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Wage Chronology: Berkshire Hathaway Inc. and the Textile Workers, June 1943 - April 1975



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

This bulletin is prepared by the Bureau of Labor Statistics as part of a series that traces changes in wage scales and related benefits negotiated by individual employers or combinations of employers with a union or group of unions. Benefits unilaterally introduced by an employer generally are included. The information is obtained largely from collective bargaining agreements and related documents voluntarily filed with the Bureau. Descriptions of the course of collective bargaining are derived from the news media and confirmed and supplemented by the parties to the agreement. Wage chronologies, dealing only with selected features of collective bargaining or wage determination, are intended primarily as a tool for research, analysis, and wage administration. References to job security, grievance procedure, methods of piece-rate adjustments, and similar matters are omitted. For a detailed explanation of the purpose and scope of the chronology program, see "Wage Chronologies and Salary Trend Reports," **BLS Handbook of Methods**, Bulletin 1711 (Bureau of Labor Statistics, 1971), pp. 209-12.

This wage chronology summarizes changes in wage rates and related compensation practices negotiated by Berkshire Hathaway Inc. with the Textile Workers Union of America since June 1943. This bulletin replaces **Wage Chronology: Berkshire Hathaway Inc., 1943-69**, published as BLS Bulletin 1541, and the Supplement to Bulletin 1541 which covered the 1969-71 period. Materials previously published have been supplemented in this bulletin by contract changes negotiated for the 1972-75 period. Except for a revised introduction and other minor changes, earlier texts are included as they were originally published.

The material for the 1969-75 period was prepared in the Division of Trends in Employee Compensation by Milfred W. Ellis and Diane C. Bayless.

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.

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Introduction

Berkshire Cotton Manufacturing Co., a predecessor of Berkshire Hathaway, Inc., was incorporated in Massachusetts on August 29, 1889. The name was changed to Berkshire Fine Spinning Associates Inc. when the company merged with four other mills on February 26, 1929. Since then, several additional textile manufacturers and, in recent years, subsidiaries in insurance and banking have been acquired. On March 14, 1955, the company merged with Hathaway Manufacturing Co. (also incorporated in 1889) and adopted the title Berkshire Hathaway, Inc. The concern has several other sources of revenue including banking and insurance, but this chronology is limited to its textile manufacturing operations. Since March 2, 1968, Berkshire Hathaway has had only one mill, located in New Bedford, Mass. Its 800 production workers are represented by the Textile Workers Union of America (TWUA).

In 1955, the year of peak employment, the company had about 12,000 production workers at 14 plants in New England, producing cotton, nylon, rayon, and other fabrics. Operations subsequently were cut back, primarily because of increased competition from foreign producers and the rapid expansion of textile production in the South where labor costs and unionization were less. Berkshire Hathaway did not have any Southern textile operations.

The first American textile mill was opened in 1793 and the earliest major strike came in 1834 when 2,000 women protested a wage cut in Lowell, Mass. Although a number of local craft unions were founded in the following years, employees did not attain a relatively strong bargaining position until 1901, when the craft unions combined to form a national union, the United Textile Workers of America (UTWA), which was affiliated with the American Federation of Labor.

Nevertheless, progress in organizing the industry continued to be sporadic. On September 4, 1934, the UTWA initiated a 3-week strike by 400,000 union and nonunion employees to force employers to bargain with the union. Although the union did not gain this objective, the walkout did focus public attention on wages, hours, and working conditions in the industry.

In 1938, the UTWA joined with the Committee for Industrial Organization (CIO)¹ and participated in an intensive organizing campaign that was successful in New England but failed in the South. Differences then developed between the two groups and some UTWA locals returned to the AFL.

Other locals remained with the CIO's Textile Workers Organizing Committee, which was established in 1937 and which received a charter in 1939 as the Textile Workers Union of America (TWUA).

Although the American Federation of Labor and the Congress of Industrial Organizations merged in 1955, the two separate textile unions continued. In 1939, the TWUA had 160,000 reported members and the UTWA had 2,000. At the beginning of 1973, the TWUA had a reported membership of 174,000 in 718 locals and the UTWA had 52,000 in 253 locals.

The TWUA won the right to represent employees of Berkshire Hathaway and other mills in the New Bedford-Fall River areas in NLRB elections held in 1941-42. However, two unions which continued to represent some craft employees in Fall River were the Loom Fixers, Drawing-in, Knot-tiers and Warper Tenders Association and the Slasher Tender and Helpers Association.

In 1943, the TWUA negotiated separate agreements for the two areas—one with the Fall River Textile Manufacturers Association and the other with the New Bedford Cotton Manufacturers Association. Beginning in 1945, and continuing until December 1952, the associations negotiated common agreements with the union. On December 22, 1952, the Fall River-New Bedford Textile Manufacturers Group was formed to negotiate for the associations. This group was disbanded on April 14, 1955, and since then negotiations have been on an individual company basis. Agreements between the TWUA and the four major manufacturers in the northern cotton-synthetic textile industry—Berkshire Hathaway, Inc.,

¹ In 1935, a number of unions within the AFL formed the CIO to organize unskilled industrial workers. Subsequently, the AFL expelled these unions and they formed the Congress of Industrial Organizations.

American Thread Co., Bates Manufacturing Co., and West Point-Pepperell, Inc.—generally have been similar and have set the pattern for negotiations with smaller firms in the area.

From 1943 through 1958, Berkshire Hathaway and the TWUA negotiated 1-year agreements or 2-year agreements with midterm reopeners. One of the 2-year contracts, negotiated in 1948, provided for

three reopeners. A 3-year contract was negotiated in 1959, but the parties again returned to 2-year agreements in 1962 and 1964. In 1966, for the first time in the collective bargaining relationship, a contract specified wage increases for more than 1 year. Since then, 3-year agreements with deferred wage increases in the second and third years have been negotiated.

Summary of Contract Negotiations

January 1948—March 1951

The January 1948 agreement between the Textile Workers and the Fall River Textile Manufacturers' Association and the New Bedford Cotton Manufacturers Association covered 23,000 production workers at 21 mills. This agreement provided for a 10-percent immediate wage increase, a March 15, 1950 expiration date, and automatic 1-year extensions thereafter, unless terminated by either party. Either party could request wage changes during the life of the agreement; the earliest change was not to be effective before January 17, 1949. Thereafter, wage changes could be negotiated twice a year, in mid-September and mid-March.

The TWUA (CIO) requested a wage reopening in January 1949 under provisions of its 1948 agreements. When negotiations failed to bring agreement on the union's request for a 10-cent-an-hour increase, the issue was submitted to arbitration in accordance with contractual procedure. The arbitrator rejected the union's request primarily because of the industry's uncertain business prospects.

Neither the companies nor the union used the opportunity for reopenings in September 1949 or March 1950. The 1948 contract was extended without change before it expired on March 15, 1950.

A wage reopening was permissible in September 1950 under the extended agreements. Notification of intentions to take advantage of this opportunity was required in July. At that time, the union voted not to request any contract changes. Subsequently, however, the employer associations agreed to an interim wage adjustment of 10 percent, requested by the union to be effective in September 1950. No other changes were made in the contracts at that time.

March 1951—April 1953

By March 15, 1951, the next contractual reopening date, the parties had negotiated a supplemental

agreement, effective March 19, 1951. Subject to approval by the Wage Stabilization Board (WSB), this agreement increased wage rates, health and welfare benefits, and incorporated a cost-of-living escalator clause and a retirement severance pay provision. The Board order, issued August 3, 1951, modified the negotiated terms by reducing the general wage increase from 7½ percent to 6½ percent and the cost-of-living allowance from a 1-cent hourly wage change for every 1.14-point change in the Consumers' Price Index to 1 cent for each 1.32-point change. The Board deferred action on other changes until its policy on welfare benefits was established. In accordance with a WSB policy regulation covering welfare clauses, the Board approved the changes, effective November 30, 1951.

Under the 1951 agreement, provision was made for a general wage reopening on March 15, 1952. Accordingly, the employer associations requested a downward revision of basic wage rates, elimination of the escalator clause, and other changes. When it became apparent that agreement was not possible, the issues in question were submitted to arbitration in accordance with contractual terms. The arbitrator's decision provided for a wage decrease, although not to the extent requested, and a continuance of the escalator clause as compensation for changes in the cost of living; the other requested changes in the contract were disallowed.

April 1953—April 1955

The bargaining agreement between the TWUA and the Fall River—New Bedford Textile Manufacturers' Negotiating Group (including Berkshire Fine Spinning Associates) that expired March 15, 1953, was extended, effective April 15, for 2 years; the only change was a wage reopener in April 1954.

The union announced that, because of depressed economic conditions in the industry, it would not exercise its reopening right in 1954. The company indicated that it would withhold demands for wage reductions at that time.

April 1955—April 1956

In February 1955, Berkshire Hathaway, with a group of other New England mills, announced that current agreements would not be renewed and proposed benefit changes that would have reduced employment costs by 10 cents an hour. Although no wage changes were suggested, the escalator clause and the 4-cent-an-hour cost-of-living allowance were to be discontinued and paid holidays reduced from 6 to 1 annually. The union rejected these proposals, voted to extend the expiring contracts without change, and called a strike against the company when contracts expired on April 15.

The parties reached a tentative agreement on July 13, after Federal mediators had entered negotiations; work was resumed on July 18 following a 13-week strike. Terms of the new 2-year contract included revocation of the escalator clause, although the 3-cent allowance in effect was to be retained;² continuation of 6 paid holidays for which a premium was paid for hours worked; and elimination of a number of local holidays for which workers received premium pay if worked, but no pay if not worked. The new contract, effective July 18, 1955, included provision for reopening on wages and other benefits in 1 year.

April 1956—April 1959

On February 13, 1956, the union announced its intention to reopen the contract and a month later demanded a 10-percent general wage increase and changes in other benefits. The company rejected the demands.

Agreement was reached in early April 1956 on a new contract to be effective for 2 years from April 16, with a reopening in 1957. The agreement called for a 6½-percent increase in basic hourly rates (exclusive of the 3-cent cost-of-living add-on) and restoration of premium pay for work on the local holidays. The 6½-percent increase, which averaged 8½ cents an hour, restored rates to the levels in effect before the July 15, 1952 arbitration decision.

In February 1957, the union reopened the contract with demands for improved wage rates and unspecified other benefits. The company rejected the demands and proposed the wage rates be continued without change. Meetings between the parties, begun in early March, brought quick agreement on

² Between the start of negotiations and the contract settlement, the Consumer Price Index declined, and the cost-of-living allowance was reduced by 1 cent an hour.

maintenance of wage rates, improved hospitalization benefits, and a reduced retirement age for women; the contract expiring in April 1958 was renewed for 1 year without change.

April 1959—April 1962

Before the 1959 expiration date, agreement had been reached on a new 3-year contract with provision for wage reopening and inequity adjustments at annual intervals. The union had proposed a 10-percent increase in wage rates; agreement was reached on a 7-percent increase exclusive of the existing 3-cent cost-of-living add-on which was incorporated into basic hourly rates. No other contract changes were made at that time.

When 1960 negotiations began in March under the reopening provisions, the union sought a general wage increase of 10 cents an hour plus an additional 1 cent for correction of inequities in some classifications. The final agreement, reached in early April, provided a 5-percent increase (7.5 cents an hour) in wage rates.

Union delegates to a regional conference recommended, in February 1961, that the contract not be reopened that year. Some locals disagreed but the majority ratified the recommendation and the contract was not reopened.

April 1962—April 1964

Negotiations in 1962 opened in March; agreement was reached early in April on a 2-year contract calling for a 3¼-percent increase in hourly wages and correction of inequities in some job classifications. Hospitalization benefits were liberalized, the eligibility age for retirement-severance pay for men was reduced to 62, and payment of accrued vacation benefits was provided to those eligible for retirement-severance pay on termination of employment. The contract permitted a reopening on wages in April 1963, but in February, the union voted against the reopening.

April 1964—April 1966

Citing improvement in the economic conditions of the industry, a TWUA conference of delegates from New England and mid-Atlantic locals recommended that the union seek a package increase of 10 percent in wages and fringe benefits in negotiations with Berkshire Hathaway Inc.

Negotiations opened on March 3, 1964, with union demands for a 10-percent wage increase, an improved health insurance program and extension of this protection to dependents, longer vacations for employees with 10 years of service or more, and establishment of severance pay for employees released because of technological changes or plant closings.

The company's wage offers proved unsatisfactory to the union members, who voted on April 12 to strike unless agreement could be reached by the termination date of the contract, 3 days later. Agreement was reached on April 15 on a new contract calling for a 5-percent general wage increase but no other changes. The 2-year contract was ratified on April 19 and provided for a wage reopening in 1965.

The 1964 agreement changed the pattern of many negotiations, in that Berkshire Hathaway was not the first major textile company in the region to settle with the union. Employees of the Pepperell Manufacturing Co. and Bates Manufacturing Co. accepted the agreement on April 15, and employees of the American Thread Co. on April 19. The four companies customarily set the pattern for New England firms in the cotton-synthetics industry.

When 1965 negotiations were begun under the wage reopening provisions, the union demanded a 15-percent wage increase and a pension plan. The company countered by offering a 5-cent wage increase, which was rejected. On Tuesday, April 13, the company offered a wage increase of 5 percent. Although April 16 (Good Friday) was a holiday, about 2,200 workers were officially on strike. On Saturday, the union's policy committee recommended that the locals accept the wage offer. Employees of West Point-Pepperell Co. did so that same day (April 17); workers at Berkshire Hathaway and American Thread Co. voted their approval on Sunday, April 18, and went back to work the next working day. There had been no walkout at Bates Manufacturing Co., where employees had accepted the offer before employees of the other companies had voted to strike.

April 1966—April 1969

Citing continued economic improvement in the textile industry, the February 1966 northern cotton-rayon conference of the TWUA set as its negotiating goal improvements in wages and fringe benefits. Reportedly, these improvements would increase employment costs by 15 percent over the 3-year contract period. In addition to an unspecified general

wage increase, the union proposal would have increased vacation pay and provided more paid holidays and higher second- and third-shift premiums. It would have increased disability severance benefits, provided full severance pay for widows age 60 or over, and required severance pay for all employees laid off because of a plant liquidation. Extension liberalizations in the insurance coverage of employees and dependents were proposed. As suggested by the conference, the union served a 60-day notice of intention to terminate its contract with Berkshire Hathaway and the other New England cotton and synthetic textile mills.

During the latter part of February and early March, each of the four major New England textile companies held separate negotiations with the union. When negotiations began on March 1, 1966 with Berkshire Hathaway, management offered a 4-cent-an-hour general wage increase.

Bargaining continued through the month, and, on March 30, the TWUA's negotiating committee accepted a 3-year contract offered by Berkshire Hathaway and three other major New England cotton and synthetic textile companies. Four days later, union members at Berkshire Hathaway ratified the agreement.

The contract provided for three wage increases—10 cents an hour in 1966, 6 cents in 1967, and 7 cents in 1968—and insurance and retirement benefit liberalizations in 1966 reported to cost 2 cents an hour. For the first time in the quarter century of collective bargaining covered by this chronology, a contract specified wage increases for more than 1 year. Although previous contracts generally covered more than 1 year, they contained wage reopening options rather than deferred wage changes. Both labor and management stated that the contract would add desirable labor stability to the industry.

April 1969—April 1972

The TWUA met on February 8, 1969, in New York City to formulate demands to be presented to the major northern cotton-synthetic textile companies. Their overall demands called for a 20-percent wage and fringe benefit package plus a pension plan. Other than a wage increase, the union sought increased medical-surgical-hospital insurance, life insurance, weekly sickness and accident benefits, vacations, holidays, and severance pay. Also sought was the establishment of an employer-paid pension plan.

The union served its 60-day notice upon employers whose contracts were to expire April 15, 1969.

As in previous years, contract renewal demands of the TWUA called for closing the gap between wages in the textile industry and other industries. The union backed its demands by citing increases in the cost of living, relative wages in textiles and other industries, and rising sales and profits. The union sought a larger share of profits for workers to help offset increases in the cost of living.

Informal negotiations began in late February between the industry and union; formal negotiations with Berkshire Hathaway began on March 11, 1969, in Boston. Bargaining continued through the early spring between the TWUA and the major textile companies. Settlement was reached on April 10, 1969, between the TWUA and the American Thread Co. Unlike previous years, however, the industry did not follow the lead set by American Thread, and contracts signed by the other companies contained significant differences. Berkshire Hathaway and the union reached agreement on April 14, 1969.

The agreement provided a 46-cent-an-hour package increase, equivalent to a 20-percent wage and fringe benefit increase over 3 years. The first-year package amounted to 21 cents an hour as a result of an 18-cent general wage increase plus 3 cents in fringe benefits. The agreement also provided for deferred wage increases of 4.4 percent in 1970, and 5 percent in 1971.

Additional benefits included increased life insurance, hospitalization, and surgical benefits. Independence Day was added as a seventh paid holiday. The company extended its summer shutdown period from 1 to 2 weeks, and retained the option to close for only 1 week. Employees received 2 weeks of vacation during a 2-week shutdown, and the option to elect either a 1- or 2-week vacation in the case of a 1-week shutdown. Provision was made for paying accumulated prorata vacation pay to the surviving spouse or next of kin of an employee who died. Also established was bereavement pay up to 3 days for a death in an employee's immediate family.

Effective April 13, 1970, Berkshire Hathaway became a participating employer in the Textile Workers Pension Fund, National Plan SUB Fund. The new employer-financed pension plan was integrated with the retirement separation pay plan under which benefits were formerly paid out of the employer's general

fund. After April 16, 1972, employees had the option of continuing to receive benefits under either the pension plan or the retirement separation pay plan.

The new agreement, effective April 16, 1969 through April 15, 1972, provided benefits for the 1,300 workers employed at the company's New Bedford, Mass., plant at the time the contract was signed.

April 1972—April 1975

Representatives of TWUA locals met on January 21, 1972 in Hyannis, Massachusetts to formulate demands to be presented to the major northern cotton-synthetic textile companies. These demands called for a number of economic improvements, including a wage increase, higher shift premiums, and increased insurance benefits with no worker contributions. The total package amounted to 50 cents an hour over 2 years.

The union served 60-day notices on Berkshire Hathaway and other employers whose contracts expired April 15; formal bargaining with Berkshire Hathaway began on March 16, 1972, in New Bedford, Mass.

Negotiations were concluded on April 16, 1972 when the TWUA and six companies signed 3-year agreements. The contracts, which varied slightly from company to company, provided a wage-fringe package of about 50 cents an hour.

The Berkshire Hathaway settlement, which covered about 700 workers, provided for a 10-cent wage increase in 1972; two increases, averaging 12 and 5 cents, in 1973 and a flat 15 cents in 1974. The minimum wage was raised to \$2.17 an hour, from \$2.07, effective April 16, 1972, and, in steps, to \$2.46 on April 15, 1974.

Benefit improvements included an increase in hospitalization, to \$45 a day, and extension of hospital and surgical benefits to an employee's immediate family. Accident and sickness benefits were increased to \$40 a week, retiring employees would receive accrued vacation pay, and coverage of doctors' fees was eliminated for disabilities resulting from non-occupational accidents or sickness not covered by workers' compensation.

The following tables are complete to the April 15, 1975 expiration date of the contract.

Table 1. General wage changes.

Effective date	Provision	Applications, exceptions, and other related matters
June 19, 1943 (New Bedford area). ²	No change.	
Dec. 3, 1943 (Fall River area). ²	No change.	
Oct. 1, 1944.....	5-cents-an-hour increase.....	In accordance with National War Labor Board directive order of Feb. 20, 1945. The Board also established guide posts to determine job differentials, which brought increases averaging between 1 and 2 cents an hour.
Nov. 4, 1945.....	8-cents-an-hour increase.	
Aug. 5, 1946.....	8-cents-an-hour increase.	
Jan. 6, 1947.....	10-cents-an-hour increase.	
Aug. 4, 1947.....	5-cents-an-hour increase.	
Jan. 5, 1948.....	10-percent increase.....	Averaging approximately 11 cents an hour.
Sept. 18, 1950 (by agreement of Sept. 14, 1950).	10-percent increase, averaging 12 cents an hour.	
Mar. 19, 1951 (by agreement of Mar. 15, 1951).	6½-percent increase, averaging 8½ cents an hour.	Agreement as modified by Wage Stabilization Board Order of Aug. 3, 1951. The Board also approved an escalator clause providing quarterly adjustments of 1 cent an hour for every 1.32-point change in the BLS-CPI (old series) over the Feb. 15, 1951, index. Wage rates were not to be reduced below the level of Mar. 19, 1951.
July 1, 1951.....	No change.....	Quarterly cost-of-living review.
Oct. 1, 1951.....	1-cent-an-hour increase.....	Quarterly adjustment of cost-of-living allowance.
Jan. 1, 1952.....	2-cents-an-hour increase.....	Quarterly adjustment of cost-of-living allowance.
Apr. 1, 1952.....	No change.....	Quarterly cost-of-living review.
July 1, 1952.....	1-cent-an-hour increase.....	Quarterly adjustment of cost-of-living allowance.
July 19, 1952.....	Decreases averaging 8½ cents an hour.	In accordance with decision of the arbitrator, dated July 15, 1952, basic hourly rates were to be decreased to those in existence on Sept. 18, 1950; piece rates were to be adjusted accordingly.
Sept. 30, 1952.....	2-cents-an-hour increase.....	Quarterly adjustment of cost-of-living allowance.
Dec. 31, 1952 (agreement dated Mar. 15, 1951).	1-cent-an-hour decrease.....	Quarterly adjustment of cost-of-living allowance.
Apr. 6, 1953.....	2-cents-an-hour decrease.....	Quarterly adjustment of cost-of-living allowance.
July 1, 1953.....	No change.....	Quarterly review of cost-of-living allowance.
Oct. 1, 1953 (agreement dated Apr. 15, 1953).	1-cent-an-hour increase.....	Quarterly adjustment of cost-of-living allowance. The new agreement provided for quarterly adjustments of the cost-of-living allowance in accordance with the movement of the revised BLS Consumer Price Index (1947-49=100). If the CPI fell below 111.9, the cost-of-living allowance would be zero. ³ Wage rates were not to be reduced below those in effect Sept. 18, 1950.
Jan. 1, 1954.....	No change.....	Quarterly review of cost-of-living allowance.
Apr. 1, 1954.....	No change.....	Quarterly review of cost-of-living allowance.
July 1, 1954.....	No change.....	Quarterly review of cost-of-living allowance.
Oct. 1, 1954.....	No change.....	Quarterly review of cost-of-living allowance.
Jan. 1, 1955.....	No change.....	Quarterly review of cost-of-living allowance.
Apr. 1, 1955.....	1-cent-an-hour decrease.....	Quarterly adjustment of cost-of-living allowance.
July 18, 1955 (agreement of same date).		Eliminated: Cost-of-living escalator clause. Existing 3-cent cost-of-living allowance continued but not incorporated into basic hourly rates.
Apr. 16, 1956 (agreement of same date).	6.5-percent increase, averaging 8.5 cents an hour. ⁴	Applicable to basic hourly and piece rates excluding 3-cent-an-hour cost-of-living allowance.
Apr. 20, 1959 (agreement dated Apr. 16, 1959).	7.0-percent increase, averaging 10.2 cents an hour.	Excludes 3-cent-an-hour cost-of-living allowance which was incorporated into basic hourly rates.
Apr. 18, 1960 (agreement dated Apr. 9, 1960).	5.0-percent increase, averaging 7.5 cents an hour.	
Apr. 16, 1962 (agreement of same date).	3.25-percent increase, averaging 5 cents an hour.	
Apr. 16, 1964 (agreement of same date).	5-percent increase, averaging 8.25 cents an hour.	Basic hourly rates rounded to nearest one-half cent.

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 16, 1965 (agreement dated Apr. 26, 1965).	5-percent increase, averaging 8.6 cent an hour.	Basic hourly rates rounded to nearest one-half cent.
Apr. 18, 1966 (agreement of Mar. 30, 1966).	10 cents an hour increase.	In addition, agreement provided for deferred increases on Apr. 17, 1967, and Apr. 15, 1968.
Apr. 17, 1967 (agreement of Mar. 30, 1966).	3.1-percent increase, averaging 6 cents an hour.	Deferred increase.
Apr. 15, 1968 (agreement of Mar. 30, 1966).	3.5-percent increase, averaging 7 cents an hour.	Deferred increase.
Apr. 14, 1969 (agreement dated Apr. 16, 1969).	18-cents-an-hour increase.	In addition, agreement provided for deferred increases on Apr. 13, 1970, and Apr. 12, 1971.
Apr. 13, 1970 (agreement dated Apr. 16, 1969).	4.4-percent increase, averaging 10 cents an hour.	Deferred increase.
Apr. 12, 1971 (agreement dated Apr. 16, 1969).	5-percent increase, averaging 12 cents an hour.	Deferred increase.
Apr. 16, 1972 (agreement of same date).	10-cents-an-hour increase.	Agreement also provided for deferred increases on Apr. 16, 1973, Oct. 15, 1973 and Apr. 15, 1974.
Apr. 16, 1973 (agreement dated Apr. 16, 1972).	4.5-percent increase, averaging 12 cents an hour.	Deferred increase.
Oct. 15, 1973 (agreement dated Apr. 16, 1972).	1.8-percent increase, averaging 5 cents an hour.	Deferred increase.
Apr. 15, 1974 (agreement dated Apr. 16, 1972).	15-cents-an-hour increase.	Deferred increase.

¹ General wage changes are construed as upward or downward adjustments affecting a substantial number of workers at one time. Not included within the term are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates or incentive rates) that do not have an immediate and noticeable effect on the average wage level.

The wage changes listed above were the major adjustments made during the period covered. Because of fluctuations in incentive earnings, changes in products and employment practices, omission of nongeneral changes in rates, and other factors, the sum of the general changes listed will not necessarily coincide with the amount of changes in average hourly earnings over the same period.

² Between 1939 and 1943, general wage changes and changes in minimum plant wage rates were adopted uniformly by the mills and unions in the 2 areas. These earlier wage changes were:

Effective date	General wage change
Nov. 6, 1939	7-percent increase.
Mar. 24, 1941	10-percent increase.
Sept. 8, 1941	10-percent increase.
June 15, 1942 (in accordance with National War Labor Board directive of Aug. 20, 1942, involving 59 cotton mills in the North and South).	7.5 cents an hour increase.

³ The agreement provided that quarterly cost-of-living adjustments, effective April, July, October, and January, were to be based on the Bureau of Labor Statistics revised Consumer Price Index for the months of February, May, August, and November as follows:

Consumer Price Index : (revised, 1947-49=100)	Cost-of-living allowance
111.2 to 111.9	None.
112.0 to 112.7	1 cent.
112.8 to 113.6	2 cents.
113.6 to 114.3	3 cents.
114.4 to 115.1	4 cents.
115.2 to 115.9	5 cents.
116.0 to 116.7	6 cents.
and so forth, with a 1-cent adjustment for each 0.8-point change in the index.	

⁴ This increase restored basic hourly rates to levels in effect before an arbitration decision of July 15, 1952.

Table 2. Minimum plant wage rates ¹

Effective date	Provision	Applications, exceptions, and other related matters
June 19, 1943 (New Bedford area). ²	52.03 cents an hour.....	No change in the prevailing minimum wage rate.
Dec. 3, 1943 (Fall River area). ²	52.03 cents an hour.....	No change in the prevailing minimum wage rate.
Oct. 1, 1944	57 cents an hour.....	The National War Labor Board directive of Feb. 20, 1945, affecting 54 northern and southern mills, established a minimum wage of 55 cents an hour and, in addition, provided that all jobs for which the rate was over 50 cents an hour be increased by 5 cents, retroactive to Oct. 1, 1944.
Nov. 4, 1945	65 cents an hour.	
Aug. 5, 1946.....	73 cents an hour.	
Jan. 6, 1947.....	83 cents an hour.	
Aug. 4, 1947.....	88 cents an hour.	
Jan. 5, 1948.....	97 cents an hour.	
Sept. 18, 1950.....	\$1.065 an hour.	
Mar. 19, 1951.....	\$1.135 an hour.	
July 19, 1952.....	\$1.065 an hour.	
July 19, 1952	\$1.065.	
July 18, 1955	\$1.065	Plus 3-cent-an-hour cost-of-living allowance.
Apr. 16, 1956	\$1.135	Plus 3-cent-an-hour cost-of-living allowance.
Apr. 20, 1959	\$1.25.....	Includes cost-of-living allowance incorporated into basic hourly rates.
Apr. 18, 1960	\$1.315.	
Apr. 16, 1962	\$1.36 an hour.	
Apr. 16, 1964	\$1.43 an hour.	
Apr. 16, 1965	\$1.50 an hour.	
Apr. 18, 1966	\$1.60 an hour.	
Apr. 17, 1967	\$1.65 an hour.	
Apr. 15, 1968	\$1.71 an hour.	
Apr. 14, 1969	\$1.89 an hour.	
Apr. 13, 1970	\$1.975 an hour.	
Apr. 12, 1971	\$2.07 an hour.	
Apr. 16, 1972	\$2.17 an hour.	
Apr. 16, 1973	\$2.27 an hour.	
Oct. 15, 1973	\$2.31 an hour.	
Apr. 15, 1974	\$2.46 an hour.	

¹ Minimum plant rates do not apply to learners or handicapped workers. See table 1 for adjustments in the cost-of-living allowance between March 1951 and April 1955. Although not changing minimum rates, the allowance did affect employees earnings.

² Between 1939 and 1943, the following minimum plant wage rates prevailed in the Fall River and New Bedford areas:

Effective date	Minimum plant wage rate
Nov. 6, 1939	36.8 cents an hour.
Mar. 24, 1941.....	40.48 cents an hour.
Sept. 8, 1941	44.53 cents an hour.
June 15, 1942 (in accordance National War Labor Board directive of Aug. 20, 1942) ..	52.03 cents an hour.

Table 3. Base rates by level,¹ 1948-65

Rate level	Jan. 5, 1948	Sept. 18, 1950	Mar. 19, 1951	July 19, 1952	July 18, 1955	Apr. 16, 1956	Apr. 20, 1959	Apr. 18, 1960	Apr. 16, 1962	Apr. 16, 1964	Apr. 16, 1965
1.....	\$0.970	\$1.065	\$1.135	\$1.065	\$1.065	\$1.135	\$1.250	\$1.315	\$1.360	\$1.430	\$1.500
2.....	.990	1.090	1.160	1.090	1.090	1.160	1.275	1.340	1.385	1.455	1.530
3.....	.995	1.095	1.165	1.095	1.095	1.165	1.280	1.345	1.390	1.460	1.535
4.....	1.000	1.100	1.170	1.100	1.100	1.170	1.285	1.350	1.395	1.465	1.540
5.....	1.005	1.105	1.175	1.105	1.105	1.175	1.290	1.355	1.400	1.470	1.545
6.....	1.020	1.120	1.195	1.120	1.120	1.195	1.310	1.375	1.420	1.490	1.565
7.....	1.025	1.130	1.205	1.130	1.130	1.205	1.320	1.385	1.430	1.500	1.575
8.....	1.045	1.150	1.225	1.150	1.150	1.225	1.345	1.410	1.455	1.530	1.605
9.....	1.075	1.185	1.260	1.185	1.185	1.260	1.380	1.450	1.495	1.570	1.650
10.....	1.080	1.190	1.265	1.190	1.190	1.265	1.385	1.455	1.500	1.575	1.655
11.....	1.085	1.195	1.275	1.195	1.195	1.275	1.395	1.465	1.515	1.590	1.670
12.....	-	-	-	1.200	1.200	1.280	1.400	1.470	1.520	1.595	1.675
13.....	1.100	1.210	1.290	1.210	1.210	1.290	1.410	1.480	1.530	1.605	1.685
14.....	1.065	1.170	1.245	1.170	1.170	1.245	1.365	1.435	1.535	1.610	1.690
15.....	1.110	1.220	1.300	1.220	1.220	1.300	1.425	1.495	1.545	1.620	1.700
16.....	1.120	1.230	1.310	1.230	1.230	1.310	1.435	1.505	1.555	1.635	1.715
17.....	1.135	1.250	1.330	1.250	1.250	1.330	1.455	1.530	1.580	1.660	1.745
18.....	1.155	1.270	1.355	1.270	1.270	1.355	1.480	1.555	1.605	1.685	1.770
19.....	1.165	1.280	1.365	1.280	1.280	1.365	1.495	1.570	1.620	1.700	1.785
20.....	1.165	1.280	1.365	1.280	1.280	1.365	1.495	1.570	1.620	1.700	1.785
21.....	1.195	1.315	1.400	1.315	1.315	1.400	1.530	1.605	1.655	1.740	1.825
22.....	1.220	1.340	1.425	1.340	1.340	1.425	1.555	1.635	1.690	1.775	1.865
23.....	1.230	1.355	1.445	1.355	1.355	1.445	1.580	1.660	1.715	1.800	1.890
24.....	1.110	1.220	1.300	1.220	1.220	1.300	1.425	1.495	1.725	1.810	1.900
25.....	1.245	1.370	1.460	1.370	1.370	1.460	1.595	1.675	1.730	1.815	1.905
26.....	1.250	1.375	1.465	1.375	1.375	1.465	1.600	1.680	1.735	1.820	1.910
27.....	1.270	1.395	1.485	1.395	1.395	1.485	1.620	1.700	1.755	1.845	1.935
28.....	1.275	1.405	1.495	1.405	1.405	1.495	1.630	1.710	1.765	1.855	1.950
29.....	1.305	1.435	1.530	1.435	1.435	1.530	1.670	1.755	1.810	1.900	1.995
30.....	1.310	1.440	1.535	1.440	1.440	1.535	1.675	1.760	1.815	1.905	2.000
31.....	1.325	1.460	1.555	1.460	1.460	1.555	1.695	1.780	1.840	1.930	2.025
32.....	1.220	1.340	1.425	1.340	1.340	1.425	1.555	1.635	1.865	1.960	2.060
33.....	1.350	1.485	1.580	1.485	1.485	1.580	1.725	1.810	1.870	1.965	2.065
34.....	1.385	1.525	1.625	1.525	1.525	1.625	1.770	1.860	1.920	2.015	2.115
35.....	1.405	1.545	1.645	1.545	1.545	1.645	1.790	1.880	1.940	2.035	2.135
36.....	1.310	1.440	1.535	1.440	1.440	1.535	1.675	1.760	1.975	2.075	2.180
37.....	1.465	1.610	1.715	1.610	1.610	1.715	1.865	1.960	2.025	2.125	2.230
38.....	1.480	1.630	1.735	1.630	1.630	1.735	1.890	1.985	2.050	2.155	2.265
39.....	1.545	1.700	1.810	1.700	1.700	1.810	1.970	2.070	2.135	2.240	2.350

¹ The company does not have a formal labor grade system. To simplify the presentation of occupational base rates, the Bureau of Labor Statistics has assigned numbers to occupations in each of the 7 departments that received the same rate.

Table 3a. Base rates by level,¹ 1966-68

Rate level	Apr. 18, 1966	Apr. 17, 1967	Apr. 15, 1968	Rate level	Apr. 18, 1966	Apr. 17, 1967	Apr. 15, 1968
1.....	\$1.600	\$1.650	\$1.710	26.....	\$1.945	\$2.005	\$2.075
2.....	1.625	1.675	1.735	27.....	1.965	2.025	2.095
3.....	1.630	1.680	1.740	28.....	1.990	2.050	2.120
4.....	1.640	1.690	1.750	29.....	2.000	2.060	2.130
5.....	1.645	1.695	1.755	30.....	2.005	2.065	2.135
6.....	1.655	1.705	1.765	31.....	2.010	2.070	2.140
7.....	1.665	1.715	1.775	32.....	2.035	2.100	2.175
8.....	1.675	1.725	1.785	33.....	2.050	2.115	2.190
9.....	1.700	1.755	1.815	34.....	2.085	2.150	2.225
10.....	1.705	1.760	1.820	35.....	2.095	2.160	2.235
11.....	1.715	1.770	1.830	36.....	2.100	2.165	2.240
12.....	1.730	1.785	1.845	37.....	2.115	2.180	2.255
13.....	1.740	1.795	1.860	38.....	2.125	2.190	2.265
14.....	1.750	1.805	1.870	39.....	2.155	2.220	2.300
15.....	1.755	1.810	1.875	40.....	2.160	2.225	2.305
16.....	1.770	1.825	1.890	41.....	2.165	2.230	2.310
17.....	1.775	1.830	1.895	42.....	2.195	2.265	2.345
18.....	1.785	1.840	1.905	43.....	2.215	2.285	2.365
19.....	1.790	1.845	1.910	44.....	2.235	2.305	2.385
20.....	1.800	1.855	1.920	45.....	2.330	2.400	2.485
21.....	1.845	1.900	1.965	46.....	2.350	2.425	2.510
22.....	1.870	1.930	2.000	47.....	2.385	2.455	2.540
23.....	1.875	1.935	2.005	48.....	2.450	2.525	2.615
24.....	1.885	1.945	2.015	49.....	2.490	2.565	2.655
25.....	1.925	1.985	2.055	50.....	2.585	2.665	2.760

¹ The company does not have a formal labor grade system. To simplify the presentation of occupational base rates, the Bureau of Labor Statistics

has assigned numbers to occupations in each of the 9 departments that received the same rate.

Table 3b. Base rates by level,¹ 1969-71

Rate level	Apr. 14, 1969	Apr. 13, 1970	Apr. 12, 1971
1.....	\$1.890	\$1.975	\$2.070
2.....	1.915	2.000	2.100
3.....	1.920	2.005	2.105
4.....	1.930	2.015	2.115
5.....	1.935	2.020	2.120
6.....	1.945	2.030	2.130
7.....	1.955	2.040	2.140
8.....	1.965	2.050	2.155
9.....	2.000	2.090	2.195
10.....	2.010	2.100	2.205
11.....	2.040	2.130	2.235
12.....	2.055	2.145	2.250
13.....	2.070	2.160	2.270
14.....	2.075	2.165	2.275
15.....	2.085	2.175	2.285
16.....	2.090	2.180	2.290
17.....	2.100	2.190	2.300
18.....	2.145	2.240	2.350
19.....	2.180	2.275	2.390
20.....	2.185	2.280	2.395
21.....	2.275	2.375	2.495
22.....	2.300	2.400	2.520
23.....	2.320	2.420	2.540
24.....	2.355	2.460	2.585
25.....	2.370	2.475	2.600
26.....	2.385	2.490	2.615
27.....	2.415	2.520	2.645
28.....	2.480	2.590	2.720
29.....	2.490	2.600	2.730
30.....	2.565	2.680	2.815
31.....	2.595	2.710	2.845
32.....	2.665	2.780	2.920
33.....	2.715	2.835	2.975
34.....	2.795	2.920	3.065

¹ The company does not have a formal labor grade system. To simplify the presentation of occupational base rates, the Bureau of Labor Statistics has assigned numbers to each of the 34 rates in the collective bargaining agreement as of Apr. 14, 1969. Rates for 1970 and 1971 were obtained by adding the general wage increase for those years to the 1969 rates; thus, the 1970 and 1971 figures do not reflect any job classification or individual wage-rate adjustments after Apr. 14, 1969.

Table 3c. Base rates by level,¹ 1972-74

Rate level	April 16, 1972	April 16, 1973	October 15, 1973	April 15, 1974
1.....	\$2.170	\$2.270	\$2.310	\$2.460
2.....	2.200	2.300	2.340	2.490
3.....	2.205	2.305	2.345	2.495
4.....	2.215	2.315	2.355	2.505
5.....	2.220	2.320	2.360	2.510
6.....	2.230	2.330	2.370	2.520
7.....	2.240	2.340	2.380	2.530
8.....	2.255	2.355	2.395	2.545
9.....	2.295	2.400	2.445	2.595
10.....	2.305	2.410	2.455	2.605
11.....	2.335	2.440	2.485	2.635
12.....	2.350	2.455	2.500	2.650
13.....	2.370	2.475	2.520	2.670
14.....	2.375	2.480	2.525	2.675
15.....	2.385	2.490	2.535	2.685
16.....	2.390	2.495	2.540	2.690
17.....	2.400	2.510	2.555	2.705
18.....	2.450	2.560	2.605	2.755
19.....	2.490	2.600	2.645	2.795
20.....	2.495	2.605	2.650	2.800
21.....	2.595	2.710	2.760	2.910
22.....	2.620	2.740	2.790	2.940
23.....	2.640	2.760	2.810	2.960
24.....	2.685	2.805	2.855	3.005
25.....	2.700	2.820	2.870	3.020
26.....	2.715	2.835	2.885	3.035
27.....	2.745	2.870	2.920	3.070
28.....	2.820	2.945	3.000	3.150
29.....	2.830	2.955	3.010	3.160
30.....	2.915	3.045	3.100	3.250
31.....	2.945	3.075	3.130	3.280
32.....	3.020	3.155	3.210	3.360
33.....	3.075	3.215	3.275	3.425
34.....	3.165	3.305	3.365	3.515
35.....	3.315	3.465	3.530	3.680
36.....	3.325	3.475	3.540	3.690

¹The company does not have a formal labor grade system. To simplify the presentation of occupational base rates, the Bureau has assigned numbers to each of the 36 rates in the collective bargaining agreement as of Apr. 16, 1972. Rates for 1973 and 1974 were obtained

by adding the general wage increases for those years to the 1972 rates; thus, the 1973 and 1974 figures do not reflect any job classification or individual wage rate adjustments after Apr. 16, 1972.

Table 4. Occupation by rate level, ¹ 1948-65

Rate level ¹	Department and occupation		
	Carding	Spinning and twisting	Warp and filling preparation
1	Can boys, lap carriers, roving doffers.	Roll cleaners.	.....
2	Roving hoister, roving men.	Band boys.	Yarn conditioners.
3	.....	.....	.....
4	.....	.....	.....
5	.....	.....	.....
6	.....	.....	.....
7	.....	.....	.....
8	Opener tenders, picker tenders, card tenders, card strippers, sliver lap tenders, ribbon lap tenders, drawing tenders.	Ring twister changers, ring twister doffers, redrawing machine tenders. ³	Spooler tenders, nonauto; tie-in girls; skein winders, cotton; filling winders, nonauto; cone winders, nonauto; tailing machine operators; machine drawing-in operators.
9	.....	.....	.....
10	.....	.....	Cone winders, nonauto high speed.
11	Jack frame tenders.	.....	Warper tenders; skein winders, rayon; slasher tenders, helpers. ⁴
12	.....	Up twisters. ³	.....
13	.....	.....	Spooler tenders, auto; high speed warpers, cotton; auto winders; BC drawing-in machine (new type) helpers; ⁵ BC knotting machine helpers. ⁴
14	.....	Ring spinners.	.....
15	Grinder helpers.	.....	Drawers-in, hand, plain.
16	Fine frame tenders.	.....	.....
17	Comber tenders.	Spinner doffers.	.....
18	Intermediate tenders.	.....	.....
19	.....	.....	.....
20	.....	.....	.....
21	.....	.....	.....
22	.....	.....	Section men, winding, nonauto; section spoolers and warpers, nonauto.
23	Slubber tenders, interdrafts and super drafts.	.....	High speed warpers, rayon; sipp warpers.
24	.....	.....	.....
25	.....	.....	.....
26	.....	Ring twisters, wet and dry.	Section men, winding, auto; section spoolers and warpers, auto.

See footnotes at end of table.

Weaving	Cloth room	Maintenance	Firemen and miscellaneous	Rate level ¹
Unifil supply hands, ² unifil cleaners. ²	.....	.....	Scrubbers and sweepers.	1
.....	.....	.....	.....	2
.....	Bale sewers.	.....	.....	3
Battery hands, unifil service hands. ²	.....	.....	.....	4
.....	Loop cutters.	.....	.....	5
.....	Inspectors, balers.	.....	.....	6
.....	.....	.....	Watchmen and gatemen.	7
.....	Folders.	.....	Waste balers.	8
.....	.....	.....	.....	9
.....	Flat brushers.	.....	.....	10
.....	.....	.....	.....	11
.....	.....	.....	.....	12
.....	.....	.....	.....	13
.....	.....	.....	.....	14
.....	.....	Journeymen, apprentices. ⁶	.....	15
.....	.....	.....	.....	16
.....	.....	.....	.....	17
.....	.....	.....	Coal wheelers.	18
Weavers, plain auto; Jacquard linemen.	.....	.....	.....	19
Smash piecers, weave room inspectors, doupmen.	.....	.....	.....	20
Weavers, dobby auto.	.....	Journeymen, helpers; ⁶ painters, second class.	.....	21
.....	Spot shearer tenders, single.	.....	.....	22
Weavers, XK and XD (filament).	.....	.....	.....	23
.....	.....	.....	Yardmen. ⁷	24
Weavers, Jacquard.	Spot shearer tenders, double.	.....	.....	25
.....	.....	.....	.....	26

Table 4. Occupation by rate level,¹ 1948-65—Continued

Rate level. ¹	Department and occupation		
	Carding	Spinning and twisting	Warp and filling preparation
27	Drawers-in, hand, fancy and Leno.
28	Card grinders, ⁸ picker bosses and fixers, section men.	Section men.	.....
29	Spindle setters.	.....
30	Slasher tenders, plain and light shades. ⁴
31	Long chain beamers, long chain quillers.
32
33	BC drawing-in machine (new type). Operators. ⁵ BC and LS knotting machine operators. ⁴
34	Slasher tenders, colored patterns, and spun rayon; ⁴ twisters-in, hand.
35
36
37	Slasher tenders, filament rayon.
38
39

See footnotes on next page.

Weaving	Cloth room	Maintenance	Firemen and miscellaneous	Rate level ¹
.....	27
.....	28
.....	Journeyman, 2d class, ⁶ painters, first class.	.....	29
Weavers, auto box.	30
.....	Firemen, nonpower.	31
.....	Truckdrivers. ⁷	32
Changers.	33
.....	34
.....	Journeyman, first class. ⁶	.....	35
.....	Trailer truckdrivers. ⁷	36
Loom fixers, ⁴ unifil fixers. ²	37
.....	Firemen, power.	38
Loom fixers, auto box. ⁴	39

¹ The company does not have a formal labor grade system. To simplify the presentation, the Bureau of Labor Statistics has grouped the occupations in each of the 7 departments that receive the same rate and assigned numbers to each rate. Jobs are listed in ascending rate order.

² Occupation not reported until 1964.

³ Occupation not reported until 1952.

⁴ Occupation not reported in Fall River until 1955.

⁵ Occupation not reported until 1952 in New Bedford or 1955 in Fall River.

⁶ Blacksmiths, carpenters, electricians, machinists, millwrights, pipers, and plumbers.

⁷ Occupation not reported in New Bedford until 1955.

⁸ Does not include head or boss grinders.

Table 4a. Occupation by rate level, 1 1966

Rate level	Department and occupation			
	Carding	Spinning	Warp and filling preparation	Weaving
1	Pickers helpers.	.....	.....	Cloth doffers.
2
3	Roving men.	Yarn conditioners, winder servicemen.	.....
4	Battery hands, unifil tenders.
5
6	Can men.	.....	.....	.....
7
8	Tractor operators, col. yarn stock keepers, helpers.	Tractor operators.
9
10	Opener tenders, picker tenders, card tenders, super lapper tenders, drawing tenders, wastemen cleaners.	.....	Tie-in girls, filling winders, nonauto; tailing machine operators.	.....
11
12
13	Warper tenders helpers.	.....
14
15	Cone winders, nonauto.	Beam changers.
16	Slasher tenders helpers, col. yarn stock keepers.	.....
17	Redrawing machine tenders, roll buffers.	.....	.....
18	BC spooler tenders, automatic; cotton high speed warpers; auto winders.	.....
19	Ring spinners.	.....	.....
20	Drawing-in hands, plain.	.....
21	Comber tenders.	Spinning doffers.	.....	.....
22	BC drawing-in machine helpers (new type); BC knotting machine helpers.	.....
23	Uptwisters, unirail.	.....	.....
24	Weavers, plain auto; weave room inspectors; smash piecers, plain auto.
25	Weavers doobby, auto.

See footnotes at end of table.

Cloth room	Dye house	Maintenance	Painters	Miscellaneous and general	Rate level
Sewing and rolling machine operators.				All auxiliary or utility jobs.	1
Cloth receivers.					2
					3
					4
Bale sewer, carton men.					5
					6
Inspectors, baler.					7
	Yarn cuppers, floor men.				8
Graders.					9
Folders, invoicers.				Waste balers.	10
Regrader, inspection machine; inspection cutters.					11
Head graders.					12
					13
Flat brushers; shearer operators.					14
Pressmen.		Wastehouse men.			15
					16
Repairmen, input service.					17
					18
					19
		Blacksmiths, plumbers, air conditioning apprentices.			20
					21
Trimmer machine operators.					22
					23
	Drug room helpers; crane operators and dyers.				24
		Blacksmiths, plumbers, air conditioning helpers.	Painters, 2d class.		25

Table 4a. Occupation by rate level,¹ 1966—Continued

Rate level	Department and occupation			
	Carding	Spinning	Warp and filling preparation	Weaving
26	Titan knotter helpers.	.....
27	Assistant picker bosses.	.....	.....	.....
28	Superdraft tenders, rovemater.	.....	Rayon high speed warpers.	Weavers, XK and XD; smash piecers, XK and XD.
29
30
31	Section men.	.....
32	Drawing-in hands, fancy and leno.	.....
33	Picker bosses and fixers, card grinders, section men.	Spindle setters helpers, section men, headsourers.	Unirail-third men.	.....
34	Utility changers.
35	Spindle setters.	.....	.....
36	Weavers, auto box; smash piecers, auto box.
37	Comber bosses.	.....	.....	.....
38
39
40
41	BC drawing-in machine operators (new type); BC and LS knotting machine operators, stationary and portable; titan knotter operators.	Changers.
42	Boss grinders.	.....	.....	.....
43	Slasher tenders, grey.	.....
44
45	Slasher tenders, color; slasher tenders, filament.	Loom fixers, unifil fixers.
46
47
48	Loom fixers, auto box, third hands.
49	Head fixers.
50

See footnote on next page.

Cloth room	Dye house	Maintenance	Painters	Miscellaneous and general	Rate level
					26
					27
					28
				Yardmen.	29
	Machine operators.				30
					31
					32
	Drug room men.				33
					34
		Blacksmiths, plumbers, air conditioning men, 2d class.	Painters, 1st class.		35
					36
					37
		Firemen, nonpower.			38
		Suttlemen.			39
	Head drug men.				40
					41
					42
					43
		Blacksmiths, plumbers, air conditioning men, 1st class.			44
					45
		Head machinists.			46
		Head firemen.			47
					48
					49
		Head electricians.			50

¹ The company does not have a formal labor grade system. To simplify the presentation, the Bureau has grouped jobs in each of the 9 departments according to base rates, effective Apr. 18, 1966. This table does

not reflect changes in occupational classifications since that date. Jobs are listed in ascending rate order.

Table 4b. Occupation by rate level,¹ 1969

Rate level	Department and occupation			
	Carding	Spinning	Twisting	Warp and filling preparation
1	Picker helper.	Yarnman-cleaner, traveler changer, scourer-changer.		
2				
3		Roving man.		Yarn conditioner.
4				
5				
6	Can man.			
7				
8				Tractor operator.
9	Opener tender, picker tender, card tender, drawing tender.			Tie-in girl.
10				
11				Warper tender helper.
12		Buffer and recoverer.		Nonauto. winder tender (foster).
13				Slasher tender helper.
14			Redrawing machine tender.	
15				BC spooler tender-automatic, BC warper tender, auto. winder tender.
16		Spinner.		
17				Drawing-in hand—plain.
18		Spinner doffer.		
19				BC drawing-in machine helper, new type; BC knotting machine helper.
20			Uptwister tender-unirail.	
21	Assistant picker boss.			
22	Superdraft—rove-matic tender.			Rayon high speed warper tender.
23				Third hand (section man).
24				Drawing-in hand—fancy and leno.
25	Picker boss, card grinder, third hand.	Third hand, head scourer.	Unirail third hand.	
26				
27		Spindle setter.		
28				
29				BC drawing-in machine operator (new type); BC & LS knotting machine operator, stationary and portable.
30				
31	Boss grinder.			
32				Slasher tender-color; slasher tender-filament.
33				
34				

See footnote on next page.

Weaving	Cloth room	Maintenance	General	Rate level
Cloth doffer, unifil supply hand, peg boy, cleaner, loom oiler-greaser.	.....	.....	All auxiliary or utility jobs.	1
.....	Output service-cloth stacker, cloth receiver.	.....	.....	2
.....	.....	.....	.....	3
Unifil tender.	Sewing & rolling machine operator.	.....	.....	4
.....	Carton man.	.....	.....	5
.....	.....	.....	.....	6
.....	Inspector.	.....	.....	7
Tractor operator, pallet transporter.	.....	.....	.....	8
.....	Package yardage recorder.	.....	.....	9
.....	.....	.....	.....	10
.....	Regrader-inspection machine, inspector-cutter.	.....	.....	11
.....	.....	Wastehouse man.	.....	12
.....	.....	.....	.....	13
.....	Repairman-input service.	.....	.....	14
.....	.....	.....	.....	15
.....	.....	.....	.....	16
.....	.....	.....	.....	17
.....	.....	.....	.....	18
.....	Trimmer machine operator.	.....	.....	19
.....	.....	.....	.....	20
.....	.....	.....	.....	21
Weaver: XK and XD, smasher piecer, XK and XD.	.....	.....	.....	22
.....	.....	.....	.....	23
.....	.....	.....	.....	24
.....	.....	.....	.....	25
.....	.....	.....	.....	26
.....	.....	Helper: Machinist, carpenter, electrician, piper, welder, blacksmith and air conditioning man.	.....	27
.....	.....	.....	.....	28
Changer.	.....	Shuttle man.	.....	29
.....	.....	.....	.....	30
.....	.....	Painters, 1st class.	.....	31
.....	.....	.....	.....	32
Loom fixer, unifil fixer.	.....	.....	.....	33
.....	.....	1st Class: Machinists, carpenter, electricians, piper, welder, blacksmith and air conditioning man; firemen.	.....	34
Third hand.	.....	.....	.....	34

¹ The company does not have a formal labor grade system. To simplify the presentation, the Bureau has grouped jobs in various departments having common base rates, effective Apr. 14, 1969. This table does not

reflect changes in occupational classifications since that date. Jobs are listed in ascending rate order.

Table 4c. Occupation by rate level,¹ 1972

Rate level	Department and occupation			
	Carding	Spinning	Twisting	Warp and filling preparation
1	Picker helper.	Yarnman-cleaner, traveler changer, scourer-changer.	.....	.....
2
3	Roving man.	.....	Yarn conditioner.
4
5
6	Can man.	.....	.....	.....
7
8	Tractor operator.
9	Opener tender, picker tender, card tender, drawing tender.	.....	.....	Tie-in girl.
10
11	Warper tender helper.
12	Buffer and recoverer.	.....	Nonauto. winder tender (foster).
13	Slasher tender helper.
14	Redrawing machine tender.	.....
15	BC spooler tender-automatic, BC warper tender, auto. winder tender.
16	Spinner	.....	.....
17	Drawing-in hand—plain.
18	Spinner doffer.	.....	.....
19	BC drawing-in machine helper, new type; BC knotting machine helper.
20	Uptwister tender-unirail	.....
21	Assistant picker boss.	.....	.....	.....
22	Superdraft—rove-matic tender.	.....	.....	Rayon high speed warper tender.
23	Third hand (section man).
24	Drawing-in hand—fancy and leno.
25	Picker boss, card grinder, third hand.	Third hand, head scourer.	Unirail third hand.	.....
26
27	Spindle setter.	.....	.....
28
29	BC drawing-in machine operator (new type); BC & LS knotting machine operator, stationary and portable.
30
31	Boss grinder.	.....	.....	.....
32	Slasher tender-color; slasher tender-filament.
33
34
35
36

See footnote on next page.

Weaving	Cloth room	Maintenance	General	Rate level
Cloth doffer, unifil supply hand, peg boy, cleaner, loom oiler-greaser.			All auxiliary or utility jobs.	1
	Output service-cloth stacker, cloth receiver.			2
				3
Unifil tender.	Sewing & rolling machine operator.			4
	Carton man.			5
	Inspector.			6
Tractor operator, pallet transporter.				7
				8
	Package yardage recorder.			9
				10
	Regrader-inspection machine, inspector-cutter.			11
		Wastehouse man.		12
				13
	Repairman-input service.			14
				15
				16
				17
				18
	Trimmer machine operator.			19
				20
				21
Weaver: XK and XD, smasher piecer, XK and XD.				22
				23
				24
				25
		Helper: Machinist, carpenter, electrician, piper, welder, blacksmith and air conditioning man.		26
				27
Changer.		Shuttle man.		28
				29
				30
		Painters, 1st class.		31
Loom fixer, unifil fixer.				32
				33
		1st Class: Machinists, carpenter, electricians, piper, welder, blacksmith and air conditioning man; firemen.		34
Third hand. PMP fixer.				35
		Head carpenter, head machinist, and head electrician.		36

¹ The company does not have a formal labor grade system. To simplify the presentation, the Bureau has grouped jobs in various departments hav-

ing common base rates, effective Apr. 16, 1972. Jobs are listed in ascending rate order.

Table 5. Supplementary compensation practices ¹

Effective date	Provision	Applications, exceptions, and other related matters
Guaranteed individual minimum earnings ²		
June 19, 1943 (New Bedford area). Nov. 4, 1945	For a full week's work, each piece-rate worker was guaranteed minimum weekly earnings equal to 90 percent of the prevailing full-job base rate of pay. Minimum guarantee for piece-rate workers raised to 100 percent of prevailing base rate of pay. ³	Except where established practice in a particular mill set a higher minimum. (The guaranteed earnings provision was not contained in Fall River agreement of Dec. 3, 1943.) Applicable to New Bedford and Fall River mills.
Shift premium pay		
June 19, 1943 (New River Bedford area). Dec. 3, 1943 (Fall River area). Nov. 4, 1945	} No provision for shift premium pay. { Second shift—no premium pay. { Third shift—7 cents an hour.	
Overtime pay		
June 19, 1943.....	Time and one-half after 8 hours per day or 40 hours per week.	Normal work schedule 8 hours per day and 40 hours per week, except in those departments where full 40 hours not regularly scheduled from Monday through Friday.
Premium pay for Saturday work		
June 19, 1943 (New Bedford area). ⁴ Dec. 3, 1943 (Fall River area). ⁴ Aug. 1, 1947.....	} Time and one-half for all work performed on Saturday. 	{ Except (a) when Saturday work was part of regularly scheduled 40-hour week, and (b) for watchmen, guards, firemen, and maintenance men (latter in New Bedford only) whose regular workweek included Saturday work. Watchmen, guards, and firemen to be paid time and one-half for work on 6th day instead of on Saturday, as such. Other exceptions continued.
Premium pay for Sunday work		
June 19, 1943 (New Bedford area). ⁴ Dec. 3, 1943 (Fall River area). ⁴ Aug. 1, 1947.....	} Double time for all work performed on Sunday. 	{ Except for watchmen, guards, firemen, and maintenance men (latter in New Bedford only) whose regularly scheduled workweek included Sunday work. Watchmen, guards, and firemen to be paid double time for work on 7th day instead of on Sunday, as such.

¹See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Special premium pay for maintenance workers		
<p>June 19, 1943, (New Bedford area). Dec. 3, 1943 (Fall River area).</p>	<p>Maintenance workers called in to work outside their regular shift hours to be paid time and one-half for hours worked up to 10 p.m. and double time from 10 p.m. to their regular starting time.</p>	
Holiday pay		
<p>June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area).⁴</p> <p>Aug. 1, 1947.....</p> <p>Jan. 1, 1948.....</p> <p>July 18, 1955 (agreement of same date).</p> <p>Apr. 16, 1956 (agreement of same date).</p> <p>Apr. 16, 1969 (agreement of same date).</p>	<p>Time and one-half for work performed on 10 holidays. No pay for holidays not worked.</p> <p>5 paid holidays established to be paid for at regular rate for 8 hours. Work on a paid holiday to be paid for at time and one-half in addition to regular holiday pay.</p> <p>Another paid holiday added, making a total of 6.</p> <p>Reduced: Number of holidays for which employees received time and one-half for hours worked but no pay if not worked reduced to 1. Was 4 in Massachusetts and Vermont, 3 in Rhode Island.</p> <p>Added: Massachusetts and Vermont mills—3 holidays (total 4) for which employee received time and one-half for hours worked, no pay if not worked; Rhode Island mills—2 holidays (total 3).</p> <p>Added: 1 paid holiday (total 7).</p>	<p>Holidays were: New Year's Day, Washington's Birthday, Patriot's Day (April 19), Memorial Day, Independence Day, Labor Day, Columbus Day, Armistice Day, Thanksgiving Day, and Christmas Day.</p> <p>Paid holidays were: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day even if falling on an unscheduled workday. Other holidays to be paid for at premium rate if worked.</p> <p>Added paid holiday—Washington's Birthday.</p> <p>Holiday continued was Independence Day.⁵</p> <p>In effect and continued: 6 paid holidays (with time and one-half for hours worked in addition to holiday pay); holidays were New Year's Day, Washington's Birthday, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day. In Rhode Island, Columbus Day was substituted for Washington's Birthday.</p> <p>Holiday that fell on Sunday to be observed on Monday.</p> <p>To be eligible for holiday pay, employee must have (a) worked a full shift on the days immediately preceding and following the holiday (employee on layoff or leave of absence must have worked within the 30 days immediately preceding the holiday) and (b) completed 30 days of the 60-day probationary period.</p> <p>Holidays were: Massachusetts—Patriots' Day (April 19), Columbus Day, and Armistice Day; Vermont—Bennington Day (August 16), Columbus Day, and Armistice Day; Rhode Island—V-J Day August 14) and Armistice Day.</p> <p>Added paid holiday—Independence Day.</p>

¹See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations		
<p>June 19, 1943 (New Bedford area).</p> <p>Dec. 3, 1943 (Fall River area).</p> <p>Nov. 4, 1945 (New Bedford and Fall River).</p> <p>Aug. 1, 1947.....</p> <p>Apr. 16, 1969 (agreement of same date).</p> <p>Apr. 16, 1972 (agreement of same date).</p>	<p>Employees with 4 months or more of service—1 week.</p> <p>Employees with 3 months or more of service—1 week.</p> <p>1 year or more of service—1 week; 3 months to 1 year of service—vacation pay, but no actual vacation; increase in vacation pay for employees with more than 5 years' service.</p> <p>Increase in vacation pay for employees with 3 to 5 years' service.</p> <p>.....</p> <p>Added: An employee who retired and was eligible for a pension or retirement separation pay would receive accrued vacation pay at the time of retirement.</p>	<p>Vacation pay for employees with 1 year or more of service amounted to 40 hours of straight-time pay; for less than a year's service—2 percent of straight-time earnings since time of hiring, provided employees worked at least 70 percent of available work time.</p> <p>Vacation pay amounted to 2 percent of total earnings during preceding 12-month period.</p> <p>Vacation pay: 1 to 5 years of service—2 percent of total earnings for the preceding full year; 5 years or more of service—4 percent of total annual earnings; less than 1 year of service—2 percent of total earnings for period of employment.</p> <p>For this group, vacation pay increased to 3 percent of total earnings for the preceding full year. Changed: Company given option to close for 2 weeks instead of 1 during the summer. For a 2-week shutdown, employees received 2 weeks of vacation with pay calculated as a percentage of income. For a 1-week shutdown, employees were entitled to—(1) 2 weeks of vacation with pay calculated as above; or (2) 1 week of vacation with pay calculated as above, plus 1 week of work paid at the vacation rate of pay in addition to the regular straight-time rate.</p> <p>The surviving spouse or next of kin of an employee who died would receive accumulated prorata vacation pay.</p>
Reporting time		
<p>June 19, 1943 (New Bedford area).</p> <p>Dec. 3, 1943 (Fall River area).</p>	<p>Employees scheduled or notified to report for work to receive following minimum payments:</p> <p>First shift—4 hours.</p> <p>Second shift—4 hours.</p> <p>Third shift—8 hours.</p>	<p>Minimum guarantees to be paid whether or not work was performed, except when failure of company to provide work was due to causes beyond its control. Company reserved right to shift assignments for workers entitled to reporting time.</p>

See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Equal pay		
June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area). Nov. 4, 1945	Equal pay for equal work, no distinction to be made because of sex, race, or other factors not related to employee's productive capacity. Women to receive same rates as men when performing same work.	
Waiting time		
June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area).	Piece-rate workers to be compensated for time lost during excessive periods of waiting, causes of which were within control of employer.	
Jury duty pay		
Apr. 15, 1953 (agreement of same date).	In effect and continued: Employee on jury duty to receive difference between average daily straight-time earnings and daily payment for jury service.	
Bereavement		
Apr. 14, 1969 (agreement dated Apr. 16, 1969).	Established: Up to 3 days' bereavement pay when a member of employee's family dies.	Family included grandparents, parents, children, spouse, brothers, and sisters, and also included half-brothers, half-sisters, step-children, and step-parents living in household of employees.
Health and welfare benefits		
June 1943—Jan. 1944 (as provided by agreements of June 19, 1943, for New Bedford mills and Dec. 3, 1943, for Fall River mills). Aug. 1, 1946.....	Employers to pay for the following health benefits: (1) Hospitalization for 31 days at \$4 per day, plus \$20 for incidental hospital expenses. (2) Sickness and accident benefits (not covered by workmen's compensation up to 13 weeks at \$10.50 per week. Sickness benefits payable from 8th day; accident benefits from first day. (3) Life insurance of \$500; additional \$500 payable upon accidental death. Specified payments up to \$500 for dismemberment. Hospitalization benefits increased to \$5 per day; sickness and accident benefits increased to \$15 weekly for men and \$12 weekly for women; surgical benefits up to \$150 provided. (Maternity benefits limited to maximum of 6 weeks.)	In accordance with arbitration award.

See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
Aug. 1, 1947.....	Hospitalization benefits increased to \$7 per day for room and board and \$35 for incidental expenses; sickness and accident benefits raised to \$17.50 weekly for men and women.	
Jan. 1, 1948.....	Medical benefits added to previous benefits. For disability arising from non-occupational accidents or sickness not covered by workmen's compensation, medical expenses amounting to \$2 for office visits and \$3 for home and hospital visits to be paid for (first call for accidents and second call for sickness).	Aggregate payments during any one disability could reach \$150 except when employee had attained 60 years of age, in which case aggregate payments were limited to \$150 per year. Specified types of disabilities, such as childbirth and dental treatment, exempted from medical benefits.
Nov. 30, 1951.....	Changed: Daily hospital benefits: \$8 a day for 31 days; Special hospital benefits: Up to \$80; Surgical benefits: Up to \$200; Sickness and accident benefits: \$22.50 a week up to 13 weeks.	Approved by the Wage Stabilization Board on Dec. 5, 1951.
Apr. 16, 1959 (agreement of same date). ⁶	In effect at Massachusetts mills: ⁷ Life insurance—\$500. Accidental death—\$500 in additional to life insurance.	Entire cost of benefits borne by company. Life and accidental death and dismemberment insurance for employee under age 60 extended during period of total disability (of 9 months or more) until return to work or termination of employment; continued for a maximum of 2 months for employee on temporary layoff, or during unauthorized work stoppage.
	Accidental dismemberment—\$250 for each loss; \$1,000 if more than one member was lost in the same accident.	Maximum for all losses sustained in one accident, \$1,000.
	Accident and sickness benefits—\$25 (was \$22.50) a week for maximum of 13 weeks; ⁸ benefits payable from 8th day of sickness, 1st day of accident; up to 6 weeks for pregnancy.	Payable for nonoccupational disabilities.
	Hospitalization: Room and board—\$12 (was \$8 a day for maximum of 31 days). ⁸ Hospital extras—Actual charges, up to \$120 (was \$80). ⁸	Payable only if employee was hospitalized for 18 hours or more.
	Maternity—\$12 a day for maximum of 14 days, plus up to \$120 for extras.	Benefits available 6 months after effective date of policy and continued for 9 months from date insurance was terminated.
	Surgical benefits: Surgical schedule—Up to \$200 per procedure.	Payable for nonoccupational disabilities. Benefits available for 3 months after termination of insurance for total disability that began while employee was insured.
	Obstetrical—\$50 for normal delivery, \$25 for miscarriage, \$100 for Caesarean section, and other procedures.	

See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
Apr. 16, 1959 (agreement of same date) ⁶ —continued	<p>Medical benefits: Doctor's services—Up to \$2 for each office visit, \$3 for home or hospital call, maximum \$150 per disability.</p>	<p>Benefits available 6 months after effective date of policy and continued for 9 months from date insurance was terminated. Benefits limited to one visit per calendar day, beginning with the first visit for accident, second visit for sickness. Not available for pregnancy, dental work, eye examinations, X-rays, dressings, drugs, medicines, surgical operations, or postoperative care, except for attendance by physician other than surgeon. Medical benefits—insurance extended for maximum of 3 months if policy terminated while employee was totally disabled. All benefits continued—for period determined by company for employee absent because of sickness or injury; for 31 days for employee on leave of absence or temporary layoff; for maximum of 2 months during unauthorized work stoppage.</p>
Apr. 16, 1962 (agreement of same date).	<p>Increased: Massachusetts—Accident and sickness benefits—Maximum to \$27.50 a week. Hospitalization: Room and board—Maximum to \$18 a day. Hospital extras—Maximum to \$180.</p>	
Apr. 18, 1966 (agreement of Mar. 30, 1966).	<p>Increased: Life insurance—to \$1,000. Accidental death and dismemberment—to \$1,000. Accident and sickness benefits—to \$35 a week. Hospitalization—daily maximum to \$22.</p>	
Apr. 16, 1969 (agreement of same date).	<p>Increased: Life insurance—to \$2,000. Hospitalization—maximum to \$32 a day for up to 120 days. Special hospital benefits—maximum to \$330. Surgical benefits—maximum to \$500.</p>	
Apr. 16, 1972 (agreement of same date).	<p>Eliminated: Medical benefits: Doctor's services—up to \$2 for each office visit, \$3 for home or hospital call, maximum \$150 per disability. Increased: Accident and sickness benefits—to \$40 a week.</p>	
June 1, 1972 (agreement of Apr. 16, 1972).	<p>Increased: Hospitalization—to \$45 a day.</p>	<p>Hospitalization and surgical benefits extended to provide family coverage (husband or wife, and unmarried children under age 19).</p>
Retirement separation pay and pension plan		
Nov. 30, 1951.....	<p>1 week's pay for each year of service, with 15 years of service or more, up to maximum of 20 years; paid employees voluntarily retire at age 65.</p>	<p>Approved by the Wage Stabilization Board on Dec. 5, 1951. To qualify, employee must average 1,000 hours' employment for each year of service. A week's pay defined as: Hourly workers, 40 times hourly rate; piece-workers, 40 times average straight-time hourly earnings during last social security quarter before the quarter in which the employee retired.</p>

See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement separation pay and pension plan—Continued		
<p>Apr. 15, 1957 (agreement of same date). Apr. 16, 1962 (agreement of same date). Apr. 8, 1966 (agreement of Mar. 30, 1966). Apr. 13, 1970 (agreement dated Apr. 16, 1969, and Apr. 15, 1970).</p>	<p>Changed: Eligibility age reduced to 62 for women. Changed: Eligibility age reduced to 62 for all employees. Eliminated: Limit on years of service for which benefits are paid. Added: Benefits provided for: (1) Totally disabled employee with 15 years' service or more before age 62, and (2) widow aged 60 or over who had or whose husband had 15 years' service or more. Established: Pension plan with an initial company contribution of 3 cents an hour for each covered employee. Monthly pensions calculated at 20 cents a month for each 1 cent an hour average employer contribution for service before Apr. 13, 1970, and 30 cents a month for each 1 cent an hour average employer contribution for service after Apr. 13, 1970.</p> <p>I. Normal pension—employee eligible at age 65 and over after 15 years of credited service, provided 2 years of service was after Apr. 13, 1970. Employee must have worked for a contributing employer 5 of the last 10 years before retirement. Pension paid until employee's death.</p> <p>II. Vested interest and early retirement at age 55—employee credited with 10 years of service after Apr. 13, 1970 was entitled to vested interest and eligible to retire with pension at age 55. Pension to be reduced by 6 percent for each year under age 65. Requirement that employee must have worked 5 of the last 10 years before retirement was not applicable.</p> <p>III. Early retirement at age 62—employee eligible for normal retirement could retire at age 62; benefits reduced 6 percent a year for each year under age 65.</p> <p>IV. Disability benefits—employee totally and permanently disabled for 6 months or more was eligible for disability benefits if employee received a disability social security award and: (1) Had vested interest; or (2) had 15 years' credited service of which 5 years were after Apr. 13, 1970; or (3) was at least 50 years of age and had 15 years' credited service, of which 2 years were after Apr. 13, 1970. Amount of pension was determined the same as normal retirement pension with no reduction for early retirement.</p>	<p>Social security definition of total disability to be used.</p> <p>Company became a participating employer in the Textile Workers Pension Fund, National Plan Sub-Fund, by agreeing to the terms of that fund. Pension plan was integrated with Retirement Separation Pay Plan in effect through Apr. 15, 1972.⁹ Employees received credit for work performed for any employer for 20 years before the time such employer joined the plan and also for work performed during such 20-year period for any employer that had a collective bargaining agreement with the TWUA. Employees were limited to 10 years of service before Apr. 13, 1970, for work performed outside the bargaining unit. Credit for service after Apr. 13, 1970 was limited to work for a contributing employer, and was limited up to 70 years of age unless such service was necessary to qualify for minimum pension. Length of service was credited as follows: 1 through 3 months worked during a calendar year—no credit; 4 through 7 months—½ year of credit; 8 months or more—1 year of credit. Employment of 24 hours or more during a calendar month entitled an employee to credit for such month. Employees were also credited for any future work performed for any contributing employer of any other sub-fund of the textile workers pension fund according to the rules of such sub-fund. Retirees were guaranteed pension payments for 60 months. In the event of retiree's death, any unused balance of payments was to be paid to the beneficiary.</p>

See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement separation pay and pension plan —Continued		
<p>Apr. 13, 1970 (agreement dated Apr. 16, 1969, and Apr. 15, 1970)—Continued</p>	<p>V. Death benefits—\$1,000 for each \$1 per month of credited service benefits after Apr. 13, 1970, payable to beneficiary of employee who died before retirement, provided employee had earned 10 or more years of credited service after Apr. 13, 1970. An employee credited with 7 to 9 years' service after Apr. 13, 1970 was entitled to 2/3 of the 10 years' benefit. An employee credited with 4 to 6 years' service after Apr. 13, 1970 was entitled to 1/3 of the 10 years' benefit. An employee credited with fewer than 4 years' service after Apr. 13, 1970 but who was eligible to retire under early or normal retirement was entitled to a death benefit of 60 times his normal monthly pension if death occurred before actual retirement.</p> <p>Employee eligible for any type of pension could take a lump-sum payment of 60 times his normal monthly pension instead of any other pension or benefit.</p>	
<p>Apr. 6, 1972 (agreement dated Apr. 15, 1970).</p>	<p>Increased: Company contribution to the pension fund, to 5 cents per man-hour worked.</p> <p>Eligible employees could elect to receive benefits under the Retirement Separation Pay plan or the Pension Plan but not both.</p>	<p>Union pension fund assumed responsibility for the administration of the Retirement Separation Pay Plan and the Pension Plan.</p>

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

² The guarantee of minimum earnings to piece-rate workers does not apply to learners or handicapped employees.

³ Standard full-job weekly rates converted to an hourly base are shown in table 3.

⁴ During the period covered by Executive Order No. 9240 (Oct. 1, 1942 to Aug. 21, 1945), these provisions were modified in practice to conform to that order.

⁵ Holidays eliminated in Massachusetts were Patriots' Day (April 19), Columbus Day, and Armistice Day. Before 1955, employees in Vermont mills received time and one-half for hours worked on New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Bennington Day (August 16), Columbus Day, Armistice Day, Thanksgiving, and Christmas. In Rhode Island mills, New Year's Day, Memorial Day, Independence Day, V-J Day (August 14), Labor Day, Columbus Day, Armistice Day, Thanksgiving, and Christmas.

⁶ The original chronology and supplements 1 and 2 did not cover Rhode Island mills. Sickness and accident benefits in that State are provided by statute and, therefore, are not subject to negotiation. They were financed by an employee tax of 1 percent of wages up to \$3,000 a year through 1959. On Jan. 1, 1960, the tax base was raised to \$3,600. The company and the union, therefore, agree to other benefits equal in cost to sickness and accident benefits provided workers in Massachusetts.

Health and welfare benefits in Rhode Island mills were the same as those in other mills except in the following respects:

In effect Apr. 15, 1953:

Life insurance—\$1,000.

Hospitalization—Rhode Island Blue Cross.

Sickness and accident benefits—Provided by Rhode Island State Temporary Disability Insurance program.

In effect Apr. 16, 1959:

Life insurance—\$1,000.

Accident and sickness benefits—\$10 to \$36 a week plus up to \$8 dependents' benefits for maximum of 26 weeks starting on 8th day of disability; up to 12 weeks for pregnancy. Dependents' benefits and \$36 maximum effective Nov. 18, 1958.

Hospitalization (Blue Cross):

Room and board—\$12 a day for maximum of 75 days in hospital acceptable to insurer or classified as general hospital by American Hospital Association; up to 45 days in other hospitals. Coverage continued for 30 days if employee left company.

Hospital extras—Actual charges in member hospital, 90 percent of usual charges in nonmember hospital. Covered use of operating room, medical and surgical supplies, drugs and medications, laboratory examination, basal metabolism tests, oxygen therapy, and physical therapy.

Maternity—Up to \$75 for room and board and hospital extras. Patient and husband must have been covered for 7 months immediately preceding hospital admission.

Out-patient services—Up to \$7.50 for services provided within 24 hours of accident. Included routine and special services and use of operating and accident rooms.

Surgical-medical—Benefits only continued for period determined by company for employee absent because of sickness or injury; for 31 days for employee on leave of absence or temporary layoff; for maximum of 2 months during unauthorized work stoppage.

Effective Apr. 16, 1962:

Accident and sickness benefits—no change.

Hospital extras—no change.

⁷ The benefits listed constitute the entire plan (including some benefits not previously reported) in effect on Apr. 16, 1959. Some of the increases noted became effective before 1959.

⁸ Effective Apr. 15, 1957.

⁹ Terms of the Pension Plan were effective Apr. 13, 1970, and were integrated with the Retirement Separation Pay Plan in effect at that time, continuing through Apr. 15, 1972. Effective Apr. 16, 1972, employees had the option of electing either, but not both, the Retirement Separation Pay Plan or the Pension Plan.

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 with United Steelworkers of America and Aluminum Workers International Union—
Nov. 1939-May 1974, BLS Bulletin 1815
- 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
Sept. 1973-Aug. 1976, Supplement to BLS Bulletin 1682
- A. T. & T.—Long Lines Department and Communications Workers of America (AFL-CIO), Oct. 1940-July 1974
BLS Bulletin 1812
- Atlantic Richfield Co. (former Sinclair Oil Companies' facilities)—
1941-72, BLS Bulletin 1771
Jan. 1973-Jan. 1975, Supplement to BLS Bulletin 1771
- Bethlehem Atlantic Shipyards—
1941-68, BLS Bulletin 1607.¹
1969-72, Supplement to BLS Bulletin 1607.
- Bituminous Coal Mine Operators and United Mine Workers of America—
Oct. 1933-Nov. 1974, Bulletin 1799
- The Boeing Co. (Washington Plants)—
1936-67, BLS Bulletin 1565.¹
- Commonwealth Edison Co. of Chicago and International Brotherhood of Electrical Workers—
Oct. 1945-Mar. 1974, BLS Bulletin 1808
- Dan River Inc.—
May 1943-Jan. 1972, BLS Bulletin 1767
Jan. 1973-June 1974, Supplement to BLS Bulletin 1767

Federal Classification Act Employees—
 1924-68, BLS Bulletin 1604.¹
 Aug. 1968-Oct. 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—
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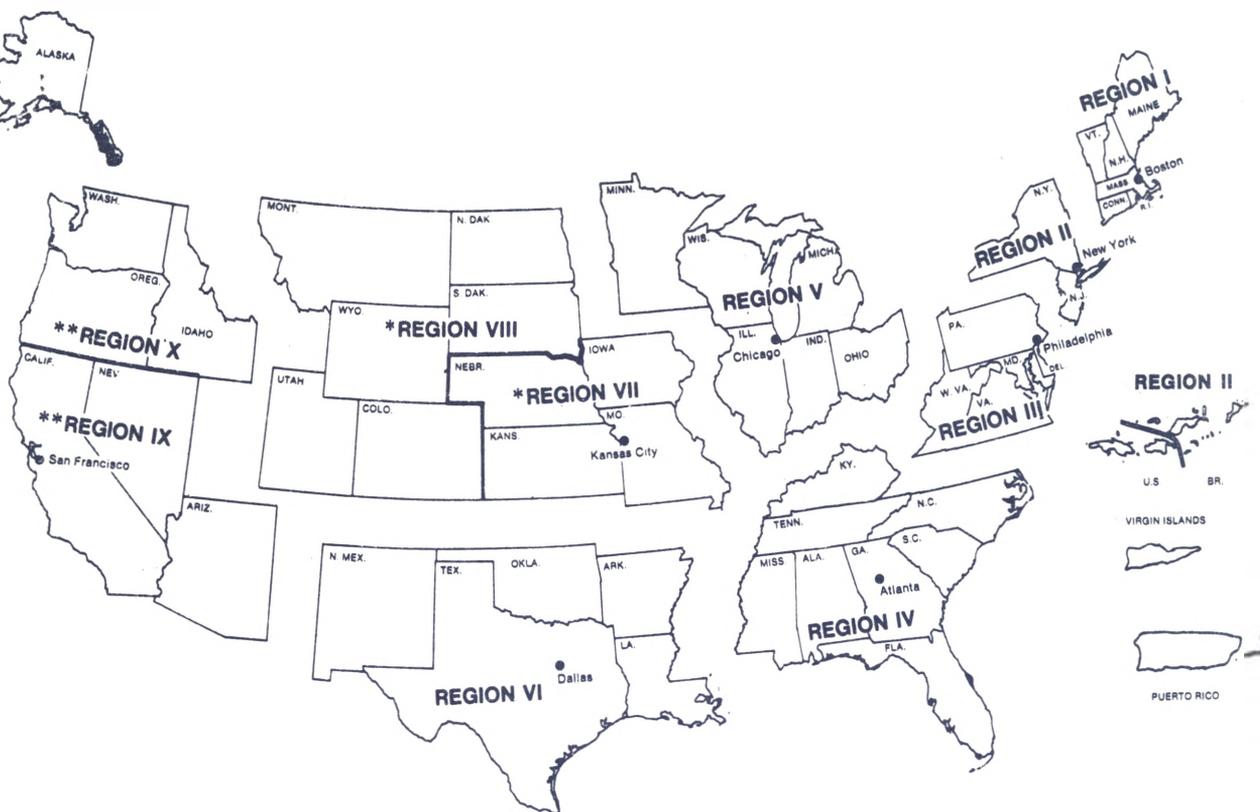
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