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Characteristics in State and Local Governments January 1, 1974



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Characteristics of Agreements in State and Local Governments January 1, 1974

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

To meet the needs of practitioners in State and local collective bargaining, the Bureau of Labor Statistics has begun a program designed to present a wide array of data on the characteristics and provisions of agreements in the government sector. The Bureau's first effort in this field is limited to 400 agreements, covering 648,757 workers, negotiated by States, counties, cities, and special districts. All agreements included in the study were in effect on or after January 1, 1974.

This study was designed to be a companion to the Bureau's series on agreements in the private sector which was begun in 1970, *Characteristics of Agreements Covering 1,000 Workers or More*.

This report differs in several important respects from other studies published by the Bureau covering State and local jurisdictions; in particular, by the absence of analytical comments and illustrative clauses. Thus, this report is limited to data on the prevalence of provisions, primarily by level of government. It will serve as a benchmark against which to measure the growth and decline of particular provisions.

The study was carried out with funds made available by the Labor-Management Services Administration of the Department of Labor. The report was prepared in the Bureau's Division of Industrial Relations by Richard R. Nelson, Haney R. Pearson, Jr., Cheryl Brockenberry, Phyllis I. Brown, and Doris L. Thomas, under the direction of Leon E. Lunden. Ronald Symkowiak participated in the preparation of table formats. Computer programming and tabulation of data were developed under the direction of Tommy P. Hickman, Office of Survey Management.

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Introduction

Over the last decade, labor relations and collective bargaining have grown in importance in State and local government units. In recognition of this growth, the Bureau has attempted to provide the same services to practitioners of State and local government collective bargaining as those provided to nongovernment employers and unions. The Bureau has therefore issued a series of bulletins dealing with specific provisions, such as grievance and arbitration procedures, or covering particular occupational groups or government jurisdictions. To supplement these in-depth studies, this new series, like its companion series for the private sector, will provide up-to-date information on the broad scope of agreement provisions on a regular basis.

The study covers all agreements in the Bureau's file (except for those in public education) in effect on or after January 1, 1974,¹ negotiated by States, counties with populations of 500,000 and over, cities with populations of 250,000 and over, and special districts. Special districts are those involving more than one jurisdiction, such as a transit authority that may operate in more than one county or State. A total of 400 agreements covering well over 600,000 workers was analyzed for approximately 115 different collective bargaining provisions.

As in all agreement studies, the Bureau must caution the reader that the data reflect the Bureau's understanding of the written provisions and not necessarily that of the parties. Agreement language is complicated and elusive, and often is submitted to arbitration for interpretation. Furthermore what is carried out in practice may at times differ from written provisions.

Under these circumstances, the Bureau can only analyze the specific language of the agreement in the hope that it closely reflects the rules under which the parties operate.

All tables in the bulletin have been printed out by Bureau computers. As a service to users, computer listing printouts are available, identifying collective bargaining agreements which have specific provisions appearing in these tabulations. The cost of the printouts will be determined by the amount of computer use that is involved. Inquiries should be directed to the Project Director, Collective Bargaining Studies, Division of Industrial Relations, Bureau of Labor Statistics, U.S. Department of Labor, Washington, D.C. 20212 (Telephone: 202-961-2320). In addition, visitors are welcome to use the contract files at 441 G Street, N.W., Washington, D.C., Room 4062, or to obtain copies of the agreements on file at cost.

The tables which follow are grouped by major topics. Part I describes the identifying characteristics of the 400 agreements in the study. Part II deals with union security, management rights, and related provisions; Part III, with wages and related provisions. Hours, overtime, and premium pay provisions are tabulated in Part IV; paid and unpaid leave in Part V. Part VI covers job security and training provisions. In Part VII, dispute settlement provisions are covered.

An alphabetical finder's index for contract provisions follows the tables.

¹ Contracts expiring December 30-31, 1973, were considered in effect as of January 1, 1974.

Part I. Identifying Characteristics of Agreements Studied

Level of government
Size group
Expiration
Duration
Region and State
Union
Occupational coverage
Government function

Table 1. State and local government agreements, by size of bargaining unit and level of government, January 1, 1974

SIZE OF BARGAINING UNIT	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
1 TO 99.....	88	3,655	11	431	39	1,599	35	1,483	3	142
100 TO 249.....	68	10,964	14	2,113	23	4,028	30	4,723	1	100
250 TO 499.....	67	25,100	17	6,159	26	9,665	23	8,976	1	300
500 TO 999.....	65	45,768	16	11,147	15	10,939	31	21,554	3	2,128
1,000 TO 1,999.....	44	59,942	7	9,659	12	16,404	21	27,581	4	6,298
2,000 TO 2,999.....	23	54,330	5	11,802	7	17,097	11	25,431	-	-
3,000 TO 4,999.....	17	63,007	2	6,700	6	20,807	8	31,250	1	4,250
5,000 TO 9,999.....	16	109,394	7	49,000	7	44,194	1	8,200	1	8,000
10,000 OR OVER.....	12	276,597	6	168,500	2	38,997	4	69,100	-	-

Table 2. Expiration date of State and local government agreements, January 1, 1974

EXPIRATION DATE	AGREEMENTS	WORKERS	EXPIRATION DATE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	1975--CONTINUED		
			SEPTEMBER.....	1	1,874
			OCTOBER.....	3	1,464
			NOVEMBER.....	2	1,145
			DECEMBER.....	7	8,235
1974			1976		
TOTAL.....	235	275,773	TOTAL.....	38	217,594
JANUARY.....	24	20,637	FEBRUARY.....	1	600
FEBRUARY.....	2	1,920	MARCH.....	5	143,500
MARCH.....	9	41,097	APRIL.....	1	3,000
APRIL.....	3	4,080	JUNE.....	26	65,193
MAY.....	11	3,240	AUGUST.....	2	1,591
JUNE.....	84	89,456	OCTOBER.....	1	800
JULY.....	8	6,506	NOVEMBER.....	2	2,910
AUGUST.....	14	12,539			
SEPTEMBER.....	13	11,655	1977		
OCTOBER.....	4	1,705	TOTAL.....	5	2,591
NOVEMBER.....	5	4,165	JANUARY.....	2	143
DECEMBER.....	58	78,773	JUNE.....	3	2,448
1975			1978		
TOTAL.....	115	147,359	TOTAL.....	1	250
JANUARY.....	1	1,392	AUGUST.....	1	250
FEBRUARY.....	7	12,388			
MARCH.....	3	1,085	OPEN-ENDED ¹	6	5,190
APRIL.....	3	7,125			
MAY.....	1	346			
JUNE.....	81	101,346			
JULY.....	4	9,989			
AUGUST.....	2	970			

¹ An open-ended agreement has no definite termination date. It is usually subject to reopening for negotiation of

wages and other terms or to termination at any time upon proper notification by one party to the other.

Table 3. Expiration date of State and local government agreements, by level of government, January 1, 1974

YEAR OF EXPIRATION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
1974.....	235	275,773	44	55,798	76	82,724	111	134,696	4	2,555
1975.....	115	147,359	28	42,849	33	31,935	50	62,052	4	10,523
1976.....	38	217,594	11	164,418	22	46,516	1	4,10	4	6,250
1977 OR LATER ¹	6	2,841	-	-	4	2,501	1	250	1	90
OPEN-ENDED ²	6	5,190	2	2,446	2	54	1	890	1	1,800

¹ Includes 5 agreements, covering 2,591 workers, which expire in 1977, and 1 agreement, covering 250 workers, which expires in 1978.

² See footnote 1, Table 2.

Table 4. Duration of State and local government agreements, by level of government, January 1, 1974

DURATION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
LESS THAN 12 MONTHS ¹	6	8,972	1	7,000	2	249	3	1,723	-	-
12 MONTHS.....	96	93,270	23	17,734	32	29,019	39	45,538	2	979
13 TO 23 MONTHS.....	41	34,154	7	12,773	16	9,220	17	12,061	1	100
24 MONTHS.....	136	215,149	32	48,679	58	100,731	42	61,740	4	3,999
25 TO 35 MONTHS.....	21	51,123	5	9,179	2	2,373	14	39,571	-	-
36 MONTHS.....	86	238,812	13	167,127	25	22,084	44	35,951	4	13,650
37 TO 47 MONTHS.....	5	1,169	1	505	-	-	3	574	1	90
48 MONTHS.....	2	668	1	68	-	-	-	-	1	600
OVER 48 MONTHS ²	7	5,440	2	2,446	2	54	2	1,140	1	1,800

¹ Includes 1 agreement for 5 months, 2 agreements for 9 months, and 3 agreements for 10 months.

² Includes 1 agreement for 60 months and 6 open-ended agreements.

Table 5. State and local government agreements, by region and State, January 1, 1974

REGION AND STATE	AGREEMENTS	WORKERS	REGION AND STATE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	SOUTH ATLANTIC--CONTINUED	-	-
NEW ENGLAND.....	38	26,321	VIRGINIA.....	-	-
MORE THAN 1 STATE.....	-	-	WEST VIRGINIA.....	-	-
MAINE.....	-	-	NORTH CAROLINA.....	-	-
NEW HAMPSHIRE.....	-	-	SOUTH CAROLINA.....	-	-
VERMONT.....	-	-	GEORGIA.....	2	1,572
MASSACHUSETTS.....	36	25,396	FLORIDA.....	6	5,127
RHODE ISLAND.....	2	925	EAST SOUTH CENTRAL.....	8	6,908
CONNECTICUT.....	-	-	MORE THAN 1 STATE.....	-	-
MIDDLE ATLANTIC.....	78	358,967	KENTUCKY.....	1	670
MORE THAN 1 STATE.....	-	-	TENNESSEE.....	7	6,318
NEW YORK.....	41	263,337	ALABAMA.....	-	-
NEW JERSEY.....	16	20,700	MISSISSIPPI.....	-	-
PENNSYLVANIA.....	21	74,930	WEST SOUTH CENTRAL.....	4	2,543
EAST NORTH CENTRAL.....	94	71,097	MORE THAN 1 STATE.....	-	-
MORE THAN 1 STATE.....	-	-	ARKANSAS.....	-	-
OHIO.....	27	21,426	LOUISIANA.....	3	2,093
INDIANA.....	5	2,384	OKLAHOMA.....	-	-
ILLINOIS.....	4	3,460	TEXAS.....	1	450
MICHIGAN.....	33	13,361	MOUNTAIN.....	9	3,562
WISCONSIN.....	25	30,466	MORE THAN 1 STATE.....	-	-
WEST NORTH CENTRAL.....	21	15,193	MONTANA.....	4	1,069
MORE THAN 1 STATE.....	1	599	IDAHO.....	-	-
MINNESOTA.....	10	5,434	WYOMING.....	-	-
IOWA.....	-	-	COLORADO.....	2	1,009
MISSOURI.....	6	6,746	NEW MEXICO.....	1	824
NORTH DAKOTA.....	-	-	ARIZONA.....	2	660
SOUTH DAKOTA.....	1	340	UTAH.....	-	-
NEBRASKA.....	3	2,074	NEVADA.....	-	-
KANSAS.....	-	-	PACIFIC.....	120	135,813
SOUTH ATLANTIC.....	28	28,273	MORE THAN 1 STATE.....	-	-
MORE THAN 1 STATE.....	-	-	WASHINGTON.....	14	7,325
DELAWARE.....	8	1,825	OREGON.....	3	1,613
MARYLAND.....	2	11,500	CALIFORNIA.....	99	103,675
DISTRICT OF COLUMBIA.....	10	8,249	ALASKA.....	3	15,200
			HAWAII.....	1	8,000

¹ Worker distribution by State not available.

Table 6. State and local government agreements, by Federal administrative region and State, January 1, 1974

REGION AND STATE	AGREEMENTS	WORKERS	REGION AND STATE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	REGION V--CONTINUED		
REGION I.....	38	26,321	MICHIGAN.....	33	13,361
MORE THAN 1 STATE.....	-	-	WISCONSIN.....	25	30,466
MAINE.....	-	-	MINNESOTA.....	10	5,434
NEW HAMPSHIRE.....	-	-	REGION VI.....	5	3,367
VERMONT.....	-	-	MORE THAN 1 STATE.....	-	-
MASSACHUSETTS.....	36	25,396	ARKANSAS.....	-	-
RHODE ISLAND.....	2	925	LOUISIANA.....	3	2,093
CONNECTICUT.....	-	-	OKLAHOMA.....	-	-
REGION II.....	57	284,037	TEXAS.....	1	450
MORE THAN 1 STATE.....	-	-	NEW MEXICO.....	1	824
NEW YORK.....	41	263,337	REGION VII.....	10	9,419
NEW JERSEY.....	16	20,700	MORE THAN 1 STATE.....	1	599
VIRGIN ISLANDS.....	-	-	IOWA.....	-	-
PUERTO RICO.....	-	-	MISSOURI.....	6	6,746
REGION III.....	41	96,504	NEBRASKA.....	3	2,074
MORE THAN 1 STATE.....	-	-	KANSAS.....	-	-
PENNSYLVANIA.....	21	74,930	REGION VIII.....	7	2,418
DELAWARE.....	8	1,825	MORE THAN 1 STATE.....	-	-
MARYLAND.....	2	11,500	NORTH DAKOTA.....	-	-
DISTRICT OF COLUMBIA.....	10	8,249	SOUTH DAKOTA.....	1	340
VIRGINIA.....	-	-	MONTANA.....	4	1,069
WEST VIRGINIA.....	-	-	WYOMING.....	-	-
REGION IV.....	16	13,687	COLORADO.....	2	1,009
MORE THAN 1 STATE.....	-	-	UTAH.....	-	-
NORTH CAROLINA.....	-	-	REGION IX.....	102	112,335
SOUTH CAROLINA.....	-	-	MORE THAN 1 STATE.....	-	-
GEORGIA.....	2	1,572	ARIZONA.....	2	660
FLORIDA.....	6	5,127	NEVADA.....	-	-
KENTUCKY.....	1	670	CALIFORNIA.....	99	103,675
TENNESSEE.....	7	6,318	HAWAII.....	1	8,000
ALABAMA.....	-	-	GUAM.....	-	-
MISSISSIPPI.....	-	-	REGION X.....	20	24,138
REGION V.....	104	76,531	MORE THAN 1 STATE.....	-	-
MORE THAN 1 STATE.....	-	-	IDAHO.....	-	-
OHIO.....	27	21,426	WASHINGTON.....	14	7,325
INDIANA.....	5	2,384	OREGON.....	3	1,613
ILLINOIS.....	4	3,460	ALASKA.....	3	15,200

¹ Worker distribution by State not available.

Table 7. State and local government agreements, by region and level of government, January 1, 1974

REGION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
NEW ENGLAND.....	38	26,321	15	9,310	6	1,221	15	15,140	2	650
MIDDLE ATLANTIC.....	78	358,967	25	203,354	20	52,872	33	102,741	-	-
EAST NORTH CENTRAL.....	94	71,097	15	20,271	36	18,701	42	27,875	1	4,250
WEST NORTH CENTRAL.....	21	15,193	6	9,007	6	568	8	5,019	1	599
SOUTH ATLANTIC.....	28	28,273	8	1,825	4	2,653	15	21,921	1	1,874
EAST SOUTH CENTRAL.....	8	6,988	1	169	-	-	7	6,819	-	-
WEST SOUTH CENTRAL.....	4	2,543	3	2,093	-	-	1	450	-	-
MOUNTAIN.....	9	3,562	5	1,893	-	-	3	740	1	929
PACIFIC.....	120	135,813	7	17,589	65	87,715	40	17,593	8	12,916

Table 8. State and local government agreements, by union, January 1, 1974

UNION AFFILIATION	AGREEMENTS	WORKERS	UNION AFFILIATION	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	INDEPENDENT UNIONS.....	8	2,958
APL-CIO UNIONS.....	273	366,207	SINGLE FIRM INDEPENDENT UNIONS.....	1	182
TWO OR MORE APL-CIO UNIONS.....	10	5,802	TEAMSTERS.....	7	2,776
DIRECTLY AFFILIATED LOCAL UNIONS...	1	46	TWO OR MORE UNIONS--		
CARPENTERS.....	1	824	DIFFERENT AFFILIATIONS.....	1	700
ELECTRICAL WORKERS (IBEW).....	9	2,988	ASSOCIATIONS.....	114	269,198
ELECTRICAL WORKERS (IUE).....	1	425	TWO OR MORE INDEPENDENT		
ENGINEERS; OPERATING.....	15	1,862	ASSOCIATIONS.....	2	1,591
ENGINEERS; TECHNICAL.....	4	7,368	FIRE FIGHTERS (OTHER THAN IAFF)....	1	30
FIRE FIGHTERS (IAFF).....	26	22,260	LICENSED PRACTICAL NURSES.....	2	775
FIREMEN AND OILERS.....	2	145	NURSES; AMERICAN (ANA).....	14	4,265
GOVERNMENT EMPLOYEES.....	6	3,104	NURSES' ASSOCIATIONS		
GRAPHIC ARTS.....	2	21	(OTHER THAN ANA AND NPLPN).....	5	4,605
HOTEL AND RESTAURANT			POLICE ASSOCIATIONS (OTHER		
EMPLOYEES.....	2	193	THAN FOP).....	19	19,326
LABORERS.....	2	1,154	POLICE; FRATERNAL ORDER OF.....	4	10,540
MACHINISTS.....	1	3	SINGLE INDEPENDENT		
MARINE ENGINEERS.....	4	1,729	ASSOCIATIONS.....	44	34,071
PAINTERS.....	2	33	STATE EMPLOYEE ASSOCIATIONS.....	23	193,995
RETAIL CLERKS.....	1	3,200	ALASKA.....	1	7,500
SERVICE EMPLOYEES.....	46	81,745	MASSACHUSETTS.....	3	460
STATE, COUNTY, AND			NEW YORK.....	12	183,499
MUNICIPAL EMPLOYEES.....	118	179,419	OHIO.....	6	2,456
TRANSIT.....	15	20,191	OREGON.....	1	80
TRANSPORT WORKERS.....	3	33,321	UNIONS AND ASSOCIATIONS.....	4	9,694
TYPOGRAPHICAL UNION.....	1	34			
UTILITY WORKERS.....	1	340			

Table 9. State and local government agreements, by level of government, population size, and affiliation, January 1, 1974

LEVEL OF GOVERNMENT AND POPULATION SIZE	ALL AGREEMENTS		AFFILIATION									
			APL-CIO UNIONS		INDEPENDENT UNIONS		TWO OR MORE UNIONS- DIFFERENT AFFILIATIONS		ASSOCIATIONS		UNIONS AND ASSOCIATIONS	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	273	366,207	8	2,958	1	700	114	269,198	4	9,694
STATE.....	85	265,511	47	92,038	2	451	1	700	35	172,322	-	-
COUNTY.....	137	163,730	92	86,709	1	60	-	-	40	67,267	4	9,694
1,000,000 OR MORE.....	35	45,769	20	22,058	1	60	-	-	14	23,651	-	-
500,000 TO 999,999.....	102	117,961	72	64,651	-	-	-	-	26	43,616	4	9,694
MUNICIPAL.....	164	198,298	121	166,332	5	2,447	-	-	38	29,519	-	-
1,000,000 OR MORE.....	34	98,300	22	80,938	1	1,065	-	-	11	16,297	-	-
500,000 TO 999,999.....	72	64,993	57	57,507	3	982	-	-	12	6,504	-	-
250,000 TO 499,999.....	58	35,005	42	27,887	1	400	-	-	15	6,718	-	-
SPECIAL DISTRICT.....	14	21,218	13	21,128	-	-	-	-	1	90	-	-

Table 10. Occupational coverage in State and local government agreements, by level of government, January 1, 1974

OCCUPATION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
BLUE-COLLAR OR MANUAL CRAFTS.....	124	153,101	19	52,186	32	21,805	70	69,308	3	9,802
PROFESSIONAL AND/OR TECHNICAL.....	94	89,934	23	56,622	49	25,738	21	7,524	1	50
CLERICAL.....	8	3,396	1	5	4	2,277	3	1,114	-	-
POLICE.....	30	31,161	4	4,878	12	8,368	12	17,225	2	690
FIRE.....	26	20,590	-	-	6	2,575	19	17,086	1	929
BLUE-COLLAR AND PROFESSIONAL.....	16	39,189	7	9,232	3	14,740	6	15,217	-	-
BLUE-COLLAR AND CLERICAL.....	22	51,810	7	20,153	7	8,195	6	21,339	2	2,123
BLUE-COLLAR AND FIRE.....	1	1,700	-	-	-	-	1	1,700	-	-
PROFESSIONAL AND CLERICAL.....	8	11,442	2	339	4	9,573	1	430	1	1,100
CLERICAL AND POLICE.....	1	170	-	-	1	170	-	-	-	-
BLUE-COLLAR, PROFESSIONAL, AND CLERICAL.....	28	22,810	8	5,452	6	1,874	12	13,310	2	2,174
BLUE-COLLAR, PROFESSIONAL, AND POLICE.....	1	503	-	-	1	503	-	-	-	-
BLUE-COLLAR, CLERICAL, AND POLICE.....	2	19,297	-	-	2	19,297	-	-	-	-
BLUE-COLLAR, CLERICAL, AND FIRE.....	1	340	1	340	-	-	-	-	-	-
PROFESSIONAL, CLERICAL, AND POLICE.....	1	550	-	-	1	550	-	-	-	-
BLUE-COLLAR, PROFESSIONAL, CLERICAL, AND POLICE.....	2	1,750	-	-	-	-	2	1,750	-	-
BLUE-COLLAR, PROFESSIONAL, POLICE, AND FIRE.....	1	13,500	1	13,500	-	-	-	-	-	-
BLUE-COLLAR, PROFESSIONAL, CLERICAL, POLICE, AND FIRE.....	2	13,250	-	-	1	9,000	-	-	1	4,250
NO REFERENCE TO OCCUPATIONAL COVERAGE.....	32	174,264	12	102,804	8	39,065	11	32,295	1	100

Table 11. State and local government agreements,
by government function, January 1, 1974

GOVERNMENT FUNCTION	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757
AGRICULTURAL SERVICES.....	5	1,432
ANIMAL WELFARE SERVICES.....	1	11
CENTRAL ADMINISTRATION.....	18	68,372
CENTRAL SERVICES.....	16	6,233
CORRECTION INSTITUTIONS.....	11	64,860
COURTS.....	14	6,879
EMPLOYMENT/COMPENSATION.....	4	4,665
FIRE PROTECTION.....	27	22,290
HEALTH/MEDICAL.....	61	57,646
LAW ENFORCEMENT.....	36	32,735
LEGAL DEPARTMENTS.....	3	190
LIBRARIES.....	9	1,666
PARKS AND RECREATION.....	5	1,863
PUBLIC TRANSPORTATION.....	32	59,822
PUBLIC UTILITIES.....	3	4,817
PUBLIC WORKS.....	44	17,946
REGULATORY AGENCIES.....	4	5,074
SANITATION SERVICES.....	7	4,348
SOCIAL WELFARE.....	21	39,090
URBAN DEVELOPMENT.....	9	1,619
JURISDICTIONWIDE EXCEPT POLICE AND FIRE PROTECTION.....	8	29,402
JURISDICTIONWIDE EXCEPTIONS OTHER THAN OR IN ADDITION TO POLICE/FIRE.....	32	81,178
JURISDICTIONWIDE.....	30	136,619

Part II. Union Security, Management Rights, and other Noneconomic Provisions

Union security
Checkoff
Management rights
Antidiscrimination clauses
Residency requirements
Political activity
Moonlighting
Safety and health
Productivity
**Alcoholism, drug abuse, and
mental health**
Personnel actions
Absenteeism and tardiness
Job-related court cases

Table 12. Union security provisions in State and local government agreements, by level of government, January 1, 1974

UNION SECURITY PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL REFERRING TO UNION SECURITY.....	134	148,427	30	44,783	27	15,487	69	71,453	8	16,704
UNION SHOP ¹	28	18,807	12	2,737	3	412	9	12,135	4	3,523
MODIFIED UNION SHOP ²	13	22,359	6	1,397	1	2,500	5	18,460	1	2
AGENCY SHOP ³	47	46,326	4	7,999	11	2,146	29	23,002	3	13,179
MODIFIED AGENCY SHOP ⁴	7	4,431	-	-	-	-	7	4,431	-	-
MAINTENANCE OF MEMBERSHIP ⁵	39	56,504	8	32,650	12	10,429	19	13,425	-	-
SOLE BARGAINING ⁶	266	500,330	55	220,728	110	148,243	95	126,845	6	4,514

¹ A union shop requires all employees to become members of the union within a specified time after being hired, or after a new provision is negotiated, and to remain members of the union as a condition of continued employment.

² A modified union shop is the same as a union shop except that certain employee groups may be exempted—for example, those already employed at the time the provision was negotiated who had not as yet joined the union.

³ An agency shop requires all employees in the bargaining unit who do not join the union to pay a fixed amount monthly, usually the equivalent of union dues, as a condition of employment, to help defray the union's expenses in acting as a bargaining agent.

⁴ A modified agency shop is the same as an agency shop except

that certain employee groups may be exempted—for example, those already employed at the time the provision was negotiated who were not then paying dues or equivalent fees, or who were hired before a specified date.

⁵ Maintenance of membership describes an arrangement whereby employees who are members of the union at the time the agreement is negotiated, or who voluntarily join subsequently, must maintain their membership, usually for the duration of the agreement, as a condition of continued employment.

⁶ Sole bargaining describes the arrangement whereby the union is recognized as the exclusive bargaining agent for all employees, union and nonunion, in the bargaining unit, but union membership is not required as a condition of employment.

Table 13. Union security provisions in State and local government agreements, by State, January 1, 1974

STATE	ALL AGREEMENTS		REFERRING TO UNION SECURITY					
			TOTAL		UNION SHOP		MODIFIED UNION SHOP	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	134	148,427	28	18,807	13	22,359
ALABAMA.....	-	-	-	-	-	-	-	-
ALASKA.....	3	15,200	2	7,700	1	700	-	-
ARIZONA.....	2	660	-	-	-	-	-	-
ARKANSAS.....	-	-	-	-	-	-	-	-
CALIFORNIA.....	99	103,675	7	5,136	5	3,122	1	2
COLORADO.....	2	1,009	2	1,009	1	80	-	-
CONNECTICUT.....	-	-	-	-	-	-	-	-
DELAWARE.....	8	1,825	8	1,825	5	1,002	3	823
DISTRICT OF COLUMBIA.....	10	8,249	5	6,495	1	3,000	-	-
FLORIDA.....	6	5,127	-	-	-	-	-	-
GEORGIA.....	2	1,572	-	-	-	-	-	-
HAWAII.....	1	8,000	1	8,000	-	-	-	-
IDAHO.....	-	-	-	-	-	-	-	-
ILLINOIS.....	4	3,460	4	3,460	-	-	-	-
INDIANA.....	5	2,384	-	-	-	-	-	-
IOWA.....	-	-	-	-	-	-	-	-
KANSAS.....	-	-	-	-	-	-	-	-
KENTUCKY.....	1	670	1	670	-	-	-	-
LOUISIANA.....	3	2,093	-	-	-	-	-	-
MAINE.....	-	-	-	-	-	-	-	-
MARYLAND.....	2	11,500	1	500	-	-	1	500
MASSACHUSETTS.....	36	25,396	19	14,247	1	4,200	-	-
MICHIGAN.....	33	13,361	17	9,892	-	-	-	-
MINNESOTA.....	10	5,434	-	-	-	-	-	-
MISSISSIPPI.....	-	-	-	-	-	-	-	-
MISSOURI.....	6	6,746	2	56	1	12	-	-
MONTANA.....	4	1,069	4	1,069	3	620	-	-
NEBRASKA.....	3	2,074	-	-	-	-	-	-
NEVADA.....	-	-	-	-	-	-	-	-
NEW HAMPSHIRE.....	-	-	-	-	-	-	-	-
NEW JERSEY.....	16	20,700	4	809	-	-	2	55
NEW MEXICO.....	1	824	-	-	-	-	-	-
NEW YORK.....	41	263,337	7	8,485	4	4,845	-	-
NORTH CAROLINA.....	-	-	-	-	-	-	-	-
NORTH DAKOTA.....	-	-	-	-	-	-	-	-
OHIO.....	27	21,426	8	5,069	-	-	1	460
OKLAHOMA.....	-	-	-	-	-	-	-	-
OREGON.....	3	1,613	2	1,533	-	-	-	-
PENNSYLVANIA.....	21	74,930	15	59,600	-	-	2	18,100
RHODE ISLAND.....	2	925	2	925	1	406	1	519
SOUTH CAROLINA.....	-	-	-	-	-	-	-	-
SOUTH DAKOTA.....	1	340	-	-	-	-	-	-
TENNESSEE.....	7	6,318	-	-	-	-	-	-
TEXAS.....	1	450	-	-	-	-	-	-
UTAH.....	-	-	-	-	-	-	-	-
VERMONT.....	-	-	-	-	-	-	-	-
VIRGINIA.....	-	-	-	-	-	-	-	-
WASHINGTON.....	14	7,325	13	5,025	4	221	2	1,900
WEST VIRGINIA.....	-	-	-	-	-	-	-	-
WISCONSIN.....	25	30,466	9	6,323	-	-	-	-
WYOMING.....	-	-	-	-	-	-	-	-
INTRAREGIONAL ¹	1	599	1	599	1	599	-	-

See footnote at end of table.

Table 13. Union security provisions in State and local government agreements, by State, January 1, 1974—Continued

STATE	REFERRING TO UNION SECURITY--CONTINUED						SOLE BARGAINING	
	AGENCY SHOP		MODIFIED AGENCY SHOP		MAINTENANCE OF MEMBERSHIP			
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	47	46,326	7	4,431	39	56,504	266	500,330
ALABAMA.....	-	-	-	-	-	-	-	-
ALASKA.....	1	7,000	-	-	-	-	1	7,500
ARIZONA.....	-	-	-	-	-	-	2	660
ARKANSAS.....	-	-	-	-	-	-	-	-
CALIFORNIA.....	-	-	-	-	1	2,012	92	98,539
COLORADO.....	1	929	-	-	-	-	-	-
CONNECTICUT.....	-	-	-	-	-	-	-	-
DELAWARE.....	-	-	-	-	-	-	-	-
DISTRICT OF COLUMBIA.....	3	3,260	-	-	1	235	5	1,754
FLORIDA.....	-	-	-	-	-	-	6	5,127
GEORGIA.....	-	-	-	-	-	-	2	1,572
HAWAII.....	1	8,000	-	-	-	-	-	-
IDAHO.....	-	-	-	-	-	-	-	-
ILLINOIS.....	-	-	-	-	4	3,460	-	-
INDIANA.....	-	-	-	-	-	-	5	2,384
IOWA.....	-	-	-	-	-	-	-	-
KANSAS.....	-	-	-	-	-	-	-	-
KENTUCKY.....	1	670	-	-	-	-	-	-
LOUISIANA.....	-	-	-	-	-	-	3	2,093
MAINE.....	-	-	-	-	-	-	-	-
MARYLAND.....	-	-	-	-	-	-	1	11,000
MASSACHUSETTS.....	18	10,047	-	-	-	-	17	11,149
MICHIGAN.....	6	4,739	4	2,513	7	2,640	16	3,469
MINNESOTA.....	-	-	-	-	-	-	10	5,434
MISSISSIPPI.....	-	-	-	-	-	-	-	-
MISSOURI.....	-	-	-	-	1	44	4	6,690
MONTANA.....	1	449	-	-	-	-	-	-
NEBRASKA.....	-	-	-	-	-	-	3	2,074
NEVADA.....	-	-	-	-	-	-	-	-
NEW HAMPSHIRE.....	-	-	-	-	-	-	-	-
NEW JERSEY.....	2	754	-	-	-	-	12	19,891
NEW MEXICO.....	-	-	-	-	-	-	1	824
NEW YORK.....	1	640	-	-	2	3,000	34	254,852
NORTH CAROLINA.....	-	-	-	-	-	-	-	-
NORTH DAKOTA.....	-	-	-	-	-	-	-	-
OHIO.....	-	-	-	-	7	4,609	19	16,357
OKLAHOMA.....	-	-	-	-	-	-	-	-
OREGON.....	1	640	-	-	1	893	1	80
PENNSYLVANIA.....	1	2,325	-	-	12	39,175	6	15,330
RHODE ISLAND.....	-	-	-	-	-	-	-	-
SOUTH CAROLINA.....	-	-	-	-	-	-	-	-
SOUTH DAKOTA.....	-	-	-	-	-	-	1	340
TENNESSEE.....	-	-	-	-	-	-	7	6,318
TEXAS.....	-	-	-	-	-	-	1	450
UTAH.....	-	-	-	-	-	-	-	-
VERMONT.....	-	-	-	-	-	-	-	-
VIRGINIA.....	-	-	-	-	-	-	-	-
WASHINGTON.....	1	550	3	1,918	3	436	1	2,300
WEST VIRGINIA.....	-	-	-	-	-	-	-	-
WISCONSIN.....	9	6,323	-	-	-	-	16	24,143
WYOMING.....	-	-	-	-	-	-	-	-
INTRAREGIONAL ¹	-	-	-	-	-	-	-	-

¹ Involves a bi-State transportation authority.

Table 14. Union security provisions in State and local government agreements, by government function, January 1, 1974

GOVERNMENT FUNCTION	ALL AGREEMENTS		REFERRING TO UNION SECURITY					
			TOTAL		UNION SHOP		MODIFIED UNION SHOP	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	134	148,427	28	18,807	13	22,359
AGRICULTURAL SERVICES.....	5	1,432	-	-	-	-	-	-
ANIMAL WELFARE SERVICES.....	1	11	-	-	-	-	-	-
CENTRAL ADMINISTRATION.....	18	68,372	5	3,338	1	175	-	-
CENTRAL SERVICES.....	16	6,233	7	1,939	-	-	-	-
CORRECTION INSTITUTIONS.....	11	64,860	5	2,010	2	460	-	-
COURTS.....	14	6,879	3	5,132	-	-	-	-
EMPLOYMENT/COMPENSATION.....	4	4,665	-	-	-	-	-	-
FIRE PROTECTION.....	27	22,290	9	10,787	-	-	1	1,000
HEALTH/MEDICAL.....	61	57,646	28	14,196	5	599	4	1,283
LAW ENFORCEMENT.....	36	32,735	7	2,851	-	-	-	-
LEGAL DEPARTMENTS.....	3	190	1	130	-	-	-	-
LIBRARIES.....	9	1,666	6	1,169	2	505	-	-
PARKS AND RECREATION.....	5	1,863	1	44	-	-	-	-
PUBLIC TRANSPORTATION.....	32	59,822	18	15,506	11	11,336	5	3,457
PUBLIC UTILITIES.....	3	4,817	1	2,325	-	-	-	-
PUBLIC WORKS.....	44	17,946	15	3,671	3	820	-	-
REGULATORY AGENCIES.....	4	5,074	1	3,200	-	-	-	-
SANITATION SERVICES.....	7	4,348	1	110	-	-	-	-
SOCIAL WELFARE.....	21	39,090	5	14,134	1	4,000	1	519
URBAN DEVELOPMENT.....	9	1,619	4	722	2	212	1	500
JURISDICTIONWIDE EXCEPT POLICE AND FIRE PROTECTION....	8	29,402	1	2,000	-	-	-	-
JURISDICTIONWIDE EXCEPTIONS OTHER THAN OR IN ADDITION TO POLICE/FIRE.....	32	81,178	8	37,315	1	700	1	15,600
JURISDICTIONWIDE.....	30	136,619	8	27,848	-	-	-	-
REFERRING TO UNION SECURITY--CONTINUED								
ALL AGREEMENTS.....	AGENCY SHOP		MODIFIED AGENCY SHOP		MAINTENANCE OF MEMBERSHIP		SOLE BARGAINING	
	47	46,326	7	4,431	39	56,504	266	500,330
AGRICULTURAL SERVICES.....	-	-	-	-	-	-	5	1,432
ANIMAL WELFARE SERVICES.....	-	-	-	-	-	-	1	11
CENTRAL ADMINISTRATION.....	2	47	-	-	2	3,116	13	65,034
CENTRAL SERVICES.....	5	1,256	-	-	2	683	9	4,294
CORRECTION INSTITUTIONS.....	3	1,550	-	-	-	-	6	62,850
COURTS.....	3	5,132	-	-	-	-	11	1,747
EMPLOYMENT/COMPENSATION.....	-	-	-	-	-	-	4	4,665
FIRE PROTECTION.....	6	5,187	1	1,700	1	2,900	18	11,503
HEALTH/MEDICAL.....	5	1,460	-	-	14	10,854	33	43,450
LAW ENFORCEMENT.....	5	1,526	1	1,100	1	225	29	29,884
LEGAL DEPARTMENTS.....	1	130	-	-	-	-	2	60
LIBRARIES.....	3	528	-	-	1	136	3	497
PARKS AND RECREATION.....	-	-	-	-	1	44	4	1,819
PUBLIC TRANSPORTATION.....	-	-	2	713	-	-	14	44,316
PUBLIC UTILITIES.....	1	2,325	-	-	-	-	2	2,492
PUBLIC WORKS.....	7	1,045	-	-	5	1,806	29	14,275
REGULATORY AGENCIES.....	-	-	-	-	1	3,200	3	1,874
SANITATION SERVICES.....	1	110	-	-	-	-	6	4,238
SOCIAL WELFARE.....	-	-	-	-	3	9,615	16	24,956
URBAN DEVELOPMENT.....	-	-	-	-	1	10	5	897
JURISDICTIONWIDE EXCEPT POLICE AND FIRE PROTECTION....	-	-	-	-	1	2,000	7	27,402
JURISDICTIONWIDE EXCEPTIONS OTHER THAN OR IN ADDITION TO POLICE/FIRE.....	-	-	1	100	5	20,915	24	43,863
JURISDICTIONWIDE.....	5	26,030	2	818	1	1,000	22	108,771

Table 15. Checkoff provisions in State and local government agreements, by level of government, January 1, 1974

CHECKOFF PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL REFERRING TO CHECKOFF...	324	592,004	74	253,218	106	154,193	132	165,275	12	19,318
DUES CHECKOFF ONLY.....	200	409,177	60	218,932	42	51,504	93	133,749	5	4,992
DUES AND ASSESSMENTS.....	55	100,822	6	20,950	42	73,855	6	4,143	1	1,874
DUES AND INITIATION FEES....	53	39,726	7	4,836	20	8,534	23	15,903	3	10,453
DUES, ASSESSMENTS, AND INITIATION FEES.....	16	42,279	1	8,500	2	20,300	10	11,480	3	1,999
NO REFERENCE TO CHECKOFF.....	76	56,753	11	12,293	31	9,537	32	33,023	2	1,900

Table 16. Checkoff provisions in State and local government agreements, by government function, January 1, 1974

GOVERNMENT FUNCTION	ALL AGREEMENTS		TYPE OF CHECKOFF					
			TOTAL		DUES CHECKOFF		DUES AND ASSESSMENTS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	324	592,004	200	409,177	55	100,822
AGRICULTURAL SERVICES.....	5	1,432	4	682	4	682	-	-
ANIMAL WELFARE SERVICES.....	1	11	1	11	-	-	-	-
CENTRAL ADMINISTRATION.....	18	68,372	17	60,872	12	59,812	3	851
CENTRAL SERVICES.....	16	6,233	13	5,747	8	1,134	3	3,930
CORRECTION INSTITUTIONS.....	11	64,860	10	63,510	8	63,050	-	-
COURTS.....	14	6,879	11	6,665	4	5,472	3	591
EMPLOYMENT/COMPENSATION.....	4	4,665	4	4,665	4	4,665	-	-
FIRE PROTECTION.....	27	22,290	17	13,087	11	7,038	-	-
HEALTH/MEDICAL.....	61	57,646	50	54,993	31	27,278	12	22,025
LAW ENFORCEMENT.....	36	32,735	26	18,761	15	11,605	5	4,882
LEGAL DEPARTMENTS.....	3	190	2	180	2	180	-	-
LIBRARIES.....	9	1,666	8	1,622	7	1,201	1	421
PARKS AND RECREATION.....	5	1,863	3	744	3	744	-	-
PUBLIC TRANSPORTATION.....	32	59,822	23	47,996	11	33,016	3	5,597
PUBLIC UTILITIES.....	3	4,817	3	4,817	2	2,492	-	-
PUBLIC WORKS.....	44	17,946	35	14,479	20	7,706	5	4,721
REGULATORY AGENCIES.....	4	5,074	3	4,844	2	1,644	-	-
SANITATION SERVICES.....	7	4,348	7	4,348	6	3,948	-	-
SOCIAL WELFARE.....	21	39,090	19	37,917	8	16,349	6	7,747
URBAN DEVELOPMENT.....	9	1,619	6	1,397	4	572	-	-
JURISDICTIONWIDE EXCEPT POLICE AND FIRE PROTECTION.....	8	29,402	7	28,520	5	24,550	2	3,970
JURISDICTIONWIDE EXCEPTIONS OTHER THAN OR IN ADDITION TO POLICE/FIRE.....	32	81,178	28	80,932	12	33,642	11	43,087
JURISDICTIONWIDE.....	30	136,619	27	135,215	21	102,397	1	3,000
TYPE OF CHECKOFF--CONTINUED								
			DUES AND INITIATION FEES		DUES, ASSESSMENTS, AND INITIATION FEES		NO REFERENCE TO CHECKOFF	
ALL AGREEMENTS.....	53	39,726	16	42,279	76	56,753		
AGRICULTURAL SERVICES.....	-	-	-	-	1	750		
ANIMAL WELFARE SERVICES.....	1	11	-	-	-	-		
CENTRAL ADMINISTRATION.....	2	209	-	-	1	7,500		
CENTRAL SERVICES.....	2	683	-	-	3	486		
CORRECTION INSTITUTIONS.....	2	460	-	-	1	1,350		
COURTS.....	3	302	1	300	3	214		
FIRE PROTECTION.....	3	2,429	3	3,620	10	9,203		
HEALTH/MEDICAL.....	7	5,690	-	-	11	2,653		
LAW ENFORCEMENT.....	5	1,174	1	1,100	10	13,974		
LEGAL DEPARTMENTS.....	-	-	-	-	1	10		
LIBRARIES.....	-	-	-	-	1	44		
PARKS AND RECREATION.....	-	-	-	-	2	1,119		
PUBLIC TRANSPORTATION.....	2	2,424	7	6,959	9	11,826		
PUBLIC UTILITIES.....	1	2,325	-	-	-	-		
PUBLIC WORKS.....	10	2,052	-	-	9	3,467		
REGULATORY AGENCIES.....	1	3,200	-	-	1	230		
SANITATION SERVICES.....	-	-	1	400	-	-		
SOCIAL WELFARE.....	4	5,321	1	8,500	2	1,173		
URBAN DEVELOPMENT.....	2	825	-	-	3	222		
JURISDICTIONWIDE EXCEPT POLICE AND FIRE PROTECTION.....	-	-	-	-	1	882		
JURISDICTIONWIDE EXCEPTIONS OTHER THAN OR IN ADDITION TO POLICE/FIRE.....	4	2,803	1	1,400	4	246		
JURISDICTIONWIDE.....	4	9,818	1	20,000	3	1,404		

Table 17. Checkoff provisions in State and local government agreements, by type of union security, January 1, 1974

UNION SECURITY PROVISION	ALL AGREEMENTS		TYPE OF CHECKOFF					
			TOTAL		DUES CHECKOFF		DUES AND ASSESSMENTS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	324	592,004	200	409,177	55	100,822
TOTAL REFERRING TO UNION SECURITY.....	134	148,427	120	138,332	62	59,611	10	24,250
UNION SHOP.....	28	18,807	19	13,841	8	1,698	-	-
MODIFIED UNION SHOP.....	13	22,359	13	22,359	9	17,459	1	2,500
AGENCY SHOP.....	47	46,326	44	44,107	33	31,337	1	175
MODIFIED AGENCY SHOP.....	7	4,431	7	4,431	-	-	-	-
MAINTENANCE OF MEMBERSHIP.....	39	56,504	37	53,594	12	9,117	8	21,575
SOLE BARGAINING.....	266	500,330	204	453,672	138	349,566	45	76,572
			TYPE OF CHECKOFF—CONTINUED				NO REFERENCE TO CHECKOFF	
			DUES AND INITIATION FEES		DUES, ASSESSMENTS, AND INITIATION FEES			
ALL AGREEMENTS.....			53	39,726	16	42,279	76	56,753
TOTAL REFERRING TO UNION SECURITY.....			38	36,789	10	17,682	14	10,095
UNION SHOP.....			7	7,144	4	4,999	9	4,966
MODIFIED UNION SHOP.....			3	2,400	-	-	-	-
AGENCY SHOP.....			9	11,925	1	670	3	2,219
MODIFIED AGENCY SHOP.....			3	918	4	3,513	-	-
MAINTENANCE OF MEMBERSHIP.....			16	14,402	1	8,500	2	2,910
SOLE BARGAINING.....			15	2,937	6	24,597	62	46,658

Table 18. Selected contract administration provisions in State and local government agreements, by level of government, January 1, 1974

CONTRACT ADMINISTRATION PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
MANAGEMENT RIGHTS.....	271	459,591	69	245,093	61	66,018	131	130,188	10	18,292
DEFINITION OF NEGOTIABLE ITEMS.....	9	11,656	2	905	2	5,800	5	4,951	-	-
SAVINGS CLAUSES ¹	271	479,753	74	256,555	92	110,312	100	99,057	5	13,829
CONTRACT APPROVAL BY HIGHER AUTHORITY REQUIRED.....	141	269,867	20	109,011	70	83,943	49	67,984	2	8,929

¹ A savings clause provides that any provision of a collective bargaining agreement which is contrary to Federal or State law, and therefore invalid, should not affect the remainder of the

agreement and its enforceability, and may further provide that the contract will be reopened to renegotiate the invalid provision.

NOTE: Nonadditive.

Table 19. Antidiscrimination provisions in State and local government agreements, by level of government, January 1, 1974

SUBJECT OF ANTIDISCRIMINATION PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL WITH ANTIDISCRIMINATION CLAUSE....	304	514,830	78	256,696	103	136,977	113	103,864	10	17,293
RACE OR COLOR.....	252	459,510	66	250,930	92	109,858	85	81,529	9	17,193
CREED.....	252	459,510	66	250,930	92	109,858	85	81,529	9	17,193
NATIONALITY OR PLACE OF BIRTH.....	233	438,095	57	240,877	89	109,520	82	79,455	5	8,243
UNION MEMBERSHIP.....	259	448,076	70	251,378	73	94,512	108	89,443	8	12,743
SEX.....	236	450,527	64	250,125	90	109,332	74	74,806	8	16,264
AGE.....	193	400,373	53	245,524	80	90,765	54	57,694	6	6,390
MARITAL STATUS.....	74	118,931	18	57,334	14	8,375	42	53,222	-	-
POLITICAL ACTIVITY.....	123	193,438	26	66,163	58	77,648	36	36,448	3	13,179
DISCRIMINATION BARRED IN ACCORDANCE WITH LAW.....	10	3,589	7	2,525	1	314	2	750	-	-
DISCRIMINATION BARRED, NO REFERENCE TO SPECIFIC TYPE OF DISCRIMINATION...	7	7,971	2	1,426	2	3,620	3	2,925	-	-

NOTE: Nonadditive.

Table 20. Regulation of selected employee activities in State and local government agreements, by level of government, January 1, 1974

REGULATION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
RESIDENCY REQUIREMENTS.....	4	7,650	-	-	1	56	3	7,594	-	-
POLITICAL ACTIVITY ¹	4	2,575	3	775	-	-	1	1,800	-	-
MOONLIGHTING ²	13	11,949	1	3,500	3	2,141	9	6,308	-	-
CHARITY DRIVE ³	5	10,882	-	-	-	-	5	10,882	-	-

¹ Political activity provisions regulate employee participation in partisan politics, often incorporating restrictions appearing in legislation.

² Moonlighting refers to the simultaneous holding of more than 1 job.

³ Charity drive provisions regulate the conduct of such drives, often attempting to insure that contributions will be made voluntarily and without coercion.

NOTE: Nonadditive.

Table 21. Employee organization facilities in State and local government agreements, by level of government, January 1, 1974

EMPLOYEE ORGANIZATION FACILITIES	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
MEETING FACILITIES PROVIDED.....	50	244,536	21	189,949	10	23,529	17	22,958	2	8,100
PUBLICITY AND BULLETIN BOARDS.....	273	502,176	69	242,044	94	134,459	98	106,345	12	19,328
VISITATION RIGHTS.....	207	423,651	59	213,356	72	123,477	68	74,545	8	12,273

NOTE: Nonadditive.

Table 22. Joint committees and productivity provisions in State and local government agreements, by level of government, January 1, 1974

JOINT COMMITTEES AND PRODUCTIVITY PROVISIONS	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
COMMITTEES ON INDUSTRIAL RELATIONS ISSUES ¹	24	109,477	7	58,097	6	29,535	10	13,845	1	8,000
SAFETY COMMITTEES ²	76	244,570	26	194,888	9	8,375	36	31,757	5	9,550
PRODUCTIVITY COMMITTEES ³	7	29,396	-	-	3	20,231	2	1,065	2	8,100
REFERENCE TO PRODUCTIVITY.....	23	72,513	1	700	8	21,048	11	41,736	3	9,029

¹ A labor-management committee on industrial relations issues is a joint committee which studies issues, for example, working conditions and job evaluation, away from the deadlines of bargaining and makes recommendations to the negotiators. It also may be referred to as a "prebargaining" or "continuous bargaining" committee. It should not be confused with labor-management committees which meet periodically to discuss and resolve grievances and other problems.

² A labor-management safety committee is a joint com-

mittee which meets periodically to discuss safety problems, to work out solutions, and to implement safety programs at the work place.

³ A labor-management committee on productivity is a joint committee which meets periodically to discuss productivity problems and to work out methods of improving the quantity and quality of service.

NOTE: Nonadditive.

Table 23. Safety inspection provisions in State and local government agreements, by level of government, January 1, 1974

SAFETY INSPECTION PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL SAFETY INSPECTION.....	13	35,954	3	15,338	2	15,300	8	5,316	-	-
BILATERAL INSPECTION.....	8	18,716	1	13,500	-	-	7	5,216	-	-
BY JOINT SAFETY COMMITTEE.....	7	5,216	-	-	-	-	7	5,216	-	-
NO COMMITTEE ARRANGEMENT.....	1	13,500	1	13,500	-	-	-	-	-	-
UNILATERAL SAFETY INSPECTION.....	5	17,238	2	1,838	2	15,300	1	100	-	-

Table 24. Safety equipment, health services, and environmental and worker protection in State and local government agreements, by level of government, January 1, 1974

PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
SAFETY EQUIPMENT PROVIDED.....	78	226,168	30	128,387	10	17,465	31	67,841	7	12,475
HEALTH SERVICES OR MEDICAL UNITS.....	22	165,253	5	116,200	4	1,960	12	46,993	1	100
ENVIRONMENTAL PROTECTION ¹	3	30,634	-	-	-	-	2	30,534	1	100
WORKER PROTECTION ²	32	199,535	14	145,443	3	2,887	11	40,482	4	10,723

¹ An environmental protection provision is designed to safeguard workers and the community from health and safety hazards. Included are provisions directed to analyzing and/or correcting pollution of air or water.

² Worker protection provisions are negotiated in agreements to

protect employees from hostile environments or criminal hazards to which they might be exposed because of the nature of the work, the areas in which they work, or the time at which they leave work.

NOTE: Nonadditive.

Table 25. Right to safe working conditions under State and local government agreements, by level of government, January 1, 1974

PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
RIGHT TO:										
REFUSE UNSAFE WORK OR EQUIPMENT.....	20	57,945	6	23,140	1	9,000	9	14,605	4	11,200
GRIEVE UNSAFE WORK OR EQUIPMENT.....	68	219,721	16	112,025	28	56,530	22	47,842	2	3,324
DISCIPLINE EMPLOYEE FOR VIOLATION OF SAFETY RULES.....	11	41,832	1	700	2	1,150	7	38,108	1	1,874

NOTE: Nonadditive.

Table 26. Special programs and provisions for disabled employees in State and local government agreements, by level of government, January 1, 1974

PROVISION OR PROGRAM	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
PLACEMENT OF PHYSICALLY DISABLED EMPLOYEES.....	7	38,697	1	406	2	1,031	4	37,260	-	-
ALCOHOLISM.....	4	12,299	-	-	1	550	2	11,150	1	599
DRUG ABUSE.....	3	11,749	-	-	-	-	2	11,150	1	599
MENTAL HEALTH.....	2	11,634	-	-	-	-	2	11,634	-	-
ALCOHOLISM AND DRUG ABUSE.....	2	749	-	-	-	-	1	150	1	599
ALCOHOLISM, DRUG ABUSE, AND MENTAL HEALTH....	1	11,000	-	-	-	-	1	11,000	-	-

NOTE: Nonadditive.

Table 27. Personnel action provisions in State and local government agreements, by level of government, January 1, 1974

PERSONNEL ACTION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
PROBATIONARY PERIOD.....	204	372,294	53	188,674	55	47,335	88	117,337	8	18,948
PROMOTION PROCEDURE.....	220	380,246	62	186,945	55	70,251	95	107,126	8	15,924
PAY FOR TEMPORARY PROMOTIONS.....	151	191,613	34	41,274	30	28,086	83	107,550	4	14,703
DEMOTION PROCEDURE.....	88	276,163	34	205,129	21	28,518	31	36,392	2	6,124

NOTE: Nonadditive.

Table 28. Absenteeism and tardiness in State and local government agreements, by level of government, January 1, 1974

ABSENTEEISM AND TARDINESS PROVISIONS	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL REFERRING TO ABSENTEEISM AND TARDINESS.....	93	214,219	24	117,200	27	42,102	38	48,444	4	6,473
ABSENTEEISM.....	61	64,686	16	25,717	19	11,138	24	22,982	2	4,849
TARDINESS.....	13	79,937	2	29,788	3	28,086	7	20,539	1	1,524
ABSENTEEISM AND TARDINESS.....	19	69,596	6	61,695	5	2,878	7	4,923	1	100
NO REFERENCE TO ABSENTEEISM AND TARDINESS.....	307	434,538	61	148,311	110	121,628	126	149,854	10	14,745

Table 29. Legal aid for job-related court cases in State and local government agreements, by level of government, January 1, 1974

LEVEL OF GOVERNMENT	ALL AGREEMENTS		LEGAL AID FOR JOB- RELATED COURT CASES ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS...	400	648,757	45	51,638
STATE.....	85	265,511	6	9,681
COUNTY.....	137	163,730	24	28,214
MUNICIPAL.....	164	198,298	15	13,743
SPECIAL DISTRICT....	14	21,218	-	-

¹ Includes provisions which protect employees from actions brought against them before a court because of any act of theirs carried out in the performance of their duties. Clauses may guarantee the provision of legal

counsel or services or may provide liability insurance to cover any awards against the employee, most frequently false arrest insurance for police and malpractice insurance for nurses.

Part III. Wages and Related Provisions

Wage surveys
Rate structure
Progression plans
Travel allowances
Tools and work clothing
Pay differentials
Wage adjustments
Job evaluation
Equal pay provisions
Parity

Table 30. Wage survey provisions in State and local government agreements, by level of government, January 1, 1974

WAGE SURVEY PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL REFERRING TO WAGE SURVEYS.....	158	86,704	4	9,585	43	69,556	10	5,763	1	1,800
TOTAL REFERRING TO TYPE OF ADMINISTRATION.....	52	74,885	2	1,297	42	68,956	8	4,632	-	-
MANAGEMENT ADMINISTERED-NO REFERENCE TO EMPLOYEE ORGANIZATION ROLE.....	3	720	-	-	-	-	3	720	-	-
MANAGEMENT ADMINISTERED-EMPLOYEE ORGANIZATION HAS APPEAL OR REVIEW RIGHTS.....	48	73,665	2	1,297	42	68,956	4	3,412	-	-
JOINTLY ADMINISTERED.....	1	500	-	-	-	-	1	500	-	-
NO REFERENCE TO TYPE OF ADMINISTRATION.....	6	11,819	2	8,288	1	600	2	1,131	1	1,800
NO REFERENCE TO WAGE SURVEY.....	342	562,053	81	255,926	94	94,174	154	192,535	13	19,418

¹ Of the 58 wage survey provisions, 51 were negotiated in California, 42 in Los Angeles County.

Table 31. Basic rate structure in State and local government agreements, by level of government, January 1, 1974

BASIC RATE STRUCTURE	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL AGREEMENTS WITH BASIC RATE STRUCTURE.....	291	385,895	43	82,036	117	118,817	122	170,624	9	14,418
SINGLE RATES.....	46	29,436	9	8,354	10	1,160	25	18,991	2	931
RATE RANGES.....	214	335,009	34	73,682	87	104,074	88	145,590	5	11,663
SINGLE RATES AND RATE RANGES.....	31	21,450	-	-	20	13,583	9	6,043	2	1,824
NO REFERENCE TO BASIC RATE STRUCTURE....	109	262,862	42	183,475	20	44,913	42	27,674	5	6,800

Table 32. Progression plans in State and local government agreements, by level of government, January 1, 1974

PROGRESSION PLAN	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL PROGRESSION PLANS.....	245	338,344	34	73,682	106	98,660	98	152,515	7	13,487
AUTOMATIC ¹	177	220,304	23	57,671	77	73,168	71	76,068	6	13,397
MERIT ²	25	35,602	10	15,881	9	15,218	5	4,413	1	90
AUTOMATIC AND MERIT.....	5	40,955	1	130	2	5,725	2	35,100	-	-
NO DETAILS GIVEN.....	38	41,483	-	-	18	4,549	20	36,934	-	-

¹ Automatic progression plans provide for increases within rate ranges at fixed time intervals without reference to merit.

² Merit progression plans provide for increases within rate ranges given on the basis of workers' performance after review.

Table 33. Travel provisions in State and local government agreements, by level of government, January 1, 1974

TRAVEL PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TRAVEL TIME ¹	18	35,489	4	4,050	3	5,380	8	14,735	3	11,324
GENERAL PER DIEM ALLOWANCE ²	19	79,206	13	66,330	-	-	3	3,476	3	9,400
MEAL ALLOWANCE ³	36	168,949	18	150,893	7	7,773	8	4,633	3	5,650
LODGING ALLOWANCE.....	24	136,554	11	132,163	4	1,284	7	1,707	2	1,400
TRANSPORTATION ALLOWANCE ⁴	124	376,375	35	219,197	44	84,151	39	57,848	6	15,179

¹ Travel time refers to the payment made to workers for time spent traveling to and from a work site, and may include long-distance and overnight travel.

² A general per diem allowance is a general daily payment made to workers for expenses incidental to travel and usually includes a stated allowance for room, meals, and transportation expenses, in contrast to specific payments for each.

³ A meal allowance is a specific payment for the cost of

meals while in travel status.

⁴ A transportation allowance is a specific payment for the cost of travel, including the cost of tickets on common carriers or a mileage allowance when the worker uses his or her own automobile.

NOTE: Nonadditive.

Table 34. Allowances for tools and work clothing in State and local government agreements, by level of government, January 1, 1974

TYPE OF ALLOWANCE	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL WITH TOOL ALLOWANCE.....	52	151,220	21	65,680	10	21,345	16	53,221	5	10,974
FURNISHED OR PAID FOR.....	37	79,693	18	58,724	5	1,840	10	16,155	4	2,974
AGENCY REPLACEMENT OF EMPLOYEE TOOLS.....	8	52,429	1	406	2	7,523	4	36,500	1	8,000
BOTH.....	7	19,098	2	6,550	3	11,982	2	566	-	-
TOTAL WITH CLOTHING OR UNIFORM ALLOWANCE OR MAINTENANCE.....	168	277,284	32	57,875	48	78,752	79	129,553	9	11,104
PROVIDED OR PAID FOR.....	119	196,149	18	45,238	35	43,421	58	100,636	8	6,854
MAINTAINED BY EMPLOYER.....	3	737	-	-	2	312	1	425	-	-
BOTH.....	46	80,398	14	12,637	11	35,019	20	28,492	1	4,250

NOTE: Nonadditive.

Table 35. Shift differentials in State and local government agreements, by government function, January 1, 1974

GOVERNMENT FUNCTION	ALL AGREEMENTS		METHOD OF PAYING DIFFERENTIALS							
			TOTAL		MONEY		TIME		OTHER ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	162	310,995	155	303,844	1	4,200	6	2,951
AGRICULTURAL SERVICES.....	5	1,432	-	-	-	-	-	-	-	-
ANIMAL WELFARE SERVICES.....	1	11	-	-	-	-	-	-	-	-
CENTRAL ADMINISTRATION.....	18	68,372	-	-	-	-	-	-	-	-
CENTRAL SERVICES.....	16	6,233	11	2,201	11	2,201	-	-	-	-
CORRECTION INSTITUTIONS.....	11	64,860	2	3,800	2	3,800	-	-	-	-
COURTS.....	14	6,879	3	4,903	3	4,903	-	-	-	-
EMPLOYMENT/COMPENSATION.....	4	4,665	-	-	-	-	-	-	-	-
FIRE PROTECTION.....	27	22,290	2	599	2	599	-	-	-	-
HEALTH/MEDICAL.....	61	57,646	37	37,206	37	37,206	-	-	-	-
LAW ENFORCEMENT.....	36	32,735	6	3,663	5	3,143	-	-	1	520
LEGAL DEPARTMENTS.....	3	190	-	-	-	-	-	-	-	-
LIBRARIES.....	9	1,666	3	831	2	410	-	-	1	421
PARKS AND RECREATION.....	5	1,863	1	200	1	200	-	-	-	-
PUBLIC TRANSPORTATION.....	32	59,822	21	53,746	20	49,546	1	4,200	-	-
PUBLIC UTILITIES.....	3	4,817	3	4,817	3	4,817	-	-	-	-
PUBLIC WORKS.....	44	17,946	22	5,249	21	5,084	-	-	1	165
REGULATORY AGENCIES.....	4	5,074	-	-	-	-	-	-	-	-
SANITATION SERVICES.....	7	4,348	3	3,170	3	3,170	-	-	-	-
SOCIAL WELFARE.....	21	39,090	8	17,092	8	17,092	-	-	-	-
URBAN DEVELOPMENT.....	9	1,619	1	500	1	500	-	-	-	-
JURISDICTION WIDE-EXCEPT FOR POLICE AND FIRE.....	8	29,402	4	20,970	4	20,970	-	-	-	-
JURISDICTION WIDE- EXCEPTIONS OTHER THAN OR IN ADDITION TO POLICE/FIRE.....	32	81,178	18	69,838	18	69,838	-	-	-	-
JURISDICTION WIDE-NO EXCEPTIONS.....	30	136,619	17	82,210	14	80,365	-	-	3	1,845

¹ In all 6 agreements there is a reference to shift differentials, but no details are given.

Table 36. Money shift differentials in State and local government agreements, by shift, January 1, 1974

TYPE AND AMOUNT OF MONEY DIFFERENTIAL	SECOND SHIFT		THIRD SHIFT		GENERAL NIGHT SHIFT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
TOTAL MONEY DIFFERENTIAL.....	83	139,012	82	139,010	72	164,832
CENTS PER HOUR.....	63	111,636	64	114,636	40	87,851
1 TO 9.....	9	11,917	4	5,818	4	108
10 TO 14.....	8	24,279	8	10,618	7	7,500
15 TO 19.....	16	20,705	7	7,620	10	30,104
20 TO 24.....	20	48,952	27	78,160	3	13,646
25 OR MORE.....	19	5,614	217	12,251	316	36,493
REFERENCE TO CENTS-NO DETAILS GIVEN.....	1	169	1	169	18	50,898
PERCENTAGE.....	10	7,044	8	4,042	9	3,937
LESS THAN 5.....	2	3,700	4	2,190	6	41,911
5.....	8	3,344	4	1,852	3	5,050
FLAT DAILY OR WEEKLY MONEY PREMIUM.....	6	9,280	6	9,280	11	17,229
OTHER MONEY DIFFERENTIALS.....	44	11,052	44	11,052	53	8,854

¹ Includes 6 agreements with a differential of 25 cents per hour, 1 agreement with 50 cents per hour, and 2 agreements with 75 cents per hour.

² Includes 8 agreements with a differential of 25 cents per hour, 6 agreements with 30 cents per hour, 1 agreement with 50 cents per hour, and 2 agreements with 75 cents per hour.

³ Includes 9 agreements with a differential of 25 cents per hour, 3 agreements with 30 cents per hour, 2 agreements

with 45 cents per hour, and 2 agreements with 65 cents per hour.

⁴ Includes 3 agreements in which the money differential varies by occupation and 1 agreement in which the differential could not be determined.

⁵ Includes 2 agreements in which the money differential varies by occupation and 1 agreement in which the differential varies by length of time worked.

Table 37. Selected pay differentials and allowances in State and local government agreements, by level of government, January 1, 1974

DIFFERENTIAL OR ALLOWANCE	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
HAZARDOUS DUTY PAY ¹	28	53,006	3	8,350	10	9,744	14	26,912	1	8,000
ABNORMAL WORKING CONDITIONS DIFFERENTIALS ²	7	6,847	1	1,050	-	-	6	5,797	-	-
LONGEVITY PAY ³	100	207,542	12	22,157	32	48,878	53	122,383	3	14,124
EDUCATIONAL INCENTIVE PAY ⁴	23	23,037	2	900	7	1,883	14	20,254	-	-

¹ Pay differentials for hazardous work are extra payments to employees while engaged in work where chances of injury are greater than normal.

² Pay differentials for abnormal working conditions are extra payments to employees who perform jobs that are burdensome or oppressive; for example, jobs that are dirty, involve bad odors, or abnormally high or low temperatures.

³ Longevity pay provisions refer to extra payments to workers who work for the employer for a specified number of years.

⁴ Educational incentive pay is extra payment made to employees who achieve advanced degrees or who complete other class work.

NOTE: Nonadditive.

Table 38. Wage adjustment provisions in State and local government agreements, by level of government, January 1, 1974

METHOD OF ADJUSTMENT	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
ESCALATOR (COST-OF-LIVING) PROVISION ¹	61	71,039	7	29,501	14	9,697	33	23,976	7	7,865
DEFERRED WAGE INCREASE PROVISION ²	207	422,427	30	196,443	61	68,813	109	141,396	7	15,775
CONTRACT REOPENING PROVISION ³	96	287,350	27	201,690	42	63,382	24	11,804	3	10,474

¹ Escalator clauses call for automatic adjustments in wages and salaries that are tied to changes in the Consumer Price Index. Reviews occur periodically (quarterly, semiannually, or annually), and adjustments are usually made in accordance with a schedule that relates wage increases to CPI changes.

² Deferred wage increases are wage changes agreed to in negotia-

tions which will become effective at specified dates during the contract term.

³ Contract reopening provisions specify or permit the further negotiation of wages and other contractual matters at a designated date during the contract term.

NOTE: Nonadditive.

Table 39. Wage adjustment provisions in State and local government agreements, by duration, January 1, 1974

PROVISION	ALL AGREEMENTS		DURATION							
			11 MONTHS OR LESS		12 MONTHS		13-23 MONTHS		24 MONTHS	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	6	8,972	96	93,270	41	34,154	136	215,149
ESCALATOR CLAUSE ONLY.....	9	16,220	1	7,000	-	-	1	3,000	4	5,945
DEFERRED WAGE INCREASE ONLY.....	136	200,046	-	-	11	8,215	20	21,426	63	99,713
CONTRACT REOPENING ONLY.....	61	100,371	-	-	3	1,810	4	3,129	33	65,546
ESCALATOR AND DEFERRED WAGE INCREASE.....	41	43,929	1	173	4	4,466	6	2,398	13	24,753
ESCALATOR AND CONTRACT REOPENING.....	5	8,527	-	-	-	-	-	-	3	7,778
DEFERRED WAGE INCREASE AND CONTRACT REOPENING.....	24	176,089	-	-	1	800	1	136	4	222
ESCALATOR, DEFERRED WAGE INCREASE, AND CONTRACT REOPENING.....	6	2,363	-	-	-	-	1	400	-	-
NO REFERENCE TO WAGE ADJUSTMENTS.....	118	101,212	4	1,799	77	77,979	8	3,665	16	11,192
DURATION--CONTINUED										
ALL AGREEMENTS.....	25-35 MONTHS		36 MONTHS		37-47 MONTHS		48 MONTHS		OVER 48 MONTHS ¹	
	21	51,123	86	238,812	5	1,169	2	668	7	5,440
ESCALATOR CLAUSE ONLY.....	-	-	2	185	1	90	-	-	-	-
DEFERRED WAGE INCREASE ONLY.....	8	37,021	33	33,271	1	400	-	-	-	-
CONTRACT REOPENING ONLY.....	3	8,529	14	18,025	1	80	1	600	2	2,652
ESCALATOR AND DEFERRED WAGE INCREASE.....	1	882	16	11,257	-	-	-	-	-	-
ESCALATOR AND CONTRACT REOPENING.....	-	-	2	749	-	-	-	-	-	-
DEFERRED WAGE INCREASE AND CONTRACT REOPENING.....	5	2,784	13	172,147	-	-	-	-	-	-
ESCALATOR, DEFERRED WAGE INCREASE, AND CONTRACT REOPENING.....	1	168	3	1,701	1	94	-	-	-	-
NO REFERENCE TO WAGE ADJUSTMENTS.....	3	1,739	3	1,477	1	505	1	68	5	2,788

¹ Includes 1 agreement for 60 months and 6 open-ended agreements.

Table 40. Job evaluation, wage garnishment, equal pay, and parity pay provisions in State and local government agreements, by level of government, January 1, 1974

PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
JOB EVALUATION ¹	42	104,687	14	55,420	15	41,017	13	8,250	-	-
WAGE GARNISHMENT ²	3	5,725	-	-	-	-	3	5,725	-	-
EQUAL PAY FOR EQUAL WORK.....	13	8,401	5	629	-	-	8	7,772	-	-
PARITY ³	9	9,194	-	-	2	1,913	7	7,281	-	-

¹ Formal job evaluation systems determine the relative importance or ranking of jobs in an establishment for wage-setting purposes by rating them on a basis of selected factors such as skill, responsibility, and experience.

² A wage garnishment provision establishes union and management policy if creditors attach an employee's wages. Usually, the policy will entail discipline of the employee.

³ Parity establishes a relationship between the wages of 1 group of employees and those of another group or groups. Most often wages of firefighters and police are so related, although other occupational groups may also negotiate such relationships.

NOTE: Nonadditive.

Part IV. Hours, Overtime, and Premium Pay

Daily and weekly overtime
Equal distribution
Minimum overtime guarantee
Right to refuse
Scheduled weekly hours
Scheduled days of work
Weekend work

Table 41. Overtime provisions in State and local government agreements, by occupational group, January 1, 1974

OCCUPATIONAL GROUP	ALL AGREEMENTS		OVERTIME PROVISION					
			DAILY		WEEKLY		OUTSIDE REGULARLY SCHEDULED HOURS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	153	208,728	175	260,346	56	86,821
BLUE-COLLAR OR MANUAL CRAFTS.....	124	153,101	56	46,509	59	64,605	17	12,172
PROFESSIONAL AND/OR TECHNICAL.....	94	89,934	22	21,378	40	38,722	17	10,413
CLERICAL.....	8	3,396	1	5	2	943	-	-
POLICE.....	30	31,161	12	14,042	9	16,829	7	5,780
FIRE.....	26	20,590	5	2,970	6	4,314	4	2,927
BLUE-COLLAR AND PROFESSIONAL.....	16	39,189	4	869	8	11,392	2	7,746
BLUE-COLLAR AND CLERICAL.....	22	51,810	15	46,360	10	26,113	4	3,036
PROFESSIONAL AND CLERICAL.....	8	11,442	4	4,580	3	6,825	-	-
BLUE-COLLAR, PROFESSIONAL, AND CLERICAL...	28	22,810	17	16,682	16	11,235	-	-
OCCUPATIONAL COMBINATION INCLUDING POLICE AND/OR FIRE.....	12	51,060	5	15,140	5	24,390	2	19,997
NO REFERENCE TO OCCUPATIONAL GROUP.....	32	174,264	12	40,193	17	54,978	3	24,750
OVERTIME PROVISION--CONTINUED								
ALL AGREEMENTS.....			EQUAL DISTRIBUTION		MINIMUM OVERTIME GUARANTEE		RIGHT TO REFUSE OVERTIME	
			151	315,808	20	27,465	73	145,329
BLUE-COLLAR OR MANUAL CRAFTS.....			59	79,631	4	8,775	24	47,309
PROFESSIONAL AND/OR TECHNICAL.....			19	19,331	1	269	9	6,010
CLERICAL.....			2	236	-	-	-	-
POLICE.....			2	668	2	829	-	-
FIRE.....			4	2,974	5	3,870	4	3,144
BLUE-COLLAR AND PROFESSIONAL.....			8	9,809	1	7,800	2	8,100
BLUE-COLLAR AND CLERICAL.....			14	28,879	2	2,749	8	36,414
PROFESSIONAL AND CLERICAL.....			4	1,864	-	-	3	1,814
BLUE-COLLAR, PROFESSIONAL, AND CLERICAL.....			18	14,755	5	3,173	16	9,435
OCCUPATIONAL COMBINATION INCLUDING POLICE AND/OR FIRE.....			6	47,087	-	-	2	14,500
NO REFERENCE TO OCCUPATIONAL GROUP.....			15	110,574	-	-	5	18,603

NOTE: Nonadditive.

Table 42. Overtime in State and local government agreements, by level of government, January 1, 1974

OVERTIME PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
DAILY OVERTIME.....	153	208,728	32	51,382	38	40,907	70	95,321	13	21,118
WEEKLY OVERTIME.....	175	260,346	47	102,992	61	75,107	61	70,833	6	11,414
OVERTIME OUTSIDE OF REGULARLY SCHEDULED HOURS.....	56	86,821	3	874	29	65,354	23	19,994	1	599
EQUAL DISTRIBUTION OF OVERTIME.....	151	315,808	49	169,127	43	84,004	50	51,177	9	11,500
MINIMUM OVERTIME GUARANTEE.....	20	27,465	8	17,646	1	229	10	8,990	1	600
RIGHT TO REFUSE OVERTIME.....	73	145,329	26	90,188	13	6,624	30	46,468	4	2,049

NOTE: Nonadditive.

Table 43. Daily overtime rate in State and local government agreements, by daily overtime hours, January 1, 1974

DAILY OVERTIME HOURS	ALL AGREEMENTS		REFERRING TO DAILY OVERTIME RATE							
			TOTAL		TIME AND ONE-HALF		VARIES ¹		OTHER ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	147	201,684	137	193,081	2	774	8	7,829
DAILY OVERTIME AFTER SPECIFIED HOURS.....	148	202,427	143	200,067	134	191,639	2	774	7	7,654
7 HOURS.....	2	210	2	210	2	210	-	-	-	-
7.5 HOURS.....	3	1,175	3	1,175	1	300	1	175	1	700
8 HOURS.....	128	180,989	124	179,029	118	172,055	1	599	5	6,375
10 HOURS.....	1	850	1	850	1	850	-	-	-	-
DAILY OVERTIME HOURS VARY ³	12	18,373	12	18,373	11	17,794	-	-	1	579
OTHER ⁴	2	830	1	430	1	430	-	-	-	-
REFERENCE TO OVERTIME RATE; NO REFERENCE TO OVERTIME HOURS.....	4	1,617	4	1,617	3	1,442	-	-	1	175

¹ Includes 1 agreement in which the overtime rate varies by occupation and 1 agreement that varies the rate by grouped occupational grades.

² Includes 7 agreements in which the overtime rate is paid at straight time and 1 agreement in which there is reference to overtime but no reference to the overtime rate of pay.

³ In all 12 agreements, overtime hours vary by occupation.

⁴ Includes 1 agreement with guaranteed overtime plus a premium for extra work, and 1 protective service agreement in which the overtime hours could not be determined.

Table 44. Scheduled weekly hours in State and local government agreements, by scheduled days of work, January 1, 1974

SCHEDULED WEEKLY HOURS	ALL AGREEMENTS		REFERRING TO SCHEDULED DAYS OF WORK							
			TOTAL		4 DAYS		5 DAYS		PROTECTIVE SERVICE SCHEDULING	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	236	424,194	1	824	176	352,854	24	21,147
TOTAL REFERRING TO SCHEDULED WEEKLY HOURS.....	245	433,744	229	410,794	1	824	170	340,454	24	21,147
LESS THAN 40 HOURS.....	31	29,087	29	27,625	-	-	26	26,750	-	-
40 HOURS.....	139	160,859	128	145,497	1	824	119	135,763	-	-
OVER 40 HOURS ¹	2	1,566	2	1,566	-	-	-	-	-	-
PROTECTIVE SERVICE SCHEDULING ²	24	21,147	24	21,147	-	-	-	-	24	21,147
FLEXIBLE WORKWEEK ARRANGEMENTS ³	3	1,280	3	1,280	-	-	-	-	-	-
VARIES ⁴	26	65,124	25	63,112	-	-	13	33,734	-	-
REFERENCE TO SCHEDULED WEEKLY HOURS-NO DETAILS GIVEN.....	20	154,681	18	150,567	-	-	12	144,207	-	-
NO REFERENCE TO SCHEDULED WEEKLY HOURS.....	155	215,013	7	13,400	-	-	6	12,400	-	-
REFERRING TO SCHEDULED DAYS OF WORK--CONTINUED										
ALL AGREEMENTS.....			FLEXIBLE WORKWEEK ARRANGEMENT		VARIES ⁵		REFERENCE TO DAYS OF WORK-NO DETAILS GIVEN		NO REFERENCE TO SCHEDULED DAYS OF WORK	
	3	1,280	13	16,652	19	31,437	164	224,563		
TOTAL REFERRING TO SCHEDULED WEEKLY HOURS.....	3	1,280	13	16,652	18	30,437	16	22,950		
LESS THAN 40 HOURS.....	-	-	-	-	3	875	2	1,462		
40 HOURS.....	-	-	3	1,274	5	7,636	11	15,362		
OVER 40 HOURS ¹	-	-	-	-	2	1,566	-	-		
PROTECTIVE SERVICE SCHEDULING ²	-	-	-	-	-	-	-	-		
FLEXIBLE WORKWEEK ARRANGEMENTS ³	3	1,280	-	-	-	-	-	-		
VARIES ⁴	-	-	10	15,378	2	14,000	1	2,012		
OTHER.....	-	-	-	-	-	-	-	-		
REFERENCE TO SCHEDULED WEEKLY HOURS-NO DETAILS GIVEN.....	-	-	-	-	6	6,360	2	4,114		
NO REFERENCE TO SCHEDULED WEEKLY HOURS.....	-	-	-	-	1	1,000	148	201,613		

¹ Includes 1 agreement which provides for a 46-hour workweek and 1 which has a 56-hour workweek.

² Protective service scheduling refers to the practice of police and especially fire departments of using rotating or nonstandard work shifts which result in irregular workweeks.

³ Flexible workweek arrangements are work schedules that allow a supervisor and an individual to set the individual's workweek within certain specified limits, for example, 80 hours within 14 days.

⁴ Includes 13 agreements that vary hours in the workweek by department, 6 that vary by schedule, 4 that vary by job classification, and 3 agreements that varied by seniority, union local, or location.

⁵ Includes 10 agreements in which the scheduled days of work vary by department and 3 by work schedule.

Table 45. Weekly overtime rate in State and local government agreements, by weekly overtime hours, January 1, 1974

WEEKLY OVERTIME HOURS	ALL AGREEMENTS		REFERRING TO WEEKLY OVERTIME RATE									
			TOTAL		STRAIGHT TIME		TIME AND ONE-HALF		VARIES ¹		OTHER ²	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	166	244,098	15	12,384	136	205,112	6	20,598	9	6,004
WEEKLY OVERTIME AFTER SPECIFIED HOURS.....	168	239,316	160	225,068	15	12,384	130	186,082	6	20,598	9	6,004
35 AND 35.5.....	3	922	3	922	-	-	3	922	-	-	-	-
37 AND 37.5.....	9	12,612	9	12,612	2	900	5	10,837	1	175	1	700
40.....	116	148,833	108	134,585	8	10,581	92	105,280	1	13,500	7	5,224
OVER 40 ¹	16	13,523	16	13,523	4	589	11	12,854	-	-	1	80
HOURS VARY.....	24	63,426	24	63,426	1	314	19	56,189	4	6,923	-	-
REFERENCE TO WEEKLY OVERTIME HOURS-NO DETAILS GIVEN.....	7	21,030	6	19,030	-	-	6	19,030	-	-	-	-
NO REFERENCE TO WEEKLY OVERTIME.....	225	388,411	-	-	-	-	-	-	-	-	-	-

¹ In all 6 agreements, the weekly overtime rate varies by occupation.

² Includes 4 agreements in which the premium rate is defined and provided for in a local ordinance; 3 which refer to weekly overtime, but in which the rate cannot be determined; 1 which provides an overtime rate of time and two-fifths, and 1 which provides an overtime rate of double time.

³ Includes 3 agreements with weekly overtime after 48 hours and 1 agreement after 42 hours. Also included are 12 agreements which have developed flexible work schedules spread over 2-week periods and which therefore pay overtime after 80 hours (in 11) and after 70 hours (in 1).

⁴ Includes 16 agreements which vary weekly overtime hours by occupation; 6 by scheduled days of work; and 2 by location.

Table 46. Method of payment for daily and weekly overtime in State and local government agreements, January 1, 1974

METHOD OF PAYMENT	DAILY OVERTIME		WEEKLY OVERTIME	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS WITH OVERTIME.....	153	208,728	175	260,346
TOTAL WITH REFERENCE TO METHOD OF PAYMENT....	152	204,728	172	251,566
MONEY.....	113	100,750	107	100,695
COMPENSATORY TIME OFF.....	4	6,244	3	3,351
MONEY AND/OR COMPENSATORY TIME OFF.....	34	97,559	61	147,345
OTHER.....	1	175	1	175
REFERENCE TO OVERTIME, NO REFERENCE TO PAYMENT.....	1	4,000	3	8,780

NOTE: Excluded from this table are all agreements providing protective service sched-

uling and flexible workweek arrangements. See table 44; footnotes 2 and 3.

Table 47. Premium pay for Saturday and Sunday work as part of the regular workweek in State and local government agreements, by level of government, January 1, 1974

PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL WITH PREMIUM PAY FOR SATURDAY AND SUNDAY WORK AS PART OF THE REGULAR WORKWEEK.....	18	21,708	2	9	5	7,215	10	10,234	1	4,250
SATURDAY PREMIUM.....	2	9	2	9	-	-	-	-	-	-
SUNDAY PREMIUM.....	1	4,600	-	-	-	-	1	4,600	-	-
SATURDAY AND SUNDAY PREMIUM.....	15	17,099	-	-	5	7,215	9	5,634	1	4,250

Table 48. Premium pay for weekends not part of the regular workweek in State and local government agreements, by level of government, January 1, 1974

PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL.....	34	25,774	6	1,877	6	7,273	22	16,624	-	-
SATURDAY.....	2	6,380	-	-	1	6,300	1	80	-	-
SUNDAY.....	18	12,141	2	1,104	1	340	15	10,697	-	-
SATURDAY AND SUNDAY.....	14	7,253	4	773	4	633	6	5,847	-	-
TOTAL.....	66	126,166	10	32,635	13	14,856	35	61,100	8	17,575
SIXTH DAY.....	5	8,566	2	3,369	-	-	3	5,197	-	-
SEVENTH DAY.....	16	49,127	4	25,740	-	-	11	15,387	1	8,000
SIXTH AND SEVENTH DAY.....	45	68,473	4	3,526	13	14,856	21	40,516	7	9,575

NOTE: Nonadditive.

Table 49. Premium pay for weekends not part of the regular workweek in State and local government agreements, by occupational group, January 1, 1974

OCCUPATIONAL GROUP	ALL AGREEMENTS		SATURDAY		SUNDAY		SATURDAY AND SUNDAY	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	2	6,380	18	12,141	14	7,253
BLUE-COLLAR OR MANUAL CRAFT.....	124	153,101	1	80	8	3,071	6	4,051
PROFESSIONAL AND/OR TECHNICAL.....	94	89,934	-	-	5	681	2	323
CLERICAL.....	8	3,396	-	-	-	-	1	5
POLICE.....	30	31,161	-	-	-	-	-	-
FIRE.....	26	20,590	-	-	-	-	-	-
BLUE-COLLAR AND PROFESSIONAL.....	16	39,189	-	-	-	-	-	-
BLUE-COLLAR AND CLERICAL.....	22	51,810	-	-	2	2,849	1	24
PROFESSIONAL AND CLERICAL.....	8	11,442	-	-	-	-	1	50
BLUE-COLLAR, PROFESSIONAL, AND CLERICAL.....	28	22,810	-	-	-	-	2	1,800
OCCUPATIONAL COMBINATION INCLUDING POLICE AND/OR FIRE.....	12	51,060	-	-	1	340	1	1,000
NO REFERENCE TO OCCUPATIONAL GROUP.....	32	174,264	1	6,300	2	5,200	-	-
			SIXTH DAY		SEVENTH DAY		SIXTH AND SEVENTH DAY	
ALL AGREEMENTS.....			5	8,566	16	49,127	45	68,473
BLUE-COLLAR OR MANUAL CRAFT.....			4	8,397	8	13,649	20	13,802
PROFESSIONAL AND/OR TECHNICAL.....			-	-	4	9,038	3	432
BLUE-COLLAR AND PROFESSIONAL.....			1	169	1	100	2	7,240
BLUE-COLLAR AND CLERICAL.....			-	-	1	15,000	6	22,878
PROFESSIONAL AND CLERICAL.....			-	-	-	-	2	1,530
BLUE-COLLAR, PROFESSIONAL, AND CLERICAL.....			-	-	-	-	6	5,408
OCCUPATIONAL COMBINATION INCLUDING POLICE AND/OR FIRE.....			-	-	1	340	3	5,753
NO REFERENCE TO OCCUPATIONAL GROUP.....			-	-	1	11,000	3	11,430

NOTE: Nonadditive.

Part V. Paid and Unpaid Leave

Leaves of absence
Vacations
Holidays
Other payments for time
not worked
Time spent on union or
association business

Table 50. Leaves of absence in State and local government agreements, by level of government, January 1, 1974

LEAVE OF ABSENCE PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
UNION BUSINESS.....	150	349,040	45	175,508	42	73,803	57	84,880	6	14,849
MILITARY SERVICE.....	135	172,262	34	71,477	26	20,678	69	62,984	6	17,123
EDUCATION.....	97	146,939	29	43,916	32	56,975	35	38,048	1	8,000
MATERNITY/PATERNITY ¹	148	261,462	42	76,965	52	93,962	48	79,111	6	11,424
PERSONAL.....	124	206,125	45	122,702	26	39,196	48	32,704	5	11,523

¹ Includes 2 agreements, covering 780 workers, with paternity provisions.

NOTE: Nonadditive.

Table 51. Vacation plans in State and local government agreements, January 1, 1974

TYPE OF PLAN	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757
TOTAL WITH VACATION PLANS.....	333	596,037
GRADUATED PLANS ¹	219	354,174
UNIFORM PLANS ²	9	15,420
RATIO-TO-WORK PLANS ³	1	340
REFERENCE TO NONCONTRACTUAL ARRANGEMENTS ⁴	29	30,555
REFERENCE TO VACATION, NO DETAILS GIVEN.....	75	195,548
NO REFERENCE TO VACATION PLANS.....	67	52,720

¹ Graduated vacation plans increase the weeks of vacation with the workers' length of service.

² Uniform vacation plans provide all workers with vacations of the same length.

³ Ratio-to-work plans relate the length of vacation to the number of hours or days that an employee works during a given time

period, usually the year preceding the allocation of vacations.

⁴ Reference to noncontractual arrangements pertains to administrative regulations or legislative actions which establish vacation or annual leave benefits for public employees.

Table 52. Maximum vacation weeks allowed in State and local government agreements, by level of government, January 1, 1974

MAXIMUM AMOUNT OF PAID VACATION TIME	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL WITH MAXIMUM VACATION SPECIFIED.....	121	330,719	42	83,124	56	79,014	112	148,113	11	20,468
LESS THAN 3 WEEKS.....	4	21,279	2	1,249	2	20,030	-	-	-	-
3 WEEKS BUT LESS THAN 4.....	10	7,789	-	-	2	3,060	6	2,000	2	2,729
4 WEEKS BUT LESS THAN 5.....	100	158,759	26	59,244	31	26,827	40	58,564	3	14,124
5 WEEKS BUT LESS THAN 6.....	89	129,153	12	21,525	17	23,263	54	80,750	6	3,615
6 WEEKS.....	16	12,405	2	1,106	2	4,500	12	6,799	-	-
MORE THAN 6 WEEKS ²	2	1,334	-	-	2	1,334	-	-	-	-
RATIO-TO-WORK PLANS.....	1	340	1	340	-	-	-	-	-	-
REFERENCE TO NONCONTRACTUAL ARRANGEMENTS.....	29	30,555	14	8,390	6	5,594	7	15,921	2	650
OTHER ³	7	38,875	2	30,050	1	850	4	7,975	-	-
NO REFERENCE TO PAID VACATIONS.....	142	248,268	26	143,607	74	78,272	41	26,289	1	100

¹ Includes all graduated and uniform vacation plans, except 7 referred to in footnote 3.

² Both agreements provided a maximum paid vacation of 7 weeks.

³ Includes 4 agreements in which the maximum paid vacation

cannot be determined; 1 agreement in which vacation varies with occupation, and 1 agreement in which the maximum varies according to the scheduled weekly hours. One agreement combined vacation, personal business, and religious holiday leave allowances into annual leave.

Table 53. Number of paid holidays and pay for time worked in State and local government agreements, by level of government, January 1, 1974

HOLIDAY PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
NUMBER OF HOLIDAYS										
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL WITH PAID HOLIDAYS.....	303	562,822	68	246,887	96	149,044	126	145,723	13	21,168
FEWER THAN 6 DAYS ¹	6	1,623	2	444	-	-	4	1,179	-	-
6 DAYS ²	1	420	1	420	-	-	-	-	-	-
7 DAYS.....	3	2,600	1	788	1	12	-	-	1	1,800
8 DAYS ³	19	30,518	5	15,250	1	180	11	12,635	2	2,453
9 DAYS ⁴	32	20,982	6	3,130	4	2,033	19	13,344	3	2,475
10 DAYS ⁵	71	141,578	15	78,244	20	24,637	32	36,607	4	2,090
11 DAYS ⁶	64	177,850	26	107,980	17	52,212	21	17,658	-	-
12 DAYS ⁷	38	49,016	3	4,266	9	4,476	25	32,274	1	8,000
13 DAYS.....	3	11,405	-	-	1	305	2	11,100	-	-
14 DAYS.....	7	6,437	2	1,769	4	418	-	-	1	250
REFERS TO ALL RECOGNIZED HOLIDAYS, NO DETAILS GIVEN.....	2	1,165	-	-	-	-	2	1,165	-	-
REFERS TO ALL LOCAL HOLIDAYS, NO DETAILS GIVEN.....	1	110	-	-	1	110	-	-	-	-
REFERS TO HOLIDAYS, NO DETAILS GIVEN.....	50	113,400	7	34,596	37	64,361	5	14,343	1	100
OTHER ⁸	6	5,718	-	-	1	300	5	5,418	-	-
NO REFERENCE TO PAID HOLIDAYS.....	97	85,935	17	18,624	41	14,686	38	52,575	1	50
PAY FOR TIME WORKED ON HOLIDAYS										
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL WITH WORK RATES ON PAID HOLIDAYS.....	205	433,436	49	230,258	45	69,225	101	114,414	10	19,539
TIME AND ONE-HALF.....	21	29,477	4	19,180	2	153	15	10,144	-	-
DOUBLE TIME.....	49	43,081	10	9,751	14	12,791	23	18,140	2	2,399
DOUBLE TIME AND ONE-FOURTH.....	1	500	-	-	-	-	1	500	-	-
DOUBLE TIME AND ONE-HALF.....	46	84,589	18	47,799	3	2,892	19	29,008	6	4,890
TRIPLE TIME.....	9	12,286	-	-	1	340	8	11,946	-	-
EQUAL TIME OFF ON ANOTHER DAY OR PAY ⁹	48	207,414	15	149,240	12	23,047	20	27,127	1	8,000
VARIES ¹⁰	23	47,395	-	-	9	27,246	13	15,899	1	4,250
OTHER ¹¹	8	8,694	2	4,288	4	2,756	2	1,650	-	-
NO REFERENCE TO PAY FOR HOLIDAYS WORKED.....	98	129,386	19	16,629	51	79,819	25	31,309	3	1,629
NO REFERENCE TO PAID HOLIDAYS.....	97	85,935	17	18,624	41	14,686	38	52,575	1	50

¹ Includes 3 agreements with 1 full holiday, 1 agreement with 2 full holidays, 1 agreement with 4, and 1 agreement with 5 full holidays.

² This agreement has 6 full holidays and 3 half holidays.

³ Includes 2 agreements with 8 full holidays and 1 half holiday, and 5 agreements with 8 full and 3 half holidays.

⁴ Includes 2 agreements with 9 full holidays and 1 half holiday; 1 agreement with 9 full and 2 half holidays, and 2 agreements having 9 full holidays and 3 half holidays.

⁵ Includes 6 agreements with 10 full holidays and 1 half holiday, 1 agreement with 10 full and 2 half holidays, and 1 agreement having 10 full and 3 half holidays.

⁶ Includes 6 agreements with 11 full holidays and 1 half holiday, 3 agreements with 11 full and 2 half holidays, and 4 agreements with 11 full and 3 half holidays.

⁷ Includes 6 agreements with 12 full holidays and 1 half holiday.

⁸ Includes 2 agreements that vary holidays by occupation; 1 by the

scheduled length of the shift worked; 1 in which holidays are set forth in the city municipal code; 1 which gives veterans 1 additional day; and 1 agreement which indicates the holiday premium rate paid but does not indicate the number of holidays.

⁹ Agreements provide premium pay for time worked and compensatory time off or pay at the option of the employer or employee.

¹⁰ Includes 15 agreements that vary the premium rate by the holiday; 4 by occupation; 1 by the scheduled hours of work; 1 by Armed Forces standing; 1 by salary; and 1 by method of payment.

¹¹ Includes 1 agreement which pays an additional 44 hours' pay in recognition of holiday work; 1 pays a holiday premium in accordance with Federal law; 1 pays overtime or holiday pay, whichever is applicable; 2 pay a cents-per-hour premium; 2 pay straight time; and 1 fire department agreement, with protective service scheduling, pays a full day's pay for work on a holiday and a 4-hour premium for a full shift on a holiday.

Table 54. Selected payments for time not worked in State and local government agreements, by level of government, January 1, 1974

SELECTED PAYMENTS	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
SICK LEAVE.....	302	586,663	68	243,654	92	142,019	129	179,822	13	21,168
FUNERAL LEAVE.....	226	384,363	55	175,086	62	87,607	98	103,281	11	18,389
JURY DUTY.....	186	266,790	46	84,357	50	101,324	81	65,860	9	15,249
COURT WITNESS.....	88	167,717	32	65,828	28	59,787	23	30,303	5	11,799
MILITARY SERVICE.....	117	140,249	37	74,687	17	8,250	59	52,514	4	4,798
REPORT PAY.....	62	144,876	10	92,299	13	7,507	35	33,744	4	11,326
CALL-IN/CALL-BACK PAY.....	206	381,880	43	143,454	65	121,749	87	98,288	11	18,389
PAID MEAL PERIODS.....	39	29,491	9	3,855	8	4,788	20	19,448	2	1,400
PAID REST PERIODS.....	109	170,917	40	78,468	31	48,977	35	32,848	3	10,624
PAID WASH-UP, CLEAN-UP, AND CLOTHES-CHANGING TIME.....	37	48,983	9	17,871	2	330	23	21,158	3	9,624

NOTE: Nonadditive.

Table 55. Pay for time spent on employee organization business in State and local government agreements, by level of government, January 1, 1974

EMPLOYEE ORGANIZATION BUSINESS	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL REFERRING TO PAY FOR TIME SPENT ON EMPLOYEE ORGANIZATION BUSINESS.....	263	332,518	66	89,804	96	141,451	89	80,646	12	20,617
GRIEVANCE PREPARATION AND PROCESSING.....	209	283,035	57	80,011	84	129,388	60	63,798	8	9,838
NEGOTIATION.....	79	82,492	22	41,284	14	17,256	42	23,023	1	929
UNION CONVENTION OR TRAINING SESSIONS.....	77	103,589	25	27,239	18	24,656	28	36,065	6	15,629
NO REFERENCE TO TYPES OF ACTIVITIES.....	3	1,868	-	-	1	300	2	1,568	-	-

NOTE: Nonadditive.

Table 56. Total daily time allowance for paid rest periods in State and local government agreements, January 1, 1974

TOTAL DAILY TIME ALLOWANCE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757
TOTAL WITH REST PERIODS.....	109	170,917
TOTAL DAILY TIME ALLOWANCE SPECIFIED.....	97	164,259
15 MINUTES.....	4	5,534
20 MINUTES.....	9	13,579
30 MINUTES.....	84	145,146
DURATION OF REST PERIODS NOT SPECIFIED.....	12	6,658
NO REFERENCE TO REST PERIODS.....	291	477,840

Part VI. Job Security Provisions

Subcontracting
Advance notice provisions
Severance pay
Training and tuition aid
Reductions-in-force
Superseniority
Recall rights

Table 57. Miscellaneous job security provisions in State and local government agreements, by level of government, January 1, 1974

PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
LIMITATION ON SUBCONTRACTING.....	68	229,214	15	188,609	8	7,983	43	31,222	2	1,400
RESTRICTION ON WORK BY NON-BARGAINING UNIT PERSONNEL.....	30	47,458	9	14,122	4	3,650	14	21,036	3	8,650
ADVANCE NOTICE OF TECHNOLOGICAL CHANGE.....	10	12,001	1	230	2	4,162	7	7,609	-	-
SEVERANCE PAY ¹	27	20,823	4	64	11	11,260	11	7,975	1	1,524

¹ Severance pay is a monetary allowance paid by employers to displaced employees, generally upon permanent termination of employment with no chance of recall, but often upon indefinite layoff with re-

call rights intact. Plans usually graduate payments by length of service.

.NOTE: Nonadditive.

Table 58. Training provisions in State and local government agreements, by level of government, January 1, 1974

TRAINING PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL WITH TRAINING PROVISIONS.....	155	382,203	32	200,430	46	61,398	70	104,502	7	15,873
ON-THE-JOB TRAINING ¹	82	274,624	19	157,466	26	44,504	34	70,431	3	2,223
TUITION AID ²	53	65,460	5	16,150	15	14,617	32	30,443	1	4,250
ON-THE-JOB TRAINING AND TUITION AID...	20	42,119	8	26,814	5	2,277	4	3,628	3	9,400

¹ On-the-job training refers to programs of training at the work-site during working hours designed to qualify employees for jobs requiring different or higher skills or to upgrade employees' existing skill level. It is distinguished from short-time familiarization activi-

ties, often connected with transfer or promotion.

² Tuition aid refers to payment by employer of part or all of the costs of job-related training courses undertaken by employees.

Table 59. Training provisions in State and local government agreements, by government function, January 1, 1974

GOVERNMENT FUNCTION	ALL AGREEMENTS		TRAINING PROVISIONS							
			TOTAL WITH TRAINING PROVISIONS		ON-THE-JOB TRAINING		TUITION AID		ON-THE-JOB TRAINING AND TUITION AID	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	155	382,203	82	274,624	53	65,460	20	42,119
AGRICULTURAL SERVICES.....	5	1,432	2	801	1	750	1	51	-	-
ANIMAL WELFARE SERVICES.....	1	11	-	-	-	-	-	-	-	-
CENTRAL ADMINISTRATION.....	18	68,372	6	55,851	2	30,000	2	685	2	25,166
CENTRAL SERVICES.....	16	6,233	8	1,929	3	1,456	3	280	2	193
CORRECTION INSTITUTIONS.....	11	64,860	2	51,350	2	51,350	-	-	-	-
COURTS.....	14	6,879	5	5,265	3	884	2	4,381	-	-
EMPLOYMENT/COMPENSATION.....	4	4,665	-	-	-	-	-	-	-	-
FIRE PROTECTION.....	27	22,290	11	8,657	6	5,964	5	2,693	-	-
HEALTH/MEDICAL.....	61	57,646	37	40,631	16	25,341	15	13,719	6	1,571
LAW ENFORCEMENT.....	36	32,735	10	3,523	6	2,131	2	690	2	702
LEGAL DEPARTMENTS.....	3	190	1	10	1	10	-	-	-	-
LIBRARIES.....	9	1,666	4	637	3	212	1	425	-	-
PARKS AND RECREATION.....	5	1,863	2	1,200	1	1,000	1	200	-	-
PUBLIC TRANSPORTATION.....	32	59,822	16	50,157	14	48,757	-	-	2	1,400
PUBLIC UTILITIES.....	3	4,817	1	2,449	1	2,449	-	-	-	-
PUBLIC WORKS.....	44	17,946	16	7,660	4	2,701	10	4,290	2	669
REGULATORY AGENCIES.....	4	5,074	-	-	-	-	-	-	-	-
SANITATION SERVICES.....	7	4,348	5	2,478	3	1,068	2	1,410	-	-
SOCIAL WELFARE.....	21	39,090	8	26,602	8	26,602	-	-	-	-
URBAN DEVELOPMENT.....	9	1,619	2	215	2	215	-	-	-	-
JURISDICTIONWIDE EXCEPT FOR POLICE AND FIRE PROTECTION.....	8	29,402	1	11,000	-	-	1	11,000	-	-
JURISDICTIONWIDE EXCEPTIONS OTHER THAN OR IN ADDITION TO POLICE/FIRE.....	32	81,178	10	45,560	5	37,734	3	5,908	2	1,918
JURISDICTIONWIDE.....	30	136,619	8	66,228	1	36,000	5	19,728	2	10,500

Table 60. Reduction-in-force and layoff provisions in State and local government agreements, by level of government, January 1, 1974

PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
REFERENCE TO REDUCTION-IN-FORCE.....	204	402,100	60	219,902	51	69,346	86	95,503	7	17,349
UNION ROLE IN REDUCTION-IN-FORCE.....	54	109,942	15	46,178	14	27,549	24	31,965	1	4,250
DEMOTION IN REDUCTION-IN-FORCE ¹	84	172,168	21	76,682	17	25,578	42	55,185	4	14,723
ADVANCE NOTICE OF LAYOFF.....	95	155,086	31	61,845	25	36,656	36	42,811	3	13,774
RECALL RIGHT.....	161	199,924	49	74,167	41	39,428	66	70,506	5	15,823
SUPERSENIORITY OF UNION OFFICIALS ²	34	58,538	8	30,074	7	2,778	17	20,336	2	5,350

¹ Demotion in reduction-in-force refers to provisions which permit employees to elect demotion to lower ranked and lower paying jobs rather than layoff.

² Superseniarity of union officials refers to a relative place on the seniority list, ahead of the position which the employee would

acquire solely by length of service or other general seniority factors, and usually entitles workers, such as shop stewards, to preferred consideration for layoff and recall.

NOTE: Nonadditive.

Table 61. Advance notice of layoff in State and local government agreements, January 1, 1974

PROVISION	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	400	648,757
TOTAL REQUIRING ADVANCE NOTICE.....	95	155,086
LESS THAN 7 DAYS.....	7	2,302
7 DAYS.....	10	8,097
8 TO 13 DAYS.....	1	446
14 DAYS.....	39	44,245
21 DAYS.....	2	4,280
28 TO 30 DAYS.....	11	39,666
OVER 30 DAYS.....	4	23,100
NUMBER OF DAYS NOTICE NOT SPECIFIED.....	21	32,950

Part VII. Dispute Settlement Provisions

Grievances
Arbitration
Work stoppages
Disciplinary procedures
Negotiation impasse
procedures

Table 62. Grievance procedures in State and local government agreements, by level of government, January 1, 1974

GRIEVANCE PROCEDURE	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL WITH REFERENCE TO GRIEVANCE PROCEDURE.....	349	622,007	80	256,793	114	156,175	141	187,821	14	21,218
NEGOTIATED PROCEDURE.....	283	448,238	63	128,975	98	139,555	111	166,640	11	13,068
AGENCY PROCEDURE.....	23	19,448	2	2,482	11	10,557	9	6,309	1	100
NEGOTIATED AND AGENCY PROCEDURE.....	41	153,371	15	125,336	5	6,063	20	13,972	1	8,000
REFERENCE TO PROCEDURE, NO DETAILS GIVEN.....	2	950	-	-	-	-	1	900	1	50
NO REFERENCE TO GRIEVANCE PROCEDURE.....	51	26,750	5	8,718	23	7,555	23	10,477	-	-

Table 63. Grievance arbitration procedures in State and local government agreements, by level of government, January 1, 1974

GRIEVANCE ARBITRATION PROCEDURE	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL WITH REFERENCE TO ARBITRATION.....	303	555,545	70	237,539	99	141,282	123	158,409	11	18,315
ADVISORY.....	55	110,899	3	5,969	45	94,691	6	8,439	1	1,800
BINDING.....	224	425,466	63	227,186	47	39,252	104	142,513	10	16,515
ADVISORY AND BINDING.....	11	5,722	1	44	3	1,053	7	4,625	-	-
REFERENCE TO ARBITRATION, NO DETAILS GIVEN.....	13	13,458	3	4,340	4	6,286	6	2,832	-	-
NO REFERENCE TO ARBITRATION.....	97	93,212	15	27,972	38	22,448	41	39,889	3	2,903

Table 64. Work stoppage provisions in State and local government agreements, by level of government, January 1, 1974

WORK STOPPAGE PROVISION	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
TOTAL WITH REFERENCE TO WORK STOPPAGE OR SLOWDOWN.....	261	479,692	70	244,968	56	51,614	123	165,216	12	17,894
PROHIBITED.....	119	192,953	33	45,427	26	29,050	56	115,571	4	2,905
PROHIBITED; UNION MUST WORK TOWARD END OF ILLEGAL STOPPAGE.....	131	272,213	35	198,437	29	22,520	60	44,267	7	6,989
PERMITTED UNDER SELECTED CONDITIONS ¹	11	14,526	2	1,104	1	44	7	5,378	1	8,000
NO REFERENCE TO WORK STOPPAGE.....	139	169,065	15	20,543	81	112,116	41	33,082	2	3,324

¹ Work stoppages would be permitted, for example, when the employer refuses to take a dispute to binding arbitration, when the em-

ployer rejects an arbitrator's award, or when a contract reopens.

Table 65. Disciplinary procedures in State and local government agreements, by level of government, January 1, 1974

LEVEL OF GOVERNMENT	ALL AGREEMENTS		REFERENCE TO DISCIPLINARY PROCEDURES		NO REFERENCE TO DISCIPLINARY PROCEDURES	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	262	493,679	138	155,078
STATE.....	85	265,511	58	242,160	27	23,351
COUNTY.....	137	163,730	82	87,440	55	76,290
MUNICIPAL.....	164	198,298	111	144,980	53	53,318
SPECIAL DISTRICT.....	14	21,218	11	19,099	3	2,119

Table 66. Negotiation impasse procedures in State and local government agreements, by level of government, January 1, 1974

NEGOTIATION IMPASSE PROCEDURE	ALL AGREEMENTS		LEVEL OF GOVERNMENT							
			STATE		COUNTY		MUNICIPAL		SPECIAL DISTRICT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL AGREEMENTS.....	400	648,757	85	265,511	137	163,730	164	198,298	14	21,218
FACTFINDING ¹	16	110,886	2	79,000	5	25,870	9	6,016	-	-
MEDIATION ²	27	39,393	3	2,931	10	27,930	14	8,532	-	-
ARBITRATION ³	17	85,767	3	63,300	2	602	11	21,266	1	599

¹ Factfinding provisions authorize neutral third parties to investigate, assemble, and report the facts in labor disputes, sometimes with the power to make recommendations for settlement.

² Mediation provisions permit a third party to help in negotiations or in the settlement of an impasse through suggestion, advice, or other ways of stimulating agreement, short of dictating its provisions.

³ Arbitration provisions establish a procedure whereby a neutral third party (person or board) holds hearings on the impasse and renders a decision. Arbitration can be advisory, binding, or of the final offer variety, where the arbitrator chooses between the last proposals made by the parties.

NOTE: Nonadditive.

Subject Index of Agreement Provisions

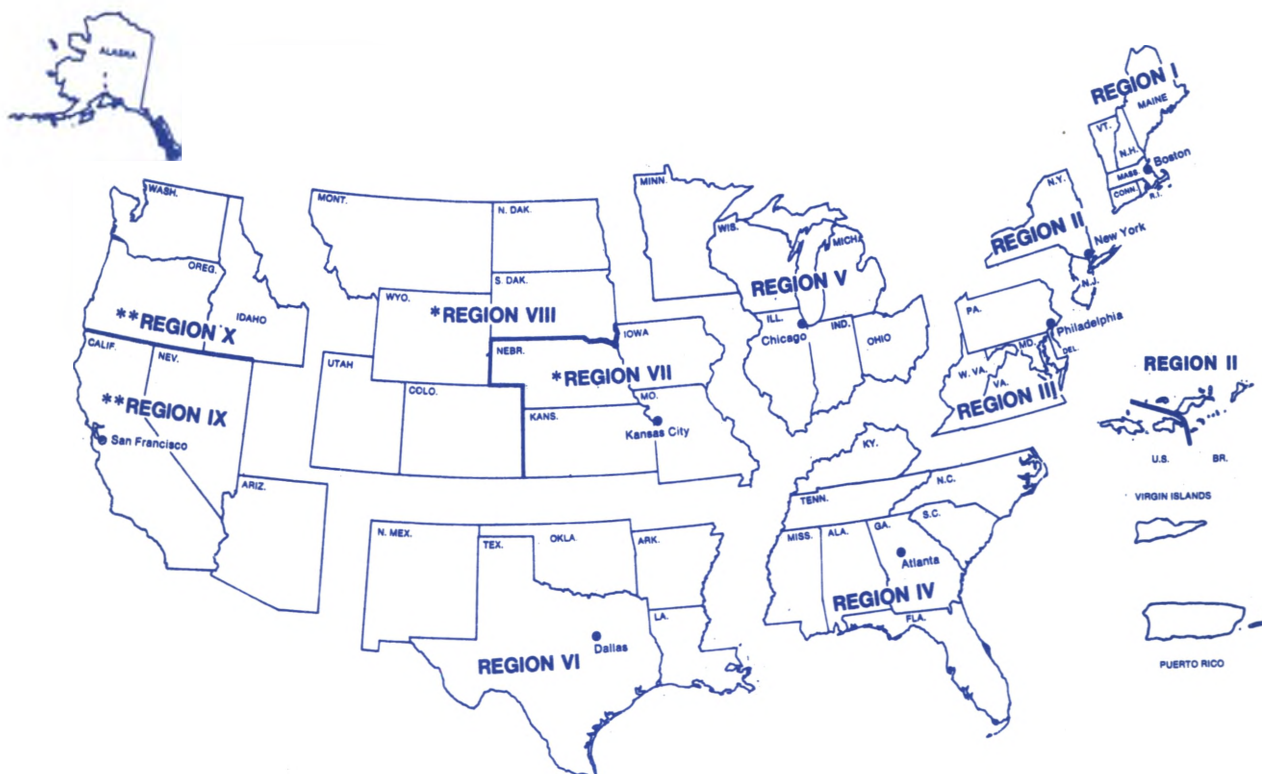
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Absenteeism and tardiness provisions	28	20
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Antidiscrimination provisions	19	17
Arbitration	63	41
Assessments, checkoff of	15,16,17	14,15,16
Automatic progression	32	22
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Call-in/call-back pay	54	36
Charity drive	20	17
Checkoff (dues, initiation fees, assessments)	15,16,17	14,15,16
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Clothes-changing, clean-up, and wash-up time	54	36
Committees; industrial relations, safety, and productivity issues	22	18
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Compensatory time	46	31
Contract approval	18	16
Cost-of-living clauses	38,39	25,26
Court witness pay	54	36
Days of work	44	30
Deferred wage increases	38,39	25,26
Demotion (in lieu of layoff)	60	39
Demotion procedures	27	19
Differentials, abnormal conditions and hazardous work	37	25
Differentials, shift	35,36	24
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Dues checkoff	15,16,17	14,15,16
Duration of agreements	4,39	5,26
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Environmental provisions	24	18
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Lodging allowances	33	23
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Meal allowances	33	23
Meal periods	54	36
Meeting facilities	21	17
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Military leave	50	34
Military pay	54	36
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Union business, pay for time on	55	36
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