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Wage Chronology

**Aluminum Co. of America
with United Steelworkers
of America and Aluminum
Workers International Union,
November 1939–January 1974**

Bulletin 1815

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**



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Preface

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

This wage chronology summarizes changes in wage rates and related compensation practices negotiated since 1939 by the Aluminum Company of America with the United Steelworkers of America and the Aluminum Workers International Union. This bulletin replaces *Wage Chronology: Aluminum Company of America, 1939-67*, published as BLS Bulletin 1559, and Supplement to Bulletin 1559 which covered the period 1968-70. Materials previously published have been supplemented in this bulletin by contract changes negotiated for the 1971-74 period. Except for a revised introduction and other minor changes, the earlier texts are included as they were originally published.

The analysis for the 1968-74 period was prepared in the Division of Trends in Employee Compensation by William M. Davis and Diane L. Bayless.

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Introduction

The Aluminum Company of America (ALCOA), with its subsidiaries, is an integrated producer and fabricator of aluminum. The company mines bauxite and processes it into aluminum to sell in unfinished or fabricated form. Incorporated in Pennsylvania on September 18, 1888 as the Pittsburgh Reduction Company, ALCOA adopted its present name in January 1907. Since then, the company has acquired various mining and fabricating operations, and has diversified into real estate and housing, shipping, engineer-services, general financing, and manufacturing of products from other metals.

Until the 1940's, ALCOA was the sole producer of aluminum in the United States. Although this was changed by the entrance of the Reynolds Metals Company, the Kaiser Aluminum and Chemical Corporation, and other companies, ALCOA is still the dominant firm; it controlled a little over 30 percent of the industry's capacity in 1972.¹

During the period covered by this chronology, ALCOA has been a party to collective bargaining agreements with a number of unions. The major multi-plant agreements, in plants and workers covered, involve the United Steelworkers of America (USA) and the Aluminum Workers International Union (AWU), both currently affiliated with the AFL-CIO. Actual workers covered by both unions have varied over the years from a high of about 31,000 in the late 1950's to a low of about 22,000 by 1968. The 1971-74 master agreement between ALCOA and the AWU covered about 13,300 workers in 11 plants (including 2,300 workers in Aluminum Councils at Wenatchee and Vancouver, Washington)² and the agreement with the USA covered 11,000 workers in 10 plants.³

¹ "Primary Aluminum, Installed Capacity in the United States," Aluminum Association, January 10, 1973.

² Other plants were located at Lafayette and Warrick, Indiana; East St. Louis, Illinois; Davenport, Iowa; Massena, New York; Chillicothe, Ohio; and Lancaster, Lebanon, and Cressona, Pennsylvania. (Effective October 1, 1971, the Chillicothe plant was no longer covered by the master agreement.)

³ Located at Mobile, Ala.; Bauxite, Ark.; Richmond, Ind.; New Kensington, Pa.; Alcoa, Tenn.; Point Comfort, Rockdale, and Marshall, Tex.; and Franklin (Nantahala Power and Light Co.) and Badin, N.C.

The American Federation of Labor (AFL) began organizing the aluminum industry in 1933. At a conference of directly affiliated locals the following year, the National Council of Aluminum Workers was formed. The name was changed to the International Council of Aluminum Workers Unions (AFL) in 1936, and later that year it negotiated its first collective bargaining agreement (covering six plants) with ALCOA. In 1953, the Council received an international charter from the AFL and became the Aluminum Workers International Union.

Shortly after the 1936 bargaining agreement with ALCOA, four of the locals in the International Council broke away and affiliated with the Committee for Industrial Organization (CIO) to form the Aluminum Workers of America (AWA). Its first collective bargaining agreement with ALCOA, covering 4 plants, was negotiated in November 1939. In 1944, the AWA and the United Steelworkers of America (CIO) merged, and the name of the latter was retained.

The Steelworkers bargaining policies in the aluminum industry are closely coordinated with those in the other major metal industries with which the union negotiates. Before 1966, general goals were drafted into a union-wide Wage Policy Statement and were applied to the basic steel, container, aluminum, and copper contracts as they expired during the negotiation year. The Statement was prepared by the Wage Policy Committee which was selected by district conferences immediately after the constitutional convention and which included members from the various industries.

The aluminum agreements, to a great extent, were patterned on the basic steel settlements which generally were negotiated before aluminum bargaining began. In 1965, this pattern was altered when steel negotiations extended 4 months past the contract expiration date, and subsequent agreements were not made retroactive. Because the anniversary dates for contracts with aluminum and container firms now come before basic steel agreements, these industries have provided the basis for settlements in steel.

At its 13th Constitutional Convention in 1966, the USA changed bargaining procedures by creating conferences for each of the four major industries organized

by the USA. These conferences are designed to involve more of the local membership in decisionmaking and to give workers in each industry the right, after a vote of the appropriate membership, to authorize a strike, if necessary. Industry conferences have the authority to call a strike (if authorized by the membership) and to ratify or reject a contract, functions formerly performed by the Wage Policy Committee. Members of conferences generally are selected immediately after the constitutional convention. They meet in subsequent months and use the National Wage Policy Statement and other industry settlements as guides to formulate industry bargaining goals. The Aluminum Industry Conference currently has delegates (usually including the president) from each local union representing plants in the industry, plus district directors and presiding officers, including the chairman, designated by the International President. This base is more representative than is the overall Wage Policy Committee.

At the 1969 convention of the AWU, the delegates patterned their constitution and by-laws governing labor agreements after the method utilized in the 1968 negotiations. The constitution established a National Bargaining Committee, which is composed of representatives from all local unions negotiating with aluminum producers that have approximately the same contract expiration date. Representatives are elected on a plant-by-plant basis but the number varies in size, depending on how many representatives each unit decides to send. Several months before national negotiations are scheduled to begin, the AWU calls a meeting of the National Bargaining Committee to establish the economic package and any noneconomic changes the

membership proposes to make in the expiring contract.

The National Bargaining Committee is responsible for negotiating on each item of interest to all company locals. In addition, locals of each company involved in national bargaining form Joint Bargaining Committees (one for each company) to negotiate on companywide issues. Finally, each local may negotiate on issues limited to its jurisdiction.

The International President establishes a date for members to vote on terms negotiated by the National Bargaining Committee; terms negotiated by the Joint Bargaining Committees and the locals are also voted on by the appropriate members. The International union compiles the results of these votes at the three levels (national, company, and local). Terms accepted by a given level are considered settled, regardless of the vote on broader issues. Failure to accept terms in any of these voting procedures may result in a strike called by the National Bargaining Committee, a strike of one company by the Joint Bargaining Committee, or a strike of one plant by a local union. All strike actions must be approved by the International President and authorized by two-thirds of the voting membership in a pre-negotiation poll called by the International President.

In recent years, each company has bargained for itself separately with each of the unions, although there has been some loose coordination between the companies.

This chronology traces the changes in wage rates and supplementary compensation practices put into effect since 1939 in the plants now covered by master agreements with the USA and AWU. Provisions reported as being in effect at that time do not necessarily indicate changes from previous conditions of employment.

Summary of contract negotiations

December 1949–July 1953

The USA agreement of December 7, 1949, which extended the terms of the May 8, 1947 master agreement to November 30, 1951, permitted either party to reopen negotiations regarding wages and paid holidays during November 1950 and to negotiate a new vacation plan for 1951. The International Council of Aluminum Workers' agreement could also be terminated on November 30, 1951, and wage negotiations could be reopened during November 1950. Negotiation on the 1951 vacation plan were to begin not later than November 1950. Provisions of the pension plan were to remain unchanged until April 1, 1955. In September 1950, before reopening negotiations, the company offered, and both unions accepted, a general wage increase of 10 percent, effective in October.

In November 1950, the company and both unions opened wage discussions according to contract terms. The negotiated settlements which followed provided for 6 paid holidays for Steelworkers in all plants and a wage increase for five southern plants. The Aluminum Workers obtained a general wage increase in all plants for which they were the collective bargaining agent. These changes, effective in December 1950, supplemented the wage increase granted to both unions on October 1, 1950.

The agreements for both unions were reopened according to their terms shortly before their expiration dates on November 30, 1951. Negotiations, which extended into 1952, were not successful despite efforts of the Federal Mediation and Conciliation Service. When further negotiations apparently would not produce an agreement, the President, pursuant to Executive Order 10233, certified the two disputes to the Wage Stabilization Board (WSB) on January 26, 1952. The Board was requested to investigate the causes of disagreement and to recommend fair and equitable terms of settlement.

Subsequently, the Board appointed two 6-member tripartite panels to inquire into the issues and report to the Board the positions of the parties. Public hearings were held in March, and panel reports were released in June. Since the cases appeared to be related to the steel case pending at that time, the Board did not make

recommendations. (WSB had issued recommendations concerning the steel case, but the parties had not agreed, and a steel strike was in progress when reports from the aluminum-industry panels were released.)

In July, agreements were reached by ALCOA with the two unions. The effective date of the Steelworkers' contract was August 1, 1952, while the Aluminum Workers' contract was dated July 1, 1952. In both cases, general wage increases were put into effect on March 10 and July 1, 1952. Terms of the Steelworkers' agreement, reached July 28, 1952, were approved by the WSB on July 29. The contract was to run until July 31, 1953.

Agreement on the terms of the Aluminum Workers' contract was reached on July 3, 1952; WSB approval was granted on July 25. This contract, which was to continue in effect until June 30, 1957, would be subject to reopening at various times. It provided for a 10-percent general wage increase retroactive to March 10, 1952, and for the establishment of a cost-of-living escalator clause providing quarterly adjustments of 1 cent for each 1-point increase in the BLS-CPI (1935–39=100). Two years after the effective date, discussions on working practices could take place, and revisions of vacation provisions could be negotiated for the 1954 calendar year. In addition, wage provisions of the contract could be reopened under the following conditions: (1) If, at the date an annual increase (4 cents) was due, the escalator-clause increases were less than the accumulated annual increases (including the one then due, but not the first-year increase), the contract could be reopened; if reopened, the scheduled annual increase would not be made. For example, if the cost-of-living increases in effect on the third annual increase date were 7 cents (1 cent less than the 8-cent accumulation minus the first annual increase), the contract could be reopened. In this case, the third scheduled annual increase would not be given; or (2) if the "cost-of-living rate"⁴ was less than the "actual rate" for two successive quarterly adjustment periods, the second adjustment date could be regarded as a reopening

⁴ Defined as cost-of-living adjustment plus annual increase plus basic hourly rates. The two latter elements were known as the "actual rate."

date. Thus, if the base hourly rate was \$1.50, the actual rate after the second annual increase would be \$1.58. If the CPI had gone up 1 point, the cost-of-living rate would be \$1.59. If, at the time of the third quarterly cost-of-living adjustment, the CPI had declined by 2 points, the cost-of-living rate would arithmetically become \$1.57. However, the contract provided that the actual rate would not be reduced except by mutual agreement; hence, the rate would remain at \$1.58. If, during the fourth quarter, the CPI did not change or declined still further, the contract on wages could be reopened.

Provision also was made to increase the 4-cent-an-hour annual increase by 1 cent if the CPI (1935-39=100) was 200 or more by July 1 of any year during the life of the contract.

July 1953-July 1956

Negotiations between ALCOA and the AWU and the USA were concluded in July 1953. Both settlements included across-the-board wage increases in July and dealt with wage differentials between northern and southern plants.

The company and the USA had begun negotiations on June 23 after the union settled with the basic steel industry. The USA's agreement with ALCOA, effective July 13, 1953, like the basic steel settlement, provided an 8.5-cent across-the-board increase. The basic contract was extended for 1 year until July 31, 1954, and thereafter, until terminated by 60 days' written notice, "unless either party shall have given notice in writing to the other party 60 days prior to July 31, 1954, of its desire to modify, extend, or terminate (the) agreement."

The AWU, representing six member locals, the Aluminum Trades Council of Wenatchee, Wash., and the Aluminum Council of Port Lavaca, Tex., had requested a reopening of their 5-year wage agreements expiring on June 30, 1957. The amended agreement provided a 4.5-cent-annual increase in pay effective on July 13, 1953 (in addition to a 4-cent annual increase effective July 1 according to provisions of the 1952 contract), and raised the annual increase due in July 1954, 1955, and 1956, to 5 cents an hour, from 4.

Earlier in the year, the AWU and the company had developed a procedure to change the cost-of-living escalator clause in the agreement from the old CPI series (1935-39=100) to the revised series Index (1947-49=100). This amendment provided that the new index would be used in any adjustment or reopening after April 30, 1953.

Both AWU and USA agreements liberalized holiday pay provisions and provided an additional 2-cent hourly pay increase in southern plants to go into effect on

January 4, 1954.⁵ The 2-cent increase eliminated the geographic differential at the mines and plants in Arkansas and Indiana. The USA contract also continued a wage study and amended the wage study agreement to provide that by July 1954, "the lowest rate in the wage rate structure" at the other southern plants should be the same as "the lowest rate in the (male) wage rate structure at New Kensington, provided such lowest paid job classifications are the same."

The USA contract covered about 17,000 workers in 12 locations, of which 6 plants and 2 mines were in the South. The AWU agreement covered about 13,000 workers in 8 plants, of which all but one—Port Lavaca, Tex.—were in the North.⁶

Late in July 1954, the Aluminum Company of America concluded separate settlements with the USA and AWU, following negotiations begun earlier in the month.

The USA's new contract—averting a strike called for midnight July 31, the expiration date of the previous agreement—provided for a 5-cent hourly general wage increase effective August 1, 1954. The company also agreed to pay 3 cents per man-hour for 1 year into an inequity fund for subsequent disbursement and to undertake a joint wage study program. Workers represented by the AWU had received a 5-cent increase a month earlier under a wage agreement of July 9, 1953, which also provided for additional 5-cent raises on July 1 of 1955 and 1956, in addition to cost-of-living escalator adjustments. (Between July 1952 and August 1954, the escalator provision had resulted in a net 3-cent increase in hourly pay of workers represented by the AWU. Settlements with both unions liberalized holiday and vacation provisions and improved insurance and pension plans.

The USA contract, covering about 17,000 workers in 12 locations,⁷ was to remain in effect through July 31, 1956, with a wage reopening a year earlier. The AWU, representing approximately 14,000 workers in nine plants,⁸ incorporated the changes in supplementary

⁵ Additional wage adjustments were to be negotiated by the USA for the Mobile, Ala., plant. These adjustments, agreed to in September 1953, and the 2-cent increase at all southern plants amounted to an average hourly increase of about 1.2 cents for all employees of the company represented by the Steelworkers.

⁶ New plants at Bauxite, Ark., and Rockdale, Tex., organized by the USA and one at Wenatchee, Wash., represented by the AWU were covered by collective bargaining agreements for the first time in 1953.

⁷ Representation of the Port Lavaca (Point Comfort), Tex., plant shifted to the Steelworkers in 1954.

⁸ A new plant at Lancaster, Pa., represented by the AWU, was covered by the collective bargaining agreement for the first time in 1954.

benefits in a new basic agreement, to be in effect until June 30, 1957—the expiration date of the previous basic contract.

In July 1955, the Steelworkers negotiated an average 15-cent increase in wage rates under a wage reopening, but the company agreed to continue to pay 3 cents into a wage-inequity-study fund, and to distribute among employees the amount already accumulated in the fund (3-cents a man-hour for the period from August 1, 1954 through July 31, 1955). The AWU received a net 13-cent increase in wage rates (5 cents effective at the beginning of July as a deferred annual increase and an average of 8-cents effective August 1, negotiated under a wage reopening) plus company payment of 3 cents a man-hour into a wage-inequity-study fund, not previously provided under their agreement. At the same time, their 2-cent cost-of-living allowance was incorporated into base rates. The AWU settlement shortened their contract to July 31, 1956, the expiration date of the USA agreement, and eliminated the cost-of-living escalator clause and the wage increase scheduled for July 1956.

On April 2, 1956, as a result of the wage-study program, approximately 11,000 of the 17,000 Steelworkers received wage increases retroactive to August 1, 1955. The other 6,000 represented by the union had already received the higher wage rates called for in their job classifications. Twenty-eight job classes were instituted by the new program. At most plants, the lowest job rate was \$1.745 an hour and the highest was \$2.825, with a 4-cent increment between job classes. However, at the Edgewater, N.J. and the Detroit, Mich. plants, the lowest job rates continued at \$1.83 and \$1.87, and rates for job class 28 were \$2.856 and \$2.869 an hour, respectively. The increment between job classes at Edgewater was established at 3.8 cents and at Detroit at 3.7 cents.

August 1956–July 1959

On July 31, 1956, AWU and ALCOA agreed to a settlement similar to the agreement signed by the USA and major steel producers on July 27. The contract provided, effective August 1, 1956, for (1) a 9.5-cent-an-hour general wage increase; (2) a 2.25 cents increase in the company's contribution to the previously established fund for distribution among workers upon completion of the wage-study program; (3) deferred increases in 1957 and 1958; and (4) a lump-sum payment of 3-cents-an-hour worked during the period from August 1, 1955 through July 31, 1956, which had been accumulated in the wage-study fund. Other contract changes, some of which were to become effective at

various dates during the life of the contract, included a semiannual cost-of-living escalator clause; 1 additional paid holiday; an increase in pay for holidays worked; jury-duty pay; an increase in shift differentials; liberalization of vacation benefits and pension and insurance plans; and a supplemental unemployment benefit (SUB) plan.

With the expiration of their contract on July 31, 1956, members of the Steelworkers stopped work at all ALCOA plants represented by their union. The 9-day strike was settled on August 9 with the signing of a new 3-year agreement. The terms of settlement incorporated the wage provisions already outlined for the Aluminum Workers, with an increase in increments between job classes averaging 2.25 cents an hour rather than an equivalent addition to a job-study fund. They also provided for similar changes in supplementary benefits but with further liberalization in the supplemental unemployment benefit plan, larger company contributions for dependents' insurance, and liberalized provisions for vacation eligibility. These additional provisions were subsequently incorporated in the AWU agreement.

The Aluminum Workers agreement as it related to "fringe benefits and cost items" had been extended to July 31, 1959, and in April 1957, the union concluded negotiations with the company on noneconomic items in their contract, also to extend to July 31, 1959. The Steelworkers' agreement, which also covered non-economic issues, was to be in force from August 1, 1956 through July 31, 1959.

On April 1, 1957, upon completion of their wage-study program, about 9,000 of the 14,000 employees represented by the AWU received wage increases retroactive to August 1, 1956. The rest of the workers were receiving rates equal to or above the rates called for by the new job evaluation plan. Twenty-eight labor grades were established.

August 1959–July 1962

On July 28, 1959—just before the expiration of their existing contracts⁹—ALCOA and the USA and the AWU consented to extend the agreements until November 1 or 30 days after settlement of a nationwide steel strike then taking place, whichever was earlier. The parties also agreed that any benefits that would be effective in the first year of the contract resulting from their negotiations were to be retroactive to August 1, 1959, except pension benefits, which were not to be effective until

⁹ Contracts remained in force through July 31, and pension agreements through Dec. 31, 1959.

January 1, 1960. In November 1959, the contract extension was automatically continued, since neither of the parties terminated the agreement by the 10-day notice required in the original document.

Tentative agreement on the economic terms of new contracts was reached on December 19, 1959, about 2½ weeks before the steel settlement. The new wage and fringe benefit package was valued by the parties at between 28.5 and 30 cents an hour over the 3-year contract period. The agreements provided for one retroactive and two deferred wage increases.

Differences among plants in the wage and job increment increases agreed to during the 1959 negotiations apparently were directed toward the establishment of a uniform wage-rate structure in all of the company's plants covered by agreements with the two unions. As in some earlier contracts, general wage and increment increases were larger at plants with lower wage rates or increments. Over the 3-year period covered by the agreements, rate differences in plants represented by each of the unions were to be narrowed. By the time the final increase due under the 1959 agreements became effective, the majority of plants represented by both unions were to have the same hourly rate for labor grade 1. The net effect of the increases was to reduce, but not eliminate, differences in wage rates for the same occupational class by the end of the contract term.

Under the new agreements, the cost-of-living formula provided in the previous agreements was continued, the allowance was frozen at 17 cents until August 1, 1960, and limits were established on further increases in the allowance after that date. The company also agreed to assume the entire cost of the dependents' hospital and surgical insurance, part of which had been borne by the employees. In addition, some supplementary benefits, including supplemental unemployment and sickness and accident benefits, were liberalized; hospital, surgical, and life insurance coverage was extended for laid-off and disabled employees, and made available to pensioners and their wives.

The agreements, covering about 17,400 USA members in 13 plants¹⁰ and 9,700 AWU members in 9 plants,¹¹ were to be in force through July 31, 1962. Discussions on pensions could be opened July 1, 1962, but any changes in the program would not be effective until January 1, 1963.

¹⁰ The plant in Torrance, Calif. was included in the master USA agreement for the first time in 1959.

¹¹ Including plants at Vancouver and Wenatchee, Wash., where the AWU negotiated in conjunction with other unions through a trades council.

August 1962–May 1963

To avoid "crisis" bargaining, ALCOA initiated separate negotiations with the USA and the AWU more than 2 months before the agreements expired. The primary targets of both unions were job and income security.

USA

Discussions with the USA began on May 15, with the early bargaining discussions confined generally to plant level problems. Negotiations were recessed after 2 weeks and were not resumed until June 6, when the USA presented its economic demands to the company.

The union placed heavy emphasis on longer vacations, a new company financed supplemental vacation and savings plan, and an improved SUB plan providing higher regular as well as new short week benefits. However, major improvements in pensions, which would have substantially increased normal retirement annuities and encouraged early retirements, represented an important part of the union's package.

On June 29, accord was reached on a 2-year contract providing benefits generally similar to those negotiated earlier in the basic steel industry. Like those settlements, the new contract made no provision for a general wage increase and, although continuing the existing cost-of-living allowance, eliminated the escalator clause.

A major innovation for the industry was the establishment of a supplemental vacation and savings plan. Under this plan, the company was to contribute 3 cents per man-hour worked into a special fund to provide senior employees—at least the 50 percent with the highest seniority—with 1 additional week of vacation each year. If funds were available, the provisions of the plan were to be extended to all employees. Workers 57 years old or over were given the option of deferring the extra vacation pay until retirement or termination of employment. Those under that age were required to take the extra week's vacation.

The agreement also revised the vacation schedule to provide an additional half week's vacation for all eligible employees. With this improvement, benefits ranged from 1 week's vacation after 1 year of service to 4 weeks after 25 years.

An amendment to the pension plan liberalized eligibility requirements for workers who retire early because of disability, permanent plant or department shutdown, or under mutually satisfactory conditions. Early retirement annuities were made available to employees 55 years old or over with at least 15 years of service, when their age and years of service totaled 75 years; for other

eligible employees, the age and years of service had to total 80 years. Revised eligibility requirements permitted laid-off or disabled workers under age 60 to retire under specified conditions, if all other eligibility requirements were met.

The SUB plan was liberalized and company contributions were increased from 5 cents to 9.5 cents per hour worked. Regular weekly benefits were increased to an amount equal to 24 hours of average straight-time pay. However, the maximum dependents' allowance was reduced to \$6. Financing of extended vacations was tied to the SUB plan when up to 4.5 cents of the company's contributions that were not needed to bring SUB plan fund up to maximum financial position, were transferred to the supplemental vacation plan fund.

A new short week benefit entitled employees working fewer than 32 hours a week to a minimum of 32 hours' pay. In addition, a relocation allowance was established for certain employees laid off as a result of a reduction in force who accepted employment in another company plant at least 50 miles from the old installation.

The contract, like those in basic steel, could be reopened to negotiate changes in wages, pensions, insurance, and other specified items in mid-1963.

AWU

The AWU's 1962 contract demands were adopted at its wage policy meeting held April 2-6 and presented to the company on May 16. Like the USA, the AWU did not ask for a general wage increase. They did, however, propose to incorporate the existing 23-cent-an-hour cost-of-living allowance into the basic hourly rates.

To stimulate the hiring of additional employees, the AWU sought restrictions on overtime work as well as higher pay when such work was necessary and increased premiums for work on Saturday and Sunday. Other parts of the bargaining package included 2 additional paid holidays with triple time for work on any contract holiday, 3 days' paid funeral leave, higher shift premiums, and a guarantee of no loss of earnings for an employee serving on a jury. The vacation proposal would have revised the schedule to provide from 1 to 8 weeks' vacation, depending upon the employee's length of service.

Substantial improvements in the SUB, group insurance, and pension plans were also proposed. The insurance proposal would have required the company to carry the total cost of the program for employees and their dependents and retirees and their dependents. A new severance pay plan would have provided certain laid off employees with 2 years or more of service from 4 to

20 times their weekly earnings, depending upon years of service. Contract talks were suspended indefinitely on June 1, when the AWU struck the company's Cressona, Pa., plant over work rule changes.

After negotiations resumed on July 8, the company offered the same 2-year contract that had been agreed to by the USA in late June. This offer was rejected. In its counter proposal, the AWU asked that the existing contributions for SUB remain at 5 cents, but demanded that 4 cents an hour be set aside in an interest bearing fund to supplement pensions. The union also demanded an additional week of vacation for all eligible employees. The company's offer would have extended vacations an additional half week.

When the parties were unable to resolve their differences by July 31, the expiration date of the existing contract, a walkout closed all plants represented by the AWU. The strike ended the following day, when agreement on a 2-year contract was reached. Terms of the settlement were essentially the same as those agreed to earlier by the USA.

June 1963-May 1965

Although the 1962 agreements permitted negotiations on wages, pensions, insurance, and other matters in June 1963, neither the company nor the unions exercised their option to reopen the contracts formally. However, the parties did begin informal talks on July 17.

USA

The USA asked the company for essentially the same benefits that were agreed to in the basic steel industry in late June 1963. Specifically, it demanded an extended vacation plan, increases in both weekly sickness and accident benefits and life insurance, and extension of hospital benefits to 365 days.

Agreement was reached after 9 days of collective bargaining. An extended vacation plan was a major feature of the settlement. Unlike the extended vacation plan agreed to in the basic steel industry, the plan was not limited to the upper half of the seniority list. Every employee who was eligible for at least one regular vacation in a 5-year period was to receive an extended vacation. Entitlement to the extended vacation vested in the top 50 percent of the seniority list in the first year, the next 25 percent the second year and the balance the third year. The plan was to be financed solely by company contributions of 3 cents per man-hour worked. Previously SUB "spillover" up to 4.5 cents an hour was also used.

The settlement also increased sickness and accident benefits by \$10 a week, and life insurance by \$500. Hospitalization benefits were extended to 365 days. As in the basic steel contracts, no wage increase was negotiated.

AWU

Early in July 1963, the company and AWU began informal discussions on improvements in the group insurance and pension plans and longer vacations at the request of the union. On July 31, the parties announced completion of their 1963 informal contract discussions. Most of the terms of the settlement paralleled those with the Steelworkers. The major exception allocated the extra 3 weeks' vacation pay under the extended vacation plan to the individual benefit accounts for disbursement upon retirement or termination of service.

Both the USA and AWU master contracts were extended to June 1, 1965.

June 1965–May 1968

USA

In contrast to the pattern of many years, a settlement was reached by ALCOA and the USA before the conclusion of an agreement in the basic steel industry. The 2-year agreement scheduled to expire June 1 was opened for renegotiation on April 29, at the request of the union. During the first 3 weeks of negotiations, the parties discussed mostly noneconomic matters. On May 20, the USA presented the company with its initial set of economic demands. The proposals, embodied in a 3-year contract, stressed wages and pensions.

The USA asked for two wage increases, averaging 12 cents an hour the first year and 8 cents in the third year, and double time for overtime work. The union's pension demands would have increased the minimum normal benefit to \$5.50 a month, effective in the second contract year, and would have provided full pension rights after 30 years of service, regardless of age. A proposed change in the formula under which high-wage workers could qualify for more than the minimum pension benefits was also included in the bargaining package.

Other demands included improved group insurance, increased supplemental unemployment benefits, and guaranteed protection against reduced earnings from in-plant job changes.

On May 26, the company proposed a 1-year contract, reportedly worth 16.5 cents an hour, to be distributed

among wages, insurance, and an income maintenance plan. The offer would have deferred for a year consideration of the union's demand for pension improvements and would have established a joint committee to develop a new pension plan while the 1-year contract was in effect. The union rejected this offer, but on May 31, the eve of the termination date of the existing contract, the USA and the company reached agreement on a 3-year contract. Wage increases and significant improvements in the pension plan highlighted the new pact.

Hourly rates of pay were increased by 10 to 15.2 cents, averaging 12 cents an hour, on June 1, 1965, and by an additional 7 to 12.2 cents, averaging 8.5 cents an hour, 2 years later. The 23-cent escalator allowance was incorporated into base rates and job grades 1 and 2 were combined at wage rate for grade 2. In addition, up to .35 cent an hour, averaged over the entire bargaining unit, was allocated to adjust wage rates of specified mill, clerical, and relief job classifications.

The agreement also provided for substantial improvements in the group insurance plan, including changes in family hospitalization benefits. Hospital benefits for active employees with 10 years or more of service were extended from 365 to 730 days and dependent coverage was broadened to include full-time students up to age 25. For the first time, physicians' in-hospital benefits were made available to workers.

Surgical benefits were changed from a scheduled fee basis to an unscheduled basis, and provided, for workers earning less than \$7,500 annually, full payment of any reasonable and customary charge for surgery. For workers in the higher pay categories, benefits were not to exceed the reasonable and customary charges to employees with annual earnings under \$7,500. The company also agreed to pay up to 2 years' premiums for life insurance, hospitalization, surgical, and maternity benefits for laid off employees with at least 10 years of credited service.

Effective June 1, 1966, minimum normal monthly pension benefits were increased to \$5 for each year of credited service. Workers retiring between June 1, 1965 and June 1, 1966, received the new benefit rate when it became effective; and, benefits of employees retired before that period were to be increased by \$15 a month. After May 31, 1966, employees with 30 years' service were permitted to retire voluntarily on full annuity, regardless of age. Employees who retired early because of disability, extended layoff, plant shutdown, or who retired under mutually satisfactory conditions were to receive a \$100-a-month supplement until eligible for full social security payments at age 65.

Beginning June 1, 1967, sickness and accident benefits were to be changed from \$63 to \$78 a week, to

an amount equal to 28 times the employees' base pay. For workers with 2 years or more of credited service, benefits were payable for a maximum of 104 weeks.

AWU

Bargaining for 1965 contracts between the AWU and ALCOA began on April 30.

A substantial across-the-board wage increase, with incorporation of the existing 23-cent-an-hour cost-of-living allowance into basic rates and reinstatement of a revised and updated escalator clause, were the major monetary items in the union's package. Key supplementary benefit demands included higher pay for daily overtime, and increased premiums for work on Saturday and Sunday. In addition, the AWU asked for improved group insurance, pension, and SUB plans as well as new severance pay and job retention plans.

The AWU and the company reached agreement on June 1, a few hours after the existing contract had expired, and after brief walkouts at several plants. First-year improvements increased hourly wages 13.5 cents and incorporated the 23-cent-an-hour cost-of-living allowance into the basic wage structure. The minimum guarantee for reporting to work was increased from 4 to 8 hours' pay.

Second year gains were devoted exclusively to pensions and were identical to those of the USA. For the third contract year, the new agreement provided for an 8.5-cent-an-hour general wage increase and the same weekly sickness and accident benefits granted workers represented by the USA.

Both the USA agreement, covering 12,500 employees, and the AWU contract, covering 9,000 workers, were scheduled to remain in effect through May 31, 1968.

June 1968–May 1971

Preliminary contract negotiations began in April 1968 in the aluminum industry to discuss contracts to expire May 31, 1968. Representatives of ALCOA and the other major basic producers met with negotiators for the two major unions, USA and AWU. Since the USA had recently reached new agreements in the can and non-ferrous industries, it appeared certain the unions would be seeking, as a minimum, comparable gains. In turn, the outcome in aluminum was particularly important as a prelude to bargaining to take place in the basic steel industry shortly thereafter.

USA

In late March 1968, the USA convened a meeting of its Aluminum Industry Conference to formulate demands to present to the aluminum industry. Top priority was given to achieving a substantial wage increase as well as to improving fringe benefits, including improved pension and insurance plans and increased premiums for overtime. Also included, though not achieved in the settlement, was a 95 percent income maintenance plan to aid employees transferred to lower job classifications as a result of production cutbacks.

Preliminary talks began with ALCOA on April 9, 1968. After a break in mid-April to discuss local issues, the company and union resumed formal negotiations on April 30.

On May 31, 1968, just before the strike deadline, ALCOA and the USA reached agreement on a 3-year contract. Wages were to be increased an average of 55.9 cents an hour over the 3 years of the contract. First-year changes, effective June 1, 1968, included a general wage increase of 20 cents an hour, plus an average of 8.2 cents from increased increments between job classifications, and 2.7 cents from the upgrading of jobs affecting 45 percent of the workers. Additional wage increases of 12 cents and 13 cents an hour were to go into effect the second and third years, respectively.

Benefit changes included increased pensions, hospitalization benefits, and Medicare reimbursement payments, plus elimination of both the \$200 surgical maximum and the \$2,500 lifetime maximum hospital-surgical-medical benefits for retirees. Pension eligibility was reduced to 10 years, and the age 40 requirement for deferred vested pensions was eliminated. To be added in 1970 were 1 paid holiday, 3 days' funeral leave, and paid leave for witness duty. Effective Jan. 1, 1971, the agreement called for increased weekly sickness and accident benefits, shift premium payments, and supplemental unemployment benefits.

The agreement also included three new features. The first, to take effect Jan. 1, 1969, was a vacation bonus of \$30 for each week of regular vacation time in addition to the regular vacation pay. The bonus would not apply to those years in which the employee received a 13-week extended vacation. The second, effective June 1, 1969, was a Survivor's Income Benefit providing \$100 a month for a dependent spouse of an employee—active or retired—who was at least 50 years of age with 15 years or more of service. This dependent would receive the benefit until he or she was remarried, employed, or eligible for Federal Social Security Benefits. The third, effective in 1970, provided a Major Medical plan to pay 80 percent of expenses resulting from sickness and

injury up to \$10,000 per individual per year.

The new agreement, affecting 11,000 workers at eight ALCOA plants, was in effect until May 31, 1971.

AWU

Negotiations that began on April 9, 1968 between ALCOA and AWU were discontinued so that local issues could be discussed; then national negotiations formally were resumed on April 30. Unlike the USA, however, the AWU failed to reach agreement by the midnight May 31 deadline, and the union struck both ALCOA and the Reynolds Metals Company. AWU accepted the basic package but not the breakdown agreed upon by the USA because most fringe benefits were deferred until the third year of the contract. Local issues, such as job assignment, parking, and working conditions, also were not settled.

With the help of Federal mediators, the union and the company were able to reach tentative agreement July 21, 1968, pending ratification by union locals. On July 29, the 7-week strike was ended at all but two locations, Lafayette, Ind. and Lebanon, Pa., both refusing to sign because of continued disagreement over local issues—job refusals at the Lafayette plant and staggered shifts and shift scheduling at Lebanon. On July 31, negotiations resumed with these two striking locals and final agreement was reached in early August.

The new 3-year AWU contract, effective July 21, 1968, contained essentially the same provisions as the USA agreement. The wage provision called for a 22-cent-an-hour increase the first year, 8 cents the second year, and 10 cents the third. In some instances, fringe benefits were to be put into effect earlier than under the USA agreement. The new contract which covered approximately 11,000 workers remained in effect until May 31, 1971.

June 1971–January 1974

The 15th Constitutional Convention of the USA was held September 28 – October 2, 1970 in Atlantic City, New Jersey. Representatives of all metalworking industries organized by the union, including aluminum, attended. Discussions focused on the bargaining program for 1970-71 negotiations with container, aluminum, copper, and basic steel companies. Proposals for the 1971 Wage Policy Statement were drafted for consideration by the Wage Policy Committee, which would be selected shortly after the convention.

After considering the recommendations, the Wage Policy Committee on November 18, 1970 issued its

Wage Policy Statement. Included in the Statement were proposals for a substantial wage increase, restoration of a cost-of-living escalator clause, liberalization of pension requirements and benefits, expansion of surviving spouse benefits, and improvements in the various group health plans. Special attention was given to broadening mental health treatment, a more comprehensive paid prescription drug program, and coverage for dental care.

Negotiations opened with the container industry in December 1970. Since contracts in this industry expired first, the USA hoped to make containers the “lead” industry and use the settlement there as a pattern for subsequent bargaining in other industries.

On February 15, 1971, three major can producers were struck, after an impasse in bargaining. The fourth (National Can Corporation) was not struck and an agreement was signed on February 15. On March 14, a settlement had been reached at the three struck firms and the strike ended. Terms, which were similar to those at National Can, included a first-year general wage increase of 50 cents an hour and 12½ cents in the second and third years. A cost-of-living clause was established, effective the second year, with unlimited quarterly adjustments and a 25-cent guarantee over the life of the contract. Broad improvements were made in pension and health and welfare benefits.

Because the Steelworkers’ Aluminum Industry Conference convened in Pittsburgh as the container settlement was being concluded, officers from 107 aluminum locals in the United States and Canada had the opportunity to set goals, based on the can agreement. At the conclusion of the conference, the delegates re-emphasized their determination to obtain substantial wage increases, a cost-of-living clause, and improved pension and health and welfare benefits.

An initial 3-day round of talks between the USA and representatives of ALCOA and Reynolds Metals Company was begun in New York on April 13 to outline the union’s position. After a recess to permit the companies to study the proposals, formal negotiations were resumed on April 27. Kaiser Aluminum and Chemical joined the talks on May 4, followed by Olin and Ormet on May 10. Bargaining on local issues and contract wording with the individual firms continued through May and steady progress was made.

On May 31, 1971, the day of contract expiration, ALCOA and the USA agreed on a 3-year pattern setting contract. Wages were to be increased an average of 85.9 cents an hour over 3 years. First-year changes, effective June 1, 1971, included a general wage increase of 50 cents an hour and a 0.5-cent increase in the increments between the 27 job classes. Additional general wage increases of 12.5 cents an hour and

0.4-cent increment increases were to go into effect in both the second and third years. A cost-of-living clause with quarterly reviews was re-established in the second year. The escalator had a June 1, 1973 guaranteed minimum of 12.5 cents an hour (regardless of the CPI movement) and a March 1, 1974 guarantee of 25 cents or 12.5 cents plus the allowance in effect on June 1, 1973—whichever was greater.

During the first year, survivor's benefits under the pension plan were increased to \$150 a month. The second year the following improvements were made: Benefits were increased \$15 a month for employees who retired before June 1, 1971; the \$60 deduction under the 1-percent formula was eliminated; the minimum benefit rate was increased to \$9 a month; the 40-year-service-credit limit that applied to minimum pensions was removed; the minimum disability pension was increased to \$150 a month; and the "magic number" formula was changed for employees who retired at 55 after 15 years instead of 20 years of service.

Maximum weekly Supplemental Unemployment Benefits were increased to \$82.50 for single employees who received State Unemployment Compensation and to \$110 for single employees who did not receive such benefits. Improvements also were made in the moving expense allowance, jury and witness pay, vacation bonus pay, and bereavement leave provisions.

Medical improvements, effective the first year, included coverage for emergency accident care performed in a physician's office, and increased company payments for Medicare Part B, to a maximum of \$7 a month. Life insurance benefits also were increased to \$8,000 for employees and retirees under 65 and to \$2,300 for retirees over 70.

A major change in the method of determining sickness and accident payments equalized benefits for all employees in each job grade regardless of seniority. Previously, those with 2 years or more of seniority received benefits equal to 28 times their average straight-time hourly earnings for the last quarter which ended 1 month or more before the beginning of the disability and those with less than 2 years received benefits ranging by job grade from \$73 to \$88 a week.

The agreement also established, effective July 12, 1971, a premium of 25 cents for all hours worked by employees whose regular schedule provided for non-consecutive days or weekend work. The contract covered 11,000 workers in 10 plants and was scheduled to expire May 31, 1974.¹²

AWU

Early on May 31, 1971, ALCOA and the AWU agreed on a 3-year settlement similar to the USA agreement, which Reynolds Metals Company had previously accepted. The agreement, which covered over 11,000 workers under the jurisdiction of the AWU plus 2,300 workers belonging to the Aluminum Trades Councils of Wenatchee and Vancouver, Washington, was ratified by all local unions.

The following tables bring the Aluminum Company of America Wage Chronology up to date through January 31, 1974.¹²

¹² In February 1974, the parties agreed on new 40-month contracts, 4 months in advance of the May 31, 1974, expiration date of the old agreements. Details of the negotiations and the resulting terms of the agreements, effective February 1, 1974, will be published in a supplement to this bulletin.

Table 1a. General wage changes¹ by plant and union, November 1939-December 1950

Plant, union, ² and date of change	Increase per hour	Plant, union, ² and date of change	Increase per hour
Alcoa, Tenn. (USA):		East St. Louis, Ill. (AWU):	
November 1939	—	November 1939	—
July 1940	\$0.02	November 1940	\$0.02–\$0.05
April 1941 .....	.08	May 1941 .....	.03
February 1942	Average .087	September 1942 .....	.07
August 1943 .....	.03	November 1945 .....	.10
February 1946 .....	.19	February 1946 .....	.09
April 1947 .....	.14	April 1947 .....	.10
June 1948 ³	\$0.10– .16	June 1948 ³ .....	.10– .16
October 1950	10 percent	January 1950	10.00– .13
December 1950 .....	.02	October 1950	10 percent
Badin, N.C. (USA):		December 1950 .....	.03
November 1939	—	Edgewater, N.J. (USA):	
July 1940 ⁴ .....	.02	November 1939	—
April 1941 .....	.08	April 1941 .....	.08
February 1942	Average .091	September 1942 .....	.05
August 1943 .....	.03	February 1946 .....	.19
February 1946 .....	.19	April 1947 .....	.12
April 1947 .....	.14	June 1948 ³ .....	.10– .16
June 1948 ³ .....	.10– .16	October 1950	10 percent
October 1950	10 percent	December 1950 .....	.00
December 1950 .....	.02	Lafayette, Ind. (AWU):	
Bauxite and Drury, Ark. (2 mines) (USA):⁵		October 1942 ⁴	—
November 1939	—	November 1945 .....	.10
July 1940 .....	.02	February 1946 .....	.09
April 1941 ⁴ .....	.08	April 1947 .....	.10
September 1942	6.05	June 1948 ³ .....	.10– .16
February 1946 .....	.19	October 1950	10 percent
April 1947 .....	.14	December 1950 .....	.03
June 1948 ³ .....	.10– .16	Massena, N.Y. (AWU):	
October 1950	10 percent	November 1939	—
December 1950 .....	.02	July 1940 .....	.02
Bridgeport, Conn. (USA):		May 1941 .....	.08
November 1939	—	September 1942 .....	.05
July 1940 .....	.02	February 1946 .....	.19
April 1941 .....	.08	April 1947 .....	.10
June 1941 .....	.03	June 1948 ³ .....	.10– .16
September 1942 ⁴ .....	.06	October 1950	10 percent
February 1946 .....	.19	December 1950 .....	.03
April 1947 .....	.12	Mobile, Ala. (USA):¹¹	
June 1948 ³ .....	.10– .16	April 1941 ⁴	—
October 1950	10 percent	September 1942 .....	.03– .13
December 1950 .....	.00	February 1946 .....	.19
Chillicothe, Ohio (AWU):		April 1947 .....	.14
April 1949 ⁴	—	June 1948 ³ .....	.10– .16
October 1950	10 percent	October 1950	10 percent
December 1950 .....	.03	December 1950 .....	.02
Cressona, Pa. (AWU):⁷		New Kensington, Pa. (USA):	
March 1943 ⁴	—	November 1939	—
October 1946 .....	.19	July 1940 .....	.02
June 1947 .....	.10	April 1941 .....	.08
June 1948 ³ .....	.10– .16	September 1942 .....	.05
October 1950	10 percent	February 1946 .....	.19
December 1950 .....	.03	April 1947 .....	.12
Davenport, Iowa (AWU):		June 1948 ³ .....	.10– .16
January 1950 ⁴	—	October 1950	10 percent
October 1950	10 percent	December 1950 .....	.00
December 1950 .....	.03	Point Comfort, Tex. (USA):¹²	
Detroit, Mich. (USA):		October 1950	(13)
November 1939	—	December 1950 .....	.03
July 1940 .....	.02	Richmond, Ind. (USA):	
April 1941 .....	.08	August 1947 ⁴	—
September 1942	8.06	June 1948 ³ .....	.10– .16
February 1946 .....	.19	October 1950	10 percent
April 1947 .....	.12	December 1950 .....	.00
June 1948 ³ .....	.10– .16		
October 1950	10 percent		
December 1950 .....	.00		

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

The changes listed above are the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings created by incentive systems and other factors, the total of the general changes listed will not necessarily coincide with the changes in straight-time average hourly earnings over the period.

² Union representation in 1950.

³ Increases were as follows:

<i>Current rate</i>	<i>Amount of increase (in cents)</i>
Up to \$1.04	10
\$1.05 to \$1.14	11
\$1.15 to \$1.24	12
\$1.25 to \$1.34	13
\$1.35 to \$1.44	14
\$1.45 to \$1.54	15
\$1.55 and over	16

Averaged over all plants, the increase amounted to approximately 12 cents an hour.

⁴ For plants coming under union agreements after 1939, this footnote indicates the date of earliest coverage. Changes put into effect before such coverage are shown only if this information was readily available.

⁵ The parties negotiated, subject to Wage Stabilization Board approval, an agreement providing a 9-cent-an-hour increase plus an additional 1 cent in the base labor classification, effective Feb. 5, 1951, for these operations.

⁶ Plus inequity increases of 3 to 5 cents.

⁷ Represented by USA before 1946.

⁸ 8-cents-an-hour increase in hiring rate, 10 cents in common labor rate; progression period from hiring to job rate decreased from 4 weeks to 1 week.

⁹ 6-cents-an-hour increase to mechanics.

¹⁰ Average increase – 5 cents and hour.

¹¹ Represented by AWU before 1945.

¹² Organized and covered by collective bargaining agreement for first time in 1950.

¹³ The general wage change consisted of a 10-cent-an-hour increase plus an additional 5 cents for laborers and potmen, effective in September 1950, and a supplemental amount sufficient to bring the total to 10 percent in October 1950.

Table 1b. General wage changes¹, March 1952-December 1973

Effective date ²	Provision	Applications, exceptions, and other related matters
Mar. 10, 1952 (AWU, by agreement of July 3, 1952, and USA, by agreement of July 28, 1952).	10 - percent increase, averaging approximately 15 cents an hour. Minimum increase: 12 cents an hour.	Approved by WSB on July 25 (AWU) and July 29, 1952 (USA). The AWU agreement contained an escalator clause providing for a quarterly adjustment of 1 cent an hour for each 1-point advance in the Bureau of Labor Statistics Consumer Price Index (BLS-CPI - old series, 1935-39=100) over the May 15, 1952 base. ³
July 1, 1952 (AWU and USA, by agreements of above dates).	4-cent-an-hour increase.	Approved by WSB on dates listed above. The AWU agreement provided for an additional 3 cents an hour for workers at the Port Lavaca, Tex., plant, to decrease the North-South differential; and for 4 cents an hour increases on July 1 of each year from 1952 to 1956. Provision was made to add 1 cent an hour to the annual increase (to 5 cents) if the CPI rose to 200 or over. The only annual increase approved by WSB at this time was for 1952.
Aug. 1, 1952 (AWU). Nov. 1, 1952 (AWU). Jan. 1, 1953 (by agreement of Aug. 5, 1952-AWU and July 28, 1952-USA).	No change . 1-cent-an-hour increase	The USA agreement provided for an additional 3 cents an hour for workers at the Alcoa, Tenn., Badin, N.C., Bauxite and Drury, Ark., Mobile, Ala., and Richmond, Ind., plants to decrease the North-South differential. The average increase for the entire unit was 1.5 cents an hour. Quarterly cost-of-living review. Quarterly cost-of-living allowance. Approved by WSB Aug. 27, 1952, for Port Lavaca, Tex., plant (AWU), additional 2 cents an hour to decrease further the North-South differential. Approved by WSB July 29, 1952, for USA southern plants, additional 2 cents to decrease differential. The average increase for the entire unit was 1 cent an hour.
Feb. 1, 1953 (AWU). May 3, 1953 (AWU, ⁴ by agreement dated Apr. 16, 1953).	1-cent-an-hour decrease . 1-cent-an-hour increase .	Quarterly cost-of-living adjustment. Quarterly cost-of-living allowance. Based on revised series CPI (1947-49=100). ⁵
July 1, 1953 (AWU, by agreement dated Aug. 1, 1952).	4-cent-an-hour increase .	Annual increase.
July 13, 1953 (AWU, by agreement dated July 9, 1953).	4.5-cent-an-hour increase.	The agreement also raised the annual increase for July 1, 1954, 1955, and 1956 to 5 cents.
July 13, 1953 (USA, by agreement dated July 10, 1953).	8.5-cent-an-hour increase.	
July 13, 1953 (USA, by agreement of Sept. 11, 1953).	.....	Additional wage increases of 2 to 8 cents an hour for one-third of employees at Mobile, Ala.
Aug. 1, 1953 (AWU).	1-cent-an-hour increase.	Quarterly cost-of-living allowance.
Nov. 2, 1953 (AWU).	1-cent-an-hour increase.	Quarterly cost-of-living allowance.
Jan. 4, 1954 (AWU and USA, by agreements of July 1953).	.....	Additional 2-cent-an-hour increase at the following plants: Bauxite and Drury, Ark. (mines), Bauxite, Ark. (refinery), and Richmond, Ind., eliminating the geographic differential at these locations; and at Alcoa, Tenn., Badin, N.C., Mobile, Ala., and Rockdale, Tex. (all USA), and Port Lavaca, Tex. (AWU). ⁶ Under the amended USA wage study agreement, by July 1, 1954, the lowest rate at Alcoa, Badin, Rockdale, and Mobile is to be the same as the lowest in the male rate structure at New Kensington, Pa., provided the lowest paid job classifications are the same.
Feb. 7, 1954 (AWU).	No change.	Quarterly cost-of-living review.
May 2, 1954 (AWU).	No change.	Quarterly cost-of-living review.

See footnotes at end of table.

Table 1b. General wage changes¹, March 1952-December 1973—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
<p>July 1, 1954 (AWU agreement dated July 9, 1953). Aug. 1, 1954 (AWU). Aug. 1, 1954 (USA agreement dated Aug. 1, 1954).</p>	<p>5-cent-an-hour increase. No change. 5-cent-an-hour increase.</p>	<p>Annual increase. Quarterly cost-of-living review. In addition, company to pay 3 cents per man-hour into a fund to correct intra- and interplant wage inequities upon completion of wage study.</p>
<p>Nov. 1, 1954 (AWU).</p>	<p>1-cent-an-hour decrease.</p>	<p>At the Port Lavaca, Tex., plant, a 3-cent cost-of-living allowance incorporated into base rates.⁷ Quarterly adjustment of cost-of-living allowance; 2 cents of allowance remained.</p>
<p>Feb. 1, 1955 (AWU). May 1, 1955 (AWU) July 1, 1955 (AWU agreement dated July 9, 1953).</p>	<p>No change. No change. 5-cent-an-hour increase.</p>	<p>Quarterly cost-of-living review. Quarterly cost-of-living review. Annual increase.</p>
<p>Aug. 1, 1955 (AWU wage agreement dated July 29, 1955).</p>	<p>6.5-cent-an-hour general wage-rate increase, including 2 cents to offset discontinuance of cost-of-living allowance, plus job classification adjustments averaging 3.5 cents an hour (net increase, 8 cents).</p>	<p>In addition, agreement provided for: Inauguration of joint study of wage structure, with company payment of 3 cents per man-hour into fund to correct intra- and/or interplant wage inequities upon completion of wage study; discontinuance of probationary (hiring) rates at Massena, N.Y., Lafayette, Ind., and Lancaster, Pa.; equalization of rates for janitors at Lancaster, Pa., with the male base labor rate; increase of women's rates below base labor rate by half the differential at East St. Louis, Ill., Lancaster, Pa., and Chillicothe, Ohio; discontinuance of escalator clause.</p>
<p>Aug. 1, 1955 (USA memorandum of settlement dated July 30, 1955).</p>	<p>11.5-cent-an-hour general wage increase plus increase in increments between job classes, averaging 3.5 cents an hour total, 15 cents).</p>	<p>In addition, agreement provided for: (1) Continuance of 3 cents a man-hour company payments into a wage-study fund (workers received lump-sum payment of 3 cents for each hour worked from Aug. 1, 1954, through July 31, 1955, pending completion of wage study); (2) elimination of all probationary (hiring) rates; (3) equalization of job classification rates for janitors, sweepers, or directly comparable jobs with base labor rate at each plant; (4) increase of women's rates at the Cooking Utensil Division at New Kensington, Pa., that were below those of male classifications from which employees are regularly assigned, and rates of women below base labor rates in this division at the Collapsible Tube Department at Edgewater, N.J., and the Aluminum Seal Division at Richmond, Ind., by one-half the differential; (5) elimination of sex differential at all other plants.</p>
<p>Apr. 2, 1956 (USA wage-study settlement dated Mar. 26, 1956—retroactive to Aug. 1, 1955).</p>	<p>3-cent-an-hour average increase, not including cost of red-circle rates.</p>	<p>Result of completion of wage study program: Increases ranged up to 30 cents an hour for about two-thirds of the employees represented by the union. In addition, initial cost of maintenance of red-circle rates estimated to be 1.3 cents per man-hour when averaged over all employees represented by the union. Uniform number of job classes with identical rates established at all plants except Edgewater, N.J., and Detroit, Mich., with increments between job classes established at 4 cents at all plants except Edgewater and Detroit where they were 3.8 and 3.7 cents, respectively (see table 2a); sex differential eliminated.</p>

See footnotes at end of table.

Table 1b. General wage changes¹, March 1952-December 1973—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Aug. 1, 1956 (AWU memorandum of settlement dated July 31, 1956).	9.5-cent-an-hour general increase.	<p>Proportionate increase in incentive earnings. Company to continue 3 cents a man-hour payments into the wage-study fund, supplemented by 2.25 cents on Aug. 1, 1956, and 1.5 cents more on Aug. 1, 1957, and 1958 (workers received lump-sum payment of 3 cents for each hour worked from Aug. 1, 1955, through July 31, 1956, pending completion of wage study).</p> <p>Deferred increases: 7 cents an hour across the board on Aug. 1, 1957, and 8 cents on Aug. 1, 1958; an additional 2 cents an hour paid into wage study fund for individual classification adjustments and increment increases effective Aug. 1, 1957.</p> <p>Reinstated escalator clause, providing for semiannual cost-of-living adjustments based on new formula: 1 cent an hour added to straight-time hourly earnings for alternating 0.4- or 0.5-point changes in the BLS-CPI above a level of 116.2 (1947-49=100). No reductions in the cost-of-living allowance unless the decline in the index warrants a wage decrease of at least 2 cents.⁸</p>
Aug. 1, 1956 (USA agreement dated Aug. 9, 1956)	9.5-cent-an-hour general increase, plus 0.3-cent increase in increments between job classes, averaging 2.25 cents an hour (total, 11.75 cents).	<p>Proportionate increase in incentive earnings.</p> <p>Deferred increases: 7 cents an hour general wage increase, plus 0.2-cent increase in increments between job classes effective Aug. 1, 1957; and 8-cent an hour general wage increase, plus 0.2-cent increase in increments between job classes effective Aug. 1, 1958; additional 2 cents an hour, effective Aug. 1, 1957, for modifying established rate ranges or making such necessary corrections in previous evaluations as determined by the wage-study committee established by agreement of Mar. 26, 1956. If the cost to the company proved to be less than 2 cents an hour, the difference to be applied to widen the increments between job classes.</p> <p>Escalator clause established similar to that in the steel industry; see AWU settlement dated July 31, 1956.⁸</p> <p>Semiannual adjustment of cost-of-living allowance.</p>
First pay period beginning in Feb. 1957 (AWU and USA).	3-cent-an-hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.
Apr. 1, 1957 (AWU wage-study settlement dated Mar. 14, 1957—retroactive to Aug. 1, 1956).	Average 5.25-cent-an-hour increase, not including cost of red-circle rates.	Result of completion of wage-study program; in addition, initial cost of maintaining red-circle rates estimated to average 1.8 cents per man-hour. ⁹
Aug. 1, 1957 (AWU memorandum of settlement dated July 31, 1956).	7-cent-an-hour general increase, plus widening of increments between job classes and other wage structure adjustments, averaging 3.5 cents (total, 10.5 cents).	Deferred increase. Proportionate increase in incentive earnings.
Aug. 1, 1957 (USA agreement dated Aug. 9, 1956).	7.4-cent-an-hour general increase, plus 0.4-cent increase in increments between job classes, averaging 2.8 cents, plus 0.2 cent for classification adjustments (total 10.4 cents). ¹⁰	Deferred increase. Proportionate increase in incentive earnings.
First pay period beginning in August 1957 (AWU and USA).	4-cent-an-hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.
First pay period beginning in February 1958 (AWU and USA).	5-cent-an-hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.

See footnotes at end of table.

Table 1b. General wage changes¹, March 1952-December 1973—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
Aug. 1, 1958 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	8-cent-an-hour general increase plus 0.2-cent increase in increments between job classes, resulting in added increases up to 5.4 cents for top grade. Total increase estimated to average 9.8 cents an hour in base rates.	Deferred increase. Proportionate increase in incentive earnings. AWU—Increments at the Chillicothe (Ohio) and Cressona (Pa.) plants, were increased 0.5 cent and 0.3 cent, respectively. Increase in increments between job classes at all AWU plants resulted from completion of wage-study program under terms of July 31, 1956 memorandum of settlement, which provided for final contribution to fund of 1.5 cents.
First pay period beginning in August 1958 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	4-cent-an-hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.
First pay period beginning in February 1959 (AWU and USA).	1-cent-an-hour allowance added to straight-time hourly earnings.	Semiannual adjustment of cost-of-living allowance.
Aug. 1, 1959 (USA and AWU agreements dated Dec. 19, 1959).	Increases, estimated to average 4.8 cents an hour.	Agreements also provided increases on Aug. 1 of 1960 and 1961. See provisions reported below under these dates. Agreements contained the following provisions regarding cost-of-living allowance: (1) Continued the 17-cent-an-hour allowance, (2) froze allowance until Aug. 1, 1960, (3) provided for review on Aug. 1, 1960, Feb. 1 and Aug. 1, 1961, and Feb. 1, 1962, and (4) continued existing formula but limited increase to 6 cents, of which maximum of 3 cents could be effective Aug. 1, 1960, to July 31, 1961. ¹¹
	USA—At 11 of 13 plants, 5-cent-an-hour general increase.	Hourly rates at the Edgewater (N.J.) plant were increased 3.1 cents plus an 0.1-cent increase in increments between job classes; rates at the Detroit (Mich.) plant were increased 1.1 cents plus an 0.2-cent increase in job increments.
	AWU—At 5 of 9 plants, 5-cent-an-hour general increase plus 0.1-cent increase in increments between job classes, resulting in added increases up to 2.7 cents for top grade.	Red-circle rates increased by amount applicable increment increase exceeded differential; where differential exceeded increment increase, it was reduced by amount of such increase.
	Increases, estimated to average 7.1 cents an hour.	Hourly rates at the East St. Louis (Ill.) and Davenport (Iowa) plants were increased 3 cents, and at the Vancouver and Wenatchee (Wash.) plants, 3 cents plus a 0.3-cent increase in increments between job classes.
Aug. 1, 1960 (USA and AWU agreements dated Dec. 19, 1959).	USA—At 11 of 13 plants, 7.3-cent-an-hour general increase.	Workers in red-circle (out-of-line) jobs did not receive increment increases. In effect, increases in increments applied toward reduction of differentials between out-of-line rates and evaluated job rates.
	AWU—General increases of 4 to 7.1 cents an hour and increases in increments between job class rates of 0.1 and 0.2 cent, resulting in increases of 2.7 and 5.4 cents for top job grades.	Deferred increase.
		Hourly rates were increased 6.3 cents at the Edgewater plant and 6 cents at the Detroit plant.
		Hourly rates were increased 7.1 cents plus increase in increments of 0.2 cent at Chillicothe, Cressona, and Lancaster, plants, 7.1 cents plus 0.1 cent at Lafayette and Massena, 6 cents plus 0.1 cent at East St. Louis, 4 cents plus 0.2 cent at Vancouver and Wenatchee, and 4 cents plus 0.1 cent at Davenport.

See footnotes at end of table.

Table 1b. General wage changes¹, March 1952-December 1973—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
First pay period beginning in August 1960 (USA and AWU).	3-cent-an-hour allowance added to straight-time hourly earnings.	Adjustment of cost-of-living allowance.
First pay period beginning in February 1961 (USA and AWU).	No change.	Maximum allowance permissible at this time already in effect as result of August 1960 review.
Aug. 1, 1961 (USA and AWU agreements dated Dec. 19, 1959).	Increases, estimated to average 8.9 cents an hour.	Deferred increase.
	USA—At 11 of 13 plants, 7.4-cent-an-hour general increase plus 0.2-cent increase in increments between job classes, resulting in added increases up to 5.4 cents for top grade. AWU—At 4 plants, 8-cent-an-hour general increase plus 0.2-cent increase in increments between job classes, resulting in added increases up to 5.4 cents for top grade.	Hourly rates were increased 6 cents at the Edgewater and Detroit plants, plus 0.2-cent increase in increments. Hourly rates were increased 8 cents plus 0.3 cent at Cresonna, 7.5 cents plus 0.2 cent at East St. Louis, and 4.5 cents plus 0.2 cent at Davenport, Vancouver, and Wenatchee.
First pay period beginning in August 1961 (USA and AWU).	3-cent-an-hour allowance added to straight-time hourly earnings.	Adjustment of cost-of-living allowance.
First pay period beginning in February 1962 (USA and AWU).	No change.	Maximum allowance permissible at this time already in effect as result of August 1961 review.
Aug. 1, 1962 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).	.....	Escalator clause discontinued: 23-cent-an-hour cost-of-living allowance in effect continued for term of agreement.
July 26, 1963 (USA agreement of same date, AWU agreement dated July 30, 1963).	.....	Continued: 23-cent-an-hour cost-of-living allowance.
June 1, 1965 (USA and AWU agreements of same date).	Increases estimated to average 12 cents an hour.	Agreement also provided deferred increases, effective June 1, 1967. In addition, agreements incorporated 23-cent cost-of-living allowance into base rates.
	USA—10-cent-an-hour general increase plus 0.2-cent increase in increments between job grades, resulting in added increases up to 5.2 cents for top classification. AWU—13.5-cent-an-hour general increase.	USA—In addition job grades 1 and 2 combined at wage rate for grade 2 and up to 0.35 cents an hour, averaged over the entire bargaining unit, allocated to adjust wage rates of specified mill clerical and relief job classifications.
June 1, 1967 (USA and AWU agreements of June 1, 1965).	Increases estimated to average 8.5 cents an hour. USA—7 cent-an-hour general increase plus 0.2-cent increase in increments between job grade resulting in added increases up to 5.2 cents for top classification. AWU—8.5-cent-an-hour general increase.	Deferred increase.

See footnotes at end of table.

Table 1b. General wage changes¹, March 1952-December 1973—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
June 1, 1968 (USA agreement of same date).	20-cent-an-hour general increase, plus an average of 8.2 cents, resulting from a 1-cent increase in increments between job classifications and an average of 2.7 cents resulting from upgrading jobs affecting 45 percent of the employees.	Agreement also provided for deferred increases in 1969 and 1970.
July 21, 1968 (AWU agreement of same date).	22-cent-an-hour general increase, plus an average of 7.7 cents, resulting from 1-cent increase in increments between job classifications.	Agreement also provided for deferred increases in 1969 and 1970.
June 1, 1969 USA agreement dated June 1, 1968, AWU agreement dated July 21, 1968).	USA—12-cent-an-hour general increase. AWU—8-cent-an-hour general increase, plus an average of 1.5 cents, resulting from a 0.2-cent increase in increments between job classifications.	Deferred increases.
June 1, 1970 (USA agreement date June 1, 1968, AWU agreement dated July 21, 1968).	USA—13-cent-an-hour general increase. AWU—10-cent-an-hour general increase, plus an average of 2.3 cents, resulting from a 0.3-cent increase in increments between job classifications.	Deferred increases.
June 1, 1971 (USA and AWU agreements of same date).	50-cent-an-hour general increase, plus an average of 4.5 cents, resulting from a 0.5-cent increase in increments between job classifications.	Agreement also provided for (1) deferred increases in 1972 and 1973 and (2) for re-establishment of cost-of-living escalator clause, with quarterly adjustments ¹² beginning June 1, 1972, calculated at 1 cent for each 0.4-point change in the BLS-CPI (1957-59=100). Except for the first review, which was to be based on a 1-month index change (between the April 1972 base month and May 1972), reviews were to be made quarterly based on changes in the index from the base using indexes for July, October, January, and April, with the allowance guaranteed to be 12.5 cents beginning with the June 1, 1973 adjustment date and 25 cents (or 12.5 cents more than the June 1973 allowance, whichever was greater), beginning with the March 1, 1974 adjustment date.
June 1, 1972 (USA and AWU agreements of June 1, 1971).	12.5-cent-an-hour general increase plus an average of about 3.2 cents, resulting from a 0.4-cent increase in increments between job classifications.	Deferred increase.
June 1, 1972 (USA agreement of June 1, 1971).	1-cent-an-hour increase Average 5.1-cent an-hour increase.	Quarterly adjustment of cost-of-living allowance. Wage manual adjustment.
Sept. 1, 1972	2-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 1, 1972	3-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 1, 1973	3-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1973	9-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

Table 1b. General wage changes¹, March 1952-December 1973—Continued

Effective date ²	Provision	Applications, exceptions, and other related matters
June 1, 1973 (USA and AWU agreements of June 1, 1971).	12.5-cent-an-hour general increase plus an average of about 3.6 cents, resulting from a 0.4-cent increase in increments between job classifications.	Deferred increase.
Sept. 1, 1973	6-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 1, 1973	11-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.

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

The changes listed are the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings created by incentive systems and other factors, the total of the general changes listed will not necessarily coincide with the changes in straight-time average hourly earnings over the period.

² Dates of agreements do not always correspond to the dates on which settlements were negotiated and hence do not necessarily indicate the sequence of bargaining.

³ The agreement provided for the following changes:

<i>Consumer Price Index (1935-39 = 100)</i>	<i>Cost-of-living allowance (in cents per hour)</i>
190.4–191.3	None
191.4–192.3	1
192.4–193.3	2
and so forth, with a 1-cent-an-hour change for each 1-point change in the index.	

⁴ Formerly the International Council of Aluminum Workers' Unions (AFL). Chartered on Mar. 2, 1953, as the Aluminum Workers International Union (AFL).

⁵ Pursuant to the announcement of discontinuance of the Old Series Consumer Price Index, the parties agreed to the following basis of conversion (agreement of Apr. 16, 1953):

“Step I. Conversion from the Old Series to the Adjusted Series”

“In order to retain the Aug. 1, 1952 base in approximately the same relative position, but effective only for any adjustments or reopening rights after Apr. 30, 1953, the interim Adjusted Series Index was substituted for the Old Series Index and the Table revised to begin with the May 1952 Adjusted Series Index figure 189.0 instead of the May 1952 Old Series Index figure of 190.4, with a 1-cent change for each 1-point change in the Adjusted Series Index. The Old Series figure of ‘200 or more’ was converted to ‘196.6 or more’ under the Adjusted Series.”

“Step II. Conversion from the Adjusted Series to the Revised Series”

“Effective only for any adjustments or reopening rights after Apr. 30, 1953, the Revised Series Index was substituted for the Adjusted Series Index. The Table was again revised by converting the Adjusted Index figure 189.0 to the Revised Series Index figure 113.0, with a 1-cent change for each 0.6-point change in the Revised Series Index. Likewise, the Adjusted Series Index figure ‘196.6 or more’ was converted to the figure ‘118.8 or more’ under the Revised Series. . .

Revised table

<i>Consumer Price Index (1947-49 = 100)</i>	<i>Cost-of-living allowance (in cents per hour)</i>
113.0-113.5	None
113.6-114.1	1
114.2-114.7	2
and so forth, with a 1-cent-an-hour change for each 0.6-point change in the index.	

⁶ The July 1, 1952, 3-cent adjustment for the Port Lavaca, Tex., plant, reported in Supplement No. 2 as having been approved by the Wage Stabilization Board on July 25, 1952, was not approved by the Board until Aug. 27, 1952.

⁷ Representation of this plant shifted to the Steelworkers in 1954.

⁸ The new agreements provided that semiannual cost-of-living adjustments be based on the BLS-CPI for the index months of November and May, with the June 1956 index of 116.2 (1947-49 = 100) as a base. The increases were to be effective in February and August and were to be based on the following formula:

<i>Consumer Price Index (1947-49 = 100)</i>	<i>Cost-of-living allowance (in cents per hour)</i>
116.5 or less	None
116.6 to 117.0	1
117.1 to 117.4	2
117.5 to 117.9	3
118.0 to 118.3	4
and so forth, with 1 cent adjustments added to straight-time hourly earnings for alternating 0.4- or 0.5-point changes in the index, and with downward adjustments occurring only when the index declines sufficiently to warrant a 2-cent adjustment.	

Examples of the application of the formula for determining changes in the cost-of-living allowance are shown in the following tabulation:

<i>Change in cost-of-living allowance in cents according to formula</i>	<i>Actual cost-of-living adjustment (in cents per hour)</i>
+4	4
+3	7
-2	5
-1	5
-1	3
+2	5
-1	5
+1	5
-1	5
+2	6
-3	3
-1	3
-1	1
-3	None
+2	None

⁹ The provision for maintaining red-circle rates under this agreement differed from that in the USA agreement. The AWU agreement provided that existing rates for a job that exceeded those resulting from the wage-study would be maintained for new workers in these jobs; the red-circle rates under the USA agreement applied to individuals and not to jobs. The widening of increments among job classes due in 1957 and 1958 did not apply to red-circle jobs or rates.

¹⁰ Included 2-cent allocation for wage-study and wage-structure adjustments distributed as follows: 0.4 cent across the board; 1.4 cents for cost of 0.2-cent increase in increments between job classes; and 0.2 cent for classification adjustment.

11 The new contracts provided that the maximum total adjustment in effect between the first payroll period on or after Aug. 1, 1960, and July 31, 1962, was as follows:

<i>Time</i>	<i>Maximum total adjustment</i>
Aug. 1, 1960, to July 31, 1961	20 cents
Aug. 1, 1961, to July 31, 1962	23 cents

12 The cost-of-living allowance was to be paid as an adder and applied only to hours worked and certain allowed time hours.

Table 2a. Standard hourly rates¹ in plants organized by USA, 1956-67

Job grade	Effective date											
	Apr. 2, 1956			Aug. 1, 1956			Aug. 1, 1957			Aug. 1, 1958		
	Edge-water, N.J.	Detroit, Mich.	Other plants	Edge-water, N.J.	Detroit, Mich.	Other plants	Edge-water, N.J.	Detroit, Mich.	Other plants	Edge-water, N.J.	Detroit, Mich.	Other plants
1	\$1.830	\$1.870	\$1.745	\$1.925	\$1.965	\$1.840	\$1.999	\$2.039	\$1.914	\$2.079	\$2.119	\$1.994
2	1.868	1.907	1.785	1.966	2.005	1.883	2.044	2.083	1.961	2.126	2.165	2.043
3	1.906	1.944	1.825	2.007	2.045	1.926	2.089	2.127	2.008	2.173	2.211	2.092
4	1.944	1.981	1.865	2.048	2.085	1.969	2.134	2.171	2.055	2.220	2.257	2.141
5	1.982	2.018	1.905	2.089	2.125	2.012	2.179	2.215	2.102	2.267	2.303	2.190
6	2.020	2.055	1.945	2.130	2.165	2.055	2.224	2.259	2.149	2.314	2.349	2.239
7	2.058	2.092	1.985	2.171	2.205	2.098	2.269	2.303	2.196	2.361	2.395	2.288
8	2.096	2.129	2.025	2.212	2.245	2.141	2.314	2.347	2.243	2.408	2.441	2.337
9	2.134	2.166	2.065	2.253	2.285	2.184	2.359	2.391	2.290	2.455	2.487	2.386
10	2.172	2.203	2.105	2.294	2.325	2.227	2.404	2.435	2.337	2.502	2.533	2.435
11	2.210	2.240	2.145	2.335	2.365	2.270	2.449	2.479	2.384	2.549	2.579	2.484
12	2.248	2.277	2.185	2.376	2.405	2.313	2.494	2.523	2.431	2.596	2.625	2.533
13	2.286	2.314	2.225	2.417	2.445	2.356	2.539	2.567	2.478	2.643	2.671	2.582
14	2.324	2.351	2.265	2.458	2.485	2.399	2.584	2.611	2.525	2.690	2.717	2.631
15	2.362	2.388	2.305	2.499	2.525	2.442	2.629	2.655	2.572	2.737	2.763	2.680
16	2.400	2.425	2.345	2.540	2.565	2.485	2.674	2.699	2.619	2.784	2.809	2.729
17	2.438	2.462	2.385	2.581	2.605	2.528	2.719	2.743	2.666	2.831	2.855	2.778
18	2.476	2.499	2.425	2.622	2.645	2.571	2.764	2.787	2.713	2.878	2.901	2.827
19	2.514	2.536	2.465	2.663	2.685	2.614	2.809	2.831	2.760	2.925	2.947	2.876
20	2.552	2.573	2.505	2.704	2.725	2.657	2.854	2.875	2.807	2.972	2.993	2.925
21	2.590	2.610	2.545	2.745	2.765	2.700	2.899	2.919	2.854	3.019	3.039	2.974
22	2.628	2.647	2.585	2.786	2.805	2.743	2.944	2.963	2.901	3.066	3.085	3.023
23	2.666	2.684	2.625	2.827	2.845	2.786	2.989	3.007	2.948	3.113	3.131	3.072
24	2.704	2.721	2.665	2.868	2.885	2.829	3.034	3.051	2.995	3.160	3.177	3.121
25	2.742	2.758	2.705	2.909	2.925	2.872	3.079	3.095	3.042	3.207	3.223	3.170
26	2.780	2.795	2.745	2.950	2.965	2.915	3.124	3.139	3.089	3.254	3.269	3.219
27	2.818	2.832	2.785	2.991	3.005	2.958	3.169	3.183	3.136	3.301	3.315	3.268
28	2.856	2.869	2.825	3.032	3.045	3.001	3.214	3.227	3.183	3.348	3.361	3.317

	Effective date												
	Aug. 1, 1959			Aug. 1, 1960			Aug. 1, 1961			June 1, 1965 ³		June 1, 1967	
	Edge-water, N.J.	Detroit, Mich.	Other plants ²	Edge-water, N.J.	Detroit, Mich.	Other plants ²	Edge-water, N.J.	Detroit, Mich.	Other plants ²	Edge-water, N.J.	Other plants ⁴	Edge-water, N.J.	Other plants
1	\$2.110	\$2.130	\$2.044	\$2.173	\$2.190	\$2.117	\$2.233	\$2.25	\$2.191	\$2.613	\$2.572	\$2.683	\$2.642
2 ⁵	2.158	2.178	2.093	2.221	2.238	2.166	2.283	2.30	2.242	2.613	2.572	2.683	2.642
3	2.206	2.226	2.142	2.269	2.286	2.215	2.333	2.35	2.293	2.665	2.625	2.737	2.697
4	2.254	2.274	2.191	2.317	2.334	2.264	2.383	2.40	2.344	2.717	2.678	2.791	2.752
5	2.302	2.322	2.240	2.365	2.382	2.313	2.433	2.45	2.395	2.769	2.731	2.845	2.807
6	2.350	2.370	2.289	2.413	2.430	2.362	2.483	2.50	2.446	2.821	2.784	2.899	2.862
7	2.398	2.418	2.338	2.461	2.478	2.411	2.533	2.55	2.497	2.873	2.837	2.953	2.917
8	2.446	2.466	2.387	2.509	2.526	2.460	2.583	2.60	2.548	2.925	2.890	3.007	2.972
9	2.494	2.514	2.436	2.557	2.574	2.509	2.633	2.65	2.599	2.977	2.943	3.061	3.027
10	2.542	2.562	2.485	2.605	2.622	2.558	2.683	2.70	2.650	3.029	2.996	3.115	3.082
11	2.590	2.610	2.534	2.653	2.670	2.607	2.733	2.75	2.701	3.081	3.049	3.169	3.137
12	2.638	2.658	2.583	2.701	2.718	2.656	2.783	2.80	2.752	3.133	3.102	3.223	3.192
13	2.686	2.706	2.632	2.749	2.766	2.705	2.833	2.85	2.803	3.185	3.155	3.277	3.247
14	2.734	2.754	2.681	2.797	2.814	2.754	2.883	2.90	2.854	3.237	3.208	3.331	3.302
15	2.782	2.802	2.730	2.845	2.862	2.803	2.933	2.95	2.905	3.289	3.261	3.385	3.357
16	2.830	2.850	2.779	2.893	2.910	2.852	2.983	3.00	2.956	3.341	3.314	3.439	3.412
17	2.878	2.898	2.828	2.941	2.958	2.901	3.033	3.05	3.007	3.393	3.367	3.493	3.467
18	2.926	2.946	2.877	2.989	3.006	2.950	3.083	3.10	3.058	3.445	3.420	3.547	3.522
19	2.974	2.994	2.926	3.037	3.054	2.999	3.133	3.15	3.109	3.497	3.473	3.601	3.577
20	3.022	3.042	2.975	3.085	3.102	3.048	3.183	3.20	3.160	3.549	3.526	3.655	3.632
21	3.070	3.090	3.024	3.133	3.150	3.097	3.233	3.25	3.211	3.601	3.579	3.709	3.687
22	3.118	3.138	3.073	3.181	3.198	3.146	3.283	3.30	3.262	3.653	3.632	3.763	3.742
23	3.166	3.186	3.122	3.229	3.246	3.195	3.333	3.35	3.313	3.705	3.685	3.817	3.797
24	3.214	3.234	3.171	3.277	3.294	3.244	3.383	3.40	3.364	3.757	3.738	3.871	3.852
25	3.262	3.282	3.220	3.325	3.342	3.293	3.433	3.45	3.415	3.809	3.791	3.925	3.907
26	3.310	3.330	3.269	3.373	3.390	3.342	3.483	3.50	3.466	3.861	3.844	3.979	3.962
27	3.358	3.378	3.318	3.421	3.438	3.391	3.533	3.55	3.517	3.913	3.897	4.033	4.017
28	3.406	3.426	3.367	3.469	3.486	3.440	3.583	3.60	3.568	3.965	3.950	4.087	4.072

¹ The rates shown include only that portion of the cost-of-living allowance incorporated into base rates on dates shown in table 1b.

² The USA contract dated Dec. 19, 1959 included workers at Torrance, Calif. (Rome Cable Corp., a subsidiary of Alcoa).

³ Escalator clause discontinued Aug. 1, 1962; 23-cent-an-hour allowance in effect at that time continued and incorporated into basic hourly rates on June 1, 1965.

⁴ Plants at Alcoa, Tenn.; Badin, N.C.; Bauxite, Ark. (2 plants); Mobile, Ala.; New Kensington, Pa.; Point Comfort, Tex.; Richmond, Ind.; Rockdale, Tex.; and Torrance, Calif.. Detroit, Mich. plant closed before June 1, 1965.

⁵ Under the agreement of June 1, 1965, workers in job class 1 were moved up to job class 2.

Table 2b. Standard hourly rates in plants organized by USA,¹ 1968-73

Job grade	Effective date					
	June 1, 1968	June 1, 1969	June 1, 1970	June 1, 1971 ²	June 1, 1972	June 1, 1973
1 and 2	\$2.842	\$2.962	\$3.092	\$3.592	\$3.717	\$3.842
3	2.907	3.027	3.157	3.662	3.791	3.920
4	2.972	3.092	3.222	3.732	3.865	3.998
5	3.037	3.157	3.287	3.802	3.939	4.076
6	3.102	3.222	3.352	3.872	4.013	4.154
7	3.167	3.287	3.417	3.942	4.087	4.232
8	3.232	3.352	3.482	4.012	4.161	4.310
9	3.297	3.417	3.547	4.082	4.235	4.388
10	3.362	3.482	3.612	4.152	4.309	4.466
11	3.427	3.547	3.677	4.222	4.383	4.544
12	3.492	3.612	3.742	4.292	4.457	4.622
13	3.557	3.677	3.807	4.362	4.531	4.700
14	3.622	3.742	3.872	4.432	4.605	4.778
15	3.687	3.807	3.937	4.502	4.679	4.856
16	3.752	3.872	4.002	4.572	4.753	4.934
17	3.817	3.937	4.067	4.642	4.827	5.012
18	3.882	4.002	4.132	4.712	4.901	5.090
19	3.947	4.067	4.197	4.782	4.975	5.168
20	4.012	4.132	4.262	4.852	5.049	5.246
21	4.077	4.197	4.327	4.922	5.123	5.324
22	4.142	4.262	4.392	4.992	5.197	5.402
23	4.207	4.327	4.457	5.062	5.271	5.480
24	4.272	4.392	4.522	5.132	5.345	5.558
25	4.337	4.457	4.587	5.202	5.419	5.636
26	4.402	4.522	4.652	5.272	5.493	5.714
27	4.467	4.587	4.717	5.342	5.567	5.792
28	4.532	4.652	4.782	5.412	5.641	5.870

¹ The plant at Edgewater, N.J. was closed and the Torrance, Calif. plant was sold before June 1, 1968. Effective that date, workers at all ALCOA plants organized by the USA were paid the same hourly rate for jobs at the same grade.

² Escalator clause reestablished June 1, 1971. Rates do not include the cost-of-living allowance in effect on dates shown in table 1b.

Table 3. Standard hourly rates¹ in plants organized by AWU, 1958-73

Job grade	Effective Aug. 1, 1958					
	Lafayette, Ind., and Massena, N.Y.	Lancaster, Pa., and Chillicothe, Ohio	Cressona, Pa.	East St. Louis, Ill.	Davenport, Iowa	Vancouver and Wenatchee, Wash. ²
1	\$1.990	\$1.990	\$1.990	\$2.045	\$2.165	\$2.165
2	2.036	2.035	2.034	2.092	2.212	2.208
3	2.082	2.080	2.078	2.139	2.259	2.251
4	2.128	2.125	2.122	2.186	2.306	2.294
5	2.174	2.170	2.166	2.233	2.353	2.337
6	2.220	2.215	2.210	2.280	2.400	2.380
7	2.266	2.260	2.254	2.327	2.447	2.423
8	2.312	2.305	2.298	2.374	2.494	2.466
9	2.358	2.350	2.342	2.421	2.541	2.509
10	2.404	2.395	2.386	2.468	2.588	2.552
11	2.450	2.440	2.430	2.515	2.635	2.595
12	2.496	2.485	2.474	2.562	2.682	2.638
13	2.542	2.530	2.518	2.609	2.729	2.681
14	2.588	2.575	2.562	2.656	2.776	2.724
15	2.634	2.620	2.606	2.703	2.823	2.767
16	2.680	2.665	2.650	2.750	2.870	2.810
17	2.726	2.710	2.694	2.797	2.917	2.853
18	2.772	2.755	2.738	2.844	2.964	2.896
19	2.818	2.800	2.782	2.891	3.011	2.939
20	2.864	2.845	2.826	2.938	3.058	2.982
21	2.910	2.890	2.870	2.985	3.105	3.025
22	2.956	2.935	2.914	3.032	3.152	3.068
23	3.002	2.980	2.958	3.079	3.199	3.111
24	3.048	3.025	3.002	3.126	3.246	3.154
25	3.094	3.070	3.046	3.173	3.293	3.197
26	3.140	3.115	3.090	3.220	3.340	3.240
27	3.186	3.160	3.134	3.267	3.387	3.283
28	3.232	3.205	3.178	3.314	3.434	3.326
	Effective Aug. 1, 1959					
	Lafayette, Ind., and Massena, N.Y.	Lancaster, Pa., and Chillicothe, Ohio	Cressona, Pa.	East St. Louis, Ill.	Davenport, Iowa	Vancouver, and Wenatchee, Wash. ²
1	\$2.040	\$2.040	\$2.040	\$2.075	\$2.195	\$2.195
2	2.087	2.086	2.085	2.122	2.242	2.241
3	2.134	2.132	2.130	2.169	2.289	2.287
4	2.181	2.178	2.175	2.216	2.336	2.333
5	2.228	2.224	2.220	2.263	2.383	2.379
6	2.275	2.270	2.265	2.310	2.430	2.425
7	2.322	2.316	2.310	2.357	2.477	2.471
8	2.369	2.362	2.355	2.404	2.524	2.517
9	2.416	2.406	2.400	2.451	2.571	2.563
10	2.463	2.454	2.445	2.498	2.618	2.609
11	2.510	2.500	2.490	2.545	2.665	2.655
12	2.557	2.546	2.535	2.592	2.712	2.701
13	2.604	2.592	2.580	2.639	2.759	2.747
14	2.651	2.638	2.625	2.686	2.806	2.793
15	2.698	2.684	2.670	2.733	2.853	2.839
16	2.745	2.730	2.715	2.780	2.900	2.885
17	2.792	2.776	2.760	2.827	2.947	2.931
18	2.839	2.822	2.805	2.874	2.994	2.977
19	2.886	2.868	2.850	2.921	3.041	3.023
20	2.933	2.914	2.895	2.968	3.088	3.069
21	2.980	2.960	2.940	3.015	3.135	3.115
22	3.027	3.006	2.985	3.062	3.182	3.161
23	3.074	3.052	3.030	3.109	3.229	3.207
24	3.121	3.098	3.075	3.156	3.276	3.253
25	3.168	3.144	3.120	3.203	3.323	3.299
26	3.215	3.190	3.165	3.250	3.370	3.345
27	3.262	3.236	3.210	3.297	3.417	3.391
28	3.309	3.282	3.255	3.344	3.464	3.437

See footnotes at end of table.

Table 3. Standard hourly rates¹ in plants organized by AWU, 1958-73—Continued

Job grade	Effective Aug. 1, 1960				Effective Aug. 1, 1961		
	Lafayette, Ind.; Massena, N.Y.; Lancaster, Pa.; and Chillicothe, Ohio	Cressona, Pa.	East St. Louis, Ill.	Davenport, Iowa; Vancouver and Wenatchee, Wash. ²	Lafayette, Ind.; Massena, N.Y.; Chillicothe, Ohio; Lancaster and Cressona, Pa.	East St. Louis, Ill.	Davenport, Iowa; Vancouver and Wenatchee, Wash. ²
1	\$2.111	\$2.111	\$2.135	\$2.235	\$2.191	\$2.21	\$2.28
2	2.159	2.158	2.183	2.283	2.241	2.26	2.33
3	2.207	2.205	2.231	2.331	2.291	2.31	2.38
4	2.255	2.252	2.279	2.379	2.341	2.36	2.43
5	2.303	2.299	2.327	2.427	2.391	2.41	2.48
6	2.351	2.346	2.375	2.475	2.441	2.46	2.53
7	2.399	2.393	2.423	2.523	2.491	2.51	2.58
8	2.447	2.440	2.471	2.571	2.541	2.56	2.63
9	2.495	2.487	2.519	2.619	2.591	2.61	2.68
10	2.543	2.534	2.567	2.667	2.641	2.66	2.73
11	2.591	2.581	2.615	2.715	2.691	2.71	2.78
12	2.639	2.628	2.663	2.763	2.741	2.76	2.83
13	2.687	2.675	2.711	2.811	2.791	2.81	2.88
14	2.735	2.722	2.759	2.859	2.841	2.86	2.93
15	2.783	2.769	2.807	2.907	2.891	2.91	2.98
16	2.831	2.816	2.855	2.955	2.941	2.96	3.03
17	2.879	2.863	2.903	3.003	3.001	3.01	3.08
18	2.927	2.910	2.951	3.051	3.041	3.06	3.13
19	2.975	2.957	2.999	3.099	3.091	3.11	3.18
20	3.023	3.004	3.047	3.147	3.141	3.16	3.23
21	3.071	3.051	3.095	3.195	3.191	3.21	3.28
22	3.119	3.098	3.143	3.243	3.241	3.26	3.33
23	3.167	3.145	3.191	3.291	3.291	3.31	3.38
24	3.215	3.192	3.239	3.339	3.341	3.36	3.43
25	3.263	3.239	3.287	3.387	3.391	3.41	3.48
26	3.311	3.286	3.335	3.435	3.441	3.46	3.53
27	3.359	3.333	3.383	3.483	3.491	3.51	3.58
28	3.407	3.380	3.431	3.531	3.541	3.56	3.63

Job grade	Effective June 1, 1965 ³				Effective June 1, 1967			
	Lafayette, Inc.; Massena, N.Y.; Chillicothe, Ohio; Lancaster and Cressona, Pa.	Warrick, Ind. ⁴	East St. Louis, Ill.	Davenport, Iowa; Vancouver and Wenatchee, Wash. ²	Lafayette, Ind.; Massena, N.Y.; Chillicothe, Ohio; Lancaster and Cressona, Pa.	Warrick, Ind. ⁴	East St. Louis, Ill.	Davenport, Iowa; Vancouver and Wenatchee, Wash. ²
1	\$2.556	\$2.556	\$2.575	\$2.645	\$2.641	\$2.641	\$2.660	\$2.730
2	2.606	2.607	2.625	2.695	2.691	2.692	2.710	2.780
3	2.656	2.658	2.675	2.745	2.741	2.743	2.760	2.830
4	2.706	2.709	2.725	2.795	2.791	2.794	2.810	2.880
5	2.756	2.760	2.775	2.845	2.841	2.845	2.860	2.930
6	2.806	2.811	2.825	2.895	2.891	2.896	2.910	2.980
7	2.856	2.862	2.875	2.945	2.941	2.947	2.960	3.030
8	2.906	2.913	2.925	2.995	2.991	2.998	3.010	3.080
9	2.956	2.964	2.975	3.045	3.041	3.049	3.060	3.130
10	3.006	3.015	3.025	3.095	3.091	3.100	3.110	3.180
11	3.056	3.066	3.075	3.145	3.141	3.151	3.160	3.230
12	3.106	3.117	3.125	3.195	3.191	3.202	3.210	3.280
13	3.156	3.168	3.175	3.245	3.241	3.253	3.260	3.330
14	3.206	3.219	3.225	3.295	3.291	3.304	3.310	3.380
15	3.256	3.270	3.275	3.345	3.341	3.355	3.360	3.430
16	3.306	3.321	3.325	3.395	3.391	3.406	3.410	3.480
17	3.356	3.372	3.375	3.445	3.441	3.457	3.460	3.530
18	3.406	3.423	3.425	3.495	3.491	3.508	3.510	3.580
19	3.456	3.474	3.475	3.545	3.541	3.559	3.560	3.630
20	3.506	3.525	3.525	3.595	3.591	3.610	3.610	3.680
21	3.556	3.576	3.575	3.645	3.641	3.661	3.660	3.730
22	3.606	3.627	3.625	3.695	3.691	3.712	3.710	3.780
23	3.656	3.678	3.675	3.745	3.741	3.763	3.760	3.830
24	3.706	3.729	3.725	3.795	3.791	3.814	3.810	3.880
25	3.756	3.780	3.775	3.845	3.841	3.865	3.860	3.930
26	3.806	3.831	3.825	3.895	3.891	3.916	3.910	3.980
27	3.856	3.882	3.875	3.945	3.941	3.967	3.960	4.030
28	3.906	3.933	3.925	3.995	3.991	4.018	4.010	4.080

See footnotes at end of table.

Table 3. Standard hourly rates¹ in plants organized by AWU, 1958-73—Continued

Job grade	Effective July 21, 1968 ⁵			
	Lafayette, Ind.; Massena, N.Y.; Lancaster, Lebanon, and Cressona, Pa.	Chillicothe, Ohio	Warrick, Ind.	Davenport, Iowa; Vancouver and Wenatchee, Wash. ^{2 6}
1 and 2	\$2.911	\$2.867	\$2.912	\$3.000
3	2.971	2.927	2.972	3.060
4	3.031	2.987	3.022	3.120
5	3.091	3.047	3.092	3.180
6	3.151	3.107	3.152	3.240
7	3.211	3.167	3.212	3.300
8	3.271	3.227	3.272	3.360
9	3.331	3.287	3.332	3.420
10	3.391	3.347	3.392	3.480
11	3.451	3.407	3.452	3.540
12	3.511	3.467	3.512	3.600
13	3.571	3.527	3.572	3.660
14	3.631	3.587	3.632	3.720
15	3.691	3.647	3.692	3.780
16	3.751	3.707	3.752	3.840
17	3.811	3.767	3.812	3.900
18	3.871	3.827	3.872	3.960
19	3.931	3.887	3.932	4.020
20	3.991	3.947	3.992	4.080
21	4.051	4.007	4.052	4.140
22	4.111	4.067	4.112	4.200
23	4.171	4.127	4.172	4.260
24	4.231	4.187	4.232	4.320
25	4.291	4.247	4.292	4.380
26	4.351	4.307	4.352	4.440
27	4.411	4.367	4.412	4.500
28	4.471	4.427	4.472	4.560

Job grade	Effective June 1, 1969			Effective June 1, 1970		
	Lafayette and Warrick, Ind.; Massena, N.Y.; Lancaster, Lebanon, and Cressona, Pa.	Chillicothe, Ohio	Davenport, Iowa; Vancouver and Wenatchee, Wash. ^{2 6}	Lafayette and Warrick, Ind.; Massena, N.Y.; Lancaster, Lebanon, and Cressona, Pa.	Chillicothe, Ohio	Davenport, Iowa; Vancouver and Wenatchee, Wash. ²
1 and 2	\$2.992	\$2.932	\$3.081	\$3.092	\$3.012	\$3.181
3	3.054	2.994	3.143	3.157	3.077	3.246
4	3.116	3.056	3.205	3.222	3.142	3.311
5	3.178	3.118	3.267	3.287	3.207	3.376
6	3.240	3.180	3.329	3.352	3.272	3.441
7	3.302	3.242	3.391	3.417	3.337	3.506
8	3.364	3.304	3.453	3.482	3.402	3.571
9	3.426	3.366	3.515	3.547	3.467	3.636
10	3.488	3.428	3.577	3.612	3.532	3.701
11	3.550	3.490	3.639	3.677	3.597	3.766
12	3.612	3.552	3.701	3.742	3.662	3.831
13	3.674	3.614	3.763	3.807	3.727	3.896
14	3.736	3.676	3.825	3.872	3.792	3.961
15	3.798	3.738	3.887	3.937	3.857	4.026
16	3.860	3.800	3.949	4.002	3.922	4.091
17	3.922	3.862	4.011	4.067	3.987	4.156
18	3.984	3.924	4.073	4.132	4.052	4.221
19	4.046	3.986	4.135	4.197	4.117	4.286
20	4.108	4.048	4.197	4.262	4.182	4.351
21	4.170	4.110	4.259	4.327	4.247	4.416
22	4.232	4.172	4.321	4.392	4.312	4.481
23	4.294	4.234	4.383	4.457	4.377	4.546
24	4.356	4.296	4.445	4.522	4.442	4.611
25	4.418	4.358	4.507	4.587	4.507	4.676
26	4.480	4.420	4.569	4.652	2.572	4.741
27	4.542	4.482	4.631	4.717	4.637	4.806
28	4.604	4.544	4.693	4.782	4.702	4.871

See footnotes at end of table.

Table 3. Standard hourly rates¹ in plants organized by AWU, 1958-73—Continued

	Effective June 1, 1971 ³⁻⁷		Effective June 1, 1972		Effective June 1, 1973	
	Lafayette and Warrick, Ind.; Massena, N.Y.; Lancaster, Lebanon, and Cressona, Pa.	Davenport, Iowa; Vancouver and Wenatchee, Wash. ²	Lafayette and Warrick, Ind.; Massena, N.Y.; Lancaster, Lebanon, and Cressona, Pa.	Davenport, Iowa; Vancouver and Wenatchee, Wash. ²	Lafayette and Warrick, Ind.; Massena, N.Y.; Lancaster, Lebanon, and Cressona, Pa.	Davenport, Iowa; Vancouver and Wenatchee, Wash. ²
1 and 2 . . .	\$3.592	\$3.681	\$3.717	\$3.806	\$3.842	\$3.931
3	3.662	3.751	3.791	3.880	3.920	4.009
4	3.732	3.821	3.865	3.954	3.998	4.087
5	3.802	3.891	3.939	4.028	4.076	4.165
6	3.872	3.961	4.013	4.102	4.154	4.243
7	3.942	4.031	4.087	4.176	4.232	4.321
8	4.012	4.101	4.161	4.250	4.310	4.399
9	4.082	4.171	4.235	4.324	4.388	4.477
10	4.152	4.241	4.309	4.398	4.466	4.555
11	4.222	4.311	4.383	4.472	4.544	4.633
12	4.292	4.381	4.457	4.546	4.622	4.711
13	4.362	4.451	4.531	4.620	4.700	4.789
14	4.432	4.521	4.605	4.694	4.778	4.867
15	4.502	4.591	4.679	4.768	4.856	4.945
16	4.572	4.661	4.753	4.842	4.934	5.023
17	4.642	4.731	4.827	4.916	5.012	5.101
18	4.712	4.801	4.901	4.990	5.090	5.179
19	4.782	4.871	4.975	5.064	5.168	5.257
20	4.852	4.941	5.049	5.138	5.246	5.335
21	4.922	5.011	5.123	5.212	5.324	5.413
22	4.992	5.081	5.197	5.286	5.402	5.491
23	5.062	5.151	5.271	5.360	5.480	5.569
24	5.132	5.221	5.345	5.434	5.558	5.647
25	5.202	5.291	5.419	5.508	5.636	5.725
26	5.272	5.361	5.493	5.582	5.714	5.803
27	5.342	5.431	5.567	5.656	5.792	5.881
28	5.412	5.501	5.641	5.730	5.870	5.959

1 The rates shown include only that portion of the cost-of-living allowance incorporated into base rates on dates shown in table 1b.
2 Represented by Aluminum Trades Council of Vancouver and Aluminum Trades Council of Wenatchee, respectively.
3 Escalator clause discontinued Aug. 1, 1962; 23-cent-an-hour allowance in effect at that time continued and incorporated into basic hourly rates on June 1, 1965. Clause reestablished June 1, 1971.
4 Covered by agreement on Oct. 4, 1960.
5 Wage rates for previously listed ALCOA plants in East St. Louis, Ill. were eliminated from the table because of a reduction in employment to under 50 workers.
6 Vancouver rates were 2 cents less than those shown on July 21, 1968 and one-tenth of a cent less on June 1, 1969.
7 Effective Oct. 1, 1971, the Chillicothe plant was no longer covered by the master agreement.

Table 4. Supplementary compensation practices

Effective date ¹	Provision	Applications, exceptions, and other related matters
Shift premium pay		
June 1941 to September 1942 (AWU and USA).	3 cents an hour for 2d shift; 5 cents an hour for 3d shift. ²	Applicable only to Detroit, Mich.; Bridgeport, Conn.; and New Kensington, Pa., plants. Extended to Edgewater, N.J.; Alcoa, Tenn.; Badin, N.C.; and Bauxite, Ark. plants by directive orders of National War Labor Board, Feb. 10, 1942, and Aug. 18, 1942, and by company order to all plants shortly thereafter. By directive order of NWLB, Mar. 23, 1945, applicable to plants represented by USA. Change negotiated by AWU.
May 1, 1944 (AWU and USA).	Changed to: 4 cents an hour for 2d shift; 6 cent-an-hour for 3d shift.	
July 1, 1952 (all plants).	Changed to: 6 cents an hour for 2d shift; 9 cent-an-hour for 3d shift.	
Aug. 1, 1958 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	Increased to: 8 cents an hour for 2d shift; 12 cents an hour for 3d shift.	
Jan. 1, 1969 (AWU agreement dated July 21, 1968), and Jan. 1, 1971 (USA agreement dated June 1, 1968).	Increased to: 10 cents an hour for 2d shift; 15 cents an hour for 3d shift.	
Overtime pay		
Apr. 13, 1939 (AWU); and Nov. 11, 1939 (USA).	Time and one-half for work over 8 hours a day or 40 hours a week. ³	
Schedule and weekend premium pay		
Apr. 13, 1939 ⁴ (AWU); and Nov. 11, 1939 ⁴ (USA). Mar. 23, 1945 (USA); and May 20, 1945 (AWU).	Time and one-half for Sunday work.	Not applicable to employees in continuous-process operations. By directive order of the War Labor Board, Mar. 23, 1945, all employees receive time and one-half for work on Sunday. Previously not applicable to employees in continuous-process operations.
May 20, 1945 (AWU); and June 6, 1945 (USA).	Added: Double time for 7th consecutive day, and time and one-half for 6th consecutive day.	
Aug. 1, 1959 (USA agreement dated Dec. 19, 1959); and Jan. 9, 1960 (AWU agreement dated Dec. 19, 1959).	.....	By directive order of NWLB, Mar. 23, 1945. Applicable to all employees, including those in continuous-process operations. Added: For computing consecutive days worked, days on which employee received jury-duty pay considered a day worked. Practice of considering holiday a day worked whether or not work was actually performed was continued.
July 12, 1971 (USA and AWU agreements of June 1, 1971).	Added: Premium of 25 cents an hour for employees whose regular work schedule was other than consecutive days (up to 5), Monday through Friday.	Employees scheduled to work additional time on what would normally be a sixth or seventh day would not receive premium for these days; if at least one-half of workweeks in the schedule cycle were Monday through Friday, the premium would not apply for such workweeks but would be payable for any other in the schedule cycle.

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Schedule and weekend premium pay—Continued		
July 12, 1971—Continued		Premium to be calculated only for hours worked (including overtime hours) and for allowed time (call-in pay and incomplete day's work). This provision was to supersede any other in calculating premium pay, benefit, or pay additive.
Holiday pay		
Apr. 13, 1939 (AWU); and Nov. 11, 1939 (USA).	Time and one-half for work on 6 specified holidays. No payment for holidays not worked. ⁵	Holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. Not applicable to employees in continuous-process operations.
May 20, 1945 (AWU); and June 6, 1945 (USA). May 8, 1947 (AWU).	6 paid holidays established for which workers with 3 months of seniority received 8 hours of straight-time pay. Double time (total) for holidays worked.	Holiday provisions made applicable to employees in continuous-process operations. Holidays same as above.
Dec. 20, 1950 (USA).	6 paid holidays established for which workers with 30 days of seniority received 8 hours of straight-time pay. Double time (total) for holidays worked.	Same holidays as listed under entry of Nov. 11, 1939.
July 13, 1953 (AWU and USA).	.....	Scheduled day limitation on paid holidays discontinued. Formerly, employees received pay for holidays not worked only if the holiday fell on a day when employee was normally scheduled to work.
Aug. 1, 1954 (AWU and USA agreements of same date).	.....	If holiday occurs during week of vacation, employee to receive holiday pay in addition to vacation pay.
Aug. 1, 1956 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	Added: 7th paid holiday.	Good Friday.
Aug. 1, 1957 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	Changed to: Double time and 1/10 (total) for work on 7 specified holidays.	
Aug. 1, 1958 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	Changed to: Double time and ¼ (total) for work on holidays.	
Aug. 1, 1962 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).	.....	Added: Employee with 30 days or more seniority to receive holiday pay if, during holiday week, he was (1) on supplemental vacation, or (2) on layoff because he was not eligible for vacation during plant shutdown.
June 1, 1968 (USA agreement of same date), and July 21, 1968 (AWU agreement of same date).	.....	Added: Employee paid for a holiday if he was absent for the entire week in which the holiday was observed, provided he was absent due to personal illness or accident and was not eligible for sickness and accident benefits for the day of the holiday because it was included in the 7-day waiting period for sickness and accident benefits, and provided further the employee was subsequently eligible for such benefits.

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
June 1, 1970 (USA agreement dated June 1, 1968, AWU agreement dated July 21, 1968).	Added: 8th paid holiday.	Holiday was the day before Christmas, except when Christmas fell on Monday, Tuesday was to be observed as the holiday.
June 1, 1971 (AWU agreement of same date).	Changed: Option of either day after Thanksgiving or day before Christmas as 8th paid holiday.	
June 1, 1971 (USA agreement of same date).	.....	Added: Employee eligible for holiday pay if he was on layoff the payroll week in which the holiday was observed and if he worked in the immediately preceding payroll week.
June 1, 1971 (USA and AWU agreements of same date).	.....	Added: Employee eligible for holiday pay if he was performing jury duty or was a witness in a court of law on each of his scheduled days of work in such holiday week.
June 1, 1972 (USA and AWU agreements of June 1, 1971).	Added: 9th paid holiday.	Holiday was day after Thanksgiving.
Paid vacations		
Jan. 1, 1940 (AWU—AFL and USA—CIO).	1 week's pay for employees with 2 but fewer than 10 years of service; 2 weeks for employees with 10 years or more of service.	1,200 hours of work during 52 weeks immediately preceding vacation required to establish eligibility. Pay based on average weekly earnings over 52 weeks before vacation. (Vacation plan not included in contract.)
Jan. 1, 1942 (AWU—AFL and USA—CIO).	Changed to: 1 week's pay for employees with 2 but fewer than 5 years of service; 2 weeks of pay for employees with 5 years or more of service.	Pay for each week to equal 40 hours of straight-time pay averaged over 10 payroll periods before vacation.
Jan. 1, 1944 (AWU—AFL and USA—CIO).	Changed to: 1 week's pay for employees with 1 but fewer than 5 years of service; 2 weeks of pay for employees with 5 years or more of service.	Pay for each week to equal average hours worked (40 hours minimum, 48 hours maximum) at straight-time pay averaged over 10 pay periods before vacation.
Jan. 1, 1947 (AWU—AFL and USA—CIO).	Added: 3 weeks of pay for employees with 25 years or more of service.	
Jan. 1, 1952 (all plants).	Changed to: 3 weeks of pay for employees with 15 years or more of service.	
July 13, 1953 (AWU—AFL and USA—CIO).	.....	Vacation pay computed for vacations taken after July 12, 1953, to include the 8.5-cent hourly increase.
Aug. 1, 1954 (AWU and USA agreements of same date).	.....	Eligibility extended to (a) employees who worked in at least 60 percent of preceding 52 weeks, if during such period scheduled workweeks had been reduced below 5 days per week for more than 26 weeks, and (b) employees who on Nov. 30 lacked up to 31 days of the required accumulated departmental seniority. (Vacation plan included in contracts.)

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
Jan. 1, 1958 (AWU memorandum of settlement dated July 31, 1956, and working agreement entered into Apr. 11, 1957, and USA agreement dated Aug. 9, 1956).	Added: Additional half week's vacation pay for employees with 3 but fewer than 5, 10 but fewer than 15, and 25 years or more of continuous service.	No change in length of vacation period. Eligibility reduced to 1,000 hours of work during past year.
Aug. 1, 1959 (USA agreement dated Dec. 19, 1959).	.....	Changed to: Vacation pay to be based on employee's average straight-time hourly earnings and average weekly hours worked during the first 4 of the last 6 weeks (excluding any week in which a paid holiday was observed) in which employee worked before (a) the date the vacation began (or 14 days preceding that date if employee requested advance vacation pay) or (b) the date the vacation was considered as starting.
Jan. 9, 1960 (AWU agreement dated Dec. 19, 1959).	.....	Changed to: Vacation pay to be based on employee's average straight-time hourly earnings and average weekly hours worked during last completed calendar quarter (excluding any week in which a paid holiday was observed) in which employee worked before (a) the date the vacation began (or 14 days preceding that date if employee requested advance vacation pay) or (b) the date the vacation was considered as starting.
Aug. 1, 1962 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).	.....	Changed: Vacation pay to be based on employee's average straight-time hourly earnings and average weekly hours worked during last calendar quarter that ended at least a month before start of vacation. Exclusions from base period: Any week in which (1) paid holiday was observed, or (2) employee (a) received jury-duty pay or (b) was on paid vacation.
Jan. 1, 1963 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).	Increased: Additional week's vacation and half week's pay for 3 but fewer than 5, 10 but fewer than 15, and 25 years or more of service, resulting in 1 week's paid vacation for 1 but less than 3 years of service, 2 weeks for 3 but fewer than 10 years, 3 weeks for 10 but fewer than 25 years, and 4 weeks for 25 years or more.	
Jan. 1, 1969 (USA agreement dated June 1, 1968).	Added: USA—regular vacation bonus of \$30 per week of regular vacation.	Vacation bonus to be paid in addition to regular vacation pay or pay in lieu of regular vacation. Bonus to be paid at the rate of \$30 for each week of regular vacation to which employee was entitled, pursuant to vacation eligibility. Vacation bonus did not apply to extended vacation.
Jan. 1, 1970 (AWU agreement dated July 21, 1968).	Added: AWU—regular vacation bonus of \$30 per week of regular vacation.	Application the same as for USA above.

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
Jan. 1, 1972 (USA and AWU agreements of June 1, 1971).	Increased: Vacation bonus to \$40 per week for vacations taken during April, May, September, and October, and to \$50 per week for those taken November through March (excluding the last two weeks of December and the first two weeks of January). A week was considered to fall in the period in which it commenced.	Bonus remained at \$30 for vacation taken last two weeks of December and first two weeks of January and June through August.
Reporting time		
Nov. 11, 1939 (AWU and USA). Mar. 24, 1942 (AWU); and Nov. 1, 1942 (USA).	No provision for reporting time. Minimum of 2 hours of pay guaranteed to employees called to work or not properly notified of lack of work.	Not applicable when lack of work is the result of a labor dispute.
May 20, 1944 (AWU); and June 6, 1945 (USA). Apr. 9, 1947 (AWU); and May 8, 1947 (USA).	Minimum reporting time increased to 4 hours. Added: 8 hours of pay guaranteed to employees if put to work, except under conditions beyond control of company in which case 4 hours of pay guaranteed.	Employees refusing substitute work forfeit right to minimum of 4 hours, provided work offered is within reasonable capacity of individual.
June 1, 1965 (USA and AWU agreements of same date).	Increased: Minimum pay for employee called to work on nonscheduled day or shift, to 8 hours.	Added: USA—Employees called to work 4 hours or less before starting regular shift to receive minimum of 4 hours of pay.
June 1, 1970 (USA agreement dated June 1, 1968).	Changed: Minimum of 8 hours' pay guaranteed to an employee not reasonably notified of lack of work.	Employees refusing substitute work forfeit right to minimum of 8 hours' pay, provided work offered was within reasonable capacity of individual to perform.
Jury-duty and witness pay		
Aug. 1, 1956 (AWU memorandum of settlement dated July 31, 1956, and USA agreement dated Aug. 9, 1956).	Employee to receive difference between 8 hours' average straight-time earnings and payment for jury service for each day of jury duty on which he would have worked.	Employee to present proof of service and amount of pay received.
June 1, 1970 (USA agreement dated June 1, 1968, AWU agreement dated July 21, 1968).	.....	Extended: Provision of jury-duty pay to include employee subpoenaed as a witness in a court of law.
June 1, 1971 (USA and AWU agreements of same date).	Changed: Employee to receive 8 times his straight-time hourly earnings in addition to any pay received for jury or witness service.	

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Relocation allowance		
Aug. 1, 1962 (USA agreement dated June 28, 1962; AWU agreement dated Aug. 1, 1962).	Established: Allowances of \$55 to \$215 for single employees and \$180 to \$580 for married employees ⁶ depending upon distance between old and new plants, provided workers (1) transferred to plant 50 miles or more from former place of work, (2) changed permanent residence, and (3) made application according to procedure established by company.	Applicable to employees who were laid off as a result of a reduction in force and who maintained company seniority and for whom no suitable work was available within the bargaining unit within a reasonable period of time. Allowance to be reduced by any government payment for the same purpose. If employee quits job, allowance to be deducted from monies owed by company for pay, vacations, benefits under SUB plan, pensions or other benefits, and restored to the fund. Deduction not made if employer agreed that he had cause for quitting or was discharged after 12 months of being relocated. Only one allowance paid to the member of a family living in the same residence or to an employee in any 12-month period.
June 1, 1971 (USA and AWU agreements of same date).	Increased: Allowances to range from \$130 to \$350 for single employees, and \$380 to \$940 for married employees, depending upon distance between old and new plants. ⁷	
Bereavement pay		
June 1, 1970 (USA agreement dated June 1, 1968, AWU agreement dated July 21, 1968).	Established: Up to 3 days' pay for employee attending funeral of member of immediate family.	Immediate family to include legal spouse, mother, father, mother-in-law, father-in-law, son, daughter, brother, and sister.
June 1, 1971 (USA and AWU agreements of same date).	.....	Added: To definition of immediate family— USA—son-in-law, daughter-in-law, grandparents, and grandchildren; and AWU—grandparents Added: The 3 days of paid absence must have occurred within 6 days of the death, funeral, or service.
Savings and vacation plan		
Jan. 1, 1963 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).	Established: Plan to provide supplemental vacation and optional savings benefits. Contributions: Company to contribute 3 cents per man-hour worked a year. USA—In addition to above, company to contribute (1) for each month, the difference (spillover) between 9.5 cents and the hourly contribution required to raise the SUB plan to maximum financing, up to maximum of 4.5 cents an hour to extent required for	

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Savings and vacation plan—Continued		
<p>Jan. 1, 1963 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).—Continued</p>	<p>payment of benefits, and (2) any earnings above 3 percent a year on invested deferred savings benefits.</p> <p>Eligibility: Employee was eligible if (1) on December 31 of preceding year he was eligible for a regular vacation during the benefit year, or (2) he received a regular vacation or vacation pay during the preceding year even though not eligible for a vacation on the prior December 31.</p> <p>Basis of selection: If funds at beginning of benefit year equaled or exceeded amount necessary to provide 1 week's vacation pay to each eligible employee, each one received benefit. Otherwise selection was made on basis of seniority and the next year's selection started at point on seniority list where it had stopped.</p> <p>Benefit: 1 week's vacation with pay equal to pay employee was entitled to for 1 week of regular vacation in preceding year increased by any percentage (AWU—up to 200 percent) by which available funds exceeded amount necessary to provide benefits for all eligible employees.</p> <p>Savings option—USA—Employee 57 years or more of age on December 31 of preceding year could defer benefit and receive benefit increased by maximum 3 percent interest from date of election of option.</p> <p>AWU—Vacation pay for employee 57 years or more of age on December 31 of previous year was paid into his benefit account unless he elected to take vacation.</p> <p>Vesting—Employee could not lose entitlement for any reason.</p>	<p>Employee was not eligible for more than 1 benefit under this plan in any year.</p> <p>AWU—Employee was not eligible under (2) if employment was terminated before December 31 of preceding year.</p> <p>USA—Benefit to be increased by general wage increases received after vacation period.</p> <p>AWU—Fund for subsequent year to be increased by amount over 200 percent needed to pay benefits to all employees. Employee who was not entitled to week of vacation in preceding year received pay he would have received if he had been eligible for vacation during last week of December of preceding year.</p> <p>Benefits were payable in advance of retirement on application (1) in lump sum for break in service, including 2-year layoff or death, or (2) the entire amount or some part in installments for unemployment after exhausting SUB, illness, or other major hardships. Company could, in lieu of paying 3 percent interest, invest in and provide employee with U.S. Government Series E bonds on retirement.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Savings and vacation plan—Continued		
Jan. 1, 1963 (USA agreement dated June 28, 1962, AWU agreement dated Aug. 1, 1962).—Continued	<p>AWU—Savings benefits:</p> <p>Contributions: Company to contribute each month, (1) difference (spillover) between 9.5 cents and hourly contribution required to raise SUB plan to maximum financing, up to maximum of 4.5 cent-an-hour worked, plus (2) earnings on investment of funds.</p> <p>Eligibility—All employees covered by agreement except those (1) who died during year, or (2) whose employment was terminated during year for any reason but retirement.</p> <p>Benefits—Entire amount of employee's account to be paid (1) on retirement under pension plan, (2) on termination of employment, or (3) to beneficiary in case of employee's death.</p>	<p>Trustee's fees and administrative expenses were deducted from fund. Funds could be invested in U.S. Government bonds or other securities.</p> <p>Fund to be prorated to employee's individual benefit accounts at end of each year for hours worked during year.</p> <p>For 1962 only hours worked on or after August 1 were used for prorating fund.</p> <p>Shares of less than \$5 were transferred only to established accounts; remainder was added to fund for succeeding year.</p> <p>If plan was terminated, assets remaining in account to be used as employees became eligible for benefits.</p>
July 26, 1963 (USA agreement of same date).	Discontinued: Benefits (other than vested benefits) under previous savings and vacation plan.	Finances continued to accumulate through Dec. 31, 1963.
July 30, 1963 (AWU agreement of same date).	.....	<p>Distribution of funds—Funds available Dec. 31, 1963 to be distributed to employees on payroll December 1, who were eligible for but did not receive benefit in 1963. (Funds to be prorated if insufficient to provide full benefit to all eligible employees.) Any remaining funds to be prorated among all employees eligible for benefit in 1963.</p> <p>USA—Available funds to consist of regular contribution plus SUB spillover. Benefits deferred in 1963 to be paid to employees in choice of bonds or cash.</p> <p>AWU—Available funds to consist of regular contribution. SUB spillover allocated to individual benefit account.</p> <p>First period to run from Jan. 1, 1964 to Dec. 31, 1968.</p>
Jan. 1, 1964 (USA agreement dated July 26, 1963, AWU agreement dated July 30, 1963).	<p>Changed: Plan to provide specified vacation benefits in successive 5-year periods.</p> <p>Contributions:</p> <p>Eliminated: The company's contribution of the difference (spillover) between 9.5 cents and the hourly contribution required to raise the SUB plan to maximum financing, up to 4.5 cents an hour to extent required for payment of benefits.</p>	

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Savings and vacation plan—Continued		
<p>Jan. 1, 1964 (USA agreement dated July 26, 1963, AWU agreement dated July 30, 1963).—Continued</p>	<p>Added:</p> <p>I. Extended vacation benefits:</p> <p>Eligibility—Vacations credited to employee at beginning of each year on basis of seniority, to be scheduled in approximately equal numbers each year so that each employee eligible for a regular vacation in at least 1 year in the 5-year period would receive one benefit during the period.</p> <p>Benefit—10 weeks of vacation with 13 weeks of pay included regular vacation to which employee was entitled in year benefit was received.</p> <p>Weekly benefit to equal employee's average weekly hours (minimum 40, maximum 48) times average hourly earnings excluding overtime. Included any general wage increase put into effect after vacation computation and before the date the vacation started or 14 days before that date if the employee requested advance vacation pay.⁸</p> <p>Savings option—Employee 63 years or older when vacation was scheduled (if not more than 2 years after entitlement) could take (1) vacation during the 10 weeks immediately preceding retirement, or (2) lump-sum payment at retirement.⁹</p> <p>II. Partial benefits:</p> <p>Eligibility—Benefits available to employees who were laid off or sick or were terminated by quitting or discharge before they became vested for extended vacations and to certain retirees.</p> <p>Benefits were:</p> <p>(1) For employee who retired (except on deferred vested pension) after becoming entitled to extended vacation benefit—1 week's vacation pay for each 6 months or major</p>	<p>Employees who were ineligible for benefits on effective date of plan and who enter the upper 50 percent of seniority on December 31, of any year, to be eligible for benefits in the succeeding year.</p> <p>Employee who returned to work after being discharged from Armed Forces to be entitled to benefit in year of his return if he would have been eligible had he not been on military leave.</p> <p>Employee who retired on pension (except on deferred vested pension) on or after Dec. 31, 1963, without becoming entitled to benefit, to receive benefit pay subject to any applicable deductions under regular vacation plan.</p> <p>AWU—3 of 13 weeks of pay to be paid into trust fund. See III below.</p> <p>Employee not entitled to regular vacation at time extended vacation was taken to have vacation time and pay he would have received if eligible deducted from extended vacation benefit, but to receive regular vacation if he became eligible for it later in year.</p> <p>Employee who lost an entire payroll week because of layoff, sickness, injury, or leave of absence could request time be applied to vacation. Employee who was on layoff or who had exhausted sickness and accident benefits could have vacation scheduled during layoff or after exhaustion of benefits.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Savings and vacation plan—Continued		
<p>Jan. 1, 1964 (USA agreement dated July 26, 1963, AWU agreement dated July 30, 1963).—Continued</p>	<p>fraction thereof between entitlement date and earlier of date he (a) became eligible for normal retirement, or (b) retired;</p> <p>(2) for employee who quit or was discharged before becoming entitled to extended vacation—1 week's vacation pay for each 6 months or major fraction thereof of departmental seniority accumulated after later of (a) Jan. 1, 1964, or (b) date he became eligible for vacation;</p> <p>(3) for employee who, after July 26, 1963, (a) was laid off or went on sick leave for more than 2 years, or (b) died, and had 5 years of departmental seniority accumulated but was not entitled to extended vacation, benefit was greater of (1) 1 week's vacation pay for each 6 months or major fraction thereof of service after Jan. 1, 1964, or (2) 6 weeks of vacation pay.</p> <p>III. AWU savings benefits:</p> <p>Contributions: 3 of 13 weeks of extended vacation pay credited to employee's individual benefit account.</p> <p>Benefits: Entire account (contributions and interest) to be paid (a) on retirement, (b) on termination of employment, or (c) to beneficiary in case of employee's death.</p> <p>Vesting: Employee not to lose entitlement for any reason.</p>	<p>Employee who was eligible for benefit under (3) except for seniority requirement, could receive benefit specified in (2) if he had been eligible for vacation at any previous time.</p> <p>Employee who received partial benefit while on layoff or sick leave and returned to work before Dec. 31, 1968, to have partial benefit deducted from any extended vacation benefit to which he became entitled before Dec. 31, 1968.</p> <p>Funds could be invested in U.S. Government Series E bonds or other securities.</p> <p>Earnings on investments to be credited to individual account at end of each year.</p> <p>If plan was terminated, assets remaining in accounts to be used as employees become eligible for benefits.</p>
<p>Jan. 1, 1969 (USA agreement dated June 1, 1968, AWU agreement dated July 21, 1968).</p>	<p>In effect and continued with revisions: Extended Vacation Plan.</p> <p>Changed: Eligibility to 3 years or more of accumulated departmental seniority as of Jan. 1 of year in which employee was entitled to (vested with) extended vacation.</p> <p>Reduced: AWU—age at which savings option could be taken, to 60 years.</p> <p>Eliminated: AWU—Savings and Trust Fund Plan.</p>	<p>Second period for determining extended vacations was Jan. 1, 1969 to Dec. 31, 1973.</p> <p>The first vacation check for an extended vacation included the additional 3 weeks' pay, previously invested for the employee.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰		
July 24, 1947 (AWU and USA).	Company-paid benefits providing: Sickness and accident—\$15 a week for 13 weeks. Sickness benefits start on 8th day; accident benefits on 1st day. Hospitalization—\$5 a day. Surgical—\$150 maximum. Death—\$1,000; \$500 if after 65.	Applicable to all active employees on payroll with 90 days of seniority.
Dec. 28, 1949 (AWU and USA).	Changed to: Sickness and accident—\$26 a week for 26 weeks. Hospitalization—\$8.50 a day for maximum of 31 days; maximum of \$85 for special services. Surgical—\$225 maximum. Death—\$2,000 while employed; \$1,500 after retirement.	
Aug. 1, 1952 (all plants).	Changed to: Sickness and accident: \$30 a week for 26 weeks. Hospitalization: \$10 a day for maximum of 31 days.	
Sept. 1, 1954 (USA and AWU agreements dated Aug. 1, 1954).	Changed to: Sickness and accident benefits—\$40 a week up to 26 weeks. Added: Benefits to apply to disability caused by accidents on the job or by occupational disease; benefit to supplement workmen's compensation payment to a combined total of \$40 a week up to 26 weeks. Hospitalization—\$13 a day up to 120 days; maximum of \$130 for special services. Death—\$3,500 while employed. Added: Maternity benefits— "sickness and accident" benefits of \$40 a week for 6 weeks; hospital benefits of \$13 a day for maximum of 14 days; maximum of \$130 for special hospital services; maximum of \$150 surgical benefits.	7-day waiting period applicable to nonhospitalized sickness only. Pregnancy not covered if occurring before employee is insured. Total of 6 weeks of sickness and accident benefits payable in lump sum upon termination of active employment and presentation of doctor's certificate of pregnancy.
Aug. 1, 1956 (AWU memorandum of settlement dated July 31, 1956, and subsequently revised, and USA agreement dated Aug. 9, 1956).	Changed to: Sickness and accident benefits—\$46.50 a week (also combined total of benefit and workmen's compensation).	

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
<p>Aug. 1, 1956 (AWU memorandum of settlement dated July 31, 1956, and subsequently revised, and USA agreement dated Aug. 9, 1956).— Continued</p>	<p>Changed to:—Continued Hospitalization—\$10 a day with reimbursement up to \$5 additional a day for a maximum of 120 days; in addition, reimbursement for the first \$300 of special hospital services and 75 percent of next \$2,400. Surgical—maximum, \$300. Death—\$5,000 while employed; after retirement, to vary from \$3,500 at age 65 down to minimum of \$2,000 according to schedule.¹¹ Maternity benefits—“sickness and accident” benefits of \$46.50 a week for 6 weeks; hospital benefits of \$10 a day with reimbursement up to \$5 additional a day for a maximum of 14 days; maximum of \$150 for special hospital services (if complications result, full hospitalization benefits up to maximum of 120 days); maximum, \$200 surgical benefits.</p>	<p>Company to contribute toward cost of similar hospital and surgical benefits for dependents on the following basis: 48 cents a week (equivalent of 1 cent an hour worked), effective Aug. 1, 1956; increased to 72 cents on Aug. 1, 1957; and to \$1.20 on Aug. 1, 1958.</p> <p>Added: Applied also to totally disabled, if proof furnished of employee’s inability to work until death.</p>
<p>Aug. 1, 1959 (USA and AWU agreements dated Dec. 19, 1959).</p>	<p>Changed to: For employees and dependents, company-paid plan providing benefits previously in effect plus changes as described:</p> <p>Hospitalization (room and board)—up to semiprivate room charge for a maximum of 120 days.</p>	<p>Employees’ contributions for dependents’ coverage for pay periods beginning Aug. 3, 1959, and thereafter, to be refunded.</p> <p>Benefits of revised plan applicable to all employees actively at work on or after Aug. 1, 1959, and their dependents. Benefits of prior plan continued until return to active employment for employees not actively at work on Aug. 1, 1959, subject to maximum periods provided in prior plan.</p> <p>All insurance continued for employees disabled because of sickness or injury up to 1 year from last day worked or until retirement or termination of seniority, whichever was earlier.</p> <p>Hospital room and board, special hospital services (including maternity benefits), and surgical benefits continued up to 6 months for laid-off employees with 2 years or more of continuous service at date of layoff, unless seniority was terminated, and their dependents. Benefits continued up to 31 days for laid-off employees with less than 2 years of continuous service at date of layoff and their dependents.</p> <p>Up to \$15 a day allowance provided toward cost of private room, but not more than actual charge.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
<p>Aug. 1, 1959 (USA and AWU agreements dated Dec. 19, 1959).—Continued</p>	<p>Changed to—Continued</p> <p>Special hospital services—up to charges made by hospital, for the period of hospitalization.</p> <p>Maternity benefits—hospital room and board and special hospital services as provided for other disabilities.</p> <p>For employees only: Life insurance—on retirement, before age 65, \$5,000.</p> <p>Sickness and accident benefits—graduated range from \$53 to \$68 a week, depending on job grade,¹² up to 26 weeks; 6 weeks for maternity. Practice of supplementing workmen's compensation up to weekly benefit amount continued.</p>	<p>Benefits not available for injury or sickness covered by workmen's compensation, charges for physicians, surgeons, or special nurses, and services not furnished by hospital.</p> <p>Added: The following services when provided by the outpatient department of a hospital: Minor surgery, treatment for an accident which begins within 48 hours after an accident, and radiation therapy, diagnostic X-ray examinations with films, basal metabolism tests, electrocardiograms, and electroencephalograms, when directed toward a definite condition of disease or injury.</p> <p>Added: Surgical—oral surgery and physician's charges as follows: (a) Anesthesia services—minimum \$15, maximum 20 percent of payment for surgical procedure; (b) radiation therapy benefits—up to \$7.50 per treatment, maximum \$200, for conditions not covered by hospitalization benefits; (c) diagnostic X-ray services—in or out of hospital, required in diagnosis of disease or injury, up to \$40 per treatment, maximum \$75 in any 1 year; and (d) diagnostic examinations—in or out of hospital, made or ordered by licensed physician, maximum \$75 for all examinations during 1 year.</p> <p>Diagnostic X-ray and examination benefits not available for examinations covered by hospitalization benefits and those for pregnancy, dental care, research studies, screening, routine physical examinations or checkups, premarital examinations, hospital admission procedures, and fluoroscopy without films.</p> <p>Insurance to continue during layoff up to 2 years, with employees paying \$3 per month after first 6 months.</p>
<p>Aug. 1, 1960 (USA and AWU agreements dated Dec. 19, 1959).</p>	<p>Added: For pensioners and wives—group insurance including hospital room and board and special hospital services as provided active employees, outpatient hospital charges for minor surgery and accidental injury, and surgical operations insurance up to \$200; lifetime maximum of \$2,500 per insured individual.</p>	<p>Not available to deferred vested pensioners.</p> <p>Benefits to cease for wife upon receipt of \$2,500 paid on her behalf or the death of husband, whichever was earlier.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
<p>Sept. 1, 1963 (USA agreement dated July 26, 1963, AWU agreement dated July 30, 1963).</p>	<p>For employees only: Sickness and accident benefits: Increased \$10 a week—minimum to \$63, maximum to \$78.¹³ Practice of supplementing workmen's compensation up to weekly benefit amount continued. Life insurance: Increased, to \$5,500 if death occurred while employed; maximum for death occurring after retirement increased to \$5,500.¹⁴ For employees and dependents: Hospitalization (room and board): Maximum increased to 365 days. Benefits to begin first day hospitalized.</p>	<p>Same benefit provided totally disabled employee.</p> <p>Added: For mental or nervous disorders or pulmonary tuberculosis, maximum of 120 days during any 12-month period. Life insurance to continue during layoff up to 2 years with employee paying \$3.30 (was \$3) a month after first 6 months. Life insurance and hospital and surgical insurance could be converted to individual policies when coverage was terminated: (except by retirement), with employee paying full premium. Employee on layoff, leave of absence, or disability, on Aug. 31, continued to receive any benefits then being paid under prior plan. Such employee was eligible for benefits effective in 1963 upon return to work.</p>
<p>June 1, 1965 (USA agreement of same date).</p>	<p>For employees and dependents: Hospitalization (room and board): Increased maximum to 730 days for employees with 10 years or more of continuous service.</p>	<p>Maximum for mental or nervous disorders or pulmonary tuberculosis continued to be 120 days during any 12-month period. Dependents covered under the plan include (1) wife; (2) husband, if totally disabled for 6 months or more who resided with employee and was primarily supported by her; (3) unmarried children under 19 of a male employee or of a widowed female employee or of a married female employee who was the principal support of her totally disabled husband who resided with her; (4) unmarried children between ages 19 and 25 who met requirements listed above, were not employed full time, and were either (a) full-time students in approved courses, and not covered by any other employer financed group insurance or prepayment plans, or (b) unable to support themselves because of disability that began before age 19.¹⁵</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
<p>June 1, 1965 (USA agreement of same date).—Continued</p>	<p>Changed: Surgical (nonoccupational): For employee with annual base earnings (1) under \$7,500, full payment of reasonable and customary charges by physician for covered surgery, anesthesia, and obstetrical services including prenatal and postnatal maternity care; (2) of \$7,500 or more, maximum benefits were not to exceed reasonable and customary charges made by physician for patient with earnings under \$7,500.</p> <p>Added: Medical benefits: Doctors' services—charges for hospital visits (for non-occupational confinements except obstetrical services) (1) if surgery was not performed—\$4 for each day hospital benefits were paid, maximum 31 days, \$124; (2) for surgery, greater of (a) \$4 for each day hospital benefits were paid before surgery, maximum 31 days, or (b) \$4 for each day hospital benefits were paid (maximum 31 days) minus amount of surgical benefits paid.</p>	<p>Annual base earnings equaled current standard hourly rate times 2,080 hours.</p> <p>Increased: Life insurance, hospitalization, surgical, physician's hospital attendance, and maternity benefits for employees (including dependents except for life insurance) with 10 years or more of continuous service at date of layoff continued for up to 2 years or until date of recall if employee did not return to work after being recalled within 2 years of layoff. Coverage ended when employee retired or seniority was terminated. After 6 months of continued coverage, benefits (except life insurance benefits) were reduced by amount of benefits received under any other employer group insurance or prepayment plan.</p>
<p>June 1, 1967 (USA and AWU agreements of June 1, 1965).</p>	<p>Changed: For employees only: Sickness and accident benefits: Eligibility—employee, with 2 years or more of continuous service on effective date who was at work, or was on vacation but worked on last scheduled workday before vacation (otherwise effective on date employee returned to work). Benefits—an amount equal to 28 times employee's straight-time average hourly earnings as calculated for SUB (completed for last calendar quarter that ended 1-month or more before disability began), excluding vacation and holiday pay but including any intervening</p>	<p>Pay was proportionally reduced if employee was regularly scheduled to work fewer than 40 hours a week. After 26 weeks, benefits were reduced by amount of any (1) unreduced primary old-age or employee disability benefits for which employee was eligible or (2) reduced primary old-age benefits employee received under Federal Social Security Act.</p> <p>If employee retired under normal retirement, benefits were payable until later of date of retirement or 26 weeks from date of disability.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
<p>June 1, 1967 (USA and AWU agreements of June 1, 1965).—Continued</p> <p>June 1, 1968 (USA agreement of same date) and July 21, 1968 (AWU agreement of same date).</p>	<p>general wage changes. Maximum 104 weeks for any one sickness or injury—6 weeks for maternity. Practice of supplementing workmen's compensation up to weekly benefit amount continued.</p> <p>Added: Hospitalization—benefits for diagnostic inpatient confinement.</p>	<p>Applicable only when: (1) Confinement was mandatory; (2) advance preparation of the patient could be done only if he was an inpatient; (3) hospitalization was required for the safety of the patient or the success of the test; or (4) there was a concurrent medical hazard and, as a result, the patient could not have the test performed as an outpatient.</p> <p>Expanded: Hospital insurance covering services provided by the outpatient department of the hospital to include hydrotherapy, physiotherapy, and laboratory examinations.</p> <p>Benefits for reasonable and customary charges for use of intensive care unit services in hospital.</p> <p>Eliminated: In-hospital confinement requirement for oral surgery.</p> <p>Changed: Insurance continuance—all insurance continued for employees who became disabled because of sickness or injury for (1) a period not to exceed 1 year for employees with fewer than 2 years of service at the commencement of disability absence or (2) a period not to exceed 2 years for employees with 2 or more years of service at the commencement of disability absence.</p> <p>Added:</p> <p>I. For leave of absence, life insurance continued up to 2 months; hospital expense insurance, surgical-medical expense insurance and maternity benefits continued up to 31 days.</p> <p>II. For layoff or leave of absence, sickness and accident insurance continued up to 31 days.</p> <p>III. Insurance cancelled: (1) At the end of continuance periods as provided above; (2) for absences not mentioned above; or (3) upon retirement or termination of seniority.</p> <p>Changed: USA—dependent coverage for all but life insurance and weekly sickness and accident benefits to include (1) employee's spouse; (2) employee's unmarried children under age 19; (3) employee's unmarried children between ages 19 and 25 who (a) were full-time students in a recognized course of study of training and were primarily supported by the employee and (b) were eligible for coverage as dependents and under age 19; (4) employee's unmarried children after attainment of age 19 who were (a) incapable of self-support because of disability commencing before age 19 provided they were eligible for coverage before age 19 and were (b) principally supported by the employee.¹⁶ Benefits in cases (3) and</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
<p>June 1, 1968 (USA agreement of same date) and July 21, 1968 (AWU agreement of same date).—Continued</p>	<p>Added: Medicare reimbursement benefits not to exceed \$4 per month, payable to employee or dependent 65 or older enrolled for Medicare Part B.</p> <p>Changed: Group insurance plan for retired employees and dependents not eligible for Medicare, to conform with hospitalization benefits for active employees regarding intensive care unit service, inpatient confinement, oral surgery, and covered hospital services. Benefits limited to 120 days.</p> <p>Added: Group insurance plan for retired employees and dependents who were eligible for Medicare or would have been eligible, had timely and proper application been made. I. Hospital expense insurance supplement to Medicare Part A—benefits payable for each benefit period as follows: (1) \$40 for first 60 days of confinement; (2) \$10 a day</p>	<p>(4) above were reduced by the amount of benefits provided under any other employer group insurance or prepayment plan. From June 1, 1968 (July 21, 1968, for AWU) through May 31, 1970, hospital expense insurance benefits payable to spouse and unmarried children under 19 were reduced by the amount of benefits provided under any other employer group insurance or prepayment plan.</p> <p>Benefits commence in the month following the month in which the person reached 65 (but not earlier than June 1968 for USA or July 1968 for AWU) and continue only during the time insurance on account of such person remains in force under the Employee's Group Insurance Plan.</p> <p>All other insurance benefits as provided in the group plan were reduced by the amount of benefits under Medicare, Parts A and B, for which an employee or dependent was eligible or would have been eligible had timely and proper application been made.</p> <p>Benefits of revised group insurance plan applicable to all employees actively at work on effective dates as well as to all new employees on the first day of active employment following such effective dates. Also applicable to employees on scheduled vacations, provided employee was actively at work on his last scheduled workday preceding such vacation. Should a sickness or injury (or related cause) which commenced before an effective date reoccur, the employee or dependent was eligible for benefits at the level and for the period applicable on or after such effective date less the period of benefits used under the prior provision.</p> <p>Benefits not applicable to persons on deferred vested pension and persons whose insurance terminated before June 1, 1968, for USA or July 21, 1968, for AWU.</p> <p>Payments for hospital benefits to be made directly to the hospital unless the hospital indicated on the claim that payment was received.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
<p>June 1, 1968 (USA agreement of same date) and July 21, 1968 (AWU agreement of same date).—Continued</p>	<p>from 61st through 90th day of confinement; and (3) daily benefits up to semiprivate room charges and special hospital services from 91st through 120th day of confinement.</p> <p>II. Surgical-Medical Expense Insurance supplement to Medicare Part B—benefits payable on an unscheduled basis providing 20 percent of the reasonable and customary charges for the surgical-medical services covered under the prior plan. Benefits also payable for covered physician's in-hospital medical services recommended and performed by a physician during hospital confinement covered by hospital expense insurance (Medicare Part A).</p>	<p>Benefits payable directly to the physician performing the covered services unless the claim form indicated that payment for such services had been received.</p> <p>Benefits payable for surgical operations that were covered under the earlier plan but the in-hospital requirement for oral surgery was eliminated.</p> <p>Covered physicians' services included: Anesthesia, radiation therapy, diagnostic X-ray, basal metabolism or protein-bound iodine tests, electrocardiograms, electroencephalogram, and laboratory examinations.</p> <p>Benefits under the plan for retired employees applied only to hospital confinements or surgical-medical procedures commencing on or after June 1, 1968, for USA, or July 21, 1968, for AWU, which was not duplicated under Medicare.</p> <p>Dependent coverage to include the retired employee's wife at the time of retirement and the following persons, provided the retired employee is insured on his own account on June 1, 1968, and provided such person held that status at time of retirement: (1) Retired employee's husband; (2) for USA, retired employee's children who met the same requirements for dependents of active employees as specified above.¹⁷</p>
<p>Jan. 1, 1969 (AWU agreement dated July 21, 1968).</p>	<p>Eliminated: USA—</p> <p>I. \$2,500 lifetime maximum on hospital-surgical-medical benefits for retirees insured on or after June 1, 1968.</p> <p>II. \$200 surgical maximum for pensioners. Benefits to be paid on a reasonable and customary fee basis.</p> <p>Increased: Hospitalization to 730 days for employees with 10 years or more of continuous service.</p> <p>Eliminated: Surgical operation insurance schedule for maternity benefits—benefits to be paid as provided for other disabilities.</p>	<p>Changed: Insurance continuance—life insurance, hospital insurance, surgical-medical insurance and maternity benefits for employees with 10 years or more of continuous service at date of layoff continued for up to 2 years or until date of recall if employee did not return to work after being recalled within 2 years of layoff.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
<p>Jan. 1, 1969 (AWU agreement dated July 21, 1968).— Continued</p>		<p>Coverage to end when employee retired or seniority was terminated. After 6 months of continued coverage, benefits other than life insurance to be reduced by amount of benefits received under any other employer group insurance or prepayment plan.</p> <p>Changed: Dependent coverage of children over 19 to same as USA coverage of June 1, 1968, above.</p>
<p>June 1, 1969 (USA agreement dated June 1, 1968, and AWU agreement dated July 21, 1968).</p>	<p>Added: Monthly survivor income benefits of \$100 payable (on a temporary basis) to an eligible dependent spouse upon death (on or after June 1, 1969) of an active employee with at least 15 years of continuous service, or upon the death of a retired employee on pension under the employees' retirement plan (on or after June 1, 1969) who had completed at least 15 years of continuous service before retirement and who was not receiving or entitled to a deferred vested pension.</p>	<p>An eligible dependent spouse must: (1) Have attained age 50 at the date of death of employee or retiree; (2) have been married to employee for at least 1 year at the date of death, or to a retired employee for at least 1 year before the date of retirement where no legal separation was in effect at the date of death; (3) be a person other than an employee of the company, who was unemployed at the date of death or if employed, whose wages subject to Federal Withholding Tax for the last calendar year before the date of death of employee or the last calendar year before the date of retirement shall have been less than the comparable wages of the employee or retired employee.</p> <p>The first payment to be made for the month after the date of death, provided no payment was due the surviving dependent spouse earlier than the month in which the retired employee would have received his first monthly pension payment had he survived, and provided the dependent spouse applied for benefits no later than the end of the next month. Otherwise, the first monthly payment would be made for the month in which the application was made.</p> <p>The last monthly payment was to be payable for the earlier of the months in which such dependent spouse: (1) Attained age 62; (2) became eligible for unreduced benefits under social security; (3) died; (4) remarried; or (5) became an employee of the company.</p> <p>No basic surviving spouse benefit payable to a widow for any month she was entitled to receive Mother's Insurance Benefits under the Social Security Act.</p>
<p>June 1, 1970 (USA agreement dated June 1, 1968, and AWU agreement dated July 21, 1968).</p>	<p>Surgical-medical benefits— Eliminated: \$7,500 annual income limitation with respect to benefit payments for reasonable and customary physician's charges.</p> <p>Changed: Benefits for physician's hospital attendance to reasonable and customary fee.</p>	<p>Benefits payable for nonsurgical physician's hospital visits except obstetrical or psychiatric services, during each hospital confinement, maximum 365 days, except 120 days for tubercular conditions. Benefits could be received concurrently with benefits for other medical services if the patient required treatment for a separate condition for which treatment required skills not possessed by the physician providing the other services.</p> <p>Additional covered services by a physician: Diagnostic X-ray, basal metabolism or protein-bound iodine tests,</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
<p>June 1, 1970 (USA agreement dated June 1, 1968, and AWU agreement dated July 21, 1968).—Continued</p>	<p>Added: Benefits to be paid on a reasonable and customary fee basis for assisting physicians and consulting specialists.</p> <p>Established: Major medical insurance plan, providing 80 percent of expenses over (1) those covered by any other insurance plan and (2) a deductible amount of \$50 per individual and \$100 per family per year. Maximum coverage of \$20,000 per injury or illness and a maximum benefit of \$10,000 per individual per year.</p>	<p>electrocardiogram, electroencephalogram, radiation therapy, hydrotherapy, physiotherapy, and laboratory examinations. Benefits payable on a reasonable and customary fee basis. Staff consultations required by the hospital were not covered.</p> <p>Eliminated: 1 year maximum of \$75 for diagnostic examination.</p> <p>Benefits payable for services of a licensed physician actively assisting the operating surgeon when the condition of the patient and the type of surgical service require such assistance, not provided by hospital interns, residents, or staff. Also payable to a consulting specialist when condition requires special skill or knowledge as assistance to the physician in charge. Payment limited to one such medical, surgical, or obstetrical bedside consultation related to the same illness.</p> <p>The deductible amount to be applied only once for each employee and only once for each dependent during any calendar year. Any part of the deductible amount applied against covered medical expenses, and incurred during the last 3 months of any calendar year, to be subtracted from the deductible amount for the ensuing calendar year.</p> <p>If an employee and one or more of his dependents, or if two or more of his dependents incurred covered medical expenses from the same accident, only one \$50 deductible amount would apply during the calendar year in which the accident occurred.</p> <p>Neither hospitalization nor surgical operation was necessary to be eligible for these benefits.</p> <p>“Covered Medical Expenses” included: Services of physician including specialists; hospital room and board charges up to semiprivate rate; other hospital service required for medical or surgical care or treatment; anesthetics; X-ray and other diagnostic laboratory procedures (except periodic physical examinations); X-ray or radium treatment; oxygen, blood transfusions, and cost of blood; services of registered graduate nurse, drugs, and medicines when dispensed by a licensed pharmacist or through prescription; local professional ambulance service; rental of iron lung or other durable equipment required for therapeutic use; and artificial limbs or other prosthetic appliances, except replacement of such appliances.</p> <p>Also covered care in an accredited convalescent nursing home, where patient was under actual care and treatment of a licensed physician. Charges up to full ward or semiprivate rate for room and board, and services of professional and practical nursing personnel. Confinement must immediately follow inpatient hospitalization involving surgery or inpatient hospitalization of at least 3 days and on order from a physician for convalescence from an illness, treatment of a terminal condition, or long-term illness. Maximum duration of coverage not to exceed 365 days for the same or related cause or causes.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
June 1, 1970 (USA agreement dated June 1, 1968, and AWU agreement dated July 21, 1968).—Continued	<p data-bbox="450 1561 780 1696">Eliminated: AWU— I. \$2,500 lifetime maximum on hospital-surgical-medical benefits for retiree insured on or after June 1, 1970.</p>	<p data-bbox="804 305 1372 494">Coverage did not include care for normal pregnancy; care in homes primarily for care of alcoholics, drug addicts, the blind, or the deaf, or care of tuberculosis, mental deficiency, mental retardation or mental or nervous disorders, or services which may be obtained without cost to the individual such as those at government- or publicly-financed institutions.</p> <p data-bbox="804 498 1372 1000">In mental and nervous conditions, the maximum benefit of any individual was \$1,000 during one calendar year for reasonable and customary charges for (1) individual or group psychotherapeutic treatment by a physician in his office or in an approved outpatient psychiatric facility; (2) psychological testing by a psychologist if prescribed by a physician; (3) visit to a physician by members of the patient's family, and counseling in the physician's office or in an approved outpatient psychiatric facility; and (4) the following services in an accredited hospital outpatient department, or an approved outpatient psychiatric facility: Professional and other necessary auxiliary services provided by a daycare or night program; drugs and medications dispensed and charged for by the hospital or facility rendering such treatment as part of regular institutional care program; electroshock therapy and anesthesia related thereto. Services for mental deficiency or retardation were not covered.</p> <p data-bbox="804 1004 1372 1449">The following were not covered by the extended medical insurance plan: (1) Expenses incurred by an individual before the effective date of his extended medical expense insurance; (2) dental care and expenses unless caused by accidental injury while insured under this plan; (3) eye glasses (except one pair of lenses following cataract operations), hearing aids, and examinations for the prescription thereof; (4) health checkups and routine physical examinations; (5) cosmetic surgery or treatment unless necessary to correct damage caused by accidental injury while insured under this plan; (6) services received which were free or covered by workmen's compensation; (7) services received for injury or sickness due to war; (8) expenses for which payment or reimbursement was received by the individual as a result of a legal action or settlement; and (9) sterilization of either sex unless for disease.</p> <p data-bbox="804 1452 1372 1561">Eliminated: Prior provision which reduced insurance continuance benefits during the first 6 months of lay-off by the amount of benefits received under any other employment group insurance plan or prepayment plan.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
June 1, 1970 (USA agreement dated June 1, 1968, and AWU agreement dated July 21, 1968).—Continued	<p>II. \$200 surgical maximum for pensioners. Benefits to be paid on a reasonable and customary fee basis.</p> <p>Reduced: Hospital expense insurance benefits by amount of benefits provided under any other employer group or prepayment plan.</p>	<p>Changed: Dependent coverage for retired employees to that applicable to USA effective June 1, 1968, as stated above.</p>
Jan. 1, 1971 (USA agreement dated June 1, 1968, and AWU agreement dated July 21, 1968).	<p>Increased: Weekly sickness and accident benefits, for employees with less than 2 years of service, by \$10 per week; minimum \$73, maximum to \$88.¹⁸</p>	
June 1, 1971 (USA and AWU agreements of the same date).	<p>Changed: All employees, regardless of departmental seniority, received the same non-occupational weekly sickness and accident benefits when disability absence commenced. The benefit schedule also was increased.¹⁹</p> <p>Changed: All employees, regardless of departmental seniority, receive nonoccupational weekly sickness and accident benefits for pregnancy benefits regardless of seniority.</p>	
June 1, 1971 (USA and AWU agreements of same date).	<p>Added to: Surviving spouse insurance—adjustment benefit of \$150 monthly after the death of an employee under the age of 65 and payable up to a maximum of 24 months, or spouse's death whichever occurred earlier.</p> <p>Increased: Basic surviving spouse income benefits to \$150 monthly. The benefit to commence after last month for which an adjustment benefit was paid. If no adjustment benefit was paid or payable, then income benefit was to be paid first month after employee's death.</p> <p>Added to: Surviving spouse insurance—Medical Benefits.</p>	<p>Adjustment benefit to be reduced to \$100 if spouse was eligible for unreduced Old-Age Insurance Benefits, Disability Insurance Benefits, Widow's or Widower's Insurance Benefits or Mother's Insurance Benefits under the Social Security Act as now in effect or later amended.</p> <p>Decreased: Service requirement for employees and retirees to qualify for surviving spouse benefits—to 10 years of pension service.</p>
		<p>If surviving spouse was receiving adjustment benefits or income benefits, the Hospital Expense Insurance, Surgical-Medical Expense Insurance and Extended Medical Expense Insurance (if applicable) for which the spouse was covered at the time the employee died would be</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
<p>June 1, 1971 (USA and AWU agreements of same date).—Continued</p>	<p>Added: Convalescent nursing home benefits for normal pregnancy.</p> <p>Increased: Noncontributory life insurance benefits to \$8,000 for death during active service, and until age 65 for both retirees and employees on total disability; at age 65 and over benefits ranged from \$2,300 to \$3,500.²⁰</p> <p>Added: Income benefits under Surviving Spouse Insurance were to be continued, until pension service was terminated, for absence due to any cause. Surviving spouse benefits, other than the Income Benefit, were to be continued during layoff, disability, and leave of absence only.</p> <p>Increased: For employees with fewer than 10 years of continuous service—premium for life insurance continuance during layoff to \$4.80 a month. Premium during first 6 months was company-paid and the next 18 months was paid by the employee.</p> <p>Added: Surviving Spouse Insurance (and life insurance, as determined earlier) benefits not to be reduced by amount of benefits received under any other group life insurance plans.</p>	<p>continued for the surviving spouse and the employee's dependent children, on whose account coverage was provided at the employee's death, up to a maximum of 6 months after the date of the employee's death. Continued insurance would cease for all dependents on the date of the death of the surviving spouse or on the day immediately preceding the date the surviving spouse became eligible for any coverage under the Health Insurance for the Aged provisions of the Social Security Act.</p> <p>Changed: Workmen's Compensation cases no longer excluded from hospitalization benefits.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Sickness, accident, and death benefits ¹⁰ —Continued		
<p>June 1, 1971 (USA and AWU agreements of same date).—Continued</p>	<p>Eliminated: Maximum of \$1,000 for mental and nervous conditions during any one calendar year.</p> <p>Increased: Supplemental benefits under hospital expense insurance Medicare Part A to \$60 for first 60 days of confinement and to \$15 a day from 61st through 90th day of confinement.</p> <p>Increased: Company maximum to \$7 for reimbursement of premium of employee or dependent enrolled in Medicare B.</p>	<p>Added: Voluntary sterilization under provisions of sickness and accident insurance.</p> <p>Eliminated: Under Surgical-Medical-Expense Insurance—limitations on the number of medical, surgical, or obstetrical bedside consultations that could be paid for per period or periods of hospitalization for the same illness.</p> <p>Added: To covered physicians' services under Surgical-Medical Expense Insurance for retired employees and dependents not eligible for medicare—emergency accident care in the outpatient department of a hospital (within 48 hours of an accident) when billed by the physician on duty and not the hospital.</p>
Pension plan		
<p>Jan. 1, 1944 (AWU and USA).</p>	<p>Noncontributory retirement plan established to provide pensions to employees with at least 18 months of service after effective date of plan, at age 65. Annuity to equal one-half of 1 percent of earnings under \$3,000, plus 1½ percent of earnings over \$3,000, times years of service. Maximum annuity not to exceed 45 percent of earnings during 5 highest paid years.</p> <p>Disability annuity: At 55 with 10 years or more of service, as follows: (1) Deferred annuity commencing at 65, computed as a normal retirement allowance, or (2) immediate annuity, actuarially reduced.</p>	<p>Not included in contracts; established by company.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
<p>Nov. 10, 1949 (AWU); and Jan. 1, 1950 (USA).</p>	<p>New noncontributory retirement plan negotiated to provide pensions to employees at 65 or older after 15 years of continuous service. Minimum pension: \$100 a month, including Federal old-age benefits and other public pensions to employees retiring at age 65 or older with 25 years of service. Employees aged 65 or older with 15 years of continuous service to receive minimum of \$60 a month, including public pension payments, or \$60 plus \$4 a month for each year of service between 15 and 25.</p> <p>Disability retirement: USA—\$50 a month minimum, including social security and workmen's compensation benefits to employees permanently incapacitated after 15 years of continuous service. AWU—\$50 a month minimum, exclusive of social security and workmen's compensation benefits, after 25 years of service at age 55 or older.</p>	<p>Monthly pension to equal 1/12 of 1.18 percent of total straight-time payments made to employee during period of his continuous service. Payments of service prior to 1943 computed at an annual rate based on 1943 earnings.</p> <p>Applicable until employee reaches 65, at which time pension is not to be less than minimum for nondisabled pensioners.</p> <p>Disability pension continues for life.</p>
<p>Sept. 1, 1954 (USA and AWU agreements dated Aug. 1, 1954).</p>	<p>Changed to: Minimum pension—\$140 a month, including flat \$85 offset for Federal old-age benefits and other public pensions, to employees retiring at age 65 with 30 years of service; for each year's service less than 30, minimum pension reduced by \$2 monthly, to \$110 for 15 years.</p> <p>Disability retirement—Minimum monthly pension increased to \$75, including public pension payments but excluding workmen's compensation, to employees permanently incapacitated after 15 years of continuous service and under age 65.</p>	<p>Company monthly pension to equal 1/12 of 1.25 percent of total straight-time compensation earned by employee during period of continuous service, reduced by a flat \$85 a month (the maximum payable under Federal old-age and survivors insurance at the time of agreement) rather than actual Federal OASI benefits. Pensions for workers retired before Sept. 1, 1954, not to be reduced by the amount of future increases in social security benefits.</p> <p>At age 65, disability pension to revert to a normal retirement pension.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
<p>Jan. 1, 1958 (AWU memorandum of settlement dated July 31, 1956, USA agreement of Aug. 9, 1956).</p>	<p>Changed to:</p> <p>Minimum pension—Company payment of \$2.40 a month for each year of continuous service before Jan. 1, 1958, and \$2.50 a month for each year thereafter, up to 30—plus social security benefits.</p> <p>Disability retirement—Minimum monthly pension to be larger of (1) \$90 including public pension payments but excluding workmen's compensation or (2) minimum pension described above (\$2.40 or \$2.50 times years of service) or (3) amount under basic 1.25-percent formula less flat \$85 offset for social security or in workmen's compensation cases actual social security if under \$85.</p> <p>Added:</p> <p>Early retirement—Employees aged 60 but less than 65 with at least 15 years of continuous service, permitted to retire at own option; could elect (1) deferred normal pension starting at age 65 or (2) an immediate annuity, actuarially reduced.</p> <p>Deferred vested rights—Employees laid off and not recalled within 2 years or terminated because of permanent shutdown of plant, department, or other subdivision, and who at the end of the 2 years or upon such termination had reached age 40 with at least 15 years of continuous service to receive deferred normal pension at age 65 based on continuous service and compensation received to the date of termination.</p>	<p>Minimum monthly pension for employees retired under 1949 pension plan increased to \$2 for each year of service up to 30; for those retired under 1954 plan, to \$2.25 (plus social security benefits).</p> <p>Minimum monthly pension for employees already retired on disability and entitled to social security disability benefit, same as described above; for those not so eligible and retired under 1949 plan, minimum increased to \$60; for those retired under 1954 plan, to \$80.</p>
<p>Jan. 1, 1960 (USA and AWU agreements dated Dec. 19, 1959).</p>	<p>Minimum monthly pension at age 65 increased to company payment of \$2.50 a month for each year of service before Jan. 1, 1960, and \$2.60 a month for each year of service</p>	<p>Pensions of retired employees increased \$5 a month.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
<p>Jan. 1, 1960 (USA and AWU agreements dated Dec. 19, 1959).—Continued</p>	<p>thereafter, up to 40 years—plus social security benefits. Amount deducted for social security benefits from pension benefits, as computed by basic 1.25-percent formula, reduced to \$80.</p> <p>Disability retirement—Minimum monthly pension to be larger of (1) \$100 including public pension payments but excluding workmen's compensation or (2) minimum normal pension described above (\$2.50 or \$2.60 times years of service) or (3) amount under basic 1.25-percent formula.</p> <p>Early retirement: Added— full pension based on continuous service to date of retirement for (a) employees age 60 with 30 years of continuous service, retired under mutually satisfactory conditions, (b) employees age 55 with 15 years of service terminated (1) because of permanent shutdown or (2) after 5 years of continuous absence due to layoff, sickness, or accident, and (c) employees age 50 with 15 years or more service laid off with little likelihood of being recalled, and retired under mutually satisfactory conditions. Alternatives of minimum normal pension or amount under 1.25-percent formula continued.</p> <p>Added: Special retirement benefit, providing lump-sum payment equal to 13 weeks of vacation pay reduced by amount of vacation pay received for year of retirement.</p>	<p>For pensions based on basic 1.25-percent formula, \$80 to be deducted as for normal retirement.</p> <p>Not applicable to employees receiving disability or deferred vested pensions. Regular monthly pension payment to commence after 3 months.</p>
<p>Aug. 3, 1960 (company letter of same date).</p>	<p>Added: Special retirement benefit, to be reduced by amount of vacation pay receivable in year retirement occurred.</p>	

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
Jan. 1, 1961 (company letter dated Aug. 3, 1960).	.....	For special retirement benefit purposes, employee not taking vacation in calendar year of retirement not required to take vacation and not entitled to vacation pay in that year.
Aug. 1, 1962 (USA and AWU agreements of same date).	.....	Added: Credited service included continuous absence up to 2 years because of layoff or nonoccupational sickness or accident.
	<p>Changed: Early retirement—full pension based on continuous service to date of retirement for employee with 15 years or more of service, who was either age 55 and his combined age and years of service equaled at least 75, or any age and his combined age and years of service equaled at least 80, and who was away from work for (1) 2 years because of layoff, sickness, or accident that began after July 31, 1960, 2 years before effective date of contract then in effect, or (2) fewer than 2 years after June 31, 1962, because of (a) layoff after permanent shutdown of plant or department, (b) sickness, or accident, or layoff not caused by permanent shutdown and whose return to work was considered unlikely by company; or (3) who retired under mutually satisfactory conditions.</p>	<p>Employee who (1) was continuously absent for 5 years because of layoff, sickness, or accident, (2) reached age 55 with 15 years of service and was thus eligible to retire on full pension, but was not eligible for any other benefit (except deferred vested pension if he had been laid off and not recalled within 2 years) could be continuously absent for 5 years before credited service was terminated.</p> <p>Minimum monthly pension included social security benefits (unless specifically excluded) and other public pensions, severance allowance (except what was attributable to employee's contributions), workmen's compensation or payments for other work-related disability, and payments from any other fund to which company has contributed.</p> <p>Benefits payable not earlier than month after last month in which employee was eligible for company sickness and accident benefits.</p> <p>Changed: Regular pension was not reduced by eligibility for or receipt of actuarially reduced public pension. When employee reached age at which public pension was not actuarially reduced, company pension was reduced by amount of public pension.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
<p>June 1, 1966 (USA and AWU agreements dated June 1, 1965).</p>	<p>Increased: Minimum monthly pension to greater of 1/12 of 1.25 percent of retiree's total credited compensation or \$5 for each year of continuous service immediately preceding retirement—maximum 40 years.</p> <p>Added: Employee with 30 years of service could retire on full pension regardless of age.</p> <p>Disability and early retirements—employee who retired after 15 years of service (1) because of disability, or (2) after reaching age 55 with combined age and years of service equaling at least 75, or whose combined age and years of service equaled at least 80, received supplementary benefit of \$100 a month (in addition to regular benefit) until the earlier of (1) month after month he reached age of eligibility for unreduced public pension, or (2) month he became eligible for unreduced disability public pension. Supplementary benefits to be reduced by the amount of reduced social security payments, if retiree was ineligible for full social security disability benefits solely because of receipt of such reduced payments.</p>	<p>Increased: Pensions of employees retired before June 1, 1965 (except those on deferred vested pensions or former employees of Detroit works) increased by \$15 a month.</p> <p>Changed: Pension benefits payable on or after June 1, 1966, not reduced by amount of workmen's compensation benefits.</p>
<p>June 1, 1969 (USA and AWU agreements dated June 1, 1968, and AWU agreement dated July 21, 1968).</p>	<p>Changed: Eligibility to 10 years of continuous service where other requirements were met.</p> <p>Increased: Amount of pension to greater of: (1) 1/12 of 1.0 percent of the applicant's average final credited compensation, multiplied by years of continuous service before retirement; or (2) \$6.50 multiplied by years of continuous service before retirement. Maximum of 40 years.</p>	<p>Also applicable to employees who retired between June 1, 1968, and June 1, 1969.</p> <p>Disability benefits payable only if total disability continued for 6 consecutive months.</p> <p>Average final credited compensation was defined as the average of the sum of the highest 5 consecutive calendar years of credited compensation received during the last 10 calendar years preceding retirement. Credited compensation meant the total payments made to an employee for a particular period for service rendered to the company, provided an employee who worked at least 6 months in the year in which he retired had his credited compensation received for that year annualized to represent credited compensation he would receive for a full year.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
<p>June 1, 1969 (USA and AWU agreements dated June 1, 1968, and AWU agreement dated July 21, 1968).—Continued</p>	<p>Decreased: Amount of reduction in monthly pension, related to Title II of the Social Security Act, to \$60.</p> <p>Added: Pensioners retired under earlier plan to receive \$10 per month in addition to previously allotted pension.</p> <p>Eliminated: Age requirement (was age 40) for deferred vested pensions.</p>	<p>In effect and continued: Employee eligible to retire upon attainment of age 60, but not yet 65, could elect (1) a deferred normal pension starting at age 65 or (2) an immediate annuity actuarially reduced as determined by the company.²¹</p>
<p>June 1, 1972 (USA and AWU agreements of June 1, 1971).</p>	<p>Increased: Monthly benefit factor to \$9.</p> <p>Eliminated: 40-year limit on calculating minimum pension.</p> <p>Eliminated: \$60 deduction in 1-percent formula, when Social Security benefits received.</p> <p>Reduced: "Magic Number" (age plus years of service) for retirement at age 55 or over, to 70.</p> <p>Increased: Minimum disability pension, to \$150.</p> <p>Increased: Special supplement (until Social Security benefits payable), to \$130.</p> <p>Increased: Pension payments for employees who retired before June 1, 1971, by \$15 per month.</p>	<p>All improvements, including eligibility, in the pension and special supplement, would apply to employees who retired during the first year of the agreement.</p>
Supplemental unemployment benefit plan		
<p>Oct. 1, 1956 (USA agreement dated Aug. 9, 1956, and AWU memorandum of understanding dated July 31, 1956, and amended Aug. 28, 1956).</p>	<p>Plan established to supplement benefits paid under State unemployment insurance systems.</p> <p>Contributions: Company to contribute 3 cents per man-hour worked from Aug. 1, 1956, with a liability for an additional 2 cents if funds are exhausted.</p> <p>Size of weekly benefits: An amount which when added to State unemployment benefits</p>	<p>Company's contributions to be paid into a fund which, with contingent liability, will eventually be built up to 10 cents ("maximum benefit limit") for each hour worked in the first 12 of the 13 months that precede the month in which the calculation is made.²²</p> <p>Company contributions to fund to cease when 100 percent "maximum benefit limit" is reached and to be resumed only to restore this level.</p> <p>Plan contingent on obtaining ruling the company contributions (1) would be deductible for Federal income tax purpose; and (2) would be excluded in computation of overtime pay under the Fair Labor Standards Act. Company contributions to begin on Oct. 1, 1956, or month in which such rulings were obtained,</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Supplemental unemployment benefit plan—Continued		
<p>Oct. 1, 1956 (USA agreement dated Aug. 9, 1956, and AWU memorandum of understanding dated July 31, 1956 and amended Aug. 28, 1956). —Continued</p>	<p>and other compensation²³ will be the smaller of (1) 22 hours of employee's average straight-time hourly earnings (based on hours actually worked during the first 13 of the immediately preceding 26 weeks) or (2) \$25 a week for the maximum duration of State unemployment benefits and \$47.50 thereafter, with \$2 additional for each dependent, up to four.²⁴ Benefits to continue for a maximum of 52 weeks. Benefits will be reduced between 25 and 85 percent, depending upon ratio of the "available benefit limit" (maximum benefit limit minus benefits paid) to the "maximum benefit limit," in any month in which such ratio is less than 75 percent.²⁵ If such ratio is less than 10 percent, no benefits are payable. Benefits to be first available Aug. 1, 1957 (AWU), and Sept. 1, 1957 (USA), for employees laid off on or after July 1, 1957.</p> <p>Eligibility: Laid-off employees with more than 2 years' accumulated departmental seniority (who meet certain other requirements) eligible for benefits for accumulated periods of layoff not to exceed 52 weeks; if recalled to work, remaining weeks of eligibility for benefits during subsequent layoffs could be increased at a rate of 1 week for each 2 weeks of departmental seniority earned during the recall until the 52-week maximum was reached.</p>	<p>whichever was later, with continued contributions conditioned upon continued allowance of such deductions.</p>
<p>Aug. 1, 1959 (USA and AWU agreements dated Dec. 19, 1959).</p>	<p>Changed: Size of weekly benefit—Computation of average straight-time hourly earnings based on last calendar quarter ending 1 month or more before beginning of employee's benefit year under State system.²⁶</p>	<p>Added: Employee with sufficient earnings to be ineligible for State unemployment insurance to have regular supplemental unemployment benefit reduced by amount earnings from any source exceeded State benefit for total unemployment plus amount of earnings disregarded by State for unemployment benefits purposes (up to \$10) or 20 percent of earnings from company, whichever was greater.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters									
Supplemental unemployment benefit plan—Continued											
Aug. 1, 1959 (USA and AWU agreements dated Dec. 19, 1959).—Continued		<p>When benefit was reduced by less than one-half as a result of earnings that would disqualify employee for State unemployment benefit—three-quarter week's eligibility credit to be deducted; if benefit was reduced by one-half or more, one-quarter week's credit to be deducted.</p> <p>Employee with less than a full week's eligibility to receive proportionately reduced benefit for that week.</p> <p>Employee not eligible for supplemental unemployment benefits at time State unemployment benefits were exhausted to receive, on becoming eligible, supplemental unemployment benefits for number of weeks the State benefits were received less number of weeks between dates of exhaustion and eligibility.</p>									
Aug. 1, 1962 (USA agreement dated June 28, 1962; AWU agreement dated Aug. 1, 1962).	<p>Increased: Contributions—Company to contribute amount necessary to raise fund to maximum financing, up to maximum of 9.5 cents per man-hour actually worked.</p> <p>Changed: Size of weekly benefits—24 times the employee's average straight-time hourly earnings plus \$1.50 for each dependent up to four, reduced by State unemployment compensation (including dependency allowance) or if partially unemployed, amount employee would have received for that week, if totally unemployed and other compensation over amount disregarded in determining State unemployment benefits.²⁷</p>	<p>Increased: "Maximum benefit limit" to 12.5 cents for each hour worked in the first 12 of the 13 months preceding the month in which calculation was made. That part of company contribution, up to 4.5 cents per hour working during the second preceding month, not needed to bring fund up to maximum limit to accrue to the supplemental vacation plan.</p> <p>Added:</p> <p>Employee ineligible for State unemployment benefits, for reasons other than receipt of wages, to receive a weekly benefit equal to the sum of State unemployment benefit, if any, and applicable plan benefit, he would have received if eligible for a State benefit.</p> <p>Changed: Employee with sufficient earnings to be ineligible for State unemployment insurance to have regular supplemental unemployment benefit reduced by amount earnings from any source exceeded State benefit for total unemployment plus amount of earnings to \$10 disregarded by State for unemployment benefit purposes.</p>									
	<p><i>Minimum weekly benefits—</i></p> <table border="1" data-bbox="488 1329 813 1729"> <thead> <tr> <th data-bbox="511 1348 580 1412"><i>Em- ployee who—</i></th> <th data-bbox="628 1348 692 1412"><i>Single em- ployee</i></th> <th data-bbox="712 1329 802 1412"><i>Employee with 4 depend- ents</i></th> </tr> </thead> <tbody> <tr> <td data-bbox="488 1425 580 1561">Received unem- ploy- ment insur- ance . . .</td> <td data-bbox="628 1537 697 1561">\$37.50</td> <td data-bbox="712 1537 795 1561">\$42.50</td> </tr> <tr> <td data-bbox="488 1580 580 1729">Did not re- ceive un- em- ploy- ment- insur- ance . . .</td> <td data-bbox="628 1711 697 1734">60.00</td> <td data-bbox="712 1711 795 1734">66.00</td> </tr> </tbody> </table>	<i>Em- ployee who—</i>	<i>Single em- ployee</i>	<i>Employee with 4 depend- ents</i>	Received unem- ploy- ment insur- ance . . .	\$37.50	\$42.50	Did not re- ceive un- em- ploy- ment- insur- ance . . .	60.00	66.00	
<i>Em- ployee who—</i>	<i>Single em- ployee</i>	<i>Employee with 4 depend- ents</i>									
Received unem- ploy- ment insur- ance . . .	\$37.50	\$42.50									
Did not re- ceive un- em- ploy- ment- insur- ance . . .	60.00	66.00									

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Supplemental unemployment benefit plan—Continued		
<p>Aug. 1, 1962 (USA agreement dated June 28, 1962; AWU agreement dated Aug. 1, 1962).—Continued</p>	<p>Benefits to be reduced 40 or 70 percent depending on financial position of SUB plan in any month in which the position was less than 35 percent.²⁸ No benefits payable if financial position was less than 15 percent.</p> <p>Changed: Computation of average straight-time hourly earnings based on last calendar quarter ending 1 month or more before beginning of employee's layoff.</p> <p>In effect: Eligibility—employee with 2 years or more accumulated departmental seniority laid off for lack of work who after waiting 1 week within benefit year, (1) applied in person or by mail if no company offices were within a reasonable distance, (2) was eligible for State unemployment insurance unless such benefit was denied because (a) the length of the layoff could exceed the duration of such State benefits to which he was entitled, (b) received other compensation that disqualified him for State benefits, (c) was on layoff because of shutdown of plant or department for vacation purposes and was ineligible for vacation pay, or (d) had insufficient employment to be covered by State system, (3) was not receiving or claiming any sickness or accident or disability benefit or any pension benefit wholly or partially financed by the company, (4) was not receiving vacation pay, or (5) was not in military service.</p>	<p>Benefits not available to employees on continuous layoff of 2 years or more after Aug. 1, 1962.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices—Continued

Effective date ¹	Provision	Applications, exceptions, and other related matters
Supplemental unemployment benefit plan—Continued		
<p>Aug. 1, 1962 (USA agreement dated June 28, 1962; AWU agreement dated Aug. 1, 1962).—Continued</p>	<p>Added: Eligibility available to employee who was eligible for State benefits but was denied State benefits because he (1) was unable to work because of disability, provided he became disabled while on layoff and after sickness and accident benefits had ceased, or (2) was participating in a Federal training program.</p> <p>Accrual of credit units: One-half unit for each week in which employee had credited hours. Previous 52 credit unit maximum retained.</p> <p>Added:</p> <p>Short week benefit: Size of benefits—Employee's standard hourly wage rates and cost-of-living adjustment times the difference between 32 and sum of hours (1) worked, (2) not worked but paid for, or (3) not worked for reasons other than lack of work.</p> <p>Eligibility—Employee with 2 years or more of accumulated departmental seniority who had worked at least 1 but fewer than 32 hours in any week. One-half credit unit to be cancelled for each short week benefit.</p>	<p>Credited hours to include all hours (1) worked, (2) not worked but paid for, and (3) not worked or paid for but lost because of (a) specified union activities, or (b) work-connected disability.</p> <p>Short week benefit to be reduced by one-seventh of State benefit for each day in workweek for which both types of payments were made.</p> <p>Short week benefits to be reduced 40 or 70 percent depending on financial position of SUB plan in any month in which the position was less than 35 percent.²⁸</p>
<p>Jan. 1, 1971 (USA agreement dated June 1, 1968, and AWU agreement dated July 21, 1968).</p>	<p>Increased: Weekly benefits to 28 hours of straight-time hourly earnings plus \$1.50 for each dependent up to 4, less reductions as provided under earlier plan. Maximum benefits to range from \$52.50 to \$80 for a single employee and from \$58.50 to \$86 for an employee with 4 dependents.²⁹</p>	
<p>June 1, 1971 (USA and AWU agreements of same date).</p>	<p>Increased: Maximum weekly benefits to range from \$82.50 to \$110 for a single employee and from \$88.50 to \$116 for an employee with 4 dependents contingent upon whether or not the employee was receiving other compensation.³⁰</p>	

See footnotes at end of table.

Footnotes to table 4—

¹ Dates of agreements do not always correspond to the dates on which settlements were negotiated and hence do not necessarily indicate the sequence of bargaining.

² Certain groups of employees, in selected plants, received shift differentials before 1942.

³ Included in 1936 contract.

⁴ During the period covered by Executive Order 9240 (Oct. 1, 1942, to Aug. 21, 1945), practices relating to premium pay for weekend and holiday work were modified where necessary to conform to that order.

⁵ 1936 contract recognized July 4th, Thanksgiving Day, and Christmas Day as holidays for which time and a half would be paid employees working on those days. Memorial Day and Labor Day were also recognized as premium days at specific plants.

⁶ Relocation allowance on Aug. 1, 1962 was as follows:

<i>Miles between plant locations</i>	<i>Single employees</i>	<i>Married employees</i>
50 to 99	\$ 55	\$180
100 to 299	75	220
300 to 499	105	290
500 to 999	155	420
1,000 or more	215	580

⁷ Relocation allowance on June 1, 1971 was as follows:

<i>Miles between plant locations</i>	<i>Single employees</i>	<i>Married employees</i>
50 to 99	\$130	\$380
100 to 299	150	420
300 to 499	180	490
500 to 999	230	620
1,000 to 1,999	290	780
2,000 or more	350	940

⁸ Weekly earnings and hours were averaged over: USA—first 4 of 6 weeks (excluding any week with paid holiday) employee worked before vacation began or 2 weeks earlier if employee requested advance vacation pay; AWU—last calendar quarter that ended 1 month or more before vacation began (excluding any week with paid holiday) or when employee received jury-duty pay or was on vacation.

⁹ If employee elected lump-sum payment, amount equal to pay for regular vacation, regardless of eligibility, was deducted from extended vacation pay. However, no deduction was made if employee retired on disability and was entitled to regular vacation in retirement year.

¹⁰ In addition to provisions listed, dependents' coverage and voluntary group insurance plans were available to ALCOA workers. Before Aug. 1, 1956, participating employees paid all costs; from Aug. 1, 1956 to July 31, 1959, the company paid part of costs for dependents' hospital and surgical benefits, and thereafter, they were company-paid.

¹¹ Benefits payable upon death after retirement established according to following schedule:

(a) On or before reaching age 65	*\$3,500
(b) On or after the first of the month following the—	
66th birthday	3,200
67th birthday	2,900
68th birthday	2,600
69th birthday	2,300
Upon reaching the 70th birthday and thereafter, the insurance remained at	2,000
(c) Upon retirement after age 65, the amount of insurance in force at the time of retirement to be the amount that would have been in force if retirement had taken place on the first of the month after the 65th birthday.	
*\$5,000 for totally disabled.	

Footnotes to table 4—Continued

12 Schedule of benefits on Aug. 1, 1959 was as follows:

<i>Job grade</i>	<i>Weekly benefit</i>
1-4	\$53
5-8	56
9-12	59
13-16	62
17-20	64
21-24	66
25 and above	68

13 Schedule of benefits on Sept. 1, 1963 was as follows:

<i>Job grade</i>	<i>Weekly benefit</i>
1-4	\$63
5-8	66
9-12	69
13-16	72
17-20	74
21-24	76
25 and above	78

14 Benefits payable upon death after retirement were:

(a) Before age 65	\$5,500
(b) At age 65	3,500
(c) On or after the first of the month following the—	
66th birthday	3,200
67th birthday	2,900
68th birthday	2,600
69th birthday	2,300
(d) On or after 70th birthday	2,000
(e) Upon retirement after age 65, the amount of insurance in force at the time of retirement was the amount that would have been in force if employee had retired on the first of the month after 65th birthday.	

15 Benefits for husbands and for all dependent children except those of male employees and widowed female employees were reduced by benefits received under any other employer group insurance or prepayment plan.

16 Dependent coverage for unmarried children ages 19 to 25 and disabled children became effective Jan. 1, 1969, under the AWU agreement dated July 21, 1968.

17 Dependent coverage for retired employees' children for AWU became effective June 1, 1970.

18 Schedule of benefits on Jan. 1, 1971 was as follows:

<i>Job grade</i>	<i>Weekly benefits</i>
1-4	\$73
5-8	76
9-12	79
13-16	82
17-20	84
21-24	86
25 and above	88

Footnotes to table 4—Continued

19 Schedule of benefits was as follows:

Job grade	Weekly benefits		
	Effective June 1, 1971	Effective June 1, 1972	Effective June 1, 1973
1-4	\$ 91	\$ 95	\$ 98
5-8	98	102	105
9-12	106	109	113
13-16	113	116	120
17-20	120	124	127
21-24	127	131	134
25 and above	135	138	142

20 Schedule of death benefits after retirement was as follows:

Age	Amount of life insurance
Under 65	\$8,000
65 but less than 66	3,500
66 but less than 67	3,200
67 but less than 68	2,900
68 but less than 69	2,600
69 and over	2,300

21 Benefits on June 1, 1969 were reduced according to the following table:

Actuarial value percentages for early retirement								
Attained age		Early retire-ment factor	Attained age		Early retire-ment factor	Attained age		Early retire-ment factor
Yrs.	Mos.		Yrs.	Mos.		Yrs.	Mos.	
60	0	0.6600	62	0	0.7732	64	0	0.9152
	1	.6645		1	.7787		1	.9222
	2	.6689		2	.7843		2	.9293
	3	.6734		3	.7899		3	.9364
	4	.6779		4	.7955		4	.9434
	5	.6823		5	.8010		5	.9505
	6	.6868		6	.8066		6	.9576
	7	.6912		7	.8122		7	.9647
	8	.6957		8	.8177		8	.9717
	9	.7001		9	.8233		9	.9788
	10	.7046		10	.8289		10	.9859
	11	.7090		11	.8345		11	.9929
61	0	.7135	63	0	.8400	65	0	1.0000
	1	.7185		1	.8463			
	2	.7234		2	.8525			
	3	.7284		3	.8588			
	4	.7334		4	.8651			
	5	.7384		5	.8713			
	6	.7433		6	.8776			
	7	.7483		7	.8839			
	8	.7533		8	.8901			
	9	.7583		9	.8964			
	10	.7632		10	.9026			
	11	.7682		11	.9089			

22 In September 1957, the maximum benefit limit (for determining benefit levels) was to be 5 cents times hours worked in the applicable 12-month period. Subsequently, until the 10-cent maximum benefit limit was first reached (but no later than May 1959), the maximum would be computed at 5 cents plus 0.25 cent for each month after September 1957.

23 Excluding wages that do not exceed the amount allowed by the State in determining State unemployment insurance benefits.

Footnotes to table 4—Continued

24 In any State which did not permit supplementation, employees received a lump-sum equivalent at the termination of layoff, exhaustion of State benefits, or for other reasons when they became ineligible for State benefits — whichever occurred first. Subsequently, the company and unions worked out special arrangements for benefits in at least one state — Indiana — where this arrangement was not permitted.

25 The amount of weekly benefit is summarized in the following tabulation:

<i>If the ratio of the available benefit limit to maximum benefit limit applicable to the week for which the weekly benefit is paid is—</i>	<i>The weekly benefit shall be the following percentage of the normal weekly benefit</i>
75 percent or more	100
70 but less than 75 percent	75
65 but less than 70 percent	70
60 but less than 65 percent	65
55 but less than 60 percent	60
50 but less than 55 percent	55
45 but less than 50 percent	50
40 but less than 45 percent	45
35 but less than 40 percent	40
30 but less than 35 percent	35
25 but less than 30 percent	30
20 but less than 25 percent	25
15 but less than 20 percent	20
10 but less than 15 percent	15
Less than 10 percent	No benefit payable

Beginning Aug. 1, 1959, the applicable ratio was reduced in 10 percentage point steps rather than 5 percentage point steps.

26 In any state which did not permit supplementation, employees no longer required to apply for state unemployment benefits. Amount of State unemployment benefit employee would have received added to computed benefit, and total amount of such additions subtracted from “available benefit limit.”

27 Maximum supplemental benefits on Aug. 1, 1962 were:

	<u>Number of dependents</u>				
	<i>None</i>	<i>2</i>	<i>3</i>	<i>4 or more</i>	
When receiving unemployment insurance . .	\$37.50	\$39.00	\$40.50	\$42.00	\$43.50
When not receiving unemployment insurance . .	60.00	61.50	63.00	64.50	66.00

28 Benefits to be reduced (1) 40 percent when trust fund position was 25 but less than 35 percent, (2) 70 percent when fund was 15 but less than 25 percent.

29 Maximum supplemental benefits on Jan. 1, 1971 were:

	<u>Number of dependents</u>				
	<i>None</i>	<i>2</i>	<i>3</i>	<i>4 or more</i>	
When receiving unemployment insurance . .	\$52.50	\$54.00	\$55.00	\$57.00	\$58.50
When not receiving unemployment insurance . .	80.00	81.50	83.00	84.50	86.00

Footnotes to table 4—Continued

30 Maximum supplemental benefits on June 1, 1971 were:

	<i>Number of dependents</i>				
	<i>None</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4 or more</i>
When receiving unemployment insurance . .	\$ 82.50	\$ 84.00	\$ 85.50	\$ 87.00	\$ 88.50
When not receiv- ing unemploy- ment insurance . .	110.00	111.50	113.00	114.50	116.00

Wage Chronologies Available

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

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

- American Viscose (a division of FMC Corp.)—
1945-67, BLS Bulletin 1560.¹
- The Anaconda Co.—
1941-58, BLS Report 197.¹
- Armour and Company—
1941-72, BLS Bulletin 1682 (50 cents).
- A.T.&T.—Long Lines Department—
1940-64, BLS Bulletin 1443.¹
1965-70, Supplement to BLS Bulletin 1443 (free).
- Atlantic Richfield Co. (former Sinclair Oil Companies' facilities)—
1941-72, BLS Bulletin 1771 (75 cents).
1973-75, Supplement to BLS Bulletin 1771 (free).
- Berkshire Hathaway Inc.—
1943-69, BLS Bulletin 1541.¹
1969-71, Supplement to BLS Bulletin 1541 (free).
- Bethlehem Atlantic Shipyards—
1941-68, BLS Bulletin 1607 (35 cents).
1969-72, Supplement to BLS Bulletin 1607 (free).
- Bituminous Coal Mine Operators and United Mine Workers of America—
Oct. 1933—Nov. 1974, BLS Bulletin 1799 (70 cents).
- The Boeing Co. (Washington Plants)—
1936-67, BLS Bulletin 1565.¹
- Commonwealth Edison Co. of Chicago and International Brotherhood of Electrical Workers—
Oct. 1945—Mar. 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).
Aug. 1968-Oct. 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—
 Dec. 1937-May 1973, BLS Bulletin 1788 (55 cents).

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

Lockheed-California Company (a division of Lockheed Aircraft Corp.)—
 1937-67, BLS Bulletin 1522.¹

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

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

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

North American Rockwell Corp.—
 1941-67, BLS Bulletin 1564.¹
 1967-70, Supplement to BLS Bulletin 1564 (free).

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

Pacific Coast Shipbuilding—
 1941-67, BLS Bulletin 1605.¹

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

Pacific Longshore Industry—
 1934-70, BLS Bulletin 1568.¹

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

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

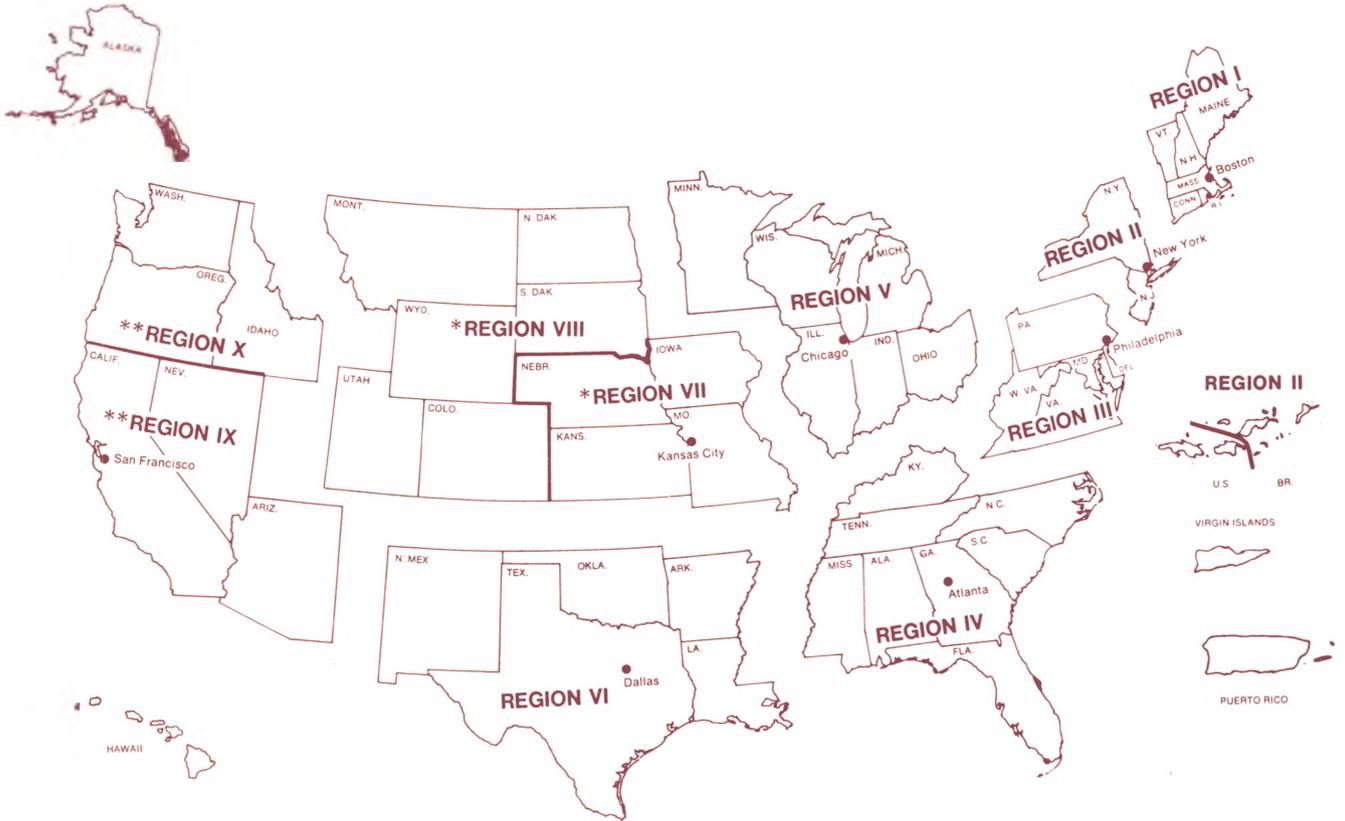
United States Steel Corporation
 and United Steelworkers of America—
 1937-67, BLS Bulletin 1603
 1966-70, Supplement to BLS Bulletin 1603 (free)

Western Greyhound Lines—
 1945-67, BLS Bulletin 1595.¹
 1968-72, Supplement to BLS Bulletin 1595 (free).

Western Union Telegraph Co.—
 1943-67, BLS Bulletin 1545.¹
 1968-71, Supplement to BLS Bulletin 1545 (free).

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

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