....	22	214,650	TOBACCO WORKERS.....	8	23,250
ENGINEERS; OPERATING.....	24	102,150	TOYS, PLAYTHINGS; UNION OF DOLLS.....	2	18,000
FURNITURE WORKERS.....	3	4,700	TRANSIT UNION; AMALGAMATED.....	4	5,950
GARMENT WORKERS; LADIES ¹	27	196,350	TRANSPORT WORKERS.....	1	2,100
GLASS BOTTLE BLOWERS.....	9	26,250	TYPOGRAPHICAL UNION.....	4	15,100
GLASS AND CERAMIC WORKERS.....	1	1,200	UPHOLSTERERS.....	6	11,850
GLASS WORKERS; FLINT.....	5	7,300	UTILITY WORKERS.....	4	9,500
GRAIN MILLERS.....	1	1,400	WOODWORKERS.....	2	2,750
HATTERS.....	1	5,000			
HOTEL AND RESTAURANT EMPLOYEES.....	34	122,550	<u>UNAFFILIATED</u>		
INDUSTRIAL WORKERS; ALLIED.....	16	33,100	SINGLE FIRM INDEPENDENT UNIONS.....	62	182,100
INSURANCE WORKERS.....	2	20,600	AUTO WORKERS.....	72	939,400
IRON WORKERS.....	12	30,650	DISTRICT 50; ALLIED AND TECHNICAL ³	14	21,550
LABORERS.....	39	144,350	ELECTRICAL WORKERS (UE) ¹	8	21,900
LATHERS.....	1	1,000	GUARD WORKERS.....	3	3,200
LAUNDRY AND DRYCLEANING UNION.....	2	3,450	INSURANCE AGENTS.....	1	2,000
LEATHER GOODS, PLASTIC AND NOVELTY WORKERS.....	3	11,800	LAUNDRY, DRYCLEANING AND DYEHOUSE WORKERS.....	4	10,200
LEATHER WORKERS.....	1	1,400	LONGSHOREMEN AND WAREHOUSEMEN.....	4	20,700
LITHOGRAPHERS AND PHOTOENGRAVERS ¹	4	11,200	MINE WORKERS.....	1	80,000
LONGSHOREMEN'S ASSOCIATION.....	2	6,000	NEWSPAPER AND MAIL DELIVERERS.....	1	2,000
MACHINISTS.....	59	181,050	NURSES' ASSOCIATION; AMERICAN.....	2	4,000
MARINE AND SHIPBUILDING WORKERS.....	9	24,900	PACKINGHOUSE AND DAIRY WORKERS.....	1	4,950
MARITIME UNION; NATIONAL.....	2	3,500	PULP AND PAPER; WESTERN.....	3	4,950
MASTERS, MATES, AND PILOTS (ILA).....	1	6,000	TEAMSTERS.....	129	704,750
MEAT CUTTERS.....	60	170,700	TELEPHONE UNIONS; INDEPENDENT.....	6	40,550
MECHANICS EDUCATIONAL SOCIETY.....	2	2,650	TRUCK DRIVERS; CHICAGO.....	1	12,000
MOLDERS.....	6	13,150	WATCHMEN'S ASSOCIATION.....	1	1,200
MUSICIANS.....	2	9,000			
NEWSPAPER GUILD; AMERICAN.....	4	5,750	TWO OR MORE UNIONS--DIFFERENT AFFILIATIONS.....	19	71,800
OFFICE AND PROFESSIONAL EMPLOYEES.....	2	4,400			
OIL, CHEMICAL, AND ATOMIC WORKERS.....	23	45,350			
PAINTERS.....	10	49,050			

¹ Merged and formed the Graphic Arts International Union, September 4, 1972.
² Merged and formed the United Paperworkers International Union, August 9, 1972.
³ Merged into the United Steelworkers of America, August 9, 1972.

Table 7. Employer unit in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		SINGLE EMPLOYER						MULTI-EMPLOYER	
			TOTAL		SINGLE PLANT		MULTIPLANT			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	792	3,773,950	418	1,028,550	374	2,745,400	508	2,538,900
MANUFACTURING.....	746	3,535,850	606	2,853,100	363	911,500	243	1,941,600	140	682,750
ORDNANCE, ACCESSORIES.....	16	54,800	16	54,800	12	39,650	4	15,150	-	-
FOOD, KINDRED PRODUCTS.....	91	288,050	50	117,400	32	51,050	18	66,350	41	170,650
TOBACCO MANUFACTURING.....	9	24,350	9	24,350	5	11,350	4	13,000	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	6	15,600	5	14,200	1	1,400	6	22,400
APPAREL.....	39	354,100	11	29,850	6	17,700	5	12,150	28	324,250
LUMBER, WOOD PRODUCTS.....	9	14,150	4	5,650	3	4,450	1	1,200	5	8,500
FURNITURE, FIXTURES.....	13	23,200	7	12,800	4	4,450	3	8,350	6	10,400
PAPER, ALLIED PRODUCTS.....	43	73,850	38	65,600	25	43,750	13	21,850	5	8,250
PRINTING AND PUBLISHING.....	19	41,700	6	8,700	4	4,250	2	4,450	13	33,000
CHEMICALS.....	44	90,500	44	90,500	30	55,000	14	35,500	-	-
PETROLEUM REFINING.....	13	27,050	13	27,050	6	11,750	7	15,300	-	-
RUBBER AND PLASTICS.....	20	104,600	19	101,100	10	21,550	9	79,550	1	3,500
LEATHER PRODUCTS.....	19	49,400	11	29,000	7	14,750	4	14,250	8	20,400
STONE, CLAY, AND GLASS.....	28	58,150	22	45,850	11	20,450	11	25,400	6	12,300
PRIMARY METALS.....	62	429,300	59	423,100	26	46,700	33	376,400	3	6,200
FABRICATED METALS.....	35	97,650	28	82,100	11	21,300	17	60,800	7	15,550
MACHINERY.....	69	270,850	66	266,550	40	85,550	26	181,000	3	4,300
ELECTRICAL MACHINERY.....	94	448,150	92	443,600	64	280,050	28	163,550	2	4,550
TRANSPORTATION EQUIPMENT.....	92	993,150	88	972,650	51	144,150	37	828,500	4	20,500
INSTRUMENTS.....	12	27,750	12	27,750	8	15,300	4	12,450	-	-
MISC. MANUFACTURING.....	7	27,100	5	9,100	3	4,100	2	5,000	2	18,000
NONMANUFACTURING.....	554	2,777,000	186	920,850	55	117,050	131	803,800	368	1,856,150
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	9	14,650	7	10,700	2	3,950	3	83,250
TRANSPORTATION.....	67	494,400	16	32,500	7	14,150	9	18,350	51	461,900
COMMUNICATIONS.....	60	687,300	54	581,300	4	9,550	50	571,750	6	106,000
UTILITIES, ELEC. AND GAS.....	48	128,950	45	124,950	13	28,200	32	96,750	3	4,000
WHOLESALE TRADE.....	17	56,350	1	1,450	-	-	1	1,450	16	54,900
RETAIL TRADE.....	88	298,450	38	97,600	11	31,150	27	66,450	50	200,850
HOTELS AND RESTAURANTS.....	39	161,350	5	9,700	5	9,700	-	-	34	151,650
SERVICES.....	38	202,400	6	28,600	2	4,300	4	24,300	32	173,800
CONSTRUCTION.....	183	647,500	11	28,900	5	8,100	6	20,800	172	618,600
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	1	1,200	-	-	1	1,200

¹ Excludes railroads and airlines.

Part II. Union Security, Management Rights, and other Noneconomic Provisions

Union security
Checkoff
Management rights
“Favored nations” clauses
Antidiscrimination
Older workers
Safety committees
Moonlighting
Union literature
Environmental provisions
Worker protection
Miscellaneous safety
provisions

Table 9. Union security provisions in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		REFERRING TO UNION SECURITY					
	AGREEMENTS	WORKERS	TOTAL		UNION SHOP ¹		MODIFIED UNION SHOP ²	
			AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	1,085	5,552,000	868	4,190,200	112	683,500
MANUFACTURING.....	746	3,535,850	600	3,062,100	472	2,338,250	79	507,100
ORDNANCE, ACCESSORIES.....	16	54,800	12	46,450	11	44,450	1	2,000
FOOD, KINDRED PRODUCTS.....	91	288,050	77	247,700	69	213,400	2	5,150
TOBACCO MANUFACTURING.....	9	24,350	2	6,750	-	-	2	6,750
TEXTILE MILL PRODUCTS.....	12	38,000	9	26,100	8	25,100	1	1,000
APPAREL.....	39	354,100	38	353,100	38	353,100	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	8	12,900	8	12,900	-	-
FURNITURE, FIXTURES.....	13	23,200	12	22,200	9	17,000	3	5,200
PAPER, ALLIED PRODUCTS.....	43	73,850	29	55,700	22	42,150	7	13,550
PRINTING AND PUBLISHING.....	19	41,700	17	39,400	15	37,150	2	2,250
CHEMICALS.....	44	90,500	26	51,200	18	32,850	2	2,600
PETROLEUM REFINING.....	13	27,050	6	9,550	-	-	-	-
RUBBER AND PLASTICS.....	20	104,600	18	102,000	17	100,600	1	1,400
LEATHER PRODUCTS.....	19	49,400	17	46,400	17	46,400	-	-
STONE, CLAY, AND GLASS.....	28	58,150	25	53,500	24	51,500	1	2,350
PRIMARY METALS.....	62	429,300	50	395,550	26	64,250	20	313,900
FABRICATED METALS.....	35	97,650	31	87,450	27	75,350	3	10,200
MACHINERY.....	69	270,850	64	260,700	45	206,650	17	49,100
ELECTRICAL MACHINERY.....	94	448,150	70	283,000	46	147,250	9	68,150
TRANSPORTATION EQUIPMENT.....	92	993,150	74	916,150	59	824,750	8	23,500
INSTRUMENTS.....	12	27,750	9	20,800	7	18,250	-	-
MISC. MANUFACTURING.....	7	27,100	6	25,500	6	25,500	-	-
NONMANUFACTURING.....	554	2,777,000	485	2,489,900	396	1,851,950	33	176,400
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	8	91,700	6	88,000	1	2,400
TRANSPORTATION ³	67	494,400	62	480,800	60	473,700	1	1,100
COMMUNICATIONS.....	60	687,300	53	569,550	9	109,700	6	66,600
UTILITIES, ELEC. AND GAS.....	48	128,950	38	99,900	21	38,700	14	43,950
WHOLESALE TRADE.....	17	56,350	17	56,350	16	55,150	-	-
RETAIL TRADE.....	88	298,450	81	285,900	74	272,850	4	7,050
HOTELS AND RESTAURANTS.....	39	161,350	35	142,750	34	141,400	-	-
SERVICES.....	38	202,400	34	192,500	29	124,800	3	48,200
CONSTRUCTION.....	183	647,500	156	569,250	146	546,450	4	7,100
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	1	1,200	-	-
REFERRING TO UNION SECURITY--CONTINUED								
	AGENCY SHOP ⁴		MAINTENANCE OF MEMBERSHIP ⁵		SUBJECT TO LOCAL NEGOTIATION		SOLE BARGAINING ⁶	
ALL INDUSTRIES.....	65	533,650	38	126,300	2	18,350	215	760,850
MANUFACTURING.....	24	103,600	23	94,800	2	18,350	146	473,750
ORDNANCE, ACCESSORIES.....	-	-	-	-	-	-	4	8,350
FOOD, KINDRED PRODUCTS.....	4	18,500	1	1,300	1	9,350	14	40,350
TOBACCO MANUFACTURING.....	-	-	-	-	-	-	7	17,600
TEXTILE MILL PRODUCTS.....	-	-	-	-	-	-	3	11,900
APPAREL.....	-	-	-	-	-	-	1	1,000
LUMBER, WOOD PRODUCTS.....	-	-	-	-	-	-	1	1,250
FURNITURE, FIXTURES.....	-	-	-	-	-	-	1	1,000
PAPER, ALLIED PRODUCTS.....	-	-	-	-	-	-	14	18,150
PRINTING AND PUBLISHING.....	-	-	-	-	-	-	2	2,300
CHEMICALS.....	1	8,000	5	7,750	-	-	18	39,300
PETROLEUM REFINING.....	-	-	6	9,550	-	-	7	17,500
RUBBER AND PLASTICS.....	-	-	-	-	-	-	2	2,600
LEATHER PRODUCTS.....	-	-	-	-	-	-	2	3,000
STONE, CLAY, AND GLASS.....	-	-	-	-	-	-	3	4,650
PRIMARY METALS.....	2	7,200	1	1,200	1	9,000	12	33,750
FABRICATED METALS.....	1	1,900	-	-	-	-	4	10,200
MACHINERY.....	1	3,500	1	1,450	-	-	5	10,150
ELECTRICAL MACHINERY.....	10	51,300	5	16,300	-	-	24	165,150
TRANSPORTATION EQUIPMENT.....	4	12,000	3	55,900	-	-	18	77,000
INSTRUMENTS.....	1	1,200	1	1,350	-	-	3	6,950
MISC. MANUFACTURING.....	-	-	-	-	-	-	1	1,600
NONMANUFACTURING.....	41	430,050	15	31,500	-	-	69	287,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	1	1,300	-	-	-	-	4	6,200
TRANSPORTATION ³	-	-	1	6,000	-	-	5	13,600
COMMUNICATIONS.....	33	382,650	5	10,600	-	-	7	117,750
UTILITIES, ELEC. AND GAS.....	3	17,250	-	-	-	-	10	29,050
WHOLESALE TRADE.....	-	-	1	1,200	-	-	-	-
RETAIL TRADE.....	-	-	3	6,000	-	-	7	12,550
HOTELS AND RESTAURANTS.....	1	1,350	-	-	-	-	4	18,600
SERVICES.....	1	17,500	1	2,000	-	-	4	9,900
CONSTRUCTION.....	2	10,000	4	5,700	-	-	27	78,250
MISC. NONMANUFACTURING.....	-	-	-	-	-	-	1	1,200

¹ A union shop requires all employees to become members of the union within a specified time after hiring, or after a new provision is negotiated, and to remain members of the union as a condition of continued employment.

² A modified union shop is the same as a union shop except that certain employee groups may be exempted—for example, those already employed at the time that the provision was negotiated who had not as yet joined the union.

³ Excludes railroads and airlines.

⁴ An agency shop requires all employees in the bargaining unit who do not join the union to pay a fixed amount monthly, usually the equivalent of union dues, as a condition of employment, to help defray the union's expenses in acting as a bargaining agent. The agency shop may appear in combination with other forms of union security. Included are 10 agreements covering 61,900 workers, which have the agency shop and maintenance of membership, and 4 agreements covering 8,500 workers, which have the agency shop and the modified union shop.

⁵ Maintenance of membership describes an arrangement whereby employees who are members of the union at the time the agreement is negotiated, or who voluntarily join subsequently, must maintain their membership, usually for the duration of the agreement, as a condition of continued employment.

⁶ Sole bargaining describes the arrangement whereby the union is recognized as the exclusive bargaining agent for all employees, union and non-union, in the bargaining unit, but union membership is not required as a condition of employment.

Table 10. Checkoff provisions in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		REFERRING TO CHECKOFF					
			TOTAL		DUES CHECKOFF ONLY		DUES AND ASSESSMENTS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	1,050	5,263,600	274	1,174,000	16	102,500
MANUFACTURING.....	746	3,535,850	695	3,331,200	145	431,850	6	22,300
ORDNANCE, ACCESSORIES.....	16	54,800	16	54,800	3	6,200	-	-
FOOD, KINDRED PRODUCTS.....	91	288,050	83	258,550	8	14,900	-	-
TOBACCO MANUFACTURING.....	9	24,350	9	24,350	3	9,600	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	11	28,800	3	10,700	-	-
APPAREL.....	39	354,100	27	265,050	1	1,500	1	2,200
LUMBER, WOOD PRODUCTS.....	9	14,150	7	10,450	-	-	-	-
FURNITURE, FIXTURES.....	13	23,200	12	22,000	1	1,000	-	-
PAPER, ALLIED PRODUCTS.....	43	73,850	41	71,500	22	44,550	-	-
PRINTING AND PUBLISHING.....	19	41,700	13	33,600	5	7,550	4	16,600
CHEMICALS.....	44	90,500	43	87,550	19	45,050	-	-
PETROLEUM REFINING.....	13	27,050	12	24,750	7	16,300	-	-
RUBBER AND PLASTICS.....	20	104,600	20	104,600	13	86,500	1	3,500
LEATHER PRODUCTS.....	19	49,400	18	48,400	5	7,050	-	-
STONE, CLAY, AND GLASS.....	28	58,150	26	54,650	1	1,600	-	-
PRIMARY METALS.....	62	429,300	59	421,300	3	10,450	-	-
FABRICATED METALS.....	35	97,650	32	91,600	3	7,500	-	-
MACHINERY.....	69	270,850	68	269,550	8	12,050	-	-
ELECTRICAL MACHINERY.....	94	448,150	94	448,150	31	112,700	-	-
TRANSPORTATION EQUIPMENT.....	92	993,150	86	958,750	7	33,550	-	-
INSTRUMENTS.....	12	27,500	11	25,700	1	1,500	-	-
MISC. MANUFACTURING.....	7	27,100	7	27,100	1	1,600	-	-
NONMANUFACTURING.....	554	2,777,000	355	1,932,400	129	742,150	10	80,200
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	10	94,650	1	1,550	-	-
TRANSPORTATION ¹	67	494,400	61	478,500	3	7,350	1	2,400
COMMUNICATIONS.....	60	687,300	56	631,600	42	462,800	1	47,700
UTILITIES, ELEC. AND GAS.....	48	128,950	42	111,500	30	90,450	-	-
WHOLESALE TRADE.....	17	56,350	11	19,650	1	1,000	-	-
RETAIL TRADE.....	88	298,450	62	190,500	6	13,150	-	-
HOTELS AND RESTAURANTS.....	39	161,350	20	93,800	5	22,350	-	-
SERVICES.....	38	202,400	23	84,400	4	8,500	-	-
CONSTRUCTION.....	183	647,500	68	225,400	36	133,800	8	30,100
MISC. NONMANUFACTURING.....	2	2,400	2	2,400	1	1,200	-	-
REFERRING TO CHECKOFF--CONTINUED								
			DUES AND INITIATION FEES		DUES, ASSESSMENTS, AND INITIATION FEES		NO REFERENCE TO CHECKOFF	
ALL AGREEMENTS.....			505	2,278,450	255	1,708,650	250	1,049,250
MANUFACTURING.....			381	1,788,750	163	1,088,300	51	204,650
ORDNANCE, ACCESSORIES.....			12	46,650	1	1,950	-	-
FOOD, KINDRED PRODUCTS.....			45	176,500	30	67,150	8	29,500
TOBACCO MANUFACTURING.....			6	14,750	-	-	-	-
TEXTILE MILL PRODUCTS.....			5	6,600	3	11,500	1	9,200
APPAREL.....			7	29,650	18	231,700	12	89,050
LUMBER, WOOD PRODUCTS.....			2	3,450	5	7,000	2	3,700
FURNITURE, FIXTURES.....			6	13,000	5	8,000	1	1,200
PAPER, ALLIED PRODUCTS.....			18	25,750	1	1,200	2	2,350
PRINTING AND PUBLISHING.....			3	3,950	1	5,500	6	8,100
CHEMICALS.....			20	33,500	4	9,000	1	2,950
PETROLEUM REFINING.....			5	8,450	-	-	1	2,300
RUBBER AND PLASTICS.....			5	12,600	1	2,000	-	-
LEATHER PRODUCTS.....			8	32,650	5	8,700	1	1,000
STONE, CLAY, AND GLASS.....			22	48,500	3	4,550	2	3,500
PRIMARY METALS.....			18	31,650	38	379,200	3	8,000
FABRICATED METALS.....			18	37,600	11	46,500	3	6,050
MACHINERY.....			36	147,800	24	109,700	1	1,300
ELECTRICAL MACHINERY.....			59	325,200	4	10,250	-	-
TRANSPORTATION EQUIPMENT.....			71	741,800	8	183,400	6	34,400
INSTRUMENTS.....			9	23,200	1	1,000	1	2,050
MISC. MANUFACTURING.....			6	25,500	-	-	-	-
NONMANUFACTURING.....			124	489,700	92	620,350	199	844,600
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....			3	3,650	6	89,450	2	3,250
TRANSPORTATION ¹			10	23,400	47	445,350	6	15,900
COMMUNICATIONS.....			13	121,100	-	-	4	55,700
UTILITIES, ELEC. AND GAS.....			8	12,550	4	8,500	6	17,450
WHOLESALE TRADE.....			6	11,050	4	7,600	6	36,700
RETAIL TRADE.....			41	137,150	15	40,200	26	107,950
HOTELS AND RESTAURANTS.....			14	70,150	1	1,300	19	67,550
SERVICES.....			13	61,650	6	14,250	15	118,000
CONSTRUCTION.....			15	47,800	9	13,700	115	422,100
MISC. NONMANUFACTURING.....			1	1,200	-	-	-	-

¹ Excludes railroads and airlines.

Table 11. Checkoff provisions in agreements covering 1,000 workers or more by type of union security, July 1, 1972

TYPE OF UNION SECURITY	ALL AGREEMENTS		TYPE OF CHECKOFF					
			TOTAL		DUES CHECKOFF		DUES AND ASSESSMENTS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	1,050	5,263,600	274	1,174,000	16	102,500
UNION SECURITY.....	1,085	5,552,000	863	4,582,900	204	871,900	15	98,900
UNION SHOP.....	868	4,190,200	667	3,309,800	124	415,900	13	50,000
MODIFIED UNION SHOP.....	112	683,500	98	604,900	30	111,150	1	1,200
AGENCY SHOP.....	65	533,650	64	531,950	39	321,100	1	47,700
MAINTENANCE OF MEMBERSHIP.....	38	126,300	32	117,900	11	23,750	-	-
REFERRED TO LOCAL NEGOTIATION...	2	18,350	2	18,350	-	-	-	-
SOLE BARGAINING.....	215	760,850	187	680,700	70	302,100	1	3,600
			TYPE OF CHECKOFF				NO REFERENCE TO CHECKOFF	
			DUES AND INITIATION FEES		DUES, ASSESSMENTS, AND INITIATION FEES			
ALL AGREEMENTS.....			505	2,278,450	255	1,708,650	250	1,049,250
UNION SECURITY.....			409	1,948,700	235	1,663,400	222	969,100
UNION SHOP.....			330	1,546,150	200	1,297,750	201	880,400
MODIFIED UNION SHOP.....			36	148,400	31	344,150	14	78,600
AGENCY SHOP.....			23	159,650	1	3,500	1	1,700
MAINTENANCE OF MEMBERSHIP.....			19	85,150	2	9,000	6	8,400
REFERRED TO LOCAL NEGOTIATION.....			1	9,350	1	9,000	-	-
SOLE BARGAINING.....			96	329,750	20	45,250	28	80,150

Table 12. Management rights and 'favored nations' clauses in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		MANAGEMENT RIGHTS PROVISIONS		'FAVORED NATIONS' CLAUSES ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	777	3,793,950	120	532,850
MANUFACTURING.....	746	3,535,850	550	2,660,750	24	106,800
ORDNANCE, ACCESSORIES.....	16	54,800	15	53,000	1	1,650
FOOD, KINDRED PRODUCTS.....	91	288,050	48	115,600	7	11,600
TOBACCO MANUFACTURING.....	9	24,350	3	6,700	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	7	17,000	-	-
APPAREL.....	39	354,100	10	31,350	3	60,500
LUMBER, WOOD PRODUCTS.....	9	14,150	4	6,450	-	-
FURNITURE, FIXTURES.....	13	23,200	9	15,000	-	-
PAPER, ALLIED PRODUCTS.....	43	73,850	36	63,850	-	-
PRINTING AND PUBLISHING.....	19	41,700	6	7,400	5	15,850
CHEMICALS.....	44	90,500	34	70,800	2	3,500
PETROLEUM REFINING.....	13	27,050	7	14,500	-	-
RUBBER AND PLASTICS.....	20	104,600	17	82,600	1	3,500
LEATHER PRODUCTS.....	19	49,400	13	36,200	1	3,000
STONE, CLAY, AND GLASS.....	28	58,150	23	50,750	-	-
PRIMARY METALS.....	62	429,300	58	414,900	-	-
FABRICATED METALS.....	35	97,650	27	76,900	-	-
MACHINERY.....	69	270,850	61	214,400	1	1,450
ELECTRICAL MACHINERY.....	94	448,150	80	419,300	2	4,550
TRANSPORTATION EQUIPMENT.....	92	993,150	79	941,150	1	1,200
INSTRUMENTS.....	12	27,750	9	15,150	-	-
MISC. MANUFACTURING.....	7	27,100	4	7,750	-	-
NONMANUFACTURING.....	554	2,777,000	227	1,133,200	96	426,050
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	10	94,650	-	-
TRANSPORTATION ²	67	494,400	36	339,150	3	9,500
COMMUNICATIONS.....	60	687,300	18	179,350	3	53,000
UTILITIES, ELEC. AND GAS.....	48	128,950	43	122,150	-	-
WHOLESALE TRADE.....	17	56,350	7	11,750	2	2,500
RETAIL TRADE.....	88	298,450	48	136,000	6	14,350
HOTELS AND RESTAURANTS.....	39	161,350	13	65,850	9	53,000
SERVICES.....	38	202,400	16	84,500	5	16,700
CONSTRUCTION.....	183	647,500	34	97,400	68	277,000
MISC. NONMANUFACTURING.....	2	2,400	2	2,400	-	-

¹ Provisions indicating that one party to the agreement (employer or union) shall have the opportunity to share in more favorable terms negotiated by the other party with another employer or union.

² Excludes railroads and airlines.

NOTE: Nonadditive.

Table 13. Antidiscrimination clauses in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		TOTAL WITH ANTIDISCRIMINATION PROVISIONS		DISCRIMINATION BARRED BECAUSE OF--					
					RACE OR COLOR		CREED, RELIGION, OR RELIGIOUS BELIEF		NATIONALITY OR PLACE OF BIRTH	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	1,173	5,996,100	954	5,349,200	945	5,293,650	903	5,167,850
MANUFACTURING.....	746	3,535,850	685	3,397,800	598	3,196,350	595	3,196,600	578	3,122,550
ORDNANCE, ACCESSORIES.....	16	54,800	16	54,800	15	53,000	15	53,000	15	53,000
FOOD, KINDRED PRODUCTS.....	91	288,050	84	273,800	72	253,650	71	252,450	70	237,950
TOBACCO MANUFACTURING.....	9	24,350	9	24,350	7	20,850	7	20,850	7	20,850
TEXTILE MILL PRODUCTS.....	12	38,000	9	29,500	6	15,500	6	15,500	6	15,500
APPAREL.....	39	354,100	31	323,400	22	286,450	22	286,450	22	286,450
LUMBER, WOOD PRODUCTS.....	9	14,150	7	11,400	4	6,900	4	6,900	4	6,900
FURNITURE, FIXTURES.....	13	23,200	12	19,200	8	13,250	8	13,250	6	10,250
PAPER, ALLIED PRODUCTS.....	43	73,850	33	56,150	29	50,800	28	49,050	29	50,800
PRINTING AND PUBLISHING.....	19	41,700	16	35,200	9	25,800	9	25,800	8	23,300
CHEMICALS.....	44	90,500	41	86,600	31	67,050	31	67,050	30	65,650
PETROLEUM REFINING.....	13	27,050	13	27,050	11	22,650	12	25,950	10	21,650
RUBBER AND PLASTICS.....	20	104,600	20	104,600	18	99,100	18	99,100	17	97,700
LEATHER PRODUCTS.....	19	49,400	16	45,650	12	30,150	12	30,150	10	20,150
STONE, CLAY, AND GLASS.....	28	58,150	25	54,050	23	50,600	23	50,600	23	50,600
PRIMARY METALS.....	62	429,300	58	424,150	56	414,050	56	414,050	56	414,050
FABRICATED METALS.....	35	97,650	32	89,600	29	83,550	28	82,450	27	80,050
MACHINERY.....	69	270,850	67	268,450	61	257,700	60	256,700	61	257,700
ELECTRICAL MACHINERY.....	94	448,150	90	441,950	84	430,050	84	430,050	83	429,050
TRANSPORTATION EQUIPMENT.....	92	993,150	90	976,550	86	965,400	86	965,400	81	949,100
INSTRUMENTS.....	12	27,750	12	27,750	11	26,250	11	26,250	11	26,250
MISC. MANUFACTURING.....	7	27,100	4	23,600	4	23,600	4	23,600	2	5,600
NONMANUFACTURING.....	554	2,777,000	488	2,598,300	356	2,152,850	350	2,099,050	325	2,045,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	10	95,250	9	15,250	9	15,250	9	15,250
TRANSPORTATION ¹	67	494,400	55	466,850	44	432,450	44	432,450	43	427,450
COMMUNICATIONS.....	60	687,300	60	687,300	59	685,900	59	685,900	59	685,900
UTILITIES, ELEC. AND GAS.....	48	128,950	43	117,850	24	70,150	24	70,150	23	69,150
WHOLESALE TRADE.....	17	56,350	16	54,850	10	44,950	10	44,950	9	43,950
RETAIL TRADE.....	88	298,450	71	250,350	47	174,900	46	173,400	42	163,400
HOTELS AND RESTAURANTS.....	39	161,350	34	147,450	19	104,550	19	104,550	12	69,450
SERVICES.....	38	202,400	34	195,500	26	162,600	26	162,600	25	160,600
CONSTRUCTION.....	183	647,500	163	580,500	117	460,900	112	408,600	102	408,950
MISC. NONMANUFACTURING.....	2	2,400	2	2,400	1	1,200	1	1,200	1	1,200
DISCRIMINATION BARRED BECAUSE OF--CONTINUED										
	UNION MEMBERSHIP OR ACTIVITY		SEX		AGE		DISCRIMINATION BARRED IN ACCORDANCE WITH THE LAW		DISCRIMINATION BARRED, NO REFERENCE TO SPECIFIC DISCRIMINATORY BEHAVIOR	
ALL INDUSTRIES.....	882	4,380,000	838	4,893,650	485	3,069,150	22	60,400	29	73,800
MANUFACTURING.....	502	2,408,500	558	3,092,000	324	1,980,200	11	30,250	10	18,550
ORDNANCE, ACCESSORIES.....	12	44,650	14	48,000	8	25,100	-	-	-	-
FOOD, KINDRED PRODUCTS.....	70	244,300	65	227,050	40	157,800	-	-	1	2,200
TOBACCO MANUFACTURING.....	6	15,600	7	20,850	6	19,750	2	3,500	-	-
TEXTILE MILL PRODUCTS.....	7	27,200	5	14,350	3	3,750	-	-	-	-
APPAREL.....	20	128,900	17	268,250	9	122,750	1	3,100	-	-
LUMBER, WOOD PRODUCTS.....	4	7,200	3	4,400	3	5,900	-	-	1	1,000
FURNITURE, FIXTURES.....	9	11,550	7	11,250	2	2,900	-	-	2	3,950
PAPER, ALLIED PRODUCTS.....	25	46,100	27	47,600	15	19,450	-	-	2	2,650
PRINTING AND PUBLISHING.....	12	22,050	8	16,400	5	13,200	-	-	1	1,050
CHEMICALS.....	35	71,600	29	64,300	18	36,450	-	-	-	-
PETROLEUM REFINING.....	12	26,050	10	21,200	3	4,950	-	-	-	-
RUBBER AND PLASTICS.....	9	19,800	17	97,950	12	54,150	-	-	1	2,000
LEATHER PRODUCTS.....	12	34,150	12	30,150	7	23,750	-	-	-	-
STONE, CLAY, AND GLASS.....	18	42,100	23	50,600	16	38,400	-	-	-	-
PRIMARY METALS.....	43	329,350	53	407,650	11	36,800	1	9,000	-	-
FABRICATED METALS.....	25	78,200	28	81,650	13	26,800	3	6,050	-	-
MACHINERY.....	47	225,150	59	255,050	35	146,400	-	-	1	3,000
ELECTRICAL MACHINERY.....	63	380,750	79	423,100	55	357,250	3	6,300	-	-
TRANSPORTATION EQUIPMENT.....	62	624,250	81	956,350	56	866,200	1	2,300	1	2,700
INSTRUMENTS.....	9	23,950	11	26,250	7	18,450	-	-	-	-
MISC. MANUFACTURING.....	2	5,600	3	19,600	-	-	-	-	-	-
NONMANUFACTURING.....	380	1,971,500	280	1,801,650	161	1,088,950	11	30,150	19	55,250
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	9	94,250	8	13,300	4	7,200	-	-	-	-
TRANSPORTATION ¹	48	446,450	38	418,350	2	9,000	-	-	2	2,550
COMMUNICATIONS.....	34	364,450	59	685,900	53	668,100	-	-	-	-
UTILITIES, ELEC. AND GAS.....	36	102,100	21	65,600	11	28,150	1	1,400	-	-
WHOLESALE TRADE.....	15	51,350	8	41,450	5	34,950	1	1,500	-	-
RETAIL TRADE.....	62	218,200	38	153,550	24	112,200	-	-	4	14,100
HOTELS AND RESTAURANTS.....	30	137,200	13	46,750	4	19,300	-	-	2	8,900
SERVICES.....	23	98,700	15	46,600	12	37,850	1	2,300	-	-
CONSTRUCTION.....	121	456,400	79	328,950	45	171,000	8	24,950	11	29,700
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	1	1,200	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive. Agreements usually contain more than one kind of prohibition.

Table 14. Older worker provisions in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		PROVISION REFERRING TO--			
			HIRING OF OLDER WORKERS		RETENTION OF OLDER WORKERS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	37	139,950	181	654,100
MANUFACTURING.....	746	3,535,850	2	10,000	126	468,250
ORDNANCE, ACCESSORIES	16	54,800	-	-	-	-
FOOD, KINDRED PRODUCTS.....	91	288,050	-	-	18	58,950
TOBACCO MANUFACTURING.....	9	24,350	-	-	4	13,350
TEXTILE MILL PRODUCTS.....	12	38,000	-	-	2	2,600
APPAREL.....	39	354,100	1	6,000	9	150,500
LUMBER, WOOD PRODUCTS.....	9	14,150	-	-	2	2,700
FURNITURE, FIXTURES.....	13	23,200	1	4,000	4	4,400
PAPER, ALLIED PRODUCTS.....	43	73,850	-	-	3	5,100
PRINTING AND PUBLISHING.....	19	41,700	-	-	2	2,400
CHEMICALS.....	44	90,500	-	-	8	15,250
PETROLEUM REFINING.....	13	27,050	-	-	2	6,500
RUBBER AND PLASTICS.....	20	104,600	-	-	7	14,000
LEATHER PRODUCTS.....	19	49,400	-	-	3	7,600
STONE, CLAY, AND GLASS.....	28	58,150	-	-	4	5,750
PRIMARY METALS.....	62	429,300	-	-	12	39,050
FABRICATED METALS.....	35	97,650	-	-	9	29,600
MACHINERY.....	69	270,850	-	-	10	25,250
ELECTRICAL MACHINERY.....	94	448,150	-	-	5	15,150
TRANSPORTATION EQUIPMENT.....	92	993,150	-	-	14	38,000
INSTRUMENTS.....	12	27,750	-	-	3	7,350
MISC. MANUFACTURING.....	7	27,100	-	-	5	24,750
NONMANUFACTURING.....	554	2,777,000	35	129,950	55	185,850
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	-	-	4	5,800
TRANSPORTATION ¹	67	494,400	1	1,350	2	5,000
COMMUNICATIONS.....	60	687,300	-	-	1	2,800
UTILITIES, ELEC. AND GAS.....	48	128,950	-	-	17	43,750
WHOLESALE TRADE.....	17	56,350	-	-	2	29,000
RETAIL TRADE.....	88	298,450	-	-	10	32,850
HOTELS AND RESTAURANTS.....	39	161,350	-	-	-	-
SERVICES.....	38	202,400	1	12,000	3	8,000
CONSTRUCTION.....	183	647,500	33	116,600	16	58,650
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 15. Labor-management committees on industrial relations issues and safety in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		LABOR-MANAGEMENT COMMITTEES ON--			
			INDUSTRIAL RELATIONS ISSUES ¹		SAFETY ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	208	1,575,050	361	1,876,750
MANUFACTURING.....	746	3,535,850	137	816,150	273	1,209,800
ORDNANCE, ACCESSORIES.....	16	54,800	-	-	8	34,150
FOOD, KINDRED PRODUCTS.....	91	288,050	16	118,200	24	124,550
TOBACCO MANUFACTURING.....	9	24,350	2	3,500	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	-	-	1	1,150
APPAREL.....	39	354,100	2	4,100	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	1	1,200	3	4,950
FURNITURE, FIXTURES.....	13	23,200	3	8,000	3	6,450
PAPER, ALLIED PRODUCTS.....	43	73,850	4	7,950	12	21,200
PRINTING AND PUBLISHING.....	19	41,700	7	19,350	4	7,500
CHEMICALS.....	44	90,500	6	13,250	22	42,900
PETROLEUM REFINING.....	13	27,050	2	4,550	7	15,450
RUBBER AND PLASTICS.....	20	104,600	11	84,450	14	86,450
LEATHER PRODUCTS.....	19	49,400	2	5,000	3	4,850
STONE, CLAY, AND GLASS.....	28	58,150	1	1,650	14	35,100
PRIMARY METALS.....	62	429,300	38	373,100	50	401,450
FABRICATED METALS.....	35	97,650	8	46,650	19	64,700
MACHINERY.....	69	270,850	5	10,750	36	185,300
ELECTRICAL MACHINERY.....	94	448,150	9	33,850	7	13,600
TRANSPORTATION EQUIPMENT.....	92	993,150	19	79,600	44	149,050
INSTRUMENTS.....	12	27,750	1	1,000	1	7,000
MISC. MANUFACTURING.....	7	27,100	-	-	1	4,000
NONMANUFACTURING.....	554	2,777,000	71	758,900	88	666,950
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	2	82,400	9	93,100
TRANSPORTATION ³	67	494,400	33	392,450	32	390,250
COMMUNICATIONS.....	60	687,300	4	89,500	5	31,000
UTILITIES, ELEC. AND GAS.....	48	128,950	4	14,250	22	70,850
WHOLESALE TRADE.....	17	56,350	-	-	1	1,450
RETAIL TRADE.....	88	298,450	2	5,000	-	-
MOTELS AND RESTAURANTS.....	39	161,350	6	50,700	-	-
SERVICES.....	38	202,400	7	70,900	1	1,000
CONSTRUCTION.....	183	647,500	11	51,300	16	76,900
MISC. NONMANUFACTURING.....	2	2,400	2	2,400	2	2,400

¹ A labor-management committee on industrial relations issues is a joint committee which studies industrial relations issues—for example, sub-contracting, seniority, wage incentives—away from the deadlines of bargaining and makes recommendations to the negotiators. They also may be referred to as "prebargaining" or "continuous bargaining" committees. These should not be confused with labor-management committees which meet periodically to discuss and resolve grievances and in-plant problems.

² A labor-management safety committee is a joint committee which meets periodically to discuss safety problems, to work out solutions, and to implement safety programs in the plant.

³ Excludes railroads and airlines.

Table 16. Restrictions on posting or distribution of union literature and moonlighting in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		RESTRICTION ON POSTING OR DISTRIBUTION OF UNION LITERATURE		RESTRICTION ON MOONLIGHTING ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	647	3,478,000	71	516,900
MANUFACTURING.....	746	3,535,850	473	2,282,700	12	30,150
ORDNANCE, ACCESSORIES.....	16	54,800	14	51,950	-	-
FOOD, KINDRED PRODUCTS.....	91	288,050	41	119,400	4	4,900
TOBACCO MANUFACTURING.....	9	24,350	1	3,200	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	6	15,600	-	-
APPAREL.....	39	354,100	5	11,100	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	2	2,450	-	-
FURNITURE, FIXTURES.....	13	23,200	6	11,100	1	1,200
PAPER, ALLIED PRODUCTS.....	43	73,850	29	51,450	-	-
PRINTING AND PUBLISHING.....	19	41,700	6	16,100	2	2,250
CHEMICALS.....	44	90,500	37	72,200	-	-
PETROLEUM REFINING.....	13	27,050	12	23,950	-	-
RUBBER AND PLASTICS.....	20	104,600	16	96,500	-	-
LEATHER PRODUCTS.....	19	49,400	11	29,650	-	-
STONE, CLAY, AND GLASS.....	28	58,150	19	43,000	-	-
PRIMARY METALS.....	62	429,300	30	103,550	1	4,200
FABRICATED METALS.....	35	97,650	25	72,600	-	-
MACHINERY.....	69	270,850	54	246,550	1	1,100
ELECTRICAL MACHINERY.....	94	448,150	77	391,800	-	-
TRANSPORTATION EQUIPMENT.....	92	993,150	70	888,250	3	16,500
INSTRUMENTS.....	12	27,750	7	17,550	-	-
MISC. MANUFACTURING.....	7	27,100	5	17,750	-	-
NONMANUFACTURING.....	554	2,777,000	174	1,195,300	59	486,750
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	6	10,800	1	1,050
TRANSPORTATION ²	67	494,400	39	401,250	39	426,300
COMMUNICATIONS.....	60	687,300	41	457,050	1	7,000
UTILITIES, ELEC. AND GAS.....	48	128,950	33	101,250	-	-
WHOLESALE TRADE.....	17	56,250	7	37,150	-	-
RETAIL TRADE.....	88	298,450	23	97,550	3	4,100
HOTELS AND RESTAURANTS.....	39	161,350	8	27,750	-	-
SERVICES.....	38	202,400	13	57,000	7	28,050
CONSTRUCTION.....	183	647,500	4	5,500	8	20,250
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-

¹ Moonlighting refers to the simultaneous holding of more than one job.

² Excludes railroads and airlines.

NOTE: Nonadditive.

Table 17. Environmental, worker protection, and miscellaneous safety provisions in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		ENVIRONMENTAL PROVISIONS ¹		WORKER PROTECTION PROVISIONS ²		MISCELLANEOUS SAFETY PROVISIONS ³	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	120	782,900	73	920,900	716	3,425,900
MANUFACTURING.....	746	3,535,850	94	607,700	13	445,450	435	1,862,600
ORDNANCE, ACCESSORIES.....	16	54,800	2	5,350	1	2,000	12	45,600
FOOD, KINDRED PRODUCTS.....	91	288,050	8	67,050	6	10,150	41	102,650
TOBACCO MANUFACTURING.....	9	24,350	-	-	-	-	1	2,300
TEXTILE MILL PRODUCTS.....	12	38,000	-	-	-	-	8	28,000
APPAREL.....	39	354,100	1	5,000	-	-	13	145,650
LUMBER, WOOD PRODUCTS.....	9	14,150	-	-	-	-	4	6,900
FURNITURE, FIXTURES.....	13	23,200	-	-	-	-	5	5,650
PAPER, ALLIED PRODUCTS.....	43	73,850	6	7,100	-	-	33	56,150
PRINTING AND PUBLISHING.....	19	41,700	4	7,900	-	-	7	16,250
CHEMICALS.....	44	90,500	8	11,650	-	-	31	62,950
PETROLEUM REFINING.....	13	27,050	-	-	-	-	10	20,450
RUBBER AND PLASTICS.....	20	104,600	4	31,800	-	-	16	91,400
LEATHER PRODUCTS.....	19	49,400	-	-	2	11,100	4	8,450
STONE, CLAY, AND GLASS.....	28	58,150	8	24,700	-	-	15	32,350
PRIMARY METALS.....	62	429,300	26	332,350	-	-	54	414,000
FABRICATED METALS.....	35	97,650	7	14,500	-	-	24	69,550
MACHINERY.....	69	270,850	5	41,700	-	-	48	218,800
ELECTRICAL MACHINERY.....	94	448,150	5	11,850	1	29,000	36	100,850
TRANSPORTATION EQUIPMENT.....	92	993,150	9	42,750	2	361,700	63	396,650
INSTRUMENTS.....	12	27,750	-	-	1	1,500	5	13,050
MISC. MANUFACTURING.....	7	27,100	1	4,000	-	-	5	24,950
NONMANUFACTURING.....	554	2,777,000	26	175,200	60	475,450	281	1,563,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	2	82,400	-	-	12	97,900
TRANSPORTATION ⁴	67	494,400	-	-	42	419,100	51	456,400
COMMUNICATIONS.....	60	687,300	-	-	2	23,250	14	252,500
UTILITIES, ELEC. AND GAS.....	48	128,950	3	8,650	3	5,150	34	96,150
WHOLESALE TRADE.....	17	56,350	-	-	1	2,000	8	35,450
RETAIL TRADE.....	88	298,450	2	3,450	6	12,350	23	91,750
HOTELS AND RESTAURANTS.....	39	161,350	-	-	1	3,000	2	4,850
SERVICES.....	38	202,400	1	1,700	2	3,400	6	22,800
CONSTRUCTION.....	183	647,500	17	77,800	3	7,200	130	504,300
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	-	-	1	1,200

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

² Worker protection provisions cover negotiated arrangements to protect employees from hostile environments or criminal hazards to which they might be exposed because of the nature of their work, the areas in which they work, or the time that they leave work.

³ Miscellaneous safety provisions refer to the variety of negotiated safety procedures not elsewhere classified in this study (see tables 15, 24, 27, and 28), and include, but are not limited to: the right to refuse to handle unsafe products, use unsafe equipment, or work under unsafe conditions; the right to "grieve" over unsafe equipment or conditions; and the right to discipline employees for violations of safety rules.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Part III. Wages and Related Provisions

Wage administration
Methods of compensation
Rate structure
Progression plans
Travel allowances
Tools, work clothing, safety equipment
Nonproduction bonuses
Differentials
Wage adjustments
Garnishment
Equal pay provisions
Red-circle rates

Table 18. Wage administration provisions in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		FORMAL JOB EVALUATION SYSTEMS		PRODUCTION STANDARDS		TIME STUDY	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	215	880,600	363	2,228,950	282	1,740,600
MANUFACTURING.....	746	3,535,850	197	835,350	353	2,186,500	277	1,726,300
ORDNANCE, ACCESSORIES.....	16	54,800	8	22,150	3	5,000	3	5,000
FOOD, KINDRED PRODUCTS.....	91	288,050	9	22,400	22	74,150	21	72,650
TOBACCO MANUFACTURING.....	9	24,350	1	3,400	3	6,900	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	1	1,400	6	15,850	5	14,450
APPAREL.....	39	354,100	1	1,500	11	30,600	8	19,100
LUMBER, WOOD PRODUCTS.....	9	14,150	1	2,200	1	2,000	1	2,000
FURNITURE, FIXTURES.....	13	23,200	-	-	6	11,100	6	11,100
PAPER, ALLIED PRODUCTS.....	43	73,850	6	12,950	7	9,700	5	6,700
PRINTING AND PUBLISHING.....	19	41,700	1	2,500	-	-	-	-
CHEMICALS.....	44	90,500	10	23,500	14	33,950	14	33,950
PETROLEUM REFINING.....	13	27,050	2	2,350	-	-	-	-
RUBBER AND PLASTICS.....	20	104,600	9	65,700	19	102,900	17	98,400
LEATHER PRODUCTS.....	19	49,400	-	-	11	29,850	8	15,600
STONE, CLAY, AND GLASS.....	28	58,150	12	31,050	16	35,650	12	21,850
PRIMARY METALS.....	62	429,300	29	288,650	45	386,100	15	69,000
FABRICATED METALS.....	35	97,650	15	46,600	21	54,500	15	29,400
MACHINERY.....	69	270,850	28	59,550	47	222,650	41	203,600
ELECTRICAL MACHINERY.....	94	448,150	40	172,350	64	355,800	53	329,750
TRANSPORTATION EQUIPMENT.....	92	993,150	17	64,300	43	777,350	40	762,650
INSTRUMENTS.....	12	27,750	6	11,200	10	24,950	9	23,600
MISC. MANUFACTURING.....	7	27,100	1	1,600	4	7,500	4	7,500
NONMANUFACTURING.....	554	2,777,000	18	45,250	10	42,450	5	14,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	3	6,350	3	5,850	2	3,900
TRANSPORTATION ¹	67	494,400	-	-	1	4,000	-	-
COMMUNICATIONS.....	60	687,300	2	4,500	-	-	-	-
UTILITIES, ELEC. AND GAS.....	48	128,950	9	23,700	1	2,700	-	-
WHOLESALE TRADE.....	17	56,350	-	-	-	-	-	-
RETAIL TRADE.....	88	298,450	1	1,800	2	8,400	2	8,400
HOTELS AND RESTAURANTS.....	39	161,350	1	5,000	-	-	-	-
SERVICES.....	38	202,400	2	3,900	3	21,500	1	2,000
CONSTRUCTION.....	183	647,500	-	-	-	-	-	-
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 19. Methods of compensation in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		TIME PAYMENTS				INCENTIVE WAGE PAYMENTS		COMMISSION PAYMENTS		MILEAGE PAYMENTS	
			HOURLY OR DAILY		WEEKLY OR MONTHLY							
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	1,153	5,415,150	193	1,135,000	430	2,644,800	48	180,950	43	238,750
MANUFACTURING.....	746	3,535,850	698	3,369,950	71	404,500	407	2,546,150	16	36,400	9	21,200
ORDNANCE, ACCESSORIES.....	16	54,800	16	54,800	1	2,000	3	8,800	-	-	-	-
FOOD, KINDRED PRODUCTS.....	91	288,050	78	253,700	17	37,550	33	169,850	16	36,400	3	5,000
TOBACCO MANUFACTURING.....	9	24,350	9	24,350	-	-	4	10,900	-	-	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	9	24,500	3	13,500	9	29,500	-	-	1	9,200
APPAREL.....	39	354,100	31	311,450	8	42,650	37	349,000	-	-	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	9	14,150	-	-	2	3,200	-	-	-	-
FURNITURE, FIXTURES.....	13	23,200	13	23,200	-	-	8	13,300	-	-	-	-
PAPER, ALLIED PRODUCTS.....	43	73,850	42	71,550	1	2,300	9	12,550	-	-	1	1,150
PRINTING AND PUBLISHING.....	19	41,700	14	34,250	5	7,450	1	1,950	-	-	-	-
CHEMICALS.....	44	90,500	43	89,000	3	5,500	15	39,300	-	-	-	-
PETROLEUM REFINING.....	13	27,050	13	27,050	1	3,100	1	2,300	-	-	-	-
RUBBER AND PLASTICS.....	20	104,600	19	103,600	-	-	16	93,450	-	-	-	-
LEATHER PRODUCTS.....	19	49,400	18	47,600	3	11,800	19	49,400	-	-	-	-
STONE, CLAY, AND GLASS.....	28	58,150	27	56,550	-	-	23	48,950	-	-	-	-
PRIMARY METALS.....	62	429,300	60	421,200	4	13,000	44	379,150	-	-	2	2,350
FABRICATED METALS.....	35	97,650	35	97,650	2	30,000	20	53,400	-	-	-	-
MACHINERY.....	69	270,850	68	268,650	2	23,200	42	206,950	-	-	1	1,500
ELECTRICAL MACHINERY.....	94	448,150	89	425,300	12	180,000	64	349,300	-	-	1	2,000
TRANSPORTATION EQUIPMENT.....	92	993,150	88	984,550	6	12,500	43	687,200	-	-	-	-
INSTRUMENTS.....	12	27,750	12	27,750	1	2,100	8	14,600	-	-	-	-
MISC. MANUFACTURING.....	7	27,100	5	9,100	2	18,000	6	23,100	-	-	-	-
NONMANUFACTURING.....	554	2,777,000	455	2,045,200	112	730,500	23	98,650	32	144,550	34	217,550
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	11	96,700	1	1,200	3	5,850	-	-	-	-
TRANSPORTATION ¹	67	494,400	62	477,500	3	8,250	-	-	7	19,500	28	206,450
COMMUNICATIONS.....	60	687,300	16	186,150	42	440,150	1	23,000	2	51,100	-	-
UTILITIES, ELEC. AND GAS.....	48	128,950	42	101,350	8	31,000	-	-	1	2,400	2	3,400
WHOLESALE TRADE.....	17	56,350	15	51,250	3	7,100	3	4,200	3	5,000	3	6,500
RETAIL TRADE.....	88	298,450	69	246,300	26	67,750	4	12,700	12	25,650	-	-
HOTELS AND RESTAURANTS.....	39	161,350	32	116,350	9	48,300	1	1,700	1	1,000	-	-
SERVICES.....	38	202,400	25	122,000	15	108,200	9	33,200	5	38,700	-	-
CONSTRUCTION.....	183	647,500	182	646,400	5	18,550	2	18,000	-	-	1	1,200
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	-	-	-	-	1	1,200	-	-

¹ Excludes railroads and airlines.

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

Table 20. Methods of compensation in agreements covering 1,000 workers or more by occupational coverage, July 1, 1972

METHODS OF COMPENSATION	ALL AGREEMENTS		PRODUCTION WORKERS ¹		PROFESSIONAL ²		CLERICAL		SALES		PRODUCTION AND CLERICAL	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	1,065	4,966,850	21	216,550	27	92,500	23	107,400	63	503,200
TIME PAYMENTS.....	1,284	6,203,250	1,054	4,933,550	20	206,350	27	92,500	21	102,300	51	442,200
HOURLY OR DAILY ONLY.....	1,101	5,068,250	965	4,470,500	12	144,200	9	33,600	16	78,050	35	103,400
WEEKLY OR MONTHLY ONLY.....	131	788,100	53	197,000	7	38,650	16	55,250	5	24,250	22	303,000
HOURLY OR DAILY AND WEEKLY OR MONTHLY.....	52	346,900	36	266,050	1	23,500	2	3,650	-	-	4	35,800
INCENTIVE WAGE PAYMENTS.....	430	2,644,800	399	2,507,150	1	23,000	-	-	-	-	14	59,300
COMMISSION PAYMENTS.....	42	123,950	27	74,500	-	-	-	-	4	24,100	-	-
MILEAGE PAYMENTS.....	43	238,750	41	232,350	-	-	-	-	-	-	1	5,000
	PROFESSIONAL AND SALES ²		PRODUCTION AND PROFESSIONAL ²		PRODUCTION AND SALES		CLERICAL AND SALES		PRODUCTION, PROFESSIONAL, AND CLERICAL ²		PROFESSIONAL AND CLERICAL ²	
ALL AGREEMENTS.....	2	12,950	32	119,600	29	107,050	10	69,300	20	95,850	8	21,600
TIME PAYMENTS.....	2	12,950	32	119,600	29	107,050	10	69,300	20	95,850	8	21,600
HOURLY OR DAILY ONLY.....	1	8,950	27	73,900	18	71,950	4	11,700	12	68,850	2	3,150
WEEKLY OR MONTHLY ONLY.....	-	-	4	44,600	8	29,650	6	57,600	5	22,050	5	16,050
HOURLY OR DAILY AND WEEKLY OR MONTHLY.....	1	4,000	1	1,100	3	5,450	-	-	3	4,950	1	2,400
INCENTIVE WAGE PAYMENTS.....	-	-	8	21,700	2	8,100	-	-	6	25,550	-	-
COMMISSION PAYMENTS.....	1	4,000	-	-	8	13,150	2	8,200	-	-	-	-
MILEAGE PAYMENTS.....	-	-	-	-	-	-	-	-	1	1,400	-	-

¹ Includes 5 agreements covering 8,900 workers involving plant guards only; 3 agreements having hourly or daily payments; and 2 agreements having weekly or monthly time payments.

² Includes technical employees.

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

Table 22. Progression plans in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		PROGRESSION PLANS									
			TOTAL		AUTOMATIC ¹		MERIT ²		AUTOMATIC AND MERIT		NO DETAILS GIVEN	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	517	2,331,200	318	1,236,350	42	287,050	128	684,550	29	123,250
MANUFACTURING.....	746	3,535,850	337	1,459,000	167	523,050	36	271,300	107	545,200	27	119,450
ORDNANCE, ACCESSORIES.....	16	54,800	10	31,750	5	13,750	-	-	5	18,000	-	-
FOOD, KINDRED PRODUCTS.....	91	288,050	16	35,250	9	18,550	1	1,200	2	4,200	4	11,300
TOBACCO MANUFACTURING.....	9	24,350	4	9,100	3	5,900	1	3,200	-	-	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	5	14,150	5	14,150	-	-	-	-	-	-
APPAREL.....	39	354,100	13	161,350	12	158,850	1	2,500	-	-	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	2	3,400	-	-	1	1,200	-	-	1	2,200
FURNITURE, FIXTURES.....	13	23,200	3	5,450	1	1,700	1	1,000	-	-	1	2,750
PAPER, ALLIED PRODUCTS.....	43	73,850	17	32,850	13	17,050	-	-	2	11,900	2	3,900
PRINTING AND PUBLISHING.....	19	41,700	9	14,600	5	8,850	-	-	4	5,750	-	-
CHEMICALS.....	44	90,500	23	46,050	13	26,200	6	10,750	2	4,500	2	4,600
PETROLEUM REFINING.....	13	27,050	3	6,850	2	3,750	-	-	1	3,100	-	-
RUBBER AND PLASTICS.....	20	104,600	6	14,800	3	9,650	3	5,150	-	-	-	-
LEATHER PRODUCTS.....	19	49,400	8	26,850	7	25,850	-	-	1	1,000	-	-
STONE, CLAY, AND GLASS.....	28	58,150	1	1,100	-	-	-	-	1	1,100	-	-
PRIMARY METALS.....	62	429,300	9	31,100	3	12,100	1	1,200	2	2,000	3	15,800
FABRICATED METALS.....	35	97,650	19	39,200	8	14,300	4	9,350	7	15,550	-	-
MACHINERY.....	69	270,850	47	158,500	20	35,700	6	7,700	19	97,100	2	18,000
ELECTRICAL MACHINERY.....	94	448,150	77	362,950	30	63,950	6	55,850	37	216,550	4	26,600
TRANSPORTATION EQUIPMENT.....	92	993,150	56	439,600	23	82,250	5	172,200	21	152,000	7	33,150
INSTRUMENTS.....	12	27,750	6	17,350	3	4,900	-	-	3	12,450	-	-
MISC. MANUFACTURING.....	7	27,100	3	6,750	2	5,600	-	-	-	-	1	1,150
NONMANUFACTURING.....	554	2,777,000	180	872,200	151	713,300	6	15,750	21	139,350	2	3,800
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	1	2,400	1	2,400	-	-	-	-	-	-
TRANSPORTATION ³	67	494,400	4	6,450	4	6,450	-	-	-	-	-	-
COMMUNICATIONS.....	60	687,300	52	520,300	43	403,800	-	-	9	116,500	-	-
UTILITIES, ELEC. AND GAS.....	48	128,950	43	121,400	35	101,600	2	6,500	4	9,500	2	3,800
WHOLESALE TRADE.....	17	56,350	4	10,050	3	8,600	-	-	1	1,450	-	-
RETAIL TRADE.....	88	298,450	66	190,300	59	178,950	2	4,250	5	7,100	-	-
HOTELS AND RESTAURANTS.....	39	161,350	1	2,500	-	-	-	-	1	2,500	-	-
SERVICES.....	38	202,400	8	16,750	5	9,450	2	5,000	1	2,300	-	-
CONSTRUCTION.....	183	647,500	1	2,050	1	2,050	-	-	-	-	-	-
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	-	-	-	-	-	-

¹ Automatic progression plans provide for increases within rate ranges at fixed time intervals without reference to merit.

² Merit progression plans provide for increases within rate ranges dependent upon workers having earned or qualified for the step increase.

³ Excludes railroads and airlines.

Table 23. Travel provisions in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		TRAVEL TIME ¹		GENERAL PER DIEM ALLOWANCE ²		MEAL ALLOWANCE	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	277	1,641,000	86	484,250	417	1,877,400
MANUFACTURING.....	746	3,535,850	72	484,950	16	80,750	170	539,150
ORDNANCE, ACCESSORIES.....	16	54,800	1	6,100	1	6,100	4	23,500
FOOD, KINDRED PRODUCTS.....	91	288,050	8	25,350	2	5,000	32	94,450
TOBACCO MANUFACTURING.....	9	24,350	-	-	-	-	2	5,600
TEXTILE MILL PRODUCTS.....	12	38,000	-	-	-	-	1	9,200
APPAREL.....	39	354,100	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	1	1,200	-	-	2	3,700
FURNITURE, FIXTURES.....	13	23,200	1	1,200	-	-	1	1,700
PAPER, ALLIED PRODUCTS.....	43	73,850	2	2,350	-	-	29	49,950
PRINTING AND PUBLISHING.....	19	41,700	3	4,550	-	-	1	1,050
CHEMICALS.....	44	90,500	4	6,000	-	-	26	47,700
PETROLEUM REFINING.....	13	27,050	6	12,300	1	3,750	12	23,950
RUBBER AND PLASTICS.....	20	104,600	-	-	-	-	1	4,000
LEATHER PRODUCTS.....	19	49,400	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	28	58,150	1	1,650	-	-	9	14,400
PRIMARY METALS.....	62	429,300	2	13,000	-	-	16	42,700
FABRICATED METALS.....	35	97,650	4	22,500	1	3,400	3	18,900
MACHINERY.....	69	270,850	5	8,300	1	1,700	5	8,350
ELECTRICAL MACHINERY.....	94	448,150	6	107,150	-	-	6	112,300
TRANSPORTATION EQUIPMENT.....	92	993,150	27	272,050	10	60,800	19	76,200
INSTRUMENTS.....	12	27,750	1	1,250	-	-	1	1,500
MISC. MANUFACTURING.....	7	27,100	-	-	-	-	-	-
NONMANUFACTURING.....	554	2,777,000	205	1,156,050	70	403,500	247	1,338,250
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	3	4,750	1	1,550	8	13,450
TRANSPORTATION ³	67	494,400	30	186,450	6	25,100	33	187,800
COMMUNICATIONS.....	60	687,300	35	414,750	8	94,100	40	456,500
UTILITIES, ELEC. AND GAS.....	48	128,950	30	91,100	5	15,000	44	122,600
WHOLESALE TRADE.....	17	56,350	1	2,000	1	2,000	5	10,600
RETAIL TRADE.....	88	298,450	19	96,000	1	3,000	13	71,000
HOTELS AND RESTAURANTS.....	39	161,350	4	10,250	-	-	37	158,450
SERVICES.....	38	202,400	9	83,900	3	30,500	9	65,900
CONSTRUCTION.....	183	647,500	74	266,850	45	232,250	57	250,750
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	1	1,200
					LOGGING ALLOWANCE	TRANSPORTATION ALLOWANCE ⁴	INCIDENTAL EXPENSES ⁵	
ALL INDUSTRIES.....			208	1,270,800	435	2,488,650	51	283,550
MANUFACTURING.....			38	203,200	92	518,100	14	30,400
ORDNANCE, ACCESSORIES.....			1	6,100	3	9,250	-	-
FOOD, KINDRED PRODUCTS.....			5	9,300	10	17,750	2	2,500
TOBACCO MANUFACTURING.....			-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....			-	-	-	-	-	-
APPAREL.....			-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....			1	1,500	2	2,700	-	-
FURNITURE, FIXTURES.....			1	1,200	1	1,200	-	-
PAPER, ALLIED PRODUCTS.....			2	2,350	4	6,000	1	1,200
PRINTING AND PUBLISHING.....			-	-	5	7,750	3	4,750
CHEMICALS.....			3	3,900	11	20,850	-	-
PETROLEUM REFINING.....			3	6,450	9	20,850	-	-
RUBBER AND PLASTICS.....			-	-	-	-	-	-
LEATHER PRODUCTS.....			-	-	-	-	-	-
STONE, CLAY, AND GLASS.....			-	-	1	1,650	1	1,650
PRIMARY METALS.....			1	2,000	3	4,200	-	-
FABRICATED METALS.....			4	19,900	7	21,200	1	3,500
MACHINERY.....			1	1,000	7	12,950	2	3,200
ELECTRICAL MACHINERY.....			4	105,000	7	127,950	1	1,200
TRANSPORTATION EQUIPMENT.....			13	45,700	23	258,250	3	12,400
INSTRUMENTS.....			-	-	3	6,150	-	-
MISC. MANUFACTURING.....			-	-	-	-	-	-
NONMANUFACTURING.....			170	1,067,600	343	1,970,550	37	253,150
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....			1	2,200	7	89,900	1	1,000
TRANSPORTATION ³			32	201,650	47	423,900	4	61,250
COMMUNICATIONS.....			32	393,400	52	550,100	9	132,600
UTILITIES, ELEC. AND GAS.....			33	104,050	40	115,500	3	9,300
WHOLESALE TRADE.....			5	10,600	4	8,600	-	-
RETAIL TRADE.....			10	60,950	45	173,400	2	5,950
HOTELS AND RESTAURANTS.....			4	39,100	7	32,050	1	3,400
SERVICES.....			5	34,400	12	88,900	2	10,200
CONSTRUCTION.....			48	221,250	129	488,200	15	29,450
MISC. NONMANUFACTURING.....			-	-	-	-	-	-

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

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

³ Excludes railroads and airlines.

⁴ A transportation allowance is a specific payment for the cost of travel, including the cost of tickets on common carriers or a mileage allowance when the worker uses his own automobile.

⁵ Incidental expenses refer to specific payments made to workers in travel status for miscellaneous expenditures related to travel other than room, meals, and transportation.

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

Table 24. Provisions for tools, work clothing, and safety equipment in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		PROVISION FOR--							
			TOOLS		WORK CLOTHING/UNIFORMS				SAFETY EQUIPMENT	
					FURNISHED AND/OR REPLACED		MAINTAINED			
AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	
ALL INDUSTRIES.....	1,300	6,312,850	414	2,281,400	555	2,552,300	272	1,310,650	624	2,990,850
MANUFACTURING.....	746	3,535,850	180	1,319,400	267	1,051,500	77	202,800	386	1,820,500
ORDNANCE, ACCESSORIES.....	16	54,800	3	12,150	5	13,050	2	2,700	14	46,700
FOOD, KINDRED PRODUCTS.....	91	288,050	40	162,350	69	173,400	48	116,000	51	134,000
TOBACCO MANUFACTURING.....	9	24,350	-	-	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	5	21,400	2	7,500	-	-	2	2,350
APPAREL.....	39	354,100	8	84,550	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	3	5,000	1	1,500	1	1,500	1	1,500
FURNITURE, FIXTURES.....	13	23,200	3	7,950	2	2,250	1	1,000	6	7,150
PAPER, ALLIED PRODUCTS.....	43	73,850	16	30,400	7	20,800	2	3,300	20	39,400
PRINTING AND PUBLISHING.....	19	41,700	6	10,550	2	3,550	1	2,500	4	8,000
CHEMICALS.....	44	90,500	9	19,450	25	46,200	8	18,400	31	53,550
PETROLEUM REFINING.....	13	27,050	2	6,350	10	22,650	-	-	4	8,100
RUBBER AND PLASTICS.....	20	104,600	11	62,700	5	10,650	1	3,000	12	86,000
LEATHER PRODUCTS.....	19	49,400	7	31,600	3	3,400	-	-	5	15,450
STONE, CLAY, AND GLASS.....	28	58,150	14	37,500	8	24,900	1	2,350	18	40,950
PRIMARY METALS.....	62	429,300	5	9,400	47	394,800	1	2,000	53	406,250
FABRICATED METALS.....	35	97,650	5	9,550	16	57,350	3	17,450	25	78,250
MACHINERY.....	69	270,850	11	56,600	23	122,400	1	1,000	48	232,000
ELECTRICAL MACHINERY.....	94	448,150	7	22,900	9	29,700	-	-	33	182,200
TRANSPORTATION EQUIPMENT.....	92	993,150	25	728,800	26	99,450	5	23,100	52	465,850
INSTRUMENTS.....	12	27,750	-	-	5	12,350	2	8,500	4	5,850
MISC. MANUFACTURING.....	7	27,100	-	-	2	5,600	-	-	3	6,950
NONMANUFACTURING.....	554	2,777,000	234	962,000	288	1,500,800	195	1,107,850	238	1,170,350
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	7	89,700	7	90,850	1	2,200	10	95,300
TRANSPORTATION ¹	67	494,400	14	55,900	57	446,150	47	426,950	50	435,750
COMMUNICATIONS.....	60	687,300	8	48,750	10	96,400	8	102,200	9	66,100
UTILITIES, ELEC. AND GAS.....	48	128,950	25	77,350	17	40,900	7	23,150	32	88,900
WHOLESALE TRADE.....	17	56,350	1	3,100	7	38,100	5	35,100	3	6,950
RETAIL TRADE.....	88	298,450	34	132,750	66	234,350	62	225,950	8	15,450
HOTELS AND RESTAURANTS.....	39	161,350	4	12,700	39	161,350	39	161,350	2	9,000
SERVICES.....	38	202,400	8	43,450	22	115,000	18	105,450	2	4,700
CONSTRUCTION.....	183	647,500	133	498,300	62	276,500	7	24,300	120	445,800
MISC. NONMANUFACTURING.....	2	2,400	-	-	1	1,200	1	1,200	2	2,400

¹ Excludes railroads and airlines.

NOTE: Nonadditive. Agreements may contain more than 1 provision.

Table 25. Nonproduction bonuses in agreements covering 1,000 workers or more, July 1, 1972

TYPE OF BONUS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850
CHRISTMAS BONUS.....	25	188,400
YEAR-END BONUS.....	11	77,650
ATTENDANCE BONUS.....	4	6,750
CONTINUOUS SERVICE BONUS.....	20	54,400

NOTE: Nonadditive.

Table 26. Shift differentials in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		METHOD OF PAYING DIFFERENTIALS						
			TOTAL		MONEY		TIME		
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	
ALL INDUSTRIES.....	1,300	6,312,850	1,035	4,826,200	831	3,769,850	94	367,550	
MANUFACTURING.....	746	3,535,850	668	3,059,550	592	2,752,400	6	12,900	
ORDNANCE, ACCESSORIES.....	16	54,800	16	54,800	12	40,200	-	-	
FOOD, KINDRED PRODUCTS.....	91	288,050	85	276,450	85	276,450	-	-	
TOBACCO MANUFACTURING.....	9	24,350	8	23,250	8	23,250	-	-	
TEXTILE MILL PRODUCTS.....	12	38,000	9	31,650	9	31,650	-	-	
APPAREL.....	39	354,100	2	5,600	2	5,600	-	-	
LUMBER, WOOD PRODUCTS.....	9	14,150	9	14,150	8	11,650	1	2,500	
FURNITURE, FIXTURES.....	13	23,200	10	19,000	8	13,800	2	5,200	
PAPER, ALLIED PRODUCTS.....	43	73,850	41	69,550	40	67,750	-	-	
PRINTING AND PUBLISHING.....	19	41,700	17	38,500	13	24,300	-	-	
CHEMICALS.....	44	90,500	43	87,550	42	82,450	-	-	
PETROLEUM REFINING.....	13	27,050	12	23,750	12	23,750	-	-	
RUBBER AND PLASTICS.....	20	104,400	17	82,250	15	67,800	-	-	
LEATHER PRODUCTS.....	19	49,400	8	19,100	7	17,600	1	1,500	
STONE, CLAY, AND GLASS.....	28	58,150	28	58,150	28	58,150	-	-	
PRIMARY METALS.....	62	429,300	61	421,400	60	419,400	-	-	
FABRICATED METALS.....	35	97,650	35	97,650	27	53,250	2	3,700	
MACHINERY.....	69	270,850	69	270,850	57	254,700	-	-	
ELECTRICAL MACHINERY.....	94	448,150	91	440,300	85	425,650	-	-	
TRANSPORTATION EQUIPMENT.....	92	993,150	89	973,000	58	867,600	-	-	
INSTRUMENTS.....	12	27,750	11	25,700	10	24,500	-	-	
MISC. MANUFACTURING.....	7	27,100	7	27,100	6	23,100	-	-	
NONMANUFACTURING.....	554	2,777,000	367	1,766,650	239	1,017,450	88	354,650	
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	12	97,900	12	97,900	-	-	
TRANSPORTATION ¹	67	494,400	19	121,500	18	118,700	-	-	
COMMUNICATIONS.....	60	687,300	51	511,300	25	149,150	-	-	
UTILITIES, ELEC. AND GAS.....	48	128,950	45	124,000	45	124,000	-	-	
WHOLESALE TRADE.....	17	56,350	13	50,850	13	50,850	-	-	
RETAIL TRADE.....	88	298,450	59	231,450	59	231,450	-	-	
HOTELS AND RESTAURANTS.....	39	161,350	11	35,150	11	35,150	-	-	
SERVICES.....	38	202,400	21	101,450	21	101,450	-	-	
CONSTRUCTION.....	183	647,500	135	491,850	34	107,600	88	354,650	
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	1	1,200	-	-	
METHOD OF PAYING DIFFERENTIALS--CONTINUED									
				TIME AND MONEY		OTHER ²		NO REFERENCE TO SHIFT DIFFERENTIALS	
ALL INDUSTRIES.....			57	444,600	53	244,200	265	1,486,650	
MANUFACTURING.....			20	57,750	50	236,500	78	476,300	
ORDNANCE, ACCESSORIES.....			1	3,400	3	11,200	-	-	
FOOD, KINDRED PRODUCTS.....			-	-	-	-	6	11,600	
TOBACCO MANUFACTURING.....			-	-	-	-	1	1,100	
TEXTILE MILL PRODUCTS.....			-	-	-	-	3	6,550	
APPAREL.....			-	-	-	-	37	348,500	
LUMBER, WOOD PRODUCTS.....			-	-	-	-	-	-	
FURNITURE, FIXTURES.....			-	-	-	-	3	4,200	
PAPER, ALLIED PRODUCTS.....			1	1,800	-	-	2	4,300	
PRINTING AND PUBLISHING.....			1	2,500	3	11,700	2	3,200	
CHEMICALS.....			1	5,100	-	-	1	2,950	
PETROLEUM REFINING.....			-	-	-	-	1	3,300	
RUBBER AND PLASTICS.....			-	-	2	14,450	3	22,350	
LEATHER PRODUCTS.....			-	-	-	-	11	30,300	
STONE, CLAY, AND GLASS.....			-	-	-	-	-	-	
PRIMARY METALS.....			1	2,000	-	-	1	7,900	
FABRICATED METALS.....			2	5,000	4	35,700	-	-	
MACHINERY.....			4	6,500	8	9,650	-	-	
ELECTRICAL MACHINERY.....			1	1,500	5	13,150	3	7,850	
TRANSPORTATION EQUIPMENT.....			7	25,950	24	139,450	3	20,150	
INSTRUMENTS.....			-	-	1	1,200	1	2,050	
MISC. MANUFACTURING.....			1	4,000	-	-	-	-	
NONMANUFACTURING.....			37	386,850	3	7,700	187	1,010,350	
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....			-	-	-	-	-	-	
TRANSPORTATION ¹			1	2,800	-	-	48	372,900	
COMMUNICATIONS.....			25	361,150	1	1,000	9	176,000	
UTILITIES, ELEC. AND GAS.....			-	-	-	-	3	4,950	
WHOLESALE TRADE.....			-	-	-	-	4	5,500	
RETAIL TRADE.....			-	-	-	-	29	67,000	
HOTELS AND RESTAURANTS.....			-	-	-	-	28	126,200	
SERVICES.....			-	-	-	-	17	100,950	
CONSTRUCTION.....			11	22,900	2	6,700	48	155,650	
MISC. NONMANUFACTURING.....			-	-	-	-	1	1,200	

¹ Excludes railroads and airlines.

² 41 agreements provide a money differential for the second shift and a time plus money differential for the third shift; 6 agreements provide a money differential for the second shift and a time differential for the third shift; 4 agreements have shift differentials which are subject to local negotiation; 2 agreements provide a time differential for the second shift and a time plus money differential for the third shift.

Table 27. Pay differentials for hazardous work and abnormal working conditions in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		WITH DIFFERENTIALS FOR HAZARDOUS OR ABNORMAL WORKING CONDITIONS								NO REFERENCE TO PAY FOR HAZARDOUS OR ABNORMAL WORKING CONDITIONS	
			TOTAL		HAZARDOUS WORK ONLY		ABNORMAL WORKING CONDITIONS ONLY		BOTH			
			AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS		
ALL INDUSTRIES.....	1,300	6,312,850	243	946,850	152	642,650	41	164,100	50	140,100	1,057	5,366,000
MANUFACTURING.....	746	3,535,850	80	243,450	36	110,200	20	68,750	24	64,500	666	3,292,400
ORDNANCE, ACCESSORIES.....	16	54,800	2	8,050	2	8,050	-	-	-	-	14	46,750
FOOD, KINDRED PRODUCTS.....	91	288,050	16	47,850	1	1,200	13	43,800	2	2,850	75	240,200
TOBACCO MANUFACTURING.....	9	24,350	-	-	-	-	-	-	-	-	9	24,350
TEXTILE MILL PRODUCTS.....	12	38,000	-	-	-	-	-	-	-	-	12	38,000
APPAREL.....	39	354,100	-	-	-	-	-	-	-	-	39	354,100
LUMBER, WOOD PRODUCTS.....	9	14,150	-	-	-	-	-	-	-	-	9	14,150
FURNITURE, FIXTURES.....	13	23,200	-	-	-	-	-	-	-	-	13	23,200
PAPER, ALLIED PRODUCTS.....	43	73,850	8	20,200	7	18,600	-	-	1	1,600	35	53,650
PRINTING AND PUBLISHING.....	19	41,700	-	-	-	-	-	-	-	-	19	41,700
CHEMICALS.....	44	90,500	4	5,300	1	1,000	2	2,300	1	2,000	40	85,200
PETROLEUM REFINING.....	13	27,050	4	6,650	2	3,400	1	1,900	1	1,350	9	20,400
RUBBER AND PLASTICS.....	20	104,600	3	4,500	2	3,150	1	1,350	-	-	17	100,100
LEATHER PRODUCTS.....	19	49,400	-	-	-	-	-	-	-	-	19	49,400
STONE, CLAY, AND GLASS.....	28	59,150	3	4,700	2	3,050	-	-	1	1,650	25	53,450
PRIMARY METALS.....	62	429,300	1	2,000	-	-	-	-	1	2,000	61	427,300
FABRICATED METALS.....	35	270,650	2	4,500	1	1,200	1	3,300	-	-	33	93,150
MACHINERY.....	69	448,150	3	6,250	3	6,250	-	-	-	-	66	264,600
ELECTRICAL MACHINERY.....	94	448,150	2	8,050	2	8,050	-	-	-	-	92	440,100
TRANSPORTATION EQUIPMENT.....	92	993,150	29	116,650	10	47,500	2	16,100	17	53,050	63	876,500
INSTRUMENTS.....	12	27,750	2	4,750	2	4,750	-	-	-	-	10	23,000
MISC. MANUFACTURING.....	7	27,100	1	4,000	1	4,000	-	-	-	-	6	23,100
NONMANUFACTURING.....	554	2,777,000	163	703,400	116	532,450	21	95,350	26	75,600	391	2,073,600
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	2	2,800	1	1,500	-	-	1	1,300	10	95,100
TRANSPORTATION ¹	67	494,400	19	111,000	7	57,600	6	34,800	6	18,600	48	383,400
COMMUNICATIONS.....	60	687,300	5	63,800	5	63,800	-	-	-	-	55	623,500
UTILITIES, ELEC. AND GAS.....	48	128,950	9	17,200	7	13,300	1	1,800	1	2,100	39	111,750
WHOLESALE TRADE.....	17	56,350	-	-	-	-	-	-	-	-	17	56,350
RETAIL TRADE.....	88	298,450	7	30,600	2	2,200	5	28,400	-	-	81	267,850
HOTELS AND RESTAURANTS.....	39	161,350	1	6,000	-	-	1	6,000	-	-	38	155,350
SERVICES.....	38	202,400	5	36,000	4	35,000	-	-	1	1,000	33	166,400
CONSTRUCTION.....	183	647,500	115	436,000	90	359,050	8	24,350	17	52,600	68	211,500
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	-	-	-	-	2	2,400

¹ Excludes railroads and airlines.

Table 28. Methods of compensating pay differentials for hazardous work and abnormal working conditions in agreements covering 1,000 workers or more, July 1, 1972

METHODS OF COMPENSATING PAY DIFFERENTIALS	HAZARDOUS WORK		ABNORMAL CONDITIONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	1,300	6,312,850
TOTAL WITH HAZARD OR ABNORMAL CONDITIONS DIFFERENTIALS.....	202	782,750	91	304,200
METHODS OF COMPENSATION				
CENTS PER HOUR.....	68	278,200	39	99,800
UNDER 11 CENTS.....	12	24,350	10	16,900
15 CENTS.....	9	70,850	5	11,750
20 CENTS.....	5	12,100	1	2,000
25 CENTS.....	29	118,050	8	17,300
OVER 25 CENTS.....	11	45,650	2	15,500
OTHER.....	2	7,200	4	36,350
PERCENT PER HOUR.....	20	49,300	18	63,000
FLIGHT PAY.....	8	53,450	-	-
DAILY RATE.....	21	126,900	16	84,750
VARIES WITH ACTIVITY OR WORK PERFORMED.....	72	227,050	15	44,250
VARIES WITH OCCUPATION.....	13	47,850	3	12,400

¹ Includes 1 agreement providing 35 cents; 2, 40 cents; and 8, 50 cents.

² Includes 1 agreement providing 30 cents; 1, 35 cents; 1, 40 cents; and 4, 50 cents.

³ Includes 1 agreement which provides a flat hourly rate and 1 agreement which pays a flat rate per job.

⁴ Includes 7 agreements which provide a cents-per-hour rate of an undetermined amount and 1 agreement which provides a flat hourly rate.

Table 29. Wage adjustments in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		ESCALATOR (COST-OF-LIVING) PROVISIONS		DEFERRED WAGE INCREASE PROVISIONS		CONTRACT REOPENING PROVISIONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	495	3,582,200	1,175	5,682,600	375	2,089,150
MANUFACTURING.....	746	3,535,850	344	2,290,600	685	3,379,200	195	1,087,350
ORDNANCE, ACCESSORIES.....	16	54,800	8	23,800	13	45,000	2	8,050
FOOD, KINDRED PRODUCTS.....	91	288,050	36	161,900	85	278,550	13	33,950
TOBACCO MANUFACTURING.....	9	24,350	6	17,650	7	18,750	3	10,950
TEXTILE MILL PRODUCTS.....	12	38,000	2	12,500	9	26,100	4	13,300
APPAREL.....	39	354,100	3	60,500	38	351,100	26	141,500
LUMBER, WOOD PRODUCTS.....	9	14,150	2	2,500	9	14,150	2	4,000
FURNITURE, FIXTURES.....	13	23,200	2	3,200	12	20,450	4	7,200
PAPER, ALLIED PRODUCTS.....	43	73,850	2	-	41	71,250	10	15,450
PRINTING AND PUBLISHING.....	19	41,700	9	21,850	17	39,500	5	5,250
CHEMICALS.....	44	90,500	14	24,850	36	72,050	12	35,050
PETROLEUM REFINING.....	13	27,050	-	-	10	19,550	2	3,350
RUBBER AND PLASTICS.....	20	104,600	2	8,050	15	72,350	8	53,750
LEATHER PRODUCTS.....	19	49,400	2	2,800	18	48,300	4	12,200
STONE, CLAY, AND GLASS.....	28	58,150	4	5,650	27	56,550	3	4,550
PRIMARY METALS.....	62	429,300	47	407,200	57	421,200	40	382,750
FABRICATED METALS.....	35	97,650	19	64,250	33	93,100	10	22,100
MACHINERY.....	69	270,850	44	166,050	63	257,700	19	76,450
ELECTRICAL MACHINERY.....	94	448,150	66	359,900	92	445,750	19	85,500
TRANSPORTATION EQUIPMENT.....	92	993,150	74	933,650	88	980,400	11	136,900
INSTRUMENTS.....	12	27,750	3	4,300	8	20,300	4	13,100
MISC. MANUFACTURING.....	7	27,100	1	10,000	7	27,100	3	22,000
NONMANUFACTURING.....	554	2,777,000	151	1,291,600	490	2,303,400	180	1,001,800
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	4	7,950	12	97,900	3	5,250
TRANSPORTATION ¹	67	494,400	48	447,350	60	470,900	46	443,350
COMMUNICATIONS.....	60	687,300	48	600,350	51	478,400	4	64,200
UTILITIES, ELEC. AND GAS.....	48	128,950	3	21,700	30	63,500	23	74,150
WHOLESALE TRADE.....	17	56,350	8	39,550	14	50,750	7	13,300
RETAIL TRADE.....	88	298,450	24	115,150	82	282,850	20	100,050
HOTELS AND RESTAURANTS.....	39	161,350	8	8,300	38	160,050	18	85,500
SERVICES.....	38	202,400	4	35,650	28	50,150	10	62,150
CONSTRUCTION.....	183	647,500	4	15,600	175	608,900	47	151,450
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	2	2,400

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 30. Issues and timing of reopeners in agreements covering 1,000 workers or more, July 1, 1972

REOPENER CLAUSE	AGREEMENTS	WORKERS	REOPENER CLAUSE	AGREEMENTS	WORKERS
ISSUES			TIMING		
ALL AGREEMENTS.....	1,300	6,312,850	ALL AGREEMENTS.....	1,300	6,312,850
ALL AGREEMENT REOPENERS.....	375	2,089,150	ALL AGREEMENT REOPENERS.....	375	2,089,150
WAGES ONLY.....	112	494,800	FIXED DATE REOPENER ONLY.....	113	628,150
NONWAGE ITEMS.....	78	628,250	EMERGENCY REOPENER ONLY ²	141	1,013,500
WAGE AND NONWAGE ITEMS.....	123	690,250	REOPENER BY MUTUAL CONSENT ONLY.....	56	216,700
AGREEMENT MAY BE REOPENED, NO REFERENCE TO SUBJECTS.....	62	275,850	AGREEMENT MAY BE REOPENED AT ANY TIME.....	50	197,950
NO REFERENCE TO AGREEMENT REOPENERS.....	925	4,223,700	MAY BE REOPENED IN THE EVENT ALLIED AGREEMENTS ARE REOPENED.....	5	16,200
ALL AGREEMENT REOPENERS ¹	375	2,089,150	FIXED DATE AND EMERGENCY REOPENER ²	6	11,250
WAGES.....	235	1,185,050	FIXED DATE AND MUTUAL CONSENT REOPENER.....	1	1,950
NONWAGE ITEMS.....	201	1,318,500	EMERGENCY AND MUTUAL CONSENT REOPENER ²	1	1,000
AGREEMENT MAY BE REOPENED, NO REFERENCE TO SUBJECTS.....	62	275,850	OTHER ³	2	2,450
			NO REFERENCE TO AGREEMENT REOPENERS.....	925	4,223,700

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

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

³ Includes 1 agreement in which matters pertaining to wages may be reopened upon request but pensions may be reopened only on fixed dates, and 1 agreement in which wage reopeners are allowed only on fixed dates but nonwage items may be reopened upon request.

Table 31. Wage adjustments in agreements covering 1,000 workers or more by duration, July 1, 1972

WAGE ADJUSTMENT PROVISIONS	ALL AGREEMENTS		11 MONTHS		12 MONTHS		13-23 MONTHS		24 MONTHS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	3	3,100	20	55,300	32	82,050	161	399,100
COST-OF-LIVING ONLY.....	18	195,900	-	-	-	-	-	-	2	4,000
DEFERRED WAGE INCREASE ONLY.....	509	1,591,200	-	-	5	15,900	21	62,200	88	211,950
CONTRACT REOPENING ONLY.....	46	166,350	-	-	1	1,050	4	9,850	19	52,400
COST-OF-LIVING AND DEFERRED WAGE INCREASE.....	348	2,210,850	-	-	2	3,800	2	2,850	15	39,400
COST-OF-LIVING AND CONTRACT REOPENING.....	11	42,250	-	-	1	3,000	-	-	-	-
DEFERRED WAGE INCREASE AND CONTRACT REOPENING.....	200	747,350	-	-	2	3,750	3	3,550	25	59,000
COST-OF-LIVING, DEFERRED WAGE INCREASE, AND CONTRACT REOPENING.....	118	1,133,200	-	-	-	-	-	-	1	1,600
NO REFERENCE TO WAGE ADJUSTMENTS.....	50	225,750	3	3,100	9	27,800	2	3,600	11	30,750
	25-35 MONTHS		36 MONTHS		37-47 MONTHS		48 MONTHS		OVER 48 MONTHS ¹	
ALL AGREEMENTS.....	140	1,323,350	741	3,307,000	139	902,050	23	64,600	41	176,300
COST-OF-LIVING ONLY.....	3	8,300	13	183,600	-	-	-	-	-	-
DEFERRED WAGE INCREASE ONLY.....	44	141,700	293	982,350	36	95,750	8	26,550	14	54,800
CONTRACT REOPENING ONLY.....	4	22,800	15	67,650	-	-	1	1,100	2	11,500
COST-OF-LIVING AND DEFERRED WAGE INCREASE.....	57	880,050	218	938,300	48	332,150	2	3,800	4	10,500
COST-OF-LIVING AND CONTRACT REOPENING.....	1	1,100	7	33,150	2	5,000	-	-	-	-
DEFERRED WAGE INCREASE AND CONTRACT REOPENING.....	19	128,850	114	382,700	10	60,100	10	22,700	17	86,700
COST-OF-LIVING, DEFERRED WAGE INCREASE, AND CONTRACT REOPENING.....	8	126,100	64	588,100	40	400,150	2	10,450	3	6,800
NO REFERENCE TO WAGE ADJUSTMENTS.....	4	14,450	17	131,150	3	8,900	-	-	1	6,000

¹ See footnote 2, table 4.

Table 32. Wage garnishment, equal pay for equal work, and red-circle rate provisions in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		WAGE GARNISHMENT ¹		EQUAL PAY FOR EQUAL WORK		RED-CIRCLE RATES ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	113	689,300	145	452,400	180	1,032,400
MANUFACTURING.....	746	3,535,850	58	227,250	117	356,500	138	784,300
ORDNANCE, ACCESSORIES.....	16	54,800	1	3,000	4	11,650	2	7,100
FOOD, KINDRED PRODUCTS.....	91	288,050	5	10,450	20	61,500	16	109,500
TOBACCO MANUFACTURING.....	9	24,350	2	3,500	1	2,400	3	11,950
TEXTILE MILL PRODUCTS.....	12	38,000	-	-	6	20,200	2	2,600
APPAREL.....	39	354,100	-	-	5	13,500	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	1	1,500	2	3,250	-	-
FURNITURE, FIXTURES.....	13	23,200	1	1,000	3	3,650	1	1,250
PAPER, ALLIED PRODUCTS.....	43	73,850	13	27,350	2	4,450	10	16,150
PRINTING AND PUBLISHING.....	19	41,700	-	-	2	3,150	-	-
CHEMICALS.....	44	90,500	1	1,250	5	12,250	8	13,550
PETROLEUM REFINING.....	13	27,050	-	-	-	-	2	5,700
RUBBER AND PLASTICS.....	20	104,600	1	1,100	7	13,050	-	-
LEATHER PRODUCTS.....	19	49,400	3	11,000	4	21,100	-	-
STONE, CLAY, AND GLASS.....	28	58,150	2	2,750	4	6,450	7	20,200
PRIMARY METALS.....	62	429,300	2	4,700	5	20,200	31	350,350
FABRICATED METALS.....	35	97,650	5	21,300	7	14,750	13	56,700
MACHINERY.....	69	270,850	8	64,050	13	85,150	18	89,700
ELECTRICAL MACHINERY.....	94	448,150	5	9,250	16	33,950	9	43,100
TRANSPORTATION EQUIPMENT.....	92	993,150	8	65,050	7	17,900	12	48,050
INSTRUMENTS.....	12	27,750	-	-	2	5,600	3	7,400
MISC. MANUFACTURING.....	7	27,100	-	-	2	2,350	1	1,000
NONMANUFACTURING.....	554	2,777,000	55	462,050	28	95,900	42	248,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	1	1,000	-	-	1	1,350
TRANSPORTATION ³	67	494,400	40	414,800	-	-	10	67,850
COMMUNICATIONS.....	60	687,300	-	-	1	1,650	7	101,700
UTILITIES, ELEC. AND GAS.....	48	128,950	3	3,800	-	-	13	32,800
WHOLESALE TRADE.....	17	56,350	1	1,450	2	4,200	1	1,000
RETAIL TRADE.....	88	298,450	7	22,000	2	8,000	5	17,200
HOTELS AND RESTAURANTS.....	39	161,350	-	-	16	67,050	2	8,500
SERVICES.....	38	202,400	1	12,000	5	10,200	1	15,000
CONSTRUCTION.....	183	647,500	2	7,000	2	4,800	1	1,500
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	1	1,200

¹ For this study, a wage garnishment provision establishes union and management policy if creditors attach an employee's wages. Usually, the policy will entail discipline of the employee.

² A red-circle rate is a rate of pay higher than the contractual or formally established rate for the job. The rate is usually attached to the incumbent worker, not the job, and protects the employee from a decline in earnings through no fault of his own.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Part IV. Hours, Overtime, and Premium Pay

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

Table 33. Overtime in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		DAILY OVERTIME		WEEKLY OVERTIME		OVERTIME OUTSIDE REGULARLY SCHEDULED HOURS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	1,157	5,610,450	849	4,208,900	421	1,756,450
MANUFACTURING.....	746	3,535,850	709	3,407,500	542	2,630,550	187	722,100
ORDNANCE, ACCESSORIES.....	16	54,800	16	54,800	13	45,500	5	18,050
FOOD, KINDRED PRODUCTS.....	91	288,050	86	278,950	80	261,050	13	31,400
TOBACCO MANUFACTURING.....	9	24,350	7	19,850	4	8,800	7	21,050
TEXTILE MILL PRODUCTS.....	12	38,000	10	32,800	11	34,000	3	16,400
APPAREL.....	39	354,100	29	326,500	11	92,750	18	213,350
LUMBER, WOOD PRODUCTS.....	9	14,150	8	13,150	7	10,650	2	3,000
FURNITURE, FIXTURES.....	13	23,200	13	23,200	8	10,350	6	11,650
PAPER, ALLIED PRODUCTS.....	43	73,850	43	73,850	41	69,650	5	8,100
PRINTING AND PUBLISHING.....	19	41,700	18	38,200	8	10,950	10	28,750
CHEMICALS.....	44	90,500	43	87,550	41	84,150	11	24,050
PETROLEUM REFINING.....	13	27,050	13	27,050	13	27,050	6	13,800
RUBBER AND PLASTICS.....	20	104,600	20	104,600	16	88,650	2	2,150
LEATHER PRODUCTS.....	19	49,400	18	48,400	10	21,300	5	14,150
STONE, CLAY, AND GLASS.....	28	58,150	25	53,700	22	48,050	2	3,250
PRIMARY METALS.....	62	429,300	62	429,300	56	415,500	4	6,150
FABRICATED METALS.....	35	97,650	34	96,450	24	49,600	11	19,300
MACHINERY.....	69	270,850	67	267,400	50	189,500	18	59,200
ELECTRICAL MACHINERY.....	94	448,150	92	443,600	54	288,000	19	49,850
TRANSPORTATION EQUIPMENT.....	92	993,150	87	934,650	59	832,600	33	154,450
INSTRUMENTS.....	12	27,150	12	27,750	9	22,300	3	5,650
MISC. MANUFACTURING.....	7	27,100	6	25,750	5	24,150	4	23,350
NONMANUFACTURING.....	554	2,777,000	448	2,202,950	307	1,578,350	234	1,034,350
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	12	97,900	12	97,900	-	-
TRANSPORTATION ¹	67	494,400	47	397,050	32	304,750	22	112,350
COMMUNICATIONS.....	40	687,300	50	475,200	49	420,250	15	211,450
UTILITIES, ELEC. AND GAS.....	48	128,950	37	97,400	26	76,700	31	101,150
WHOLESALE TRADE.....	17	56,350	16	52,850	8	37,200	7	38,100
RETAIL TRADE.....	88	298,450	77	276,300	73	221,800	29	67,450
HOTELS AND RESTAURANTS.....	39	161,350	38	155,850	22	116,600	2	7,350
SERVICES.....	38	202,400	28	156,650	22	100,600	5	22,550
CONSTRUCTION.....	183	647,500	141	491,350	62	201,350	123	473,950
MISC. NONMANUFACTURING.....	2	2,400	2	2,400	1	1,200	-	-
			GRADUATED OVERTIME RATES		EQUAL DISTRIBUTION OF OVERTIME		RIGHT TO REFUSE OVERTIME	
ALL INDUSTRIES.....			306	1,563,950	622	2,947,100	201	757,050
MANUFACTURING.....			211	851,150	467	2,265,100	148	413,600
ORDNANCE, ACCESSORIES.....			6	14,450	13	46,950	9	43,150
FOOD, KINDRED PRODUCTS.....			18	105,650	39	78,150	5	9,800
TOBACCO MANUFACTURING.....			5	13,300	4	9,300	1	3,400
TEXTILE MILL PRODUCTS.....			-	-	5	11,200	1	1,000
APPAREL.....			-	-	8	28,650	4	9,200
LUMBER, WOOD PRODUCTS.....			-	-	2	3,000	2	2,200
FURNITURE, FIXTURES.....			3	6,200	4	6,850	3	3,700
PAPER, ALLIED PRODUCTS.....			6	10,500	20	38,050	6	11,300
PRINTING AND PUBLISHING.....			11	30,650	12	19,800	2	2,400
CHEMICALS.....			7	11,000	37	70,700	17	34,500
PETROLEUM REFINING.....			1	1,000	7	14,850	2	4,550
RUBBER AND PLASTICS.....			5	6,600	17	71,050	9	47,150
LEATHER PRODUCTS.....			-	-	7	11,150	-	-
STONE, CLAY, AND GLASS.....			15	36,200	12	20,500	6	13,100
PRIMARY METALS.....			5	9,400	39	288,300	12	30,900
FABRICATED METALS.....			11	44,650	27	78,800	8	17,400
MACHINERY.....			31	118,100	48	219,750	20	82,850
ELECTRICAL MACHINERY.....			56	334,400	71	322,400	12	19,400
TRANSPORTATION EQUIPMENT.....			26	93,700	78	873,550	21	49,000
INSTRUMENTS.....			4	11,350	11	26,150	4	5,250
MISC. MANUFACTURING.....			1	4,000	6	25,950	4	23,350
NONMANUFACTURING.....			95	712,800	155	682,000	53	343,450
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....			2	2,650	8	92,150	5	86,250
TRANSPORTATION ¹			3	6,600	7	22,150	3	10,700
COMMUNICATIONS.....			39	441,100	23	226,250	6	106,800
UTILITIES, ELEC. AND GAS.....			19	56,700	41	117,100	17	66,200
WHOLESALE TRADE.....			1	3,000	6	12,950	5	32,950
RETAIL TRADE.....			3	9,900	31	84,250	11	28,900
HOTELS AND RESTAURANTS.....			4	23,000	5	22,500	-	-
SERVICES.....			8	57,150	7	25,450	3	7,950
CONSTRUCTION.....			15	111,500	26	76,400	2	2,500
MISC. NONMANUFACTURING.....			1	1,200	1	1,200	1	1,200

¹ Excludes railroads and airlines.

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

Table 34. Daily overtime rate in agreements covering 1,000 workers or more by daily overtime hours, July 1, 1972

DAILY OVERTIME HOURS	ALL AGREEMENTS		REFERRING TO DAILY OVERTIME RATE									
			TOTAL		TIME AND ONE-HALF		DOUBLE TIME		VARIES ¹		OTHER ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	1,157	5,610,450	1,063	5,279,200	76	213,300	14	105,850	4	12,100
DAILY OVERTIME AFTER SPECIFIED HOURS.....	1,157	5,610,450	1,157	5,610,450	1,063	5,279,200	76	213,300	14	105,850	4	12,100
7 HOURS.....	47	283,200	47	283,200	39	259,700	8	23,500	-	-	-	-
7.5 HOURS.....	29	93,550	29	93,550	27	89,400	2	4,150	-	-	-	-
8 HOURS.....	1,034	4,779,950	1,034	4,779,950	960	4,574,850	65	170,650	7	25,450	2	9,000
9 HOURS.....	3	7,100	3	7,100	2	5,500	-	-	-	-	1	1,600
10 HOURS.....	1	1,700	1	1,700	1	1,700	-	-	-	-	-	-
DAILY OVERTIME HOURS VARY ³	41	438,450	41	438,450	33	343,050	1	15,000	7	80,400	-	-
OTHER ⁴	2	6,500	2	6,500	1	5,000	-	-	-	-	1	1,500
NO REFERENCE TO DAILY OVERTIME HOURS.....	143	702,400	-	-	-	-	-	-	-	-	-	-

¹ Includes 8 agreements in which the rate of pay varies by the activity performed; 2 by occupation; 2 by location; and 2 by salary and occupation.

² Includes 2 agreements which refer to overtime but in which no rates are specified; 1 which provides an additional 5 percent commission; and 1 in which overtime rates are subject to local negotiation.

³ Includes 21 agreements in which daily overtime varies with the scheduled length of shift; 9 by occupation; 3 by location; 3 by activity; 2 by location and length of shift; 2 by salary and occupation; and 1, a maritime agreement, according to the capacity of the tanker.

⁴ Includes 1 agreement in which daily overtime hours are subject to local negotiation and 1 agreement which establishes overtime hours according to the pattern of another company.

Table 35. Scheduled weekly hours in agreements covering 1,000 workers or more by scheduled days of work, July 1, 1972

SCHEDULED WEEKLY HOURS	ALL AGREEMENTS		REFERRING TO SCHEDULED DAYS OF WORK					
			TOTAL		5 DAYS		6 DAYS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	1,145	5,633,100	1,101	5,424,950	14	74,750
TOTAL REFERRING TO SCHEDULED WEEKLY HOURS.....	1,122	5,183,650	1,089	5,089,950	1,056	4,963,450	10	69,700
34.5 HOURS.....	4	9,200	4	9,200	4	9,200	-	-
35 HOURS.....	64	323,150	63	320,600	63	320,600	-	-
36 HOURS.....	5	8,200	5	8,200	4	7,000	1	1,200
37.5 HOURS.....	33	95,150	33	95,150	33	95,150	-	-
39 HOURS.....	1	2,000	1	2,000	1	2,000	-	-
39.5 HOURS.....	1	1,300	1	1,300	1	1,300	-	-
40 HOURS.....	936	4,130,250	913	4,074,750	904	4,055,400	-	-
45 HOURS.....	1	1,400	1	1,400	1	1,400	-	-
48 HOURS.....	7	28,000	7	28,000	-	-	7	28,000
MORE THAN 48 HOURS.....	2	7,100	1	1,100	-	-	-	-
SUBJECT TO LOCAL NEGOTIATION.....	7	37,850	3	31,450	1	11,450	1	17,000
WEEKLY HOURS VARY ¹	60	535,050	56	511,800	43	454,950	1	23,500
OTHER ²	1	5,000	1	5,000	1	5,000	-	-
NO REFERENCE TO SCHEDULED WEEKLY HOURS.....	178	1,129,200	56	543,150	45	461,500	4	5,050
			REFERRING TO SCHEDULED DAYS OF WORK				NO REFERENCE TO SCHEDULED DAYS OF WORK	
			VARIES ³		OTHER ⁴			
ALL AGREEMENTS.....			28	129,300	2	4,100	155	679,750
TOTAL REFERRING TO SCHEDULED WEEKLY HOURS.....			21	52,700	2	4,100	33	93,700
34.5 HOURS.....			-	-	-	-	-	-
35 HOURS.....			-	-	-	-	1	2,550
36 HOURS.....			-	-	-	-	-	-
37.5 HOURS.....			-	-	-	-	-	-
39 HOURS.....			-	-	-	-	-	-
39.5 HOURS.....			-	-	-	-	-	-
40 HOURS.....			9	19,350	-	-	23	55,500
45 HOURS.....			-	-	-	-	-	-
48 HOURS.....			-	-	-	-	-	-
MORE THAN 48 HOURS.....			-	-	1	1,100	1	6,000
SUBJECT TO LOCAL NEGOTIATION.....			-	-	1	3,000	4	6,400
WEEKLY HOURS VARY ¹			12	33,350	-	-	4	23,250
OTHER ²			-	-	-	-	-	-
NO REFERENCE TO SCHEDULED WEEKLY HOURS.....			7	76,600	-	-	122	586,050

¹ Includes 21 agreements which vary weekly hours with the scheduled lengths of shift; 18 by occupation; 5 by location; 5 by activity; 3 by seniority; 2 by location and length of shift; 1 by occupation and salary; 1 by season; 1 by occupation and seniority; 1, a maritime agreement, according to the capacity of the tanker; 1 by occupation and length of shift; and 1 in which the method of varying hours is unclear.

² Includes 1 agreement which establishes regular weekly hours according to the pattern of another company.

³ Includes 15 agreements which vary hours with the assigned number of days of work; 4 by occupation; 3 by location; 3 by activity; 2 by seniority; and 1 by season.

⁴ Includes 1 maritime agreement having 7 regularly scheduled days of work, and 1 agreement which subjects days of work to local negotiation.

Table 38. Weekly overtime rate in agreements covering 1,000 workers or more by weekly overtime hours, July 1, 1972

WEEKLY OVERTIME HOURS	ALL AGREEMENTS		REFERRING TO WEEKLY OVERTIME RATE									
			TOTAL		TIME AND ONE-HALF		DOUBLE TIME		VARIES ¹		OTHER ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	849	4,208,900	813	4,111,600	24	46,400	7	38,700	5	12,200
WEEKLY OVERTIME AFTER SPECIFIED HOURS.....	849	4,208,900	849	4,208,900	813	4,111,600	24	46,400	7	38,700	5	12,200
34.5 HOURS.....	3	5,700	3	5,700	3	5,700	-	-	-	-	-	-
35 HOURS.....	21	151,450	21	151,450	19	148,050	2	3,400	-	-	-	-
36 HOURS.....	3	4,600	3	4,600	2	2,400	-	-	1	2,200	-	-
37.5 HOURS.....	15	51,550	15	51,550	14	49,350	1	2,200	-	-	-	-
40 HOURS.....	778	3,764,700	778	3,764,700	753	3,712,200	21	40,800	2	6,600	2	5,100
MORE THAN 40 HOURS.....	4	13,600	4	13,600	3	9,600	-	-	-	-	1	4,000
HOURS VARY ³	22	209,800	22	209,800	17	178,300	-	-	4	29,900	1	1,600
OTHER ⁴	3	7,500	3	7,500	2	6,000	-	-	-	-	1	1,500
NO REFERENCE TO WEEKLY OVERTIME.....	451	2,103,950	-	-	-	-	-	-	-	-	-	-

¹ 3 agreements vary the overtime rate by activity; 1 by occupation; 1 by salary and occupation; and 1 by location.

² Includes 2 agreements which provide weekly overtime but in which rates are not specified; 2 which subject the rates to local negotiations; and 1 which provides an additional 5 percent commission.

³ See footnote 3, table 37.

⁴ See footnote 4, table 37.

Table 39. Weekly overtime hours in agreements covering 1,000 workers or more by scheduled weekly hours, July 1, 1972

SCHEDULED WEEKLY HOURS	ALL AGREEMENTS		WEEKLY OVERTIME AFTER--										
			TOTAL		34.5 HOURS		35 HOURS		36 HOURS		37.5 HOURS		
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	
ALL AGREEMENTS.....	1,300	6,312,850	849	4,208,900	3	5,700	21	151,450	3	4,600	15	51,550	
REFERRING TO SCHEDULED WEEKLY HOURS.....	1,122	5,183,650	752	3,655,700	3	5,700	21	151,450	3	4,600	15	51,550	
34.5 HOURS.....	4	9,200	3	5,700	3	5,700	-	-	-	-	-	-	
35 HOURS.....	64	323,150	24	150,050	-	-	20	121,450	-	-	-	-	
36 HOURS.....	5	8,200	3	4,600	-	-	-	-	3	4,600	-	-	
37.5 HOURS.....	33	95,150	19	52,950	-	-	-	-	-	-	14	45,950	
39 HOURS.....	1	2,000	-	-	-	-	-	-	-	-	-	-	
39.5 HOURS.....	1	1,300	-	-	-	-	-	-	-	-	-	-	
40 HOURS.....	936	4,130,250	652	3,102,100	-	-	-	-	-	-	-	-	
45 HOURS.....	1	1,400	1	1,400	-	-	-	-	-	-	-	-	
48 HOURS.....	7	28,000	4	16,000	-	-	-	-	-	-	-	-	
MORE THAN 48 HOURS.....	2	7,100	1	1,100	-	-	-	-	-	-	-	-	
SUBJECT TO LOCAL NEGOTIATION.....	7	37,850	5	34,050	-	-	-	-	-	-	-	-	
WEEKLY HOURS VARY ¹	60	535,050	39	282,750	-	-	1	30,000	-	-	1	5,600	
OTHER ²	1	5,000	1	5,000	-	-	-	-	-	-	-	-	
NO REFERENCE TO SCHEDULED WEEKLY HOURS.....	178	1,129,200	97	553,200	-	-	-	-	-	-	-	-	
					WEEKLY OVERTIME AFTER--CONTINUED								
					40 HOURS	OVER 40 HOURS	VARIES ³		OTHER ⁴		NO REFERENCE TO WEEKLY OVERTIME		
ALL AGREEMENTS.....			778	3,764,700	4	13,600	22	209,800	3	7,500	451	2,103,950	
REFERRING TO SCHEDULED WEEKLY HOURS.....			686	3,245,700	2	7,400	20	182,800	2	6,500	370	1,527,950	
34.5 HOURS.....			-	-	-	-	-	-	-	-	1	3,500	
35 HOURS.....			4	28,600	-	-	-	-	-	-	40	173,100	
36 HOURS.....			-	-	-	-	-	-	-	-	2	3,600	
37.5 HOURS.....			5	7,000	-	-	-	-	-	-	14	42,200	
39 HOURS.....			-	-	-	-	-	-	-	-	1	2,000	
39.5 HOURS.....			-	-	-	-	-	-	-	-	1	1,300	
40 HOURS.....			649	3,097,900	-	-	3	4,200	-	-	284	1,028,150	
45 HOURS.....			-	-	1	1,400	-	-	-	-	-	-	
48 HOURS.....			3	10,000	1	6,000	-	-	-	-	3	12,000	
MORE THAN 48 HOURS.....			1	1,100	-	-	-	-	-	-	1	6,000	
SUBJECT TO LOCAL NEGOTIATION.....			4	32,550	-	-	-	-	1	1,500	2	3,800	
WEEKLY HOURS VARY ¹			20	68,550	-	-	17	178,600	-	-	21	252,300	
OTHER ²			-	-	-	-	-	-	1	5,000	-	-	
NO REFERENCE TO SCHEDULED WEEKLY HOURS.....			92	519,000	2	6,200	2	27,000	1	1,000	81	576,000	

¹ See footnote 1, table 35.
² See footnote 2, table 35.
³ See footnote 3, table 37.
⁴ See footnote 4, table 37.

Table 40. Overtime rates for work outside regularly scheduled hours in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		REFERRING TO OVERTIME RATE FOR WORK OUTSIDE REGULARLY SCHEDULED HOURS							
			TOTAL		TIME AND ONE-HALF		DOUBLE TIME		OTHER ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	421	1,756,450	311	1,375,350	37	256,000	23	125,100
MANUFACTURING.....	746	3,535,850	187	722,100	165	615,050	15	48,650	7	58,100
ORDNANCE, ACCESSORIES.....	16	54,800	5	18,050	4	16,050	1	2,000	-	-
FOOD, KINDRED PRODUCTS.....	91	288,050	13	31,400	13	31,400	-	-	-	-
TOBACCO MANUFACTURING.....	9	24,350	7	21,050	6	18,750	1	2,300	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	3	16,400	3	16,400	-	-	-	-
APPAREL.....	39	354,100	18	213,350	18	213,350	-	-	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	2	3,000	1	2,000	1	1,000	-	-
FURNITURE, FIXTURES.....	43	23,200	6	11,650	6	11,650	-	-	-	-
PAPER, ALLIED PRODUCTS.....	43	73,850	5	8,100	5	8,100	-	-	-	-
PRINTING AND PUBLISHING.....	19	41,700	10	28,750	7	18,250	1	5,500	2	5,000
CHEMICALS.....	44	90,500	11	24,050	11	24,050	-	-	-	-
PETROLEUM REFINING.....	13	27,050	6	13,800	6	13,800	-	-	-	-
RUBBER AND PLASTICS.....	20	104,600	2	2,150	2	2,150	-	-	-	-
LEATHER PRODUCTS.....	19	49,400	5	14,150	4	13,150	-	-	1	1,000
STONE, CLAY, AND GLASS.....	28	58,150	2	3,250	2	3,250	-	-	-	-
PRIMARY METALS.....	62	429,300	4	6,150	4	6,150	-	-	-	-
FABRICATED METALS.....	35	97,650	11	19,300	8	13,100	2	5,000	1	1,200
MACHINERY.....	69	270,850	18	55,200	16	51,700	2	3,500	-	-
ELECTRICAL MACHINERY.....	94	448,150	19	48,850	19	48,850	-	-	-	-
TRANSPORTATION EQUIPMENT.....	92	993,150	33	154,450	24	75,150	6	28,100	3	51,200
INSTRUMENTS.....	12	27,750	3	5,650	2	4,400	1	1,250	-	-
MISC. MANUFACTURING.....	7	27,100	4	23,350	4	23,350	-	-	-	-
NONMANUFACTURING.....	554	2,777,000	234	1,034,350	146	760,300	72	207,350	16	66,700
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	-	-	-	-	-	-	-	-
TRANSPORTATION ²	67	494,400	22	112,350	22	112,350	-	-	-	-
COMMUNICATIONS.....	60	687,300	15	211,450	15	211,450	-	-	-	-
UTILITIES, ELEC. AND GAS.....	48	128,950	31	101,150	28	96,700	1	2,100	2	2,350
WHOLESALE TRADE.....	17	56,350	7	38,100	7	38,100	-	-	-	-
RETAIL TRADE.....	88	298,450	29	67,450	26	62,200	-	-	3	5,250
HOTELS AND RESTAURANTS.....	39	161,350	2	7,350	2	7,350	-	-	-	-
SERVICES.....	38	202,400	5	22,550	4	19,550	1	3,000	-	-
CONSTRUCTION.....	183	647,500	123	473,950	42	212,600	70	202,250	11	59,100
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	-	-	-	-

¹ In 4 agreements, overtime rates are graduated according to the number of overtime hours worked; 3 provide a flat sum in addition to the regular hourly rates; 2 provide a time and three-quarters overtime rate; 1 provides a percentage premium; 1 mentions overtime but specifies no rate; and 12 agreements vary the overtime rate (8 by activity, 3 by location, and 1 by scheduled daily hours of work).

² Excludes railroads and airlines.

Table 41. Graduated overtime provisions in agreements covering 1,000 workers or more, July 1, 1972

GRADUATED OVERTIME PROVISION	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850
TOTAL WITH GRADUATED OVERTIME PROVISIONS.....	306	1,563,950
OVERTIME RATE GRADUATED AFTER SPECIFIC DAILY HOURS.....	267	1,170,650
9 HOURS.....	7	24,650
10 HOURS.....	44	144,900
11 HOURS.....	26	161,800
12 HOURS.....	140	638,500
14 HOURS.....	3	5,900
16 HOURS.....	28	88,950
OVER 16 HOURS.....	8	44,450
VARIES ¹	6	43,900
RATE INCREASES AS HOURS INCREASE.....	5	17,600
OVERTIME RATE GRADUATED AFTER SPECIFIC WEEKLY HOURS.....	39	393,300
LESS THAN 48 HOURS ²	6	31,250
48 HOURS.....	1	1,350
49 HOURS.....	29	337,500
OVER 49 HOURS.....	3	23,200
NO REFERENCE TO GRADUATED OVERTIME.....	994	4,748,900

¹ Includes 5 agreements which vary overtime according to the scheduled length of the shift, and 1 which varies by occupation.

² Includes 4 agreements which increase the overtime rate after 47 hours, and 2 agreements which increase the rate after 44 hours.

Table 42. Premium pay for weekends in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		PREMIUM PAY FOR--					
			TOTAL		SATURDAY		SUNDAY	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	1,163	5,536,100	731	3,421,850	1,004	4,735,100
MANUFACTURING.....	746	3,535,850	701	3,316,200	498	2,337,400	616	2,829,950
ORDNANCE, ACCESSORIES.....	16	54,800	16	54,800	12	45,150	15	52,850
FOOD, KINDRED PRODUCTS.....	91	288,050	86	273,450	62	209,600	70	224,550
TOBACCO MANUFACTURING.....	9	24,350	8	23,250	7	20,850	8	23,250
TEXTILE MILL PRODUCTS.....	12	38,000	8	23,300	6	12,600	6	12,600
APPAREL.....	39	354,100	31	234,950	31	234,950	10	39,850
LUMBER, WOOD PRODUCTS.....	9	14,150	8	12,900	4	7,000	7	11,700
FURNITURE, FIXTURES.....	13	23,200	13	23,200	12	22,200	10	19,200
PAPER, ALLIED PRODUCTS.....	43	73,850	41	70,350	12	16,750	41	70,350
PRINTING AND PUBLISHING.....	19	41,700	17	39,650	11	30,250	15	35,950
CHEMICALS.....	44	90,500	41	85,100	18	28,300	24	46,550
PETROLEUM REFINING.....	13	27,050	6	16,050	2	4,750	5	13,750
RUBBER AND PLASTICS.....	20	104,600	20	104,600	9	32,350	18	97,100
LEATHER PRODUCTS.....	19	49,400	17	44,700	14	33,800	16	42,900
STONE, CLAY, AND GLASS.....	28	58,150	26	55,350	8	15,350	25	53,850
PRIMARY METALS.....	62	429,300	59	418,600	14	26,750	59	418,600
FABRICATED METALS.....	35	97,650	35	97,650	31	72,850	33	79,650
MACHINERY.....	69	270,850	68	269,200	62	160,450	65	205,500
ELECTRICAL MACHINERY.....	94	448,150	93	433,150	87	402,650	88	404,900
TRANSPORTATION EQUIPMENT.....	92	993,150	89	981,100	81	913,900	83	924,050
INSTRUMENTS.....	12	27,750	12	27,750	8	19,800	11	25,700
MISC. MANUFACTURING.....	7	27,100	7	27,100	7	27,100	7	27,100
NONMANUFACTURING.....	554	2,777,000	462	2,219,900	233	1,084,450	388	1,905,150
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	7	90,400	4	84,600	6	88,200
TRANSPORTATION ¹	67	494,400	51	401,650	31	221,550	38	336,200
COMMUNICATIONS.....	60	687,300	51	479,600	5	93,300	47	437,900
UTILITIES, ELEC. AND GAS.....	48	128,950	43	117,750	10	30,900	32	71,000
WHOLESALE TRADE.....	17	56,350	16	54,850	11	47,200	13	49,750
RETAIL TRADE.....	88	298,450	77	271,400	6	16,050	67	249,700
HOTELS AND RESTAURANTS.....	39	161,350	26	119,850	-	-	-	-
SERVICES.....	38	202,400	26	103,500	14	52,350	21	93,500
CONSTRUCTION.....	183	647,500	163	578,500	150	536,100	162	576,500
MISC. NONMANUFACTURING.....	2	2,400	2	2,400	2	2,400	2	2,400
PREMIUM PAY FOR--CONTINUED								
			SIXTH DAY		SEVENTH DAY		NO REFERENCE TO PREMIUM PAY	
ALL INDUSTRIES.....			371	2,412,950	358	2,445,100	137	776,750
MANUFACTURING.....			244	1,896,300	264	1,961,750	45	219,650
ORDNANCE, ACCESSORIES.....			8	18,500	11	41,050	-	-
FOOD, KINDRED PRODUCTS.....			24	63,450	23	61,550	5	14,600
TOBACCO MANUFACTURING.....			3	5,900	2	3,500	1	1,100
TEXTILE MILL PRODUCTS.....			4	13,250	3	12,100	4	14,700
APPAREL.....			1	8,500	3	15,600	8	119,150
LUMBER, WOOD PRODUCTS.....			2	3,400	2	3,400	1	1,250
FURNITURE, FIXTURES.....			3	5,000	3	5,000	-	-
PAPER, ALLIED PRODUCTS.....			6	11,250	6	11,250	2	3,500
PRINTING AND PUBLISHING.....			5	8,000	4	6,000	2	2,050
CHEMICALS.....			19	38,250	37	78,250	3	5,400
PETROLEUM REFINING.....			1	2,300	2	6,050	7	11,000
RUBBER AND PLASTICS.....			7	19,900	3	12,400	-	-
LEATHER PRODUCTS.....			4	4,500	4	4,500	2	4,700
STONE, CLAY, AND GLASS.....			10	24,250	10	22,700	2	2,800
PRIMARY METALS.....			44	389,100	45	392,100	3	10,700
FABRICATED METALS.....			7	30,250	8	32,750	-	-
MACHINERY.....			16	150,000	17	153,200	1	1,650
ELECTRICAL MACHINERY.....			44	289,050	45	290,950	1	15,000
TRANSPORTATION EQUIPMENT.....			31	802,500	31	802,400	3	12,050
INSTRUMENTS.....			4	7,950	4	6,000	-	-
MISC. MANUFACTURING.....			1	1,000	1	1,000	-	-
NONMANUFACTURING.....			127	516,650	94	483,350	92	557,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....			2	3,400	2	3,400	5	7,500
TRANSPORTATION ¹			22	80,400	17	167,350	16	92,750
COMMUNICATIONS.....			15	116,150	7	61,050	9	207,700
UTILITIES, ELEC. AND GAS.....			18	49,250	28	84,200	5	11,200
WHOLESALE TRADE.....			3	5,450	4	6,950	1	1,500
RETAIL TRADE.....			39	134,800	8	62,750	11	27,050
HOTELS AND RESTAURANTS.....			22	110,900	20	82,350	13	41,500
SERVICES.....			4	9,100	6	12,100	12	98,900
CONSTRUCTION.....			1	6,000	1	2,000	20	69,000
MISC. NONMANUFACTURING.....			1	1,200	1	1,200	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 43. Premium pay rates for Saturdays in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		PREMIUM PAY RATES					
			TOTAL		TIME AND ONE-HALF		DOUBLE TIME	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	731	3,421,850	565	2,866,900	123	409,150
MANUFACTURING.....	746	3,535,850	498	2,337,400	447	2,195,050	22	64,900
ORDNANCE, ACCESSORIES.....	16	54,800	12	45,150	12	45,150	-	-
FOOD, KINDRED PRODUCTS.....	91	288,050	62	209,600	59	200,800	1	1,800
TOBACCO MANUFACTURING.....	9	24,350	7	20,850	-	-	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	6	12,600	5	11,600	-	-
APPAREL.....	39	354,100	31	234,950	31	234,950	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	4	7,000	1	2,000	2	2,500
FURNITURE, FIXTURES.....	13	23,200	12	22,200	10	20,000	-	-
PAPER, ALLIED PRODUCTS.....	43	73,850	12	16,750	11	14,950	1	1,800
PRINTING AND PUBLISHING.....	19	41,700	11	30,250	4	4,950	5	20,600
CHEMICALS.....	44	90,500	18	28,300	12	20,550	-	-
PETROLEUM REFINING.....	13	27,050	2	4,750	2	4,750	-	-
RUBBER AND PLASTICS.....	20	104,600	9	32,350	8	20,900	-	-
LEATHER PRODUCTS.....	19	49,400	14	33,800	14	33,800	-	-
STONE, CLAY, AND GLASS.....	28	58,150	8	15,350	7	13,700	1	1,650
PRIMARY METALS.....	62	429,300	14	26,750	11	20,350	1	2,000
FABRICATED METALS.....	35	97,650	31	72,850	27	64,300	4	8,550
MACHINERY.....	69	270,850	62	160,450	59	156,650	2	2,800
ELECTRICAL MACHINERY.....	94	448,150	87	402,650	85	396,800	-	-
TRANSPORTATION EQUIPMENT.....	92	993,150	81	913,900	74	881,950	5	23,200
INSTRUMENTS.....	12	27,750	8	19,800	8	19,800	-	-
MISC. MANUFACTURING.....	7	27,100	7	27,100	7	27,100	-	-
NONMANUFACTURING.....	554	2,777,000	233	1,084,450	118	671,850	101	344,250
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	4	84,600	3	83,250	-	-
TRANSPORTATION ¹	67	494,400	31	221,550	29	215,750	2	5,800
COMMUNICATIONS.....	60	687,300	5	93,300	4	70,300	1	23,000
UTILITIES, ELEC. AND GAS.....	48	128,950	10	30,900	9	20,900	-	-
WHOLESALE TRADE.....	17	56,350	11	47,200	10	45,200	1	2,000
RETAIL TRADE.....	88	298,450	6	16,050	5	14,450	-	-
HOTELS AND RESTAURANTS.....	39	161,350	-	-	-	-	-	-
SERVICES.....	38	202,400	14	52,350	10	25,950	2	3,200
CONSTRUCTION.....	183	647,500	150	536,100	46	193,650	95	310,250
MISC. NONMANUFACTURING.....	2	2,400	2	2,400	2	2,400	-	-

INDUSTRY	PREMIUM PAY RATES--CONTINUED					
	TIME AND ONE-HALF IN SOME INSTANCES, DOUBLE TIME IN OTHERS		RATE INCREASES AS HOURS INCREASE		OTHER ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	5	32,700	17	41,850	21	71,250
MANUFACTURING.....	1	1,200	13	36,050	15	40,200
ORDNANCE, ACCESSORIES.....	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS.....	-	-	1	5,000	1	2,000
TOBACCO MANUFACTURING.....	1	1,200	6	19,650	-	-
TEXTILE MILL PRODUCTS.....	-	-	-	-	1	1,000
APPAREL.....	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	-	-	1	2,500	-	-
FURNITURE, FIXTURES.....	-	-	2	2,200	-	-
PAPER, ALLIED PRODUCTS.....	-	-	-	-	-	-
PRINTING AND PUBLISHING.....	-	-	2	4,700	-	-
CHEMICALS.....	-	-	-	-	6	7,750
PETROLEUM REFINING.....	-	-	-	-	-	-
RUBBER AND PLASTICS.....	-	-	-	-	1	11,450
LEATHER PRODUCTS.....	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	-	-	-	-	-	-
PRIMARY METALS.....	-	-	-	-	2	4,400
FABRICATED METALS.....	-	-	-	-	-	-
MACHINERY.....	-	-	-	-	1	1,000
ELECTRICAL MACHINERY.....	-	-	1	2,000	1	3,850
TRANSPORTATION EQUIPMENT.....	-	-	-	-	2	8,750
INSTRUMENTS.....	-	-	-	-	-	-
MISC. MANUFACTURING.....	-	-	-	-	-	-
NONMANUFACTURING.....	4	31,500	4	5,800	6	31,050
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	-	-	-	-	1	1,350
TRANSPORTATION ¹	-	-	-	-	-	-
COMMUNICATIONS.....	-	-	-	-	-	-
UTILITIES, ELEC. AND GAS.....	-	-	-	-	1	10,000
WHOLESALE TRADE.....	-	-	-	-	-	-
RETAIL TRADE.....	-	-	1	1,600	-	-
HOTELS AND RESTAURANTS.....	-	-	-	-	-	-
SERVICES.....	1	22,000	1	1,200	-	-
CONSTRUCTION.....	3	9,500	2	3,000	4	19,700
MISC. NONMANUFACTURING.....	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes 9 agreements which provide flat-sum additions; 8 which vary rates (4 by activity, 2 by occupation, 2 by location); 3 which pay time and one-quarter or a higher premium if applicable; and 1 which refers Saturday premiums to local negotiation.

Table 44. Premium pay rates for Sundays in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		PREMIUM PAY RATES					
			TOTAL		TIME AND ONE-HALF		DOUBLE TIME	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	1,004	4,735,100	190	941,350	687	3,112,150
MANUFACTURING.....	746	3,535,850	616	2,829,950	93	320,100	456	2,077,300
ORDNANCE, ACCESSORIES.....	16	54,800	15	52,850	3	21,200	12	31,650
FOOD, KINDRED PRODUCTS.....	91	288,050	70	224,550	19	96,200	48	124,150
TOBACCO MANUFACTURING.....	9	24,350	8	23,250	-	-	8	23,250
TEXTILE MILL PRODUCTS.....	12	38,000	6	12,600	-	-	5	11,600
APPAREL.....	39	354,100	10	39,850	2	12,200	8	27,500
LUMBER, WOOD PRODUCTS.....	9	14,150	7	11,700	1	2,200	6	9,500
FURNITURE, FIXTURES.....	13	23,200	10	19,200	-	-	10	19,200
PAPER, ALLIED PRODUCTS.....	43	73,850	41	70,350	23	46,750	18	23,600
PRINTING AND PUBLISHING.....	19	41,700	15	35,950	2	2,300	12	31,950
CHEMICALS.....	44	90,500	24	46,550	8	10,950	10	20,300
PETROLEUM REFINING.....	13	27,050	5	13,750	4	10,650	1	3,100
RUBBER AND PLASTICS.....	20	104,600	18	97,100	1	1,700	17	95,400
LEATHER PRODUCTS.....	19	49,400	16	42,900	2	2,000	13	38,900
STONE, CLAY, AND GLASS.....	28	58,150	25	53,850	14	29,800	5	8,700
PRIMARY METALS.....	62	429,300	59	418,600	12	47,700	13	24,700
FABRICATED METALS.....	35	97,650	33	79,650	-	-	30	71,850
MACHINERY.....	69	270,850	65	205,500	1	34,950	57	148,150
ELECTRICAL MACHINERY.....	94	448,150	88	404,900	-	-	86	400,100
TRANSPORTATION EQUIPMENT.....	92	993,150	83	924,050	-	-	80	912,200
INSTRUMENTS.....	12	27,750	11	25,700	1	1,500	10	24,200
MISC. MANUFACTURING.....	7	27,100	7	27,100	-	-	7	27,100
NONMANUFACTURING.....	554	2,777,000	388	1,905,150	97	621,250	231	1,034,850
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	6	88,200	-	-	2	81,050
TRANSPORTATION ¹	67	494,400	38	336,200	15	151,050	20	154,050
COMMUNICATIONS.....	60	687,300	47	437,900	36	288,850	4	69,500
UTILITIES, ELEC. AND GAS.....	48	128,950	32	71,000	5	10,500	7	17,100
WHOLESALE TRADE.....	17	56,350	13	49,750	7	37,150	5	11,600
RETAIL TRADE.....	88	298,450	67	249,700	20	84,900	28	115,850
HOTELS AND RESTAURANTS.....	39	161,350	-	-	-	-	-	-
SERVICES.....	38	202,400	21	93,500	5	14,600	14	55,200
CONSTRUCTION.....	183	647,500	162	576,500	9	34,200	149	528,100
MISC. NONMANUFACTURING.....	2	2,400	2	2,400	-	-	2	2,400
PREMIUM PAY RATES--CONTINUED								
	TIME AND ONE-FOURTH MINIMUM UNLESS HIGHER PREMIUM IS APPLICABLE		TIME AND ONE-HALF IN SOME INSTANCES, DOUBLE TIME IN OTHERS		FLAT SUM ADDITION		OTHER ²	
ALL INDUSTRIES.....	55	403,550	21	94,300	15	39,950	36	143,800
MANUFACTURING.....	41	377,950	12	26,000	7	18,100	7	10,500
ORDNANCE, ACCESSORIES.....	-	-	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS.....	-	-	1	1,100	1	2,000	1	1,100
TOBACCO MANUFACTURING.....	-	-	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	-	-	-	-	-	-	1	1,000
APPAREL.....	-	-	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES.....	-	-	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS.....	-	-	-	-	-	-	-	-
PRINTING AND PUBLISHING.....	-	-	-	-	-	-	1	1,700
CHEMICALS.....	-	-	1	1,100	5	14,200	-	-
PETROLEUM REFINING.....	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS.....	-	-	-	-	-	-	-	-
LEATHER PRODUCTS.....	-	-	-	-	-	-	1	1,950
STONE, CLAY, AND GLASS.....	-	-	6	15,350	-	-	-	-
PRIMARY METALS.....	31	342,100	-	-	1	1,900	2	2,200
FABRICATED METALS.....	2	6,800	1	1,000	-	-	-	-
MACHINERY.....	4	14,950	3	7,450	-	-	-	-
ELECTRICAL MACHINERY.....	1	2,250	-	-	-	-	1	2,550
TRANSPORTATION EQUIPMENT.....	3	11,850	-	-	-	-	-	-
INSTRUMENTS.....	-	-	-	-	-	-	-	-
MISC. MANUFACTURING.....	-	-	-	-	-	-	-	-
NONMANUFACTURING.....	14	25,600	9	68,300	8	21,850	29	133,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	2	3,400	-	-	1	1,350	1	2,400
TRANSPORTATION ¹	1	1,100	2	30,000	-	-	-	-
COMMUNICATIONS.....	-	-	-	-	-	-	7	79,550
UTILITIES, ELEC. AND GAS.....	11	21,100	-	-	5	15,300	4	7,000
WHOLESALE TRADE.....	-	-	-	-	-	-	1	1,000
RETAIL TRADE.....	-	-	3	8,100	1	3,500	15	37,350
HOTELS AND RESTAURANTS.....	-	-	-	-	-	-	-	-
SERVICES.....	-	-	2	23,700	-	-	-	-
CONSTRUCTION.....	-	-	2	6,500	1	1,700	1	6,000
MISC. NONMANUFACTURING.....	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes 7 agreements which pay double time and one-half; 6 which pay triple time; 7 which graduate rates from time and one-half for the first two Sundays to double time for subsequent Sundays worked; 2 which specify a flat cents-per-hour premium unless overtime is applicable; 1 which pays time and one-eighth unless a higher premium is applicable; and 13 which vary rates (5 by activity performed, 4 according to store operations, 3 by occupation, and 1 according to the number of scheduled days of work).

Part V. Paid and Unpaid Leave

Leaves of absence
Vacation and absence allowances
Holidays
Other payments for time not worked
Time spent on union business

Table 45. Leaves of absence in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	LEAVE FOR--											
	ALL AGREEMENTS		UNION BUSINESS		EDUCATION		MILITARY SERVICE		MATERNITY		PERSONAL REASONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	826	4,443,900	138	1,487,950	859	4,589,400	503	2,446,600	632	3,415,700
MANUFACTURING.....	746	3,535,850	587	2,920,000	126	1,456,650	595	3,083,300	382	1,802,400	465	2,352,000
ORDNANCE, ACCESSORIES.....	16	54,800	14	50,000	4	10,900	15	50,800	12	46,150	13	48,000
FOOD, KINDRED PRODUCTS.....	91	288,050	66	227,350	6	71,250	70	177,350	42	102,750	65	230,600
TOBACCO MANUFACTURING.....	9	24,350	9	24,350	-	-	5	12,300	7	17,950	4	8,950
TEXTILE MILL PRODUCTS.....	12	38,000	11	37,000	-	-	11	36,800	11	37,000	7	22,100
APPAREL.....	39	354,100	10	61,350	-	-	25	296,150	17	89,650	20	231,600
LUMBER, WOOD PRODUCTS.....	9	14,150	5	7,150	-	-	4	6,900	2	3,000	5	7,900
FURNITURE, FIXTURES.....	13	23,200	9	14,800	1	1,250	11	20,300	6	11,350	4	6,450
PAPER, ALLIED PRODUCTS.....	43	73,850	33	59,250	3	6,450	35	61,000	22	45,300	27	49,150
PRINTING AND PUBLISHING.....	19	41,700	12	18,100	1	1,000	12	16,800	10	13,650	6	9,500
CHEMICALS.....	44	90,500	40	81,800	5	8,200	39	80,550	19	42,750	26	44,850
PETROLEUM REFINING.....	13	27,050	12	23,950	3	7,500	10	22,300	2	3,600	5	12,200
RUBBER AND PLASTICS.....	20	104,600	18	99,400	7	68,550	19	101,100	13	72,500	15	80,050
LEATHER PRODUCTS.....	19	49,400	9	27,350	-	-	14	33,600	11	29,900	9	23,300
STONE, CLAY, AND GLASS.....	28	58,150	22	47,600	1	1,000	19	41,500	18	42,350	13	32,150
PRIMARY METALS.....	62	429,300	55	414,700	30	339,650	55	418,550	2	2,200	25	94,650
FABRICATED METALS.....	35	97,650	29	84,550	3	8,100	29	81,800	20	63,600	28	81,400
MACHINERY.....	69	270,850	62	261,000	22	115,250	61	251,800	39	151,850	53	234,450
ELECTRICAL MACHINERY.....	94	448,150	80	406,600	12	57,350	71	402,050	71	290,450	59	186,750
TRANSPORTATION EQUIPMENT.....	92	993,150	77	928,400	26	757,100	75	924,200	46	697,850	67	904,300
INSTRUMENTS.....	12	27,750	9	20,350	2	3,100	9	21,500	9	23,200	7	21,150
MISC. MANUFACTURING.....	7	27,100	5	24,950	-	-	6	25,950	3	15,350	6	25,500
NONMANUFACTURING.....	554	2,777,000	239	1,523,900	12	31,300	264	1,506,100	121	644,200	167	1,063,700
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	10	94,650	1	2,400	9	15,850	-	-	6	9,500
TRANSPORTATION ¹	67	494,400	49	430,800	-	-	55	464,050	6	26,500	17	239,350
COMMUNICATIONS.....	60	687,300	52	568,950	2	5,000	42	463,100	18	238,200	28	366,300
UTILITIES, ELEC. AND GAS.....	48	128,950	44	122,300	3	10,400	40	113,100	7	34,200	19	61,150
WHOLESALE TRADE.....	17	56,350	10	41,550	1	1,450	10	41,050	6	36,450	7	13,250
RETAIL TRADE.....	88	298,450	47	179,350	1	3,050	65	241,600	63	242,600	53	205,500
HOTELS AND RESTAURANTS.....	39	161,350	7	19,850	-	-	19	78,450	10	35,700	19	113,450
SERVICES.....	38	202,400	10	35,950	4	9,000	16	55,100	11	30,550	14	44,300
CONSTRUCTION.....	183	647,500	9	29,300	-	-	8	33,800	-	-	4	10,900
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 46. Vacation plans in agreements covering 1,000 workers or more, July 1, 1972

TYPE OF PLAN	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850
TOTAL WITH VACATION PLANS.....	1,205	5,822,500
GRADUATED PLANS ¹	987	4,798,300
UNIFORM PLANS ²	10	150,050
RATIO-TO-WORK PLANS ³	59	221,150
FUNDED PLANS ⁴	140	619,850
SUBJECT TO LOCAL NEGOTIATION.....	3	17,650
REFERENCE TO VACATION, NO DETAILS GIVEN.....	6	15,500
NO REFERENCE TO VACATION PLANS.....	95	490,350

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

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

³ Ratio-to-work plans relate the length of vacation to the number of hours or days that an employee works during a given time period, usually 1 year.

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

Table 47. Maximum vacation weeks allowed in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		MAXIMUM AMOUNT OF PAID VACATION TIME SPECIFIED									
			TOTAL ¹		UNDER 3 WEEKS		3 AND 3.5 WEEKS ²		4 AND 4.5 WEEKS ³		5 AND 5.5 WEEKS ⁴	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	992	4,929,500	26	69,500	121	481,550	374	2,316,350	376	1,748,600
MANUFACTURING.....	746	3,535,850	658	3,144,000	16	48,000	64	287,250	246	1,579,250	243	950,400
ORDNANCE, ACCESSORIES.....	16	54,800	15	50,800	-	-	3	20,400	6	16,350	4	11,200
FOOD, KINDRED PRODUCTS.....	91	288,050	85	277,000	1	1,200	2	2,700	30	129,000	46	131,500
TOBACCO MANUFACTURING.....	9	24,350	9	24,350	-	-	1	1,100	-	-	8	23,250
TEXTILE MILL PRODUCTS.....	12	38,000	10	30,100	5	23,900	4	4,800	1	1,400	-	-
APPAREL.....	39	354,100	12	155,700	4	16,000	8	139,700	-	-	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	7	11,450	1	1,000	3	4,750	2	3,500	-	-
FURNITURE, FIXTURES.....	13	23,200	11	18,300	-	-	7	11,400	4	6,900	-	-
PAPER, ALLIED PRODUCTS.....	43	73,850	42	72,100	-	-	-	-	7	9,800	5	7,800
PRINTING AND PUBLISHING.....	19	41,700	8	10,850	-	-	-	-	5	6,150	3	4,700
CHEMICALS.....	44	90,500	37	76,300	-	-	-	-	6	14,350	18	40,550
PETROLEUM REFINING.....	13	27,050	12	26,050	-	-	-	-	-	-	12	26,050
RUBBER AND PLASTICS.....	20	104,600	18	99,700	-	-	1	7,050	1	1,700	-	-
LEATHER PRODUCTS.....	19	49,400	17	44,600	3	3,100	8	26,800	6	14,700	-	-
STONE, CLAY, AND GLASS.....	28	58,150	28	58,150	-	-	4	7,300	4	4,800	13	33,700
PRIMARY METALS.....	62	429,300	62	429,300	-	-	3	4,750	47	400,800	8	19,200
FABRICATED METALS.....	35	97,650	32	92,900	-	-	1	1,800	19	65,850	12	25,250
MACHINERY.....	69	270,850	66	260,550	1	1,000	-	-	36	133,900	23	56,400
ELECTRICAL MACHINERY.....	94	448,150	88	433,200	1	1,800	6	10,700	23	97,800	57	320,650
TRANSPORTATION EQUIPMENT.....	92	993,150	82	923,250	-	-	12	41,900	40	643,700	27	231,450
INSTRUMENTS.....	12	27,750	11	26,250	-	-	1	2,100	5	8,200	5	15,950
MISC. MANUFACTURING.....	7	27,100	6	23,100	-	-	-	-	4	20,350	2	2,750
NONMANUFACTURING.....	554	2,777,000	334	1,785,500	10	21,500	57	194,300	128	737,100	133	798,200
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	12	97,900	-	-	5	8,350	4	85,350	2	2,900
TRANSPORTATION ⁵	67	494,400	57	427,200	-	-	4	6,950	46	396,800	7	23,450
COMMUNICATIONS.....	60	687,300	54	581,300	-	-	-	-	8	20,250	46	561,050
UTILITIES, ELEC. AND GAS.....	48	128,950	45	115,200	-	-	1	1,000	8	37,800	36	76,400
WHOLESALE TRADE.....	17	56,350	16	55,350	1	1,200	3	4,000	8	40,150	4	10,000
RETAIL TRADE.....	88	298,450	77	230,850	-	-	5	10,800	35	90,850	34	115,600
HOTELS AND RESTAURANTS.....	39	161,350	39	161,350	5	14,100	28	124,150	5	20,800	1	2,300
SERVICES.....	38	202,400	29	108,000	2	4,200	11	39,050	11	38,750	3	6,500
CONSTRUCTION.....	183	647,500	4	7,150	2	2,000	-	-	2	5,150	-	-
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	-	-	-	-	1	1,200	-	-
	MAXIMUM AMOUNT OF PAID VACATION TIME SPECIFIED		RATIO-TO-WORK PLANS ⁷		FUNDED PLANS ⁸		SUBJECT TO LOCAL NEGOTIATION		OTHER ⁹		NO REFERENCE TO PAID VACATIONS	
	6 WEEKS OR MORE ⁶											
ALL INDUSTRIES.....	95	313,500	59	221,150	140	619,850	3	17,650	11	34,350	95	490,350
MANUFACTURING.....	89	279,100	45	149,950	27	157,800	3	17,650	6	14,400	7	52,050
ORDNANCE, ACCESSORIES.....	2	2,850	1	4,000	-	-	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS.....	6	12,600	6	11,050	-	-	-	-	-	-	-	-
TOBACCO MANUFACTURING.....	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	-	-	1	1,400	1	6,500	-	-	-	-	-	-
APPAREL.....	-	-	4	14,650	19	135,250	-	-	-	-	4	48,500
LUMBER, WOOD PRODUCTS.....	1	2,200	1	1,200	-	-	-	-	-	-	1	1,500
FURNITURE, FIXTURES.....	-	-	1	1,000	-	-	-	-	1	3,900	-	-
PAPER, ALLIED PRODUCTS.....	30	54,500	1	1,750	-	-	-	-	-	-	-	-
PRINTING AND PUBLISHING.....	-	-	9	25,650	2	5,200	-	-	-	-	-	-
CHEMICALS.....	13	21,400	3	4,700	-	-	-	-	4	9,500	-	-
PETROLEUM REFINING.....	-	-	-	-	-	-	-	-	1	1,000	-	-
RUBBER AND PLASTICS.....	16	90,950	1	1,400	1	3,500	-	-	-	-	-	-
LEATHER PRODUCTS.....	-	-	-	-	2	4,800	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	7	12,350	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS.....	4	4,550	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS.....	-	-	2	3,700	1	1,050	-	-	-	-	-	-
MACHINERY.....	6	69,250	2	8,650	-	-	1	1,650	-	-	-	-
ELECTRICAL MACHINERY.....	1	2,250	6	14,950	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIPMENT.....	3	6,200	6	51,850	-	-	2	16,000	-	-	2	2,050
INSTRUMENTS.....	-	-	-	-	1	1,500	-	-	-	-	-	-
MISC. MANUFACTURING.....	-	-	1	4,000	-	-	-	-	-	-	-	-
NONMANUFACTURING.....	6	34,400	14	71,200	113	462,050	-	-	5	19,950	88	438,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	1	1,300	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION ⁵	-	-	6	52,200	4	15,000	-	-	-	-	6	106,000
COMMUNICATIONS.....	-	-	-	-	-	-	-	-	-	-	-	-
UTILITIES, ELEC. AND GAS.....	-	-	-	-	-	-	-	-	3	13,750	-	-
WHOLESALE TRADE.....	-	-	-	-	-	-	-	-	-	-	1	1,000
RETAIL TRADE.....	3	13,600	2	5,800	6	53,100	-	-	2	6,200	1	2,500
HOTELS AND RESTAURANTS.....	-	-	-	-	-	-	-	-	-	-	-	-
SERVICES.....	2	19,500	3	6,200	-	-	-	-	-	-	6	88,200
CONSTRUCTION.....	-	-	3	7,000	103	393,950	-	-	-	-	73	239,400
MISC. NONMANUFACTURING.....	-	-	-	-	-	-	-	-	-	-	1	1,200

¹ Includes all graduated and uniform vacation plans, except 5 which provide for graduated paid vacations but in which the maximum amount could not be determined.

² Includes 12 agreements having a maximum vacation of 3-1/2 weeks.

³ Includes 8 agreements having a maximum vacation of 4-1/2 weeks.

⁴ Includes 3 agreements having a maximum vacation of 5-1/2 weeks.

⁵ Excludes railroads and airlines.

⁶ Includes 2 agreements having a maximum vacation of 6-1/2 weeks, 4 having a maximum of 7 weeks, 1 having a maximum of 8 weeks, and 1 agreement having a maximum vacation of 8-1/2 weeks.

⁷ See footnote 3, table 46.

⁸ See footnote 4, table 46.

⁹ Includes 5 agreements with reference to vacations but no details: 3 which provide a maximum vacation of 5 weeks plus 1 additional week in the 25th, 32d, 39th, and 46th years of employment; 1 which provides a graduated vacation until the 15th year of employment when a 4th week of vacation or seniority bonus is allowed at the employee's option; 1 which provides a maximum vacation of 4 weeks plus 1 additional week in the 25th and 30th years of employment; and 1 which provides for a vacation to be determined by an allied agreement.

Table 48. Vacation allowances at specified lengths of service under graduated plans in agreements covering 1,000 workers or more, July 1, 1972

LENGTH OF SERVICE	AMOUNT OF PAID VACATION									
	ONE-HALF WEEK		1 WEEK		1.5 WEEKS		2 WEEKS		2.5 WEEKS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
6 MONTHS.....	106	362,200	134	912,350	6	11,100	6	19,800	-	-
1 YEAR.....	-	-	726	3,555,650	27	69,650	220	1,122,850	5	16,100
2 YEARS.....	-	-	373	1,804,300	36	102,700	558	2,830,950	5	16,150
3 YEARS.....	-	-	44	108,400	58	681,100	824	3,647,600	30	279,750
5 YEARS.....	-	-	-	-	-	-	754	3,908,600	53	189,800
10 YEARS.....	-	-	-	-	-	-	78	252,450	43	662,350
12 YEARS.....	-	-	-	-	-	-	43	172,100	41	668,600
15 YEARS.....	-	-	-	-	-	-	23	56,900	1	1,150
20 YEARS.....	-	-	-	-	-	-	21	51,800	1	1,150
25 YEARS.....	-	-	-	-	-	-	20	49,300	-	-
30 YEARS.....	-	-	-	-	-	-	20	49,300	-	-
			3 WEEKS		3.5 WEEKS		4 WEEKS		4.5 WEEKS	
6 MONTHS.....	-	-	-	-	-	-	-	-	-	-
1 YEAR.....	9	34,050	-	-	-	-	-	-	-	-
2 YEARS.....	14	41,700	1	2,500	-	-	-	-	-	-
3 YEARS.....	29	76,950	1	2,500	1	2,000	-	-	-	-
5 YEARS.....	166	668,750	4	14,750	9	14,400	-	-	-	-
10 YEARS.....	750	3,442,450	33	273,000	79	161,000	1	1,250	-	-
12 YEARS.....	765	3,408,800	32	271,200	101	269,550	1	1,250	-	-
15 YEARS.....	500	2,784,550	55	148,100	387	1,755,500	1	1,300	-	-
20 YEARS.....	170	783,600	20	55,600	589	3,146,500	16	29,600	-	-
25 YEARS.....	106	312,950	12	40,100	422	2,569,100	14	53,500	-	-
30 YEARS.....	106	312,950	12	40,100	366	2,294,300	8	21,800	-	-
			5 WEEKS		5.5 WEEKS		6 WEEKS		OTHER ¹	
6 MONTHS.....	-	-	-	-	-	-	-	-	-	-
1 YEAR.....	-	-	-	-	-	-	-	-	-	-
2 YEARS.....	-	-	-	-	-	-	-	-	-	-
3 YEARS.....	-	-	-	-	-	-	-	-	-	-
5 YEARS.....	1	2,000	-	-	-	-	-	-	-	-
10 YEARS.....	3	5,800	-	-	-	-	-	-	-	-
12 YEARS.....	4	6,800	-	-	-	-	-	-	-	-
15 YEARS.....	15	39,350	2	3,750	2	3,800	1	3,900	-	-
20 YEARS.....	161	709,400	1	2,000	2	3,100	6	15,550	-	-
25 YEARS.....	385	1,651,500	3	5,500	13	82,750	12	33,600	-	-
30 YEARS.....	380	1,785,750	4	6,300	81	265,650	10	22,150	-	-

¹ Includes 1 agreement which provides 6-1/2 weeks at 20 years, 7-1/2 weeks at 25 years, and 8-1/2 weeks at 30 years; 1 which provides 6-1/2 weeks after 20 years; 1 which provides 6-1/2 weeks at 30 years; 2 which provide 7 weeks after 20 years; 2 which provide 7 weeks after 25 years; 1 which provides 8 weeks after 25 years; 1 which provides the employee, after 15 years, with the option of a 4th week of vacation or a seniority bonus; 1 which provides a vacation of 4 weeks plus an additional week of vacation in the 25th and 30th years; and 3 which provide 5 weeks of vacation plus 1 additional week in the 25th, 32d, 39th and 46th years of employment.

Table 49. Vacation and paid absence allowances in agreements covering 1,000 workers or more, July 1, 1972

VACATION AND PAID ABSENCE ALLOWANCES	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850
EXTENDED VACATIONS.....	64	548,500
VACATION BONUS ARRANGEMENTS.....	113	671,000
PAID ABSENCE ALLOWANCES.....	23	671,950
PRORATED VACATIONS FOR PART-TIME WORKERS.....	177	951,850

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

Table 50. Number of paid holidays and pay for time worked in agreements covering 1,000 workers or more, July 1, 1972

HOLIDAY PROVISIONS	AGREEMENTS	WORKERS
NUMBER OF HOLIDAYS		
ALL AGREEMENTS.....	1,300	6,312,850
TOTAL WITH PAID HOLIDAYS.....	1,149	5,653,000
FEWER THAN 6 DAYS.....	18	54,250
6 DAYS ¹	30	126,400
7 DAYS ²	86	381,850
8 DAYS ³	202	1,051,350
9 DAYS ⁴	364	1,731,150
10 DAYS ⁵	210	635,350
11 DAYS ⁶	89	474,300
12 DAYS.....	57	761,950
13 DAYS.....	12	29,000
14 DAYS.....	1	1,200
15 DAYS.....	1	2,000
SUBJECT TO LOCAL NEGOTIATION.....	4	10,300
FUNDED HOLIDAYS ⁷	48	220,050
VARIES WITH LOCATION.....	19	154,050
OTHER ⁸	8	19,800
NO REFERENCE TO PAID HOLIDAYS.....	151	659,850
PAY FOR TIME WORKED ON HOLIDAYS		
ALL AGREEMENTS.....	1,300	6,312,850
TOTAL WITH WORK RATES ON PAID HOLIDAYS...	1,110	5,454,400
TIME AND ONE-HALF.....	13	32,200
DOUBLE TIME.....	101	399,350
DOUBLE TIME AND ONE-FOURTH.....	52	420,500
DOUBLE TIME AND ONE-HALF.....	465	2,416,200
TRIPLE TIME.....	364	1,719,900
SUBJECT TO LOCAL NEGOTIATION.....	3	5,650
FUNDED HOLIDAYS.....	48	220,050
VARIES WITH HOLIDAY.....	33	170,150
OTHER ⁹	31	70,400
NO REFERENCE TO PAY FOR HOLIDAYS WORKED..	39	198,600
NO REFERENCE TO PAID HOLIDAYS.....	151	659,850

¹ Includes 1 agreement having 6 full holidays plus 1 half holiday.

² Includes 5 agreements having 7 full holidays plus 1 half holiday, 3 having 7 full holidays and 2 half holidays, and 1 having 7 full holidays plus 3 half holidays.

³ Includes 10 agreements having 8 full holidays and 1 half holiday, and 11 having 8 full holidays and 2 half holidays.

⁴ Includes 3 agreements having 9 full holidays and 1 half holiday, and 12 having 9 full holidays and 2 half holidays.

⁵ Includes 3 agreements having 10 full holidays and 1 half holiday, and 3 having 10 full holidays and 2 half holidays.

⁶ Includes 5 agreements having 11 full holidays and 1 half holiday, and 2 having 11 full holidays and 2 half holidays.

⁷ Funded holiday plans referred to in the agreement; number of holidays not indicated.

⁸ Includes 4 agreements which vary the number of paid holidays by occupation; 1 by activity; 1, a multiemployer agreement, by employer; 1 according to the pattern of another company; and 1 which has reference to paid holidays but gives no details.

⁹ Includes 20 agreements which provide premium pay for time worked and compensatory time off or pay at the option of the employer or employee; 6 which vary pay by activity; 2 which pay a flat-sum rate plus double time for work on paid holidays; 1 which varies the rate of pay by occupation; 1 which graduates the rate of pay for holidays worked by the number of hours worked; and 1 which varies the rate of pay according to the holiday worked or allows compensatory time off.

Table 52. Pay for time spent on union business in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		PAY FOR TIME SPENT ON UNION BUSINESS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	663	3,521,150
MANUFACTURING.....	746	3,535,850	452	2,218,950
ORDNANCE, ACCESSORIES.....	16	54,800	12	46,800
FOOD, KINDRED PRODUCTS.....	91	288,050	35	90,800
TOBACCO MANUFACTURING.....	9	24,350	2	3,500
TEXTILE MILL PRODUCTS.....	12	38,000	7	17,000
APPAREL.....	39	354,100	2	5,200
LUMBER, WOOD PRODUCTS.....	9	14,150	-	-
FURNITURE, FIXTURES.....	13	23,200	8	17,800
PAPER, ALLIED PRODUCTS.....	43	73,850	19	30,950
PRINTING AND PUBLISHING.....	19	41,700	2	2,000
CHEMICALS.....	44	90,500	37	80,050
PETROLEUM REFINING.....	13	27,050	13	27,050
RUBBER AND PLASTICS.....	20	104,600	17	99,100
LEATHER PRODUCTS.....	19	49,400	6	17,650
STONE, CLAY, AND GLASS.....	28	58,150	21	42,100
PRIMARY METALS.....	62	429,300	24	92,800
FABRICATED METALS.....	35	97,650	27	76,250
MACHINERY.....	69	270,850	58	249,850
ELECTRICAL MACHINERY.....	94	448,150	75	389,600
TRANSPORTATION EQUIPMENT.....	92	993,150	73	900,650
INSTRUMENTS.....	12	27,750	9	20,700
MISC. MANUFACTURING.....	7	27,100	5	9,700
NONMANUFACTURING.....	554	2,777,000	211	1,302,200
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	7	10,800
TRANSPORTATION ¹	67	494,400	41	413,650
COMMUNICATIONS.....	60	687,300	39	419,600
UTILITIES, ELEC. AND GAS.....	48	128,950	38	112,700
WHOLESALE TRADE.....	17	56,350	5	30,450
RETAIL TRADE.....	88	298,450	4	12,300
HOTELS AND RESTAURANTS.....	39	161,350	3	9,300
SERVICES.....	38	202,400	10	58,100
CONSTRUCTION.....	183	647,500	63	234,100
MISC. NONMANUFACTURING.....	2	2,400	1	1,200

¹ Excludes railroads and airlines.

Table 53. Number of hours of reporting pay in agreements covering 1,000 workers or more, July 1, 1972

HOURS OF PAY OR WORK	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850
TOTAL WITH PREVISION.....	1,012	4,896,200
NUMBER OF HOURS SPECIFIED ¹		
LESS THAN 2 HOURS.....	7	32,400
2 HOURS.....	183	589,100
3 HOURS.....	20	59,450
3.5 HOURS.....	26	185,500
4 HOURS.....	593	2,949,750
4.5 HOURS.....	1	1,200
5 HOURS.....	2	8,800
6 HOURS.....	6	175,750
7 HOURS.....	11	61,200
7.5 HOURS.....	5	20,650
8 HOURS.....	115	606,450
VARIES ²	31	170,300
SUBJECT TO LOCAL NEGOTIATION.....	1	1,150
FLAT RATE.....	11	34,500
NO REFERENCE TO GUARANTEED HOURS OF PAY OR WORK.....	288	1,416,650

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

² Includes 20 agreements which vary with the length of the shift; 4 by location; 3 by occupation; 1 by occupation and activity; 1 by activity; 1 by seniority; and 1 by department.

Table 54. Number of hours of call-in/call-back pay in agreements covering 1,000 workers or more, July 1, 1972

GUARANTEED HOURS OF PAY OR WORK	TOTAL		AT STRAIGHT TIME		AT OVERTIME RATE		RATE NOT SPECIFIED	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
TOTAL.....	814	4,000,350	485	2,595,150	325	1,374,300	4	30,900
NUMBER OF HOURS SPECIFIED¹								
LESS THAN 2 HOURS.....	9	19,250	4	5,700	5	13,550	-	-
2 HOURS.....	149	550,850	85	310,450	64	240,400	-	-
2.5 HOURS.....	4	13,500	4	13,500	-	-	-	-
3 HOURS.....	48	232,800	18	126,150	30	106,650	-	-
3.5 HOURS.....	9	31,700	9	31,700	-	-	-	-
4 HOURS.....	488	2,473,050	311	1,902,150	177	570,900	-	-
4.5 HOURS.....	1	1,400	-	-	1	1,400	-	-
5 HOURS.....	11	23,450	9	18,300	2	5,150	-	-
6 HOURS.....	14	61,800	13	60,700	1	1,100	-	-
7 HOURS.....	1	9,400	1	9,400	-	-	-	-
7.5 HOURS.....	4	9,450	4	9,450	-	-	-	-
8 HOURS.....	28	110,250	21	86,000	7	24,250	-	-
VARIES².....	11	44,150	6	21,650	5	22,500	-	-
SUBJECT TO LOCAL NEGOTIATION.....	1	23,000	-	-	-	-	1	23,000
OTHER ³	3	7,900	-	-	-	-	3	7,900
OVERTIME PROVIDED, HOURS UNSPECIFIED.....	33	388,400	-	-	33	388,400	-	-

¹ "Hours specified" refers to the initial guarantees for call-back. Some provisions graduate hours according to time worked.
² 4 agreements vary call-in pay by occupation; 4 with the time of day called-in; 1 by location; 1 with the length of notice given a called-in employee; and 1 by the hour called-in, occupation, and activity.
³ 1 agreement pays overtime for actual hours worked plus 1 hour's pay for expenses, 1 pays overtime for all hours worked plus a flat rate, and 1 varies call-in pay by the shift the employee is called-back to and in addition pays the employee a percentage of his weekly wages.

Table 55. Total daily time allowances for paid rest periods in agreements covering 1,000 workers or more, July 1, 1972

TOTAL DAILY TIME ALLOWANCE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850
TOTAL WITH REST PERIODS.....	509	2,709,100
TOTAL DAILY TIME ALLOWANCE SPECIFIED.....	389	1,946,650
FEWER THAN 10 MINUTES.....	5	9,050
10 MINUTES.....	38	103,250
OVER 10 AND UNDER 15 MINUTES.....	1	1,000
15 MINUTES.....	10	55,350
OVER 15 AND UNDER 20 MINUTES.....	1	1,400
20 MINUTES.....	190	628,950
OVER 20 AND UNDER 30 MINUTES.....	16	576,800
30 MINUTES.....	121	536,100
OVER 30 AND UNDER 40 MINUTES.....	2	4,750
40 MINUTES.....	3	26,300
OVER 40 MINUTES.....	2	3,700
VARIES¹.....	28	328,450
SUBJECT TO LOCAL NEGOTIATION.....	5	23,400
REFERENCE TO REST PERIODS, NO DETAILS GIVEN.....	87	410,600
NO REFERENCE TO REST PERIODS.....	791	3,603,750

¹ Includes 7 agreements which vary by activity; 6 by occupation; 5 which provide 5 minutes for each hour of work; 3 which vary by shift; 3 by shift and activity; 1 by occupation, activity, and shift; 1 by location; 1 by location and activity; and 1 by occupation and activity.

Table 56. Applicability of paid meal period provisions and pay for time on union business in agreements covering 1,000 workers or more, July 1, 1972

PAID MEAL PERIODS	AGREEMENTS	WORKERS	PAY FOR TIME ON UNION BUSINESS	AGREEMENTS	WORKERS
APPLICABILITY			APPLICABILITY		
ALL AGREEMENTS.....	1,300	6,312,850	ALL AGREEMENTS.....	1,300	6,312,850
TOTAL REFERRING TO PAID MEAL PERIODS.....	406	1,934,550	TOTAL REFERRING TO PAY FOR TIME ON UNION BUSINESS.....	663	3,521,150
WITHIN REGULAR WORK SCHEDULE.....	190	1,262,950	GRIEVANCE AND/OR ARBITRATION.....	313	1,963,950
OUTSIDE REGULAR WORK SCHEDULE.....	136	416,550	CONTRACT NEGOTIATIONS.....	5	7,900
BOTH.....	74	219,950	OTHER UNION BUSINESS ¹	125	546,850
UNCLEAR.....	5	32,600	GRIEVANCE, ARBITRATION, AND CONTRACT NEGOTIATIONS.....	42	303,400
REFERRED TO LOCAL NEGOTIATION.....	1	2,500	GRIEVANCE, ARBITRATION, AND OTHER UNION BUSINESS ¹	131	428,950
NO REFERENCE TO PAID MEAL PERIODS.....	894	4,378,300	CONTRACT NEGOTIATIONS AND OTHER UNION BUSINESS ¹	3	11,950
			GRIEVANCE, ARBITRATION, CONTRACT NEGOTIATIONS, AND OTHER UNION BUSINESS ¹	44	258,150
			NO REFERENCE TO PAY FOR TIME ON UNION BUSINESS.....	637	2,791,700

¹ Other union business includes time spent collecting union dues, checking unions cards, accompanying sick or injured employees to medical facilities, attending safety or labor-management committee meetings, and similar activities.

Part VI. Seniority and Related Provisions

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

Table 57. Selected seniority provisions in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		MERGING SENIORITY LISTS		PROBATIONARY PERIOD FOR NEWLY HIRED EMPLOYEES		SUPERSENIORITY FOR UNION OFFICIALS ¹		RETENTION OF SENIORITY IN LAYOFF ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	81	631,900	950	4,464,250	525	2,742,150	973	4,784,600
MANUFACTURING.....	746	3,535,850	25	147,500	675	3,268,600	352	2,032,550	665	3,027,550
ORDNANCE, ACCESSORIES.....	16	54,800	-	-	14	50,000	10	25,400	15	51,800
FOOD, KINDRED PRODUCTS.....	91	288,050	10	39,050	81	270,500	19	33,000	84	269,050
TOBACCO MANUFACTURING.....	9	24,350	-	-	9	24,350	-	-	9	24,350
TEXTILE MILL PRODUCTS.....	12	38,000	1	1,200	12	38,000	9	31,400	10	25,500
APPAREL.....	39	354,100	1	2,500	36	346,100	3	11,000	11	26,800
LUMBER, WOOD PRODUCTS.....	9	14,150	-	-	6	8,450	4	7,500	7	10,650
FURNITURE, FIXTURES.....	13	23,200	-	-	13	23,200	8	12,350	11	20,000
PAPER, ALLIED PRODUCTS.....	43	73,850	1	1,200	39	66,950	6	8,400	41	70,150
PRINTING AND PUBLISHING.....	19	41,700	-	-	12	24,750	4	4,900	9	12,600
CHEMICALS.....	44	90,500	2	6,900	42	85,150	12	25,200	42	86,550
PETROLEUM REFINING.....	13	27,050	-	-	9	18,750	-	-	13	27,050
RUBBER AND PLASTICS.....	20	104,600	-	-	19	87,600	5	14,300	18	84,100
LEATHER PRODUCTS.....	19	49,400	-	-	16	45,700	5	13,400	12	31,800
STONE, CLAY, AND GLASS.....	28	58,150	-	-	25	51,950	3	4,700	26	55,750
PRIMARY METALS.....	62	429,300	4	76,000	59	409,250	37	340,500	62	429,300
FABRICATED METALS.....	35	97,650	-	-	34	96,150	23	60,150	33	90,250
MACHINERY.....	69	270,850	2	2,200	68	269,500	51	217,500	68	269,500
ELECTRICAL MACHINERY.....	94	448,150	1	5,800	76	362,400	63	316,400	86	415,450
TRANSPORTATION EQUIPMENT.....	92	993,150	3	12,650	89	939,600	77	867,700	89	972,050
INSTRUMENTS.....	12	27,750	-	-	11	25,650	8	14,250	12	27,750
MISC. MANUFACTURING.....	7	27,100	-	-	5	24,600	5	24,500	7	27,100
NONMANUFACTURING.....	554	2,777,000	56	484,400	275	1,195,650	173	709,600	308	1,757,050
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	-	-	10	16,850	4	7,200	12	97,900
TRANSPORTATION ³	67	494,400	45	444,400	56	445,850	19	206,250	60	474,900
COMMUNICATIONS.....	60	687,300	1	1,000	16	113,250	-	-	49	558,700
UTILITIES, ELEC. AND GAS.....	48	128,950	1	14,500	45	119,450	12	39,900	44	121,000
WHOLESALE TRADE.....	17	56,350	3	7,100	14	28,850	6	10,650	15	52,250
RETAIL TRADE.....	88	298,450	5	15,950	76	271,700	37	108,300	77	271,800
HOTELS AND RESTAURANTS.....	39	161,350	-	-	22	94,350	3	34,800	19	103,850
SERVICES.....	38	202,400	1	1,450	20	62,450	4	8,050	16	34,200
CONSTRUCTION.....	183	647,500	-	-	15	41,700	87	293,250	15	41,250
MISC. NONMANUFACTURING.....	2	2,400	-	-	1	1,200	1	1,200	1	1,200

¹ SuperseniORITY refers to a relative place on the seniority list, ahead of the position which the employee would acquire solely by the length of service or other general seniority factors, and usually entitles workers, such as shop stewards, to preferred consideration for layoff and recall.

² Includes 58 agreements covering 216,100 workers which refer to recall, but not to duration of seniority rights. See table 58.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 58. Retention of seniority rights during layoff and recall in agreements covering 1,000 workers or more, July 1, 1972

LENGTH OF RETENTION OF SENIORITY RIGHTS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850
REFERRING TO RECALL AND RETENTION OF SENIORITY RIGHTS.....	973	4,784,600
LESS THAN 6 MONTHS.....	11	20,300
6 MONTHS.....	71	216,850
1 YEAR.....	182	565,000
1.5 YEARS.....	21	55,000
2 YEARS.....	157	649,300
2.5 YEARS.....	5	9,950
3 YEARS.....	61	264,900
4 YEARS.....	4	28,300
5 YEARS.....	14	80,050
MORE THAN 5 YEARS.....	3	45,650
SENIORITY RIGHTS MAY BE EXTENDED OR NO MAXIMUM RETENTION SPECIFIED.....	97	656,600
FOR A PERIOD EQUAL OR IN PROPORTION TO LENGTH OF SERVICE ¹	279	1,901,500
RETENTION OF SENIORITY RIGHTS SUBJECT TO LOCAL NEGOTIATION.....	10	75,100
REFERENCE TO RECALL BUT NOT TO RETENTION OF SENIORITY RIGHTS.....	58	216,100
NO REFERENCE TO RECALL.....	327	1,528,250

¹ Includes agreements in primary metals which provide for retention of rights for 2 years. However, if the layoff continues beyond this point, an employee with more than 2 years' service can retain rights for a period related to his length of service over 2 years, up to a maximum of an additional 3 years.

Table 59. Regulation of job posting and testing in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		JOB POSTING PROVISIONS		TESTING PROVISIONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	553	2,672,450	232	1,776,150
MANUFACTURING.....	746	3,535,850	421	1,901,500	128	1,036,300
ORDNANCE, ACCESSORIES.....	16	54,800	10	34,350	2	5,350
FOOD, KINDRED PRODUCTS.....	91	288,050	70	238,700	7	24,500
TOBACCO MANUFACTURING.....	9	24,350	6	19,850	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	5	6,400	1	9,200
APPAREL.....	39	354,100	1	1,000	1	1,000
LUMBER, WOOD PRODUCTS.....	9	14,150	1	1,200	1	2,200
FURNITURE, FIXTURES.....	13	23,200	6	11,600	1	1,000
PAPER, ALLIED PRODUCTS.....	43	73,850	28	40,250	9	14,800
PRINTING AND PUBLISHING.....	19	41,700	5	7,050	5	9,700
CHEMICALS.....	44	90,500	34	62,150	12	27,150
PETROLEUM REFINING.....	13	27,050	7	12,600	2	3,700
RUBBER AND PLASTICS.....	20	104,600	14	25,600	2	14,450
LEATHER PRODUCTS.....	19	49,400	10	27,900	1	6,250
STONE, CLAY, AND GLASS.....	28	58,150	19	42,850	4	7,750
PRIMARY METALS.....	62	429,300	48	373,900	31	348,000
FABRICATED METALS.....	35	97,650	21	40,000	9	31,450
MACHINERY.....	69	270,850	47	171,450	9	50,300
ELECTRICAL MACHINERY.....	94	448,150	45	113,700	13	37,350
TRANSPORTATION EQUIPMENT.....	92	993,150	34	646,750	14	431,400
INSTRUMENTS.....	12	27,750	8	18,850	3	6,750
MISC. MANUFACTURING.....	7	27,100	2	5,350	1	4,000
NONMANUFACTURING.....	554	2,777,000	132	770,950	104	739,850
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	11	96,900	2	3,700
TRANSPORTATION ¹	67	494,400	41	345,250	40	407,450
COMMUNICATIONS.....	60	687,300	15	143,750	10	167,250
UTILITIES, ELEC. AND GAS.....	48	128,950	41	114,950	14	34,300
WHOLESALE TRADE.....	17	56,350	2	4,000	2	4,450
RETAIL TRADE.....	88	298,450	11	24,200	1	1,000
HOTELS AND RESTAURANTS.....	39	161,350	1	3,000	1	1,500
SERVICES.....	38	202,400	7	31,700	1	23,500
CONSTRUCTION.....	183	647,500	2	6,000	33	96,600
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 60. Applicability of testing provisions in agreements covering 1,000 workers or more, July 1, 1972

TESTING PROVISION	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850
ALL AGREEMENTS WITH TESTING PROVISIONS.....	232	1,776,150
HIRING ONLY.....	42	267,900
PROMOTION AND TRANSFER ONLY.....	151	993,100
TRAINING ONLY.....	8	419,100
HIRING, PROMOTION, AND TRANSFER.....	7	10,600
HIRING AND TRAINING.....	3	7,500
PROMOTION, TRANSFER, AND TRAINING.....	13	48,100
HIRING, PROMOTION, TRANSFER, AND TRAINING.....	3	5,000
REFERENCE TO TESTING, NO DETAILS GIVEN.....	5	24,850
NO REFERENCE TO TESTING PROVISIONS.....	1,068	4,536,700
ALL AGREEMENTS WITH TESTING PROVISIONS ¹	232	1,776,150
HIRING.....	55	291,000
PROMOTION AND TRANSFER.....	174	1,056,800
TRAINING.....	27	479,700
REFERENCE TO TESTING, NO DETAILS GIVEN.....	5	24,850

¹ Nonadditive.

Part VII. Job Security Provisions

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

Table 61. Measures applicable in slack work periods in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		DIVISION OF WORK		REDUCTION IN HOURS		REGULATION OF OVERTIME		REGULATION OF SHIFT WORK	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	109	651,000	273	2,056,150	66	511,600	5	11,000
MANUFACTURING.....	746	3,535,850	93	582,000	195	1,474,400	61	473,950	5	11,000
ORDNANCE, ACCESSORIES.....	16	54,800	-	-	3	16,600	-	-	-	-
FOOD, KINDRED PRODUCTS.....	91	288,050	6	79,500	7	12,400	2	3,900	-	-
TOBACCO MANUFACTURING.....	9	24,350	-	-	3	4,600	1	1,100	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	9	34,500	2	2,350	-	-	1	6,500
APPAREL.....	39	354,100	37	350,600	-	-	6	72,550	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	2	4,500	1	1,000	-	-	-	-
FURNITURE, FIXTURES.....	13	23,200	1	2,000	6	8,400	1	1,000	1	1,000
PAPER, ALLIED PRODUCTS.....	43	73,850	1	1,400	4	6,350	1	1,450	1	1,450
PRINTING AND PUBLISHING.....	19	41,700	4	19,350	1	1,500	2	11,100	-	-
CHEMICALS.....	44	90,500	4	12,050	16	37,100	-	-	-	-
PETROLEUM REFINING.....	13	27,050	-	-	1	3,750	-	-	-	-
RUBBER AND PLASTICS.....	20	104,600	2	4,500	12	73,050	-	-	-	-
LEATHER PRODUCTS.....	19	49,400	8	22,000	3	13,050	1	1,500	1	1,000
STONE, CLAY, AND GLASS.....	28	58,150	1	1,100	4	7,400	4	8,700	-	-
PRIMARY METALS.....	62	429,300	3	5,100	26	316,350	23	323,400	-	-
FABRICATED METALS.....	35	97,650	-	-	15	49,150	2	5,300	-	-
MACHINERY.....	69	270,850	4	6,100	29	116,100	4	7,800	-	-
ELECTRICAL MACHINERY.....	94	448,150	3	4,650	37	133,000	8	20,750	1	1,050
TRANSPORTATION EQUIPMENT.....	92	993,150	5	22,300	22	653,250	4	10,150	-	-
INSTRUMENTS.....	12	27,750	1	1,350	2	11,000	2	5,250	-	-
MISC. MANUFACTURING.....	7	27,100	2	11,000	1	8,000	-	-	-	-
NONMANUFACTURING.....	554	2,777,000	16	69,000	78	581,750	5	37,650	-	-
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	-	-	2	3,750	1	2,400	-	-
TRANSPORTATION ¹	67	494,400	1	1,200	3	42,000	1	2,400	-	-
COMMUNICATIONS.....	60	687,300	4	26,950	29	369,400	-	-	-	-
UTILITIES, ELEC. AND GAS.....	48	128,950	4	15,300	1	1,400	1	1,750	-	-
WHOLESALE TRADE.....	17	56,350	-	-	2	4,000	-	-	-	-
RETAIL TRADE.....	88	298,450	1	2,500	22	77,300	-	-	-	-
HOTELS AND RESTAURANTS.....	39	161,350	2	3,550	4	36,400	1	30,000	-	-
SERVICES.....	38	202,400	1	15,000	4	10,050	-	-	-	-
CONSTRUCTION.....	183	647,500	3	4,500	11	37,450	1	1,100	-	-
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 62. Miscellaneous job security measures in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		ATTRITION ARRANGEMENTS		LIMITATIONS ON SUBCONTRACTING		INTERPLANT TRANSFER AND PREFERENTIAL HIRING		RELOCATION ALLOWANCES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	9	31,550	649	4,032,750	421	3,208,300	167	2,046,850
MANUFACTURING.....	746	3,535,850	2	6,250	333	2,315,450	237	1,930,650	90	1,350,450
CRANKCASE, ACCESSORIES.....	16	54,800	-	-	5	12,450	2	10,100	1	6,100
FOOD, KINDRED PRODUCTS.....	91	288,050	1	1,600	30	129,000	33	171,450	12	64,550
TOBACCO MANUFACTURING.....	9	24,350	-	-	3	6,900	-	-	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	-	-	9	26,200	2	9,900	-	-
APPAREL.....	39	354,100	-	-	38	352,600	1	3,100	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	-	-	5	8,200	1	2,200	-	-
FURNITURE, FIXTURES.....	13	23,200	-	-	3	6,950	2	4,450	-	-
PAPER, ALLIED PRODUCTS.....	43	73,850	-	-	21	38,750	10	28,900	-	-
PRINTING AND PUBLISHING.....	19	41,700	-	-	7	22,600	3	4,550	3	4,550
CHEMICALS.....	44	90,500	-	-	15	30,000	10	25,000	-	-
PETROLEUM REFINING.....	13	27,050	-	-	9	20,050	8	16,250	3	7,000
RUBBER AND PLASTICS.....	20	104,600	-	-	15	96,800	8	63,300	-	-
LEATHER PRODUCTS.....	19	49,400	1	4,650	9	28,500	6	22,800	-	-
STONE, CLAY, AND GLASS.....	28	58,150	-	-	12	29,150	16	38,100	4	5,700
PRIMARY METALS.....	62	429,300	-	-	41	378,500	36	374,700	23	318,100
FABRICATED METALS.....	35	97,650	-	-	14	56,300	15	56,400	9	45,750
MACHINERY.....	69	270,850	-	-	25	157,850	25	191,400	10	86,900
ELECTRICAL MACHINERY.....	94	448,150	-	-	15	82,900	13	56,500	2	30,200
TRANSPORTATION EQUIPMENT.....	92	993,150	-	-	50	795,400	41	839,650	23	781,600
INSTRUMENTS.....	12	27,750	-	-	4	14,350	3	6,550	-	-
MISC. MANUFACTURING.....	7	27,100	-	-	3	22,000	2	5,350	-	-
NONMANUFACTURING.....	554	2,777,000	7	25,300	316	1,717,300	184	1,277,650	77	696,400
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	-	-	9	92,050	7	90,450	2	3,950
TRANSPORTATION ¹	67	494,400	-	-	49	453,200	50	455,400	34	378,150
COMMUNICATIONS.....	60	687,300	3	18,300	26	303,100	39	432,200	20	243,250
UTILITIES, ELEC. AND GAS.....	48	128,950	-	-	40	106,650	26	80,050	17	62,250
WHOLESALE TRADE.....	17	56,350	1	1,500	5	9,200	7	16,450	1	1,450
RETAIL TRADE.....	88	298,450	2	4,000	13	69,050	47	184,750	2	4,350
HOTELS AND RESTAURANTS.....	39	161,350	-	-	13	96,300	-	-	-	-
SERVICES.....	38	202,400	-	-	11	62,350	5	12,200	1	3,000
CONSTRUCTION.....	183	647,500	1	1,500	150	525,400	3	6,150	-	-
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 63. Apprenticeship and training provisions in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		APPRENTICESHIP PROVISIONS ¹		TRAINING PROVISIONS					
					ON-THE-JOB ²		TRAINING FUND ³		TUITION AID ⁴	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	565	2,832,450	519	3,226,850	34	153,850	88	936,550
MANUFACTURING.....	746	3,535,850	334	2,027,250	329	1,965,000	4	14,900	64	826,300
ORDNANCE, ACCESSORIES.....	16	54,800	7	22,350	7	32,000	1	2,000	2	3,800
FOOD, KINDRED PRODUCTS.....	91	288,050	21	66,350	27	135,200	-	-	4	7,200
TOBACCO MANUFACTURING.....	9	24,350	3	6,900	3	5,700	-	-	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	1	1,000	2	2,650	-	-	-	-
APPAREL.....	39	354,100	8	19,700	5	22,800	-	-	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	4	6,200	2	3,400	1	1,000	-	-
FURNITURE, FIXTURES.....	13	23,200	6	11,350	5	10,100	-	-	1	1,700
PAPER, ALLIED PRODUCTS.....	43	73,850	16	31,450	20	28,900	-	-	2	3,450
PRINTING AND PUBLISHING.....	19	41,700	13	32,950	13	24,400	2	11,900	2	2,250
CHEMICALS.....	44	90,500	15	28,250	18	38,850	-	-	2	6,100
PETROLEUM REFINING.....	13	27,050	3	6,400	7	13,350	-	-	-	-
RUBBER AND PLASTICS.....	20	104,600	8	69,600	8	41,900	-	-	2	25,000
LEATHER PRODUCTS.....	19	49,400	-	-	5	13,150	-	-	-	-
STONE, CLAY, AND GLASS.....	28	58,150	14	35,550	9	23,300	-	-	1	2,350
PRIMARY METALS.....	62	429,300	40	377,750	43	370,600	-	-	6	60,550
FABRICATED METALS.....	35	97,650	24	74,600	18	64,550	-	-	3	32,700
MACHINERY.....	69	270,850	50	229,150	35	182,400	-	-	5	34,850
ELECTRICAL MACHINERY.....	94	448,150	34	129,950	37	245,150	-	-	16	76,000
TRANSPORTATION EQUIPMENT.....	92	993,150	57	858,150	58	692,200	-	-	17	568,250
INSTRUMENTS.....	12	27,750	7	12,650	4	8,050	-	-	1	2,100
MISC. MANUFACTURING.....	7	27,100	3	6,950	3	6,350	-	-	-	-
NONMANUFACTURING.....	554	2,777,000	231	805,200	190	1,261,850	30	138,950	24	110,250
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	6	10,600	7	90,650	-	-	1	1,500
TRANSPORTATION ⁵	67	494,400	8	17,750	35	389,150	2	9,000	1	4,000
COMMUNICATIONS.....	60	687,300	3	32,000	26	350,700	-	-	7	41,950
UTILITIES, ELEC. AND GAS.....	48	128,950	21	64,550	17	51,100	-	-	4	18,500
WHOLESALE TRADE.....	17	56,350	4	33,600	5	29,950	-	-	-	-
RETAIL TRADE.....	88	298,450	40	114,500	7	15,650	-	-	2	10,450
HOTELS AND RESTAURANTS.....	39	161,350	9	31,600	11	61,450	-	-	-	-
SERVICES.....	38	202,400	6	18,050	10	46,150	1	10,200	1	1,200
CONSTRUCTION.....	182	647,500	133	481,350	70	224,650	27	119,750	8	32,650
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	2	2,400	-	-	-	-

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

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

³ A training fund is a contractually negotiated arrangement requiring employers to contribute money to a fund for training employees. Usually no other details are given, either on the type of training or on the allocation of payments from the fund.

⁴ Tuition aid refers to payment by the employer of part or all of the costs of job-related training courses undertaken by an employee.

⁵ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 64. Selected work rules in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		LIMITING OR REGULATING CREW SIZE		WEIGHT LIMITATIONS ¹		LIMITATION ON USE OF PREFABRICATED MATERIALS		RESTRICTION ON WORK BY NONBARGAINING UNIT PERSONNEL	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	205	763,500	48	150,000	39	107,500	851	4,279,300
MANUFACTURING.....	746	3,535,850	61	162,650	21	43,250	3	7,350	565	2,805,300
ORDNANCE, ACCESSORIES.....	16	54,800	-	-	-	-	-	-	13	47,100
FOOD, KINDRED PRODUCTS.....	91	288,050	16	34,450	9	16,700	-	-	67	229,450
TOBACCO MANUFACTURING.....	9	24,350	2	3,500	-	-	-	-	7	18,950
TEXTILE MILL PRODUCTS.....	12	38,000	3	6,400	-	-	-	-	10	35,500
APPAREL.....	39	354,100	-	-	-	-	-	-	27	194,050
LUMBER, WOOD PRODUCTS.....	9	14,150	1	1,200	-	-	-	-	4	6,150
FURNITURE, FIXTURES.....	13	23,200	-	-	-	-	-	-	10	15,550
PAPER, ALLIED PRODUCTS.....	43	73,850	3	13,550	-	-	-	-	36	64,950
PRINTING AND PUBLISHING.....	19	41,700	6	24,350	1	2,000	-	-	11	27,550
CHEMICALS.....	44	90,500	2	2,850	1	1,400	-	-	32	63,700
PETROLEUM REFINING.....	13	27,050	2	5,200	-	-	-	-	7	16,300
RUBBER AND PLASTICS.....	20	104,600	1	1,000	-	-	-	-	19	101,100
LEATHER PRODUCTS.....	19	49,400	-	-	-	-	-	-	10	36,850
STONE, CLAY, AND GLASS.....	28	58,150	2	2,650	2	7,750	-	-	22	46,900
PRIMARY METALS.....	62	429,300	6	13,500	-	-	-	-	57	420,750
FABRICATED METALS.....	35	97,650	4	22,250	2	4,100	1	2,500	26	78,050
MACHINERY.....	69	270,850	1	1,700	2	2,350	-	-	56	242,000
ELECTRICAL MACHINERY.....	94	448,150	3	10,200	-	-	1	2,550	67	268,600
TRANSPORTATION EQUIPMENT.....	92	993,150	8	18,350	2	3,700	1	2,300	69	857,500
INSTRUMENTS.....	12	27,750	1	1,500	1	1,250	-	-	10	25,200
MISC. MANUFACTURING.....	7	27,100	-	-	1	4,000	-	-	5	9,100
NONMANUFACTURING.....	554	2,777,000	144	600,850	27	106,750	36	100,150	286	1,474,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	1	1,050	-	-	-	-	8	91,650
TRANSPORTATION ²	67	494,400	25	149,300	2	6,000	-	-	45	387,150
COMMUNICATIONS.....	60	687,300	2	52,400	-	-	-	-	24	296,300
UTILITIES, ELEC. AND GAS.....	48	128,950	17	43,450	1	1,950	-	-	38	89,100
WHOLESALE TRADE.....	17	56,350	3	5,450	2	3,200	-	-	8	16,650
RETAIL TRADE.....	88	298,450	4	11,650	4	15,550	1	1,450	48	184,750
HOTELS AND RESTAURANTS.....	39	161,350	5	23,400	3	18,500	-	-	10	34,500
SERVICES.....	38	202,400	4	10,400	1	3,000	-	-	11	34,550
CONSTRUCTION.....	183	647,500	82	302,550	14	58,550	35	98,700	93	338,150
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	-	-	-	-	1	1,200

¹ Refers to contractual limits on the amount of weight an employee may lift.

² Excludes railroads and airlines.

NOTE: Nonadditive.

Table 65. Advance notice in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	REQUIRING ADVANCE NOTICE									
	ALL AGREEMENTS		TOTAL		LAYOFF		PLANT SHUTDOWN OR RELOCATION		TECHNOLOGICAL CHANGE	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	681	3,595,100	585	2,999,950	123	773,650	117	1,178,100
MANUFACTURING.....	746	3,535,850	494	2,500,000	421	2,083,000	103	669,050	77	846,600
ORDNANCE, ACCESSORIES.....	16	54,800	12	29,350	11	28,350	-	-	1	1,000
FOOD, KINDRED PRODUCTS.....	91	288,050	58	167,050	46	112,200	16	61,750	9	18,900
TOBACCO MANUFACTURING.....	9	24,350	7	18,750	4	8,800	3	9,950	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	5	19,300	2	2,600	2	7,500	4	17,900
APPAREL.....	39	354,100	11	160,750	1	3,500	8	150,750	8	149,700
LUMBER, WOOD PRODUCTS.....	9	14,150	3	5,200	1	1,000	-	-	2	4,200
FURNITURE, FIXTURES.....	13	23,200	6	11,100	6	11,100	-	-	-	-
PAPER, ALLIED PRODUCTS.....	43	73,850	20	41,700	10	24,850	7	13,550	13	30,400
PRINTING AND PUBLISHING.....	19	41,700	17	39,500	15	36,500	1	1,700	12	34,000
CHEMICALS.....	44	90,500	31	61,750	29	55,550	-	-	8	22,700
PETROLEUM REFINING.....	13	27,050	9	18,550	7	12,200	4	8,800	-	-
RUBBER AND PLASTICS.....	20	104,600	14	62,200	14	62,200	-	-	1	23,000
LEATHER PRODUCTS.....	19	49,400	7	12,350	5	9,550	2	5,100	1	1,700
STONE, CLAY, AND GLASS.....	28	58,150	22	48,900	16	30,850	10	27,300	3	4,700
PRIMARY METALS.....	62	429,300	37	206,500	28	107,500	8	104,400	4	10,600
FABRICATED METALS.....	35	97,650	24	73,350	22	71,250	7	10,600	-	-
MACHINERY.....	69	270,850	55	240,450	55	240,450	8	18,500	1	2,000
ELECTRICAL MACHINERY.....	94	448,150	71	380,900	68	372,200	9	101,150	2	10,000
TRANSPORTATION EQUIPMENT.....	92	993,150	69	868,900	66	862,900	15	140,650	8	515,750
INSTRUMENTS.....	12	27,750	11	24,350	10	20,350	3	7,350	-	-
MISC. MANUFACTURING.....	7	27,100	5	9,100	5	9,100	-	-	-	-
NONMANUFACTURING.....	554	2,777,000	187	1,095,100	164	916,950	20	104,600	40	331,500
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	6	88,700	3	4,800	1	1,500	2	82,400
TRANSPORTATION.....	67	494,400	25	121,250	18	74,650	8	62,750	4	6,700
COMMUNICATIONS.....	60	687,300	45	493,050	44	491,350	-	-	4	89,300
UTILITIES, ELEC. AND GAS.....	48	128,950	22	61,900	22	61,900	-	-	3	8,800
WHOLESALE TRADE.....	17	56,350	10	46,550	8	41,050	-	-	3	30,500
RETAIL TRADE.....	88	298,450	44	147,050	38	137,000	6	9,150	14	73,750
HOTELS AND RESTAURANTS.....	39	161,350	12	42,650	12	42,650	3	18,000	1	11,000
SERVICES.....	38	202,400	15	65,250	11	34,850	2	13,200	8	27,550
CONSTRUCTION.....	183	647,500	8	28,700	8	28,700	-	-	1	1,500
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 66. Supplemental unemployment benefit plans, wage-employment guarantees, and severance pay in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLANS		WAGE-EMPLOYMENT GUARANTEES ¹		SEVERANCE PAY	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	199	1,772,800	150	834,150	441	2,976,650
MANUFACTURING.....	746	3,535,850	186	1,732,200	45	145,550	322	2,135,450
CRANNAGE, ACCESSORIES.....	16	54,800	1	4,000	-	-	5	21,350
FOOD, KINDRED PRODUCTS.....	91	288,050	4	7,600	37	103,250	41	122,200
TOBACCO MANUFACTURING.....	9	24,350	-	-	-	-	8	23,250
TEXTILE MILL PRODUCTS.....	12	38,000	3	13,900	-	-	-	-
APPAREL.....	39	354,100	23	178,950	-	-	3	9,500
LUMBER, WOOD PRODUCTS.....	9	14,150	-	-	-	-	1	2,200
FURNITURE, FIXTURES.....	13	23,200	1	1,250	1	1,250	2	2,250
PAPER, ALLIED PRODUCTS.....	43	73,850	-	-	-	-	19	40,350
PRINTING AND PUBLISHING.....	19	41,700	2	5,200	-	-	10	17,200
CHEMICALS.....	44	90,500	1	2,550	2	4,250	27	57,200
PETROLEUM REFINING.....	13	27,050	-	-	-	-	9	17,600
RUBBER AND PLASTICS.....	20	104,600	16	83,500	-	-	4	48,450
LEATHER PRODUCTS.....	19	49,400	-	-	-	-	10	30,500
STONE, CLAY, AND GLASS.....	28	58,150	5	8,050	-	-	13	32,200
PRIMARY METALS.....	62	429,300	44	401,600	-	-	42	366,200
FABRICATED METALS.....	35	97,650	13	53,100	4	35,700	14	56,450
MACHINERY.....	69	270,850	27	132,450	1	1,100	21	169,800
ELECTRICAL MACHINERY.....	94	448,150	6	43,950	-	-	54	315,450
TRANSPORTATION EQUIPMENT.....	92	993,150	40	796,100	-	-	31	773,600
INSTRUMENTS.....	12	27,750	-	-	-	-	6	11,700
MISC. MANUFACTURING.....	7	27,100	-	-	-	-	2	18,000
NONMANUFACTURING.....	554	2,777,000	13	40,600	105	688,600	119	841,200
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	2	4,350	-	-	2	3,400
TRANSPORTATION ²	67	494,400	1	1,100	46	447,100	4	10,600
COMMUNICATIONS.....	60	687,300	-	-	-	-	52	564,700
UTILITIES, ELEC. AND GAS.....	48	128,950	-	-	4	7,450	18	46,400
WHOLESALE TRADE.....	17	56,350	1	1,450	7	15,600	3	6,100
RETAIL TRADE.....	88	298,450	2	12,850	28	96,000	15	84,350
HOTELS AND RESTAURANTS.....	39	161,350	-	-	1	3,000	5	35,250
SERVICES.....	38	202,400	-	-	9	75,750	17	83,200
CONSTRUCTION.....	183	647,500	7	20,850	10	43,700	2	6,000
MISC. NONMANUFACTURING.....	2	2,400	-	-	-	-	1	1,200

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

² Excludes railroads and airlines.

NOTE: Nonadditive.

Part VIII. Dispute Settlement

**Grievance
Arbitration
No-strike; no-lockout**

Table 67. Grievance and arbitration provisions in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	GRIEVANCE AND ARBITRATION PROVISIONS									
	ALL AGREEMENTS		TOTAL		GRIEVANCE ONLY		GRIEVANCE AND ARBITRATION		NO REFERENCE TO GRIEVANCE AND ARBITRATION	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	1,283	6,243,250	19	47,550	1,264	6,195,700	17	69,600
MANUFACTURING.....	746	3,535,850	745	3,534,650	11	24,850	734	3,509,800	1	1,200
ORDNANCE, ACCESSORIES.....	16	54,800	16	54,800	-	-	16	54,800	-	-
FOOD, KINDRED PRODUCTS.....	91	288,050	90	286,850	1	2,000	89	284,850	1	1,200
TOBACCO MANUFACTURING.....	9	24,350	9	24,350	3	7,800	6	16,550	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	12	38,000	-	-	12	38,000	-	-
APPAREL.....	39	354,100	39	354,100	-	-	39	354,100	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	9	14,150	-	-	9	14,150	-	-
FURNITURE, FIXTURES.....	13	23,200	13	23,200	-	-	13	23,200	-	-
PAPER, ALLIED PRODUCTS.....	43	73,850	43	73,850	-	-	43	73,850	-	-
PRINTING AND PUBLISHING.....	19	41,700	19	41,700	-	-	19	41,700	-	-
CHEMICALS.....	44	90,500	44	90,500	-	-	44	90,500	-	-
PETROLEUM REFINING.....	13	27,050	13	27,050	-	-	13	27,050	-	-
RUBBER AND PLASTICS.....	20	104,600	20	104,600	-	-	20	104,600	-	-
LEATHER PRODUCTS.....	19	49,400	19	49,400	-	-	19	49,400	-	-
STONE, CLAY, AND GLASS.....	28	58,150	28	58,150	-	-	28	58,150	-	-
PRIMARY METALS.....	62	429,300	62	429,300	3	10,150	59	419,150	-	-
FABRICATED METALS.....	35	97,650	35	97,650	-	-	35	97,650	-	-
MACHINERY.....	69	270,850	69	270,850	2	2,250	67	268,600	-	-
ELECTRICAL MACHINERY.....	94	448,150	94	448,150	-	-	94	448,150	-	-
TRANSPORTATION EQUIPMENT.....	92	993,150	92	993,150	2	2,650	90	990,500	-	-
INSTRUMENTS.....	12	27,750	12	27,750	-	-	12	27,750	-	-
MISC. MANUFACTURING.....	7	27,100	7	27,100	-	-	7	27,100	-	-
NONMANUFACTURING.....	554	2,777,000	538	2,708,600	8	22,700	530	2,685,900	16	68,400
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	12	97,900	-	-	12	97,900	-	-
TRANSPORTATION.....	67	494,400	67	494,400	-	-	67	494,400	-	-
COMMUNICATIONS.....	60	687,300	60	687,300	-	-	60	687,300	-	-
UTILITIES, ELEC. AND GAS.....	48	128,950	48	128,950	-	-	48	128,950	-	-
WHOLESALE TRADE.....	17	55,350	16	55,350	-	-	16	55,350	1	1,000
RETAIL TRADE.....	88	295,450	87	295,450	-	-	87	295,450	1	3,000
MOTELS AND RESTAURANTS.....	39	161,350	38	160,050	1	5,000	37	155,050	1	1,300
SERVICES.....	38	202,400	35	183,200	-	-	35	183,200	3	19,200
CONSTRUCTION.....	183	647,500	173	603,600	7	17,700	166	585,900	10	43,900
MISC. NONMANUFACTURING.....	2	2,400	2	2,400	-	-	2	2,400	-	-

¹ Excludes railroads and airlines.

Table 68. Exclusions from grievance and arbitration procedures in agreements covering 1,000 workers or more, July 1, 1972

TYPE OF EXCLUSION	GRIEVANCE PROCEDURES		ARBITRATION PROCEDURES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850	1,300	6,312,850
ALL AGREEMENTS WITH GRIEVANCE OR ARBITRATION PROCEDURES.....	1,283	6,243,250	1,264	6,195,700
ALL GRIEVANCE OR ARBITRATION EXCLUSIONS.....	196	896,600	397	2,395,650
WAGE ADJUSTMENTS.....	82	434,900	232	1,565,850
PLANT ADMINISTRATION.....	69	236,800	192	1,342,400
ADMINISTRATION OF SUPPLEMENTARY BENEFITS.....	70	269,400	129	1,265,350
JOB SECURITY.....	4	41,800	21	96,800
ADMINISTRATION OF UNION SECURITY PROVISIONS.....	2	18,000	13	61,850
OTHER ISSUES ¹	9	39,300	18	96,050
NO REFERENCE TO GRIEVANCE OR ARBITRATION EXCLUSIONS.....	1,087	5,346,650	867	3,800,050
NO REFERENCE TO GRIEVANCE OR ARBITRATION PROCEDURES.....	17	69,600	36	117,150

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

NOTE: Nonadditive. May contain more than one exclusion.

Table 69. No-strikes, no-lockouts in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		PROVISIONS FOR STRIKE AND LOCKOUT BANS						NO PROVISION FOR STRIKE AND LOCKOUT BANS	
			TOTAL		ABSOLUTE BANS ¹		LIMITED BANS ²			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	1,197	5,812,100	482	1,725,850	715	4,086,250	103	500,730
MANUFACTURING.....	746	3,535,850	707	3,445,300	320	1,068,750	387	2,376,550	39	90,550
ORDNANCE, ACCESSORIES.....	16	54,800	16	54,800	10	24,300	6	30,500	-	-
FOOD, KINDRED PRODUCTS.....	51	288,050	85	269,000	40	122,450	45	146,550	6	19,050
TOBACCO MANUFACTURING.....	9	24,350	9	24,350	2	7,750	7	16,600	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	12	38,000	2	2,550	10	35,450	-	-
APPAREL.....	39	354,100	39	354,100	2	126,500	37	227,600	-	-
LUMBER, WOOD PRODUCTS.....	9	14,150	9	14,150	3	5,700	6	8,450	-	-
FURNITURE, FIXTURES.....	13	23,200	13	23,200	3	3,900	10	19,300	-	-
PAPER, ALLIED PRODUCTS.....	43	75,850	40	67,250	36	61,700	4	5,700	3	6,600
PRINTING AND PUBLISHING.....	19	41,700	12	31,750	4	5,700	8	26,050	7	9,950
CHEMICALS.....	44	90,500	39	78,150	24	47,500	15	30,650	5	12,350
PETROLEUM REFINING.....	13	27,050	13	27,050	5	8,450	8	18,600	-	-
RUBBER AND PLASTICS.....	20	104,600	19	103,450	9	41,950	10	61,500	1	1,150
LEATHER PRODUCTS.....	19	49,400	18	48,200	5	15,200	13	33,000	1	1,200
STONE, CLAY, AND GLASS.....	28	58,150	25	54,050	15	30,150	10	23,900	3	4,100
PRIMARY METALS.....	62	429,300	59	418,100	20	59,300	39	358,800	3	11,200
FABRICATED METALS.....	35	97,650	34	93,650	14	39,200	20	54,450	1	4,000
MACHINERY.....	69	270,850	68	269,850	33	129,650	35	140,200	1	1,000
ELECTRICAL MACHINERY.....	94	448,150	93	446,950	47	146,550	46	300,400	1	1,200
TRANSPORTATION EQUIPMENT.....	92	993,150	87	979,400	37	173,800	50	805,600	5	13,750
INSTRUMENTS.....	12	27,750	10	22,750	7	10,850	3	11,900	2	5,000
MISC. MANUFACTURING.....	7	27,100	7	27,100	2	5,600	5	21,500	-	-
NONMANUFACTURING.....	554	2,777,000	490	2,366,800	162	657,100	328	1,709,700	64	410,200
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	12	97,900	7	11,650	5	86,250	-	-
TRANSPORTATION ³	67	494,400	66	488,400	13	25,900	53	462,500	1	6,000
COMMUNICATIONS.....	60	687,300	30	395,350	15	190,250	15	205,100	30	291,950
UTILITIES, ELEC. AND GAS.....	48	128,950	46	125,600	34	96,750	12	28,850	2	2,350
WHOLESALE TRADE.....	17	56,350	17	56,350	3	3,000	14	53,350	-	-
RETAIL TRADE.....	88	298,450	83	279,650	37	119,550	46	160,100	5	18,800
HOTELS AND RESTAURANTS.....	39	161,350	30	125,750	10	46,600	20	79,150	9	35,600
SERVICES.....	38	202,400	33	175,000	15	90,500	18	84,500	5	27,400
CONSTRUCTION.....	163	647,500	171	620,400	27	71,700	144	548,700	12	27,100
MISC. NONMANUFACTURING.....	2	2,400	2	2,400	1	1,200	1	1,200	-	-

¹ For this study, an absolute ban is an unmodified statement prohibiting strikes or lockouts.

² For this study, a limited ban is a statement prohibiting strikes or lockouts except under given circumstances or for specific issues. Included is 1 agreement covering 7,000 workers in which the no-strike, no-lockout provision may be modified by local negotiation.

³ Excludes railroads and airlines.

Part IX. Employee Benefits

Medical care
Loss-of-income protection
Pension plans
Life insurance
Profit-sharing
Thrift plans
Stock purchase plans

Table 70. Health, welfare, and pension plans in agreements covering 1,000 workers or more by industry, July 1, 1972

INDUSTRY	ALL AGREEMENTS		MEDICAL CARE BENEFITS ¹		LOSS-OF-INCOME PROTECTION ¹		PENSION PLANS ¹		LIFE INSURANCE ¹		BENEFITS NOT SPECIFIED ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,300	6,312,850	822	3,791,350	661	3,329,800	1,211	5,887,500	757	3,688,050	414	2,216,900
MANUFACTURING.....	746	3,535,850	555	2,522,900	467	2,253,900	691	3,220,900	505	2,333,750	157	905,550
ORDNANCE, ACCESSORIES.....	16	54,800	13	46,850	13	45,400	16	54,800	13	45,850	1	5,000
FOOD, KINDRED PRODUCTS.....	91	288,050	62	223,800	44	147,950	85	279,550	53	140,350	27	58,450
TOBACCO MANUFACTURING.....	9	24,350	8	20,150	9	24,350	9	24,350	9	24,350	-	-
TEXTILE MILL PRODUCTS.....	12	38,000	8	22,950	6	20,750	11	36,850	7	21,750	4	15,050
APPAREL.....	39	354,100	13	53,700	8	34,650	37	351,600	11	38,700	26	300,400
LUMBER, WOOD PRODUCTS.....	9	14,150	4	6,450	3	5,200	9	14,150	4	6,450	5	7,700
FURNITURE, FIXTURES.....	13	23,200	7	11,650	5	6,450	11	19,450	6	7,650	5	8,800
PAPER, ALLIED PRODUCTS.....	43	73,850	33	61,100	31	56,300	42	72,850	30	52,050	9	10,950
PRINTING AND PUBLISHING.....	19	41,700	16	34,700	12	28,900	18	40,700	14	32,400	3	7,000
CHEMICALS.....	44	90,500	34	70,750	31	61,550	35	78,150	30	63,050	5	13,000
PETROLEUM REFINING.....	13	27,050	10	21,850	6	12,800	10	21,850	8	17,800	1	1,000
RUBBER AND PLASTICS.....	20	104,600	18	86,450	17	85,450	19	87,600	18	86,450	1	1,150
LEATHER PRODUCTS.....	19	49,400	17	45,650	11	28,250	19	49,400	14	34,450	2	3,750
STONE, CLAY, AND GLASS.....	28	58,150	25	54,400	24	52,850	28	58,150	25	54,200	2	2,300
PRIMARY METALS.....	62	429,300	37	131,750	37	131,750	55	226,300	35	127,750	23	287,950
FABRICATED METALS.....	35	97,650	27	84,150	25	79,550	31	90,200	24	75,100	5	8,800
MACHINERY.....	69	270,850	55	190,800	52	188,000	68	269,250	54	189,650	11	74,050
ELECTRICAL MACHINERY.....	94	448,150	80	401,500	59	321,600	83	412,000	71	379,200	9	33,600
TRANSPORTATION EQUIPMENT.....	92	993,150	71	901,600	59	873,750	88	983,250	66	905,250	18	66,600
INSTRUMENTS.....	12	27,750	10	25,550	8	21,300	10	23,350	8	22,200	-	-
MISC. MANUFACTURING.....	7	27,100	7	27,100	7	27,100	7	27,100	5	9,100	-	-
NONMANUFACTURING.....	554	2,777,000	267	1,268,450	194	1,075,900	520	2,666,600	252	1,354,300	257	1,311,350
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	12	97,900	6	9,300	4	6,800	10	95,150	6	9,300	6	88,600
TRANSPORTATION ³	67	494,400	25	68,900	23	65,100	66	491,400	25	68,650	41	424,150
COMMUNICATIONS.....	60	687,300	39	444,150	45	541,150	59	679,450	47	581,600	6	85,600
UTILITIES, ELEC. AND GAS.....	48	128,950	41	109,000	18	53,700	46	125,750	36	101,800	4	11,750
WHOLESALE TRADE.....	17	56,350	8	18,000	2	5,000	15	53,700	7	17,000	8	36,900
RETAIL TRADE.....	88	298,450	45	184,500	34	98,400	81	279,700	42	180,300	39	102,400
HOTELS AND RESTAURANTS.....	39	161,350	26	135,700	15	94,450	31	137,350	22	123,150	13	25,650
SERVICES.....	38	202,400	20	85,900	10	40,500	34	186,000	18	84,400	16	105,500
CONSTRUCTION.....	183	647,500	56	211,800	42	169,600	176	615,700	48	186,900	123	429,600
MISC. NONMANUFACTURING.....	2	2,400	1	1,200	1	1,200	2	2,400	1	1,200	1	1,200

¹ Benefits are understated to the extent that they are made part of a separate agreement and are not referred to in the collective bargaining agreement.

² Covers references in the agreement to health and welfare benefits, usually an arrangement for employer payments into a fund, but the kinds of benefits are not set forth.

³ Excludes railroads and airlines.

NOTE: Nonadditive. Agreements may contain more than 1 provision.

Table 71. Profit-sharing, thrift, and stock purchase plans in agreements covering 1,000 workers or more, July 1, 1972

TYPE OF PLAN	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,300	6,312,850
PROFIT-SHARING PLANS.....	33	109,550
SAVINGS AND/OR THRIFT PLANS.....	62	348,100
STOCK PURCHASE PLANS.....	28	131,700

NOTE: Nonadditive.

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Bonuses, vacation	49	48
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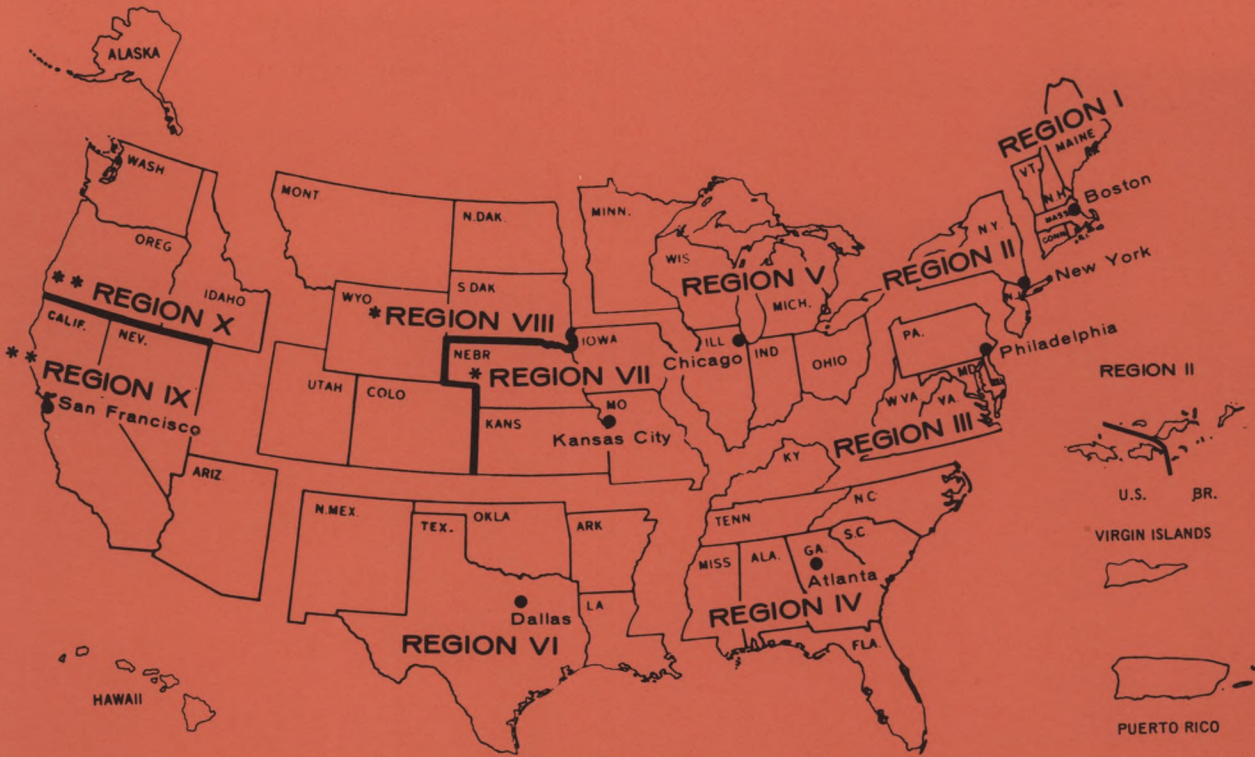
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