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Wage Chronology

**Massachusetts Shoe
Manufacturers and United
Shoe Workers of America
(AFL-CIO), January 1945 –
January 1975**

Bulletin 1800

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



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Preface

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

This wage chronology summarizes changes in wage rates and related compensation practices negotiated by Massachusetts shoe manufacturers with the United Shoe Workers of America since 1945. This bulletin replaces *Wage Chronology: Massachusetts Shoe Manufacturing, 1945-66*, published as BLS Bulletin 1471, and the 1967-68 Supplement to Bulletin 1471. Materials previously published have been supplemented in this bulletin by contract changes negotiated between 1969 and 1975.

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

The information on contract changes negotiated for the period 1967-75 was prepared in the Division of Trends in Employee Compensation by William M. Davis and John J. Lacombe II.

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Introduction

Shoe manufacturers in the Lynn-Haverhill-Boston area, generally small, have engaged almost exclusively in the production of women's shoes. Historically, women's shoe production has been seasonal and sales have been concentrated in two buying periods—before Easter and during the fall months. Recently, these seasons have become less pronounced and the incidence of overtime work during these periods is virtually nonexistent. Frequent style changes, both seasonal and fashion, have led to difficulties in assigning commensurate rates of pay to operators using the same machinery to perform jobs of varying difficulty. Accordingly, piece-work systems have been adopted as the method of compensation for 90 percent of the industry's job classifications.

In recent years, increased competition from imports has resulted in many plant closings and in some plant relocations, primarily to northern New England and the South. Consequently, the number of plants covered by this chronology has dropped from about 60 in the early 1950's, to 8 in 1973. These plants now account for less than 1 percent of the nationwide employment in all types of shoe manufacturing.

Union activity in northeastern Massachusetts began well over 100 years ago. Women shoe workers in Lynn organized one of the first women's unions in the country, which subsequently carried out a successful strike against a wage reduction in 1833. Since that time, many different local and national unions have represented the industry's workers.

In 1933, the National Shoe Workers Association, the Shoe Workers Protective Union, the Shoe Workers of Salem, and the Shoe and Leather Workers Industrial Union combined to form the United Shoe and Leather Workers Union (USLWU), with about 60,000 members. The western Massachusetts branch of the Shoe Workers Protective Union, which failed to join in the 1933 amalgamation, merged in 1937 with the USLWU to form the United Shoe Workers of America (USWA), under the CIO.

In 1942, the USWA signed its first master agreement with northeastern Massachusetts shoe firms. Bargaining at that time was primarily on an individual firm basis except for those companies belonging to the Haverhill Board of Trade. Common counsel represented these firms in negotiations and each member of the group signed the resulting agreement individually. The Board operated until September 1970, when it voted itself out of existence. Today, the industry does not bargain through formal associations. Instead, a group of representatives from most of the firms bargains with the union, and all firms then sign essentially identical agreements.

The tables begin with the 1945 agreement, but the provisions reported as being in effect at that time do not necessarily indicate changes from earlier conditions of employment. Only provisions affecting major wage and supplementary compensation practices for production workers are shown. Provisions dealing with day-to-day administration of incentive plans are omitted.

Summary of Contract Negotiations

January 1953-December 1958

A 1-year contract covering 12,000 workers engaged in the manufacture of women's shoes in the Lynn-Haverhill-Boston area in northeastern Massachusetts was agreed to by the United Shoe Workers of America (CIO) and the employers in the area. Effective January 1, 1953, the agreement replaced previous contracts and remained in force until December 31, 1953. It made no provision for a reopening on any matter. Fifty-nine companies were parties to the master agreement, and six others signed identical individual contracts.

In addition to a general increase in gross weekly earnings for both time and piece workers, the contract raised the minimum plant rate and liberalized vacation benefits. Since the increase applied to gross weekly earnings, no changes were made in specific piece rates.

One-year agreements negotiated in 1954 and 1955 by the United Shoe Workers of America and manufacturers of women's cement process shoes in northeastern Massachusetts left rates of pay unchanged; the 1954 agreement liberalized paid vacation benefits for workers in plants that closed or were sold and improved group insurance benefits in all plants. The 1955 agreement made no major changes in contract provision, although it incorporated a provision designed to liberalize vacation payments for employees of firms that went into bankruptcy.

A 2-year agreement, negotiated on December 31, 1955 and effective on January 1, 1956, provided for a 2-step increase in pay totaling 8 percent and liberalized paid holiday provisions. Two years later, a 1-year contract increased earnings by 5 cents an hour, effective January 1, 1958. Wage increases were applied to gross weekly earnings and no changes were made in existing piece rates. The agreement, which covered about 12,000 employees¹ of 50 shoe companies in the Lynn-Haverhill-Boston area, was to remain in effect until December 31, 1958.

¹ Between 1953 and 1958, several plants in Lawrence and Newburyport came under the Master agreement for the first time; however, since other plants were shut down and relocated, the number of workers affected by the agreements was not changed materially.

January 1959-December 1960

A 2-year agreement, negotiated by the United Shoe Workers of America with approximately 40 northeastern Massachusetts shoe firms on December 31, 1958 and effective on January 1, 1959, provided for a 2-step increase in pay totaling 8 cents an hour. Following the practice in previous settlements, wage increases were added to gross weekly earnings. Piece-rate schedules were not changed, but each firm signing the agreement was given the option of converting piece rates to incorporate the general wage increases.

The establishment of a pension plan was agreed to, with employers paying 2 cents for each hour paid for into a jointly administered fund beginning January 1, 1960. If agreement on details of the program was not reached by Dec. 31, 1960, the fund was to be distributed to employees covered in the contract in proportion to hours worked.

The agreement, which covered approximately 11,000 employees of shoe manufacturers in the Lynn-Haverhill-Boston area, was to remain in effect until December 31, 1960, and from year to year thereafter unless either party requested an amendment or change before November 1.

January 1961-December 1962

The United Shoe Workers of America and approximately 40 northeastern Massachusetts shoe manufacturers agreed in January 1961 on a new 2-year contract. The agreement provided for a 5-cent-an-hour pay increase effective January 1, 1961. As in previous settlements, the wage increase was added to gross weekly earnings.² Piece-rate schedules were not changed, but each firm signing the agreement was given the option of adjusting piece rates to incorporate the general wage increase.

Insurance benefits were increased effective February 1, 1961. An earlier practice of closing down the industry for a 2-week vacation period was reestablished by the

² Gross weekly earnings included all piece work and hourly earnings, factory percentages, and clock time.

new contract. The employers' contribution to the pension fund was increased 3 cents an hour (total 5 cents) effective January 1, 1962, although the previous agreement specified that there was to be no increase until December 31, 1962. In addition, the period during which the parties were to agree on the level of pension benefits was extended from December 31, 1960 to December 31, 1962.

The agreement, which covered approximately 10,000 employees of shoe firms in the Lynn-Haverhill-Boston area, was to remain in effect until December 31, 1962, and from year to year thereafter unless either party gave notice of intention to terminate the agreement before November 1 of any subsequent year.

After accumulating contributions for 2 years, the parties agreed in the spring of 1961 to the benefits that would be available from the pension plan established December 31, 1958. A dual benefit schedule was adopted—one for employees retiring after January 1, 1961 and before January 1, 1962, and another for those retiring after the latter date.

January 1963-January 1965

A short strike by the United Shoe Workers of America ended early in January 1963 when the union concluded new contracts with 32 northeastern Massachusetts shoe manufacturers employing some 7,000 of its members. The shoe workers had voted to strike after their contracts expired at midnight December 31, 1962, unless a new contract was negotiated. The companies had sought to extend the old agreement for 1 year.

With shoe workers on strike, the union submitted revised contract proposals to the companies on January 2, 1963, the first workday of the year. Fifteen shoe manufacturing companies in the Boston area accepted a 2-year contract later the same day, and 3,500 employees returned to work on January 3. In the Haverhill area, a 2-day strike of 3,500 shoe workers in 17 factories ended when employees reported to work on January 4, after manufacturers had accepted a similar contract on the evening of January 3.

To permit the suspension of negotiations during the New Year holidays, the parties changed the expiration date of the new contract to January 6, 1965, from the traditional December 31.

The contract, which the companies estimated would cost 9½ to 10 cents an hour, provided for general wage increases of 3 cents an hour on January 1 of both 1963 and 1964, and increased minimum wage rates. Another paid holiday was added, bringing the total to 8, and insurance benefits were improved. To meet the challenge

of automation, technologically displaced workers were given preference for new job openings in their department. Should technology reduce the skill level of jobs, workers already on the payroll were protected against wage decreases, so long as their output was maintained. In some cases, this practice already was in effect.

January 1965-January 1967

Collective bargaining between the United Shoe Workers of America and representatives of 25 northeastern Massachusetts shoe manufacturers began on December 2, 1964. On January 7, 1965, some 9,000 workers left their machines when representatives of the union and employers could not resolve their differences by the expiration date of the former contract. After a 2-day strike, a new agreement was negotiated on January 8, 1965.

The December bargaining sessions were opened with union demands for a general wage increase of 15 cents an hour and a minimum hourly guarantee of \$1.50. Efforts were made to change the basis for computing holiday pay, to provide 3 weeks' vacation for employees with 10 years or more of service, and to raise sickness and accident benefits.

Initially, employer negotiators proposed that wages be reduced to improve their firms' competitive position in the industry. Employment costs would have been reduced further by proposed changes in computing vacation pay and pension contributions, in adjusting piece rates, in lengthening the employment for health insurance eligibility, and in changing a number of other contract provisions.

The 2-year agreement that terminated the strike was ratified on January 11. Employee earnings were to be boosted by 6 cents an hour—one-half to become effective in January 1965, the other half, a year later. Weekly sickness and accident benefits were increased, and holiday pay was based on the worker's average straight-time hourly earnings, rather than on a percentage of earnings in the social security quarter that preceded the holiday.

The agreement remained in effect until January 6, 1967.

January 1967-January 1969

In contrast to the previous two contract-renewal negotiations, a strike was averted in 1967 when the United Shoe Workers of America and representatives of 22 northeastern Massachusetts shoe manufacturers on January 5 reached agreement on a 2-year pact covering

approximately 6,000 workers. Workers ratified the settlement on January 6.

Negotiations between the parties had begun about a month earlier. Initial union demands included a 30-cent-an-hour general wage increase, a minimum hourly guarantee of \$1.75, a ninth paid holiday, third and fourth weeks of vacation, a minimum overtime guarantee, and bereavement and jury duty pay. In addition, the union sought improvements in health and welfare and insurance plans, and a 5-cent-an-hour increase in the companies' contribution to the pension fund to provide vesting, voluntary retirement at age 62, eased eligibility requirements, and a \$50 minimum monthly pension for eligible retirees. The companies made no specific initial offer.

The new contract, effective January 7, 1967, provided for an immediate general wage increase of 15 cents an hour. Minimum wage rates also were raised in 1967 and again in 1968. Other first-year benefits included a third week of vacation after 10 years of service, bereavement pay, and liberalized hospitalization, surgical, and sickness and accident benefit provisions. In addition, employees under Medicare Plan B were excluded from the employee's hospital and surgical plan and were provided with a company-paid supplementary insurance plan to be integrated with Medicare to assure benefits equal to those provided by the regular company plan. Employees enrolled under Plan B were to be reimbursed by the company for the monthly \$3 Medicare fee. Effective in 1968 were increases in employee life insurance and in the company pension contribution. Employers also agreed to give the union 10 days' advance notice of a technological change.

During the talks, the parties agreed to designate members of a joint study committee to examine various methods of providing hospitalization and surgical insurance for dependents of company employees. The committee was to submit its recommendations at the next collective bargaining session.

The 2-year contract was to remain in force through January 6, 1969; no reopening provision was included.

January 1969-January 1971

Virtually all major companies were involved nationally in the 1968-69 round of negotiations in the shoe industry. Between November 1968, when International Shoe (a division of Interco) signed a 2-year contract covering some 12,000 workers, and January 1969, when Massachusetts shoe manufacturers settled with the United Shoe Workers (USW), 5 major agreements involving over 35,000 workers were signed.

The pace-setter in the industry was the International Shoe agreement. It called for wage increases of 18.2 cents and 16.9 cents an hour for piece-workers, and 17 cents and 15 cents an hour for dayworkers, effective in 1969 and 1970, respectively. Significant gains also were attained in pensions and health insurance.³ Agreements at other major companies generally were in line with provisions of the International Shoe pact.

The United Shoe Workers and representatives of 19 Massachusetts shoe manufacturers signed 2-year contracts on January 7, 1969, three days before the 1967 pacts expired. The contracts covered approximately 3,700 workers in Haverhill, Boston, Lynn, Wakefield, and Salem.

The settlement called for a January 7 wage increase of 15 cents an hour for all employees. The minimum wage was set at \$1.70 an hour for workers with less than 6 months of service and \$1.85 for those with 6 months or more. A deferred wage increase of 15 cents an hour was scheduled for January 5, 1970.

Other changes included a 9th paid holiday (Patriots' Day), establishment of jury-duty pay, and an increase in bereavement pay. Employers also were to make up the difference between jury duty pay and the amount a worker would have earned on the job.

A feature of the settlement was the establishment of a health and welfare fund, based on recommendations of a joint study committee which was created during the 1967 contract negotiations to examine methods of providing insurance for dependents. The fund was to be financed by employer payments of \$3 per employee per month beginning February 1, 1969 and rising to \$11.50 on August 1, 1969 and \$15 on February 1, 1970. An additional 4 cents an hour, beginning January 5, 1970, brought the total employer payment to 11 cents an hour per employee. The extra money enabled the pension plan trustees to raise the normal monthly pension to \$33.90, from \$28.80, by vote of April 28, 1969 with benefits retroactive to June 1, 1968. The 2-year agreement which was scheduled to expire on January 8, 1971 had no provision for reopening.

January 1971-January 1973

Increased pressure from foreign imports and a rash of plant closings provided the background for 1971 negotiations between the United Shoe Workers (USW) and Massachusetts shoe manufacturers. During the 24 months between the signing of the 1969 contract and its expiration, the number of firms in the bargaining unit

³ For further details of the settlement, see *Wage Chronology: International Shoe Company, 1945-74*, Bulletin 1718 (Bureau of Labor Statistics, 1972) pp. 3-4.

had shrunk from 19 to 9 and the number of employees has decreased from 3,700 to 1,800. One effect of this reduction in employment was the announcement in October 1971 by trustees of the pension fund that the normal benefit to retired workers in Massachusetts would be reduced from \$33.90 to \$25.50 a month (maximum after 30 years of service) because outflow from the fund was exceeding income, even though employer payments per man hour had risen.

The initial agreement in the 1970-71 round of negotiations was at International Shoe, traditionally the national pattern-setter in the industry. The 4-year contract, which was negotiated in October 1970, provided for wage increases of 18 cents and 15 cents an hour in December of 1970 and 1971, respectively, and for a wage reopener in 1972.

Because imports had hit the Massachusetts industry much harder than other locations, the union, after 10 bargaining sessions, agreed on January 11 to a 2-year contract that provided for no wage increase in 1971. Although the basic terms of the agreement were negotiated in January, the contract was not formally signed until April 17. Other terms included a 5-percent wage increase, averaging approximately 13 cents an hour, effective on Jan. 3, 1972. In addition, on that date the minimum wage was to be raised to \$1.85 an hour, from \$1.70, for employees who had less than 6 months of service and to \$2, from \$1.85, for most others.

The employer payment to the pension plan was increased by 2 cents per hour paid for, to 13 cents. Although the firms' payment to the health and welfare fund remained at \$15 per employee per month, benefits were improved for employees and their dependents. The daily hospital rate was raised to \$60 and an eye examination program was to become operative by 1972.

The contract, covering approximately 1,800 workers, was to terminate on January 12, 1973 with no provision for reopening before that date.

January 1973-January 1975

Representatives of 8 Massachusetts shoe manufacturers and the United Shoe Workers reached a 2-year agreement on January 12, 1973, the date their previous 2-year contract expired. Weekly negotiations had begun in late November 1972. International Shoe Co. was again the industry pattern-setter with a 2-year contract negotiated in October.

The Massachusetts contract provided for a 10-cents-an-hour increase for all employees on January 8, 1973; an increase to \$2.10 an hour in minimum wages for all plant workers having 6 months' experience; and a 12-cents-an-hour increase for all employees on January 7, 1974.

The bereavement provision was extended to cover the death of the employee's mother-in-law or father-in-law. Effective February 1, 1973, the employer-financed group insurance plan at no additional cost was to be improved as follows: Surgical benefits were increased from a maximum of \$450 to \$550; diagnostic X-rays would be covered up to \$50 a year; provision for visits to a doctor's office was introduced, paid at the rate of \$5 a visit, to a maximum of \$75 a year; and company reimbursement to employees for the Medicare Part B charge was increased to \$5.80 a month.

The agreement which was to terminate January 12, 1975, covered about 1,200 workers in Haverhill, Lynn, Boston, and Salem. The following tables are complete to the termination date.

Table 1. General wage changes¹

Effective date	Provision	Applications, exceptions, and other related matters
Jan. 1, 1945 (by agreement of same date.	No general wage change.	
Jan. 1, 1946 (by agreement of same date).	15-percent increase, averaging approximately 15 cents an hour.	Provision made for cost-of-living adjustment. ²
Sept. 2, 1946 (arbitration award, Nov. 5, 1946).	10 cents an hour increase.	Arbitration award of Massachusetts State Board of Arbitration and Conciliation.
Jan. 2, 1947 (agreement of Mar. 1, 1947).	2.5 cents an hour increase.	Those workers not receiving 10-cent increase from arbitration award of Nov. 5, 1946, to get 12½ cents retroactive to Jan. 2, 1947. ³
July 7, 1948 (arbitration award, July 7, 1948).	5 cents an hour increase.	Arbitration award of Massachusetts State Board of Arbitration and Conciliation.
Jan. 2, 1951 (agreement of Dec. 15, 1950).	10 cents an hour increase.	
Jan. 1, 1953	5-percent increase, averaging approximately 8 cents an hour.	Percent increase applied to gross weekly earnings. Consequently, piece-rate schedules were not revised to reflect the increase. ⁴
Jan. 1, 1956 (agreement of Dec. 31, 1955).	5-percent increase, averaging approximately 8 cents an hour.	Percent increase applied to gross weekly earnings. Consequently, piece-rate schedules were not revised.
Jan. 1, 1957 (by above agreement).	2.86-percent increase, averaging approximately 5 cents an hour.	5-percent increase in gross weekly earnings raised to 8 percent.
Jan. 1, 1958 (agreement of Dec. 31, 1957).	5 cents an hour increase.	Added to total earnings. Piece-rate schedules were not revised.
Jan. 1, 1959 (agreement dated Dec. 31, 1958).	5 cents an hour increase.	Added to total earnings. Piece-rate schedules were not revised.
Jan. 1, 1960 (agreement dated Dec. 31, 1958).	3 cents an hour increase.	Deferred increase of 3 cents an hour, effective Jan. 1 1960.
Jan. 1, 1961 (agreement dated Dec. 31, 1960).	5 cents an hour increase.	Added to total earnings. Piece-rate schedules were not revised.
Jan. 1, 1963 (agreement dated Jan. 2, 1963).	3 cents an hour increase.	Added to total earnings. Piece-rate schedules were not revised. Agreement also provided deferred increase effective Jan. 1, 1964.
Jan. 1, 1964 (agreement date Jan. 2, 1963).	3 cents an hour increase.	Deferred increase added to total earnings. Piece-rate schedules were not revised.
Jan. 7, 1965 (agreement dated Jan. 8, 1965).	3 cents an hour increase.	Added to total earnings. Piece-rate schedules were not revised. Agreement also provided a deferred increase effective Jan. 7, 1966.
Jan. 7, 1966 (agreement dated Jan. 8, 1965).	3 cents an hour increase.	Deferred increase added to total earnings. Piece-rate schedules were not revised.
Jan. 7, 1967 (agreement dated Jan. 5, 1967).	15 cents an hour increase.	Added to total earnings. Piece-rate schedules were not revised.
Jan. 7, 1969 (agreement of Jan. 3, 1969).	15 cents an hour increase.	Added to total earnings. Piece-rate schedules were not revised. Agreement also provided for a deferred increase effective Jan. 5, 1970.
Jan. 5, 1970 (agreement of Jan. 3, 1969).	15 cents an hour increase.	Deferred increase.
Jan. 3, 1972 (agreement of April 17, 1971).	5-percent increase, averaging approximately 13 cents an hour.	The 1971 contract provided for only one wage increase—not to be effective until Jan. 3, 1972.

See footnotes at end of table.

Table 1. General wage changes¹--Continued

Effective date	Provision	Applications, exceptions, and other related matters
Jan. 8, 1973 (agreement of Jan. 12, 1973).	10 cents an hour increase.	Added to total earnings. Piece-rate schedules were not revised. Agreement also provided a deferred increase effective Jan. 7, 1974.
Jan. 7, 1974 (agreement of Jan. 12, 1973).	12 cents an hour increase.	

¹ General wage changes are construed as upward or downward adjustments affecting an entire establishment, bargaining unit, or plant at one time. They do not include adjustments in individual rates such as promotions and minor adjustments in wage structure including changes in individual job rates that do not have an immediate or noticeable effect on the average wage level.

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

² Contract included provision that if on July 1, 1946, or any

time thereafter during life of agreement, the cost of living increased by 5 percent or more as measured by Necessaries of Life Division, Massachusetts Department of Labor and Industries, the union had the right to request wage increases equal to the percentage rise in the cost of living. If parties were unable to agree promptly on such increases, the question was to be arbitrated by Massachusetts State Board of Arbitration and Conciliation.

³ Cost-of-living provision eliminated.

⁴ The majority of production workers covered by these agreements were paid on a piecework basis.

Table 2. Minimum plant wage rates

Effective date	Minimum hourly rate ¹	Applications, exceptions, and other related matters
Jan. 1, 1945	\$0.55	Minimum plant rates did not apply to learners or handicapped workers.
Jan. 1, 1946	0.65	
Jan. 2, 1947	0.75	
July 1, 1948	0.80	
Jan. 3, 1950 .....	.....	\$0.75 minimum for learners, defined as those with less than 4 months of employment in the plant; \$0.97 minimum for packers and repairers.
Jan. 2, 1951	0.90	\$0.80 minimum for learners, defined as those with less than 6 months of employment in the plant, during first 3 months of employment and \$0.85 during second 3 months; \$1.07 minimum for packers and repairers.
Jan. 1, 1953	0.945	\$1.125 minimum for packers and repairers.
Jan. 1, 1956	1.00	\$1 minimum for learners hired after Jan. 3, 1956; \$1.25 minimum for packers and repairers.
Apr. 1, 1956	1.05	\$1 minimum for learners, defined as those with less than 3 months of employment in the plant.
Jan. 1, 1957 .....	.....	\$1.30 minimum for packers and repairers.
Jan. 1, 1958	1.13	\$1 minimum for learners, defined as those with less than 3 months of employment in any shoe factory; \$1.35 minimum for packers and repairers.
Jan. 1, 1959	1.18	\$1.05 minimum for learners; \$1.40 minimum for packers and repairers.
Jan. 1, 1960	1.21	\$1.43 minimum for packers and repairers.
Jan. 1, 1961	1.26	\$1.10 minimum for learners; \$1.48 minimum for packers and repairers.
Sept. 3, 1961 .....	.....	\$1.15 minimum for learners, in accordance with amendment to Fair Labor Standards Act.
Jan. 1, 1963	1.29	\$1.51 minimum for packers and repairers.
Sept. 1, 1963	1.32	\$1.25 minimum for learners, in accordance with the Fair Labor Standards Act; \$1.54 minimum for packers and repairers.
Jan. 1, 1964	1.35	\$1.57 minimum for packers and repairers.
Jan. 7, 1965	1.38	\$1.60 minimum for packers and repairers.
Jan. 7, 1966	1.41	\$1.63 minimum for packers and repairers.
Jan. 7, 1967	1.56	\$1.40 minimum for learners, defined as those with less than 60 days of employment in any shoe factory; \$1.78 minimum for packers, repairers, and booth trimmers.
Jan. 7, 1968	1.70	\$1.60 minimum for learners; \$1.85 minimum for packers, repairers, and booth trimmers.
Jan. 7, 1969	1.85	\$1.70 minimum for learners; \$2.00 minimum for packers, repairers, and booth trimmers.
Jan. 5, 1970 .....	.....	\$2.15 minimum for packers, repairers, and booth trimmers.
Jan. 3, 1972	2.00	\$1.85 minimum for learners.
Jan. 8, 1973	2.10	\$1.95 minimum for learners.
Jan. 7, 1974	2.22	\$2.07 minimum for learners.

¹ Beginning Jan. 7, 1969, the minimum hourly rate applied to employees who had at least 6 months of employment in the shoe industry, whether on daywork, piecework, or makeup.

From Jan. 1, 1958 to Jan. 6, 1967, the minimum length of service was 3 calendar months, and from Jan. 7, 1967 to Jan. 6, 1969, the minimum was 2 calendar months.

Table 3. Supplementary compensation practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Overtime pay		
Jan. 1, 1945	Time and one-half for work over 8 hours a day.	
Holiday pay		
Jan. 1, 1945	Six paid holidays established, for which workers were paid 1½ percent of total earnings during prior social security quarter but not less than \$4. Four additional holidays observed without pay.	Paid holidays were: New Year's Day, Washington's Birthday, Memorial Day, Labor Day, Thanksgiving, and Christmas. Unpaid holidays observed were: April 19, July 4, October 12, and November 11. Any employee involved in work stoppage within 3 months immediately preceding holiday was ineligible to receive holiday pay.
Jan. 1, 1948	Changed to: Holiday pay to be not less than \$5 a day for employee on payroll 3 months or more.	Payment made for holidays falling on Saturday. To invoke penalty of loss of holiday pay for a work stoppage, company must post notice within 3 days after employee returns to work.
Jan. 1, 1954	Changed: November 11, from unpaid holiday to holiday at one-half pay (total 6½ days).	Minimum pay for November 11, \$2.50.
Jan. 1, 1956	Changed: November 11, made a full paid holiday (total 7 days).	Minimum pay for November 11, \$5.
Jan. 1, 1961 (agreement dated Dec. 31, 1960).	. . . . .	Added: Employees unable to work because of illness up to 90 days to be paid for holidays within that period.
Jan. 1, 1963 (agreement dated Jan. 2, 1963).	Added: 1 paid holiday (total 8).	Holiday was Columbus Day.
Jan. 7, 1965 (agreement dated Jan. 8, 1965).	Changed: Basis of holiday pay—to 8 times average straight-time hourly earnings during previous social security quarter.	
Jan. 7, 1969 (agreement of Jan. 3, 1969).	Added: 1 paid holiday (total 9).	Holiday was Patriots' Day.
Paid vacations		
Jan. 1, 1945	Three days' vacation, with 24 hours' pay at straight-time average hourly earnings, for employees with 6 months or more continuous service. One week's vacation, with 40 hours' pay for employees with 1 year or more of service.	Pay determined from average earned during calendar quarter ending March 31. Any employee involved in work stoppage during term of contract ineligible to receive vacation pay.
Jan. 1, 1948 . . . . .	. . . . .	To invoke penalty of loss of vacation pay for a work stoppage, company must post notice within 3 days after employee returns to work.
Jan. 3, 1950 . . . . .	. . . . .	24 hours' pay at average straight-time hourly earnings in lieu of vacation benefit in event of sale, liquidation, failure, bankruptcy, etc., to all employees with 6 months' continuous service. Pay determined from average earnings during first social security quarter.
Jan. 1, 1953	Changed to: 3 days' vacation, with 24 hours' pay at straight-time average hourly earnings, for employees with 6 months' and less than 1 year's service; 1 week, with 40 hours' pay, for employees with 1 and less than 5 years; 2 weeks (80 hours) for employees with 5 or more years.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
Jan. 1, 1954 . . . . .	. . . . .	Added: 5 days' pay at average straight-time hourly earnings to employees with 5 years' or more service in lieu of vacation benefits in event of sale, liquidation, failure, bankruptcy, or removal of the business prior to June 1, of contract year.
Jan. 1, 1955 (agreement dated Dec. 31, 1954).	. . . . .	<p>Added: Employee with 6 months or more of continuous service during 12-month qualifying period preceding June 1 but absent because of nonoccupational disability for more than a total of 13 weeks during vacation year to receive credit of 3 days' pay at straight-time average hourly earnings for less than 5 years' continuous service and 5 days' pay for 5 years or more of service. Absence due to occupational disability during qualifying period was not considered an interruption of continuous service in determining vacation credit.</p> <p>In event of bankruptcy, employees to receive full vacation pay to which they would have been entitled by June of contract year. Previous reductions in vacation pay continued to apply in event of sale, liquidation, or removal.</p>
Jan. 1, 1958 . . . . .	. . . . .	2-week plant shutdown for vacation specified in contract. ²
Jan. 1, 1959 (agreement dated Dec. 31, 1958).	. . . . .	Plant shutdown for 2 consecutive weeks for vacation no longer required, but vacations must be scheduled between July 1 and August 31. ³
Jan. 1, 1961 (agreement dated Dec. 31, 1960).	. . . . .	Added: Employer given option of giving week's pay in lieu of second week of vacation.
Jan. 7, 1967 (agreement dated Jan. 5, 1967).	Added: 3 weeks' vacation, with 120 hours' pay at straight-time average hourly earnings, for employees with 10 years or more of service.	<p>1958 provision for an industrywide vacation shutdown during first 2 consecutive weeks in July was reinstated.</p> <p>Changed: Qualifying period for nonoccupational disability vacation credit to 12-month period preceding May 31.</p>
Jan. 4, 1971 (agreement of Apr. 17, 1971).	Changed: Employee to receive 1/12 of any vacation pay which would have been due on the subsequent June 1 for each month he had been active between the preceding June 1 and the date of employment termination due to sale, permanent shutdown, liquidation or removal of business of the firm.	<p>Employer granted option of giving a week's pay in lieu of third week of vacation.</p> <p>Added: Employee with 6 months or more of continuous service during qualifying period but absent because of nonoccupational disability for more than a total of 13 weeks during vacation year to receive 7½ days' pay at straight-time average hourly earnings for 10 years or more of continuous service.</p> <p>Added: 7½ days' pay at straight-time average hourly earnings to employees with 10 years or more of service in lieu of vacation benefits in event of sale, permanent shutdown, liquidation, or removal of the business before June 1 of contract year.</p>
Reporting time		
Jan. 1, 1945	Minimum of 4 hours' pay at basic hourly rate guaranteed employees not notified of lack of work.	Not applicable if failure to furnish work due to fire, flood, Act of God, failure of power, absence of heat or workers' failure to report to work.

See footnotes at end of table

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Down time		
Jan. 1, 1945	Average hourly earnings paid pieceworkers during stoppages exceeding 30 minutes.	Applies to all employees requested to remain in plant after breakdown of machinery, power failure, etc.
Technological change pay		
Jan. 1, 1963 (agreement dated Jan. 2, 1963).	Established: Previous average hourly earnings guaranteed employees who had to use new machinery or machinery requiring the same or less skill or effort; wage rate to be set by negotiation or arbitration if higher skill required.	Practice in effect and continued: Employees whose jobs were eliminated by technological change given preference in assignment to new or improved machinery. Added: Employees whose jobs were eliminated by technological change given preference to any job opening in department. ⁴
Bereavement pay		
Jan. 7, 1967 (agreement dated Jan. 5, 1967).	Established: Up to 2 consecutive calendar days' paid leave, including day of funeral, provided employee attending funeral of member of immediate family.	Immediate family included employee's father, mother, sister, brother, child, or spouse.
Jan. 7, 1969 (agreement of Jan. 3, 1969).	Increased: Up to 3 consecutive calendar days' paid leave, including day of funeral.	
Jan. 8, 1973 (agreement of Jan. 12, 1973).	
Jury duty pay		
Jan. 7, 1969 (agreement of Jan. 3, 1969).	Established: Employee to be paid the difference between actual earnings while on jury duty and employee's average weekly earnings.	Employee to report to work if jury was discharged during regular work hours. Employee could be required to produce proof of actual jury service.
Group insurance benefits		
Jan. 1, 1945 June 5, 1945	No provision for group insurance benefits. Noncontributory group insurance plan installed for employees with 30 days' service, providing: Life insurance—\$250 in event of death or total and permanent disability before age 60; Sickness and accident benefits—\$10 a week up to maximum of 13 weeks, starting on first day of disability due to accident and on 8th day disability due to sickness; Surgical benefits—up to maximum of \$112.50 during one period of disability. Daily hospital benefits—\$4 a day up to maximum of 31 days for disability and up to maximum of 14 days for confinement due to pregnancy. Special hospital benefits—up to \$20 for any one disability.	Applicable only to nonoccupational accidents and sickness not covered by workmen's compensation.
Jan. 2, 1951	Increased: Life insurance—to \$500 in event of death or total and permanent disability before age 60.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Group insurance benefits—Continued		
Jan. 1, 1954	<p>Increased:</p> <p>Sickness and accident benefits—to \$15 a week.</p> <p>Surgical benefits—to maximum of \$150.</p> <p>Daily hospital benefits—to \$8.</p> <p>Special hospital benefits—to \$50.</p> <p>Added: Medical care—\$3 a day, up to \$51.</p>	<p>No payments for physician's visits after 17th day of hospital confinement.</p>
Feb. 1, 1961 (agreement dated Dec. 31, 1960).	<p>Increased:</p> <p>Surgical benefits—to maximum \$300.</p> <p>Daily hospital benefits—to \$12.</p> <p>Special hospital benefits—to \$120.</p> <p>Medical care—to \$93.</p> <p>Maternity benefits—to \$120.</p> <p>Obstetrical care—to \$75.</p>	<p>Former practice of providing hospital benefits up to \$50 for emergency medical care and treatments within 24 hours of accident continued.</p> <p>No payment for doctor's visits after 31st day of hospital confinement.</p> <p>Formerly, daily hospital benefits up to \$8 a day for 14 days plus special hospital allowance up to \$25 provided.</p> <p>Formerly, up to \$50 provided.</p>
Jan. 1, 1963 (agreement dated Jan. 2, 1963).	<p>Increased:</p> <p>Daily hospital benefits—to \$18 (maximum \$558).</p> <p>Sickness and accident benefits—to \$20 (maximum \$260).</p>	
Jan. 1, 1964 (agreement dated Jan. 2, 1963).	<p>Increased: Life insurance—to \$1,000 in event of death or total and permanent disability before age 60.</p>	
Jan. 11, 1965 (agreement dated Jan. 8, 1965).	<p>Increased: Sickness and accident benefits to \$25 a week.</p>	
Feb. 1, 1967 (agreement dated Jan. 5, 1967).	<p>Increased (for employees):</p> <p>Sickness and accident benefits—to \$30 a week.</p> <p>Special hospital benefits—to \$160.</p> <p>Daily hospital benefits—to \$24 (maximum \$744).</p> <p>Surgical benefits—maximum \$350.</p> <p>Maternity benefits—maximum \$160.</p> <p>In-hospital doctor's visits—to \$5 (maximum \$155).</p>	<p>Regular hospital-surgical-medical benefits not available to employees 65 years old or over who were under Federal Medicare Plan B. Such employees to be provided with a company-paid insurance plan that, in conjunction with Medicare, would provide benefits equivalent to the regular insurance plan. The company was to reimburse enrolled employees for the monthly \$3 contribution required for Medicare Plan B coverage.</p>
Jan. 7, 1968 (agreement dated Jan. 5, 1967).	<p>Increased: Life insurance—\$1,500 in event of death or total and permanent disability before age 60.</p>	
Jan. 7, 1969 (agreement of Jan. 3, 1969).	<p>.....</p>	<p>Increased: Company reimbursement to employee for Medicare Part B charge—to \$4 a month.</p>
Feb. 1, 1969 (agreement of Jan. 3, 1969).	<p>Established:</p> <p>Area-wide Health & Welfare Fund to provide benefits comparable to those under former health & welfare plans. Initial company payment to fund—\$3.00 per employee per month.</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Group insurance benefits—Continued		
Aug. 1, 1969 (agreement of Jan. 3, 1969).	<p>Increased: Company payment to fund—to \$11.50 per employee per month.</p> <p>Established (for employees): \$1,500 accidental death and dismemberment benefit.</p> <p>Increased (for employees): Daily hospital benefits—to \$36 (maximum \$1,116).</p> <p>Established (for dependents): Daily hospital benefits of \$24 (maximum \$744 per disability). Surgical benefits of \$350 per disability. Miscellaneous hospital benefits (including ambulance and anesthesiologist charges) of \$160 per disability. In-hospital doctor's charges of \$5 per visit (maximum \$155). Hospital maternity benefits of \$160. Obstetrical benefits for normal delivery—\$75, ectopic pregnancy—\$125, Caesarean—\$150, and miscarriage—\$25.</p>	
Feb. 1, 1970 (agreement of Jan. 3, 1969).	<p>Increased: Company payment to fund—to \$15 per employee per month.</p>	
July 1, 1970 (agreement of Jan. 3, 1969).	<p>Increased (employees and dependents): Miscellaneous hospital benefits (including ambulance and anesthesiologist charges)—to \$300 per disability. In-hospital doctor's charges—to \$7 per visit (maximum \$217). Daily hospital benefits—to \$45 (maximum \$1,395). Surgical benefits—to maximum \$450 each year.</p> <p>Increased (for dependents): Hospital maternity benefits—to \$200.</p>	
Feb. 1, 1971 (agreement of April 17, 1971).	<p>Increased: Daily hospital benefits—to \$60 a day for employees; \$55 a day for dependents.</p>	
June 15, 1971 (agreement of Apr. 17, 1971).	<p>Established: Eye examination program to provide one examination and one pair of glasses to each employee and spouse every two years.</p>	
Jan. 1, 1972 (agreement of Apr. 17, 1970).	<p>Expanded: Eye examination program to cover employee's dependents in addition to spouse.</p>	
Feb. 1, 1972 (agreement of Apr. 17, 1971).	<p>Increased: Daily hospital benefits—to \$60 a day for dependents.</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
June 1, 1968 (trustee action dated Apr. 28, 1969).	Increased: Normal monthly pensions—to maximum \$33.90.	
Jan. 5, 1970 (agreement of Jan. 3, 1969).	Increased: Employer contribution by 4 cents an hour paid for (total 11 cents).	
Jan. 4, 1971 (agreement of Apr. 17, 1971).	Increased: Employer contribution by 2 cents an hour paid for (total 13 cents).	
Oct. 1, 1971 (trustee action of same date).	Reduced: Normal monthly pensions—to maximum \$25.50.	Changed: Break in service was considered to have occurred if employee with less than 15 years of service failed to earn service credits for 4 consecutive quarters (was 8).

¹ Last entry under each item represents most recent change.

² Formerly many plants followed a practice of closing for 1 week.

³ An oral understanding between the parties reportedly provides for a 1-week shutdown of all plants during the week of July 4.

⁴ In practice, this provision applies to any job in the plant.

⁵ Plan provided the following schedule of benefits:

<i>Years of covered employment</i>	<i>Monthly pension</i>	<i>Years of covered employment</i>	<i>Monthly pension</i>
15	\$4.50	21	\$6.50
16	5.00	22	6.75
17	5.25	23	7.00
18	5.50	24	7.50
19	5.75	25 (maximum)	7.75
20	6.25		

⁶ Benefits for years of covered employment before and after Dec. 31, 1961, determined as follows:

For years of covered employment before Jan. 1, 1962:

<i>Years of covered employment</i>	<i>Monthly pension</i>	<i>Years of covered employment</i>	<i>Monthly pension</i>
1	\$ 0.50	14	\$ 6.25
2	1.00	15	6.50
3	1.25	16	7.00
4	1.75	17	7.25
5	2.25	18	7.75
6	2.75	19	8.25
7	3.00	20	8.50
8	3.50	21	9.00
9	4.00	22	9.50
10	4.50	23	10.00
11	4.75	24	10.25
12	5.25	25 (maximum)	10.75
13	5.75		

Footnotes—Continued

For year of covered employment after Jan. 1, 1962:

<i>Years of covered employment</i>	<i>Monthly pension</i>	<i>Years of covered employment</i>	<i>Monthly pension</i>
1	\$ 1.25	9	\$11.25
2	2.50	10	12.75
3	3.75	11	14.00
4	5.00	12	15.50
5	6.50	13	16.75
6	7.75	14	18.00
7	9.00	15	19.25
8	10.25		

and increased by \$1.25 every year thereafter to total of 30 years with the exception of \$1.50 between years 20-21 and 29-30.

⁷ Employees credited as follows:

	<i>Hours worked during year</i>	<i>Quarter-year credits</i>
Less than 375		0
375 but less than 750		1
750 but less than 1,125		2
1,125 but less than 1,500		3
1,500 or more		4

⁸ Priority of survivors:

- | | |
|---|-------------------------------|
| (a) person designated as beneficiary
by pensioner; | (d) father; |
| (b) widow; | (e) mother; |
| (c) children; | (f) brothers and sisters; and |
| | (g) personal representatives. |

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 listed on the inside back cover. (Order by check or money order; do not send cash or stamps.) Publications for which no price is indicated and those designated as out of print are not available from the Superintendent of Documents but may be obtained, as long as supplies are available, from the Bureau of Labor Statistics, Washington, D.C. 20212, or from the Bureau's regional offices. Out-of-print items also may be available for reference in leading public, college, or university libraries.

Before July 1965, basic wage chronologies and their supplements were published in the *Monthly Labor Review* and released as Bureau reports. Wage chronologies published later are available only as bulletins (and their supplements). Summaries of general wage changes and new or changed working practices are added to bulletins as new contracts are negotiated.

- Aluminum Company of America—
 - 1939-67, BLS Bulletin 1559.¹
 - 1968-70, Supplement to BLS Bulletin 1559 (free).
- American Viscose (a division of FMC Corp.)—
 - 1945-67, BLS Bulletin 1560.¹
- The Anaconda Co.—
 - 1941-58, BLS Report 197.¹
- Anthracite Mining Industry—
 - 1930-66, BLS Bulletin 1494.¹
- Armour and Company—
 - 1941-72, BLS Bulletin 1682 (50 cents).
- A. T. & T.—Long Lines Department—
 - 1940-64, BLS Bulletin 1443.¹
 - 1965-70, Supplement to BLS Bulletin 1443 (free).
- Atlantic Richfield Co. (former Sinclair Oil Companies' facilities)—
 - 1941-72, BLS Bulletin 1771 (75 cents).

- Berkshire Hathaway Inc.—
 - 1943-69, BLS Bulletin 1541.¹
 - 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).
- Bituminous Coal Mines—
 - 1933-68, BLS Bulletin 1558 (25 cents).
 - 1968-70, Supplement to BLS Bulletin 1558 (free).
- The Boeing Co. (Washington Plants)—
 - 1936-67, BLS Bulletin 1565.¹

- Carolina Coach Co.—
 - 1947-63, BLS Report 259.¹

Chrysler Corporation—
 1939-66, BLS Bulletin 1515.¹

Commonwealth Edison Co. of Chicago—
 1945-63, BLS Report 205.¹
 1964-69, Supplement to BLS Report 205 (free).

Dan River Inc.—
 May 1943-January 1972, 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—
 June 1941-September 1973, BLS Bulletin 1787 (\$1).

General Motors Corp.—
 1939-66, BLS Bulletin 1532.¹

International Harvester Company—
 1946-70, BLS Bulletin 1678 (65 cents).
 1970-73, Supplement to BLS Bulletin 1678 (free).

International Paper Co.,
 Southern Kraft Division—
 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 1522.¹

Martin-Marietta Corp.—
 1944-64, BLS Bulletin 1449.¹
 1965-68, Supplement to BLS Bulletin 1449 (free).

New York City Laundries—
 1945-64, BLS Bulletin 1453.¹
 1965-72, Supplement to BLS Bulletin 1453 (free).

North American Rockwell Corp.—
 1941-67, BLS Bulletin 1564.¹
 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 1605.¹

Pacific Gas and Electric Co.—
 1943-73, BLS Bulletin 1761 (50 cents).

Pacific Longshore Industry—
 1934-70, BLS Bulletin 1568.¹

Railroads—Nonoperating Employees—
 1920-62, BLS Report 208.¹

Swift & Co.—

1942-73, BLS Bulletin 1773 (85 cents).

United States Steel Corporation—

1937-67, BLS Bulletin 1603.¹

1966-70, Supplement to BLS Bulletin 1603 (free).

Western Greyhound Lines—

1945-67, BLS Bulletin 1595.¹

1968-72, Supplement to BLS Bulletin 1595 (free).

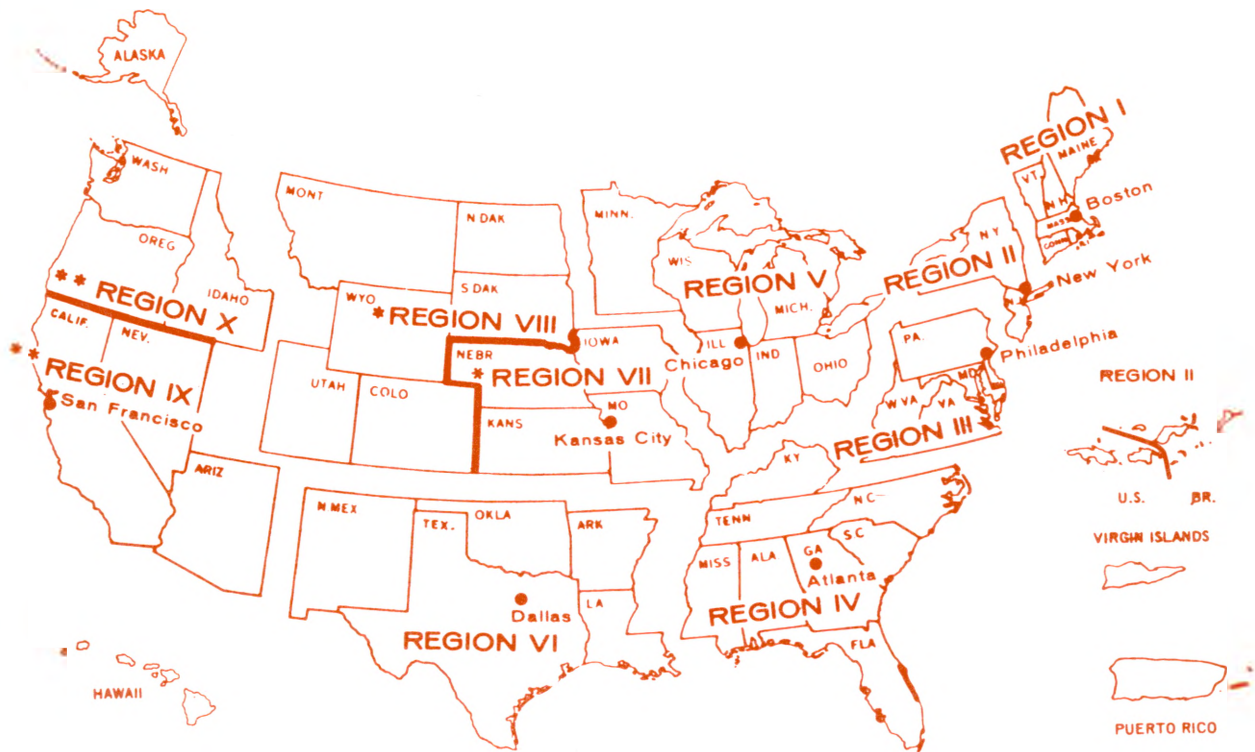
Western Union Telegraph Co.—

1943-67, BLS Bulletin 1545.¹

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.

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