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1808

**Wage Chronology
Commonwealth Edison Company
of Chicago and International
Brotherhood of Electrical Workers
October 1945-March 1974**

Bulletin 1808

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

1974



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

**BUREAU OF LABOR STATISTICS
Julius Shiskin, Commissioner**

1974



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Preface

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

This wage chronology summarizes changes in wage rates and related compensation practices negotiated by the Commonwealth Edison Co. of Chicago with the International Brotherhood of Electrical Workers since 1945. This bulletin replaces *Wage Chronology: Commonwealth Edison Co. of Chicago, 1945-63*, published as BLS Report 205 and the 1964-69 supplement to Report 205. Material previously published has been supplemented in this bulletin by contract changes negotiated for the April 1970 through March 1974 period. The earlier texts are included with some augmentation for the 1952-64 period.

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

The analysis for the April 1964-March 1974 period was prepared in the Division of Trends in Employee Compensation by John J. Lacombe II.

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Introduction

The Commonwealth Edison Company and its subsidiaries generate and transmit electricity to approximately 7.9 million users in Chicago, in its suburbs, and in sections of northern Illinois as far west as the Mississippi River and certain downstate service territories. They employed 15,000 workers as of February 13, 1972 and had a total generating capacity of 13,972 megawatts (including 3,000 megawatts from nuclear plants) as of December 31, 1972,¹ making the combined operation one of the largest in the utility field. The territory serviced covers 13,000 square miles of which 225 square miles are in the metropolitan area of Chicago.

This chronology traces changes in wage rates and supplementary compensation practices for production and maintenance workers represented by the International Brotherhood of Electrical Workers (IBEW) which is affiliated with the AFL-CIO. The IBEW negotiates seven separate basic agreements with the company for wages and wage related items plus companywide supplemental agreements for medical expense, insurance, and pension plans which covered approximately 9,700 employees as of 1972. The chronology covers two of these basic agreements for about 2,700 production and maintenance workers – the pact for such workers in the Chicago area and another for workers at both the Powerton Generating Station in Pekin, Ill. (previously the company's super-power department) and the Kincaid Generating Station near Springfield.² The companywide supplemental agreements also are covered by the chronology. The five basic contracts not covered by the chronology relate to plant production and maintenance workers outside the Chicago area, and clerical employees.

Under the pact for production and maintenance workers in the Chicago area, employees are classified either as "inside plant" employees who operate in generating stations and substation departments or as

"outside plant" employees who operate in three electrical construction departments (overhead, substation, and underground) and departments for commercial, meter, transportation, purchasing, and building service.

Before the National Labor Relations Board (NLRB) certified the IBEW as bargaining agent, the Powerton Employee's Alliance represented employees in the company's super-power department³ and the Employees Representation Plan of Commonwealth Edison Co. represented inside plant and outside plant workers.⁴ The IBEW was certified to represent workers in the super-power department on November 2, 1943 after an NLRB election on October 27, 1943. Subsequent elections were held in March 1944 for inside plant employees and in July 1944 for outside plant workers; certification dates for these two units were June 7, 1944, and July 24, 1944, respectively. The first agreements with the IBEW were signed on April 12, 1944 for production and maintenance workers in the super-power department and on November 28, 1944 for inside and outside plant workers. Provisions reported in this chronology, however, are shown beginning with the October 1945 settlement and provisions shown for 1945 do not necessarily represent changes from previous conditions of employment.

For occupations covered by the basic agreements, rate ranges are set with provision for automatic progression from the minimum to the maximum. Schedules in the contracts prescribe the length of time required to move from step to step, as well as the rate for each step.

The following text summarizes the course of collective bargaining activity between the company and union from 1952 to the present.

³ Known as the Super-Power Company of Pekin, Ill. until 1938 when it was liquidated and acquired by its parent Commonwealth Edison Co.

⁴ The inside and outside plant departments then included: Construction, transportation, purchasing, stone, conduit production, testing, service buildings, revenue accounts, revenue protection, service and meter, commercial and residential sales, generating stations, substation, office service and layout, real estate, sales service, and customer.

Summary of contract negotiations

April 1952-April 1962

From April 1952 to April 1962, negotiations between Commonwealth Edison and locals of the IBEW provided for a number of general wage increases and changes in supplementary benefits. Basic contracts negotiated during this period remained in effect for 2 or 3 years, with provisions for annual wage reopenings. Among the supplementary benefits that were liberalized during these years were shift differentials, vacation provisions, pay for holiday work and rest periods, meal allowances, and pension and insurance benefits.

The agreements effective April 1, 1952 remained in effect until March 31, 1954 and provided for a wage reopening on March 31, 1953. Under the 1953 reopener, the parties agreed to an immediate 10-cent general wage increase, inequity adjustments, and a reduction in zone differentials and in the time required to progress from the minimum to the maximum of rate ranges.

The 1954 pacts were 2-year agreements with a wage reopener in 1955. Wage increases negotiated under the reopener amounted to from 5 to 7 cents an hour. The 1956 pacts remained in effect for 3 years and provided for wage reopeners in 1957 and 1958. Each reopening resulted in wage increases ranging from 10 to 14 cents an hour.

Provision for a wage reopening in the spring of 1960 was written into the April 1959 contracts which were to remain in effect until March 31, 1961. These contracts were reopened, and the settlement that was reached early in April 1960 provided for an increase in wage rates and an extension of the contracts until March 31, 1962, with a wage reopening permitted at the end of March 1961. The pension plan was liberalized in 1959 and extended for a period of 5 years to March 31, 1964. Also in 1959, the terms of the supplemental major medical expense and life insurance agreements were extended to the expiration date of the pension agreement.

Negotiations on wages started in March 1961 under the reopening provision of the 1959 agreements. By mid-April, the parties had agreed to a 7- to 14-cent-an-hour general wage increase. Union members ratified the agreements on May 19, 1961.

April 1962-April 1964

A proposed 2-year agreement,¹ drafted by local representatives of the IBEW and the Commonwealth Edison Co. in bargaining that opened on February 19, 1962, was rejected by the union members on May 21, 1962. The negotiators had agreed upon wage-rate increases of 6 to 12 cents an hour, additional increases for crew leaders, higher shift premium pay, a liberalization of funeral leave eligibility, and extended vacations for long-service employees. Employees with service of 25 years or more were to take 6 consecutive weeks of vacation in one of the years of service between 25 and 35; another 6 consecutive weeks of vacation in 1 year for employees with service of 35 years or more,² and 7 consecutive weeks in 1 year before retirement for employees who had already acquired 35 years of service.

Negotiations which were resumed on May 23 resulted in a 2-year agreement differing from the rejected settlement principally in vacation provisions. Instead of the 6 consecutive weeks of vacation at specified intervals for workers with long service, 2 workdays of vacation were added for workers with service of 12 and 22 years' or more and 1 day for workers with 13 years' service. Workers earning less than \$2.66 an hour were to receive a wage-rate increase of 8 cents instead of 6 or 7 cents; all other wage-rate changes were the same as in the rejected agreement. The new agreement, like the original proposal, provided additional increases for crew leaders and higher shift premium pay and contained a reopening on wages and contract length in the second year. The new agreement was reached by the negotiators on May 24 and ratified by union members on June 15.

Under the reopening provision of the 1962 contract, negotiations began on February 20, 1963, and agreement on a 6- to 15-cent-an-hour wage increase was reached on March 29. The agreement, ratified by union members on April 24, was extended to March 31, 1965, with provision for a wage reopening on March 31, 1964.

¹ Agreement was reached with 18 locals; of these, 5 represented workers covered by this chronology.

² In other years, these employees would be entitled to 4 weeks and 2 days of vacation annually, of which, by local custom, 2 weeks would be taken consecutively.

The contract covered 3,350 inside and outside plant workers in the Chicago area and production workers at the Powerton Generating Station, Pekin, Ill.

April 1964-April 1966

The 1964 round of bargaining between IBEW and the Commonwealth Edison Co. of Chicago was initiated on November 8, 1963, when the union proposed changes in pension, medical expense, and life insurance plans. Existing agreements covering these plans had been scheduled to expire on March 31, 1964.

Four pension plan changes were proposed: (1) For service after December 31, 1936, the portion of the pension benefit based on social security taxable earnings would be computed at 2 percent (instead of 1 percent) of such earnings; (2) to this amount would be added a benefit based on the employee's highest average earnings in any 5 consecutive years; (3) a widow's benefit, equal to 50 percent of the employee's annuity when death followed retirement and 25 percent when it preceded retirement, would replace the marital annuity option; and (4) eligibility provisions for both early and disability retirements would be liberalized. The union also asked that the face value of contributory life insurance be raised to equal 2 full years' salary and that of non-contributory life insurance to 1 full year's salary. Coverage under the medical expense plan would be extended to future retirees at company expense; the company also would assume the full cost of the medical expense plan benefits previously granted employees and retired workers.

Shortly thereafter, on November 21, 1963, the union added to its other proposals a demand for a general wage increase of 9 percent the following April under a reopening provision of the 1964 basic agreement.

Counterproposals made by the company on February 17, 1964, included a 5-cent-an-hour increase in wages, plus supplementary benefit improvements. Pension benefits for service before January 1, 1937 would have been raised to the basic amount as previously calculated, plus 2 percent (instead of 1 percent) of this amount, multiplied by the number of years of credited service before January 1, 1959, up to a maximum of 25 years. For service after December 31, 1936 and before January 1, 1959, benefits per year of service would have been increased 0.2 percent of all earnings. No change would be made in the formula for service after December 31, 1958. An improved marital annuity option also was offered. The company proposed new lifetime maximum coverage under the medical expense plan for both active and retired employees; the face value of contributory life insurance would be raised to equal one and one-half

times the employee's annual salary. Union negotiators rejected the proposed wage increase.

Settlement was reached on March 31, 1964, and the pact was later ratified by the workers on April 24. Wage increases ranging from 7 to 13 cents an hour in 1964 were agreed upon, and further increases ranging from 8 to 10 cents an hour were deferred until 1965. The formula for calculating pension benefits for service before 1937 was the basic benefit as previously calculated, plus 3 percent of the basic amount multiplied by the number of years of credited service before January 1, 1959, not to exceed 25 years. For service after December 31, 1936 and before January 1, 1964, the benefit was increased to 1.2 percent (instead of 1 percent) of taxable social security earnings, plus 2.2 percent (instead of 2 percent) of earnings over the maximum taxable earnings. The additional 1 percent of the basic amount for the period after December 31, 1936 and before January 1, 1959, multiplied by the number of years of credited service before January 1, 1959, up to a maximum of 25 years, was continued. (The value of service after December 31, 1963, was 1 percent of taxable earnings, plus 2 percent of earnings over the maximum taxable earnings.) Benefits for the widows of employees who died before retirement and an improved marital annuity option also were negotiated.

The basic contract was extended to March 31, 1966, and agreements on pension, medical expense, and life insurance plans remained in effect until March 31, 1969. Approximately 3,200 workers covered by this chronology were affected by the settlement.

April 1966-April 1969

Union proposals in the 1966 contract negotiations, submitted on January 28, 1966, included a general wage increase of 11 percent based on job maximums effective through March 31, 1967; a 5-cent-an-hour service recognition increase after 5 years of service at the job maximum and every 5 years thereafter; higher shift and Sunday premium pay; double-time for overtime on an employee's regularly scheduled days off; an additional paid holiday; and improvements in the vacation schedule. The union also sought to establish deferred vacation and savings incentive plans.

A 2-year basic agreement which was reached on March 31, 1966 was ratified by the workers on April 27. It provided for first-year general wage increases ranging from 8 to 18 cents an hour, higher shift premium pay, a liberalized vacation schedule, and beginning in 1967, an additional paid holiday. The contract was to remain in effect through March 31, 1968 and provided for a wage reopening on March 31, 1967. In July 1966, the

supplemental agreement which covered major medical expense benefits for annuitants and dependent wives was revised by mutual agreement to supplement, rather than to duplicate, Medicare benefits for those age 65 and over. The company agreed to pay the insurance premium for such coverage.

Under the 1967 reopening provision, agreement was reached on March 31, 1967 on general wage increases of from 13 to 23 cents an hour. The agreement, ratified by union members on April 28, extended the basic contract through March 31, 1969, and provided for a wage reopening on March 31, 1968.

Negotiations pursuant to the new reopening clause resulted in general wage increases ranging from 15 to 27 cents an hour which were agreed to on April 1, 1968, and later ratified by union members on April 26.

The 1966 settlement covered approximately 3,000 inside plant and outside plant workers in the Chicago area and production and maintenance workers at the Powerton and Kincaid Generating Stations.

April 1969-April 1970

Settlement was reached on May 9, 1969, by the International Brotherhood of Electrical Workers and the Commonwealth Edison Co. of Chicago on a 2-year basic agreement and on 58-month supplemental agreements covering pension, medical expense, and life insurance plans. The previous agreements expired on March 31, 1969. Workers ratified the contracts on June 13, 1969.

Negotiations of the supplemental agreements began on November 22, 1968, following the union's presentation of proposals on November 4. The union's proposals included improvements in the medical expense plans in 1969 and 1970 and an increase in noncontributory life insurance. Pension benefits would have been increased and a normal benefit would have been provided, at the option of the employee, upon attaining any combination of age and credited service totaling 85 points (e.g., age 55 with 30 years of service). In addition, the union sought vested pensions and benefits for future retired workers that would vary according to changes in the Bureau of Labor Statistics Consumer Price Index. The supplemental agreements would have had terms of 2½ years instead of 5 years.

As talks continued in mid-February 1969, the union submitted its basic contract proposals which included a general wage increase of 14 percent based on job maximums to be effective through March 31, 1970, increased shift and Sunday premium pay, 2 additional holidays, and a liberalized vacation schedule.

The settlement provided for general wage increases ranging from 17 to 30 cents an hour in 1969, higher shift premium pay, and in 1970 and 1971, liberalizations in the vacation schedule. The major medical expense plan for service annuitants and their wives was improved to pay 80 percent of all covered expenses and the hospital's fee for a semiprivate room, and the deductible portion of the plan was reduced. The company agreed to pay the increased cost of this plan, and also to increase its contributions to the comprehensive medical expense plan for employees. It also agreed to increase the additional life insurance it provided to supplement contributory life insurance. In addition, the employee's life insurance was tripled when death results from an injury on the job.

Pension benefits were increased substantially. The formula for calculating pension benefits for service before 1937 was the amount as previously calculated, plus \$15 annually for each year of credited service before 1937. The benefit also was increased for service after 1936. The total benefit was reduced by half of any social security old age benefit for which the employee was eligible at retirement. The disability benefit was extended to employees under age 45, who had 10 years of service or more and could qualify for benefits under the Federal Old Age and Survivors Insurance Act. Other pension changes included the establishment of vesting for employees age 40 with 15 years of service, and the expansion of the widow's benefit to cover all spouses. In 1970, early retirement was allowed at age 55 for employees with 10 years of service. Finally, an allowance was provided for a spouse who did not qualify for a spouse's benefit under the pension plan.

Approximately 2,800 plant workers in inside and outside departments in the Chicago area and production and maintenance workers at the Powerton and Kincaid Generating Stations were covered by the settlement. The basic contract was to be in effect until March 31, 1971, and provided for a wage reopening on March 31, 1970; the supplemental agreements covering pension, medical expense, and life insurance plans were scheduled to expire on January 31, 1974.

April 1970-April 1971

In January 1970 the IBEW notified Commonwealth Edison that it wanted to negotiate changes under the reopening provision of their 1969 contract. The union's demands included a 20-percent general wage increase; a reduction to 1 year in the time required to progress to maximum job rates; and introduction of a service recognition payment of 15 cents per hour after 20 years

of service or after 10 years at the maximum rate of an employee's job classification, whichever occurred first, and after each subsequent 5 years. The company proposed a 1-year extension of the 1969 pact through March 1972.

Bargaining began on February 20 and settlement was reached on March 31. It provided for an April 1, 1970, wage increase ranging from 20 to 40 cents an hour, plus 4 cents for those whose maximum job rate was \$4.81 or higher. The 1969 pact was to be extended to March 31, 1972 with provision for a wage reopening on March 31, 1971. The union's negotiating committee backed the accord, but workers rejected the 1-year contract extension according to a vote count announced April 24.

On April 30 and May 4 the negotiators met to consider changes in the memorandum of agreement, but no progress was made and the matter was submitted to binding arbitration.

After hearing testimony, the arbitration board handed down a decision on August 17, 1970. The award upheld the memorandum of agreement dated March 31, 1970, except that the contract extension was disallowed and the original termination date of the 1969 pact, March 31, 1971, was retained.

April 1971-April 1973

Bargaining on a new basic contract to replace the one scheduled to expire on March 31, 1971 began on February 22, 1971, when the IBEW submitted contract proposals to Commonwealth Edison. Key demands included a 25-percent general wage increase based on job maximums, a shortening of time and rate steps, double time for all overtime, 2 additional paid holidays, and a liberalized vacation plan.

On March 26, the company responded with its own proposals of wage increases ranging from 8 to 19 cents an hour, an improved deferred vacation plan, and an improved travel reimbursement allowance for transferred employees.

Bargaining continued and settlement was reached on April 7. The pact called for wage increases ranging from 25 to 50 cents an hour effective April 1, 1971; an increased shift differential; double time for work over 16

consecutive hours; and revisions in weekend premium pay. Other changes included an additional paid holiday; establishment of a service anniversary vacation of 5 additional workdays in the years in which an employee attained 25, 32, 39, and 46 years of service; and an increased meal allowance. The company also agreed to hike its contribution to the hospital and surgical plan.

Ratification was completed by April 30, and the basic contract was scheduled to remain in effect until March 31, 1973, with provision for a wage reopening on March 31, 1972.

On February 17, 1972, a settlement which was reached under the reopening clause resulted in wage increases ranging from 20 to 45 cents an hour effective April 1, 1972. The pact was ratified March 17. About 2,700 plant workers in inside and outside departments in the Chicago area and production and maintenance workers at the Powerton and Kincaid Generating Stations were covered. Under the wage stabilization policies of the Federal government, the contract was submitted to the Pay Board and approved on April 26, 1972.

April 1973-March 1974

On March 29, 1973, IBEW and Commonwealth Edison reached agreement on a new 2-year basic agreement which workers ratified on April 25. Talks had begun on February 20. Key union demands included increased wages and shift premium, additional holidays, double time for overtime, a liberalized vacation plan, and establishment of a savings plan.

Terms of the agreement provided for wage increases ranging from 24 to 48 cents an hour, effective April 1973. The pact also liberalized, in both 1973 and 1974, the vacation plan for employees in certain seniority brackets. The basic contract, which was to remain in effect until March 31, 1975, provided for a March 31, 1974 reopening on wages, and also on the question of a 1-year extension of the pact.

The following tables bring the chronology up to date through March 31, 1974, except for the supplemental agreements for pension, medical expense, and life insurance plans which were negotiated in 1969 and scheduled to remain in effect through January 31, 1974.

Table 1. General wage changes ¹

Effective date	Provision	Applications, exceptions, and other related matters																		
Oct. 1, 1945 (supplemental agreement dated Oct. 17, 1945). ²	\$25-a-month increase.	In accordance with order of National War Labor Board on Oct. 25, 1945, approving the joint agreement. The general increase applied to employees working 40 hours a week, with proportionate increases for employees working fewer than 40 hours. Minimum and maximum rates for each rate range were also increased \$25 a month for employees working 40 hours, with proportionate increases for employees working less. Increases to correct inequities in interrelated jobs were negotiated for battery service helper; boiler mechanic; chemical laboratory helper; stockman, grade B; station electrical helper; tool and equipment helper; meter tester; senior grade (field, D.C.); customers' service-work dispatcher; district meter-work dispatcher.																		
Aug. 1, 1946 (agreement dated Oct. 10, 1946).	Increase averaging 9.1 cents.	Increase varied by monthly rate range as follows: ³ <table data-bbox="793 550 1415 763"> <thead> <tr> <th data-bbox="1070 569 1142 608"><i>Range</i></th> <th data-bbox="1332 550 1415 608"><i>Monthly increase</i></th> </tr> </thead> <tbody> <tr> <td data-bbox="793 608 910 637">Under \$220</td> <td data-bbox="1332 608 1415 637">\$10.00</td> </tr> <tr> <td data-bbox="793 637 953 666">\$220 to \$234.99</td> <td data-bbox="1332 637 1415 666">12.50</td> </tr> <tr> <td data-bbox="793 666 953 695">\$235 to \$249.99</td> <td data-bbox="1332 666 1415 695">15.00</td> </tr> <tr> <td data-bbox="793 695 953 724">\$250 to \$264.99</td> <td data-bbox="1332 695 1415 724">17.50</td> </tr> <tr> <td data-bbox="793 724 953 753">\$265 to \$284.99</td> <td data-bbox="1332 724 1415 753">20.00</td> </tr> <tr> <td data-bbox="793 753 910 772">\$285 and over</td> <td data-bbox="1332 753 1415 772">22.50</td> </tr> </tbody> </table>	<i>Range</i>	<i>Monthly increase</i>	Under \$220	\$10.00	\$220 to \$234.99	12.50	\$235 to \$249.99	15.00	\$250 to \$264.99	17.50	\$265 to \$284.99	20.00	\$285 and over	22.50				
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\$285 and over	22.50																			
July 1, 1947 (agreement dated July 9, 1947). Apr. 1, 1948 (agreement of same date). Apr. 1, 1949 (agreement of same date). Apr. 1, 1950 (agreement dated May 18, 1950). Oct. 2, 1950 (agreement dated Apr. 1, 1949). Mar. 1, 1952 (agreement dated Apr. 16, 1952).	9-cent-an-hour increase, averaging 5.9 percent. 6.5-percent increase, averaging 10.2 cents an hour. 9-cent-an-hour increase. 5-cent-an-hour increase. 4-percent increase, averaging 7.26 cents an hour. Increase averaging 15.7 cents an hour.	Each employee received an increase equivalent to 6.5 percent of the maximum of his job classification. Increase varied by hourly rate range as follows: <table data-bbox="793 1052 1415 1304"> <thead> <tr> <th data-bbox="1070 1072 1142 1110"><i>Range</i></th> <th data-bbox="1332 1052 1415 1110"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td data-bbox="793 1110 910 1139">\$1.11 to \$1.56</td> <td data-bbox="1332 1110 1415 1139">\$0.12</td> </tr> <tr> <td data-bbox="793 1139 910 1168">\$1.57 to \$1.68</td> <td data-bbox="1332 1139 1415 1168">.13</td> </tr> <tr> <td data-bbox="793 1168 910 1197">\$1.69 to \$1.81</td> <td data-bbox="1332 1168 1415 1197">.14</td> </tr> <tr> <td data-bbox="793 1197 910 1226">\$1.82 to \$1.93</td> <td data-bbox="1332 1197 1415 1226">.15</td> </tr> <tr> <td data-bbox="793 1226 910 1255">\$1.94 to \$2.06</td> <td data-bbox="1332 1226 1415 1255">.16</td> </tr> <tr> <td data-bbox="793 1255 910 1284">\$2.07 to \$2.18</td> <td data-bbox="1332 1255 1415 1284">.17</td> </tr> <tr> <td data-bbox="793 1284 910 1313">\$2.19 to \$2.24</td> <td data-bbox="1332 1284 1415 1313">.18</td> </tr> <tr> <td data-bbox="793 1313 910 1342">\$2.25 and over</td> <td data-bbox="1332 1313 1415 1342">.20</td> </tr> </tbody> </table>	<i>Range</i>	<i>Hourly increase</i>	\$1.11 to \$1.56	\$0.12	\$1.57 to \$1.6813	\$1.69 to \$1.8114	\$1.82 to \$1.9315	\$1.94 to \$2.0616	\$2.07 to \$2.1817	\$2.19 to \$2.2418	\$2.25 and over20
<i>Range</i>	<i>Hourly increase</i>																			
\$1.11 to \$1.56	\$0.12																			
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\$2.25 and over20																			
Apr. 1, 1953 (agreement dated Apr. 16, 1953). Apr. 1, 1954 (agreement dated Apr. 20, 1954).	10-cent-an-hour increase. 3.5-percent increase, averaging 7.6 cents an hour.	Additional inequity adjustments provided specified occupations. Progression schedules shortened by 6 months. Increase varied by hourly rate range as follows: <table data-bbox="793 1429 1415 1642"> <thead> <tr> <th data-bbox="1070 1449 1142 1487"><i>Range</i></th> <th data-bbox="1332 1429 1415 1487"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td data-bbox="793 1487 910 1516">\$1.57 or less</td> <td data-bbox="1332 1487 1415 1516">\$0.05</td> </tr> <tr> <td data-bbox="793 1516 910 1545">\$1.58 to \$1.85</td> <td data-bbox="1332 1516 1415 1545">.06</td> </tr> <tr> <td data-bbox="793 1545 910 1574">\$1.86 to \$2.14</td> <td data-bbox="1332 1545 1415 1574">.07</td> </tr> <tr> <td data-bbox="793 1574 910 1603">\$2.15 to \$2.42</td> <td data-bbox="1332 1574 1415 1603">.08</td> </tr> <tr> <td data-bbox="793 1603 910 1632">\$2.43 to \$2.71</td> <td data-bbox="1332 1603 1415 1632">.09</td> </tr> <tr> <td data-bbox="793 1632 910 1661">\$2.72 and over</td> <td data-bbox="1332 1632 1415 1661">.10</td> </tr> </tbody> </table>	<i>Range</i>	<i>Hourly increase</i>	\$1.57 or less	\$0.05	\$1.58 to \$1.8506	\$1.86 to \$2.1407	\$2.15 to \$2.4208	\$2.43 to \$2.7109	\$2.72 and over10				
<i>Range</i>	<i>Hourly increase</i>																			
\$1.57 or less	\$0.05																			
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See footnotes at end of table.

Table 1. General wage changes ¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 1, 1955 (agreement dated Apr. 26, 1955).	5- to 7-cent-an-hour increase, averaging 6.3 cents an hour.	Increase varied by hourly rate range as follows: <div style="text-align: right;"><i>Hourly increase</i></div> <div style="text-align: center;"><i>Range</i></div> \$1.96 or less \$0.05 \$1.97 to \$2.1806 \$2.19 and over07
Apr. 1, 1956 (agreement dated May 15, 1956).	9- to 15-cent-an-hour increase, averaging 12.8 cents an hour.	Increase varied by hourly rate range as follows: <div style="text-align: right;"><i>Hourly increase</i></div> <div style="text-align: center;"><i>Range</i></div> \$1.91 or less \$0.09 \$1.92 to \$2.2912 \$2.30 to \$2.7013 \$2.71 and over15
Apr. 1, 1957 (agreement dated May 2, 1957).	10- to 14-cent-an-hour increase, averaging 12.7 cents an hour.	Increase varied by hourly rate range as follows: <div style="text-align: right;"><i>Hourly increase</i></div> <div style="text-align: center;"><i>Range</i></div> \$2.03 or less \$0.10 \$2.04 to \$2.4212 \$2.43 to \$2.8513 \$2.86 and over14
Apr. 1, 1958 (agreement dated May 1, 1958).	10- to 14-cent-an-hour increase, averaging 12.8 cents an hour.	Increase varied by hourly rate range as follows: <div style="text-align: right;"><i>Hourly increase</i></div> <div style="text-align: center;"><i>Range</i></div> \$2.15 or less \$0.10 \$2.16 to \$2.5512 \$2.56 to \$2.9913 \$3.00 and over14
Apr. 1, 1959 (agreement dated May 14, 1959).	7- to 16-cent-an-hour increase, averaging 12.4 cents an hour.	Increase varied by hourly rate range as follows: <div style="text-align: right;"><i>Hourly increase</i></div> <div style="text-align: center;"><i>Range</i></div> \$2.28 or less \$0.07 \$2.29 to \$2.5609 \$2.57 to \$2.7511 \$2.76 to \$3.1313 \$3.14 and over16
Apr. 1, 1960 (agreement dated May 5, 1960).	6- to 16-cent-an-hour increase, averaging 12.2 cents.	Increase varied by maximum job rate as follows: <div style="text-align: right;"><i>Hourly increase</i></div> <div style="text-align: center;"><i>Maximum hourly job rate</i></div> \$2.46 or less \$0.06 \$2.47 to \$2.6707 \$2.68 to \$2.7909 \$2.80 to \$3.2913 \$3.30 and over16
Apr. 1, 1961 (agreement dated Apr. 14, 1961).	7- to 14-cent-an-hour increase, averaging 11.8 cents.	Increase varied by maximum job rate as follows: <div style="text-align: right;"><i>Hourly increase</i></div> <div style="text-align: center;"><i>Maximum hourly job rate</i></div> \$2.43 or less \$0.07 \$2.44 to \$2.5808 \$2.59 to \$2.9210 \$2.93 to \$3.2912 \$3.30 and over14

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters														
Apr. 1, 1962 (agreement dated July 12, 1962).	8- to 12-cent-an-hour increase, averaging 10.3 cents. ⁴	Increase varied by maximum job rate as follows: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Maximum hourly job rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$3.00 or less</td> <td style="text-align: right;">\$0.08</td> </tr> <tr> <td>\$3.01 to \$3.45</td> <td style="text-align: right;">.10</td> </tr> <tr> <td>\$3.46 and over</td> <td style="text-align: right;">.12</td> </tr> </tbody> </table>	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$3.00 or less	\$0.08	\$3.01 to \$3.4510	\$3.46 and over12						
<i>Maximum hourly job rate</i>	<i>Hourly increase</i>															
\$3.00 or less	\$0.08															
\$3.01 to \$3.4510															
\$3.46 and over12															
Apr. 1, 1963 (agreement dated May 6, 1963).	6- to 15-cent-an-hour increase, averaging 12.3 cents an hour. ⁴	Increase varied by maximum job rate as follows: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Maximum hourly job rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$2.25 or less</td> <td style="text-align: right;">\$0.06</td> </tr> <tr> <td>\$2.26 to \$2.55</td> <td style="text-align: right;">.07</td> </tr> <tr> <td>\$2.56 to \$2.85</td> <td style="text-align: right;">.08</td> </tr> <tr> <td>\$2.86 to \$3.15</td> <td style="text-align: right;">.10</td> </tr> <tr> <td>\$3.16 to \$3.45</td> <td style="text-align: right;">.12</td> </tr> <tr> <td>\$3.46 and over</td> <td style="text-align: right;">.15</td> </tr> </tbody> </table>	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$2.25 or less	\$0.06	\$2.26 to \$2.5507	\$2.56 to \$2.8508	\$2.86 to \$3.1510	\$3.16 to \$3.4512	\$3.46 and over15
<i>Maximum hourly job rate</i>	<i>Hourly increase</i>															
\$2.25 or less	\$0.06															
\$2.26 to \$2.5507															
\$2.56 to \$2.8508															
\$2.86 to \$3.1510															
\$3.16 to \$3.4512															
\$3.46 and over15															
Apr. 1, 1964 (agreement dated May 7, 1964).	7- to 13-cent-an-hour increase, averaging 10.71 cents an hour. ⁴	Increase varied by job rate as follows: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Maximum hourly job rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$2.93 or less</td> <td style="text-align: right;">\$0.07</td> </tr> <tr> <td>\$2.94 to \$3.24</td> <td style="text-align: right;">.08</td> </tr> <tr> <td>\$3.25 to \$3.56</td> <td style="text-align: right;">.10</td> </tr> <tr> <td>\$3.57 and over</td> <td style="text-align: right;">.13</td> </tr> </tbody> </table>	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$2.93 or less	\$0.07	\$2.94 to \$3.2408	\$3.25 to \$3.5610	\$3.57 and over13				
<i>Maximum hourly job rate</i>	<i>Hourly increase</i>															
\$2.93 or less	\$0.07															
\$2.94 to \$3.2408															
\$3.25 to \$3.5610															
\$3.57 and over13															
Apr. 1, 1965 (agreement of above date).	8- to 10-cent-an-hour increase, averaging 9.22 cents an hour. ⁴	Deferred increase. Increase varied by job rate as follows: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Maximum hourly job rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$3.34 or less</td> <td style="text-align: right;">\$0.08</td> </tr> <tr> <td>\$3.35 to \$3.69</td> <td style="text-align: right;">.09</td> </tr> <tr> <td>\$3.70 and over</td> <td style="text-align: right;">.10</td> </tr> </tbody> </table>	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$3.34 or less	\$0.08	\$3.35 to \$3.6909	\$3.70 and over10						
<i>Maximum hourly job rate</i>	<i>Hourly increase</i>															
\$3.34 or less	\$0.08															
\$3.35 to \$3.6909															
\$3.70 and over10															
Apr. 1, 1966 (agreement dated May 17, 1966).	8- to 18-cent-an-hour increase, averaging 14.55 cents an hour. ⁴	Increase varied by job rate as follows: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Maximum hourly job rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$2.87 or less</td> <td style="text-align: right;">\$0.08</td> </tr> <tr> <td>\$2.88 to \$3.43</td> <td style="text-align: right;">.10</td> </tr> <tr> <td>\$3.44 to \$3.83</td> <td style="text-align: right;">.14</td> </tr> <tr> <td>\$3.84 and over</td> <td style="text-align: right;">.18</td> </tr> </tbody> </table>	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$2.87 or less	\$0.08	\$2.88 to \$3.4310	\$3.44 to \$3.8314	\$3.84 and over18				
<i>Maximum hourly job rate</i>	<i>Hourly increase</i>															
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\$2.88 to \$3.4310															
\$3.44 to \$3.8314															
\$3.84 and over18															
Apr. 1, 1967 (agreement dated May 11, 1967).	13- to 23-cent-an-hour increase, averaging 19.53 cents an hour. ⁴	Increase varied by job rate as follows: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Maximum hourly job rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$2.95 or less</td> <td style="text-align: right;">\$0.13</td> </tr> <tr> <td>\$2.96 to \$3.57</td> <td style="text-align: right;">.15</td> </tr> <tr> <td>\$3.58 to \$4.01</td> <td style="text-align: right;">.19</td> </tr> <tr> <td>\$4.02 and over</td> <td style="text-align: right;">.23</td> </tr> </tbody> </table>	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$2.95 or less	\$0.13	\$2.96 to \$3.5715	\$3.58 to \$4.0119	\$4.02 and over23				
<i>Maximum hourly job rate</i>	<i>Hourly increase</i>															
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\$2.96 to \$3.5715															
\$3.58 to \$4.0119															
\$4.02 and over23															
Apr. 1, 1968 (agreement dated May 9, 1968).	15- to 27-cent-an-hour increase, ⁵ averaging 22.51 cents an hour. ⁶	Increase varied by job rate as follows: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Maximum hourly job rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$3.10 or less</td> <td style="text-align: right;">\$0.15</td> </tr> <tr> <td>\$3.11 to \$3.72</td> <td style="text-align: right;">.17</td> </tr> <tr> <td>\$3.73 to \$4.20</td> <td style="text-align: right;">.22</td> </tr> <tr> <td>\$4.21 and over</td> <td style="text-align: right;">.27</td> </tr> </tbody> </table>	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$3.10 or less	\$0.15	\$3.11 to \$3.7217	\$3.73 to \$4.2022	\$4.21 and over27				
<i>Maximum hourly job rate</i>	<i>Hourly increase</i>															
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See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters																																																
Apr. 1, 1969 (agreement dated June 24, 1969).	17- to 30-cent-an-hour increase, averaging 25.46 cents an hour. ⁴	Increase varied by job rate as follows: <table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Maximum hourly job rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$3.25 or less</td> <td style="text-align: right;">\$0.17</td> </tr> <tr> <td>\$3.26 to \$3.89</td> <td style="text-align: right;">.20</td> </tr> <tr> <td>\$3.90 to \$4.42</td> <td style="text-align: right;">.25</td> </tr> <tr> <td>\$4.43 and over</td> <td style="text-align: right;">.30</td> </tr> </tbody> </table> In addition, increases were provided some employees above the basic wage increases as a result of the revision of some time and rate steps.	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$3.25 or less	\$0.17	\$3.26 to \$3.8920	\$3.90 to \$4.4225	\$4.43 and over30																																						
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Apr. 1, 1970 (arbitration award dated Aug. 17, 1970).	20- to 44-cent-an-hour increase, averaging 34.7 cents an hour. ⁴	Increase varied by job rate as follows: <table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Maximum hourly job rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$3.00 or less</td> <td style="text-align: right;">\$0.20</td> </tr> <tr> <td>\$3.01 to \$3.50</td> <td style="text-align: right;">.22</td> </tr> <tr> <td>\$3.51 to \$3.80</td> <td style="text-align: right;">.24</td> </tr> <tr> <td>\$3.81 to \$4.10</td> <td style="text-align: right;">.26</td> </tr> <tr> <td>\$4.11 to \$4.45</td> <td style="text-align: right;">.32</td> </tr> <tr> <td>\$4.46 to \$4.80</td> <td style="text-align: right;">.34</td> </tr> <tr> <td>\$4.81 to \$5.15</td> <td style="text-align: right;">.42</td> </tr> <tr> <td>\$5.16 and over</td> <td style="text-align: right;">.44</td> </tr> </tbody> </table>	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$3.00 or less	\$0.20	\$3.01 to \$3.5022	\$3.51 to \$3.8024	\$3.81 to \$4.1026	\$4.11 to \$4.4532	\$4.46 to \$4.8034	\$4.81 to \$5.1542	\$5.16 and over44																														
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Apr. 1, 1971 (agreement dated May 20, 1971).	25- to 50-cent-an-hour increase, averaging 41.34 cents and hour. ⁴	Increase varied by job rate as follows: <table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Maximum hourly job rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$3.60 or less</td> <td style="text-align: right;">\$0.25</td> </tr> <tr> <td>\$3.61 to \$4.40</td> <td style="text-align: right;">.30</td> </tr> <tr> <td>\$4.41 to \$5.20</td> <td style="text-align: right;">.40</td> </tr> <tr> <td>\$5.21 and over</td> <td style="text-align: right;">.50</td> </tr> </tbody> </table>	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$3.60 or less	\$0.25	\$3.61 to \$4.4030	\$4.41 to \$5.2040	\$5.21 and over50																																						
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Apr. 1, 1972 (agreement dated June 6, 1972).	20- to 45-cent-an-hour increase, averaging 36.38 cents an hour. ⁴	Increase varied by job rate as follows: <table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Maximum hourly job rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$2.98 or less</td> <td style="text-align: right;">\$0.20</td> </tr> <tr> <td>\$3.11 to \$3.23</td> <td style="text-align: right;">.21</td> </tr> <tr> <td>\$3.24 to \$3.39</td> <td style="text-align: right;">.22</td> </tr> <tr> <td>\$3.40 to \$3.56</td> <td style="text-align: right;">.23</td> </tr> <tr> <td>\$3.57 to \$3.65</td> <td style="text-align: right;">.24</td> </tr> <tr> <td>\$3.66 to \$3.83</td> <td style="text-align: right;">.25</td> </tr> <tr> <td>\$3.84 to \$4.01</td> <td style="text-align: right;">.26</td> </tr> <tr> <td>\$4.02 to \$4.15</td> <td style="text-align: right;">.27</td> </tr> <tr> <td>\$4.16 to \$4.38</td> <td style="text-align: right;">.28</td> </tr> <tr> <td>\$4.39 to \$4.41</td> <td style="text-align: right;">.29</td> </tr> <tr> <td>\$4.42 to \$4.58</td> <td style="text-align: right;">.30</td> </tr> <tr> <td>\$4.59 to \$4.85</td> <td style="text-align: right;">.31</td> </tr> <tr> <td>\$4.86 to \$5.00</td> <td style="text-align: right;">.33</td> </tr> <tr> <td>\$5.01 to \$5.07</td> <td style="text-align: right;">.35</td> </tr> <tr> <td>\$5.08 to \$5.23</td> <td style="text-align: right;">.36</td> </tr> <tr> <td>\$5.24 to \$5.36</td> <td style="text-align: right;">.37</td> </tr> <tr> <td>\$5.37 to \$5.73</td> <td style="text-align: right;">.38</td> </tr> <tr> <td>\$5.74 to \$5.82</td> <td style="text-align: right;">.40</td> </tr> <tr> <td>\$5.83 to \$5.99</td> <td style="text-align: right;">.41</td> </tr> <tr> <td>\$6.00 to \$6.13</td> <td style="text-align: right;">.42</td> </tr> <tr> <td>\$6.14 to \$6.23</td> <td style="text-align: right;">.43</td> </tr> <tr> <td>\$6.24 to \$6.36</td> <td style="text-align: right;">.44</td> </tr> <tr> <td>\$6.37 and over</td> <td style="text-align: right;">.45</td> </tr> </tbody> </table>	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$2.98 or less	\$0.20	\$3.11 to \$3.2321	\$3.24 to \$3.3922	\$3.40 to \$3.5623	\$3.57 to \$3.6524	\$3.66 to \$3.8325	\$3.84 to \$4.0126	\$4.02 to \$4.1527	\$4.16 to \$4.3828	\$4.39 to \$4.4129	\$4.42 to \$4.5830	\$4.59 to \$4.8531	\$4.86 to \$5.0033	\$5.01 to \$5.0735	\$5.08 to \$5.2336	\$5.24 to \$5.3637	\$5.37 to \$5.7338	\$5.74 to \$5.8240	\$5.83 to \$5.9941	\$6.00 to \$6.1342	\$6.14 to \$6.2343	\$6.24 to \$6.3644	\$6.37 and over45
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Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters																																														
Apr. 1, 1973 (agreement dated June 11, 1973).	24- to 48-cent-an-hour increase, averaging 40.25 cents an hour. ⁴	<p>Increase varied by job rate as follows:</p> <table border="0"> <thead> <tr> <th data-bbox="981 272 1224 297"><i>Maximum hourly job rate</i></th> <th data-bbox="1340 247 1418 297"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr><td>\$3.45 or less</td><td>\$0.24</td></tr> <tr><td>\$3.46 to \$3.62</td><td>.25</td></tr> <tr><td>\$3.63 to \$3.80</td><td>.26</td></tr> <tr><td>\$3.81 to \$3.87</td><td>.27</td></tr> <tr><td>\$3.88 to \$4.09</td><td>.28</td></tr> <tr><td>\$4.10 to \$4.19</td><td>.29</td></tr> <tr><td>\$4.20 to \$4.32</td><td>.30</td></tr> <tr><td>\$4.33 to \$4.43</td><td>.31</td></tr> <tr><td>\$4.44 to \$4.67</td><td>.32</td></tr> <tr><td>\$4.68 to \$4.71</td><td>.33</td></tr> <tr><td>\$4.72 to \$4.89</td><td>.34</td></tr> <tr><td>\$4.90 to \$5.18</td><td>.35</td></tr> <tr><td>\$5.19 to \$5.28</td><td>.37</td></tr> <tr><td>\$5.29 to \$5.43</td><td>.38</td></tr> <tr><td>\$5.44 to \$5.60</td><td>.39</td></tr> <tr><td>\$5.61 to \$5.80</td><td>.40</td></tr> <tr><td>\$5.81 to \$6.13</td><td>.41</td></tr> <tr><td>\$6.14 to \$6.27</td><td>.44</td></tr> <tr><td>\$6.28 to \$6.41</td><td>.45</td></tr> <tr><td>\$6.42 to \$6.56</td><td>.46</td></tr> <tr><td>\$6.57 to \$6.71</td><td>.47</td></tr> <tr><td>\$6.72 and over</td><td>.48</td></tr> </tbody> </table>	<i>Maximum hourly job rate</i>	<i>Hourly increase</i>	\$3.45 or less	\$0.24	\$3.46 to \$3.6225	\$3.63 to \$3.8026	\$3.81 to \$3.8727	\$3.88 to \$4.0928	\$4.10 to \$4.1929	\$4.20 to \$4.3230	\$4.33 to \$4.4331	\$4.44 to \$4.6732	\$4.68 to \$4.7133	\$4.72 to \$4.8934	\$4.90 to \$5.1835	\$5.19 to \$5.2837	\$5.29 to \$5.4338	\$5.44 to \$5.6039	\$5.61 to \$5.8040	\$5.81 to \$6.1341	\$6.14 to \$6.2744	\$6.28 to \$6.4145	\$6.42 to \$6.5646	\$6.57 to \$6.7147	\$6.72 and over48
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¹ General wage changes are construed as upward or downward changes that affect an entire establishment, bargaining unit, or substantial group of employees at one time. Not included within the term and therefore omitted from this tabulation are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in specific classification rates) that do not have an immediate and noticeable effect on the general wage level.

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

² Previous increases under contracts with the IBEW were: When the agreement of Apr. 12, 1944 was negotiated for the super-power department, increases in minimum rates and acceleration of rates of progression were granted to approxi-

mately 80 employees. This was in accordance with a ruling of the Regional War Labor Board. The average increase for the department was 0.3 cent an hour. By terms of the Nov. 28, 1944 agreement, inside and outside plant employees received a 1-cent-an-hour increase.

³ Company used 173.33 hours a month to convert monthly rates and increases to hourly rates and increases (40 hours a week x 4-1/3 weeks).

⁴ Average increases are union estimates for entire bargaining unit which included in addition to workers under the 2 agreements covered by this chronology, workers under several separate agreements.

⁵ Increase applied to all production and maintenance workers. Bargaining unit pay schedules having maximum rates of pay of \$3.01 or less were not increased.

⁶ Average increase is for entire bargaining unit which included, in addition to workers under 2 agreements covered by this chronology, workers under several separate agreements.

Table 2a. Hourly rates for selected occupations on specified dates, 1945-63

Department and job title ¹	Minimum and maximum rates and progression schedules									
	Oct. 1, 1945 ^{2 3}		Mar. 1, 1952 ³		Apr. 1, 1955 ³		Apr. 1, 1957 ³		Apr. 1, 1959 ³	
<i>Inside plant</i>										
Auxiliary operators, electrical, steam	4	\$1.01– \$1.27 b	\$1.61– \$1.86 b	\$1.84– \$2.09 b	\$2.08– \$2.33 b	\$2.29– \$2.54 b				
Boiler mechanics, principal		(5)	2.31– 2.57 e	2.57– 2.83 d	2.86– 3.12 d	3.16– 3.42 d				
Boiler mechanics, 2d grade	4	1.15– 1.38 c	1.79– 2.02 c	2.03– 2.26 c	2.27– 2.50 c	2.50– 2.73 c				
Boiler operators	4	1.44– 1.68 d	2.22– 2.45 d	2.48– 2.71 c	2.77– 3.00 c	(6)				
Control operators		(7)	2.31– 2.57 e	2.57– 2.83 d	2.86– 3.12 d	3.16– 3.42 d				
Laborers; janitors		.95– 1.11 a	1.50– 1.66 a	1.71– 1.87 a	1.90– 2.06 a	2.07– 2.23 a				
Mechanics, 2d grade	4	1.15– 1.38 c	1.79– 2.02 c	2.03– 2.26 c	2.27– 2.50 c	2.50– 2.73 c				
Senior operators, class A		– ⁸ 1.50	2.29– 2.63 f	(6)	–	–				
Switchboard operators	4	1.44– 1.68 d	2.22– 2.45 d	2.48– 2.71 c	2.77– 3.00 c	3.07– 3.30 c				
Turbine operators	4	1.33– 1.56 d	2.04– 2.27 d	2.29– 2.52 c	2.55– 2.78 c	(6)				
<i>Outside plant</i>										
Cablemen		–	–	–	–	–				
Dispatchers, shop materials		(9)	1.92– 2.15 d	2.17– 2.40 c	(6)	–				
Groundmen		–	–	–	–	–				
Inspectors, plumbing and heating		(10)	2.22– 2.45 d	2.48– 2.71 c	2.77– 3.00 c	(6)				
Linemen		–	–	–	–	–				
Mechanics, lighting division		(11)	2.04– 2.27 d	(6)	–	–				
Metermen		(12)	2.22– 2.45 d	(6)	–	–				
Meter stockmen, principal		(12)	2.22– 2.45 d	(6)	–	–				
Physical property recorders, principal		(13)	2.22– 2.45 d	2.48– 2.71 c	2.77– 3.00 c	3.07– 3.30 c				
Servicemen, grade B	4	1.24– 1.47 c	1.92– 2.15 d	2.17– 2.40 c	2.43– 2.66 c	2.69– 2.92 c				
Servicemen, meter		–	–	–	–	–				
Troublemakers, cable		–	–	–	–	–				
<i>Powerton Generating Station (Super-Power Division)</i>										
Boiler cleaners		.92– 1.17 g	1.49– 1.73 g	1.70– 1.94 e	1.94– 2.18 e	2.15– 2.39 e				
Boiler mechanics		1.33– 1.56 d	2.05– 2.28 d	2.30– 2.53 c	2.58– 2.81 c	(6)				
Boiler mechanics, 2d grade	4	1.11– 1.34 c	1.76– 1.99 c	2.00– 2.23 c	2.27– 2.50 c	(6)				
Boiler operators	4	1.39– 1.62 d	2.19– 2.42 d	2.45– 2.68 c	2.77– 3.00 c	3.07– 3.30 c				
Boiler operators, 2d grade		–	–	–	–	2.59– 2.83 c				
Boiler operators, auxiliary		–	–	–	–	2.29– 2.54 b				
Coal handlers		.92– 1.08 a	1.47– 1.63 a	1.68– 1.84 a	(6)	–				
Coal plant operators (A)		–	–	–	–	3.07– 3.30 c				
Coal plant operators (BB)		–	–	–	–	2.81– 3.04 c				
Coal plant operators (B)		–	–	–	–	2.60– 2.83 c				
Coal plant operators (C)		–	–	–	–	2.32– 2.57 b				
Electrical mechanics		1.36– 1.59 d	2.19– 2.42 d	2.45– 2.68 c	2.77– 3.00 c	(6)				
Electrical mechanics, 2d grade		1.15– 1.38 c	1.81– 2.04 c	2.06– 2.29 c	2.36– 2.59 c	(6)				
Electrical mechanics (A)		–	–	–	–	3.07– 3.30 c				
Electrical mechanics (B)		–	–	–	–	2.60– 2.83 c				
Helpers, electrical maintenance		–	–	–	–	2.22– 2.46 f				
Helpers, mechanical maintenance		–	–	–	–	2.22– 2.46 f				
Instrument mechanic		–	–	–	–	3.07– 3.30 c				
Janitors		.92– 1.08 a	1.47– 1.63 a	1.68– 1.84 a	1.90– 2.06 a	2.07– 2.23 a				
Laborers		.92– 1.08 a	1.47– 1.63 a	–	–	–				
Machinists		1.39– 1.62 d	2.19– 2.42 d	2.45– 2.68 c	2.77– 3.00 c	(6)				
Machinists, 2d grade		1.15– 1.38 c	1.81– 2.04 c	2.06– 2.29 c	2.36– 2.59 c	(6)				
Mechanics		1.33– 1.56 d	2.05– 2.28 d	2.30– 2.53 c	2.58– 2.81 c	(6)				
Mechanics, building and yard	4	1.30– 1.53 d	2.02– 2.25 d	2.27– 2.50 c	2.55– 2.78 c	(6)				
Mechanics, building and yard, principal		(14)	2.19– 2.42 d	2.45– 2.68 c	2.77– 3.00 c	(6)				
Mechanics, 2d grade, building and yard	4	1.11– 1.34 c	1.76– 1.99 c	2.00– 2.23 c	2.27– 2.50 c	(6)				
Mechanics, construction		1.33– 1.56 d	2.05– 2.28 d	(6)	–	–				
Mechanics, 2d grade, construction	4	1.11– 1.34 c	1.76– 1.99 c	(6)	–	–				
Mechanics (A)		–	–	–	–	3.07– 3.30 c				
Mechanics (B)		–	–	–	–	2.60– 2.83 c				
Pipefitters		1.33– 1.56 d	2.12– 2.35 d	2.38– 2.61 c	2.77– 3.00 c	(6)				
Repairmen, transmission		1.44– 1.67 d	2.22– 2.45 d	(6)	–	–				
Switchboard operators	4	1.39– 1.62 d	2.19– 2.42 d	2.45– 2.68 c	2.77– 3.00 c	3.07– 3.30 c				
Switchboard operators, assistant		1.15– 1.38 c	1.81– 2.04 c	2.06– 2.29 c	2.36– 2.59 c	2.60– 2.83 c				
Turbine operators	4	1.30– 1.53 d	2.02– 2.25 d	2.27– 2.50 c	2.55– 2.78 c	–				
Turbine operators (A)		–	–	–	–	3.07– 3.30 c				
Turbine operators, 2d grade		–	–	–	–	2.59– 2.83 c				
Turbine operators, auxiliary		.98– 1.26 d	1.58– 1.85 d	1.81– 2.08 g	2.06– 2.33 g	2.27– 2.54 g				
Welders		1.39– 1.62 d	2.19– 2.42 d	2.45– 2.68 c	2.77– 3.00 c	(6)				

See footnotes at end of table.

Table 2a. Hourly rates for selected occupations on specified dates, 1945-63—Continued

Department and job title ¹	Minimum and maximum rates and progression schedules			
	Apr. 1, 1960 ³	Apr. 1, 1961 ³	Apr. 1, 1962 ¹⁶	Apr. 1, 1963 ¹⁶
<i>Inside plant</i>				
Auxiliary operators, electrical, steam	\$2.36 – \$2.61 b	\$2.46 – \$2.71 b	\$2.54 – \$2.79 b	\$2.62 – \$2.87 b
Boiler mechanics, principal	3.32 – 3.58 d	3.46 – 3.72 d	3.58 – 3.84 d	3.73 – 3.99 d
Boiler mechanics, 2d grade	2.59 – 2.82 c	2.69 – 2.92 c	2.77 – 3.00 c	2.87 – 3.10 c
Boiler operators	—	—	—	—
Control operators	3.32 – 3.58 d	3.46 – 3.72 d	3.58 – 3.84 d	3.73 – 3.99 d
Laborers; janitors	2.13 – 2.29 a	2.20 – 2.36 a	2.28 – 2.44 a	2.28 – 2.44 a
Mechanics, 2d grade	2.59 – 2.82 c	2.69 – 2.92 c	2.77 – 3.00 c	2.87 – 3.10 c
Senior operators, class A	—	—	—	—
Switchboard operators	3.23 – 3.46 c	3.37 – 3.60 c	3.49 – 3.72 c	3.64 – 3.87 c
Turbine operators	—	—	—	—
<i>Outside plant</i>				
Cablemen	—	2.64 – 2.87 c	2.72 – 2.95 c	2.82 – 3.05 c
Dispatchers, shop materials	—	—	—	—
Groundmen	—	2.34 – 2.53 i	2.42 – 2.61 i	2.42 – 2.61 i
Inspectors, plumbing and heating	—	—	—	—
Linemen	—	3.39 – 3.60 h	3.51 – 3.72 h	3.66 – 3.87 h
Mechanics, lighting division	—	—	—	—
Metermen	—	2.85 – 3.08 c	2.95 – 3.18 c	3.07 – 3.30 c
Meter stockmen, principal	—	—	—	—
Physical property recorders, principal	3.23 – 3.46 c	3.37 – 3.60 c	—	—
Servicemen, grade B	2.82 – 3.05 c	2.94 – 3.17 c	—	—
Servicemen, meter	—	3.37 – 3.60 c	3.49 – 3.72 c	3.64 – 3.87 c
Troublemakers, cable	—	3.56 – 3.82 d	3.68 – 3.94 d	3.83 – 4.09 d
<i>Powerton Generating Station (Super-Power Division)</i>				
Boiler cleaners	2.21 – 2.45 e	2.29 – 2.53 e	2.37 – 2.61 e	2.37 – 2.61 e
Boiler mechanics	—	—	—	—
Boiler mechanics, 2d grade	—	—	—	—
Boiler operators	3.23 – 3.46 c	3.37 – 3.60 c	3.49 – 3.72 c	3.64 – 3.87 c
Boiler operators, 2d grade	2.72 – 2.96 c	2.84 – 3.08 c	2.94 – 3.18 c	3.06 – 3.30 c
Boiler operators, auxiliary	2.36 – 2.61 b	2.46 – 2.71 b	2.54 – 2.79 b	2.62 – 2.87 b
Coal handlers	—	—	—	—
Coal plant operators (A)	3.23 – 3.46 c	3.37 – 3.60 c	3.49 – 3.72 c	3.64 – 3.87 c
Coal plant operators (BB)	2.94 – 3.17 c	3.06 – 3.29 c	3.16 – 3.39 c	3.28 – 3.51 c
Coal plant operators (B)	2.73 – 2.96 c	2.85 – 3.08 c	2.95 – 3.18 c	3.07 – 3.30 c
Coal plant operators (C)	2.39 – 2.64 b	2.49 – 2.74 b	2.57 – 2.82 b	2.65 – 2.90 b
Electrical mechanics	—	—	—	—
Electrical mechanics, 2d grade	—	—	—	—
Electrical mechanics (A)	3.23 – 3.46 c	3.37 – 3.60 c	3.49 – 3.72 c	3.64 – 3.87 c
Electrical mechanics (B)	2.73 – 2.96 c	2.85 – 3.08 c	2.95 – 3.18 c	3.07 – 3.30 c
Helpers, electrical maintenance	2.28 – 2.52 f	2.36 – 2.60 f	2.44 – 2.68 f	2.52 – 2.76 f
Helpers, mechanical maintenance	2.28 – 2.52 f	2.36 – 2.60 f	2.44 – 2.68 f	2.52 – 2.76 f
Instrument mechanic	3.23 – 3.46 c	3.37 – 3.60 c	3.49 – 3.72 c	3.64 – 3.87 c
Janitors	2.13 – 2.29 a	2.20 – 2.36 a	2.28 – 2.44 a	2.28 – 2.44 a
Laborers	—	—	—	—
Machinists	—	—	—	—
Machinists, 2d grade	—	—	—	—
Mechanics	—	—	—	—
Mechanics, building and yard	—	—	—	—
Mechanics, building and yard, principal	—	—	—	—
Mechanics, 2d grade, building and yard	—	—	—	—
Mechanics, construction	—	—	—	—
Mechanics, 2d grade, construction	—	—	—	—
Mechanics (A)	3.23 – 3.46 c	3.37 – 3.60 c	3.49 – 3.72 c	3.64 – 3.87 c
Mechanics (B)	2.73 – 2.96 c	2.85 – 3.08 c	2.95 – 3.18 c	3.07 – 3.30 c
Pipefitters	—	—	—	—
Repairmen, transmission ¹⁵	—	—	—	—
Switchboard operators	3.23 – 3.46 c	3.37 – 3.60 c	3.49 – 3.72 c	3.64 – 3.87 c
Switchboard operators, assistant	2.73 – 2.96 c	2.85 – 3.08 c	2.95 – 3.18 c	3.07 – 3.30 c
Turbine operators	—	—	—	—
Turbine operators (A)	3.23 – 3.46 c	3.37 – 3.60 c	3.49 – 3.72 c	3.64 – 3.87 c
Turbine operators, 2d grade	2.72 – 2.96 c	2.84 – 3.08 c	2.94 – 3.18 c	3.06 – 3.30 c
Turbine operators, auxiliary	2.34 – 2.61 g	2.44 – 2.71 g	2.52 – 2.79 g	2.60 – 2.87 g
Welders	—	—	—	—

See footnotes at end of table.

Footnotes to table 2a

¹ Job titles and groupings follow pattern of 1950 wage schedule. Effective Apr. 1, 1959, the name of the Super-Power Division was changed to Powerton Generating Station. The new occupational titles in that operation were the result of a change in terminology, not a change in occupational composition. Wage rates for the occupational titles formerly reported are shown to the date of the change; rates for a selection of new occupational titles are shown from that date.

² The 1945 monthly rates have been converted to hourly rates by dividing by 173.3 (40 hours a week times 4-1/3 weeks).

³ Progression from the minimum to maximum is as follows:

a—3 months; 6 months; 1 year, 3 months; 2 years; 3 years.

b—3 months; 9 months; 1 year, 3 months; 1 year, 9 months; 2 years, 6 months; 3 years, 3 months; 4 years; 4 years, 9 months.

c—6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years; 3 years, 9 months; 4 years, 6 months.

d—6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 9 months; 3 years, 6 months; 4 years, 3 months; 5 years.

e—6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years, 3 months; 4 years; 4 years, 9 months; 5 years, 6 months.

f—3 years; 6 years; 9 years; 12 years; 15 years; 18 years.

g—3 months; 6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years; 3 years, 6 months.

⁴ Includes adjustments of Aug. 1, 1946, retroactive to Sept. 16, 1945. Adjustments varied by occupation from \$2.50 to \$20 a month.

⁵ Rates established Oct. 29, 1946. Minimum, \$1.66; maximum, \$1.92.

⁶ Job title eliminated.

⁷ Rates established Apr. 19, 1950. Minimum, \$1.97; maximum, \$2.23.

⁸ Maximum of \$60 a month at a rate of \$10 a month for each 3 years of uninterrupted substation operating service added to the single Oct. 1, 1945 rate of substation operators. This service increase was included in Oct. 2, 1950 progression schedules, when the previous practice was discontinued.

⁹ These rates established Apr. 1, 1950.

¹⁰ Rates established Jan. 16, 1947. Minimum, \$1.58; maximum, \$1.80.

¹¹ Rates established Mar. 27, 1946. Minimum, \$1.33; maximum, \$1.56.

¹² Rates established Aug. 4, 1948. Minimum, \$1.79; maximum, \$2.02.

¹³ Rates established Nov. 5, 1947. Minimum, \$1.21; maximum, \$1.44.

¹⁴ Rates established Feb. 10, 1947. Minimum, \$1.51; maximum, \$1.74.

¹⁵ Applies to repairmen at Lemont. Title revised November 1946.

¹⁶ Progression from the minimum to maximum was as follows:

a—3 months; 6 months; 1 year; 1 year, 9 months; 2 years, 6 months.

b—3 months; 9 months; 1 year, 3 months; 1 year, 9 months; 2 years, 3 months; 2 years, 9 months; 3 years, 3 months; 4 years.

c—6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years; 3 years, 6 months; 4 years.

d—6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years; 3 years, 6 months; 4 years; 4 years, 6 months.

e—3 months; 6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years.

f—3 months; 6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years, 3 months; 4 years.

g—3 months; 6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years; 3 years, 6 months; 4 years.

h—6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years; 3 years, 6 months.

i—3 months; 6 months; 1 year; 1 year, 6 months; 2 years, 3 months; 3 years.

Table 2b. Hourly rates for selected occupations on specified dates 1964-73

Department and job title	Minimum and maximum rates and progression schedules					
	Apr. 1, 1964 ¹	Apr. 1, 1965 ¹	Apr. 1, 1966 ¹	Apr. 1, 1967 ¹	Apr. 1, 1968 ¹	Apr. 1, 1969 ¹
<i>Inside plant</i>						
Auxiliary operators, electrical	\$2.69 - \$2.94 b	\$2.77 - \$3.02 b	\$2.87 - \$3.12 b	\$3.02 - \$3.27 b	\$3.19 - \$3.44 b	\$3.39 - \$3.64 b
Boiler mechanics, 2d grade	2.95 - 3.18 c	3.03 - 3.26 c	3.13 - 3.36 c	3.28 - 3.51 c	3.45 - 3.68 c	-
Control operators	3.86 - 4.12 d	3.96 - 4.22 d	4.14 - 4.40 d	4.37 - 4.63 d	4.64 - 4.90 d	4.94 - 5.20 d
Electrical operators	-	-	4.05 - 4.28 c	4.28 - 4.51 c	4.55 - 4.78 c	4.85 - 5.08 c
Laborers, janitors	2.35 - 2.51 a	2.43 - 2.59 a	2.51 - 2.67 a	2.64 - 2.80 a	2.64 - 2.80 a	2.82 - 2.97 k
Maintenance mechanics, 2d grade ²	-	-	-	-	-	-
Mechanics, 2d grade	2.95 - 3.18 c	3.03 - 3.26 c	3.13 - 3.36 c	3.28 - 3.51 c	3.45 - 3.68 c	3.99 - 4.22 c
Switchboard operators	3.77 - 4.00 c	3.87 - 4.10 c	-	-	-	-
<i>Outside plant</i>						
Cablemen	2.90 - 3.13 c	2.98 - 3.21 c	3.08 - 3.31 c	3.23 - 3.46 c	3.40 - 3.63 c	3.60 - 3.83 c
Crew leader, line	4.18 - 4.35 j	4.28 - 4.45 j	4.46 - 4.63 j	4.69 - 4.86 j	4.96 - 5.13 j	5.26 - 5.43 j
Groundmen	2.49 - 2.68 i	2.57 - 2.76 i	2.65 - 2.84 i	2.78 - 2.97 i	2.78 - 2.97 i	2.94 - 3.14 l
Linemen	3.79 - 4.00 h	3.89 - 4.10 h	4.07 - 4.28 h	4.30 - 4.51 h	4.57 - 4.78 h	4.87 - 5.08 h
Mechanics, transportation equipment	3.54 - 3.74 h	3.64 - 3.84 h	3.82 - 4.02 h	4.05 - 4.25 h	4.32 - 4.52 h	4.62 - 4.82 h
Metermen	3.17 - 3.40 c	3.26 - 3.49 c	3.40 - 3.63 c	3.59 - 3.82 c	3.81 - 4.04 c	-
Meter servicemen ³	-	-	-	-	-	4.21 - 4.44 c
Servicemen, meter department	3.77 - 4.00 c	3.87 - 4.10 c	4.05 - 4.28 c	4.28 - 4.51 c	4.55 - 4.78 c	4.85 - 5.08 c
Troublemakers, cable	3.96 - 4.22 d	4.06 - 4.32 d	4.24 - 4.50 d	4.47 - 4.73 d	4.74 - 5.00 d	5.04 - 5.30 d
<i>Powerton Generating Station (Super-Power Division) and the Kincaid Generating Station⁴</i>						
Boiler cleaners	2.44 - 2.68 e	2.52 - 2.76 e	-	-	-	-
Boiler operators	3.77 - 4.00 c	3.87 - 4.10 c	4.05 - 4.28 c	4.28 - 4.51 c	4.55 - 4.78 c	4.85 - 5.08 c
Boiler operators, 2d grade	3.16 - 3.40 c	3.25 - 3.49 c	-	-	-	-
Boiler operators, auxiliary	2.69 - 2.94 b	2.77 - 3.02 b	-	-	-	-
Boiler operators, assistant	-	-	3.40 - 3.63 c	3.59 - 3.82 c	3.81 - 4.04 c	4.06 - 4.29 c
Coal plant operators (A)	3.77 - 4.00 c	3.87 - 4.10 c	4.05 - 4.28 c	4.28 - 4.51 c	4.55 - 4.78 c	4.85 - 5.08 c
Coal plant operators (BB)	3.38 - 3.61 c	3.47 - 3.70 c	3.61 - 3.84 c	3.80 - 4.03 c	4.02 - 4.25 c	4.27 - 4.50 c
Coal plant operators (B)	3.17 - 3.40 c	3.26 - 3.49 c	3.40 - 3.63 c	3.59 - 3.82 c	3.81 - 4.04 c	4.06 - 4.29 c
Coal plant operators (C)	2.72 - 2.97 b	2.80 - 3.05 b	2.90 - 3.15 b	3.05 - 3.30 b	3.22 - 3.47 b	3.42 - 3.67 b
Electrical maintenance men (A)	-	-	4.05 - 4.28 c	4.28 - 4.51 c	4.55 - 4.78 c	4.85 - 5.08 c
Electrical maintenance men (B)	-	-	3.40 - 3.63 c	3.59 - 3.82 c	3.81 - 4.04 c	4.06 - 4.29 c
Electrical mechanics (A)	3.77 - 4.00 c	3.87 - 4.10 c	-	-	-	-
Electrical mechanics (B)	3.17 - 3.40 c	3.26 - 3.49 c	-	-	-	-
Helpers, electrical	-	-	2.77 - 3.01 b	2.92 - 3.16 b	3.09 - 3.33 b	3.29 - 3.53 b
Helpers, mechanical	-	-	2.77 - 3.01 b	2.92 - 3.16 b	3.09 - 3.33 b	3.29 - 3.53 b
Helpers, electrical maintenance	2.59 - 2.83 f	2.67 - 2.91 f	-	-	-	-
Helpers, mechanical maintenance	2.59 - 2.83 f	2.67 - 2.91 f	-	-	-	-
Instrument mechanic (A)	3.77 - 4.00 c	3.87 - 4.10 c	-	-	-	-
Instrument mechanic (B)	-	-	4.05 - 4.28 c	4.28 - 4.51 c	4.55 - 4.78 c	4.85 - 5.08 c
Janitors	2.35 - 2.51 a	2.43 - 2.59 a	3.40 - 3.63 c	3.59 - 3.82 c	3.81 - 4.04 c	4.06 - 4.29 c
Mechanics (A)	3.77 - 4.00 c	3.87 - 4.10 c	2.51 - 2.67 a	2.64 - 2.80 a	2.64 - 2.80 a	2.82 - 2.97 k
Mechanics (B)	3.17 - 3.40 c	3.26 - 3.49 c	4.05 - 4.28 c	4.28 - 4.51 c	4.55 - 4.78 c	4.85 - 5.08 c
Operators, auxiliary	-	-	3.40 - 3.63 c	3.59 - 3.82 c	3.81 - 4.04 c	4.06 - 4.29 c
Switchboard operators	3.77 - 4.00 c	3.87 - 4.10 c	2.89 - 3.12 b	3.04 - 3.27 b	3.21 - 3.44 b	3.41 - 3.64 b
Switchboard operators, assistant	3.17 - 3.40 c	3.26 - 3.49 c	4.05 - 4.28 c	4.28 - 4.51 c	4.55 - 4.78 c	4.85 - 5.08 c
Turbine operators	-	-	3.40 - 3.63 c	3.59 - 3.82 c	3.81 - 4.04 c	4.06 - 4.29 c
Turbine operators (A)	3.77 - 4.00 c	3.87 - 4.10 c	4.05 - 4.28 c	4.28 - 4.51 c	4.55 - 4.78 c	4.85 - 5.08 c
Turbine operators, 2d grade	3.16 - 3.40 c	3.25 - 3.49 c	-	-	-	-
Turbine operators, auxiliary	2.67 - 2.94 g	2.75 - 3.02 g	-	-	-	-
Turbine operators, assistant	-	-	3.40 - 3.63 c	3.59 - 3.82 c	3.81 - 4.04 c	4.06 - 4.29 c

See footnotes at end of table.

Table 2b. Hourly rates for selected occupations on specified dates, 1964-73—Continued

Department and job title	Minimum and maximum rates and progression schedules			
	Apr. 1, 1970 ¹	Apr. 1, 1971 ¹	Apr. 1, 1972 ¹	Apr. 1, 1973 ¹
<i>Inside plant</i>				
Auxiliary operators, electrical	\$3.63 – \$3.88 b	\$3.93 – \$4.18 b	\$4.21 – \$4.46 b	\$4.53 – \$4.78 b
Boiler mechanics, 2d grade	—	—	—	—
Control operators	5.38 – 5.64 d	5.88 – 6.14 d	6.31 – 6.57 d	6.78 – 7.04 d
Electrical operators	5.27 – 5.50 c	5.77 – 6.00 c	6.19 – 6.42 c	6.65 – 6.88 c
Laborers; janitors	3.02 – 3.17 k	3.27 – 3.42 k	3.50 – 3.65 k	3.76 – 3.91 k
Maintenance mechanics, 2d grade ²	4.31 – 4.54 c	4.71 – 4.94 c	5.04 – 5.27 c	5.41 – 5.64 c
Mechanics, 2d grade	—	—	—	—
Switchboard operators	—	—	—	—
<i>Outside plant</i>				
Cablemen	3.86 – 4.09 c	4.16 – 4.39 c	4.45 – 4.68 c	4.78 – 5.01 c
Crew leader, line	5.70 – 5.87 j	6.20 – 6.37 j	6.65 – 6.82 j	7.13 – 7.30 j
Groundmen	3.16 – 3.36 l	3.41 – 3.61 l	3.65 – 3.85 l	3.92 – 4.12 l
Linemen	5.29 – 5.50 h	5.79 – 6.00 h	6.21 – 6.42 h	6.67 – 6.88 h
Mechanics, transportation equipment	5.04 – 5.24 h	5.54 – 5.74 h	5.94 – 6.14 h	6.38 – 6.58 h
Metermen	—	—	—	—
Meter servicemen ³	4.53 – 4.76 c	4.93 – 5.16 c	5.29 – 5.52 c	5.68 – 5.91 c
Servicemen, meter department	5.27 – 5.50 c	5.77 – 6.00 c	6.19 – 6.42 c	6.65 – 6.88 c
Troublemakers, cable	5.48 – 5.74 d	5.98 – 6.24 d	6.42 – 6.68 d	6.89 – 7.15 d
<i>Powerton Generating Station (Super-Power Division) and the Kincaid Generating Station⁴</i>				
Boiler cleaners	—	—	—	—
Boiler operators	5.27 – 5.50 c	5.77 – 6.00 c	6.19 – 6.42 c	6.65 – 6.88 c
Boiler operators, 2d grade	—	—	—	—
Boiler operators, auxiliary	—	—	—	—
Boiler operators, assistant	4.38 – 4.61 c	4.78 – 5.01 c	5.13 – 5.36 c	5.51 – 5.74 c
Coal plant operators (A)	5.27 – 5.50 c	5.77 – 6.00 c	6.19 – 6.42 c	6.65 – 6.88 c
Coal plant operators (BB)	4.61 – 4.84 c	—	—	—
Coal plant operators (B)	4.38 – 4.61 c	4.78 – 5.01 c	5.13 – 5.36 c	5.51 – 5.74 c
Coal plant operators (C)	3.66 – 3.91 b	3.96 – 4.21 b	4.24 – 4.49 b	4.56 – 4.81 b
Electrical maintenance men (A)	5.27 – 5.50 c	5.77 – 6.00 c	6.19 – 6.42 c	6.65 – 6.88 c
Electrical maintenance men (B)	4.38 – 4.61 c	4.78 – 5.01 c	5.13 – 5.36 c	5.51 – 5.74 c
Electrical mechanics (A)	—	—	—	—
Electrical mechanics (B)	—	—	—	—
Helpers, electrical	3.53 – 3.77 b	3.83 – 4.07 j	4.10 – 4.34 j	4.41 – 4.65 j
Helpers, mechanical	3.53 – 3.77 b	3.83 – 4.07 j	4.10 – 4.34 j	4.41 – 4.65 j
Helpers, electrical maintenance	—	—	—	—
Helpers, mechanical maintenance	—	—	—	—
Instrument mechanic	—	—	—	—
Instrument mechanic (A)	5.27 – 5.50 c	5.77 – 6.00 c	6.19 – 6.42 c	6.65 – 6.88 c
Instrument mechanic (B)	4.38 – 4.61 c	4.78 – 5.01 c	5.13 – 5.36 c	5.51 – 5.74 c
Janitors	3.02 – 3.17 k	3.27 – 3.42 k	3.50 – 3.65 k	3.76 – 3.91 k
Mechanics (A)	5.27 – 5.50 c	5.77 – 6.00 c	6.19 – 6.42 c	6.65 – 6.88 c
Mechanics (B)	4.38 – 4.61 c	4.78 – 5.01 c	5.13 – 5.36 c	5.51 – 5.74 c
Operators, auxiliary	3.65 – 3.88 b	3.95 – 4.18 b	4.23 – 4.46 b	4.55 – 4.78 b
Switchboard operators	5.27 – 5.50 c	5.77 – 6.00 c	6.19 – 6.42 c	6.65 – 6.88 c
Switchboard operators, assistant	4.38 – 4.61 c	4.78 – 5.01 c	5.13 – 5.36 c	5.51 – 5.74 c
Turbine operators	5.27 – 5.50 c	5.77 – 6.00 c	6.19 – 6.42 c	6.65 – 6.88 c
Turbine operators (A)	—	—	—	—
Turbine operators, 2d grade	—	—	—	—
Turbine operators, auxiliary	—	—	—	—
Turbine operators, assistant	4.38 – 4.61 c	4.78 – 5.01 c	5.13 – 5.36 c	5.51 – 5.74 c

¹ The progression from the minimum to the maximum was at the following intervals:
a—3 months; 6 months; 1 year; 1 year, 9 months; 2 years, 6 months.
b—3 months; 9 months; 1 year, 3 months; 1 year, 9 months; 2 years, 3 months; 2 years, 9 months; 3 years, 3 months; 4 years.
c—6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years; 3 years, 6 months; 4 years.
d—6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years; 3 years, 6 months; 4 years; 4 years, 6 months.
e—3 months; 6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years.
f—3 months; 6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years, 3 months; 4 years.
g—3 months; 6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years; 3 years, 6 months, 4 years.
h—6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years; 3 years, 6 months.
i—3 months; 6 months; 1 year; 1 year, 6 months; 2 years, 3 months; 3 years.
j—6 months; 1 year; 1 year, 6 months; 2 years; 2 years, 6 months; 3 years.
k—6 months; 1 year; 1 year, 6 months.
l—6 months; 1 year; 1 year, 6 months; 2 years.

² New job classification established under 1969 agreement which included former jobs of Boiler Mechanic, 2d grade and Mechanic, 2d grade.

³ Upgraded former job of Meterman with increased responsibilities.

⁴ Kincaid came under agreement for Powerton in March 1966.

Table 3. Supplementary compensation practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift premium pay		
Oct. 1, 1945	Five cents an hour paid employees on the night shift for all time worked when regularly scheduled hours were between 8:30 p.m. and 6 a.m.	Premium was paid in addition to and included in the calculation of overtime, when applicable.
July 1, 1947 . . . . .	. . . . .	Provision of 1945 agreement not applicable to Sundays when regularly scheduled as basic workdays. (See Premium Pay for Weekend Work.)
Mar. 1, 1952	Change to: 10 cents an hour.	
Apr. 1, 1956 (agreement dated May 2, 1957).	Increased to: 12 cents an hour.	
Apr. 1, 1962 (agreement dated July 12, 1962).	Increased to: 15 cents an hour (was 12 cents).	
Apr. 1, 1966 (agreement dated May 17, 1966).	Increased to: 16 cents an hour (was 15 cents).	
Apr. 1, 1969 (agreement dated June 24, 1969).	Increased to: 23 cents an hour.	
Apr. 1, 1971 (agreement dated May 11, 1971).	Increased to: 24 cents an hour.	
July 1, 1971 (agreement dated May 11, 1971).	. . . . .	Changed: Shift premium applicable to shift work on a Sunday as a basic workday and computed same as for other days in week.
Overtime pay		
Oct. 1, 1945	Time and one-half for all hours worked outside of scheduled hours in basic workweek.	
July 1, 1971 (agreement dated May 11, 1971).	Added: Double time paid for all work over 16 consecutive hours.	
Premium pay for weekend work		
Oct. 1, 1945	Time and one-half for work on 6th day; double time for work on the 7th consecutive day. ²	Overtime paid on second regular day off only if employee worked 7 consecutive days in a scheduled workweek including his first regular day off.
July 1, 1947	Shift and semishift employees: ³ Time and one-fourth for work on Sunday when regularly scheduled workday.	
Apr. 1, 1971 (agreement dated May 11, 1971).	. . . . .	Changed: Premium not applicable for shift and semishift employees, if any overtime was applicable for work on a Sunday when regularly scheduled workday. (Previously, if any other premium or overtime was payable for such hours, only the highest applicable premium or overtime rate was paid.)
July 1, 1971 (agreement dated May 11, 1971).	. . . . .	Changed: To qualify for double time rate for work on employee's second regularly scheduled day off, employee need not have worked overtime which was allocated to the calendar day of his first regular day off.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay		
Oct. 1, 1945	Regular rate paid on 7 specified holidays not worked, falling on regular workdays. Double time (total) for work on 7 holidays falling on regular workday during scheduled work hours; triple time (total) for hours outside of regular schedule. Double time and one-half (total) for first 8 hours on non-work days; triple time (total) thereafter.	Holidays were: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas (and Presidential Election Day in election years). Double time for all hours in regular schedule for work on holidays that fell on Saturday if also a scheduled workday, triple time for hours outside of schedule. Double time for all hours worked on nonscheduled workday. No pay for Saturday holidays not worked.
Oct. 29, 1946	Added: 2 paid holidays (total 9).	Holidays were: Lincoln's Birthday and Armistice Day.
Apr. 1, 1954 (agreement dated Apr. 20, 1954).	Changed to: Holiday pay guaranteed, regardless of day on which holiday fell.	Changed to: Holidays falling on Sunday to be observed on the following Monday. Holidays falling on Saturday to be observed on the preceding Friday for employees not regularly scheduled to work on Saturday and on the Saturday on which holiday occurred for employees regularly scheduled to work on that day.
Apr. 1, 1958 (agreement dated May 2, 1957).	Changed to: Double time and one-half (total) for work on holidays falling on regular workday during scheduled work hours.	
Mar. 24, 1967 (agreement dated May 17, 1966).	Added: 1 paid holiday (total 10 ⁴).	Holiday was: Good Friday.
Apr. 1, 1971 (agreement dated May 11, 1971).	Added: 1 paid holiday (total 11 plus Presidential Election Day).	Holiday was: Columbus Day.
Vacation pay		
Oct. 1, 1945	Two calendar weeks with pay after 1 but less than 14 years of service; 1 additional day for each year of service over 14.	Maximum vacation of 30 calendar days paid at employee's regular rate. Vacation not cumulative.
Apr. 1, 1956 (agreement dated May 15, 1956).	Changed to: 2 calendar weeks with pay after 1 but less than 10 years' continuous service; 1 additional workday for each year of service over 9 (maximum 22 workdays).	
Apr. 1, 1959 (agreement dated May 14, 1959).	. . . . .	Added: Vacation provisions applicable only to regular employees under normal retirement age on the payroll on last day of preceding calendar year. Full vacation for which eligible during the current year granted retiring employee before being added to service annuity roll.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Vacation pay—Continued		
Apr. 1, 1962 (agreement dated July 12, 1962).	Increased to: For workers with service of 12 years and 22 years or more, 2 additional workdays paid vacation; for workers with 13 years' service, 1 additional workday—resulting in a total of 15 days of vacation in the 12th, 13th, and 14th years of service (formerly 13, 14, and 15 days, respectively) and 24 days of vacation in the 22d year of service and thereafter (formerly 22 days).	Increased: Maximum vacation, to 24 workdays.
Apr. 1, 1966 (agreement dated May 17, 1966).	Increased to: Employee with 10 but less than 15 years of service, 3 calendar weeks; for each year of service over 14, 1 day added, until vacation totaled a maximum of 5 calendar weeks.	
Jan. 1, 1970 (agreement dated June 24, 1969).	Increased to: Employee with 9 but less than 10 years of service, 11 workdays of vacation.	
Jan. 1, 1971 (agreement dated June 24, 1969).	Increased to: Employee with 8 but less than 9 years of service, 11 workdays of vacation; employee with 9 but less than 10 years of service, 12 workdays.	
Apr. 1, 1971 (agreement dated May 11, 1971).	Added: 5 workdays of service anniversary vacation were added to the previous 25 workdays of vacation for employees in the years in which they attained 25, 32, 39, and 46 years of continuous service (25 workdays of vacation continued to be provided in all other years after attainment of 25 years of service). ⁵	
Apr. 1, 1973 (agreement dated June 11, 1973).	Increased: Vacation by as much as 5 additional workdays for employees in certain seniority brackets. ⁶	Applicable only to workers on payroll on Apr. 1, 1973.
Apr. 1, 1974 (agreement dated June 11, 1973).	Increased: Vacation by either 1 or 2 additional workdays for employees in certain seniority brackets. ⁶	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid sick leave		
Oct. 1, 1945 (established July 1, 1920).	Full pay provided regular employees during approved nonindustrial disability absences of 1 week or less, as follows: For employees with less than 6 months' service, cumulative total of 6 days annually; with 6 months' to 1 year's service, total of 8 days; after 1 year, 2 additional days allowed for each additional year of service.	Company practice. Not covered by union agreement. On January 1 of each year, employees' full allotment was restored.
Dec. 1, 1947	Changed to: Full pay provided regular employees during approved nonindustrial disability absences of 1 week or less.	Limit on the number of days of first week's absence allowable in any calendar year removed.
Reporting time		
Oct. 1, 1945	Minimum of 4 hours' straight-time pay guaranteed employees reporting for scheduled overtime when work was not available.	
Call-back pay		
Dec. 1, 1945	Minimum of 2 hours' straight-time pay guaranteed, or time and one-half for actual hours worked, whichever was higher.	Allowance paid employees called back to work more than once within a workday not to exceed amount that would have been paid had work been continuous. Overtime worked immediately before or after regularly scheduled hours not considered call-back time.
Travel pay		
Oct. 1, 1945	Minimum of 2 hours' straight-time pay guaranteed for travel on call-back.	No travel allowance paid for call-backs involving 8 or more hours' work. Employees in inside and outside plant departments operating company vehicles, kept at home, received the minimum travel allowance for call-backs instead of pay for actual travel to and from job. Inside and outside plant employees required to travel from company headquarters to other locations within the territory did so on company time.
Standby time		
Oct. 1, 1945	Time and one-half paid for all hours when an employee was ordered to remain at a specified location awaiting emergency calls outside of regular work hours.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Bereavement pay		
Oct. 1, 1945 Apr. 1, 1962 (agreement dated July 12, 1962).	Maximum of 3 days' pay allowed for absence because of death in immediate family.	Immediate family' defined as parents, brother, sister, wife husband, child, grandparents, brother- or sister-in-law, or parents-in-law. Added: To definition of immediate family—grandchild.
Jury duty		
Oct. 1, 1945	Regular rates paid employee for all time spent serving on jury and for first day required to be in court under summons or subpoena.	Service paid for only once every 2 years. Employees required to work on days when not serving on jury, if regularly employed on day shift. All fees (in addition to regular rates paid by company) received for jury or court service to be retained by employee.
Shifted-tour pay		
Oct. 1, 1945	Time and one-half paid for first day of new shift when (1) less than 48 hours' notice was given between end of old and beginning of new daily or weekly schedule, or (2) change in scheduled daily hours was to last less than 3 days.	Inside and outside plant departments—Not applicable to relief operators in substation department and to the following, when change in starting time exceeded 2 hours before or 1 hour after scheduled starting time: Transportation department trip chauffeurs and those assigned to underground division, construction department cable splicers, cable helpers when assigned to the night-splicing crews, construction field-equipment operators, and construction field-equipment operators (senior grade) when assigned to pump, trouble trucks or to relief.
Pay for rest periods		
Oct. 1, 1945 Apr. 1, 1959 (agreement dated May 14, 1959).	Regular rate paid when rest period extended into regularly scheduled hours.	Employees entitled to 8 continuous hours of rest after more than 16 hours of continuous work, even though all or part of the 8-hour rest period extended into the next regular work schedule. Changed to: Employees entitled to 8 continuous hours of rest after more than 16 hours of continuous work or more than 8 hours of overtime in the 16-hour period immediately preceding the basic workday; employee to be paid for time not worked if all or part of the 8-hour rest period extended into the next regular work schedule.
Telephone installation and maintenance		
Oct. 1, 1945	Company to pay additional cost when employee was required to increase class of telephone service in home.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Sickness and accident benefits		
Oct. 1, 1945	Commonwealth Edison Mutual Benefit Association plan provided—Disability benefits, ranging from 10 to 50 percent of regular pay, payable from the 8th consecutive day of absence up to 104 weeks.	Not covered by union agreement. Membership available to any regular employee. Employees paid dues according to an age-rate schedule, annually adjusted to reflect the association's benefit-payment experience for the previous 12 months. The company also provided supplementary benefits ranging from 10 to 50 percent, depending on length of employee's service. Employees not members of the association were paid one-half of the percentage of regular pay provided by the company to members of the plan.
Dec. 1, 1947	Changed to: 75 to 100 percent of regular pay for maximum of 52 weeks, depending on length of membership in plan and type of disability. Payment started on 8th day of disability.	Membership available to employees with 3 months' service. Minimum dues for employees, 0.8 percent of regular pay. Company contributed an amount equal to that paid by members. The company provided 37½ to 50 percent of regular pay, depending on length of service and type of disability, up to maximum of 52 weeks, for employees not members of the association.
Occupational sickness and accident benefits		
Oct. 1, 1945	Employees disabled by industrial injury or illness to receive the difference between full basic rate of pay and amount paid under State and/or Federal compensation acts for 12 months.	Company practice. Not included in union agreement.
Group hospitalization, medical, and surgical insurance benefits		
Oct. 1, 1945 (established Aug. 16, 1940).	Plan provided— Hospitalization: Up to \$4 a day for 70 days for employees; up to \$3 for 31 days for dependents; Other hospital charges: Up to \$20 for employees; up to \$15 for dependents; Surgical benefits: Up to \$150 for employees; up to \$75 for dependents. ⁷	Not covered by union agreement. Membership available to regular employees. Administered by Mutual Benefit Association at cost. Premiums, periodically adjusted, paid by employees. Extra premiums paid by employees for surgical benefit coverage for dependents.
Dec. 1, 1947	Changed to— Hospitalization: Up to \$6 a day for 70 days for employees; up to \$5 for 31 days for dependents (up to 10 days for pregnancy); Surgical benefits: Up to \$225 for employees; up to \$150 for dependents.	Semimonthly premiums established ranging from 57 cents to \$2. Maternity benefits not provided employees.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Group hospitalization, medical, and surgical insurance benefits—Continued		
Jan. 1, 1951	<p>Increased to— Hospitalization: Up to \$8 a day for employees; up to \$7 for dependents; Other hospital charges: Up to \$1,000 reimbursement at rate of 80 percent of actual charges.</p>	<p>Biweekly premiums established: 64 cents for employee; \$2.15 for employee, wife, and unmarried children up to age 19.</p>
May 1, 1952		<p>Company agreed to contribute 40 cents biweekly toward premium for employee coverage.</p>
Aug. 4, 1952	<p>Added: Miscellaneous benefits—80 percent of charge for emergency X-rays taken outside hospital. Maximum benefit, \$15, paid only when X-rays were taken because of and within 24 hours of injury from accident.</p>	<p>Biweekly premium for employee increased to 85 cents and to \$2.50 for employee with two or more dependents.</p>
Dec. 20, 1954 (agreement dated Nov. 5, 1954).	<p>Added: Major Medical Expense Insurance—For employees and dependents, major medical expense insurance which could be substituted for basic group hospitalization and surgical benefits or subscribed to in addition to such benefits. For those subscribing for only major medical expense insurance, plan paid 75 percent of medical expenses for nonoccupational illnesses and injuries over 5 percent of the employee's annual base rate of pay. For employee subscribing for both plans, major medical expense insurance paid 75 percent of medical expenses for nonoccupational illnesses and injuries over 5 percent of employee's annual base rate per year not covered by basic plan. Minimum amount deductible was \$250 and maximum \$750 per person. Maximum benefits payable under major medical expense insurance—\$10,000 per person.</p>	<p>Employees could select one of three plans: Basic (see provisions above); major medical expense insurance; or combined basic and major medical expense insurance.</p> <p>Maximum benefit could be reinstated after employee or dependent had collected \$1,000 or more in benefits, provided satisfactory evidence of insurability had been submitted to insurance company.</p> <p>The deductible applied to each covered family member only once in each calendar year, regardless of the number of disabilities.⁸ When any part of the year's deductible was applied against medical expenses arising during the last 3 months of that year, the deductible for the following year was reduced by that amount.</p> <p>Benefits extended for 1 year if employee or dependent was totally disabled at time insurance terminated, subject to the maximum benefit.</p> <p>Disability existing on effective date of insurance not to be covered by major medical expense provision unless period of 90 consecutive days elapsed during which (a) employee or dependent had neither consulted a physician nor taken prescribed drugs or medicine nor been treated for the disability or (b) employee had not lost any time from work because of the disability.</p> <p>Company contributed 50 cents biweekly to both the basic and the major medical expense insurance plans and \$1 biweekly to the combined plan. Biweekly premiums for employees were as follows: Basic plan—20 cents for employee alone and \$1.85 for employee and dependents; combined plans—40 cents for employee alone and \$3.30 for employee and dependents; major medical expense insurance—30 cents for employee alone and \$2.44 for employee and dependents.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Group hospitalization, medical, and surgical insurance benefits—Continued		
Sept. 1, 1954 (agreement dated Nov. 5, 1954).	<p>Added: For service annuitant and wife—Major Medical Expense Insurance—75 percent of hospital-medical expenses over 5 percent in any calendar year of basic annual rate of pay at time of retirement (minimum deductible \$250, maximum \$750) up to lifetime maximum benefit of \$5,000 for each covered individual. Expenses covered were essentially the same as for active employees.</p>	<p>Applicable to annuitants retiring with a service annuity on and after Sept. 1, 1954, provided they were covered under any of the company's group hospitalization or medical expense plans for active employees on the day before retirement.</p> <p>Service annuitant to contribute biweekly \$1.40 for self only and \$2.80 for self and wife. Company to contribute a fixed amount each year which when added to the premiums paid by the service annuitant was expected to equal the level premium cost over a 20-year period for present coverage.</p>
Jan. 1, 1958 (decision of Board of Directors of the Mutual Benefit Association dated Mar. 4, 1958).	<p>Changed to: For employees and dependents—Comprehensive medical expense insurance plan replacing all previous medical expense plans and providing:</p> <p>(A) For employees and dependents—80 percent of in-hospital expenses and 80 percent of medical expenses less 1 percent, in any calendar year, of employee's annual base rate of pay (minimum deductible \$50, maximum \$250), up to lifetime maximum benefit of \$15,000 for each individual.</p> <p>(B) Coverage included expenses under previous major medical expense plan, plus hospital room and board up to \$20 a day and other hospital expenses, ambulance service from place disability occurred to local hospital, and expenses for dependent wife arising from postpartum psychosis requiring shock treatment and phlebitis resulting in pulmonary embolism.</p>	<p>Available to regular employees with 3 months' service or more and their dependent wives and children under age 19 residing in the United States.</p> <p>In-hospital benefits not subject to the deductible. The deductible applied to each covered family member only once in each calendar year, regardless of number of disabilities.⁸</p> <p>Maximum benefit could be reinstated after employee or dependent collected \$1,000 or more in benefits, provided medical evidence of insurability was satisfactory to the insurance company.</p> <p>Benefits extended 1 year if employee or dependent was totally disabled at time insurance was terminated, subject to the maximum benefit for the person so disabled.</p> <p>Expenses covered by the previous major medical plan included fees of physician or surgeon; charges of a registered graduate nurse; prescription drugs and medicines; diagnostic X-ray and laboratory expenses; X-ray, radium, and radioactive isotope therapy; anesthetics and oxygen; rental of iron lung and other durable equipment for therapeutic treatment; artificial limbs and eyes; and above applicable expenses in connection with dental work or cosmetic surgery for repair of injuries from nonoccupational accident while insured and above applicable expenses for certain complications arising from pregnancy of dependent wives.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters												
Group hospitalization, medical, and surgical insurance benefits—Continued														
Jan. 1, 1958— continued	<p>(C) Maternity benefits: For dependent wives—separate maternity benefits providing 80 percent of (1) hospital expenses up to \$20 a day for 10 days, (2) hospital services expenses, (3) anesthesiologist charges, and (4) actual surgeon's charges up to \$50 for normal delivery, \$25 for miscarriage, or \$100 for Caesarean.</p>	<p>Benefits not subject to the deductible nor to be included in lifetime maximum benefit; benefits payable for any excess of covered medical expenses from complications of pregnancy. Benefits not available to female employees. Infants eligible for benefits immediately after birth; cost of medical services not included in computing maximum allowable to mothers. The biweekly premium was established as follows:</p> <table border="1" data-bbox="725 517 1330 600"> <thead> <tr> <th></th> <th>Total⁹</th> <th>Company</th> <th>Employee</th> </tr> </thead> <tbody> <tr> <td>Employee only</td> <td>\$1.59</td> <td>\$1.00</td> <td>\$0.40</td> </tr> <tr> <td>Employee and dependents</td> <td>5.11</td> <td>1.00</td> <td>3.30</td> </tr> </tbody> </table>		Total ⁹	Company	Employee	Employee only	\$1.59	\$1.00	\$0.40	Employee and dependents	5.11	1.00	3.30
	Total ⁹	Company	Employee											
Employee only	\$1.59	\$1.00	\$0.40											
Employee and dependents	5.11	1.00	3.30											
<p>Apr. 3, 1960 (agreement dated Apr. 8, 1960). Jan. 1, 1964 (agreement dated May 7, 1964).</p>	<p>Changed to: For service annuitants and wives—major medical expense insurance providing 75 percent of hospital-medical expenses over 3 percent, in any calendar year, of annual basic rate of pay at time of retirement (continued to be minimum deductible \$150, maximum \$450, for annuitant and wife separately).</p> <p>Comprehensive medical expense insurance plan. Increased: Comprehensive medical expense plan, lifetime maximum—to \$30,000 for each individual.</p> <p>Major medical expense plan for service annuitants and wives: Increased: Lifetime maximum—to \$10,000 per person; hospital room and board—to \$25 a day (was \$20). Reduced: Deductible—to 2 (was 3) percent, in any calendar year, of annual basic rate of pay at time of retirement (minimum deductible \$100, maximum \$300).</p>	<p>Benefits not subject to the deductible nor to be included in lifetime maximum benefit; benefits payable for any excess of covered medical expenses from complications of pregnancy. Benefits not available to female employees. Infants eligible for benefits immediately after birth; cost of medical services not included in computing maximum allowable to mothers. The biweekly premium was established as follows:</p> <p>Increased: Biweekly company contribution for employees with dependents by 50 cents to \$1.50. Company to pay increased cost of higher benefits under comprehensive medical expense plan.</p>												
Apr. 1, 1964 (agreement dated May 7, 1964).	Comprehensive medical expense insurance plan.	Increased: Biweekly company contribution to \$1.03 for employee only and to \$1.57 for employee with dependents.												

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Group hospitalization, medical, and surgical insurance benefits—Continued		
<p>May 1, 1964 (agreement dated May 7, 1964).</p> <p>Jan. 1, 1965 (decision of the Board of Directors of the Mutual Benefit Association dated Mar. 26, 1964).</p>	<p>.....</p> <p>Comprehensive medical expense insurance plan.</p> <p>Added: Maximum of \$300 per calendar year for outpatient psychiatric treatment of nervous or mental disorders.</p> <p>Increased: Separate maternity benefits for dependent wives—actual surgeon's charges up to \$75 for normal delivery, \$25 (\$37.50 with dilation and curettage) for miscarriage, and \$125 for Caesarean.</p> <p>Added: Medical expenses under comprehensive plan also included charges of licensed practical nurse, administration of (in addition to provision of) anesthesia and oxygen, covered expenses in connection with dental work or oral surgery for prompt repair of natural teeth or other body tissues required as a result of nonoccupational accident while insured.</p>	<p>Increased: Major medical service annuitants premium to \$2 for self only (was \$1.40) and \$4 for self and wife (was \$2.80).</p>
<p>July 1, 1966 (supplemental letter dated Mar. 14, 1966).</p>	<p>.....</p>	<p>Revised: Major medical expense plan for service annuitants and dependent wives age 65 or over to supplement, rather than duplicate, Medicare benefits. The "65 and over" provisions increased the lifetime limit on benefits to \$15,000 and added to Medicare by covering (a) hospital confinement over 90 days for a semiprivate room, (b) prescribed drugs outside of hospital or extended care facility, and (c) private duty nursing in hospital. Those receiving benefits under such coverage to pay first \$50 plus 20 percent of remaining costs. Company to pay premium.</p>
<p>Oct. 1, 1966</p>	<p>Comprehensive medical expense plan.</p>	<p>Added: Separate maternity benefit was extended to female employee who insured her husband as a dependent.</p>
<p>Jan. 1, 1967 (decision of Board of Directors of Mutual Benefit Association dated Nov. 18, 1966).</p>	<p>Comprehensive medical expense plan.</p> <p>Increased: Hospital room and board—to 80 percent of semiprivate room rate.</p> <p>Increased: Separate maternity benefits—(1) 80 percent of hospital expenses at semiprivate room rate, and (2) actual surgeon's charges of \$100 for normal delivery, \$25 (\$50 with dilation and curettage) for miscarriage, and \$200 for Caesarean.</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Group hospitalization, medical, and surgical insurance benefits—Continued		
Jan. 1, 1968 (decision of Board of Directors of Mutual Benefit Association dated July 20, 1967).	Comprehensive medical expense plan. Reduced: Deductible—to 0.5 (was 1) percent, in any calendar year, of employee's annual base rate of pay (minimum deductible \$50, maximum \$250).	
Jan. 1, 1969 (agreement dated June 24, 1969).	Major medical expense plan for service annuitants and wives. Increased: To 80 percent of covered expenses; hospital room and board—to hospital's charge for a semiprivate accommodation. Reduced: Deductible—to 0.5 (was 2) percent, in any calendar year, of annual basic rate of pay at time of retirement (minimum deductible \$50, maximum \$150).	Company to pay increased cost of higher benefits under major medical expense plan.
Apr. 1, 1969 (agreement dated June 24, 1969).	Comprehensive medical expense plan.	Increased: Biweekly company contribution to \$2.84 for employee only and to \$7.68 for employee with dependents.
Nov. 21, 1969 (decision of Board of Directors of Mutual Benefit Association of same date).	.....	Expanded: Dependent definition under comprehensive medical plan to include unmarried dependent child age 19 or over who became incapable of self-support by reason of mental retardation or physical handicap before age 19 and dependent upon employee on reaching age 19 on or after Nov. 2, 1969.
Jan. 1, 1970 (decision of Board of Directors of Mutual Benefit Association dated Nov. 21, 1969).	Comprehensive medical expense plan. Changed: Maximum of \$600 in a calendar year for out-patient hospital treatment of nervous or mental disorders. Added: Plan provided insulin and needles for diabetics.	Changed: On each Jan. 1, after Jan. 1, 1970, while employee was insured, the unused portion of covered family member's maximum benefit under the CMEP was to be automatically restored, for covered medical expenses incurred by such family, up to \$2,000 a year.
Jan. 1, 1971 (agreement dated June 24, 1969).	Comprehensive medical expense plan.	Increased: Biweekly company contribution to \$3.04 for employee only and to \$8.22 for employee with dependents.
Dec. 27, 1971 (agreement dated May 20, 1971).	Comprehensive medical expense plan.	Increased: Biweekly company contribution to \$3.71 for employee only and to \$10.01 for employee with dependents.
Jan. 1, 1972 (decision of Board of Directors of Mutual Benefit Association dated Dec. 27, 1971).	Comprehensive medical expense plan. Increased: Separate maternity benefits—actual surgeon's charges to \$125 for normal delivery.	
Apr. 1, 1972 (agreement dated June 6, 1972).	Comprehensive medical expense plan.	Increased: Biweekly company contribution to \$4.53 for employee only and to \$12.23 for employee with dependents.
Apr. 1, 1973 (agreement dated June 11, 1973).	Comprehensive medical expense plan.	Increased: Biweekly company contribution to \$4.95 for employee only and to \$13.50 for employee with dependents.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Group life insurance		
Jan. 1, 1946	Noncontributory life insurance plan established providing—for employees with 6 months' service: From \$500 to \$2,000 up to age 65; from \$500 to \$1,500 thereafter.	Coverage extended 31 days past termination of service, during which period coverage could be converted to any type of life insurance except "term" insurance.
Jan. 19, 1953 (memorandum of agreement dated Oct. 23, 1952).	Added: Contributory life insurance plan made available to regular employees under age 65 after 6 months' continuous service. Face value, together with non-contributory insurance, to equal employees' annual earnings to the next highest \$1,000. ¹⁰	<p>Insurance program consisted of two phases: Employees with less than 6 years' service and subscribing to plan provided with term insurance; on completion of 5 years' service, both term and paid-up insurance provided. Employee's contribution allocated to the paid-up and the company's contribution to term insurance; the latter decreased as the paid-up insurance increased.</p> <p>Term insurance to cease on retirement, termination of employment, or at age 65; however, employee retained paid-up insurance in value purchased by his contributions or received its cash value.</p> <p>Employees terminated for total disability before age 60 to have insurance continued without cost during period of disability, provided proof of disability was furnished as required by insurance company.</p> <p>Employees and annuitants allowed to continue insurance under 13 plans previously available but the insurance provided under these plans was to be deducted from the amount provided by the current term policy.</p> <p>Biweekly premiums established: 23 cents per \$1,000 for employees with less than 5 years' service; after 5 years' service, according to age at time of completion of 5 years' service.¹¹ Company to pay remainder of cost.</p>
Jan. 1, 1959 (supplemental agreement dated Mar. 4, 1959).	.....	Employee electing a marital annuity under company's pension plan to have "term" portion of coverage canceled on the date annuity became effective or at age 60, whichever was later.
Apr. 1, 1960 (agreement dated Apr. 8, 1960).	Added: Accidental death—double indemnity. ¹⁰	
Apr. 25, 1964 (agreement dated May 7, 1964).	Increased: Contributory life insurance to approximately 1½ times base rate of pay. ¹²	Employee could elect to continue previous coverage. Contributory insurance, previously canceled because of marital annuity pension election, could be reinstated until retirement.
Jan. 1, 1969 (agreement dated June 24, 1969).	Changed: Noncontributory life insurance plan—coverage to be reduced to no less than \$1,500 at age 65. ¹³	
June 14, 1969 (agreement of June 24, 1969).	Increased: Contributory life insurance plan—company provided an additional amount which when added to contributory life insurance equaled approximately 2 years' salary. ¹⁴	Applied only to employees enrolled in contributory plan.
	Changed: Accidental death—total life insurance benefits to equal 3 times amount of an employee's group life insurance coverage when the employee's death arose out of and in the course of employment with the company.	This provision was to be subject to the same conditions as the double indemnity provisions of the company's insurance policies.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan		
Oct. 1, 1945 (established 1912).	Noncontributory plan in effect providing annuities, based on annual earnings, for employees at age 65.	Formulas for computing annuities up to Jan. 1, 1937: For service beginning before Nov. 1, 1913, 2 percent of average annual earnings in 5 consecutive years of highest earnings times years of service to Jan. 1, 1937; for service beginning after Oct. 31, 1913, 1½ percent of average annual earnings in 5 consecutive years of highest earnings times years of service to Jan. 1, 1937. Formula for computing annuities after Jan. 1, 1937: 2 percent of total actual earnings for continuous service from Jan. 1, 1937, to retirement date less social security benefits. In computing total earnings, one-half of benefits received from Mutual Benefit Association included.
Sept. 1, 1950	<p>Reduced annuities paid to employees retiring at age 60 with at least 15 years' service beginning before July 1, 1927, or with at least 20 years' beginning between July 1, 1927, and Nov. 1, 1928.</p> <p>Added— For service begun after Jan. 1, 1937, employee retiring before Sept. 1, 1958, to receive an additional amount annually equal to \$3 times the number of months between retirement date and Aug. 31, 1958.</p> <p>Minimum pension \$100 a month (including social security) for employee retiring at age 65 with 25 years' service; \$125 if retiring with 30 years' service. For retirement in last half of 1955, minimum pensions increased \$25 a month.</p> <p>Reduced annuities paid to employees retiring at age 60 to 65 with at least 20 years' service beginning before Jan. 1, 1937.</p>	Employee could accept a reduced annuity and provide a pension for wife up to 50 percent of full retirement annuity. If the wife died before the employee retired, full annuity would be restored; if the employee died before retirement, no pension would be paid to the wife.
Sept. 1, 1950 (plan amended without formal agreement).	.....	<p>Amended: Added: Employee retiring before becoming eligible for primary Federal social security benefits to receive actuarially adjusted payments providing larger benefits than would be due under regular formula before commencement of Federal payments and reduced plan benefits thereafter; plan benefits plus social security to equal benefits paid before receipt of Federal payments.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
Sept. 1, 1954 (agreement dated Nov. 5, 1954).	<p>Changed to: Normal annuity—For service after Jan. 1, 1937, employee retiring before Apr. 1, 1966, to receive an additional amount annually averaging 37.5 cents times the number of months between retirement date and Apr. 1, 1966.</p> <p>Minimum annuity—\$132.50 a month (including primary social security benefits) for employees retired at age 65 with 25 years' credited service; \$145 if retired with 30 years or more credited service.</p>	<p>For retirement in last half of 1958, minimum pensions increased \$20 a month.</p>
Jan. 1, 1959 (supplemental agreement dated Mar. 4, 1959).	<p>Changed to: Minimum annuity—\$62.50 a month (excluding primary social security benefits) for employee retired at age 65 with 25 years' credited service; \$75 if retired with 30 years or more of credited service.</p> <p>Reduced annuities paid employees retiring at age 60 to 65, at own option, with at least 10 years' credited service.</p>	<p>Formulas for computing annuities changed to sum of: (1) For service before Jan. 1, 1937—amount received under plan in effect before Sept. 1, 1950, actuarially reduced for each month employee was under age 60 at time of retirement; (2) for service after Dec. 31, 1936—1 percent of taxable earnings plus 2 percent of earnings over taxable earnings, actuarially reduced for each month employee was under 65 at time of retirement; and (3) 1 percent of the amounts computed as of Dec. 31, 1958, under (1) and (2) above for each year, limited to 25 years' credited service before Jan. 1, 1959.</p> <p>Employees aged 45 and over disabled while in service and unable to perform regular job to be retired regardless of length of credited service.</p> <p>Employee under age 65 could be retired for any reason, regardless of age or length of service, at discretion of the Board of Directors and upon recommendation of the Service Annuity Committee.</p>
July 1, 1957 (action of Board of Directors, Feb. 16, 1959).	<p>Changed to: Public disability benefits not to be deducted from annuities payable on or after July 1, 1957.</p>	
Jan. 1, 1964 (agreement dated May 7, 1964).	<p>.....</p>	<p>Formulas for computing annuities changed to sum of: (1) For service before Jan. 1, 1937—basic amount as previously provided, plus 3 percent of such amount, multiplied by the number of years of service before Jan. 1, 1959, up to maximum of 25 years; (2) for service after Dec. 31, 1936, and before Jan. 1, 1959—a basic amount of 1.2 percent of social security taxable earnings and 2.2 percent of earnings over taxable earnings, plus 1 percent of the basic amount, multiplied by the number of years of service before Jan. 1, 1959, up to a maximum of 25 years; (3) for service after Dec. 31, 1958, and before Jan. 1, 1964—1.2 percent of taxable earnings and 2.2 percent of earnings over taxable earnings; and (4) for service after Dec. 31, 1963—1 percent of taxable earnings and 2 percent of earnings over taxable earnings.</p> <p>Taxable earnings under plan to be increased when social security taxable earnings and benefits were increased.¹⁵</p> <p>Reductions for early retirement were not changed.¹⁶</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
Jan. 1, 1964 (agreement dated May 7, 1964)—Continued	<p>Added: Widow's benefit—widow of employee (age 60 or more with 10 years or more of service) who died before retirement, to receive benefit equal to 50 percent of annuity employee would have received had he retired on day before death, reduced 2 percent for each year wife was younger than husband.</p>	<p>Actuarially reduced supplemental monthly benefit payments to age 65 continued in effect for employees who retired before becoming eligible for Federal social security benefits.¹⁶ Contributory life insurance coverage was allowed those with widow's benefit coverage.</p>
Jan. 1, 1969 (agreement dated June 24, 1969).	<p>.....</p> <p>Changed: Widow's benefit to spouse's benefit.</p>	<p>Adjustment for electing marital annuity option was reduced 10 percent.¹⁷</p> <p>Formulas for computing annuities changed to sum of: (1) For service before Jan. 1, 1937—amount of benefits as previously computed, plus \$15 annually for each year of credited service before 1937; and (2) for service after Dec. 31, 1936—1.75 percent of total credited earnings after 1936, plus the number of years of credited service (up to a maximum of 30) times 0.5 percent of the highest average annual base pay attained during a period of 5 consecutive years. If total credited service at normal retirement age was less than 5 years, base pay for all such service to be used to determine average annual base pay. The total of (1) and (2) above was to be reduced 50 percent of the full annual social security old age benefit to which the employee would be entitled, as estimated at retirement. The 50 percent reduction was to be reduced 1 percent for each year that the employee's service was less than 30 years, such service rounded to the nearest full year.</p> <p>The service annuity formula calculations relating to Federal social security benefits were to be determined by the law in effect at the time of the employee's retirement, except that, for employees retiring on or before Jan. 31, 1974, such calculations were to be based on the law in effect on Jan. 1, 1969.</p>
Apr. 1, 1969 (agreement dated June 24, 1969).	<p>Added: Disability benefit—employee with 10 years or more of service and under age 45 was entitled to an annuity, computed as if he were age 45, if he could qualify for disability insurance benefits under the Federal Old Age and Survivors Insurance Act.</p>	<p>Added: Spouse of an employee who died after reaching age 55 but before spouse was entitled to a spouse's benefits under the annuity system was to be paid in installments an allowance of 82.2 percent of the employee's primary social security benefit as calculated at date of death, payable until the first of the month in which spouse reached age 62 or died (maximum of 120 monthly installments).</p> <p>If the resulting annuity, with the supplemental payment to age 65, did not amount to at least 25 percent of the highest average annual base pay attained during a period of 5 consecutive years, the amount was to be increased to equal minimum.</p> <p>Reduced: Length of time before an employee's retirement required for the election of a marital annuity to 3 months. Election was made effective on the day it was made for employees who retired on or after Apr. 1, 1969, but before Aug. 1, 1969.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
June 14, 1969 (agreement dated June 24, 1969).	Added: Deferred vested benefit—employee with 15 years of service or more and age 40 or more eligible for a deferred vested pension at age 65 equal to the amount that had accrued at his separation of employment with the company.	Annuity to be calculated as if the employee was age 65 and was retired at the date of his separation.
Apr. 1, 1970 (agreement dated June 24, 1969).	Added: Early retirement benefit—employee with 10 years of service or more entitled to a benefit at age 55.	Early retirement discount tables to be adjusted to reflect actuarial reduction below age 60 for those who voluntarily retired. ¹⁸

¹ The last entry under each item represents the most recent change.

² Previously nonshift employees received time and one-half for work on Sunday as such. Nonshift employees worked on schedules consisting of 5 consecutive regularly scheduled workdays, not including Sundays.

³ Shift employees scheduled on work continuing 24 hours a day, 7 days a week including Sunday and holidays. Semishift employees scheduled on work operated in varying degrees during the day or night, including Sundays and holidays.

⁴ Plus Presidential election day.

⁵ Regular and extra vacations were as follows:

<i>Calendar year in which employee completed the following years of service</i>	<u>Days of vacation allowed</u>		
	<i>Regular</i>	<i>Extra</i>	<i>Total</i>
1 to 7 inclusive	10	—	10
8	10	1	11
9	10	2	12
10 to 14 inclusive	10	5	15
15	10	6	16
16	10	7	17
17	10	8	18
18	10	9	19
19	10	10	20
20	10	11	21
21	10	12	22
22	10	13	23
23	10	14	24
24	10	15	25
25	10	20	30
26 to 31 inclusive	10	15	25
32	10	20	30
33 to 38 inclusive	10	15	25
39	10	20	30
40 to 45 inclusive	10	15	25
46	10	20	30
47 and over	10	15	25

6 Vacations were as follows:

Effective 1973:

<i>Calendar year in which employee completed the following years of service</i>	<i>Days of vacation allowed</i>		
	<i>Regular</i>	<i>Extra</i>	<i>Total</i>
1 to 4 inclusive	10	—	10
5	10	1	11
6	10	2	12
7	10	3	13
8 to 14 inclusive	10	5	15
15	10	7	17
16	10	8	18
17 to 19 inclusive	10	10	20
20	10	11	21
21	10	12	22
22	10	13	23
23	10	14	24
24	10	15	25
25	10	20	30
26 to 29 inclusive	10	15	25
30 and 31	10	17	27
32 and over	10	20	30

Effective 1974:

<i>Calendar year in which employee completed the following years of service</i>	<i>Days of vacation allowed</i>		
	<i>Regular</i>	<i>Extra</i>	<i>Total</i>
1 to 4 inclusive	10	—	10
5	10	2	12
6	10	3	13
7 to 14 inclusive	10	5	15
15	10	8	18
16 to 19 inclusive	10	10	20
20	10	11	21
21	10	12	22
22	10	13	23
23	10	14	24
24	10	15	25
25	10	20	30
26 to 29 inclusive	10	15	25
30 and 31	10	17	27
32 and over	10	20	30

⁷ Until Nov. 1, 1944, surgical benefits for employees ranged up to \$100; none for dependents.

⁸ When 2 insured family members or more were injured in the same accident, the medical expenses which result from the accident in that year and the following calendar year are combined and only 1 deduction is charged against all such expenses.

⁹ Premiums were subject to change from time to time on the basis of claim experience. During periods such as the one shown, when the total premium exceeded the joint contribution, the difference was to be obtained from a contingency fund which had accumulated under the plan during years of favorable experience. Since Jan. 1, 1960, the joint contributions have been equal to the premiums.

10 Insurance coverage provided as follows:

<i>Basic hourly rate</i>	<i>Maximum amount of noncontributory insurance</i>	<i>Amount of contributory insurance</i>	<i>Total life insurance coverage</i>
Up to \$1.92	\$2,000	\$2,000	\$4,000
\$1.93 to \$2.40	2,000	3,000	5,000
\$2.41 to \$2.88	2,000	4,000	6,000
\$2.89 to \$3.36	2,000	5,000	7,000
\$3.37 to \$3.84	2,000	6,000	8,000
\$3.85 to \$4.32	2,000	7,000	9,000

Further increases in steps of \$1,000.

11 Employee's contribution for paid-up insurance:

<i>Age at entry into paid-up portion of plan</i>	<i>Employee's biweekly contribution for each \$1,000 of insurance</i>
39 and under	\$0.60
40 . . . . .	.63
41 . . . . .	.65
42 . . . . .	.69
43 . . . . .	.72
44 . . . . .	.75
45 . . . . .	.80
46 . . . . .	.84
47 . . . . .	.89
48 . . . . .	.94
49	1.01
50	1.08
51	1.14
52	1.20
53	1.26
54	1.32
55	1.38
56	1.44
57 to 64, inclusive	1.50

12 The contributory insurance for employees electing to carry their insurance under the new 1½ years' base pay plan to be based on the following schedule:

<i>Annual base rate of pay</i>	<i>Amount of insurance*</i>
Up to \$3,999.99	\$ 4,000
\$4,000.00 to \$4,666.66	5,000
\$4,666.67 to \$5,333.33	6,000
\$5,333.34 to \$5,999.99	7,000
\$6,000.00 to \$6,666.66	8,000
\$6,666.67 to \$7,333.33	9,000
\$7,333.34 to \$7,999.99	10,000
\$8,000.00 to \$8,666.66	11,000
\$8,666.67 to \$9,333.33	12,000
\$9,333.34 to \$9,999.99	13,000
\$10,000.00 and up—increases at intervals of \$666.66	increases in steps of \$1,000

*The amount for which the employee was eligible included any of the previous forms of additional contributory insurance the employee had in effect when the new insurance plan was adopted.

13 Schedule of noncontributory insurance was changed to provide the following benefits:

<i>Period of continuous service</i>	<i>Amount of insurance</i>
6 months	\$ 500
1 year	750
1½ years	1,000
2 years	1,200
3 years	1,400
4 years	1,600
5 years	1,800
6 years through age 64	2,000
Age 65 and over	1,500

Employees who retired before reaching age 65 retained the full amount of insurance according to the table.

14 Group life insurance under the 2 years' pay plan was based on the following schedule:

<i>Annual base rate of pay</i>	<i>1½ years' contributory insurance*</i>	<i>Added: Company-paid term insurance</i>	<i>Total insurance (including \$2,000 maximum noncontributory insurance)**</i>
\$4,000.00 to \$4,666.66	\$ 5,000	\$3,000	\$10,000
\$4,666.67 to \$5,333.33	6,000	3,000	11,000
\$5,333.34 to \$5,999.99	7,000	3,000	12,000
\$6,000.00 to \$6,666.66	8,000	4,000	14,000
\$6,666.67 to \$7,333.33	9,000	4,000	15,000
\$7,333.34 to \$7,999.99	10,000	4,000	16,000
\$8,000.00 to \$8,666.66	11,000	5,000	18,000
\$8,666.67 to \$9,333.33	12,000	5,000	19,000
\$9,333.34 to \$9,999.99	13,000	5,000	20,000
\$10,000.00 to \$10,666.66	14,000	6,000	22,000
\$10,666.67 to \$11,333.33	15,000	6,000	23,000
\$11,333.34 to \$11,999.99	16,000	6,000	24,000

* The amount for which the employee was eligible included any of the previous forms of additional contributory insurance the employee had in effect when the new insurance plan was adopted.

** See footnote 13 above.

15 In practice, not increased above the \$4,800 level.

16 Adjustment factors for service annuity and supplemental monthly payments were as follows:

Age at retirement

Years	Months											
	0	1	2	3	4	5	6	7	8	9	10	11
	Applicable to service before Jan. 1, 1937											
65	1.0000											
64	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000
63	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000
62	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000
61	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000
60	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000
59	.9700	.9725	.9750	.9775	.9800	.9825	.9850	.9875	.9900	.9925	.9950	.9975
58	.9417	.9440	.9464	.9488	.9511	.9535	.9558	.9582	.9606	.9629	.9653	.9676
57	.9151	.9173	.9195	.9217	.9239	.9262	.9284	.9306	.9328	.9350	.9373	.9395
56	.8900	.8921	.8942	.8963	.8984	.9005	.9026	.9047	.9067	.9088	.9109	.9130
55	.8663	.8682	.8702	.8722	.8742	.8761	.8781	.8801	.8821	.8841	.8860	.8880
54	.8438	.8457	.8476	.8495	.8513	.8532	.8551	.8570	.8588	.8607	.8626	.8644
53	.8226	.8243	.8261	.8279	.8296	.8314	.8332	.8350	.8367	.8385	.8403	.8420
52	.8026	.8042	.8059	.8076	.8092	.8109	.8126	.8143	.8159	.8176	.8193	.8209
51	.7836	.7852	.7868	.7884	.7900	.7915	.7931	.7947	.7963	.7979	.7994	.8010
50	.7657	.7672	.7687	.7702	.7717	.7732	.7747	.7762	.7776	.7791	.7806	.7821

Applicable to service after Dec. 31, 1936

65	1.0000											
64	.9655	.9684	.9713	.9742	.9770	.9799	.9828	.9857	.9885	.9914	.9943	.9971
63	.9331	.9358	.9385	.9412	.9439	.9466	.9493	.9520	.9547	.9574	.9601	.9628
62	.9026	.9052	.9077	.9102	.9128	.9153	.9179	.9204	.9229	.9255	.9280	.9306
61	.8740	.8763	.8787	.8811	.8835	.8859	.8883	.8907	.8930	.8954	.8978	.9002
60	.8469	.8493	.8515	.8538	.8560	.8583	.8605	.8628	.8650	.8673	.8695	.8718
59	.8215	.8236	.8257	.8278	.8299	.8321	.8342	.8363	.8384	.8405	.8427	.8448
58	.7976	.7996	.8016	.8036	.8056	.8076	.8096	.8116	.8135	.8155	.8175	.8195
57	.7750	.7769	.7788	.7807	.7826	.7844	.7863	.7882	.7901	.7920	.7938	.7957
56	.7537	.7555	.7573	.7591	.7608	.7626	.7644	.7662	.7679	.7697	.7715	.7732
55	.7337	.7353	.7370	.7387	.7403	.7420	.7437	.7454	.7470	.7487	.7504	.7520
54	.7147	.7163	.7179	.7195	.7211	.7226	.7242	.7258	.7274	.7290	.7305	.7321
53	.6967	.6982	.6997	.7012	.7027	.7042	.7057	.7072	.7087	.7102	.7117	.7132
52	.6797	.6812	.6826	.6840	.6854	.6868	.6882	.6897	.6911	.6925	.6939	.6953
51	.6637	.6650	.6663	.6676	.6690	.6703	.6717	.6730	.6743	.6757	.6770	.6784
50	.6485	.6497	.6510	.6523	.6535	.6548	.6561	.6574	.6586	.6599	.6612	.6624

Factors for retirement at ages under 50 progressively lower.

Applicable to supplemental monthly payments to age 65

64	.0345	.0316	.0287	.0258	.0230	.0201	.0172	.0143	.0115	.0086	.0057	.0029
63	.0669	.0642	.0615	.0588	.0561	.0534	.0507	.0480	.0453	.0426	.0399	.0372
62	.0974	.0948	.0923	.0898	.0872	.0847	.0821	.0796	.0771	.0745	.0720	.0694
61	.1260	.1237	.1213	.1189	.1165	.1141	.1117	.1093	.1070	.1046	.1022	.0998
60	.1531	.1507	.1485	.1462	.1440	.1417	.1395	.1372	.1350	.1327	.1305	.1282
59	.1785	.1764	.1743	.1722	.1701	.1679	.1658	.1637	.1616	.1595	.1573	.1552
58	.2024	.2004	.1984	.1964	.1944	.1924	.1904	.1884	.1865	.1845	.1825	.1805
57	.2250	.2231	.2212	.2193	.2174	.2156	.2137	.2118	.2099	.2080	.2062	.2043
56	.2463	.2445	.2427	.2409	.2392	.2374	.2356	.2338	.2321	.2303	.2285	.2268
55	.2663	.2647	.2630	.2613	.2597	.2580	.2563	.2546	.2530	.2513	.2496	.2480
54	.2853	.2837	.2821	.2805	.2789	.2774	.2758	.2742	.2726	.2710	.2695	.2679
53	.3033	.3018	.3003	.2988	.2973	.2958	.2943	.2928	.2913	.2898	.2883	.2868
52	.3203	.3188	.3174	.3160	.3146	.3132	.3118	.3103	.3089	.3075	.3061	.3047
51	.3363	.3350	.3337	.3324	.3310	.3297	.3283	.3270	.3257	.3243	.3230	.3216
50	.3515	.3503	.3490	.3477	.3465	.3452	.3439	.3426	.3414	.3401	.3388	.3376

Factors for retirement at ages under 50 are progressively higher.

17 The amount of marital annuity payable to a retired employee was an amount equal to annuity that would have been payable had retiree not made the marital election reduced by an amount equal to the product of (1) the amount of the annuity selected by the employee for surviving spouse, (2) multiplied by 90 percent of the appropriate factor shown in the applicable table below.

Number of years by which wife is younger (-) or older (+) than husband at retirement	Marital annuity factors—male															
	Age of husband (employee) at retirement															
	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
-20	.5365	.5582	.5803	.6031	.6267	.6508	.6763	.7023	.7296	.7579	.7871	.8173	.8490	.8818	.9163	.9516
-19	.5237	.5442	.5654	.5873	.6103	.6333	.6578	.6828	.7089	.7356	.7640	.7929	.8229	.8543	.8873	.9214
-18	.5104	.5300	.5504	.5714	.5934	.6154	.6389	.6628	.6878	.7137	.7409	.7685	.7972	.8273	.8588	.8914
-17	.4969	.5157	.5352	.5553	.5763	.5974	.6199	.6431	.6670	.6918	.7178	.7442	.7720	.8003	.8305	.8612
-16	.4832	.5013	.5198	.5390	.5592	.5793	.6008	.6230	.6459	.6699	.6943	.7200	.7461	.7735	.8019	.8313
-15	.4691	.4863	.5041	.5224	.5416	.5611	.5816	.6028	.6247	.6476	.6709	.6954	.7203	.7465	.7735	.8015
-14	.4549	.4716	.4885	.5060	.5243	.5429	.5625	.5826	.6035	.6254	.6476	.6709	.6943	.7192	.7450	.7716
-13	.4405	.4564	.4725	.4891	.5066	.5246	.5432	.5625	.5823	.6031	.6243	.6462	.6684	.6922	.7167	.7420
-12	.4260	.4411	.4564	.4725	.4891	.5063	.5240	.5423	.5611	.5810	.6011	.6216	.6427	.6652	.6885	.7122
-11	.4117	.4260	.4405	.4558	.4716	.4879	.5047	.5221	.5400	.5589	.5780	.5974	.6175	.6385	.6603	.6824
-10	.3972	.4108	.4248	.4393	.4543	.4697	.4857	.5022	.5192	.5368	.5549	.5733	.5924	.6120	.6323	.6529
- 9	.3827	.3955	.4091	.4228	.4369	.4516	.4667	.4823	.4984	.5148	.5320	.5494	.5674	.5860	.6045	.6240
- 8	.3683	.3807	.3935	.4064	.4198	.4337	.4480	.4628	.4777	.4931	.5091	.5256	.5423	.5598	.5773	.5954
- 7	.3540	.3657	.3778	.3901	.4027	.4158	.4292	.4432	.4573	.4716	.4866	.5019	.5173	.5339	.5504	.5671
- 6	.3400	.3510	.3624	.3739	.3858	.3981	.4108	.4237	.4369	.4504	.4646	.4786	.4931	.5085	.5237	.5394
- 5	.3259	.3362	.3469	.3577	.3691	.3804	.3923	.4044	.4169	.4295	.4426	.4558	.4694	.4835	.4975	.5119
- 4	.3119	.3215	.3315	.3416	.3524	.3629	.3742	.3855	.3972	.4088	.4210	.4334	.4459	.4588	.4719	.4851
- 3	.2981	.3071	.3164	.3259	.3359	.3458	.3563	.3669	.3778	.3886	.3998	.4114	.4228	.4346	.4465	.4588
- 2	.2847	.2931	.3018	.3108	.3199	.3291	.3386	.3485	.3588	.3688	.3790	.3898	.4001	.4111	.4219	.4334
- 1	.2714	.2792	.2873	.2957	.3041	.3127	.3215	.3305	.3400	.3493	.3588	.3685	.3781	.3881	.3981	.4085
0	.2584	.2655	.2732	.2810	.2889	.2967	.3049	.3132	.3218	.3305	.3392	.3480	.3568	.3660	.3750	.3844
+ 1	.2457	.2523	.2594	.2665	.2738	.2810	.2889	.2965	.3041	.3121	.3199	.3280	.3362	.3444	.3524	.3607
+ 2	.2331	.2391	.2457	.2523	.2591	.2658	.2730	.2800	.2870	.2941	.3012	.3087	.3159	.3234	.3307	.3381
+ 3	.2207	.2262	.2324	.2384	.2447	.2507	.2573	.2637	.2701	.2766	.2831	.2896	.2965	.3031	.3097	.3164
+ 4	.2087	.2139	.2195	.2249	.2306	.2361	.2422	.2479	.2538	.2596	.2655	.2717	.2776	.2836	.2894	.2954
+ 5	.1971	.2019	.2070	.2119	.2170	.2220	.2274	.2326	.2379	.2432	.2485	.2538	.2591	.2645	.2696	.2751

Factors for age combinations not shown are computed on the same actuarial basis as that used for the computation of the factors stated in the Table.

Number of years by which husband is older (+) or younger (-) than wife at retirement

Marital annuity factors—female
Age of wife (employee) at retirement

	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
+ 20	.0327	.0327	.0327	.0327	.0327	.0327	.0327	.0327	.0325	.0325	.0323	.0321	.0319	.0317	.0313	.0311
+ 19	.0353	.0358	.0360	.0362	.0362	.0362	.0362	.0362	.0360	.0360	.0358	.0356	.0356	.0356	.0352	.0350
+ 18	.0394	.0394	.0396	.0400	.0400	.0400	.0400	.0400	.0400	.0400	.0398	.0396	.0396	.0396	.0394	.0392
+ 17	.0429	.0431	.0433	.0437	.0437	.0439	.0439	.0442	.0442	.0442	.0442	.0439	.0439	.0439	.0437	.0435
+ 16	.0469	.0471	.0473	.0477	.0479	.0481	.0483	.0486	.0486	.0486	.0488	.0486	.0488	.0488	.0486	.0483
+ 15	.0509	.0513	.0517	.0521	.0525	.0528	.0532	.0534	.0536	.0536	.0538	.0538	.0540	.0540	.0538	.0538
+ 14	.0555	.0559	.0566	.0570	.0576	.0578	.0585	.0587	.0589	.0591	.0593	.0595	.0597	.0597	.0597	.0597
+ 13	.0602	.0606	.0614	.0619	.0627	.0631	.0638	.0642	.0646	.0648	.0653	.0655	.0657	.0659	.0661	.0661
+ 12	.0653	.0657	.0665	.0672	.0683	.0687	.0695	.0702	.0706	.0710	.0715	.0719	.0723	.0728	.0730	.0730
+ 11	.0704	.0713	.0721	.0730	.0740	.0747	.0756	.0764	.0771	.0777	.0784	.0788	.0794	.0799	.0803	.0805
+ 10	.0760	.0771	.0781	.0792	.0803	.0812	.0822	.0831	.0840	.0849	.0855	.0862	.0868	.0875	.0881	.0886
+ 9	.0820	.0833	.0844	.0857	.0870	.0881	.0892	.0903	.0914	.0925	.0934	.0940	.0949	.0958	.0967	.0973
+ 8	.0883	.0899	.0912	.0927	.0940	.0953	.0967	.0980	.0993	.1004	.1015	.1024	.1035	.1046	.1057	.1066
+ 7	.0949	.0967	.0982	.1000	.1015	.1030	.1046	.1061	.1077	.1090	.1104	.1115	.1128	.1142	.1155	.1166
+ 6	.1017	.1037	.1055	.1075	.1093	.1110	.1128	.1146	.1164	.1180	.1198	.1211	.1227	.1243	.1259	.1272
+ 5	.1088	.1110	.1130	.1153	.1173	.1195	.1216	.1236	.1256	.1274	.1295	.1313	.1331	.1349	.1368	.1384
+ 4	.1164	.1189	.1211	.1236	.1259	.1283	.1308	.1331	.1354	.1374	.1397	.1420	.1441	.1462	.1485	.1503
+ 3	.1243	.1270	.1295	.1322	.1349	.1377	.1404	.1429	.1455	.1480	.1508	.1533	.1559	.1582	.1610	.1631
+ 2	.1324	.1354	.1381	.1413	.1443	.1473	.1503	.1533	.1561	.1591	.1622	.1652	.1680	.1706	.1739	.1765
+ 1	.1409	.1441	.1473	.1508	.1540	.1575	.1608	.1643	.1673	.1708	.1741	.1775	.1808	.1839	.1875	.1906
0	.1498	.1533	.1570	.1608	.1643	.1680	.1718	.1756	.1791	.1829	.1867	.1903	.1942	.1978	.2017	.2053
- 1	.1589	.1626	.1668	.1711	.1749	.1789	.1832	.1875	.1913	.1956	.1997	.2039	.2082	.2124	.2168	.2207
- 2	.1683	.1723	.1770	.1815	.1858	.1901	.1949	.1997	.2041	.2087	.2134	.2180	.2230	.2277	.2324	.2369
- 3	.1779	.1825	.1875	.1923	.1971	.2019	.2070	.2124	.2173	.2225	.2277	.2329	.2381	.2434	.2487	.2538
- 4	.1879	.1930	.1983	.2034	.2087	.2141	.2195	.2252	.2309	.2366	.2422	.2479	.2538	.2596	.2655	.2714
- 5	.1980	.2036	.2092	.2148	.2205	.2264	.2324	.2384	.2447	.2510	.2571	.2635	.2699	.2763	.2831	.2896

Factors for age combinations not shown are computed on the same actuarial basis as that used for the computation of the factors stated in the Table.

Example: Employees with normal monthly annuity of \$100, who elected the 50-percent marital annuity option for his wife of same age, would receive at age 65—

<i>Under previous agreement</i>		<i>Under 1969 agreement</i>	
\$ 50	.....	Wife's annuity	..... \$ 50
x.3844	.....	reduction factor	..... x.34596
\$ 19.2200	.....	penalty for marital annuity	..... \$ 17.29800
\$100.00	.....	normal annuity	..... \$100.00
-19.22	.....		..... -17.30
\$ 80.78	.....	annuity after choice	..... \$ 82.70

18 Adjustment factors below age 60 for employees who voluntarily retired at age 55 but less than age 60 with at least 10 years of service were as follows:

Age at retirement

<i>Years</i>	<i>Months</i>											
	<i>0</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>
	<i>Applicable to all service for service annuities</i>											
59 .....	.7733	.7794	.7856	.7917	.7978	.8040	.8101	.8162	.8224	.8285	.8346	.8408
58 .....	.7078	.7133	.7187	.7242	.7296	.7351	.7405	.7460	.7515	.7569	.7624	.7678
57 .....	.6493	.6542	.6591	.6639	.6688	.6737	.6786	.6834	.6883	.6932	.6981	.7029
56 .....	.5969	.6013	.6056	.6100	.6144	.6187	.6231	.6275	.6318	.6362	.6406	.6449
55 .....	.5498	.5537	.5577	.5616	.5655	.5694	.5734	.5773	.5812	.5851	.5891	.5930
	<i>Applicable to supplemental monthly payment at age 65</i>											
59 .....	.2267	.2206	.2144	.2083	.2022	.1960	.1899	.1838	.1776	.1715	.1654	.1592
58 .....	.2922	.2867	.2813	.2758	.2704	.2649	.2595	.2540	.2485	.2431	.2376	.2322
57 .....	.3507	.3458	.3409	.3361	.3312	.3263	.3214	.3166	.3117	.3068	.3019	.2971
56 .....	.4031	.3987	.3944	.3900	.3856	.3813	.3769	.3725	.3682	.3638	.3594	.3551
55 .....	.4502	.4463	.4423	.4384	.4345	.4306	.4266	.4227	.4188	.4149	.4109	.4070

Wage Chronologies Available

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.

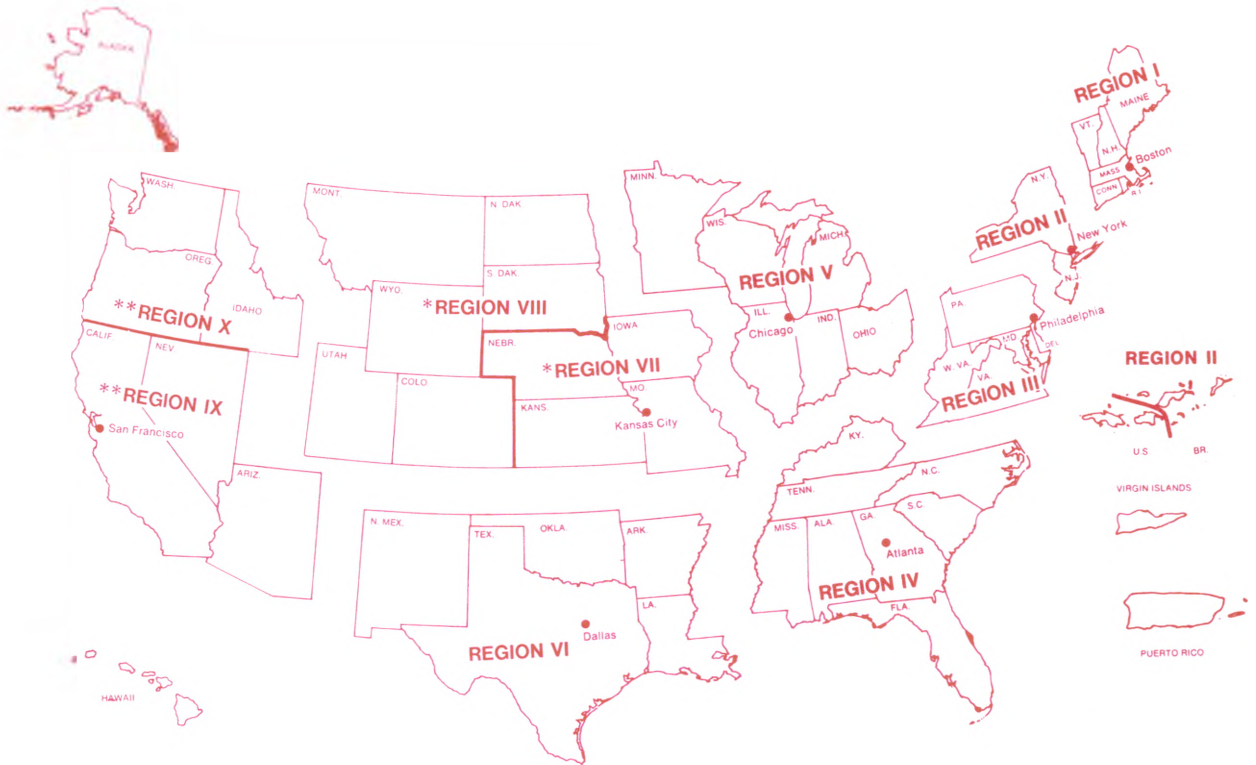
Before July 1965, basic wage chronologies and their supplements were published in the *Monthly Labor Review* and released as Bureau reports. Wage chronologies published later are available only as bulletins (and their supplements). Summaries of general wage changes and new or changed working practices 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 Mine Operators and United Mine Workers of America—
 - October 1933-November 1974, BLS Bulletin 1799 (70 cents).
- 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
- Dan River Inc.—
 - May 1943-January 1972, BLS Bulletin 1767 (35 cents).
- Federal Classification Act Employees—
 - 1924-68, BLS Bulletin 1604 (70 cents).
 - 1969-October 1973, Supplement to BLS Bulletin 1604 (free).

- 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—
December 1937-May 1973, 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).
- Massachusetts Shoe Manufacturers and United Shoe Workers of America (AFL-CIO)—
January 1945-January 1975, BLS Bulletin 1800 (60 cents).
- 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 Longshorem—
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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