

L 2.3: 1845



Wage Chronology: New York City Laundries and the Clothing Workers, November 1945—November 1975

U.S. Department of Labor
Bureau of Labor Statistics
1975

Bulletin 1845



Wage Chronology: New York City Laundries and Amalgamated Service and Allied Industries Joint Board, an Affiliate of the Amalgamated Clothing Workers of America, November 1945-November 1975

U.S. Department of Labor
John T. Dunlop, Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner
1975

Bulletin 1845



For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402
GPO Bookstores, or BLS Regional Offices listed on inside back cover. Price 85 cents
Make checks payable to Superintendent of Documents
Stock Number 029-001-01400-7

Preface

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

This wage chronology summarizes changes in wage rates and related compensation practices negotiated by the New York City laundry industry with the Amalgamated Service and Allied Industries Joint Board (affiliated with the Amalgamated Clothing Workers of America) since 1945. This bulletin replaces *Wage Chronology: New York City Laundries, 1945-64*, published as BLS Bulletin 1453, and incorporates the supplement covering the 1965-72 period. Materials previously published have been supplemented by contract changes negotiated in 1972. Except for a revised introduction and other minor changes, earlier texts are included as they were originally published.

The section for 1965-75 was prepared in the Division of Trends in Employee Compensation by William M. Davis.

The U. S. Bureau of the Census has introduced new job titles in its Occupational Classification System to eliminate those that denote sex stereotypes. For purposes of this bulletin, however, such titles have been retained where they refer specifically to contractual definitions. Where titles are used in the generic sense, and not to describe a contract term, they have been changed to eliminate the sex stereotype.

Contents

	<i>Page</i>
Introduction	1
Summary of contract negotiations:	
November 1945–February 1952	2
March 1952–November 1957	2
December 1957–November 1962	2
December 1962–November 1965	3
December 1965–November 1966	3
December 1966–November 1969	3
December 1969–November 1972	4
December 1972–November 1975	5
Tables:	
1. General wage changes, December 1945–November 1964	6–9
2. General wage changes, December 1965–December 1974	10
3. Minimum hourly wage rates for plantworkers	11
4. Minimum weekly guarantee, selected occupations	12–16
5. Supplementary compensation practices	17–29
Overtime pay	17–18
Shift premium pay	18
Premium pay for weekend work	19
Vacation pay	19–20
Holiday pay	20–22
Paid sick leave	22–23
Call-in pay	23
Down-time pay	23
Paid rest period	23–24
Uniform allowance	24
Travel expense pay	24
Funeral leave	24
Severance pay	24
Health and welfare benefits	25–27
Pensions	27–29
Wage chronologies available	30–31

Introduction

The unionized portion of the commercial laundry industry in the New York City area, including Long Island and parts of Westchester, consists of about 175 power laundries and 175 hand laundries. These laundries employ about 8,500 workers and are under contract with the Amalgamated Service and Allied Industries Joint Board, an affiliate of the Amalgamated Clothing Workers of America (ACWA), AFL-CIO. The industry is classified into three major divisions, according to their function (1) Family and wholesale; (2) linen and flatwork, including towel, industrial, and diaper service; and (3) hand laundry.

Family laundries are self-contained retail laundries which offer a variety of services including wet wash, rough dry, and finishing to individual families. Wholesale laundries perform the wash function for small neighborhood hand laundries, which then sort, finish and deliver to retail customers. Linen, flatwork, towel, and industrial service establishments either launder only, or own, launder, and rent uniforms, tablecloths, bed linens, and other items to restaurants, hotels, barber and beauty shops, industrial organizations, and similar commercial users. Diaper services own, launder, and rent diapers to families and institutions.

Commercial laundries in New York City, as well as nationwide, have been in decline lately. This is due principally to the increased use of home washers and dryers and coin-operated laundries, the extensive use of paper substitutes for linens by restaurants, hotels and other commercial users, and growing public acceptance and use of drip-dry and permanent press synthetic fabrics. In New York City, approximately 18,000 workers were employed by laundries under contract with the union in 1952 compared with 8,500 in 1974. The family and wholesale division employs 12 percent of the 8,500 workers; 80 percent are in linen, flatwork, towel, industrial, and diaper service establishments; and 8 percent are in hand laundries.

Most laundries in the New York City Area are members of any one of 10 employer associations¹ but there are several major and a large number of smaller independent firms. Although each independent signs an individual contract with the union, wage and benefit terms are the same as for association members because the associations and the independents bargain jointly with the union.

Approximately 98 percent of the workers in the industry in New York City are represented by the

Amalgamated Service and Allied Industries Joint Board. The ACWA became active in organizing the laundry industry in New York as the result of a strike in March 1937 for recognition and higher wages by 1,000 laundry workers in the Brownsville section of Brooklyn. When the employers offered recognition to the strikers if they had the endorsement of the Amalgamated, a committee comprised of officials of that union and representatives of the striking employees was formed to negotiate a contract. An ACWA charter was granted the laundry workers on August 12, 1937, and the first contract with the employers, covering 100 shops, was signed the same day. Originally the union was designated as Local 300; in June 1938, the name was changed to the Laundry Workers Joint Board of Greater New York. After 1 year of existence, the Joint Board had organized 90 percent of the laundry workers in the area. The name Amalgamated Laundry Workers Joint Board was adopted in June 1957 and changed to Amalgamated Service and Allied Industries Joint Board in March 1973.

From the beginning, a harmonious relationship existed between the negotiating parties. Although negotiation disputes often are settled by arbitration, a strike has not occurred since the inception of collective bargaining in 1937.

This chronology traces the changes in provisions affecting production, maintenance workers, office workers, and the commission and noncommission route workers and route salesworkers and their helpers employed by the family and wholesale, and linen supply and flatwork divisions. The chronology starts with the 1945 agreements, but the provisions reported under that date do not necessarily indicate changes from earlier conditions of employment.

The changes reported here relate to employees paid piece rates or commissions as well as to those paid on a straight hourly or weekly basis. Special provisions of the contracts dealing with the day-to-day administration of the incentive plans are omitted.

¹ The associations representing employers are as follows: *Family and Wholesale*—Family Laundryowners Association, Inc.; Wholesale Laundry Board of Trade, Inc.; and City Wide Wholesale Laundry Association, Inc.; *Linen Supply and Flatwork*—Towel Service Bureau, Inc.; and Linen Service Council of New Jersey; *Family and Wholesale, Linen Supply and Flatwork*—Bluestone Group; *Hand Laundry*—New York Hand Laundrymen's Association, Inc.; Brooklyn Hand Laundrymen's Association, Inc.; Long Island Hand Laundrymen's Association, Inc.; and Westchester Hand Laundrymen's Association, Inc.

Summary of contract negotiations

November 1945–February 1952

During this period, four wage agreements were signed both in the family and wholesale division and the linen supply and flatwork division; each of the contracts provided for wage increases. In addition, from 1945 to 1952 improvements were made in overtime pay, holiday pay, and health and welfare benefits, and a company-financed pension plan was established.

March 1952–November 1957

Two wage reopenings were permitted by the 3-year agreements dated March 3, 1952, between the family and wholesale laundries and linen suppliers and flatwork laundries and the Laundry Workers Joint Board of Greater New York. The first reopening, to be no later than January 1953, was limited to wage rates, while the second, to be no later than January 1, 1954, and to become effective March 1 of that year, could include wages, hours, and working conditions. The one series of negotiations held under these reopening provisions took place in the fall of 1953 but did not result in agreement. In accordance with contract provisions, the matters under consideration were referred to the impartial arbitrator.

The arbitrator's award issued on December 1, 1953, for the linen supply and flatwork division increased wage rates (including minimum rates of pay), improved vacation benefits, and changed the method of computing overtime pay for noncommission routemen. The award for the family and wholesale division issued on January 21, 1954, made some changes in minimum rates but left other rates unchanged. It also established paid sick leave benefits and, like the other award, improved vacation benefits, and revised the method of computing overtime for wholesale routemen and helpers. Both awards extended the agreements to December 1, 1957, with provision for a reopening on wages no later than October 1, 1954, and for reopenings on wages, hours, or working conditions by October 1, 1955, or any subsequent year of the agreement.

No contract changes were introduced until 1956. However, in October 1954, the Amalgamated Laundry Workers Health Center was opened. Financed out of

welfare fund reserves, it provided out-patient diagnostic, preventive, and therapeutic services for union members. Services of the center were extended to nonworking dependent wives of members late in 1955 and to pensioners and their spouses in April 1956.

When negotiations in the fall of 1955 did not result in an agreement, the matters in dispute were again referred to an arbitrator. The resulting awards, effective in January 1956 for both industry divisions, provided general wage increases, including increases in minimum rates, as well as improved rest periods.

December 1957–November 1962

The contracts were not reopened in 1956, but on November 29, 1957, the parties agreed to new contracts to extend from December 1, 1957, to December 1962. These agreements provided wage increases in January and September 1958 and in January 1960, with provision for an additional cost-of-living increment at the latter date. In addition, provision was made for a reopening on wages (if warranted by the BLS Consumer Price Index) and on contributions to the welfare fund by December 1, 1960. A further reopening on wages, hours, or working conditions was permitted by November 4, 1961. In addition to changing wage rates, the new contracts improved health and welfare benefits.

The deferred wage increase effective January 4, 1960, including the cost-of-living adjustment specified in the 1957 agreements, ranged from 5 to 10 cents for hourly paid workers and from \$3 to \$4 a week for office workers, routemen, and their helpers. Improvements in health benefits were made effective by trustees of the welfare fund on June 1, 1960.

Wage rates were unchanged in the December 1, 1960, reopening. Increased employer contributions to the health and welfare fund became effective on April 3, 1961, and again on September 3, 1961, when the employers' contribution to the pension fund was also increased. Further improvements were made in the health benefits plan.

When the parties failed to agree on contract changes under the second reopening on November 4, 1961, the issues were submitted to arbitration under terms

of the agreement. The arbitrator's award of January 9, 1962, provided increases of 5 to 10 cents in hourly wages and minimum guarantees, and \$3 to \$5 in the weekly pay of office workers, routemen, and their helpers. Vacation provisions were also liberalized. The award became effective on January 22, 1962, for the linen supply and flatwork division and on January 29, 1962, for the family and wholesale division.

December 1962–November 1965

Negotiations on the terms of a new contract in the industry began on August 21, 1962, with the union seeking a 20-percent wage increase, a reduced workweek, and improved holiday and vacation plans. Higher wage rates based on the increase in the cost of living since the date of the last increase were offered by the employers. When a stalemate in late November threatened an industrywide strike, which would have been the first in the long history of labor relations in the industry, the State Mediation Board entered the negotiations. Continuous bargaining sessions resulted in a 4-year agreement on December 1, 1962, that was ratified by the workers by December 15, 1962.

The settlement, covering 16,000 employees, provided general wage increases of 15 cents an hour over a 2-year period for production workers and increased hourly and weekly wages and minimum guarantees for these workers and for engineers, maintenance workers, routemen and helpers, and office workers. The workweek for all noncommission routemen was reduced to 45 hours, including a daily 1-hour lunch period, in two steps between March 4, 1963, and November 30, 1964. Family commission routemen received an additional paid holiday, and the vacation plan was liberalized. Improvements were made in the paid sick leave provisions for commission routemen in the family division. Family routemen also received paid leave in the event of death in the immediate family. Severance pay for employees displaced by new machinery was guaranteed by the agreement.

The agreement was to remain in effect until November 30, 1966, with provision for a reopening by September 1, 1965 for negotiations on wages, hours, and working conditions, or, at any time during the term of the agreement, in the event of an increase in the statutory minimum wage.

December 1965–November 1966

An arbitration award, rendered on October 29, 1965, ended a stalemate in negotiations between the Amalgamated Laundry Workers Joint Board and New York City family and wholesale laundries, and linen supply and flatwork laundries.

Negotiations had begun in August, under a reopening provision of the 4-year contract scheduled to expire November 30, 1966. Union demands, submitted to the industry on September 23, 1965, included a 10-percent increase in wages and minimums, and a reduction in the workweek for engineers and maintenance workers to 40 hours, and another for officeworkers to 35 hours, without reduction in weekly earnings. It included also an additional paid holiday, and an increase to 7 percent in employers' contributions to the insurance fund, with accompanying increases in insurance and retirement benefits.

When agreement could not be reached after a series of negotiations, however, the parties submitted their differences to the industry's impartial chairperson in mid-October. His award, effective December 1, 1965, and covering approximately 15,000 workers, increased employer contributions to the welfare fund from 4.25 to 5.26 percent of gross payroll, with accompanying increases in benefits. Maximums were raised on life insurance, sickness and accident benefits, and hospital-surgical benefits, as well as on life insurance for retirees. "Good Health Day" was an added paid holiday, and the daily rest-period provision was improved. The workweek for engineers and maintenance workers was reduced from 42 to 41 hours without loss in weekly earnings, resulting in a 2.4-percent increase in hourly rates. Wage rates for others remained unchanged for the duration of the contract.

December 1966–November 1969

Negotiations in 1966 began with union demands for a 3-year contract providing for increases in wages and minimum rates of 18 percent in December 1966 and 12 percent in December 1967, plus improvements in supplementary benefits. The employers offered a 1-year contract which would increase wages 3 percent across the board, but representatives of the approximately 15,000 workers rejected the increase. The State Mediation Board entered the negotiations on November 17,

in an attempt to avert a threatened industrywide strike, but on November 19, 450 officials and the negotiating committee of the union voted authorization to strike at midnight on November 30, 1966.

The threatened strike, which would have been the first in the New York industry's history, was avoided when the parties agreed to a 3-year contract on November 30, after a 27-hour marathon bargaining session. Wage increases under the agreement, scheduled to expire November 30, 1969, were: 7½ to 25 cents an hour for hourly paid workers, and \$5 to \$12.50 a week for officeworkers, routemen, and their helpers effective December 5, 1966; 7½ to 12½ cents an hour for hourly paid workers, and \$4 to \$7.50 a week for officeworkers, routemen, and their helpers, effective December 4, 1967; and 5 cents or 10 cents an hour for hourly paid workers, and \$3 to \$5 a week for officeworkers, routemen, and their helpers, effective December 2, 1968. In addition, on December 5, 1966, engineers and maintenance workers received an added 2½-percent wage increase (the amount necessary to maintain weekly earnings when the workweek was reduced from 41 to 40 hours), and officeworkers an additional 3.9-percent increase in hourly rates (resulting from a workweek reduction from 40 to 38½ hours without loss in weekly pay). Effective December 4, 1967, officeworkers received another 2.67-percent increase in hourly rates (resulting from a further reduction in the workweek to 37½ hours). Minimum hourly plant rates and weekly guarantees also were increased in each of the 3 years.

Overtime rates of time-and-one-half were provided for engineers and maintenance workers and officeworkers for work over the reduced number of hours in their respective workweeks. Vacations were improved for office workers, and it was agreed that during February 1967 the question of a fourth week of vacation with pay after 20 years of employment for commission family routemen would be submitted to arbitration.² One additional holiday was provided both for noncommission routemen and helpers in the family and wholesale division and also for all routemen and helpers in the linen supply and flatwork division. Paid funeral leave provisions for routemen and helpers were improved in the family and wholesale division, and these benefits were added for the first time in the linen supply and flatwork division.

The 3-year contract was to remain in effect until November 30, 1969, with no provisions for reopening.

December 1969—November 1972

Another 3-year agreement between the Amalgamated Laundry Workers Joint Board and the industrywide multiemployer group was reached on November 30, 1969. The signing averted a strike set for midnight of November 30, the expiration date of the old contract, concluding 6 weeks of negotiations in many respects like the negotiations which led to the 1966 agreement.

Talks were opened on October 14 with a presentation of the union's demands, which included increases in wages and minimum rates, a reduction in hours, and improvements in vacations, holidays, sick leave, bereavement pay, jury-duty pay, insurance, retirement, and other benefits.

The parties continued to negotiate over the next several weeks but failed to produce an agreement acceptable to both sides. When the last industry offer was rejected by the union 2½ weeks before the contract expiration date, the union negotiating committee voted unanimously to authorize a strike. The State Mediation Board was called upon at this point, and assisted during the final week. Agreement was reached shortly before the strike deadline, climaxing a 2-day marathon bargaining and mediation session.

Under the new contract, wages were increased 20 to 35 cents an hour for hourly paid workers and \$5 to \$16 a week for those paid weekly, beginning December 1, 1969; 10 to 20 cents an hour and \$3 to \$9 a week, respectively, beginning November 30, 1970; and 10 or 15 cents an hour and \$5 to \$8 a week, respectively, beginning November 29, 1971. Benefit improvements included: The extension of George Washington's Birthday as a paid holiday to all employees (in effect earlier only in the linen supply and flatwork divisions and for routemen and helpers in the family and wholesale divisions); a reduced service requirement for 3 weeks of paid vacations, to 10 years by November 29, 1971; improved health and welfare benefits; and liberalized provisions for paid sick leave and funeral leave. In addition, a supplemental pension plan was established for route salesmen, routemen, route salesmen's helpers, engineers, and maintenance workers.

The contract was scheduled to expire November 30, 1972, with no provisions for reopening.

² The arbitrator's award, dated March 30, granted these employees the 4th week of vacation.

December 1972–November 1975

The 1972 negotiations between representatives of the laundries and the union opened on October 10, 1972. The union's demands included increases in wages and in minimum rates and guarantees, a 35-hour week for office employees, additional shift provisions for all employees, improved paid vacation provisions, two additional paid holidays, two additional days of paid sick leave, bereavement pay for all employees, improved severance pay, paid jury-duty leave, and increased contributions to the welfare fund. The employers' initial response was a demand for a 1-year moratorium. Though narrowing the field of differences, subsequent meetings failed to resolve the situation.

As required by law, the parties notified the Federal Mediation and Conciliation Service and the New York State Mediation Board. From November 22, 1972 on, bargaining continued with the participation of the New York State Mediation Board, and a settlement was reached on December 1, 1972. The 3-year contract was ratified during the following week, maintaining the union's strike-free bargaining relationship with the industry.

The agreement stipulated wage increases of 15 to 25 cents an hour for workers paid hourly and \$3 to \$11 a week for workers paid weekly, on December 4, 1972; 10 to 20 cents and \$0 to \$9, respectively, on December 3, 1973; and 10 to 15 cents and \$3 to \$9, respectively, on December 2, 1974.

Effective December 4, 1972, employers were to pay into the union's insurance fund an amount equal to 5.97 percent (was 5.26 percent) of employees' gross earnings. The rate was to be raised to 6.47 percent on December 3, 1973. Employees terminated from an existing establishment as a result of mergers, consolidations, or sale were to receive 1 day's pay for each year of continuous employment (excluding the first 5 years), to a maximum of 20 days' pay. Previously, the amount of severance pay was determined by an arbitrator.

There was no provision for reopening in the agreement, which was to expire on November 30, 1975. The following tables update changes in wages and supplementary benefits through the contract expiration date.

Table 1. General wage changes, December 1945–November 1964¹

Effective date ²	Provision ³		Applications, exceptions, and other related matters
	Inside employees ⁴	Outside employees	
Dec. 24, 1945 (by agreement of Nov. 1, 1945), family and wholesale division.	Production workers: 10-percent increase, averaging 7 cents an hour. Engineers and maintenance workers: 10-percent increase.	Noncommission drivers and helpers: \$4-a-week increase.	Increase applicable to all inside employees not to exceed 10 cents an hour. Not applicable to workers during first 4 weeks of employment.
Feb. 4, 1946 (by agreement of same date), linen supply and flatwork division.	Production workers: 12-percent increase, averaging 8 cents an hour. Engineers and maintenance workers: 12-percent increase.	Noncommission drivers: \$5-a-week increase. Helpers: \$4-a-week increase.	Increase applicable to all inside employees not to exceed 12 cents an hour. Not applicable to workers during first 4 weeks of employment.
Nov. 4, 1946 (by agreement of Oct. 10, 1946), both divisions.	Production workers: 10-percent increase, averaging 7.5 cents an hour. Engineers and maintenance workers: 10-percent increase in minimum hourly rates.	Noncommission drivers, helpers, etc.: 5-percent increase. 	In addition, weekly hours reduced, with no loss in pay, as follows: wholesale, from 52 to 50; linen supply and flatwork, from 51 to 49; office towel, from 47 to 45. Daily lunch period included. Weekly hours reduced from 48 to 44 hours with no loss in pay.
Nov. 1, 1948 (by arbitration award of Oct. 29, 1948), both divisions.	Production workers: 10-percent increase, averaging 8 cents an hour. Engineers and maintenance workers: 10-percent increase, maximum of 7.5 cents an hour.	Wholesale and linen-supply drivers: \$5.60-a-week increase; helpers: \$4.32. Office towel drivers: \$5.10-a-week increase; helpers: \$4.16.	
Dec. 4, 1950 (by agreement of same date), linen supply and flatwork division.	Production workers: 7.5-cents-an-hour increase. Engineers and maintenance workers: 12-cents-an-hour increase.	Noncommission drivers: \$5-a-week increase. Helpers: \$4-a-week increase.	
Dec. 18, 1950 (by agreement of same date), family and wholesale divisions.	Production workers: 7.5-cents-an-hour increase. Engineers and maintenance workers: 12-cents-an-hour increase.	Commission drivers: \$4-a-week increase. Noncommission drivers: \$5-a-week increase. Helpers: \$4-a-week increase.	Guaranteed increase for family division, calculated on basis of specified formula. Applicable to wholesale division.
March 3, 1952 (by agreement of same date), both divisions.	Production workers: 5-cents-an-hour increase. Engineers and maintenance workers: \$4-a-week increase for engineers; \$3 for maintenance workers.	Noncommission drivers: \$4-a-week increase. Helpers: \$3-a-week increase.	
Nov. 30, 1953 (arbitration award of Dec. 1, 1953), linen supply and flatwork division.	Production workers: 5-cents-an-hour increase. Engineers: 10-cents-an-hour increase. Maintenance workers: 7.5-cents-an-hour increase.	Noncommission routemen (drivers) and helpers: \$4-a-week increase. Commission routemen (drivers): \$3-a-week increase in wages and \$4-a-week increase in minimum rate.	Minimum weekly guarantee for women production workers increased by \$1.

See footnotes at end of table.

Table 1. General wage changes, December 1945–November 1964¹—Continued

Effective date ²	Provision ³		Applications, exceptions, and other related matters
	Inside employees ⁴	Outside employees	
Jan. 25, 1954 (arbitration award of Jan. 21, 1954), family and wholesale division.			Minimum weekly guarantee for women production workers increased by \$3.
Jan. 23, 1956 (arbitration award of Jan. 9, 1956), both divisions.	Production workers: 5-cents-an-hour increase. Engineers and maintenance workers: 7.5-cents-an-hour increase.	Wholesale and linen supply and flatwork noncommission routemen and special delivery routemen, and linen supply and flatwork helpers: \$5-a-week increase. Linen supply and flatwork trailer routemen: \$6-a-week increase. Wholesale regular routemen's helpers: \$4-a-week increase. Wholesale routemen's helpers employed by the day: \$1-a-day increase.	No general wage increase for commission routemen. Minimum weekly guarantees increased: \$10 for first 17 weeks of employment of newly hired family routemen; \$2 for women production workers in linen supply and flatwork division; and \$1 for women production workers in family and wholesale division.
Jan. 6, 1958 (agreements of Dec. 1, 1957), both divisions.	Production workers: 7.5-cents-an-hour increase. Engineers and maintenance workers: 10-cents-an-hour increase. Officeworkers: \$4-a-week increase.	Noncommission routemen and helpers: \$5-a-week increase.	No general wage increase for commission routemen. Family commission routemen: \$65 established as guarantee of weekly earnings, effective Feb. 2, 1958. Linen supply and flatwork commission routemen: \$5 a week increase in minimum rate. Minimum weekly guarantee for women production workers increased by \$2. In addition, agreements provided for (a) deferred increases as follows: Inside production workers, 5 cents an hour on Sept. 22, 1958, and 2.5 cents on Jan. 4, 1960. Engineers and maintenance workers, 10 cents an hour on Sept. 22, 1958, and 5 cents on Jan. 4, 1960. Noncommission routemen and helpers, \$3 a week on Sept. 22, 1958, and \$2 a week on Jan. 4, 1960. (b) Effective Jan. 4, 1960, a cost-of-living increase equal to the percentage increase in the BLS Consumer Price Index for New York City between Nov. 15, 1958, and Nov. 15, 1959.
Sept. 22, 1958 (agreements of Dec. 1, 1957), both divisions.	Production workers: 5-cents-an-hour increase. Engineers and maintenance workers: 10-cents-an-hour increase. Officeworkers: \$2-a-week increase.	Noncommission routemen and helpers: \$3-a-week increase.	No general wage increase for commission routemen, but increase in weekly guarantee of \$3 for linen supply and flatwork routemen and \$5 for family routemen. Minimum weekly guarantee for women production workers increased by \$4.

See footnotes at end of table.

Table 1. General wage changes, December 1945–November, 1964¹—Continued

Effective date ²	Provision ³		Applications, exceptions, and other related matters
	Inside employees ⁴	Outside employees	
Jan. 4, 1960 (a- greement dated Dec. 1, 1957), both divisions.	<i>Increases for:</i>		No general increase for commission routemen. Minimum weekly guarantee increased by \$2 in family division and \$4 in linen supply and flatwork divisions. All increases, except for family commission routemen, included an amount in excess of the cost-of-living increment that would have resulted from the percentage rise in the BLS Consumer Price Index for New York City (1947–49=100) between Nov. 15, 1958, and Nov. 15, 1959.
	Production workers—5 cents an hour. Engineers—10 cents an hour. Maintenance workers—8 cents an hour. Office workers—\$3 a week.	Noncommission routemen—\$4 a week. All routemen's helpers—\$4 a week	
Jan. 22, 1962, linen supply and flatwork division, and Jan. 29, 1962, family and wholesale divi- sion (arbitra- tion award dated Jan. 9, 1962).	<i>Increases for:</i>		Minimum weekly guarantees in- creased by \$6 for noncommission and special delivery routemen and linen supply and flatwork com- mission routemen and by \$8 for family commission routemen. Minimum weekly guarantee for wo- men production workers in- creased by \$2 in linen supply and flatwork division, and \$1 in the family and wholesale division, except inexperienced workers for first 30 days.
	Production workers—5 cents an hour. Engineers—10 cents an hour. Maintenance workers—7½ cents an hour. Office workers—\$3 a week.	Noncommission and special deliv- ery routemen—\$5 a week. Commission routemen linen supply and flatwork—\$3 a week. All routemen's helpers—\$4 a week.	
Dec. 3, 1962 (a- greement dated Dec. 1, 1962), both divisions.	<i>Increases for:</i>		Minimum weekly guarantee for wo- men production workers in- creased by \$2. In addition, agreements provided for deferred increases, effective Dec. 2, 1963, and Nov. 30, 1964.
	Production workers—5 cents an hour. Engineers and maintenance work- ers—10 cents and hour. Office workers—\$3 a week.	Noncommission routemen (except trailer routemen in linen supply and flatwork division) and help- ers—\$4 a week. Trailer routemen, linen supply and flatwork division—\$5 a week. Commission routemen, linen sup- ply and flatwork division—\$3 a week in base pay.	
Mar. 4, 1963 (a- greement dated Dec. 1, 1962), linen supply and flatwork division.	<i>Increases for:</i>		Amount necessary to maintain week- ly earnings when workweek was reduced from 47 to 46 hours.
	.....	Noncommission routemen and helpers in linen supply and flat- work division—2.2 percent.	
Dec. 2, 1963 (a- greement dated Dec. 1, 1962), both divisions.	<i>Increases for:</i>		Deferred increases. Minimum weekly guarantee for wo- men production workers in- creased by \$1. Amount necessary to maintain week- ly earnings when workweek was reduced from 46 to 45 hours in linen supply and flatwork divi- sion, and from 47 to 46 in family and wholesale division.
	Production workers, engineers, and maintenance workers—5 cents an hour. Office workers—\$3 a week.	Noncommission routemen and all helpers in linen supply and flat- work division—\$2 a week. Trailer routemen—\$2.50 a week. Commission routemen, linen sup- ply and flatwork division—\$1.50 a week in base pay. Noncommission routemen and helpers in both divisions—2.2 percent.	

See footnotes at end of table.

Table 1. General wage changes, December 1945–November 1964¹–Continued

Effective date ²	Provision ³		Applications, exceptions, and other related matters
	Inside employees ⁴	Outside employees	
Nov. 30, 1964 (agreement dated Dec. 1, 1962), both divisions.	<p style="text-align: center;"><i>Increases for:</i></p> Production workers—5 cents an hour. Engineers and maintenance workers—10 cents an hour. Office workers—\$3 a week.	Noncommission routemen and helpers in family and wholesale division—\$4 a week; in linen supply and flatwork division (except trailer routemen), and all helpers—\$2 a week. Trailer routemen—\$2.50 a week. Commission routemen, linen supply and flatwork division—\$1.50 a week in base pay. Noncommission routemen and helpers in family and wholesale division—2.2 percent.	Deferred increase. Minimum weekly guarantee for women production workers increased by \$1. Amount necessary to maintain weekly earnings when workweek was reduced from 46 to 45 hours.

¹ General wage changes are upward or downward adjustments that affect an entire establishment, bargaining unit, or substantial group of employees at one time. Not included are adjustments in individual rates and minor adjustments in wage structure (such as changes in classification and incentive rates) that do not have an immediate effect on the general wage level.

The changes listed above were the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by nongeneral and incentive rate changes, payment of premium and special rates, and other factors, the total of the general changes listed will not necessarily coincide with the change in average hourly earnings over the period.

² Previous increases were:

- Oct. 1937 – Wholesale and family division, 10 percent but not more than \$3 a week.
- 1937 – Linen supply and flatwork division, inside workers: 10 percent increase, with maximum of \$2 a week; outside workers: 10 percent increase, with maximum of \$3 a week except office towel service, where increase was 10 percent with no maximum stipulated.
- Nov. 1941 – Wholesale and family division, 10 percent increase for women; 10 percent increase for men production workers and in addition weekly hours reduced from 48 to 44 with

no loss in pay; \$6 a week increase for non-commission drivers; varying increases for commission drivers.

- Feb. 1942 – Weekly hours for men inside workers reduced from 46 to 44 with no loss in pay. In addition, \$4 a week increase for washers; \$3 for other washroom workers; 5 to 6 cents an hour for other inside workers. \$5 a week increase for drivers; \$4 for helpers.
- Nov. 1942 – Both divisions, 3 to 7 cents an hour increase for inside workers and noncommission drivers and helpers; \$2 a week for commission drivers if their earnings had not increased that much in a given period.
- Sept. 1943 – Both divisions, 4 to 6.5 cents an hour increase.
- June 1945 – Both divisions, 3 cents an hour increase, except those earning 51 cents an hour (4 cents) and those earning 50 cents an hour (5 cents). This established a 55-cent minimum hourly rate.

³ Unless otherwise stated, changes in provisions applied to both wages and minimum rates.

⁴ Inside employees included piece- and time-rated production workers, engineers, and maintenance workers.

Table 2. General wage changes, December 1965–December 1974¹

Occupation	Dec. 1, 1965	Dec. 5, 1966 ²	Dec. 4, 1967 ³	Dec. 2, 1968 ³	Dec. 1, 1969 ⁴	Nov. 30, 1970 ⁵	Nov. 29, 1971 ⁵	Dec. 4, 1972 ⁶	Dec. 3, 1973 ⁷	Dec. 2, 1974 ⁷
Inside employees	Increases in cents per hour									
Production workers (except washroom employees)	---	\$0.075	\$0.075	\$0.05	\$0.20	\$0.10	\$0.10	\$0.150	\$0.100	\$0.100
Washroom employees	---	.100	.075	.05	.25	.15	.10	.200	.125	.100
Porters, elevator operators, and watchmen	---	.100	.075	.05	.20	.10	.10	.150	.100	.100
Oilers, and auto and plant mechanics' helpers	---	.250	.125	.10	.20	.15	.15	.175	.125	.125
Machinists, electricians, carpenters, firemen, auto and plant mechanics, auto body and fender mechanics, and auto sprayers and painters	---	.250	.125	.10	.30	.15	.15	.200	.150	.150
Engineers	---	.250	.125	.10	.35	.20	.15	.250	.200	.150
Retail outlet employees	---	.100	.100	.05	.20	.10	.10	.150	.100	.100
Truck and car washers	---	.250	.125	.10	.20	.15	.10	.175	.125	.100
	Increases in percent									
Engineers and maintenance workers	82.4	92.5	---	---	---	---	---	---	---	---
Officeworkers	---	103.9	112.67	---	---	---	---	---	---	---
	Increases per week									
Officeworkers	---	\$5.00	\$4.00	\$3.00	\$10.00	\$5.00	\$5.00	\$8.00	\$5.00	\$5.00
Outside employees	Increases per week									
Linen and flatwork division:										
Routemen, noncommission (except trailer, utility and route rider)	---	\$10.00	\$5.00	\$5.00	\$15.00	\$6.50	\$6.00	\$10.00	\$7.50	\$7.50
Trailer, utility and route rider!	---	12.50	7.50	5.00	16.00	9.00	8.00	11.00	9.00	9.00
Routesalesmen, commission Delivery helpers	---	---	---	---	10.00	5.00	5.00	8.00	5.00	5.00
Wholesale division:										
Routemen, noncommission Delivery helpers	---	10.00	5.00	3.00	12.00	6.00	6.00	8.00	7.00	6.50
Family division:										
Routesalesmen, commission Delivery helpers	---	---	---	---	5.00	3.00	---	3.00	---	3.00
	---	7.00	4.00	3.00	10.00	5.00	5.00	7.00	5.00	5.00

¹ General wage changes are upward or downward adjustments that affect an entire establishment, bargaining unit, or substantial group of employees at one time. Not included are adjustments in individual rates and minor adjustments in wage structure (such as changes in classification and incentive rates) that do not have an immediate effect on the general wage level.

The changes listed above were the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by nongeneral and incentive rate changes, payment of premium and special rates, and other factors, the total of the general changes listed will not necessarily coincide with the change in average hourly earnings over the period.

² By agreement dated Dec. 1, 1966.
³ Deferred increases under agreement dated Dec. 1, 1966.

⁴ By agreement of same date.
⁵ Deferred increases under agreement dated Dec. 1, 1969.
⁶ By agreement dated Dec. 4, 1972.
⁷ Deferred increases under agreement dated Dec. 4, 1972.
⁸ Amount necessary to maintain weekly earnings when workweek was reduced from 42 to 41 hours – by arbitration award dated Oct. 29, 1965.
⁹ Amount necessary to maintain weekly earnings when workweek was reduced from 41 to 40 hours. This increase was in addition to the 25-cent increase listed above.
¹⁰ Amount necessary to maintain weekly earnings when workweek was reduced from 40 to 38½ hours. This increase was in addition to the \$5-a-week increase listed below.
¹¹ Amount necessary to maintain weekly earnings when workweek was reduced from 38½ to 37½ hours. This increase was in addition to the \$4-a-week increase listed below.

Table 3. Minimum hourly wage rates for plantworkers¹

Effective date	Minimum hourly rates	
	Family and wholesale division	Linen supply and flatwork division
Dec. 24, 1945	\$0.605	—
Feb. 4, 1946	—	\$0.620
Nov. 4, 1946 . . . . .	.655	.680
Nov. 1, 1948 . . . . .	.730	.750
Feb. 1, 1950 . . . . .	.750	.750
Dec. 4, 1950	—	.825
Dec. 18, 1950 . . . . .	.825	—
Mar. 3, 1952 . . . . .	.850	.850
Nov. 30, 1953	—	.900
Jan. 23, 1956 . . . . .	.900	.950
Jan. 6, 1958 . . . . .	.975	1.025
Sept. 22, 1958	1.025	1.075
Jan. 4, 1960	² 1.075	² 1.125
Jan. 22, 1962	—	1.200
Jan. 29, 1962	1.150	—
Dec. 3, 1962	1.250	1.275
Dec. 2, 1963	1.300	1.325
Nov. 30, 1964	1.350	1.375
Dec. 5, 1966	1.525	1.525
Dec. 4, 1967	1.625	1.625
Dec. 2, 1968	1.700	1.700
Dec. 1, 1969	1.900	1.900
Nov. 30, 1970	2.000	2.000
Nov. 29, 1971	2.100	2.100
Dec. 4, 1972	2.250	2.250
Dec. 3, 1973	2.350	2.350
Dec. 2, 1974	2.450	2.450

¹ Minimum plant wage rates, effective Dec. 24, 1945, through Mar. 3, 1952, applied after first 3 months of employment; effective Nov. 30, 1953, through Jan. 29, 1962, after the first month of employment for employees who had 3 months or more experience in the industry, and after 3 months of employment for other plant employees; and beginning Dec. 3, 1962, effective immediately for experienced workers, and after 2 months of employment for inexperienced workers.

² The 5-cent increase included an amount over the cost-of-living increment that would have resulted from the percentage increase in the BLS Consumer Price Index for New York City (1947-49=100) between Nov. 15, 1958, and Nov. 15, 1959, as provided in the December 1957 agreements.

Table 4. Minimum weekly guarantee, selected occupations

Occupation	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork
	December 1945	February 1946	July 1947		February 1950		December 1950		March 1952	
Inside employees										
Production workers:										
Men	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Women	\$24.20	\$24.80	\$25.25	\$25.80	\$26.50	\$28.00	\$28.00	\$30.00	\$29.00	\$33.00
Outside employees										
Linen supply and flatwork:										
Routemen, non-commission		52.82		52.82		61.00		66.00		70.00
Helpers		41.14		41.14		47.50		51.50		54.50
Special delivery routemen		42.14		42.14		48.60		53.60		57.60
Routemen, commission		52.82		52.82		61.00		66.00		70.00
Office towel:										
Routemen, non-commission		48.56		48.56		56.10		61.10		65.10
Helpers		39.58		39.58		45.80		49.80		52.80
Special delivery routemen		41.58		41.58		48.10		53.10		57.10
Wholesale:										
Drivers, non-commission	50.85 ¹		50.85		58.70		63.70		67.70	
Helpers	37.40		37.40		43.20		47.20		50.20	
Special delivery drivers	42.20		42.20		48.70		53.70		57.70	
Family:										
Drivers, commission ¹	40.00		40.00		40.00		50.00 ¹		50.00 ¹	
							240.00		244.00	
	Jan. 25, 1954	Nov. 30, 1953	Jan. 23, 1956		Jan. 6, 1958		Sept. 22, 1958		Jan. 4, 1960 ³	
Inside employees										
Production workers:										
Men	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.						
Women	\$32.00	\$34.00	\$33.00	\$36.00	\$35.00	\$38.00	\$39.00	\$42.00	\$39.00	\$42.00
Officeworkers					40.00	40.00	42.00	42.00	45.00	45.00
Outside employees										
Linen supply and flatwork:⁵										
Routemen, non-commission		74.00		79.00		84.00		87.00		91.00
Helpers		58.50		63.50		68.50		71.50		75.50
Special delivery routemen		61.60		66.60		71.60		74.60		78.60
Routemen, commission		74.00		79.00		84.00		87.00		91.00
Office towel:⁵										
Routemen, non-commission		69.10		74.10		79.10		82.10		86.10
Helpers		56.80		61.80		66.80		69.80		73.80
Special delivery routemen		61.10		66.10		71.10		74.10		78.10

See footnotes at end of table.

Table 4. Minimum weekly guarantee, selected occupations—Continued

Occupation	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork
	Jan. 25, 1954	Nov. 30, 1953	Jan. 23, 1956		Jan. 6, 1958		Sept. 22, 1958		Jan. 4, 1960 ³	
Outside employees—continued										
Wholesale:										
Routemen (drivers) noncommission	\$67.70	.....	\$72.70	.....	\$77.70	.....	\$80.70	.....	\$84.70	.....
Helpers	50.20	.....	54.20	.....	59.20	.....	62.20	.....	66.20	.....
Special delivery routemen (drivers)	57.70	.....	62.70	.....	67.70	.....	70.70	.....	74.70	.....
Family:										
Routemen (drivers) commission	150.00 244.00	..... .....	160.00 244.00	..... .....	665.00	.....	70.00	.....	72.00	.....
	Jan. 29, 1962	Jan. 22, 1962	Dec. 3, 1962		Dec. 2, 1963		Nov. 30, 1964			
Inside employees										
Production workers:										
Men	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.
Women	\$42.00	\$46.00	\$44.00	\$48.00	\$45.00	\$49.00	\$46.00	\$50.00	\$46.00	\$50.00
Officeworkers	48.00	48.00	53.00	53.00	58.00	58.00	63.00	63.00	63.00	63.00
Outside employees										
Linen supply and flatwork:⁵										
Routemen, non-commission	.....	97.00	.....	101.00	.....	103.00	.....	105.00	.....	105.00
Helpers	.....	78.50	.....	82.50	.....	84.50	.....	86.50	.....	86.50
Special delivery routemen	.....	84.60	.....	88.50	.....	90.60	.....	92.60	.....	92.60
Routemen, commission	.....	97.00	.....	101.00	.....	103.00	.....	105.00	.....	105.00
Office towel:⁵										
Routemen, non-commission	.....	92.10	.....	96.10	.....	98.10	.....	100.10	.....	100.10
Helpers	.....	76.80	.....	80.80	.....	82.80	.....	84.80	.....	84.80
Special delivery routemen	.....	84.10	.....	88.10	.....	90.10	.....	92.10	.....	92.10
Wholesale:										
Routemen (drivers) noncommission	90.70	.....	94.70	.....	94.70	.....	98.70	.....	98.70	.....
Helpers	62.90	.....	73.20	.....	73.20	.....	77.20	.....	77.20	.....
Special delivery routemen (drivers)	80.70	.....	84.70	.....	84.70	.....	88.70	.....	88.70	.....
Family:										
Routemen (drivers), commission	80.00	.....	80.00	.....	80.00	.....	80.00	.....	80.00	.....
	.....	.....	770.00	.....	772.50	.....	775.00	.....	775.00	.....

See footnotes at end of table.

Table 4. Minimum weekly guarantee, selected occupations—Continued

Occupation	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork
	Dec. 5, 1966		Dec. 4, 1967		Dec. 2, 1968	
Inside employees						
Production workers:						
Engineers, main- tenance workers, porters, elevator operators, watch- men, washroom employees, wash- room truck han- dlers, linen sup- ply soil em- ployees, heavy bulk handlers, and linen supply dry tumblers . .	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work.
Other production workers ⁸	\$53.50	\$53.50	\$57.00	\$57.00	\$59.00	\$59.00
Officeworkers	68.00	68.00	72.00	72.00	75.00	75.00
Outside employees¹⁰						
Linen and flatwork:						
Routemen, non- commission . .	----	115.00	----	120.00	----	125.00
Helpers	----	93.50	----	97.50	----	101.50
Routemen, special delivery	----	102.60	----	107.60	----	112.60
Routemen, com- mission-linen . .	----	115.00	----	120.00	----	125.00
Routemen, com- mission- flatwork		115.00		120.00	--	125.00
Office towel:						
Routemen, non- commission . .	----	110.10	----	115.10	----	120.10
Helpers	----	91.80	----	95.80	----	99.80
Routemen, special delivery	----	102.10	----	107.10	----	112.10
Wholesale:						
Routemen, non- commission . .	108.70	----	113.70	----	116.70	----
Delivery helpers . .	84.20	----	88.20	----	91.20	----
Routemen, special delivery	98.70	----	103.70	----	106.70	----
Family:						
Routemen, com- mission	1190.00	--	1295.00	--	¹³ 100.00	--

See footnotes at end of table.

Table 4. Minimum weekly guarantee, selected occupations—Continued

Occupation	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork	Family and wholesale	Linen supply and flatwork
	Dec. 1, 1969		Nov. 30, 1970		Nov. 29, 1971	
Inside employees						
Production workers:						
Engineers, main- tenance workers, porters, elevator operators, watch- men, washroom employees, wash- room truck han- dlers, linen sup- ply soil em- ployees, heavy bulk handlers, and linen sup- ply dry tumblers	40 hours' work.	40 hours' work.	40 hours' work.	40 hours' work	40 hours' work.	40 hours' work.
Other production workers ⁸	\$66.50	\$66.50	\$70.00	\$70.00	\$73.50	\$73.50
Officeworkers	985.00	985.00	985.00	985.00	985.00	985.00
Outside employees¹⁰						
Linen and flatwork:						
Routemen, non- commission . .	----	142.50	----	149.00	----	155.00
Helpers	----	113.50	----	118.50	----	123.50
Routemen, special delivery	----	130.10	----	136.60	----	142.60
Routemen, com- mission-linen . .	----	142.50	----	142.50	----	142.50
Routemen, com- mission- flatwork		140.00		140.00	—	140.00
Office towel:						
Routemen, non- commission . .	----	137.60	----	144.10	----	150.10
Helpers	----	111.80	----	116.80	----	121.80
Routemen, special delivery	----	129.60	----	136.10	----	142.10
Wholesale:						
Routemen, non- commission . .	130.20	----	136.20	----	142.20	----
Delivery helpers . .	102.70	----	107.70	----	112.70	----
Routemen, special delivery	120.20	----	126.20	----	132.20	----
Family:						
Routemen, com- mission	102.50	—	102.50	—	102.50	—

See footnotes at end of table.

Table 4. Minimum weekly guarantee, selected occupations—Continued

Occupation	Dec. 4, 1972	Dec. 3, 1973	Dec. 2, 1974
Inside employees			
Production workers:			
Engineers, maintenance workers, porters, elevator operators, watchmen, washroom employees, washroom truck handlers, linen supply soil employees, heavy bulk handlers, and linen supply dry tumblers	40 hours' work. \$78.75	40 hours' work. \$82.25	40 hours' work. \$85.75
Other production workers ⁸	1493.00	1495.00	1495.00
Office workers			
Outside employees¹⁰			
Linen and flatwork:			
Routemen, noncommission	165.00	172.50	180.00
Helpers	130.50	135.50	140.50
Routemen, special delivery	152.60	160.10	167.60
Routesalesmen, commission	150.00	155.00	160.00
Routemen, trailer	189.50	198.50	207.50
Office towel:			
Routemen, noncommission	160.10	167.60	175.10
Helpers	128.80	133.80	138.80
Routemen, special delivery	152.10	159.60	167.10
Wholesale:			
Routemen, noncommission	150.20	157.20	163.70
Delivery helpers	119.70	124.70	129.70
Routemen, special delivery	140.20	147.20	153.70
Routemen, shirt	144.70	151.70	158.20
Family:			
Routesalesmen, commission	105.00	107.50	110.00

¹ Effective for first 17 weeks of employment.

² Effective during July and August of each year.

³ Except for family commission routemen, the rates include an amount in excess of the cost-of-living increment prescribed in the December 1957 agreements.

⁴ Rates for officeworkers added to contract at this time, although these workers were previously covered by the agreement.

⁵ Rates applied after 30 days for employees with prior experience in the industry and after 90 days for inexperienced employees.

⁶ Effective Feb. 2, 1958, a year-round guarantee of \$65 a week was extended to all family commission routemen, applicable to earnings averaged over a 6-month interval.

⁷ Effective Dec. 3, 1962, an additional weekly guarantee was extended to family commission routemen during the industry's traditionally low earnings months of July and August to supplement the year-round guarantee.

⁸ Rates applied after 2 months from date of hire for inexperienced employees.

⁹ Rates applied immediately for workers employed as of Dec. 1, 1969, and after 6 months for workers employed after Dec. 1, 1969.

¹⁰ Rates applied after 30 days for employees who had previous experience in the industry and after 90 days for inexperienced employees (not effective in the family and wholesale division until Dec. 1, 1969).

¹¹ Effective Jan. 2, 1967. Guarantees were to be calculated at 3-month instead of 6-month intervals.

¹² Effective Jan. 1, 1968.

¹³ Effective Dec. 30, 1968.

¹⁴ Rates applied immediately for workers employed as of Dec. 1, 1972, and after 3 months for workers employed after Dec. 1, 1972.

Table 5. Supplementary compensation practices

Effective date	Provision		
<i>Overtime pay</i>			
	Inside employees	Outside employees	
		Family and wholesale	Linen supply and flatwork
Nov. 1, 1945 (Family and wholesale division).	All employees: Time and one-half for work in excess of 11 hours on scheduled long days. ¹ Work schedule limited to 2 long days a week.	Wholesale: Time and one-half for work in excess of 12 hours on long days or 52 hours a week.	Office towel: Time and one-half for work in excess of 12 hours on long days or 48 hours a week, including a daily lunch period.
Feb. 4, 1946 (Linen supply and flatwork division).	Production employees: Time and one-half for work in excess of 44 hours a week for women and 46 hours for men.		Linen and flatwork: Time and one-half for work in excess of 12 hours a day or 53 hours a week, including a daily lunch period.
Nov. 1, 1946 (Both divisions).	Engineers and maintenance workers: Time and one-half for work in excess of 50 hours a week. Changed to:	Changed to—	Changed to—
	Production employees: Time and one-half for work in excess of 40 hours a week for women, 42 hours for men. Engineers and maintenance workers: Time and one-half for work in excess of 44 hours a week.	Wholesale: Time and one-half for work in excess of 50 hours a week.	Office towel: Time and one-half for work in excess of 44 hours a week, including a daily lunch period. Linen supply: Time and one-half for work in excess of 49 hours a week, including a daily lunch period.
Nov. 1, 1947 (Family and wholesale division).	Changed to: Production employees: Time and one-half for work in excess of 40 hours a week for men and women. Engineers and maintenance workers: Time and one-half for work in excess of 42 hours a week.	Wholesale: Time and one-half for work in excess of 48 hours a week, including a daily lunch period.	
Feb. 2, 1948 (Linen supply and flatwork division).	.....	.....	Changed to— Office towel: Time and one-half for work in excess of 43 hours a week, including a daily lunch period. Linen and flatwork: Time and one-half for work in excess of 47 hours a week, including a daily lunch period.
Feb. 1, 1950 (Both divisions).	.....	Changed to— All employees: Time and one-half for work in excess of 11 hours on long days. Work schedule limited to 2 long days a week.	Changed to— All employees: Time and one-half for work in excess of 11 hours on long days. Work schedule limited to 1 long day a week.
Feb. 5, 1951 (Both divisions).	Changed to— All employees: Time and one-half for work in excess of 10 hours on long days.		
Jan. 25, 1954 (arbitration award of Jan. 21, 1954), family and wholesale division; and Nov. 30, 1953 (arbitration award of Dec. 1, 1953), linen supply and flatwork division	.....	Changed to—All noncommission employees: Time and one-half for work in excess of 47 hours a week, including a daily 1-hour lunch period; overtime rate computed on basis of 42-hour week.	Changed to—All noncommission employees except office towel service: Time and one-half for work in excess of 47 hours a week, including a daily 1-hour lunch period; overtime rate to be computed on basis of 42-hour week. Office towel employees: Time and one-half for work in excess of 43 hours a week; overtime rate computed on basis of 38-hour week.

See footnotes at end of table

Table 5. Supplementary compensation practices—Continued

Effective date	Provision		
<i>Overtime pay—Continued</i>			
	Inside employees	Outside employees	
		Family and wholesale	Linen supply and flatwork
Dec. 1, 1957 (agreements of same both divisions.	Holiday to be considered as time worked in computing overtime. }	Same.	Same.
Mar. 4, 1963 (agreement dated Dec. 1, 1962).		.....	Changed: Noncommission routemen and helpers, excluding office towel—Time and one-half for work in excess of 46 hours a week, including daily 1-hour lunch period; overtime rate computed on basis of 41-hour week.
Dec. 2, 1963 (agreement dated Dec. 1, 1962).	.....	Changed: Noncommission employees—Time and one-half for work in excess of 46 hours a week, including a daily 1-hour lunch period; overtime rate computed on basis of 41-hour week.	Changed: Noncommission routemen and helpers, excluding office towel—Time and one-half for work in excess of 45 hours a week, including daily 1-hour lunch period; overtime rate computed on basis of 40-hour week.
Nov. 30, 1964 (agreement dated Dec. 1, 1962).	.....	Changed: Noncommission employees—Time and one-half for work in excess of 45 hours a week, including a daily 1-hour lunch period; overtime rate computed on basis of 40-hour week.	
Dec. 1, 1965 (arbitration award dated Oct. 29, 1965), both divisions.	Changed: Engineers and maintenance workers—time and one-half for work over 41 hours a week.		
Dec. 5, 1966 (agreement dated Dec. 1, 1966), both divisions.	Changed: Engineers and maintenance workers—time and one-half for work over 40 hours a week. Officeworkers—time and one-half for work over 38½ hours a week.		
Dec. 4, 1967 (agreement dated Dec. 1, 1966), both divisions.	Changed: Officeworkers—time and one-half for work over 37½ hours a week.		

Shift premium pay

	Family and wholesale	Linen supply and flatwork	Applications, exceptions, and other related matters
Feb. 4, 1946 (Linen supply and flatwork divisions).	All employees: No provision for shift premium pay.	All inside employees: 5 percent premium pay for work before midnight, 10 percent for work after midnight.	Premium pay for individual employees not working on an established shift was negotiated by parties. When agreement could not be reached, the matter was submitted to arbitration.
Mar. 3, 1952 (agreement of same date).	Correction: Inside employees 5 percent premium pay for work before midnight, 10 percent for work after midnight.	.....	Premium pay for individual employee regularly on night work for which no additional shift had been established to be negotiated by parties.
Dec. 1, 1962 (agreement of same date), both divisions.	.....	.....	Added: Shift defined to include time worked by one employee or more.

See footnotes at end of table.

Table 5. Supplementary compensation practices—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Family and wholesale	Linen supply and flatwork	
<i>Premium pay for weekend work</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	All employees: Time and one-half for work on Saturday and Sunday as such.		Except as otherwise agreed upon by parties.
<i>Vacation pay</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	All employees: One week's vacation with pay after one and less than five years' continuous service; two weeks after five years' continuous service.		Vacation pay for inside employees to equal average weekly earnings during months of October through March preceding vacation. Noncommissioned drivers paid regular weekly rate. Linen supply commissioned drivers paid average earnings on route during 26 weeks preceding vacation. Family commissioned drivers paid earnings of route during vacation period. To be eligible for vacation pay, employee must not have been absent from job without reasonable excuse for more than 135 hours during the year.
Feb. 1, 1950 (Linen supply and flatwork division).	.....	Changed to— All employees: Two weeks' vacation with pay after 4 years of continuous service.	
Jan. 25, 1954 (arbitration award of Jan. 21, 1954), family and wholesale division.	.....	.....
Nov. 30, 1953 (arbitration award of Dec. 1, 1953). linen supply and flatwork division.	.....	Changed to—All employees: 1 week's vacation with pay for 1 but less than 4 years' continuous service and 2 weeks after 4 or more years' service.	.....
Dec. 1, 1957 (agreements of same date), both divisions.	.....	.....	Added—All employees: Pro rata vacation pay for employees with 1 or more years' service upon termination of employment. Vacation pay for inside employees no less than minimum weekly guarantee; and for routemen, their helpers, and office employees to be based on regular pay for full workweek.

See footnotes at end of table.

Table 5. Supplementary compensation practices—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Family and wholesale	Linen supply and flatwork	
<i>Vacation pay—Continued</i>			
Jan. 22, 1962, linen supply and flatwork division, and Jan. 29, 1962, family and wholesale division (arbitration award dated Jan. 9, 1962).	Added: All employees—3 weeks of vacation with pay for 15 years or more of continuous service.		
Dec. 3, 1962 (agreement dated Dec. 1, 1962).	.....	Changed: routemen and helpers—3 weeks of vacation with pay for 13 years or more of continuous service.	
Dec. 2, 1963 (agreement dated Dec. 1, 1962).	Changed: All employees: 3 weeks of vacation with pay for 13 years or more of continuous service.	Changed: Inside employees—3 weeks of vacation with pay for 13 years or more of continuous service; routemen and helpers—3 weeks for 12 years or more of continuous service.	
Dec. 1, 1966 (agreement of same date).	Changed: Officeworkers—2 weeks of vacation with pay after 1 year of service.		
1967 (arbitration award dated Mar. 30, 1967).	Added: Commission route salesmen in family division—4 weeks of vacation with pay, after 20 years of continuous service.		
Dec. 1, 1969 (agreement of same date).	Changed: All employees, except routemen in linen supply and flatwork divisions—3 weeks of vacation with pay after 12 years of continuous service.	Changed: Routemen—3 weeks after 11 years of continuous service.	
Nov. 30, 1970 (agreement dated Dec. 1, 1969).	Changed: All employees, except routemen in linen supply and flatwork divisions—3 weeks of vacation with pay after 11 years of continuous service.	Changed: Routemen—3 weeks after 10 years of continuous service.	
Nov. 29, 1971 (agreement dated Dec. 1, 1969).	Changed: All employees, except routemen in linen supply and flatwork divisions—3 weeks of vacation with pay after 10 years of continuous service.		
<i>Holiday pay</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	5 holidays for which employees not required to work were paid as follows: Inside hourly workers: Straight-time rate times hours scheduled on same day in week preceding holiday; Inside piece workers: Average straight-time daily earnings for days worked during week of holiday;	7 holidays for which employees not required to work were paid as follows:	Paid holidays for family and wholesale division were: New Years' Day, July 4, Labor Day, Thanksgiving and Christmas. Decoration Day was an unpaid holiday. Paid holidays for linen supply and flatwork division were same as those above plus Decoration Day and Washington's Birthday.

See footnotes at end of table.

Table 5. Supplementary compensation practices—Continued

Effective date	Provisions		Applications, exceptions, and other related matters
	Family and wholesale	Linen supply and flatwork	
<i>Holiday pay—Continued</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division)—Continued	<p>All workers paid by the week: Regular weekly salary, without deduction for the holiday;</p> <p>Commission drivers: \$7 for the day</p> <p>Inside employees: Double time and one-half (total) for work on a holiday if no make-up time was worked.² Double time (total) for holiday or Sunday work if make-up time was worked during week or Saturday.</p> <p>Time and one-half for holiday make-up work during the week or on Saturday.</p> <p>Commission drivers: \$5 flat sum paid for Saturday make-up time during a holiday week.</p>	<p>Commission drivers: Paid amount earned on same day of week preceding holiday.</p> <p>Inside employees: Double time and one-half (total) for work on holiday if no make-up time was worked.² Double time and one-half (total) for holiday or Sunday work in a 5-day plant if make-up time was worked during week or Saturday; double time (total) in a 6-day plant.</p> <p>Time and one-half for holiday make-up work during the week and on Saturday preceding and succeeding a holiday.</p> <p>Outside employees: Full day's pay in addition to weekly wages for make-up work.</p>	<p>Family and wholesale: Double time for work on Decoration Day, and time and one-half for make-up time required by time lost on this holiday.</p> <p>Linen supply and flatwork: Provision to be effective until Nov. 1, 1946. After that, full day's pay in addition to weekly wages for first 6 hours or fraction thereof, then time and one-half.</p>
July 24, 1947 (Family and wholesale division).	<p>Added—</p> <p>All employees: One paid holiday (total 6).</p>		Holiday added was Decoration Day.
Feb. 1, 1950 (Both divisions).	<p>Changed to—</p> <p>Inside employees: Holiday pay for piece workers to equal average straight-time daily earnings during week preceding holiday week. Double-time rate (total) paid for work on holiday or Sunday preceding or succeeding the holiday when make-up time was worked during the week. Double time and one-half (total) paid for work on holiday or Sunday preceding or succeeding holiday when make-up time was not worked.</p>		Employees paid for holidays regardless of whether they fell on scheduled workday. When holiday occurred during vacation period, employee paid for holiday in addition to vacation pay.
Mar. 3, 1952 (Both divisions).	<p>Changed to—</p> <p>Double time and one-half (total) for work on a holiday or a Sunday preceding or succeeding a holiday when make-up time was not worked. Double time (total) for work on a holiday or Sunday preceding or succeeding a holiday when make-up time was worked during the week or on Saturday. Time and one-half (total) for holiday make-up time during the week or on Saturday.</p>	<p>Changed to—</p> <p>Inside employees: Double time and one-half (total) for work on a holiday or on a Sunday preceding or succeeding a holiday if no make-up time was worked and for make-up work during the week in a 6-day plant or for make-up work during the week or on Saturday in a 5-day plant.</p> <p>Outside employees: Full day's pay and time and one-half after 6 hours paid to 6-day plant employee for Saturday or day-off make-up time.</p>	
Jan. 23, 1956 (arbitration award of Jan. 9, 1956), both divisions).	<p>Added—All employees: 8 hours' pay for holidays falling on Saturday.</p> <p>Changed to—Inside employees: Holiday pay for pieceworkers to be based on earnings during workweek in which the holiday occurred divided by number of days worked during week.</p>		
Dec. 1, 1957 (agreements of same date), both divisions.	<p>Changed to—Inside employees: Time and one-half for makeup work during the week and on Saturday of holiday week; double time (total) for work on paid holiday if makeup performed in week or on Saturday; and double time and one-half (total) for work on holiday or Sunday if no makeup during week or on Saturday.</p> <p>Commission drivers: Increased to flat sum of \$10 for the holiday and \$7 for Saturday makeup time during holiday week.</p>		

See footnotes at end of table.

Table 5. Supplementary compensation practices—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Family and wholesale	Linen supply and flatwork	
<i>Holiday pay—Continued</i>			
Dec. 3, 1962 (agreement dated Dec. 1, 1962).	Added: Commission routemen—1 paid holiday (total—7). Increased: Commission drivers—pay for Saturday makeup time during holiday week—to \$10.	.....	Holiday was Washington's Birthday.
Dec. 2, 1963 (agreement dated Dec. 1, 1962).	.....	Added: Routemen and helpers—1 day off with pay each year in other than a holiday week or vacation period.	.....
Dec. 1, 1965 (arbitration award dated Oct. 29, 1965).	Added: All employees—1 paid holiday.	.....	Holiday was "Good Health Day," a day mutually agreed upon between the union and employer for employees' annual health checkup; paid only after proof of attendance furnished employer by the Amalgamated Laundry Workers Health Center.
Dec. 1, 1966 (agreement of same date).	Added: Noncommission routemen and helpers—1 paid holiday (total 8).	.....	Holiday was Washington's Birthday.
Dec. 1, 1969 (agreement of same date).	Added: 1 paid holiday (total 8) for all employees except routemen and helpers.	.....	Washington's Birthday, previously in effect for employees in the linen supply and flatwork divisions and for routemen and helpers in the family and wholesale divisions, extended to all employees.
<i>Paid sick leave</i>			
Feb. 4, 1946 (Linen supply and flatwork division).	All employees: No provision for sick-leave pay.	All employees: 5 days' sick leave for employees with one or more years of service.	Unused sick leave could be used as additional vacation with pay, unless employee was already entitled to full 2 weeks' vacation. In that case employer had option of granting additional vacation with pay or paying for unused sick leave.
Jan. 25, 1954 (arbitration award of Jan. 21, 1954), family and wholesale division.	Established—All employees: 5 days' sick leave for employees with 1 or more years of service.	.....	Unused sick leave to be used as additional vacation time or paid for in cash, at employer's option.
Dec. 1, 1957 (agreements of same date), both divisions.	Added—All employees: pro rata sick leave pay for employees with 1 or more years of service upon termination of employment.	Added—All employees: Pro rata sick leave pay for employees with 1 or more years of service upon termination of employment.	Family and wholesale: (1) No employee to be required to take time off in lieu of payment for accumulated sick leave. (2) Payment for sick leave for inside employees to be on same basis as vacation pay; for routemen, on the basis of the average earnings for 52 weeks.

See footnotes at end of table.

Table 5. Supplementary compensation practices—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Family and wholesale	Linen supply and flatwork	
<i>Paid sick leave—Continued</i>			
Dec. 31, 1958 (agreement dated Dec. 1, 1957).	Correction: 5 days of sick leave cumulative annually for employee with at least 2 years of service on Dec. 31, 1958, or for employee hired thereafter on second anniversary date of employment.		Added: Family commission routemen with 1 year or more service—Earnings reduction in case of absence for illness limited to \$7 a day (weekly guarantee \$70) for first 5 days of absence in year.
Dec. 3, 1962 (agreement dated Dec. 1, 1962), family and wholesale division.			Added: Family commission routemen with 5 years or more of service—Earnings reduction in case of absence for illness limited to \$7 a day (weekly guarantee—\$80) for first 7 days of absence in year.
Dec. 2, 1963 (agreement dated Dec. 1, 1962), family and wholesale division.			Increased: Family commission routemen with 5 years or more of service—Earnings reduction in case of absence for illness extended to first 8 days of absence in year.
Nov. 30, 1964 (agreement dated Dec. 1, 1962), family and wholesale division.			Increased: Family commission routemen with 5 years or more of service—Earnings reduction in case of absence for illness, extended to first 10 days of absence in year.
Dec. 31, 1970 (agreement dated Dec. 1, 1969).	Increased: 6 days of paid sick leave cumulative annually for employee with at least 2 years of service on Dec. 31, 1970, or for employee hired thereafter on second anniversary date of employment.	Increased: All employees—6 days of paid sick leave after 1 year of service. Added: Beginning with second year of employment, sick leave pay could be prorated at rate of 1 day for each 2 months of employment.	
<i>Call-in pay</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	Engineers and maintenance workers: Minimum of 4 hours' pay guaranteed at double-time for emergency work on Sunday. Other employees: No provision for call-in pay.		Double time paid for actual hours worked when called in on Sunday for purpose of heating plant.
<i>Down-time pay</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	Inside employees: Regular rates paid for all waiting time caused by machinery breakdowns. Other employees: No provision for down-time pay.		Applied to all inside employees requested to remain in plant after breakdown.
<i>Paid rest period</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	Inside employees: One daily 15-minute paid rest period provided during months of July and August. Other employees: No paid rest period provision.		Not applicable to employees working less than 5 hours a day.

See footnotes at end of table.

Table 5. Supplementary compensation practices—Continued

Effective date	Provision		Applications, exceptions, and other related matters
	Family and wholesale division	Linen supply and flatwork division	
<i>Paid rest period—Continued</i>			
Jan. 23, 1956 (arbitration awards of Jan. 9, 1956), both divisions.	Changed to—Inside employees: Daily summer rest period extended. New period to be from June 15 to Sept. 15 of each year.		
Dec. 1, 1965 (arbitration award dated Oct. 29, 1965).	Changed: Inside production employees—one daily 10-minute rest period provided year-round.		
<i>Uniform allowance</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	Outside employees: Minimum of 50 percent of cost and maintenance of uniforms paid by employers. Other employees: No uniform allowance provision.	Outside employees: Full cost and maintenance of uniforms paid by employers. Other employees: No uniform allowance provision.	
<i>Travel expense pay</i>			
Nov. 1, 1945 (Family and wholesale division); Feb. 4, 1946 (Linen supply and flatwork division).	All employees: In the event the plant was moved to a location beyond the 10-cent travel-fare radius, additional travel expense paid by employer.		
<i>Funeral leave</i>			
Dec. 3, 1962 (agreement dated Dec. 1, 1962).	Established: Family routemen received 3 days of paid leave in the event of death in family.	.....	Family defined as mother, father, wife, or child.
Dec. 1, 1966 (agreement of same date).	Changed: All routemen and helpers received 3 days of paid leave if a death occurred in family.		Changed: Definition of "family" expanded to include brother and sister.
Dec. 1, 1969 (agreement of same date).	Changed: Up to 3 days of paid leave if a death occurred in family for (1) routemen, route salesmen, and delivery helpers employed before Dec. 1, 1969; (2) routemen, route salesmen, and delivery helpers hired on or after Dec. 1, 1969, after 5 years of service; and (3) engineers, maintenance workers and office employees, after 5 years of service.		Changed: Definition of "family" expanded to include mother-in-law and father-in-law.
<i>Severance pay</i>			
Mar. 3, 1952 (agreement of same date).	In effect: Arbitrator to determine if severance pay was due, and its amount, if employees are displaced by installation of new machinery and not provided equivalent employment.		There was to be no portability of continuous employment after severance pay was received by employee.
Dec. 3, 1962 (agreement dated Dec. 1, 1962).	Changed: Arbitrator to determine only the amount of severance pay due employees displaced by installation of new machinery.		
Dec. 4, 1972 (agreement of same date).	Changed: Severance pay in event of a merger, consolidation or sale of employer's business in whole or in part, to be paid as follows: (1) Under 5 years of continuous employment—no severance pay; or (2) 5 years or more—1 day's pay for each year of continuous employment (excluding first 5 years) to maximum of 20 days' pay.		

See footnotes at end of table.

Table 5. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health and welfare benefits—both divisions</i>		
Nov. 10, 1941 . . .	Established: Noncontributory group insurance plan for employees with minimum of 6 months service.	Employer paid 1 percent of payroll into trust fund administered by union-appointed trustees.
July 1, 1942 (agreement dated Feb. 1, 1942).	Plan provided— <i>Life insurance—\$100.</i> <i>Sickness and accident disability benefits—All workers: \$6 a week for up to 13 weeks, beginning on 8th day of sickness and 1st day of accident.</i> <i>Maternity benefits—\$25 for normal delivery.</i>	
Nov. 1, 1943	Increased: <i>Life insurance—to \$250.</i> <i>Sickness and accident disability benefits—All workers—to \$8 a week.</i> <i>Maternity benefits—to \$57 for normal delivery.</i>	
January 2, 1946		Fund to be administered jointly by employer and union representatives.
February 15, 1946	Increased: <i>Life insurance—to \$500.</i> Changed: <i>Sickness and accident disability benefits—\$8 a week for women, \$12 a week for men.</i> Added: <i>Daily hospital benefits—\$3 for up to 31 days.</i> <i>Special hospital expense—Up to \$15 for any one disability.</i>	Increased: Employer contribution to fund to 2 percent of payroll.
August 1, 1946		Life insurance coverage extended for successive periods for totally or permanently disabled employees.
October 1, 1947	Increased: <i>Daily hospital benefits—to \$5. Special hospital expenses—to \$25</i>	
July 1, 1948	Increased: <i>Sickness and accident disability benefits—To \$10 a week for women, \$15 a week for men. Daily hospital benefits—to \$6. Special hospital expenses—to \$30.</i> Reduced: <i>Maternity benefits—to \$50 for normal delivery.</i> Added: <i>Surgical benefits—up to \$150.</i>	
January 1, 1950	Increased: <i>Special hospital expenses—to \$50.</i>	
July 1, 1950	Changed: <i>Sickness and accident disability benefits—to one-half of average weekly wage earned in 8 weeks prior to disability—minimum \$10, maximum \$26 a week, up to 13 weeks.</i>	Applicable to men and women.
December 1, 1950	Increased: <i>Sickness and accident benefits—maximum to \$50 a week.</i>	
April 1, 1951		Added: \$500 paid-up life insurance to retirees. Hospital and surgical coverage provided during first year of retirement.
October 1, 1954	Established: <i>Medical benefits—Patients provided free diagnostic, therapeutic, and preventive medical care at Amalgamated Laundry Workers Health Center.</i>	
November 1, 1955	Added: <i>Medical benefits—Health Center care extended to dependent unemployed wives of employees.</i>	
March 29, 1956		Added: Medical benefits—Health Center care extended to retirees.
April 2, 1956	Increased: <i>Life insurance—to \$1,000. Daily hospital benefits—to \$9. Surgical benefits—up to \$200.</i>	
July 1, 1956	Added: <i>Sickness and accident disability benefits—Specific minimum amounts payable above the \$10 minimum.³</i>	
August 30, 1956		Added: Medical benefits—Health Center care extended to retiree's spouse.
July 1, 1957	Increased: <i>Sickness and accident disability benefits—Minimum amounts to vary with weekly pay.⁴</i>	

See footnotes at end of table.

Table 5. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health and welfare benefits—both divisions—Continued</i>		
February 1, 1958	Added: <i>Hospitalization, surgical and maternity benefits</i> —Extended to dependent unemployed spouses.	Changed: Benefits extended to retiree's dependents for 1 year after retirement. These, as well as weekly sickness and accident benefits, also extended to retiree during any period in which earnings in the industry made him ineligible for retirement benefits.
June 1, 1958	Changed: <i>Surgical and sickness and accident benefits</i> —Eligibility requirement to 4 weeks as a covered employee.	
September 22, 1958.	Changed: <i>Life insurance</i> —For employees with 3 years of covered employment: \$2,000 for workers earning \$2,600 but less than \$3,900 during preceding calendar year and \$3,000 for employees earning \$3,900 or more.	\$1,000 life insurance continued for employees earning less than \$2,600 during preceding calendar year or with less than 3 years of covered employment. Work as a covered employee in each of 40 weeks during a calendar year constituted 1 year of covered employment. Amount of life insurance adjusted on basis of annual earnings prior to Sept. 22, 1958, and annually thereafter to January 1. After 10 years of covered employment, amount of insurance in effect could not be reduced by a subsequent reduction in earnings. Face value of life insurance continued during first 6 months of retirement.
June 1, 1960	Increased: <i>Daily hospital benefits</i> —to \$13. <i>Maternity benefits</i> —to \$75 for normal delivery.	
April 3, 1961 . . . . .	.....	Increased: Employer contribution to fund to 2.75 percent of payroll; deferred increase effective Sept. 3, 1961.
July 1, 1961	Changed: <i>Daily hospital benefits</i> —to \$16 to \$20 depending on average weekly earnings. ⁵ Increased: <i>Special hospital expenses</i> —to \$75. <i>Maternity benefits</i> —to \$100 for normal delivery.	Added: Hospitalization, surgical, and maternity benefits—extended to dependent children through age 18.
September 3, 1961 . . . . .	.....	Increased: Employer contribution to fund to 2.84 percent of payroll.
December 1, 1965 (arbitration award dated Oct. 29, 1965).	..... Changed: <i>Life insurance</i> —\$2,000 insurance for employees earning less than \$3,380 during preceding calendar year or with less than 3 years of covered employment. For employees who have 3 years or more of covered employment: \$3,000 insurance for workers earning \$3,380 but less than \$3,900 during preceding calendar year and \$4,000 for employees earning \$3,900 or more. Increased: <i>Sickness and accident benefits</i> —maximum to \$55 a week. Increased: <i>Daily hospital benefits</i> —to \$24 to \$28 depending on average weekly earnings. ⁶ <i>Special hospital expenses</i> —to \$250. <i>Surgical benefits</i> —to \$300.	Increased: Employer contribution to health and welfare and retirement funds to 5.26 percent, from 4.25 percent, of gross payroll. Increased: Life insurance for retirees—to \$750.

See footnotes at end of table.

Table 5. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health and welfare benefits—both divisions—Continued</i>		
December 1, 1969 (agreement of same date).	Increased: <i>Sickness and accident benefits</i> —weekly minimum to \$20 and maximum to \$65, and benefit period extended to 20 weeks. <i>Daily hospital benefits</i> —to \$45 for up to 60 days (from 31). <i>Incidental hospital expenses</i> —to \$350. <i>Surgical benefits</i> —maximum on fee schedule to \$400. <i>Maternity benefits</i> —to \$150 normal delivery, \$200 Caesarean section, and \$50 miscarriage.	Coverage extended to dependents.
December 4, 1972 (agreement dated Dec. 1, 1972).	.....	Increased: Employer contribution to the health and welfare and retirement funds to 5.97 percent, from 5.26 percent, of gross payroll.
January 1, 1973 . . .	Increased: <i>Life insurance</i> —to \$5,000 for employees earning more than \$7,800 during preceding calendar year, and to \$1,000 for retirees. <i>Sickness and accident benefits</i> —maximum to \$75 a week, and benefit period extended to a maximum of 26 weeks. <i>Daily hospital benefits</i> —to maximum \$85. <i>Incidental hospital expenses</i> —to maximum \$500. <i>Surgical benefits</i> —maximum on fee schedule to \$500. <i>Obstetrical benefits</i> —to \$300 normal delivery, \$400 caesarean section, and \$100 miscarriage. Added: \$100 <i>obstetrical benefits</i> for an abortion requiring the services of a legally qualified physician.	Applied to deaths occurring on or after Jan. 1, 1973. Applied to claims submitted on or after Jan. 1, 1973. Applied to hospitalization on or after Jan. 1, 1973. Applied to confinements for which room and board benefits were paid under the plan. Applied to surgical procedures performed on or after Jan. 1, 1973. Applied to pregnancies terminated on or after Jan. 1, 1973.
December 3, 1973, (agreement dated Dec. 1, 1972).	.....	Increased: Employer contribution to health and welfare and retirement funds to 6.47 percent, from 5.97 percent of, gross payroll.
<i>Pensions—both divisions</i>		
April 1, 1951	Noncontributory plan established to provide employees, at age 65, with 20 years of continuous service in the industry and 10 years of continuous membership in the union, with annuity of \$25 a month, exclusive of Social Security benefits.	Plan established through negotiation, Feb. 1, 1950. Employer paid 1 percent of payroll into trust fund commencing July 31, 1950.
May 1, 1952 . . . . .	.....	Benefit forfeited for any month in which annuitant earned \$50 or more.
January 1, 1957	Added: Reduced benefits for women employees retiring at age 62 and prior to 65.	Benefits payable at age 65 for employees totally disabled after Apr. 1, 1946, and after reaching age 60.
December 1, 1958 . . . . .	.....	Limitation on monthly earnings raised to \$75.
September 3, 1961 . . . . .	.....	Limitation on monthly earnings raised to \$100.
January 1, 1962	Increased: Monthly annuity to \$33. Added: Reduced benefits for men employees retiring at age 62 and prior to 65.	Increased: Employer contribution to fund—to 1.41 percent of payroll.
		Changed: Benefits available at age 62 for employees disabled after age 60.

See footnotes at end of table.

Table 5. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Pensions—both divisions—Continued</i>		
January 1, 1965	Benefits reduced by \$1 for each \$2 of earned income in excess of \$1,200 a year, and for each \$1 of earned income of \$1,700 or more.
December 1, 1965 (arbitration award dated Oct. 29, 1965).	Increased: Employer contribution to health and welfare and retirement funds to 5.26 percent, from 4.25 percent, of gross payroll.
January 1, 1966	Changed: Allowable earnings before reduction in pensions for retirees raised to \$1,500 a year.
April 1, 1967	Increased: Monthly annuities: (1) to \$40 for retirement before 12/1/66; and (2) for retirement after 12/1/66, (a) to \$50 for former employees whose average wages were less than \$100 a week, and (b) to \$65 for former employees whose average wages were \$100 a week or more.	
January 1, 1968	Changed: Allowable earnings before reduction in pensions for retirees raised to \$1,680 a year.
November 30, 1970 (supplemental agreement dated Dec. 1, 1969).	Established: Supplemental pension plan for route salesmen, routemen, route salesmen's helpers, engineers and maintenance workers.	Plan financed by employer payment of 40 cents per employee per employee per day to fund.
December 7, 1970	Increased: Employer contribution to health and welfare and retirement funds to 5.47 percent of gross payroll, to insure adequate funding of the unfunded accrued past service liability of the Retirement Fund of the Amalgamated Laundry Workers Insurance Fund, pursuant to actuarial study made in accordance with provisions of December 1, 1969, agreement.
November 29, 1971 (supplemental agreement dated Dec. 1, 1969).	Increased: Employer payment to pension fund covering route salesmen, routemen, route salesmen's helpers, engineers and maintenance workers—to 80 cents per employee per day.
December 4, 1972 (agreement dated Dec. 1, 1972).	Increased: Employer contribution to health and welfare and retirement funds to 5.97 percent, from 5.26 percent, of gross payroll.
January 1, 1973	Changed: Allowable earnings before reduction in pensions for retirees under age 72 raised to \$2,100 a year (was \$1,680). Retirees age 72 and older were permitted unlimited earnings without reduction in their pensions.

See footnotes at end of table.

Table 5. Supplementary compensation practices--Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Pensions--both divisions--Continued</i>		
April 1, 1973	Increased: Monthly annuities: (1) to \$48 for retirement before 12/1/66; and (2) for retirement after 12/1/66, (a) to \$60 for former employees whose average wages were less than \$100 a week, and (b) to \$75 for former employees whose average wages were \$100 a week or more.	
December 3, 1973 (agreement dated Dec. 1, 1972).		Increased: Employer contributions to health and welfare and retirement funds to 6.47 percent, from 5.97 percent, of gross payroll.
January 1, 1974		Changed: Allowable earnings before reduction in pensions for retirees under age 72 raised to \$2,400 a year (was \$2,100).

¹ Contracts provided for regularly scheduled long days, not to exceed 2 days a week, for which premium rate was to be paid after a stated number of hours. Otherwise premium pay for overtime paid only after work in excess of regular weekly schedule of hours.

² Make-up time was time worked outside regular schedule because of time lost through observance of holiday.

³ Average weekly earnings	Amount of benefit (\$50 maximum)
\$40 but less than \$48	\$22.00
\$30 but less than \$40	\$17.50
\$20 but less than \$30	\$12.50

⁴ Average weekly earnings	Amount of benefit
\$44 and over	50 percent of weekly earnings.
\$40 but less than \$44	\$22.00
\$20 but less than \$40	\$20.00
Less than \$20	Average weekly earnings (\$10 minimum)

⁵ Average weekly earnings	Amount of benefit
\$75 and over	\$20.00
\$50 but less than \$75	\$18.00
Less than \$50	\$16.00

⁶ Average weekly earnings	Daily benefit
Less than \$65	\$24.00
\$65 but less than \$75	\$26.00
\$75 and over	\$28.00

Wage chronologies

The following wage chronologies 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. Some publications are out of print and not available from the Superintendent of Documents but may be obtained, as long as supplies are available, from the Bureau of Labor Statistics, Washington, D.C. 20212, or from the Bureau's regional offices. Out-of-print items also may be available for reference in leading public, college, or university libraries.

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

Aluminum Company of America—

November 1939-January 1974, BLS Bulletin 1815.

American Telephone and Telegraph Co.—Long Lines Dept.—

1940-74, BLS Bulletin 1812.

American Viscose (a division of FMC Corp.)—

1945-67, BLS Bulletin 1560.¹

June 1968-June 1974, Supplement to BLS Bulletin 1560.

The Anaconda Co.—

1941-58, BLS Report 197.¹

Armour and Company—

1941-72, BLS Bulletin 1682.

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

1941-72, BLS Bulletin 1771.

January 1973-January 1975, Supplement to BLS Bulletin 1771.

Berkshire Hathaway Inc. and the Textile Workers (TWUA)—

January 1948—April 1975

Bethlehem Atlantic Shipyards—

1941-68, BLS Bulletin 1607.

1969-72, Supplement to BLS Bulletin 1607.

Bituminous Coal Mine Operators and United Mine Workers of America—

October 1933-November 1974, BLS Bulletin 1799.

The Boeing Co. (Washington Plants)—

1936-67, BLS Bulletin 1565.¹

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

April 1945-March 1974, BLS Bulletin 1808.

Dan River Inc.—

May 1943-January 1972, BLS Bulletin 1767.

Federal Classification Act Employees—

1924-68, BLS Bulletin 1604.

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

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

1937-73, BLS Bulletin 1762.

Ford Motor Company—

June 1941-September 1973, BLS Bulletin 1787.

International Harvester Company—

1946-70, BLS Bulletin 1678.

1970-73, Supplement to BLS Bulletin 1678.

International Paper Co., Southern Kraft Division—
1937-73, BLS Bulletin 1788.

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

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.

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

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

North Atlantic Longshoremen—
1934-71, BLS Bulletin 1736.

Pacific Coast Shipbuilding—
1941-67, BLS Bulletin 1605.¹

Pacific Gas and Electric Co.—
1943-73, BLS Bulletin 1761.

Pacific Longshore Industry—
1934-70, BLS Bulletin 1568.¹
August 1969-July 1975, Supplement to BLS Bulletin 1568.

Swift & Co.—
1942-73, BLS Bulletin 1773.

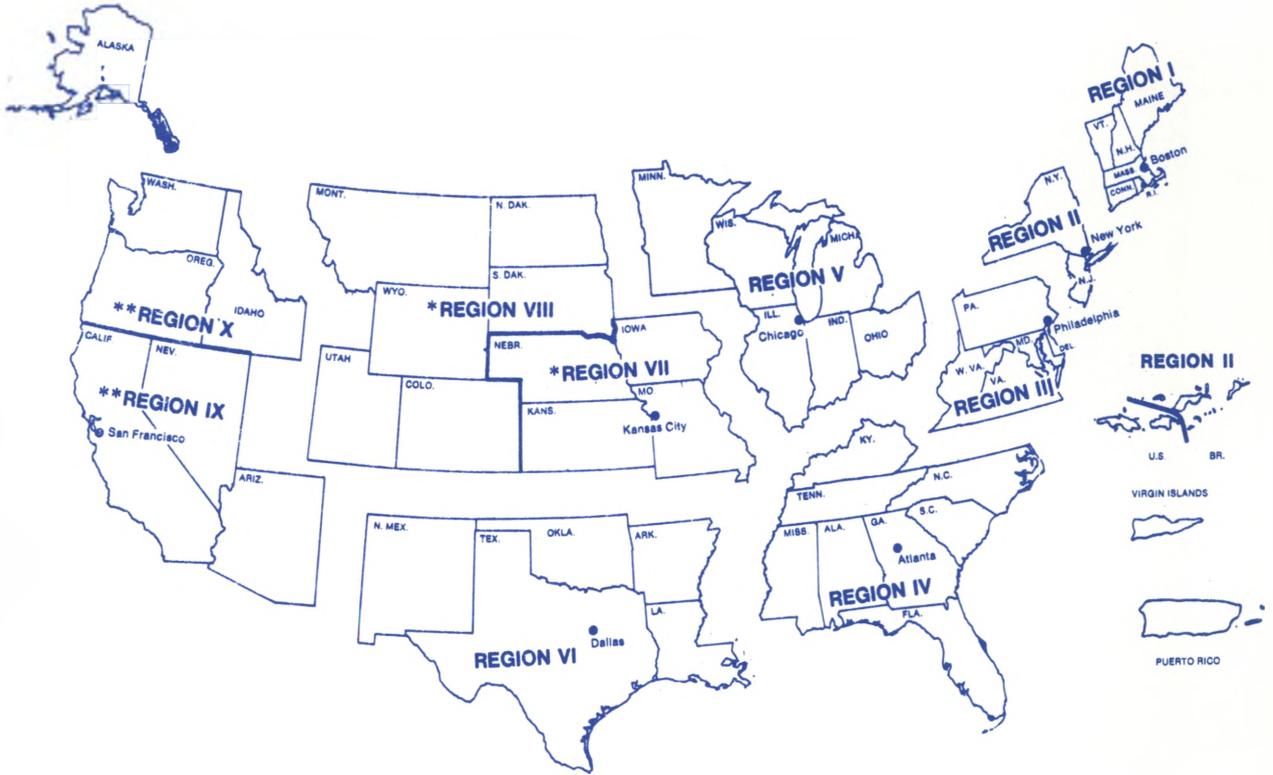
United States Steel Corporation—
March 1937-April 1974, BLS Bulletin 1814.

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

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

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.

BUREAU OF LABOR STATISTICS REGIONAL OFFICES



Region I
1603 JFK Federal Building
Government Center
Boston, Mass. 02203
Phone: 223-6761 (Area Code 617)

Region II
Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: 971-5405 (Area Code 212)

Region III
P.O. Box 13309
Philadelphia, Pa. 19101
Phone: 597-1154 (Area Code 215)

Region IV
Suite 540
1371 Peachtree St., NE.
Atlanta, Ga. 30309
Phone: 526-5416 (Area Code 404)

Region V
9th Floor
Federal Office Building
230 S. Dearborn
Chicago, Ill. 60604
Phone: 353-1880 (Area Code 312)

Region VI
Second Floor
555 Griffin Square Building
Dallas, Tex. 75202
Phone: 749-3516 (Area Code 214)

Regions VII and VIII *
Federal Office Building
911 Walnut St., 15th Floor
Kansas City, Mo. 64106
Phone: 374-2481 (Area Code 816)

Regions IX and X **
450 Golden Gate Ave.
Box 36017
San Francisco, Calif. 94102
Phone: 556-4678 (Area Code 415)

* Regions VII and VIII are serviced by Kansas City
** Regions IX and X are serviced by San Francisco