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Wage Chronology

**American Telephone and Telegraph  
Company—Long Lines Department, and  
Communications Workers of America  
(AFL-CIO), October 1940-July 1974**

Bulletin 1812

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 prepared by the Bureau of Labor Statistics as part of a series that traces changes in wage scales and related benefits negotiated by individual employers or combinations of employers with a union or group of unions. Benefits unilaterally introduced by an employer generally are included. The information is obtained largely from collective bargaining agreements and related documents voluntarily filed with the Bureau. Descriptions of the course of collective bargaining are derived from the news media and confirmed and supplemented by the parties to the agreement. Wage chronologies, dealing only with selected features of collective bargaining or wage determination, are intended primarily as a tool for research, analysis, and wage administration. References to job security, grievance procedures, methods of piece-rate adjustments, and similar matters are omitted. For a detailed explanation of the purpose and scope of the chronology program, see "Wage Chronologies and Salary Trend Reports," *BLS Handbook of Methods*, Bulletin 1711 (Bureau of Labor Statistics, 1971), pp. 209-212.

This wage chronology summarizes changes in wage rates and related compensation practices negotiated by the American Telephone and Telegraph Company's Long Lines Department with the Communications Workers of America (AFL-CIO) since 1940. This bulletin replaces *Wage Chronology: A.T. & T. - Long Lines Department, 1940-64*, published as BLS Bulletin 1443, and incorporates the supplement covering the 1965-70 period. Materials previously published have been supplemented by contract changes negotiated in 1970 and 1971. Except for a revised introduction and other minor changes, earlier texts are included as they were originally published.

The section for 1965-74 was prepared in the Division of Trends in Employee Compensation by William M. Davis and John J. Lacombe II.

## Contents

	<i>Page</i>
Introduction . . . . .	1
Summary of contract negotiations . . . . .	3
July 1952-December 1964 . . . . .	3
January 1965-December 1966 . . . . .	4
January 1967-July 1968 . . . . .	4
July 1968-July 1971 . . . . .	5
July 1971-July 1974 . . . . .	5
 Tables:	
1. General wage changes, 1940-52 . . . . .	7
2. General wage changes, 1953-73 . . . . .	10
3. Weekly salary rates for plant central office craftsmen, selected cities, January 1941 and July 1946 . . . . .	13
4. Weekly salary rates for plant central office craftsmen, selected cities, 1952-70 . . . . .	13
5. Weekly salary rates for plant central office craftsmen, selected cities, 1971-73 . . . . .	17
6. Weekly salary rates for traffic central office employees, selected cities and occupations, January 1941 and July 1946 . . . . .	19
7. Weekly salary rates for traffic central office employees, selected cities and occupations, 1952-70 . . . . .	19
8. Weekly salary rates for traffic central office employees, selected cities and occupations, 1971-73 . . . . .	25
9. Weekly salary rates for clerical employees, selected groups and cities, August 1944 and July 1946 . . . . .	26
10. Weekly salary rates for clerical employees, selected groups and cities, 1952-70 . . . . .	27
11. Weekly salary rates for clerical employees, selected groups and cities, 1971-73 . . . . .	34
12. Special and special city allowances, 1971-73 . . . . .	37
13. Salary progression schedule for operators, selected cities, 1940-50 . . . . .	38
14. Supplementary compensation practices . . . . .	39
Overtime pay . . . . .	39
Night premium pay . . . . .	40
Premium pay for Sunday work . . . . .	42
Holiday pay . . . . .	42
Vacation pay . . . . .	45
Termination pay (dismissals) . . . . .	46
In-charge pay . . . . .	47
Travel-time pay . . . . .	47
Jury duty or summons pay . . . . .	48
Voting pay . . . . .	48

## Contents—Continued

	<i>Page</i>
Meal Allowance . . . . .	49
Bereavement pay . . . . .	49
Absence pay . . . . .	49
Call-out pay . . . . .	50
Shifted-tour pay . . . . .	50
Board and lodging . . . . .	51
Carfare allowance . . . . .	51
Severance pay . . . . .	52
Sick leave pay . . . . .	52
Health and welfare benefits . . . . .	53
Pension plan . . . . .	62
Wage chronologies available . . . . .	70



## Introduction

The Long Lines Department of the American Telephone & Telegraph Co. is a separate operating unit of the Bell System. Together with 24 associated Bell Companies and a number of independent telephone companies, Long Lines furnishes telephone service throughout the United States, to foreign countries, and to ships at sea. It operates toll lines and related equipment for communication between and through the territories of the associated and independent companies. In addition to long distance telephone service, it furnishes private line telephone and telegraph; data, radio, and television transmission; and other special services.

To operate this network, Long Lines employs approximately 35,000 workers in about 700 localities in the United States. Approximately 330 gangs are maintained to construct and repair long distance telephone lines. Despite this wide dispersal, one-fifth of the Department's employees are concentrated in the New York metropolitan area, the site of its headquarters.

Since 1919, the year in which the Association of Employees of the Long Lines Department was formed, Long Lines employees have been represented by a number of labor organizations. The Association, which worked through an employee representation plan, became an independent labor organization in 1935. In 1939, the employees organized the Federation of Long Lines Telephone Workers, which was renamed American Union of Telephone Workers in 1946. During the various phases of its existence, the union was unaffiliated, affiliated with the National Federation of Telephone Workers,<sup>1</sup> and affiliated with the Telephone Workers Organizing Committee (TWOC-CIO). The National Federation of Telephone Workers was renamed Communications Workers of America (CWA) in 1947. It voted to affiliate with the CIO in 1949, at which time the Long Lines section of TWOC (CIO) was made Division No. 10 of the national union. In April 1951, the organizational structure of CWA was changed to the two-level form of locals and international, and in May of

<sup>1</sup> An independent confederation of autonomous local unions organized in 1938.

that year, CWA-CIO was substituted for Division No. 10 as the bargaining agent for Long Lines employees.

Contract negotiations between the CWA and Bell System companies have been characterized by agreements negotiated and signed individually with the various companies. Although the contracts have often been similar, pattern bargaining, as such, was not instituted until 1971. In that year, the union selected two companies as targets and the resulting settlements were then used as a pattern for the other companies in the System. Separate contracts are still signed for each company and the Long Lines Department.

The current collective bargaining agreement between the Long Lines Department and the CWA affects nonsupervisory, administrative office, operations (plant and traffic), central office, headquarters service, gang, and dining service employees. This chronology, however, is limited to wages and benefits affecting operations (plant and traffic), central office, and gang employees, and wage provisions only of non-supervisory clerical employees in all locations. Traffic employees, who operate the equipment necessary to establish connections between various localities, and plant employees, who construct, install, and maintain the operating facilities, are the most important numerically. Clerical employees also constitute a major group.

Employees in the bargaining unit are classified not only by occupation, which determines rate range of pay, but also by group, which determines how working practices and related benefits are applied. All employees are classified as Group A or Group B.<sup>2</sup> In essence, Group A encompasses the employees engaged in construction, maintenance, and switchboard operation, and Group B includes those performing administrative office and headquarters service work. Operations (plant and traffic) central office and gang employees are classified mainly in Group A; dining service employees are in Group A only; and all administrative office employees—primarily clerks and desk workers—and headquarters service

<sup>2</sup> Classification of employees into groups had its origin before the enactment of the Fair Labor Standards Act. Group A employees, during that period, received overtime pay; Group B employees did not.



employees, are classified in Group B. Furthermore, such working practices and related benefits vary among and within departments by occupational groups and length of service. In some cases, working practices, such as holidays observed, also vary by locality.

Salary rates and progression from the minimum or starting rate are governed by well-defined schedules. These schedules explicitly set forth the amount of time required to move from one step in the progression to another as well as the weekly salary increase accompanying each step upward. Movement up the scale is practically automatic. Salary rates vary by locality.

The first collective bargaining contract between the Long Lines Department and the Federation of Long Lines Telephone Workers became effective in October 1940. By its terms, the existing wage schedules and working practices were made a part of the agreement. Provisions reported under that date do not, therefore, necessarily indicate changes in previous conditions of employment. This chronology traces changes affecting full-time employees since 1940 as provided by collective bargaining agreements and by directive orders of the National War Labor Board.

## Summary of contract negotiations

### July 1952-December 1964

From 1952 to 1964, negotiations between American Telephone & Telegraph Co.'s Long Lines Department and the Communications Workers of America resulted in gradually lengthening contract periods, substantial wage increases, and improvements in and additions to the fringe benefits provided employees.<sup>3</sup> Contracts negotiated between 1952 and 1957 each ran for a 1-year term, and the 1958 and 1959 agreements remained in effect for 16 months. In 1960, the company and the union signed a contract which ran for 3 years, with two wage reopenings, and in 1963 they negotiated a minimum 38-month agreement, also with two wage reopenings.

During each negotiation, the union proposed a general wage increase and reclassification of some towns into higher rated zones. Frequently, it also proposed reductions in the time required to progress from the minimum to the maximum job rate and the elimination of area differentials. It also asked for various changes in supplementary benefits. Reductions in the workweek, in some cases to 35 hours, were proposed a number of times. Beginning in 1953, a company-paid health and welfare plan was demanded in each negotiation until a plan was established by the 1963 contract.

Of the 11 settlements, 2 were wage reopeners, and therefore covered only wage items; 9 changed both wages and supplementary benefits. In addition to wage increases, most of the settlements reclassified some towns into higher rated zones, and two reduced the length of time required for employees in specified classifications to progress from the minimum to the maximum rate for their job.

From 1952 through the 1963 settlement, the basic maximum rates of pay for long distance operators increased an average of 45 percent or about \$26 a week.

The 1952 agreement between the company and the CWA-CIO went into effect on July 5, 1952, and contained no wage reopening provision.

<sup>3</sup> Each of the contracts was for a specified minimum period, and could be terminated at the end of the period by either party on 60 days' prior written notice.

In 1953, negotiations were opened in May, about 2 months before the scheduled termination date of the existing agreement. The 1-year settlement reached on September 2, 1953 increased wages by amounts ranging up to \$8 a week, including increases resulting from shortening all 6½-year progression schedules to 6 years. The waiting period for payment for absence because of illness was reduced.

Bargaining began in mid-August 1954, and on October 9, the parties announced agreement on a contract to remain in effect until October 24, 1955. It provided wage advances effective October 9 (including those resulting from reclassification of several towns) of up to \$5.50 a week for employees with at least 1 year of service. Wage rates of employees with shorter service were not changed.

The 1955 negotiations started on September 22 and continued after termination of the contract on October 24, with agreement being consummated on November 14 and effective on November 28. Weekly wage rates, including increases resulting from the shortening of some progression schedules and the reclassification of some towns, were increased \$1 to \$10, effective November 14. The agreement added Veterans' Day as a paid holiday in nine states where it had not previously been recognized.

In 1956, the union opened negotiations on October 15 and, when the existing contract expired on November 28, the parties agreed to continue negotiations. The contract agreed to on December 5 raised pay \$1 to \$11.50 a week, effective immediately. The plant night-shift differential was increased for some employees, health benefits were liberalized, and sickness and disability benefits were extended to workers with 1 but less than 3 years of service. The contract was to run from December 19, 1956 through January 3, 1958.

Contract renewal talks were again opened on November 15, 1957, and were concluded on January 11, 1958 with a 16-month agreement effective February 10. Wage increases of \$1 to \$9.50 were effective January 11, including increases resulting from reclassification of seven towns. Maximum carfare allowances for operators on double tours of duty were increased, and negotiations were continued on group life insurance and amendments to the pension plan. On May 12, the company agreed to

a contributory life insurance plan for regular employees with 6 months or more of service. Benefits were to approximate annual basic wages with a minimum of \$2,000. Accord on an amended pension plan was reached in January 1959.

Negotiations for revisions in the 1958 contract began on May 1, 1959, and were concluded on June 10 with agreement on weekly wage advances ranging up to \$12, including increases resulting from reclassification of 20 towns. A fourth week of vacation was added for employees with at least 30 years' service, the differential paid to employees assigned "in-charge" responsibilities was increased, and carfare allowances were raised.

Negotiations that began early in September 1960 resulted in agreement on a 3-year contract, after extended negotiations and a vote authorizing the leadership to call a strike. The economic changes agreed to in the contract of November 9 provided wage advances of \$1 to \$10 including increases resulting from the upgrading of 15 towns, in addition to liberalized provisions for vacations, life insurance, and pensions, and establishment of a company-financed major medical (Extraordinary Medical Expense) plan. The agreement provided for two annual wage reopenings.

Under the first reopening, weekly wages were increased \$1 to \$9, including the effects of upgrading 15 towns. In addition, the progression schedule for operators was reduced from 6 to 5½ years, effective November 9, 1961. A year later, under the second wage reopening, company and union negotiators agreed to wage increases of \$1.50 to \$10.50 a week, including increases resulting from the upgrading of 56 towns. The agreement covered 23,000 workers in 42 States and the District of Columbia.

The 1963 negotiations began on September 20 and were concluded with a 38-month agreement on November 11, 1963. Weekly wage rates, including increases resulting from the reclassification of 42 towns, were raised from \$1 to \$12. Pension and other welfare benefits were also improved. A separate agreement was reached on a basic contributory hospital-surgical-medical plan. The agreement, which covered 22,600 employees in 42 states and the District of Columbia, also provided for wage reopeners in 1965 and 1966.

#### **January 1965-December 1966**

On January 11, 1965, under the first reopening of their 1963 agreement, officials of American Telephone & Telegraph Co.'s Long Lines Department and the Communications Workers (CWA) agreed to wage changes, which ranged up to a \$13-a-week increase. The increases included amounts resulting from the reclassifi-

cation of 88 towns. Workers in some areas also received additional special allowances because of remoteness, condition of the roads, and other special circumstances. Some 1,100 "merit" employees who had been earning \$675 a month or less received a total wage increase of \$22.50 a week. The settlement covered approximately 24,000 workers and was ratified by the union membership on February 8, 1965.

Under a second wage reopener, the parties reached an agreement on January 11, 1966, on wage increases for approximately 20,000 workers, ranging from \$1 to \$16 a week. The increases were made effective January 11, 1966, and reflected the consolidation of six former wage zones into four, which resulted in the reclassification of 154 towns. Additional special allowances again were provided in some areas. Workers ratified the contract in early February. Also in 1966, a special medical expense plan was established for those age 65 or over so that Medicare would be supplemented rather than duplicated.

#### **January 1967-July 1968**

On January 16, 1967, 3-year basic and supplemental agreements were reached between the company and union. The settlement provided for an increase in wage rates ranging from \$3.50 to \$21 a week, including amounts which resulted from the reclassification of 91 towns, effective January 16, 1967. Additional special allowances were provided for workers in some areas.

Agreed-upon benefits, similar to those negotiated during the last quarter of 1966 at other Bell System companies, included a higher night differential, an additional paid holiday in some areas, a liberalized vacation schedule, an increased differential for employees assigned "in-charge" responsibilities, and a reduction in the social security offset to pension payments to 25 percent from 33-1/3 percent. Some of the other changes included a sickness-death benefit of \$500 or 12 months' wages, whichever was greater; an increased company contribution to the hospital-surgical-medical plan for dependent coverage; and the establishment of a supplementary group life insurance plan for regular employees under age 60. Health benefits deferred until 1968 included increased coverage for confinement in a nonmember hospital, extension of the eligibility for outpatient care to 72 hours, and a reduction in the deductible portion of the major medical expense plan. Also in 1968, the employee's contribution for basic life insurance was to be reduced, and the company's contribution to the hospital-surgical-medical plan for both employee and dependent coverage was to be increased.

The settlement, covering approximately 24,000 workers, was ratified by the union membership in late January 1967 and provided for a wage reopener after 18 months. The basic and supplemental agreements were scheduled to remain in effect until July 16, 1970.

### **July 1968-July 1971**

The first nationwide telephone strike since 1947 ended in May 1968 when agreements were reached by the Communications Workers with various operating companies of the Bell System. The strike began when the union rejected company-proposed wage increases under wage reopening clauses of the 1966 agreements. After a stalemate in bargaining, the parties reopened all provisions of the basic and supplemental contracts and eventually agreed upon new 3-year pacts.

Negotiators for American Telephone & Telegraph Co.'s Long Lines Department, and the Communications Workers also agreed to replace the old contract, which had been reopened for wages, with new 3-year basic and supplemental agreements. The union accepted the company's wage offer but rejected other offers, which involved primarily issues such as wage differentials by towns, working conditions, and the grievance procedure. Strike votes were scheduled in 38 cities; but a strike was averted when a settlement, similar to those reached earlier at other telephone companies, was reached on July 17, 1968, and ratified by the workers on August 15.

Terms of the basic agreement provided for a first-year increase in weekly wage rates of from \$1 to \$27.50, which resulted from reclassification of 60 towns and increases for each occupational group, and for deferred weekly wage increases ranging from \$3.50 to \$8 in 1969 and from \$3.50 to \$8 in 1970. The deferred wage increases in lieu of wage reopeners were new to the Bell System but not to the telephone industry as a whole. Additional amounts also were provided as special allowances for workers in some areas in 1968. The progression schedules for operators and clerical employees were reduced to 5 years. Other changes in the basic contract included double time for work in excess of 49 hours a week, higher shift premium pay, a minimum of 8 paid holidays, double time and one-half for work on a holiday, and a fifth week of vacation for employees with 25 years or more of service.

Supplemental agreements on health and pension benefits included an increase in sickness benefits to a minimum of one-half pay for 52 weeks for employees with 6 months to 10 years of service and, in 1970, company assumption of the full cost of the basic

hospital-surgical-medical and group life insurance plans. In 1969, the minimum monthly pension was increased to \$125 and the social security offset to pension payments was eliminated. A vested pension was established for employees age 40 with 15 years of service, payable at age 65. Benefits originally provided in the 1967 settlement and which were to become effective after the scheduled 1968 wage reopening were incorporated into the 1968 settlement.

The agreements, which covered approximately 24,000 workers, were to remain in effect until July 16, 1971. The basic agreement provided for one wage reopening at the discretion of the company at any time during the term of the contract for starting rates and progression schedules only (with stipulation to retain or reduce but not increase overall schedule length).

In 1970, the company exercised its option under the January 16, 1967 contract, as amended July 16, 1968, to reopen the agreement for the purpose of adjusting wage rates (other than maximums), wage schedules, and wage schedule assignments. The parties reached agreement in May, resulting in adjustments and the shortening of all wage progression schedules (at the bottom end) by 12 months, effective May 20, 1970. Maximum rates were unchanged, but the starting rate for each wage schedule was advanced to the 12-month rate, resulting in increases in minimum rates ranging from \$2 to \$23.50 a week.

The parties also agreed to some changes in the rates scheduled for July 16, 1970 under the 1968 agreement, and the increases in maximum rates for workers in the territory of the New York Telephone Co. were advanced to April 1, 1970, from the scheduled July 16 date. Minimum rates increased by \$3.50 to \$5.50 a week on July 16, and maximum rates rose as much as \$8 a week.

### **July 1971-July 1974**

The Communications Workers of America's 61-member Bell System Bargaining Council met in Washington, D.C. on March 15-16, 1971, to consider the executive board's recommended goals for the upcoming American Telephone and Telegraph Company negotiations and to adopt a bargaining strategy. Since most CWA contracts with individual Bell System units expired at various times throughout the year (the Long Lines expiration date was July 16), the union chose two units (the Chesapeake and Potomac Telephone Co. and the installation division of the Western Electric Co.) as bargaining targets. This meant that negotiations with the other units would continue, without a work stoppage,

even if their individual contracts had expired before a settlement was reached. A strike would only be called in the event of an impasse with either Chesapeake and Potomac or Western Electric (their contracts expired in April and May), and then against all Bell System Companies.

The initial demands of the union included a 25-percent first-year increase in wages plus a cost-of-living escalator clause; improvements in health, welfare, and pension plans, and a union security provision. Western Electric countered with fringe improvements, a 9-percent wage increase in the first year, and 2½-percent increases in the second and third years, and a cost-of-living clause it estimated to be worth 4 percent a year.

Negotiations, which in some cases had begun as early as April, continued into June at which time the union executive board asked for strike authorization from the membership. By July, the two target companies had increased their wage offers to an estimated 30 percent over 3 years, but the union again rejected this as inadequate.

In a nationwide telecast on July 13, CWA President Joseph A. Beirne said the union would strike the following day if some movement toward equalizing differentials between male and female pay scales and geographic areas were not made, and if the company's last offers were not improved and made retroactive for all units to the date of original contract expirations. The union also continued to demand a security clause which would require nonunion members of the bargaining unit to pay amounts equal to union dues.

On July 14, the union began what was to be a 5-day nationwide walkout. Although a new 3-year pact (tentatively reached by 30 of 32 CWA units on July 18) was ratified by a majority of the membership following a July 19 back-to-work order by the international, some area locals, most notably those in New York State, remained out.<sup>4</sup>

The Long Lines pact which was ratified on August 14, 1971, retroactive to July 18, provided, in addition to special area allowances (which included a new daily allowance for designated inner-city locations), an increase in minimum weekly rates ranging from \$2 to \$20.50 in the first year. In the second year, the increases

<sup>4</sup> The New York State strike, which lasted 31 weeks, ended Feb. 17, 1972. The agreement was similar to the July 1971 nationwide contract except it provided for an initial minimum wage increase of \$30 a week, instead of the \$29 the New York employees would have received under the July agreement. It also provided for the adoption of 20-percent premium pay for Saturday work which was part of the employees regular 40-hour week. A union shop also was adopted, compared with the modified union shop adopted in other areas.

in minimums were from \$5.50 to \$9, and in the third year, from \$9 to \$12.50. A cost-of-living escalator clause was established, with annual adjustments in July of 1972 and 1973 based on the previous year's (May to May) change in the Bureau of Labor Statistics' Consumer Price Index. Progression schedules for operators and clerical employees were reduced to 4 years and for plant craftsmen to 5 years.

A security clause was adopted with the provision that it apply only to employees hired after July 18, 1971, and to those hired earlier who failed to notify the company within 10 days after the 18th of their desire not to pay dues.

Improvements in the health and welfare plan, effective in 1972, included elimination of the major medical lifetime maximum of \$20,000, changing the surgical benefit to 80 percent of the reasonable and customary charge and reduction of the program's deductible to 2 percent of the annual base pay of the employee. Employees were given the option to substitute designated medical plans for the company plan.

Retirement age provisions were changed to allow men to retire under the same age and service requirements as women, and widowers living with their wives at the time of the wife's death would receive benefits on the same basis as widows. The basic pension formula was increased to 1.5 percent per year for each year of service after age 55 (years of service previous to age 55 remained at 1 percent) and the range of minimum pensions was increased to from \$100 to \$145 a month, depending on service and age. Eligibility for retirement at the employee's request was reduced to age 55 after 20 years' service; age 50 after 25 years' service; and at any age after 30 years' service — however pension benefits would be discounted at the rate of 0.5 percent for each month the employee retired before age 55. Effective July 1, 1972, retirees would be reimbursed for all fees and premiums made for Medicare Part B coverage.

Other contract improvements included 4 weeks' vacation after 17 years of service (it had been 20); a 10-percent night differential for administrative Group B employees (clerical employees); increased carfare allowances for traffic operators; establishment of a special central city allowance; inclusion of evening and night differentials in the computing of overtime pay for traffic Group A; a liberalized vacation policy; and a provision that all Long Lines employees would have at least 9 paid holidays by July 1973 (previously holiday policy had varied by area, ranging from 6 to 11).

The agreement, which covered approximately 25,000 workers, was to remain in effect until July 17, 1974. The following tables are up to date through the contract expiration date.

Table 1. General wage changes,<sup>1</sup> 1940-52

Effective date	Provision	Applications, exceptions, and other related matters																											
Oct. 23, 1940 .....	No general wage change .....	First rate progression schedules adopted for plant craftsmen, to become effective Jan. 1, 1941. Eligible craftsmen to be placed on schedule by that date and granted increases as required to reach the proper rates for the employee's period of service.																											
Jan. 1, 1941, to Oct. 8, 1942.	Increases ranging from \$0 to \$7 a week, depending upon location and position on applicable schedule. Starting rates increased up to \$3.	<p>Minimum and maximum weekly rates increased and the progressions for some job classifications were accelerated. The rate ranges were increased as follows, depending upon location:</p> <table border="1" data-bbox="1070 494 1324 546"> <thead> <tr> <th></th> <th colspan="2"><i>Weekly rates</i></th> </tr> <tr> <th></th> <th><i>Minimum</i></th> <th><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>Plant central office</td> <td></td> <td></td> </tr> <tr> <td>craftsmen .....</td> <td>\$0 to \$2</td> <td>\$2 to \$7</td> </tr> <tr> <td>Traffic operators .....</td> <td>\$0 to \$3</td> <td>\$2 to \$3</td> </tr> </tbody> </table>		<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>	Plant central office			craftsmen .....	\$0 to \$2	\$2 to \$7	Traffic operators .....	\$0 to \$3	\$2 to \$3												
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craftsmen .....	\$0 to \$2	\$2 to \$7																											
Traffic operators .....	\$0 to \$3	\$2 to \$3																											
Oct. 9, 1942 .....	Increases ranging from \$2 to \$7 a week, depending upon location and position on applicable schedule.	<p>Adoption of wage-rate schedules for outside plant construction forces during this period resulted in increases for these employees up to \$2 a week. Acceleration of rate of progression permitted increases for operators up to \$4 a week.</p> <p>Retroactive directive orders of the National War Labor Board, dated July 2 and Oct. 6, 1943. Minimum and maximum weekly wage rates were raised and some progression wage schedules were shortened. The rate ranges were increased as follows, depending upon location:</p> <table border="1" data-bbox="1070 952 1324 1004"> <thead> <tr> <th></th> <th colspan="2"><i>Weekly rates</i></th> </tr> <tr> <th></th> <th><i>Minimum</i></th> <th><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>Plant central office</td> <td></td> <td></td> </tr> <tr> <td>craftsmen .....</td> <td>\$2 to \$3</td> <td>\$1 to \$5</td> </tr> <tr> <td>Traffic operators .....</td> <td>\$2 to \$6</td> <td>\$2 to \$4</td> </tr> <tr> <td>Plant construction forces .</td> <td>\$0</td> <td>\$2</td> </tr> </tbody> </table>		<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>	Plant central office			craftsmen .....	\$2 to \$3	\$1 to \$5	Traffic operators .....	\$2 to \$6	\$2 to \$4	Plant construction forces .	\$0	\$2									
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Plant construction forces .	\$0	\$2																											
Oct. 10, 1942, to Sept. 6, 1945.	Increases ranging from \$2 to \$11 a week, depending upon location and position on applicable schedule.	<p>All plant construction force employees on the payroll received an increase of \$2 a week.</p> <p>Acceleration of rate of progression permitted increases up to \$7.</p> <p>Minimum and maximum weekly wage rates were raised and some progression schedules for job classifications were shortened. The rate ranges of these employees were increased as follows, depending upon location:</p> <table border="1" data-bbox="1070 1358 1324 1410"> <thead> <tr> <th></th> <th colspan="2"><i>Weekly rates</i></th> </tr> <tr> <th></th> <th><i>Minimum</i></th> <th><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>Plant central office</td> <td></td> <td></td> </tr> <tr> <td>craftsmen<sup>2</sup> .....</td> <td>\$2 to \$6</td> <td>\$2 to \$8</td> </tr> <tr> <td>Traffic operators<sup>3 4</sup> .....</td> <td>\$3 to \$7</td> <td>\$3 to \$8</td> </tr> <tr> <td>Plant construction forces .</td> <td>\$0</td> <td>\$0 to \$3</td> </tr> <tr> <td>Outside maintenance</td> <td></td> <td></td> </tr> <tr> <td>forces .....</td> <td>\$2 to \$6</td> <td>\$2 to \$11</td> </tr> <tr> <td>Clerical forces<sup>4 5</sup> .....</td> <td>\$2 to \$7</td> <td>\$2 to \$7</td> </tr> </tbody> </table>		<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>	Plant central office			craftsmen <sup>2</sup> .....	\$2 to \$6	\$2 to \$8	Traffic operators <sup>3 4</sup> .....	\$3 to \$7	\$3 to \$8	Plant construction forces .	\$0	\$0 to \$3	Outside maintenance			forces .....	\$2 to \$6	\$2 to \$11	Clerical forces <sup>4 5</sup> .....	\$2 to \$7	\$2 to \$7
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forces .....	\$2 to \$6	\$2 to \$11																											
Clerical forces <sup>4 5</sup> .....	\$2 to \$7	\$2 to \$7																											
		<p>Rate progression schedule adopted Aug. 4, 1944, for outside maintenance forces and clerical employees with increases retroactive to 1943 for employees at many locations. The effect of these increases was reflected in</p>																											

See footnotes at end of table.

Table 1. General wage changes,<sup>1</sup> 1940-52—Continued

Effective date	Provision	Applications, exceptions, and other related matters																											
Oct. 10, 1942, to Sept. 6, 1945— Continued		increases in minimum and maximum rates shown above. Plant construction forces received a minimum increase of \$2 a week, except that resulting rate did not exceed applicable maximums.																											
Sept. 7, 1945 .....	.....	Increases ranging from \$3 to \$5 a week to New York traffic department employees. Increases were as follows: <table data-bbox="1161 401 1412 523"> <thead> <tr> <th></th> <th colspan="2" style="text-align: center;"><i>Weekly rates</i></th> </tr> <tr> <th></th> <th style="text-align: center;"><i>Minimum</i></th> <th style="text-align: center;"><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>Traffic operators .....</td> <td style="text-align: center;">\$5</td> <td style="text-align: center;">\$5</td> </tr> <tr> <td>Clerical forces .....</td> <td style="text-align: center;">\$3</td> <td style="text-align: center;">\$3</td> </tr> </tbody> </table>		<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>	Traffic operators .....	\$5	\$5	Clerical forces .....	\$3	\$3															
	<i>Weekly rates</i>																												
	<i>Minimum</i>	<i>Maximum</i>																											
Traffic operators .....	\$5	\$5																											
Clerical forces .....	\$3	\$3																											
Feb. 1, 1946 .....	Increases ranging from \$5 to \$9 a week, depending upon location and position on applicable schedule.	Minimum and maximum weekly rates were raised and some progression schedules for job classifications were shortened. The rate ranges of these employees were increased as follows: <table data-bbox="1161 658 1412 909"> <thead> <tr> <th></th> <th colspan="2" style="text-align: center;"><i>Weekly rates</i></th> </tr> <tr> <th></th> <th style="text-align: center;"><i>Minimum</i></th> <th style="text-align: center;"><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>Plant central office</td> <td></td> <td></td> </tr> <tr> <td>  craftsmen .....</td> <td style="text-align: center;">\$5 to \$9</td> <td style="text-align: center;">\$8</td> </tr> <tr> <td>Traffic operators .....</td> <td style="text-align: center;">\$5 to \$6</td> <td style="text-align: center;">\$7</td> </tr> <tr> <td>Plant construction forces .</td> <td style="text-align: center;">\$5</td> <td style="text-align: center;">\$6 to \$8</td> </tr> <tr> <td>Outside maintenance</td> <td></td> <td></td> </tr> <tr> <td>  forces .....</td> <td style="text-align: center;">\$5 to \$7</td> <td style="text-align: center;">\$7 to \$8</td> </tr> <tr> <td>Clerical forces .....</td> <td style="text-align: center;">\$5 to \$7</td> <td style="text-align: center;">\$5 to \$7</td> </tr> </tbody> </table> <p data-bbox="867 923 1424 1058">New York traffic operators and clerical employees received increases which, when added to increases previously given on Sept. 7, 1945, conformed to the above pattern. Acceleration of rate of progression permitted increases up to \$15 a week.</p>		<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>	Plant central office			craftsmen .....	\$5 to \$9	\$8	Traffic operators .....	\$5 to \$6	\$7	Plant construction forces .	\$5	\$6 to \$8	Outside maintenance			forces .....	\$5 to \$7	\$7 to \$8	Clerical forces .....	\$5 to \$7	\$5 to \$7
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May 9, 1947 .....	Increases ranging from \$2 to \$5 a week, depending upon location and position on applicable schedule.	The rate ranges of employees covered by wage schedules were increased as follows: <table data-bbox="1161 1116 1412 1367"> <thead> <tr> <th></th> <th colspan="2" style="text-align: center;"><i>Weekly rates</i></th> </tr> <tr> <th></th> <th style="text-align: center;"><i>Minimum</i></th> <th style="text-align: center;"><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>Plant central office</td> <td></td> <td></td> </tr> <tr> <td>  craftsmen .....</td> <td style="text-align: center;">\$2 to \$4</td> <td style="text-align: center;">\$3 to \$5</td> </tr> <tr> <td>Traffic operators .....</td> <td style="text-align: center;">\$2 to \$4</td> <td style="text-align: center;">\$4 to \$5</td> </tr> <tr> <td>Plant construction forces .</td> <td style="text-align: center;">\$4</td> <td style="text-align: center;">\$4</td> </tr> <tr> <td>Outside maintenance</td> <td></td> <td></td> </tr> <tr> <td>  forces .....</td> <td style="text-align: center;">\$2 to \$4</td> <td style="text-align: center;">\$3 to \$4</td> </tr> <tr> <td>Clerical forces .....</td> <td style="text-align: center;">\$2 to \$4</td> <td style="text-align: center;">\$2 to \$4</td> </tr> </tbody> </table>		<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>	Plant central office			craftsmen .....	\$2 to \$4	\$3 to \$5	Traffic operators .....	\$2 to \$4	\$4 to \$5	Plant construction forces .	\$4	\$4	Outside maintenance			forces .....	\$2 to \$4	\$3 to \$4	Clerical forces .....	\$2 to \$4	\$2 to \$4
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forces .....	\$2 to \$4	\$3 to \$4																											
Clerical forces .....	\$2 to \$4	\$2 to \$4																											
June 2, 1948 .....	.....	Increases ranging up to \$4 were made at certain points. The increases affected about 5 percent of the employees. Traffic operators were not involved.																											
Oct. 15, 1948 .....	Increases ranging from \$0 to \$7 a week, depending upon location and position on applicable schedule.	The rate ranges of employees covered by wage schedules were increased as follows: <table data-bbox="1161 1532 1412 1783"> <thead> <tr> <th></th> <th colspan="2" style="text-align: center;"><i>Weekly rates</i></th> </tr> <tr> <th></th> <th style="text-align: center;"><i>Minimum</i></th> <th style="text-align: center;"><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>Plant central office</td> <td></td> <td></td> </tr> <tr> <td>  craftsmen .....</td> <td style="text-align: center;">\$1 to \$3</td> <td style="text-align: center;">\$2 to \$7</td> </tr> <tr> <td>Traffic operators .....</td> <td style="text-align: center;">\$1 to \$4</td> <td style="text-align: center;">\$3 to \$4</td> </tr> <tr> <td>Plant construction forces .</td> <td style="text-align: center;">\$2</td> <td style="text-align: center;">\$2 to \$4</td> </tr> <tr> <td>Outside maintenance</td> <td></td> <td></td> </tr> <tr> <td>  forces .....</td> <td style="text-align: center;">\$1 to \$4</td> <td style="text-align: center;">\$1 to \$7</td> </tr> <tr> <td>Clerical forces .....</td> <td style="text-align: center;">\$0 to \$4</td> <td style="text-align: center;">\$1 to \$6</td> </tr> </tbody> </table>		<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>	Plant central office			craftsmen .....	\$1 to \$3	\$2 to \$7	Traffic operators .....	\$1 to \$4	\$3 to \$4	Plant construction forces .	\$2	\$2 to \$4	Outside maintenance			forces .....	\$1 to \$4	\$1 to \$7	Clerical forces .....	\$0 to \$4	\$1 to \$6
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See footnotes at end of table.

Table 1. General wage changes,<sup>1</sup> 1940-52—Continued

Effective date	Provision	Applications, exceptions, and other related matters																											
July 5, 1950 .....	.....	Reclassification of approximately 100 towns in addition to the adjustment of specific wage schedules in some areas. Schedules were reduced to 6½ years. Prior to this, most employees had been assigned to 8-year wage schedules and a few employees had been assigned to 7-year wage schedules. Increases affected about 50 percent of the employees and ranged up to \$11 a week.																											
July 5, 1951 .....	Increases ranging from \$3 to \$13 a week, depending upon location and position on applicable schedule.	The rate ranges of employees covered by wage schedules were increased as follows: <table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="2" style="text-align: center;"><i>Weekly rates</i></th> </tr> <tr> <th></th> <th style="text-align: center;"><i>Minimum</i></th> <th style="text-align: center;"><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td colspan="3">Plant central office</td> </tr> <tr> <td>craftsmen .....</td> <td>\$3 to \$5</td> <td>\$6 to \$11½</td> </tr> <tr> <td>Traffic operators .....</td> <td>\$3 to \$5</td> <td>\$4½ to \$ 5½</td> </tr> <tr> <td>Plant construction forces .</td> <td>\$3 to \$3½</td> <td>\$5 to \$ 7½</td> </tr> <tr> <td colspan="3">Outside maintenance</td> </tr> <tr> <td>forces .....</td> <td>\$3 to \$6</td> <td>\$5½ to \$13</td> </tr> <tr> <td>Clerical forces .....</td> <td>\$3 to \$5½</td> <td>\$3 to \$ 9</td> </tr> </tbody> </table>		<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>	Plant central office			craftsmen .....	\$3 to \$5	\$6 to \$11½	Traffic operators .....	\$3 to \$5	\$4½ to \$ 5½	Plant construction forces .	\$3 to \$3½	\$5 to \$ 7½	Outside maintenance			forces .....	\$3 to \$6	\$5½ to \$13	Clerical forces .....	\$3 to \$5½	\$3 to \$ 9
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July 5, 1952 .....	Increases ranging from \$2.50 to \$10 a week, depending upon location and position on applicable schedule.	The rate ranges of employees covered by wage schedules were increased as follows: <table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="2" style="text-align: center;"><i>Weekly rates</i></th> </tr> <tr> <th></th> <th style="text-align: center;"><i>Minimum</i></th> <th style="text-align: center;"><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td colspan="3">Plant central office</td> </tr> <tr> <td>craftsmen .....</td> <td>\$3 to \$5</td> <td>\$4 to \$10</td> </tr> <tr> <td>Traffic operators .....</td> <td>\$2½ to \$4</td> <td>\$3 to \$ 4</td> </tr> <tr> <td>Plant construction forces .</td> <td>\$3½ to \$4</td> <td>\$4½ to \$ 5</td> </tr> <tr> <td colspan="3">Outside maintenance</td> </tr> <tr> <td>forces .....</td> <td>\$3 to \$7</td> <td>\$3½ to \$ 9</td> </tr> <tr> <td>Clerical forces .....</td> <td>\$2½ to \$5</td> <td>\$2½ to \$ 6</td> </tr> </tbody> </table>		<i>Weekly rates</i>			<i>Minimum</i>	<i>Maximum</i>	Plant central office			craftsmen .....	\$3 to \$5	\$4 to \$10	Traffic operators .....	\$2½ to \$4	\$3 to \$ 4	Plant construction forces .	\$3½ to \$4	\$4½ to \$ 5	Outside maintenance			forces .....	\$3 to \$7	\$3½ to \$ 9	Clerical forces .....	\$2½ to \$5	\$2½ to \$ 6
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forces .....	\$3 to \$7	\$3½ to \$ 9																											
Clerical forces .....	\$2½ to \$5	\$2½ to \$ 6																											

<sup>1</sup> 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 above were the major changes affecting salary 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 necessarily coincide with the movement of straight-time average hourly earnings.

<sup>2</sup> Included was an increase of \$4 in the minimum and \$2 in the maximum rate of the schedule for plant central office craftsmen in New York City, by NWLB directive order, effective

Dec. 26, 1944.

<sup>3</sup> Included was an increase of \$3 in the minimum and maximum rates of traffic operators' schedules in New York City, \$5 in Louisville, Ky., and \$5 in Memphis, Tenn., effective Jan. 10, 1944, by NWLB directive order.

<sup>4</sup> Included was an increase of \$3 in the minimum and maximum rates of traffic operators' schedules and \$3 in clerical schedules in Detroit, effective Mar. 28, 1943, by NWLB directive order.

<sup>5</sup> Included was an increase of \$3 in the minimum rate and \$2 in the maximum rate of the schedules for certain traffic clerical employees in New York City, Louisville, Ky., and Memphis, Tenn., effective Jan. 10, 1944, by NWLB directive order. Included also in this period was an increase of \$3 in minimum and \$2 in maximum rates of the schedule for certain plant clerical employees of New York City, effective Dec. 26, 1944, by NWLB directive order.



Table 2. General wage changes,<sup>1</sup> 1953-73

Occupational group <sup>2</sup>	Changes in weekly rates effective				
	Sept. 2, 1953	Oct. 9, 1954	Nov. 14, 1955	Dec. 5, 1956	Jan. 11, 1958
Number of towns reclassified .....	29	11	10	17	7
Number of years' service required to reach maximum rates:					
Central office craftsmen .....	<sup>3</sup> / <sub>6</sub>	6	6	6	6
Traffic operators .....	<sup>3</sup> / <sub>6</sub>	6	6	6	6
Plant central office craftsmen:					
Minimum rate .....	\$0 - \$4.00	\$0 - \$2.00	\$2.00- \$5.50	\$2.00- \$5.50	\$1.00- \$5.00
Maximum rate .....	0 - 5.50	1.00- 5.50	3.50- 9.50	3.50- 9.50	2.50- 6.00
Traffic operators:					
Minimum rate .....	1.00- 3.00	0 - 2.00	2.00- 2.50	2.00- 4.00	2.00- 4.00
Maximum rate .....	1.50- 2.50	1.50- 2.50	2.00- 3.00	2.50- 3.00	2.50- 3.50
Plant construction forces:					
Minimum rate .....	1.00- 2.00	0	2.50	2.50	2.00
Maximum rate .....	1.50- 3.00	1.00- 2.00	3.00- 4.00	3.00- 4.00	2.50- 3.50
Outside maintenance forces:					
Minimum rate .....	0 - 5.00	0 - 2.00	2.00- 5.50	2.00- 11.50	1.00- 4.00
Maximum rate .....	1.00- 8.00	1.00- 5.50	3.00- 10.00	3.00- 11.50	2.50- 9.50
Clerical forces:					
Minimum rate .....	0.50- 3.50	0 - 2.00	1.00- 3.00	1.00- 5.00	1.50- 4.00
Maximum rate .....	1.00- 4.50	0 - 4.00	1.00- 6.00	1.50- 5.00	1.50- 5.50
	June 10, 1959	Oct. 10, 1960	Nov. 9, 1961	Nov. 9, 1962	Nov. 10, 1963
Number of towns reclassified .....	20	15	15	56	42
Number of years' service required to reach maximum rates:					
Central office craftsmen .....	6	6	6	6	6
Traffic operators .....	6	6	5 ½	5½	5½
Plant central office craftsmen:					
Minimum rate .....	\$1.00- \$5.50	\$1.00- \$8.50	\$1.50- \$5.50	\$1.50- \$8.00	\$1.50- \$8.50
Maximum rate .....	2.00- 11.00	3.50- 10.00	3.00- 9.00	4.00- 10.50	3.50- 11.00
Traffic operators:					
Minimum rate .....	1.00- 3.00	1.50- 7.00	1.50- 3.00	2.00- 3.50	2.00- 3.50
Maximum rate .....	3.00- 4.00	2.50- 3.00	<sup>4</sup> 2.00	2.50- 4.50	<sup>5</sup> 2.50- 4.00
Plant construction forces:					
Minimum rate .....	1.50	2.50	3.00	2.00	2.00
Maximum rate .....	3.00- 4.00	4.50- 6.00	2.00- 3.00	2.00- 4.50	2.00- 5.00
Outside maintenance forces:					
Minimum rate .....	0 - 5.50	1.00- 5.50	1.50- 5.50	1.50- 7.00	1.50- 9.00
Maximum rate .....	3.00- 12.00	3.00- 10.00	2.50- 8.00	3.50- 10.50	3.50- 12.00
Clerical forces:					
Minimum rate .....	0 - 4.50	1.00- 7.00	1.00- 5.50	1.00- 5.00	1.00- 5.50
Maximum rate .....	0 - 8.00	1.50- 7.50	1.00- 6.00	1.50- 6.50	<sup>5</sup> 1.50- 6.00

See footnotes at end of table.

Table 2. General wage changes,<sup>1</sup> 1953-73--Continued

Occupational group <sup>2</sup>	Changes in weekly rates effective				
	Jan. 11, 1965 <sup>6</sup>	Jan. 11, 1966 <sup>6</sup>	Jan. 16, 1967 <sup>6</sup>	Jan. 16, 1968 <sup>6</sup>	July 16, 1969 <sup>7</sup>
Number of towns reclassified .....	88	154	91	60	—
Number of years' service required to reach maximum rate:					
Operations (plant) central office craftsmen .....	6	6	6	6	6
Traffic operators .....	5½	5½	5½	5	5
Operations (plant) central office craftsmen:					
Minimum rate .....	-\$2.50- \$8.00	<sup>11</sup> \$2.00- \$6.00	\$5.50-\$11.00	<sup>12</sup> \$7.00-\$16.00	\$5.50- \$7.50
Maximum rate .....	-1.00- 13.00	4.00- 16.00	8.00- 21.00	12.00- 19.00	6.00- 8.00
Traffic operators:					
Minimum rate .....	<sup>15</sup> 1.50- 4.00	2.00- 5.00	3.50- 7.50	4.00- 6.50	3.50
Maximum rate .....	4.00- 7.50	3.00- 6.00	5.50- 10.50	8.00- 10.00	4.00
Plant construction forces:					
Minimum rate .....	3.00	2.00	<sup>16</sup> 5.50	1.00- 3.00	5.50
Maximum rate .....	<sup>17</sup> 3.00- 5.00	<sup>18</sup> 3.00- 5.00	<sup>19</sup> 4.50- 8.00	4.00- 8.00	6.00
Outside maintenance forces:					
Minimum rate .....	<sup>20</sup> 2.00- 8.00	2.00- 13.50	5.50- 10.00	5.00- 16.00	(21)
Maximum rate .....	<sup>22</sup> 4.00- 13.00	4.00- 10.50	<sup>23</sup> 7.50- 14.50	8.00- 20.00	(21)
Clerical forces:					
Minimum rate .....	-1.00- 7.50	1.00- 7.50	3.50- 10.50	4.00- 27.50	3.50- 5.50
Maximum rate .....	- .50- 10.00	2.50- 11.00	<sup>24</sup> 3.50- 13.50	4.00- 14.00	3.50- 6.00
	May 20, 1970	July 16, 1970	July 17, 1971 <sup>8</sup>	July 16, 1972 <sup>9</sup>	July 15, 1973 <sup>9</sup>
Number of towns reclassified .....	—	—	1088	—	—
Number of years' service required to reach maximum rate:					
Operations (plant) central office craftsmen .....	5	5	5	5	5
Traffic operators .....	4	4	4	4	4
Operations (plant) central office craftsmen:					
Minimum rate .....	\$8.00-\$19.00	<sup>13</sup> \$5.50	\$4.00-\$20.50	\$6.00- \$9.00	\$9.50-\$12.50
Maximum rate .....	0	<sup>140</sup> - 8.00	23.00- 36.00	12.00- 14.50	16.00- 18.00
Traffic operators:					
Minimum rate .....	2.00- 14.50	3.50	6.00- 10.50	5.50- 7.50	9.00- 11.00
Maximum rate .....	0	<sup>140</sup> - 4.00	16.50- 22.50	9.50	13.50
Plant construction forces:					
Minimum rate .....	18.50- 23.50	5.50	8.00- 10.50	7.00	9.50- 10.50
Maximum rate .....	0	6.00	21.50- 37.50	12.00	16.00
Outside maintenance forces:					
Minimum rate .....	—	—	—	—	—
Maximum rate .....	—	—	—	—	—
Clerical forces:					
Minimum rate .....	4.00- 23.00	3.50- 5.50	2.00- 17.00	5.50- 9.00	9.00- 12.50
Maximum rate .....	0	<sup>140</sup> - 6.00	16.00- 28.50	9.50- 12.00	13.00- 16.00

<sup>1</sup> 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 the wage structure (such as changes in specific classification rates) that do not have an immediate and noticeable effect on the general wage level.

FOOTNOTES – Continued

The general changes listed above were the major changes affecting salary rates during the period covered by this chronology bulletin. 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 necessarily coincide with the movement of straight-time average hourly earnings.

<sup>2</sup> A range is shown since individual increases were governed by location, position on the salary schedule, and job.

<sup>3</sup> Reduced from 6½ years. See table 13 for earlier progression schedule.

<sup>4</sup> Effective May 6, 1962, rates were increased \$1.

<sup>5</sup> Effective Feb. 9, 1964, maximum rates for traffic operators were increased \$1 and those for clerical forces, 50 cents.

<sup>6</sup> Additional increases were provided as "Special Allowances" at various locations. The 1965 agreement provided that such "Special Allowances" be shown in the contract apart from and in addition to the basic rate. The decreases which are shown effective Jan. 11, 1965, were the result of the elimination of special amounts that were built into the basic rate prior to the 1965 wage change.

<sup>7</sup> Deferred increase.

<sup>8</sup> Ranges do not include special or special city allowances—see table 12.

<sup>9</sup> Changes include \$4.50 a week increases in 1972 and \$8 a week in 1973 resulting from establishment of a cost-of-living escalator clause in the 1971 contract. It provided for annual adjustments in weekly rates, on July 16, 1972 and July 15, 1973, based on the May Bureau of Labor Statistics' National Consumer Price Index (1967=100) in the respective years. The index table with appropriate rate adjustments was as follows:

<i>Index</i>	<i>Cumulative adjustment in weekly rates</i>	<i>Index</i>	<i>Cumulative adjustment in weekly rates</i>
120.9-121.4 . . . . .	\$0.50	127.5-127.8 . . . . .	\$ 8.00
121.5-121.8 . . . . .	1.00	127.9-128.3 . . . . .	8.50
121.9-122.3 . . . . .	1.50	128.4-128.7 . . . . .	9.00
122.4-122.7 . . . . .	2.00	128.8-129.1 . . . . .	9.50
122.8-123.1 . . . . .	2.50	129.2-129.6 . . . . .	10.00
123.2-123.5 . . . . .	3.00	129.7-130.0 . . . . .	10.50
123.6-124.0 . . . . .	3.50	130.1-130.4 . . . . .	11.00
124.1-124.4 . . . . .	4.00	130.5-130.9 . . . . .	11.50
124.5-124.8 . . . . .	4.50	131.0-131.3 . . . . .	12.00
124.9-125.3 . . . . .	5.00	131.4-131.7 . . . . .	12.50
125.4-125.7 . . . . .	5.50	131.8-132.1 . . . . .	13.00
125.8-126.1 . . . . .	6.00	132.2-132.6 . . . . .	13.50
126.2-126.6 . . . . .	6.50	132.7-133.0 . . . . .	14.00
126.7-127.0 . . . . .	7.00	133.1-133.4 . . . . .	14.50
127.1-127.4 . . . . .	7.50	133.5-133.9 . . . . .	15.00

<i>Index</i>	<i>Cumulative adjustment in weekly rates</i>	<i>Index</i>	<i>Cumulative adjustment in weekly rates</i>
134.0-134.3 . . . . .	\$15.50	135.3-135.6 . . . . .	\$17.00
134.4-134.7 . . . . .	16.00	135.7-136.0 . . . . .	17.50
134.8-135.2 . . . . .	16.50	136.1-136.4 . . . . .	18.00

etc.

<sup>10</sup> Eleven additional towns were reclassified on August 1, 1971, and four towns were reclassified on February 13, 1972.

<sup>11</sup> Effective Mar. 30, 1966, highest figure in range (applied to workers at Jackie Jones, Montauk, and Southfields, N.Y.) was increased \$3.

<sup>12</sup> Effective Mar. 2, 1969, highest figure in range (applied to workers at various locations in Michigan) was increased \$10.

<sup>13</sup> Effective July 19, 1970, employees at various locations in Zone 1 in the Southwestern Bell Territory received an additional \$0.50.

<sup>14</sup> Employees in the territory of the New York Telephone Co. received the scheduled July 16, 1970 increases in their maximums (\$6 for operations central office craftsmen, \$4 for traffic operators, and \$3.50 to \$6 for clerical) retroactive to April 1, 1970.

<sup>15</sup> Effective May 16, 1965, highest figure in range (applied to workers in Chicago, Ill.) was increased \$2.50.

<sup>16</sup> Effective Feb. 5, 1967, workers in all areas except Northeast and East received an additional \$0.50.

<sup>17</sup> Effective Feb. 27, 1965, highest figure in range (applied to workers in Group 4 in Northeast and Eastern territories) was increased \$2.

<sup>18</sup> Effective Mar. 30, 1966, highest figure in range (applied to workers in Group 3 in Northeast and East) was increased \$1.

<sup>19</sup> Effective Feb. 5, 1967, highest figure in range (applied to workers in all areas except Northeast and East) was increased \$0.50.

<sup>20</sup> Effective May 30, 1965, highest figure in range (applied to workers in Mt. Rainier, Md.) was increased \$5.

<sup>21</sup> Outside maintenance forces merged with operations (plant) central office craftsmen and gang employees on Jan. 20, 1969.

<sup>22</sup> Effective Feb. 27, 1965, highest figure in range (applied to workers in Group 4 in New York territories) was increased \$5.

<sup>23</sup> Effective Feb. 5, 1967, highest figure in range (applied to workers in Group 4 at Ennis, Tex.) was increased \$0.50.

<sup>24</sup> Effective Feb. 5, 1967, highest figure in range (applied to workers in Group 4 at various locations in Texas) was increased \$0.50.

**Table 3. Weekly salary rates for plant central office craftsmen, selected cities,<sup>1</sup> January 1941 and July 1946**

City	Jan. 1941		July 1946		City	Jan. 1941		July 1946	
	Minimum	Maximum	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
Boston	\$18.00	\$58.00	\$28.00	\$76.00	Louisville	\$17.00	\$50.00	\$28.00	\$67.00
Buffalo	18.00	54.00	29.00	72.00	Memphis	17.00	50.00	28.00	67.00
Chicago	18.00	58.00	30.00	75.00	Minneapolis	16.00	49.00	30.00	70.00
Cincinnati	17.00	50.00	31.00	69.00	New York	18.00	63.00	29.00	80.00
Cleveland	17.00	52.00	31.00	73.00	Philadelphia	18.00	58.00	28.00	75.00
Detroit	17.00	54.00	31.00	76.00	Pittsburgh	18.00	58.00	28.00	75.00
Kansas City	17.00	50.00	31.00	68.00	St. Louis	17.00	53.00	31.00	71.00

<sup>1</sup> Table covers 14 of a total of 236 cities. The cities shown are the Long Lines operating centers.

**Table 4. Weekly salary rates for plant central office craftsmen, selected cities, 1952-70**

City	July 1952		September 1953		October 1954		November 1955		December 1956		January 1958	
	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>
Atlanta	\$40.00	\$ 89.50	\$42.00	\$ 92.50	\$42.00	\$ 95.00	\$44.00	\$ 99.00	\$46.00	\$103.50	\$48.00	\$107.50
Baltimore	42.00	97.50	45.00	100.00	45.00	102.50	47.50	107.00	53.00	112.00	55.50	117.00
Birmingham	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Boston	42.00	99.50	43.00	102.00	45.00	106.00	47.00	110.00	50.00	115.00	51.00	118.00
Buffalo	44.00	96.00	45.00	98.50	45.00	100.50	47.00	105.00	51.00	110.00	53.00	113.50
Charleston, W. Va.	43.00	93.00	44.50	96.00	45.00	98.50	47.50	103.50	53.00	109.00	55.50	114.00
Charlotte	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Chattanooga	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Chicago	43.50	100.00	45.00	103.00	46.00	105.50	48.00	110.50	51.00	115.50	54.00	119.50
Cincinnati	44.00	93.00	46.00	97.50	46.00	100.50	48.50	105.50	52.50	110.50	55.00	115.50
Cleveland	45.00	96.00	47.00	98.50	47.00	100.50	49.50	105.50	53.50	110.50	56.50	115.50
Dallas	44.00	95.00	46.00	98.00	46.00	100.50	50.00	105.50	55.00	110.50	58.00	115.50
Denver	41.50	87.50	44.00	91.00	44.00	93.50	46.50	98.00	50.00	103.00	53.00	108.50
Des Moines	43.00	91.00	45.50	94.50	45.50	97.00	48.00	101.50	51.50	106.50	54.50	111.50
Detroit	44.00	99.00	46.00	101.50	46.00	103.50	48.50	108.50	51.50	113.50	55.50	118.50
Duluth <sup>2</sup>	-	-	-	-	-	-	-	-	-	-	-	-
El Paso	41.50	86.50	43.50	89.00	43.50	91.50	46.00	95.50	50.00	100.00	53.00	105.00
Harrisburg	39.50	94.50	42.00	97.00	42.00	99.50	45.00	106.50	48.00	111.00	51.00	114.50
Hartford	40.00	99.50	41.00	102.00	41.00	104.50	43.00	109.00	46.00	112.50	47.00	117.50
Indianapolis	45.00	92.00	47.50	95.00	47.50	97.50	50.50	102.50	53.50	107.50	56.00	112.00
Kansas City	44.00	95.00	46.00	98.00	46.00	100.50	50.00	105.50	55.00	110.50	58.00	115.50
Knoxville	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Little Rock	43.00	86.50	45.00	89.50	45.00	92.00	49.00	96.50	53.00	101.50	56.00	106.50
Louisville	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Memphis	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Miami	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
Milwaukee	43.50	92.50	45.50	96.50	45.50	99.50	48.00	104.50	51.00	109.50	54.00	114.50
Minneapolis	43.00	93.50	45.50	96.50	45.50	99.00	48.00	103.50	51.50	108.50	54.50	113.50
Montgomery	38.50	87.50	40.50	90.50	40.50	93.00	42.50	97.00	44.50	101.50	46.50	105.00
Nashville	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
New Orleans	40.00	89.50	42.00	92.50	42.00	95.00	44.00	99.00	46.00	103.50	48.00	107.50
New York	44.00	104.00	45.00	106.50	45.00	109.00	47.00	114.00	52.00	119.00	54.00	123.00
Newark	44.00	102.00	46.00	104.00	46.00	105.50	48.00	110.00	52.00	114.50	54.00	118.50
Omaha	43.00	91.00	45.50	94.50	45.50	97.00	48.00	101.50	51.50	106.50	54.50	111.50
Philadelphia	41.00	98.50	43.00	101.00	43.00	103.50	46.00	109.50	50.00	114.50	52.00	118.50
Pittsburgh	41.00	98.50	43.00	101.00	43.00	103.50	46.00	109.50	50.00	114.50	52.00	118.50
Reading	39.50	94.50	42.00	97.00	42.00	99.50	45.00	106.50	48.00	111.00	51.00	114.50
Richmond	40.00	92.00	42.00	94.50	42.00	97.00	44.50	101.50	49.50	106.50	53.00	111.50
Salt Lake City	41.50	87.50	43.50	90.00	43.50	92.50	46.00	97.00	50.00	102.00	53.00	107.00
Scranton	39.50	94.50	42.00	97.00	42.00	99.50	45.00	106.50	48.00	111.00	51.00	114.50
St. Louis	44.00	95.00	46.00	98.00	46.00	100.50	50.00	105.50	55.00	110.50	58.00	115.50
Washington, D.C.	45.50	100.00	47.00	102.50	47.00	105.00	49.50	109.50	55.00	114.50	57.50	119.50
Wayne, Pa. <sup>3</sup>	-	-	-	-	-	-	-	-	50.00	114.50	52.00	118.50
White Plains, N.Y. <sup>4</sup>	-	-	45.00	106.50	45.00	109.00	47.00	114.00	52.00	119.00	54.00	123.00

See footnotes at end of table.

Table 4. Weekly salary rates for plant central office craftsmen, selected cities, 1952-70—Continued

City	June 1959		October 1960		November 1961		November 1962		November 1963	
	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>
Atlanta	\$51.00	\$112.50	\$53.00	\$117.00	\$57.00	\$120.00	\$59.00	\$124.50	\$61.00	\$129.00
Baltimore	57.50	122.00	59.50	126.50	62.00	129.50	64.00	134.00	66.50	138.50
Birmingham	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Boston	52.50	124.00	54.50	128.50	56.50	131.50	58.50	136.50	60.50	141.50
Buffalo	54.50	118.50	59.00	123.00	63.00	127.00	66.00	132.00	68.00	139.00
Charleston, W. Va.	57.50	119.00	60.00	123.50	63.00	126.50	65.00	131.50	72.00	136.50
Charlotte	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Chattanooga	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Chicago	58.00	125.50	62.50	131.00	65.50	135.00	68.00	140.00	70.50	145.00
Cincinnati	56.50	120.50	58.00	125.00	61.00	128.00	64.00	133.00	66.00	138.00
Cleveland	57.50	120.50	59.50	125.00	61.50	128.00	63.50	133.00	66.00	138.00
Dallas	60.00	120.50	61.50	125.00	63.50	128.00	66.50	133.00	68.50	138.00
Denver	55.00	113.50	57.50	118.00	61.00	121.00	64.00	126.00	67.00	131.00
Des Moines	56.00	116.00	59.50	120.00	62.00	123.00	64.50	127.50	68.00	132.00
Detroit	58.50	123.50	60.50	128.00	63.00	131.00	65.00	136.00	67.50	141.00
Duluth <sup>2</sup>	56.00	116.00	59.50	120.00	62.00	123.00	64.50	127.50	68.00	132.00
El Paso	54.50	109.00	57.00	113.00	60.00	116.00	62.50	120.50	65.50	125.00
Harrisburg	53.00	119.50	56.00	124.00	59.00	127.00	63.00	131.50	67.00	136.50
Hartford	48.50	122.50	50.00	127.50	55.50	130.50	57.00	135.50	58.50	140.50
Indianapolis	57.50	117.00	60.00	122.00	62.00	125.00	64.00	130.00	66.00	134.50
Kansas City	60.00	120.50	61.50	125.00	63.50	128.00	66.50	133.00	68.50	138.00
Knoxville	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Little Rock	58.00	110.50	61.50	120.50	63.50	123.50	65.50	128.00	67.50	132.50
Louisville	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Memphis	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Miami	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
Milwaukee	56.00	119.50	61.00	124.00	63.00	127.00	65.00	132.00	67.00	137.00
Minneapolis	56.00	118.50	59.50	123.00	63.00	126.00	66.50	131.00	70.00	136.00
Montgomery	49.50	110.00	51.50	114.00	55.50	117.00	57.50	121.50	59.50	125.50
Nashville	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
New Orleans	51.00	112.50	53.00	117.00	57.00	120.00	59.00	124.50	61.00	129.00
New York	55.50	128.00	60.50	132.50	64.00	135.50	66.00	140.50	68.00	147.50
Newark	55.50	123.50	58.00	129.00	60.00	132.00	65.00	137.00	67.50	142.00
Omaha	56.00	116.00	59.50	120.00	62.00	123.00	64.50	127.50	68.00	132.00
Philadelphia	54.00	123.00	57.00	127.50	60.00	130.50	65.00	135.50	70.00	140.50
Pittsburgh	54.00	123.00	57.00	127.50	60.00	130.50	65.00	135.50	70.00	140.50
Reading	53.00	119.50	56.00	124.00	59.00	127.00	63.00	131.50	67.00	136.50
Richmond	55.00	116.50	57.00	121.00	60.00	124.00	62.00	128.50	65.00	133.00
Salt Lake City	54.50	111.50	57.00	115.50	60.50	118.50	63.00	123.00	66.00	127.50
Scranton	53.00	119.50	56.00	124.00	59.00	127.00	63.00	131.50	67.00	136.50
St. Louis	60.00	120.50	61.50	125.00	63.50	128.00	66.50	133.00	<sup>5</sup> 68.50	<sup>6</sup> 138.00
Washington, D.C.	59.50	124.50	61.50	129.00	64.50	132.00	66.50	137.00	72.00	142.00
Wayne, Pa. <sup>3</sup>	54.00	123.00	57.00	127.50	60.00	130.50	65.00	135.50	70.00	140.50
White Plains, N.Y. <sup>4</sup>	55.50	128.00	60.50	132.50	64.00	135.50	66.00	140.50	68.00	147.50

See footnotes at end of table.

Table 4. Weekly salary rates for plant central office craftsmen, selected cities, 1952-70—Continued

City	January 1965		January 1966		January 1967		July 1968	
	Mini- mum	Maxi- mum <sup>2</sup>	Mini- mum	Maxi- mum <sup>2</sup>	Mini- mum	Maxi- mum <sup>2</sup>	Mini- mum	Maxi- mum <sup>2</sup>
Atlanta .....	\$64.00	\$134.00	\$66.00	\$138.50	\$74.00	\$146.50	\$81.00	\$160.50
Baltimore .....	71.00	143.50	75.00	148.50	82.00	156.50	89.50	168.50
Birmingham .....	64.00	134.00	66.00	138.50	74.00	146.50	81.00	160.50
Boston .....	66.50	146.50	72.00	151.50	77.50	159.50	84.50	<sup>8</sup> 171.50
Buffalo .....	71.00	<sup>9</sup> 144.00	77.00	<sup>10</sup> 153.50	82.50	162.50	89.50	174.50
Charleston, W. Va. . .	75.00	141.50	79.00	146.50	85.00	155.50	92.00	167.50
Charlotte .....	64.00	134.00	66.00	138.50	74.00	146.50	81.00	158.50
Chattanooga .....	64.00	134.00	66.00	138.50	74.00	146.50	81.00	158.50
Chicago .....	75.00	150.00	80.00	155.00	85.50	163.00	92.50	175.00
Cincinnati .....	70.00	143.00	73.00	147.50	81.00	155.50	88.00	167.50
Cleveland .....	70.00	143.00	72.00	147.50	80.00	157.50	87.00	170.50
Dallas .....	71.50	143.00	<sup>13</sup> 75.00	<sup>14</sup> 147.50	<sup>15</sup> 82.50	158.00	90.50	170.00
Denver .....	70.50	136.00	72.50	140.50	78.00	148.50	85.00	160.50
Des Moines .....	70.50	137.00	73.00	141.50	78.50	149.50	85.50	161.50
Detroit .....	70.50	146.00	75.00	150.50	82.00	158.50	<sup>18</sup> 90.00	170.50
Duluth .....	70.50	137.00	73.00	141.50	78.50	149.50	85.50	161.50
El Paso .....	68.50	130.00	70.50	134.50	76.00	142.50	84.00	157.00
Harrisburg .....	72.00	141.50	77.00	146.50	82.50	154.50	92.50	170.50
Hartford .....	60.50	145.50	66.50	150.50	72.00	158.50	86.00	171.50
Indianapolis .....	69.00	139.50	73.50	144.00	80.00	152.00	88.00	164.00
Kansas City .....	71.50	143.00	<sup>13</sup> 75.00	<sup>14</sup> 147.50	<sup>15</sup> 82.50	158.00	90.50	170.00
Knoxville .....	64.00	134.00	66.00	138.50	74.00	146.50	81.00	158.50
Little Rock .....	70.00	137.50	73.00	142.00	78.50	150.00	—	—
Louisville .....	64.00	134.00	66.00	138.50	74.00	146.50	81.00	158.50
Memphis .....	64.00	134.00	66.00	138.50	74.00	146.50	81.00	158.50
Miami .....	64.00	134.00	66.00	138.50	74.00	146.50	81.00	160.50
Milwaukee .....	69.50	142.00	75.00	147.00	83.00	155.00	92.00	167.50
Minneapolis .....	73.00	141.00	76.00	146.00	81.50	154.00	88.50	167.50
Montgomery .....	62.00	130.50	64.00	135.00	72.00	143.00	79.00	155.00
Nashville .....	64.00	134.00	66.00	138.50	74.00	146.50	81.00	158.50
New Orleans .....	64.00	134.00	66.00	138.50	74.00	146.50	81.00	160.50
New York .....	72.00	<sup>19</sup> 152.50	77.00	159.50	82.50	167.50	89.50	<sup>20</sup> 179.50
Newark .....	71.50	147.00	75.50	152.00	83.00	160.00	90.00	172.50
Omaha .....	70.50	137.00	73.00	141.50	78.50	149.50	85.50	161.50
Philadelphia .....	75.00	145.50	80.00	150.50	85.50	158.50	92.50	170.50
Pittsburgh .....	75.00	145.50	80.00	150.50	85.50	158.50	92.50	170.50
Reading .....	72.00	141.50	77.00	146.50	82.50	154.50	89.50	166.50
Richmond .....	68.00	138.00	70.00	142.00	76.00	151.00	83.00	163.00
Salt Lake City .....	69.50	132.50	71.50	137.00	77.00	145.00	84.00	157.00
Scranton .....	72.00	141.50	77.00	146.50	82.50	154.50	89.50	166.50
St. Louis .....	73.00	146.00	76.50	150.50	<sup>15</sup> 82.00	158.50	90.00	170.50
Washington, D.C. . .	<sup>22</sup> 75.00	147.00	84.00	152.00	90.00	160.00	97.00	172.50
Wayne, Pa. ....	75.00	145.50	80.00	150.50	85.50	158.50	92.50	170.50
White Plains, N.Y. . .	72.00	<sup>19</sup> 152.50	77.00	159.50	82.50	167.50	89.50	<sup>20</sup> 179.50

See footnotes at end of table.

Table 4. Weekly salary rates for plant central office craftsmen, selected cities, 1952-70—Continued

City	July 1969		May 1970		July 1970	
	Mini- mum	Maxi- mum <sup>2</sup>	Mini- mum	Maxi- mum <sup>2</sup>	Mini- mum	Maxi- mum <sup>2</sup>
Atlanta	\$ 86.50	\$166.50	\$ 96.50	\$166.50	\$102.00	\$172.50
Baltimore	95.00	174.50	<sup>7</sup> 105.00	174.50	113.00	180.50
Birmingham	86.50	166.50	96.50	166.50	102.00	172.50
Boston	90.00	179.50	109.00	179.50	114.50	186.50
Buffalo	95.00	180.50	113.00	<sup>11</sup> 186.50	118.50	186.50
Charleston, W. Va.	97.50	173.50	<sup>12</sup> 107.50	173.50	114.00	179.50
Charlotte	86.50	164.50	96.50	164.50	102.00	170.50
Chattanooga	86.50	164.50	96.50	164.50	102.00	170.50
Chicago	98.00	181.00	114.00	181.00	119.50	188.00
Cincinnati	93.50	173.50	103.50	173.50	109.00	179.50
Cleveland	92.50	176.50	110.00	176.50	115.50	182.50
Dallas	96.00	176.00	106.00	176.00	<sup>16</sup> 111.50	182.00
Denver	90.50	166.50	<sup>17</sup> 100.00	166.50	106.00	172.50
Des Moines	91.00	167.50	101.00	167.50	106.50	173.50
Detroit	105.50	176.50	115.00	176.50	120.50	182.50
Duluth	91.00	167.50	101.00	167.50	106.50	173.50
El Paso	89.50	163.00	<sup>18</sup> 99.00	163.00	105.00	169.00
Harrisburg	98.00	176.50	112.50	176.50	118.00	184.50
Hartford	91.50	177.50	102.00	177.50	107.50	183.50
Indianapolis	93.50	170.00	103.00	170.00	108.50	176.00
Kansas City	96.00	176.00	106.00	176.00	<sup>16</sup> 111.50	182.00
Knoxville	86.50	164.50	96.50	164.50	102.00	170.50
Little Rock	—	—	—	—	—	—
Louisville	86.50	164.50	96.50	164.50	102.00	170.50
Memphis	86.50	164.50	96.50	164.50	102.00	170.50
Miami	86.50	166.50	96.50	166.50	102.00	172.50
Milwaukee	97.50	173.50	110.50	173.50	116.00	179.50
Minneapolis	94.00	173.00	104.00	173.00	109.50	179.00
Montgomery	84.50	161.00	94.50	161.00	100.00	167.00
Nashville	86.50	164.50	96.50	164.50	102.00	170.50
New Orleans	86.50	166.50	96.50	166.50	102.00	172.50
New York	95.00	187.00	113.00	<sup>11</sup> 193.00	118.50	193.00
Newark	95.50	179.00	106.00	179.00	111.50	186.00
Omaha	91.00	167.50	101.00	167.50	106.50	173.50
Philadelphia	98.00	176.50	112.50	176.50	118.00	184.50
Pittsburgh	98.00	176.50	112.50	176.50	118.00	184.50
Reading	95.00	172.50	109.50	172.50	115.00	180.50
Richmond	88.50	169.00	<sup>21</sup> 98.50	169.00	109.00	175.00
Salt Lake City	89.50	163.00	<sup>17</sup> 99.00	163.00	105.00	169.00
Scranton	95.00	172.50	109.50	172.50	115.00	180.50
St. Louis	95.50	176.50	106.00	176.50	<sup>16</sup> 111.50	182.50
Washington, D.C.	102.50	178.50	112.50	178.50	118.00	184.50
Wayne, Pa.	98.00	176.50	112.50	176.50	118.00	184.50
White Plains, N.Y.	95.00	187.00	113.00	<sup>11</sup> 193.00	118.50	193.00

<sup>1</sup> Time required to reach maximum rate reduced from 6½ years to 6 effective Sept. 2, 1953.

<sup>2</sup> Plant central office craftsmen were first employed in Duluth in 1958.

<sup>3</sup> Plant central office craftsmen were first employed in Wayne, Pa. in 1956.

<sup>4</sup> Plant central office craftsmen were first employed in White Plains, N.Y. in 1953.

<sup>5</sup> Rate increased an additional \$1 effective Feb. 9, 1964.

<sup>6</sup> Rate increased an additional \$3 effective Feb. 9, 1964.

<sup>7</sup> Rate increased an additional \$2.50 effective May 31, 1970.

<sup>8</sup> Rate increased an additional \$2 effective Sept. 2, 1968.

<sup>9</sup> Rate increased an additional \$4.50 effective Feb. 27, 1965.

<sup>10</sup> Rate increased an additional \$1 effective Mar. 30, 1966.

<sup>11</sup> Effective April 1, 1970.

<sup>12</sup> Rate increased an additional \$1 effective June 7, 1970.

<sup>13</sup> Rate increased an additional \$2 effective Feb. 6, 1966.

<sup>14</sup> Rate increased an additional \$2.50 effective Feb. 6, 1966.

<sup>15</sup> Rate increased an additional \$1 effective Feb. 5, 1967.

<sup>16</sup> Rate increased an additional \$0.50 effective July 19, 1970.

<sup>17</sup> Rate increased an additional \$0.50 effective May 24, 1970.

<sup>18</sup> Rate increased an additional \$10 effective Mar. 2, 1969.

<sup>19</sup> Rate increased an additional \$2 effective Feb. 27, 1965.

<sup>20</sup> Rate increased an additional \$1.50 effective July 29, 1968.

<sup>21</sup> Rate increased an additional \$5 effective July 5, 1970.

<sup>22</sup> Rate increased an additional \$5 effective May 30, 1965.

Table 5. Weekly salary rates<sup>1</sup> for plant central office craftsmen, selected cities,<sup>2</sup> 1971-73

State and city		July 1971		July 1972		July 1973	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Alabama—	Birmingham	\$109.50	\$197.50	\$111.50	\$205.00	\$113.00	\$213.00
	Crossville	104.50	184.00	106.00	191.50	107.50	199.50
Alaska—	Ketchikan	215.00	280.00	218.00	290.00	221.00	300.00
Arizona—	Phoenix	115.00	197.50	116.50	205.00	118.00	213.00
	Casa Grande	108.50	186.00	110.00	193.50	111.50	201.50
Arkansas—	Alexander	112.50	200.50	114.00	208.00	115.50	216.00
	Newcastle	104.50	187.00	106.00	194.50	107.50	202.50
California—	Oakland	134.00	208.00	137.50	215.50	141.00	223.50
	San Luis Obispo Jct.	127.50	200.00	131.00	207.50	134.50	215.50
Colorado—	Denver	115.00	197.50	116.50	205.00	118.00	213.00
	Lamar	108.50	186.00	110.00	193.50	111.50	201.50
Connecticut—	Hartford	118.50	211.50	120.50	219.00	122.50	227.00
District of Columbia		130.50	211.50	132.50	219.00	134.50	227.00
Florida—	Miami	109.50	197.50	111.50	205.00	113.00	213.00
	Madison	104.50	185.00	106.00	192.50	107.50	200.50
Georgia—	Atlanta	109.50	197.50	111.50	205.00	113.00	213.00
	Monticello	104.50	185.00	106.00	192.50	107.50	200.50
Idaho—	Pocatello	110.50	189.50	112.00	197.00	113.50	205.00
Illinois—	Chicago	128.00	216.00	130.00	223.50	132.00	231.50
	Vandalia	122.00	203.50	124.00	211.00	126.00	219.00
Indiana	Lawrenceburg	118.50	205.50	121.00	213.00	123.50	221.00
	Indianapolis	116.00	202.00	117.50	209.50	119.00	217.50
	Elkhart	111.00	194.00	112.50	201.50	114.00	209.50
Iowa—	Des Moines	116.00	198.50	118.00	206.00	120.00	214.00
	Red Oak	108.00	185.50	110.00	193.00	112.00	201.00
Kansas—	Wichita	112.50	200.50	114.00	208.00	115.50	216.00
	Dodge City	104.50	187.00	106.00	194.50	107.50	202.50
Kentucky—	Williamstown	118.50	205.50	121.00	213.00	123.50	221.00
	Louisville	109.50	197.50	111.50	205.00	113.00	213.00
	Monticello	104.50	184.00	106.00	191.50	107.50	199.50
Louisiana—	New Orleans	109.50	197.50	111.50	205.00	113.00	213.00
	Bunkie	104.50	184.00	106.00	191.50	107.50	199.50
Maine—	Dover-Foxcroft	<sup>3</sup> 117.50	<sup>4</sup> 197.00	124.00	210.50	126.50	218.50
Maryland—	Baltimore	124.50	205.50	126.50	213.00	128.50	221.00
	Silver Spring	130.50	211.50	132.50	219.00	134.50	227.00
	Fairlee	112.50	192.50	114.50	200.00	116.50	208.00
Massachusetts—	Boston	122.00	<sup>5</sup> 211.50	124.50	222.00	127.00	230.00
	High Rock	<sup>6</sup> 121.50	<sup>7</sup> 203.00	124.50	216.00	127.00	224.00
Michigan—	Detroit	130.00	207.50	132.00	215.00	134.00	223.00
	Iron Mountain	110.50	194.00	112.50	201.50	114.50	209.50
Minnesota—	Minneapolis	119.00	204.00	121.00	211.50	123.00	219.50
	Red Wing	108.00	185.50	110.00	193.00	112.00	201.00
Mississippi—	Jackson	109.50	195.50	111.00	203.00	112.50	211.00
	Pickens	104.50	184.00	106.00	191.50	107.50	199.50
Missouri—	St. Louis	119.50	207.50	121.00	215.00	122.50	223.00
	Dover	104.50	187.00	106.00	194.50	107.50	202.50
Nebraska—	Omaha	116.00	198.50	118.00	206.00	120.00	214.00
	Lyons	108.00	185.50	110.00	193.00	112.00	201.00
New Hampshire—	Concord	<sup>3</sup> 117.50	<sup>4</sup> 197.00	124.00	210.50	126.50	218.50
New Jersey—	Newark	121.00	214.00	124.50	221.50	128.00	229.50
New York—	New York	131.00	<sup>8</sup> 222.00	135.50	230.50	140.00	238.50
	Buffalo	126.50	<sup>9</sup> 213.00	129.00	222.00	131.50	230.00
	Elizabethtown	126.00	<sup>8</sup> 205.00	128.50	213.50	131.00	221.50
New Mexico—	Albuquerque	114.00	194.00	115.50	201.50	117.00	209.50
	Carlsbad	108.50	186.00	110.00	193.50	111.50	201.50
North Carolina—	Charlotte	109.50	195.50	111.00	203.00	112.50	211.00
	Henderson	104.50	185.00	106.00	192.50	107.50	200.50
North Dakota—	Bismarck, Jct.	111.50	191.00	113.50	198.50	115.50	206.50
	Dickerson	108.00	185.50	110.00	193.00	112.00	201.00

See footnotes at end of table.



Table 5. Weekly salary rates<sup>1</sup> for plant central office craftsmen, selected cities,<sup>2</sup> 1971-73—Continued

State and city		July 1971		July 1972		July 1973	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Ohio—	Cleveland .....	\$126.00	\$207.50	\$128.50	\$215.00	\$131.50	\$223.00
	Cambridge .....	110.50	193.50	113.00	201.00	116.00	209.00
Oklahoma—	Oklahoma City .....	119.50	207.00	121.00	214.50	122.50	222.50
	McAlester .....	104.50	187.00	106.00	194.50	107.50	202.50
Pennsylvania—	Philadelphia .....	125.50	212.50	128.50	220.00	131.50	228.00
	Scranton .....	122.50	205.50	125.50	213.00	128.50	221.00
Rhode Island—	Providence .....	122.00	<sup>10</sup> 207.50	124.50	216.00	127.00	224.00
	Green Hill .....	<sup>6</sup> 121.50	<sup>7</sup> 203.00	124.50	216.00	127.00	224.00
South Carolina—	Greenville .....	109.50	195.50	111.00	203.00	112.50	211.00
	Chester .....	104.50	185.00	106.00	192.50	107.50	200.50
South Dakota—	Sioux Falls .....	111.50	191.00	113.50	198.50	115.50	206.50
	Watertown, Jct. ....	108.00	185.50	110.00	193.00	112.00	201.00
Tennessee—	Memphis .....	109.50	197.50	111.50	205.00	113.00	213.00
	Farmington .....	104.50	184.00	106.00	191.50	107.50	199.50
Texas—	Houston .....	119.50	207.00	121.00	214.50	122.50	222.50
	Laredo .....	104.50	187.00	106.00	194.50	107.50	202.50
Utah—	Salt Lake City .....	115.00	197.50	116.50	205.00	118.00	213.00
	Brigham City .....	108.50	186.00	110.00	193.50	111.50	201.50
Vermont—	White River, Jct. ....	<sup>3</sup> 117.50	<sup>4</sup> 197.00	124.00	210.50	126.50	218.50
Virginia—	Arlington .....	130.50	211.50	132.50	219.00	134.50	227.00
	Richmond .....	118.50	201.50	120.50	209.00	122.50	217.00
	McKenney .....	112.50	192.50	114.50	200.00	116.50	208.00
West Virginia—	Charleston .....	124.50	205.50	126.50	213.00	128.50	221.00
	Etam .....	112.50	192.50	114.50	200.00	116.50	208.00
Washington—	Port Angeles .....	124.00	202.00	126.00	209.50	128.00	217.50
Wisconsin—	Milwaukee .....	124.50	206.50	126.00	214.00	127.50	222.00
	Stevens Pt. ....	119.50	192.50	121.00	200.00	122.50	208.00
Wyoming—	Laramie .....	110.50	189.50	112.00	197.00	113.50	205.00
	Rawlins .....	108.50	186.00	110.00	193.50	111.50	201.50

<sup>1</sup> Rates do not include “special” or “special city” allowances (see table 12) or cost-of-living allowance in effect in 1972 and 1973.

<sup>2</sup> Cities and towns in this table were selected from those in the lowest and highest pay categories in each state. In addition, some cities in intermediate categories were included because they are among the principal cities in the state. Listings showing one city are for states having a single wage rate.

<sup>3</sup> Rate increased an additional \$4 effective Aug. 1, 1971.

<sup>4</sup> Rate increased an additional \$6 effective Aug. 1, 1971.

<sup>5</sup> Rate increased an additional \$3 effective Aug. 1, 1971.

<sup>6</sup> Rate increased an additional \$0.50 effective Aug. 1, 1971.

<sup>7</sup> Rate increased an additional \$5.50 effective Aug. 1, 1971.

<sup>8</sup> Rate increased an additional \$1 effective Feb. 13, 1972.

<sup>9</sup> Rate increased an additional \$1.50 effective Feb. 13, 1972.

<sup>10</sup> Rate increased an additional \$1 effective Aug. 1, 1971.

**Table 6. Weekly salary rates for traffic central office employees, selected cities and occupations, January 1941 and July 1946**

City	Operators				Junior Service Assistants		Service Assistants		Service Observers	
	Jan. 1941		July 1946		Jan. 1941	July 1946	Jan. 1941	July 1946	Jan. 1941	July 1946
	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum	Maximum					
Boston	\$13.00	\$25.00	\$27.00	\$41.00	\$26.00	\$43.00	\$30.00	\$50.00	\$30.00	\$47.00
Buffalo	15.00	25.00	28.00	41.00	26.00	42.00	30.00	49.00	30.00	46.00
Chicago	15.00	26.00	30.00	44.00	27.00	45.00	31.00	53.00	31.00	51.00
Cincinnati	13.00	24.00	27.50	41.50	25.00	42.50	29.00	49.50	29.00	46.50
Cleveland	14.00	25.00	29.00	42.50	26.00	44.50	31.00	51.50	31.00	48.50
Detroit	15.00	25.00	31.00	45.00	26.00	46.00	30.00	54.00	30.00	51.00
Kansas City	13.00	22.00	27.00	39.00	—	—	27.00	47.00	27.00	45.00
Louisville	12.00	20.00	27.00	39.00	21.00	41.00	25.00	47.00	25.00	45.00
Memphis	12.00	20.00	27.00	39.00	21.00	41.00	25.00	47.00	25.00	45.00
Minneapolis	14.00	23.00	27.00	40.00	24.00	41.00	28.00	48.00	28.00	46.00
New York	16.00	29.00	28.00	44.00	31.00	46.00	35.00	53.00	35.00	50.00
Philadelphia	14.00	25.00	28.00	41.00	27.00	43.00	31.00	50.00	31.00	47.00
Pittsburgh	14.00	25.00	28.00	41.00	27.00	43.00	31.00	50.00	31.00	47.00
St. Louis	13.00	23.00	27.00	40.00	—	—	28.00	48.00	28.00	46.00

**Table 7. Weekly salary rates for traffic central office employes, selected cities and occupations, 1952-70**

City	Operators											
	July 1952		Sept. 1953		Oct. 1954		Nov. 1955		Dec. 1956		Jan. 1958	
	Mini-mum	Maxi-mum <sup>1</sup>	Mini-mum	Maxi-mum <sup>1</sup>	Mini-mum	Maxi-mum <sup>1</sup>	Mini-mum	Maxi-mum <sup>1</sup>	Mini-mum	Maxi-mum <sup>1</sup>	Mini-mum	Maxi-mum <sup>1</sup>
Boston	\$37.50	\$57.50	\$39.00	\$59.00	\$39.00	\$61.50	\$41.00	\$64.00	\$44.00	\$66.50	\$46.00	\$69.00
Buffalo	41.00	58.50	42.00	60.00	42.00	61.50	44.00	63.50	( <sup>2</sup> )	( <sup>2</sup> )	—	—
Chicago	42.00	60.00	44.00	62.00	46.00	64.00	48.00	66.50	51.50	69.50	54.00	72.50
Cincinnati	39.00	58.00	42.00	60.50	42.00	62.50	44.50	65.00	48.50	68.00	51.00	71.00
Cleveland	43.00	58.50	45.00	60.50	45.00	62.00	47.00	64.50	51.50	67.50	54.50	70.50
Detroit	44.00	61.50	46.00	63.00	46.00	64.50	48.50	67.50	51.50	70.50	55.50	73.50
Hillsboro, Mo.	—	—	—	—	—	—	—	—	—	—	—	—
Kansas City	40.00	56.50	42.00	58.50	42.00	60.00	44.50	63.00	47.50	66.00	50.50	69.00
Louisville	36.50	55.00	38.00	57.00	38.00	58.50	40.00	61.00	43.00	63.50	45.00	66.00
Memphis	36.50	55.00	38.00	57.00	38.00	58.50	40.00	61.00	43.00	63.50	45.00	66.00
Minneapolis	39.00	56.50	41.00	58.50	41.00	60.00	43.00	62.50	46.00	65.50	49.00	68.50
Monrovia, Md.	—	—	—	—	—	—	—	—	—	—	—	—
New York	42.00	60.50	43.00	62.50	43.00	64.00	45.00	66.50	48.00	69.50	51.00	72.00
Philadelphia	40.00	57.00	42.00	59.00	42.00	60.50	44.00	63.00	46.00	66.00	50.00	68.50
Pittsburgh	40.00	57.00	42.00	59.00	42.00	60.50	44.00	63.00	46.00	66.00	50.00	68.50
Rockdale, Ga.	—	—	—	—	—	—	—	—	—	—	—	—
St. Louis	40.00	56.50	42.00	59.00	42.00	60.50	44.50	63.50	47.50	66.50	50.50	69.50
Wayne, Pa. <sup>3</sup>	—	—	—	—	—	—	—	—	46.00	66.00	50.00	68.50
White Plains, N.Y.	—	—	43.00	62.50	43.00	64.00	45.00	66.50	48.00	69.50	51.00	72.00

See footnotes at end of table.

Table 7. Weekly salary rates for traffic central office employees, selected cities and occupations, 1952-70—Continued

City	Operators—Continued									
	June 1959		Oct. 1960		Nov. 1961		Nov. 1962		Nov. 1963	
	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>	Mini- mum	Maxi- mum <sup>1</sup>
Boston .....	\$49.00	\$72.50	\$51.00	\$75.00	\$54.00	\$77.00	\$56.00	\$80.00	\$58.00	\$83.00
Buffalo .....	—	—	—	—	—	—	—	—	—	—
Chicago .....	55.50	76.50	57.00	79.00	59.50	81.00	61.50	84.00	64.00	87.00
Cincinnati .....	52.50	74.00	54.00	76.50	57.00	78.50	59.00	81.50	61.00	84.50
Cleveland .....	55.50	73.50	57.50	76.00	60.50	78.00	62.50	81.00	65.00	84.50
Detroit .....	58.50	76.50	60.50	79.00	63.00	81.00	65.00	84.00	67.50	87.00
Hillsboro, Mo. ....	—	—	—	—	—	—	56.00	75.00	59.50	79.00
Kansas City .....	52.50	72.00	54.00	74.50	55.50	76.50	57.50	79.50	59.50	82.50
Louisville .....	46.50	70.00	48.50	72.50	51.00	74.50	53.00	77.00	55.00	79.50
Memphis .....	46.50	70.00	48.50	72.50	51.00	74.50	53.00	77.00	55.00	79.50
Minneapolis .....	50.00	71.50	52.00	74.00	54.50	76.00	56.50	79.00	( <sup>4</sup> )	( <sup>4</sup> )
Monrovia, Md. ....	—	—	—	—	—	—	53.50	70.00	55.50	72.50
New York .....	52.00	75.00	57.00	78.00	60.00	<sup>5</sup> 80.00	63.00	84.00	65.00	88.00
Philadelphia .....	52.00	71.50	59.00	74.50	61.00	<sup>5</sup> 76.50	63.00	80.50	65.00	83.50
Pittsburgh .....	52.00	71.50	59.00	74.50	61.00	<sup>5</sup> 76.50	63.00	80.50	65.00	83.50
Rockdale, Ga. ....	—	—	—	—	—	—	51.00	73.50	53.00	76.00
St. Louis .....	52.50	72.50	54.00	75.00	55.50	77.00	57.50	80.00	<sup>6</sup> 59.50	<sup>7</sup> 83.00
Wayne, Pa. <sup>3</sup> .....	52.00	71.50	59.00	74.50	61.00	<sup>5</sup> 76.50	—	—	—	—
White Plains, N.Y. ....	52.00	75.00	57.00	78.00	60.00	<sup>5</sup> 80.00	63.00	84.00	65.00	88.00

	Operators—Continued							
	Jan. 1965		Jan. 1966		Jan. 1967		July 1968	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Boston .....	\$60.00	\$87.00	\$63.00	\$ 90.00	\$66.50	\$ 95.50	—	—
Buffalo .....	—	—	—	—	—	—	—	—
Chicago .....	<sup>8</sup> 65.50	91.00	70.00	94.00	<sup>9</sup> 74.00	99.50	—	—
Cincinnati .....	65.00	88.50	70.00	91.50	74.00	97.00	—	—
Cleveland .....	67.50	88.50	69.50	91.50	—	—	—	—
Detroit .....	70.50	91.00	75.00	94.00	80.00	99.50	—	—
Hillsboro, Mo. ....	62.00	83.00	65.00	86.00	68.50	<sup>10</sup> 91.50	\$72.50	\$101.50
Kansas City .....	62.50	86.50	65.50	<sup>11</sup> 89.50	—	—	—	—
Louisville .....	57.00	83.50	60.00	86.50	63.50	92.00	68.00	100.00
Memphis .....	57.00	83.50	60.00	86.50	63.50	92.00	68.00	100.00
Minneapolis .....	—	—	—	—	—	—	—	—
Monrovia, Md. ....	<sup>12</sup> 58.50	<sup>12</sup> 76.50	<sup>12</sup> 60.50	<sup>12</sup> 82.50	<sup>12</sup> 65.50	<sup>12</sup> 88.00	<sup>12</sup> 71.50	<sup>12</sup> 97.50
New York .....	67.50	<sup>13</sup> 92.00	70.00	96.00	73.50	101.50	77.50	109.50
Philadelphia .....	68.00	<sup>14</sup> 87.50	70.00	91.00	—	—	—	—
Pittsburgh .....	68.00	<sup>14</sup> 87.50	70.00	91.00	73.50	96.50	77.50	104.50
Rockdale, Ga. ....	57.00	83.50	60.00	86.50	63.50	92.00	68.00	101.50
St. Louis .....	63.00	89.00	66.00	92.00	—	—	—	—
Wayne, Pa. <sup>3</sup> .....	—	—	—	—	—	—	—	—
White Plains, N.Y. ....	67.50	<sup>15</sup> 92.00	70.00	96.00	73.50	101.50	77.50	109.50

See footnotes at end of table.

Table 7. Weekly salary rates for traffic central office employees, selected cities and occupations, 1952-70—Continued

City	Operators—Continued					
	July 1969		May 1970		July 1970	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Boston	—	—	—	—	—	—
Buffalo	—	—	—	—	—	—
Chicago	—	—	—	—	—	—
Cincinnati	—	—	—	—	—	—
Cleveland	—	—	—	—	—	—
Detroit	—	—	—	—	—	—
Hillsboro, Mo.	\$76.00	\$105.50	\$81.00	\$105.50	\$84.50	\$109.50
Kansas City	—	—	—	—	—	—
Louisville	71.50	104.00	77.00	104.00	80.50	108.00
Memphis	71.50	104.00	77.00	104.00	80.50	108.00
Minneapolis	—	—	—	—	—	—
Monrovia, Md.	75.00	101.50	79.50	101.50	83.00	105.50
New York	81.00	113.50	95.50	<sup>16</sup> 117.50	99.00	117.50
Philadelphia	—	—	—	—	—	—
Pittsburgh	81.00	108.50	86.00	108.50	89.50	112.50
Rockdale, Ga.	71.50	105.50	77.50	105.50	81.00	109.50
St. Louis	—	—	—	—	—	—
Wayne, Pa. <sup>3</sup>	—	—	—	—	—	—
White Plains, N.Y.	81.00	113.50	95.50	<sup>16</sup> 117.50	99.00	117.50

	Junior service assistants								
	July 1952	Sept. 1953	Oct. 1954	Nov. 1955	Dec. 1956	Jan. 1958	June 1959	Oct. 1960	Nov. 1961
	Maximum								
Boston	\$59.50	\$61.00	\$63.50	\$66.00	\$68.50	\$ 71.00	\$ 74.50	\$ 77.00	\$ 79.00
Buffalo	60.50	62.00	63.50	65.50	( <sup>2</sup> )	—	—	—	—
Chicago	62.00	64.00	66.00	68.50	71.50	74.50	78.50	81.00	83.00
Cincinnati	60.00	62.50	64.50	67.00	70.00	73.00	76.00	78.50	80.50
Cleveland	60.50	62.50	64.00	66.50	69.50	72.50	75.50	78.00	80.00
Detroit	63.50	65.00	66.50	69.50	72.50	75.50	78.50	81.00	83.00
Hillsboro, Mo.	—	—	—	—	—	—	—	—	—
Kansas City	58.50	60.50	62.00	65.00	68.00	71.00	74.00	76.50	78.50
Louisville	57.00	59.00	60.50	63.00	65.50	68.00	72.00	74.50	76.50
Memphis	57.00	59.00	60.50	63.00	65.50	68.00	72.00	74.50	76.50
Minneapolis	58.50	60.50	62.00	64.50	67.50	70.50	73.50	76.00	78.00
Monrovia, Md.	—	—	—	—	—	—	—	—	—
New York	62.50	64.50	66.00	68.50	71.50	74.00	77.00	80.00	<sup>5</sup> 82.00
Philadelphia	59.00	61.00	62.50	65.00	68.00	70.50	73.50	76.50	<sup>5</sup> 78.50
Pittsburgh	59.00	61.00	62.50	65.00	68.00	70.50	73.50	76.50	<sup>5</sup> 78.50
Rockdale, Ga.	—	—	—	—	—	—	—	—	—
St. Louis	58.50	61.00	62.50	65.50	68.50	71.50	74.50	77.00	79.00
Wayne, Pa. <sup>3</sup>	—	—	—	—	68.00	70.50	73.50	76.50	<sup>5</sup> 78.50
White Plains, N.Y.	—	64.50	66.00	68.50	71.50	74.00	77.00	80.00	<sup>5</sup> 82.00

See footnotes at end of table.

Table 7. Weekly salary rates for traffic central office employees, selected cities and occupations, 1952-70—Continued

City	Junior service assistants—Continued							
	Nov. 1962	Nov. 1963	Jan. 1965	Jan. 1966	Jan. 1967	July 1968	July 1969	July 1970
	Maximum							
Boston	\$82.00	\$85.00	\$89.00	\$92.00	\$97.50	—	—	—
Buffalo	—	—	—	—	—	—	—	—
Chicago	86.00	89.00	93.00	96.00	101.50	—	—	—
Cincinnati	83.50	86.50	90.50	93.50	99.00	—	—	—
Cleveland	83.00	86.50	90.50	93.50	—	—	—	—
Detroit	86.00	89.00	93.00	96.00	101.50	—	—	—
Hillsboro, Mo.	—	—	—	—	—	—	—	—
Kansas City	81.50	84.50	88.50	<sup>1</sup> 91.50	—	—	—	—
Louisville	79.00	81.50	85.50	88.50	94.00	\$102.00	\$106.00	\$110.00
Memphis	79.00	81.50	85.50	88.50	94.00	102.00	106.00	110.00
Minneapolis	81.00	<sup>4</sup> —	—	—	—	—	—	—
Monrovia, Md.	—	—	—	—	—	—	—	—
New York	86.00	90.00	<sup>13</sup> 94.00	98.00	103.50	112.50	116.50	<sup>16</sup> 120.50
Philadelphia	82.50	85.50	<sup>14</sup> 89.50	93.00	—	—	—	—
Pittsburgh	82.50	85.50	<sup>14</sup> 89.50	93.00	98.50	106.50	110.50	114.50
Rockdale, Ga.	—	—	—	—	—	—	—	—
St. Louis	82.00	<sup>7</sup> 85.00	91.00	94.00	—	—	—	—
Wayne, Pa. <sup>3</sup>	—	—	—	—	—	—	—	—
White Plains, N.Y.	86.00	90.00	<sup>15</sup> 94.00	98.00	103.50	112.50	116.50	<sup>16</sup> 120.50

  

City	Service assistants								
	July 1952	Sept. 1953	Oct. 1954	Nov. 1955	Dec. 1956	Jan. 1958	June 1959	Oct. 1960	Nov. 1961
	Maximum								
Boston	\$66.50	\$68.00	\$70.50	\$73.00	\$75.50	\$78.00	\$81.50	\$84.50	\$86.50
Buffalo	67.50	69.00	71.50	73.50	<sup>2</sup> —	—	—	—	—
Chicago	69.00	71.00	73.00	75.50	78.50	81.50	85.50	89.00	91.00
Cincinnati	67.00	69.50	71.50	74.00	77.00	80.00	83.00	86.50	88.50
Cleveland	67.50	69.50	71.00	73.50	76.50	79.50	82.50	85.00	88.00
Detroit	70.50	72.00	73.50	76.50	79.50	82.50	85.50	89.00	91.00
Hillsboro, Mo.	—	—	—	—	—	—	—	—	—
Kansas City	65.50	67.50	69.00	72.00	75.00	78.00	81.00	83.50	86.50
Louisville	64.00	66.00	67.50	70.00	72.50	75.00	79.00	81.50	83.50
Memphis	64.00	66.00	67.50	70.00	72.50	75.00	79.00	81.50	83.50
Minneapolis	65.50	67.50	69.00	71.50	74.50	77.50	80.50	83.00	85.50
Monrovia, Md.	—	—	—	—	—	—	—	—	—
New York	69.50	71.50	74.00	76.50	79.50	82.00	85.00	88.00	<sup>5</sup> 90.00
Philadelphia	66.00	68.00	70.50	73.00	76.00	78.50	81.50	84.50	<sup>5</sup> 86.50
Pittsburgh	66.00	68.00	70.50	73.00	76.00	78.50	81.50	84.50	<sup>5</sup> 86.50
Rockdale, Ga.	—	—	—	—	—	—	—	—	—
St. Louis	65.50	68.00	69.50	72.50	75.50	78.50	81.50	84.00	87.00
Wayne, Pa. <sup>3</sup>	—	—	—	—	76.00	78.50	81.50	84.50	<sup>5</sup> 86.50
White Plains, N.Y.	—	71.50	74.00	76.50	79.50	82.00	85.00	88.00	<sup>5</sup> 90.00

See footnotes at end of table.

Table 7. Weekly salary rates for traffic central office employes, selected cities and occupations, 1952-70—Continued

City	Service assistants—Continued							
	Nov. 1962	Nov. 1963	Jan. 1965	Jan. 1966	Jan. 1967	July 1968	July 1969	July 1970
	Maximum							
Boston	\$90.00	\$93.00	\$ 97.00	\$100.00	\$105.50	—	—	—
Buffalo	—	—	—	—	—	—	—	—
Chicago	94.00	97.00	101.00	104.00	109.50	—	—	—
Cincinnati	91.50	94.50	98.50	101.50	107.00	—	—	—
Cleveland	91.00	94.50	98.50	101.50	—	—	—	—
Detroit	94.00	97.00	101.00	104.00	109.50	—	—	—
Hillsboro, Mo.	—	—	—	—	—	—	—	—
Kansas City	89.50	92.50	96.50	<sup>11</sup> 99.50	—	—	—	—
Louisville	86.50	89.00	93.00	96.00	102.00	\$110.00	\$114.00	\$118.00
Memphis	86.50	89.00	93.00	96.00	102.00	110.00	114.00	118.00
Minneapolis	89.00	<sup>4</sup> —	—	—	—	—	—	—
Monrovia, Md.	—	—	—	—	<sup>12</sup> 98.00	107.50	111.50	115.50
New York	94.00	98.00	<sup>13</sup> 102.00	106.00	111.50	120.50	124.50	<sup>16</sup> 128.50
Philadelphia	90.50	93.50	<sup>14</sup> 97.50	101.00	—	—	—	—
Pittsburgh	90.50	93.50	97.50	101.00	106.50	114.50	118.50	122.50
Rockdale, Ga.	—	—	—	—	—	111.50	115.50	119.50
St. Louis	90.00	<sup>7</sup> 93.00	99.00	102.00	—	—	—	—
Wayne, Pa. <sup>3</sup>	—	—	—	—	—	—	—	—
White Plains, N.Y.	94.00	98.00	<sup>15</sup> 102.00	106.00	111.50	120.50	124.50	<sup>16</sup> 128.50

  

	Service observers								
	July 1952	Sept. 1953	Oct. 1954	Nov. 1955	Dec. 1956	Jan. 1958	June 1959	Oct. 1960	Nov. 1961
	Maximum								
Boston	\$65.50	\$68.00	\$70.50	\$ 73.00	\$ 75.50	\$ 78.00	\$ 81.50	\$ 84.50	\$ 86.50
Buffalo	67.50	69.00	71.50	73.50	<sup>(2)</sup> —	—	—	—	—
Chicago	69.00	71.00	73.00	75.50	78.50	81.50	85.50	88.00	91.00
Cincinnati	66.00	69.50	71.50	74.00	77.00	80.00	83.00	85.50	87.50
Cleveland	66.50	69.50	71.00	73.50	76.50	79.50	82.50	85.00	88.00
Detroit	69.50	72.00	73.50	76.50	79.50	82.50	85.50	88.00	91.00
Hillsboro, Mo.	—	—	—	—	—	—	—	—	—
Kansas City	64.50	67.50	69.00	72.00	75.00	78.00	81.00	83.50	86.50
Louisville	64.00	66.00	67.50	70.00	72.50	75.00	79.00	81.50	83.50
Memphis	64.00	66.00	67.50	70.00	72.50	75.00	79.00	81.50	83.50
Minneapolis	64.50	67.50	69.00	71.50	74.50	77.50	80.50	83.00	85.00
Monrovia, Md.	—	—	—	—	—	—	—	—	—
New York	69.50	71.50	74.00	76.50	79.50	82.00	85.00	88.00	<sup>5</sup> 90.00
Philadelphia	65.00	68.00	69.50	72.00	75.00	77.50	80.50	83.50	<sup>5</sup> 85.00
Pittsburgh	65.00	68.00	69.50	72.00	75.00	77.50	80.50	83.50	<sup>5</sup> 85.50
Rockdale, Ga.	—	—	—	—	—	—	—	—	—
St. Louis	64.50	68.00	69.50	72.50	75.50	78.50	81.50	84.00	87.00
Wayne, Pa. <sup>3</sup>	—	—	—	—	—	—	—	—	—
White Plains, N.Y.	—	71.50	74.00	76.50	79.50	82.00	85.00	88.00	<sup>5</sup> 90.00

See footnotes at end of table.

**Table 7. Weekly salary rates for traffic central office employees, selected cities and occupations, 1952-70—Continued**

City	Service observers—Continued							
	Nov. 1962	Nov. 1963	Jan. 1965	Jan. 1966	Jan. 1967	July 1968	July 1969	July 1970
	Maximum							
Boston .....	\$90.00	\$93.00	\$ 97.00	\$100.00	\$105.50	—	—	—
Buffalo .....	—	—	—	—	—	—	—	—
Chicago .....	94.00	97.00	101.00	104.00	109.50	—	—	—
Cincinnati .....	91.50	94.50	98.50	101.50	107.00	—	—	—
Cleveland .....	91.00	94.50	98.50	101.50	—	—	—	—
Detroit .....	94.00	97.00	101.00	104.00	109.50	—	—	—
Hillsboro, Mo. ....	—	—	—	—	<sup>10</sup> 101.50	\$111.50	\$115.50	\$119.50
Kansas City .....	89.50	92.50	96.50	<sup>11</sup> 99.50	—	—	—	—
Louisville .....	86.50	89.00	93.50	96.50	102.00	110.00	114.00	118.00
Memphis .....	86.50	89.00	93.50	96.50	102.00	110.00	114.00	118.00
Minneapolis .....	89.00	<sup>(4)</sup>	—	—	—	—	—	—
Monrovia, Md. ....	—	—	—	—	—	—	—	—
New York .....	94.00	98.00	<sup>13</sup> 102.00	106.00	111.50	120.50	124.50	<sup>16</sup> 128.50
Philadelphia .....	89.50	92.50	<sup>14</sup> 96.50	100.00	—	—	—	—
Pittsburgh .....	89.50	92.50	<sup>14</sup> 96.50	100.00	105.50	113.50	117.50	121.50
Rockdale, Ga. ....	—	—	—	—	—	—	—	—
St. Louis .....	90.00	<sup>7</sup> 93.00	99.00	102.00	—	—	—	—
Wayne, Pa. <sup>3</sup> .....	—	—	—	—	—	—	—	—
White Plains, N.Y. ....	94.00	98.00	<sup>15</sup> 102.00	106.00	111.50	120.50	124.50	<sup>16</sup> 128.50

<sup>1</sup> Time required to reach maximum rates for operators reduced from 6½ years to 6 years effective Sept. 2, 1953, and to 5½ years effective Nov. 9, 1961.

<sup>2</sup> Traffic employees were not employed in Buffalo by the Long Lines Department after May 6, 1956.

<sup>3</sup> Traffic employees, except service observers, were employed in Wayne only for the period 1956-62. Service observers were not employed in Wayne.

<sup>4</sup> Traffic employees were not employed in Minneapolis by the Long Lines Department after Mar. 2, 1963.

<sup>5</sup> Maximum rate increased an additional \$1 effective May 6, 1962.

<sup>6</sup> Rate increased an additional \$0.50 effective Feb. 9, 1964.

<sup>7</sup> Rate increased an additional \$2 effective Feb. 9, 1964.

<sup>8</sup> Rate increased an additional \$2.50 effective May 16, 1965.

<sup>9</sup> Rate increased an additional \$4 effective June 4, 1967.

<sup>10</sup> Rate increased an additional \$0.50 effective Feb. 5, 1967.

<sup>11</sup> Rate increased an additional \$2.50 effective Feb. 6, 1966.

<sup>12</sup> Employees received an additional \$1.50 special allowance.

<sup>13</sup> Rate increased an additional \$1 effective Mar. 6, 1965.

<sup>14</sup> Rate increased an additional \$0.50 effective Mar. 14, 1965.

<sup>15</sup> Rate increased an additional \$1 effective Mar. 6, 1965.

<sup>16</sup> Effective April 1, 1970.

NOTE: Dashes indicate no employees in group.

Table 8. Weekly salary rates<sup>1</sup> for traffic central office employees, selected cities<sup>2</sup> and occupations, 1971-73

City	Operators					
	July 1971		July 1972		July 1973	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Chatham, N.C. ....	\$ 87.00	\$126.50	\$ 88.00	\$131.50	\$ 89.00	\$137.00
Hagerstown, Md. ....	87.50	120.50	89.50	125.50	91.50	131.00
Jacksonville, Fla. ....	87.00	126.50	88.00	131.50	89.00	137.00
Leesburg, Va. ....	96.00	130.00	98.00	135.00	101.00	140.50
Monrovia, Md. ....	91.00	124.00	93.00	129.00	95.00	134.50
New York, N.Y. ....	<sup>3</sup> 107.00	<sup>4</sup> 136.00	112.00	144.00	115.00	149.50
Pittsburgh, Pa. ....	99.50	132.50	101.50	137.50	103.50	143.00
White Plains, N.Y. ....	<sup>5</sup> 105.00	<sup>4</sup> 136.00	109.00	144.00	112.00	149.50
	Junior service assistants			Service assistants		
	July 1971	July 1972	July 1973	July 1971	July 1972	July 1973
	Maximum					
Chatham, N.C. ....	—	—	—	—	—	—
Hagerstown, Md. ....	—	—	—	—	—	—
Jacksonville, Fla. ....	\$128.50	\$133.50	\$139.00	\$136.50	\$141.50	\$147.00
Leesburg, Va. ....	—	—	—	—	—	—
Monrovia, Md. ....	—	—	—	139.00	144.00	149.50
New York, N.Y. ....	<sup>6</sup> 139.00	150.00	155.50	<sup>7</sup> 147.00	159.00	164.50
Pittsburgh, Pa. ....	134.50	139.50	145.00	142.50	147.50	153.00
White Plains, N.Y. ....	<sup>6</sup> 139.00	150.00	155.50	<sup>7</sup> 147.00	159.00	164.50
	Service observers					
	July 1971	July 1972	July 1973			
	Maximum					
Chatham, N.C. ....	—	—	—			
Hagerstown, Md. ....	—	—	—			
Jacksonville, Fla. ....	\$140.00	\$145.00	\$150.50			
Leesburg, Va. ....	—	—	—			
Monrovia, Md. ....	—	—	—			
New York, N.Y. ....	<sup>7</sup> 147.00	159.00	164.50			
Pittsburgh, Pa. ....	141.50	146.50	152.00			
White Plains, N.Y. ....	<sup>7</sup> 147.00	159.00	164.50			

<sup>1</sup> Rates do not include "special" or "special city" allowances (see table 12) or cost-of-living allowances in effect in 1972 and 1973.

<sup>2</sup> Relocations of traffic employees as of 1971 necessitated the selection of a new sample of cities. Traffic employees had not necessarily been newly introduced into the cities appearing for the first time in the sample.

<sup>3</sup> Rate increased an additional \$2 effective Aug. 15, 1971.

<sup>4</sup> Rate increased an additional \$3 effective Aug. 15, 1971.

<sup>5</sup> Rate increased an additional \$1 effective Aug. 15, 1971.

<sup>6</sup> Rate increased an additional \$6 effective Aug. 15, 1971.

<sup>7</sup> Rate increased an additional \$7 effective Aug. 15, 1971.



**Table 9. Weekly salary rates for clerical employees, selected groups and cities, August 1944 and July 1946**

City	Group 3 <sup>1</sup>				Group 4 <sup>1</sup>			
	Aug. 1944 <sup>2</sup>		July 1946		Aug. 1944 <sup>2</sup>		July 1946	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Chicago .....	\$20.00	\$33.00	\$30.00	\$44.00	\$20.00	\$38.00	\$30.00	\$49.00
Cincinnati .....	20.00	29.00	28.50	39.50	20.00	33.00	28.50	43.50
Cleveland .....	21.00	32.00	29.00	41.00	21.00	36.00	29.00	45.00
Kansas City .....	18.00	27.00	27.00	38.00	18.00	33.00	27.00	44.00
New York .....	20.00	34.00	28.00	43.00	20.00	40.00	28.00	49.00
Philadelphia .....	19.00	33.00	28.00	42.00	19.00	39.00	28.00	48.00
St. Louis .....	18.00	28.00	27.00	39.00	18.00	34.00	27.00	45.00

<sup>1</sup> Each clerical group is composed of a number of occupations requiring approximately the same skill or degree of responsibility. Group 3 had 6 occupations among which were file clerk, and typist. Group 4 had 18 occupations among which were calculating machine operator, junior draftsman, payroll clerk, and stenographer.

<sup>2</sup> Initial schedules; employees at many locations received retroactive increases as a result of the establishment of these schedules.

Table 10. Weekly salary rates for clerical employees, selected groups and cities, 1952-70

City	July 1952			September 1953			October 1954			November 1955		
	Mini- mum	Maximum		Mini- mum	Maximum		Mini- mum	Maximum		Mini- mum	Maximum	
		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>
Atlanta	\$39.00	\$57.00	\$60.00	\$40.50	\$59.00	\$62.00	\$40.50	\$60.50	\$63.50	\$42.50	\$62.50	\$66.00
Baltimore	39.00	-	64.00	40.50	-	66.00	40.50	-	67.00	43.00	-	69.50
Birmingham	39.00	57.00	60.00	40.50	59.00	62.00	40.50	60.50	63.50	42.50	62.50	66.00
Boston	37.50	54.00	60.50	39.00	55.50	62.00	39.00	57.00	63.50	41.00	59.00	65.50
Buffalo	41.00	55.00	60.50	42.00	56.50	62.00	42.00	58.00	63.50	44.00	60.00	65.50
Charleston	38.50	-	60.50	39.00	-	62.50	39.00	-	64.00	41.00	-	66.50
Charlotte	39.00	57.00	60.00	40.50	59.00	62.00	40.50	60.50	63.50	42.50	62.50	66.00
Chattanooga	39.00	-	60.00	40.50	-	62.00	40.50	-	63.50	42.50	-	66.00
Chicago	43.00	61.50	67.00	45.00	63.50	69.00	46.00	65.50	71.00	48.00	67.50	73.50
Cincinnati	39.00	53.50	60.00	42.00	55.50	62.50	42.00	58.00	65.50	44.50	60.50	68.00
Cleveland	43.00	57.00	61.50	45.00	59.00	63.50	45.00	60.50	65.00	47.50	63.00	67.50
Dallas	40.00	53.00	60.50	42.00	55.00	62.50	42.00	56.50	64.00	44.50	59.50	67.00
Denver	40.00	56.50	59.50	42.00	59.00	62.00	42.00	60.50	63.50	44.00	63.00	66.00
Des Moines	39.00	-	60.00	42.00	-	62.00	42.00	-	63.50	44.00	-	66.00
Detroit	44.00	60.00	67.00	46.00	61.50	68.50	46.00	62.50	69.50	48.50	65.00	72.50
Duluth	-	-	-	-	-	-	-	-	-	-	-	-
El Paso	40.00	-	59.50	41.50	-	61.50	41.50	-	63.00	43.50	-	65.00
Harrisburg	38.00	54.50	61.50	40.00	56.50	63.50	40.00	57.50	64.50	42.00	59.50	67.00
Hartford	38.00	-	60.50	39.00	-	62.00	39.00	-	63.50	41.00	-	65.50
Houston	-	-	-	-	-	-	42.00	-	64.00	44.50	-	67.00
Indianapolis	40.50	56.50	60.50	42.00	57.50	61.50	42.00	58.50	63.00	44.50	60.50	65.00
Kansas City	40.00	53.00	60.50	42.00	55.00	62.50	42.00	56.50	64.00	44.50	59.50	67.00
Knoxville	39.00	-	60.00	40.50	-	62.00	40.50	-	63.50	42.50	-	66.00
Little Rock	39.00	-	57.00	41.00	-	59.00	41.00	-	60.50	43.50	-	63.50
Los Angeles	-	-	-	47.00	-	70.00	47.00	-	71.50	50.00	-	74.00
Louisville	39.00	57.00	60.00	40.50	59.00	62.00	40.50	60.50	63.50	42.50	62.50	66.00
Memphis	39.00	57.00	60.00	40.50	59.00	62.00	40.50	60.50	63.50	42.50	62.50	66.00
Miami	39.00	-	60.00	40.50	-	62.00	40.50	-	63.50	42.50	-	66.00
Milwaukee	39.00	-	57.00	40.50	-	59.00	40.50	-	60.50	43.00	-	63.00
Minneapolis	39.00	56.50	61.00	42.00	58.50	63.00	42.00	60.00	66.00	44.00	62.50	68.50
Montgomery	38.00	-	57.00	39.50	-	59.00	39.50	-	60.50	41.50	-	62.50
Nashville	39.00	57.00	60.00	40.50	59.00	62.00	40.50	60.50	63.50	42.50	62.50	66.00
New Orleans	39.00	-	60.00	40.50	-	62.00	40.50	-	63.50	42.50	-	66.00
New York	42.00	58.00	65.50	43.00	60.00	67.50	43.00	61.50	69.00	45.00	64.00	71.50
Newark	44.00	59.50	65.00	45.00	61.00	66.50	45.00	61.50	67.00	47.00	64.00	69.50
Omaha	39.00	54.50	60.00	42.00	56.50	62.00	42.00	58.00	63.50	44.00	60.50	66.00
Philadelphia	40.00	56.00	62.50	42.00	58.00	64.50	42.00	59.50	66.00	44.00	62.00	68.50
Pittsburgh	40.00	56.00	62.50	42.00	58.00	64.50	42.00	59.50	66.00	44.00	62.00	68.50
Reading	38.00	-	61.50	40.00	-	63.50	40.00	-	64.50	42.00	-	67.00
Richmond	38.50	55.00	62.00	40.00	56.50	63.50	40.00	58.00	65.00	42.00	60.00	67.00
Salt Lake City	40.00	-	59.50	41.50	-	61.50	41.50	-	63.00	43.50	-	65.50
San Francisco	43.50	62.50	68.00	47.00	64.50	70.00	47.00	66.00	71.50	50.00	68.50	74.00
Scranton	38.00	-	61.50	40.00	-	63.50	40.00	-	64.50	42.00	-	67.00
Seattle	-	-	-	-	-	-	47.00	-	71.00	49.00	-	73.50
St. Louis	40.00	53.00	60.50	42.00	55.00	62.50	42.00	56.50	64.00	44.50	59.50	67.00
Washington, D.C.	43.50	60.00	66.00	45.00	61.50	67.50	45.00	63.00	69.00	47.50	65.50	71.50
Wayne, Pa.	-	-	-	-	-	-	-	-	-	-	-	-
White Plains, N.Y.	-	-	-	43.00	60.00	67.50	43.00	61.50	69.00	45.00	64.00	71.50

See footnotes at end of table.

Table 10. Weekly salary rates for clerical employees, selected groups and cities, 1952-70—Continued

City	December 1956			January 1958			June 1959			October 1960		
	Mini- mum	Maximum		Mini- mum	Maximum		Mini- mum	Maximum		Mini- mum	Maximum	
		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>
Atlanta	\$45.50	\$65.00	\$68.50	\$47.50	\$67.50	\$71.00	\$48.50	\$71.00	\$74.50	\$50.00	\$73.50	\$77.00
Baltimore	47.00	—	72.00	49.50	—	74.50	50.50	—	77.00	53.00	—	79.00
Birmingham	45.50	65.00	68.50	47.50	67.50	71.00	48.50	71.00	74.50	50.00	73.50	77.00
Boston	44.00	61.50	68.00	46.00	66.00	72.50	49.00	69.00	75.50	51.00	71.50	78.00
Buffalo	46.00	62.00	67.50	48.00	64.00	70.00	49.50	—	72.00	53.50	—	75.00
Charleston	45.00	—	70.00	47.50	—	73.00	50.00	—	76.00	51.50	—	78.00
Charlotte	45.50	65.00	68.50	47.50	67.50	71.00	48.50	71.00	74.50	50.00	—	77.00
Chattanooga	45.50	—	68.50	47.50	—	71.00	48.50	—	74.50	50.00	—	77.00
Chicago	51.00	70.50	76.50	53.50	73.50	79.50	54.50	76.50	83.00	56.00	78.50	86.00
Cincinnati	48.50	63.50	71.00	51.00	66.50	74.00	52.50	69.50	77.00	54.00	73.50	80.00
Cleveland	51.50	66.00	70.50	54.50	69.00	73.50	55.50	71.00	75.50	57.50	73.00	77.50
Dallas	47.50	62.50	70.00	50.50	65.50	73.00	52.50	—	76.00	54.00	—	79.00
Denver	46.50	66.00	69.00	49.00	69.00	72.00	50.50	72.00	75.00	52.00	74.50	77.50
Des Moines	47.00	—	69.00	50.00	—	72.00	50.00	—	76.00	52.00	—	78.50
Detroit	51.50	68.00	75.50	55.50	71.00	78.50	58.50	74.00	81.50	60.50	—	84.00
Duluth	—	—	—	—	—	—	50.00	—	76.00	52.00	—	78.50
El Paso	45.50	—	68.00	48.00	—	71.00	49.50	—	74.00	51.00	—	76.50
Harrisburg	44.00	62.00	69.50	46.00	63.50	71.50	49.00	66.50	74.50	51.00	69.00	77.50
Hartford	44.00	—	68.50	47.00	—	71.50	48.50	—	74.50	50.00	—	77.50
Houston	47.50	—	70.00	50.50	—	73.00	52.50	—	76.00	54.00	—	79.00
Indianapolis	48.50	62.50	67.50	51.50	64.50	70.00	53.00	67.00	73.00	54.50	—	75.50
Kansas City	47.50	62.50	70.00	50.50	65.50	73.00	52.50	68.50	76.00	54.00	71.50	79.00
Knoxville	45.50	—	68.50	47.50	—	71.00	48.50	—	74.50	50.00	—	77.00
Little Rock	46.00	—	66.50	48.50	—	69.50	50.50	—	72.00	54.00	—	77.50
Los Angeles	55.00	—	77.00	57.50	—	80.00	59.50	—	82.50	64.00	—	85.50
Louisville	45.50	65.00	68.50	47.50	67.50	71.00	48.50	71.00	74.50	50.00	—	77.00
Memphis	45.50	65.00	68.50	47.50	67.50	71.00	48.50	71.00	74.50	50.00	—	77.00
Miami	45.50	—	68.50	47.50	—	71.00	48.50	—	74.50	50.00	—	77.00
Milwaukee	47.00	—	66.50	50.00	—	69.50	51.50	—	73.00	54.50	—	75.50
Minneapolis	47.00	65.50	71.50	50.00	68.50	74.50	50.00	—	77.50	52.00	—	80.00
Montgomery	44.00	—	64.50	46.00	—	67.00	47.00	—	70.00	49.00	—	72.50
Nashville	45.50	65.00	68.50	47.50	67.50	71.00	48.50	71.00	74.50	50.00	—	77.00
New Orleans	45.50	—	68.50	47.50	—	71.00	48.50	—	74.50	50.00	—	77.00
New York	48.00	67.00	74.50	51.00	69.00	77.00	52.00	70.50	79.00	55.00	74.00	82.00
Newark	49.50	67.00	72.50	51.50	69.50	75.00	52.00	71.50	77.00	53.50	—	79.50
Omaha	47.00	63.50	69.00	50.00	66.50	72.00	50.00	—	76.00	52.00	—	78.50
Philadelphia	46.00	65.00	71.50	48.00	67.50	74.00	50.00	70.00	77.00	53.00	72.00	81.00
Pittsburgh	46.00	65.00	71.50	48.00	67.50	74.00	50.00	70.00	77.00	53.00	72.00	81.00
Reading	44.00	—	69.50	46.00	—	71.50	49.00	—	74.50	51.00	—	77.50
Richmond	46.00	63.00	70.00	48.50	66.00	73.00	50.50	67.50	76.00	52.00	69.00	78.50
Salt Lake City	45.50	—	68.50	48.50	—	71.50	50.50	—	74.50	52.00	—	77.00
San Francisco	55.00	70.00	77.00	57.50	72.50	80.00	59.50	—	82.50	64.00	—	85.50
Scranton	44.00	—	69.50	46.00	—	71.50	49.00	—	74.50	51.00	—	77.50
Seattle	53.00	—	76.50	55.50	—	79.50	57.00	—	82.00	59.00	—	84.50
St. Louis	47.50	62.50	70.00	50.50	65.50	73.00	52.50	68.50	76.00	54.00	71.50	79.00
Washington, D.C.	51.50	68.50	74.50	54.00	71.00	77.00	55.50	73.50	79.50	57.00	76.00	81.50
Wayne, Pa.	46.00	65.00	71.50	48.00	67.50	74.00	50.00	70.00	77.00	53.00	72.00	81.00
White Plains, N.Y.	48.00	67.00	74.50	51.00	69.00	77.00	52.00	70.50	79.00	55.00	74.00	82.00

See footnotes at end of table.

Table 10. Weekly salary rates for clerical employees, selected groups and cities, 1952-70—Continued

City	November 1961			November 1962			November 1963			January 1965		
	Mini- mum	Maximum		Mini- mum	Maximum		Mini- mum	Maximum		Mini- mum	Maximum	
		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>
Atlanta	\$51.50	\$75.00	\$78.50	\$53.50	\$77.00	\$80.50	\$55.50	\$79.00	\$83.00	\$62.50	\$82.00	\$86.00
Baltimore	54.00	—	80.50	55.50	—	83.00	57.50	—	85.00	60.50	—	88.00
Birmingham	51.50	75.00	78.50	53.50	77.00	80.50	55.50	79.00	83.00	57.50	82.00	86.00
Boston	53.00	73.00	79.50	55.00	76.00	82.50	57.00	79.00	85.50	59.00	—	88.50
Buffalo	55.00	—	78.00	57.00	—	81.00	59.00	—	85.00	62.00	—	88.00
Charleston	53.00	—	79.50	55.00	—	82.50	57.00	—	85.00	59.50	—	88.00
Charlotte	51.50	—	78.50	53.50	—	80.50	55.50	—	83.00	57.50	—	86.00
Chattanooga	51.50	—	78.50	53.50	—	80.50	55.50	—	83.00	57.50	—	86.00
Chicago	57.50	80.00	88.00	59.50	83.00	91.00	62.00	86.00	94.00	64.50	89.00	97.00
Cincinnati	56.00	75.00	81.50	59.00	77.50	84.50	61.00	82.00	87.50	65.00	86.00	90.50
Cleveland	59.00	74.50	79.00	61.00	77.50	83.00	63.50	82.50	87.00	66.50	86.00	90.00
Dallas	55.50	—	81.00	57.50	—	84.00	59.50	—	87.00	62.50	—	91.50
Denver	55.00	76.00	79.50	57.00	79.00	82.50	59.50	82.00	85.50	62.00	—	88.50
Des Moines	53.50	—	81.50	55.50	—	84.50	57.50	—	87.00	60.00	—	90.00
Detroit	63.00	—	85.50	65.00	—	88.50	67.50	—	91.50	70.50	—	94.50
Duluth	53.50	—	81.50	55.50	—	84.50	57.50	—	87.00	60.00	—	90.00
El Paso	54.00	—	78.50	56.00	—	81.00	58.50	—	83.50	61.00	—	86.50
Harrisburg	53.00	72.00	79.50	55.00	75.50	82.00	57.00	78.50	85.00	60.00	81.50	88.00
Hartford	55.50	—	79.50	57.00	—	82.00	58.50	—	85.50	60.50	—	88.50
Houston	55.50	—	81.00	57.50	—	84.00	59.50	—	87.00	62.50	—	91.50
Indianapolis	56.00	—	77.00	58.00	—	80.00	59.50	—	83.00	62.50	—	86.00
Kansas City	55.50	73.00	81.00	57.50	76.00	84.00	59.50	79.00	87.00	62.50	83.50	91.50
Knoxville	51.50	—	78.50	53.50	—	80.50	55.50	—	83.00	57.50	—	86.00
Little Rock	55.50	—	79.50	57.50	—	82.50	59.50	—	85.00	62.00	—	88.50
Los Angeles	68.00	—	87.50	71.50	—	90.50	74.50	—	95.50	77.50	—	98.50
Louisville	51.50	—	78.50	53.50	—	80.50	55.50	—	83.00	57.50	—	86.00
Memphis	51.50	—	78.50	53.50	—	80.50	55.50	—	83.00	57.50	—	86.00
Miami	51.50	—	78.50	53.50	—	80.50	55.50	—	83.00	57.50	—	86.00
Milwaukee	57.00	—	77.00	59.00	—	80.00	61.00	—	83.00	63.50	—	86.00
Minneapolis	54.50	—	82.50	56.50	—	86.00	59.00	—	89.00	62.00	—	92.00
Montgomery	50.50	—	74.00	52.50	—	76.00	54.50	—	78.00	56.50	—	81.00
Nashville	51.50	—	78.50	53.50	—	80.50	55.50	—	83.00	57.50	—	86.00
New Orleans	51.50	—	78.50	53.50	—	80.50	55.50	—	83.00	57.50	—	86.00
New York	56.50	76.00	84.00	58.50	79.00	87.00	60.50	82.00	90.00	64.50	<sup>2</sup> 85.00	<sup>2</sup> 93.00
Newark	55.00	—	81.00	57.00	—	84.00	59.00	—	87.00	61.50	—	90.50
Omaha	53.50	—	81.50	55.50	—	84.50	57.50	—	87.00	60.00	—	90.00
Philadelphia	55.00	74.50	83.00	57.00	78.50	86.00	59.00	81.50	89.00	62.00	84.50	92.00
Pittsburgh	55.00	74.50	83.00	57.00	78.50	86.00	59.00	81.50	89.00	62.00	—	92.00
Reading	53.00	—	79.50	55.00	—	82.00	57.00	—	85.00	60.00	—	88.00
Richmond	53.50	76.50	80.00	55.00	72.50	82.00	57.00	74.00	84.00	59.50	77.50	87.00
Salt Lake City	55.00	—	79.00	57.00	—	81.50	59.50	—	84.00	62.00	—	87.00
San Francisco	68.00	—	87.50	71.50	—	90.50	74.50	—	95.50	77.00	—	98.50
Scranton	53.00	—	79.50	55.00	—	82.00	57.00	—	85.00	60.00	—	88.00
Seattle	62.50	—	86.00	64.50	—	89.00	66.50	—	91.50	69.00	—	94.00
St. Louis	55.50	73.00	81.00	57.50	76.00	84.00	<sup>3</sup> 59.50	<sup>4</sup> 79.00	<sup>4</sup> 87.00	63.00	85.50	93.50
Washington, D.C.	58.50	78.00	83.00	60.50	81.50	85.50	66.00	83.50	87.50	<sup>5</sup> 69.00	86.50	90.50
Wayne	55.00	74.50	83.00	57.00	78.50	86.00	59.00	81.50	89.00	62.00	84.50	92.00
White Plains	56.50	76.00	84.00	58.50	79.00	87.00	60.50	82.00	90.00	64.50	<sup>2</sup> 85.00	<sup>2</sup> 93.00

See footnotes at end of table.

Table 10. Weekly salary rates for clerical employees, selected groups and cities, 1952-70—Continued

City	January 1966			January 1967		
	Minimum	Maximum		Minimum	Maximum	
		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>
Atlanta	\$65.00	\$85.00	\$ 89.00	\$73.50	\$ 90.50	\$ 94.50
Baltimore	62.50	—	91.00	66.00	—	96.50
Birmingham	60.00	85.00	89.00	63.50	90.50	94.50
Boston	62.00	—	91.50	65.50	—	97.00
Buffalo	65.00	—	<sup>6</sup> 91.00	68.50	—	98.50
Charleston, W. Va.	61.50	—	91.00	65.00	—	96.50
Charlotte	60.00	—	89.00	63.50	—	94.50
Chattanooga	60.00	—	89.00	63.50	—	94.50
Chicago	69.00	92.00	100.00	72.50	97.50	105.50
Cincinnati	69.00	89.50	93.50	72.50	95.00	99.00
Cleveland	68.50	89.50	93.00	72.00	94.50	98.50
Dallas	65.50	—	<sup>7</sup> 94.50	69.00	—	102.00
Denver	64.00	—	91.50	67.50	—	97.00
Des Moines	62.00	—	93.00	65.50	—	98.50
Detroit	75.00	—	97.50	78.50	—	103.00
Duluth	62.00	—	93.00	65.50	—	98.50
El Paso	63.00	—	89.50	66.50	—	95.00
Harrisburg	62.00	84.50	91.50	65.50	—	96.50
Hartford	62.50	—	91.50	66.00	—	97.00
Houston	65.50	—	<sup>7</sup> 94.50	69.00	—	102.00
Indianapolis	66.50	—	89.00	70.00	—	94.50
Kansas City	65.50	<sup>7</sup> 86.50	<sup>7</sup> 94.50	69.00	94.00	102.00
Knoxville	60.00	—	89.00	63.50	—	94.50
Little Rock	—	—	—	—	—	—
Los Angeles	80.50	—	101.50	84.00	—	107.00
Louisville	60.00	—	89.00	63.50	—	94.50
Memphis	60.00	—	89.00	63.50	—	94.50
Miami	60.00	—	89.00	63.50	—	94.50
Milwaukee	65.50	—	89.00	69.00	—	94.50
Minneapolis	64.00	—	95.00	67.50	—	100.50
Montgomery	59.00	—	84.00	62.50	—	89.50
Nashville	60.00	—	89.00	63.50	—	94.50
New Orleans	60.00	—	89.00	68.50	—	94.50
New York	67.50	89.00	97.00	71.00	94.50	102.50
Newark	65.00	—	93.50	68.50	—	99.00
Omaha	62.00	—	93.00	65.50	—	98.50
Philadelphia	65.00	87.50	95.00	68.50	—	100.50
Pittsburgh	65.00	—	95.00	68.50	—	100.50
Reading	62.00	—	91.00	65.50	—	96.50
Richmond	61.50	80.50	90.00	65.50	—	95.50
Salt Lake City	64.00	—	90.00	67.50	—	95.50
San Francisco	80.00	—	101.50	83.50	104.00	107.00
Scranton	62.00	—	91.00	65.50	—	96.50
Seattle	71.50	—	97.00	75.00	—	102.50
St. Louis	66.00	88.50	96.50	69.50	94.00	102.00
Washington, D.C.	72.00	91.00	93.50	75.50	96.50	99.00
Wayne, Pa.	65.00	87.50	95.00	68.50	93.00	100.50
White Plains, N.Y.	67.50	89.00	97.00	71.00	94.50	102.50

See footnotes at end of table.

Table 10. Weekly salary rates for clerical employees, selected groups and cities, 1952-70—Continued

City	July 1968			July 1969		
	Minimum	Maximum		Minimum	Maximum	
		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>		Group 3 <sup>1</sup>	Group 4 <sup>1</sup>
Atlanta	\$77.50	\$100.00	\$104.00	\$81.00	\$104.00	\$108.00
Baltimore	70.00	—	104.50	73.50	—	108.50
Birmingham	68.00	—	104.00	71.50	—	108.00
Boston	69.50	—	105.00	73.00	—	109.00
Buffalo	72.50	—	106.50	76.00	—	110.50
Charleston, W. Va.	69.00	—	104.50	72.50	—	108.50
Charlotte	68.00	—	102.50	71.50	—	106.50
Chattanooga	68.00	—	102.50	71.50	—	106.50
Chicago	82.00	105.50	114.00	85.50	109.50	118.00
Cincinnati	76.50	103.00	107.00	80.00	107.00	111.00
Cleveland	76.00	102.50	106.50	79.50	106.50	110.50
Dallas	73.00	—	110.00	76.50	—	114.00
Denver	71.50	—	106.00	75.00	—	110.00
Des Moines	69.50	—	106.50	73.00	—	110.50
Detroit	82.50	—	111.00	86.00	—	115.00
Duluth	69.50	—	106.50	73.00	—	110.50
El Paso	71.50	—	105.00	75.00	—	109.00
Harrisburg	72.50	—	108.50	76.00	—	112.50
Hartford	70.00	—	105.00	73.50	—	109.00
Houston	73.00	—	110.00	76.50	—	114.00
Indianapolis	74.00	—	102.50	77.50	—	106.50
Kansas City	73.00	102.00	110.00	76.50	106.00	114.00
Knoxville	68.00	—	102.50	71.50	—	106.50
Little Rock	—	—	—	—	—	—
Los Angeles	88.00	—	115.00	91.50	—	119.00
Louisville	68.00	—	102.50	71.50	—	106.50
Memphis	68.00	98.50	102.50	71.50	102.50	106.50
Miami	68.00	—	104.00	71.50	—	108.00
Milwaukee	73.50	—	103.00	77.00	—	107.00
Minneapolis	71.50	—	108.50	75.00	—	112.50
Montgomery	68.00	—	97.50	71.50	—	101.50
Nashville	68.00	—	102.50	71.50	—	106.50
New Orleans	72.50	—	104.00	76.00	—	108.00
New York	<sup>8</sup> 75.00	102.50	110.50	79.50	106.50	114.50
Newark	72.50	—	107.00	76.00	—	111.00
Omaha	69.50	—	106.50	73.00	—	110.50
Philadelphia	72.50	—	108.50	76.00	—	112.50
Pittsburgh	72.50	—	108.50	76.00	—	112.50
Reading	69.50	—	104.50	73.00	—	108.50
Richmond	69.00	—	103.50	72.50	—	107.50
Salt Lake City	71.50	—	105.00	75.00	—	109.00
San Francisco	87.50	112.00	115.00	91.00	116.00	119.00
Scranton	69.50	—	104.50	73.00	—	108.50
Seattle	79.00	—	110.50	82.50	—	114.50
St. Louis	73.50	102.00	110.00	77.00	106.00	114.00
Washington, D.C.	79.50	105.00	107.50	83.00	109.00	111.50
Wayne, Pa.	72.50	101.00	108.50	76.00	105.00	112.50
White Plains, N.Y.	<sup>8</sup> 75.00	102.50	110.50	79.50	106.50	114.50

See footnotes at end of table.

Table 10. Weekly salary rates for clerical employees, selected groups and cities, 1952-70—Continued

City	May 20, 1970				July 16, 1970			
	Minimum		Maximum		Minimum		Maximum	
	Group 3 <sup>1</sup>	Group 4 <sup>1</sup>	Group 3 <sup>1</sup>	Group 4 <sup>1</sup>	Group 3 <sup>1</sup>	Group 4 <sup>1</sup>	Group 3 <sup>1</sup>	Group 4 <sup>1</sup>
Atlanta	\$85.00	\$ 86.00	\$104.00	\$108.00	\$ 88.50	\$ 89.50	\$108.00	\$112.00
Baltimore	—	<sup>9</sup> 80.50	—	108.50	—	84.50	—	112.50
Birmingham	—	78.00	—	108.00	—	81.50	—	112.00
Boston	—	81.00	—	109.00	—	84.50	—	113.00
Buffalo	—	95.50	—	<sup>10</sup> 114.50	—	99.00	—	114.50
Charleston, W. Va.	—	79.50	—	108.50	—	83.00	—	112.50
Charlotte	—	78.00	—	106.50	—	81.50	—	110.50
Chattanooga	—	78.00	—	106.50	—	81.50	—	110.50
Chicago	93.50	98.00	109.50	118.00	97.00	101.50	113.50	122.00
Cincinnati	<sup>9</sup> 85.00	<sup>11</sup> 86.50	107.00	111.00	89.00	91.00	111.00	115.00
Cleveland	—	86.50	—	110.50	—	90.00	—	114.50
Dallas	—	84.50	—	114.00	—	88.00	—	118.00
Denver	—	<sup>12</sup> 81.50	—	110.00	—	85.50	—	114.00
Des Moines	—	85.50	—	110.50	—	89.00	—	114.50
Detroit	—	92.00	—	115.00	—	95.50	—	119.00
Duluth	—	85.50	—	110.50	—	89.00	—	114.50
El Paso	—	<sup>12</sup> 81.00	—	109.00	—	85.00	—	113.00
Harrisburg	—	91.00	—	112.50	—	94.50	—	116.50
Hartford	—	80.50	—	109.00	—	84.00	—	113.00
Houston	—	84.50	—	106.50	—	88.00	—	118.00
Indianapolis	—	83.00	—	106.50	—	86.50	—	110.50
Kansas City	82.50	84.50	111.50	114.00	86.00	88.00	115.50	118.00
Knoxville	—	78.00	—	106.50	—	81.50	—	110.50
Little Rock	—	—	—	—	—	—	—	—
Los Angeles	—	99.00	—	120.50	—	102.50	—	124.50
Louisville	—	78.00	—	106.50	—	81.50	—	110.50
Memphis	77.50	78.00	102.50	106.50	81.00	81.50	106.50	110.50
Miami	—	78.00	—	108.00	—	81.50	—	112.00
Milwaukee	—	83.00	—	107.00	—	86.50	—	111.00
Minneapolis	—	87.50	—	112.50	—	91.00	—	116.50
Montgomery	—	76.50	—	101.50	—	80.00	—	105.50
Nashville	—	78.00	—	106.50	—	81.50	—	110.50
New Orleans	—	82.00	—	108.00	—	85.50	—	112.00
New York	94.50	103.50	<sup>10</sup> 118.50	<sup>10</sup> 118.50	98.00	107.00	118.50	118.50
Newark	—	82.50	—	111.00	—	86.00	—	115.00
Omaha	—	85.50	—	110.50	—	89.00	—	114.50
Philadelphia	—	91.00	—	112.50	—	94.50	—	116.50
Pittsburgh	—	91.00	—	112.50	—	94.50	—	116.50
Reading	—	88.00	—	108.50	—	91.50	—	112.50
Richmond	—	80.00	—	107.50	—	83.50	—	111.50
Salt Lake City	—	<sup>12</sup> 81.00	—	109.00	—	85.00	—	113.00
San Francisco	95.50	99.00	116.00	120.50	110.00	102.50	120.00	124.50
Scranton	—	88.00	—	108.50	—	91.50	—	112.50
Seattle	—	91.00	—	114.50	—	94.50	—	118.50
St. Louis	—	84.50	—	114.00	—	88.00	—	118.00
Washington, D.C.	87.50	88.00	109.00	111.50	91.00	91.50	113.00	115.50
Wayne, Pa.	85.00	91.00	105.00	112.50	88.50	94.50	109.00	116.50
White Plains, N.Y.	94.50	103.50	<sup>10</sup> 118.50	<sup>10</sup> 118.50	98.00	107.00	118.50	118.50

<sup>1</sup> Each clerical group is composed of a number of occupations requiring approximately the same skill or degree of responsibility. Group 3 had 4 occupations up to Jan. 16, 1967, and 3 thereafter, among which were file clerks and typists. Group 4 had 16 occupations up to Nov. 10, 1963, 15 up to Jan.

16, 1967, and 13 thereafter, among which were junior draftsmen, records clerks, stenographers, and traffic clerks.

<sup>2</sup> Rate increased an additional \$1 effective Feb. 27, 1965.

<sup>3</sup> Rate increased an additional \$0.50 effective Feb. 9, 1964.

FOOTNOTES – Continued

- <sup>4</sup> Rate increased an additional \$2 effective Feb. 9, 1964.
- <sup>5</sup> Rate increased an additional \$1 effective Feb. 28, 1965.
- <sup>6</sup> Rate increased an additional \$2 effective Mar. 30, 1966.
- <sup>7</sup> Rate increased an additional \$2 effective Feb. 6, 1966.
- <sup>8</sup> Rate increased an additional \$1 for Group 3 employees and \$5 for Group 4 employees effective July 29, 1968.

- <sup>9</sup> Rate increased an additional \$0.50 effective May 31, 1970.
- <sup>10</sup> Effective April 1, 1970.
- <sup>11</sup> Rate increased an additional \$1 effective May 31, 1970.
- <sup>12</sup> Rate increased an additional \$0.50 effective May 24, 1970.

NOTE: Dashes indicate no employees in group.



Table 11. Weekly salary rates<sup>1</sup> for clerical employees, selected groups<sup>2</sup> and cities, 1971-73

State and city <sup>3</sup>		July 17, 1971				July 16, 1972			
		Group 4		Group 5		Group 4		Group 5	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Alabama—	Birmingham	\$ 88.00	\$130.50	\$ 92.00	\$139.50	\$ 89.50	\$135.50	\$ 93.50	\$144.50
	Jasper	85.50	122.00	489.50	4130.50	86.50	127.00	90.50	135.50
Arizona—	Phoenix	94.50	133.50	98.50	141.00	96.00	138.50	100.00	146.00
	Holbrook	90.00	129.50	494.00	4136.00	91.50	134.50	95.50	141.00
Arkansas—	Newcastle	85.00	125.00	489.00	4130.50	86.50	130.00	90.50	135.50
California—	Oakland	112.50	143.00	116.50	149.50	115.00	148.00	119.00	154.50
	San Luis Obispo Jct.	102.50	136.50	4106.50	4144.00	105.00	141.50	109.00	149.00
Colorado—	Denver	94.50	133.50	98.50	141.00	96.00	138.50	100.00	146.00
	Lamar	88.00	126.00	492.00	4134.00	89.50	131.00	93.50	139.00
Connecticut—	Hartford	95.00	134.00	99.00	144.50	97.00	139.00	101.00	149.50
	New Haven	94.00	134.00	98.00	144.50	96.00	139.00	100.00	149.50
Delaware—	Wilmington	—	—	105.00	145.50	—	—	107.00	150.50
District of Columbia		100.00	134.00	104.00	144.50	102.00	139.00	106.00	149.50
Florida—	Miami	88.50	130.50	92.50	139.50	90.00	135.50	94.00	144.50
	Vero Beach	85.50	122.00	489.50	4130.50	86.50	127.00	90.50	135.50
Georgia—	Atlanta	93.50	130.50	97.50	139.50	95.00	135.50	99.00	144.50
	Monticello	85.00	119.50	489.00	4128.00	86.00	124.50	90.00	133.00
Idaho—	Pocatello	90.00	129.50	494.00	4136.00	91.50	134.50	95.50	141.00
Illinois—	Chicago	108.00	141.50	112.00	151.50	109.50	146.50	113.50	156.50
	Vandalia	99.00	133.00	4103.00	4143.50	100.50	138.00	104.50	148.50
Indiana—	Indianapolis	93.00	130.00	97.50	141.00	94.50	135.00	99.00	146.00
	Terre Haute	91.00	128.00	495.50	4139.00	92.50	133.00	97.00	144.00
Iowa—	Des Moines	97.50	136.50	101.50	144.00	99.50	141.50	103.50	149.00
	Red Oak	86.00	125.00	490.00	4132.00	88.00	130.00	92.00	137.00
Kansas—	Topeka	91.50	135.00	95.50	141.00	93.00	140.00	97.00	146.00
	Dodge City	85.00	125.00	489.00	4130.50	86.50	130.00	90.50	135.50
Kentucky—	Louisville	88.00	130.50	92.00	139.50	89.50	135.50	93.50	144.50
	Williamstown	99.50	133.50	4103.50	4140.00	102.00	138.50	106.00	145.00
Louisiana—	New Orleans	88.00	130.50	92.00	139.50	89.50	135.50	93.50	144.50
	Bogalusa	85.50	122.00	489.50	4130.50	86.50	127.00	90.50	135.50
Maine—	Dover-Foxcroft	588.50	6121.00	493.00	4133.00	91.50	129.00	95.50	138.00
Maryland—	Silver Spring	100.00	134.00	4104.00	4144.50	102.00	139.00	106.00	149.50
	Baltimore	93.00	131.00	97.50	141.00	95.00	136.00	99.50	146.00
Massachusetts—	Fairlee	85.00	121.00	—	—	87.00	126.00	—	—
	Boston	595.50	7131.50	100.00	141.50	98.50	139.00	102.50	148.50
Michigan—	High Rock	888.50	9121.00	496.50	4139.50	95.50	135.00	99.00	144.50
	Detroit	102.50	137.50	106.50	145.50	104.50	142.50	108.50	150.50
Minnesota—	Kalamazoo	98.50	134.00	4101.50	4142.50	100.50	139.00	103.50	147.50
	Minneapolis	99.50	139.50	103.50	146.50	101.50	144.50	105.50	151.50
Mississippi—	Duluth	97.50	136.50	4101.50	4144.00	99.50	141.50	103.50	149.00
	Jackson	87.50	129.00	91.50	138.00	88.50	134.00	92.50	143.00
Missouri—	Pickens	85.50	118.50	489.50	4126.00	86.50	123.50	90.50	131.00
	St. Louis	94.00	138.00	99.00	146.50	95.50	143.00	100.50	151.50
Nebraska—	Dover	85.00	125.00	489.00	4130.50	86.50	130.00	90.50	135.50
	Omaha	97.50	136.50	101.50	144.00	99.50	141.50	103.50	149.00
New Jersey—	Lyons	86.00	125.00	490.00	4132.00	88.00	130.00	92.00	137.00
	Newark	99.50	135.00	103.50	145.00	101.50	140.00	105.50	150.00
New York—	New York	115.00	137.00	119.00	148.00	118.00	142.00	122.00	153.00
	Buffalo	105.00	133.00	109.00	145.00	108.00	138.00	112.00	150.00
New Mexico—	Elizabethtown	104.00	128.00	4108.00	4139.50	107.00	133.00	111.00	144.50
	Albuquerque	93.00	132.50	97.00	140.00	94.50	137.50	98.50	145.00
North Carolina—	Socorro	88.00	126.00	492.00	4134.00	89.50	131.00	93.50	139.00
	Charlotte	87.50	129.00	91.50	138.00	88.50	134.00	92.50	143.00
North Dakota—	Stanfield	85.50	122.00	489.50	4130.50	86.50	127.00	90.50	135.50
	Bismark Jct.	92.00	133.00	496.00	4140.50	94.00	138.00	98.00	145.50
Ohio—	Cleveland	98.00	135.00	102.00	145.50	100.50	140.00	104.50	150.50
	Cambridge	90.00	121.50	494.00	4131.50	92.50	126.50	96.50	136.50
Oklahoma—	Oklahoma City	94.00	138.00	99.00	146.50	95.50	143.00	100.50	151.50
	Mounds	88.00	128.50	492.00	4134.00	89.50	133.50	93.50	139.00
Pennsylvania—	Philadelphia	101.00	136.50	105.00	145.50	103.00	141.50	107.00	150.50
	Scranton	98.00	131.50	4102.00	4140.00	100.00	136.50	104.00	145.00
Rhode Island—	Providence	1092.00	11126.50	1296.00	13136.50	95.50	135.00	99.00	144.50
	Green Hill	888.50	9121.00	496.50	4139.50	95.50	135.00	99.00	144.50
South Carolina—	Greenville	87.50	129.00	491.50	4138.00	88.50	134.00	92.50	143.00
South Dakota—	Sioux Falls	92.00	133.00	496.00	4140.50	94.00	138.00	98.00	145.50
Tennessee—	Memphis	88.00	130.50	92.00	139.50	89.50	135.50	93.50	144.50
	Nashville	87.50	129.00	91.50	138.00	88.50	134.00	92.50	143.00
Texas—	Houston	94.00	138.00	99.00	146.50	95.50	143.00	100.50	151.50
	Sweetwater	88.00	128.50	492.00	4134.00	89.50	133.50	93.50	139.00
Utah—	Salt Lake City	94.50	133.50	98.50	141.00	96.00	138.50	100.00	146.00
	Delta	90.00	129.50	494.00	4136.00	91.50	134.50	95.50	141.00
Virginia—	Dranesville	100.00	134.00	104.00	144.50	102.00	139.00	106.00	149.50
	Richmond	89.50	130.00	93.50	138.50	91.50	135.00	95.50	143.50
West Virginia—	McKenney	84.00	122.00	—	—	86.00	127.00	—	—
	Charleston	90.50	131.00	95.00	141.00	92.50	136.00	97.00	146.00
Washington—	Etam	83.50	120.50	488.00	4129.50	85.50	125.50	90.00	134.50
	Seattle	101.50	139.00	105.50	146.50	103.50	144.00	107.50	151.50
Wisconsin—	Renton	100.50	137.00	104.50	145.00	102.50	142.00	106.50	150.00
	Milwaukee	93.00	129.50	97.00	139.50	94.50	134.50	98.50	144.50
Wyoming—	Stevens Pt.	85.50	119.50	489.50	4128.50	87.00	124.50	91.00	133.50
	Laramie	90.00	129.50	494.00	4136.00	91.50	134.50	95.50	141.00

See footnotes at end of table.

Table 11. Weekly salary rates<sup>1</sup> for clerical employees, selected groups<sup>2</sup> and cities, 1971-73—Continued

State and city <sup>3</sup>		July 15, 1973			
		Group 4		Group 5	
		Minimum	Maximum	Minimum	Maximum
Alabama—	Birmingham	\$ 90.50	\$ 141.00	\$ 95.00	\$ 150.00
	Jasper	87.50	132.50	91.50	141.00
Arizona—	Phoenix	97.50	144.00	101.50	151.50
	Holbrook	93.00	140.00	97.00	146.50
Arkansas—	Newcastle	88.00	135.50	92.00	141.00
California—	Oakland	117.50	153.50	121.50	159.50
	San Luis Obispo Jct.	107.50	147.00	111.50	154.50
Colorado—	Denver	97.50	144.00	101.50	151.50
	Lamar	91.00	136.50	95.00	145.00
Connecticut—	Hartford	99.00	144.50	103.00	155.00
	New Haven	98.00	144.50	102.00	155.00
Delaware—	Wilmington	—	—	109.00	155.00
District of Columbia		104.00	144.50	108.00	150.00
Florida—	Miami	91.00	141.00	95.00	150.00
	Vero Beach	87.50	132.50	91.50	141.00
Georgia—	Atlanta	96.50	141.00	100.50	150.00
	Monticello	87.00	130.00	91.00	138.50
Idaho—	Pocatello	93.00	140.00	97.00	146.50
Illinois—	Chicago	111.00	152.00	115.00	162.00
	Vandalia	102.00	143.50	106.00	154.00
Indiana—	Indianapolis	96.00	140.50	100.50	151.50
	Terre Haute	94.00	138.50	98.50	149.50
Iowa—	Des Moines	101.50	147.00	105.50	155.00
	Red Oak	90.00	135.50	94.00	143.00
Kansas—	Topeka	94.50	145.50	98.50	151.50
	Dodge City	88.00	135.50	92.00	141.00
Kentucky—	Louisville	90.50	141.00	95.00	150.00
	Williamstown	104.50	144.00	108.50	150.50
Louisiana—	New Orleans	90.50	141.00	95.00	150.00
	Bogalusa	87.50	132.50	91.50	141.00
Maine—	Dover-Foxcroft	94.00	134.50	98.00	143.50
Maryland—	Silver Spring	104.00	144.50	108.00	155.00
	Baltimore	97.00	141.50	101.50	151.50
	Fairlee	89.00	131.50	—	—
Massachusetts—	Boston	101.00	144.50	105.00	154.00
	High Rock	98.00	140.50	101.50	150.00
Michigan—	Detroit	106.50	148.00	110.50	156.00
	Kalamazoo	102.50	144.50	105.50	153.00
Minnesota—	Minneapolis	103.50	150.00	107.50	157.50
	Duluth	101.50	147.00	105.50	155.00
Mississippi—	Jackson	89.50	139.50	93.50	148.50
	Pickens	87.50	129.00	91.50	136.50
Missouri—	St. Louis	97.00	148.50	102.00	157.00
	Dover	88.00	135.50	92.00	141.00
Nebraska—	Omaha	101.50	147.00	105.50	155.00
	Lyons	90.00	135.50	94.00	143.00
New Jersey—	Newark	103.50	145.50	107.50	155.50
New York—	New York	121.00	147.50	125.00	158.50
	Buffalo	111.00	143.50	115.00	155.50
	Elizabethtown	110.00	138.50	114.00	150.00
New Mexico—	Albuquerque	96.00	143.00	100.00	150.50
	Socorro	91.00	136.50	95.00	145.00
North Carolina—	Charlotte	89.50	139.50	93.50	148.50
	Stanfield	87.50	132.50	91.50	141.00
North Dakota—	Bismark Jct.	96.00	143.50	100.00	151.50
Ohio—	Cleveland	103.50	145.50	107.50	156.00
	Cambridge	95.50	132.00	99.50	142.00
Oklahoma—	Oklahoma City	97.00	148.50	102.00	157.00
	Mounds	91.00	139.00	95.00	144.50
Pennsylvania—	Philadelphia	105.00	147.00	109.00	156.00
	Scranton	102.00	142.00	106.00	150.50
Rhode Island—	Providence	98.00	140.50	101.50	150.00
	Green Hill	98.00	140.50	101.50	150.00
South Carolina—	Greenville	89.50	139.50	93.50	148.50
South Dakota—	Sioux Falls	96.00	143.50	100.00	151.50
Tennessee—	Memphis	90.50	141.00	95.00	150.00
	Nashville	89.50	139.50	93.50	148.50
Texas—	Houston	97.00	148.50	102.00	157.00
	Sweetwater	91.00	139.00	95.00	144.50
Utah—	Salt Lake City	97.50	144.00	101.50	151.50
	Delta	93.00	140.00	97.00	146.50
Virginia—	Dranesville	104.00	144.50	108.00	155.00
	Richmond	93.50	140.50	97.50	149.00
	McKenney	88.00	132.50	—	—
West Virginia—	Charleston	94.50	141.50	99.00	151.50
	Etam	87.50	131.00	92.00	140.00
Washington—	Seattle	105.50	149.50	109.50	157.00
	Renton	104.50	147.50	108.50	155.50
Wisconsin—	Milwaukee	96.00	140.00	100.00	150.00
	Stevens Pt.	88.50	130.00	92.50	139.00
Wyoming—	Laramie	93.00	140.00	97.00	146.50

See footnotes next page.

## FOOTNOTES

- <sup>1</sup> Rates do not include "special" or "special city" allowances (see table 12) or cost-of-living allowances in effect in 1972 and 1973.
- <sup>2</sup> Because of the declining number of cities represented in Group 3, Group 5 has been substituted in this table beginning with July 17, 1971. Each clerical group is composed of a number of occupations requiring approximately the same skill or degree of responsibility. Group 4 had 13 occupations among which were junior draftsmen, stenographers, traffic clerks, and records clerks; group 5 had 16 occupations among which were clerical draftsmen, clerical stenographers, engineering data clerks, and senior file clerks.
- <sup>3</sup> Cities and towns in this table were selected from those in the lowest and highest pay categories in each State. In addition, some cities in intermediate categories were included because they are among the principal cities in the State. Listings showing one city are for States having a single wage rate.
- <sup>4</sup> Effective May 4, 1972, which was the initial authorization date for title group 5 in these cities.
- <sup>5</sup> Rate increased an additional \$0.50 effective Aug. 1, 1971.
- <sup>6</sup> Rate increased an additional \$3 effective Aug. 1, 1971.
- <sup>7</sup> Rate increased an additional \$2.50 effective Aug. 1, 1971.
- <sup>8</sup> Rate increased an additional \$4.50 effective Aug. 1, 1971.
- <sup>9</sup> Rate increased an additional \$9 effective Aug. 1, 1971.
- <sup>10</sup> Rate increased an additional \$1 effective Aug. 1, 1971.
- <sup>11</sup> Rate increased an additional \$3.50 effective Aug. 1, 1971.
- <sup>12</sup> Rate increased an additional \$0.50 effective May 4, 1972.
- <sup>13</sup> Rate increased an additional \$3 effective May 4, 1972.

NOTE: Dashes indicate no employees in group.

Table 12. Special and special city allowances, 1971-73<sup>1</sup>

Special allowances <sup>2</sup>		Special city allowances <sup>3</sup>	
City	Weekly amount	City	Daily allowance
Buckingham, Va. ....	\$ 6.00	Atlanta, Ga. ....	\$1.00
Crossville, Ala. ....	2.00	Baltimore, Md. ....	1.40
Dover, Mo. ....	1.50	Birmingham, Ala. ....	1.00
Etam, W. Va. ....	5.00	Boston, Mass. ....	1.40
Fontenelle, Wyo. ....	10.00	Chicago, Ill. ....	1.40
Hagerstown, Md. ....	5.00	Cleveland, Ohio ....	1.40
Jamesburg, Calif. ....	12.00	Denver, Colo. ....	1.00
Lamar, Colo. #2 ....	1.00	Detroit, Mich. ....	1.40
Leesburg, Va. #5 ....	3.00	Houston, Tex. ....	1.00
Lyons, Neb. ....	3.50	Indianapolis, Ind. ....	1.00
Monrovia, Md. ....	1.50	Miami, Fla. ....	1.00
Mounds, Okla. ....	4.00	Milwaukee, Wis. ....	1.00
Muddy Gap, Wyo. ....	15.00	Minneapolis, Minn. ....	1.00
Newcastle, Ark. ....	4.00	Newark, N.J. ....	1.40
Orrville, Ala. ....	2.50	New Orleans, La. ....	1.00
Pickens, Miss. ....	3.00	New York, N.Y. ....	1.80
Point Reyes, Calif. ....	8.00	Oakland, Calif. ....	1.40
Prospect Valley, Colo. ....	14.00	Philadelphia, Pa. ....	1.40
Red Oak, Iowa ....	3.50	Phoenix, Ariz. ....	1.00
Stanfield, N.C. ....	2.50	Pittsburgh, Pa. ....	1.40
		St. Louis, Mo. ....	1.00
		Seattle, Wash. ....	1.40
		Washington, D.C. ....	1.40

<sup>1</sup> These allowances, although not necessarily established for the first time in July 1971, were in effect for the duration of the July 1971-July 1974 agreement. Allowances in some cities have been in effect since January 11, 1965.

<sup>2</sup> "Special" allowances—weekly add-on payments ranging from \$1 to \$15, effective July 17, 1971, made to employees at designated localities.

<sup>3</sup> "Special city" allowances—daily add-on payments ranging from \$1 to \$1.80, effective August 15, 1971, to employees whose assigned reporting location on a particular day was within the central area of one of the designated cities.

Table 13. Salary progression schedule for operators, selected cities,<sup>1</sup> 1940-50

City	Effective date and number of years' service required to reach maximum rates						
	December 1940	October 1942	1943 <sup>2</sup>	1944 <sup>2</sup>	January 1945	February 1946	July 1950
Boston .....	13	12	—	—	9	8	6½
Buffalo .....	13	12	—	8	—	—	6½
Chicago .....	13	12	9	—	—	8	6½
Cincinnati .....	13	12	—	10	—	8	6½
Cleveland .....	10	—	—	8	—	—	6½
Detroit .....	13	12	9	8	—	—	6½
Kansas City .....	12	—	—	10	—	8	6½
Louisville .....	11	—	—	9	—	8	6½
Memphis .....	11	—	—	9	—	8	6½
Minneapolis .....	<sup>3</sup> 13	12	—	—	<sup>4</sup> 8	—	6½
New York .....	13	12	—	8	—	—	6½
Philadelphia .....	13	12	10	—	9	8	6½
Pittsburgh .....	13	12	10	—	9	8	6½
St. Louis .....	13	12	—	10	—	8	6½

<sup>1</sup> Other groups followed the same general pattern as operators.

<sup>2</sup> Various months during the year indicated.

<sup>3</sup> Effective March 1941.

<sup>4</sup> Effective Mar. 2, 1945, the wage schedule was reduced to 10 years and effective Mar. 16, it was reduced to 8 years.

Table 14. Supplementary compensation practices<sup>1</sup>

Effective date	Provision	Applications, exceptions, and other related matters
Overtime pay		
Oct. 20, 1940 .....	<p>Traffic, Group A: Time and one-half for work—</p> <ol style="list-style-type: none"> <li>(1) In excess of a normal tour or a basic workweek.</li> <li>(2) In excess of scheduled half tour.</li> <li>(3) On nonscheduled days.</li> <li>(4) On second assigned tour if interval between tours was less than 10 hours.</li> </ol> <p>Plant central office, Group A: Time and one-half for work—</p> <ol style="list-style-type: none"> <li>(1) On a scheduled day outside of scheduled or shifted normal tour or half tour.</li> <li>(2) On a nonscheduled day.</li> <li>(3) On a second scheduled tour if interval since previous scheduled or shifted tour was less than 8 hours.</li> <li>(4) On a scheduled tour if required to work 16 continuous hours immediately preceding start of tour.</li> </ol> <p>Outside maintenance and gang—</p> <p>Group A: Time and one-half for work—</p> <ol style="list-style-type: none"> <li>(1) In excess of 8 hours on a scheduled day.</li> <li>(2) On a nonscheduled day.</li> </ol> <p>Group B: If work time was 40 hours or less in a calendar week, compensatory time off or straight-time pay for work—</p> <ol style="list-style-type: none"> <li>(1) In excess of assigned tour.</li> <li>(2) In excess of a basic workweek.</li> <li>(3) On a nonscheduled day.</li> </ol> <p>Time and one-half for hours in excess of 40 in a calendar week.</p>	<p>Applicable evening and night differentials included in computing overtime rate after 40 hours.</p> <p>Overtime rate included night differentials.</p>
May 9, 1947 .....	<p>Changed: Plant central office, Group A – Time and one-half paid for time worked on a second scheduled tour if interval since previous scheduled or shifted tour was less than 10 hours.</p>	

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Overtime pay—Continued		
July 5, 1950 .....	Changed: Plant central office, Group A: Minimum interval between tours after which time and one-half would be paid — back to 8 hours.	
July 16, 1970 (agreement dated July 16, 1968).	Added: Double time for hours worked in excess of 49 in a calendar week.	
July 18, 1971 (agreement of same date).	.....	Changed: Traffic, Group A — evening and night differentials would be used in computing all overtime.
Night premium pay		
Oct. 20, 1940 .....	<p>Traffic, Group A: Specified differentials, ranging from \$0.85 to \$3 a week, paid for work after 7 p.m. Time and one-half for scheduled tour starting or ending between 2 a.m. and 6 a.m. provided there was no night differential or other premium.</p> <p>Plant central office, Group A: Differentials ranging from \$2 to \$5 paid employees on regular night tour. Time and one-half for scheduled tour starting or ending between 2 a.m. and 6 a.m. provided there was no night differential or other premium.</p> <p>Outside maintenance and gang, Group A: Specified differential paid employees on a regular night tour, otherwise time and one-half for hours worked between 6 p.m. and 6 a.m.</p>	
Apr. 6, 1941 .....	.....	Traffic, Group A, Chicago: Increased night differential from \$2.50 to \$3.
May 18, 1941 .....	.....	Traffic, Group A, Cincinnati: Increased night differential from \$2 to \$2.50.
Jan. 30, 1942 .....	Added: Plant, Group A: Night differential of \$6 a week paid employees with basic weekly rates of \$60 or more.	Night differential included in dismissal pay for night-tour employees.

See footnotes at end of table.

Table 14. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Night premium pay—Continued		
Dec. 5, 1943 .....	Added: Traffic, Group A: Night differential of \$3 a week for 7-hour tours, \$4 a week for 8-hour tours.	\$3 for 8-hour tour at Philadelphia which included additional 60-minute paid relief.
Jan. 1, 1946 .....	Added: Plant, Group A: Night differential of \$7 a week paid employees with basic weekly rates of \$70 or more.	
Apr. 7, 1946 .....	Changed: Traffic: Uniform evening and night differentials established, ranging from \$2 to \$4 a week, depending on tour worked.	
June 2, 1948 .....	Added: Plant, Group A: Night differential of \$8 a week paid employees with basic weekly rates of \$80 or more.	
July 5, 1950 .....	Added: Traffic, Group B: Evening and night differential for Traffic Control Bureau clerical employees.	Added: Plant, Group B: Night differential for cleaners at New York City and cleaners and janitors at Philadelphia.
June 27, 1951 .....	Added: Plant: Night differential of \$9 a week paid eligible employees with basic weekly rates of \$90 or more.	
July 5, 1952 .....	.....	Increased: Traffic, Group A: At Detroit, night differential to \$5 a week.
Sept. 2, 1953 (agreement of same date).	Added: Plant central office craftsmen: Differential of \$10 a week paid eligible employees with basic weekly rates of \$100 or more.	Changed: Traffic, Group A, Cleveland and Detroit—night tour reduced from 8 to 7 hours without change in differential.
Dec. 5, 1956 (agreement dated Dec. 19, 1956).	Added: Plant central office craftsmen: Differential of \$11 a week paid employees with basic weekly rates of \$115 or more.	
Oct. 10, 1960 (agreement dated Nov. 9, 1960).	Added: Plant central office craftsmen: Differential of \$12 a week paid employees with basic weekly rate of \$130 or more.	Added: Traffic, Group A: Boston—\$3.50 for 7-hour night tour; New York and White Plains—\$4 for 7-hour night tour; Chicago—\$4.50 for 8-hour night tour; Cincinnati, Pittsburgh, and Wayne—\$5 for 8-hour night tour.
Jan. 16, 1967 (agreement of same date).	Added: Plant central office craftsmen: Differential of \$13 paid employees with basic weekly rate of \$145 or more.	Changed: Traffic, Group A: Cleveland and Philadelphia—differential to be computed as in most areas.

See footnotes at end of table.



Table 14. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Night premium pay—Continued		
July 16, 1968 (agreement of same date).	.....	Increased: Traffic, Group A: Pittsburgh—differential of \$5 for an 8-hour tour. Changed: Traffic, Group A: Boston, Chicago, Cincinnati, Detroit, and Wayne—differential to be computed as in most areas.
July 16, 1969 (agreement of above date).	Increased: Plant central office craftsmen: Differential to 10 percent of employee's basic weekly wage rate.	
July 18, 1971 (agreement of same date).	Changed: Plant Group B cleaners and building attendants would receive an evening or night differential provided their schedules entitled them to it.	Changed: Traffic, Group A: Pittsburgh—night tour reduced from 8 to 7½ hours without change in differential.
Premium pay for Sunday work		
Oct. 20, 1940 .....	Group A: One-half time extra for scheduled Sunday work. Time and one-half for nonscheduled Sunday work. No premium pay for Saturday as such.  Group B: No premium pay for Saturday or Sunday as such.	Traffic, Group A: In New York and Chicago, straight-time extra paid for scheduled Sundays worked at the request of management if a previous Sunday has been worked in same calendar month.
July 16, 1968 (agreement of same date).	.....	Eliminated: Traffic, Group A: Chicago—straight-time extra for work on a second or subsequent Sunday.
Holiday pay		
Oct. 20, 1940 .....	6 or more authorized holidays in most states on which employees could be scheduled and excused with regular pay. Group A: If worked, double time for time within normal tour. Time and one-half for work in excess of normal tour on holidays.  Group B: If worked, compensatory time off or time extra pay for time worked.  Traffic, Group A: Special payment of \$2 for working evening or night tours on Dec. 24 and Dec. 31 under specified combinations of Christmas and New Year's assignments.	6 states had only the 5 holidays listed below.  Holidays were: New Year's Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and at least 1 other. <sup>2</sup>

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
Oct. 20, 1940—Continued	Plant, Group A: Minimum of 3 hours paid when called to work on excused holiday.	
Mar. 30, 1941 .....	.....	Traffic, Group A, Minneapolis: Special \$2 payment replaced by double time for work on Dec. 24 and Dec. 31 after 7 p.m. to end of latest ending evening tour.
Jan. 30, 1942 .....	.....	At least 1 holiday added in 14 states, including the 6 formerly having only 5 holidays. At subsequent dates 8 states added 1 more holiday. <sup>2</sup>
Jan. 1, 1945 .....	Group B: Saturday holiday included in scheduled workweek when employee had worked on 3 of preceding 8 Saturdays.	
May 18, 1945 .....	.....	Traffic, Group A, except Minneapolis: Special payment for work on Dec. 24 and Dec. 31 changed to \$2 for nightwork starting at 10 p.m. or later and evening work ending after 7 p.m. but not later than 10 p.m.; \$3 for nightwork starting before 10 p.m. and evening work ending after 10 p.m.
May 9, 1947 .....	Traffic, Group A, and Plant central office, Group A: Double time for work in excess of a normal tour on a holiday.	
.....	Traffic, Group A: Double-time payment plan at Minneapolis for evening and night work on Dec. 24 and Dec. 31 extended to all offices.	
.....	Plant, Group A: Minimum of half-day's worktime paid when called to work on excused holiday.	
June 2, 1948 .....	Plant, outside maintenance and gang, Group A: Double time for work in excess of normal tour on a holiday.	
Nov. 28, 1955 (agreement of same date).	.....	Added: Veterans' Day, Nov. 11, as holiday in 9 states.
Nov. 10, 1963 (agreement of same date).	.....	Added: Inauguration Day, Jan. 20, inauguration year in Arlington, Va., and Silver Spring and Greenbelt, Md. Memorial Day, May 30, and Alaska Day, March 30, in Alaska.

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
Jan. 16, 1967 (agreement of same date).	Added: Group B—employee to be paid at his holiday overtime rate for time worked in excess of a normal tour on a holiday.	Added: Lincoln's Birthday as holiday in Illinois (excluding St. Clair and Madison Counties but including cities of Edwardsville and Highland); Columbus Day in Connecticut; Veterans' Day in South Dakota; and Good Friday in Michigan and Wisconsin. In effect and continued: Special local observance of a holiday by businesses in a community could be recognized as a paid holiday if observed by the local telephone company. The observance of such a holiday was not to be construed as the establishment of a regular holiday in the contract.
July 16, 1968 (agreement of same date).	Increased: Paid for a normal tour at gross rate and time and one-half for time worked up to a normal tour. Increased: Holiday overtime rate at two and one-half times gross rate.	Added: Washington's Birthday as holiday in Michigan and Wisconsin; Inauguration Day in Dranesville, Va., and Cheltenham and Mt. Rainier, Md.; and Good Friday in 26 states. <sup>3</sup> Eliminated: Washington's Birthday as a holiday in Kansas and Missouri; Veterans' Day in West Virginia; Lincoln's Birthday as holiday in New Jersey; and Bunker Hill Day (½ day) for traffic employees in Boston. <sup>3</sup>
Jan. 1, 1969 (agreement of above date).	.....	Added: Veterans' Day as holiday in Delaware and New Jersey. <sup>3</sup>
July 18, 1971 (agreement of same date).	.....	Added: Inauguration Day as holiday in Garden City, Virginia, and Fast Day as holiday in Connecticut. <sup>4</sup> Eliminated: Good Friday as holiday in Connecticut; Jefferson Davis' Birthday in Louisiana; Admission Day in California; and Washington's Birthday in Indiana (except Lawrenceburg) and Wisconsin. <sup>4</sup>
Jan. 1, 1972 (agreement of July 18, 1971).	.....	Added: Day after Thanksgiving in Indiana (except Lawrenceburg) and Wisconsin; and Columbus Day in California. <sup>4</sup>
Jan. 1, 1973 (agreement of July 18, 1971).	.....	Added: Lincoln's Birthday as a holiday in St. Clair and Madison Counties, Illinois (except Belleville and Mascoutah); Washington's Birthday in 16 states (except Pendleton, Grant, Galletin, Campbell, Kenton, and Boone counties in Kentucky and El Paso County, Texas, where this holiday was already in effect) plus Belleville and Mascoutah, Illinois; Mardi Gras Day in Bogalusa, Louisiana; Memorial Day in Louisiana (except New Orleans, Lafayette, and Bogalusa); Friday after Thanksgiving in 6 states plus Lawrenceburg, Indiana; Columbus Day in 3 states; Veterans' Day in 6 states plus Belleville and Mascoutah, Illinois; Good Friday in 11 states (except Belleville and Mascoutah, Illinois, where this holiday was already in effect) and the District of Columbia; Christmas Eve in Indiana (except Lawrenceburg) and Wisconsin; and Nevada Day in Nevada. <sup>4</sup> Eliminated: Good Friday as a holiday in Alaska, Oregon and Washington. <sup>4</sup>

See footnotes at end of table.

Table 14. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Vacation pay		
Oct. 20, 1940 .....	1 week for 1 year, 2 weeks for 2 years, and 3 weeks for 15 years of credited service.	Evening and night differentials included in vacation pay. Traffic: Special vacation provisions for first year's service were applicable in certain traffic cities as follows: Memphis and Louisville—1 week's pay after 8 months' service; Boston—2 weeks' pay after 6 months' service.
Oct. 29, 1944 .....	Added: Employee to receive 1 extra day's pay if 12 or more full tours were worked in excess of the established workweeks during first 17 or 18 weeks immediately preceding vacation, one-half day's pay if 6 but less than 12 full tours were worked.	
May 9, 1947 .....	Added: Additional day off with pay allowed for scheduled holiday occurring during vacation.	Boston, Louisville, and Memphis Traffic group changed to same practice as other Traffic offices.
Jan. 1, 1954 (agreement dated Sept. 2, 1953).	Changed to: 1 week after 6 months' service, if hired before April 1 of current year; 2 weeks after 1 year, if hired before October of preceding calendar year.	Continued: Pay for unused vacation to laid-off employees, temporary employees whose work was completed, and employees resigning or dismissed.
1959 (agreement dated July 10, 1959).	Added: 4 weeks' paid vacation after 30 years' service.	Changed: Paid days in vacation week to be number in established work week during the first 17 of 20 (was 18) weeks preceding vacation in office to which employee was assigned. Traffic—Groups A and B—Vacation pay to include average of night differentials for tours scheduled during first 4 of 7 (was 5) weeks preceding vacation. Continued: Plant Groups A—Inclusion in vacation pay of night differential received in weeks preceding vacation. Traffic and Plant Groups—Provision of additional vacation days if employee worked in excess of scheduled workweek, as follows: (1) If employee worked 6 but less than 12 additional normal tours during contract period—½ day per week of vacation; if 12 or more normal tours—1 day per week of vacation.
Jan. 1, 1961 (agreement dated Nov. 9, 1960).	Changed: 4 weeks' paid vacation after 25 years.	
Jan. 1, 1964 (agreement dated Nov. 10, 1963).	Changed: 3 weeks' paid vacation after 10 years.	Changed: Paid days in vacation week; for full-time employee, to 5 days; for part-time employee, to average weekdays in scheduled workweek during first 10 of 13 weeks preceding vacation.
Jan. 1, 1967 (agreement dated Jan. 16, 1967).	Changed: 4 weeks' paid vacation after 20 years.	

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Vacation pay—Continued		
Jan. 1, 1969 (agreement dated July 16, 1968).	Added: 5 weeks' paid vacation after 25 years.	One of the 5 weeks was to be taken during January, February, March, April, November, or December.
July 18, 1971 (agreement of same date).	.....	<p>Changed: One week of employee's eligible vacation could begin on the first day of the last calendar week of the year provided it was not taken in succession with a vacation week the following year unless specifically authorized by the company.</p> <p>Increased: Total period of all leaves with service credit granted to any employee during his or her entire service with the company subsequent to June 2, 1942, to maximum 4 years.</p>
Jan. 1, 1973 (agreement dated July 18, 1971).	<p>Changed: 4 weeks' paid vacation after 17 years.</p> <p>Changed: Employees hired anytime after Jan. 1, 1973 eligible for 1 week of vacation after 6 months of service.</p> <p>Changed: Employees hired anytime after Jan. 1, 1973 eligible for 2-week vacation after 1 year of service, provided employee's term of employment of both 6 months and 12 months was completed within the same calendar year; the employee's second week of vacation would be taken after completion of 12 months of service.</p> <p>Changed: Employees eligible for 2 weeks' vacation during the calendar year in which a term of employment of 2 years was completed.</p>	<p>Changed: Employees eligible after Dec. 1 of current calendar year for a one or two week vacation could elect to take a week in the following year provided it was completed prior to April 1.</p>
Termination pay (dismissals)		
Oct. 20, 1940 .....	1 week's termination pay in lieu of notice to employees with less than 1 year's service, 2 weeks' pay for 1 or more years' service.	<p>Employees not entitled to payment if dismissed (1) at expiration of leave of absence or period of disability payments, (2) because of becoming ineligible for employment under company rules, or (3) for misconduct. A dismissed employee was defined as one terminated for any reason other than transfer, resignation, layoff, retirement, or death.</p> <p>Dismissed employees received vacation payments due.</p>

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>In-charge pay</b>		
Oct. 20, 1940 .....	<p>Traffic: No provision for in-charge pay.</p> <p>Plant central office, Group A: \$3 a week paid employees assigned limited responsibility for directing the work of 1 or more employees, or office responsibility for 4 hours in each of 3 or more of 5 daily tours, or when assigned duties of supervisor for 1 week or more.</p>	
May 9, 1947 .....	<p>Established: Traffic, Group A \$1.40 a day paid employees assigned to duties of absent supervisor for 4 or more hours during a tour.</p> <p>Plant central office, Group A: Changed to \$1.40 a day for any day assigned in-charge responsibilities for 4 hours or more.</p>	
July 10, 1959 (agreement of same date).	<p>Increased: Traffic, Group A and plant central office, Group A—to \$1.50 for any day assigned duties of absent supervisor or in-charge responsibility for 4 hours or more.</p>	
Jan. 16, 1967 (agreement of same date).	<p>Increased: Traffic, Group A and plant central office, Group A—to \$1.75.</p>	
<b>Travel-time pay</b>		
Oct. 20, 1940 .....	<p>Applicable rate (straight time or time and one-half) paid for travel time on company business. Except for plant gang employees, time spent outside of normal working day not paid for if sleeping car or other first class accommodations were provided.</p> <p>Gang employees: Straight-time rate up to 8 hours for travel time between 6 a.m. and 6 p.m. on scheduled days. Straight-time rate paid for all travel time between 6 a.m. and 6 p.m. on nonscheduled days, Sundays, and holidays. Time</p>	<p>Gang employees: Time traveling in excess of ½ hour to and ½ hour from the job, and time traveling in the course of the day's work considered travel time on company business.</p> <p>Plant, outside maintenance employees: Time traveling from the storeroom to the job, from one part of the job to another and from the job to the storeroom considered travel time on company business.</p>

See footnotes at end of table.

Table 14. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Travel-time pay—Continued		
Oct. 20, 1940—Continued	spent outside of 6 a.m. to 6 p.m. not paid for if sleeping car accommodations were provided.	
May 9, 1947 .....	.....	Changed: Gang employees: Time traveling from the reporting place to the job, from one part of the job to another and from the job back to the reporting place considered travel time on company business.
Jan. 16, 1967 (agreement of same date).	Changed: Applicable rate paid for travel time on company business. Except for plant gang employees, only first hour spent in traveling on company business outside of normal working day paid for.	
July 16, 1968 (agreement of same date).	Changed: Applicable rate paid for travel time on public transportation designated by the company for company business. Local travel time not considered work time, except for time normally spent traveling from transportation depot to the point of destination in the city of destination (other than the city of origination).	
Jury duty or summons pay		
Oct. 20, 1940 .....	Leave with full pay granted employees serving on juries or appearing in court as witnesses in compliance with subpoena.	
Jan. 16, 1967 (agreement of same date).	In effect and continued: Traffic, Group A—employee assigned to night duty and excused for jury duty could be shifted to a day tour without eligibility for a night differential.	
Voting pay		
Oct. 20, 1940 .....	Traffic: Employee whose tour did not give opportunity to vote excused with pay for reasonable period.  Plant: No provision for voting pay.	

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Voting pay—Continued		
June 2, 1948 .....	Traffic and plant: Employee eligible to vote and requesting leave excused with pay for reasonable period. Company to specify period of leave.	
Jan. 16, 1967 (agreement of same date).	In effect and continued: An employee requesting leave to serve on an election board for a Federal, State, county, or municipal election excused with pay.	Deductions for election board service could be made if circumstances of a particular case deemed it advisable.
Meal allowance		
Oct. 20, 1940 .....	Reasonable meal expense paid if time work in excess of a normal tour extended over a meal period. No pay for meal period.	Not applicable to traffic, Group A, outside maintenance and gang employees. Two hours in excess of a normal tour defined as work beyond normal meal period.
June 25, 1944 .....	Group B: Reasonable meal expense paid on nonscheduled workdays if employee was compensated for such work by equivalent time off.	
Bereavement pay		
Oct. 20, 1940 .....	Traffic: Up to 5 paid days of absence allowed because of death in immediate family. Up to 3 paid days of absence allowed to attend funeral of distant relative or close friend. Plant: No provision for bereavement pay.	Immediate family defined as parents, husband, wife, children, brothers, sisters, or any relative living in same house with employee.
Absence pay		
Oct. 20, 1940 .....	Traffic, Group A: Employee absent from work after reporting for duty paid for ½ tour if part of a session was worked. If such absence was due to personal illness or injury on the job, employee paid for the full tour. Traffic, Group B: Employee ordinarily paid for full tour if part of full tour was worked.	Provision not applicable for absence occasioned by union activity unless meeting with management.

See footnotes at end of table.



**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Absence pay—Continued		
Oct. 20, 1940—Continued	Plant: No provision for absence pay.	
Jan. 16, 1967 (agreement of same date).	<p>In effect and continued: Traffic, Group A—employee absent from work after reporting for duty paid for (a) half-tour if absence occurred during first session of normal tour, (b) full tour if absence occurred during second tour, and (c) half-tour if absence occurred during an assigned half-tour.</p> <p>Group B—employee ordinarily paid for half-tour if part of half-tour was worked.</p>	
Call-out pay		
Oct. 20, 1940 .....	<p>Plant, Group A: 3 hours' minimum pay guaranteed for each period of work during non-scheduled periods not continuous with any other period of work time or during an excused holiday.</p> <p>Traffic: No provision for call-out pay.</p>	When more than one period of call-out time was involved and where the interval between periods of call-out time was less than 3 hours, total compensation for all such periods not to exceed that which the employee would have received had the employee worked continuously from start of first to end of last such period as single call-out.
May 9, 1947 .....	Plant central office, Group A: Changed to one-half tour minimum pay for the first call to work on nonscheduled days or excused holidays. Three-hour minimum at all other times.	
June 2, 1948 .....	Plant, outside maintenance and gang, Group A: ½ tour minimum pay for the first call to work on nonscheduled days or excused holidays. Three-hour minimum at all other times.	
Shifted tour pay		
Oct. 20, 1940 .....	Plant central office, Group A: Time and one-half paid for hours worked up to a normal tour, when employee's tour was shifted without adequate notice to start 4 hours before or after starting time of his	

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Shifted tour pay—Continued		
Oct. 20, 1940—Continued	scheduled tour, or when the employee worked a scheduled tour which started 4 or more hours before or after the starting time of his basic tour. Traffic: No provision.	
Board and lodging		
Oct. 20, 1940 .....	Nonlocated gang employees: Board and lodging normally furnished by company. Amounts ranging from \$7 to \$13 a week, depending upon the employees' weekly basic rate, considered as the equivalent of board and lodging and paid to employee when board and lodging was not furnished.	Nonlocated employees were workers normally working at different locations as required by company.
Jan. 30, 1942 .....	Changed: Nonlocated gang employees: Employee's basic rates adjusted to include a wage equivalent for board and lodging and a \$7-a-week deduction for board and lodging was made from the employee's basic rate when board and lodging was furnished by the company.	
Carfare allowance		
May 9, 1947 .....	Established: Employee working in both sessions of a divided tour would be eligible for a carfare allowance in the amount incurred for one roundtrip fare not to exceed 30 cents.	
June 27, 1951 .....	Increased: Maximum to 50 cents.	
Feb. 10, 1958 .....	Increased: Maximum to 70 cents.	
July 16, 1968 (agreement of same date).	Increased: Maximum to 90 cents.	
July 18, 1971 (agreement of date).	Increased: Maximum to \$1.20.	If cost of one round trip fare for public transportation in New York City exceeded 60 cents, the maximum would be increased to \$2.

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Severance pay		
Oct. 20, 1940 .....	1 week's severance pay for each completed year of net credited service up to and including 7 years, plus 2 weeks' pay for each completed year of net credited service for 8 but less than 15 years, plus 3 weeks' pay for each completed year of net credited service for 15 or more years.	Pay computed at regular weekly rate in effect at date of lay-off. Reengaged employee to repay excess received over that which would have been earned at straight-time rates if retained. Payment to employee reengaged and laid off reduced by any previous severance pay. Laid-off employees also receive vacation payments due.
May 9, 1947 .....	Changed to: 1 week's severance pay for each completed year of net credited service up to and including 4 years, plus 2 weeks' pay for each completed year of net credited service for 5 but less than 9 years, plus 4 weeks' pay for each completed year of net credited service for 9 or more years.	
Sick leave		
Oct. 20, 1940 .....	Traffic: Pay for scheduled days during the first 7 calendar days of the absence because of illness or quarantine. (Pay treatment for illness beyond 7th day provided under plan for accident, sickness, and death benefits.)	Group A: Employees with (1) 2 but less than 10 years' service—payment to start on 3d scheduled day of absence, (2) 10 or more years' service—payment to start on 1st day of absence. Regulations provided certain exceptions in Cleveland. Group B: Employees ordinarily paid for scheduled days during first 7 calendar days of an absence period.
Jan. 30, 1942 .....	.....	Traffic, Group A: Pay formula not applicable to scheduled days in excess of 5 in a calendar week.
Jan. 1, 1945 .....	.....	Traffic, Group A: Pay formula applicable to 6 scheduled days in a calendar week if 3 or more days in that week were worked.
Oct. 5, 1953 (agreement dated Sept. 2, 1953).	Changed: Traffic: To pay for scheduled sessions <sup>5</sup> during first 7 calendar days of absence because of illness or quarantine.	Group A: Employees with (1) 2 but less than 5 years' service—pay for all except 1st 4 scheduled sessions, (2) 5 but less than 10 years' service—pay for all except 1st 2 scheduled sessions. Eliminated: Exceptions in Cleveland.
Jan. 16, 1967 (agreement of same date).	.....	In effect and continued: Traffic, Group A—pay formula applicable to 6 scheduled days in a calendar week if less than 3 days in that week were worked. <sup>6</sup>

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters																					
Health and welfare benefits																							
1940 .....	<p>In effect:</p> <p>Accident benefits: Employees physically disabled by reason of accidental occupational injury to receive for (1) total disability—full pay for 13 weeks, half pay for the remainder of the disability, but not more than \$20 a week after 6 years; (2) partial disability—100 percent of loss in earning capacity for 13 weeks, 50 percent for remainder of disability up to 6 years. Employees with 15 years' service or more to receive full pay for periods specified under sickness benefits for this length of service.</p> <p>Sickness benefits: Employees disabled because of sickness, including injuries not arising in the course of employment, to receive:</p> <table data-bbox="415 937 748 1188" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: left;"><i>Years of service</i></th> <th style="text-align: center;"><i>Full pay for</i></th> <th style="text-align: center;"><i>Half pay for</i></th> </tr> </thead> <tbody> <tr> <td>2 &amp; under 5</td> <td style="text-align: center;">4 wks.</td> <td style="text-align: center;">9 wks.</td> </tr> <tr> <td>5 &amp; under 10</td> <td style="text-align: center;">13 wks.</td> <td style="text-align: center;">13 wks.</td> </tr> <tr> <td>10 &amp; under 15</td> <td style="text-align: center;">13 wks.</td> <td style="text-align: center;">39 wks.</td> </tr> <tr> <td>15 &amp; under 20</td> <td style="text-align: center;">26 wks.</td> <td style="text-align: center;">26 wks.</td> </tr> <tr> <td>20 &amp; under 25</td> <td style="text-align: center;">39 wks.</td> <td style="text-align: center;">13 wks.</td> </tr> <tr> <td>25 or more</td> <td style="text-align: center;">52 wks.</td> <td style="text-align: center;">—</td> </tr> </tbody> </table> <p>Death benefits: In event of death from (1) work-connected accident—benefits to equal 3 years' wages, but not more than \$5,000; (2) nonoccupational sickness—4 months' pay for employees with 2 but less than 3 years' service and an additional month's pay for each added year of service up to 10 (maximum 12 months); minimum benefit \$250.</p> <p>Benefits in case of death of pensioner: Not to exceed payments under sickness-death benefits.</p>	<i>Years of service</i>	<i>Full pay for</i>	<i>Half pay for</i>	2 & under 5	4 wks.	9 wks.	5 & under 10	13 wks.	13 wks.	10 & under 15	13 wks.	39 wks.	15 & under 20	26 wks.	26 wks.	20 & under 25	39 wks.	13 wks.	25 or more	52 wks.	—	<p>Noncontributory accident, sickness and death benefits plan was established in 1913. Not covered by union agreement. Benefits to begin on first day on which a full day's wage was not paid.</p> <p>Amount of payment could be changed if disability changed from total to partial or from partial to total. No payments for partial disability to be made after 6 years of disability payments.</p> <p>In case of accidental injury resulting in permanent loss of a body member or its use, special benefits not exceeding amount payable for accidental death could be awarded in lieu of all other benefits.</p> <p>Committee administering plan could also approved necessary expenses for first aid treatment or surgery.</p> <p>Benefits to begin on 8th calendar day of absence or, if employee had been receiving benefits and was again absent within 2 weeks, on 1st day.</p> <p>All benefit payments to be reduced by the amount of related benefits required by State or Federal Law.</p> <p>Payments to employees with less than 2 years' service to be governed by company practice.</p> <p>Payments made at discretion of company.</p>
<i>Years of service</i>	<i>Full pay for</i>	<i>Half pay for</i>																					
2 & under 5	4 wks.	9 wks.																					
5 & under 10	13 wks.	13 wks.																					
10 & under 15	13 wks.	39 wks.																					
15 & under 20	26 wks.	26 wks.																					
20 & under 25	39 wks.	13 wks.																					
25 or more	52 wks.	—																					

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
1940—Continued	Funeral benefits: Up to \$250 for necessary expenses.	In addition to death benefit.
Jan. 1, 1946 .....	Increased: Accident Benefits: For total occupational disability, half pay to continue for duration of disability. Death Benefits: Maximum to \$10,000 for death resulting from occupational injury. Changed to: Benefits in case of death of pensioner: Mandatory payments to qualified beneficiaries (1) if death occurred within 1 year after retirement—maximum sickness-death benefit payable as if pensioner had died on last day of active service; (2) if death occurred more than 1 year after retirement—not less than maximum sickness-death benefits reduced by 10 percent for each full year since retirement, or amount of annual pension, whichever was greater. Could be supplemented at company discretion with amount not to exceed payments under (1) if no qualified beneficiaries; payments at company discretion to extent necessary for \$250 burial expense plus cost of last illness.	
May 9, 1947 .....	.....	Agreement that company would not reduce or diminish benefits or privileges without consent of the union.
Dec. 19, 1956 (agreement of same date).	Increased: Death benefits—In the event of death from (1) accident—maximum to \$30,000, (2) sickness—minimum to \$500. Funeral benefits—\$500.	Added: Agreement that company would not change benefits without 60 days' notice to union.
April 1, 1957 .....	Increased: Sickness benefits—Employees with 1 but less than 2 years' service, to half pay for 9 weeks.	

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
Mar. 1, 1958 .....	<p>Changed to:            Death benefits—Sickness—4 months' pay for employees with 6 months but under 2 years' service, and an additional 2 months' pay for each added year of service up to 5 (maximum 12 months). No change in minimum benefits.</p>	
May 18, 1958 (by agreement dated May 12, 1958).	<p>Established:            Contributory life insurance plan for regular employees with 6 months or more of service, providing benefits equal to employee's annual basic pay adjusted to the next higher \$1,000, with \$2,000 minimum, plus equal amount for accidental death or dismemberment.<sup>7</sup></p>	<p>Employees to contribute \$0.50 monthly for each \$1,000 above first \$1,000 of life insurance until retirement. Company to pay any additional amount required.            Retired employee, continuously insured while eligible after age 45, to be covered without cost by life insurance in amount in effect at retirement reduced by 10 percent after 1 year and by the same dollar amount on each of 4 succeeding retirement anniversary dates, with a minimum of \$1,500. Accidental death and dismemberment insurance discontinued on retirement.            For employee totally disabled and not eligible for pension or disability benefits, insurance to be continued with cost to employee during term of disability. After expiration of disability benefits, insurance continued without cost to employee as follows: 1 year for employees with less than 5 years' credited service; 2 years for 5 but less than 10 years' service; and 3 years for 10 but less than 15 years' service. Employees with 15 or more years' service to receive same benefit as retired employee. Accidental death and dismemberment insurance discontinued on expiration of disability benefits.            Employees could continue insurance during layoff up to 6 months on payment of contribution.</p>
Dec. 1, 1960 (agreement dated Oct. 10, 1960).	<p>Increased: Life insurance—minimum face amount to \$3,000.<sup>8</sup></p>	<p>Changed: Employee to contribute \$0.50 monthly for each \$1,000 above first \$2,000 life insurance.</p>
Dec. 15, 1960 (agreement dated Nov. 9, 1960).	<p>Established:            Noncontributory major medical benefits plan for regular employees with 6 or more months' service, retirees, and their dependents.            Benefits: 80 percent of the amount by which medical expenses exceeded sum of (1) amount payable by specified local plans<sup>9</sup> providing basic benefits, whether or not employee was covered by such plan, plus (2) 4 percent of annual basic pay of</p>	<p>Benefits limited to 50 percent for mental care outside hospital or mental institution, except for regular employees absent from work because of disability.            Maximum benefit could be restored on submission of evidence of insurability, at any time after receipt of \$1,000 in benefits.            Four-percent deductible could be applied 3 times in any 12 months, but only once for an accident injuring 2 or more beneficiaries.            Benefits available in or outside hospital.</p>

See footnotes at end of table.

Table 14. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
<p>Dec. 15, 1960 (agreement dated Nov. 9, 1960).—Continued</p>	<p>regular employee with minimum of \$100 and maximum of \$500. Lifetime maximum for regular employees and their dependents under 65 years of age—\$15,000; for retired employees and their dependents, and regular employee's dependents over 65—\$2,500.</p> <p>Covered expenses: Hospital room plus related hospital services, and services of doctors and registered nurses; professional ambulance services to first hospital; physiotherapy prescribed by attending physician, when performed by qualified physiotherapist; drugs and medicines; diagnostic X-ray and laboratory examinations; X-ray, radium and radioactive isotope therapy; anesthesia and oxygen and the administration thereof; blood and blood plasma to the extent not donated or otherwise replaced; rental of iron lung and other durable medical or surgical equipment; artificial limbs and eyes, except replacements.</p>	<p>Not applicable to services of registered nurse ordinarily residing with or a member of beneficiary's immediate family; care in nursing or convalescent homes or places for the aged; expenses covered under laws or regulations of any government; occupational disability; treatment, services, or supplies not certified by doctor; charges in excess of either the regular and customer charges for or the fair and reasonable value of the service; expenses paid under any other plan to which employer contributed or made payroll deductions, to the extent such expense exceeds the "deductible"; dental work or treatment and cosmetic surgery or treatment, except in case of accident; medical observation or diagnostic study when no disease or injury was revealed, except under certain conditions; personal services; pregnancy or childbirth, except severe complications; eyeglasses and hearing aids, or examinations for the prescription or fitting thereof.</p>
<p>Nov. 1, 1963 (agreement dated Oct. 25, 1963).</p>	<p>Changed to: Benefits in case of death of pensioner: Mandatory payments to qualified beneficiaries if retirement occurred on or after Oct. 31, 1963—maximum sickness death benefits payable as if pensioner had died on last day of active service. Could be supplemented at company discretion with amount not to exceed maximum sickness death benefits if no qualified beneficiaries.</p>	<p>By resolution of the Benefit Committee, the company also provided mandatory payments to qualified beneficiaries if retirement occurred prior to Oct. 31, 1963—not less than maximum sickness death benefits reduced by 10 percent for each full year since retirement and up to Oct. 31, 1963, or amount of annual pension, whichever amount was greater. Could be supplemented at company discretion with amount not to exceed maximum sickness death benefits if no qualified beneficiaries.</p>

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
Dec. 1, 1963 (agreement dated Nov. 10, 1963).	<p>Changed to Major Medical Benefits: Lifetime maximum for regular employees and their dependents under 65 years of age—\$20,000; for retired employees and their dependents, and regular employees' dependents over 65—\$5,000.</p>	<p>Changed: Employee to contribute \$0.40 monthly for each \$1,000 above first \$2,000 life insurance.<sup>10</sup></p>
Jan. 1, 1964 (agreement dated Nov. 10, 1963).	<p>Established: Contributory hospital-surgical-medical plan for regular employees, retirees, and their dependents.</p> <p>New York—(Blue Cross and Blue Shield).<sup>11</sup></p> <p>Hospital benefits (room and board)—In member hospital, full coverage for semiprivate room or ward up to 120 days per admission.</p> <p>In nonmember hospital, 80 percent of charges for semiprivate room or ward up to 120 days per admission.</p> <p>Special hospital expenses (other than for room and board): Full coverage up to 120 days for meals and special diets; general nursing care; use of operating and other surgical treatment rooms; anesthesia and the administration thereof; all laboratory tests;</p>	<p>Company to contribute ¼ of initial cost of plan. Dollar contribution to be doubled in 1966. Dependents defined as wife or husband and unmarried children (including stepchildren and adopted children residing with employee) under age 19.</p> <p>In New York, company contributed \$1.70 a month for single employees, \$4.79 for a 2-person family, and \$4.95 for larger families.</p> <p>Employee using private room to pay difference between that charge and cost of semiprivate accommodations. Benefits reinstated 90 days after last day of hospitalization.</p> <p>Benefits not available for institutions for convalescence, nursing, or rest care; for service of physicians, surgeons, and technicians not employed by hospital; for dental care, except in case of accident or removal of impacted teeth; hospitalization primarily for diagnostic study, physical therapy, X-ray and laboratory examinations, basal metabolism tests, electrocardiograms, and electroencephalograms; for care under the laws of the United States, or any State or Government (except covered services for which employee paid); for care for occupational disabilities provided in accordance with law; for care provided by any other employer-financed or contributory plan.</p> <p>Benefits limited to 30 days for each confinement for tuberculosis, nervous and mental conditions, alcoholism, or drug addiction.</p> <p>Benefits reinstated 180 days after last day of hospitalization.</p> <p>Excludes ambulance service and services or supplies not certified by doctor</p>

See footnotes at end of table.



Table 14. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
<p>Jan. 1, 1964 (agreement dated Nov. 10, 1963).—Continued</p>	<p>physical therapy treatments; oxygen and oxygen therapy; all recognized drugs and medicines for use in hospital; dressings, ordinary splints, and plaster casts, X-ray examinations, X-ray therapy, radiation therapy and treatment; electrocardiograms, electroencephalograms, and basal metabolism tests; and administration of blood and blood plasma.</p> <p>Outpatient benefits: Full coverage provided for care rendered in hospital within 48 hours after accidental injury, for serious illness, or when minor surgery was required.</p> <p>Maternity benefits: All services provided for regular hospitalization up to 120 days, plus use of delivery room, infant feeding, and other routine care of the newborn child.</p> <p>Premature Infants benefits: Same as Hospital Benefits.</p> <p>Surgical-medical benefits:</p> <p>1. Plan to pay full amount of scheduled fee for single employees earning \$4,000 or less and married employees earning \$6,000 or less annually for:</p> <p>Surgical services—all accepted operative and cutting procedures for diagnosis and treatment of diseases, injuries, fractures, and dislocations, and postoperative care paid in accordance with a schedule.</p> <p>Medical care—up to 120 days' care in hospital when surgery was not required; doctors' fees limited to \$571 for routine care, \$637 for intensive care.<sup>12</sup> Up to 30 days' care for tuberculosis, nervous and mental conditions, drug addiction, or alcoholism;</p>	<p>Available after 270 consecutive days in plan.</p> <p>Applicable only to infants weighing less than 5½ pounds.</p> <p>Participating doctors agreed to accept plan schedule as payment in full.</p> <p>Full benefits reinstated 3 months after release from hospital; after 6 months for tuberculosis, nervous and mental conditions, drug addiction, or alcoholism.</p>

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
<p>Jan. 1, 1964 (agreement dated Nov. 10, 1963).—Continued</p>	<p>doctors' fees limited to \$171.<sup>13</sup></p> <p>Premature infants benefits: Up to \$100 provided for in-hospital medicare care.</p> <p>Anesthesia—20 percent of surgical and maternity care allowance; minimum \$20.</p> <p>Radiation Therapy—Up to \$250 for each contract year for proven malignancy and \$200 for benign conditions.</p> <p>2. Plan to pay scheduled fee for:</p> <p>Obstetrical benefits—Up to \$75 for normal delivery, \$75 to \$175 for other procedures.</p> <p>Diagnostic X-ray and laboratory examinations—Up to \$75 per person per contract year for any one accident or illness in doctor's office or hospital outpatient department.</p> <p>Consultation services—Up to \$20 for one in-hospital specialist consultation per continuous period of hospitalization.</p> <p>Electro-shock therapy—Up to \$15 for each treatment, in or out of hospital, to maximum of \$150 per contract year.</p>	<p>Applicable only to infants weighing 5 pounds or less.</p> <p>Includes X-ray, radium, and other forms of radiation therapy used in the treatment of proved cases of malignancy only.</p> <p>Benefits not available for maternity services.</p>
<p>Jan. 11, 1966 (agreement dated Nov. 10, 1963).</p>	<p>.....</p>	<p>Company contribution to hospital-surgical-medical plan increased to 50 percent for regular employees, retirees, and their dependents.</p>
<p>July 1, 1966 (agreement dated Jan. 31, 1966).</p>	<p>Established: Noncontributory special medical expense plan which provided benefits at age 65 or over for retirees and eligible dependents of both regular and retired employees. The plan was coordinated with Medicare so that there would not be a duplication of benefits. In no case would the total of benefits under both Medicare and the special plan be less than those under the basic and major medical plans. The lifetime maximum was</p>	<p>Basic and major medical plan benefits were not available to those who qualified for Medicare.</p>

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
July 1, 1966 (agreement dated Jan. 31, 1966).—Continued	<p>\$5,000 per person, to be reduced by any benefit received under the major medical plan. A deductible of 4 percent (maximum \$500) was to be applied separately to the expenses of each eligible person based on the (1) annual pension before social security adjustment for claims of eligible retirees and their dependents or (2) annual basic pay of a regular employee on the claims of his eligible dependents.</p>	
Jan. 16, 1967 (agreement of same date).	<p>Changed: Major medical benefits—the \$100 minimum deductible was eliminated. In addition to the \$5,000 lifetime maximum, payments up to \$1,000 could be made in any medical expense period ending on or after Jan. 16, 1967, and only the amount of payments, if any, exceeding \$1,000 if such period could be charged against \$5,000 lifetime maximum.</p>	
Feb. 1, 1967 (agreement of above date).	<p>.....</p>	<p>Changed: Company contribution to the hospital-surgical-medical plan for 2-person or family coverage to 50 percent of the premium for individual coverage, plus 75 percent of the difference between the premium for individual coverage and the premium for 2-person or family coverage.</p> <p>No contribution was made toward the premium for a sponsored child.</p>
Mar. 1, 1967 (agreement of above date).	<p>Established: Contributory supplementary life insurance plan for regular employees under age 60 who were enrolled under the basic life insurance plan, providing benefits equal to 1 year's basic pay rounded to the next higher \$1,000, with \$3,000 minimum.</p>	<p>Employee to contribute \$0.20 monthly for each \$1,000 if under age 45 and \$0.70 monthly if age 45 or more.</p> <p>Retired employee under age 60 and continuously insured after age 45 could continue coverage until age 60 through contributions.</p> <p>For employees totally disabled and not eligible for pension or disability benefits, insurance to be continued under same formula as that of basic life insurance. In no case was coverage to continue after age 60. Employee contribution discontinued after expiration of company disability benefits.</p>
Apr. 1, 1967 .....	<p>Changed: Death benefits-sickness—\$500 or 12 months' wages, whichever is greater.</p>	

See footnotes at end of table.

Table 14. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
July 16, 1968 (agreement of same date).	<p>Increased: Hospital-surgical-medical. Hospital benefits—in nonmember hospital 90 percent of charges for semi-private room or ward, up to 120 days per admission. Out-patient benefits—full coverage provided for care in hospital within 72 hours of accidental injury, serious illness, or minor surgery.</p> <p>Reduced: Major medical benefits—deductible to 3 percent of annual basic pay of employee.</p>	<p>Increased: Company contribution to the hospital-surgical-medical plan to 75 percent of the premium for either individual, 2-person, or family coverage.</p> <p>Added: Definition of dependent for basic medical coverage to include any unmarried child of any age who was incapable of self-support and mentally retarded or physically handicapped before age 19.</p>
Aug. 1, 1968 (agreement of above date).	.....	<p>Reduced: Employee to contribute \$0.35 monthly for each \$1,000 above first \$2,000 basic group life insurance.<sup>14</sup></p>
June 1, 1969 (agreement dated July 16, 1968).	<p>Increased: Sickness benefits to a minimum of half pay for 52 weeks for employees with 6 months but less than 10 years of service.<sup>15</sup></p>	
Aug. 1, 1970 (agreement dated July 16, 1968).	<p>Changed: Contributory hospital-surgical-medical plan for regular employees, retirees, and their dependents was made noncontributory.</p>	<p>Company agreed to pay full cost of premium for basic group life insurance.</p>
Jan. 1, 1972 (agreement of July 18, 1971).	<p>Changed: For covered surgical procedures, payment would be made at rate of 80 percent of “reasonable and customary” charges in a particular community.</p>	<p>Added: Option under which individual employees enrolled in the Basic Medical Expense Plan could substitute designated prepaid group medical practice plans with which the company had made contractual arrangements. Company would pay same amount toward alternate coverage as it would for whatever form of coverage the employee had under the BME plan. Any additional cost of the alternate plan would be paid by the employee through payroll deductions.</p>
July 1, 1972 (agreement of July 18, 1971).	<p>Reduced: Major medical deductible—to 2 percent of annual base pay of employee, but not to exceed \$250 (was \$500).</p> <p>Eliminated: \$20,000 lifetime maximum for major medical benefits.</p> <p>Changed: Retired employees would be reimbursed for fees and premiums of Medicare—Part B.</p>	<p>Changed: Definition of Class II relatives to include those for whom employee provided a household in vicinity (not necessary to live with employee).</p> <p>Increased: Maximum income allowance from outside sources for Class II relatives to \$2,400 each (was \$1,200).</p>

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan		
1940 (plan established Jan. 1, 1913).	<p>Noncontributory plan<sup>9</sup> providing the following benefits:</p> <p>Normal benefits:                      Eligibility: (1) Men at age 60 or older and women at 55 or older, with at least 20 years' service, (2) men at age 55 or older and women at age 50 or older, with 25 or more years of service, or (3) any employee with 30 or more years of service.</p> <p>Monthly annuities: 1/12 of 1 percent of annual average pay during 10 years preceding retirement, or—at company's discretion—the 10 consecutive years during which employee received highest wages, times years of service.</p> <p>Benefits to be reduced by one-half of social security benefits.</p> <p>Minimum monthly pension: \$30, except for disabled employees with less than 20 years' service or part-time employees.</p> <p>Disability benefits: Pension of employees with 15 or more years' service, totally disabled as a result of a non-occupational sickness or injury, to be computed like normal benefits.</p>	<p>Not covered by union agreements. Retirement automatic at age 65; however, company could delay retirement if continuation of employment was in its best interest.</p> <p>Retirement (except for men at age 60 and over and women at age 55 and over, with 20 years' service) to be at the discretion of the committee administering the plan.</p> <p>Continuity of service not to be broken for leaves of absence of less than 6 months or periods of disability or temporary layoff.</p> <p>Deduction to be increased as social security benefits were raised by legislation.</p>
Jan. 1, 1946 .....	Increased: Minimum pensions, to \$50.	Company not to reduce benefits or privileges without union's consent.
May 9, 1947 .....	.....	
Nov. 16, 1949 .....	Increased: Minimum pensions, including total primary social security benefits, to \$100 a month at age 65 or over and \$75 a month below that age.	
Sept. 1, 1952 .....	Changed: Minimum pensions, to include one-half primary social security benefits.	

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
Dec. 31, 1952 .....	<p>Changed: Service pension to be reduced by one-half Federal social security benefits (1) for employees retired before Sept. 1, 1952—by benefits provided by act as amended 1950; (2) for employees retired after Aug. 31, 1952—by benefits in effect on date of retirement.</p>	
Feb. 28, 1959 .....	<p>Increased: Minimum pensions, to \$115 a month at age 65 and over and \$85 a month below that age.</p> <p>Changed: Pensions to be based on greater of 1 percent of the average annual pay during the last or highest 5 years.</p>	
Jan. 1, 1961 .....	<p>Changed: Minimum pensions, for employees age 65 and over, to (1) \$115 a month for 20 but less than 30 years of service, (2) \$120 for 30 but less than 40 years, and (3) \$125 for 40 years or more.</p>	
Nov. 1, 1963 (agreement dated Oct. 25, 1963).	<p>Added: Eligibility: Any employee age 65 with 15 or more years' service.</p> <p>Added: Minimum pensions: For employees age 65 with less than 20 years' service—to be reduced proportionately.</p> <p>Changed: Service and disability pensions: Benefits to be reduced by one-third of social security benefits.</p> <p>Added: Survivors' Option: Employee eligible for Class A pension<sup>16</sup> could elect actuarially reduced pension and benefit to spouse or parent, at age 55, of one-third of reduced pension after employee's death.</p>	<p>Disability pension to be reduced by one-third disability insurance benefits (1) for employees retired before Nov. 2, 1973—by benefits provided by act in effect on Nov. 1, 1963; (2) for employees retired after Nov. 1, 1963—by benefits in effect on date of retirement.</p> <p>Widow of employee eligible for Class A pension who died before retirement to receive annuitant's pension at age 55.</p>

See footnotes at end of table.

**Table 14. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
Apr. 1, 1967 . . . . .	Changed: Service and disability pensions—benefits to be reduced by one-quarter of social security benefits.	
June 1, 1969 (agreement dated July 16, 1968).	Established: Vested pension—employee age 40 or more with 15 years of service or more entitled to a deferred pension at age 65.	
June 1, 1969 (agreement dated July 16, 1968).	Increased: Minimum pension—to \$125 for 20 years or more of service. Eliminated: Reduction of pension benefits because of social security benefits.	
Oct. 1, 1971 (agreement of July 18, 1971).	Increased: Pension formula to 1.5 percent per year for each year of service after age 55.  Changed: Early retirement eligibility to permit retirement at own request at age 55 after 20 years' service, age 50 after 25 years and at any age after 30 years.  Increased: Minimum pensions to a range of \$100 to \$145 a month, depending on length of service and age. <sup>17</sup>	Changed: Male and female employees to be treated equally with respect to retirement age. Pensions for early retirement before age 55 for other than disability would be discounted at a rate of 0.5 percent for each month before age 55. Changed: Elected and automatic survivor annuities to be paid on the same basis regardless of sex. Changed: Widowers living with wives at time of death to receive death benefits on same basis as widows.

See footnotes next page.

FOOTNOTES

<sup>1</sup> This table is limited to the provisions affecting operations (plant and traffic) central office and gang employees. The last entry under each item represents the most recent change.

<sup>2</sup> The following holidays, in effect July 5, 1952, were in addition to the 5 basic holidays authorized for all areas:

Area	Washington's Birthday	Memorial Day	Columbus Day	Armistice Day	Other
Alabama	-	X	-	-	
Arizona	X	X	-	X	
Arkansas	-	X	-	X	
California	X	X	-	-	Admission Day
Colorado	X	X	-	X	
Connecticut	X	X	-	-	Good Friday
Delaware	X	X	-	-	
District of Columbia	X	X	-	X	Inauguration Day
Florida	-	X	-	-	
Georgia	-	X	-	-	
Idaho	X	X	-	X	
Illinois	X	X	-	-	
Indiana	X	X	-	-	
Iowa	X	X	-	-	
Kansas	X	X	-	X	
Kentucky	-	X	-	-	
6 counties	X	-	-	-	
Louisiana:					
Except New Orleans and Lafayette	-	-	-	-	Jefferson Davis' Birthday
New Orleans and Lafayette	-	-	-	-	Mardi Gras
Maine	X	X	-	X	Patriots' Day
Maryland	X	X	-	X	
Massachusetts	X	X	X	X	Patriots' Day
Michigan	-	X	-	-	
Minnesota	X	X	-	-	
Mississippi	-	X	-	-	
Missouri	X	X	-	X	
Montana	-	X	-	-	
Nebraska	X	X	-	-	
Nevada	X	X	-	-	
New Hampshire	X	X	X	X	Fast and Election Days
New Jersey	X	X	X	-	Lincoln's Birthday and Election Day
New Mexico	X	X	-	X	
New York	X	X	X	X	Lincoln's Birthday and Election Day
North Carolina	-	X	-	-	
North Dakota	X	X	-	-	
Ohio	X	X	-	-	
Oklahoma	-	X	-	X	
Oregon	X	X	-	-	
Pennsylvania	X	X	-	X	
Rhode Island	X	X	X	X	Victory Day
South Carolina	-	X	-	-	
South Dakota	-	X	-	-	
Tennessee	-	X	-	-	
Texas	-	X	-	X	
El Paso County only	X	-	-	-	
Utah	-	X	-	X	Pioneer Day
Vermont	X	X	X	X	Battle of Bennington Day
Virginia	X	X	-	X	
Washington	X	X	-	-	
West Virginia	X	X	-	X	
Wisconsin	-	X	-	-	
Wyoming	X	X	-	X	



FOOTNOTES—Continued

<sup>3</sup> The following holidays, in effect July 16, 1968, were in addition to the 5 basic holidays authorized for all areas:

Area	Washington's Birthday	Memorial Day	Columbus Day	Veterans' Day	Good Friday	Other
Alabama	—	X	—	X	X	
Alaska	—	X	—	—	X	Alaska Day
Arizona	X	X	—	X	—	
Arkansas	—	X	—	X	X	
California	X	X	—	—	—	Admission Day
Colorado	X	X	—	X	—	
Connecticut	X	X	X	—	—	Fast Day
Delaware	X	X	—	* X	—	
District of Columbia	X	X	—	X	—	Inauguration Day
Florida	—	X	—	X	X	
Georgia	—	X	—	X	X	
Idaho	X	X	—	X	—	
Illinois:						
St. Clair and Madison Countys (except cities of Belleville, Mascoutah, Edwardsville and Highland)	X	X	—	—	—	
Belleville and Mascoutah	—	X	—	—	X	
Edwardsville and Highland and counties other than St. Clair and Madison	X	X	—	—	—	Lincoln's Birthday
Indiana	X	X	—	—	X	
Iowa	X	X	—	—	X	
Kansas	—	X	—	X	X	
Kentucky:						
Pendleton, Grant, Galletin, Campbell, Kenton, and Boone Counties	X	X	—	X	X	
Other Counties	—	X	—	X	X	
Louisiana:						
New Orleans and Lafayette	—	—	—	X	X	Mardi Gras
Other than New Orleans and Lafayette	—	—	—	X	X	Jefferson Davis' Birthday
Maine	X	X	—	X	—	Patriots' Day
Maryland:						
Greenbelt, Silver Spring, Mt. Rainier, and Cheltenham	X	X	—	X	—	Inauguration Day
Other than Greenbelt, Silver Spring, Mt. Rainier, and Cheltenham	X	X	—	X	—	
Massachusetts	X	X	X	X	—	Patriots' Day
Michigan	X	X	—	—	X	
Minnesota	X	X	—	—	X	
Mississippi	—	X	—	X	X	
Missouri	—	X	—	X	X	
Montana	—	X	—	—	—	
Nebraska	X	X	—	—	X	
Nevada	X	X	—	—	—	
New Hampshire	X	X	X	X	—	Fast and Election Days
New Jersey	X	X	X	* X	—	Election Day
New Mexico	X	X	—	X	—	
New York	X	X	X	X	—	Lincoln's Birthday and Election Day
North Carolina	—	X	—	X	X	
North Dakota	X	X	—	—	X	
Ohio	X	X	—	—	X	
Oklahoma	—	X	—	X	X	
Oregon	X	X	—	—	X	
Pennsylvania	X	X	—	X	—	
Rhode Island	X	X	X	X	—	Victory Day
South Carolina	—	X	—	X	X	
South Dakota	—	X	—	X	X	
Tennessee	—	X	—	X	X	
Texas:						
El Paso County	X	X	—	X	—	
Other counties	—	X	—	X	X	
Utah	—	X	—	X	—	Pioneer Day
Vermont	X	X	X	X	—	Battle of Bennington Day
Virginia:						
Arlington, Dranesville, and Garden City	X	X	—	X	—	Inauguration Day
Other than Arlington, Dranesville, and Garden City	X	X	—	X	—	
Washington	X	X	—	—	X	
West Virginia	X	X	—	—	X	
Wisconsin	X	X	—	—	X	
Wyoming	X	X	—	X	—	

\* Effective 1969.

FOOTNOTES—Continued

<sup>4</sup> The following holidays, in effect July 18, 1971, were in addition to the 5 basic holidays authorized for all areas:

Area	Washington's Birthday	Memorial Day	Columbus Day	Veterans' Day	Good Friday	Friday after Thanksgiving	Other
Alabama	(a)	X	—	X	X	—	
Alaska	—	X	(a)	—	(b)	(a)	Alaska Day
Arizona	X	X	—	X	(a)	—	
Arkansas	(a)	X	—	X	X	—	
California	X	X	(c)	—	—	(a)	
Colorado	X	X	—	X	(a)	—	
Connecticut	X	X	X	—	—	—	Fast Day
Delaware	X	X	—	X	(a)	—	
District of Columbia	X	X	—	X	(a)	—	Inauguration Day
Florida	(a)	X	—	X	X	—	
Georgia	(a)	X	—	X	X	—	
Idaho	X	X	—	X	(a)	—	
Illinois:							
Belleville and Mascoutah	(a)	X	—	X	X	—	
Other than Belleville and Mascoutah	X	X	—	—	(a)	—	Lincoln's Birthday
Indiana:							
Lawrenceburg	X	X	—	—	X	(a)	
Other than Lawrenceburg	—	X	—	—	X	(c)	Christmas Eve
Iowa	X	X	—	(a)	X	—	
Kansas	(a)	X	—	X	X	—	
Kentucky:							
Pendleton, Grant, Galletin, Campbell, Kenton, and Boone counties	X	X	—	X	X	—	
Other counties	(a)	X	—	X	X	—	
Louisiana:							
New Orleans, Lafayette, and Bogalusa	(a)	—	—	X	X	—	Mardi Gras Day
Other than New Orleans, Lafayette, and Bogalusa	(a)	X	—	X	X	—	
Maine	X	X	—	X	—	—	Patriots' Day
Maryland:							
Greenbelt, Silver Spring, Mt. Rainier and Cheltenham	X	X	—	X	(a)	—	Inauguration Day
Other than Greenbelt, Silver Spring, Mt. Rainier, and Cheltenham	X	X	—	X	(a)	—	
Massachusetts	X	X	X	X	—	—	Patriots' Day
Michigan	X	X	—	—	X	(a)	
Minnesota	X	X	—	(a)	X	—	
Mississippi	(a)	X	—	X	X	—	
Missouri	(a)	X	—	X	X	—	
Montana	(a)	X	—	(a)	X	—	
Nebraska	X	X	—	(a)	X	—	
Nevada	X	X	—	—	—	(a)	Nevada Day <sup>a</sup>
New Hampshire	X	X	X	X	—	—	Fast Day and Election Day
New Jersey	X	X	X	X	—	—	Election Day
New Mexico	X	X	—	X	(a)	—	
New York	X	X	X	X	—	—	Lincoln's Birthday and Election Day
North Carolina	(a)	X	—	X	X	—	
North Dakota	X	X	—	(a)	X	—	
Ohio	X	X	—	—	X	(a)	
Oklahoma	(a)	X	—	X	X	—	
Oregon	X	X	(a)	—	(b)	(a)	
Pennsylvania	X	X	—	X	(a)	—	
Rhode Island	X	X	X	X	—	—	Victory Day
South Carolina	(a)	X	—	X	X	—	
South Dakota	(a)	X	—	X	X	—	
Tennessee	(a)	X	—	X	X	—	
Texas:							
El Paso County	X	X	—	X	(a)	—	
Other counties	(a)	X	—	X	X	—	
Utah	—	X	—	X	(a)	—	Pioneer Day
Vermont	X	X	X	X	—	—	Battle of Bennington Day
Virginia:							
Arlington, Dranesville, and Garden City	X	X	—	X	(a)	—	Inauguration Day
Other than Arlington, Dranesville, and Garden City	X	X	—	X	(a)	—	
Washington	X	X	(a)	—	(b)	(a)	
West Virginia	X	X	—	(a)	X	—	
Wisconsin	—	X	—	—	X	(c)	Christmas Eve <sup>a</sup>
Wyoming	X	X	—	X	(a)	—	

<sup>a</sup>Effective in 1973.

<sup>b</sup>Eliminated in 1973.

<sup>c</sup>Effective in 1972.

FOOTNOTES—Continued

<sup>5</sup> Two sessions constitute a tour (or day) of duty.

<sup>6</sup> Sick leave pay for employees scheduled to work 6 days in week was as follows:

Years of service	Sessions* paid for according to number of scheduled days worked in week						
	No days worked	1 day worked	2 days worked	3 days worked	4 days worked	5 days worked	6 days worked
2 but less than 5 years . . . . .	6	4	2	2	0	0	0
5 but less than 10 years . . . . .	8	6	4	4	2	0	0
10 years or more . . . . .	10	8	6	6	4	2	0

\*2 sessions constitute a tour (or day) of duty.

<sup>7</sup> Benefits provided as follows:

Annual basic pay	Amount of insurance			Employee contribution	
	But less than	Accidental death or disability	Total		
At least	than	Life			
—	\$2,000	\$2,000	\$2,000	\$4,000	\$0.50
\$2,000	3,000	3,000	3,000	6,000	1.00
3,000	4,000	4,000	4,000	8,000	1.50
and so forth,		and so forth,		and so forth, by	and so forth, by
by \$1,000 steps		by \$1,000 steps		\$2,000 steps	\$0.50 steps

<sup>8</sup> Benefits provided as follows:

Annual basic pay	Amount of insurance			Employee contribution	
	But less than	Accidental death or disability	Total		
At least	than	Life			
—	\$3,000	\$3,000	\$3,000	\$6,000	\$0.50
\$3,000	4,000	4,000	4,000	8,000	1.00
4,000	5,000	5,000	5,000	10,000	1.50
and so forth,		and so forth,		and so forth, by	and so forth, by
by \$1,000 steps		by \$1,000 steps		\$2,000 steps	\$0.50 steps

<sup>9</sup> Under the terms of this plan, dependents were separated into 2 classes: Class 1 included the spouse of a regular or retired employee and children under 19 or, if attending school full time, under 23; Class 2 included unmarried children over 19 (or over 23 if at school) and grandchildren, brothers, sisters, parents, grandparents, and parents and grandparents of spouse who were dependent upon participant for support, had resided in participant's household for at least 6 consecutive months, and had incomes of less than \$1,200 from any source other than participant.

<sup>10</sup> Benefits provided as follows:

Annual basic pay	Amount of insurance			Employee contribution	
	But less than	Accidental death or disability	Total		
At least	than	Life			
—	\$3,000	\$3,000	\$3,000	\$6,000	\$0.40
\$3,000	4,000	4,000	4,000	8,000	0.80
4,000	5,000	5,000	5,000	10,000	1.20
and so forth,		and so forth,		and so forth, by	and so forth, by
by \$1,000 steps		by \$1,000 steps		\$2,000 steps	\$0.40 steps

<sup>11</sup> Blue Shield benefits vary according to States, but for the most part are similar to benefits provided in the New York Plan.

<sup>12</sup> Fee per day of routine care: 1st through 7th day—\$7; 8th through 14th day—\$6; 15th through 70th day—\$5; 71st through 120th day—\$4.

Fee per day of intensive care (provided in lieu of routine care allowance if serious illness occurred): 1st and 2d day—\$20; 3d through 21st day—\$8; 22d through 70th day—\$5; 71st through 120th day—\$4.

<sup>13</sup> Fee per day for treatment of tuberculosis, nervous and mental conditions, etc.: 1st through 7th day—\$7; 8th through 14th day—\$6; 15th through 30th day—\$5.

14 Benefits were as follows:

<i>Annual basic pay</i>		<i>Amount of insurance</i>			<i>Employee contribution</i>
<i>At least</i>	<i>But less than</i>	<i>Life</i>	<i>Accidental death or dismemberment</i>	<i>Total</i>	
–	\$3,000	\$3,000	\$3,000	\$ 6,000	\$0.35
\$3,000	4,000	4,000	4,000	8,000	0.70
4,000	5,000	5,000	5,000	10,000	1.05
and so forth, by \$1,000 steps		and so forth, by \$1,000 steps		and so forth, by \$2,000 steps	and so forth, by \$0.35 steps

15 Benefits for sickness were as follows:

<i>Service credit</i>	<i>Total</i>	
	<i>Weeks at full pay</i>	<i>Weeks at half pay</i>
Under 6 months . . . . .	0	0
6 months but less than 2 years . . . . .	0	52
2 years but less than 5 years . . . . .	4	48
5 years but less than 15 years . . . . .	13	39
15 years but less than 20 years . . . . .	26	26
20 years but less than 25 years . . . . .	39	13
25 years or more . . . . .	52	0

16 Class A pension applied to all employees age 65 with 15 years or more service or male employees age 60 or more (females 55 or more) with 20 years' service.

17 Minimum pension benefits were:

Under age 65:	
20 or more years' service . . . . .	\$100 a month
At age 65:	
20 but less than 30 years' service . . . . .	135 a month
30 but less than 40 years' service . . . . .	140 a month
40 or more years' service . . . . .	145 a month

## Wage chronologies

The following wage chronologies are currently being maintained. Bulletins or reports for which a price is indicated are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the regional offices of the Bureau of Labor Statistics listed on the inside back cover. (Order by check or money order; do not send cash or stamps.) Publications for which no price is indicated and those designated as out of print are not available from the Superintendent of Documents but may be obtained, as long as supplies are available, from the Bureau of Labor Statistics, Washington, D.C. 20212, or from the Bureau's regional offices. Out-of-print items also may be available for reference in leading public, college, or university libraries.

Before July 1965, basic wage chronologies and their supplements were published in the *Monthly Labor Review* and released as Bureau reports. Wage chronologies published later are available only as bulletin (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—

Nov. 1939-May 1974, BLS Bulletin 1815. (Price not available.)

American Viscose (a division of FMC Corp.)—

1945-67, BLS Bulletin 1560.<sup>1</sup>

June 1968-June 1974, Supplement to BLS Bulletin 1560 (free).

The Anaconda Co.—

1941-58, BLS Report 197.<sup>1</sup>

Armour and Company—

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

Atlantic Richfield Co. (former Sinclair Oil Companies' facilities)—

1941-72, BLS Bulletin 1771 (75 cents).

January 1973-January 1975, Supplement to BLS Bulletin 1771 (free).

Berkshire Hathaway Inc.—

1943-69, BLS Bulletin 1541.<sup>1</sup>

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.<sup>1</sup>

Commonwealth Edison Co. of Chicago and International Brotherhood of Electrical Workers—

April 1945-March 1974, BLS Bulletin 1808 (85 cents).

Dan River Inc.—

May 1943-January 1972, BLS Bulletin 1767 (35 cents).

Federal Classification Act Employees—

1924-68, BLS Bulletin 1604 (70 cents).

August 1968-October 1973, Supplement to BLS Bulletin 1604 (free).

Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants)—

1937-73, BLS Bulletin 1762 (50 cents).

Ford Motor Company—  
 June 1941-September 1973, BLS Bulletin 1787 (\$1).

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

International Paper Co., Southern Kraft Division—  
 1937-73, BLS Bulletin 1788 (55 cents).

International Shoe Co. (a division of Interco, Inc.)—  
 1945-74, BLS Bulletin 1718 (30 cents).

Lockheed-California Company (a division of Lockheed Aircraft Corp.) —  
 1937-67, BLS Bulletin 1522.<sup>1</sup>

Martin-Marietta Corp.—  
 1944-64, BLS Bulletin 1449.<sup>1</sup>  
 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.<sup>1</sup>  
 1965-72, Supplement to BLS Bulletin 1453 (free).

North American Rockwell Corp.—  
 1941-67, BLS Bulletin 1564.<sup>1</sup>  
 1967-70, Supplement to BLS Bulletin 1564 (free).

North Atlantic Longshoremen—  
 1934-71, BLS Bulletin 1736 (50 cents).

Pacific Coast Shipbuilding—  
 1941-67, BLS Bulletin 1605.<sup>1</sup>

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

Pacific Longshore Industry—  
 1934-70, BLS Bulletin 1568.<sup>1</sup>

Swift & Co.—  
 1942-73, BLS Bulletin 1773 (85 cents).

United States Steel Corporation—  
 March 1937-April 1974, BLS Bulletin 1814. (Price not available.)

Western Greyhound Lines—  
 1945-67, BLS Bulletin 1595.<sup>1</sup>  
 1968-72, Supplement to BLS Bulletin 1595 (free).

Western Union Telegraph Co.—  
 1943-67, BLS Bulletin 1545.<sup>1</sup>  
 1968-71, Supplement to BLS Bulletin 1545 (free).

<sup>1</sup> 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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