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Wage Chronology

Ford Motor Company
June 1941-September 1973

Bulletin 1787

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

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June 1941-September 1973**

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

**BUREAU OF LABOR STATISTICS
Ben Burdetsky, Deputy Commissioner
1973**



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Preface

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

This wage chronology summarizes changes in wage rates and related compensation practices negotiated by the Ford Motor Company with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America since 1941. This bulletin replaces *Wage Chronology: Ford Motor Company, 1941-64*, published as BLS Report 99, and the 1964-69 Supplement to BLS Report 99. Materials previously published have been supplemented in this bulletin by contract changes negotiated for 1970-73.

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

The information on contract changes negotiated for the period 1964-73 was prepared in the Division of Trends in Employee Compensation by William M. Davis and John J. Lacombe II.

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Introduction

Ford Motor Company was incorporated in Delaware on July 9, 1919, and subsequently acquired all of the assets of Ford Motor Company which had been organized in Michigan on June 16, 1903. The company's principal business in the United States is the manufacture, assembly, and sale of cars and trucks. The company also makes tractors, agricultural implements, industrial equipment, recreational vehicles, chemical products, and substantial portions of its steel, iron, and glass requirements. Flat glass and specialty steel items also are sold to others.

Through its subsidiaries, Ford also is involved in aerospace, electronics, home appliances, credit, insurance, and real estate ventures. Foreign operations are carried on by a number of subsidiaries—the three largest produce cars, trucks, and buses in Great Britain, Germany, and Canada.

Despite the large volume of production in the automobile industry, it is dominated by the so-called "Big 3"—General Motors Corp., Ford, and Chrysler Corp. The number four firm is American Motors Corp., followed by several manufacturers of specialized vehicles and trucks. Motor vehicle production is concentrated in the Great Lakes region, although plants making vehicles or parts are scattered throughout the country.

Collective bargaining agreements for the "Big 3" are negotiated with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).¹ The union held its founding convention, the 1st Constitutional Convention, commencing August 26, 1935 at which it accepted a charter from the craft-oriented American Federation of Labor (AFL), with the provision that the charter's jurisdictional limitations² be removed at the next AFL convention. The organization which emerged from the founding convention represented only 20,000 workers

¹ Known as the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America before May 8, 1962.

² As outlined by the charter, union jurisdiction included only "employees directly engaged in the manufacture of parts (but not tools, dies, or machinery) and assembling of those parts into completed automobiles, but not including job or contract shops manufacturing parts or any other employees engaged in such automobile plants."

and had written agreements only with small parts manufacturers. In July 1936, the union joined the Committee for Industrial Organization (CIO), formed within the AFL, whose goals coincided with those of the Auto Workers.³ The union was suspended from the AFL shortly thereafter because of this action⁴ and in May 1938 was expelled along with other CIO-member unions. The UAW and the other expelled unions then formed the Congress of Industrial Organizations in November 1938.

A major chapter in the union's history was the use of the sit-down strike to secure recognition from the major auto producers. Its first success among the major automakers came at General Motors when the UAW reached agreement with that company on February 11, 1937, following sit-down strikes which had begun in late 1936. The same tactics were quickly employed successfully at Chrysler and within 6 months of the automotive sit-down strikes, the union's membership and climbed to about 300,000. It was not until 1941, however, when most of the rest of the industry was under exclusive contracts, that Ford agreed to bargaining with the union. In June 1941, an agreement was reached at Ford following an 11-day strike, which was the first among the major producers to establish the union shop.

The union's affiliation with the AFL-CIO (merged in December 1955) continued until July 1, 1968, when it became independent. The UAW currently is the second largest union in the United States and represents 1.49 million laborers, production, skilled, and office workers in the automobile, aerospace, tractor and agricultural implement, and parts and machine shop industries.

Despite the similarity of contract provisions among the major companies, the producers have always bargained separately rather than on a multi-employer or industrywide basis. Typically, the union selects one of the "Big 3" as a "target."⁵ After an agreement is reached with that company similar contract terms usually are negotiated with the remaining two. The pattern

³ The CIO was formed in November 1935 to promote organization of workers in mass production industries on an industrial basis and to encourage their affiliation with the AFL.

⁴ The AFL suspended CIO-member unions in late 1936 after charging the CIO with "dual unionism."

settlement then generally spreads throughout the industry and, to a lesser extent, to farm and construction equipment makers. Aerospace pacts also are influenced by the auto agreements. Collective bargaining agreements negotiated by the large multi-plant companies do not cover all areas of bargaining, but leave certain matters, such as work rules, for local plant negotiations within the general framework of the master agreement.

Union bargaining goals by industry are set by convention approval following extensive consultation throughout the union. Constitutional conventions are held every 2 years to discuss wide-ranging issues affecting workers and their families. When the convention falls in the same year that auto contracts expire, it also sets goals for the upcoming negotiations in the industry. Otherwise, a special bargaining convention is scheduled for the expiration year to finalize contract demands. Before designation of goals by convention, various regional and area meetings are held throughout the United States and Canada at which local union leaders present issues affecting their memberships.

Locals also transmit resolutions and contract proposals to the convention for consideration.

The UAW represents about 99 percent of the hourly employees at Ford's automotive operations. Several other unions represent a small number of employees such as plant guards and cafeteria workers, not covered by this chronology. Wages of nearly all of the 160,000 production and related workers are on a time basis. Incentive wage systems are largely confined to the Canton forge plant and the Rouge steel mill. Except for workers in the toolroom and skilled maintenance trades who have spread-rated classifications, wages of time-rated workers are determined by a formalized system providing single rates for specific jobs.

This chronology describes the major contract changes since the 1941 collective bargaining agreement. Provisions of that first contract as reported in this chronology do not necessarily represent changes in prior conditions of employment. Initial and subsequent agreements applied to all production and maintenance workers in the company's production and assembly plants and parts depots.

Summary of contract negotiations

September 1949-May 1953

A September 28, 1949, agreement, which was to continue in effect until April 1, 1952, was set aside on September 4, 1950, when a new agreement was signed. The agreement, which was to continue without a reopening until June 1, 1955, covered approximately 112,000 workers.

May 1953-May 1955

The 5-year contract between the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) and Ford Motor Co., which was to run until June 1, 1955, was amended by the parties on May 25, 1953—3 days after the union and General Motors had agreed to new terms. An amendment of September 4, 1950, to the 1949 contract, provided that "continuance of the cost-of-living allowance shall be contingent on the continued availability of official monthly Bureau of Labor Statistics Consumer Price Index in its present form and calculated on same basis as Index for July 1950, unless otherwise agreed on by parties."⁵

A formula for conversion to the Revised Series Consumer Price Index was agreed on by the parties, and the resulting changes were made part of the 1953 amendment to the Ford agreement. A substantial portion of the existing cost-of-living allowance was incorporated into the basic wage structure, and the annual improvement factor was increased 1 cent. Included among other provisions were wage increases for skilled workers, liberalization of eligibility requirements of vacation-plan provisions for certain retiring workers, and amendment of the retirement plan to provide increased pension benefits. In addition, retired workers were permitted to buy hospital and surgical insurance (Blue Cross and Blue Shield) at group rates.

June 1955-May 1958

A new and historic 3-year agreement, which provided, under certain conditions, for company-paid contributions to supplement State unemployment benefits for laid-off employees, was signed by the Ford

Motor Co. and the United Automobile, Aircraft and Agricultural Implement Workers of America on June 8, 1955.

Union preparations for the negotiations began over 4 years earlier, when a guaranteed annual wage or employment plan was designated as the major collective bargaining objective by the UAW convention in 1951 and again in 1953. A detailed guaranteed employment plan was developed by the union, although union officials made it clear that they would consider other plans.⁶ Some of the union's demands for contract changes were outlined in preliminary discussions with the company on March 16 and 17, 1955, and formal negotiations began April 12, 1955. On May 27, the company made an offer providing for a company stock purchase plan, an employee income stabilization plan, separation pay, and a variety of other contract improvements. The union declined the offer and on May 28, when it became evident that settlement would not be reached by June 1, the union authorized a strike for June 2.

On May 31, the eve of the expiration of the old contract, the company offered to set up a trust fund to supplement State unemployment benefits to laid-off employees. The union agreed to this in principle. To allow more time to study the offer, the union postponed any strike action from June 2 to June 6. Bargaining continued, although sporadic unauthorized work stoppages occurred at various plants prior to the strike deadline and still others began in the early morning of June 6, when the deadline was passed without agreement. Settlement was reached by noon of that day, but the contract was actually signed on June 8.

In addition to supplemental unemployment benefits, the new agreement provided for an increase in the annual improvement factor, an additional wage increase for specified skilled workers, a revised cost-of-living escalator formula, higher pay for work on holidays, 2 additional paid half holidays, and liberalized vacation, insurance, and pension plans.

⁵ For further explanation of the events leading up to the supplemental agreements, see General Motors Chronology in *Monthly Labor Review*, August 1953 (p. 845).

⁶ See *Monthly Labor Review*, August 1955 (p. 875) for a further discussion of these negotiations.

The new agreement was to be in force from June 1, 1955, through June 1, 1958. It could be reopened during this period only in regard to the supplemental unemployment plan and then only in the event of failure to obtain favorable government rulings on the plan as stipulated in the agreement.

June 1958-August 1961

Negotiations between the Ford Motor Co. and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) to replace the 3-year agreement expiring June 1, 1958, began on March 31, 1958, against a background of substantially reduced employment in the industry, reflecting, in part, the low level of automobile sales during the recession.

The union's contractual demands on the Ford Motor Co. and other automotive manufacturers were adopted in January 1958 at a special convention, although preliminary bargaining goals had been stated at its regular convention in April 1957.⁷ The UAW's bargaining program consisted of "minimum basic" and supplementary economic demands. Among the latter was a profit-sharing plan, which received much initial publicity. The proposal called for the major automobile companies, after meeting "the minimum costs of doing business" (i.e., paying basic wage and salary costs and retaining for dividends profits amounting, before taxes, to 10 percent of net capital), to divide the remaining profits as follows: one-half to stockholders and executives and one-fourth each to other employees and consumers, the latter in the form of yearend rebates. The basic demands included a wage increase related to productivity in the total private economy; a liberalized cost-of-living escalator clause together with incorporation of existing cost-of-living allowances into basic rates; elimination of wage inequities; protection of workers against the impact of automation and other technological improvements through severance pay, transfer rights, relocation allowances, and areawide seniority rights; expanded supplemental unemployment benefits; and improvements in pensions, and hospitalization and medical benefits.

At the end of April, the UAW proposed that the terms of the existing Ford contract, including cost-of-living escalation and fringe benefit provisions, be extended to September, and that supplemental unemployment benefits be extended on a temporary basis to employees who had exhausted their SUB credit units. The union also suggested that, in order to reduce the industry's large inventory, the companies make "significant and meaningful" price cuts in 1958 models,

and that the company and the union jointly petition the Federal Government for (a) a retroactive moratorium on the 10-percent excise tax for the remainder of the 1958 model run, and (b) an extension of the duration of unemployment compensation. In turn, the union stated that it would forego "the improvement-factor wage increase that would be payable as of June 1, 1958, if a new contract were negotiated without an extension of the present contract."

The company rejected these proposals and countered with an offer to extend the existing contract, including the annual-improvement factor and cost-of-living escalator, for 2 years. It offered to establish an individual account type plan in States where supplementation of State unemployment compensation was not permitted and provided that the proposal would be automatically withdrawn if the UAW did not accept it by June 1. As the June 1 contract expiration date approached, the company, together with the General Motors Corp. and Chrysler Corp., announced pay increases for their nonunion hourly and salaried workers based on previous cost-of-living and annual-improvement-factor programs.

When it became apparent that agreement could not be reached before June 1, the UAW-Ford Council adopted the executive board recommendations to continue work without a contract, and workers continued on the job after the agreements expired. The companies meantime stated that the union was trying to delay a strike threat until early fall when model changeovers were scheduled.

Toward midsummer, about 95 percent of the Ford members voted to authorize a strike but a strike deadline was not set. On September 10, the union announced that a strike would start at Ford on September 17, if no agreement was reached by that date. About 6 hours after the strike deadline, agreement was reached on a 3-year contract. The contract, covering 100,000 to 125,000 workers, renewed the improvement-factor and cost-of-living escalator provisions of the previous contract; incorporated 15 cents of the cost-of-living allowance into base rates; provided extra increases for skilled workers; liberalized supplemental unemployment benefits, medical, surgical, and other insurance benefits, and pensions; and provided separation benefits for those permanently laid off.

The first improvement-factor increase was made retroactive to July 1, 1958, a 2-cent increase in cost-of-living allowances to July 7, and an additional 1-cent increase in the allowance to September 1. Subsequent improvement-factor increases were

⁷ See "The 1958 Bargaining Programs for the Automobile Workers," *Monthly Labor Review*, March 1958, pp. 270-274.

scheduled to go into effect August 1, 1959, and September 1, 1960.

Supplemental unemployment benefits were increased and the maximum period for such SUB benefits was also extended. Benefits were extended to employees on short workweeks, even though they were ineligible for State unemployment compensation benefits. Company contributions to the SUB fund were continued without change. Furthermore, lump-sum separation payments were to be financed from the existing SUB fund for workers permanently laid off on or after September 1, 1958, except at two plants where the date was June 1 of that year.

Pension benefits, including benefits for those already retired, were increased. Higher benefits were provided for employees aged 60 but less than 65 retiring on a mutually satisfactory basis or at the company's option. The union agreed that in future negotiations it would not ask for further change in benefits for those on pensions at the time of negotiations.

Premium pay for work on the midnight shift was increased, jury pay was added, and pay for Saturday work was liberalized. The contract was to be in force from September 1, 1958, to September 1961 without provision for reopening.

September 1961-August 1964

On June 29, 1961, the Ford Motor Co. and the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) opened negotiations to replace the 3-year agreement scheduled to expire August 31. Only general objectives were presented at the opening meetings, with no statement of specific offers or demands by either side. The union, which had formulated its bargaining program for the industry at the special convention in April,⁸ made its initial proposals to each of the "Big Three" automobile companies and the American Motors Corp. during July.⁹ Presentation of the union's economic demands, in the case of Ford, extended over 11 days—from July 6 through 17. On July 20, the company presented its noneconomic proposals, and on August 22, economic proposals similar to those made by General Motors and Chrysler. Both were rejected by the union.

The existing Ford contract was extended, first to September 6 and then to September 13, while union

⁸ See "Special Bargaining Convention of the United Auto Workers," *Monthly Labor Review*, June 1961, pp. 611-613.

⁹ For details of demands and offers, as well as the final settlement, see "Wage Chronology, General Motors Corp., Supplement No. 5, 1961-63," *Monthly Labor Review*, October 1963, pp. 1170-1183.

officials concentrated on reaching an agreement with General Motors. Later the contract was extended on a day-to-day basis, with either party having the right to terminate it on 48 hours' notice. On September 25, the company notified the union that it would agree to a 3-year contract similar to the one signed by General Motors on September 20, provided the union approved it within 2 weeks. Strengthened by a strike authorization, the union rejected the offer, indicating that it hoped to improve on the General Motors agreement. After further negotiation failed to produce significant progress, October 3 was set as the strike deadline. Agreement on wages and related economic matters was reached prior to this deadline. However, failure to reach accord on various noneconomic matters, including outside contracting, number of company-paid union representatives, lines of demarcation between skilled trades and production standards, resulted in the first authorized companywide strike against Ford since the union gained recognition in 1941. Agreement on these nonmonetary issues was reached at the national level on October 11. Workers at some plants remained on strike, pending settlement of local disputes.

The contract, covering some 120,000 workers in 88 bargaining units in 26 States, was to be in force until August 31, 1964, with no reopening provisions.

September 1964-September 1967

Representatives of the Ford Motor Co. and the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) met on April 16, 1963, and established a joint committee to discuss some of the basic issues likely to arise in 1964 contract negotiations. Prebargaining talks had been suggested in March by UAW President Walter Reuther in letters to the major automobile producers. The 12-man joint committee was not authorized to negotiate or to agree on any of the issues. According to a union official, the discussions were intended to lead to more rational and responsible collective bargaining and to speed up final settlement by clearing away the underbrush of the misunderstanding and placing a firm foundation of fact under the feet of the bargaining committees on both sides. The issues discussed included employment opportunities and problems of unemployment; the impact of improved technology; overtime; insurance; pensions, including early retirement; and supplemental unemployment benefits.

Negotiations to replace automobile industry agreements, scheduled to expire August 31, 1964, began in late June and early July of that year. At Ford, negotiations were opened on July 1. The union's initial

bargaining proposals were first outlined at the UAW's 19th Constitutional Convention in March 1964. These proposals were made to General Motors Corp., Chrysler Corp., and American Motors Corp., as well as Ford.¹⁰

Over the next several weeks, little progress was made toward a settlement at any company, and union members voted to strike, if necessary, in support of their demands. On August 28, when it appeared unlikely that settlements would be reached before the August 31 deadline, the parties agreed to extend the contracts until September 9. On the latter date, a tentative 3-year contract was reached at Chrysler, the union's "target" company for the 1964 round of negotiations in the industry, but agreements at Ford, General Motors, and American Motors were extended further (to September 15 at Ford).

On September 18, the parties reached agreement on a tentative 3-year contract at Ford, which was generally similar to the one reached on September 9 with Chrysler. In addition to the provisions negotiated at Chrysler, the contract at Ford established a contingent distribution account to provide for a possible Christmas bonus of \$25 to \$100 each December, beginning in 1965. The account was financed by a 5-cent-an-hour company payment to a fund when and if maximum funding was reached in the Supplemental Unemployment Benefits Plan.

Negotiations continued on local issues at some plants. On November 6, about 25,500 workers struck at nine Ford plants when disputes over these issues (mainly overtime, production quotas, and other work rules) could not be resolved. Full production was not resumed until after the last of these local disputes was resolved in late November.

The 3-year contract, covering about 130,000 workers in 90 bargaining units in 25 States, was to be in force from September 7, 1964, through September 6, 1967, with no provision for reopening.

October 1967-September 1970

A broad outline of union goals for the 1967 round of contract negotiations in the automobile industry was first proposed at the May 1966 Constitutional Convention of the Auto Workers. In an unprecedented move, delegates to the convention also established separate contract ratification rights for production workers and for skilled trades workers.

¹⁰ For details of union demands and company offers (the four companies made nearly identical proposals), as well as terms of the final settlement, see *Wage Chronology: General Motors Corp., 1939-66* (Bulletin 1532), pp. 6-8, and *Wage Chronology: Chrysler Corp., 1939-66* (Bulletin 1515), pp. 4-7.

More specific goals for the forthcoming negotiations were formally outlined at the union's traditional Special Collective Bargaining Convention, on April 20-22, 1967. UAW contracts with the "Big Three" (Ford, General Motors, and Chrysler) were scheduled to expire September 6, 1967, and the contract with American Motors, on October 16.

The collective bargaining resolution, which received near-unanimous approval of the some 3,000 delegates, contained wide-ranging goals, among which were: Substantial wage and salary increases; a guaranteed annual wage; wage parity for Canadian workers in the automobile industry; additional wage increases for skilled workers; improved cost-of-living escalator and improvement factor clauses, as well as extension of escalator and improvement factor provisions to retired employees; a profit-sharing plan; improved vacation time and service requirements, plus a vacation bonus; additional paid holidays and other reductions in work time; liberalized bereavement, jury duty, and witness pay; improvements in the pension and supplemental unemployment benefit plans; liberalized health care, including company payment of the \$3 monthly premium for Part B of Medicare, payments for drug expenses, dental care, optical services and physicians office and home services, and establishment of a national hospital-medical-surgical plan providing uniform benefits for all workers; group automobile insurance; improvements in life and disability insurance; restrictions on subcontracting, with the union given the right to strike over the issue; improvements in the moving allowance and in separation pay; and establishment of a scholarship fund and improvements in the tuition refund program.

Negotiations between the UAW and Ford began on July 11 with the beginning of the presentation of the union's proposals, which were similar to those presented to General Motors beginning the day before and to Chrysler beginning the following day. Negotiations at American Motors began on July 13. One of the union's major objectives was to provide for a guaranteed annual wage for all workers in the bargaining unit. This objective received much publicity, although it was not new to collective bargaining in the industry. (The SUB program was instituted in 1955 as a step toward a guaranteed annual wage, the union's major objective in negotiations that year.)

Little, if any, progress was made toward a settlement over the next several weeks. Union proposals were rejected, but counter proposals by the companies were not made until August 29.

Economic proposals by the "Big Three" were similar. The wage-fringe packages offered were estimated by company officials to cost 55 to 60 cents an hour over 3 years, and included: A 13-cent-an-hour general wage

increase for the first year, with additional increases for skilled workers, and 2.8-percent wage increases in both 1968 and 1969; an increase in pensions to \$5.25 a month from \$4.25 for each year of service; an increase in income guarantees for those working short weeks; and a limit on cost-of-living escalator adjustments. The union rejected the proposals as inadequate.

On September 1, the UAW announced that Ford was selected as the "target" with which it would attempt to negotiate the pattern contract for the industry, and that the company would be struck at midnight, September 6, if agreement could not be reached. General Motors and Chrysler would not be struck initially. Production there would continue while the union concentrated its efforts on achieving a settlement at Ford.

A last-day proposal by the union to submit economic issues to binding arbitration was rejected by the company. Ford termed the proposal as unacceptable because it provided for any award to be based on the company's productivity gains and profit.

When the contract expired, a strike by approximately 160,000 workers at midnight on September 6 closed about 100 Ford plants and facilities in 25 States.

The positions of both parties remained firm during the first month of the strike. On October 8, at a special union convention, delegates voted to increase membership dues by \$20 a month to insure financial support for striking workers. After the convention, for the first time since negotiations began, there was some evidence of serious bargaining on the part of both sides when a 24-hour news blackout was announced on October 10.

After several marathon bargaining sessions, agreement on a 3-year contract was reached on October 22. Ratification by both the skilled trades and production workers occurred on October 24 and 25. Although the 49-day strike had ended officially, fewer than half of the workers immediately returned to work because of unresolved local disputes at 33 of the 101 Ford bargaining units. Near-normal production was delayed by negotiations on local issues until November 6, when all but three assembly lines were again in operation.

The 3-year master agreement provided, effective October 25, a 20-cent-an-hour general wage increase, an additional 30-cent increase to skilled trades employees, and provision for an average of 0.2 cent to 0.4 cent an hour to correct wage inequities. A 3-year percent general wage increase (ranging from 9.5 to 17 cents an hour) was effective November 25, 1968, and an additional 3 percent (ranging from 9.5 to 17.5 cents) became effective November 24, 1969. Eighteen of the 23-cent cost-of-living allowance was incorporated into base rates, and the escalator clause was changed to provide annual,

instead of quarterly, reviews of cost-of-living allowances; the first review was deferred until 1968. In a separate letter, the 1967 settlement also provided that any hourly increases which would have been payable under an extension of the escalator clause in the 1964 agreement, which were in excess of increases provided under the escalator clause in the 1967 contract, would be available, effective September 15, 1970, to be spent for wages or other benefits for employees as may be agreed upon by the parties and provided in the agreement next succeeding the 1967 contract. The contract provided for an improved supplemental unemployment benefits plan, which established guarantees on SUB credit units (guaranteed annual income credits) each year, effective December 1, 1968. Under this program, an employee who had 7 years or more of seniority was assured 52 weeks of SUB credit units each year if he was on the active employment rolls as of each December 1. Workers who had less seniority received guarantees on a graduated scale. Short workweek benefits were increased, and substantial improvements were made in the pension plan, including the institution of a system of benefit rates varying with job classification rates, and significant improvements were made in benefits for workers already retired. The agreement also provided for improved pensions and fully paid hospital-surgical-medical benefits for the surviving spouse of a retired worker. A \$3 per month special age 65 benefit was provided for retirees' Medicare Part B payments. A national program providing uniform hospital-surgical-medical benefits at all company facilities was established, effective November 1, 1968, and a prescription drug plan was initiated on October 1, 1969. Two additional holidays were provided, and improvements were made in vacation eligibility requirements and vacation pay, and in group insurance, including life, disability, sickness and accident, and transition and bridge survivor income benefits. Improvements also were made in premium pay for weekend work for workers on continuous operations, moving allowance, and jury duty, bereavement, and relief-time pay. An extended disability benefit plan was added and the contingent distribution account, which was established in 1964, was discontinued. The agreement also guaranteed that no union member would be laid off as a direct and immediate result of the contracting out of work to be done in any Ford facility.

The contract, which set the pattern for negotiations with General Motors and Chrysler and for contracts in the automotive parts, farm and construction equipment, and aerospace industries, was to remain in force through September 14, 1970; no provisions were made for reopening.

A 3-year agreement covering approximately 161,000 workers was reached by the Ford Motor Co. and the Auto Workers (UAW) on December 7, 1970. The pact followed terms of the pattern settlement reached on November 11 at General Motors Corp.,¹¹ where workers had been on strike since their agreement expired on September 14. The contract at Ford expired on that date also, but workers remained on the job without a contract. The union membership overwhelmingly approved the Ford pact according to a vote-tally released December 15.

Bargaining in the auto industry had begun in mid-July when the union's proposals were submitted to members of the "Big Three"—General Motors, Ford, and Chrysler Corp. The key demands included substantial wage increases, immediate application to basic wage rates of the "overage" amount that would have been payable under the 1967 pact had there been no ceiling on cost-of-living adjustments, revision of the escalator clause to provide unlimited quarterly adjustments based on an updated relationship between the average wage and the Consumer Price Index, improved pensions for present and future retirees including the "30-and-out" concept allowing retirement at \$500 a month after 30 years of service at any age, an improved survivor benefit program, liberalized holidays and vacations (including a vacation bonus), an improved SUB plan, and improved health and accident benefits, including a dental insurance program.

On September 1, the "Big Three" responded with their initial and substantially identical offers, which included a first-year wage increase of 7.5 percent ranging from 26 to 44 cents an hour (including the 26-cent "overage") and two deferred increases ranging from 8.5 to 20 cents an hour; a \$1.25 a month per year of service increase in basic pension rates, and \$500 a month for retirement at age 60 after 30 years of service; a provision that employees share future increases in health insurance costs; and improved SUB financing. The union rejected the offers by stating that the initial wage increase consisted mainly of the "catch-up" money due workers under the 1967 agreement; the offers still contained a ceiling on cost-of-living adjustments; pension improvements did not provide for the "30-and-out" retirement, although the companies had moved in that direction;

¹¹ The contract was approved by the UAW's General Motors Council on November 12, and subsequently was ratified by the union membership according to a tally released on November 20. Some production had resumed on November 23 and by December 15 all but 7 of the firm's 155 bargaining units had settled on local issues. Only two of these units were still on strike.

and that it was dissatisfied with the proposed financing of the health insurance plan.

On September 2, leaders of the UAW chose General Motors and Chrysler as "twin-targets" to achieve pattern-setting contracts.¹² Chrysler later was dropped as a target company following an impasse in bargaining. Efforts were concentrated on achieving a settlement at General Motors, and little progress was made in negotiations on the national level at Ford. At the onset of the General Motors strike, at midnight on September 14, bargaining was suspended at Ford. However, workers remained on the job without a contract after the company refused an extension.

Although progress was slow on the national level at Ford, by September 14, disputes at 25 of its 99 plants had been resolved and progress was made towards settling a number of other local disputes. The importance of local bargaining is evidenced by the fact that in 1967, when Ford was struck over national issues, production was not resumed until 2 weeks after the national settlement because of unsettled local issues at key plants. In many units, union locals consider local negotiations to be as important as national negotiations because local agreements generally deal directly with day-to-day issues.

After the November 11 settlement at General Motors, the union announced a strike deadline of December 7 at Ford; negotiations were resumed on November 23 following ratification of the General Motors contract. Leonard Woodcock, the UAW's President, had said that he did not expect any strikes over national issues at Ford, and Henry Ford II, Chairman of the company, said that the company would probably follow terms of the General Motors settlement "almost 100 percent."

Settlement was reached on December 7. The last issue to be resolved was the effective date of the initial wage increase. Under the 1967 agreement, 26 cents in cost-of-living adjustments (the amount workers would have received under the 3-year agreement if increases had not been subject to a 16-cent ceiling over the term) would be payable as of September 15, 1970—the day after the 1967 pact was terminated. The union contended that the initial wage increase negotiated under the new agreement, ranging from 20.5 to 32 cents an hour, also should be retroactive to September 15, while Ford proposed that it be effective after contract ratification. A compromise date of November 2 was agreed upon for the first-year wage increase and for incorporation of 16 of the 21-cent accumulated cost-of-living allowance into base rates, as well as for incorporation of the 26-cent adjustment effective September 15.

¹² This year was the first since 1945 that General Motors had been selected as a target company.

In addition, two deferred improvement factor increases ranging from 9.5 to 21 cents an hour were to be effective in 1971 and 1972 and the cost-of-living escalator clause was revised to provide no-ceiling quarterly adjustments beginning December 6, 1971, of 1 cent per hour for each 0.4-point increase in consecutive 3-month averages of the Bureau of Labor Statistics Consumer Price Index. A wage inequity fund of 0.5 cent per hour was also provided for.

Holidays were revised to provide an unbroken holiday period from the day before Christmas through New Year's Day. This resulted in 7 workdays off with pay in the period which began in 1970 and 6 workdays off with pay in the periods beginning in 1971 and 1972. Additional holidays were provided in 1971 and 1972—Sunday, December 12, 1971 and Sunday, December 17, 1972 (a day's pay was provided in lieu of a day off for each of these 2 days). In addition, Easter Monday was eliminated as a holiday. The net effect of the holiday revisions was an increase in paid holidays to 12 (or 11 workdays off with 12 days' pay for the last 2 contract years). Provisions also were made for a fifth week of vacation or paid absence allowance for 20-year employees beginning in December 1971; improved jury-duty, bereavement, and short-term military-duty pay; increased relief time; an improved tuition refund program; and increased moving allowances.

A number of insurance plan changes resulted from the talks, including the addition of 3 brackets of benefits to the group life and disability insurance schedule for employees in the higher wage brackets and the deletion of the lowest previous bracket. Accident and sickness benefits were not to be reduced after April 1, 1971, for primary social security disability insurance benefits receivable for the same period for employees at work on or after December 21, 1970. Transition and Bridge Survivors Income Benefits both were increased to \$175 a month and the latter was liberalized to allow a surviving spouse age 48 (was 50) at the time of death to receive the benefit. The benefit period for hospital confinement was not to be reduced because of care in an approved nursing home and the maximum duration of benefit periods for hospital or nursing home care or medical benefits was to be renewable 60 days after discharge (was 90 days). The number of days of hospital care and in-hospital medical care for tuberculosis and nervous and mental conditions were liberalized. The plan also provided for payment of \$15 for the initial treatment of medical emergencies, improved physical therapy provisions, hemodialysis (kidney machine utilization) in hospital outpatient departments and in the home under certain conditions, surgical correction of birth defects regardless of age, psychological testing up to \$50 per year without co-payment, and medically necessary

sterilization. Insurance eligibility provisions were liberalized to allow immediate coverage of principally supported children and extension of the hospital-surgical-medical-drug program to returning servicemen who had insufficient seniority and were laid off, and the drug plan was extended to retirees, surviving spouses, and sponsored dependents.

A number of other insurance program modifications also resulted from the negotiations. The following were among the more significant: Accident and sickness, extended disability, and hospital-surgical-medical-drug insurance coverages in certain cases became effective later and terminated earlier than under the previous agreement; accident and sickness benefits would no longer be payable when an employee was also eligible for holiday pay; accident and sickness benefits would be paid on a time-for-time basis up to a maximum of 52 weeks for certain employees hired or rehired on or after April 1, 1971; and a coordination of benefits provision was to be included in the National Account Plan.

The pension plan increased the normal benefit, effective April 1, 1971, \$1 a month per year of credited service for retirement before September 15, 1970 and \$1.75 per year of service for retirement on or after that date. Other types of pensions were increased accordingly. The special age-65 benefit for retirees was increased to \$5.30 and the survivor income benefit was improved to allow a retiree who elected the survivor's option to receive an unreduced pension if his spouse died first or a divorce was obtained, subject to specified conditions. Effective October 1, 1971, the "30-and-out" concept was put into effect by means of a supplemental allowance (payable to age 65) which when added to early or disability retirement benefits, would allow an employee to retire after 30 years of service at \$500 a month if he was at least age 58 (reduced to age 56 effective October 1, 1972) with a reduction to \$450 at age 62. An employee with 30 years of service or more could retire at an earlier age (no minimum) with an 8-percent reduction in the benefit for each year he was below age 58 (age 56 effective Oct. 1, 1972) and with the resulting amount further reduced by 10 percent at age 62. (The 8-percent reduction did not apply to employees who retired on disability pension or retired on early pension while on layoff for a specified period of time because of a plant closing or discontinuance of operations and suitable work could not be offered.) At age 65, the benefit for an employee on early retirement with 30 years of service or more was to be changed based on the rate for his benefit class code, reduced by 4 percent for each year he was under age 62 at retirement.

To maintain maximum funding, the company increased its range of contributions to the Supplemental Unemployment Benefit Plan to 5 to 10 cents an hour

(from 5 to 7 cents), depending on a percentage relationship of the value of the assets of the fund to maximum funding. The larger of 20 percent or \$10 (previously \$10) of earnings from another employer was to be disregarded when an employee's weekly benefit was computed.

The contract was scheduled to remain in force through September 14, 1973; no provisions were made for reopening. The following tables, except for possible cost-of-living adjustments, bring the Ford chronology up to date through the expiration date of the contract.

Table 1. General wage changes¹

Effective date	Provisions	Applications, exceptions, and other related matters
June 20, 1941 (by agreement of June 20, 1941).	Classification increases averaging approximately 19 cents an hour.	Contract provided that company pay rates "in the several classifications at least as high as those paid by the major competitor . . . in its respective industry." ²
June 25, 1942 (by directive order of NWLB, Oct. 16, 1942).	.....	10-cents-an-hour increase to skilled tool and die makers and patternmakers.
June 25, 1942 (by directive order of NWLB, Oct. 24, 1942).	.....	6-cents-an-hour increase to skilled machine repairmen, machinists, millwrights, and electricians; maximum of rate spreads increased 5 cents for skilled and semiskilled maintenance, powerhouse, and construction workers.
Jan. 5, 1946 (by agreement of Feb. 26, 1946).	18-cents-an-hour increase.	
May 31, 1947 (by agreement of Aug. 21, 1947).	11½-cents-an-hour increase.	Additional increase of 5 cents an hour to skilled maintenance workers, construction workers, jobbing molders in jobbing foundry, and coremakers.
July 16, 1948 (by agreement of July 29, 1948).	13-cents-an-hour increase.	
Sept. 1, 1950 (by agreement of Sept. 4, 1950).	8-cents-an-hour increase.	Increase designated as cost-of-living allowance to be adjusted up or down every 3 months in accordance with changes in Bureau of Labor Statistics Consumers' Price Index. ³ Agreement also provided for increases of 4 cents an hour effective each June 1 from 1951 through 1954 as an "annual improvement factor."
		Additional increases of 5 to 28 cents an hour to production foundry workers and specified skilled classifications.
		5-cents-an-hour bonus for hours worked at straight-time rate to employees on 40-hour rotating schedules on necessary continuous 7-day operations; not included in computing overtime, Sunday, holiday afternoon, night, incentive, or vacation pay.
Dec. 4, 1950 ⁴	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 5, 1951 ⁵	5-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1951	4-cents-an-hour increase.	Annual improvement factor adjustment.
June 4, 1951	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 3, 1951	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 3, 1951	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 3, 1952	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1952	4-cents-an-hour increase.	Annual improvement factor adjustment.
June 2, 1952	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
Sept. 1, 1952	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 1, 1952	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
Apr. 13, 1953	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
		Adjustment made on this date because of late release of "Old Series" CPI.
June 1, 1953 (by agreement of May 25, 1953).	5-cents-an-hour increase.	The new agreement increased the annual improvement factor adjustment by 1 cent an hour.
June 1, 1953 (by agreement of above date).	No change in cost-of-living allowance.	The new agreement incorporated 19 of the previous 24 cents cost-of-living allowance into the basic wage structure and provided for quarterly adjustments of the cost-of-living allowance in accordance with the movement of the CPI (Revised Series). If the CPI falls below 110.9, the cost-of-living allowance will be 0. ⁶ Skilled occupations (except patternmakers and die sinkers) received an additional 10 cents an hour, and patternmakers and die sinkers received 20 cents additional.
Sept. 7, 1953	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 7, 1953	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 1, 1954	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
June 1, 1954	5-cents-an-hour increase.	Annual improvement factor adjustment.
June 7, 1954	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
Sept. 6, 1954	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

Table 1. General wage changes¹— continued

Effective date	Provisions	Applications, exceptions, and other related matters
Dec. 6, 1954	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
Mar. 7, 1955	No change.	Quarterly review of cost-of-living allowance.
June 1, 1955 (by agreement dated June 8, 1955).	6-cents-an-hour increase or 2½ percent of base rate, whichever was greater. ⁷ (Estimated average of 6.1 cents.) ⁸	New amount designated as annual improvement factor. Similar adjustments to be effective June 1 of 1956 and 1957.
June 1, 1955 (by agreement date June 8, 1955, and supplemental agreement of same date).	.....	Additional increases ⁹ of: 8 cents an hour to automobile mechanics, experimental parts painters, and all skilled classifications except apprentices in the tool and die, maintenance, construction, and powerhouse groups; 5 cents an hour to apprentices in the tool and die, maintenance, construction, and powerhouse groups; 10 cents an hour (added to the 8 cents an hour for all skilled classifications) to pattern-makers (wood and metal); wood pattern and model makers; at Canton Forge plant, upset operators and forge press operators; and contingent upon agreement on other issues, crane operators in designated transportation departments. Contingent upon agreement on other issues, adjustments of base rates at the Green Island, Cincinnati, and Buffalo Stamping plants and a 10-cents-an-hour increase to specified transportation classifications.
June 6, 1955 (by agreement dated June 8, 1955).	No change.	Quarterly review of cost-of-living allowance. The new agreement provided for quarterly adjustments in the cost-of-living allowance for each 0.5-point change in the BLS Consumer Price Index above an Index of 114.2 (the lower limit of the existing 6-cent allowance); changes below this level would take place at the rate the allowance accumulated under previous escalation provisions. If the CPI fell below 110.9, the cost-of-living allowance would be 0. ¹⁰
Sept. 5, 1955	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 5, 1955	No change.	Quarterly review of cost-of-living allowance.
Mar. 5, 1956	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
June 1, 1956 (agreement dated June 8, 1955).	6 cents an hour or 2½ percent of base rate, whichever was greater. (Estimated average of 6.1 cents.) ⁸	Quarterly adjustment of cost-of-living allowance. Annual improvement factor adjustment.
June 4, 1956	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 3, 1956	4-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 3, 1956	2-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 4, 1957	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1957 (agreement dated June 8, 1955).	6 cents an hour or 2½ percent of base rate, whichever was greater. (Estimated average of 6.1 cents.) ⁸	Annual improvement factor adjustment.
June 3, 1957	2-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 2, 1957	3-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 2, 1957	No change.	Quarterly review of cost-of-living allowance.
Mar. 3, 1958	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
July 1, 1958 (agreement dated Sept. 20, 1958).	6-cents-an-hour increase or 2½ percent of base rate whichever was greater. ¹¹ (Estimated average of 6.1 cents.) ⁸	Agreement maintained the improvement factor of the previous agreement and provided similar adjustments to be effective Aug. 1, 1959, and Sept. 1, 1960.
July 7, 1958 (agreement dated Sept. 20, 1958, and in accordance with schedule of agreement dated June 8, 1955).	2-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 1, (skilled trades supplemental agreement dated Sept. 20, 1958).	.....	Additional increases ¹² of: 8 cents an hour to employees in all skilled classifications in the tool and die, maintenance, construction, and powerhouse groups. Smaller increases to apprentices in training prior to Sept. 1, 1958, ¹³ depending on number of shop hours worked while in training.

See footnotes at end of table.

Table 1. General wage changes¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
Sept. 1, 1958 (agreement dated Sept. 20, 1958).	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance. The new agreement incorporated 15 of the 24-cent cost-of-living allowance in effect on Aug. 31, 1958, into base hourly rates ¹⁴ and continued the cost-of-living escalator formula of the previous agreement. ¹⁵
Dec. 1, 1958	No change.	Quarterly review of cost-of-living allowance.
Mar. 2, 1959	No change.	Quarterly review of cost-of-living allowance.
June 1, 1959	No change.	Quarterly review of cost-of-living allowance.
Aug. 1, 1959 (agreement dated Sept. 20, 1958).	6-cent-an-hour increase or 2½ percent of base rate whichever was greater. ¹¹ (Estimated average of 6.3 cents. ⁸)	Improvement factor adjustment.
Sept. 7, 1959	2-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 7, 1959	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 7, 1960	No change.	Quarterly review of cost-of-living allowance.
June 6, 1960	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 1, 1960 (agreement dated Sept. 20, 1958).	6-cents-an-hour increase or 2½ percent of base rate, whichever was greater. (Actual increases ranged from 6 to 10 cents an hour; BLS estimated "Big 3" average, 6.2 cents.)	Improvement factor adjustment.
Sept. 5, 1960	No change.	Quarterly review of cost-of-living allowance.
Dec. 5, 1960	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 6, 1961	No change.	Quarterly review of cost-of-living allowance.
June 5, 1961	No change.	Quarterly review of cost-of-living allowance.
Sept. 4, 1961 (agreement dated Oct. 20, 1961).	No change.	The 1-cent-an-hour cost-of-living adjustment that would have been due was waived by the union.
	6-cents-an-hour increase or 2½ percent of base rates, whichever was greater, ¹⁶ minus 2 cents. (Actual increases ranged from 4 to 8 cents an hour; BLS estimated "Big Three" average, 4.4 cents. ¹⁷)	Agreement maintained the improvement factor of the previous agreement minus 2 cents in 1961, and provided adjustment to be effective on Sept. 3, 1962, and Sept. 2, 1963. ¹⁸
Oct. 2, 1961 (agreement dated Oct. 20, 1961).		Waiver of 2 cents of annual improvement factor increase and 1 cent due under Sept. 4, 1961, cost-of-living review was in consideration of, but did not fully offset, improved pension benefits and company's assumption of full cost of improved hospital-medical care for employees and eligible dependents ¹⁹ and one-half cost of hospital-medical care for retired employees and dependents.
		The agreement incorporated 12 cents of the 17-cent cost-of-living allowance in effect on Oct. 1, 1961, into base hourly rates, ²⁰ and continued the cost-of-living escalator formula of the previous agreement. ²¹
Dec. 4, 1961	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 5, 1962	No change.	Quarterly review of cost-of-living allowance.
June 4, 1962	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 3, 1962	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 3, 1962	6-cents-an-hour increase or 2½ percent of base rates, whichever was greater. ¹⁶ (Actual increases ranged from 6 to 10.5 cents an hour; BLS estimated "Big 3" average, 6.8 cents. ¹⁷)	Improvement factor adjustment.
Dec. 3, 1962	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 4, 1963	No change.	Quarterly review of cost-of-living allowance.
June 3, 1963	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 2, 1963	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 2, 1963	6-cents-an-hour increase or 2½ percent of base rates, whichever was greater. ¹⁶ (Actual increases ranged from 6 to 11 cents an hour; BLS estimated "Big 3" average, 7.0 cents. ¹⁷)	Improvement factor adjustment.

See footnotes at end of table.

Table 1. General wage changes¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
Dec. 2, 1963	No change.	Quarterly review of cost-of-living allowance.
Mar. 2, 1964	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1964	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 7, 1964 (agreement dated Nov. 23, 1964).	No change.	The company and union agreed to divert the 2-cent-an-hour cost-of-living adjustment that would have been due, and the 1964 annual improvement factor increase negotiated by the parties toward the cost of other economic benefit improvements. ²²
		Agreement provided for inequity adjustments amounting to 1 cent an hour when averaged over all employees in the bargaining unit.
		Agreement also: (1) Provided two deferred improvement factor increases effective Sept. 6, 1965, and Sept. 5, 1966; (2) incorporated 9 cents of the 14-cent cost-of-living allowance in effect on Sept. 6, 1964, into base hourly rates; ²⁰ (3) revised the cost-of-living escalator clause to provide quarterly adjustments of 1 cent an hour for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index (New Series, 1957-59=100) above 106.1. If the CPI fell below 106.5, the cost-of-living allowance would be 0. ²³
Dec. 7, 1964	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 1, 1965	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 7, 1965	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 6, 1965	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 6, 1965 (agreement dated Nov. 23, 1964).	6-cents-an-hour increase or 2½ percent of base rates, whichever was greater (increase ranged from 6 to 12 cents an hour; BLS estimated "Big Three" average, 7.4 cents).	Deferred improvement factor adjustment.
Dec. 6, 1965	No change.	Quarterly review of cost-of-living allowance.
Mar. 7, 1966	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 6, 1966	4-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 5, 1966	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 5, 1966 (agreement dated Nov. 23, 1964).	7-cents-an-hour increase or 2.8 percent of base rates, whichever was greater (increase ranged from 7 to 13.5 cents an hour), plus 2 cents an hour across the board; BLS estimated "Big Three" average, 10.5 cents.	Deferred improvement factor adjustment.
Dec. 5, 1966	3-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 6, 1967	No change.	Quarterly review of cost-of-living allowance.
June 5, 1967	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 25, 1967 (agreement of same date).	20-cents-an-hour increase.	Additional 30-cents-an-hour increase to skilled trades employees (BLS estimated "Big Three" average, 4.5 cents), and an average of 0.2-0.4 cent. per hour per worker was to be used for correction of wage inequities, to be allocated by joint union-management committees.
		Agreement also: (1) Provided two deferred improvement factor increases, effective Nov. 25, 1968, and Nov. 24, 1969; (2) incorporated 18 cents of the 23-cent cost-of-living allowance in effect on Oct. 24, 1967, into base hourly rates; ²⁰ (3) established flat rates for all classifications, except skilled trades, effective the first year. The maximum rate for each spread rate classification became the new job rate, and employees earning below the maximum were increased to that level; (4) established a uniform spread of 20 cents an hour, in 5-cent increments, between minimum and maximum rates for all skilled trades spread rate classifications, except leader. All employees, except changeover or upgrader, and leader, receive a rate of not less than the midpoint of the rate spread for their classification; and (5) revised the

See footnotes at end of table.

Table 1. General wage changes¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
Oct. 25, 1967 (agreement of same date) — continued		cost-of-living escalator formula to provide annual, instead of quarterly, adjustments in October 1968 and 1969 subject to stated maximums and minimums. The 1968 and 1969 adjustments were determined by comparing the average Consumer Price Index for May, June, and July of that year over the same 3 months in 1967. ²⁴ The established 5-cent allowance was in effect during the first year of the 1967 contract. During the second year, the allowance range was from a minimum of 8 cents to a maximum of 13 cents. During the third year, the allowance range was from a minimum of 11 cents to a maximum of 21 cents. In both the second and third years of the agreement the maximum allowance was paid. The third year table was offset by an additional 1 cent and an additional holiday, Easter Monday in 1970, was provided instead. In prior agreements the cost-of-living allowance was paid weekly. During the second and third year of the 1967 agreement, that portion of the allowance payable that was applicable to straight-time hours worked was paid quarterly in a separate check. In a separate company letter, dated Oct. 22, 1967, the 1967 settlement also provided that any hourly increases which would have been payable under an extension of the escalator clause in the 1964 agreement, which were in excess of increases provided under the escalator clause in the 1967 contract, would be available, effective Sept. 15, 1970, to be spent for wages or other benefits for employees as may be agreed upon by the parties and provided in the agreement next succeeding the 1967 contract.
Oct. 28, 1968 (agreement dated Oct. 25, 1967).	8-cents-an-hour increase.	Annual adjustment of cost-of-living allowance.
Nov. 25, 1968 (agreement dated Oct. 25, 1967).	3-percent increase, ranging from 9½ to 17 cents an hour ²⁵ (BLS estimated "Big Three" average, 10.9 cents).	Improvement factor adjustment.
Oct. 27, 1969 (agreement dated Oct. 25, 1967).	8-cents-an-hour increase.	Annual adjustment of cost-of-living allowance.
Nov. 24, 1969 (agreement dated Oct. 25, 1967).	3-percent increase, ranging from 9.5 to 17.5 cents an hour ²⁵ (BLS estimated "Big Three" average, 11.3 cents).	Improvement factor adjustment.
Sept. 15, 1970 (agreement dated Dec. 7, 1970).	26-cents-an-hour increase but not added to base rates until Nov. 2, 1970. ^{26 27}	Amount available under terms of a separate company letter dated Oct. 22, 1967, concerning the cost-of-living allowance. ²⁶
Nov. 2, 1970 (agreement dated Dec. 7, 1970).	Increase added to base rates ranging from 46.5 to 58 cents an hour (which included the 26-cent payment that was retroactive to Sept. 15, 1970 but not added to base rates until Nov. 2, 1970). ²⁸	Agreement also: (1) Provided two deferred improvement factor increases effective Nov. 22, 1971 and Nov. 20, 1972; (2) incorporated 16 cents of the 21-cent accumulated cost-of-living allowance into base rates effective Nov. 2, 1970; (3) revised the escalator formula to provide "no-ceiling" adjustments of 1 cent for each 0.4-point increase in the Bureau of Labor Statistics Consumer Price Index 1957-59=100 beginning Dec. 6, 1971, based on the 3-month average of the BLS-CPI for August, September, and October 1971, and quarterly adjustments beginning in March 1972 (through June 1973), based respectively on the 3-month averages of the Indexes for November and December 1971 and January 1972 and averages for 3-calendar-month periods thereafter; ²⁹ (4) provided that other-than-skilled trades employees hired or rehired on or after Nov. 2, 1970 were to receive hiring rate 20 cents below job rate for first 4 weeks and then 10 cents below job rate until regular rate was reached after 8 weeks; and

See footnotes at end of table.

Table 1. General wage changes¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
Nov. 2, 1970 (agreement dated Dec. 7, 1970). continued.		(5) established a wage inequity fund of 0.5 cent per hour per employee to correct inequities based on claims submitted before Aug. 14, 1970, with adjustments to be effective Nov. 22, 1971, before application of the improvement factor increase.
Nov. 22, 1971 (agreement dated Dec. 7, 1970).	Increases ranging from 9.5 to 21 cents an hour. ³⁰	Improvement factor increase. This increase was based on base rates before Nov. 22, 1971 plus inequity adjustment increases effective Nov. 22, 1971 for selected occupations amounting to 0.5 cent per hour when averaged over all employees in bargaining unit.
Dec. 6, 1971	14-cents-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for August, September, and October 1971. ²⁹
Mar. 1972, first full pay period in month.	2-cents-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for November and December 1971 and January 1972. ²⁹
June 1972, first full pay period in month.	3-cents-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for February, March, and April 1972. ²⁹
Sept. 1972, first full pay period in month.	3-cents-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for May, June, and July 1972. ²⁹
Nov. 20, 1972 (agreement dated Dec. 7, 1970).	Increases ranging from 9.5 to 21 cents an hour. ³⁰	Improvement factor increase.
Dec. 1972, first full pay period in month.	3-cents-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for August, September, and October 1972. ²⁹
Mar. 1973, first full pay period in month.	3-cents-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for November and December 1972 and January 1973. ²⁹
June 1973, first full pay period in month.	7-cents-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for February, March, and April 1973. ²⁹

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

The general changes listed in this chronology were the major changes affecting wage rates during the period covered. Because of omission of nongeneral changes in rates and other factors, the total of the general wage changes will not necessarily coincide with the movement of straight-time average hourly earnings.

² Industries specified were: Auto, cement, glass, steel, and tires.

³ For details of cost-of-living provision, see *Wage Chronology: General Motors Corp., 1939-66* (BLS Bulletin 1532), or "Wage Chronology No. 9—General Motors Corp., 1939-49," *Monthly Labor Review*, September 1949.

⁴ The parties agreed to add 1.3 points to the Bureau of Labor Statistics Consumers Price Index in computing the cost-of-living allowance to compensate for the understatement of the index's rent component. The increase from the 0.8-point adjustment previously used was made on the basis of a new and more precise estimate issued by BLS.

⁵ On Mar. 3, 1951, the parties agreed to reinstate the 0.8 adjustment in computing the cost-of-living allowance.

⁶ The new agreement provided that future cost-of-living adjustments be based on the Revised Series Consumer Price Index (1947-49=100) as follows:

Consumer Price Index	Cost-of-living allowance (cents per hour)
110.8 or less	None
110.9 to 111.5	1
111.6 to 112.1	2
112.2 to 112.8	3
112.9 to 113.5	4
113.6 to 114.1	5
114.2 to 114.7	6
114.8 to 115.3	7
and so forth, with a 1-cent change for each 0.6-point change in the index.	

⁷ The annual improvement factor and other increases were not included in the base rates used for calculating incentive pay at the Steel Division.

⁸ This and other averages in this table estimated by the Bureau of Labor Statistics.

⁹ These amounted to an estimated increase of about 1.3 cents averaged over all employees of the company represented by the union.

¹⁰ The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

Consumer Price Index	Cost-of-living allowance (cents per hour)
110.8 or less	None
110.9 to 111.5	1
111.6 to 112.1	2
112.2 to 112.8	3
112.9 to 113.5	4
113.6 to 114.1	5
114.2 to 114.6	6
114.7 to 115.1	7
115.2 to 115.6	8

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

¹¹ Improvement factor and cost-of-living increases were payable to incentive workers but not included in their base rates used in incentive pay calculations.

¹² These amounted to an estimated increase of 1.4 cents averaged over all employees of the company represented by the union.

¹³ Effective Sept. 1, 1958, new apprentices to be paid an hourly rate plus a percentage of the maximum journeyman's rate, depending on number of hours worked in the shop.

¹⁴ Except base rates used in incentive pay calculations.

¹⁵ The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

Consumer Price Index	Cost-of-living allowance (cents per hour)
119.1 or less	None
119.2 to 119.6	1
119.7 to 120.1	2
120.2 to 120.6	3
120.7 to 121.1	4
121.2 to 121.6	5
121.7 to 122.1	6
122.2 to 122.6	7
122.7 to 123.1	8
123.2 to 123.6	9
123.7 to 124.1	10
124.2 to 124.6	11
124.7 to 125.1	12
125.2 to 125.6	13
125.7 to 126.1	14
126.2 to 126.6	15

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

As in the previous agreements, the cost-of-living adjustments were to be based on the BLS Consumer Price Index for the months of January, April, July, and October.

¹⁶ The 2½-percent increase (minus 2 cents in 1961) applied to straight-time hourly rates, excluding the cost-of-living allowance in effect and shift premiums, as follows:

Straight-time hourly wage rate	Hourly annual improvement factor increase in cents—	
	1961	1962 and 1963
Less than \$2.50	4.0	6.0
\$2.50 but less than \$2.70	4.5	6.5
\$2.70 but less than \$2.90	5.0	7.0
\$2.90 but less than \$3.10	5.5	7.5
\$3.10 but less than \$3.30	6.0	8.0
\$3.30 but less than \$3.50	6.5	8.5
\$3.50 but less than \$3.70	7.0	9.0
\$3.70 but less than \$3.90	7.5	9.5
\$3.90 but less than \$4.10	8.0	10.0
\$4.10 but less than \$4.30	8.5	10.5
\$4.30 but less than \$4.50	9.0	11.0
\$4.50 but less than \$4.70	9.5	11.5
\$4.70 but less than \$4.90	10.0	12.0

¹⁷ The average increase for the "Big 3" is the Bureau of Labor Statistics estimate of the cents-per-hour increase for production workers employed by General Motors, Ford, and Chrysler.

18 The annual improvement factor increases due Sept. 3, 1962, and Sept. 2, 1963, were to be reduced by 25 percent of the increase in average monthly insurance base premiums above the January 1962 average base premium. This was to be done after the January base was adjusted for the increase in premiums between Jan. 1, 1962, and July 31, 1962, resulting from improvements in plans outside of Michigan. However, since the 2 cents of the first year's annual improvement factor was used to offset a portion of the cost of this insurance, which could not be effective immediately, the company waived the employees' share of the increased cost for the duration of the agreement.

19 Assumption of this cost item by the company is estimated to have increased employees' take-home pay by approximately 6.5 cents an hour.

20 Also applicable to base rates used in incentive pay calculations.

21 The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

Consumer Price Index (1947-49=100)	Hourly cost-of-living allowance (in cents)
125.6 or less	None
125.7 to 126.1	1
126.2 to 126.6	2
126.7 to 127.1	3
127.2 to 127.6	4
127.7 to 128.1	5
128.2 to 128.6	6
128.7 to 129.1	7
129.2 to 129.6	8
129.7 to 130.1	9
130.2 to 130.6	10
130.7 to 131.1	11
131.2 to 131.6	12
131.7 to 132.1	13
132.2 to 132.6	14
132.7 to 133.1	15
and so forth, with a 1-cent adjustment for each 0.5-point increase in the index.	

As in previous agreements, the cost-of-living review in December, March, June, and September was to be based on the BLS Consumer Price Index for the months of October, January, April, and July, respectively.

22 The employee's take-home pay was increased, however, as a result of the company's assumption of the worker's share of the premium for life, and sickness and accident insurance.

23 The agreement provided that future cost-of-living adjustments be determined according to the following table:

Consumer Price Index (1957-59=100)	Hourly cost-of-living allowance (in cents)
106.4 or less	None
106.5 to 106.8	1
106.9 to 107.2	2
107.3 to 107.6	3
107.7 to 108.0	4
108.1 to 108.4	5
108.5 to 108.8	6
108.9 to 109.2	7
109.3 to 109.6	8
109.7 to 110.0	9
110.1 to 110.4	10
and so forth with a 1-cent adjustment for each 0.4-point change in the index.	

As in previous agreements, cost-of-living reviews in December, March, June, and September were to be based on the Bureau of Labor Statistics Consumer Price Index for October, January, April, and July, respectively.

The parties converted the index range to a 1957-59 base by using the standard conversion factor (0.8149959).

The cost-of-living allowance currently in effect continued to be included in computing overtime, Sunday, holiday and shift premiums, and in determining call-in pay and pay for vacations and unworked holidays. The 1964 agreement provided that the cost-of-living allowance also would be included in computing jury duty and bereavement pay.

²⁴ The agreement provided that future cost-of-living adjustments be determined according to the following tables:

Effective October 28, 1968:

3-month average Consumer Price Index (1957-59=100)	Hourly cost-of-living allowance (in cents)
117.5 or less	8
117.6 to 117.9	9
118.0 to 118.3	10
118.4 to 118.7	11
118.8 to 119.1	12
119.2 or more	13

Effective October 27, 1969:

3-month average Consumer Price Index (1957-59=100)	Hourly cost-of-living allowance (in cents)
118.7 or less	11
118.8 to 119.1	11*
119.2 to 119.5	12
119.6 to 119.9	13
120.0 to 120.3	14
120.4 to 120.7	15
120.8 to 121.1	16
121.2 to 121.5	17
121.6 to 121.9	18
122.0 to 122.3	19
122.4 to 122.7	20
122.8 or more	21

*1 cent to be applied toward establishment of
1 additional holiday in 1970.

The cost-of-living allowance in effect continued to be included in computing overtime and shift premiums, and in determining call-in pay and pay for vacations, unworked holidays, jury duty, and bereavement. The 1967 agreement provided that the cost-of-living allowance also would be included in computing pay for short-term military duty.

²⁵ The 3-percent increases, effective in 1968 and 1969, applied to straight-time hourly rates, excluding the cost-of-living allowance in effect and shift premiums, as follows:

Straight-time hourly wage rate	Hourly improvement factor increase (in cents)
Less than \$3.25	9.5
\$3.25 but less than \$3.42	10.0
\$3.42 but less than \$3.585 ...	10.5
\$3.585 but less than \$3.75 ...	11.0
\$3.75 but less than \$3.92	11.5
\$3.92 but less than \$4.085 ...	12.0
\$4.085 but less than \$4.25 ...	12.5
\$4.25 but less than \$4.42	13.0
\$4.42 but less than \$4.585 ...	13.5
\$4.585 but less than \$4.75 ...	14.0
\$4.75 but less than \$4.92	14.5
\$4.92 but less than \$5.085 ...	15.0
\$5.085 but less than \$5.25 ...	15.5
\$5.25 but less than \$5.42	16.0
\$5.42 but less than \$5.585 ...	16.5
\$5.585 but less than \$5.75 ...	17.0
\$5.75 but less than \$5.92	17.5

²⁶ See terms of letter under listing of October 25, 1967 contract terms in this table.

²⁷ From September 15, 1970 to November 2, 1970, the 26 cents was not to be taken into account for incentive pay calculations nor added to hourly base rates for insurance, retirement, or SUB plans.

²⁸ The increase, which included the 26 cents made retroactive to September 15, 1970 but not added to base rates until November 2, 1970, available under terms of the letter of agreement dated October 22, 1967, applied to base hourly rates (excluding cost-of-living allowance in effect and shift premiums) as follows:

Base rate before Nov. 2, 1970	Amount of increase (in cents)
Less than \$2.585	46.5
\$2.585 but less than \$2.75 . . .	47
\$2.75 but less than \$2.92 . . .	47.5
\$2.92 but less than \$3.085 . . .	48
\$3.085 but less than \$3.25 . . .	48.5
\$3.25 but less than \$3.42 . . .	49
\$3.42 but less than \$3.585 . . .	49.5
\$3.585 but less than \$3.75 . . .	50
\$3.75 but less than \$3.92 . . .	50.5
\$3.92 but less than \$4.085 . . .	51
\$4.085 but less than \$4.25 . . .	51.5
\$4.25 but less than \$4.42 . . .	52
\$4.42 but less than \$4.585 . . .	52.5
\$4.585 but less than \$4.75 . . .	53
\$4.75 but less than \$4.92 . . .	53.5
\$4.92 but less than \$5.085 . . .	54
\$5.085 but less than \$5.25 . . .	54.5
\$5.25 but less than \$5.42 . . .	55
\$5.42 but less than \$5.585 . . .	55.5
\$5.585 but less than \$5.75 . . .	56
\$5.75 but less than \$5.835 . . .	56.5
\$5.835 but less than \$5.90 . . .	57
\$5.90 but less than \$5.97 . . .	57.5
\$5.97 through \$6.03	58

²⁹ The agreement provided that cost-of-living adjustments effective December 6, 1971, and quarterly thereafter (beginning first full pay period in March 1972 up to June 1, 1973) be determined as follows:

3-month average Consumer Price Index* (1957-59=100)	Hourly cost-of-living allowance (in cents)
134.8 or less	None
134.9 to 135.2	1
135.3 to 135.6	2
135.7 to 136.0	3
136.1 to 136.4	4
136.5 to 136.8	5
136.9 to 137.2	6
137.3 to 137.6	7
137.7 to 138.0	8
138.1 to 138.4	9
138.5 to 138.8	10
138.9 to 139.2	11
139.3 to 139.6	12
139.7 to 140.0	13
140.1 to 140.4	14
140.5 to 140.8	15
140.9 to 141.2	16
141.3 to 141.6	17
141.7 to 142.0	18
142.1 to 142.4	19
142.5 to 142.8	20

and so forth, with a 1-cent adjustment for each 0.4-point change in the average Index (rounded to the nearest 0.1 Index point) for the appropriate 3 months.

*The cost-of-living review in December 1971 was to be based on the 3-month average of the Consumer Price Indexes for August, September, and October 1971, and quarterly reviews beginning in March 1972 were to be based on the 3-month averages of the Indexes for November and December 1971 and January 1972 and at 3 calendar month intervals thereafter, respectively.

³⁰ The 3-percent increases, effective in 1971 and 1972, applied to base hourly rates (excluding the cost-of-living allowance in effect and shift premiums) as follows:

Base rate before increase	Hourly improvement factor increase (in cents)
Less than \$3.25	9.5
\$3.25 but less than \$3.42	10
\$3.42 but less than \$3.585	10.5
\$3.585 but less than \$3.75	11
\$3.75 but less than \$3.92	11.5
\$3.92 but less than \$4.085	12
\$4.085 but less than \$4.25	12.5
\$4.25 but less than \$4.42	13
\$4.42 but less than \$4.585	13.5
\$4.585 but less than \$4.75	14
\$4.75 but less than \$4.92	14.5
\$4.92 but less than \$5.085	15
\$5.085 but less than \$5.25	15.5
\$5.25 but less than \$5.42	16
\$5.42 but less than \$5.585	16.5
\$5.585 but less than \$5.75	17
\$5.75 but less than \$5.92	17.5
\$5.92 but less than \$6.085	18
\$6.085 but less than \$6.25	18.5
\$6.25 but less than \$6.42	19
\$6.42 but less than \$6.585	19.5
\$6.585 but less than \$6.75	20
\$6.75 but less than \$6.92	20.5
\$6.92 through \$7.08	21

Table 2. Hourly job rates,¹ selected occupations, 1941-72²

Occupation	June 20, 1941	June 25, 1942	Jan. 5, 1946	May 31, 1947	July 16, 1948	Sept. 1, 1950	June 1, 1951	June 1, 1952	June 1, 1953 ⁴	June 1, 1954
Janitors ³	\$0.950	\$0.950	\$1.130	\$1.245	\$1.375	\$1.375	\$1.415	\$1.455	\$1.695	\$1.745
Assemblers, major ³	1.150	1.150	1.330	1.445	1.575	1.575	1.615	1.655	1.895	1.945
Pipefitters	1.350	1.400	1.580	1.745	1.875	1.925	1.965	2.005	2.345	2.395
Toolmakers	1.450	1.550	1.780	1.895	2.025	2.075	2.115	2.155	2.495	2.545
	June 1, 1955	June 1, 1956	June 1, 1957	Sept. 1, 1958 ⁵	Aug. 1, 1959	Sept. 1, 1960	Oct. 2, 1961 ⁶	Sept. 3, 1962	Sept. 2, 1963	Sept. 7, 1964 ⁷
Janitors ³	\$1.805	\$1.865	\$1.925	\$2.135	\$2.195	\$2.255	\$2.415	\$2.475	\$2.535	\$2.625
Assemblers, major ³	2.005	2.065	2.125	2.335	2.395	2.455	2.615	2.680	2.745	2.835
Pipefitters	2.535	2.600	2.665	2.960	3.035	3.110	3.290	3.370	3.455	3.545
Toolmakers	2.690	2.755	2.825	3.125	3.205	3.285	3.465	3.550	3.640	3.730
			Sept. 6, 1965	Sept. 5, 1966	Oct. 5, 1967 ⁸	Nov. 25, 1968	Nov. 24, 1969	Nov. 2, 1970 ⁹	Nov. 22, 1971	Nov. 20, 1972
Janitors ³			\$2.690	\$2.785	\$3.165	\$3.260	\$3.360	\$4.010	\$4.130	\$4.255
Assemblers, major ³			2.905	3.005	3.385	3.485	3.590	4.250	4.380	4.510
Pipefitters			3.635	3.755	4.435	4.570	4.705	5.395	5.555	5.720
Toolmakers			3.825	3.950	4.630	4.770	4.915	5.610	5.780	5.955

¹ The rates shown include only that portion of the cost-of-living allowance incorporated into base rates on stipulated dates. Except for assemblers (major) and janitors since October 25, 1967, which are flat rate classifications, rates shown are the maximum of the rate range for each occupation.

² These basic hourly rates generally apply to all of the company's plants.

³ All nonskilled workers have flat rates and are hired at 20 cents an hour (10 cents before Nov. 2, 1970) below this rate. They receive a 10-cent-an-hour (5 cents before Nov. 2, 1970) adjustment after 4 weeks and are increased to the job rate after 8 weeks.

⁴ The rates shown incorporate 19 cents of the existing 24-cent cost-of-living allowance into base rates.

⁵ The rates shown incorporate 15 cents of the existing 24-cent cost-of-living allowance into base rates.

⁶ The rates shown incorporate 12 cents of the existing 17-cent cost-of-living allowance into base rates.

⁷ The rates shown incorporate 9 cents of the existing 14-cent cost-of-living allowance into base rates.

⁸ The rates shown incorporate 18 cents of the existing 23-cent cost-of-living allowance into base rates.

⁹ The rates shown incorporate 16 cents of the existing 21-cent cost-of-living allowance into base rates as well as the 26 cents retroactive to Sept. 15, 1970, and added to base rates on Nov. 2, 1970, from the agreement dated Dec. 7, 1970. (See table 1.)

Table 3. Supplementary compensation practices¹

Effective date	Provisions	Applications, exceptions, and other related matters
Shift premium pay		
June 20, 1941	5 cents an hour premium pay for work on midnight and afternoon shifts.	Shifts defined as follows: Midnight, starting on or after 7 p.m. but before 5 a.m.; afternoon, starting on or after 10:30 a.m. but before 7 p.m.
July 16, 1948	Increased to: 10 cents an hour for midnight shift and 7 cents an hour for afternoon shift.	
Sept. 28, 1949 .....	.....
Jan. 1, 1951	Increased to: 7½ percent of earnings, including overtime premium pay, for work on midnight shift and 5 percent for afternoon shift.	Employees working under incentive plans continued to receive 7½ percent.
Sept. 1, 1958 (agreement dated Sept. 20, 1958).	Increased to: 10 percent of earnings, including overtime premium pay, for work on midnight shift.	
Overtime pay		
June 20, 1941	Time and one-half for work in excess of 8 hours a day or 40 a week.	
Premium pay for Saturday and Sunday work		
June 20, 1941	Time and one-half for Saturday work in excess of 40 hours. Double time for work on Sunday.	Employees on 7-day continuous operations working on Saturdays and Sundays received time and one-half only for time worked in excess of 8 hours a day and 40 a week.
Oct. 1, 1942 ² (by Executive Order 9240, Sept. 9, 1942).	Changed to: Time and one-half for work over 40 hours and double time for 7th day in any 7-day week.	Applicable to all employees including those on 7-day continuous operations. Time lost due to voluntary absence for a full day not counted for purpose of computing 7th day of work. Time lost due to involuntary absence for a full day counted for purpose of computing 7th day of work provided employee reported for work.
Sept. 23, 1945 (by letter of agreement dated Sept. 11, 1945).	Changed back to: Time and one-half for Saturday work in excess of 40 hours. Double time for work on Sunday.	Employees on 7-day continuous operations working on Saturdays and Sundays received time and one-half only for time worked in excess of 8 hours a day and 40 a week.
Sept. 1, 1950 (by agreement of Sept. 4, 1950).	.....	Employees on 40-hour rotating schedules on necessary continuous 7-day operations, whose occupations involved work on Saturdays, Sundays, or holidays without payment of overtime or Sunday premium, received 5-cent-an-hour bonus for hours worked at straight-time; not included in computing Sunday, holiday, afternoon, incentive, or vacation pay.
Sept. 1, 1958 (agreement dated Sept. 20, 1958).	Changed to: Time and one-half for Saturday work as such.	Not applicable to employees on 7-day continuous operations; in the Steel Division; or regularly scheduled to work on Saturday—their normal fifth day.
Oct. 30, 1961 (agreement dated Oct. 20, 1961).	.....	Added: Employees regularly scheduled to begin week's work at midnight on Tuesday, to receive time and one-half for shift work on Monday in lieu of the Saturday premium.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Premium pay for Saturday and Sunday work—continued</i>		
Nov. 23, 1964 (agreement of same date).	.....	Increased to: For employees on 40-hour rotating schedules on necessary continuous 7-day operations whose occupations involved work on Saturdays, Sundays, or holidays—10-cent-an-hour bonus for hours worked at straight-time; not included in computing overtime, Sunday, holiday, vacation, incentive, and afternoon- and night-shift pay. Added: For employees on necessary continuous 7-day operations and employees in the Steel Division—time and one-quarter paid for hours worked on Sunday that were not payable for overtime, time and one-half paid for hours on the 6th day worked, and double time for hours on the 7th day worked in the workweek. To figure the 6th and 7th day, a designated holiday for which an employee received holiday pay or on which he worked was considered a day worked.
Oct. 25, 1967 (agreement of same date).	.....	Changed to: For employees on 40-hour rotating schedules on necessary continuous 7-day operations whose occupations involved work on Saturdays, Sundays, or holidays, except Steel Division—time and one-half paid for hours worked on the employee's first or second regularly scheduled day off in the workweek, except that double time was paid for hours worked on the employee's second regularly scheduled day off if the employee worked on both of his regularly scheduled days off in the workweek.
<i>Holiday pay</i>		
June 20, 1941	Double time for work on 6 specified holidays. No payment for holidays not worked.	Holidays were: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas. Not applicable to employees on 7-day continuous operations.
Oct. 1, 1942 (by Executive Order 9240, Sept. 9, 1942).	Changed to: Time and one-half for work on holidays.	Applicable to employees on 7-day continuous operations.
Sept. 23, 1945 (by letter of agreement dated Sept. 11, 1945).	Changed back to double time.	Not applicable to employees on 7-day continuous operations who received no premium holiday pay.
Jan. 5, 1946 .....	.....	Employees on 7-day continuous operations paid time and one-half for work on holidays
May 31, 1947	6 paid holidays established for which employees with seniority ³ receive 8 hours' straight-time pay. Double time (total) for holidays worked.	Applicable to employees on 7-day continuous operations.
June 8, 1955	Added: 2 paid half holidays.	Half holidays were: Christmas Eve and New Year's Eve. If employee could not be spared without impairing efficiency of operations or if agreed to locally, the company could designate in advance some other day as a 7th holiday.
	Changed to: Double time plus holiday pay for holidays worked.	Not applicable to employees on 7-day continuous operations or in the Steel Division, who continued to receive double time for holidays worked. To be eligible for holiday pay, employee must have had seniority and— A. (1) otherwise have been scheduled to work on that day, except in the case of half holidays, and (2) have worked scheduled days before and after holiday; or B. (1) have been on sick leave and (2) returned to work in week in which holiday fell; or C. during holiday or prior week must have (1) been laid off in reduction of force or (2) gone on sick leave.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Holiday pay—continued</i>		
June 8, 1955 —continued		<p>Holiday pay provided for holidays falling on Saturday if employee worked last scheduled day in week. Holidays recognized by Federal or State Government falling on Sunday to be observed on Monday.</p> <p>Employee provided extra day's pay for holiday during vacation period.</p> <p>Holiday pay provided eligible employee on approved leave of absence of not more than 15 days.</p>
Oct. 30, 1961 (agreement dated Oct. 20, 1961).	.....	<p>Added: Holiday pay provided employee on layoff who returned to work following the holiday during week in which holiday fell.</p> <p>Holiday pay for incentive employees to include average hourly incentive earnings for preceding 4 pay periods.</p>
Nov. 23, 1964 (agreement of same date).	Added: 1 paid holiday and 2 paid half holidays (total 9).	<p>The full holiday was Good Friday, and existing paid half holidays on December 24 and 31 were increased to paid full holidays.</p> <p>Increased to: For employees on necessary continuous 7-day operations whose occupations involved work on holidays, and for employees in the Steel Division—double time and one-quarter for hours worked on any of the designated holidays, with no pyramiding of holiday pay and holiday premium.</p>
Oct. 25, 1967 (agreement of same date).	Added: 1 paid holiday (total 10), plus a possible 11th paid holiday in 1970 (as provided under the cost-of-living escalator formula described in table 1).	<p>The holiday was December 23 in 1968, December 26 in 1969, and January 2 in 1970.</p> <p>Increased to: For employees on necessary continuous 7-day operations whose occupations involved work on holidays, and for employees in the Steel Division—double time and one-half for hours worked on any of the designated holidays, with no pyramiding of holiday pay and holiday premium.</p>
Oct. 27, 1969 (agreement dated Oct. 25, 1967).	Added: 1 paid holiday (total 11) as provided under terms of the cost-of-living escalator formula.	<p>The holiday was Easter Monday, 1970.</p>
Dec. 21, 1970 (agreement dated Dec. 7, 1970).	Changed: Holidays were revised to provide an unbroken holiday period from the day before Christmas through New Year's Day. This resulted in 7 workdays off with pay in the Christmas holiday period which began in 1970 and 6 workdays off with pay in each of the periods beginning 1971 and 1972. An additional day of holiday pay (in lieu of a day off) was provided in both 1971 and 1972. In addition, Easter Monday was eliminated as a holiday. The net effect of the holiday revisions was an increase in the number of paid holidays to 12 (or 11 workdays off with 12 days' pay for the last 2 contract years).	<p>The holidays consisted of (1) 5 basic holidays—Good Friday, Memorial Day, 4th of July, Labor Day, and Thanksgiving Day and (2) a holiday period during the Christmas holiday season (plus additional days of holiday pay for Sunday, Dec. 12, 1971, and Sunday, Dec. 17, 1972) as follows:</p> <p>(a) 1st period—Dec. 24, 25, 28, 29, 30, and 31, 1970 and Jan. 1, 1971;</p> <p>(b) 2d period—Dec. 24, 27, 28, 29, 30 and 31, 1971; and</p> <p>(c) 3rd period—Dec. 25, 26, 27, 28, and 29, 1972 and Jan. 1, 1973.</p> <p>To be eligible for holiday pay for the holiday period, the employee must have worked last scheduled workday before and next scheduled workday after such holiday period. If for a week which included 1 or more holidays which fell after Dec. 23 but before following Jan. 2, an employee received supplement to his pay for such holiday by receiving an unemployment benefit or waiting period credit, to which he would not have been entitled if holiday pay had been treated as remuneration and qualifying income for unemployment compensation, a deduction of the lesser of the following amounts was to be made from employee's earnings from company: (a) Amounts equal to his holiday pay for week in question; or (b) amount equal to either the unemployment compensation paid or which would have been paid for each week in question if it had not been considered a waiting period.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Holiday pay—continued</i>		
Dec. 21, 1970 (agreement dated Dec. 7, 1970) — continued.		<p>Added: Employee could be called to work only in emergency on following days, which were not paid holidays (not applicable to those assigned to 7-day operations, steel operations, 5-day operation in support of a 7-day operation at Dearborn and Nashville glass works, and Sunday work which was part of No. 1 shift Monday):</p> <p>Sat.-Dec. 26, 1970 Sun.-Dec. 27, 1970 Sat.-Jan. 2, 1971 Sun.-Jan. 3, 1971 Sat.-Dec. 25, 1971 Sun.-Dec. 26, 1971 Sat.-Jan. 1, 1972 Sun.-Jan. 2, 1972 Sat.-Dec. 23, 1972 Sun.-Dec. 24, 1972 Sat.-Dec. 30, 1972 Sun.-Dec. 31, 1972</p> <p>If otherwise eligible, employee not disqualified for holiday pay if he declined work assignment on 1 or more of the above days.</p>
<i>Paid vacations</i>		
June 20, 1941	No provision for paid vacations.	
July 1, 1942 (by directive orders of NWLB, Oct. 16 and Nov. 20, 1942).	1-week vacation with 40 hours' pay at basic rates for employees with 1 but less than 5 years on the payroll and at least 1 year's seniority status; 2 weeks', or 80 hours' pay, with 5 or more years on the payroll and seniority status.	Employees not having received their vacation by last day of vacation period received pay in lieu of vacation.
Dec. 1, 1946 .....	.....	Employees required to be on payroll for at least 32 weeks in preceding year to be eligible for full vacation benefits. Half benefits paid to employees with 16 to 32 weeks' employment.
Dec. 1, 1947	Changed to: 1 week, or 40 hours' pay, for employees with 1 but less than 3 years' enrollment; 1½ weeks', or 60 hours' pay, for employees with 3 but less than 5 years; 2 weeks', or 80 hours' pay, for employees with 5 or more years. Employees must have 1, 3, and 5 years of seniority status, respectively.	
Dec. 1, 1949 .....	.....	New vacation eligibility date of June 1 added. Former eligibility date was December 1.
Dec. 1, 1950	Added: 3 weeks', or 120 hours' pay, for employees with 15 or more years on the payroll and seniority status.	
June 1, 1953 (by agreement dated May 25, 1953).	.....	Added: Employees automatically retired or retired because of disability prior to their next vacation eligibility date received one-twelfth of full vacation benefit for each full calendar month worked.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Paid vacations—continued</i>		
June 1, 1955 (by agreement dated June 8, 1955).	Added: 2½ weeks' or 100 hours' pay for employees with 10 but less than 15 years on the payroll and seniority status.	
Oct. 30, 1961 (agreement dated Oct. 20, 1961).	.....	Added: 1/12 of vacation pay for each full calendar month on active payroll provided employees who were laid off because of plant closing; retired, under normal or early plan provisions, prior to next vacation eligibility date; or laid off because of reduction in force and not recalled during following year.
Dec. 1, 1964 (agreement dated Nov. 23, 1964).	Changed to: 2 weeks' or 80 hours' pay at basic hourly rates, for employees with 1 but less than 3 years' enrollment; 2½ weeks' or 100 hours' pay, for 3 but less than 5 years'; 3 weeks' or 120 hours' pay, for 5 but less than 10 years'; 3½ weeks' or 140 hours' pay, for 10 but less than 15 years'; and 4 weeks' or 160 hours' pay, for 15 years or more. Employee must have 1, 3, 5, 10, and 15 years of seniority status, respectively.	Vacation pay for incentive workers to include average hourly incentive earnings for preceding 4 pay periods. Added: Employee eligible to use up to 1 week (40 hours) of his vacation in units of no less than one-half day periods (4 hours) with pay at his basic hourly rate for any of the following purposes: (1) Excused absences because of his illness for which he did not receive accident and sickness insurance benefits; (2) Absences excused by the company because of personal business; or (3) Additional scheduled vacation time immediately before or following his other vacation time.
		In effect and continued: To be eligible for full vacation benefits, employee was required to be on the active employment rolls of company at least 32 weeks in the year immediately before his vacation eligibility date, and also was required not to be absent from his regularly scheduled work more than 35 days during the same period, except for layoffs and time off because of a work injury or proven illness. Half benefits paid to an employee on the active employment rolls less than 32 weeks in the year immediately before his vacation eligibility date (except 16 to 31 weeks enrollment required for half benefits for employees on employment records 1 but less than 3 years).
		Changed: For an employee who, in the year immediately before his vacation eligibility date, was on the active employment rolls at least 32 weeks, but whose absences from regularly scheduled work (except for layoffs and time off because of a work injury or proven illness) aggregated more than 35 days, vacation benefits amounted to—1 week's or 40 hours' pay (previously no vacation benefits), for employees with 1 but less than 3 years' employment; 1½ weeks' or 60 hours' pay (previously ½ week's or 20 hours' pay), for 3 but less than 5 years; 2 weeks' or 80 hours' pay (previously 1 week's or 40 hours' pay), for 5 but less than 10 years; 2½ weeks' or 100 hours' pay (previously 1½ weeks' or 60 hours' pay), for 10 but less than 15 years; and 3 weeks' or 120 hours' pay (previously 2 weeks' or 80 hours' pay), for 15 years' or more employment.
Oct. 25, 1967 (agreement of same date).	Added: 1 week's or 40 hours' pay at basic hourly rates, for employees with less than 1 year of service.	Employees required to be on active employment rolls at least 16 weeks from hire date until first eligibility date, and absences from regularly scheduled work in this same period, except for layoffs and time off because of a work injury or proven illness, were not to total more than 17 days. Employees with less than 1 year's service and 8 but less than 16 weeks' active employment are eligible for ½ week of vacation with pay for 20 hours.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Paid vacations—continued</i>		
Oct. 25, 1967 (agreement of same date)—continued.		Added: For employees with 1 or more years of service, 1/12 of vacation pay for each full calendar month on active employment rolls was provided for employee upon entering the Armed Forces of the United States or upon his death. For employees with less than 1 year of service, 1/6 of vacation pay for each full calendar month on active employment rolls if employee was laid off because of reduction in force and not recalled during following year or, for employee hired after Dec. 1, 1967, was laid off because of plant closing, entered the Armed Forces of the United States, or died Benefits provided for deceased employees were to be paid to the estate, or if local law permitted, to the next of kin.
Dec. 21, 1970 (agreement dated Dec. 7, 1970).	.....	Changed: Employee with 1 but fewer than 5 years of service not entitled to vacation if on active employment rolls of company less than 32 weeks and absent more than 35 days during qualifying period.
Dec. 1, 1971 (agreement dated Dec. 7, 1970).	Added: 5 weeks' or 200 hours' pay for employees with 20 years of service or more.	
<i>Reporting time</i>		
June 20, 1941	Minimum of 2 hours' pay guaranteed to employees called to work or not properly notified of lack of work.	Reporting time not paid for in case of labor dispute or other conditions beyond management's control. Guarantee to include night or overtime premium when applicable.
Oct. 16, 1942 (by directive order of NWLB, Oct. 16, 1942).	Reporting time increased to 4 hours.	
<i>Jury-duty pay</i>		
Sept. 1, 1958 (agreement dated Sept. 20, 1958).	Employees with 1 or more years' seniority to receive \$5 for each day of jury duty on which they otherwise would have been scheduled to work.	Payment limited to 14 days in any calendar year. Employee to present satisfactory evidence of jury service.
Oct. 30, 1961 (agreement dated Oct. 20, 1961).	Changed to: Greater of \$10 or daily fee paid by court but, when added to court fee, not more than employee's straight-time daily earnings, including cost-of-living allowance but excluding premiums.	Payment limited to 60 days in any calendar year. Fee paid for each day employee reported for or served on jury.
Nov. 23, 1964 (agreement of same date).	Changed to: Payment equal to the difference between the daily jury-duty fee paid by the court (not including travel allowances or reimbursement of expenses) and the employee's regular straight-time hourly rate, excluding premiums ⁴ for the number of hours up to 8 that he otherwise would have been scheduled to work.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Jury-duty pay—continued</i>		
Dec. 21, 1970 (agreement dated Dec. 7, 1970).	Added: Employee interviewed or examined to determine his qualification for jury duty was paid as if he had performed jury duty.	Eliminated: Limit of 60 days per calendar year.
<i>Bereavement pay</i>		
Nov. 23, 1964 (agreement of same date).	Established: Up to 3 days' paid leave provided employee attending funeral of member of immediate family.	Paid leave limited to first 3 regularly scheduled workdays, excluding Saturday and Sunday (or, for 7-day operations, excluding regular days off), following death. Immediate family included current spouse, parents, parents of current spouse, children, brothers, and sisters.
Oct. 25, 1967 (agreement of same date).	.....	Added: Definition of immediate family included step-parents, stepparents of current spouse, stepchildren, stepbrothers, and stepsisters.
Dec. 21, 1970 (agreement dated Dec. 7, 1970).	.....	Changed: Requirement that employee attend funeral waived if body of a member of employee's immediate family was not buried because cause of death physically destroyed body or the body was donated to an accredited hospital or medical center for research purposes.
<i>Relief-time pay</i>		
Oct. 30, 1961 (agreement dated Oct. 20, 1961).	Established: Production employees provided 24 minutes paid relief time per shift.	Applicable to production workers on conveyor lines.
Feb. 22, 1965 (company letter dated Sept. 18, 1964).	Increased to: 36 minutes' paid relief time for production workers on conveyor lines and certain other operations where employee did not control work pace.	
Jan. 23, 1968 (agreement dated Oct. 25, 1967).	Increased to: 48 minutes' paid relief time for workers on assembly jobs in car, truck, and tractor assembly plants who previously had relief-time pay.	Additional relief shall not result in any employee receiving more than 80 minutes total relief per 8-hour shift.
Mar. 21, 1971 (agreement dated Dec. 7, 1970).	Increased to: 44 minutes for production workers on conveyor lines and certain other operations where employee did not control work pace.	Additional relief shall not result in any employee receiving more than 80 minutes total relief per 8-hour shift.
<i>Short-term military-duty pay</i>		
Oct. 25, 1967 (agreement of same date).	Established: Up to 10 days' paid leave provided employee with 1 or more years of service who was called to and performed short-term active duty of 30 days or less, including annual active duty for training, as a member of the U.S. Armed Forces Reserves or National Guard.	Payment was equal to the differences, if any, between employee's daily military earnings (including all allowances, except for rations, subsistence, and travel) and his regular straight-time hourly rate, excluding premiums, ⁴ for the number of hours up to 8 that he otherwise would have been scheduled to work. Payment made for each day partially or wholly spent in performing military duty. Employee required to give prior notice of military duty and also to furnish the company with a statement of his military pay while on such duty.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Short-term military-duty pay—continued</i>		
Dec. 21, 1970 (letter of agreement dated Dec. 7, 1970).	Added: Days of short-term duty resulting from local states of emergency or riot not charged against 10-day maximum.	
<i>Educational pay</i>		
Nov. 23, 1964 (company letter dated Oct. 1, 1964).	Established: Up to \$250 tuition per calendar year paid active seniority employees upon completion of a company approved course at an accredited educational or training institution. The courses were either to be job-related or for the worker's advancement within the company.	Courses were to be taken during nonworking hours
Dec. 21, 1970 (agreement dated Dec. 7, 1970).	Changed: Tuition refund program revised to provide active seniority employees: (1) \$500 maximum per calendar year for approved course taken at an accredited college or university or \$250 maximum per calendar year for approved course taken at an accredited secondary school or an approved business, trade, or vocational school; (2) refund of compulsory fees for an approved course; and (3) inclusion of courses qualifying eligible workers for apprentice training.	The courses were either to be job-related or for the worker's advancement within the company.
<i>Moving allowance</i>		
Sept. 1, 1961 (agreement dated Oct. 20, 1961).	Established: Transfer moving allowance of \$55 to \$215 for single employees and \$180 to \$580 for married employees, depending on distance between old and new plants, ⁵ provided workers (1) were transferred to plant 50 miles or more from former place of work, (2) changed permanent residence, (3) made application for allowance within 6 months of transfer, and (4) have not made application for separation payment.	Applicable to employees laid off because of transfer of operation and employed at the new plant with full seniority. Allowance to be reduced by any government payment for same purpose. Company cannot offset expense against contributions to SUB fund.
Jan. 1, 1962 (agreement dated Oct. 20, 1961).	Added: Layoff moving allowance for employee laid off as a result of discontinuance of operations who met first three requirements above and had 1 year of seniority.	Company can offset expense against contributions to SUB fund.
Jan. 1, 1968 (agreement dated Oct. 25, 1967).	Increased: Depending on distance between old and new plants, both transfer and layoff moving allowances—to from \$170 to \$370 for single employees and \$445 to \$795 for married employees. ⁶	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Moving allowance—continued</i>		
Dec. 21, 1970 (agreement dated Dec. 7, 1970).	Increased: Depending on distance between new and old plants, both transfer and layoff moving allowances—to from \$220 to \$475 for single employees and \$570 to \$1,020 for married employees. ⁷	
<i>Insurance benefits</i>		
June 20, 1941	Participation in purchase of life, sickness, accident, hospitalization, and surgical insurance. Major part of cost borne by employee ⁸	Not covered by union agreement.
Dec. 1, 1948 (by agreement of July 29, 1948).	<i>Group Insurance—</i> Revised and expanded plan made available. Part of cost borne by company. ⁹	Covered for first time by union agreement.
Jan. 1, 1950 (by agreement of Sept. 28, 1949).	Added: In-hospital medical benefits—maximum of \$4 a day up to 70 days. Cost borne by company.	
Jan. 1, 1951 (by agreement of Sept. 4, 1950).	Revised program made available at no additional cost to employees. Plan increased maximum life insurance and accidental death and dismemberment benefits. Weekly accident and sickness benefits increases ranged from \$5 to \$9 a week and new maximum benefits established. ¹⁰	Added: Retired group-insurance participants provided with company-paid life insurance of \$1,000 for 30 or more years' service, \$750 for 20 and under 30 years', and \$500 for 10 and under 20 years'.
June 1, 1953 (by agreement of May 25, 1953).	<i>Hospital and Surgical Insurance—</i> Added: Company to pay one-half of Blue Cross and Blue Shield premiums for subscriber and eligible dependents. Company's contribution not to exceed one-half cost of similar coverage under Michigan plans.	Each employee in California plants allowed option of subscribing to Permanent Comprehensive Hospital and Medical Care Plan instead of the Blue Cross-Blue Shield Plans. Blue Cross and Blue Shield insurance available to retired employees at group rates.
Sept. 1, 1955 (by agreement dated June 8, 1955).	<i>Group Insurance—</i> Plan revised: Life insurance and accidental death and dismemberment benefits increased for employees with base hourly rates of \$2.30 and over; weekly accident and sickness benefits increased for all employees; in-hospital medical care extended to dependents, and benefits increased to \$5 a day for a maximum of 70 days. ¹¹	Monthly cost increased for employees with base hourly rates of over \$2.30. Added: Employee to receive difference between workmen's compensation and weekly accident and sickness benefits. (Previously benefits not paid during periods of disability compensable under any workmen's compensation act.)

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
Sept. 1, 1955 (by agreement dated June 8, 1955) — continued.	Added: Employee permanently and totally disabled prior to age 60 with 15 years under the plan could have his life insurance paid to him in 50 monthly installments. Upon death of disabled employee, beneficiary received a terminal payment of at least \$500 even though monthly payments had been exhausted.	Eliminated: Provisions limiting duration of weekly accident and sickness benefits to 26 weeks in any 12 consecutive months for employees age 60 or over.
Oct. 1, 1955 (by agreement dated June 8, 1955).	<i>Hospital and Surgical Insurance—</i> Changed: Full payment of surgical service, under the Michigan Blue Shield plan made available where annual family income did not exceed \$5,000 (was \$3,750), or in the case of a single person \$3,750; benefits also increased for higher incomes; company to arrange for similar coverage in other States. Added: In-hospital electrocardiographic services and expanded use of X-ray.	When arrangements can reasonably be made, annual family income limits for surgical coverage to be increased to \$6,000 (\$4,500 if single). In areas where level of hospital benefits was lower than provided by Michigan Blue Cross, company to encourage local Blue Cross or other plans to increase benefits to Michigan level, or to make other arrangements to raise benefits to Michigan level. Company to pay for one-half the increased benefits up to a maximum of one-half the increased Michigan Blue Shield and Blue Cross rates.
Sept. 1, 1958 (agreement dated Sept. 20, 1958).	<i>Group insurance—</i> Plan revised: Life insurance, accidental death and dismemberment, and weekly sickness and accident benefits increased for employees with base hourly rates of \$3.45 and over. ¹²	Provision for in-hospital medical expense benefits transferred to Blue Shield or similar plans when such benefits become available under these plans.
Jan. 1, 1959 (agreement dated Sept. 20, 1958).	<i>Hospital and Surgical Insurance—</i> Changed: Full payment of surgical service, under Michigan Blue Shield plan for employees with annual incomes of \$7,500 or less (was \$6,000 annual family income for married employees and \$4,500 for single employees).	In areas where level of benefits was lower than provided by Michigan standard, company to try to increase benefits to standard. Company to pay one-half hospital and surgical insurance benefit costs even though this exceeded Michigan contribution levels. Added: In-hospital medical benefit insurance available to retired employees at group rates at retirees' expense.
Oct. 2, 1961 (agreement dated Oct. 20, 1961).	Plan in effect (except as noted): For employees. <i>Life Insurance:</i> (1) before age 65, \$5,500 to \$10,500, depending on base hourly rate (was \$4,000 to \$7,600); and (2) at and after age 65, with (a) 10 but less than 20 years in plan, \$825 to \$1,575 (was \$500), or (b) 20 years or more in plan, \$1,650 to \$3,150 (was \$750 to \$1,000). ¹³	Employee monthly contributions before age 65, \$3.47 to \$7.80; at age 65 and over, if employee continued working and retained accident and sickness coverage, \$1.74 to \$3.90. Company to pay remaining cost and administrative expenses. Employee not to contribute to life insurance after age 65. At and after age 65, life insurance reduced 2 percent per month until (1) for employee with 10 years or more creditable service in pension plan—face value decreased to 1½ percent of insurance in effect on 65th birthday times years in plan, up to 20, but not less than \$825, and (2) for employee with less than 10 years in pension plan—face value decreased by 1½ percent a month to \$500. Reduced insurance continued until death for employee with 10 years' creditable service in pension plan, until seniority was broken or, if earlier, at end of 12-month layoff continuation period for employee with less than 10 years in pension plan. Life insurance terminated 31 days after termination of employment. Added: Employee ineligible for retirees' insurance on early retirement prior to Oct. 2, 1961, to be eligible for reduced life insurance of \$500, \$750, or \$1,000, depending on years of credited service.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
Oct. 2, 1961 (agreement dated Oct. 20, 1961)—continued.	<p><i>Accidental death and dismemberment benefits:</i> One-half face value of life insurance in case of accidental death.¹³ Schedule of benefits for dismemberment.</p> <p><i>Total and permanent disability benefits:</i> Face value of life insurance, in 50 monthly payments of \$110 to \$210 (was \$80 to \$152), provided employee disabled prior to age 60 with 10 years (was 15 years) or more in group insurance or retirement plan.</p> <p><i>Sickness and accident benefits:</i> \$55 to \$110 a week (was \$48 to \$91.20) for maximum of 26 weeks; payable from first day of accident or of hospitalization for illness; otherwise, from eighth day of sickness. Maternity benefits up to 6 weeks.¹⁴</p> <p>Changed: <i>Hospital, surgical, and medical benefits:</i> Benefits for employees, spouse and dependent children to be company paid. (Benefits were already in effect except as noted).</p>	<p>Employee in retirement plan 5 years or more at age 60 who (1) stopped work on or after age 60 or (2) stopped work before age 60, but was insured to that age, could continue life and accidental death and dismemberment protection to age 65, for contribution of 55 cents a month per \$1,000 of life insurance; at age 65 provision for reduction applied.</p> <p>Totally disabled employee could continue life, accidental death and dismemberment, and monthly total and permanent disability protection to age 65, for contribution of 55 cents per month per \$1,000 of life insurance. At age 65, life insurance only continued, and provision for reduction applied.</p> <p>Employee who did not continue insurance permitted to convert to individual policy.</p> <p>Continued after age 65 if employee remained at work and contributed for sickness and accident coverage.</p> <p>Benefits to begin after 26 weeks of continuous disability, during which sickness and accident benefits are payable. \$500 life insurance provided without cost to employee who had received all monthly benefits.</p> <p>Greater of \$500 or the sum of remaining installments paid beneficiary of employee who died before receiving all payments.</p> <p>26-week maximum applicable for disability recurring within 7 working days after employee's return to work. New maximum duration available if disability recurred more than 7 working days after employee returned to work¹⁵ or resulted from different cause.</p> <p>Benefits to be reduced by payments for time lost from work under a workman's compensation or occupational disease law.¹⁶</p> <p>No benefits provided to employee eligible for unemployment compensation.</p> <p>Employee on layoff could continue sickness and accident benefit coverage for 1 month following month of layoff.¹⁷</p> <p>By making monthly payment, employee could continue all insurance throughout an approved nondisability leave of absence, unless working elsewhere.</p> <p>Formerly company and employees each paid one-half cost of plan.</p>
Nov. 1, 1961 (agreement dated Oct. 20, 1961).	<p>.....</p>	<p>Added: Company to contribute one-half of premiums for hospital, surgical, and medical coverage for retirees and their dependents. Pensioners retired before Nov. 1 and not covered by plan permitted to enroll at same cost as those already covered.</p> <p>Spouse receiving survivor's benefits and included in coverage of retiree before death could continue group coverage at own expense.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
Jan. 1, 1962 (agreement dated Oct. 20, 1961).	<p>Life, accidental death and dismemberment, and monthly total and permanent disability protection continued for 12 months (was 6 months), for contribution of 55 cents per month per \$1,000 of life insurance following layoff.</p> <p>I. Michigan (Blue Cross and Blue Shield)¹⁸—</p> <p><i>Hospitalization (room and board):</i></p> <p>In member hospital,¹¹ full coverage for semiprivate room or ward up to 365 days (was 120 days) per admission.</p> <p>In nonmember hospital,¹⁹ actual charges up to \$15 a day for maximum of 365 days.</p> <p><i>Special hospital expenses (other than for room and board):</i></p> <p>In member hospitals, full coverage up to 365 days (was 120 days) for meals and special diets; general nursing care; use of operating and other surgical treatment rooms; anesthesia when administered by a hospital employee; all laboratory examinations; physical therapy treatments; oxygen and other gas therapy; drugs, biologicals, and solutions; materials used in dressings and casts; and radium when owned or rented by hospital.</p>	<p>In the Detroit area, employee could elect the Community Health Association Plan.</p> <p>Employee using private room in member hospital to pay difference between that charge and semiprivate accommodations.</p> <p>Benefits not available for institutions for convalescence, nursing, or rest care if patient did not require substantially continuous bed care by licensed doctors and registered nurses; hospital admissions principally for teeth extractions or other dental treatment, or for observation or diagnostic study, physical therapy, X-ray and laboratory examinations, electrocardiography, or basal metabolism tests; care under the laws of the United States or any State or political subdivision; care for occupational disabilities provided in accordance with law; or care provided by another Blue Cross plan.</p> <p>Benefits limited to 30 days for each confinement for tuberculosis, nervous and mental conditions, alcoholism, or drug addiction.</p> <p>Company to pay full cost of hospital, surgical, and medical coverage for (1) laid-off employee (with unbroken seniority) and eligible dependents for 1 month for each 4 weeks of supplemental unemployment benefits to which employee was entitled at time of layoff, up to 12 months; and (2) disabled employee and dependents for 6 months.</p> <p>Employee on layoff, disability leave, or leave of absence could continue insurance by paying full cost for any month (up to 12) for which employer was not required to pay.</p> <p>Company payments for laid-off employees to be offset against contributions to SUB fund.</p> <p>Employee satisfying all requirements for disability retirement benefits except length of service could continue hospital, surgical, and medical coverage at own expense for a period equal to his seniority on last day worked.</p> <p>Supplies and services available only to bed patients when furnished by hospital and prescribed by attending doctor.</p> <p>Benefits exclude services of doctor, surgeon, or special nurse, X-ray or electrocardiographic services (covered under surgical-medical benefits), blood, prosthetic or other appliances, and ambulance service.</p>

See footnotes at end of table

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
Jan. 1, 1962 (agreement dated Oct. 20, 1961)—continued.	<p>In nonmember hospitals, up to \$15 per day.</p> <p><i>Outpatient benefits:</i> In member hospital, services and supplies regularly provided for bed patients.</p> <p>In nonmember hospitals, up to \$25 for each condition.</p> <p><i>Maternity benefits:</i> All services provided for regular hospitalization plus use of delivery room, infant feeding, and other routine care of the newborn child.</p> <p><i>Surgical-medical benefits:</i></p> <p>1. <i>Plan to pay full amount of schedule fee for employees earning less than \$7,500 annually for:</i></p> <p><i>Surgical services</i>—all accepted operative and cutting procedures for diagnosis and treatment of diseases, injuries, fractures, and dislocations, and postoperative care for greater of hospital stay or 14 days.</p> <p><i>Obstetrical benefits</i>—as required for delivery.</p> <p><i>Medical care</i>—up to 365 days (was 120 days) care in hospital when surgery was not required; up to 30 days for tuberculosis or nervous and mental conditions.</p> <p><i>Anesthesia</i>—payment for administration of anesthesia in surgical, medical, or obstetrical care by doctor not in charge of case.</p> <p><i>Emergency first aid</i>—up to \$15 for care within 24 hours of non-occupational injuries.</p> <p>2. <i>Plan to pay balance of scheduled fee after employee paid the greater of \$5 or 10 percent of fee for:</i></p>	<p>Hospital and medical service coverage extended up to 6 months without cost to disabled employee.</p> <p>Services and supplies to be limited to drugs, pharmaceuticals, etc., to extent used in hospital and when administered in connection with use of operating or surgical treatment rooms, anesthesia, laboratory examinations (when related to surgery or treatment of emergencies), accidental injuries, and physical therapy for up to 60 days.</p> <p>Benefits not available for regular treatment of chronic conditions; extraction of teeth or other dental treatment; or routine physical, premarital, or preemployment examinations.</p> <p>Available after 270 consecutive days in plan.</p> <p>Services available anywhere. Participating doctors could make additional charges to employees earning above \$7,500 or those who requested and occupied a private room. Payment to nonparticipating doctors limited to lesser of charge for service or scheduled fee.</p> <p>Benefits not available for (1) industrial disabilities, (2) service by government agency without cost to employee, (3) hospital, dental, or nursing services, (4) medicines, drugs, etc., (5) operations for cosmetic purposes, unless for correction of (a) congenital anomalies for patient under 12 years who participated in plan from birth or (b) conditions resulting from accidental injuries or surgical scars, (6) sterilization, or (7) routine or periodic physical premarital, or other examinations or tests not directly related to diagnosis of illness or injury.</p> <p>Available after 270 consecutive days in plan. Prenatal and postnatal care not provided.</p> <p>Full benefits reinstated 90 days after release from hospital; after 180 days for tuberculosis or nervous and mental conditions.</p> <p>Applicable in doctor's office or hospital outpatient department.</p> <p>Plan to reimburse employee for payments during 1 year in excess of \$25 for employee with income under \$2,500, \$50 for \$2,500 but less than \$5,000, and \$75 for \$5,000 and over.</p>

See footnotes at end of table

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
Jan. 1, 1962 (agreement dated Oct. 20, 1961)—continued.	<p><i>Diagnostic X-ray and laboratory services and radiological services</i>—in doctor's office, hospital, or hospital outpatient department and laboratory services in doctor's office or hospital outpatient department.</p> <p><i>Consultation services</i>—necessary technical assistance for diagnosis or treatment when not routinely provided by hospital.</p> <p><i>Technical surgical assistance</i>—when required and not routinely provided by hospital.</p> <p>II. Other States.</p> <p>Coverage to be as nearly equal as practicable to the Michigan Blue Cross and Blue Shield plans.</p> <p>Added:</p> <p>In areas where local Blue Cross or Blue Shield fail to provide such benefits, local plans to be supplemented or replaced.</p>	<p>Limited to one medical, obstetrical, or surgical consultation per continuous period of hospitalization.</p> <p>Available only in Michigan hospitals.</p> <p>Employees in California allowed to elect the Comprehensive Kaiser Health Foundation Plan or the Blue Cross and Blue Shield plans.</p>
Sept. 1, 1964 (agreement dated Nov. 23, 1964).	<p>.....</p> <p><i>Hospital-surgical-medical benefits..</i></p>	<p>Changed: Employee eligible for life, accidental death and dismemberment, total and permanent disability, and sickness and accident insurance coverage on the first day of calendar month following the month in which employment commenced.</p> <p>Changed: Employee eligible for hospital-surgical-medical insurance coverage on the first day of calendar month after the month in which employment commenced.</p> <p>Formerly, employees contributed \$3.47 to \$7.80 a month before age 65; \$1.74 to \$3.90 a month at age 65 and over if employee continued working and retained sickness and accident coverage. Employee did not contribute to life insurance after age 65.</p> <p>Added: Company to pay full cost of insurance for employee on approved medical leave of absence or while disabled so as to be unable to work, for period equal to his seniority.</p> <p>Added: Company to pay full cost of insurance for the first full month of a layoff or an approved leave of absence.</p> <p>After the company no longer paid full premium, employee could continue group life and disability by paying 50 cents per \$1,000 life insurance per month when not eligible to continue accident and sickness insurance and from \$3.90 to \$8.67 when eligible to continue such insurance.²⁰</p>
Oct. 1, 1964 (agreement dated Nov. 23, 1964).	<p>Changed: Premiums for life, accidental death and dismemberment, total and permanent disability, and sickness and accident benefits—to company paid.</p> <p>Increased: Life insurance—to (1) before age 65, \$6,000 to \$11,500, depending on base hourly rate; and (2) at age 65 and over, \$1,500 to \$1,725 with 10 but less than 20 years under the retirement plan, or \$1,800 to \$3,450 with 20 years or more under the plan.²⁰</p>	<p>Changed: At age 65 and over, face value of life insurance for employees with 10 years' or more creditable service under retirement plan to be minimum of \$1,500.</p> <p>Added: Employee totally and permanently disabled on or after Sept. 1, 1964, who was (1) at least age 60 but less than 65, and had 5 years' or more of service under retirement plan or of participation under the group insurance contract, or was (2) under age 60, had at least 10 years of service under retirement plan, and who did not elect and had not previously received a monthly total and permanent disability benefit, was eligible to have life insurance and accidental death and dismemberment insurance continued with full payment by company up to age 65.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
<p>Oct. 1, 1964 (agreement dated Nov. 23, 1964)—continued.</p>	<p>Added: <i>Survivor income benefit insurance</i> providing: <i>Transition benefits</i>—\$100 a month for up to 24 months to eligible survivors of employees and of permanently and totally disabled pensioners before date pensioner attained age 60 who died while insured for accidental death and dismemberment.</p> <p>Added: <i>Bridge benefits</i>—an additional \$100 a month paid to eligible spouse of deceased employee, if spouse was age 50 or more on date of employee's death, after termination of transition benefits.</p> <p>Increased: <i>Accidental death and dismemberment benefits</i>—continued to be one-half face value of life insurance, as increased.²⁰</p> <p>Increased: <i>Total and permanent disability benefits</i>—50 monthly payments ranging from \$120 to \$230,²⁶ to reflect the increase in face value of life insurance.</p>	<p>Added: Employees retiring, on or after Sept. 1, 1964, under early retirement provisions of retirement plan could continue life and accidental death and dismemberment insurance to age 65 for contribution of 50 cents a month per \$1,000 of life insurance. At age 65, provisions applicable to others reaching age 65 would be in effect.</p> <p>Added: Former employees who had a grievance pending to protest (1) loss of seniority resulting from discharge on or after Oct. 1, 1964; (2) failure to report or overstaying leave; or (3) a disciplinary layoff, could continue life and accidental death and dismemberment insurance up to 12 months after loss of seniority for contribution of 50 cents a month per \$1,000 of life insurance. If employee was reinstated or if disciplinary layoff was reduced, he would be reimbursed for premium payments which company would have paid if employee had remained at work.</p> <p>Added: For employees who, while at work, received workmen's compensation for loss of pay because of an assigned lower-rated job, which resulted from an occupational disability—insurance benefits were to be based on basic hourly rate at the time of the compensable injury.</p> <p>Benefits paid in addition to regular insurance.</p> <p>Eligible survivors included, in order of priority and succession: Class A—widow, if married to deceased employee for at least 1 year immediately before employee's death; Class B—widower, but only if an unmarried child of the deceased employee under age 21 was dependent upon him, for principal support, at the employee's death and at the time each survivor income benefit was payable, or if widower was dependent on employee during the calendar year preceding employee's death, because employee's income during such year was 50 percent or more of their combined income; Class C—unmarried child of the deceased employee, under age 21 at the time of employee's death and at the time each survivor income benefit was payable; and Class D—parent, who received at least 50 percent of support from employee in calendar year preceding employee's death.</p> <p>Bridge benefits payable until earlier of (1) remarriage; (2) age 62 or a lower age at which full widow's or widower's insurance benefits became payable under the Federal Social Security Act; or (3) for widowers who qualified because of a dependent child, the date such unmarried child (under age 21) ceased to be dependent on him for principal support.</p> <p>Not applicable to widows during months eligible for mother's insurance benefits under the Federal Social Security Act.</p> <p>Changed: Accidental death and dismemberment benefits payable for injury which resulted in death or dismemberment within 1 year from date of accident.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
Oct. 1, 1964 (agreement dated Nov. 23, 1964)—continued.	<p>Increased: <i>Sickness and accident benefits</i>—to range of \$60 to \$120 a week for up to 52 weeks.²⁰</p> <p>I. <i>Employees in Michigan (Blue Cross and Blue Shield).</i> <i>Hospital-surgical-medical benefits.</i></p>	<p>Changed: Maternity benefits under sickness and accident insurance available for employees with insured status when disability began rather than at the time pregnancy commenced.</p> <p>In the Detroit area, employee could elect the Community Health Association Plan.</p> <p>Changed: Company-paid hospital-surgical-medical benefits for pensioners and their dependents, effective with contributions for coverage for month of Nov. 1964. (Formerly, retiree and company each paid one-half the cost.)</p> <p>Added: Company to pay cost of hospital-surgical-medical benefits for employees (and their dependents) ineligible for benefits under pension plan, whose employment was terminated at age 65 or over, except for discharge for cause.</p> <p>Added: By surviving spouse paying full cost each month, insurance coverage would be continued for surviving spouse of (1) active employee, while eligible to receive survivor transition and bridge benefits (including a surviving spouse receiving mother's insurance benefits under the Federal Social Security Act), or while receiving widow's benefits under company pension plan; (2) pensioners; or (3) former employee whose employment was terminated at age 65 or over, except for discharge for cause, but who was ineligible for pension benefits.</p> <p>Added: Former employees who had a grievance pending to protest (1) loss of seniority on or after Oct. 1, 1964, resulting from discharge or failure to report or overstaying leave; or (2) a disciplinary layoff, could continue coverage for up to 12 months by paying the full subscription rate or premium charge. If employee was reinstated or if disciplinary layoff was reduced, he would be reimbursed for premium payments which company would have made if employee had remained at work.</p> <p>Employees retired before Nov. 1, 1964, who were not covered by hospital-surgical-medical insurance, or who were covered but wished to make a change in status, were to be given an opportunity to do so.</p> <p>Added: Hospital-surgical-medical benefits provided to be reduced by the amount of such benefits provided under any Federal law.</p> <p>Changed: Eligible children to include those under age 25, or at any age if totally and permanently disabled, who met specified requirements.</p> <p>Maximum duration renewable 90 days after discharge.</p> <p>One day of hospital confinement equalled 2 days in an "approved facility."</p>
Sept. 1, 1966 (agreement dated Nov. 23, 1964).	<p>I. <i>Employees in Michigan (Blue Cross and Blue Shield).</i></p> <p><i>Hospital and medical benefits:</i> Increased: <i>Nervous or mental conditions</i>—up to 45 days for each confinement. Added: <i>Convalescent and long-term illness care</i>—full coverage (room and board) for up to 730 days for each continuous period of confinement in an "approved facility" for convalescent and long-term illness, or 365 days in a hospital, and full coverage of doctor's charges for up to 365 visits.</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
Sept. 1, 1966 (agreement dated Nov. 23, 1964)—continued.	<p>Added: <i>Outpatient benefits</i>—up to \$400 per person per year (including maximum of \$38.25 for psychological testing) for psychotherapeutic services, in an approved hospital, day or night care center, or community mental health care center, and psychiatric care benefits, including individual or group psychotherapeutic services in a physician's office or "approved facility," with fee based on deductible arrangements.</p> <p><i>Obstetrical benefits.</i></p> <p><i>Surgical and medical benefits:</i> Eliminated: \$5 (or 10 percent) deductible for specified services when rendered on an inpatient basis.</p> <p>II. <i>Employees in other States</i> (coverage to be as nearly equal as practical to those under revised Michigan Blue Cross and Blue Shield plans).</p>	<p>Charges for services in a night care center not included in maximum.</p> <p>Electroshock therapy and anesthesia for electroshock therapy provided when not given in physician's office.</p>
Oct. 25, 1967 (agreement of same date).	<p>Added: 3 brackets of benefits on the group life and disability insurance schedule for employees in higher wage brackets.²¹</p> <p><i>Life insurance.</i></p> <p>Increased: Maximums on (1) <i>accidental death and dismemberment benefits</i>—to \$6,500;²¹ (2) <i>total and permanent disability benefits</i>—to \$260 a month;²¹ (3) <i>sickness and accident benefits</i>—to \$135 a week.²¹</p> <p>Added: <i>Extended disability benefits</i>—\$220 to \$525 a month.²¹</p>	<p>Added: Prenatal and postnatal care.</p> <p>Eliminated: 270-day waiting period for maternity benefits, including routine nursery care of newborn and obstetrical services.</p> <p>Employees in California given the option to elect the Kaiser Foundation Health Plan or the local Blue Cross-Blue Shield Plan; hospital benefits provided under either plan to be reduced by the amount provided under the California unemployment insurance code.</p> <p>Changed: For employee who remained employed after age 65 who had less than 10 years of creditable service under retirement plan—reduced life insurance continued until seniority was broken or until end of 25-month layoff continuation period.</p> <p>Reflects the addition of 3 brackets of benefits for employees in higher wage brackets.</p> <p>Sickness and accident benefits to be reduced by amount of weekly disability insurance benefit to which employee is entitled under Federal Social Security Act, if payable for same period of disability.</p> <p>Payable after exhausting 52 weeks of sickness and accident benefits for a maximum period equal to the number of months by which the employee's full months of seniority exceeded 12, or until age 65, if earlier.</p> <p>Benefits to be reduced by total amount of the following for which employee was eligible: (1) Benefits under company's retirement plan; (2) lost-time benefits under workmen's compensation laws or other laws providing benefits for occupational injury or disease;²² (3) disability or old-age insurance benefits under Federal Social Security Act; and (4) benefits under any State or Federal law providing compensation for working time lost because of disability.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
Feb. 9, 1968 (agreement dated Oct. 25, 1967).	Added: <i>Layoff disability benefits</i> —equal in amount to sickness and accident benefits. ²¹	To be eligible, employee must (1) have become wholly and continuously disabled while on a qualifying layoff and while insured for life insurance; (2) have been eligible for a regular benefit under the SUB plan, or have been employed by another employer immediately before his becoming disabled; (3) provided satisfactory proof of disability; (4) be unable to perform all duties of his occupation; (5) be under a doctor's care; and (6) have to his credit at least one credit unit under the SUB plan. Limitations pertaining to sickness and accident benefits also applied to layoff disability benefits.
March 1, 1968 (agreement dated Oct. 25, 1967).	I. <i>Employees in Michigan</i> (Blue cross and Blue Shield). <i>Hospital-surgical-medical benefits.</i> II. <i>Employees in other States</i> (coverage to be as nearly equal as practical to those under revised Michigan Blue Cross and Blue Shield Plans).	Changed: Company-paid hospital-surgical-medical benefits for surviving spouse (and eligible dependents) of pensioners, whether or not receiving survivor's pension, and for survivors of retirees ineligible for pension benefits for lack of sufficient service credit.
Oct. 25, 1968 (agreement dated Oct. 25, 1967).	<i>Survivor income benefit insurance:</i> Increased: <i>Transition benefits</i> for survivors of employees who were at work on or after Oct. 25, 1968—to \$150 for any month for which no eligible survivor of the deceased employee is eligible for an unreduced old-age, survivor's or disability benefit under the Federal Social Security Act; otherwise, \$100 a month. Increased: <i>Bridge benefits</i> for survivors of employees who were at work on or after Oct. 25, 1968—to \$150 a month.	Changed: Definition of Class B, C, and D survivors: Class B—widower, whether or not remarried, but only if he was married to employee at least 1 year immediately before employee's death; Class C—employee's unmarried child (including a legally adopted child or stepchild) who at the time of employee's death and at the time each survivor income benefit was payable was either (1) under age 21, (2) age 21 but under 25, or (3) totally and permanently disabled at any age over 21. A child under (2) or (3) must have been legally residing with and dependent upon employee at the time of employee's death; and Class D—employee's parent (including an adopting parent) for whom he had provided at least 50 percent of such parent's support during the calendar year immediately preceding his death.
Nov. 1, 1968 (agreement dated Oct. 25, 1967).	<i>Employees in all States.</i> <i>Hospital-surgical-medical benefits.</i> Established: "National Account Program" providing uniform hospital-surgical-medical benefits at all company facilities matching the Michigan Blue Cross-Blue Shield Plans. Increased: Benefits for private care provided in nonparticipating psychiatric hospital. Increased: Full payment of doctor's fees regardless of worker's income.	In the Detroit area, employees retained the option to elect the Community Health Association Plan; in California, the Kaiser Foundation Health Plan; in Cleveland, the Community Health Foundation, and in Twin Cities, the Group Health Plan. In areas where local plan benefits in effect on Oct. 25, 1967, were more liberal than the scope and level of benefits in effect in Michigan on Sept. 1, 1967, and exceeded the scope or level of benefits under the National Account Program, such local plans would continue in effect after Nov. 1, 1968, unless the National Account Program was substituted by mutual agreement of the parties.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
Nov. 1, 1968 (agreement dated Oct. 25, 1967—continued.	<p>Changed: Unlimited in-hospital consultations and medical care.</p> <p>Added: Full payment for initial examination of newborn child, and for outpatient X-ray, radiology, and laboratory services.</p>	
Oct. 1, 1969 (agreement dated Oct. 25, 1967).	<p>Established: <i>Service benefit prescription drug program</i> providing uniform prescription drug expense benefits for employees and dependents at all company facilities, matching the prescription drug benefits, as established, under the Michigan Blue Cross-Blue Shield Plans.</p>	<p>A \$2 deductible (to be paid by the subscriber) applied to each separate prescription order and refill. For services provided by participating members of the plan, any additional charge for the prescription was to be paid, on the basis of acquisition cost plus a dispensing fee, by the plan directly to the pharmacy, physician, dentist, or any other person or organization. For services provided by nonparticipating organizations, the subscriber was to pay the full amount and be reimbursed by the plan for 75 percent of the cost in local plan areas, and 100 percent of the cost in nonparticipating plan areas, after the \$2 deductible.</p>
Oct. 25, 1969 (agreement dated Oct. 25, 1967).	<p>Increased: <i>Sickness and accident benefits</i>—to range of from \$65 to \$140 a week.</p>	<p>Plan also paid for injectible insulin, on the basis of usual and customary charges, or the acquisition cost plus dispensing fee, whichever was lower.</p> <p>Added: Sickness and accident benefits payable for outpatient surgery involving fee of \$25 or more, beginning day after surgery.</p> <p>Eliminated: Restrictions barring payment of sickness and accident benefits when incapacity resulted from causes such as self-inflicted injuries, chronic alcoholism, narcotics addiction, and fights.</p>
Jan. 1, 1971 (agreement dated Dec. 7, 1970).	<p><i>Group insurance.</i></p> <p>Increased: Three brackets of benefits added to group life and disability insurance schedule for employees in higher wage brackets, resulting in (1) \$6,500 to \$14,500 <i>life insurance before age 65</i>; (2) \$1,500 to \$2,175 <i>life insurance at age 65 and over</i> with 10 but fewer than 20 years under retirement plan, and \$1,950 to \$4,350 with 20 years or more under the plan; (3) \$3,250 to \$7,250 <i>accidental death and dismemberment benefits</i>; (4) \$70 to \$155 <i>weekly accident and sickness benefits</i>; (5) \$130 to \$290 <i>monthly total and permanent disability benefits</i>; and (6) \$240 to \$590 <i>monthly extended disability benefits</i>.²³ Deleted lowest bracket under previous programs.</p> <p><i>Survivor income benefit insurance:</i></p> <p>Increased: <i>Transition benefits</i>—to \$175 for any month for which no eligible survivor of deceased employee was eligible for an unreduced old-age, survivors or disability benefit under the Federal Social Security Act; otherwise, continued \$100 a month.</p>	<p>Added: Employee returning from military service was eligible for all coverage on 1st day of reinstatement.</p> <p>Added: A Class A or Class B eligible survivor could waive right to receive survivor income benefit. In any case in which the Class A or Class B eligible survivor waives any right to receive such benefit, any payment of transition survivor income benefit to a Class C or D eligible survivor determined as if there had been no waiver. In no event, however, would any such benefit be paid to a Class C or Class D eligible survivor for any month for which transition benefits would have been payable to</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
<p>Jan. 1, 1971 (agreement dated Dec. 7, 1970)—continued.</p>	<p>Increased: <i>Bridge benefits</i>—to \$175 a month paid to eligible spouse of deceased employee, if spouse was age 48 or more (previously age 50 or more) on date of employee's death, paid after termination of transition benefits.</p> <p>Changed: <i>Layoff disability benefit</i>—replaced by reinstated accident and sickness benefit to enable a laid-off employee to qualify for extended disability benefits if he continued to be disabled and could meet the appropriate disability definition.</p> <p>Changed: Three brackets added to contributions for group life and disability insurance for employees in higher wage brackets under age 65 who stopped working for any reason.²⁴</p>	<p>Class A or Class B eligible survivor except for the waiver or for any month subsequent to 24 calendar months after date of death of insured employee.</p> <p>Changed: Accident and sickness benefits for less than a full week are 1/5 of weekly benefit for each regular work day of disability (where State laws permit).</p> <p>Added: Accident and sickness benefits not payable for any day employee entitled to holiday pay.</p> <p>Added: If returning veteran applied for reemployment on or after Jan. 1, 1971, and was laid off, his life, accidental death and dismemberment, and survivor income insurance coverages were to be in effect until end of month of layoff at no expense to him. Coverages thereafter provided as for other laid-off employees.</p> <p>Added: Accident and sickness insurance coverage to remain in force and the duration of benefits not to exceed the maximum payable at onset of disability if the accident and sickness benefits ceased pursuant to insurer's medical examination while employee's doctor continues to certify total disability and if employee remains on medical leave of absence.</p> <p>Added: Employee could waive irrevocably any right he might have to receive accident and sickness or extended disability benefits for any period of disability.</p> <p>Added: Employee placed on medical leave of absence as a result of a recall from layoff provided by company with life, accidental death and dismemberment, and survivor income benefits coverage for any month while he remained totally and continuously disabled and on medical leave of absence as if he ceased active work due to disability.</p> <p>Added: If worker retired prior to age 55, the company continued life and accidental death and dismemberment insurance to age 65; continuation of survivors' income benefits to age 55 was added.</p> <p>Changed: Employee on disability retirement effective after Sept. 14, 1970, provided by company with coverage for life to age 65 and survivors' income benefit coverage to age 65 (was age 60); accidental death and dismemberment also if he did not elect monthly total and permanent disability benefit.</p> <p>Added: Uninsured employee retiring between ages 55 and 65 with benefits beginning on or after Jan. 1, 1971 under pension plan, without returning to work from layoff or leave of absence, to be insured, if he was then under age 65, for same coverages for group life and disability he otherwise could have continued at time of retirement for the amount in force while last working.</p> <p>Changed: Extended disability benefits payable after exhausting maximum number of weeks of accident and sickness benefits, for a maximum period equal to number of months by which the employee's full months of seniority exceeded the maximum number of weeks he was entitled to receive accident and sickness benefits, but not beyond age 65, death, or no longer satisfies disability definition.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
<p>April 1, 1971 (agreement dated Dec. 7, 1970).</p>	<p>Group insurance.</p>	<p>Changed: <i>Accident and sickness benefits</i>—for employee hired or rehired on or after Apr. 1, 1971, in addition to previous time limit on benefits, accident and sickness benefits were further limited for one continuous period of disability to lesser of 52 weeks or a period equal to the time between his most recent hire or rehire and the start of disability, except that, if at the end of period accident and sickness benefits are payable, the employee for the same disability was confined in hospital or receiving lost time benefits because of employment with company under workmen's compensation or other laws providing benefits for occupational injury or disease (but excluding specific allowances for 100 percent loss of body member), benefits continued during such confinement or while benefits for lost time continued, but in no case after 52 weeks (6 weeks for disability arising from pregnancy) for one continuous period of disability.</p> <p>Eliminated: Reduction of accident and sickness benefits for disability insurance benefits payable during same period of disability under Federal Social Security Act, for employees at work on or after Dec. 21, 1970.</p> <p>Changed: Effective for benefits payable on or after Apr. 1, 1971, the amount of governmental benefits deducted from extended disability benefits would not be increased (unless there was an adjustment in the original determination of the amount of such benefit) above the level in effect on the first day for which benefits were payable, or Apr. 1, 1971, if later.</p> <p>Changed: Extended disability benefit computation presumes eligibility for Social Security disability insurance and retirement plan benefits. However, such presumption of retirement plan benefits is not made for any extended disability payments due for the 12-month period immediately following the date of expiration of the maximum number of weeks for which the employee is entitled to receive sickness and accident benefits.</p> <p>Changed: Employee on approved union leave of absence could continue life, accidental death and dismemberment, and survivor income benefit coverages by paying 60 cents per \$1,000 life insurance plus \$5 a month (for local union representatives) or 60 cents per \$1,000 life insurance (for international representatives).</p> <p>Changed: Company paid for first month for local representative and through month in which leave was issued for international representative.</p> <p>Changed: Accident and sickness and extended disability benefits insurance began first of second month after employee hired or rehired on or after April 1, 1971.</p> <p>Added: Effective for employees at work on or after Apr. 1, 1971, employees required to provide written notice of accident and sickness claim within 20 days of commencement of claim and proof within 90 days after period for which benefits payable.</p> <p>Changed: All group insurance coverage terminated immediately for quits or discharges on or after April 1, 1971, unless a grievance was filed protesting loss of seniority.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
<p>April 1, 1971 (agreement dated Dec. 7, 1970)—continued.</p>	<p><i>Hospital-surgical-medical-drug benefits.</i> <i>Employees in all States.</i></p> <p><i>Hospitalization:</i> Increased: Days of hospitalization available for nonpulmonary tuberculosis to 365 and for pulmonary tuberculosis to 45. Changed: Benefit period for hospital confinement of 365 days (45 days for nervous or mental disorders and 45 days for pulmonary tuberculosis) not reduced for care in approved facility for convalescent and long-term illness care. Changed: Days of care provided for tuberculosis unrelated to days of care available for nervous or mental conditions. Added: Unlimited benefits for hemodialysis in hospital outpatient department (or in home under certain conditions including use of equipment). Changed: Physical therapy treatments in hospital outpatient department for 60 days from initial therapy treatment for each condition renewable annually and immediately after related surgery.</p> <p><i>Medical:</i> Changed: Maximum benefit period of 45 days for in-hospital medical care visits for confinement due to pulmonary tuberculosis. Separated from medical care visits for nervous or mental conditions. Added: Up to \$15 for initial treatment for medical emergencies as defined by Michigan Medical Service. Changed: Up to \$50 per calendar year for outpatient psychological testing without co-payment. Added: Payment of physician's services for hemodialysis in outpatient department of hospital.</p>	<p>Changed: Maximum duration of benefit period for hospital or for convalescent and long-term illness care renewable 60 days after discharge.</p> <p>Changed: Maximum duration of medical care visits in convalescent facilities or in the hospital renewable 60 days after discharge.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Insurance benefits—continued</i>		
<p>April 1, 1971 (agreement dated Dec. 7, 1970)—continued.</p>	<p><i>Surgical:</i> Added: Payment of surgical services for medically necessary sterilization. Changed: No age limit on correction of congenital abnormalities.</p> <p><i>Prescription drugs:</i> Changed: Certain maintenance type "legend" drugs covered up to 100-unit doses if that amounted to more than the previously established 34-day supply limitation for prescription drugs.</p>	<p>Eliminated: 9-month waiting period for hospital-surgical-medical-drug coverage for principally supported children.</p> <p>Changed: Prescription drug coverage extended to retirees, surviving spouses, and sponsored dependents; company-paid coverage provided for retirees and surviving spouses eligible for company-paid hospital-surgical-medical coverage.</p> <p>Added: Continued company-paid hospital-surgical-medical-drug coverage for disabled employees for the period beyond receipt of accident and sickness benefits as long as employee received extended disability benefits.</p> <p>Changed: Delayed effective date of hospital-surgical-medical-drug coverage for hires and rehires to first of second month following month of employment.</p> <p>Changed: Terminated hospital-surgical-medical-drug coverage to end of the month of quit or discharge unless grievance pending to protest termination other than a voluntary quit.</p> <p>Added: Provided company-paid hospital-surgical-medical-drug coverage for rest of month of layoff or reinstatement for returning veterans. Subsequent months' coverages to be provided the same as for other laid-off employees (effective Jan. 1, 1971).</p> <p>Added: Coordination of benefits provision (effective Jan. 1, 1971).</p>
<i>Retirement benefits</i>		
<p>June 20, 1941 Mar. 1, 1950 (by memorandum of agreement dated Sept. 28, 1949, implemented and superseded by agreement of Mar. 16, 1950).</p>	<p>No provision for retirement benefits. Noncontributory retirement plan established to provide normal retirement benefits of \$100 a month, including primary old-age benefits under Federal Social Security Act, to employees retiring at age 65 or older with 30 years' credited service. Employees aged 65 or older with less than 30 years' credited service to receive pensions equal to same proportion of \$100 as years of credited service bear to 30. Early retirement at reduced benefits for employees aged 60 to 65 with 30 years' credited service.</p>	<p>Joint Board of Administration composed of 3 company and 3 union representatives and an impartial chairman to administer benefit structure of plan. Effective April 1, 1952 retirement to be automatic at age 68 with no future service credited after age 65. Retirement at 60 requires consent of company. Company may retire employees at age 65 on own initiative by reason of employee's inability to work efficiently.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Mar. 1, 1950 (by memorandum of agreement dated Sept. 28, 1949, implemented and superseded by agreement of Mar. 16, 1950)—continued.	Disability retirement benefits of \$50 a month, less any statutory disability benefits, to totally and permanently disabled employees aged 55 to 65 with 30 years' service.	
Oct. 1, 1950 (by agreement of Sept. 4, 1950).	<p>Entire cost borne by company.</p> <p>Revised to: Normal retirement benefits after 30 years' service increased to \$125, including primary old-age benefits under Federal Social Security Act. Proportionately reduced benefits for employees with less than 30 years' service.</p> <p>Total and permanent disability benefits changed to \$3 a month for each year of credited service up to 30 years, with a minimum of \$50 less any statutory disability benefits, for totally and permanently disabled employees aged 50 to 65 with at least 15 years' credited service.</p>	Future service creditable to age 68.
June 1, 1953 (by agreement of May 25, 1953).	<p>Changed to: Normal retirement benefits for employees with 10 or more years' service to be the greater of (a) \$1.75 a month for each year of service up to 30 years — to be supplemented by Federal social security benefits (maximum pension \$137.50 a month including primary old-age benefits), or (b) \$125 a month including primary old-age benefits under the Federal Social Security Act for employees retiring after 30 or more years' service with proportionately reduced benefits for employees with less than 30 years' service. No change in pension benefits for employees having less than 10 years of credited service. Pension benefits for these workers computed under formula (b) above.</p>	<p>New pension benefits applicable to workers already retired as well as to present employees who retire in the future. Blue Cross and Blue Shield insurance available to retired employees at group rates.</p> <p>Retiring employees (automatically retired or retired by disability) to receive accrued vacation pay.</p>
Oct. 1, 1954 (by agreement of Sept. 20, 1954).	<p>Changed to: Employees retired under "Alternative Plan B," providing \$125 a month including social security benefits, allowed full amount of statutory increases in primary social security benefits.</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
June 1, 1955 (by agreement dated June 8, 1955).	<p>Revised to: Normal retirement benefits for employees age 65 or older with 10 or more years' credited service increased to \$2.25 a month for each year of credited service — to be supplemented by Federal social security benefits.</p> <p>Early retirement changed to: Employees between ages 60 and 65, with 10 or more years' credited service, permitted to retire at own option; could elect (1) deferred normal retirement benefits upon reaching 65 or (2) an immediate annuity reduced by five-eighths of 1 percent for each month under age 65 at times of retirement.</p> <p>Total and permanent disability benefits increased to \$4.50 a month for each year of credited service, less any statutory benefits (up to \$2.25 for each year of service), for employees of any age prior to 65 with at least 15 years' credited service.</p> <p>Added: Vested rights. Employees separated from active employment at or after age 40 with at least 10 years' credited service to receive deferred monthly benefits at age 65 based on \$2.25 a month for each year of credited service after the end of year in which they reach age 30 and date of termination.</p>	<p>No limit on credit service.²⁵</p> <p>New pension benefits applicable to workers already retired as well as employees retiring in the future.</p> <p>No benefits to employees having less than 10 years' credited service.</p> <p>Eliminated: "Alternative Plan B." However, employees retired prior to June 1, 1955, will not have benefits reduced.</p> <p>New benefits under option (2) applicable to employees retired prior to June 1, 1955.</p> <p>Eliminated: Requirement of company consent to early retirement and all reductions in benefits other than actuarial reduction specified for an immediate annuity.</p> <p>New benefits applicable to employees retired prior to June 1, 1955, who met previous age requirement (50 but under 65 years).</p> <p>Minimum age requirement eliminated for employees retiring on or after June 1, 1955.</p>
Sept. 1, 1958 (agreement dated Sept. 20, 1958).	<p>Increased: Normal retirement benefits for employees aged 65 or older with 10 or more years' credited service to—(1) \$2.40 for each year of credited service prior to Jan. 1, 1958; (2) plus \$2.43 for 1958; (3) plus \$2.50 for each subsequent year of credited service.</p> <p>Benefits to be in addition to Federal social security benefits.</p> <p>Added: Early retirement option — Employees retiring at age 60 but less than 65 with 10 or more years' credited service at company option or under mutually satisfactory conditions to receive twice the normal retirement benefits described above.</p> <p>Total and permanent disability benefits to be twice normal retirement benefits.</p>	<p>Pension benefits for employees retired prior to Sept. 1, 1958, increased to \$2.35 a month for each year of credited service — in addition to Federal social security benefits.²⁶</p> <p>Creditable service requirements for period after Dec. 31, 1958, reduced from 1 year for 1,800 or more hours' pay to 1 year for 1,700 or more hours' pay, with proportional credit for fewer hours of employment.</p> <p>At age 65, or when employee became eligible for social security benefits (whichever is earlier), benefits to be reduced to normal retirement amounts.</p> <p>Not applicable to employees discharged for cause</p> <p>Reduced to normal retirement benefits for any month in which employee is eligible for social security benefits.</p> <p>Benefits for employees retired for disability prior to Sept. 1, 1958, \$4.70 for each year of credited service; reduced to \$2.35 for any month in which employee is eligible for social security benefits.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Sept. 1, 1958 (agreement dated Sept. 20, 1958)—continued.	<p>Changed: <i>Vested rights</i> — Deferred benefits same per year of service as new normal benefits, except that service prior to age 30 was not credited.</p>	<p>Increase not applicable to employees leaving company prior to Sept. 1, 1958.</p>
Jan. 1, 1962 (agreement dated Oct. 20, 1961).	<p><i>Increased:</i> Normal monthly retirement benefits to \$2.80 a month (was \$2.40 or \$2.50 depending on period of service) for each year of credited service. Benefits in addition to Federal social security benefits.</p> <p><i>Early retirement benefits</i>—for retirement at company option or under mutually satisfactory conditions, continued to be twice normal retirement benefits up to the earlier of age 65 or until unreduced social security benefit became available. For retirement at own option, employee could, in lieu of a deferred normal benefit or a reduced immediate benefit, elect level income option as follows: (1) From retirement to age 62—amount of reduced immediate monthly benefit (or further reduced amount if employee elected survivors' option) plus \$96 reduced by five-ninths of 1 percent for each month employee was under 62 at date of early retirement; and (2) from age 62—amount of (1) above less \$96. Option not available if benefit after age 62 was less than \$15 per month.</p> <p><i>Total and permanent disability benefits</i>—continued to be twice normal retirement benefits until employee became eligible for unreduced Federal social security benefits or reached age 65. Service requirement reduced to 10 years creditable service in retirement plan (was 15 years) for employee disabled after Aug. 31, 1961.</p> <p><i>Vested rights</i>—deferred benefits per year of service continued to be same as normal retirement benefits.</p>	<p>Applicable to employees retiring after Aug. 31, 1961. Eliminated: Deduction from pension of any workmen's compensation payments.</p> <p>Reduced: Early retirement reduction factor from five-eighths of 1 percent to five-ninths of 1 percent.</p> <p>Added: Service prior to age 30 to be credited in computing benefit. Actuarially reduced benefits payable at age 60.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Jan. 1, 1962 (agreement dated Oct. 20, 1961)—continued.	<p>Added: <i>Survivors' option</i>—providing reduced benefits to employee and spouse.</p> <p>Employee benefit to equal—(1) if employee and spouse the same age, 90 percent of benefit employee would have received; (2) if spouse older than employee, 90 percent plus 0.5 percent for each year (up to 20) spouse's age exceeded that of employee; and (3) if employee older than spouse, 90 percent minus 0.5 percent for each year spouse's age was less than that of employee. Spouse's benefit to begin after employee's death and to equal 50 percent of employee's reduced benefit.</p>	<p>Election available to employee eligible for normal, early, disability, or deferred pension. Employee required to make election at time of application for pension, or at age 65 if receiving disability pension. Employee could designate (1) wife or (2) husband, provided income did not exceed that of employee.</p> <p>Election revoked if employee or spouse died before effective date of election.</p> <p>Changed: No pension benefits payable for month for which employee received weekly sickness and accident benefits under a plan to which company has contributed; partial benefits payable if employee did not receive such benefits for entire month. Applicable only to employee who retired after Dec. 31, 1961.</p> <p>Added: Employee reinstated on completion of military service after Mar. 1, 1950, to be credited for such service.</p>
Sept. 1, 1964 (agreement dated Nov. 23, 1964).	<p>Changed: <i>Early retirement eligibility</i>—employee age 55 but less than 60 (1) at own option if age plus service totaled 85 or more, or (2) at company option or under mutually satisfactory conditions with 10 years or more of service.</p>	<p>Added: Past credited service restored for employee with seniority after Aug. 31, 1964, who lost seniority after Mar. 1, 1950, but was rehired and acquired a seniority date which was within 36 months of date seniority was lost.</p> <p>Credited service for employees with seniority after Aug. 31, 1964, accrued up to the end of the month in which 68th birthday occurred.</p>
Jan. 1, 1965 (agreement dated Nov. 23, 1964).	<p>Increased: <i>Normal monthly retirement benefits</i>—by \$1.45 a month per year of credited service, providing benefits as follows: Employee retired; (1) before Sept. 1, 1958, \$3.80 for each year of credited service; (2) on or after Sept. 1, 1958, but before Sept. 1, 1961, \$3.85 for each year of credited service prior to Jan. 1, 1958, plus \$3.88 for 1958, plus \$3.95 for each year after Dec. 31, 1958; and (3) on or after Sept. 1, 1961, \$4.25 for each year of credited service.</p> <p>Increased: <i>Early retirement and disability retirement benefits</i>. For retirement at company option or under mutually satisfactory conditions, or for total and permanent disability—for employees retired (1) before Sept. 1, 1964, by \$2.90 a month per year of credited service (except rate for retirees upon reaching age 65, or when otherwise eligible for unreduced social security benefits, increased by \$1.45 a month per year of credited service); or (2) on or after Sept. 1, 1964, to \$4.25 a month per year</p>	<p>Temporary benefits are payable until age 65 or prior date at which employee becomes or could have become eligible for unreduced social security benefits; thereafter appropriate normal benefits are payable.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
<p>Jan. 1, 1965 (agreement dated Nov. 23, 1964)—continued.</p>	<p>of credited service, plus a temporary benefit of \$5.20 for each year of credited service up to 25 (maximum \$130).</p> <p>For early retirement at own option—benefits for employees retiring (1) before Sept. 1, 1964, increased by \$1.45 a month per year of service as computed under normal retirement benefits, reduced 5/8 of 1 percent for each month under age 65 for which employee received benefits (for early retirement before Sept. 1, 1961) or 5/9 of 1 percent (for early retirement on or after Sept. 1, 1961); and (2) on or after Sept. 1, 1964, increased to \$4.25 a month per year of credited service, multiplied by the percentage applicable with respect to the employee's attained age when benefits commenced.</p> <p><i>Vested rights</i>—deferred benefits per year of service continued to be same as normal retirement benefits.</p> <p>Increased: <i>Spouse's benefit under survivor's option</i>—to 55 percent of employee's reduced benefit.</p> <p>Added: Benefits payable to surviving spouse, if employee (1) died on or after Sept. 1, 1964, but before retirement and beginning of retirement benefits, and (2) was at least 60 years of age (55, if combined age and service totalled 85 or more) with 10 years or more of credited service, and (3) would have been eligible to elect survivor option if he had retired on day of his death. Payment to begin after termination of bridge and transition benefits under insurance program.</p>	<p>Added: Employee discharged for cause after Aug. 31, 1964, who was (1) at least age 60 but under age 65 with at least 10 years of credited service, or (2) at least age 55 but under age 60 and whose combined years of age (to the nearest 1/12) and credited service totalled at least 85, was to receive benefits of \$4.25 a month per year of credited service, multiplied by the percentage applicable with respect to the employee's attained age when benefits commenced.</p> <p>Applicable to elections effective after Aug. 31, 1964.</p> <p>Benefits for spouse of retired employee who died before Jan. 1, 1965, and who made election effective before Sept. 1, 1964, to be increased to 50 percent of the reduced benefits that would have been payable to retiree if new benefits were in effect at time of retirement.</p> <p>Changed: Employee receiving disability pensions eligible to elect survivor option during month in which he attains age 60 or, if he is age 60 but under 65 on Sept. 1, 1964, during any month before Jan. 1, 1965.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Sept. 1, 1965 (agreement dated Nov. 23, 1964).	Added: <i>Supplemental allowance</i> for employees retiring on early or total and permanent disability retirement on or after Sept. 1, 1965, to bring total benefits, including early retirement or disability pension, to \$400, (1) for retirement between age 60 and 65, reduced 66-2/3 cents for each 1/20 of a year that his credited service was under 30, and (2) for retirement before age 60 further reduced by multiplying the amount payable for specified years of service in (1) above by a factor of 60 over the number of months the employee was under age 65 at retirement.	Benefits payable until earlier of (1) age 65, (2) retiree's death, or (3) reemployment by the company or until retirement benefits cease for any other reason. Employee required to have applied for retirement benefits within 2 years of last day worked. Total monthly benefit not to exceed 70 percent of employee's final base pay, including cost-of-living allowance. Benefit of employee who retired at own option and who became or could have become eligible for unreduced social security payments before age 65, reduced \$5.20 a month for each year of service, up to 25 (maximum \$130). Future supplemental allowance payments to be forfeited by retiree earning more than the amount permitted without reduction of benefits under social security (\$1,200 before Jan. 1, 1966; \$1,500 thereafter) in any calendar year. In computing amount of supplemental allowance, for employees retiring early at company option or under mutually satisfactory conditions or total and permanent disability provisions, pension to include the temporary benefit payable for such retirement whether or not employee's pension actually included such amount. Supplemental allowance for retirees electing survivor's option to be computed for monthly retirement benefit he would have received if he had not elected the survivor's option. Not applicable to employee discharged for cause unless company or impartial umpire determined his discharge should not result in his being ineligible for supplemental allowance. Reduced: Age at which employee is automatically retired, provided he has at least 25 years of credited service—to age 66 (was 68). Company may permit employees in skilled classifications to delay retirement past automatic retirement date if the number of available qualified persons is insufficient to meet company's needs, but only until age 68 or until the time the company determines that it can adequately meet its needs. Reduced: Age at which employee is automatically retired—to 65, provided he has 25 years of credited service. For employee with seniority on or after Oct. 25, 1967: Credited service before Mar. 1, 1950, broadened to include (1) service for employee who did not have plant seniority on Mar. 1, 1950, but, having incurred a prior break in seniority, was rehired and acquired a seniority date after Mar. 1, 1950, which was within 24 consecutive months after last day worked before Mar. 1, 1950, and (2) period of absence spent on company-approved sick leave for employee not having been employed on or after Mar. 1, 1950, provided he did not incur a break in seniority and was otherwise eligible for retirement. Future service credit provided at the rate of 40 hours per week for any periods between Mar. 1, 1950, and Sept. 1, 1958, that employee received workmen's compensation while on company-approved sick leave, if application is made. All future and past service credited
Jan. 1, 1966 (agreement dated Nov. 23, 1964).	.....
Jan. 1, 1967 (agreement dated Nov. 23, 1964).	.....
Oct. 25, 1967 (agreement of same date).	.....

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Oct. 25, 1967 (agreement of same date)—continued.		<p>to an employee at time of break in seniority on or after June 1, 1955, with eligibility for a vested benefit credited to him upon his again acquiring seniority, or upon his rehire on or after Sept. 1, 1964, at the plant where he last worked prior to break. Future service credit for the period Mar. 1, 1950, through Dec. 31, 1958, redetermined on the basis of rates in effect since Jan. 1, 1959. In any calendar year after Oct. 25, 1967, for which employee accrued less than the total number of hours necessary for a full year of future service credit, his service credit shall include 40 hours per week for any period of absence during such year due to layoff or company-approved sick leave provided employee received pay during the year for at least 170 hours.</p> <p>Added: Eligibility requirements for disability retirement extended to include incapacities resulting from service in the Armed Forces, provided employee accumulates at least 10 years of seniority between separation from military service and onset of disability.</p> <p>Added: A person on company-approved sick leave since before Mar. 1, 1950, would not be precluded from retiring on or after Oct. 25, 1967, without return to employment, provided he did not incur a break in seniority.</p>
Mar. 1, 1968 (agreement dated Oct. 25, 1967).	<p>Increased: <i>Normal monthly retirement benefits</i>—by \$1 a month per year of credited service, providing benefits as follows: Employee retired (1) prior to Sept. 1, 1958, \$4.80 for each year of credited service; (2) on or after Sept. 1, 1958, but before Sept. 1, 1961, \$4.85 for each year of credited service prior to Jan. 1, 1958, plus \$4.88 for 1958, plus \$4.95 for each year after Dec. 31, 1958; and (3) on or after Sept. 1, 1961, \$5.25 for each year of credited service.</p> <p>Increased: <i>Early retirement and disability retirement benefits</i>. For retirement at company option or under mutually satisfactory conditions, or for total and permanent disability—for employees retired (1) before Sept. 1, 1964, by \$2 a month per year of credited service (except rate for retirees upon reaching age 65, or when otherwise eligible for unreduced social security benefits, increased by \$1 a month per year of credited service); (2) on or after Sept. 1, 1964, but before Oct. 25, 1967, to \$5.25 a month per year of credited service, plus a temporary benefit of \$5.75 for each year of credited service up to 25 (maximum \$143.75); or (3) on or after Oct. 25, 1967, to \$5.25 a month per year of credited service, plus a</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Mar. 1, 1968 (agreement dated Oct. 25, 1967)—continued.	<p>temporary benefit of \$6 for each year of credited service up to 25 (maximum \$150).</p> <p>For early retirement at own option—benefit rate for employees retiring (1) before Sept. 1, 1964, increased \$1 a month per year of credited service; (2) on or after Sept. 1, 1964, increased to \$5.25 a month per year of credited service.</p> <p><i>Vested rights</i>—deferred benefits per year of service continued to be same as normal retirement benefits which increased on Mar. 1, 1968 (for loss of seniority on or after Oct. 25, 1967 but before Jan. 1, 1969) and Jan. 1, 1969 (for loss of seniority on or after that date).</p> <p>Established: <i>Special age 65 benefit</i>—payment of \$3 a month, in addition to regular benefits under retirement plan.</p> <p>Established: <i>Special survivorship option</i>—provided a monthly survivor's benefit in an amount equal to \$1.60 for each year of retiree's credited service in lieu of increase in benefits (\$1 per month for each year of credited service) that otherwise would have become effective Mar. 1, 1968.</p> <p>Increased: Benefit for spouse of retired employee who died before Mar. 1, 1968, and who made survivorship election effective before Oct. 25, 1967, increased to 55 percent (50 percent for elections effective before Sept. 1, 1964) of reduced benefit that would have been payable to retiree if Mar. 1, 1968, benefit rates had been in effect at time of retirement.</p>	<p>Payable to any retired employee or any eligible surviving spouse age 65 or over receiving a benefit under the plan (excludes former employees receiving a deferred vested pension and their surviving spouses).</p> <p>Applicable only to employees retired before Oct. 25, 1967, under normal, early, or disability retirement (excluding retired employees on disability retirement who had not attained age 60 before Mar. 1, 1968) who had not previously elected a survivorship option.</p> <p>Election was to be made between Oct. 25, 1967, and Mar. 1, 1968.</p> <p>Benefits to be reduced by the appropriate percentage, when applicable, for employees under early retirement.</p> <p>Changed: <i>Supplemental allowance</i>—benefits payable after Mar. 1, 1968, for employees retired at own option under early retirement on or after Sept. 1, 1965, and before Oct. 25, 1967, reduced by \$5.75 a month for each year of credited service (up to 25 years, maximum \$143.75) for any month before age 65 for which he would be eligible, commencing on or after Mar. 1, 1968, for an unreduced social security benefit. For retirement on or after Oct. 25, 1967, benefits payable after Mar. 1, 1968, were to be reduced \$6 a month for each year of credited service (up to 25, maximum \$150).</p> <p>Changed: A penalty, equal to double the amount by which earnings in any calendar year after 1967 and after retirement exceeded the amount permitted without reduction of benefits under the Federal Social Security</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Mar. 1, 1968 (agreement dated Oct. 25, 1967)—continued.		Act (\$1,500 on Oct. 25, 1967), was charged against the supplemental allowance (instead of complete forfeiture of future supplemental allowance payments). The penalty was deducted in installments from the monthly allowance payments until the full amount of such penalty was satisfied.
Jan. 1, 1969 (agreement dated Oct. 25, 1967).	<p>Changed: For employee retiring on or after Oct. 25, 1967, pension benefits ranged from \$5.50 to \$6 a month per year of credited service depending on the applicable benefit rate for "benefit class codes" designated for each job classification in effect on Sept. 6, 1967.²⁷</p> <p>Changed: For early retirement at company option or under mutually satisfactory conditions, or for total and permanent disability—for employees retiring on or after Oct. 25, 1967, benefits were to be computed on the life income benefit rate of the benefit class code applicable to the retiree at retirement date, plus a temporary benefit of \$6 for each year of credited service up to 25 (maximum \$150).</p> <p>Changed: For early retirement at own option on or after Oct. 25, 1967—benefits were to be computed on the life income benefit rate of the benefit class code applicable to the retiree's job classification, multiplied by the percentage applicable for his attained age when benefits commenced.²⁸</p> <p><i>Survivor's option:</i> Employee's benefits increased to (1) 95 percent of benefit he would have received after age 65, if employee and spouse were same age; (2) 95 percent plus 0.5 percent for each year over 5 and up to 10, that spouse's age exceeded employee's age; and (3) 95 percent minus 0.5 percent for each year in excess of 5 that spouse's age was less than employee's.</p> <p>Increased: Benefits payable to surviving spouse of an employee who (1) retired and elected the survivorship option on or after Oct. 25, 1967, and (2) died before Jan. 1, 1969, recomputed to give effect to increased benefit rate.</p>	<p>Benefit class codes were assigned for the maximum hourly base rate (including incentive earnings) of each job classification.</p> <p>The benefit rate was to be determined by the benefit class code for the job classification held by the employee for the greatest number of calendar days during the 24 consecutive months immediately preceding his last day worked.</p> <p>Employee retiring on or after Jan. 1, 1969, (including a former employee who incurred a break in seniority on or after Jan. 1, 1969, and was entitled to a deferred vested pension benefit) was automatically deemed to have elected the survivor's option providing a reduced monthly benefit for employee.</p> <p>Employee could prevent the automatic election by a specific written rejection at the time of application for retirement benefits.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters										
Retirement benefits—continued												
Dec. 21, 1970 (agreement dated Dec. 7, 1970).	<p>Credited service broadened to include past service for employee with seniority on or after Dec. 21, 1970, not in employment on Mar. 1, 1950 but with active service before that date.</p> <p>Past and future service creditable to employee for disability benefit as if he had seniority throughout disability if he had seniority break on or after June 1, 1955 with eligibility for a vested pension and (a) was re-employed on or after Dec. 21, 1970 and within 36 months of seniority break, and (b) became disabled while employed before again acquiring seniority, and disability was continuous for 6 months during which he was found to be totally and permanently disabled.</p> <p>Employee who did not have seniority on or after Dec. 21, 1970 and who had seniority break after Mar. 1, 1950 to have past and future service that was creditable to him at time of service break if he acquired a seniority date which was within 36 consecutive months of date seniority was lost.</p> <p>Added: Employee with seniority on or after Dec. 21, 1970 who on or after Mar. 1, 1950 was absent from employment because of active military service and reinstated with seniority credit, to be credited for military service for pension purposes even if he retired or incurred a break in seniority subsequent to re-employment and before Sept. 1, 1961.</p> <p>Changed: In any calendar year after Oct. 25, 1967, for which employee accrued fewer than total number of hours required for full year of future service credit, his future service credit (in addition to any other hours creditable under future service) shall include 40 hours per week for any period of absence during any such year due to layoff or company-approved sick leave provided that (1) employee received pay during year for at least 170 hours but less than 1,700 hours, and (2) if such layoff or sick leave beginning in 1970 or any calendar year thereafter continues after that year, the employee shall receive future service credit for layoff or company-approved sick leave in the 2nd calendar year, not to exceed 1,530 hours' credit for all such absence related to receipt of such pay from company in the first year. Section (2) was applicable to an employee who received 1,700 hours' pay or more in 1970 or any calendar year thereafter if he was laid off or on company-approved sick leave at the end of any calendar year.</p> <p>Added: Employee with 5 years of seniority as of Jan. 1, 1971 who was laid off during any calendar year after Dec. 31, 1955 and before Jan. 1, 1963, was credited with 40 hours for each complete calendar week of such absence during which he had seniority, multiplied by a percentage as follows:</p> <table><thead><tr><th>Employee seniority on Jan. 1, 1971</th><th>Percent</th></tr></thead><tbody><tr><td>20 years or more</td><td>100</td></tr><tr><td>15-20 years</td><td>75</td></tr><tr><td>10-15 years</td><td>50</td></tr><tr><td>5-10 years</td><td>25</td></tr></tbody></table>	Employee seniority on Jan. 1, 1971	Percent	20 years or more	100	15-20 years	75	10-15 years	50	5-10 years	25
Employee seniority on Jan. 1, 1971	Percent											
20 years or more	100											
15-20 years	75											
10-15 years	50											
5-10 years	25											

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Dec. 21, 1970 (agreement dated Dec. 7, 1970)—continued.		
Apr. 1, 1971 (agreement dated Dec. 7, 1970).	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired (1) before Oct. 25, 1967, by \$1 per year of credited service; (2) on or after Oct. 25, 1967 but before Sept. 15, 1970, by \$1 per year of service to amount ranging from \$6.50 to \$7 per year of credited service, depending on life income benefit rate for applicable benefit class code²⁹ and (3) on or after Sept. 15, 1970, by \$1.75 per year of service to amount ranging from \$7.25 to \$7.75 per year of credited service, depending on life income benefit rate for applicable benefit class code.²⁹</p> <p>Increased: <i>Early retirement and disability retirement monthly benefits.</i></p> <p><i>For retirement at company option or under mutually satisfactory conditions (special early retirement) or for total and permanent disability</i>—for employees retired (1) before Sept. 1, 1964, by \$2 per year of credited service (except rate for retirees upon attaining age 65 or when otherwise eligible for unreduced social security benefits and for special early retirement before Sept. 1, 1964, increased by \$1 per year of credited service); (2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$6.25 per year of credited service plus a temporary benefit of \$6.75 per year of credited service, up to 25 years (maximum temporary benefit \$168.75); (3) on or after Oct. 25, 1967 but before Sept. 15, 1970, to amount ranging from \$6.50 to \$7 per year of credited service depending on life income benefit rate for applicable benefit class code,²⁹ plus a temporary benefit of \$7 per year of credited service, up to 25 years (maximum temporary benefit \$175); and (4) on or after Sept. 15, 1970, to amount ranging from \$7.25 to \$7.75 per year of credited service, depending on the life</p>	<p>Employees must have received less than a full year of future service credit for such year, have made proper application, and not have been credited with more than 1,700 hours in any such calendar year, and there must not have been any duplication of accreditable service.</p> <p>Temporary benefits continued only until age 65 or prior date when employee became or could have become eligible for unreduced social security benefits.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Apr. 1, 1971 (agreement dated Dec. 7, 1970)—continued.	<p>income benefit rate for applicable benefit class code,²⁹ plus a temporary benefit of \$7.50 per year of credited service, up to 25 years (maximum temporary benefit \$187.50).</p> <p><i>For retirement at own option (regular early retirement)</i>—employee retired (1) before Sept. 1, 1964, by \$1 per year of credited service as previously reduced; (2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$6.25 per year of credited service, multiplied by percentage applicable for his attained age when benefit began,³⁰ (3) on or after Oct. 25, 1967 but before Sept. 15, 1970, to amount ranging from \$6.50 to \$7 per year of credited service, depending on life income benefit rate for applicable benefit class code,²⁹ multiplied by percentage applicable for his attained age when benefits began³⁰; and (4) on or after Sept. 15, 1970, to amount ranging from \$7.25 to \$7.75 per year of credited service, depending on life income benefit rate for applicable benefit class code,²⁹ multiplied by percentage applicable for his attained age when benefits began.³⁰</p> <p>Increased: <i>Vesting</i>—deferred monthly benefits ranging from \$5.50 to \$6 (for break in seniority on or after Jan. 1, 1969 but before Dec. 21, 1970) or from \$7.25 to \$7.75 per year of credited service (for loss of seniority on or after Dec. 21, 1970), depending on life income benefit rate for applicable benefit class code.²⁹</p>	<p>Added: Survivors' benefits—employee could have pension restored to amount payable had he not made a survivorship election if he retired on or after Sept. 15, 1970 (including a former employee who incurred a break in seniority on or after Dec. 21, 1970 and entitled to deferred pension) and designated spouse predeceased employee or if a divorce was obtained (by court decree). Employee who retired before Sept. 15, 1970 and made survivorship election (including a former employee who incurred a break in seniority before Dec. 21, 1970, and entitled to deferred pension) could have pension restored to amount payable before such election if designated spouse predeceased him. Employee retired before Sept. 15, 1970 on normal, early, or disability retirement could receive full amount even though he made survivorship election if divorce was obtained (by court decree).</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Apr. 1, 1971 (agreement dated Dec. 7, 1970)—continued.	<p>Increased: <i>Special age 65 benefit</i>—to \$5.30 a month.</p> <p>Expanded: <i>Special survivorship option</i>—employee retired before Jan. 1, 1962, on total and permanent disability and not yet age 60 before Mar. 1, 1968 could elect to provide monthly survivors' benefit equal to \$1.60 per year of credited service at retirement. Retirees' monthly life income benefit was reduced by \$1 per year of credited service at retirement.</p>	<p>No more than one payment was to be made to any one person for any month after March 1971.</p> <p>Election became effective Apr. 1, 1971, if retiree filed form on or after Dec. 21, 1970 but before Apr. 1, 1971. If retiree had not attained age 60 before Apr. 1, 1971, and he filed form during month in which he attained age 60, the election was effective the first day of the following month.</p> <p>Changed: Supplemental allowance—benefits payable on or after Apr. 1, 1971 for employee retired at own option under early retirement reduced for any month before age 65 for which he would be eligible for an unreduced Social Security benefit on or after Apr. 1, 1971 as follows:</p> <p>If employee retired (1) on or after Sept. 1, 1965 but before Oct. 25, 1967, by \$6.75 a month per year of credited service, up to 25 years (maximum \$168.75); (2) on or after Oct. 25, 1967 but before Sept. 15, 1970, by \$7 a month per year of credited service, up to 25 years (maximum \$175); and (3) on or after Sept. 15, 1970, by \$7.50 a month per year of credited service, up to 25 years (maximum \$187.50).</p> <p>Increased: Maximum earnings permitted before penalty applied against supplemental allowance—to \$1,680 in any calendar year after retirement (amount permitted without reduction in benefits under Federal Social Security Act).</p> <p>Added: Pension benefit payable to any retiree (including any supplemental allowance) who retired on or after Apr. 1, 1971 (including a former employee who incurred a break in seniority on or after Apr. 1, 1971 and entitled to a deferred pension) to be reduced, unless prohibited by law, equivalent to all or any part of workmen's compensation (including compromise or redemption settlements) payable to retiree by laws of United States or any political subdivision thereof which have or will be enacted, to the extent that such workmen's compensation has been provided by premiums, assessments, taxes, or other payments at the expense of the company. No deduction was to be made for workmen's compensation for hospitalization or medical expense, fixed statutory payments for loss of any bodily member or 100 percent loss of use of any bodily member, or payment for loss of industrial vision; compromise or redemption settlements payable before date monthly benefits began; or workmen's compensation payments paid under claim filed not later than 2 years after breaking of seniority.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Oct. 1, 1971 (agreement dated Dec. 7, 1970).	<p>Changed: <i>Supplemental allowance</i> for employees retiring on early or total and permanent disability retirement which when added to early and disability benefits would bring total benefits to (1) for retirement on or after Sept. 1, 1965 but before Oct. 1, 1971—\$450 (a) reduced for retirement between age 60 and 65, by 75 cents for each 1/20 of a year that his credited service was under 30 years and (b) reduced for retirement before age 60, by multiplying an amount payable for specified years of service as computed in (a) above by a fraction of which the numerator was 60 and denominator was the number of months the employee was under age 65 at retirement; (2) for retirement on or after Oct. 1, 1971—(a) if employee had 30 years of service or more (i) \$500 for months before age 62 and (ii) \$450 after 62 through month in which he attains age 65, with both (2)(a)(i) and (2)(a)(ii) above reduced by 2/3 of 1 percent for each month under age 58 at retirement (reduction not applicable for disability and regular early retirements if on layoff for 12 continuous months, or less at discretion of company, because of plant closing or discontinuance of operations and suitable work was not available from company in same area); or (b) if employee had less than 30 years of service (i) \$500 for months before age 62 reduced by 83-1/3 cents for each 1/20 of a year that his credited service at retirement was less than 30 years and (ii) \$450 after 62 through month in which he attains age 65, reduced by 75 cents for each 1/20 of a year that his credited service at retirement was under 30 years, with both (2)(b)(i) and (2)(b)(ii) above further reduced for employee who had not reached age 60 at retirement, by multiplying the amount payable by a fraction, of which the numerator is 60 and the denominator is the number of months the employee was under age 65 at retirement.</p> <p>Changed: <i>Regular early monthly retirement benefit—employee</i></p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Retirement benefits—continued</i>		
Oct. 1, 1971 (agreement dated Dec. 7, 1970)—continued.	<p>with 30 years or more of credited service who retired at his own option on or after Oct. 1, 1971, to receive life income benefit based on applicable benefit class code,²⁹ multiplied by percentage applicable for his attained age when benefits began,³⁰ and at age 65 to receive life income benefit otherwise payable after age 65 reduced by 1/3 of one percent times number of months from date his benefits began to first day of month that included his 62nd birthday.</p> <p>Added: Employee with 30 years or more of credited service who incurred a break in seniority on or after Oct. 1, 1971, before attaining age 55 considered to be retired employee eligible to receive regular early retirement benefit.</p>	
Oct. 1, 1972 (agreement dated Dec. 7, 1970).	<p>Changed: <i>Supplemental allowance</i>—employee who retired on or after Oct. 1, 1972 with 30 years or more of credited service to receive 2/3 of 1 percent reduction for each month under age 56 at retirement (previously age 58).</p>	
<i>Supplemental unemployment benefit plan</i>		
June 6, 1955 (by agreement dated June 8, 1955).	<p>Plan established to supplement benefits paid under State unemployment systems.</p> <p><i>Contributions:</i> Company to contribute 5 cents per man-hour compensated.</p> <p><i>Size of Benefits:</i> "Special" benefits—to be paid for the first 4 weeks of benefits³¹—will, when added to State unemployment compensation, equal 65 percent of the employee's weekly straight-time wages after taxes or \$25, whichever amount is smaller.</p> <p>"Regular" benefits—paid for each subsequent week of benefits up to a maximum of 22 additional weeks—will, when added to unemployment compensation, equal 60 percent of the employee's weekly straight-time wage after taxes or \$25, whichever is smaller.</p> <p>Benefits will be reduced by 20 percent if the trust fund position falls below 13 percent, but in no event to an amount less than \$5 by reason of such reduction. If</p>	<p>Company contributions will be paid into two funds—a general fund for production workers and a defense fund for those engaged in defense work. Both funds are eventually to be built up to a "maximum trust fund position" of about \$400 per employee (including workers laid off but eligible for benefits)—or a total of \$55. million for the two funds combined, assuming no change in employment from June 1955 levels.³²</p> <p>Company contributions to the fund will cease when it reaches 100 percent (maximum trust fund position) and will be resumed only as necessary to restore this level.</p> <p>Plan contingent on obtaining rulings (1) that company contributions are deductible expenses for Federal income tax purposes; (2) that such contributions would be excluded in computation of overtime pay under the Fair Labor Standards Act; and (3) in States in which the company has two-thirds of its employees, that simultaneous payment of benefits would not reduce or eliminate State unemployment benefits.³³ If these rulings are not obtained by June 1, 1957, the plan terminates, except to pay benefits in States where supplementation is permitted (or substitute benefits where supplemental benefits not allowed) until funds have been exhausted. If the plan is terminated in this manner, the company and union are to negotiate with respect to the use of the money which the company otherwise would contribute to the fund; if no agreement is reached within 60 days, there will be a general 5-cent-an-hour wage increase.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefit plan—continued</i>		
June 6, 1955 (by agreement dated June 8, 1955)—continued.	<p>such position is less than 4 percent, no benefits are payable. Benefits to be first available June 1, 1956, or when favorable rulings from State and Federal governments obtained, whichever later.</p> <p><i>Eligibility:</i> Laid-off employees with at least 1 year's seniority³⁴ and with benefit credits will be eligible for benefits after a waiting period of 1 week within the benefit or calendar year.</p> <p>To obtain a week of benefits, employees will surrender credits varying from 1 to 10 units depending on length of service and amount of funds on hand to pay benefits.³⁵</p> <p><i>Accrual of credit units:</i> During the first 2 years of the plan employees with less than 10 years' seniority will accumulate 0.25 of a credit unit for each week in which they were employed 32 or more hours and employees with longer service will accumulate 0.50 of a credit unit for each such week of employment. Subsequently, all employees will receive 0.50 of one credit unit for each such week of employment. A maximum of 26 credit units can be accumulated by a worker at any one time.</p>	
Sept. 1, 1958 (agreement dated Sept. 20, 1958).	<p><i>Size of Benefits</i> —Changed to: An amount, which when added to State unemployment compensation, will equal 65 percent of the employee's weekly straight-time wages after taxes, or \$30, whichever is smaller.³⁶</p> <p><i>Eligibility</i>—Changed: From requirement of at least $\frac{1}{4}$ credit unit to a fraction of a unit.</p> <p>Added: Benefits to be paid to employees receiving less than 65 percent of weekly after tax straight-time wage where earnings were too high to qualify for State benefits or "waiting week" credit.</p> <p><i>Accrual of credit units</i>—Changed: Employees to accumulate $\frac{1}{2}$ credit unit for each workweek in which they receive any pay from company.</p> <p>Changed: Maximum number of credit units increased to match increase in number of weeks of State unemployment compensation benefits beyond 26, up to 39.</p>	<p>An employee with fewer than the number of credit units required for the full weekly benefit to be paid at least \$2. (Formerly, employee was ineligible for benefit if less than \$2.)</p> <p>Not applicable to States that extended benefit period temporarily through acceptance of the Federal loan act (Temporary Unemployment Compensation Act of 1958) or otherwise; eligible employees in these States covered by temporary emergency benefit provisions.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefit plan—continued</i>		
Sept. 1, 1958 (agreement dated Sept. 20, 1958)—continued.	Added: Temporary emergency benefits extending credits for SUB to employees laid off on or after Sept. 1, 1958, but prior to Apr. 1, 1959. Maximum of 13 additional units for each eligible employee.	Applicable to otherwise eligible employees who had exhausted credit units or who had insufficient credits to qualify for full benefit and who worked in States temporarily extending State benefits beyond 26 weeks under the Federal loan act or other action.
Dec. 22, 1958 (agreement dated Sept. 20, 1958).	Company contributions of 5 cents per man-hour compensated continued depending on maximum funding. Assets of Defense Fund merged into General Fund. Monthly maximum funding continued at \$393 per employee. ³⁷	
Apr. 1, 1959 (supplement agreement of Apr. 8, 1959).	Extended: Credits for SUB under temporary emergency benefits continued for employees laid off prior to July 1, 1959, but subsequent to Aug. 31, 1958. No change in total number of additional credit units allowed.	Applicable to eligible employees who had received temporary emergency benefits prior to Apr. 1, 1959 and who were eligible for benefits under State programs, temporarily extending through June 30, 1959.
Sept. 1, 1961 (agreement dated Oct. 20, 1961).	Company to contribute 5 cents per man-hour compensated through November 1962, regardless of maximum funding position during period.	See also contributions for scheduled short workweek and special benefits, effective Jan. 1, 1962; new maximum financing formula, effective Dec. 1, 1962; and offset for provision of hospital, surgical, and medical insurance and moving allowance to laid-off employees, effective Jan. 1, 1962. ³⁸
Sept. 3, 1961 (agreement dated Oct. 20, 1961).	<i>Accrual of credit units:</i> Increased: Maximum number of credit units to 52.	
Jan. 1, 1962 (agreement dated Oct. 20, 1961).	<i>Size of benefits:</i> ³⁹ Changed: <i>Regular benefits</i> —An amount which, when added to State unemployment compensation, weekly earnings from company (including holiday and vacation pay and potential earnings for available time not worked), plus earnings over \$10 from other employers, would equal 62 percent of straight-time weekly earnings for a 40-hour week (including cost-of-living allowance but excluding premiums and bonuses) plus \$1.50 per dependent up to four. Maximum weekly benefit—\$40.	Benefits, except for scheduled short workweek or special benefits, to be (1) discontinued when credit unit cancellation base ⁴⁰ fell below \$12.80, (2) reduced 20 percent but not below \$5 when base was \$12.80 but less than \$41.60. Full benefits to be paid employee otherwise eligible but with insufficient credits required for full amount of regular or short workweek benefits. Unemployment compensation not deducted from SUB if State benefits were exhausted while employee was entitled to SUB.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefit plan—continued</i>		
Jan. 1, 1962 (agreement dated Oct. 20, 1961)—continued.	<p>Eligibility: Added: Employee to be eligible for benefits if disqualified for unemployment compensation (1) when laid off because of inability to perform work offered although capable of doing other work to which entitled if seniority had been sufficient; (2) for refusal to accept company's offer of work which he was not required to take under local agreement; (3) because of eligibility for or receipt of statutory retirement or disability benefits which could be received while working; (4) when automatically retired without company pension; (5) when serving an unemployment compensation waiting week while laid off out of line of seniority, unless layoff temporary;⁴¹ (6) when receiving military termination pay; (7) because of failure to claim benefit which, due to company earnings, was less than \$2; or (8) when employee participated in a Federal or State retraining program providing benefits or subsistence.⁴²</p> <p>Added: <i>Short workweek and special benefits</i> for scheduled and unscheduled short workweek.</p> <p>Scheduled short workweek—65 percent of straight-time hourly pay and cost-of-living allowance in effect times difference between compensated or available hours and 40.</p>	<p>Employee could be eligible for part of week if specified disqualifying conditions were not responsible for entire week's unemployment. One-fifth of weekly benefit paid for each day eligible.</p> <p>Company not required to contribute to SUB fund for short week and special benefits for scheduled short workweeks, unless credit unit cancellation base fell below \$300 per employee. If contribution was required, company to pay lesser of (1) amount of short week and special benefits for scheduled short workweek for which company was not obligated to contribute during preceding month or (2) amount required to bring credit unit base up to \$300 for month for which company did contribute.</p> <p>In addition, when credit unit cancellation base fell below \$300 per employee, company to contribute for each pay period sum equal to (a) short workweek benefits and (b) special benefits for scheduled short workweek.</p> <p>Payable: Short workweek benefits, without application, for any week in which employee worked a short workweek and received company earnings sufficient to disqualify him for State unemployment compensation. No minimum or maximum benefit. Special benefits, with application, for any week in which employee worked a short workweek but did not receive sufficient company earnings to be disqualified for State unemployment compensation. No minimum or maximum benefit.</p> <p>Defined as week in which hours were reduced to adjust production to customer demand.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefit plan—continued</i>		
<p>Jan. 1, 1962 (agreement dated Oct. 20, 1961)—continued.</p>	<p>Unscheduled short workweek—50 percent of straight-time hourly pay and cost-of-living allowance in effect times difference between compensated or available hours and 40.</p> <p><i>Eligibility</i>—Employee (1) with 1 year of service or more who worked for the company during week but had fewer than 40 compensated or available hours,⁴⁵ (2) who was laid off some part of week,⁴⁶ (3) who was ineligible for State unemployment compensation because of company earnings or period worked,⁴⁷ (4) who satisfied specified SUB eligibility requirements, and (5) without the equivalent of a week of unemployment as defined by the State unemployment compensation law with respect to any part of the workweek.⁴⁸</p> <p>Added:</p> <p><i>Special benefits</i>—An amount computed as a short-week benefit but reduced by State unemployment compensation and weekly earnings over \$10 from another employer.</p> <p><i>Eligibility</i>—Employee who (1) met all conditions for regular benefit (except \$2 minimum not applicable), (2) worked for the company during the week but had fewer than 40 compensated or available hours,⁴⁵ and (3) did not receive sufficient company earnings or work for company long enough to be disqualified for State unemployment compensation.</p> <p><i>Leveling week benefit</i>—employees serving a waiting week for State benefits to receive full amount (62 percent plus \$1.50 for each of up to 4 dependents) of regular benefit (or special if applicable) for such week if laid off out of line of seniority, unless layoff is temporary.⁴¹ Not subject to \$40 maximum. Employee continued to accrue credit units while receiving benefits and no credit units to be cancelled.</p>	<p>Defined as week in which (1) reduced hours not classified as scheduled, (2) employee returned from layoff to replace a separated or absent employee, (3) employee returned to work after a week of layoff because of an increase in production,⁴³ or (4) employee last worked at beginning of or first worked at end of a model change period.</p> <p>Compensated or available hours to include hours (1) paid for, (2) scheduled or made available but not worked, (3) during layoff for any reason not covered by SUB plan,⁴⁴ (4) not worked in accordance with local agreement or because of absenteeism of other workers, and (5) below 40 hours normally not worked by part-time employee or employee on less than regular 40-hour shifts.</p> <p>No credit units cancelled for unscheduled short workweek benefits for 3 hours or less or for scheduled short workweeks, special or leveling week benefits. One-half regular cancellation rate applied for unscheduled short workweek if pay from company equaled or exceeded 62 percent or 40 hours' pay plus \$1.50 for each dependent up to four.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefit plan—continued</i>		
Dec. 1, 1962 (agreement dated Oct. 20, 1961).	<p>Changed: <i>Maximum funding</i>—to be 16 times the average full benefit (including average weekly amount paid to cover hospital, surgical, and medical expense benefits for laid-off employees) times number of employees in active service and laid-off workers with credit units.</p>	<p>Full benefit defined as a regular benefit not reduced because of other compensation or benefit paid employee, laid off out of line of seniority, ineligible for State unemployment compensation because of waiting week requirement.</p> <p>Eliminated: Periodic revision in maximum funding when weekly benefits fell below \$20.</p>
Sept. 1, 1964 (agreement dated Nov. 23, 1964).	<p><i>Regular benefits</i>: Increased—to maximum \$50 a week plus \$1.50 for each dependent up to 4.</p> <p><i>Eligibility</i>: Added—employee was eligible for benefits if disqualified for unemployment compensation because (1) the week was (a) a State system “waiting week” immediately after a week for which he received a State benefit, or (b) a waiting week that occurred less than 52 weeks after his last State “waiting week”; or (2) denial of SUB would be contrary to intent of plan.</p> <p><i>Scheduled short workweek benefits</i>: Increased to—75 percent of straight-time hourly pay and cost-of-living allowance in effect, times the number of hours by which 40 exceeded compensated or available hours.</p>	<p>Added: Benefits payable for the first 2 weeks of layoff resulting from an act of God.</p> <p>Changed: Short workweek benefits, other than partial automatic short week benefits and special short week benefits, payable without application now termed “automatic short week benefits.”</p> <p>Added: Partial automatic short week benefits—payable for hours of layoff on days not included in established State system “week of unemployment” based on number of hours by which the hours regularly compensated on such days exceeded the actual compensated or available hours.</p>
Nov. 1, 1967 (agreement dated Oct. 25, 1967).	<p>Changed: <i>Maximum funding</i>—to be 16 times the average full benefit rate (the sum of (1) an amount determined by adding the sum of all full benefits paid by the company and all contributions made by the company for the continuation of group life insurance coverage for laid off employees during the 12 months immediately before the month preceding the month for which maximum funding is being determined, and dividing the result by the number of such full benefits, and (2) the average weekly contributions paid by the company to provide hospital-surgical-medical insurance coverage), and this result multiplied by the sum of (a) the average number of covered employees on the active employment rolls, and (b) the average number of persons laid off from work as covered employees who are not on the active employment rolls but who have credit units.</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefit plan—continued</i>		
Feb. 9, 1968 (agreement dated Oct. 25, 1967).	<p><i>Regular benefits:</i> Eliminated—maximum when receiving State unemployment compensation.</p> <p><i>Eligibility:</i> Added—employee was eligible for benefits if disqualified for State unemployment compensation because he was on active duty, including required military training, in a National Guard, Reserve or similar unit, for not more than 2 weeks in any calendar year.</p> <p><i>Automatic short week benefits</i> for scheduled and unscheduled short workweek: Increased—to 80 percent of straight-time hourly pay and cost-of-living allowance in effect, times the number of hours by which 40 exceeded compensated or available hours.</p> <p><i>Eligibility:</i> Added—employee was eligible for automatic short week benefits for any workweek, if during such workweek he received some jury-duty or bereavement pay from the company, but had less than 40 compensated or available hours.</p>	<p>Added: Maximum of \$70 plus \$1.50 for each dependent up to 4 applicable to benefits for a week for which employee does not receive a State benefit.</p> <p>Eliminated: Reduction of SUB by amount of special “back to work” benefit paid under Michigan Unemployment Compensation Law.</p>
Oct. 25, 1968 (agreement dated Oct. 25, 1967).	<p>.....</p> <p>Contributions: Company to contribute at rate of (1) 5 cents per man-hour compensated when value of assets of SUB fund is at least thirteen-sixteenths of the maximum funding, (2) 6 cents per man-hour compensated when value of assets is one-half but less than thirteen-sixteenths of maximum funding, and (3) 7 cents per man-hour compensated when value of assets was less than one-half of the maximum funding.</p>	<p>Added: In any week for which an employee received layoff disability under group life and disability insurance plan, credit units were to be canceled as if he had received regular SUB for such week; if he received layoff disability benefits for only a portion of a week and did not receive SUB for any part of such week, only 1/2 of such credit units were to be canceled; if he received layoff disability benefits for a portion of a week and also SUB for such week, no credit units were to be canceled for the layoff disability benefits.</p> <p>Changed: Benefits, except for automatic short week benefit for a scheduled short workweek, to be (1) discontinued when credit unit cancellation base⁴⁹ fell below \$18 (2) reduced 20 percent, but not below \$5, when base was \$18 but less than \$58.50.</p> <p>Changed: Company required to contribute to SUB fund for automatic short week benefits paid for scheduled short workweeks, when credit unit cancellation base fell below \$430 per employee.</p> <p>Added: Company’s contribution to SUB fund would be offset by (1) amount of automatic short week benefits</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefit plan—continued</i>		
Oct. 25, 1968 (agreement dated Oct. 25, 1967)—continued.		paid (other than benefits paid for scheduled short workweeks in pay periods for which the credit unit cancellation base was less than \$430), and (2) contributions by company for the continuation of group life insurance coverages for laid off employees, except the amount paid for the first full month after the month of such layoff.
Dec. 1, 1968 (agreement dated Oct. 25, 1967).	<p>Regular benefits: Increased—to an amount which, when added to State unemployment compensation, weekly earnings from company (including holiday and vacation pay and potential earnings for available time not worked), plus earnings or military pay over \$10 from other employers, would equal 95 percent of employee's weekly aftertax pay, less \$7.50 for work related expenses not incurred.</p> <p>Added: Guaranteed annual income—52 credit units guaranteed each year for employees with 7 or more years of seniority and on active employment rolls on Dec. 1, 1968, or on the last day of each 52d pay period thereafter; graduated guarantees for workers with at least 1 but less than 7 years of seniority.⁵⁰</p>	<p>Maximum weekly benefit, \$70 plus \$1.50 for each dependent up to 4, if employee refuses an offer of work by the company (even though he has an option to refuse such work) which results in his being disqualified for State benefits or if such refusal of an offer of work occurs after exhaustion of State benefits. Maximum not applicable, however, to skilled tool and die, maintenance and construction or powerhouse employees who refused work, other than work in their respective departments.</p> <p>Workers on layoff or with less than 1 year of seniority on Dec. 1, 1968 (or on a subsequent guarantee date), receive guaranteed annual income credit units on a proportionately reduced basis on the date of reinstatement to the active roll or upon accumulating 1 year of seniority.⁵¹</p>
Dec. 28, 1970 (agreement dated Dec. 7, 1970).	<p><i>Accrual of credit units:</i> Added—employee to receive 1/2 credit unit for each week he was (a) on a military leave of absence or (b) absent from work because of occupational injury or disease incurred during employment and on account of such absence received workmen's compensation while on company-approved leave of absence.</p>	<p>Added: Employee with credit units during part of week who forfeited them due to death or retirement under plan deemed to have them for all of such week.</p> <p>Changed: The designation of a "reinstated accident and sickness benefit" was substituted for the previous layoff disability benefit so that in any week for which an employee received a reinstated accident and sickness benefit under the group life and disability plan, credit units were to be cancelled as if he had received regular SUB benefits for such week; if he received a reinstated accident and sickness benefit for only a part of week and did not receive SUB benefits for any part of such week, 1/2 of such credit units were to be cancelled; if he received a reinstated accident and sickness benefit for part of week and also SUB benefits for such week, no credit units were to be cancelled for the reinstated accident and sickness benefits. (Terminology change only.)</p> <p>Changed: Employee who entered Armed Forces directly from employ of company, deemed to be on leave of absence while in such service and not entitled to any SUB, and all credit units credited at time of entry into service plus (a) any units he was entitled to be credited with for period of military leave of absence, or (b) any units earned prior to or with respect to his period of military leave of absence that would have been credited to him on or after date he attained 1 year of seniority if he had been on active employment rolls of company on or after such date, to be credited to him upon reinstatement in accordance with the terms of the approved leave of absence.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practice¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefit plan—continued</i>		
Dec. 28, 1970 (agreement dated Dec. 7, 1970) — continued.	<p>Changed: <i>Contributions</i>—with respect to each pay period which began within a month for which the current market value of the assets of the fund was less than the maximum amount, the company to contribute the lesser of the following amounts:</p> <ol style="list-style-type: none"> (1) The amount required to increase the value of the fund to, but not over 100 percent of maximum funding; or (2) An amount determined by multiplying (a) the total number of hours employees have received pay from company (excluding hours for which benefits under SUB plan are payable) for such period, by (b) a number of cents-per-hour (5 to 10 cents), depending on percentage relationship of the asset value of fund to maximum funding.⁵² 	<p>Changed: When credit unit cancellation base fell below \$495 per employee (previously, \$430 per employee), company required to contribute to SUB fund for automatic short week benefits for scheduled short workweeks.</p> <p>Changed: Offset to company's contribution to SUB fund because of automatic short week benefits paid, only if such benefits were not paid for scheduled short workweek in pay period in which credit unit cancellation base was below \$495 (previously, \$430).</p> <p>In effect and continued: Company's contribution to SUB fund offset by amounts of any benefits and lump-sum payments by company which provided that they be used as offsets.</p> <p>Changed: Assets in the fund could be invested in obligations guaranteed by the U.S. government as well as general obligations issued by the U.S. government.</p>
Feb 1, 1971 (agreement dated Dec. 7, 1970).	<p>Eligibility: Changed—employee was eligible for regular benefits if disqualified for State unemployment compensation because he was on short-term active duty of 30 days or less for required military training in a National Guard, Reserve, or similar unit, or was on short-term active duty of 30 days or less in one of above units by State or Federal authority for public emergency.</p> <p>Eligibility: Changed—a laid-off employee would be eligible for regular benefits even though he was employed full time outside the company.</p> <p>Eligibility: Added—employee eligible for automatic short week benefits if during such workweek he had fewer than 40 compensated or available hours and received some military pay from the company, or he received only holiday pay from the company and, for the immediately preceding week, received a short week benefit or had 40 compensated or available hours; or he was ineligible for pay from the company for all or part of a period for jury-duty, bereavement, or short-term active duty because he was called to active service for public emergency during the workweek and during all or part of such period he would otherwise have been on a qualifying layoff.</p>	<p>Changed: Employee deemed to be on a qualifying layoff with limitation of 2 regular benefits in a calendar year if he was on short-term active duty for required military training and ineligible for pay from company for all or part of period solely because he would be on a qualifying layoff but for such active duty (2- benefit limit not applicable to short-term active duty of 30 days or less for public emergency).</p> <p>Added: Employee entitled to benefit because of eligibility for a leveling week benefit, for part of a week to receive 1/5 of a regular benefit for each day eligible.</p> <p>Added: Employee who breaks seniority by reason of death or retirement under plan and eligible for automatic short week benefit for certain hours of layoff during week before break in seniority to receive (or his appointed legal representative or survivors to receive) an automatic short week benefit based on a number by which the hours he regularly would have been compensated exceeds his compensated or available hours for the part of the week before date of break in seniority.</p> <p>Changed: For short week eligibility, compensated or available hours will exclude any straight-time hours not worked that employee has the option to refuse.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Supplemental unemployment benefit plan—continued</i>		
Feb. 1, 1971 (agreement dated Dec. 7, 1970)—continued.	<p>Increased: <i>Regular benefit</i>—maximum to \$80 for any week employee exercised his option to refuse work and did not receive State system benefit because of such refusal or refusal occurred after exhaustion of State benefit rights.</p> <p>Changed: <i>Regular benefit</i>—portion of "State benefit and other compensation" charged against regular benefit that was earned from other employers was changed to earnings over the greater of \$10 or 20 percent of such wages from other employers or military pay over \$10 (previously earnings over \$10). Pay in lieu of vacation continued to be excluded in computing earnings from company.</p>	
<i>Separation pay</i>		
Sept. 1, 1958 (agreement dated Sept. 20, 1958).	<p>Separation payment plan established to be financed from SUB fund and providing lump-sum payments ranging from 40 hours' pay to employees with 2 years' seniority to 1,200 hours' pay for those with 30 or more years' seniority.⁵³ Benefits to be proportionately reduced when SUB trust fund position falls below 100 percent and by any SUB or temporary emergency benefit received while on layoff.</p>	<p>Applicable to employees below age 60 permanently laid off on or after Sept. 1, 1958,⁵⁴ who at the end of 26 weeks would not be eligible for disability retirement benefit and those age 60 or over with 2 years' seniority but less than 10 years' creditable service.</p> <p>Laid-off employees must apply for benefits not earlier than 1 year⁵⁵ but no later than 18 months after beginning of separation period.</p> <p>Employee reemployed after accepting separation payment not to repay benefits nor to receive seniority credit for period covered by such payment, i.e., such canceled seniority not to be reinstated.</p>
Jan. 1, 1962 (agreement dated Oct. 20, 1961).	<p>Increased: 50 hours' pay for employees with 2 years' service to 1,500 hours' pay for those with 30 years' seniority.⁵⁶ Benefit to be reduced by 1 percent for each \$1.60 credit unit cancellation base was below \$160.</p>	<p>Added: Benefit to be reduced by moving allowance paid to employee on layoff who transferred or to transferred employee who returned with seniority to original plant.</p> <p>Changed: Laid-off employees age 60 or over with 2 years' seniority but less than 10 years' creditable service could apply for benefit at time of separation.</p>
Sept. 1, 1964 (agreement dated Nov. 23, 1964).	<p>Increased: Benefits—to range from 50 hours' pay for employees with 1 but less than 2 years of seniority to 2,080 hours' pay for those with at least 30 years' seniority.⁵⁷</p>	<p>Time for applying for benefits extended to 24 months.</p> <p>Added: Continuity of layoff not broken if, while on layoff, an employee accepted a job offer by the company and subsequently was laid off within 5 work days.</p> <p>Changed: Eligibility for separation payments—to 1 year's seniority.</p> <p>Changed: Employees eligible for separation payments to include (1) those not eligible to receive pension or retirement benefits other than deferred benefits, and (2) those who have not refused to work on or after the last day they worked in the contract unit and before the earliest date on which they could apply.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—continued

Effective date	Provisions	Applications, exceptions, and other related matters
<i>Separation pay—continued</i>		
Feb. 9, 1968 (agreement dated Oct. 25, 1967).	.....	<p>Changed: Employee eligible for a separation payment only if his application is received by company during a pay period when the credit unit cancellation base (CUCB) is equal to or over \$58.50 (was \$41.60). Payment made, however, if, but only during the period of time when, the CUCB becomes equal to or greater than \$58.50, even though application is made during period CUCB is below \$58.50.</p> <p>Benefits to be reduced 1 percent for each \$2.25 that credit unit cancellation base was below \$225.</p> <p>Employee may apply for separation payment on or before the 30th day after the last month for which he was eligible to receive extended disability benefits under group life and insurance program.</p>
Dec. 21, 1970 (agreement dated Dec. 7, 1970).	.....	<p>Changed: Continuity of layoff not broken if, while on layoff, an employee accepted a job from the company and subsequently was laid off within 10 days.</p>
<i>Contingent distribution account</i>		
Sept. 1, 1964 (agreement dated Nov. 23, 1964).	<p>Established: Contingent distribution account to be financed by accrual of company's regular 5 cents per compensated hour SUB contribution whenever SUB fund reached maximum financing, through payroll period ending Sept. 3, 1967.</p> <p>Benefits—from \$25 to \$100⁵⁸ depending on amount in the account.</p> <p>Eligibility—employees with at least 1 year of seniority in the contract unit.</p>	<p>Payments if any, to be made on last payday before Dec. 25, 1965, and on last payday before Dec. 25 in each succeeding year.</p> <p>Payment determined by dividing the amount in the contingent distribution account on the last day of the first pay period ending in December, by the total number of eligible employees on the active employment rolls on that day.</p> <p>No payments to be made in year in which payments per eligible employee would be less than \$25; amount accrued would be considered in determining the distribution, if any, in subsequent years.</p> <p>If amount accrued in the account exceeded \$100 per eligible employee, the excess would be considered in determining the distributions, if any, in subsequent years.</p> <p>Plan contingent on rulings that payments (1) need not be included in regular rate of pay, and (2) were deductible expenses for income taxes in year in which they were made. These rulings were obtained.</p>
Dec. 23, 1967 (agreement dated Oct. 25, 1967).	Discontinued: Contingent distribution account.	<p>The amount accrued in the account on the last day of the first pay period ending in December 1967 was distributed in the manner described above, on the last pay day before Dec. 25, 1967.⁵⁸ Any balance in the account after this final distribution was to be transferred to be SUB trust fund. Employees determined to be eligible for a payment after transfer of the balance were to be paid by the company the same amount paid to employees determined to be eligible for a payment on the eligibility date, and company contributions required under the SUB plan were to be reduced by such payments.</p>

See footnotes at end of table.

Footnotes:

¹Last entry under each item represents most recent change.

²Period covered by Executive Order 9240 was Oct. 1, 1942, to Aug. 21, 1945.

³Under Aug. 21, 1947, agreement, employees established seniority after probationary period of 6 months' continuous employment. Probationary period was reduced to 3 months' continuous employment by Sept. 28, 1949, agreement, but holiday plan was amended to require employees to have seniority status and 6 months' service as of date of holiday to be eligible for holiday pay. Under Sept. 4, 1950, agreement, 6 months' service requirement was eliminated.

⁴For an incentive employee—his average straight-time hourly earnings, including incentive earnings but excluding all other premiums, for the last 4 pay periods worked immediately preceding the week before the week in which employee reports for duty.

⁵Moving allowance was as follows:

<i>Miles between plants</i>	<i>Allowance</i>	
	<i>Single employee</i>	<i>Married employee</i>
50 but less than 100	\$55	\$180
100 but less than 300	75	220
300 but less than 500	105	290
500 but less than 1,000	155	420
1,000 and over	215	580

⁶Moving allowances for both transfer and layoff were as follows:

<i>Miles between plants</i>	<i>Allowance</i>	
	<i>Single employee</i>	<i>Married employee</i>
50 but less than 100	\$170	\$445
100 but less than 300	200	495
300 but less than 500	250	570
500 but less than 1,000	320	700
1,000 and over	370	795

⁷Moving allowances for both transfer and layoff were as follows:

<i>Miles between plants</i>	<i>Allowance</i>	
	<i>Single employee</i>	<i>Married employee</i>
50 but less than 100	\$220	\$570
100 but less than 300	260	630
300 but less than 500	320	730
500 but less than 1,000	410	895
1,000 or more	475	1,020

⁸Plan provided: \$1,500 life insurance, \$15 weekly accident and sickness benefits, \$5 daily hospital expenses, \$30 maximum benefits for special hospital services, and \$150 maximum surgical expenses. Monthly cost to employee was \$2 and was increased to \$2.90 on Mar. 1, 1942, without change in benefits.

⁹Plan provided: \$2,000-\$4,000 life insurance, \$1,000-\$2,000 accidental death and dismemberment benefits, and \$18-\$36 weekly accident and sickness disability benefits for 26 weeks. Monthly cost ranged from \$1.72 for employees earning under \$1.10 an hour to \$3.44 for employees earning \$1.90 an hour and over. Blue Cross hospitalization and Blue Shield surgical insurance available at employee's expense.

¹⁰Plan provided:

Basic hourly rate	Benefits				Monthly cost to employee*
	Life insurance	Accidental death and dismemberment	Weekly accidental and sickness disability (up to 26 weeks)	In-hospital medical expenses (maximum)	
Up to but less than \$1.30	\$2,400	\$1,200	\$30.60	\$280	\$2.07
\$1.30 but less than \$1.50	2,800	1,400	33.20	280	2.41
\$1.50 but less than \$1.70	3,200	1,600	35.80	280	2.76
\$1.70 but less than \$1.90	3,600	1,800	38.40	280	3.10
\$1.90 but less than \$2.10	4,000	2,000	41.00	280	3.44
\$2.10 and over	4,400	2,200	43.60	280	3.79

*Company pays balance.

¹¹Plan provided:

Basic hourly rate	Benefits				Monthly cost to employee*
	Life insurance	Accidental death and dismemberment	Weekly accident and sickness disability (up to 26 weeks)	In-hospital medical expenses (maximum)	
Up to but less than \$1.70	\$3,200	\$1,600	\$38.40	\$350	\$2.76
\$1.70 but less than \$1.90	3,600	1,800	43.20	350	3.10
\$1.90 but less than \$2.10	4,000	2,000	48.00	350	3.44
\$2.10 but less than \$2.30	4,400	2,200	52.80	350	3.79
\$2.30 but less than \$2.50	4,800	2,400	57.60	350	4.13
\$2.50 but less than \$2.70	5,200	2,600	62.40	350	4.47
\$2.70 but less than \$2.90	5,600	2,800	67.20	350	4.80
\$2.90 but less than \$3.10	6,000	3,000	72.00	350	5.15
\$3.10 and over	6,400	3,200	76.80	350	5.50

*Company to pay balance.

¹²Plan provided:

Basic hourly rate	Benefits				Monthly cost to employees
	Life insurance	Accidental death and dismemberment	Weekly accident and sickness disability*	Monthly total and permanent disability	
Up to but less than \$2.25	\$4,000	\$2,000	\$48.00	\$80	\$3.44
\$2.25 but less than \$2.45	4,400	2,200	52.80	88	3.79
\$2.45 but less than \$2.65	4,800	2,400	57.60	96	4.13
\$2.65 but less than \$2.85	5,200	2,600	62.40	104	4.47
\$2.85 but less than \$3.05	5,600	2,800	67.20	112	4.80
\$3.05 but less than \$3.25	6,000	3,000	72.00	120	5.15
\$3.25 but less than \$3.45	6,400	3,200	76.80	128	5.50
\$3.45 but less than \$3.65	6,800	3,400	81.60	136	5.85
\$3.65 but less than \$3.85	7,200	3,600	86.40	144	6.20
\$3.85 and over	7,600	3,800	91.20	152	6.55

*Before age 60 and payable 50 months for those employees eligible for such benefits.

¹³Revised schedule of benefits, effective Oct. 2, 1961:

Basic hourly rate	Insurance up to age 65			Life insurance at age 65 and over		Monthly total and permanent disability benefits* (before age 60)	Weekly sickness and accident benefit † (before retirement)	Employee's monthly contribution (before age 65)††
	Life	Accidental death	Total life and accidental death	Minimum (10 years in retirement plan)	Maximum (20 years or more in retirement plan)			
Under \$2.40 . . .	\$5,500	\$2,750	\$8,250	\$825	\$1,650	\$110	\$55	\$3.47
\$2.40-\$2.64 . . .	6,000	3,000	9,000	900	1,800	120	60	3.90
\$2.65-\$2.89 . . .	6,500	3,250	9,750	975	1,950	130	65	4.33
\$2.90-\$3.14 . . .	7,000	3,500	10,500	1,050	2,100	140	70	4.77
\$3.15-\$3.39 . . .	7,500	3,750	11,250	1,125	2,250	150	80	5.20
\$3.40-\$3.64 . . .	8,000	4,000	12,000	1,200	2,400	160	85	5.63
\$3.65-\$3.89 . . .	8,500	4,250	12,750	1,275	2,550	170	90	6.07
\$3.90-\$4.14 . . .	9,000	4,500	13,500	1,350	2,700	180	95	6.50
\$4.15-\$4.39 . . .	9,500	4,750	14,250	1,425	2,850	190	100	6.93
\$4.40-\$4.64 . . .	10,000	5,000	15,000	1,500	3,000	200	105	7.37
\$4.65 and over . .	10,500	5,250	15,750	1,575	3,150	210	110	7.80

*For 50 months for employees with 10 years (was 15 years) or more in plan.

†For a maximum of 26 weeks.

††See insurance plan description above for employee contributions after age 65.

¹⁴In New York and New Jersey, employee guaranteed benefits at least equivalent to statutory benefits and at no greater cost than if insured under State law.

¹⁵In New York, employee must have been back at work 3 months; in New Jersey, 2 weeks.

¹⁶Benefits not reduced by statutory payments for 100 percent loss of use of members.

¹⁷Except in New York and New Jersey, where disability benefits are governed by law.

¹⁸Details of the Michigan Blue Cross and Blue Shield plans are being shown for the first time.

¹⁹The term "member hospitals" includes hospitals affiliated with another Blue Cross plan or those located in an area not served by a plan. Nonmember hospitals are those not affiliated with a Blue Cross plan although located in an area served by a plan.

²⁰Revised schedule of benefits, effective Oct. 1, 1964: The lowest bracket was eliminated, and 2 higher benefit brackets were added to the schedule for employees in higher wage brackets:

Basic hourly rate	Insurance before age 65			Life insurance at age 65 and over		Monthly total and permanent disability benefits*	Weekly sickness and accident benefits (before retirement)**	Employee's monthly continuation contribution for all coverages ***
	Life	Accidental death and dismemberment	Total life and accidental death and dismemberment	Minimum (10 years in retirement plan)	Maximum (20 years or more in retirement plan)			
Under \$2.65	\$6,000	\$3,000	\$9,000	\$1,500	\$1,800	\$120	\$60	\$3.90
\$2.65-\$2.89	6,500	3,250	9,750	1,500	1,950	130	65	4.33
\$2.90-\$3.14	7,000	3,500	10,500	1,500	2,100	140	70	4.77
\$3.15-\$3.39	7,500	3,750	11,250	1,500	2,250	150	80	5.20
\$3.40-\$3.64	8,000	4,000	12,000	1,500	2,400	160	85	5.63
\$3.65-\$3.89	8,500	4,250	12,750	1,500	2,550	170	90	6.07
\$3.90-\$4.14	9,000	4,500	13,500	1,500	2,700	180	95	6.50
\$4.15-\$4.39	9,500	4,750	14,250	1,500	2,850	190	100	6.93
\$4.40-\$4.64	10,000	5,000	15,000	1,500	3,000	200	105	7.37
\$4.65-\$4.89	10,500	5,250	15,750	1,575	3,150	210	110	7.80
\$4.90-\$5.14	11,000	5,500	16,500	1,650	3,300	220	115	8.23
\$5.15 and over ..	11,500	5,750	17,250	1,725	3,450	230	120	8.67

*For 50 months for employees with 10 years or more in plan. Disability must have commenced before age 60.

**For a maximum of 52 weeks.

***Contributions for employees participating in weekly accident and sickness disability coverage after age 65 were one-half of amounts shown.

²¹Revised schedule of benefits, effective Oct. 25, 1967: Three higher benefit brackets were added to the schedule for employees in higher wage brackets:

Basic hourly rate	Insurance before age 65			Life insurance at age 65 and over		Monthly total and permanent disability benefits*	Weekly sickness and accident benefit (before retirement)**	Monthly extended disability benefit	Employee's monthly continuation contribution	
	Life	Accidental death and dismemberment	Total life and accidental death and dismemberment	Minimum (10 years in retirement plan)	Maximum (20 years or more in retirement plan)				I***	II***
Under \$2.65	\$6,000	\$3,000	\$9,000	\$1,500	\$1,800	\$120	\$60	\$220	\$3.90	\$3.00
\$2.65-\$2.89	6,500	3,250	9,750	1,500	1,950	130	65	240	4.33	3.25
\$2.90-\$3.14	7,000	3,500	10,500	1,500	2,100	140	70	265	4.77	3.50
\$3.15-\$3.39	7,500	3,750	11,250	1,500	2,250	150	80	285	5.20	3.75
\$3.40-\$3.64	8,000	4,000	12,000	1,500	2,400	160	85	305	5.63	4.00
\$3.65-\$3.89	8,500	4,250	12,750	1,500	2,550	170	90	330	6.07	4.25
\$3.90-\$4.14	9,000	4,500	13,500	1,500	2,700	180	95	350	6.50	4.50
\$4.15-\$4.39	9,500	4,750	14,250	1,500	2,850	190	100	370	6.93	4.75
\$4.40-\$4.64	10,000	5,000	15,000	1,500	3,000	200	105	395	7.37	5.00
\$4.65-\$4.89	10,500	5,250	15,750	1,575	3,150	210	110	415	7.80	5.25
\$4.90-\$5.14	11,000	5,500	16,500	1,650	3,300	220	115	435	8.23	5.50
\$5.15-\$5.39	11,500	5,750	17,250	1,725	3,450	230	120	460	8.67	5.75
\$5.40-\$5.64	12,000	6,000	18,000	1,800	3,600	240	125	480	9.10	6.00
\$5.65-\$5.89	12,500	6,250	18,750	1,875	3,750	250	130	500	9.53	6.25
\$5.90 and over ..	13,000	6,500	19,500	1,950	3,900	260	135	525	9.96	6.50

*For 50 months for employees with 10 years or more in plan. Disability must have commenced before age 60.

**For a maximum of 52 weeks. Effective Oct. 25, 1969, benefits were increased \$5 a week for employees then at work.

***Schedule I was applicable for leave of absence (excluding medical and union leave) during any period for which employer was not required to pay. Schedule II was applicable to those terminated between ages 60 and 65 (excluding retirement); while a grievance was pending; medical leave of absence for any period for which employer was not required to pay; and layoff for any period for which employer was not required to pay.

²²Excludes specific allowances for loss, or 100 percent loss of use, of a body member.

²³Schedule of insurance benefits is as follows:

Basic hourly rate*	Insurance before age 65					Life insurance at age 65 and over	
	Life insurance	Monthly total and permanent disability benefit**	Accidental death and dismemberment benefit	Weekly accident and sickness benefit***	Monthly extended disability benefit***	Minimum (10 years in retirement plan)	Maximum (20 years in retirement plan)
Up to but less than \$2.90	\$6,500	\$130	\$3,250	\$ 70	\$240	\$1,500	\$1,950
\$2.90 but less than \$3.15	7,000	140	3,500	75	265	1,500	2,100
\$3.15 but less than \$3.40	7,500	150	3,750	85	285	1,500	2,250
\$3.40 but less than \$3.65	8,000	160	4,000	90	305	1,500	2,400
\$3.65 but less than \$3.90	8,500	170	4,250	95	330	1,500	2,550
\$3.90 but less than \$4.15	9,000	180	4,500	100	350	1,500	2,700
\$4.15 but less than \$4.40	9,500	190	4,750	105	370	1,500	2,850
\$4.40 but less than \$4.65	10,000	200	5,000	110	395	1,500	3,000
\$4.65 but less than \$4.90	10,500	210	5,250	115	415	1,575	3,150
\$4.90 but less than \$5.15	11,000	220	5,500	120	435	1,650	3,300
\$5.15 but less than \$5.40	11,500	230	5,750	125	460	1,725	3,450
\$5.40 but less than \$5.65	12,000	240	6,000	130	480	1,800	3,600
\$5.65 but less than \$5.90	12,500	250	6,250	135	500	1,875	3,750
\$5.90 but less than \$6.15	13,000	260	6,500	140	525	1,950	3,900
\$6.15 but less than \$6.40	13,500	270	6,750	145	545	2,025	4,050
\$6.40 but less than \$6.65	14,000	280	7,000	150	565	2,100	4,200
\$6.65 and over	14,500	290	7,250	155	590	2,175	4,350

*Insurance based on average straight-time hourly earnings for employees under an incentive plan.

**Benefits were payable for a maximum of 50 months for employees with 10 years of service in plan. Disability had to begin before age 60.

***Subject to reduction for other benefits as detailed under accident and sickness or extended disability sections of the insurance plan.

²⁴Employee contributions are as follows:

Basic hourly rate	Contribution rate	
	I*	II**
Up to but less than \$2.90	\$ 4.33	\$ 3.25
\$2.90 but less than \$3.15	4.77	3.50
\$3.15 but less than \$3.40	5.20	3.75
\$3.40 but less than \$3.65	5.63	4.00
\$3.65 but less than \$3.90	6.07	4.25
\$3.90 but less than \$4.15	6.50	4.50
\$4.15 but less than \$4.40	6.93	4.75
\$4.40 but less than \$4.65	7.37	5.00
\$4.65 but less than \$4.90	7.80	5.25
\$4.90 but less than \$5.15	8.23	5.50
\$5.15 but less than \$5.40	8.67	5.75
\$5.40 but less than \$5.65	9.10	6.00
\$5.65 but less than \$5.90	9.53	6.25
\$5.90 but less than \$6.15	9.96	6.50
\$6.15 but less than \$6.40	10.40	6.75
\$6.40 but less than \$6.65	10.83	7.00
\$6.65 and over	11.26	7.25

*Schedule I was applicable for leave of absence (excluding medical and union leave) during any period for which employer was not required to pay.

**Schedule II was applicable to those terminated between ages 60 and 65 (excluding retirement); while a grievance was pending; medical leave of absence for any period for which employer was not required to pay; and layoff for any period for which employer was not required to pay.

²⁵Compulsory retirement at age 68 continued.

²⁶In a letter dated Sept. 20, 1958, from the company, and accepted by the union, it was agreed that "for all time" there would be no other increases or changes in the retirement benefits for those retired or for others retiring prior to any further changes in the pension plan.

27 Benefit class codes and applicable rates are as follows:

Job classification maximum base hourly rate* as of—			Benefit class code	Life income benefit rate
Oct. 25, 1967 through Nov. 24, 1968	Nov. 25, 1968 through Nov. 23, 1969	On or after Nov. 24, 1969		
\$3.410 or less	\$3.510 or less	\$3.615 or less	A	\$5.50
\$3.415-\$3.540	\$3.515-\$3.645	\$3.620-\$3.755	B	\$5.75
\$3.545 and over	\$3.650 and over	\$3.760 and over	C	\$6.00

*Incentive job classifications also were assigned benefit class codes.

28 Percents are:

Age when pension began	Percent	Age when pension began	Percent
55	57.9	59	80.8
56	63.5	60	86.7
57	69.4	61	93.3
58	75.2	62 or over	100.0

NOTE: Prorated for intermediate ages on the basis of the number of complete calendar months by which the employee was under the age he would attain on his next birthday.

29 Benefit class codes and applicable rates were as follows:

Job classification maximum hourly rate*						Benefit class code
Oct. 25, 1967 through Nov. 24, 1968	Nov. 25, 1968 through Nov. 23, 1969	Nov. 24, 1969 through Nov. 1, 1970	Nov. 2, 1970 through Nov. 21, 1971	Nov. 22, 1971 through Nov. 19, 1972	On or after Nov. 20, 1972	
\$3.410 or less	\$3.510 or less	\$3.615 or less	\$4.275 or less	\$4.405 or less	\$4.535 or less	A
\$3.415 - 3.540	3.515 - 3.645	3.620 - 3.755	\$4.280 - 4.420	4.410 - 4.555	4.540 - 4.690	B
\$3.545 and over	3.650 and over	3.760 and over	4.425 and over	4.560 and over	4.695 and over	C

Benefit class code	Life income benefit rate (per year of credited service)		
	For breaks in seniority on or after Jan. 1, 1969 but before Dec. 21, 1970 with eligibility for deferred vested pension.	For retirement on or after Oct. 25, 1967 but before Sept. 15, 1970.	For retirement on or after Sept. 15, 1970 (applicable also for benefit payable on or before Apr. 1, 1971 to former employee who incurred break in seniority on or after Dec. 21, 1970 with eligibility for deferred vested pension).
A	\$5.50	\$6.50	\$7.25
B	5.75	6.75	7.50
C	6.00	7.00	7.75

*Incentive job classifications also were assigned benefit class codes.

30 Percentages were as follows:

Age when benefits began*	Percent
62 or over	100.0
61	93.3
60	86.7
59	80.8
58	75.2
57	69.4
56	63.5
55	57.9
Effective October 1, 1971	
54	53.2
53	48.9
52	45.0
51	41.5
50	38.3
49	35.4
48	32.8
47	30.4

*For each additional full month of age when benefit began, the applicable percent was to be determined by straight-line interpolation from percentage applicable to next higher age in above schedule, rounded to nearest 1/10 of 1 percent.

31 Until the trust fund position reaches 49 percent for the first time, applicants will receive special benefits for a maximum of only 4 weeks in any calendar year, and after that, a maximum of 8 weeks.

32 Beginning in June 1958 maximum funding will be revised downward according to the following scale in any year following one in which average weekly benefit payments from the fund fall below \$20:

If the average benefit is—	The adjusted maximum funding shall be the following percentage of maximum funding—
\$20 to \$25	100
\$15 to \$19.99	80
\$10 to \$14.99	60
\$5 to \$9.99	40
Less than \$5	20

33 In States when concurrent supplementation is not permitted, there is provision for eligible employees to receive "substitute" supplementary benefits for weeks in which State unemployment compensation benefits are not paid. However, these "substitute" benefits will go into effect only if other States, in which the company has two-thirds of its employees, allow supplementation.

34 Employees to receive credit units retroactively upon attaining 1 year's seniority.

35 The number of credits to be canceled for a week of benefits is summarized as follows:

If the trust fund position applicable to the week for which such benefit paid is—	And if the seniority of the person to whom such benefit is paid is—					
	1 to 5 years	5 to 10 years	10 to 15 years	15 to 20 years	20 to 25 years	25 years and over
	The credit units canceled for such benefit shall be—					
85 percent or over	1.00	1.00	1.00	1.00	1.00	1.00
76 to 84.99 percent	1.11	1.00	1.00	1.00	1.00	1.00
67 to 75.99 percent	1.25	1.11	1.00	1.00	1.00	1.00
58 to 66.99 percent	1.43	1.25	1.11	1.00	1.00	1.00
49 to 57.99 percent	1.67	1.43	1.25	1.11	1.00	1.00
40 to 48.99 percent	2.00	1.67	1.43	1.25	1.11	1.00
31 to 39.99 percent	2.50	2.00	1.67	1.43	1.25	1.11
22 to 30.99 percent	3.33	2.50	2.00	1.67	1.43	1.25
13 to 21.99 percent	5.00	3.33	2.50	2.00	1.67	1.43
4 to 12.99 percent	10.00	5.00	3.33	2.50	2.00	1.67
Under 4 percent	(*)	(*)	(*)	(*)	(*)	(*)

*No benefit payable.

³⁶ Alternate benefit plan established (by agreement of Sept. 20, 1958, and in accordance with previous contract agreement with respect to States in which concurrent supplementation is not permitted) for Indiana employees laid off on or after Sept. 1, 1958. Weekly benefits to apply to employees otherwise eligible for regular supplemental benefits and for those alternate weeks in which an employee was eligible for State unemployment compensation but did not apply for it. Benefits ranged from \$41 to \$63 depending on employee's base hourly rate (including cost-of-living allowance) and the number of withholding exemptions less any pay received by employee or pay that would have been due for work made available but not performed.

Credit units surrendered at twice the rate for regular benefits. If the Indiana plan resulted in a reduction of State unemployment compensation to employees, the company and union were to work out a mutually agreeable plan.

Indiana plan to be amended to include employees in Ohio in the event the State's "court of last resort" did not permit supplementation. The company was to apply for an administrative ruling from a competent authority in the State of Virginia as to the applicability of the Indiana plan.

Alternate plan became inoperative when supplementation was permitted in Indiana, effective Mar. 16, 1959, and in Ohio, effective May 10, 1959. After a favorable ruling was received from the Virginia Unemployment Compensation Commissioner, the alternate benefit plan for Virginia employees, with benefits ranging from \$43.50 to \$58, became effective June 1, 1959.

By mid-July 1959, the company and the union had reached verbal agreement on extending the alternate benefit program to workers in North Carolina.

³⁷ Provision continued for reducing maximum funding in any year following a year in which average benefits were below \$20 a week. Since benefit levels during the preceding year averaged slightly less than \$15 a week, maximum funding was adjusted to 60 percent for the period Sept. 1, 1958-Aug. 31, 1959.

³⁸ Company also permitted to offset payments made under a separation payment plan for Georgia employees.

³⁹ New range of benefits under the Virginia alternate benefit plan was \$50 to \$112; under the North Carolina plan, \$50 to \$115.

⁴⁰ Credit unit cancellation schedule was as follows:

If the credit unit cancellation base applicable to the week for which benefit is paid is—	And if the years of seniority of the person to whom such benefit is paid are—					
	1 to 5	5 to 10	10 to 15	15 to 20	20 to 25	25 and over
	The credit units cancelled for such benefits shall be—					
\$272.00 or more	1.00	1.00	1.00	1.00	1.00	1.00
\$243.20 to \$271.99	1.11	1.00	1.00	1.00	1.00	1.00
\$214.40 to \$243.19	1.25	1.11	1.00	1.00	1.00	1.00
\$185.60 to \$214.39	1.43	1.25	1.11	1.00	1.00	1.00
\$156.80 to \$185.59	1.67	1.43	1.25	1.11	1.00	1.00
\$128.00 to \$156.79	2.00	1.67	1.43	1.25	1.11	1.00
\$99.20 to \$127.99	2.50	2.00	1.67	1.43	1.25	1.11
\$70.40 to \$99.19	3.33	2.50	2.00	1.67	1.43	1.25
\$41.60 to \$70.39	5.00	3.33	2.50	2.00	1.67	1.43
\$12.80 to \$41.59	10.00	5.00	3.33	2.50	2.00	1.67
Under \$12.80	No benefits payable					

⁴¹ Not longer than 12 days, or 30 days in case of model change.

⁴² For employees disqualified for unemployment compensation because of period worked or when company earnings were at least equal to or above State unemployment compensation earnings limit, see short workweek benefits.

⁴³ Only to extent that short workweek was attributable to such cause.

⁴⁴ SUB benefits not payable for periods of layoff for disciplinary reasons or as a consequence of (1) any strike, slowdown, work stoppage, picketing (whether or not by employees), or concerted action at a company plant (or plants) or elsewhere; (2) any fault attributable to the applicant; (3) any war or hostile act of a foreign power (but not Government regulations or controls connected therewith); (4) sabotage or insurrection; or (5) any act of God.

⁴⁵ Excluding weeks in which holiday pay or pay for scheduled vacations was the only compensation received by employee.

⁴⁶ Layoff must have been for reasons specified in regular SUB plan.

⁴⁷ Employee must have been ineligible for State benefits solely because of company earnings or period worked, or either of these reasons in combination with other reasons specified in regular SUB plan.

⁴⁸ When employee had week of unemployment, as defined by State unemployment compensation law, beginning on a day other than Sunday or Monday, he may apply for partial short workweek benefit for days of layoff not included in defined week of unemployment.

⁴⁹Credit unit cancellation schedule is as follows:

If the credit unit cancellation base applicable to the week for which benefit is paid is—	And if the years of seniority of the person to whom such benefit is paid are—					
	1 to 5	5 to 10	10 to 15	15 to 20	20 to 25	25 and over
	The credit units canceled for such benefits shall be—					
\$382.50 or more	1.00	1.00	1.00	1.00	1.00	1.00
\$342.00 to \$382.49	1.11	1.00	1.00	1.00	1.00	1.00
\$301.50 to \$341.99	1.25	1.11	1.00	1.00	1.00	1.00
\$261.00 to \$301.49	1.43	1.25	1.11	1.00	1.00	1.00
\$220.50 to \$260.99	1.67	1.43	1.25	1.11	1.00	1.00
\$180.00 to \$220.49	2.00	1.67	1.43	1.25	1.11	1.00
\$139.50 to \$179.99	2.50	2.00	1.67	1.43	1.25	1.11
\$99.00 to \$139.49	3.33	2.50	2.00	1.67	1.43	1.25
\$58.50 to \$98.99	5.00	3.33	2.50	2.00	1.67	1.43
\$18.00 to \$58.49	10.00	5.00	3.33	2.50	2.00	1.67
Under \$18.00	(*)	(*)	(*)	(*)	(*)	(*)

*No benefits payable.

⁵⁰Workers on active payroll with at least 1 year of seniority on Dec. 1, 1968, or on a subsequent guarantee date receive additional credit units if they had fewer than 52; the additional units were determined by multiplying the difference between the current number of units and 52 by the applicable percent as follows:

Years of seniority	Percent
1 but less than 2	25
2 but less than 4	50
4 but less than 7	75
7 and over	100

⁵¹The number of guaranteed annual income credit units, if any, to be credited to employee on such date was determined by (1) subtracting from 52 the number of pay periods between the preceding guarantee date and the last day of such pay period; and (2) subtracting from the resulting number the number of employee credit units on such date; and (3) multiplying the resulting number by the applicable percent as indicated in footnote 50.

⁵²Relationship was as follows:

If the percentage relationship of the value of the assets of the fund to maximum funding was—	The applicable number of cents per hour was—
87.5 or more but less than 100.0	5
75.0 or more but less than 87.5	6
62.5 or more but less than 75.0	7
50.0 or more but less than 62.5	8
37.5 or more but less than 50.0	9
Less than 37.5	10

If, for pay period, total number of hours employees received pay from company when multiplied by applicable number of cents per hour was more than number of hours required to increase value of assets of fund to next higher percentage level, only the number of hours required to reach the next higher fund level was to be multiplied by the applicable cents per hour in above table. The remaining hours (the difference between total number of hours and number of hours required to reach next higher percentage level) was to be multiplied by applicable lesser cents per hour set forth in above table for next higher percentage.

⁵³Payments are to be made in accordance with the following schedule:

<i>Years of seniority</i>	<i>Number of hours pay*</i>
2 but less than 3	40
3 but less than 4	60
4 but less than 5	80
5 but less than 6	100
6 but less than 7	125
7 but less than 8	150
8 but less than 9	175
9 but less than 10	200
10 but less than 11	230
11 but less than 12	260
12 but less than 13	290
13 but less than 14	325
14 but less than 15	360
15 but less than 16	400
16 but less than 17	440
17 but less than 18	480
18 but less than 19	525
19 but less than 20	570
20 but less than 21	620
21 but less than 22	670
22 but less than 23	720
23 but less than 24	775
24 but less than 25	830
25 but less than 26	890
26 but less than 27	950
27 but less than 28	1,010
28 but less than 29	1,070
29 but less than 30	1,130
30 and over	1,200

*Base hourly rate plus cost-of-living allowance in effect on last day worked.

⁵⁴Not applicable to layoffs because of discipline, strike by UAW members at the company, picketing, war, sabotage, or act of God. Separation pay plan to apply to employees laid off in connection with the closing of the company's Memphis, Tenn., plant in June 1958, or from the company's Chicago aircraft plant on or after June 1, 1958.

⁵⁵Company could permit earlier application if it believed prospects of reemployment did not warrant waiting.

⁵⁶Payments are to be made in accordance with the following schedule:

<i>Years of seniority on last day on active roll</i>	<i>Number of hours' pay</i>	<i>Years of seniority on last day on active roll</i>	<i>Number of hours' pay</i>
Less than 3	50	17 but less than 18	600
3 but less than 4	75	18 but less than 19	656
4 but less than 5	100	19 but less than 20	713
5 but less than 6	125	20 but less than 21	775
6 but less than 7	156	21 but less than 22	838
7 but less than 8	188	22 but less than 23	900
8 but less than 9	219	23 but less than 24	969
9 but less than 10	250	24 but less than 25	1,038
10 but less than 11	288	25 but less than 26	1,113
11 but less than 12	325	26 but less than 27	1,188
12 but less than 13	363	27 but less than 28	1,263
13 but less than 14	406	28 but less than 29	1,338
14 but less than 15	450	29 but less than 30	1,413
15 but less than 16	500	30 and over	1,500
16 but less than 17	550		

⁵⁷Payments are to be made according to the following schedule:

<i>Years of seniority on last day worked in bargaining unit</i>	<i>Number of hours' pay</i>	<i>Years of seniority on last day worked in bargaining unit</i>	<i>Number of hours' pay</i>
1 but less than 2	50	16 but less than 17	770
2 but less than 3	70	17 but less than 18	840
3 but less than 4	100	18 but less than 19	920
4 but less than 5	135	19 but less than 20	1,000
5 but less than 6	170	20 but less than 21	1,085
6 but less than 7	210	21 but less than 22	1,170
7 but less than 8	255	22 but less than 23	1,260
8 but less than 9	300	23 but less than 24	1,355
9 but less than 10	350	24 but less than 25	1,455
10 but less than 11	400	25 but less than 26	1,560
11 but less than 12	455	26 but less than 27	1,665
12 but less than 13	510	27 but less than 28	1,770
13 but less than 14	570	28 but less than 29	1,875
14 but less than 15	630	29 but less than 30	1,980
15 but less than 16	700	30 and over	2,080

⁵⁸The contingent distribution account provided each eligible employee with a \$53.38 bonus on Dec. 23, 1966; and an additional \$33.89 on Dec. 22, 1967.

Wage chronologies

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

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

Aluminum Company of America—

1939-67, BLS Bulletin 1559 (30 cents).

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

American Viscose (a division of FMC Corp.)—

1945-67, BLS Bulletin 1560 (20 cents).

The Anaconda Co.—

1941-58, BLS Report 197 (free). ¹

Anthracite Mining Industry—

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

Armour and Company—

1941-72, BLS Bulletin 1682 (50 cents).

A.T. & T.—Long Lines Department—

1940-64, BLS Bulletin 1443 (40 cents). ¹

1965-70, Supplement to BLS Bulletin 1443 (free).

Atlantic Richfield Company—

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Bethlehem Atlantic Shipyards—

1941-68, BLS Bulletin 1607 (35 cents).

1969-72, Supplement to BLS Bulletin 1607 (free).

Bituminous Coal Mines—

1933-68, BLS Bulletin 1558 (25 cents).

1968-70, Supplement to BLS Bulletin 1558 (free).

The Boeing Co. (Washington Plants)—

1936-67, BLS Bulletin 1565 (25 cents).

Carolina Coach Co.—

1947-63, BLS Report 259 (free). ¹

Chrysler Corporation—

1939-66, BLS Bulletin 1515 (30 cents). ¹

Commonwealth Edison Co. of Chicago—

1945-63, BLS Report 205 (20 cents). ¹

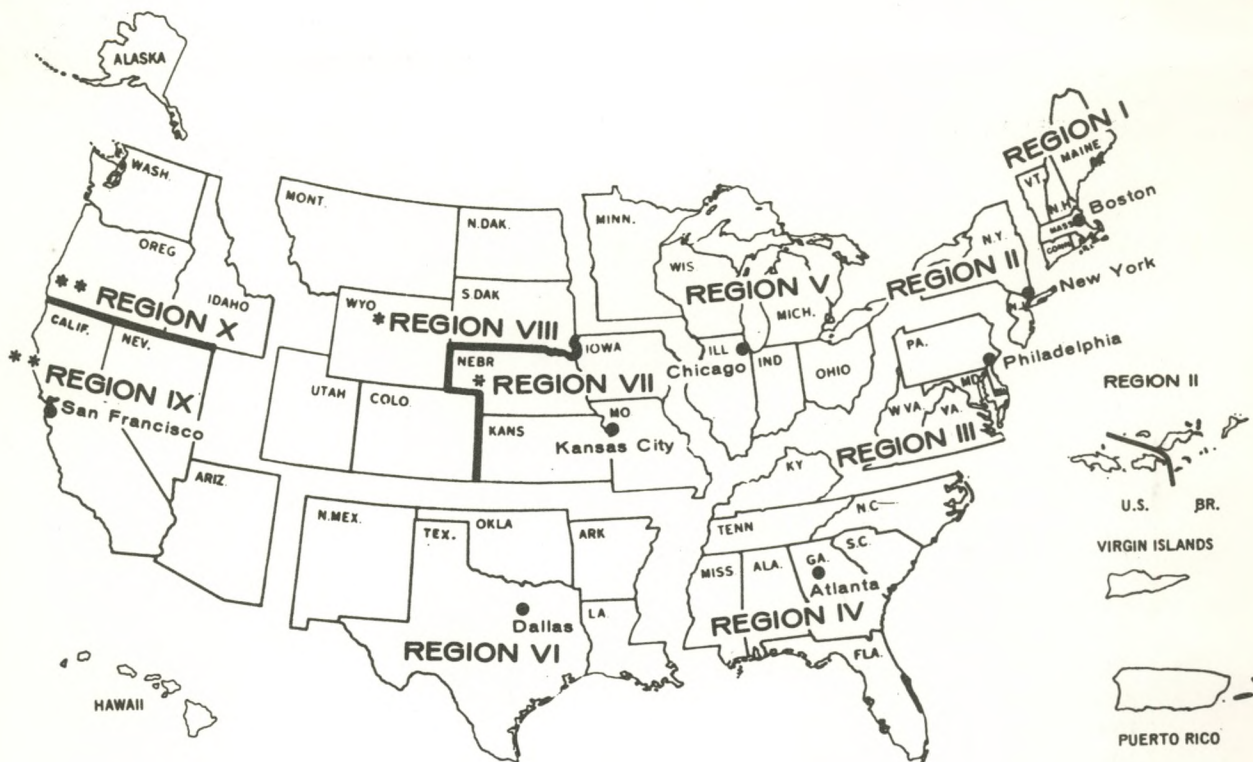
1964-69, Supplement to BLS Report 205 (free).

Dan River Mills—
 1943-73, BLS Bulletin 1767 (35 cents).
 Federal Classification Act Employees—
 1924-68, BLS Bulletin 1604 (70 cents).
 Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants)—
 1937-73, BLS Bulletin 1762 (50 cents).
 General Motors Corp.—
 1939-66, BLS Bulletin 1532 (30 cents). ¹
 International Harvester Company—
 1946-70, BLS Bulletin 1678 (65 cents).
 International Paper Co. (Southern Kraft Div.)—
 1937-67, BLS Bulletin 1534 (25 cents).
 1967-69, Supplement to BLS Bulletin 1534 (free).
 International Shoe Co. (a division of Interco, Inc.)—
 1945-74, BLS Bulletin 1718 (30 cents).
 Lockheed-California Company (a division of Lockheed Aircraft Corp.)—
 1937-67, BLS Bulletin 1522 (35 cents).
 Martin-Marietta Corp.—
 1944-64, BLS Bulletin 1449 (25 cents). ¹
 1965-68, Supplement to BLS Bulletin 1449 (free).
 Massachusetts Shoe Manufacturing—
 1945-66, BLS Bulletin 1471 (15 cents). ¹
 1967-68, Supplement to BLS Bulletin 1471 (free).
 New York City Laundries—
 1945-64, BLS Bulletin 1453 (20 cents). ¹
 1965-72, Supplement to BLS Bulletin 1605 (free).
 North American Rockwell Corp.—
 1941-67, BLS Bulletin 1564 (25 cents).
 1967-70, Supplement to BLS Bulletin 1564 (free).
 North Atlantic Longshoremen—
 1934-71, BLS Bulletin 1736 (50 cents).
 Pacific Coast Shipbuilding—
 1941-67, BLS Bulletin 1605 (35 cents).
 Pacific Gas and Electric Co.—
 1943-72, BLS Bulletin 1761 (50 cents).
 Pacific Longshore Industry—
 1934-70, BLS Bulletin 1568 (35 cents).
 Railroads—Nonoperating Employees—
 1920-62, BLS Report 208 (25 cents). ¹
 Swift & Co.—
 1942-73, BLS Bulletin 1773 (—cents).
 United States Steel Corporation—
 1937-67, BLS Bulletin 1603 (40 cents). ¹
 1966-70, Supplement to BLS Bulletin 1603 (free).
 Western Greyhound Lines—
 1945-67, BLS Bulletin 1595 (45 cents).
 1967-72, Supplement to BLS Bulletin 1595 (free).
 Western Union Telegraph Co.—
 1943-67, BLS Bulletin 1545 (35 cents).
 1968-71, Supplement to BLS Bulletin 1545 (free).

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

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