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Wage Chronology: Bethlehem Steel Corporation and the IUMSW, June 1941—August 1975

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

Bulletin 1866

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Wage Chronology: Bethlehem Steel Corporation [Shipbuilding Department] and the Industrial Union of Marine and Shipbuilding Workers of America, June 1941—August 1975

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

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

This chronology summarizes changes in wage rates and related compensation practices negotiated since June 1941 by Bethlehem Steel Corp. (Shipbuilding Department) with the Industrial Union of Marine and Shipbuilding Workers of America. This bulletin replaces Wage Chronology: Bethlehem Atlantic Shipyards, 1941-68, published as BLS Bulletin 1607, and incorporates the supplement covering the 1969-72 period. Materials previously published have been supplemented in this bulletin by contract changes negotiated for the 1972-75 period. Except for a revised introduction and other minor changes, earlier texts are included as they were originally published.

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

The analysis for the 1969-75 period was prepared in the Division of Trends in Employee Compensation by Milfred W. Ellis and John U. Burgan.

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Introduction

Bethlehem Steel Corporation, one of the Nation's largest producers of steel and steel products, is also one of the leading shipbuilding and ship repair companies. When the company was incorporated on December 10, 1904 (effective January 1, 1905) in the State of New Jersey, six of the companies that merged with the Bethlehem Iron Works were either shipbuilders or associated with the maritime industry. Of the six, Union Iron Works, San Francisco, Calif.; Harlan and Hollingsworth Shipbuilding and Drydock Company, Wilmington, Del.; and Samuel L. Moore and Sons—Crescent Shipyard, Elizabeth, N.J., remained after the first reorganization. Bath Iron Works, Bath, Me.; Hyde Windlass, Portland, Me., and Eastern Shipbuilding Company, Groton, Conn., were sold to raise necessary capital. The three remaining building yards on the East Coast (Bethlehem Iron Works, Harlan and Hollingsworth Shipbuilding and Drydock Company, and Samuel L. Moore and Sons—Crescent Shipyard) and the one on the West Coast (Union Iron Works) employed about 3,600 people.

With this beginning, the Bethlehem Steel Shipbuilding Department (called the Shipbuilding Division before January 1, 1965) has built about 4,000 merchant and naval vessels and repaired or converted thousands more. The shipbuilding facilities were streamlined and expanded when the Fore River Ship and Engine Company was acquired in 1913, and the Pennsylvania Steel Company, which owned the Sparrows Point Yard, was acquired in 1916.

For corporate reasons, Bethlehem Shipbuilding Corporation, Ltd., was incorporated in Delaware on October 30, 1917. With the outbreak of World War I, Bethlehem's Shipbuilding Division operated three shipbuilding yards and six repair yards on the East Coast plus two shipbuilding yards and a repair yard on the West Coast.

After World War I, additional shipbuilding facilities were acquired, including two repair yards in Baltimore, formerly the Baltimore Drydock and Shipbuilding Company; W & A Fletcher Company in Hoboken; the Atlantic Iron Works in Boston; and

in 1947 the Pennsylvania Shipyard in Beaumont, Tex., the principal builder of offshore drill rigs and drilling vessels, as well as a repair yard.

At present, new construction activities are concentrated at Sparrows Point, Beaumont, and Bethlehem Singapore (a joint venture shipyard formed in 1969 near the Indonesian oil shelf). Repair yards are operated in Boston, Hoboken, Baltimore, Beaumont, San Pedro, and San Francisco. About 12,000 people are employed in shipbuilding operations today.

This chronology is limited to the East Coast operations, now consisting of the Sparrows Point, Boston, Hoboken, and Baltimore yards. Some other East Coast operations also were covered before they were closed.¹

The Industrial Union of Marine and Shipbuilding Workers of America (IUMSW-AFL-CIO) represents production workers at the company's East Coast yards. The IUMSW was organized in 1933 and its initial collective bargaining agreement with the New York Shipbuilding Corp. in 1934 was the first labor agreement signed in a major shipyard after World War I. Growth in union membership was centered in the area from Maine to Delaware, and approximately 7,000 workers in six yards were organized by the time the union's first constitutional convention was held in September 1934.

In late 1936, the IUMSW became an affiliate of the Committee for Industrial Organization, which became the Congress of Industrial Organizations (CIO) in November 1938. The IUMSW first won the right to represent workers at Bethlehem Steel Corp. in 1937, when the National Labor Relations Board (NLRB) certified the union as collective bargaining agent at the Boston yard. Workers at the Brooklyn and Hoboken yards won representation in 1939 and those at the Fairfield, Baltimore, Sparrows Point, and Staten Island yards in 1941. The first master agreement, covering approximately 80,000 workers on the East Coast, was signed between the Shipbuilding Division of Bethlehem Steel Corp. and the IUMSW

¹ See footnote 5, p.6 for locations and closing dates.

on September 18, 1942. It was not until 1945, however, that the union won an election to represent production employees at the Company's former yard in Quincy, Mass.

The Company's employment on the Atlantic Coast has fluctuated widely during the period covered by this chronology. From a peak of about 140,000 production workers in World War II, the number dropped to approximately 15,000 in 1950, and at present the master agreement covers only about 5,000 workers.

This chronology traces the major changes in wage rates and related wage practices starting June 23, 1941, the effective date of the Atlantic Coast Zone Shipbuilding Stabilization Agreement.² Inclusion of provisions of the Zone Standards and the initial master agreement does not necessarily indicate changes from prior conditions of employment.

²See p. 3 for a discussion of the stabilization policies during World War II.

Summary of Contract Negotiations

June 1941-November 1947

Wage and related conditions of employment in the shipbuilding industry on a nationwide basis were stabilized before our active participation in World War II—long before this action was taken in other industries. In 1941, Zone Stabilization Conferences were convened by the Shipbuilding Stabilization Committee of the War Production Board; the Conferences established a nationwide wage rate³ for standard first-class mechanics and provided uniform coastwide provisions regulating certain other working practices. Representatives of Federal procurement agencies, labor, and management attended the conferences and agreed to the resulting Zone Standards.

Separate Zone Standards were established for the Atlantic, Gulf, and Pacific Coasts, and for the Great Lakes area. The Atlantic Coast Zone Standards became effective June 23, 1941. Later, in July 1942, the basic wage rate was increased, effective June 29, 1942, and certain working practices were revised at a Chicago National Shipbuilding Conference. The Zone Standards were further amended in December 1945; from that date until November 1947, the only changes were in overtime, call-in and call-back pay, and pension provisions.

November 1947-December 1951

The contract effective November 10, 1947 was to continue in effect until June 23, 1949; by agreement of July 23, 1948, it was extended to June 23, 1950, with provision for wage and insurance reopening in June 1949. On January 31, 1950, this reopening resulted in amending the company's pension plan, agreement on insurance benefits, and extension of

³The rate established was \$1.12 an hour on the Atlantic and Pacific Coasts and on the Great Lakes. Mechanics in Gulf Coast yards were paid \$1.07, but in 1942, when rates were changed to \$1.20, the Gulf rates were also increased to that level. Rates below the first-class rate were not established by the conference. Provision, however, was made in 1941 to increase the lower rates in the same proportion as first-class rates and in 1942 to increase the lower rates by the same amount as first-class rates.

the agreement to December 31, 1951. Provision was made in this extension for a wage reopening in December 1950 and for continuation of the insurance and pension plans to October 31, 1954, if the company did not change the pension plan before that date.

January 1952-June 1954

Under an option provided in the contract, the agreement due to expire December 31, 1951 was extended to March 1, 1952. Negotiators met first on December 18, 1951; no further discussions followed until February 19, 1952. In the meantime, the union had authorized a strike if no agreement was reached by March 1.

On February 26 the union agreed to postpone strike action until March 30 to allow for continuation of bargaining. Again, on March 28, action was postponed until April 29, and a third postponement, until June 13, was agreed to on April 25.

Finally, on June 11, the union announced an indefinite postponement, with the reservation that it would give only 7 days' notice of a strike. Such a strike notice was served on August 18, to be effective any time after midnight of August 25. Meanwhile the Federal Mediation and Conciliation Service (FMCS) sought to bring about a settlement. Although no strike was officially authorized, there were work stoppages at some yards on August 25 and 26.

Agreement by company and union negotiators was reached on August 27. The new contract, subject to ratification by the union membership and to review by the Wage Stabilization Board, provided for wage increases retroactive to April 14, 1952, and for additional holiday, vacation, and other benefits effective August 27, 1952.

The company and the union presented a joint petition to the WSB. Before action was taken on the parties' petition, the Board was re-formed as the Wage Stabilization Committee. The Committee began consideration of the petition on December 18, but on December 24 deferred action, at the request

of both parties, to allow for further study of the case as rare and unusual on the basis of manpower shortage. Again at the request of the company and the union, deliberations were resumed on January 19, 1953.

On January 22 the Committee approved all items of the proposed agreement except the establishment of a consolidated wage schedule. Action on this was deferred pending the filing of further data by the parties. However, the Executive Order of February 6, 1953, which ended controls on wages, automatically validated contract clauses then awaiting the Committee's approval, and the schedule was placed in effect.

The new contract, which covered about 20,000 production and maintenance workers, was effective through June 23, 1954. Provision was made for a reopening, on general and uniform wage-rate changes, in April 1953. Negotiations were begun on May 21, 1953, and continued until June 26, when agreement on an across-the-board increase was announced. The increase, effective June 24, 1953, was the only contract provision discussed during the reopening proceedings. A second reopening, after April 23, 1954, could include negotiations on wages, pensions, and insurance. Stipulation was made, however, that any new agreement regarding pensions and insurance was not to become effective before November 1, 1954.

July 1954-June 1956

Extended negotiations for a new agreement between the Bethlehem Steel Co. (Shipbuilding Division) and the IUMSW culminated in a settlement on September 18, 1954. Formal negotiations began June 3. When agreement was not reached by June 23, the expiration date of the existing contract, the union agreed not to strike before July 23 and work continued on a day-to-day basis thereafter.

The contract provided for a 3-cent-an-hour general wage increase effective September 20, 1954. The parties also agreed to an additional 2-cent wage increase and liberalization of pension and insurance plans effective November 1, 1954. The agreement was made effective from September 20, 1954 through July 31, 1956, with provision for a reopening on general and uniform wage-rate changes in June 1955. The insurance agreement ran to October 31, 1956, and the pension agreement to October 31, 1957.

Under the wage reopening provision, agreement was reached on July 23, 1955, for an hourly increase

ranging from 11.5 to 19 cents; the rate for standard first-class mechanics was increased by 15 cents.

June 1956-July 1959

Negotiations between the IUMSW and the Shipbuilding Division for a new agreement began on July 13, 1956, after the union's notification of its intent to reopen the contract, which was to expire on July 31. When agreement on new terms seemed unlikely by the expiration date of the contract, the union notified the company on July 16 that it would not strike before August 26.

Work continued on a day-to-day basis after this date, with the FMCS assisting in the negotiations, and the parties reached agreement on a 3-year contract on November 3, 1956.

The November settlement provided for wage-rate increases averaging 16 cents an hour effective October 29, 1956 (with retroactive payment for the period from August 1 through August 26, when the union's no-strike pledge had been in effect); additional increases averaging 8.5 cents an hour effective on August 1 of both 1957 and 1958; and two cost-of-living wage escalator reviews. Changes in supplementary benefits, effective at various dates throughout the contract period, included a seventh paid holiday and liberalized vacation, insurance, and pension benefits.

The contract was to be in force from November 3, 1956 through July 31, 1959.

August 1959-May 1963

Negotiations on union proposals for revisions in the agreement began on July 7, 1959. The company presented counterproposals the following day. With agreement unlikely by the expiration date, the union proposed a 30-day contract extension. The company rejected this proposal and, on August 1, the day the agreement expired, discontinued some union-security contract provisions. On August 13, the company put into effect the terms and conditions of employment it had proposed as modifications of the previous contract. Although union members authorized a strike call, work continued and negotiations proceeded with the assistance of the FMCS after the contract expired.

An authorized work stoppage at two of the company's yards began on January 22, 1960, and by the 28th of the month, the strike had spread to all eight Bethlehem East Coast shipyards. Among the issues

were rates of pay, seniority, call-in pay, grievance machinery, and other conditions of work.

Hearings on union charges that the company had engaged in unfair labor practices began on February 8, 1960 before the NLRB.

In the interval between the initiation of the strike and the final agreement, the company's request for an injunction against mass picketing was rejected by the Massachusetts State courts, but a Federal district court, on April 11, enjoined the union from resuming mass picketing and required the company to bargain in good faith. After the Federal injunctions had been issued, negotiations continued, and tentative agreement was reached on June 20, 21 weeks after the strike started. By June 23, following ratification of the contract by union members, work had resumed at all eight yards.

The new 3-year contract, effective through May 31, 1963, provided for a wage package of 25 cents an hour to be spread over the term of the agreement. The parties also agreed to incorporate the existing 17-cent cost-of-living allowance into basic rates and to discontinue the escalator clause. The employment and operating provisions of the new agreement were similar to those in the previous contract. In addition, separate agreements provided for a number of improvements in the pension plan, effective January 1, 1960, and liberalized insurance benefits on June 23 of that year.

A joint Human Relations Research Committee was established to plan and oversee studies and to recommend solutions of problems relating to wage incentives and such other overall problems as the parties by agreement might refer to the committee.

On October 25, 1961, the NLRB ruled that, with one exception relating to grievance procedures, the company was not guilty of unfair labor practices and evidence was insufficient to show that the company failed to bargain in good faith. Early in December 1961, the union asked the Board to reconsider its decision, and on December 8, the NLRB General Counsel asked the Board for clarification of its ruling. The company opposed the motion for reconsideration but took no position on the request for clarification.

The Board reconsidered the case, and in April 1962 ruled that the company had "deprived union representatives of certain seniority rights and declined to process grievances as before." The Board held, however, that in totality the company had not engaged in bad faith bargaining.

On appeal, the 3rd Circuit Court of Appeals held that although an impasse had been reached in bar-

gaining it was not a "legally cognizable impasse" because the company had committed a technical violation of the Act before the point of impasse had been reached. The 3rd Circuit Court of Appeals, therefore, remanded the case to the National Labor Relations Board.

Thereafter, the Board issued a decision and order finding that the "legally cognizable impasse" had not been reached before the company had imposed its changes in the seniority provisions, and directed the company to compensate eligible employees for losses they suffered as a result of the unilateral changes in terms and conditions of employment.

In 1965, the company and union entered into an agreement carrying out this requirement. In July 1962, the parties amended their pension plan to conform to the benefits provided by the company's steelmaking divisions.⁴ The amendments liberalized early retirement eligibility requirements for employees whose service was broken by disability, closure of a yard or department, or retirement by mutual agreement. Benefits were made available to employees who met these conditions and were at least 55 years old with a minimum of 15 years' service, when the two totaled 75. Age and years of service for employees under 55 had to total 80.

June 1963-July 1966

Negotiations to replace the 3-year basic contract expiring May 31, 1963 began on May 3 of that year. In lieu of specific wage demands, the union proposed that the parties consider methods of assuring employees a reasonable annual income. It also proposed revisions in clauses governing incentive pay, overtime, shift premium pay, paid holidays, vacations, and pay for dirty work, and request establishment of supplemental unemployment benefits and severance pay plans. The company did not make an immediate counterproposal, but agreed to study the union's demands. On May 11, discussions were recessed until June 4 for this purpose. To avoid "deadline bargaining," the parties agreed to extend the contract to August 1, with provision for an

⁴In a letter to the union dated June 23, 1962, the company agreed that any changes in pension benefits at the company's basic steel plants before June 1, 1963, by agreement with the United Steelworkers of America, would be made applicable simultaneously to employees in the Atlantic Coast Shipyards Division. The Steelworkers' pension benefits were changed effective July 1, 1962; for details, see "Wage Chronology: United States Steel Corp. and United Steelworkers of America (AFL-CIO), March 1937-April 1974," BLS Bulletin 1814, P. 61.

additional 30-day extension if agreement on a new contract had not been reached within that period. When settlement was not reached by August 1, the union notified the company that it was terminating the contract effective September 1.

Agreement on terms of a 3-year contract was reached on August 12. Wage increases and the cost of fringe benefit improvements were valued at 29 cents an hour by the union. Hourly rates of pay were increased by 6 cents, retroactive to August 1, with 5-cent increases effective August 1 of 1964 and 1965. Two additional paid holidays raised the total to 9. Also, the agreement liberalized vacation eligibility provisions and increased life insurance, weekly sickness and accident, and hospitalization benefits.

The new contract covering about 15,000 employees at six locations⁵ was to remain in effect through July 31, 1966, with no reopening provisions.

August 1966-July 1969

Negotiations between the company⁶ and union for a new contract began late in June 1966, after union notification of its intent to reopen the existing agreement, which was scheduled to expire on July 31.

On June 21, the IUMSW proposed changes in the existing contract. Wage demands included a general upward adjustment of wage rates and the upgrading of rates for several job classifications of employees. Other economic proposals included double time in addition to holiday pay for work on holidays, an amended call-in pay provision, liberalized vacation benefits, and two additional paid holidays. It also demanded that the company, at its sole cost, maintain a comprehensive insurance program for employees and dependents. The union also proposed the pension agreement be made identical with that which the company had granted the United Steelworkers of America. Although the union made no specific proposal on severance pay and supplemental unemployment benefits, it was requested that they be discussed

⁵Yards were in Boston and Quincy, Mass., Hoboken, N.J., and Sparrows Point and Baltimore, Md., and a foundry and propeller plant in Staten Island, N.Y.

The company's Staten Island, N.Y. yard was closed on Oct. 31, 1960 (the foundry and propeller plant continued operation until May 31, 1971). Other yards subsequently closed were the 27th Street yard in Brooklyn, N.Y., on Feb. 28, 1962; the 56th Street yard in Brooklyn, N.Y., on June 30, 1963; and the Quincy yard in Quincy, Mass., on Dec. 31, 1963.

⁶The Bethlehem Steel Co. (Shipbuilding Division) changed its name to Bethlehem Steel Corp. (Shipbuilding Department) on Jan. 1, 1965.

during the negotiations and provisions covering these benefits be incorporated into the new contract.

The company did not make an initial "offer" as such. Its offer evolved as negotiations progressed.

On August 1, the parties announced the successful completion of their negotiations. The new 3-year contract included wage increases of 5 to 7 cents an hour effective August 1, 1966; 8 to 10 cents on August 1, 1967; and 10 to 12 cents on August 1, 1968. Changes in supplementary benefits included substitution of Good Friday for February 22 as a paid holiday and a fourth week of vacation for employees with 25 years or more of service. In addition, the company agreed to assume full cost of life and health insurance.

The new contract covering about 6,000 employees was to remain in effect through July 31, 1969; there were no reopening provisions.

August 1969-July 1972

Representatives of the parties met on June 24, 1969 to initiate negotiations on an agreement to replace the pact scheduled to expire on July 31.

By July 23, although considerable progress had been made, no agreement on a contract had been reached. Shipyard workers at Sparrows Point (Baltimore) voted to give their negotiating committee power to take any action necessary, including calling a strike during the remaining negotiations. When a new contract had not materialized by August 1, Locals 24 and 33 of the IUMSW went on strike at the Baltimore yards (Key Highway and Sparrows Point, respectively). Employees at the three other facilities concerned in the negotiations—East Boston, Mass. and Hoboken, N.J. yards, and the Staten Island, N.Y. foundry and propeller plant—continued to work, however.

A tentative agreement was reached on August 4, but the walkout continued until the new contract was ratified. This occurred at the Staten Island, N.Y. and East Boston, Mass. yards on August 6, at the Key Highway installation on August 9, and at the Hoboken, N.J. yards on August 10. However, on August 10, members of Local 33 at the Sparrows Point yard, voted not to accept the contract. Nevertheless, since a majority of the five locals concerned had ratified the agreement, it was accepted and all striking employees returned to work on August 11, ending a 10-day strike.

The new contract provided wage increases of 66-cents-an-hour over a 3-year period, plus improved

benefits. Wage increases included a 25-cent-per-hour raise retroactive to August 1, and deferred increases of 23 cents on August 1, 1970 and 18 cents on August 1, 1971. Benefit changes included improvements in company-paid life and medical insurance, liberalized sickness and accident benefits, an increase in monthly pensions to \$5 per service year from the previous \$3, and introduction of a bereavement pay provision.

The contract, covering approximately 6,000 employees, was to remain in effect through July 31, 1972, with no reopening provision.

August 1972-August 1975

Union and management representatives met on June 28, 1972 to initiate bargaining on an agreement to replace the pact scheduled to expire July 31, 1972. Initial union demands included a substantial and uniform wage increase; a guaranteed annual wage; reestablishment of a cost-of-living escalator clause; improvements in health and welfare and pension plans; double time for all overtime; an increase in the night shift bonus to 10 from 7 percent; improved vacations; and 2 additional floating holidays. Two months of negotiations failed to produce a new agreement and on August 1, workers struck the four shipbuilding facilities—the Sparrows Point and Baltimore yards located in the Baltimore, Md. area, and those in Hoboken, N.J., and Boston, Mass.

A tentative agreement had been reached on August 1, but was rejected overwhelmingly by the 3,700 workers at the two Baltimore yards. Workers at the smaller Hoboken and Boston yards had voted heavily in favor of accepting the pact. The settlement was rejected largely because the union members considered the vacation and pension provisions to be inadequate. A second proposed agreement was reached on August 10 in Washington, D.C., with the assistance of the FMCS. The contract was ratified on August 13, 1972, and the strikers returned to work the next day.

The contract provided for hourly wage increases of 25 cents effective August 14; 20 cents on August 14, 1973; and 30 cents on August 14, 1974. Benefit changes included improvements in company-paid life and medical insurance, liberalized sickness and accident benefits, improved vacations, and an increase in pensions to \$7.50 a month per year of credited service, from \$5. The contract also established a cost-of-living escalator clause, providing for quarterly adjustments from August 1, 1973 through May 1, 1974 of 1 cent an hour for each 0.5-point increase in the BLS-CPI (1967=100) over 1.5 points above the June 1973 Index; and for quarterly adjustments between August 1, 1974 and May 1, 1975 of 1 cent for each 0.5-point increase over 1.5 points above the March 1974 Index.

The contract, covering about 5,000 employees, was to remain in effect through midnight August 13, 1975, with no reopening provisions. The following tables bring the wage chronology up to date through the termination date of the agreement.

Table 1. General wage changes¹

Effective date	Provision	Applications, exceptions, and other related matters
June 23, 1941 (by Atlantic Coast Zone Stabilization Agreement).	Increases averaging approximately 10 cents an hour.	Agreement established rate of \$1.12 an hour for standard first-class mechanics and provided for corresponding increases to employees in other grades and classes.
June 23, 1942 (by Atlantic Coast Zone Stabilization Agreement).	8-cents-an-hour increase.	
Mar. 3, 1943 (by Directive Order of National War Labor Board, July 6, 1943).	.....	10 occupations increased to standard first-class rate of \$1.20 an hour. Intermediate classifications increased accordingly.
June 23, 1943 (by Directive Order of National War Labor Board, Apr. 13, 1944).	Increases averaging approximately 2 cents an hour.	Result of zone-wide review by Shipbuilding Commission of the NWLB, which established approvable job rates to eliminate gross intraplant inequities and to adjust specific wage rates to the minimum of the going wage rate bracket.
Dec. 4, 1945 (by agreement of National Shipbuilding Conference, approved by National Wage Stabilization Board, Feb. 27, 1946).	18-cents-an-hour increase.	
Nov. 10, 1947 (agreement of Nov. 10, 1947).	12-cents-an-hour increase.	
July 24, 1948 (agreement of July 23, 1948).	7-cents-an-hour increase.	Approved by Wage Stabilization Board, June 7, 1951.
Jan. 1, 1951 (agreement of Feb. 18, 1951).	18½- to 31-cent increase, averaging 22½ cents an hour.	Approved by Wage Stabilization Committee, Jan. 22, 1953.
Apr. 14, 1952 (agreement of Aug. 27, 1952).	Increases ranging from 12½ to 24 cents, and averaging 18 cents an hour.	
June 24, 1953 (agreement of June 26, 1953).	7-cents-an-hour increase.	
Sept. 20, 1954 (agreement of same date).	3-cents-an-hour increase.	
Nov. 1, 1954 (agreement of Sept. 20, 1954).	2-cents-an-hour increase.	15-cent increase for first-class mechanics, applicable to a majority of the covered employees. Specialists' rates were increased by amounts up to 19 cents an hour.
July 23, 1955 (agreement of same date).	11.5- to 19-cents-an-hour increase.	
Oct. 29, 1956 (agreement dated Nov. 3, 1956).	9- to 22-cents-an-hour increase, averaging 16 cents.	18-cents-an-hour increase for first-class mechanics, applicable to a majority of the covered employees. Specialists' rates were increased by amounts up to 22 cents an hour. Retroactive for the period Aug. 1, through Aug. 26, 1956. Deferred increases ranging from 7 to 10 cents an hour effective Aug. 1 of 1957 and 1958. New agreement provided for cost-of-living adjustments, effective July 1958 and Jan. 1959, of 1 cent an hour, added to straight-time hourly earnings, for each alternating 0.4- and 0.5-point change in the BLS-CPI above a level of 116.2 (1947-49=100). No reduction in cost-of-living allowance unless decline in the index warranted wage decrease of at least 2 cents. ²
Aug. 1, 1957 (agreement dated Nov. 3, 1956).	7- to 10-cents-an-hour increase, averaging 8.5 cents.	Deferred increase. 9-cents-an-hour increase for first-class mechanics. Specialists' rates increased by amounts up to 10 cents an hour.
July 1958 (first pay period beginning in month).	16-cents-an-hour increase.	First semiannual adjustment of cost-of-living allowance.
Aug. 1, 1958 (agreement dated Nov. 3, 1956).	7- to 10-cents-an-hour increase, averaging 8.5 cents.	Deferred increase. 9-cents-an-hour increase for first-class mechanics. Specialists' rates increased by amounts up to 10 cents an hour.
January 1959 (first pay period beginning in month).	1-cent-an-hour increase.	Second semiannual adjustment of cost-of-living allowance.

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
June 23, 1960 (agreement of same date).	4-cents-an-hour increase.	Deferred increases of 5, 11, and 5 cents an hour effective Aug. 1 of 1960, 1961, and 1962, respectively.
Aug. 1, 1960 (agreement dated June 23, 1960).	5-cents-an-hour increase.	Previous 17-cent cost-of-living allowance incorporated into basic hourly rates and escalator clause discontinued.
Aug. 1, 1961 (agreement dated June 23, 1960).	11-cents-an-hour increase.	Deferred increase.
Aug. 1, 1962 (agreement dated June 23, 1960).	5-cents-an-hour increase.	Deferred increase.
Aug. 1, 1963 (agreement of same date).	6-cents-an-hour increase.	Deferred increase.
Aug. 1, 1964 (agreement dated Aug. 1, 1963).	5-cents-an-hour increase.	Deferred increases effective Aug. 1 of 1964 and 1965. Additional inequity adjustments for certain occupations.
Aug. 1, 1965 (agreement dated Aug. 1, 1963).	5-cents-an-hour increase.	Deferred increase.
Aug. 1, 1966 (agreement of same date).	5- to 7-cents-an-hour increases, averaging 6 cents.	Deferred increase.
Aug. 1, 1967 (agreement dated Aug. 1, 1966).	8- to 10-cents-an-hour increases, averaging 9 cents.	Agreement also provided for deferred increases of 8 to 10 cents on Aug. 1, 1967, and 10 to 12 cents on Aug. 1, 1968.
Aug. 1, 1968 (agreement dated Aug. 1, 1966).	10- to 12-cents-an-hour increases, averaging 11 cents.	Deferred increase.
Aug. 1, 1969 (agreement of same date).	25-cents-an-hour increase.	Deferred increase.
Aug. 1, 1970 (agreement dated Aug. 1, 1969).	23-cents-an-hour increase.	Agreement also provided for deferred increases on Aug. 1, 1970 and Aug. 1, 1971.
Aug. 1, 1971 (agreement dated Aug. 1, 1969).	18-cents-an-hour increase.	Deferred increase.
Aug. 14, 1972 (agreement of same date).	25-cents-an-hour increase.	Deferred increase.
Aug. 1, 1973 Aug. 14, 1973 (agreement dated Aug. 14, 1972).	No change. 20-cents-an-hour increase.	Agreement also provided for deferred increases on Aug. 14, 1973 and Aug. 14, 1974, and for the reestablishment of a cost-of-living escalator clause to provide quarterly adjustments from Aug. 1, 1973 through May 1, 1974 of 1 cent for each 0.5-point increase in the BLS-CPI (1967=100) over 1.5 points above the June 1973 index, and quarterly adjustments between Aug. 1, 1974 and May 1, 1975 of 1 cent for each 0.5-point increase over 1.5 points above the March 1974 index. ³
Nov. 1, 1973	3-cents-an-hour increase.	First review under cost-of-living escalator clause.
Feb. 1, 1974	6-cents-an-hour increase.	Deferred increase.
May 1, 1974	9-cents-an-hour increase.	Quarterly review of cost-of-living allowance.
Aug. 1, 1974	5-cents-an-hour increase.	Quarterly review of cost-of-living allowance.
Aug. 14, 1974 (agreement dated Aug. 14, 1972).	30-cents an hour increase.	Quarterly review of cost-of-living allowance.
Nov. 1, 1974	9-cents-an-hour increase.	Deferred increase.
Feb. 1, 1975	6-cents-an-hour increase.	Quarterly review of cost-of-living allowance.
May 1, 1975	5-cents-an-hour increase.	Quarterly review of cost-of-living allowance.

See footnotes at end of table.

Footnotes to table 1

¹General wage changes are upward or downward adjustments affecting an entire establishment, bargaining unit or plant at one time. They do not include adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates or incentive rates) that do not immediately or noticeably affect the average wage level.

Wage changes listed above were the major adjustments in the general wage level made during the period covered. Because of fluctuations in workers' incentive earnings, changes in type of vessels constructed, the omission of non-general changes in rates of pay, and other factors, the sum of the general changes will not necessarily coincide with the amount of changes in average hourly earnings over the same period.

²The new agreement provided that cost-of-living adjustments be based on the BLS-CPI for May and November 1958 to be effective in July 1958 and January 1959, respectively, as follows:

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

³Cost of living adjustments were determined according to the following table:

Excess of applicable CPI over applicable CPI base (CPI points)	Cost-of-living allowance (cents per hour)
1.9 or less.....	0
2.0 to 2.4	1
2.5 to 2.9	2
3.0 to 3.4	3
3.5 to 3.9	4
4.0 to 4.4	5
etc.....	etc.

Cost of living allowance was an "add-on" and not part of the employee's hourly base rate of pay. Such adjustments were payable only for hours actually worked and for call-in and minimum pay and included in the calculation of overtime premium, but not in the calculation of any other pay, allowance, or benefit.

Table 2. Basic wage rates by grade and class in Boston, New York City, and Baltimore, 1941-74¹

Effective date and area	Job classification ²								
	Standard mechanics ³			Handymen		Helpers		Laborers	
	Class 1 ⁴	Class 2 ⁵	Class 3	First 90 days ⁶	Thereafter ⁷	First 60 days ⁶	Thereafter ⁷	First 30 days ⁸	- Thereafter ⁷
June 23, 1941:									
Boston	\$1.12	\$0.93	\$0.87	-	\$0.80	\$0.725	\$0.75	-	\$0.75
New York.....	1.12	1.01	.88	-	.84	.74	.78	-	.725
Baltimore ⁹	1.12	1.05	1.00	\$0.80	.85	.725	.75	-	.725
June 23, 1942:									
Boston	1.20	1.01	.95	-	.88	.805	.83	-	.83
New York.....	1.20	1.09	.96	-	.92	.82	.86	-	.805
Baltimore ⁹	1.20	1.13	1.08	.88	.93	.805	.83	-	.805
June 23, 1943:									
Boston	1.20	1.12	1.04	.92	.98	.84	.88	\$0.78	.83
New York.....	1.20	1.12	1.04	.92	.98	.84	.88	-	.805
Baltimore.....	1.20	1.14	1.04	.93	.98	.805	.84	.78	.805
Dec. 4, 1945:									
Boston	1.38	1.30	1.22	1.10	1.16	1.02	1.06	.96	.01
New York.....	1.38	1.30	1.22	1.10	1.16	1.02	1.06	-	.985
Baltimore.....	1.38	1.30	1.22	1.10	1.16	.985	1.02	.96	.985
Nov. 10, 1947:									
Boston	1.50	1.42	1.34	1.22	1.28	1.14	1.18	1.08	1.13
New York.....	1.50	1.42	1.34	1.22	1.28	1.14	1.18	-	1.105
Baltimore.....	1.50	1.42	1.34	1.22	1.28	1.105	1.14	1.08	1.105
July 24, 1948:									
Boston	1.57	1.49	1.41	1.29	1.35	1.21	1.25	1.15	1.20
New York.....	1.57	1.49	1.41	1.29	1.35	1.21	1.25	-	1.175
Baltimore.....	1.57	1.49	1.41	1.29	1.35	1.175	1.21	1.15	1.175
Jan. 1, 1951:									
Boston	1.80	1.72	1.64	1.48	1.56	1.395	1.44	1.31	1.385
New York.....	1.80	1.72	1.64	1.48	1.56	1.395	1.44	1.31	1.36
Baltimore.....	1.80	1.72	1.64	1.48	1.56	1.36	1.395	1.31	1.36
All areas:									
Apr. 14, 1952	2.00	1.91	1.82	1.63	1.72	1.535	1.59	1.435	1.49
June 24, 1953.....	2.07	1.98	1.89	1.70	1.79	1.605	1.66	1.505	1.56
Sept. 20, 1954	2.10	2.01	1.92	1.73	1.82	1.635	1.69	1.535	1.59
Nov. 1, 1954.....	2.12	2.03	1.94	1.75	1.84	1.655	1.71	1.555	1.61
July 23, 1955.....	2.27	2.17	2.07	1.87	1.97	1.775	1.83	1.67	1.73
Oct. 29, 1956.....	2.45	2.33	2.21	1.98	2.09	1.865	1.94	1.82	-
Aug. 1, 1957.....	2.54	2.42	2.29	2.05	2.17	1.935	2.01	1.89	-
Aug. 1, 1958 ¹⁰	2.63	2.51	2.37	2.12	2.25	2.005	2.08	1.96	-
June 23, 1960 ¹¹	2.84	2.72	2.58	2.33	2.46	2.215	2.29	2.17	-
Aug. 1, 1960.....	2.89	2.77	2.63	2.38	2.51	2.265	2.34	2.22	-
Aug. 1, 1961.....	3.00	2.88	2.74	2.49	2.62	2.375	2.45	2.33	-
Aug. 1, 1962.....	3.05	2.93	2.79	2.54	2.67	2.425	2.50	2.38	-
Aug. 1, 1963.....	3.11	2.99	2.85	2.60	2.73	2.485	2.56	2.44	-
Aug. 1, 1964.....	3.16	3.04	2.90	2.65	2.78	2.535	2.61	2.49	-
Aug. 1, 1965.....	3.21	3.09	2.95	2.70	2.83	2.585	2.66	2.54	-
Aug. 1, 1966.....	3.27	3.15	3.01	2.76	2.89	2.635	2.71	2.59	-
Aug. 1, 1967.....	3.36	3.24	3.10	2.85	2.98	2.715	2.79	2.67	-
Aug. 1, 1968.....	3.47	3.35	3.21	2.96	3.09	2.815	2.89	2.77	-
Aug. 1, 1969.....	3.72	3.60	3.46	3.21	3.34	3.065	3.14	3.02	-
Aug. 1, 1970.....	3.95	3.83	3.69	3.44	3.57	3.295	3.37	3.25	-
Aug. 1, 1971.....	4.13	4.01	3.87	3.62	3.75	3.475	3.55	3.43	-
Aug. 14, 1972.....	4.38	4.26	4.12	3.87	4.00	3.725	3.80	3.68	-
Aug. 14, 1973.....	4.58	4.46	4.32	4.07	4.20	3.925	4.00	3.88	-
Aug. 14, 1974 ¹²	4.88	4.76	4.62	4.37	4.50	4.225	4.30	4.18	-

See footnotes on next page.

Footnotes to table 2

¹ Eight shipyards were operating during most of the period from 1941 to the early 1960's. Rates shown for those years were paid to workers in 2 yards in the Boston harbor area (from 1941 through 1945, 1 of these—the Quincy yard—was not covered by the East Coast Master Agreement); 4 yards in the New York harbor area; and 2 in the Baltimore harbor area. The company closed the following yards: Staten Island, N.Y. on Oct. 31, 1960 (the foundry and propeller plants continued operating until May 31, 1971); the 27th Street yard in Brooklyn, N.Y. on Feb. 28, 1962; the 56 Street yard in Brooklyn, N.Y. on June 30, 1963; and Quincy, Mass. on Dec. 31, 1963.

Certain groups of employees at the Sparrows Point yard who are paid under existing group incentive or piecework plans generally earn more than the basic hourly rate. The basic hourly rate, however, serves as a guaranteed minimum to those workers.

² Generally, the occupational structure at these shipyards has five major grades, four presented here. Within the standard mechanic grade are three classes which, in effect, are for different degrees of skill. Occupations, which at their highest level require less skill than mechanics but more than handymen, are paid either class 2 or class 3 rates, while skilled mechanics are paid class 1 rates. Handymen and helpers have two rates—a starting rate and a final rate, which is effective after a designated period of satisfactory service.

This table does not include premium rates paid to employees engaged in scaling or wire brushing or working on ground blown glass or other hazardous types of insulation, sand blasting, etc.

Higher rates were paid to employees in premium classifications which are not shown in this table, including anglesmiths (heavy fire), blacksmiths (heavy fire), coppersmiths, crane operators (special), power engineers, layout men, loftsmen, patternmakers, rivet testers, sheet-metal sketchers, sign painters, tool and die makers and toolsmiths, as well as specialists in all mechanics' trades (coremakers and molders were included in premium classifications before 1972).

³ Occupations varied among the yards. The following occupations were classified in the standard mechanic grade at all of the yards: Anglesmiths (light fire), blacksmiths (light fire), boilermakers, burners, carpenters, caulkers (wood), chippers and caulkers, compressor men, dockhands, drillers, electricians, joiners, launch operators, layout men, locomotive engineers, machinists, markers (welding), masons, outside machinists, painters, pipe coverers, pipefitters, pressmen and rollmen, riggers, riveters, sheet-metal workers, shipfitters, tool repairmen, and welders. Erectors were classified in the standard mechanic grade except in the New York harbor yards, when they were in operation, and auto mechanics classified in this grade except at the Quincy yard, when it was in operation.

⁴ In 1941 and 1942, the Boston yards also had a class 1b with a rate of \$1.02 in 1941 and \$1.10 in 1942.

⁵ In 1943, the Baltimore yards also had a class 2b with a rate of \$1.09.

⁶ Before 1945, class 2.

⁷ Before 1951, class 1.

⁸ Before 1952, there was a class 2 grade at Boston, which had the same rates as class 1 at New York and Baltimore. A single rate for laborers, regardless of service, was established on Oct. 29, 1956.

⁹ Rates are for the Baltimore (Key Highway) yard only. At the Sparrows Point and Fairfield yards, rates for standard mechanics ranged from \$0.90 to \$1.12 in 1941 and \$0.98 to \$1.20 in 1942.

¹⁰ Rates do not include the 16-cent cost-of-living adjustment then in effect.

¹¹ Rates include the 17-cent cost-of-living allowance, which was incorporated into basic hourly rates on June 23, 1960.

¹² Rates do not include the 23-cent cost-of-living allowance in effect on this date.

Table 3. Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Shift premium pay		
June 23, 1941.....	7 percent of established base rate for work on 2d or 3d shift.	In accordance with Atlantic Coast Zone Standards. Applicable to piecework or incentive payments but not to overtime.
Dec. 15, 1943 .....	.....	Night premium in addition to overtime paid day shift employees who worked beyond regular shift on premium days or holidays.
Overtime pay		
June 23, 1941.....	Time and one-half for work over 8 hours a day or 40 hours a week.	In accordance with company practice and Atlantic Coast Zone Standards.
Sept. 18, 1942 .....	.....	Premium rate also paid for work performed during hours outside employee's regular shift, provided employee was not transferred from one regular shift to another.
Dec. 15, 1943 .....	.....	Time and one-half for 8 hours paid employees transferred from 1 shift to another during regular work-week unless 48 hours' notice was given.
May 6, 1946 .....	.....	Premium rate paid for work during regularly scheduled lunch hour.
Premium pay for weekend work		
June 23, 1941.....	Time and one-half for work on Saturday as such, double time on Sunday.	In accordance with company practice and Atlantic Coast Zone Standards.
July 19, 1942 ¹	Changed in new construction yards to: Time and one-half for work on 6th consecutive day, double time on 7th consecutive day.	In accordance with 1942 Chicago amendments to Zone Standards.
Oct. 6, 1945	Changed back to: Time and one-half for work on Saturday as such, double time on Sunday.	In accordance with amendments to 1942 Chicago agreement.
Holiday pay		
June 23, 1941.....	Double time for work on specified holidays. No pay for holidays not worked.	In accordance with company practice and Atlantic Coast Zone Standards, which did not specify the holidays for which the premium would be paid. Holidays previously recognized by company practice continued to be those for which premium was paid. Holidays differed from yard to yard.
July 19, 1942 ¹	Changed: Time and one-half for work on specified holidays.	In accordance with 1942 Chicago amendments to Zone Standards.
Oct. 6, 1945	Changed back to: Double time for work on specified holidays. No pay for holidays not worked.	In accordance with amendments to 1942 Chicago Agreement.
Aug. 27, 1952	Six paid holidays established for which worker received 8 hours' straight-time pay. Double time (total) for holidays worked.	Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. Holiday pay allowed in addition to vacation pay if a holiday fell within a vacation.
Nov. 3, 1956 (agreement of same date).	Added: 7th paid holiday	Holiday was Washington's Birthday.
July 1, 1957 (agreement dated Nov. 3, 1956)	Increased: Double time and one-tenth (total) for all work performed on 7 specified holidays.	
July 1, 1958 (agreement dated Nov. 3, 1956).	Increased: Double time and one-fourth (total) for all work performed on 7 specified holidays.	

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
Aug. 1, 1963 (agreement of same date).	Added: 2 paid holidays (total 9).	Columbus Day and Veterans' Day. Continued:
		Holidays falling on Sunday to be observed on Monday. To receive holiday pay, employee must have (1) worked 240 hours or more within any period of 90 days after the date of employment; (2) been entitled to minimum pay for any day in either the calendar week in which holiday was observed or the preceding week; and (3) worked all hours required or been entitled to minimum pay on first scheduled workday both following and preceding the holiday, unless he failed to work for good cause.
Aug. 1, 1966 (agreement of same date).	.....	Changed: Good Friday substituted for February 22 as a paid holiday.
Aug. 1, 1969 (agreement of same date).	Changed: Whenever State or Federal statute required any holiday to be observed on a day or date other than that previously observed by the company, the holiday would be observed on the day or date prescribed by State or Federal statute.	
Travel pay		
June 23, 1941.....	Allowance to cover travel time and expenses paid employee required to travel between yard or home and an outside job before or after regular working hours.	In accordance with company practice. Provision generally applied to company's repair yards.
Sept. 18, 1942.....	.....	Travel pay to be at overtime rate if travel occurred during periods employee was entitled to premium rate.
Paid vacations		
June 23, 1941..... 2'	1 week vacation after 3 years' service, 2 weeks after 15 years.	In accordance with company practice. Rate of pay to equal average of earnings and hours during 10 weeks immediately preceding vacation period with minimum allowance of 40 hours and maximum of 48 hours.
May 1, 1943.....	Changed: 1 week vacation after 1 year of service, 2 weeks after 5 years.	In accordance with Directive Order of National War Labor Board dated Sept. 14, 1943, which provided the 1-week provision was to become effective in 1943 and the 2-week provision in 1944.
Jan. 1, 1948.....	Added: 3 weeks' vacation after 25 years' service.	Pay for each vacation week to equal 2 percent of earnings during 12 consecutive months preceding Jan. 1. Proportionate pay given employee laid off.
Jan. 1, 1952.....	Changed: 3 weeks' vacation after 15 years' service.	Period for computing vacation pay increased by 1 month (through Dec. 1 of any year).

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters	
Paid vacations—Continued			
Jan. 1, 1957 (agreement dated Nov. 3, 1956).	Added: Minimum of 40 hours' base rate vacation pay for each week of vacation after 1,000 hours' work in preceding calendar year.	No change in length of vacation period. In effect and continued: Eligible employee laid off or granted leave of absence after January 1 of any calendar year and before taking vacation to receive allowance equal to vacation pay computed as if vacation had begun on date of layoff or leave of absence. Amount of allowance to be deducted from pay for any subsequent vacation taken in that year.	
Jan. 1, 1958 (agreement dated Nov. 3, 1956).	Added: Additional half week's vacation pay (1 percent of earnings) for 3 but fewer than 5, 10 but fewer than 15, and 25 or more years' service. ²	For purposes of computing vacation pay, earnings to include (a) temporary total disability payments under workmen's compensation law and (b) sickness and accident insurance benefits, in addition to compensation for work performed. Added: Minimum of 20 hours' base rate pay for each half week of vacation pay.	
Aug. 1, 1963 (agreement of same date).	Changed: Minimum work requirement in preceding calendar year reduced to 950 hours.	Vacation pay continued to be calculated at rate of 2 percent of earnings for the 12 consecutive months preceding January 1 of vacation year for each week of vacation, with a minimum for those who worked at least 750 hours in the preceding calendar year of 40 times employee's regular hourly base rate plus any fraction of a week of extra pay to which he was entitled. Each employee entitled to extra vacation pay could take an additional 3 days off without pay instead of the extra vacation pay of 3/4 week's salary, 2 days off instead of 1/2 week's pay, and 1 day off instead of 1/4 week's pay. Such time off had to be taken in connection with and immediately before employee's regular vacation. If 2 or 3 days were taken they had to be consecutive.	
Aug. 1, 1966 (agreement of same date).	Added: 4 weeks' vacation after 25 years or more of service. Additional half week's vacation pay for 20 but fewer than 25 years' service. ³		
Jan. 1, 1973 (agreement dated Aug. 14, 1972).	Changed: 2 weeks' vacation after 3 years of continuous service, 3 weeks after 10, 4 weeks after 20, and a 5th week after 30 years. ⁴ Extra vacation pay amounted to 3/4 week's pay after 1 but fewer than 3 years of continuous service, 5 but fewer than 10 years, and 15 but fewer than 20 years; 1/4 week's pay after 3 but fewer than 5 years, and 10 but fewer than 15 years; and 1/2 week's pay after 25 but fewer than 30 years.		
Call-in pay			
June 23, 1941.....	Employee notified to report but not put to work guaranteed 2 hours' pay at regular rate.		In accordance with company practice at some yards.
Sept. 18, 1942.....	Added: Employee put to work guaranteed 4 hours' pay at regular rate.	Not applicable if employee quit before the end of the 4-hour period or was laid off because of bad weather, machinery breakdowns, or other causes beyond the control of the company.	
Dec. 15, 1943.....	Added: 2-hour guarantee extended to employees reporting to work without contrary notification by company and not put to work.		
May 6, 1946.....		Employee laid off because of weather, etc., guaranteed 2 hours' pay.	
Aug. 27, 1952.....		Employee entitled to call-in pay received holiday pay in addition if called on a holiday.	
Nov. 3, 1956 (agreement of same date).	Added: 4 hours' pay guarantee extended to employees called in or reporting to work without contrary notification by company.	Not applicable if employee did not (1) report for work or (2) complete 4 hours' work because of (a) a labor dispute, (b) utility failure beyond the control of management, (c) an act of God (other than bad weather), or (d) personal reasons.	

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Premium pay for dirty work		
June 23, 1941.....	Time and one-half the regular rate paid employees required to perform unusually dirty work.	In accordance with company practice at repair yards. Dirty work defined as work in uncleaned oil tanks and Diesel crank pits and similar work.
Dec. 15, 1943 .....	.....	Dirty work redefined as (1) working in oil tanks, Diesel crank pits, tank tops under engine and boiler room floors, bilges, fore and aft wells, forepeak and afterpeak tanks, and double bottoms, (2) arranging chain in chain lockers when chain or locker has been coated with oil or similar substances, and (3) work in applying hot Bitumastic Enamel manually within confined tanks where adequate ventilation is not provided.
Aug. 27, 1952 .....	.....	Dirty work definition expanded to include working in grease. Nine shipboard areas and one shop area added to the list of locations where premium pay applied.
Aug. 1, 1963 (agreement of same date).	.....	Added: Dirty work definition expanded to include work inside sanitary sewage dumps at Quincy yard.
Aug. 1, 1969 (agreement of same date).	.....	Changed: "Dirty-work" definition expanded to include work which required the employee to get inside lower boiler drums or inside oiled sump tanks under the main engine.
Call-back pay		
June 23, 1941.....	Employee returning to work less than 6 hours after quitting time to be paid time and one-half for all hours worked until a 6-hour break occurs.	In accordance with company practice.
May 6, 1946	Period increased to 8 hours.	
Pay for trial trips		
Aug. 27, 1952	Standardized payment for trial trips of more than 24 hours, formerly in effect in Quincy Yard, extended to cover all yards.	Pay for each day ⁵ to be as follows: (1) on non-premium days, flat payment of 12 times regular hourly rate of pay or straight time for 8 hours and double time thereafter; or (2) on Saturday, 12 times regular hourly rate of pay and double time for work in excess of 8 hours; or (3) on Sunday or a holiday, either (a) 16 times regular hourly rate of pay or (b) double time for hours worked, whichever was greater.
June 23, 1960 (agreement of same date).	.....	Changed to: Pay for a holiday to be the greater of (a) 16 hours at regular hourly rate, (b) 2 times regular hourly rate on holiday other than 1 of 7 specified holidays, or (c) 2¼ times regular hourly rate on 1 of 7 specified holidays.

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pay for trial trips—Continued		
<p>Aug. 14, 1972 (agreement of same date).</p>	<p>.....</p>	<p>Changed: Payment for employee assigned to a trial trip of more than 24 hours: For each day of such trial trips he would be paid (1) 12 times his regular hourly rate of pay, or (2) on any day except Saturday, Sunday, or a holiday, 12 times his regular hourly rate of pay plus 1½ times his regular hourly rate of pay for all hours worked over 8 hours on such day, or (3) on a Saturday, 14 times his regular hourly rate of pay plus 2 times his regular hourly rate of pay for all hours worked over 8 hours on such Saturday, or (4) on a Sunday or a holiday (a) 18 times his regular hourly rate of pay or (b) 18 times his regular hourly rate of pay plus 2 times his regular hourly rate of pay for all hours worked over 8 hours on such Sunday or holiday other than one of the holidays specified in the contract, or (c) 22 times his regular hourly rate of pay plus 2½ times his regular hourly rate of pay for all hours worked over 8 hours on one of the holidays specified in the contract, whichever was greatest; provided, however, that work on the last day of a trial trip would be paid for as if performed at the shipyard.</p>
Jury-duty pay		
<p>Nov. 3, 1956 (agreement of same date).</p>	<p>Employee to receive difference between 8 hours' average straight-time earnings and payment for jury service for each day of service on which he otherwise would have worked.</p>	<p>Employee to present proof of service and amount of pay received.</p>
<p>June 23, 1960 (agreement of same date).</p>	<p>Changed: Employee to receive difference between 8 times regular hourly base rate of pay and payment for jury service for each day of service on which he otherwise would have worked. Added: Employee to receive holiday pay in addition to jury pay for each day of jury service on which he would have been entitled to holiday pay.</p>	
<p>Aug. 1, 1969 (agreement of same date).</p>	<p>Changed: Definition of jury duty expanded to include employees who were subpoenaed as witnesses.</p>	<p>Employees eligible for jury-duty pay whether or not they were used as jurors or witnesses.</p>
Absence due to death in the family		
<p>Aug. 1, 1971 (agreement of Aug. 1, 1969).</p>	<p>Established: When death occurred in employee's immediate family, employee could be excused for up to 3 consecutive scheduled days of work which include the day of the funeral.</p>	<p>Employee could be required to furnish reasonable proof of relationship and of attendance at the funeral. Employee paid for any such excused scheduled day at eight times average straight-time hourly earnings (including applicable incentive earnings but excluding night shift bonus and overtime premium).</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Death and sickness benefits		
June 23, 1941.....	<p>Employees with 90 days' continuous service could participate in plan providing:</p> <p>Life insurance: \$500 to \$1,500, depending on hourly rate.</p> <p>Sickness benefits: \$10 to \$12 a week for 13 to 208 weeks, depending on length of service. Cost to employee ranged from \$1 to \$2 a month, depending on earnings. Administrative costs borne by company.</p>	<p>In accordance with company practice. The plan, which was inaugurated in 1926, became available to shipyard employees at time of inauguration or as the yards were acquired or established by the company. Death benefits were limited to \$200 if participant had subscribed to the plan less than 90 days before death. Not included in union agreement.</p>
Feb. 1, 1950.....	<p>New plan established providing participating employees with:</p> <p>Life insurance: \$1,750 to \$4,500, depending on hourly rate.</p> <p>Sickness benefits: \$24 and \$26 a week for 26 weeks. Sickness benefits start on 8th day; accident benefits on first day.</p> <p>Hospitalization: Blue Cross plan providing hospital care for 70 days and related benefits. Available to employees' dependents. Employee contributions range from \$2.70 to \$4.40 monthly for single employees and from \$3.95 to \$5.65 for married employees. Company paid 2½ cents a man-hour toward benefits, including administrative costs.</p>	<p>Effective date and provisions modified by provision of New York and New Jersey State disability laws for employees working in those jurisdictions.</p>
Sept. 1, 1951 (by agreement of 1951).	<p>Life insurance: Revised schedule of group term insurance based on higher wage scales—minimum insurance changed from \$1,750 to \$2,000; maximum remained \$4,500.</p> <p>Sickness benefits: Changed to \$26 for 26 weeks for all employees.</p> <p>Surgical benefits: Added: Blue Shield surgical benefits for employees and dependents, with a maximum benefit of \$200. Minimum employee contribution changed from \$2.70 to \$2.90 for single employees and from \$3.95 to \$4.15 for married employees. All other contributions remained the same.</p>	<p>If current contributions were insufficient to pay for additional benefits, surgical benefits for dependents were continued only if employee paid an additional sum.</p>
Nov. 1, 1954 (by agreement dated Sept. 20, 1954).	<p>Life insurance: Revised schedule of group term insurance based on higher wage scales had effect of increasing each employee's life insurance at least \$1,000. Minimum insurance increased from \$2,000 to \$3,000; maximum from \$4,500 to \$5,500.</p> <p>Sickness benefits: Increased by \$14 a week, to \$40.</p> <p>Added: Benefits to apply to occupational disability. Employees to receive difference between workmen's compensation payments and the \$40 weekly accident and sickness benefit.</p> <p>Hospitalization: Blue Cross plan maximum increased by 50 days, to 120. Allowance for private room and board increased by \$4 a day, to \$10.</p>	<p>In case of layoff, life insurance continued for 6 months (instead of 3 months) if employee paid monthly premium of 60 cents per \$1,000.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Death and sickness benefits—Continued		
Nov. 1, 1954—Continued	<p>Surgical benefits: Increased for a number of surgical procedures; \$200 maximum retained.</p> <p>Employee contributions increased to range from \$6.25 to \$7.75 monthly for single employees and \$7.50 to \$9 for married employees.</p> <p>Company contributions increased to 4½ cents a man-hour, plus administrative costs.</p>	
Nov. 1, 1956 (agreement dated Nov. 3, 1956).	<p>Changed: Contributions—Employee monthly contributions increased to \$7.50-\$9 for employees without dependents and \$9.50-\$11 for employees with dependents. Company to match employee contributions⁶ instead of limiting payment to 4.5 cents per man-hour, plus administrative costs.</p> <p>Life insurance: New schedule of group term insurance based on higher wage scales—minimum insurance increased from \$3,000 to \$3,500 and maximum from \$5,500 to \$6,000.⁷</p> <p>Accident and sickness benefits: Changed from a flat benefit of \$40 a week to graduated benefits ranging from \$42 to \$57 a week.⁷</p> <p>Hospitalization (room and board): Benefits under Blue Cross plan improved and allowance for private room and board increased to \$12 a day. Benefits up to 30 days during any 12-month period for mental or nervous disorders or pulmonary tuberculosis. Benefits up to \$25 for the first day and \$10 for up to 119 additional days' hospitalization in non-member hospitals not covered under Blue Cross arrangement.</p>	<p>Benefits applicable to participating employees actively at work on or after Nov. 1, 1956. Benefits of the plan in effect before that date were continued for participating employees not actively at work on Nov. 1, 1956, until their return to active employment.</p> <p>Any increase in cost of insurance program during period of agreement to be shared equally by employees and employer.</p> <p>All insurance continued for employees disabled because of (a) nonoccupational disability (excluding pregnancy)—up to 6 months following month last worked; (b) occupational sickness or injury—up to 1 month following end of month in which statutory compensation payments terminated, except sickness and accident coverage, which continued up to 6 months following month last worked.</p> <p>Face value of policy (a) reduced to \$1,300-\$1,550 for employees retiring at or after age 65, and continued without cost to employee; (b) continued to age 65 for employees retiring between ages of 60 and 65; (c) continued to age 65 with no employee contribution, for employees totally disabled more than 6 months if disability began before age 60.</p> <p>Same benefits to be provided for employees insured under New Jersey and New York temporary disability insurance laws.</p> <p>Added: Hospital benefits for (a) dental care if hospitalization certified as necessary; and (b) inpatient diagnostic study when directed toward diagnosis of definite condition of disease or injury, and the following diagnostic services when provided by outpatient department of hospital: radiation therapy, diagnostic X-ray examinations with films, basal metabolism tests, electrocardiograms and electro-encephalograms, when directed toward a definite condition of disease or injury.</p> <p>Changed: Hospital benefits for emergency outpatient treatment as a result of nonoccupational accident, within 48 hours (was 24); maximum of \$25 (was \$18) in non-member hospital.</p> <p>Benefits not available for sickness or injury covered by workmen's compensation or other liability law, convalescent or rest cures, ambulance service, doctor's or special nurse's charges, blood or blood plasma, services not furnished by hospital, or hospitalization primarily for diagnostic study or dental processes, not specifically provided for in the plan.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Death and sickness benefits—Continued		
<p>Nov. 1, 1956—Continued</p>	<p>Surgical benefits: Benefits under Blue Shield plan increased to a maximum of \$300 during any one period of hospitalization.</p> <p>Maternity benefits: Added: Hospital benefits up to 120 days for complications arising out of pregnancy. Changed: Obstetrical benefits, maximum \$150 (was \$100).</p> <p>Sickness benefits: In effect and continued: 6 weeks at regular rate.</p> <p>Hospital room and board: Maximum 10 days for normal delivery.</p>	<p>Added: Oral surgery and doctor's charges, as follows: (a) anesthesia services—minimum \$15, maximum 20 percent of payment for surgical procedures; (b) radiation therapy benefits—up to \$7.50 per treatment, maximum \$200; (c) diagnostic X-ray services, in or out of hospital, required in diagnosis of disease or injury—up to \$40 per treatment, maximum \$75 in any 12-month period; and (d) certain diagnostic examinations, in or out of hospital, made or ordered by licensed doctor—maximum \$75 for all examinations during any 12-month period.</p> <p>Benefits not available for doctor's services covered by workmen's compensation or other liability law; hospital or laboratory services; plastic surgery for cosmetic or beautifying purposes except as a result of injury or accident sustained while coverage was in effect; payment to assistants; and nonsurgical or dental treatment or X-ray services not specifically mentioned.</p> <p>Radiation therapy, diagnostic X-ray, and examination benefits not available for examinations covered by hospitalization benefits and those for pregnancy, dental care, research studies, screening, routine physical examinations or checkups, pre-marital examinations, hospital admission procedures, and fluoroscopy without films.</p> <p>In effect: Retiree could authorize deduction of premiums for converted policy from policy check.</p>
<p>June 23, 1960 (agreement of same date).</p>	<p>Changed: Revised plan providing benefits previously in effect plus the following changes, at no additional cost to employee:</p> <p>Life insurance: Increased by \$500, raising minimum from \$3,500 to \$4,000 and maximum from \$6,000 to \$6,500.¹⁰</p> <p>Accident and sickness benefits: Increased \$11 a week—minimum from \$42 to \$53 and maximum from \$57 to \$68 a week.¹⁰</p>	<p>Revised benefits applicable upon return to work, to employees actively at work, or absent because of layoff, leave of absence, or disability, on day before beginning of strike at their respective yards. Benefits and contributions of prior plan continued until return to work for employees absent on June 23, 1960, because of layoff, leave of absence, or disability.</p> <p>Employees to pay contributions advanced for insurance coverage while on strike in 1960.⁸</p> <p>For strike after May 31, 1963, insurance, except sickness and accident benefits to continue for 30 days at employees' expense and parties to discuss arrangement for further continuation.⁹</p> <p>Existing optional benefits continued at expense of employees.</p> <p>Insurance upon retirement remained at \$1,300 to \$1,550.</p> <p>Same benefits to be provided for employees insured under New Jersey and New York temporary disability insurance laws.</p> <p>Increased: Anesthesia services—minimum to \$20; radiation therapy benefits—to \$10 a treatment.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Death and sickness benefits—Continued		
Sept. 1, 1963 (agreement of same date).	<p>Increased:</p> <p>Life insurance: By \$500, raising minimum to \$4,500 and maximum to \$7,000.¹¹</p> <p>Accident and sickness benefits: By \$10 a week, raising minimum to \$63 and maximum to \$78 a week.¹¹</p> <p>Hospitalization (room and board): Maximum by 245 days, to 365.</p> <p>Maternity benefits: Maximum number of days of hospital benefits for complications arising out of pregnancy—to 365 days.</p>	Same benefits as provided employees under New Jersey and New York temporary disability insurance laws.
Aug. 1, 1966 (agreement of same date).	<p>Changed: Company to pay full cost of life, accident and sickness, hospital, medical, and surgical insurance.</p>	<p>Nonduplication provision incorporated in the hospitalization and surgical benefit coverages eliminating the payment of hospitalization and surgical benefits both under the Program and under another group plan under certain circumstances.</p> <p>Changed: Hospitalization and surgical benefits provided for certain dependent children 19 or more years of age, including full-time students, provided such children were covered before age 19.</p>
Nov. 1, 1969 (agreement of Aug. 1, 1969).	<p>Hospitalization (room and board): Increased maximum by 365 days, to 730, for employees with 10 or more years of service. Private room from \$12 a day to hospital's most common charge for semi-private accommodations.</p> <p>Surgical benefits: Changed fee schedules relating to surgical, obstetrical, anesthesia, and radiation therapy services, to a payment system which provides for full payment on a prevailing fee basis of physicians' charges for covered services, including in-hospital medical care, all as determined by Blue Shield.</p> <p>Maternity benefits: Increased maximum number of days of hospital benefits for complications arising out of pregnancy to 730 for employees with 10 or more years of service.</p> <p>Surgical benefits: Added services of licensed physician assisting the operating surgeon. Services which would be covered if performed by a licensed physician also would be covered if performed by a licensed podiatrist.</p> <p>Surgical services for recurrent or related operations for the same disease or injury when performed in the home, physician's office, or outpatient department of a hospital, up to a maximum for each disease or injury of \$150 during any 12-month period.</p>	The maximum benefit for expenses incurred for treatment of mental and nervous conditions is \$1,000 in any 1 calendar year.
Aug. 1, 1970 (agreement of Aug. 1, 1969).	<p>Major medical expense benefits: Added providing reimbursement of 80 percent of covered medical expenses, subject to a calendar year deductible of \$100 per individual and a maximum benefit for an individual of \$5,000 for any 1 calendar year and \$10,000 for a lifetime.</p>	Insurance at retirement remained at \$1,300 to \$1,550.
Aug. 1, 1971 (agreement of Aug. 1, 1969).	<p>Life insurance: Increased by \$1,000, raising minimum to \$5,500 and maximum to \$8,000.¹²</p> <p>Accident and sickness benefits: Increased by \$7 a week, raising minimum to \$70 and maximum to \$85 a week.¹²</p>	Employees insured under the New Jersey and New York temporary disability insurance laws would receive the same benefits.

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Death and sickness benefits—Continued		
Aug. 14, 1972 (agreement of same date).	Accident and sickness benefits: Increased by \$10 a week, raising minimum to \$80 and maximum to \$95 a week. ¹³	Benefits for employees in New Jersey to be reduced by amount received, or that could have been received upon application, under the New Jersey Temporary Disability Benefits Law.
Dec. 1, 1972 (agreement dated Aug. 14, 1972).	Life insurance: Increased by \$2,500, raising minimum to \$8,000 and maximum to \$10,500. ¹³	Insurance minimum at retirement raised to \$1,600 and maximum to \$1,850. ¹³ Added: Benefits for outpatients preadmission testing.
Jan. 1, 1973 (agreement dated Aug. 14, 1972).	Major medical expense: Increased maximum for an individual to \$15,000 for a calendar year and \$25,000 lifetime.	Increased: Duration of benefits for mental or nervous conditions or for pulmonary tuberculosis—to 60 days during any 12-month period.
Aug. 14, 1973 (agreement dated Aug. 14, 1972).	.....	Increased: Maximum on diagnostic X-ray services and diagnostic examinations to \$150 each during any 12-month period.
Aug. 14, 1974 (agreement dated Aug. 14, 1972).	Accident and sickness benefits: Increased by \$10 a week, raising minimum to \$90 and maximum to \$105 a week. ¹³	Added: Hospital, medical, and surgical benefits for sterilization procedures.
		Added: Maternity and obstetrical benefits for elective abortions where permitted by law.
		Added: Accident and sickness benefits as well as hospital medical and surgical benefits provided for transplant donors or recipients of human organs or tissue.
		Added: Benefits for emergency accident treatment if performed by a licensed physician (except that if performed in the outpatient department of a hospital payment would be made only to a physician who was not an employee of the hospital), if treatment began within 48 hours after accident.
		On any January 1, the remaining lifetime maximum amount available increased by any excess of \$1,000 over the amount of major medical expense benefits paid for expenses incurred in the preceding calendar year.
		The remaining lifetime maximum on any January 1 to be not less than \$1,000.
		At any time major medical expense benefits of \$2,000 or more were paid under the plan, the \$25,000 lifetime maximum would be reinstated on submission of evidence of good health.
		Added: Life insurance (in addition to hospital, medical, and major medical benefits previously in effect) continued at company cost for employees laid-off on or after Aug. 14, 1973 through end of month following month of layoff.
		Changed: Hospital, medical, and major medical benefits continued at company cost for employees laid-off on or after Aug. 14, 1974 through end of second month after month of layoff.

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan		
June 23, 1941 (established 1923).	Noncontributory pension providing annuities to employees at 65 after 25 years continuous service. Disability benefits provided employee wholly incapacitated for work through any unavoidable cause at any age after 15 years' continuous service. Annuity or disability benefits to equal 1 percent of average monthly earnings during 120 months preceding retirement multiplied by years of service, but not less than \$180 a year including public benefits. Entire cost borne by company.	Not included in union agreements; established by company.
May 1, 1947	Minimum annual pension increased to \$600.	Annuity formula of previous plan retained for computing pensions above minimum and disability benefits. Included in union agreement.
Mar. 1, 1950	Amendments to pension plan negotiated to provide pensions to employees at 65 or older after 15 years of continuous service. Minimum pension—\$100 a month, including Federal Old Age Benefits and other public pensions, to employees retiring at age 65 or older with 25 or more years of service. Employees with 15 or more years' continuous service to receive proportionately reduced payments. Disability benefits provided employees wholly incapacitated for work through any unavoidable cause at any age after 15 years' continuous service. Minimum benefits \$600 a year. Entire cost borne by company.	
Nov. 1, 1954 (by agreement of Sept. 20, 1954).	Minimum monthly pension at age 65 increased to company payment of \$55 plus primary social security benefits (a total of at least \$140) ¹⁴ after 30 years' service in place of a total of \$100, including primary social security benefits, after 25 years' service; for each year's service less than 30, new minimum company pension reduced by \$2 a month to \$25 for 15 years' service (or a total of at least \$110 including social security benefits). Company pension benefits as computed by the basic 1-percent formula reduced by a flat \$85 a month (the maximum payable under Federal Old Age and Survivors Insurance at time of agreement) rather than actual OASI benefit. A worker aged 65 after 30 years' service receiving the minimum company pension might have a total retirement income in excess of \$140 since OASI primary benefits could exceed \$85. ¹⁵ Minimum monthly pension for permanent incapacity increased to \$75 until age 65, after which regular minimum applies. Amount of pension calculated under 1-percent formula no longer reduced because of absence from work in last 6 months preceding retirement on disability.	Revised plan not applicable to employees pensioned before Nov. 1, 1954. Added: Optional forms of pensions; reduced benefits payable until employee's death with continued specified benefits, until joint annuitant's death.
		Dropped: Deduction of workmen's compensation payments from disability pensions before age 65.

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
<p>Nov. 1, 1957 (agreement dated Nov. 3, 1956).</p>	<p>Minimum monthly pension at age 65 increased to company payment of \$2.40 a month for each year of service before Nov. 1, 1957, and \$2.50 a month for each year of service thereafter, up to 30 years—plus social security benefits.</p> <p>Monthly pension before age 65 for permanent incapacity changed to the larger of (1) \$90 a month less any social security disability benefits payable; (2) minimum pension specified in preceding entry; or (3) amount under basic 1-percent formula less flat \$85 offset for social security or, in workmen's compensation cases, actual social security if less than \$85. Normal minimum after age 65.</p> <p>Early retirement: Added—Employees aged 60 but less than 65 with 15 years' continuous service permitted to retire at own option; could elect (1) deferred normal pension starting at age 65 or (2) an immediate pension, actuarially reduced.</p> <p>Deferred vested rights: Added—Employees who were laid off for more than 2 years or terminated as a result of a permanent shutdown of a plant, department, or a subdivision and who at the end of such 2 years or upon such termination had reached age 40 with at least 15 years' continuous service to receive deferred monthly pension at age 65 based on years of continuous service and on average monthly compensation during the 120 months before the expiration of such 2 years or such termination.</p>	<p>Minimum monthly pension of employees who retired before Feb. 29, 1948, changed to \$1.75 for each year of service up to 30; for those retired under the 1949 plan,¹⁵ changed to \$2 for each year of service up to 30; for those under the 1954 plan, changed to \$2.25 a month per year of service up to 30 (plus social security benefits).</p> <p>Minimum monthly pension for pensioners already retired for disability as follows: Those entitled to social security disability benefits to receive minimum pensions specified in preceding entry; those ineligible for social security disability benefits, \$50 a month if retired before Feb. 29, 1948, \$60 a month if retired under the 1949 plan,¹⁶ and \$80 a month if retired under the 1954 plan.</p>
<p>Jan. 1, 1960 (agreement dated June 23, 1960)¹⁷</p>	<p>Minimum monthly pension at age 65 increased to company payment of \$2.50 a month for each year of service before Jan. 1, 1960, and \$2.60 a month for each year of service thereafter, up to 35 years—plus social security benefits.¹⁸</p> <p>Amount deducted for social security benefits from pension benefits as computed by basic 1-percent formula, reduced to \$80.</p> <p>Minimum monthly pension before age 65 for permanent incapacity increased to \$100 less any social security disability benefits payable. Alternatives of minimum normal pension or amount under 1-percent formula continued.</p>	<p>Company increased pensions for retired employees by amounts up to \$5 a month.¹⁹</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
<p>Jan. 1, 1960 (agreement dated June 23, 1960)—Continued</p>	<p>Early retirement: Added—full pension based on continuous service to date of retirement for (1) employees aged 60 but less than 65 with 15 years' continuous service, retired under mutually satisfactory conditions, and (2) employees aged 55 with 20 or more years' service, terminated because of permanent shutdown, layoff, or sickness resulting in break in service.¹⁸ Amount of pension either minimum normal pension or amount under 1-percent formula.</p> <p>Special retirement benefit: Added—providing lump-sum payment equal to 13 weeks' vacation pay reduced by pay for vacation previously taken in calendar year in which retirement occurred or, if employee was not eligible for vacation in the year of retirement, by pay for vacation in last year in which he was eligible.</p>	<p>For pensions based on 1-percent formula, \$80 to be deducted as for normal retirement. Employee must have reached age 53 with 18 years' continuous service on date of shutdown, layoff, or disability.²⁰ Company could at its option grant a pension before the date absence due to layoff, or physical disability would otherwise result in break in service if in its judgment there was little likelihood that employee would be recalled to work. Not applicable to those receiving disability or deferred vested pensions.</p> <p>Regular monthly pension payments to commence after 3 months. Employee who has not taken vacation in calendar year not required to take vacation and not entitled to vacation pay in that year.²⁰</p>
<p>July 1, 1962 (pension agreement dated June 23, 1962, amended July 1, 1962)</p>	<p>Early retirement²¹: Changed—full pension based on continuous service to date of retirement for employee with 15 years or more of service, either (a) age 55 whose combined age and years of service equaled 75 or (b) younger, whose combined age and years of service equaled 80, and (1) whose continuous service was broken by permanent shutdown of a yard, department, or subdivision thereof, layoff, or disability, or (2) whose continuous service was not broken but who was not at work because of (a) election of layoff status under contract terms relating to permanent shutdown or (b) physical disability or nonelective layoff and whose return to work was considered unlikely by employer, or (3) who retired under mutually satisfactory conditions.</p>	<p>Benefits payable for disability—no earlier than month after which employee was eligible for company sickness and accident benefits or statutory nonoccupational disability benefits.</p> <p>For employee whose employment would have been terminated because of yard closure but for election to be placed on layoff status—provision not applicable until the later of (a) date at which age and years of service equaled 75 or 80, or (b) 1 year after closure. Employee terminated by closure at age 53 with 18 years or more of service considered to have elected layoff status and provided pension under (a) unless employed at another company yard within 2 years.²²</p> <p>Changed: Regular pension not reduced by eligibility for or receipt of actuarially reduced public pension. When employee reached age at which public pension was not actuarially reduced, company pension to be reduced by amount of public pension.</p> <p>Changed: \$80 deduction from early retirement pension based on 1-percent formula eliminated until age 65 for employee age 55 with 20 years or more of service, whose employment was terminated by permanent shutdown, layoff, or sickness resulting in break in service.</p> <p>Deferred vested rights—Continuous service after reemployment not to be included in calculation of pension for employee who was eligible, but had not applied, for deferred vested pension. Applicable to employees retiring on or after July 31, 1966.</p>
<p>Aug. 1, 1966.....</p>	<p>Increased: Minimum monthly pension at age 65—to \$3 a month for each year of credited service.</p> <p>Amount deductible for social security benefits as computed by basic 1-percent formula, reduced to \$60.</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
<p>Dec. 31, 1969 (agreement of Aug. 1, 1969).</p>	<p>Increased: Minimum monthly pension at age 65—to \$5 times number of years (and fractions of years calculated to the nearest month) of continuous service, subject to a maximum of 35 years.</p> <p>Changed: Eligibility requirements for permanent incapacity pension—incapacity resulting from habitual drunkenness or addiction to narcotics, and incapacity resulting from an intentionally self-inflicted injury, to be deemed to have resulted from an unavoidable cause, shall entitle an employee to a pension.</p> <p>Changed: Eligibility for early retirement—employee must have at least 15 years of continuous service, be at least age 55, and have a sum of years of service and age equaling 70 or more.</p> <p>Changed: The last installment of any regular pension to be payable for the month in which the death of the pensioner occurred.</p>	<p>Applicable to employees retiring on or after Dec. 31, 1969.</p> <p>Incapacity resulting from engaging in a criminal enterprise not to be deemed to have resulted from an unavoidable cause.</p> <p>Formerly, last installment was payable for the month following the month in which the death of the pensioner occurred.</p> <p>Employees who applied for a pension on or after July 31, 1969, and before Dec. 31, 1969, under a prior agreement, eligible for a regular pension computed under the provisions of the agreement of Aug. 1, 1969.</p>
<p>July 31, 1973 (agreement dated Aug. 14, 1972).</p>	<p>Changed: Formula for determining regular pension to provide a monthly amount equal to the greater of (1) employee's average monthly earnings during last 10 years of employment multiplied by (a) for an employee with 30 or more years of continuous service—33 percent plus a percent determined by multiplying 1.2 percent by the number of years (and fractions thereof calculated to the nearest month) of his continuous service over 30 years, and (b) for an employee with less than 30 years of continuous service—1.1 percent multiplied by the number of years (and fractions thereof calculated to the nearest month) of his continuous service; or (2) a monthly amount equal to \$7.50 multiplied by the number of years (and fractions thereof calculated to the nearest month) of his continuous service.</p> <p>Added: Employees age 55 to 65 with 30 years or more of continuous service eligible for unreduced immediate normal retirement benefits.</p>	<p>Applicable to employees retiring on or after July 31, 1973.</p> <p>Applicable to employees retiring on or after July 31, 1973.</p>

See footnotes at end of table.

Footnotes to table 3

¹Since the Zone Standards were substantially identical to the provisions of Executive Order 9240, the industry was exempt from the terms of the order.

²Vacation provisions effective Jan. 1, 1958, were as follows:

Years of service	Duration of vacation	Extra vacation pay
1 but less than 3.....	1 week	None.
3 but less than 5.....	1 week	½ week.
5 but less than 10.....	2 weeks	None.
10 but less than 15.....	2 weeks	½ week.
15 but less than 25.....	3 weeks	None.
25 or more	3 weeks	½ week.

³Vacation provisions effective Aug. 1, 1966, were as follows:

Years of continuous service	Duration of vacation	Extra vacation pay
1 but less than 3.....	1 week	0
3 but less than 5.....	1 week	½
5 but less than 10.....	2 weeks	0
10 but less than 15.....	2 weeks	½
15 but less than 20.....	3 weeks	0
20 but less than 25.....	3 weeks	½
25 or more	4 weeks	0

⁴Vacation provisions effective Jan. 1, 1973 were as follows:

Years of continuous service	Paid vacation	Extra vacation pay
1 but less than 3.....	1 week	¾ week
3 but less than 5.....	2 weeks	¼ week
5 but less than 10.....	2 weeks	¾ week
10 but less than 15.....	3 weeks	¼ week
15 but less than 20.....	3 weeks	¾ week
20 but less than 25.....	4 weeks	0
25 but less than 30.....	4 weeks	½ week
30 or more	5 weeks	0

⁵A "day", for trial trip purposes, was considered to be from midnight to midnight.

⁶Excluded amount of employee's contribution toward cost of additional benefits under the New York State Disability Benefits Law and the New Jersey Temporary Disability Benefits Law for employees working in those jurisdictions.

⁷Schedule of benefits—in addition to the national Blue Cross 120-day hospitalization plan and national Blue Shield surgical plan—and employee contributions revised as follows:

Employee's hourly base rate*	Life insurance		Weekly accident and sickness benefit	Employee's monthly contributions**	
	Before retirement	After retirement		No dependents	With dependents
Less than \$1.94.....	\$3,500	\$1,300	\$42	\$7.50	\$9.50
\$1.94 but less than \$2.32.....	4,000	1,350	45	7.80	9.80
\$2.32 but less than \$2.70.....	4,500	1,400	48	8.10	10.10
\$2.70 but less than \$3.14.....	5,000	1,450	51	8.40	10.40
\$3.14 but less than \$3.52.....	5,500	1,500	54	8.70	10.70
\$3.52 and over	6,000	1,550	57	9.00	11.00

* On basis of Nov. 1, 1956 wage scale, excluding incentive earnings.

**Contributions of employees in New York and New Jersey included amounts required by State laws, resulting in monthly contributions higher by 30 cents in New York and 15 cents in New Jersey than those paid by employees in other States. The company assumed approximately one-half of the cost of the accident and sickness coverage for these employees.

⁸In accordance with letter of understanding between the parties dated Feb. 13, 1960.

⁹This provision was included in an insurance agreement dated June 23, 1960.

Footnotes to table 3—Continued

¹⁰ Schedule of benefits—in addition to the national Blue Cross 120-day hospitalization plan and national Blue Shield surgical plan—revised as follows:

Employee's hourly base rate **	Life insurance		Weekly accident and sickness benefit	Employee's monthly contributions **	
	Before retirement	After retirement		No dependents	With dependents
Less than \$2.29.....	\$4,000	\$1,300	\$53	\$7.50	\$9.50
\$2.29 but less than \$2.71.....	4,500	1,350	56	7.80	9.80
\$2.71 but less than \$3.11.....	5,000	1,400	59	8.10	10.10
\$3.11 but less than \$3.55.....	5,500	1,450	62	8.40	10.40
\$3.55 but less than \$3.93.....	6,000	1,500	65	8.70	10.70
\$3.93 and over	6,500	1,550	68	9.00	11.00

* On basis of July 1, 1960 wage scale, excluding incentive earnings.

** For contributions of employees in New Jersey and New York, see footnote ** under footnote 7.

¹¹ Schedule of benefits—in addition to the national Blue Cross 365-day hospitalization plan and national Blue Shield surgical plan—revised as follows:

Employee's hourly base rate *	Life insurance		Weekly accident and sickness benefit	Employee's monthly contributions **	
	Before retirement	After retirement		No dependents	With dependents
Less than \$2.56.....	\$4,500	\$1,300	\$63	\$7.50	\$9.50
\$2.56 but less than \$2.98.....	5,000	1,350	66	7.80	9.80
\$2.98 but less than \$3.38.....	5,500	1,400	69	8.10	10.10
\$3.38 but less than \$3.82.....	6,000	1,450	72	8.40	10.40
\$3.82 but less than \$4.20.....	6,500	1,500	75	8.70	10.70
\$4.20 and over	7,000	1,550	78	9.00	11.00

* On basis of Sept. 1, 1963 wage scale, excluding incentive earnings.

** Employees contributed 30 cents more in New York and 15 cents more in New Jersey in accordance with State temporary disability laws. The company assumed approximately one-half the cost of accident and sickness coverage for these employees.

¹² Schedule of benefits, in addition to the National Blue Cross 365-day or 730-day (whichever was applicable) hospitalization plan and National Blue Shield surgical plan—revised as follows:

Employee's hourly base rate *	Life insurance		Weekly accident and sickness benefits
	Before retirement	After retirement	
Less than \$3.14.....	\$5,500	\$1,300	\$70
\$3.14 but less than \$3.59.....	6,000	1,350	73
\$3.59 but less than \$4.02.....	6,500	1,400	76
\$4.02 but less than \$4.46.....	7,000	1,450	79
\$4.46 but less than \$4.84.....	7,500	1,500	82
\$4.84 or more	8,000	1,550	85

* On basis of Nov. 1, 1969 wage scale, excluding incentive earnings.

Employees in New York and New Jersey contributed 30 cents and 15 cents, respectively, per month in accordance with those states' temporary disability benefits laws.

Footnotes to table 3—Continued

¹³ Schedule of benefits was as follows:

Employee's hourly base rate on Dec. 1, 1972	Life insurance		Weekly accident and sickness benefit Disabilities commencing	
	Before retirement	After retirement	Aug. 14, 1972	Aug. 14, 1974
Less than \$3.80.....	\$8,000	\$1,600	\$80	\$90
\$3.80 but less than \$4.25.....	8,500	1,650	83	93
\$4.25 but less than \$4.68.....	9,000	1,700	86	96
\$4.68 but less than \$5.12.....	9,500	1,750	89	99
\$5.12 but less than \$5.50.....	10,000	1,800	92	102
\$5.50 or more.....	10,500	1,850	95	105

¹⁴ At time of agreement a small number of employees might have been eligible for OASI benefits of less than \$85 and thus would have received total monthly retirement income of less than \$140.

¹⁵ Under 1954 amendments to the law, maximum OASI benefits had increased to \$98.50 by Nov. 1, 1954, and were to rise further, to \$108.50, by July 1, 1956.

¹⁶ Amendments became effective Mar. 1, 1950.

¹⁷ In a letter to the union from the company dated June 23, 1960, it was agreed that if pension benefits at the company's basic steel plants were changed before June 1, 1963 pursuant to agreement between the company and the United Steelworkers of America, the same changes in benefits would apply simultaneously to employees in the company's Atlantic coast shipyards division.

¹⁸ Definition of continuous service was changed to extend the period which could elapse before a break in service up to 5 years (was 2 years) after layoff, depending on length of service. Previous practice of crediting up to 2 years of layoff as years of service for purposes of computing retirement benefits continued.

¹⁹ Included in a letter to the union from the company dated June 23, 1960. The \$5 increase was provided for all pensioners except those electing to receive a reduced amount under a pension option, for whom the increase was prorated accordingly.

²⁰ Included in a letter to the union from the company dated June 23, 1960.

²¹ Effective Nov. 1, 1957, immediate pension payable to employee who voluntarily retired at age 60 or after with at least 15 years of continuous service was based on—

Age at retirement	Percent of pension	Age at retirement	Percent of pension
60.....	\$67.18	63.....	\$84.60
61.....	72.36	64.....	91.84
62.....	78.14	65.....	100.00

²² Included in a letter to union from company dated July 1, 1962.

Wage chronologies available

The following wage chronologies are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the regional offices of the Bureau of Labor Statistics listed on the inside back cover. Some publications are out of print and not available from the Superintendent of Documents but may be obtained, as long as supplies are available, from the Bureau of Labor Statistics, Washington, D.C. 20212, or from the Bureau's regional offices. Out-of-print items also may be available for reference in leading public, college, or university libraries.

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

- Aluminum Company of America with United Steelworkers of America and Aluminum Workers International Union—
November 1939-May 1974, BLS Bulletin 1815
- American Viscose (a division of FMC Corp.)—
1945-67, BLS Bulletin 1560.¹
June 1968-June 1974, Supplement to BLS Bulletin 1560
- The Anaconda Co.—
1941-58, BLS Report 197.¹
- Armour and Company—
1941-72, BLS Bulletin 1682
September 1973-August 1976, Supplement to BLS Bulletin 1682
- American Telephone and Telegraph Co.—Long Lines Department, and Communications Workers of America
October 1940-July 1974, BLS Bulletin 1812
- Atlantic Richfield Co- (former Sinclair Oil Companies' facilities)—
1941-72, BLS Bulletin 1771
January 1973-January 1975, Supplement to BLS Bulletin 1771
- Berkshire Hathaway Inc. and the Textile Workers—
June 1943-April 1975, BLS Bulletin 1849
- Bituminous Coal Mine Operators and United Mine Workers of America—
October 1933-November 1974, BLS Bulletin 1799
- The Boeing Co. (Washington Plants)—
1936-67, BLS Bulletin 1565.¹
- Commonwealth Edison Co. of Chicago and International Brotherhood of Electrical Workers—
October 1945-March 1974, BLS Bulletin 1808
- Dan River Inc.—
May 1943-January 1972, BLS Bulletin 1767
January 1973-June 1974, Supplement to BLS Bulletin 1767
- Federal Employees Under the General Schedule Pay System, July 1924—October 1974,
BLS Bulletin 1870

Firestone Tire and Rubber Co. and B.F. Goodrich Co. (Akron Plants)—
 1937-73, BLS Bulletin 1762
 April 1973—April 1976, Supplement to BLS Bulletin 1762

Ford Motor Company—
 June 1941-September 1973, BLS Bulletin 1787
 October 1973-September 1976, Supplement to BLS Bulletin 1787

International Harvester Company—
 1946-70, BLS Bulletin 1678
 1970-73, Supplement to BLS Bulletin 1678

International Paper Co., Southern Kraft Division—
 December 1937-May 1973, BLS Bulletin 1788

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

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

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

Massachusetts Shoe Manufacturers and United Shoe Workers of America
 January 1945-January 1975, BLS Bulletin 1800

New York City Laundries and Clothing Workers
 November 1945-November 1975, BLS Bulletin 1845

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

North Atlantic Longshoremen—
 1934-71, BLS Bulletin 1736

Pacific Coast Shipbuilding—
 1941-67, BLS Bulletin 1605.¹

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

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

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

Swift & Co.—
 1942-73, BLS Bulletin 1773.¹

United States Steel Corporation and United Steelworkers of America
 March 1937-April 1974, BLS Bulletin 1814

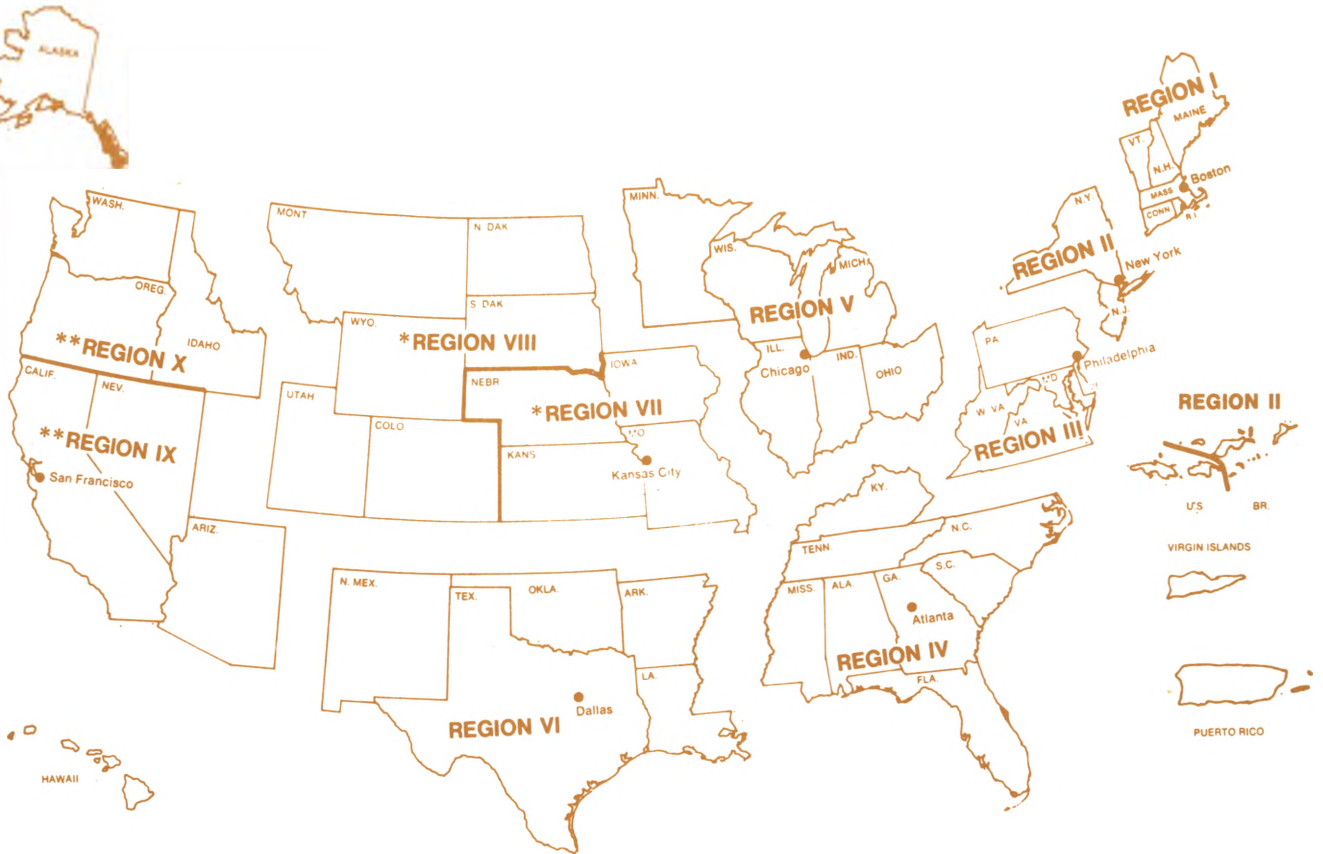
Western Greyhound Lines—
 1945-67, BLS Bulletin 1595.¹
 1968-72, Supplement to BLS Bulletin 1595

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

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

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