

Ford Motor Company

October 1973-September 1976

On October 26, 1973, the Auto Workers (UAW) and Ford Motor Co. reached tentative agreement on a 3-year national pact for 185,000 workers (which was subsequently accepted by the union), along the lines of a pattern-setting agreement reached at Chrysler Corp. on September 17.¹ The Chrysler pact had incorporated a number of innovative features which had been adopted as bargaining goals for the industry by a UAW Special Collective Bargaining Convention held March 22-23.

In that Convention, a discussion of “noneconomic” issues had preceded “economic” matters, emphasizing the union membership’s concern for an end to mandatory overtime, eased production standards, limits on subcontracting of work, expanded job transfer rights, and improved health and safety standards.² The union’s wage goals included substantial wage hikes, a revised cost-of-living escalator formula, “full wage parity” for workers in the United States and Canada, and increased overtime premiums. Other goals included additional holidays, liberalized vacations and a vacation bonus, improved health benefits and the establishment of a dental program, improved pensions, with emphasis on benefits for those already retired and “30 (years)-and-out” retirement (with “special consideration” for forge and foundry workers) regardless of age. Also discussed were increased supplemental unemployment benefits plan financing, and an attendance incentive program.

Although talks had begun in mid-July at each of the Big 3 auto companies, little negotiating progress was

made until the union selected a “target” company with which it could achieve a pattern settlement. Chrysler was so selected on August 21 and the bargaining pace at that company quickened, with negotiating teams at Ford and General Motors awaiting the results. An impasse was reached at Chrysler, however, primarily over voluntary overtime, and when agreement could not be reached by the September 14 contract termination date, workers went on strike. Ford and General Motors, which also had a September 14 expiration date, had agreed to day-to-day contract extensions on September 10 and workers at those companies remained on the job. Agreement at the national level for Chrysler hourly employees was reached on September 17³ and work resumed after the contract ratification on September 23.

Ford then became the focal point of bargaining, with the union seeking to improve on the Chrysler package by gaining “25-and-out” retirement benefits for about 12,000 forge and foundry workers. At Chrysler, adoption of “25-and-out” was to be dependent on results of a future study of the incidence of illness and longevity of such workers. Ford forge and foundry retirement and voluntary overtime were the subjects of hard bargaining until agreement at the national level was reached on October 26.⁴ Agreement on retroactivity of the initial wage increase was the last item to be resolved. On November 12, the union announced that the pact had been approved by other-than-skilled trades employees, but had been rejected by skilled trades workers—the two groups had voted separately.⁵ Skilled trades workers objected to voluntary overtime provisions which allowed

³ An agreement for Chrysler salaried employees represented by the UAW was reached several days later.

⁴ General Motors and UAW reached tentative agreement on November 19.

⁵ The ratification tally showed that skilled workers had rejected the contract by 20,089 to 5,943, while other workers had accepted it by 105,843 to 38,684.

¹ See details of Chrysler settlement in *Current Wage Developments*, October 1973.

² “Noneconomic” issues (primarily production standards) had resulted in a number of “ministrikes” at various General Motors facilities in late 1972.

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the company to upgrade production workers or use outside help to perform overtime work refused by the trades workers. The union announced on November 14 that it considered the pact ratified, but that it would seek renegotiation of the disputed overtime sections. The company said that it would explore the problem. Most local agreements were reached in October and November. The last local agreement was reached on June 19, 1974.

The agreement provided for a general wage increase retroactive to September 15, 1973, ranging from 22 cents to 33.5 cents an hour as well as for two deferred annual improvement factor increases ranging from 11.5 cents to 23.5 cents in the second year and 12 cents to 24 cents in the third year of the contract. The merit spread for skilled trades workers was modified, allowing the maximum rate of the spread rate to be reached within 3 months after attainment of seniority or being reclassified to the classification, whichever is later. The pact also provided for special increases for certain truck drivers and related classifications and a provision for resolving local wage claims.

On November 19, 1973, 35 cents of the 40-cent accumulated cost-of-living allowance was to be incorporated into base rates. The escalator clause was revised to provide 1-cent adjustments for each 0.3-point change in consecutive 3-month averages of a Combined United States-Canadian Consumer Price Index. To obtain a Combined Index, the Consumer Price Index for Canada is multiplied by 0.1 and the Consumer Price Index for the U.S. is multiplied by 0.9. This ratio approximates the proportion of auto production and employment in each country. As the Canadian Index is presently published on a 1961 base, a conversion factor of 0.8665511 is used to convert the Canadian Index to a 1967 base consistent with that of the U.S. Index; the previous formula for U.S. workers was based on the U.S. Index 1957-59=100. The first quarterly escalator adjustment was to be made in December 1973 (through June 1976). One cent of each net quarterly increase in the allowance is to be diverted to finance fringe items beginning in March 1974, up to a maximum of 10 cents over the contract term.

With certain exceptions, voluntary overtime provisions allow workers to decline work (1) after 9 hours a day for those in manufacturing plants and after 10 hours a day for those in assembly plants (after 8 hours on Saturdays at assembly plants); (2) for those in manufacturing plants, 1 of every 3 Saturdays, if the previous 2 had been worked, and, for those in assembly plants, Saturdays in excess of 6 designated 8-hour Saturdays during a model year (outside the model changeover period),⁶ provided a worker in either type of plant is not

absent during the week before the Saturday; and (3) Sundays for workers not absent during the week before the Sunday except for a Saturday declined as allowed under (2) above. The 1973 agreement, and supplemental agreements reached November 29, 1973, permit skilled employees in a given plant to elect, as a group, to have overtime assignments guided by (1) provisions negotiated before the 1973 agreement, (2) provisions of the 1973 agreement as appropriate for other employees, or (3) special local arrangements having the approval of the company and the UAW International staff.

The day after Thanksgiving was added as a paid holiday in 1974 and the unbroken Christmas-New Year's holiday period was extended by 1 paid holiday in the period that began in 1973 and by 2 paid holidays in the periods that were to begin in 1974 and 1975. Additionally, shift premium pay is to be included in holiday pay beginning with Thanksgiving Day in 1975, but not for December 14, 1975, or for holidays falling within the Christmas-New Year's period.

The definition of "immediate family" for bereavement pay purposes was expanded and educational pay increased to \$700 per year for tuition and compulsory fees.

Insurance program improvements include the addition of three brackets of benefits to the group life and disability insurance plan for employees in higher wage brackets. Also, for employees at work on or after October 1, 1975, all brackets for life insurance and for accidental death and dismemberment benefits are to be increased by \$1,000 and \$500, respectively. Survivors' income benefits also are increased. Hospital-medical-surgical-drug benefits are improved and a reciprocity program was established to assure prompt payment when expenses are incurred away from home. A dental program was established, as well, for employees and their dependents.

The 6-year pension agreement provides for retirement at unreduced benefit rates after 30 years of service regardless of age ("full 30-and-out"). Foundry workers in specified job classifications who have 25 years of service or more, are to be given a 20-percent-of-service credit premium, allowing them to retire on a full benefit after only 25 years of service on specified job classifications, regardless of age. The union stated in a letter to the company dated October 26, 1973, that the same retirement for forge workers would be the subject of

⁶The model year period begins at the end of the model launch period (the week frames for the first unit of a new model are launched plus 3 weeks or else until line speed reaches scheduled production, whichever is later); it ends 2 weeks before the announced model build-out date (the date the last unit of the old model is scheduled to be completed).

bargaining in 1976 if a study should prove that forge work had an adverse effect on longevity. The principle of a "lifetime level benefit" was established to end the "cliff effect" caused by the drop in an early retiree's income at age 65 when the supplemental allowance ceased. Pensions for past and future retirees are now to be increased in each year of the pension agreement. A fourth benefit class code was established to provide higher pension benefits for skilled trades workers and those in equivalently rated jobs. The Special Age 65 benefit was increased to \$6.30 a month with provision for payment of the benefit to retirees and survivors enrolled in Medicare.

Contributions to the SUB fund for straight-time hours are increased in the first and third years of the contract and contributions for overtime hours are established in the second year and increased in the third year. Certain insurance premiums for laid-off employees

that had been financed from SUB funds are to be paid directly by the company, as well as short workweek benefit costs in excess of 3 cents per hour in any year.

More worker participation in resolving problems involving health and safety are agreed to and a joint committee is to be set up to study and attempt to improve the work environment.

The contract is scheduled to remain in effect until 11:59 p.m. September 14, 1976, except for the pension plan, which is to remain in effect until midnight September 14, 1979 (or if later, the termination date of any agreement expiring in 1979). This supplement brings the Ford Motor Co. wage chronology up to date through the respective expiration dates, except for possible cost-of-living adjustments and a reopener in September 1976 under the pension plan to discuss an increase in survivors' benefits.

Table 1. General wage changes¹

Effective date	Provision	Applications, exceptions, and other related matters
Sept. 15, 1973 (agreement dated Oct. 31, 1973).	22- to 33.5-cent-an-hour increase, depending on base hourly rate. ²	Agreement also provided: (1) 2 deferred improvement factor increases effective Sept. 23, 1974 and Sept. 22, 1975; (2) incorporated 35 cents of the 40-cent accumulated cost-of-living allowance into base rates effective Nov. 19, 1973; (3) a revised escalator formula to provide quarterly adjustments of 1 cent for each 0.3-point change in the 3-month average Combined Bureau of Labor Statistics Consumer Price Index (1967=100) and Statistics Canada Consumer Price Index (1961=100) beginning Dec. 3, 1973 (through June 1976), based on the 3-month averages of the Combined Consumer Price Indexes for Aug., Sept., and Oct. 1973 and the averages for 3-calendar-month periods thereafter (1 cent of each of the adjustments of Mar. 1974 through June 1976 was to be diverted to finance fringe items, provided that the allowance had increased above the level attained in any previous 3-month period, allowing a possible diversion of up to 10 cents over the contract term); ³ (4) that other-than-skilled trades employees hired or rehired on or after Nov. 19, 1973, were to receive a hiring rate 45 cents below the job rate for 1st 4 weeks and then 25 cents below the job rate until regular rate was reached after 8 additional weeks (such hires or rehires, upon attaining 6 months' seniority, were to receive an additional payment equal to 25 cents plus any shift or overtime premium for each hour worked during the 1st 4 weeks of employment and 15 cents plus shift and overtime premium for each hour worked during the 5th through 12th weeks of employment; (5) a special adjustment of 50 cents an hour for certain truck drivers and other related classifications effective Sept. 15, 1973; and (6) for any claims arising under provisions of the wage claims settlement agreement dated Oct. 31, 1973 to be effective Sept. 23, 1974.
Nov. 19, 1973 (agreement dated Oct. 31, 1973).	-----	35 cents of the 40-cent accumulated cost-of-living allowance was incorporated into base rates.
Dec. 3, 1973	12-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance based on average Combined Consumer Price Indexes for August, September, and October, 1973. ³
Mar. 4, 1974	8-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance based on Combined Consumer Price Indexes for November and December 1973 and January 1974. An additional 1 cent was diverted from the allowance to finance fringe benefits. ³
June 3, 1974	13-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance based on Combined Consumer Price Indexes for February, March, and April 1974. An additional 1 cent (total 2) was diverted from the allowance to finance fringe benefits. ³
Sept. 2, 1974	13-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance based on Combined Consumer Price Indexes for May, June, and July 1974. An additional 1 cent (total 3) was diverted from the allowance to finance fringe benefits. ³

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Sept. 23, 1974 (agreement dated Oct. 31, 1973).	Increases ranging from 11.5 to 23.5 cents an hour, depending on base hourly rate, ⁴ averaging about 16 cents an hour.	Improvement factor increase. In addition to the improvement factor increase, 1,284 skilled trades and other-than-skilled trades workers received additional increases as a result of the wage claims settlement agreement dated Oct. 31, 1973.
Dec. 2, 1974	15-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance based on Combined Consumer Price Indexes for August, September, and October 1974. An additional 1 cent (total 4) was diverted from the allowance to finance fringe benefits. ³
Mar. 3, 1975	11-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance based on Combined Consumer Price Indexes for November and December 1974 and January 1975. An additional 1 cent (total 5) diverted from the allowance to finance fringe benefits. ³
June 2, 1975	-----	Possible adjustment in cost-of-living allowance based on Combined Consumer Price Indexes for February, March, and April 1975. ³
Sept. 1, 1975	-----	Possible adjustment in cost-of-living allowance based on Combined Consumer Price Indexes for May, June, and July, 1975. ³
Sept. 22, 1975 (agreement dated Oct. 31, 1973).	Increases ranging from 12 to 24 cents an hour, depending on base hourly rate, ⁴ averaging about 17 cents an hour.	Improvement factor increase.
Dec. 1, 1975	-----	Possible adjustment in cost-of-living allowance based on Combined Consumer Price Indexes for August, September, and October 1975. ³
Mar. 1, 1976	-----	Possible adjustment in cost-of-living allowance based on Combined Consumer Price Indexes for November and December 1975 and January 1976. ³
June 7, 1976	-----	Possible adjustment in cost-of-living allowance based on Combined Consumer Price Indexes for February, March, and April 1976. ³

¹ General wage changes are upward or downward adjustments affecting a substantial number of workers. 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 The increase applied to base hourly rates (excluding the cost-of-living allowance in effect and shift premiums) as follows:

<i>Base rate before Sept. 15, 1973</i>	<i>Amount of increase (in cents)</i>
Less than \$3.42	22
\$3.42 but less than \$3.585	22.5
\$3.585 but less than \$3.75	23
\$3.75 but less than \$3.92	23.5
\$3.92 but less than \$4.085	24
\$4.085 but less than \$4.25	24.5
\$4.25 but less than \$4.42	25
\$4.42 but less than \$4.585	25.5
\$4.585 but less than \$4.75	26
\$4.75 but less than \$4.92	26.5
\$4.92 but less than \$5.085	27
\$5.085 but less than \$5.25	27.5
\$5.25 but less than \$5.42	28
\$5.42 but less than \$5.585	28.5
\$5.585 but less than \$5.75	29
\$5.75 but less than \$5.92	29.5
\$5.92 but less than \$6.085	30
\$6.085 but less than \$6.25	30.5
\$6.25 but less than \$6.42	31
\$6.42 but less than \$6.585	31.5
\$6.585 but less than \$6.75	32
\$6.75 but less than \$6.92	32.5
\$6.92 but less than \$7.085	33
\$7.085 through \$7.245	33.5

Footnotes—Continued

³The agreement provided that cost-of-living adjustments effective Dec. 3, 1973, and quarterly thereafter (beginning the first full pay period in Mar. 1974 up through the first full pay period in June 1976) be determined as follows:

<i>Combined Consumer Price Index,* United States and Canada, 3-month average</i>	<i>Hourly cost-of-living allowance**</i>
130.2 or less	0 cent
130.4 to 130.7	1 cent
130.8 to 131.0	2 cents
131.1 to 131.4	3 cents
131.5 to 131.7	4 cents
131.8 to 132.1	5 cents
132.2 to 132.4	6 cents
132.5 to 132.7	7 cents
132.8 to 133.0	8 cents
133.1 to 133.3	9 cents
133.4 to 133.6	10 cents
133.7 to 133.9	11 cents
134.0 to 134.2	12 cents
134.3 to 134.5	13 cents
134.6 to 134.8	14 cents
134.9 to 135.1	15 cents
135.2 to 135.4	16 cents
135.5 to 135.7	17 cents
135.8 to 136.0	18 cents
136.1 to 136.3	19 cents
136.4 to 136.6	20 cents

and so forth, with a 1-cent adjustment for each 0.3-point change in the average Combined Index (rounded to the nearest 0.1 Index point) for the appropriate 3 months.

*Quarterly cost-of-living reviews beginning in December 1973 were to be based on the 3-month averages of the Combined Consumer Price Indexes for August, September, and October 1973 and at 3-calendar-month intervals thereafter, respectively.

A 3-month average Combined Consumer Price Index is calculated as shown in the following example (which were calculations used to determine the Mar. 1974 cost-of-living adjustment):

Example: To obtain the Combined Consumer Price Indexes, the Consumer Price Index for Canada is multiplied by 0.1 and the Consumer Price Index for the United States is multiplied by 0.9. This ratio approximates the proportion of auto production and employment in each country. As the Canadian Index is presently published on a 1961 base, a conversion factor of 0.8665511 is used to convert the Canadian Index to a 1967 base consistent with that of the U.S. Index.

<i>Consumer Price Index, U.S. Bureau of Labor Statistics (1967=100)</i>	<i>Consumer Price Index, Statistics Canada (1961=100)</i>
137.6	November 1973 155.5
138.5	December 1973 156.4
139.7	January 1974 157.6
	(137.6 X .9) + (155.5 X .8665511 X .1) = 137.31
	(138.5 X .9) + (156.4 X .8665511 X .1) = 138.20
	(139.7 X .9) + (157.6 X .8665511 X .1) = 139.39
	3)414.90
Combined Consumer Price Index, 3-month average	<u>138.3</u>

**One cent of each of the March 1974 through June 1976 adjustments was to be diverted to finance fringe items provided that the allowance has increased above the highest level attained in any previous 3-month period. This would allow for a maximum possible diversion of 10 cents over the contract term. The allowances shown in the above schedule would therefore be reduced by any accumulated diversions.

Footnotes—Continued

⁴ The Sept. 23, 1974, and Sept. 22, 1975, improvement factor increases applied to base hourly rates (excluding cost-of-living allowance in effect and shift premiums) as follows:

<i>Base rate before increase</i>	<i>Hourly improvement factor increase</i>
Less than \$3.92	11.5 cents
\$3.92 but less than \$4.085	12 cents
\$4.085 but less than \$4.25	12.5 cents
\$4.25 but less than \$4.42	13 cents
\$4.42 but less than \$4.585	13.5 cents
\$4.585 but less than \$4.75	14 cents
\$4.75 but less than \$4.92	14.5 cents
\$4.92 but less than \$5.085	15 cents
\$5.085 but less than \$5.25	15.5 cents
\$5.25 but less than \$5.42	16 cents
\$5.42 but less than \$5.585	16.5 cents
\$5.585 but less than \$5.75	17 cents
\$5.75 but less than \$5.92	17.5 cents
\$5.92 but less than \$6.085	18 cents
\$6.085 but less than \$6.25	18.5 cents
\$6.25 but less than \$6.42	19 cents
\$6.42 but less than \$6.585	19.5 cents
\$6.585 but less than \$6.75	20 cents
\$6.75 but less than \$6.92	20.5 cents
\$6.92 but less than \$7.085	21 cents
\$7.085 but less than \$7.25	21.5 cents
\$7.25 but less than \$7.42	22 cents
\$7.42 but less than \$7.585	22.5 cents
\$7.585 but less than \$7.75	23 cents
\$7.75 but less than \$7.92	23.5 cents
\$7.92 through \$8.08	24 cents

Table 2. Hourly job rates,¹ selected occupations,² 1973-75

Occupation	Sept. 15, 1973	Nov. 19, 1973 ⁴	Sept. 23, 1974	Sept. 22, 1975
Janitor ³	\$4.505	\$4.855	\$5.000	\$5.150
Assemblers, major ³	4.765	5.115	5.270	5.430
Pipefitters	6.010	6.360	6.550	6.745
Toolmakers	6.255	6.605	6.805	7.010

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 which are flat rate classifications, rates shown are the maximum of the rate range for each occupation.

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

³ All nonskilled workers have flat rates and are hired or rehired at 45 cents an hour (20 cents before Nov. 19, 1973) below this rate. They receive a 20-cent-an-hour (10 cents before Nov. 19, 1973) adjustment after 4 weeks and are increased to the job rate after a total of 12 weeks (8 weeks before Nov. 19, 1973). Effective with the 1973 agreement, upon attaining 6 months of seniority, such hires or rehires are to receive an additional payment of 25 cents an hour plus shift or overtime premium for each hour worked during first 4 weeks of employment and 15 cents plus shift or overtime premium for each hour worked during 5th through 12th weeks of employment.

⁴ Reflects incorporation of 35 cents of the existing 40-cent cost-of-living allowance into base rates.

Table 3. Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay		
<p>Nov. 19, 1973 (agreement dated Oct. 31, 1973).</p>	<p>Added: One basic holiday (day after Thanksgiving) beginning in 1974 and to the unbroken Christmas-New Year's holiday period, 1 additional day off with pay in the period that began in 1973 and 2 additional days off with pay in each of the periods that began in 1974 and 1975. (See opposite paragraph for schedule of paid holidays.)</p>	<p>The holidays consisted of (1) 5 basic holidays in the 1st contract year and 6 basic holidays in each of the next 2 contract years, Good Friday, Memorial Day, 4th of July, Labor Day, Thanksgiving Day and beginning Nov. 29, 1974, the day after Thanksgiving and (2) a holiday period during the Christmas-New Year's season (plus additional days of holiday pay for Sunday, Dec. 16, 1973; Sunday, Dec. 15, 1974; and Sunday, Dec. 14, 1975) with the following days off with pay:</p> <ul style="list-style-type: none"> (a) 1st period—Dec. 24, 25, 26, 27, 28, and 31, 1973, and Jan. 1, 1974; (b) 2d period—Dec. 23, 24, 25, 26, 27, 30, and 31, 1974, and Jan. 1, 1975; and (c) 3d period—Dec. 24, 25, 26, 29, 30, and 31, 1975, and Jan. 1, and 2, 1976. <p>Changed (only as to Saturdays and Sundays involved): Days on which employee could be called to work only in emergency (not applicable to 7-day operations; Steel Operations; 5-day employees who support 7-day operations at Dearborn and Nashville glass plants; and Sunday work which was part of No. 1 shift Monday):</p> <ul style="list-style-type: none"> Sat.—Dec. 22, 1973 Sun.—Dec. 23, 1973 Sat.—Dec. 29, 1973 Sun.—Dec. 30, 1973 Sat.—Dec. 21, 1974 Sun.—Dec. 22, 1974 Sat.—Dec. 28, 1974 Sun.—Dec. 29, 1974 Sat.—Dec. 27, 1975 Sun.—Dec. 28, 1975 Sat.—Jan. 3, 1976 Sun.—Jan. 4, 1976 <p>If otherwise eligible, employee not disqualified for holiday pay if he declined work assignment on 1 or more of the above days.</p> <p>Changed: In the case of holiday pay for the Christmas-New Year's holiday period, a seniority employee absent without excuse on both (1) the last scheduled workday before and (2) the next scheduled workday after the holiday period, was to be ineligible for holiday pay for all the holidays within the period. A seniority employee absent without excuse on only one of either (1) or (2) above was to be ineligible for 2 of the holidays, but could</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday Pay—Continued		
<p>Nov. 19, 1973 (agreement dated Oct. 31, 1973)—Continued</p>		<p>not receive pay for the remaining holidays, if otherwise eligible.</p> <p>Changed: A seniority employee laid off during the second workweek before week in which 1 or more of holidays in Christmas-New Year's holiday period fell and who worked last scheduled workday before layoff was, if otherwise eligible, to receive pay for holidays in Christmas-New Year's period. A seniority employee on layoff or sick leave absence when holiday occurred and who returned to work following holidays but during week in which holiday fell, was to receive pay for such holidays.</p> <p>Prior administrative policy incorporated into contract: A seniority employee on a personal leave of absence which expired during Christmas-New Year's holiday period, was, if otherwise eligible, to receive pay for holidays in the period which fell (1) after the final day of such leave, or (2) on or after date employee notified plant of availability for work, whichever was later. A seniority employee whose vacation included either (1) the last scheduled day before or (2) the first scheduled day after the Christmas-New Year's holiday period was, if otherwise eligible, to receive pay for holidays during the period if the employee worked the scheduled workdays immediately before and after the vacation when such workdays were within the workweeks that included what would have been either (1) or (2).</p> <p>Changed: For employees working on necessary continuous 7-day operation whose work involved work on holidays—if a designated holiday fell on one of employee's regularly scheduled days off, the employee, in addition to his holiday pay, was paid double time for time worked.</p>
<p>Nov. 27, 1975 (agreement dated Oct. 31, 1973).</p>	<p>Added: Effective with the Thanksgiving Day holiday in 1975, shift premium to be included in holiday pay (except for Dec. 14, 1975 and holidays falling in the Christmas-New Year's holiday period).</p>	
Bereavement pay		
<p>Nov. 19, 1973 (agreement dated Oct. 31, 1973).</p>	<p>-----</p>	<p>Added: To definition of immediate family—grandparent, grandparent of current spouse, half-brother, and half-sister.</p> <p>Changed: Employee hired or rehired on or after Nov. 19, 1973, had to have acquired seniority to be eligible for bereavement pay.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Education pay		
Nov. 19, 1973 (company letter dated Oct. 31, 1973).	Increased: To \$700 a year for tuition and compulsory fees for seniority employee on active rolls taking approved courses at accredited college when such courses were successfully completed.	
Insurance benefits		
Nov. 19, 1973 (agreement dated Oct. 31, 1973).	<p><i>Employees in all States.</i> <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,¹ resulting in (1) \$7,500 to \$16,000 <i>life insurance before age 65</i>; (2) \$1,500 to \$2,400 <i>life insurance at age 65 and over</i> with 10 but less than 20 years under the retirement plan, and \$2,250 to \$4,800 with 20 years or more under the plan; (3) \$3,750 to \$8,000 <i>accidental death and dismemberment benefits</i>; (4) \$85 to \$170 <i>weekly sickness and accident benefits</i>; (5) \$150 to \$320 <i>monthly total and permanent disability benefits</i>; and (6) \$285 to \$655 <i>monthly extended disability benefits</i>.¹ Deleted lowest 2 brackets under previous program.</p>	<p>Added: For "short-service" employee hired or rehired on or after Nov. 19, 1973, the weekly accident and sickness benefits, during a continuous disability beginning in 1st 4 months after accident and sickness insurance was in force, were to be the following percentages of the weekly amount determined from the schedule of benefits:¹ (1) 50 percent during disability beginning 1st and 2nd month that employee had coverage or 75 percent beginning any week in which 3d day of hospital confinement occurred within 14 consecutive days and for succeeding week ending in same month as month in which 3d day of confinement occurred and (2) 75 percent during disability beginning in 3d and 4th months of coverage.</p> <p>Changed: Uninsured employee retiring before age 65 (was between ages 55 and 65) without returning to work from layoff or leave of absence with pension benefits beginning on or after Nov. 19, 1973, to be insured if under age 65, for same coverages for group life and disability that otherwise could have been continued at time of retirement for the amount in force while employee was last working.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Nov. 19, 1973 (agreement dated Oct. 31, 1973)—Continued	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. ²	Added: Company commitment to pay premiums, taxes, or contributions that employee may be required to pay as a result of National Health Insurance; company to retain any "savings".
Mar. 1, 1974 (agreement dated Oct. 31, 1973).	-----	Added: Employee eligible for extended disability benefit, including those who qualified for extended disability benefit but were not eligible for payment of such benefits because benefit from other sources exceeded extended disability benefit amount, and who was enrolled in Medicare Part B to receive \$6.30 per month while so eligible (unless receiving same amount under pension plan).
June 1, 1974 (agreement dated Oct. 31, 1973).	<p><i>Employees in all States.</i> <i>Hospital-surgical-medical-drug-dental benefits.</i> Added: National Blue Shield Reciprocity Program to assist employees and retirees (and their dependents or surviving spouses) in receiving prompt payment for expenses incurred outside the local Blue Shield area. Amounts are based on usual, reasonable, and customary charges.</p>	Covered expenses included surgery; anesthesia; radiation therapy; diagnostic X-ray; diagnostic laboratory and pathology; in-hospital medical care for general conditions, TB, mental treatment, drug addiction, and chronic alcoholism; outpatient and physicians office emergency treatment; and consultations.
Oct. 1, 1974 (agreement dated Oct. 31, 1973).	<p>Established: Dental program for employees with at least 1 year of seniority and their dependents which provided (1) 100 percent of reasonable and customary charge for most preventative services and emergency palliative treatment; (2) 85 percent of reasonable and customary charge for most X-rays, extractions and oral surgery, except for orthodontic work; periodontal treatment; general anesthetics when medically necessary with oral or dental surgery; root canal treatment; restoration fillings; or in certain cases, crowns, inlays, onlays and gold fillings; antibiotic injections by dentist; repairs to bridgework, dentures; relining or rebasing of dentures; or (3) 50 percent paid for (a) initial fixed bridgework, including inlays or crowns to install it; initial removable dentures; replacement of some existing fixed bridgework or removable dentures or addition of teeth to either; and (b) orthodontic diagnostic and treatment services for children under age 19. The program provided for a maximum of \$750 per person per year except in the case of (3) (b) above which had a lifetime maximum of \$500.</p>	Company-paid dental coverage not provided while on leave, layoff, or for retirees or surviving spouses, or sponsored dependents. Dental coverage provided at employee's expense while on local union leave or approved medical leave, but not to exceed period equal to seniority when absence began.

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Oct. 1, 1974 (agreement dated Oct. 31, 1973)—Continued	<p><i>Employees in all States.</i> <i>Group insurance.</i></p>	<p>Changed: Survivor income benefits coverage for early and special early retirees who retired before Oct. 1, 1974 provided to age 55.</p>
Oct. 1, 1975 (agreement dated Oct. 31, 1973).	<p><i>Employees in all States.</i> <i>Group insurance.</i></p> <p>Increased: Insurance before age 65 for employees who had been at work on or after Oct. 1, 1975; (1) <i>life insurance</i>—by \$1,000 for each bracket; (2) <i>monthly total and permanent disability benefits</i>—by \$20 for each bracket; and (3) <i>accidental death and dismemberment benefits</i>—by \$500 for each bracket.¹</p> <p>Increased: Life insurance at or after age 65¹ for employees who had been at work on or after Oct. 1, 1975, by (1) increasing minimum amount for 10-year employees to \$2,000; (2) eliminating the 30 percent maximum; and (3) counting years of service under retirement plan up to age 68 in determining amount of continuing life insurance. (See opposite paragraph for calculation of continuing life insurance.)</p>	<p>The increased life and accidental death and dismemberment benefits were not to be payable until 6 months after death when it occurred before age 65.</p> <p>Changed: For employees who were at work on or after Oct. 1, 1975, the life insurance was reduced at and after age 65 by 2 percent per month until (1) for employees with 10 years or more service under retirement plan, face value decreased to 1½ percent of insurance in effect on 65th birthday times years of service under retirement plan at end of month employee attained age 68 (minimum \$2,000) and (2) for those with less than 10 years of service under retirement plan, face value decreased to 1½ percent of insurance in effect on 65th birthday times years of service under retirement plan at end of month employee attained age 68 (minimum \$500). Reduced insurance continued until death for employee with 10 years of service under the retirement plan, and until the earlier of dates when seniority was broken or after 25 months of continuous layoff for employee with less than 10 years of service under retirement plan, except that such employee if at work on or after Oct. 1, 1975 and attained 10 years of service after 65th birthday, was to have life insurance in force at end of month in which he attained age 65, reduced and continued as for 10-or-more-year employees.</p> <p>Added: For employee who was at work on or after Oct. 1, 1975, definition of total and permanent disability for such benefits was expanded to include inability for rest of life to perform work in plant where worker had seniority.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters																
Insurance benefits—Continued																		
<p>Oct. 1, 1975 (agreement dated Oct. 31, 1973)—Continued</p>	<p><i>Survivor income benefit insurance.</i> Increased: <i>Transition benefit</i>—For survivor of employee who had been at work on or after Oct. 1, 1975, to \$200 for any month for which no eligible survivor of deceased employee was eligible for an</p>	<p>Added: For employee who was at work on or after Oct. 1, 1974, with extended disability benefit that would begin on or after Oct. 1, 1975, definition of total disability for extended disability benefits was expanded to include prevention by bodily injury or disease from regular work in plant in which employee had seniority. If employee no longer satisfies requirement but, within 2 weeks after end of benefits, again became so disabled, benefits were to be resumed.</p> <p>Changed: For employees who were at work on or after Oct. 1, 1974 with extended disability benefit that would begin on or after Oct. 1, 1975, military service connected disability not to be disqualifying for extended disability benefit (previously qualified only if 10 years elapsed since separation from military).</p> <p>Changed: For employees who were at work on or after Oct. 1, 1974, with extended disability benefits that would begin on or after Oct. 1, 1975, extended disability benefits not reduced by benefits for total disability due to pneumoconiosis as defined as of Nov. 19, 1973 under Federal Black Lung Benefits Act of 1972.</p> <p>Changed: For employees laid off on or after Oct. 1, 1975, coverage for life, accidental death or dismemberment, and survivors insurance benefits provided for the greater of (a) 1 month (up to 12) for each 4 weeks of regular SUB to which employee was entitled at layoff or (b) the number of months (up to 12) to which employee would be eligible on basis of years of seniority as of last day worked before layoff (or date placed on layoff for returning veteran) as follows (previously formula (a) above only):</p> <table data-bbox="982 1294 1391 1564"> <thead> <tr> <th style="text-align: center;"><i>Years of seniority</i></th> <th style="text-align: center;"><i>Maximum number of months without cost to employee</i></th> </tr> </thead> <tbody> <tr><td>Less than 1</td><td>0</td></tr> <tr><td>1 but less than 2</td><td>2</td></tr> <tr><td>2 but less than 4</td><td>4</td></tr> <tr><td>4 but less than 6</td><td>6</td></tr> <tr><td>6 but less than 8</td><td>8</td></tr> <tr><td>8 but less than 10</td><td>10</td></tr> <tr><td>10 or more</td><td>12</td></tr> </tbody> </table> <p>Added: A class A or Class B survivor of employee who had been at work on or after Oct. 1, 1975, was allowed to revoke waiver of survivor benefits.</p>	<i>Years of seniority</i>	<i>Maximum number of months without cost to employee</i>	Less than 1	0	1 but less than 2	2	2 but less than 4	4	4 but less than 6	6	6 but less than 8	8	8 but less than 10	10	10 or more	12
<i>Years of seniority</i>	<i>Maximum number of months without cost to employee</i>																	
Less than 1	0																	
1 but less than 2	2																	
2 but less than 4	4																	
4 but less than 6	6																	
6 but less than 8	8																	
8 but less than 10	10																	
10 or more	12																	

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters																
Insurance benefits—Continued																		
<p>Oct. 1, 1975 (agreement dated Oct. 31, 1973)—Continued</p>	<p>unreduced old-age, survivors or disability benefit under the Federal Social Security Act; otherwise \$125.</p> <p>Increased: <i>Bridge benefit</i>—For survivor of employee who had been at work on or after Oct. 1, 1975, to \$200 a month paid to eligible spouse of deceased employee, if spouse was age 45 (was 48) or more on date of employee's death, paid after termination of transition benefit.</p> <p><i>Hospital-medical-surgical-drug-dental benefits:</i></p> <p>Prescription drugs:</p> <p>Expanded: To provide additional maintenance "legend" drugs.</p> <p>Hospital-medical-surgical benefits were to be improved effective Oct. 1, 1975 after selection in May 1975 from an agreed upon list which included benefits for alcoholism and drug addiction treatment (employees only); prosthetic aids (except hearing aids); durable medical equipment; outpatient psychiatric treatment; organ tissue transplant evaluation; home care from extended care facility; pap smear and lab tests; chemotherapy; emergency first aid and emergency medical care; obstetrical lab; and outpatient physiotherapy.</p>	<p>Changed: Hospital-medical-surgical drugs (but not dental coverage) for employees laid off on or after Oct. 1, 1975, to be provided on the basis of the greater of (a) as previously continued (based on SUB credit units) or (b) the number of months (up to 12) to which employee would be eligible on basis of years of seniority on last day worked before layoff as follows:</p> <table data-bbox="982 724 1383 994"> <thead> <tr> <th style="text-align: center;"><i>Years of seniority</i></th> <th style="text-align: center;"><i>Maximum number of months without cost to employee</i></th> </tr> </thead> <tbody> <tr> <td>Less than 1</td> <td>0</td> </tr> <tr> <td>1 but less than 2</td> <td>2</td> </tr> <tr> <td>2 but less than 4</td> <td>4</td> </tr> <tr> <td>4 but less than 6</td> <td>6</td> </tr> <tr> <td>6 but less than 8</td> <td>8</td> </tr> <tr> <td>8 but less than 10</td> <td>10</td> </tr> <tr> <td>10 or more</td> <td>12</td> </tr> </tbody> </table>	<i>Years of seniority</i>	<i>Maximum number of months without cost to employee</i>	Less than 1	0	1 but less than 2	2	2 but less than 4	4	4 but less than 6	6	6 but less than 8	8	8 but less than 10	10	10 or more	12
<i>Years of seniority</i>	<i>Maximum number of months without cost to employee</i>																	
Less than 1	0																	
1 but less than 2	2																	
2 but less than 4	4																	
4 but less than 6	6																	
6 but less than 8	8																	
8 but less than 10	10																	
10 or more	12																	
Retirement benefits																		
<p>Oct. 1, 1973 (agreement dated Oct. 31, 1973).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired (1) before Oct. 25, 1967, by 75 cents per year of credited service; or (2) on or after Oct. 25, 1967, by 75 cents to amount ranging from \$7.25 to \$8.50 per year of credited service, depending on benefit class code and date of retirement.³</p> <p>Increased: <i>Early and disability monthly retirement benefits.</i></p> <p><i>For retirement at company option or under mutually satisfactory conditions (special early retirement) or for total and permanent disability (disability retirement) (1) before Sept. 1, 1964, by (a) special early retirement—75 cents in life income benefit rates and (b) disability retirement—75 cents in life income benefit rates plus \$1 in temporary benefit rates;⁴ (2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$7 per year of</i></p>																	

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1973 (agreement dated Oct. 31, 1973)—Continued</p>	<p>credited service, plus temporary benefit of \$7.75 per year of service up to 25; and (3) on or after Oct. 25, 1967, to amount ranging from \$7.25 to \$8.50 per year of credited service, depending on benefit class code and date of retirement³ plus temporary benefit ranging from \$8 to \$8.50 per year of service up to 25, depending on date of retirement.⁵</p> <p><i>For retirement at own option (regular early retirement)—employee retired (1) before Sept. 1, 1964, by 75 cents per year of credited service, as previously reduced; (2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$7 per year of credited service, times percentage for age when benefits began;⁶ (3) on or after Oct. 25, 1967 but before Oct. 1, 1971, to amount ranging from \$7.25 to \$8.50 per year of credited service, depending on benefit class code and date of retirement,³ times percentage for age when benefits began;⁶ (4) on or after Oct. 1, 1971, to amount ranging from \$8 to \$8.50 per year of service, depending on benefit class code³ times percentage for age when benefits began,⁶ and upon attaining age 65 for retiree who had 30 years of credited service, such retiree was to be paid life income benefit rate for his benefit class code,³ reduced by amount equal to one-third of 1 percent times number of months from date benefits began to month of 62d birthday until Oct. 1, 1974 if he retired before Sept. 15, 1973, or Mar. 1, 1974 if he retired on or after Sept. 15, 1973, after which no reduction in the benefit would be made because of retirement before age 62.</i></p> <p>Increased: <i>Vesting—deferred monthly benefit for break in seniority on or after Nov. 19, 1973, ranging from \$8 to \$8.50 per year of credited service, depending on benefit class code.⁷</i></p>	<p>Changed: <i>Supplemental allowance—benefit payable on or after Oct. 1, 1973, for employee retired at own option under regular early retirement reduced for any month before age 65 for which</i></p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters										
Retirement benefits—Continued												
Oct. 1, 1973 (agreement dated Oct. 31, 1973)—Continued		<p>he would be eligible for an unreduced social security benefit on or after Oct. 1, 1973 as follows:</p> <p>(1) On or after Sept. 1, 1965, but before Oct. 25, 1967, reduced by \$7.75 a month per year of credited service up to 25; (2) on or after Oct. 25, 1967, but before Sept. 15, 1970, by \$8 a month per year of service up to 25; (3) on or after Sept. 15, 1970, by \$8.50 a month per year of service up to 25.</p>										
Nov. 19, 1973 (agreement dated Oct. 31, 1973).	<p style="text-align: center;">-----</p>	<p>Added: Employee with 5 years of seniority as of Nov. 19, 1973, who was laid off during any calendar year after 1950 and before 1956, was credited with 40 hours for each complete calendar week of such absence during which worker had seniority, multiplied by percentage as follows:</p> <table data-bbox="979 710 1389 875"> <thead> <tr> <th style="text-align: left;"><i>Employee seniority on Nov. 19, 1973</i></th> <th style="text-align: right;"><i>Percent</i></th> </tr> </thead> <tbody> <tr> <td>20 years or more</td> <td style="text-align: right;">100</td> </tr> <tr> <td>15-20 years</td> <td style="text-align: right;">75</td> </tr> <tr> <td>10-15 years</td> <td style="text-align: right;">50</td> </tr> <tr> <td>5-10 years</td> <td style="text-align: right;">25</td> </tr> </tbody> </table> <p>Changed: Eligibility requirement for disability retirement liberalized to require 5 years (formerly 10) seniority between separation from military service and onset of disability resulting from service in Armed Forces for employees with seniority on or after Nov. 19, 1973.</p>	<i>Employee seniority on Nov. 19, 1973</i>	<i>Percent</i>	20 years or more	100	15-20 years	75	10-15 years	50	5-10 years	25
<i>Employee seniority on Nov. 19, 1973</i>	<i>Percent</i>											
20 years or more	100											
15-20 years	75											
10-15 years	50											
5-10 years	25											
Mar. 1, 1974 (agreement dated Oct. 31, 1973).	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired on or after Mar. 1, 1974, by 75 cents to amount ranging from \$8.75 to \$9.25 per year of credited service, depending on benefit class code.³</p> <p>Increased: <i>Special early and disability monthly retirement benefits</i>—employee retired on or after Mar. 1, 1974, to amount ranging from \$8.75 to \$9.25 per year of credited service, depending on benefit class code,³ plus temporary benefit of \$9.50 per year of service up to 25.⁵</p> <p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired on or after Mar. 1, 1974, to amount ranging from \$8.75 to \$9.25 per year of service, depending on benefit class code,³ times percentage for age when benefit began,⁶ and upon attaining age 65 for employee with 30 years of credited service, such employee was to be paid life income benefit rate for proper benefit class code,³ with no reduction because of retirement before age 62.</p>	<p>Changed: For employee retired on special early or disability retirement on or after Mar. 1, 1974, temporary benefit continued until age 62 or prior date when retiree became or could have become eligible for an unreduced social security benefit.</p>										

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Mar. 1, 1974 (agreement dated Oct. 31, 1973)—Continued</p>	<p>Increased: <i>Vesting</i>—deferred monthly benefit for break in seniority on or after Mar. 1, 1974, ranging from \$8.75 to \$9.25 per year of credited service, depending on benefit class code.¹</p> <p>Increased: <i>Supplemental allowance</i> for employee retiring on early or total and permanent disability retirement on or after Mar. 1, 1974, with 30 years of credited service or more which when added to early or disability benefit would bring total benefit to (a) \$550 for months before age 62 and (b) \$395 (\$320 for months before Oct. 1, 1975 for retirements beginning on or after Mar. 1, 1974, but before Oct. 1, 1974) after 62nd birthday through month retiree attained age 65.²</p> <p>Added: <i>Supplemental allowance</i> “interim supplement” ranging from \$3.50 to \$7.50 per year of credited service, depending on age at retirement,² payable through month age 62 attained for employee retiring on regular early retirement on or after Mar. 1, 1974 with less than 30 years of service and before month age 62 attained. (The interim supplement was not payable for any month he was eligible for unreduced social security benefit.)</p> <p>Increased: <i>Special age 65 benefit</i>—to \$6.30 a month.</p>	<p>Changed: <i>Supplemental allowance</i>—benefit payable on or after Mar. 1, 1974, for employee retiring at own option under regular early retirement on or after Mar. 1, 1974, reduced for any month before age 62 for which retiree would be eligible for an unreduced social security benefit, by \$9.50 a month per year of credited service, up to a maximum of 25.</p> <p>Changed: <i>Supplemental allowance</i>—in computing amount of allowance for employee retired under special early or disability retirement (except for such retirement on or after Mar. 1, 1974 with less than 30 years of service) pension to include temporary benefit payable for such retirement whether or not pension actually included such amount.</p> <p>Added: <i>Special age 65 benefit</i> applicable to pensioner or spouse if under age 65 and enrolled in voluntary Medicare by making contributions.</p>
<p>Oct. 1, 1974 (agreement dated Oct. 31, 1973).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired (1) before Oct. 25, 1967, by from \$1.25 to \$1.70, to \$8.25 per year of credited service; (2) on or after Oct. 25, 1967, by varying amounts ranging from 25 cents to \$1, to amount ranging from \$8.25 to \$10 per year of credited service, depending on benefit class code and date of retirement.³</p> <p>Increased: <i>Special early and disability monthly retirement benefits</i>—employee who retired (1) before Sept. 1, 1964 on (a) special early retirement—to \$8.25 per year of credited service, or (b) disability retirement—to \$8.25 per year of credited service plus previous temporary benefit ranging from \$6.60 to \$7.25 per year of service up to 25, depending on date of retirement;⁴ (2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$8.25 per year of credited service, plus previous temporary benefit of \$7.75 per year of service up to 25; (3) on or after Oct. 25, 1967, to amount ranging from \$8.25 to \$10 per year of credited</p>	<p>No change in life income benefit rates for those who retired on normal, early, or disability pensions on or after Mar. 1, 1974 but before Oct. 1, 1974.</p> <p>Added: New benefit class code for skilled classifications and certain high-rated other-than-skilled trades classifications.³</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
Oct. 1, 1974 (agreement dated Oct. 31, 1973)—Continued	<p>service depending on benefit class code and date of retirement,³ plus temporary benefit ranging from \$8 to \$9.50 per year of service up to 25 depending on date of retirement.⁵</p> <p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired (1) before Sept. 1, 1964, to \$8.25 as previously reduced; (2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$8.25 per year of credited service, times percentage for age when benefits began;⁶ (3) on or after Oct. 25, 1967 but before Oct. 1, 1971, to amount ranging from \$8.25 to \$8.75 per year of credited service depending on benefit class code and date of retirement,³ times percentage for age when benefits began;⁶ and (4) on or after Oct. 1, 1971 to amount ranging from \$8.25 to \$10 per year of service, depending on benefit class code and date of retirement,³ times percentage for age when benefits began,⁶ and upon attaining age 65 for a retiree who had 30 years of credited service, the full life income benefit to be paid with no reduction because of retirement before age 62.</p> <p>Increased: <i>Vesting</i>—deferred monthly benefit for break in seniority on or after Oct. 1, 1974 ranging from \$9.25 to \$10 per year of credited service, depending on benefit class code.⁷</p> <p>Increased: <i>Supplemental allowance</i> for employee retired on early or disability retirement on or after Oct. 1, 1974 with 30 years of credited service which when added to early or disability benefit would bring total benefit to (a) \$625 for months before age 62 and (b) \$395 after 62nd birthday through month retiree attained age 65.⁸</p> <p>Increased: <i>Special survivorship option</i>—base amount to \$3 per year of retiree's credited service.</p> <p>Added: <i>Survivors benefit</i> payable to surviving spouse of employee who died before age 55 on or after Oct. 1, 1974, with 30 years of credited service or more (provided employee had seniority at time of death or had broken seniority by retirement but before start of retirement benefits).</p>	<p>The <i>supplemental allowance</i> as calculated according to age and date of retirement was to be redetermined on each date that life income benefit rates were increased on or after Oct. 1, 1974 (Oct. 1 of 1974, 1975, 1976, 1977, and 1978).</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1975 (agreement dated Oct. 31, 1973).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired (1) before Sept. 15, 1970, by 35 cents, to \$8.60 per year of credited service; (2) on or after Sept. 15, 1970, by varying amounts ranging from 35 to 50 cents, to amount ranging from \$8.60 to \$10 per year of credited service, depending on benefit class code and date of retirement.³</p> <p>Increased: <i>Special early and disability monthly retirement benefits</i>—for employee who retired (1) before Sept. 1, 1964, on (a) special early retirement—to \$8.60 per year of credited service or (b) for disability retirement—to \$8.60 per year of credited service, plus previous temporary benefit ranging from \$6.60 to \$7.25 per year of service up to 25 depending on date of retirement;⁴ (2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$8.60 per year of credited service, plus previous temporary benefit of \$7.75 per year of service up to 25; (3) on or after Oct. 25, 1967, to amount ranging from \$8.60 to \$10 per year of credited service depending on benefit class code and date of retirement,³ plus previous temporary benefit ranging from \$8 to \$9.50 per year of service depending on date of retirement.⁵</p> <p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired (1) before Sept. 1, 1964, to \$8.60 per year of credited service as previously reduced; (2) on or after Sept. 1, 1964 but before Sept. 15, 1970, to \$8.60 per year of credited service, times percentage for age when benefits began;⁶ (3) on or after Sept. 15, 1970, but before Oct. 1, 1971, to amount ranging from \$8.60 to \$9.10 per year of credited service depending on benefit class code,³ times percentage for age when benefits began;⁶ (4) on or after Oct. 1, 1971, to amount ranging from \$8.60 to \$10 per year of service depending on benefit class code and date of retirement,³ times percentage for age when benefits began,⁶ and upon attaining age 65 for retiree with 30 years of credited service, the full life income benefit was to be paid with no reduction because of retirement before age 62.</p> <p>Added: <i>Supplemental allowance</i> “lifetime supplement” of \$75 payable monthly upon attaining age 65 to employee retired on normal, early, or disability retirement on or after Mar. 1, 1974, with 30 years of credited service.⁸</p>	<p>No change in life income benefit rates for those who retired on normal, early, or disability pensions on or after Oct. 1, 1974.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1975 (agreement dated Oct. 31, 1973)—Continued</p>	<p>Added: <i>Supplemental allowance</i> "age-service supplement" of \$2 per year of service reduced for early or disability retirement by 1/36 for each month from start of benefit to 65th birthday for employee retired on or after Mar. 1, 1974, with less than 30 years of credited service if employee retired on (a) early or disability retirement after age 62 plus 1 month or (b) normal retirement with at least 10 years of service (except employee who would receive normal benefit after age 65 while retired on disability).</p>	<p>Changed: Maximum earnings permitted before penalty applied against supplemental allowance—to \$2,100 (or amount permitted without reduction in benefits under Federal Social Security Act) in any calendar year after retirement and before age 65.</p> <p>Added: "Interim" and "age-service" <i>supplemental allowances</i> in determination of maximum total monthly benefit (which was not to exceed 70 percent of employee's final base pay including cost-of-living allowance).</p> <p>Changed: <i>Supplemental allowance</i> not applicable to employee discharged for cause before age 65 unless company or impartial umpire had determined the discharge should not result in former employee's being ineligible for supplemental allowance.</p> <p>Changed: <i>Supplemental allowance</i> payable until earlier of (1) retiree's death, (2) reemployment by the company, (3) his retirement benefit ceased, (4) age 62 in the case of the "interim" supplemental allowance, or (5) age 65 in the case of the regular supplemental allowance.</p> <p>Added: Grey iron foundry workers in certain job classifications with 25 years of service, all of which were on classifications specifically identified as foundry jobs, and retired on or after Oct. 1, 1975, to receive foundry service premium (additional foundry service) of 20 percent of past and future service in foundry so that years of credited service consisted of (a) foundry service, (b) additional foundry service, and (c) any service not attributable to foundry jobs.</p>
<p>Oct. 1, 1976 (agreement dated Oct. 31, 1973).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired (1) before Sept. 15, 1970, by 50 cents to \$9.10 per year of credited service; (2) on or after Sept. 15, 1970, by varying amounts ranging from 25 to 50 cents to amount ranging from \$9.10 to</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
Oct. 1, 1976 (agreement dated Oct. 31, 1973)—Continued	<p>\$10.50 per year of credited service, depending on benefit class code and date of retirement.³</p> <p>Increased: <i>Special early and disability monthly retirement benefits</i>—employee who retired (1) before Sept. 1, 1964, on (a) special early retirement—to \$9.10 per year of credited service and (b) disability retirement—to \$9.10 per year of credited service, plus previous temporary benefit ranging from \$6.60 to \$7.25 per year of service up to 25, depending on date of retirement;⁴ (2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$9.10 per year of credited service, plus previous temporary benefit of \$7.75 per year of service up to 25; (3) on or after Oct. 25, 1967, to amount ranging from \$9.10 to \$10.50 per year of credited service, depending on benefit class code and date of retirement,³ plus temporary benefit ranging from \$8 to \$10 per year of service up to 25, depending on date of retirement.⁵</p> <p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired (1) before Sept. 1, 1964, to \$9.10 per year of credited service as previously reduced; (2) on or after Sept. 1, 1964 but before Sept. 15, 1970 to \$9.10 per year of credited service, times percentage for age when benefits began;⁶ (3) on or after Sept. 15, 1970 but before Oct. 1, 1971, to amount ranging from \$9.10 to \$9.60 per year of credited service depending on benefit class code,³ times percentage for age when benefits began;⁶ (4) on or after Oct. 1, 1971, to amount ranging from \$9.10 to \$10.50 per year of service depending upon benefit class code and date of retirement,³ times percentage for age when benefits began,⁶ and upon attaining age 65 for retiree with 30 years of credited service, the full life income benefit was to be paid with no reduction because of retirement before age 62.</p> <p>Increased: <i>Vesting deferred monthly benefit for break in service</i> on or after Oct. 1, 1976 ranging from \$9.75 to \$10.50 per year of credited service, depending on benefit class code.⁷</p>	<p>Changed: <i>Supplemental allowance</i>—benefit payable for employee retired at own option under regular early retirement on or after Oct. 1, 1976 reduced for any month before age 62 for which he would be eligible for unreduced Social Security benefit, by \$10 a month per year of credited service up to 25.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1976 (agreement dated Oct. 31, 1973)—Continued</p>	<p>Increased: <i>Supplemental allowance</i> for employee retired on early or disability retirement on or after Oct. 1, 1976 with 30 years of credited service which when added to early or disability benefit would bring total benefit to (a) \$650 for months before age 62 and (b) \$400 after age 62 through month retiree attained age 65.⁸</p> <p>Increased: <i>Supplemental allowance</i> “lifetime supplement” of \$80 a month payable upon attaining age 65 for employee retired on normal, early, or disability retirement on or after Oct. 1, 1976 with 30 years of credited service or more.</p>	
<p>Oct. 1, 1977 (agreement dated Oct. 31, 1973).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired (1) before Sept. 15, 1970, by 25 cents to \$9.35 per year of credited service; (2) on or after Sept. 15, 1970, by 25 cents to amount ranging from \$9.35 to \$10.50 per year of credited service, depending on benefit class code and date of retirement.³</p> <p>Increased: <i>Special early and disability monthly retirement benefits</i>—employee who retired (1) before Sept. 1, 1964 on (a) special early retirement—to \$9.35 per year of credited service, or (b) disability retirement—to \$9.35 per year of credited service, plus previous temporary benefit ranging from \$6.60 to \$7.25 per year of service up to 25, depending on date of retirement;⁴ (2) on or after Sept. 1, 1964, but before Oct. 25, 1967, to \$9.35 per year of credited service, plus previous temporary benefit of \$7.75 per year of service up to 25; (3) on or after Oct. 25, 1967, to amount ranging from \$9.35 to \$10.50 per year of credited service, depending on benefit class code and date of retirement,³ plus previous temporary benefit ranging from \$8 to \$10 per year of service up to 25, depending on date of retirement.⁵</p> <p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired (1) before Sept. 1, 1964, to \$9.35 per year of credited service as previously reduced; (2) on or after Sept. 1, 1964 but before Sept. 15, 1970, to \$9.35 per year of credited service times percentage for age when benefits began;⁶ (3) on or after Sept. 15, 1970 but before Oct. 1, 1971, to amount ranging from \$9.35 to \$9.85 per year of credited service, depending on benefit class code,³ times percentage for age when benefits began;⁶ (4) on or after</p>	<p>No change in life income benefit rates for those who retired on normal, early, or disability pensions on or after Oct. 1, 1976.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
Oct. 1, 1977 (agreement dated Oct. 31, 1973)—Continued	<p>Oct. 1, 1971, to amount ranging from \$9.35 to \$10.50 per year of service depending on benefit class code and date of retirement,³ times percentage for age when benefits began,⁶ and upon attaining age 65 for retiree with 30 years of credited service, the full life income benefit was to be paid with no reduction because of retirement before age 62.</p>	
Oct. 1, 1978 (agreement dated Oct. 31, 1973).	<p>Increased: <i>Normal monthly retirement benefits</i>—employee who retired (1) before Sept. 1, 1970, by 60 cents to \$9.95 per year of credited service; (2) on or after Sept. 15, 1970, by varying amounts ranging from 50 cents to \$1, to amount ranging from \$9.95 to \$11.50 per year of credited service, depending on benefit class code and date of retirement.³</p> <p>Increased: <i>Special early and disability monthly retirement benefits</i>—employee who retired (1) before Sept. 1, 1964 on (a) special early retirement—to \$9.95 per year of credited service and (b) disability retirement—to \$9.95 per year of credited service plus previous temporary benefit ranging from \$6.60 to \$7.25 per year of service up to 25, depending on date of retirement;⁴ (2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$9.95 per year of credited service, plus previous temporary benefit of \$7.75 per year of service up to 25; (3) on or after Oct. 25, 1967, to amount ranging from \$9.95 to \$11.50 per year of credited service, depending on benefit class code and date of retirement,³ plus temporary benefit ranging from \$8 to \$11 per year of service up to 25, depending on date of retirement.⁵</p> <p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired (1) before Sept. 1, 1964, to \$9.95 per year of credited service as previously reduced; (2) on or after Sept. 1, 1964 but before Sept. 15, 1970, to \$9.95 per year of credited service, times percentage for age when benefits began;⁶ (3) on or after Sept. 15, 1970 but before Oct. 1, 1971, to amount ranging from \$9.95 to \$10.45 per year of credited service, depending on benefit class code,³ times percentage for age when benefits began;⁶ (4) on or after Oct. 1, 1971, to amount ranging from \$9.95 to \$11.50 per year of service depending on benefit class code and date of retirement,³ times percentage for age when benefit began,⁶ and upon attaining age 65 for retiree with</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1978 (agreement dated Oct. 31, 1973)—Continued</p>	<p>30 years of credited service, the full life income benefit was to be paid with no reduction because of retirement before age 62.</p> <p>Increased: <i>Vesting</i>—deferred monthly benefit for break in service on or after Oct. 1, 1978 ranging from \$10.75 to \$11.50 per year of credited service, depending on benefit class code.⁷</p> <p>Increased: <i>Supplemental allowance</i> “life time supplement” of \$100 a month payable upon attaining age 65 for employee retired on normal, early, or disability retirement on or after Oct. 1, 1978 with 30 years of credited service or more.⁸</p> <p>Increased: <i>Supplemental allowance</i> for employee retired on early or disability retirement on or after Oct. 1, 1978, with 30 years of credited service which when added to early or disability benefit would bring total benefit to (a) \$700 for months before age 62 and (b) \$430 after age 62 through month he attained age 65.⁸</p>	<p>Changed: <i>Supplemental allowance</i>—benefit payable on or after Oct. 1, 1978 for employee retired at own option under regular early retirement on or after Oct. 1, 1978, reduced for any month before age 62 for which he was eligible for an unreduced social security benefit, by \$11 a month per year of credited service up to 25 years.</p>
Supplemental unemployment benefit plan		
<p>Dec. 31, 1973 (agreement dated Oct. 31, 1973).</p> <p>Jan. 1, 1975 (agreement dated Oct. 31, 1973).</p>	<p>Increased: <i>Regular benefit</i>—maximum to \$90 for any week employee exercised option to refuse work and did not receive State system benefit because of such refusal or refusal which occurred after exhaustion of State benefit rights.</p> <p>Added: <i>Eligibility</i>—laid off employee who received lost time benefit under a worker’s compensation law or other law providing benefit for occupational injury or disease, while not totally disabled and while ineligible for accident and sickness benefit under company’s insurance plan, was deemed to be on a qualifying layoff if employee met other requirements for a qualifying layoff.</p> <p>Increased: <i>Contributions</i>—amount to range of 7 to 12 cents per hour depending on percentage relationship of the asset value of fund to maximum funding.¹⁰</p> <p>Changed: <i>Contributions</i> for short workweeks—if market value of the assets of fund as of last Friday preceding first Monday in January each year was less than 100 percent of maximum funding, the company to contribute amount, if any, by which (a) total amount of automatic short week benefits paid for layoffs that occurred during pay periods that began in previous calendar year, exceeded (b) 3</p>	<p>Changed: Company’s SUB contributions not offset by contributions for hospital-medical-surgical-drug coverage for laid-off employees and continuation of group life and disability coverage for laid-off employees.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Supplemental unemployment benefit plan—Continued		
Jan. 1, 1975 (agreement dated Oct. 31, 1973)—Continued	cents times total number of hours employees received pay for pay periods begun in such calendar year, minus (c) total of contributions for months credit unit cancellation base fell below specified level (\$495 effective Dec. 28, 1970) but not in excess of maximum funding.	
Jan. 6, 1975 (agreement dated Oct. 31, 1973).	<p>Changed: <i>Contributions</i>—with respect to each pay period which began within a month for which the current market value of the fund was less than the maximum amount, the company to contribute the lesser of the following amounts:</p> <p>(1) The amount required to increase the value of the fund to 100 percent of maximum funding; or</p> <p>(2) an amount determined by multiplying (a) the number of straight time hours, time and one-half hours, and double time hours, respectively, for which employees received pay from the company (excluding hours for which benefits under SUB plan were payable) during such period, by (b) a number of cents per hour (7 to 24 cents effective Jan. 6, 1975 and 9 to 26 cents effective Jan. 5, 1976) depending on percentage relationship of the asset value of fund to maximum funding and type of hour paid for.¹⁰</p>	

¹ Schedule of insurance benefits is as follows:

Base hourly rate*	Insurance before age 65					
	Life insurance		Monthly total and permanent disability benefit**		Accidental death and dismemberment benefit	
	For those at work before Oct. 1, 1975	For those at work on or after Oct. 1, 1975	For those at work before Oct. 1, 1975	For those at work on or after Oct. 1, 1975	For those at work before Oct. 1, 1975	For those at work on or after Oct. 1, 1975
Up to but less than \$3.40	\$ 7,500	\$ 8,500	\$150	\$170	\$3,750	\$4,250
\$3.40 but less than \$3.65	8,000	9,000	160	180	4,000	4,500
\$3.65 but less than \$3.90	8,500	9,500	170	190	4,250	4,750
\$3.90 but less than \$4.15	9,000	10,000	180	200	4,500	5,000
\$4.15 but less than \$4.40	9,500	10,500	190	210	4,750	5,250
\$4.40 but less than \$4.65	10,000	11,000	200	220	5,000	5,500
\$4.65 but less than \$4.90	10,500	11,500	210	230	5,250	5,750
\$4.90 but less than \$5.15	11,000	12,000	220	240	5,500	6,000
\$5.15 but less than \$5.40	11,500	12,500	230	250	5,750	6,250
\$5.40 but less than \$5.65	12,000	13,000	240	260	6,000	6,500
\$5.65 but less than \$5.90	12,500	13,500	250	270	6,250	6,750
\$5.90 but less than \$6.15	13,000	14,000	260	280	6,500	7,000
\$6.15 but less than \$6.40	13,500	14,500	270	290	6,750	7,250
\$6.40 but less than \$6.65	14,000	15,000	280	300	7,000	7,500
\$6.65 but less than \$6.90	14,500	15,500	290	310	7,250	7,750
\$6.90 but less than \$7.15	15,000	16,000	300	320	7,500	8,000
\$7.15 but less than \$7.40	15,500	16,500	310	330	7,750	8,250
\$7.40 and over	16,000	17,000	320	340	8,000	8,500

¹ Schedule of insurance benefits is as follows—Continued

Base hourly rate*	Insurance before age 65		Life insurance at age 65 and after		
	Weekly sickness and accident benefit***	Monthly extended disability benefit***	Minimum (10 years in retirement plan)		Maximum**** (20 years in retirement plan)
			For those at work before Oct. 1, 1975	For those at work on or after Oct. 1, 1975	For those at work before Oct. 1, 1975
Up to but less than \$3.40	\$ 85	\$285	\$1,500	\$2,000	\$2,250
\$3.40 but less than \$3.65	90	305	1,500	2,000	2,400
\$3.65 but less than \$3.90	95	330	1,500	2,000	2,550
\$3.90 but less than \$4.15	100	350	1,500	2,000	2,700
\$4.15 but less than \$4.40	105	370	1,500	2,000	2,850
\$4.40 but less than \$4.65	110	395	1,500	2,000	3,000
\$4.65 but less than \$4.90	115	415	1,575	2,000	3,150
\$4.90 but less than \$5.15	120	435	1,650	2,000	3,300
\$5.15 but less than \$5.40	125	460	1,725	2,000	3,450
\$5.40 but less than \$5.65	130	480	1,800	2,000	3,600
\$5.65 but less than \$5.90	135	500	1,875	2,025	3,750
\$5.90 but less than \$6.15	140	525	1,950	2,100	3,900
\$6.15 but less than \$6.40	145	545	2,025	2,175	4,050
\$6.40 but less than \$6.65	150	565	2,100	2,250	4,200
\$6.65 but less than \$6.90	155	590	2,175	2,325	4,350
\$6.90 but less than \$7.15	160	610	2,250	2,400	4,500
\$7.15 but less than \$7.40	165	630	2,325	2,475	4,650
\$7.40 and over	170	655	2,400	2,550	4,800

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

**Benefits were payable for a maximum of 50 months for employees with 10 years of service under 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.

****Maximum of 30 percent of life insurance in effect at age 65, with 20 or more years of creditable service, was eliminated effective for employees at work on or after Oct. 1, 1975.

² Employee contributions are as follows:

Basic hourly rate	Contribution rate	
	I*	II**
Up to 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 but less than \$6.90	11.26	7.25
\$6.90 but less than \$7.15	11.70	7.50
\$7.15 but less than \$7.40	12.13	7.75
\$7.40 and over	12.57	8.00

*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.

Footnotes—Continued

³ Life income benefits based on benefit class codes were determined as follows:

Job classification maximum hourly rate *(which determined benefit class code) as of—							
Benefit Class Code (see table below for application of benefit class codes)	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	Nov. 20, 1972 through Nov. 18, 1973	On or after Nov. 19, 1973
A	\$3.410 or less	\$3.510 or less	\$3.615 or less	\$4.275 or less	\$4.405 or less	\$4.535 or less	\$4.535 or less
B	3.415 — 3.450	3.515 — 3.645	3.620 — 3.755	4.240 — 4.420	4.410 — 4.555	4.540 — 4.690	4.540 — 4.690
C	3.545 and over	3.650 and over	3.760 and over	4.425 and over	4.560 and over	4.695 and over	4.695 — 5.345
D	—	—	—	—	—	—	5.350 and over

Monthly life income benefit rates (per year of service) for months commencing—								
Date of retirement under plan	Benefit Class Code	Oct. 1973 through Feb. 1974	Mar. 1974 through Sept. 1974	Oct. 1974 through Sept. 1975	Oct. 1975 through Sept. 1976	Oct. 1976 through Sept. 1977	Oct. 1977 through Sept. 1978	Oct. 1978 and after
On or after Oct. 25, 1967 but before Sept. 15, 1970	A	\$7.25	\$7.25	\$ 8.25	\$ 8.60	\$ 9.10	\$ 9.35	\$ 9.95
	B	7.50	7.50	8.25	8.60	9.10	9.35	9.95
	C	7.75	7.75	8.25	8.60	9.10	9.35	9.95
On or after Sept. 15, 1970 but before Sept. 15, 1973	A	8.00	8.00	8.25	8.60	9.10	9.35	9.95
	B	8.25	8.25	8.50	8.85	9.35	9.60	10.20
	C	8.50	8.50	8.75	9.10	9.60	9.85	10.45
On or after Sept. 15, 1973 but before Mar. 1, 1974	A	8.00	8.00	8.25	8.60	9.10	9.35	9.95
	B	8.25	8.25	8.50	8.85	9.35	9.60	10.20
	C & D	8.50	8.50	8.75	9.10	9.60	9.85	10.45
On or after Mar. 1, 1974 but before Oct. 1, 1974	A	—	8.75	8.75	9.25	9.50	9.75	10.25
	B	—	9.00	9.00	9.50	9.75	10.00	10.50
	C & D	—	9.25	9.25	9.75	10.00	10.25	10.75
On or after Oct. 1, 1974 but before Oct. 1, 1976	A	—	—	9.25	9.25	9.50	9.75	10.25
	B	—	—	9.50	9.50	9.75	10.00	10.50
	C	—	—	9.75	9.75	10.00	10.25	10.75
	D	—	—	10.00	10.00	10.25	10.50	11.00
On or after Oct. 1, 1976 but before Oct. 1, 1978	A	—	—	—	—	9.75	9.75	10.50
	B	—	—	—	—	10.00	10.00	10.75
	C	—	—	—	—	10.25	10.25	11.00
	D	—	—	—	—	10.50	10.50	11.25
On or after Oct. 1, 1978	A	—	—	—	—	—	—	10.75
	B	—	—	—	—	—	—	11.00
	C	—	—	—	—	—	—	11.25
	D	—	—	—	—	—	—	11.50

* Incentive job classifications also were assigned benefit class codes.

⁴ Temporary benefit for those retired before Sept. 1964 on disability was:

Retired before Sept. 1, 1958	Retired on or after Sept. 1, 1958 but before Sept. 1, 1961	Retired on or after Sept. 1, 1961 but before Sept. 1, 1964
\$6.80 (maximum monthly benefit of \$193.75)	\$6.60 per year of service at retirement for service before Jan. 1, 1958	\$7.25 (maximum monthly benefit of \$193.75)
	\$6.63 for the year 1958	
	\$6.70 per year of service at retirement for service after Dec. 31, 1958	

} maximum monthly benefit of \$193.75

Footnotes—Continued

⁵ Temporary benefit rates were as follows:

<i>Date of retirement under plan</i>	<i>Monthly temporary benefit per year of credited service up to 25</i>	<i>Maximum monthly temporary benefit</i>
Oct. 25, 1967 through Sept. 14, 1970	\$ 8.00	\$200.00
Sept. 15, 1970 through Apr. 1974	8.50	\$212.50
Mar. 1974 through Sept. 1976	9.50	237.50
Oct. 1976 through Sept. 1978	10.00	250.00
Oct. 1978 or after	11.00	275.00

⁶ Percentages were as follows:

<i>Age when benefit began*</i>	<i>Percent</i>
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
54	53.2
53	48.9
52	45.0
51	41.5
50	38.3
49	35.4
48	32.8
47	30.4
46	28.2
45	26.1
44	24.3
43	22.6
42	21.0

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

*Reduction factors for retirement at ages below age 55 applicable only to those who retired on or after Oct. 1, 1971, with at least 30 years of credited service (25 years for foundry workers effective Oct. 1, 1975).

⁷ Vested benefits were determined as follows:

<i>Job classification maximum hourly rate* (on or after Nov. 19, 1973)</i>	<i>Benefit class code</i>	<i>Life income benefit rates for breaks in seniority (with eligibility for a deferred vested pension) commencing—</i>				
		<i>Nov. 19, 1973 through Feb. 1974</i>	<i>Mar. 1974 through Sept. 1974</i>	<i>Oct. 1974 through Sept. 1976</i>	<i>Oct. 1976 through Sept. 1978</i>	<i>Oct. 1978 and after</i>
\$4.535 or less	A	\$8.00	\$8.75	\$ 9.25	\$ 9.75	\$10.75
4.540 – 4.690	B	8.25	9.00	9.50	10.00	11.00
4.695 – 5.345	C	8.50	9.25	9.75	10.25	11.25
5.350 and over	D	8.50	9.25	10.00	10.50	11.50

*Incentive job classifications also were assigned benefit class codes.

⁸ Supplemental allowance and lifetime supplement were determined as follows:

Date of retirement under plan	Amount of total monthly benefits for determining supplemental allowance		Amount of monthly lifetime supplement after month in which retired employee attains age 65
	Through month in which retired employee attains age 62	After month in which retired employee attains age 62 and through month in which he attains age 65	
Mar. 1974 through Sept. 1974	\$550	\$395*	\$ 75**
Oct. 1974 through Sept. 1975	625	395	75**
Oct. 1975 through Sept. 1976	625	395	75
Oct. 1976 through Sept. 1978	650	400	80
Oct. 1978 or after	700	430	100

*\$320 for any month before October 1975.

**Not payable for any month before October 1975.

⁹ Interim supplement rates were as follows:

Attained age when benefits began	Amount of interim supplement* per year of credited service
61	\$7.50
60	7.50
59	6.70
58	5.90
57	5.10
56	4.30
55	3.50

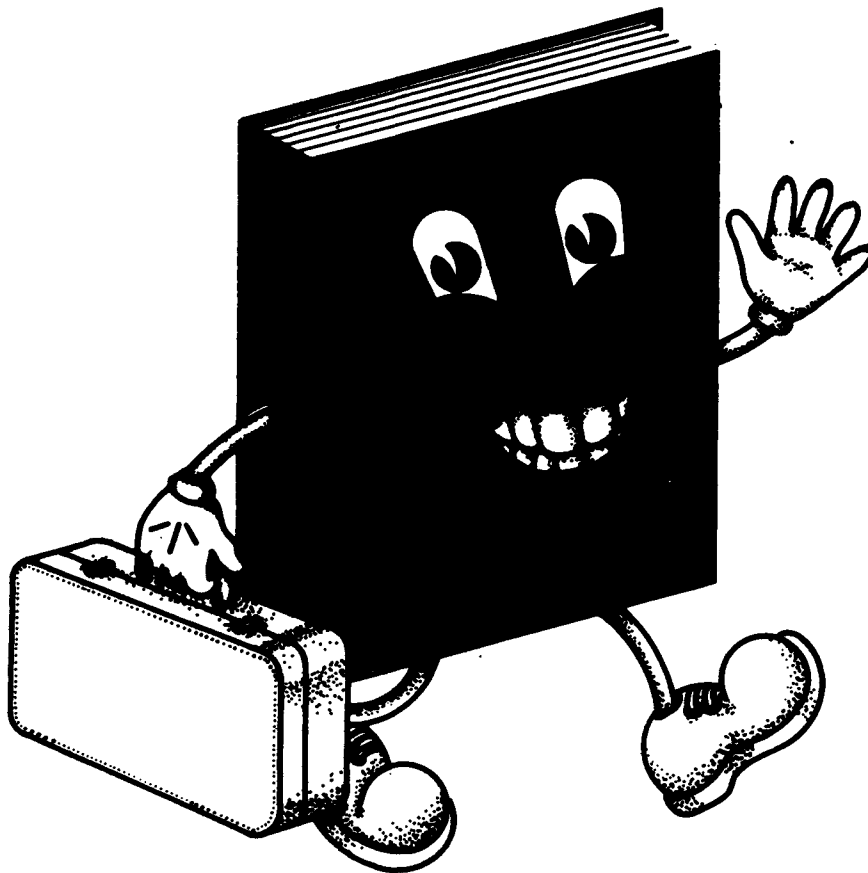
*For each additional full month of attained age when benefits began, the applicable rate was determined by adding 6-2/3 cents for each such additional month to the amount shown

for attained age at last birthday (not to exceed \$7.50 for retirement after age 60).

¹⁰ Relationship was as follows:

If the percentage relationship of the value of the assets of the fund to maximum funding was—	Effective date						
	Dec. 31, 1973	Jan. 6, 1975			Jan. 5, 1976		
	The applicable number of cents per hour was—	The applicable number of cents per straight-time hour was—	The applicable number of cents per time and one-half hour was—	The applicable number of cents per double time hour was—	The applicable number of cents per straight-time hour was—	The applicable number of cents per time and one-half hour was—	The applicable number of cents per double time hour was—
87.5 but less than 100.0	7	7	13	19	9	15	21
75.0 but less than 87.5	8	8	14	20	10	16	22
62.5 but less than 75.0	9	9	15	21	11	17	23
50.0 but less than 62.5	10	10	16	22	12	18	24
37.5 but less than 50.0	11	11	17	23	13	19	25
Less than 37.5	12	12	18	24	14	20	26

If for any such 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 of maximum funding, only number of hours required to reach next such higher percentage was to be multiplied by applicable cents per hour in above table. The remaining hours (the difference between total number of hours and lesser 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.



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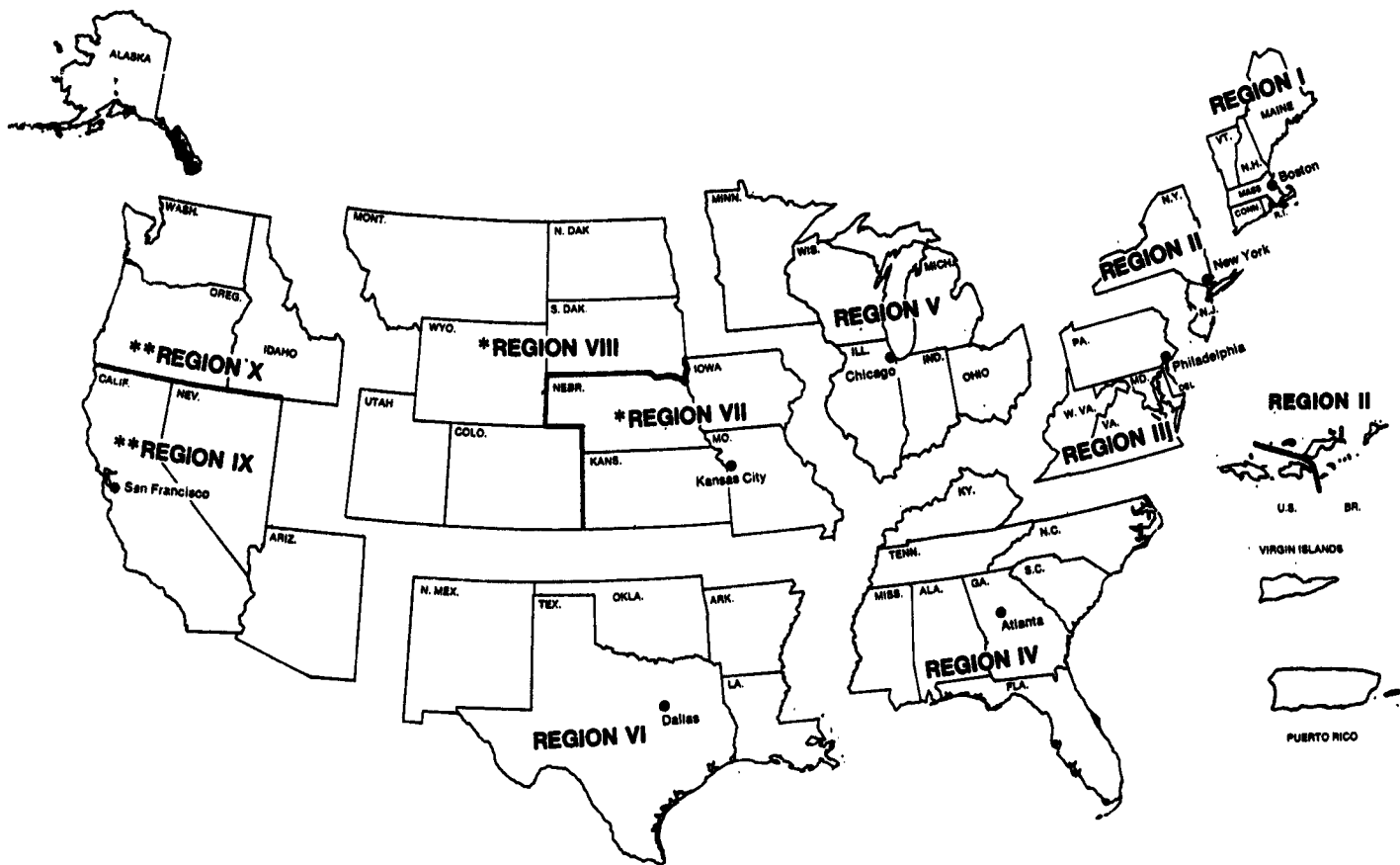
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