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Wage Chronology

**Bituminous Coal Mine
Operators and United Mine
Workers of America,
October 1933-November 1974**

Bulletin 1799

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



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U. S. DEPARTMENT OF LABOR
Peter J. Brennan, Secretary
BUREAU OF LABOR STATISTICS
Julius Shiskin, 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 in bituminous coal mines in the Appalachian area since 1933 and nationally since 1943 that have been negotiated with the United Mine Workers of America. This bulletin replaces *Wage Chronology: Bituminous Coal Mines, 1933-68*, published as BLS Bulletin 1558, and Supplement to Bulletin 1558 which covered the period 1968-70. Materials previously published have been supplemented in this bulletin by contract changes negotiated for the 1971-74 period. The earlier texts generally are included as they were originally published.

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

The analysis for the 1968-74 period was prepared in the Division of Trends in Employee Compensation by John J. Lacombe II.

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Introduction

The current National Bituminous Coal Wage Agreement between the United Mine Workers of America (UMW-Ind.) and the Bituminous Coal Operators' Association (BCOA)¹ is an outgrowth of the Appalachian agreements, the first of which was concluded in 1933. Although this contract covers over 80,000 workers nationally, the industry is concentrated in the Appalachian region,² which accounts for 70 percent of the soft coal produced in the United States.

Total production of bituminous coal in the United States amounted to 597 million tons in 1970 compared with an all-time high of 631 million tons in 1947, according to the U.S. Bureau of Mines.³ Since 1961, however, annual production has increased steadily, largely as a result of a continuing growth in the demand for coal to generate electric power. Such demand accounts for 65 percent of total domestic consumption. Recent increases in production have been achieved through the growing use of more efficient mining methods such as the continuous mining machine, which integrates cutting and loading into a continuous sequence, and surface mining, which has made mining an outdoor industry.

As early as 1913, half of the soft coal produced was mined with coal-cutting machines, but not until the development of the pit-car loader—a simple conveyor from the mine floor to the top of the car—in the early 1920's could the burdensome task of hand loading of coal cars be eliminated. The miner still had to shovel the coal a short distance to the loader, however, until the development of the mobile loader, which, by 1951, had virtually replaced the pit-car loader. In 1948, the

continuous mining machine was introduced. Over half (56 percent) of underground coal is now mined with the continuous mining machine.

Far more dramatic increases in productivity have been brought about by surface production which involves strip (or open-pit) and auger mining—strip mine output per man is more than double that in underground mines. Strip mining involves the use of large machines (e.g., power shovels, bulldozers) to remove the earth's crust and expose the coal seams. Auger mining complements stripping by using machines which drill into coal seams covered by overburden too thick to remove economically by stripping. Surface production, which accounted for less than 5 percent of the coal produced in 1930, had increased steadily to about 44 percent of total coal production in 1970.⁴

Because of increased productivity and the decline in demand for coal (before 1962) caused by competition of other fuels, employment in bituminous mines decreased from a high of 657,000 production workers in 1923 to 120,000 in 1970.⁵ Between 1961 and 1970, employment dropped by 7 percent.⁶ The vast majority of these coal miners work in union mines. The United Mine Workers of America (Ind.) represents all but about 3 percent of the workers in union mines. A few mines in Illinois have contracts with the Progressive Mine Workers Union (Ind.) and a few in other States have contracts with the Southern Labor Union (Ind.).

The UMW was formed in 1890 by the merger of two competing coal unions—the National Trades Assembly No. 135 of the Knights of Labor and the National Progressive Union. By 1900, the union was the largest in the country, a position it held for over a quarter of a century. Members numbered almost 500,000 in 1924. Primarily due to mechanization, the union's working

¹ Additional associations and individual producers are also signers of the agreement.

² The Appalachian area consists of West Virginia, Pennsylvania, Kentucky (eastern), Ohio, Virginia, Tennessee, Maryland, and Alabama.

³ See U.S. Bureau of Mines, *Mineral Industry Surveys: Coal—Bituminous and Lignite in 1971*, and preprint from the 1965 Bureau of Mines Minerals Yearbook, *Coal—Bituminous and Lignite*, by W. H. Young and J. J. Gallagher which survey coal production at mines with an annual output of 1,000 tons or more.

⁴ Ibid.

⁵ See *Employment and Earnings Statistics for the United States, 1909-71* (Bureau of Labor Statistics Bulletin 1312-8).

⁶ The total of production workers was higher in 1970 than in the preceding year, however, due to passage of the Federal Coal Mine Health and Safety Act of 1969, which caused a drop in productivity in underground mines, necessitating an increase in employment in these mines.

membership now has declined to about 111,000 (including 3,000 anthracite miners). The union was affiliated with the American Federation of Labor (AFL) until it was expelled in May 1938.⁷ In November 1938, the union affiliated with the new Congress of Industrial Organizations (CIO).⁸ The Mine Workers left the CIO and became independent in 1942. In 1946, it reaffiliated with the CIO only to leave the organization again in 1947.

The history of collective bargaining in the bituminous coal industry shows evolution toward industrywide bargaining through a related series of multi-employer negotiations with the union, mostly through associations. The first major multi-employer organization in the industry was the Appalachian Joint Conference, consisting of individual operators and producers' associations, which was established in 1933. That year, the Appalachian wage bargain was negotiated between the Joint Conference and the union—the first comprehensive pact for the region. (Some previous agreements had been reached on an interstate basis.) The Joint Conference broke down over North-South competitive rivalries and, in 1941, the southern operators left to form other associations such as the Southern Coal Producers' Association (SCPA). To consolidate the bargaining efforts of northern commercial and "captive"⁹ producers, the Bituminous Coal Operators' Association (BCOA) was founded in 1950. The Southern Coal Producers' Association later became a member of the BCOA in 1968. Today, the multiplicity of employers and their associations has been minimized by the common acceptance of the national agreement negotiated with the BCOA, which represents almost all producers. In the anthracite industry, which is concentrated in Pennsylvania, the union has bargained on an industrywide basis since the turn of the century, and negotiations have been greatly influenced by settlements in bituminous coal.

This chronology covers the period since the 1933 Appalachian wage bargain and traces the change in basic wages, work schedules, and supplementary compensa-

tion practices in the Appalachian area since 1933 and in the nation since 1943. The first agreement of national scope was executed in 1943 as a result of a memorandum signed by the Secretary of the Interior and union President John L. Lewis following a prolonged labor-management dispute which led to government operation of the mines. In 1945, coal operators and the union negotiated an agreement covering all bituminous coal mines under the union's jurisdiction in the United States. Significant factors which have affected miners' income over this period include reductions in the number of hours worked a day and the number of days worked a week, introduction of portal-to-portal pay, elimination of regional wage differentials, and the virtual elimination of incentive pay. Since 1946, pay increases to the dwindling number of incentive workers have been flat daily amounts; thus, the importance of tonnage or piece rates has diminished. Also traced are changes in welfare and retirement benefits provided under the employer-financed fund established in 1946. Although such benefits are determined by a board of trustees, employer contributions to the fund are set by collective bargaining.

Since this chronology begins with the 1933 pact, provisions listed in the tables as being in effect at that time do not necessarily indicate changes from prior conditions of employment. Changes in wages and other provisions except for welfare and retirement benefits have resulted from collective bargaining between operators and the union, except for the November 1943 and May 1946 agreements. These agreements were negotiated between the Federal government and the union after prolonged union-management disputes and resulting work stoppages led to Federal operation of the mines.

Currently, the basic collective bargaining agreement specifies standard daily wage rates, hours, and other working practices. Wage rates are set forth by labor grades under which all occupations are included. The labor grades were established by the 1971 agreement and consolidated numerous job titles and classifications. Labor grades are grouped under 3 operational categories—underground at deep mines, strip and auger mines, and preparation plants and other surface facilities for deep or surface mines. Supplementary agreements negotiated in the various coal districts deal with problems peculiar to each coal field and disciplinary rules and procedures to the extent that such provisions do not conflict with the basic agreement. The basic contract is scheduled to remain in effect until a specified date on or after which it may be terminated by 60-day notice of either party.

⁷ The expulsion came after the Mine Workers and other AFL affiliates formed the Committee for Industrial Organization (CIO) to organize workers in mass-production industries and encourage their affiliation with the AFL. The AFL, which consisted mainly of skilled trades unions, charged the CIO unions with "dual unionism."

⁸ Formerly the Committee for Industrial Organization under AFL.

⁹ "Captive" mines are owned by companies in other industries (principally steel mills) which produce coal for their own use.

Summary of contract negotiations

July 1948–September 1952

The 1948 National Wage Agreement between the United Mine Workers of America (Ind.) and the associations representing the bituminous coal operators expired on June 30, 1949. Agreement on a new contract was not reached until March 5, 1950. This contract was to remain in effect until June 30, 1952, but prior termination on or after April 1, 1951, by either party on 30 days' notice, was also provided for. On January 18, 1951, however, the parties negotiated a wage adjustment and changed the earliest permissible termination date to March 31, 1952.

September 1952–September 1955

An amendment to the 1950 National Wage Agreement between the United Mine Workers of America (Ind.), Bituminous Coal Operators' Association, and the Southern Coal Producers' Association was signed September 29, 1952. The amendment provided for a daily wage increase for inside and outside dayworkers and for tonnage and piece-rate workers, as well as an increase in the operators' contribution to the welfare fund. The amended agreement was to continue for at least a year, with further continuation subject to 60 days' written termination notice.

In accordance with existing government regulations, the parties submitted the new agreement to the Wage Stabilization Board. The Board, on October 18, 1952, found that stabilization policies did not permit the full amount negotiated and, therefore, reduced the \$1.90 daily increase by 40 cents. A strike began on October 13, when workers at a few mines walked out; and by October 16, approximately 100,000 workers were idle. The strike reached nationwide proportion on October 20, after the WSB ruling; it ended on October 27. Subsequently, the matter was considered by the Economic Stabilization Administration and the Director of Defense Mobilization. On December 3, 1952, the President of the United States directed the Economic Stabilization Administrator to approve the full amount of the general wage increase; on the next day, the

Administrator notified the parties to the agreement of such approval.

September 1955–October 1956

The United Mine Workers of America (UMW–Ind.) and the Bituminous Coal Operators' Association agreed, on August 20, 1955, to revise their 1950 National Wage Agreement, previously amended September 29, 1952. On August 26, the UMW concluded an identical settlement with the Southern Coal Producers' Association, and during that same week, with smaller groups of independent operators.

The new amendment to the master contract provided for a daily wage increase effective September 1, 1955, and an additional increase effective April 1, 1956.

Other contract changes included time and one-half for all Saturday work, double time for all Sunday work, affirmation of employers' authority to stagger schedules of weekend maintenance crews and other specified workers, 2 additional days' vacation, and an increase in vacation pay. No changes were made in provisions covering hours of work, shift differentials, seniority, and welfare fund contributions.

The amended agreement was to be in effect for at least a year starting September 1, 1955, with further continuation subject to 60 days' written termination notice. The August 1955 settlements were negotiated without the provision for 60 days' advance notice of contract termination or modification being invoked.

October 1956–December 1958

A tentative agreement providing for increased wage rates and changes in supplementary benefits reached by international officers of the United Mine Workers of America (Ind.) and officials of the Bituminous Coal Operators' Association was announced on October 3, 1956, to delegates to the 42d constitutional convention of the union. The amendment to the 1950 agreement containing the new contract terms was signed on October 4 by the union and Bituminous Coal Operators'

Association and the Southern Coal Producers' Association; other groups, including the Illinois Coal Operators' Association, the Indiana Coal Operators' and Coal Producers' Association, as well as individual coal companies, signed subsequently.

The agreement became effective October 1, 1956, and was the fourth amendment to the basic National Wage Agreement of 1950; either party could terminate it on or after September 30, 1957, by 60 days' written notice. Daily wage increases, effective October 1, 1956, and April 1, 1957, were provided for in amounts identical to those under the August 1955 amendment; in addition, improvements were made in holiday and paid vacation provisions.

December 1958–April 1964

The fifth amendment to the National Bituminous Wage Agreement of 1950 was signed at Washington, D.C., on December 3, 1958, by representatives of the United Mine Workers of America (Ind.) and the Bituminous Coal Operators' Association. On the following day, the amendment was signed by the president of the Southern Coal Producers' Association, and a majority of other bituminous mine operators followed suit by January 1, 1959.

The amended contract, effective December 1, 1958, could be terminated on or after November 30, 1959, by 60 days' notice from either party. It provided a \$1.20-a-day wage increase effective January 1, 1959, and an increase of 80 cents a day beginning April 1, 1959. An increase in annual vacation pay was also stipulated.

The contract, signed by commercial operators, added a "protective wage clause" whereby mine operators agreed that all coal mined, purchased, or otherwise acquired by them would be produced under terms and conditions of work as favorable as those provided in the contract. A joint industry contract committee was established to enforce this provision. The contract signed on behalf of the "captive" operators did not include this clause.

April 1964–April 1966

A sixth amendment to the National Bituminous Coal Wage agreement of 1950, the first in the soft coal industry since December 1958, was signed by the United Mine Workers of America (Ind.) and the Bituminous Coal Operators' Association on March 23, 1964. Discussions leading to the agreement began in December 1963 and concluded with gains in wages and supplemental benefits for some 80,000 miners. The terms negotiated

by the union were protested by some workers in a series of sporadic wildcat strikes, but by mid-April, almost all miners had returned to work. Identical agreements were signed by most of the other associations and individual unionized operators.

Under terms of a 2-year contract, effective April 2, 1964, all workers received a \$1-a-day wage increase on that date and an additional \$1 increase on January 1, 1965.

Uniform observance of 7 unpaid holidays was established throughout the industry. Formerly, various holidays had been designated at the district level. Annual vacation pay was increased to \$225 and, to assure continued production and to extend employment opportunities, provision was made for two annual vacation shutdown periods of 14 days each rather than one, with each mine operator to choose one period.

The agreement continued the operators' contribution of 40 cents a ton to the UMWA welfare and retirement fund, effective since October 1, 1952, and introduced the following new provision:

On all bituminous coal procured or acquired by any signatory operator for use or for sale (i.e., all bituminous coal other than that produced by such signatory operator), there shall, during the life of this agreement, be paid into such fund by each such operator signatory hereto or by any subsidiary or affiliate of such operator signatory hereto the sum of 80 cents per ton of 2,000 pounds on each ton of such bituminous coal so procured or acquired on which the aforesaid sum of 40 cents per ton had not been paid into said fund prior to such procurement or acquisition.¹

The contract signed on behalf of the "captive" operators did not include this clause.

Other adjustments permitted the loading on Sunday, at the double-time rate, of previously mined and processed coal. One member of each production crew operating at the face of the mine was to be designated as helper, to operate loading or continuous mining equipment when directed, at the operator's rate. In addition, the agreement eliminated any charge for the use of a bathhouse or washroom.

Although there had been no contract changes in wages, hours, or vacation payments since 1958, a decline in welfare and retirement fund revenues as a result of lower production had led to reductions in those benefits by trustees of the fund. Changes in eligibility requirements for pensions and for medical, health, and hospital services became effective on July 1, 1960. The monthly

¹ Upon a protest filed by the National Independent Coal Operators' Association, the National Labor Relations Board, on Aug. 7, 1964, ruled the provision invalid under section 8(e) of the Labor-Management Relations Act. This ruling subsequently was overturned.

pension payment was reduced to \$75, from \$100, in February 1961, but was raised by subsequent action of the fund trustees to \$85 for all current and new pensioners, effective February 1, 1965. The 1965 action also lowered the age requirement for pensions to 55 years, from 60, and, for new retirees, adjusted the 20-year service requirement to include all employment in a classified job in the industry. Workers who left the industry before February 1, 1965, still had to meet the former requirement of 20 years of service in the 30-year period preceding a pension application, or return for at least a year. On August 30, 1965, all beneficiaries of the fund were notified that those over 65 years of age were required to enroll in the Federal Medicare program since fund benefits would not be available for hospital or medical care benefits under the 1965 social security amendments. On September 2, 1965, the trustees increased the pension by restoring the payment to \$100, effective October 1, 1965.

April 1966–October 1968

A 15-year period of general labor peace in the bituminous coal mining industry was interrupted in the spring of 1966 when an estimated 45,000 workers left the mines during bargaining on the seventh amendment of the National Bituminous Coal Wage Agreement of 1950. Contract talks began on January 28 between the United Mine Workers of America (Ind.) and the Bituminous Coal Operators' Association, and were concluded by an agreement signed on April 27. These talks were concentrated on the union's demands for improved nonwage benefits and measures to protect workers against loss of jobs in the increasingly mechanized industry. A wage increase for all workers was also sought. The union cited rising production and improved profits in the industry as justification for its demands.

The operators represented by the association, whose mines were predominantly underground, contended that the industry as a whole did not share the improved economic position of some operators. In their view, the general economic condition of the industry would not support the union's demands, as agreed to earlier by several mines in the Midwest, including a major strip mining company.² They argued that any increase in cost would adversely affect the industry's competitive position particularly in electric utility plants. The union's proposal was rejected as too costly in underground mining operations, and too restrictive in work jurisdiction.

² Not members of the Bituminous Coal Operators' Association, representing employers under this agreement.

Among the provisions of the initial settlement in the midwest was an immediate wage increase of \$1.32 a day for certain skilled occupations and, in the second year of the 30-month agreement, a \$1-a-day wage increase for all workers. Also, helpers on continuous mining machines were added to production crews at higher pay; the union was given jurisdiction over maintenance, hauling, and construction work at mine sites; and workers' seniority was broadened to give laid-off workers the first opportunity to fill job vacancies at any other mine of the same company in their district.

In discussions of the union's proposals, the mine operators were opposed primarily to job protection measures agreed to by the Midwest mining companies that would increase the size of production crews, restrict the performance of maintenance work by outside contractors, or widen the area of miners' seniority.

On April 11, 1966, in the absence of agreement on the union's proposals, about half of the industry's mines were closed by a walkout until an agreement reached on April 24 was ratified by the workers and signed by the parties on April 27.³ The parties to the earlier settlement at mines in the Midwest rescinded that agreement on April 27 and on the same date signed an agreement identical to that negotiated by the Bituminous Coal Operators' Associations.

The new 2½-year agreement, retroactive to April 1, 1966, raised the daily wage rate of all workers by \$1, with an additional 32-cent increase for three highly skilled occupations (inside electricians, mechanics, and continuous mining-machine operators). Second- and third-shift differentials were raised 4 cents, to 8 and 10 cents an hour, respectively. The minimum guarantee for dayworkers who entered the mine was raised to 4 hours' pay, from the former guarantee of 2 hours.

Nonwage benefits gained in the settlement included the first provision for pay on holidays on which miners do not work, and the addition of 1 holiday to the 7 formerly observed as unpaid holidays.

Pay for 2 weeks' vacation was increased to equal 10 times the employee's daily wage rate. The parties estimated that the increase averaged about \$70 more, annually, than the previous uniform allowance of \$225. Another innovation of the amended agreement permitted a mine operator to continue operations without interruption during the industrywide 14 consecutive days vacation periods, as specified for 1967 and 1968, and to schedule vacations for individual employees throughout the year.

Additional improvements in the agreement provided

³ The Southern Coal Producers' Association signed a similar agreement on Apr. 27, 1966.

reimbursement of earnings to regular miners for time lost because of jury duty. Members of a mine safety committee were to be paid by the company at least their regular rate of pay when investigating an explosion or disaster. The agreement allowed the loading on a holiday of previously mined and processed coal at the triple time rate. Helpers, while operating continuous mining and loading machines, were to receive the rate for that occupation; at other times, they were to be paid the cutting- and shearing-machine operator's rate. Under the new agreement, bathhouses, washrooms, or other arrangements were to be provided for miners' use, without charge. There was to be no compulsory retirement based solely on age.

The parties further agreed that if a court or tribunal of competent jurisdiction determined, by final decision, that payment to the UMW welfare and retirement fund of 80 cents a ton of coal on which a 40-cent payment had not been made was invalid or in violation of Federal or State law, a new clause would be negotiated at the option of the union. Such negotiations would not affect any other provision of the agreement.

The pension payment was increased by action of the fund trustees on May 10, 1967, to \$115 a month, effective July 1, 1967.

On January 19, 1967, increased death benefits for active and retired miners' widows became effective. Also, on that date, hospital and medical care benefits were extended to widows and dependent children during the period that death benefit payments were made. The emergency assistance given families of miners killed or seriously injured in a mine disaster was discontinued.

The agreement as amended, was not subject to termination by any party before September 30, 1968.

October 1968–November 1971

A new national contract was signed by representatives of the United Mine Workers of America (Ind.) and the Bituminous Coal Operators' Association on October 14, 1968, and was made retroactive to October 1. This single document embodied all previously negotiated provisions as modified or continued and eliminated the need to refer to various agreements and amendments for a statement of current wage, hour, and working practices. (In prior years, the parties did not incorporate the results of contract negotiations in a new and complete collective bargaining agreement.)

The new 3-year pact ended a strike that began with sporadic walk-outs on October 1 and ultimately involved about 80,000 workers. The settlement set the bargaining pattern for the rest of the soft-coal industry and was

ratified by the union's national Scale and Policy Committee on the same day that the contract was signed.

Negotiations had been underway for several months before the settlement, beginning with informal talks between the presidents of the union and association. Some of the union's initial demands were for increased wages; elimination of wage differentials in two southern districts; improved "portal-to-portal", reporting pay, holiday, and seniority provisions; increased welfare royalty payments; and the establishment of graduated vacations.

Terms of the agreement included a \$3-a-day general wage increase, retroactive to October 1, 1968, and deferred increases of \$2 a day in both 1969 and 1970. Wage differentials existing in Alabama and western Kentucky were to be eliminated in four stages during the life of the contract. The definition of portal-to-portal time, used to determine an inside employee's workday, was expanded to mean either collar-to-collar or bank-to-bank.⁴ In addition, a Christmas bonus of \$120 was to be provided in 1969, 1970, and 1971, and the vacation schedule was liberalized to provide graduated vacations for employees with 10 years of service or more. To curb unauthorized strikes the bonus would be reduced and holiday pay would not be granted for those absent due to such strikes under specified conditions.

Other changes included an eased eligibility requirement for reporting-time pay and modifications in the seniority clause to allow companywide seniority within a UMW district. The operators also agreed to sell coal to widows at cost and to supply soap for bathhouses.

On June 24, 1969, trustees of the Welfare and Retirement Fund voted to increase the monthly pension benefit to \$150 (from \$115), effective August 1, 1969.

Pension service requirements were revised, effective April 1, 1971, by action of the Welfare and Retirement Fund trustees on January 14, 1971. For service on or after April 1, 1971, pension credit was allowed only for work performed for employers who were party to the national UMW contract. Employees who applied for a pension on or after April 1, 1971, would have to have at least 5 years of signatory service after May 28, 1946, out of the required 20 years of classified service with the last year of industry employment before retirement being with a signatory operator. The 5-year signatory requirement was to be increased by 1 year annually beginning in 1977 until 10 years of signatory service (of the 20) were required in 1981.

⁴ The "collar" is the first supporting framework encountered at the point which is considered the junction of the mine opening and the surface.

The "bank" is the top of the shaft, the surface around the shaft, or the sloping mass of material removed from an open pit.

The contract covered approximately 80,000 workers and was not subject to termination by either party before September 30, 1971. Termination after such date was subject to 60-day notice.

November 1971–November 1974

Agreement on a 3-year contract was reached between the Bituminous Coal Operators of America (BCOA) and the United Mine Workers of America (UMW) on November 13, 1971, and the union's National Scale and Policy Committee ratified the pact the same day. This formally ended a nationwide strike by about 80,000 workers that begun when the previous contract expired on September 30, 1971.⁵ Workers began returning to work shortly after ratification.

Bargaining had begun in mid-August, but little progress was made before the contract expired. Talks continued during the strike but ended in an impasse on October 20. Reportedly, the operators contended that the union's demands had not been adequately defined and the union contended that the operators had made no contract offers.

Two days later, the parties resumed talks at the request of Governor Arch A. Moore of West Virginia, who acted as mediator until an agreement was reached. The Governor announced after the initial session that the negotiators had "90 percent of the new contract in their pockets."

Settlement was reached on November 13—a day before the start of Phase II of the Economic Stabilization Program of the Federal government under Executive Order 11625. Under the stabilization program, the settlement was considered an "existing contract" and subject to review by the Pay Board only if challenged by a "party of interest" or by five members or more of the Board. Since many miners were staying out because of uncertainty over the validity of the contract, the operators and the union backed such a review, which was undertaken on November 18. On November 19, the Pay Board announced that it had voted to approve the first-year gains provided by the contract.

The agreement provided for a wage increase ranging from \$2.56 to \$6.35 a day which included amounts due to job reclassification, effective November 12, and two deferred increases, ranging from \$2.50 to \$4.25 a day in 1972 and \$2.40 to \$4.25 in 1973. A new labor grade structure consolidated the numerous job titles and classifications down to six general categories for underground and strip mines and to five for preparation

plants. Shift differentials for work on second and third shifts were increased to 10 and 15 cents, respectively. The employee's birthday was added as a ninth paid holiday in 1972, and vacation pay for the basic 2-week vacation period was increased to 11 times the employee's day-wage rate in 1973 and to 12 times his day-wage rate in 1974. Other changes included continuation of the Christmas bonus and the establishment of an annual protective clothing allowance of \$10 in 1972 (to be increased to \$20 in 1973) and 3 days of paid bereavement leave. In addition, the employer contribution to the health and welfare fund was to be increased in five stages to 80 cents per ton of coal produced for use or sale (\$1.20 if purchased from another operator who had not already paid the royalty).

The parties also reviewed benefits of the health and welfare fund and directed the trustees to provide benefits according to a schedule of priorities, as long as they were consistent with the financial integrity of the fund. Maintenance of previously agreed-upon benefits was the first priority. New or improved benefits, in order of priority, would be: The addition of sickness and accident benefits of \$50 a week for up to 52 weeks; continuation of hospital-medical coverage and pension credit accrual for occupationally disabled miners; implementation of a pro-rata pension allowing a maximum of \$225 for a miner who worked 10 years beyond normal retirement; a pension and continuation of hospital-medical coverage for widows (dependents also, in the latter case) of men who died in the mines; and continuation of hospital-medical coverage for disabled adult dependent children. These proposed new benefits, however, were not adopted.

On January 2, 1973, a federal district judge tentatively approved a proposed settlement of a suit against trustees of the UMW Welfare and Retirement Fund which would ease pension eligibility requirements in certain cases. Final approval subsequently was obtained on February 26. The case, pending since 1969, was expected to affect about 17,000 soft coal miners and miners' widows. To qualify for a pension under the settlement effective January 1, 1973, a miner had to be born before April 1, 1916, have retired before April 1, 1971, have 20 years of classified service in the industry (before January 28, 1953 for occupationally disabled miners), and have 5 years of that classified service (at least some of the 20 years' classified service for occupationally disabled miners) after May 28, 1946 with operators signatory to the UMW agreement. Additionally, an occupationally disabled miner had to apply for a pension before April 1, 1971, and be denied solely because he had not attained the previous 20 years of classified service out of the 30 years immediately

⁵ This was the longest bituminous coal strike since the 9-month work stoppage that began in 1949.

preceding retirement because of his occupational disability. Those who met the new requirements and applied for a pension before April 1, 1971, but were denied, were to receive the standard pension of \$150 a month retroactive one year from the effective date of the new rules. Otherwise, the \$150 a month was effective immediately, with no retroactivity for those who met the new requirements. The unmarried (as of January 1, 1973) widow of a miner at least age 55 at death which occurred before January 1, 1973, who could have satisfied the new rules for regular retirement, was entitled to a widow's benefit of \$1,000 in a lump sum. An applicant had to file a claim before May 1, 1973 to be enrolled as of January 1, 1973. Those submitting claims after April 30, 1973 were to be enrolled effective the month after receipt of claim.

In mid-January, a Federal court judge ruled that the Fund could not deny a pension to those whose last job before retirement was in a non-signatory mine. This ruling would provide benefits retroactive to the date of denial.

Trustee actions in October 1972 and January 1973 eased regular eligibility rules, effective January 1, 1973, for those applying for a pension on or after January 1,

1973. These rules required that the applicant be at least age 55, have 20 years of classified service in the industry (only signatory service was credited after April 1, 1971), have at least 5 years of signatory service out of the 20 years after May 28, 1946 (with an additional year of signatory service required annually starting in 1977 until 10 signatory years were required in 1981), and have a specified number of years of signatory service during the 5 years immediately preceding his last work in the industry based on his years of classified signatory service since May 28, 1946.

In May 1973, the trustees eased requirements effective June 1, 1973 for those not otherwise eligible for a pension who were forced to cease work in the industry because of a permanent and total mine-connected disability (including injury and occupational disease such as pneumoconiosis).

The current contract which covers 80,000 workers may be terminated by either party on or after November 12, 1974, after 60-days notice. The following tables are up to date through the termination date of the agreement, except for health and welfare benefits, which are current only through June 1, 1973, since such benefits may be changed by trustee action at any time.

Table 1a. General wage changes,¹ 1933-70

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				
		Total	Work	Lunch ³		
Outside dayworkers ⁴						
Oct. 2, 1933	5	8	8	0	.....	Previous 8-hour pay plus increase established as new rates for 7-hour day. The increase of 40 cents was applied to all the Appalachian area except northern West Virginia, where an increase of 64 cents a day was provided to eliminate a 24-cent differential between northern West Virginia and the northern Appalachian area.
Apr. 1, 1934	5	7	7	0	40 cents per 7-hour day increase.	
Oct. 1, 1935	5	7	7	0	50 cents per day increase.	This increase applied to all the Appalachian area except the South ⁵ and to all occupations except slate pickers. An increase of \$1.40 a day was provided for the South to eliminate a 40-cent North-South differential. Rates for slate pickers were increased by 75 cents per day in the North and by \$1.15 in the South.
Apr. 1, 1937	5	7	7	0	50 cents per day increase.	
Apr. 1, 1941	5	7	7	0	\$1 per day increase.	
Jan. 1943	5-6	7	7	0	.....	6-day week authorized by supplemental agreement. Weekly earnings were increased by added workday paid for at premium rates. (See overtime provisions.)
Apr. 1, 1943	5-6	7	7	0	.....	An increase of 85 cents a day for slate pickers only was ordered by National War Labor Board directive order of June 18, 1943.
Nov. 3, 1943	5-6	8¼	8¼	0	.....	Daily and weekly earnings were increased by lengthened workdays, the added 1¼ hours were paid for at premium rates. (See overtime provisions.)
April, 1, 1945	5-6	8¼	8	¼	\$1.07 per day increase.	Flat amount added to previous 8¼ hours' pay to adjust differentials between earnings of outside and inside workers.
May 22, 1946	5-6	8¼	8	¼	\$1.85 per day increase.	Flat amount added to previous 8¼ hours' pay.
July 1, 1947	5-6	7¾	6¾	½	\$1.20 per 7¼-hour day increase.	Previous 8¼ hours' pay plus \$1.20 established as rates for new 7¼-hour day.
July 1, 1948	5-6	7¾	6¾	½	\$1 per day increase.	Flat amount added to previous 7¼ hours' pay.
Mar. 5, 1950	5-6	7¾	6¾	½	\$70 cents a day increase.	Flat amount added to previous 7¼ hours' pay.
Feb. 1, 1951	5-6	7¾	6¾	½	\$1.60 a day increase.	Flat amount added to previous 7¼ hours' pay.
Oct. 1, 1952 (by amendment of Sept. 29, 1952).	5-6	7¾	6¾	½	\$1.90 a day increase.	Flat amount added to previous 7¼ hours' pay.

See footnotes at end of table.

Table 1a. General wage changes,¹ 1933-70—Continued

Effective date	Normal schedule of work ²					Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—					
		Total	Work	Travel	Lunch ³		
Outside dayworkers ⁴ —Continued							
Sept. 1, 1955 (by amendment of August 1955).	5-6	7¼	6¾	Not applicable.	½	\$1.20 a day increase.	Flat amount added to previous 7¼ hours' pay.
Apr. 1, 1956 (by amendment of August 1955).	5-6	7¼	6¾	Not applicable.	½	\$0.80 a day increase.	Flat amount added to previous 7¼ hours' pay.
Oct. 1, 1956 (by amendment of October 1956).	5-6	7¼	6¾	Not applicable.	½	\$1.20 a day increase.	Flat amount added to previous 7¼ hours' pay.
Apr. 1, 1957 (by amendment of October 1956).	5-6	7¼	6¾	Not applicable.	½	\$0.80 a day increase.	Flat amount added to previous 7¼ hours' pay.
Jan. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	7¼	6¾	Not applicable.	½	\$1.20 a day increase.	Flat amount added to previous 7¼ hours' pay.
Apr. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	7¼	6¾	Not applicable.	½	\$0.80 a day increase.	Flat amount added to previous 7¼ hours' pay.
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	5-6	7¼	6¾	Not applicable.	½	\$1 a day increase.	Flat amount added to previous 7¼ hours' pay.
Jan. 1, 1965 (amendment dated Mar. 23, 1964).	5-6	7¼	6¾	Not applicable.	½	\$1 a day increase.	Flat amount added to previous 7¼ hours' pay.
Apr. 1, 1966 (amendment dated Apr. 27, 1966).	5-6	7¼	6¾	Not applicable.	½	\$1 a day increase.	Flat amount added to previous 7¼ hours' pay.
Oct. 1, 1968 (agreement dated Oct. 14, 1968).	5-6	7¼	6¾	Not applicable.	½	\$3 a day increase.	Flat amount added to 7¼ hours' pay. In addition, wage differentials that existed in districts 20 and 23 (Alabama and western Kentucky) were to be eliminated in 4 equal stages, effective Oct. 1, 1968, Oct. 1, 1969, Oct. 1, 1970, and Sept. 30, 1971.
Oct. 1, 1969 (agreement dated Oct. 14, 1968)	5-6	7¼	6¾	Not applicable.	½	\$2 a day increase.	Flat amount added to 7¼ hours' pay.
Oct. 1, 1970 (agreement dated Oct. 14, 1968).	5-6	7¼	6¾	Not applicable.	½	\$2 a day increase.	Flat amount added to 7¼ hours' pay.

See footnotes at end of table.

Table 1a. General wage changes,¹ 1933-70—Continued

Effective date	Normal schedule of work ²					Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—					
		Total	Work	Travel	Lunch ³		
Inside dayworkers ⁶							
Oct. 2, 1933	5	8	8	0	0	.....	Previous 8 hours' pay plus increase established as new rates for 7-hour day. The increase of 40 cents applied to all the Appalachian area except northern West Virginia, where an increase of 64 cents was provided to eliminate a 24-cent differential between northern West Virginia and the northern Appalachian area.
April. 1, 1934 . . .	5	7	7	0	0	40 cents per 7-hour day increase.	
Oct. 1, 1935	5	7	7	0	0	50 cents per day increase.	This increase applied to all the Appalachian area except the South ⁵ and to all occupations except greasers, trappers, flaggers, and switch throwers. An increase of \$1.40 per day was provided for the South to eliminate a 40-cent North-South differential. Rates for the 4 specified occupations were increased by 75 cents in the North and by \$1.15 in the South.
Apr. 1, 1937	5	7	7	0	0	50 cents per day increase.	
Apr. 1, 1941	5	7	7	0	0	\$1 per day increase.	
Jan. 1943	5-6	7	7	0	0	.....	6-day week authorized by supplemental agreement. Weekly earnings were increased by added workday paid for at premium rates. (See overtime provisions.)
Apr. 1, 1943	5-6	7	7	0	0	.....	Increase of 85 cents per day for greasers, trappers, flaggers, and switch throwers only ordered by National War Labor Board directive order of June 18, 1943. Board also ruled that it would permit an additional increase of 76 cents to these workers if agreed upon in district negotiations.
Nov. 3, 1943	5-6	8¾	8	¾	0	.....	Daily and weekly earnings increased by lengthened workday, by payment for travel time, and by payment of premium rates for productive and travel time after 40 elapsed hours during workweek. (See overtime and travel-time provisions.)
Apr. 1, 1945	5-6	9	8¾		¼	.....	Daily and weekly earnings increased by payment of premium rates for all hours over 7 per day and 35 per week and by paid lunch periods. (See overtime provisions.)
May 22, 1946 . . .	5-6	9	8¾		¼	\$1.85 per day increase.	Flat amount added to previous 9 hours' pay.
July 1, 1947	5-6	8	7½		½	\$1.20 per 8-hour day increase.	Previous 9-hour pay plus \$1.20 established as rates for new 8-hour day.
July 1, 1948	5-6	8	7½		½	\$1 per day increase.	Flat amount added to previous 8 hours' pay.

See footnotes at end of table.

Table 1a. General wage changes,¹ 1933-70—Continued

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				
		Total	Work	Travel			Lunch^{3}
Inside dayworkers ⁶ —Continued						
Mar. 5, 1950	5-6	8	7½	½	70 cents a day increase.	Flat amount added to previous 8 hours' pay.
Feb. 1, 1951	5-6	8	7½	½	\$1.60 a day increase.	Flat amount added to previous 8 hours' pay.
Oct. 1, 1952 (by amendment of Sept. 29, 1952).	5-6	8	7½	½	\$1.90 a day increase.	Flat amount added to previous 8 hours' pay.
Sept. 1, 1955 (by amendment of August 1955).	5-6	8	7½	½	\$1.20 a day increase.	Flat amount added to previous 8 hours' pay.
Apr. 1, 1956 (by amendment of August 1955).	5-6	8	7½	½	\$0.80 a day increase.	Flat amount added to previous 8 hours' pay.
Oct. 1, 1956, (by amendment of October 1956).	5-6	8	7½	½	\$1.20 a day increase.	Flat amount added to previous 8 hours' pay.
Apr. 1, 1957 (by amendment of October 1956).	5-6	8	7½	½	\$0.80 a day increase.	Flat amount added to previous 8 hours' pay.
Jan. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8	7½	½	\$1.20 a day increase.	Flat amount added to previous 8 hours' pay.
Apr. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8	7½	½	\$0.80 a day increase.	Flat amount added to previous 8 hours' pay.
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	5-6	8	7½	½	\$1 a day increase.	Flat amount added to previous 8 hours' pay.
Jan. 1, 1965 (amendment dated Mar. 23, 1964).	5-6	8	7½	½	\$1 a day increase.	Flat amount added to previous 8 hours' pay.
Apr. 1, 1966 (amendment dated Apr. 27, 1966).	5-6	8	7½	½	\$1 a day increase.	Flat amount added to previous 8 hours' pay for all workers; electricians, mechanics, and continuous mining-machine operators received an additional 32 cents a day.
Oct. 1, 1968 (agreement dated Oct. 14, 1968).	5-6	8	7½	½	\$3 a day increase.	Flat amount added to previous 8 hours' pay. In addition, wage differentials that existed in districts 20 and 23 (Alabama and western Kentucky) were to be eliminated in 4 equal stages, effective Oct. 1, 1968, Oct. 1, 1969, Oct. 1, 1970, and Sept. 30, 1971.
Oct. 1, 1969 (agreement dated Oct. 14, 1968).	5-6	8	7½	½	\$2 a day increase.	Flat amount added to previous 8 hours' pay.
Oct. 1, 1970 (agreement dated Oct. 14, 1968).	5-6	8	7½	½	\$2 a day increase.	Flat amount added to previous 8 hours' pay.

See footnotes at end of table.

Table 1a. General wage changes,¹ 1933-70—Continued

Effective date	Normal schedule of work ²					Amount of wage change for—				Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				Pick mining	Machine loading	Cutting (short-wall)	Dead-work; yardage	
		Total	Work	Travel	Lunch ³					
Inside tonnage and piece-rate workers ⁷										
Oct. 2, 1933	5	8	8	0	0					6-day week authorized by supplemental agreement.
Apr. 1, 1934	5	7	7	0	0	10 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	9 per cent increase.	
Oct. 1, 1935	5	7	7	0	0	9 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	10 per cent increase.	
Apr. 1, 1937	5	7	7	0	0	9 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	10 per cent increase.	
Apr. 1 1941	5	7	7	0	0	12 cents per ton increase.	11 cents per ton increase.	1 cent per ton increase.	15 per cent increase.	
Jan. 1943	5-6	7	7	0	0					Weekly earnings were increased by added workday paid for premium rates. (See overtime provisions.)
Nov. 3, 1943	5-6	8¾	8	¾	0					Daily and weekly earnings increased by lengthened workday, by payment for travel time, and by payment of premium rates for productive and travel time after 40 elapsed hours during work-weeks. (See overtime and travel-time provisions.)
Apr. 1, 1945	5-6	9	8¾		¾					Daily and weekly earnings increased by addition of 1/9 of day's tonnage or piece-rate earnings, to compensate for daily overtime and travel-time. (See overtime and travel-time provisions.)
May 22, 1946 . . .	5-6	9	8¾		¾	\$1.85 per day increase.				Flat amount added to 9 hours' pay as previously computed.
July 1, 1947	5-6	8	7½		½	\$1.20 per day increase.				Flat amount added to day's pay as previously computed. This increase, plus previous \$1.85 daily increase, made a total of \$3.05 added to daily tonnage or piece-rate earnings plus 1/9 of such daily tonnage or piece-rate earnings.
July 1, 1948 . . .	5-6	8	7½		½	\$1 per day increase.				Flat amount added to day's pay as previously computed, making a total of \$4.05 added to daily tonnage or piece-rate earnings plus 1/9 of such daily tonnage or piece-rate earnings.
Mar. 5, 1950	5-6	8	7½		½	70 cents a day increase.				Flat amount added to day's pay as previously computed, making a total of \$4.75 added to daily tonnage or piece-rate earnings plus 1/9 of such daily tonnage or piece-rate earnings.
Feb. 1, 1951	5-6	8	7½		½	\$1.60 a day increase.				Addition to incentive earnings increased to \$6.35 a day.
Oct. 1, 1952 (by amendment of Sept. 29, 1952).	5-6	8	7½		½	\$1.90 a day increase.				Addition to daily tonnage earnings increased to total of \$8.25 plus 1/9 of such tonnage earnings.

See footnotes at end of table.

Table 1a. General wage changes,¹ 1933-70—Continued

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				
		Total	Work	Travel			Lunch^{3}
Inside tonnage and piece-rate workers ⁷ —Continued						
Sept. 1, 1955 (by amendment of August 1955).	5-6	8	7½	½	\$1.20 a day increase.	Addition to daily tonnage or piece-rate earnings increased to total of \$9.45 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 1, 1956 (by amendment of August 1955).	5-6	8	7½	½	\$0.80 a day increase.	Addition to daily tonnage or piece-rate earnings increased to total of \$10.25 plus 1/9 of such tonnage or piece-rate earnings.
Oct. 1, 1956 (by amendment of October 1956).	5-6	8	7½	½	\$1.20 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$11.45 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 1, 1957 (by amendment of October 1956).	5-6	8	7½	½	\$0.80 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$12.25 plus 1/9 of such tonnage or piece-rate earnings.
Jan. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8	7½	½	\$1.20 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$13.45 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 1, 1959 (amendment dated Dec. 3, 1958).	5-6	8	7½	½	\$0.80 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$14.25 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	5-6	8	7½	½	\$1 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$15.25 plus 1/9 of such tonnage or piece-rate earnings.
Jan. 1, 1965 (amendment dated Mar. 23, 1964).	5-6	8	7½	½	\$1 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$16.25 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 1, 1966 (amendment dated Apr. 27, 1966).	.....	.....	.....	.....	.....	Basic tonnage rates eliminated except for hand loaders whose tonnage rate will be negotiated locally, subject to the approval of the international union. These rates will no longer be reported, since they account for a comparatively small number of workers.

¹ General wage changes are construed as upward or downward adjustments affecting an entire area, establishment, bargaining unit, or plant at one time. They do not include adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure having no immediate effect on the general wage level.

Changes listed are the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by changes in type of work and employment during the period covered, the total of the general changes listed will not necessarily coincide with the change in average hourly earnings over the period. See table 2a for resulting wage rates for selected occupations.

This table is succeeded by table 1b.

² The schedule of mine operation provided in the master agreement does not represent a guaranty of the stipulated hours or days of work.

³ Since April 1, 1945, contracts have provided that the lunch period be staggered without any interruption or suspension of operations throughout the day.

⁴ Data pertain to bit sharpeners, car droppers, trimmers, car repairmen, dumpers, sand dryers, car cleaners, slate pickers, and other able-bodied labor, and do not necessarily cover other outside day workers. The tabulation does not take into account variations provided by district agreements.

⁵ Includes mines in Maryland, Virginia, southern and upper Potomac district of West Virginia, eastern Kentucky, and northern Tennessee.

⁶ Data pertain to motormen, rock drillers, drivers, brakemen, spraggers, trackmen, wiremen, bonders, timbermen, bottom cagers, coal drillers, snappers, trackmen helpers, wiremen helpers, greasers, trappers, flaggers, switch throwers, mobile-loading-equipment operators, and other inside labor not classified. The tabulation does not take into account variations provided by district agreements.

⁷ Data pertain only to pick mining, machine loading, cutting (short-wall), and dead-work (yardage), and also do not take into account variations provided by district agreements.

Table 1b. General wage changes,¹ 1971-73

Effective date	Normal schedule of work ²					Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—					
		Total	Work	Travel	Lunch ³		
Underground at deep mines							
Nov. 12, 1971 (agreement of same date).	5-6	8	7½		½	Increase ranging from \$3 to \$6.35 a day which included amounts due to job reclassification.	Flat amount added to 8 hours' pay.
Nov. 12, 1972 (agreement dated Nov. 12, 1971).	5-6	8	7½		½	Increase ranging from \$2.75 to \$4.25 a day.	Flat amount added to 8 hours' pay.
Nov. 12, 1973 (agreement dated Nov. 12, 1971).	5-6	8	7½		½	Increase ranging from \$2.50 to \$4.25 a day.	Flat amount added to 8 hours' pay.
Strip and auger mines							
Nov. 12, 1971 (agreement of same date).	5-6	7¼	6¾	Not applicable	½	Increase ranging from \$2.56 to \$5.85 a day which included amounts due to job reclassification.	Flat amount added to 7¼ hours' pay.
Nov. 12 1972 (agreement dated Nov. 12, 1971).	5-6	7¼	6¾	Not applicable	½	Increase ranging from \$2.50 to \$4 a day.	Flat amount added to 7¼ hours' pay.
Nov. 12, 1973 (agreement dated Nov. 12, 1971).	5-6	7¼	6¾	Not applicable	½	Increase ranging from \$2.40 to \$4 a day.	Flat amount added to 7¼ hours' pay.
Preparation plants and other facilities for deep or surface mines							
Nov. 12, 1971 (agreement of same date).	5-6	7¼	6¾	Not applicable	½	Increase ranging from \$2.82 to \$4.50 a day which included amount due to job reclassification.	Flat amount added to 7¼ hours' pay.
Nov. 12, 1972 (agreement dated Nov. 12, 1971).	5-6	7¼	6¾	Not applicable	½	Increase ranging from \$2.60 to \$3.50 a day.	Flat amount added to 7¼ hours' pay.
Nov. 12, 1973 (agreement dated Nov. 12, 1971).	5-6	7¼	6¾	Not applicable	½	Increase ranging from \$2.60 to \$3.50 a day.	Flat amount added to 7¼ hours' pay.

¹ General wage changes are construed as upward or downward adjustments affecting an entire area, establishment, bargaining unit, or plant at one time. They do not include adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure having no immediate effect on the general wage level.

Changes listed are the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by changes in type of work and employment during the period, the total of the general changes listed will not necessarily coincide with the change in average hourly earnings over this time.

This table reflects the consolidation by the 1971 agreement of numerous job titles and classifications into groupings according to type of operation (workers previously were categorized as either inside or outside dayworkers). See table 2b for resulting wage rates by labor grade and type of operation and see table 2c for classifications within each grouping.

² The schedule of mine operations in the master agreement does not guarantee stipulated hours or days of work.

³ Since April 1, 1945, contracts have provided that the lunch period be staggered without any interruption or suspension of operations throughout the day.

Table 2a. Earnings¹ in selected occupations in bituminous coal mines, Appalachian area,² 1933-70

Occupational group	Effective date											
	Oct. 2, 1933	Apr. 1, 1934	Oct. 1, 1935	Apr. 1, 1937	Apr. 1, 1941	Jan. 1943	Nov. 3, 1943	Apr. 1, 1945	May 22, 1946	July 1, 1947	July 1, 1948	Mar. 5, 1950
Inside dayworkers												
Motormen, rock drillers, and rubber-tired shuttle car operators:												
Full-time daily pay	\$ 4.76	\$ 5.16	\$ 5.66	\$ 6.16	\$ 7.16	\$ 7.16	\$ 8.69	\$ 10.19	\$ 12.04	\$ 13.24	\$ 14.24	\$ 14.94
Full-time weekly pay:												
5-day week	23.80	25.80	28.30	30.80	35.80	35.80	45.34	50.95	60.20	66.20	71.20	74.70
6-day week	—	—	—	—	—	46.54	58.35	64.72	76.47	86.06	92.56	97.11
Straight-time hourly rate .....	.595	.737	.809	.880	1.023	1.023	.993	1.019	1.204	1.655	1.780	1.868
Drivers, brakemen, spraggers, trackmen, wiremen, bonders, timbermen, bottom cagers, coal drillers, and snappers:												
Full-time daily pay	4.60	5.00	5.50	6.00	7.00	7.00	8.50	10.00	11.85	13.05	14.05	14.75
Full-time weekly pay:												
5-day week	23.00	25.00	27.50	30.00	35.00	35.00	44.31	50.00	59.25	65.25	70.25	73.75
6-day week	—	—	—	—	—	45.50	57.06	63.50	75.25	84.83	91.33	95.88
Straight-time hourly rate .....	.575	.714	.785	.857	1.00	1.00	.971	1.00	1.185	1.631	1.756	1.844
Pumpers, trackmen helpers, wiremen helpers, timbermen helpers, and other inside labor not classified:												
Full-time daily pay	4.36	4.76	5.26	5.76	6.76	6.76	8.21	9.71	11.56	12.76	13.76	14.46
Full-time weekly pay:												
5-day week	21.80	23.80	26.30	28.80	33.80	33.80	42.79	48.55	57.80	63.80	68.80	72.30
6-day week	—	—	—	—	—	43.94	55.12	61.64	73.39	82.94	89.44	93.99
Straight-time hourly rate .....	.545	.680	.751	.823	.966	.966	.938	.971	1.156	1.595	1.720	1.808
Drillers and shooters on mechanical section and roof bolters:												
Full-time daily pay	—	—	—	—	—	—	—	—	—	—	—	—
Full-time weekly pay:												
5-day week	—	—	—	—	—	—	—	—	—	—	—	—
6-day week	—	—	—	—	—	—	—	—	—	—	—	—
Straight-time hourly rate	—	—	—	—	—	—	—	—	—	—	—	—
Mobile loading machine operators and cutting and shearing machine operators and helpers: ³												
Full-time daily pay	5.80	6.20	6.90	7.60	9.00	9.00	10.93	12.43	14.28	15.48	16.48	17.18
Full-time weekly pay:												
5-day week	29.00	31.00	34.50	38.00	45.00	45.00	56.98	62.15	71.40	77.40	82.40	85.90
6-day week	—	—	—	—	—	58.50	73.37	79.08	90.83	100.62	107.12	111.67
Straight-time hourly rate .....	.725	.886	.986	1.086	1.286	1.286	1.249	1.243	1.428	1.935	2.060	2.148
Outside dayworkers												
Bit sharpeners, car droppers, trimmers, car repairmen, and dumpers:												
Full-time daily pay	3.84	4.24	4.74	5.24	6.24	6.24	7.91	8.98	10.83	12.03	13.03	13.73
Full-time weekly pay:												
5-day week	19.20	21.20	23.70	26.20	31.20	31.20	33.55	44.90	54.15	60.15	65.15	68.65
6-day week	—	—	—	—	—	40.56	50.58	57.41	69.25	78.20	84.70	89.25
Straight-time hourly rate .....	.480	.606	.677	.749	.891	.891	.891	1.012	1.220	1.659	1.797	1.894
Sand dryers, car cleaners, and other able-bodied labor:												
Full-time daily pay	3.60	4.00	4.50	5.00	6.00	6.00	7.61	8.68	10.53	11.73	12.73	13.43
Full-time weekly pay:												
5-day week	18.00	20.00	22.50	25.00	30.00	30.00	38.05	43.40	52.65	58.65	63.65	67.15
6-day week	—	—	—	—	—	39.00	48.66	55.50	67.33	76.25	82.75	87.30
Straight-time hourly rate .....	.450	.571	.643	.714	.857	.857	.857	.978	1.186	1.618	1.756	1.853

See footnotes at end of table.

Table 2a. Earnings¹ in selected occupations in bituminous coal mines, Appalachian area,² 1933-70—Continued

Occupational group	Effective date										
	Feb. 1, 1951	Oct. 1, 1952	Sept. 1, 1955	Apr. 1, 1956	Oct. 1, 1956	Apr. 1, 1957	Jan. 1, 1959	Apr. 1, 1959	Apr. 2, 1964	Jan. 1, 1965	Apr. 1, 1966
Inside dayworkers											
Motormen, rock drillers, and rubber-tired shuttle car operators:											
Full-time daily pay	\$ 16.54	\$ 18.44	\$ 19.64	\$ 20.44	\$ 21.64	\$ 22.44	\$ 23.64	\$ 24.44	\$ 25.44	\$ 26.44	\$ 27.44
Full-time weekly pay:											
5-day week	82.70	92.20	98.20	102.20	108.20	112.20	118.20	122.20	127.20	132.20	137.20
6-day week	107.51	119.86	127.66	132.86	140.66	145.86	153.66	158.86	165.36	171.86	178.36
Straight-time hourly rate	2.068	2.305	2.455	2.555	2.705	2.805	2.955	3.055	3.180	3.305	3.43
Drivers, brakemen, spraggers, trackmen, wire- men, bonders, timbermen, bottom cagers, coal drillers, and snappers:											
Full-time daily pay	16.35	18.25	19.45	20.25	21.45	22.25	23.45	24.25	25.25	26.25	27.25
Full-time weekly pay:											
5-day week	81.75	91.25	97.25	101.25	107.25	111.25	117.25	121.25	126.25	131.25	136.25
6-day week	106.28	118.63	126.43	131.63	139.42	144.62	152.42	157.62	164.12	170.62	177.13
Straight-time hourly rate	2.044	2.281	2.431	2.531	2.681	2.781	2.931	3.031	3.156	3.281	3.406
Pumpers, trackmen helpers wiremen helpers, timber- men helpers, and other inside labor not classified:											
Full-time daily pay	16.06	17.96	19.16	19.96	21.16	21.96	23.16	23.96	24.96	25.96	26.96
Full-time weekly pay:											
5-day week	80.30	89.80	95.80	99.80	105.80	109.80	115.80	119.80	124.80	129.80	134.80
6-day week	104.39	116.74	124.54	129.74	137.54	142.74	150.54	155.74	162.24	168.74	175.24
Straight-time hourly rate	2.008	2.45	2.395	2.495	2.645	2.745	2.895	2.995	3.120	3.245	3.37
Drillers and shooters on mechanical section and roof bolters:											
Full-time daily pay	-	-	-	-	-	-	24.66	25.46	26.46	27.46	28.46
Full-time weekly pay:											
5-day week	-	-	-	-	-	-	123.30	127.30	132.30	137.30	142.30
6-day week	-	-	-	-	-	-	160.29	165.49	171.99	178.49	184.99
Straight-time hourly rate	-	-	-	-	-	-	3.083	3.183	3.308	3.433	3.558
Mobile loading machine operators and cutting and shearing machine operators and helpers: ³											
Full-time daily pay	18.78	20.68	21.88	22.68	23.88	24.68	25.88	26.68	27.68	28.68	29.68
Full-time weekly pay:											
5-day week	93.90	103.40	109.40	113.40	119.40	123.40	129.40	133.40	138.40	143.40	148.40
6-day week	122.07	134.42	142.22	147.42	155.22	160.42	168.22	173.42	179.92	186.42	192.92
Straight-time hourly rate	2.348	2.585	2.735	2.835	2.985	3.085	3.235	3.335	3.460	3.585	3.71
Outside dayworkers											
Bit sharpeners, car droppers, trimmers, car repairmen, and dumpers:											
Full-time daily pay	15.33	17.23	18.43	19.23	20.43	21.23	22.43	23.23	24.23	25.23	26.23
Full-time weekly pay:											
5-day week	76.65	86.15	92.15	96.15	102.15	106.15	112.15	116.15	121.15	126.15	131.15
6-day week	99.65	112.00	119.80	125.00	132.80	138.00	145.80	151.00	157.50	164.00	170.50
Straight-time hourly rate	2.115	2.377	2.542	2.652	2.818	2.928	3.094	3.204	3.342	3.480	3.618
Sand dryers, car cleaners, and other able-bodied labor:											
Full-time daily pay	15.03	16.93	18.13	18.93	20.13	20.93	22.13	22.93	23.93	24.93	25.93
Full-time weekly pay:											
5-day week	75.15	84.65	90.65	94.65	100.65	104.65	110.65	114.65	119.65	124.65	129.65
6-day week	97.70	110.05	117.85	123.04	130.84	136.04	143.84	149.04	155.54	162.04	168.55
Straight-time hourly rate	2.073	2.335	2.500	2.611	2.776	2.887	3.052	3.163	3.301	3.439	3.577

See footnotes at end of table.

Table 2a. Earnings¹ in selected occupations in bituminous coal mines, Appalachian area,² 1933-70—Continued

Occupational group	Effective date		
	Oct. 1, 1968	Oct. 1, 1969	Oct. 1, 1970
Inside Dayworkers			
Motormen, rock drillers, and rubber-tired shuttle car operator:			
Full-time daily pay	\$ 30.44	\$ 32.44	\$ 34.44
Full-time weekly pay:			
5-day week	152.20	162.20	172.20
6-day week	197.86	210.86	223.86
Straight-time hourly rate	3.805	4.055	4.305
Drivers, brakemen, spraggers, trackmen, wiremen, bonders, timbermen, bottom cagers, coal drillers, and snappers:			
Full-time daily pay	30.25	32.25	34.25
Full-time weekly pay:			
5-day week	151.25	161.25	171.25
6-day week	196.63	209.63	222.63
Straight-time hourly rate	3.781	4.031	4.281
Pumpers, trackmen helpers, wiremen helpers, timbermen helpers, and other inside labor not classified:			
Full-time daily pay	29.96	31.96	33.96
Full-time weekly pay:			
5-day week	149.80	159.80	169.80
6-day week	194.74	207.74	220.74
Straight-time hourly rate	3.745	3.995	4.245
Drillers and shooters on mechanical section and roof bolters (except roof bolters on continuous mining machines):			
Full-time daily pay	31.46	33.46	35.46
Full-time weekly pay:			
5-day week	157.30	167.30	177.30
6-day week	204.49	217.49	230.49
Straight-time hourly rate	3.933	4.183	4.433
Mobile loading machine operators and cutting and shearing machine operators and helpers:			
Full-time daily pay	32.68	34.68	36.68
Full-time weekly pay:			
5-day week	163.40	173.40	183.40
6-day week	212.42	225.42	238.42
Straight-time hourly rate	4.085	4.335	4.585
Electrician, mechanic and continuous mining machine operator:⁴			
Full-time daily pay	33.00	35.00	37.00
Full-time weekly pay:			
5-day week	165.00	175.00	185.00
6-day week	214.50	227.50	240.50
Straight-time hourly rate	4.125	4.375	4.625

See footnotes at end of table.

Table 2a. Earnings¹ in selected occupations in bituminous coal mines, Appalachian area,² 1933-70—Continued

Occupational group	Effective date		
	Oct. 1, 1968	Oct. 1, 1969	Oct. 1, 1970
Outside Dayworkers			
Bit sharpeners, car droppers, trimmers, car repairmen, and dumpers:			
Full-time daily pay	29.23	31.23	33.23
Full-time weekly pay:			
5-day week	146.15	156.15	166.15
6-day week	190.00	203.00	216.00
Straight-time hourly rate	4.032	4.308	4.583
Sand dryers, car cleaners, and other able-bodied labor:			
Full-time daily pay	28.93	30.93	32.93
Full-time weekly pay:			
5-day week	144.65	154.65	164.65
6-day week	188.05	201.05	214.05
Straight-time hourly rate	3.990	4.266	4.542

¹ Full-time daily and weekly earnings reflect gross pay for normal hours in effect at the time (table 1a), including straight-time and premium pay for scheduled overtime hours. Straight-time hourly earnings exclude premium pay for overtime. Shift premium pay is excluded from all figures, as well as miners' expenses for tools, explosives, etc. Full-time daily earnings reflect weekday pay (Monday through Friday) except between Nov. 3, 1943, and Apr. 1, 1945, when premium rates were paid for part of work on the fifth day. Full-time weekly earnings for a 6-day week are shown only for the period following the formal agreement authorizing a 6-day week (optional). These pay scales were computed for national agreements and do not take account of district variations.

² Regional differentials are not shown for years in effect. West Virginia differential was eliminated by 1934 agreement and southern differential ended with 1941 contract. The 1968 agreement eliminated the differentials in Alabama and western Kentucky in four stages; the final stage occurred on Sept. 30, 1971.

³ Wage increases for mobile loading equipment operators exceeded those for other outside dayworkers from Oct. 2, 1933 through Apr. 1, 1941. Thereafter, all inside dayworkers for whom data are shown received the same general wage increases.

From 1948 to 1966, this classification had included operators of continuous mining machines. Effective Apr. 1, 1966, operators of continuous mining machines received an additional \$0.32 bringing their daily earnings to \$30.

The 1966 agreement eliminated the \$1.22 a day differential which had existed between helpers on mobile loading machines and those on cutting and shearing machines. Previously, the latter group had received the higher rate.

⁴ Classifications were increased to \$30 a day, effective April 1, 1966.

Table 2b. Earnings¹ by labor grade² and type of operation in bituminous coal mines, 1971-73.

Labor Grade	Effective date		
	Nov. 12, 1971	Nov. 12, 1972	Nov. 12, 1973
	Type of operation		
	Underground workers in deep mines		
1 - Full-time daily pay	\$ 37.00	\$ 39.75	\$ 42.25
Full-time weekly pay:			
5-day week	185.00	198.75	211.25
6-day week	240.50	258.38	274.63
Straight-time hourly rate	4.625	4.969	5.281
2 - Full-time daily pay	37.25	40.00	42.75
Full-time weekly pay:			
5-day week	186.25	200.00	213.75
6-day week	242.13	260.00	277.88
Straight-time hourly rate	4.656	5.000	5.344
3 - Full-time daily pay	37.45	40.45	43.25
Full-time weekly pay:			
5-day week	187.25	202.25	216.25
6-day week	243.43	262.93	281.13
Straight-time hourly rate	4.681	5.056	5.406
4 - Full-time daily pay	38.75	41.75	44.75
Full-time weekly pay:			
5-day week	193.75	208.75	223.75
6-day week	251.88	271.38	290.88
Straight-time hourly rate	4.844	5.219	5.594
5 - Full-time daily pay	40.25	43.75	47.25
Full-time weekly pay:			
5-day week	201.25	218.75	236.25
6-day week	261.63	284.38	307.13
Straight-time hourly rate	5.031	5.469	5.906
6 - Full-time daily pay	41.50	45.75	50.00
Full-time weekly pay:			
5-day week	207.50	228.75	250.00
6-day week	269.75	297.38	325.00
Straight-time hourly rate	5.188	5.719	6.250
Workers in strip and auger mines			
1 - Full-time daily pay	36.35	38.85	41.25
Full-time weekly pay:			
5-day week	181.75	194.25	206.25
6-day week	236.28	252.53	268.13
Straight-time hourly rate	5.014	5.359	5.690
2 - Full-time daily pay	36.50	39.00	41.50
Full-time weekly pay:			
5-day week	182.50	195.00	207.50
6-day week	237.25	253.50	269.75
Straight-time hourly rate	5.034	5.379	5.724
3 - Full-time daily pay	37.00	39.50	42.00
Full-time weekly pay:			
5-day week	185.00	197.50	210.00
6-day week	240.50	256.75	273.00
Straight-time hourly rate	5.103	5.448	5.793

See footnotes at end of table.

Table 2b. Earnings¹ by labor grade² and type of operation in bituminous coal mines, 1971-73—Continued

Labor grade	Effective date		
	Nov. 12, 1971	Nov. 12, 1972	Nov. 12, 1973
	Workers in strip and auger mines—Continued		
4 - Full-time daily pay	37.90	40.90	43.75
Full-time weekly pay:			
5-day week	189.50	204.50	218.75
6-day week	246.35	265.85	284.38
Straight-time hourly rate	5.228	5.641	6.034
5 - Full-time daily pay	\$ 39.00	\$ 42.50	\$ 46.00
Full-time weekly pay:			
5-day week	195.00	212.50	230.00
6-day week	253.50	276.25	299.00
Straight-time hourly rate	5.379	5.862	6.345
6 - Full-time daily pay	42.00	46.00	50.00
Full-time weekly pay:			
5-day week	210.00	230.00	250.00
6-day week	273.00	299.00	325.00
Straight-time hourly rate	5.793	6.345	6.897
Workers at surface facilities for deep or surface mines			
1 - Full-time daily pay	35.80	38.40	41.00
Full-time weekly pay:			
5-day week	179.00	192.00	205.00
6-day week	232.70	249.60	266.50
Straight-time hourly rate	4.938	5.297	5.655
2 - Full-time daily pay	36.05	38.65	41.25
Full-time weekly pay:			
5-day week	180.25	193.25	206.25
6-day week	234.33	251.23	268.13
Straight-time hourly rate	4.972	5.331	5.690
3 - Full-time daily pay	36.55	39.15	41.75
Full-time weekly pay:			
5-day week	182.75	195.75	208.75
6-day week	237.58	254.48	271.38
Straight-time hourly rate	5.041	5.400	5.759
4 - Full-time daily pay	37.30	40.40	43.50
Full-time weekly pay:			
5-day week	186.50	202.00	217.50
6-day week	242.45	262.60	282.75
Straight-time hourly rate	5.145	5.572	6.000
5 - Full-time daily pay	38.00	41.50	45.00
Full-time weekly pay:			
5-day week	190.00	207.50	225.00
6-day week	247.00	269.75	292.50
Straight-time hourly rate	5.241	5.724	6.207

¹ Full-time daily and weekly earnings reflect gross pay for normal hours in effect at the time (table 1b), including straight-time and premium pay for scheduled overtime hours. Straight-time hourly earnings exclude premium pay for overtime. Shift premium pay, as well as miners' expenses for tools, explosives, etc., are excluded from all figures. Full-time daily earnings reflect weekday pay (Monday through Friday).

² See table 2c for job classifications (and selected job titles) included in labor grades. Tables 2b and 2c reflect the consolidation by the 1971 agreement of the numerous job titles and classifications. (Before Nov. 12, 1971, earnings were shown by selected job classifications instead of by labor grade).

Table 2c. Job classifications (and selected job titles)¹ by labor grade, November 12, 1971

Labor grade	Job classifications (and selected job titles)
	Underground workers in deep mines
1	Unskilled laborers (including <u>timbermen helpers</u> , <u>trackmen helpers</u> , <u>wiremen helpers</u>).
2	Beltmen; <u>bonders</u> ; <u>brakemen</u> (including <u>snappers</u>); ² bratticemen; general inside labor (including <u>bottom cagers</u>); electricians' helpers; mechanics' helpers; masons; <u>pumpers</u> ; <u>timbermen</u> ; <u>trackmen</u> ; <u>wiremen</u> .
3	<u>Motormen</u> ; shuttle car operators (including <u>rubber tire shuttle car</u>); ³
4	<u>Coal drillers</u> ; shooters (including <u>drillers and shooters on mechanical section</u>); precision masons, construction; facemen; dumpers.
5	Cutting machine operators (including <u>cutting and shearing machine operators and helpers</u>); loading machine operators (including <u>mobile rock loading machine</u>); dispatchers; <u>roof bolters</u> (including <u>roof bolter on continuous mining machine</u> and <u>rock drillers</u>); general inside repairmen and welders; designated machine operator helpers.
6	<u>Continuous mining machine operators</u> ; longwall machine operators; <u>electricians</u> ; <u>mechanics</u> ; <u>firebosses</u> ; first class welders.
	Workers in strip and auger mines
1	Unskilled laborers (including <u>car cleaners</u>).
2	<u>Car droppers</u> ; car dumpers (including <u>dumpers</u>); car trimmers; samplers; truck drivers, service; utilitymen.
3	Tipple attendant; electricians' helpers; mechanics' helpers; machinists' helpers; repairmen's helpers.
4	Mobile equipment operators; stationary equipment operators; repairmen (including <u>car repairmen</u>); welders; drillers and shooters; groundmen.
5	Electricians; machinists; mechanics; first class welders; shovel and dragline oilers.
6	Coal loading shovel operators; overburden stripping machine operators; master electricians.
	Workers at surface facilities for deep or surface mines
1	Unskilled laborers (including <u>sand dryers</u> and <u>car cleaners</u>).
2	<u>Car droppers</u> ; car dumpers (including <u>dumpers</u>); car trimmers (including <u>trimmers</u>); samplers; <u>bit sharpeners</u> ; truck drivers, service; equipment operators, service; preparation plant, utility men; surface utility men.
3	Tipple attendant; dock men; electricians' helpers; machinists' helpers; mechanics' helpers; repairmen's helpers.
4	Mobile equipment operators; stationary equipment operators; railroad car loader operators; repairmen (including <u>car repairmen</u>); welders.
5	Electricians; machinists; mechanics; first class welders; preparation plant central control operators.

¹ This table shows major job classification headings under which all job titles are grouped. Some job titles also are shown (underscored in parentheses) which are selected occupations shown in table 2a. Other selected occupations also shown in table 2a are now major job classification headings (underscored) with identical job titles under such headings.

² The 1971 agreement incorporated the previous job designation of spragger into the brakeman classification.

³ The 1971 agreement incorporated the previous job designation of driver into this classification.

Table 3. Supplementary compensation practices

Effective date	Provisions		
	Outside dayworkers	Inside dayworkers	Inside tonnage and piece-rate workers
Overtime pay ¹			
Oct. 2, 1933	No provision for overtime premium pay.	No provision for overtime premium pay.	No provision for overtime premium pay.
Apr. 1, 1937	Time and one-half for hours over 7 per day and 35 per week.	Time and one-half for hours over 7 per day and 35 per week (at the face).	No provision for overtime premium pay.
Jan. 1943 ²	No change.	No change.	Time and one-half for work performed after 35 hours per week (at face).
Nov. 3, 1943	Time and one-half for hours over 7 per day and 35 per week at straight-time rates. Double time for 7th consecutive day.	Time and one-half for productive time after 40 hours (productive and travel time combined) within first 5 days of workweek and for all productive time on 6th day worked. Time and one-half for travel time after 40 elapsed hours during workweek. Double time for 7th consecutive day.	Time and one-half (applied to average productive earnings and special travel rate, separately) for hours over 40 per week (productive and travel time combined). Double time for 7th consecutive day.
Apr. 1, 1945	No change.	Time and one-half for 8th hour of 9-hour day and \$1.50 to all workers for 9th hour. Time and one-half after 35 hours (portal-to-portal) worked at straight-time rates within week. Double time for 7th consecutive day.	Gross daily earnings increased by 1/9 to compensate for travel time and for overtime after 7 hours. Time and one-half after 35 hours (portal-to-portal) worked at straight-time rates within week. Double time for 7th consecutive day.
May 22, 1946	Added: Time and one-half for work on 6th consecutive day.	Added: Time and one-half for work on 6th consecutive day.	Added: Time and one-half for work on 6th consecutive day.
July 1, 1947	Time and one-half for hours in excess of 7¼ per day and 36¼ per week and for 6th consecutive day. Double time for 7th consecutive day.	Time and one-half for hours in excess of 8 per day and 40 per week (portal-to-portal) and for 6th consecutive day. Double time for 7th consecutive day.	Time and one-half for hours over 8 per day and 40 per week (portal-to-portal) and for 6th consecutive day. Double time for 7th consecutive day.
Sept. 1, 1955 (by amendment of August 1955).	Added: Time and one-half for work performed on Saturday; double time for work on Sunday.	Added: Time and one-half for work performed on Saturday; double time for work on Sunday.	Added: Time and one-half or rate and one-half for work performed on Saturday; double time or double rate for work on Sunday.
Pay for travel time			
Oct. 2, 1933	No travel time.	Travel time not paid for.	Travel time not paid for.
Nov. 3, 1943	No travel time.	45 minutes of travel time per day, paid for at 2/3 of regular rate. Subject to overtime provisions.	45 minutes of travel time per day, paid for at 2/3 of hourly earnings. Subject to overtime provisions.
Apr. 1, 1945 ³	No travel time.	Travel time considered as working time and paid for accordingly. Subject to overtime provisions.	Travel time considered as working time and paid for by increasing daily production earnings (including overtime premium pay on 6th day by 1/9).

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Shift premium pay		
Oct. 2, 1933 Apr. 1, 1945 Apr. 1, 1966 (amendment dated Apr. 27, 1966). Apr. 1, 1966 (memorandum of understanding dated Aug. 29, 1966). Nov. 12, 1971 (agreement of same date).	No provision for shift premiums. 2d shift, 4 cents an hour; 3d shift, 6 cents an hour. Increased to: 2d shift—8 cents an hour; 3d shift—10 cents an hour. Increased: To 10 cents and 15 cents for work on 2d and 3d shifts, respectively.	For each hour employed, portal-to-portal. Added: Shift premium considered as part of regular rate for computing overtime and premium rates. Added: Shift premium considered part of regular rate for computing holiday and vacation pay.
Holiday pay		
Oct. 2, 1933 Jan. 1943 Oct. 1, 1956 (by amendment of October 1956). Apr. 2, 1964 (amendment dated Mar. 23, 1964). Apr. 1, 1966 (amendment dated Apr. 26, 1966, and memoranda of understanding dated Aug. 29 and Oct. 11, 1966). <		

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Paid vacations—Continued		
Apr. 1, 1943	Vacation pay increased to \$50.	1943 and 1944 vacations suspended, but full vacation payment made.
Apr. 1, 1945	Vacation pay increased to \$75.	1945 vacation suspended, but full vacation payment made.
May 1946	Vacation pay increased to \$100.	For employees with 1 year's service between specified dates. Those entering or leaving employment during qualifying period paid prorated amounts.
Sept. 1, 1955 (by amendment of August 1955).	Vacation period increased from 10 to 12 consecutive calendar days.	
Oct. 1, 1956 (by amendment of October 1956).	Vacation pay increased from \$100 to \$140. Increased vacation pay from \$140 to \$180 and vacation period from 12 to 14 calendar days. ⁴	
Jan. 1, 1959 (by amendment dated Dec. 3, 1958).	Increased vacation pay from \$180 to \$200.	
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	Increased: Vacation pay to \$225 from \$200.	Changed: From 1 industrywide vacation period to 2 separate periods, each operator to select a period. Changed: Employees who entered or returned to their jobs from the Armed Forces during the qualifying period received the full amount of vacation pay.
Apr. 1, 1966 (amendment dated Apr. 27, 1966, and memorandum of understanding dated Aug. 29, 1966).	Increased: Pay to 10 times employee's day-wage rate.	Payment computed on basis of straight-time earnings, plus any shift differential paid on the last day worked, in the last closed and calculated pay period worked prior to the Vacation Pay date. Added: Operator could elect to continue operations during the 1967 and 1968 industrywide vacation periods of 14 consecutive days and schedule individual employees' vacations throughout the year.
Oct. 1, 1968 (agreement dated Oct. 14, 1968).	Added: Additional days of vacation computed as follows: <div style="text-align: right; margin-right: 20px;"><i>Additional days per year</i></div> <div style="margin-left: 20px;"><i>Length of continuous service</i></div> 10 but less than 11 years 1 11 but less than 12 years 2 12 but less than 13 years 3 13 but less than 14 years 4 14 but less than 15 years 5 15 but less than 16 years 6 16 but less than 17 years 7 17 but less than 18 years 8 18 but less than 19 years 9 19 years or over 10	Continuous service was defined as employment which was not broken by voluntary quitting, discharge, retirement, or a permanent and total disability under Federal and/or State laws which provide compensation therefore. Continuous employment for determining graduated vacation was based on number of years employee worked for the company as of May 31 of year in which graduated vacation was due. Added: Employees who rotated on all 3 shifts or on first and second shifts only, were allowed averaged shift differentials of 6 cents and 4 cents an hour, respectively, in computing vacation pay. Continued: Operator could elect to continue operations during industrywide vacation periods of 14 consecutive days and schedule individual employee's vacation throughout the year.
Nov. 12, 1971 (agreement of same date).	.....	Increased: Employees who rotated on all 3 shifts or on first and second shifts only were allowed averaged shift differentials of 8 1/3 cents and 5 cents an hour, respectively, in computing vacation pay. Added: Continuous employment was not interrupted or broken by layoff; by transfer between mines of same employer; or by sale, lease, sublease, or assignment of any mine to which the National Bituminous Coal Wage agreement was applicable for employees who were continued in employment or re-employed by the successor company.

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
Apr. 1, 1973 (agreement dated Nov. 12, 1971).	Increased: Pay for the basic vacation period of 14 consecutive days to 11 times employee's day-wage rate.	Added: Employee who was forced to cease work due to illness or injury was paid full graduated vacation payment for calendar year in which he ceased work and full graduated vacation payment for calendar year he returned to work.
Apr. 1, 1974 (agreement dated Nov. 12, 1971).	Increased: Pay for the basic vacation period of 14 consecutive days to 12 times employee's day-wage rate.	
Christmas bonus		
Oct. 1, 1968 (agreement dated Oct. 14, 1968).	Established: Christmas bonus of \$120 in 1969, 1970, and 1971, for employees with 1 year of service before Dec. 1 of year in which bonus to be paid.	Bonus reduced for each calendar month during the immediately preceding Dec. 1 through Nov. 30 qualifying period in which employee did not work scheduled days during that month, unless due to good cause.
Nov. 12, 1971 (agreement of same date).	Christmas bonus of \$120 each year was continued.	Pro rata bonus payments were made for months on payroll for those given employment or laid off during Dec. 1 to Nov. 30 qualifying period. Added: Prorata bonus payments for months on payroll were extended to those who retired, received leave of absence to serve as a union representative, entered or returned from the Armed Forces, or left employment because of sickness or injury during the qualifying period.
Reporting allowance		
Oct. 2, 1933	Dayworkers going into mine in morning receive minimum of 2 hours' pay.	Inside dayworkers could be given other work if the regular work could not be furnished. Added: Reporting pay not applicable if employee refused work assigned by employee.
Apr. 1, 1966 (amendment dated Apr. 27, 1966).	Increased to: Minimum of 4 hours' pay for workers who enter the mine.	
Oct. 1, 1968 (agreement dated Oct. 14, 1968).	Changed: Minimum of 4 hours' pay for workers who report for work at usual starting time, unless notified not to report for work by management.	
Work tools, equipment, and supplies		
Oct. 2, 1933 .....	.....	Matters affecting cost of explosives, blacksmithing, and electric cap lamps referred to district conferences.
Apr. 1, 1943	Necessary tools, blacksmithing, and safety equipment and devices, including electric cap lamps and carbide lamps, to be finished by operators, except when operator elects to pay worker 6 cents per day for furnishing own carbide lamp and carbide.	Provision was contained in directive order of National War Labor Board dated June 18, 1943, and appeared in Nov. 3, 1943, contract for first time. Matters affecting cost of explosives referred to district conferences.
Nov. 12, 1972 (agreement dated Nov. 12, 1971).	Added: \$10 per year allowance provided for protective hats, clothing, shoes, and goggles.	Safety equipment and devices, including electric cap lamps continued to be provided by employer.
Nov. 12, 1973 (agreement dated Nov. 12, 1971).	Increased: Protective clothing allowance to \$20 per year.	

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Jury duty		
Apr. 1, 1966 (amendment dated Apr. 27, 1966).	Established: Regular employee to receive difference between jury fees and earnings lost while on jury duty.	
Bereavement pay		
Nov. 12, 1971 (agreement of same date).	Established: Up to 3 days of paid leave for employee who attended funeral of member of immediate family.	Immediate member of family included wife, mother, father, mother-in-law, father-in-law, son, daughter, brother, and sister.
Health and welfare benefits		
Oct. 2, 1933	No provision for health and welfare benefits	<p>The plan provides:</p> <p>Pensions—\$100 a month to workers retiring after May 28, 1946, at 60 or older with 20 years of service and employed in the bituminous coal industry for at least 1 year immediately preceding retirement.</p> <p>Death benefits—\$1,000.</p> <p>Medical health and hospital service—provide for rehabilitation of disabled miners and hospitalization and in-hospital medical care to miners, their dependents, and widows and dependent children of deceased miners. Hospital service to adult dependents of living members limited to 60 days a year.</p> <p>Rehabilitation cash benefits and maintenance aid⁵—miners totally disabled or undergoing rehabilitation measures for 6 months or longer receive \$30 a month, if single, and \$10 additional for wife and each child.</p> <p>Widows and survivors benefits⁵—Widows over 50, with no children, receive \$30 a month; widows at any age, with one child, \$40 a month, and \$10 for each additional child. An orphan receives \$20 a month with \$10 a month additional for each orphan in the same household.</p>
June 1, 1946	A welfare and retirement fund was established to provide benefit payments to miners and their dependents or survivors for sickness, disability, death, or retirement, and for related purposes. Financed through contributions by operators of 5 cents for each ton of coal produced for use or sale.	
	A medical and hospital fund was established for medical, hospital, and related purposes. Financed by wage deductions then being made.	
	The 2 funds were to be used to complement each other	
July 1, 1947	Operators' contributions to welfare and retirement fund increased to 10 cents per ton of coal produced for use or sale. Medical and hospital fund was combined with welfare and retirement fund.	
July 1, 1948	Operators' contributions to welfare and retirement fund increased to 20 cents per ton of coal produced for use or sale.	
Mar. 5, 1950	Operators' contributions to welfare and pension fund increased by 10 cents, to 30 cents per ton produced for use or sale.	

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
Oct. 1, 1952	Operators' contribution increased by 10 cents, to 40 cents per ton produced for use or sale.	
Jan. 15, 1954 (action of Board of Trustees dated Jan. 14, 1954).	.....	Correction: Rehabilitation and maintenance aid cash benefits: Discontinued: \$30 a month for totally disabled miner and an additional \$10 for wife and each dependent child under 18, or those incapacitated and living with miner, regardless of age.
July 1, 1960 (action of Board of Trustees dated June 28, 1960).	,	Hospital and medical care benefits: Continued: Provided hospitalization, physician's services and drugs in hospital, specialists on in-patient or out-patient basis, physical rehabilitation services, and certain drugs for long-continued use. Benefits applicable to eligible dependent wives, unmarried children to age 18 or, if physically or mentally incapacitated, to age 21, and parents of miner or his wife if they have lived with miner for at least a year, and to widows and survivors for 12 months after death of miner. Changed: Eligibility for hospital and medical care benefits terminated if miner was self-employed or in any way connected with the ownership, operation, or management of a mine; eligibility of unemployed miner extended for 1 year after date of last regular employment with employer party to agreement. Death benefit: Continued: Funeral expense—\$350; widows' and survivors' benefit—\$650 in 11 monthly payments of \$50 and \$100 in the 12th month. Changed: Death benefits not applicable if deceased miner was self-employed or in any way connected with the ownership, operation, or management of a mine at time of death; deceased miner at date of death must not have been unemployed for more than 1 year after date of last employment with employer party to agreement. Pensions: Changed: No service to be credited for pension purposes for any period of self-employment or connection with the ownership, operation, or management of a mine. Reduced: Pension benefit to \$75 a month. Continued: Employee eligible for pension if he retired after May 29, 1946, at age 60 or older with (1) 20 years' employment in a classified job in industry in the 30 years preceding application, (2) regular employment in a classified job in industry immediately before May 29, 1946, and (3) permanent retirement from industry after May 29, 1946, following regular employment in a classified job with an employer party to the national agreement. Added—for commercial mines only: Contribution to welfare and retirement fund of 80 cents for each ton of coal purchased from another operator for use or resale on which a royalty had not been paid. ⁶
Feb. 1, 1961 (action of Board of Trustees dated Dec. 30, 1960).	.....
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	.....

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
Feb. 1, 1965 (action of Board of Trustees dated Jan. 4, 1965).	<p>Pensions:</p> <p>Increased to \$85 a month (was \$75).</p> <p>Changed:</p> <p>Eligibility—to 55 years of age (was 60). All employment in a classified job in the industry was credited toward the 20-year service requirement. Workers who left the industry before Feb. 1, 1965, required to meet the former provision that the 20 years' service be within the 30-year period immediately preceding retirement, or to return for at least a year, until age and service requirement was met.</p>
Oct. 1, 1965 (action of Board of Trustees dated Sept. 2, 1965).	<p>Pensions: Increased to \$100 a month (from \$85).</p>
July 1, 1966 (Board of Trustees letter to annuitants dated Aug. 30, 1965).	<p>Added: Enrollment in the Federal Medicare program made mandatory for annuitants over 65 years of age; fund benefits would not be available for hospital or medical care where available under the 1965 social security amendments.</p>
Jan. 19, 1967	<p>Increased: Death benefits—to \$5,000 for widow of working miner; \$2,000 for widow or retired miner.</p>	<p>Benefit applicable in event of death on or after Jan. 1, 1967, of miner regularly employed in a classified job, and while unemployed for 1 year after such employment. For eligible survivors of working miners—funeral expense benefit of \$350, and monthly payments of \$75 until, after 59 months, a final payment of \$225 is made for the 60th month; for eligible survivors of retired miners who were unemployed at time of death—funeral expense benefit of \$350, and monthly payments of \$75 for 22 months.</p> <p>Hospital and medical care benefits available to active and retired miners' unmarried widows, unmarried dependent children up to age 22, and to unmarried dependent grandchildren up to age 22, if orphaned and living with miner or pensioner.</p> <p>Eliminated: Mine disaster benefits.</p> <p>Pensions: Increased to \$115 a month.</p>
July 1, 1967 (action of Board of Trustees dated May 10, 1967).	
Aug. 1, 1969 (action of Board of Trustees dated June 24, 1969).	<p>Pensions: Increased to \$150 a month.</p>
Apr. 1, 1971 (action of Board of Trustees dated Jan. 14, 1971).	<p>Changed: Service performed on or after Apr. 1, 1971 to be credited for pension purposes only if it was performed for employers under the national UMW contract.</p> <p>Changed: Employee who applied for pension between Apr. 1, 1971 and Dec. 31, 1976 must have worked for employers under UMW contract for at least 5 years after May 28, 1946 with the last year of employment before retirement in the employ of employer signatory to contract. Beginning in January 1977, an additional year of service under the contract was to be required each year until 1981, at which time it would be necessary to have 10 years of contract service as part of the required 20 years of service in the industry.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
Nov. 12, 1971 (agreement of same date).	Increased: Operator's contribution by 20 cents, to 60 cents per ton of coal produced for use or sale (\$1 per ton purchased from another operator for use or resale on which a royalty had not been paid).	
Nov. 12, 1972 (agreement dated Nov. 12, 1971).	Increased: Operator's contribution by 5 cents, to 65 cents per ton of coal produced for use or sale (\$1.05 per ton purchased from another operator for use or resale on which a royalty had not been paid).	
Jan. 1, 1973 (final court approval of settlement between parties obtained Feb. 26, 1973).	<p>Pension eligibility rules established for certain employees as a result of Blankenship-Lamb settlement which allowed an employee born before Apr. 1, 1916 and retired before Apr. 1, 1971, to receive the standard, \$150 a month pension if he could meet all of the prerequisites of either (1) or (2) below which were:</p> <p>(1) He had (a) 20 years of classified service in the industry, and (b) 5 years classified service in the industry after May 28, 1946 with operators signatory to the UMW contract; or</p> <p>(2) He had (a) 20 years of classified service in the industry before Jan. 28, 1953, (b) some of that classified service was after May 28, 1946 for operators signatory to the UMW contract, (c) applied for a pension before Apr. 1, 1971, (d) been denied a pension solely because he did not meet the "20 out of 30 years" requirement then in effect, and (e) been unable to meet the "20 out of 30" requirement because of a serious and permanent mine-connected disability preventing work in the mines.</p>	<p>Miners who could meet the new eligibility requirements were to receive \$1,800 (1 year's retroactive pension) if they had made application for a pension before Apr. 1, 1971 and the pension was denied. Otherwise an immediate pension with no retroactivity.</p> <p>The settlement did not affect any retired or working miner who was receiving pension and/or health benefits from fund.</p> <p>A widow unmarried as of Jan. 1, 1973 was entitled to a lump sum widows benefit if she had not already received survivor's benefit from fund and her husband was born before Apr. 1, 1916, at least age 55 at death, which occurred before Jan. 1, 1973, retired from industry before Apr. 1, 1971, and had 20 years classified service in industry, and 5 years classified service after May 28, 1946 for operator signatory to the UMW contract.</p> <p>An applicant had to file a claim before May 1, 1973 to be enrolled on Jan. 1, 1973. Those submitting claims after Apr. 30, 1973 were enrolled effective the month after receipt of claim.</p>
Jan. 1, 1973 (actions of Board of Trustees dated Oct. 18, 1972 and Jan. 9, 1973).	<p>Changed: Regular eligibility rules for a pension for applicant filing on or after Jan. 1, 1973, were revised to require that applicant (a) be at least age 55, (b) have 20 years' classified service in the industry (classified service after Apr. 1, 1971 credited only if performed for signatory operator), (c) have at least 5 years of the required 20 years' service after May 28, 1946 with signatory operators (starting in 1977 the 5 years' requirement was to be increased annually by 1 year until 10 years required in 1981), and (d) have the following years of classified signatory service during the 5-year period immediately preceding his last work in the industry:</p>	<p>Not applicable to those covered by the above Blankenship-Lamb settlement.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters										
Health and welfare benefits—Continued												
	<table><tr><th><i>Years of credited signatory service since May 28, 1946</i></th><th><i>Required years of signatory service in the 5-year period</i></th></tr><tr><td>5 through 9</td><td>3</td></tr><tr><td>10 through 14</td><td>2</td></tr><tr><td>15 through 19</td><td>1</td></tr><tr><td>20 or more</td><td>0</td></tr></table>	<i>Years of credited signatory service since May 28, 1946</i>	<i>Required years of signatory service in the 5-year period</i>	5 through 9	3	10 through 14	2	15 through 19	1	20 or more	0	
<i>Years of credited signatory service since May 28, 1946</i>	<i>Required years of signatory service in the 5-year period</i>											
5 through 9	3											
10 through 14	2											
15 through 19	1											
20 or more	0											
June 1, 1973 (action of Board of Trustees dated May 24, 1973).	Added: Supplemental eligibility rules for those not otherwise eligible for a pension who were forced to cease work in the industry because of permanent and total mine-connected disability. To be eligible for a pension, the miner had to (a) be at least age 55, (b) have 20 years' classified service in the industry, (c) at time of disability, meet all other eligibility requirements (except age and any requirement of classified signatory service immediately prior to retirement in effect before Jan. 1, 1973), and (d) have a disability that resulted directly from classified signatory service after May 28, 1946. A disability from injury had to occur after May 28, 1946 during classified signatory service. For a disability from occupational disease (pneumoconiosis) he had either to have 10 years' classified signatory service after May 29, 1946 during the 20 years preceding disability or to have worked in classified signatory service at least one-half of the time between May 29, 1946 and the date of such disability.	Not applicable to progressive diseases (such as arthritis) and other diseases not endemic to coal miners.										
May 12, 1973 (agreement dated Nov. 12, 1971).	Increased: Operators' contribution by 5 cents, to 70 cents per ton of coal produced for use or sale (\$1.10 per ton purchased from another operator for use or resale on which a royalty had not been paid).											
Nov. 12, 1973 (agreement dated Nov. 12, 1971).	Increased: Operators' contribution by 5 cents, to 75 cents per ton of coal produced for use or sale (\$1.15 per ton purchased from another operator for use or resale on which a royalty had not been paid).											
Nov. 12, 1974 (agreement dated Nov. 12, 1971).	Increased: Operators' contribution by 5 cents, to 80 cents per ton of coal produced for use or sale (\$1.20 per ton purchased from another operator for use or resale on which a royalty had not been paid).											

See footnotes on next page.

FOOTNOTES

¹ Applies only to workers having standard schedule of hours reported in tables 1a and 1b. Pyramiding of overtime pay not required under the provisions.

² Supplemental agreement authorizing 6-day week was carried over by subsequent agreements. The 6-day week was optional.

³ Retroactive claims for portal-to-portal pay were adjusted by payment of \$40 to each eligible worker employed from Apr. 1, to June 20, 1943, and a prorata amount for less than continuous employment during this period.

⁴ The contract also provided for \$40 added vacation pay for 1956 and for observance of December 24, 26, and 31, 1956, as vacation days. These days were not observed as a vacation period in 1957; \$180 was paid in vacation benefits in 1957.

⁵ Effective November 1950, and as amended Mar. 8, 1951.

⁶ See summary of contract negotiations for detail of this provision.

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—
 - 1941-72, BLS Bulletin 1771 (75 cents).
- Berkshire Hathaway Inc.—
 - 1943-69, BLS Bulletin 1541 (25 cents).
 - 1969-71, Supplement to BLS Bulletin 1541 (free).
- Bethlehem Atlantic Shipyards—
 - 1941-68, BLS Bulletin 1607 (35 cents).
 - 1969-72, Supplement to BLS Bulletin 1607 (free).
- 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).

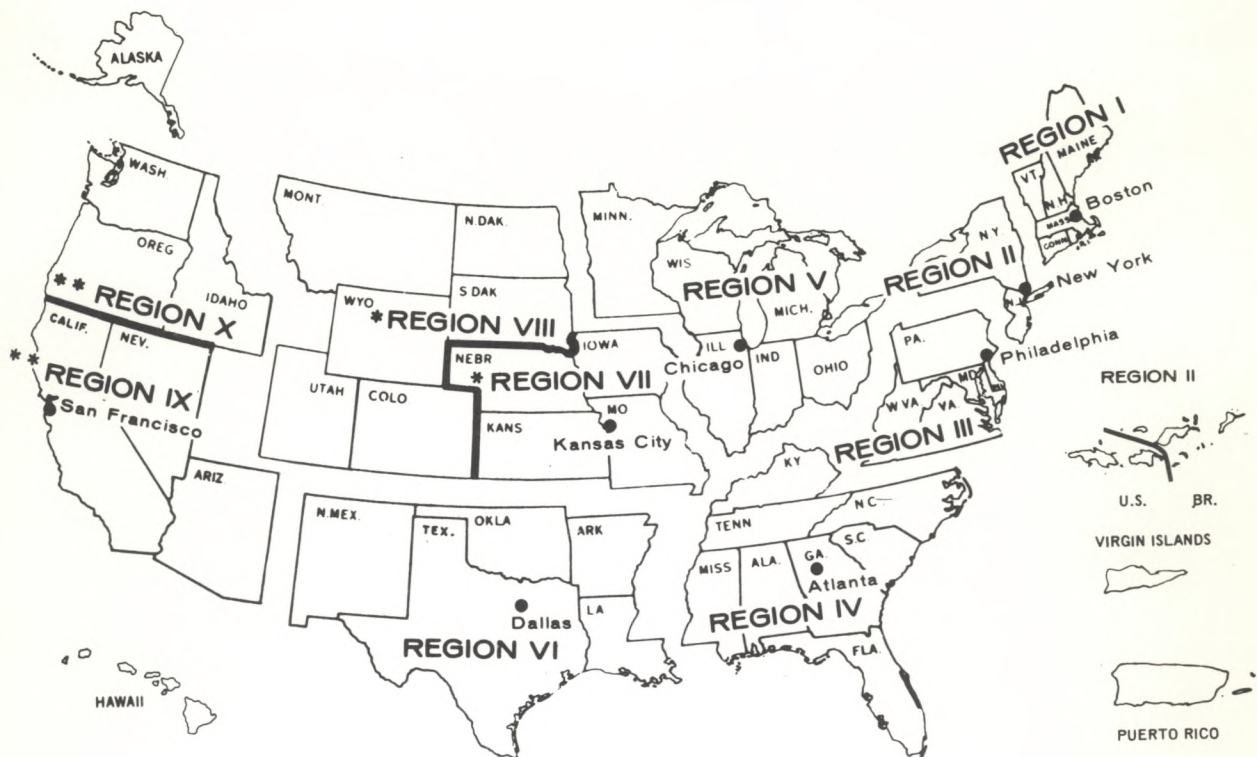
Federal Classification Act Employees—
 1924-68, BLS Bulletin 1604 (70 cents).
 Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants)—
 1937-73, BLS Bulletin 1762 (50 cents).
 Ford Motor Company—
 1941-73, BLS Bulletin 1787 (\$1.00).
 General Motors Corp.—
 1939-66, BLS Bulletin 1532 (30 cents).¹
 International Harvester Company—
 1946-70, BLS Bulletin 1678 (65 cents).
 1970-73, Supplement to BLS Bulletin 1678 (free).
 International Paper Co. (Southern Kraft Div.)—
 1937-73, BLS Bulletin 1788 (55 cents).
 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 Manufacturers and United Shoe Workers of America (AFL-CIO)—
 1945-75, BLS Bulletin 1795²
 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 (85 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).
 1968-72, 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).

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

² Price unavailable.

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