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# Wage Chronology: International Harvester Co. and the Auto Workers February 1946 - September 1976



U.S. Department of Labor  
Bureau of Labor Statistics  
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Bulletin 1887



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U.S. Department of Labor  
W. J. Usery, Jr., Secretary  
Bureau of Labor Statistics  
Julius Shiskin, Commissioner  
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## Preface

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

This chronology summarizes changes in wage rates and related wage practices negotiated by the International Harvester Co. with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) since 1946. It also covers wages and benefits negotiated by the company with the Farm Equipment Workers, a division of the United Electrical, Radio and Machine Workers of America, from April 1946 until June 1955, when the UAW became the sole bargaining agent for all workers covered by this chronology.

This bulletin replaces *Wage Chronology: International Harvester Co., 1946-70*, published as BLS Bulletin 1678, and incorporates the supplement covering the 1970-73 period. Materials previously published have been supplemented by contract changes negotiated in 1973. Except for a revised introduction and other minor changes, earlier texts are included as they were originally published.

The section for 1970-76 was prepared in the Division of Trends in Employee Compensation by Peter G. Kuhmerker and John J. Lacombe II.

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



# Contents

	Page
Introduction .....	1
Summary of contract negotiations .....	3
February 1946-June 1952 .....	3
July 1952-July 1955 .....	3
August 1955-July 1958 .....	3
August 1958-September 1961 .....	4
October 1961-September 1964 .....	4
October 1964-September 1967 .....	5
October 1967-September 1970 .....	6
October 1970-September 1973 .....	7
October 1973-September 1976 .....	9
Tables:	
1. General wage changes .....	11
2a. Hourly rate ranges for dayworkers, by labor grade, United Electrical, Radio and Machine Workers of America, August 1951-August 1954 .....	25
2b. Hourly rate ranges for dayworkers, by labor grade, United Automobile, Aircraft and Agricultural Implement Workers of America, August 1951-August 1954 .....	26
2c. Hourly rate ranges for dayworkers, by labor grade, United Automobile, Aerospace and Agricultural Implement Workers of America, August 1955-October 1975 .....	27
3a. Selected job classifications by labor grade, August 1951 .....	31
3b. Selected job classifications by labor grade, October 16, 1967 .....	33
3c. Selected job classifications by labor grade, February 1, 1971 .....	35
3d. Selected job classifications by labor grade, October 1, 1973 .....	37
4. Supplementary compensation practices .....	39
Guaranteed minimum earnings for piecework employees .....	39
Shift premium pay .....	39
Overtime pay .....	39
Premium pay for Saturday and Sunday work .....	39
Attendance bonus plan .....	40
Holiday pay .....	40
Paid vacations .....	43
Reporting time .....	44
Call-in pay .....	44
Paid absence allowance .....	45
Optional leave and preretirement leave benefit plan .....	45
Military-duty pay .....	46
- Jury service .....	47
Paid lunch period .....	47
Paid personal time .....	47
Bereavement pay .....	47
Down-time pay .....	48
Special service pay .....	48
Faulty materials allowance .....	49

# Contents — Continued

## Tables—Continued

4. Supplementary compensation practices—Continued	Page
Safety equipment . . . . .	49
Relocation allowance . . . . .	49
Tuition refund program . . . . .	49
Health-security plan . . . . .	50
Pensions . . . . .	69
Supplemental unemployment benefit plan . . . . .	88
Separation pay . . . . .	99
Contingent distribution account . . . . .	101
Wage chronologies available . . . . .	117

## Introduction

International Harvester Co. was formed in 1902, when five manufacturers of harvesting machines merged. Since then, the company has diversified its product line, and it is now one of the Nation's largest manufacturers of agricultural implements, construction equipment, trucks, and various types of engines. It also mines coal and produces steel for its own needs. It has a network of 7,000 dealers in various countries and 400 company-owned distribution and sales centers.

The company's chief competitors are Ford Motor Co., General Motors Corp., Mack Trucks, Inc., and White Motor Corp. in the truck business, and Deere & Co., Caterpillar Tractor Co., Allis-Chalmers Corp. and Massey-Ferguson, Ltd. in the agricultural and construction machinery business.

Of International Harvester's 70,000 employees in the United States, about 43,000 are covered by collective bargaining agreements with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).<sup>1</sup> The UAW also represents virtually all of the production and related employees of its competitors. In 1974, the UAW was the second largest union in the United States, with about 1.5 million members, primarily in the automobile, aerospace, and farm and construction equipment industries.

In its August 1935 founding convention, the UAW accepted a charter from the craft-oriented American Federation of Labor (AFL), with the provision that the charter's jurisdictional limitations<sup>2</sup> be removed at the next AFL convention. The organization which emerged from the founding convention represented only 20,000 workers and had written agreements only with small parts manufacturers. In July 1936, the union joined the Committee for Industrial Organization (CIO), formed within the AFL, whose goals coincided with those of the Auto Workers—the organization of workers in mass production industries on an industrial basis. The union was suspended from the AFL shortly afterwards because of this action<sup>3</sup> and in May 1938 was expelled, along with the other CIO-member unions. The UAW and the other expelled unions then formed the Congress of Industrial Organizations in November 1938. The union's affiliation with the AFL-CIO (merged in December 1955) continued until July 1, 1968, when it became independent.

International Harvester signed its first labor contract, with the Chicago Federation of Labor, on May 14, 1903, but the bargaining relationship was short-lived. When the contract expired on September 15, 1904, the company shut down for 16 days and the Federation was unable to gain a renewal.

The American Federation of Labor struck International Harvester in 1916, as did the Molders in 1919, but neither gained a contract. From 1919 to 1937, various national unions attempted to organize company employees. However, they were not successful because local independent unions had gained representation rights at some locations and because of the company practice of unilaterally granting wage increases and benefit improvements to employees.

The company entered into its next collective bargaining agreement, with the Farm Equipment Workers Organizing Committee (FEWOC-CIO), in 1938 at its Tractor Works in Chicago. In 1941 the company also signed an agreement with the UAW (CIO) at its truck plant in Fort Wayne, Ind.

As a result of National Labor Relations Board elections, beginning in 1941 the FEWOC was certified as collective bargaining agent at the plants in East Moline and Rock Falls, Ill., and at the West Pullman and McCormick plants in Chicago. An AFL Federal Labor Union was certified at the Milwaukee, Wis. plant, while the UAW was certified at the plant in Springfield, Ohio. In 1942, the company negotiated collective bargaining agreements with FEWOC, the AFL Federal Labor Union, and the UAW; these contracts followed a strike, conciliation of the dispute by the National Defense Mediation Board, and a National War Labor Board Directive

<sup>1</sup> Known as the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America before May 8, 1962.

<sup>2</sup> As outlined by the charter, union jurisdiction included only "employees directly engaged in the manufacture of parts (but not tools, dies, or machinery) and assembling of those parts into completed automobiles, but not including job or contract shops manufacturing parts or any other employees engaged in such automobile plants."

<sup>3</sup> The AFL suspended CIO-member unions in late 1936 after charging the CIO with "dual unionism."

Order on the disputed issues. During the remaining war years and the postwar years, the company's other plants were organized.

By 1952, the Farm Equipment Workers (FE), which became a division of the United Electrical, Radio and Machine Workers of America (UE) in October 1949,<sup>4</sup> represented 28,000 workers in 10 plants; the UAW represented 24,000 workers in 10 plants;<sup>5</sup> and an AFL Federal Labor Union and the United Steelworkers of America represented the workers in one plant each. As of 1955, the UAW had become the sole bargaining agent for those bargaining units formerly represented by the FE-UE and in 1967 it replaced the FLU as bargaining agent at the Milwaukee plant (which closed in 1972). Since 1955, this chronology has been limited to settlements negotiated by the UAW. For earlier years, settlements negotiated by the FE-UE also have been included.

UAW bargaining goals for various industries are set by convention approval following extensive consultation throughout the union. Constitutional conventions are held (usually every 2 years) to discuss wide-ranging issues affecting workers and their families. When the convention falls in a year in which the UAW's contracts in a major industry expire, it also sets goals for the upcoming negotiations. Otherwise, a special bargaining convention is scheduled for the expiration year to set contract demands. Before designation of goals by convention, various national, regional, and area meetings are held throughout the United States and Canada at which local

union leaders present issues affecting their memberships.

The UAW's bargaining strategy for International Harvester and its competitors is similar to the union's tactics in the automobile industry—one company is selected as a target and is faced with a potential walk-out, while the other companies await the outcome of negotiations. After an agreement is reached with the target company, the union is usually able to obtain similar terms from the others. Terms in the farm and construction equipment industries usually are patterned after settlements in the automobile industry.

Of the 38,000 production and related workers represented by the UAW at International Harvester plants, 23,000 are dayworkers, primarily in indirect labor jobs, and the remainder are under group or individual incentive plans, primarily in direct labor jobs. Daywork pay rates are uniform for all plants except San Leandro, Calif. New employees start at the minimum rate for their grade and automatically progress to the maximum, except for the highest grades, where progression beyond the rate-range midpoint is on merit. Incentive employees do not have automatic progression.

<sup>4</sup> On Nov. 2, 1949, both unions were expelled from the CIO for alleged Communist involvement. The CIO did not officially recognize the merger, and therefore expelled both unions individually.

<sup>5</sup> The Louisville, Ky., plant is counted twice since the FE-UE represented the employees in the machining and assembly division, while the UAW represented employees in the foundry.

## Summary of Contract Negotiations

### February 1946-June 1952

The 1946 contracts with the Farm Equipment Workers were uniform for all plants covered, but each was signed locally. The UAW (CIO) contracts in that year were also local agreements but were not uniform, although they did provide the same general wage increase. In 1950, the UAW negotiated a master agreement. The September 1950 agreements between FE-UE and the company were to remain in effect until June 30, 1952, without reopening; the master agreement negotiated in November 1950 with UAW was to remain in effect until August 23, 1955, with the provision that the wage-payment sections could be canceled on April 15, 1953, under an agreement to negotiate a new incentive system by that date. The 1950 agreements included a cost-of-living escalator clause and provision for 4-cents-an-hour "annual improvement-factor" increases in August of each year during the life of the agreements.

### July 1952-July 1955

Negotiations for a new agreement were begun in the spring of 1952 by the International Harvester Co. and FE-UE. When no settlement was reached by the expiration date of the previous contract, which had been extended from June 30 to August 20, 1952, a work stoppage occurred.

On August 21, 1952, the stoppage became effective in 8 of the 10 plants having contracts with this union—three in Chicago, three others in Illinois, one in Indiana, and one in Kentucky. Final agreement was not reached until November 15, 1952. Ratification by the union membership followed, and most of the workers returned to the plants 2 days later. Two plants with FE-UE contracts, which had not been affected by the strike, were also covered by the new agreement.

All employees covered by the new contract received a 3-cent cost-of-living adjustment, effective in the first pay period worked after September 1, 1952. The annual improvement-factor clause was continued, so that all employees received a 4-cent increase in the first pay period worked after August 21, 1952. In addition to this 7 cents which all workers received, employees classified above Grade 3 obtained supplemental increases varying

from 1 to 5 cents an hour, thus bringing their rate structure up to that negotiated in 1950 by the UAW. Additional vacation benefits were granted and the method of determining vacation pay was revised.

The new agreement, effective until June 30, 1955, made no provision for reopening on any matter. The UAW agreement, effective until August 1955, likewise contained no reopening provision.

In 1953, after the UAW contracts with major automobile companies were reopened on the question of the conversion of their cost-of-living escalator clauses to the revised Consumer Price Index of the Bureau of Labor Statistics, the union proposed that similar changes be made in its agreement with the International Harvester Co.<sup>6</sup> In separate negotiations the FE-UE made similar proposals. The ensuing meetings between the company and the unions resulted in no change in the contracts. Although the parties failed to agree on a conversion formula, cost-of-living adjustments were continued by unilateral company action.

### August 1955-July 1958

The company and the UAW, which as a result of National Labor Relations Board elections had become the sole bargaining agent for all units covered by this chronology, began negotiations for a new agreement on July 11, 1955. When settlement was not reached by the contract expiration date of August 23, a work stoppage occurred at 18 plants in six States.<sup>7</sup> Final agreement on a new contract was not reached until September 16, 1955; ratification was completed by September 19.

The new 3-year national agreement provided for a supplemental unemployment benefit plan similar to and

<sup>6</sup> These changes consisted of a method of converting the escalator clause to the revised index; incorporation of part of the existing cost-of-living allowance into base rates; an increase in the annual improvement factor; additional increases for skilled workers; and pension improvements. For a discussion of the negotiations in the auto industry, see *Wage Chronology: Ford Motor Company, June 1941-September 1973*, Bulletin 1787 (Bureau of Labor Statistics, 1973), p. 3.

<sup>7</sup> Several thousand workers stopped work on August 10 and August 22, but the bulk of the workers struck on August 23.

contingent upon those negotiated with the Ford Motor Company and the General Motors Corporation; a general wage raise and an increase in the annual improvement factor; additional increases for specified groups of skilled workers and for dayworkers in the five top labor grades; elimination of the area wage differential at five plants; increased vacation for certain categories of employees; 1 additional paid holiday; and liberalized insurance and pension plans.

The contract, which was to be in force from September 16, 1955, through July 31, 1958, could be reopened during this period in regard to the supplemental unemployment benefit plan and then only in the event of failure to obtain favorable governmental rulings as stipulated in the agreement.

### August 1958-September 1961

Contract negotiations between the International Harvester Co. and the UAW began when the union presented its demands to the company on June 3, 1958, about 2 months before the expiration of their 1955 agreement. The union's demands were essentially the same as those it had presented to the automobile manufacturers.<sup>8</sup> During the negotiations, the UAW proposed a profit-sharing plan in lieu of a wage increase; the company offered an immediate wage increase and incorporation of the cost-of-living allowance into basic wage rates, but proposed to eliminate future annual improvement-factor and cost-of-living adjustments. When agreement on a new contract was not reached by the end of July, a contract extension agreement continued the quarterly review of the cost-of-living allowance but made the annual improvement-wage-factor inoperative.

Negotiations resumed in October when the company offered to continue the improvement-factor and cost-of-living allowance adjustments, grant additional wage increases to skilled workers, liberalize supplemental unemployment benefits, and increase noncontributory retirement plan benefits, in addition to the wage increases offered earlier. In return, the company was to have, among other things, the unilateral right to reduce the workweek below 40 hours, schedule plant shutdowns for vacations, exclude future wage increases in computing the night-shift bonus, change some seniority practices, and share increased hospital insurance costs. The latter group of company proposals was rejected by the union. On November 6, 1958, when it appeared the parties would not reach agreement, the UAW served notice of cancellation of the contract extension. A week later, a work stoppage suspended operations at 15 plants. Agreement on a new contract was not reached until January 16, 1959. On January 19, the company resumed production, and by the end of the month, when most

locals had ratified the contract, the employees had returned to work.

The agreement continued the improvement-factor and cost-of-living escalator clauses of the previous contract, incorporated 15 cents of the cost-of-living allowance into basic rates, provided additional increases for about 3,600 skilled workers, and added a fourth week of vacation after 25 years of service. The first improvement-factor increase was made retroactive to August 23, 1958, and subsequent increases were scheduled to go into effect September 14, 1959, and October 3, 1960.

The 1959 agreement also increased supplemental unemployment benefits and extended the maximum period for such benefits. Employees on short workweeks were made eligible for benefits even though they could not qualify for State unemployment compensation benefits. Previously, receipt of such benefits had been a condition of eligibility. The parties agreed to continue company contributions to the SUB fund without change. A new separation payment plan, financed from the existing SUB fund, was established for workers permanently laid off on or after January 16, 1959.

Changes in the pension and health and welfare plans were included in the revised agreement. Increased pension benefits, including benefits for those already retired, were made retroactive to October 1, 1958. The union agreed that in future negotiations it would not request further changes in retirement benefits for those already retired at the time of such future negotiations. Maximum disability benefits were increased, effective May 9, 1959, and hospital benefits were liberalized, at no added cost to the employees. It was agreed that the company could schedule plant shutdowns for vacations, and the night-shift bonus was frozen at 10 percent of the average rate in effect prior to the new agreement.

The contract was in force through September 30, 1961, with no reopening provisions.

### October 1961-September 1964

International Harvester Co. and the UAW<sup>9</sup> opened negotiations on August 2 to replace the contract expiring October 1, 1961.

The union bargaining program included an increase in the annual improvement-factor, wage advances tied to the Consumer Price Index and inequity adjustments to equalize wage rates at the company's seven parts depots,

<sup>8</sup> For details of demands and final settlement, see *Wage Chronology: Ford Motor Company*, p. 4.

<sup>9</sup> The UAW changed its name to the United Automobile, Aerospace and Agricultural Implement Workers of America on May 8, 1962.

a moving allowance, improved noncontributory health insurance benefits, higher retirement benefits, liberalized supplemental unemployment benefits, and higher separation payments. On September 14, the union revised these initial demands in line with the benefits recently negotiated at General Motors,<sup>10</sup> and on September 25, the company made its first counter offer of wage and benefit improvements generally similar to those in the General Motors settlement. In addition, the company proposed changes in the incentive system and the sub-contracting clause.

Rejection of the company offer came 2 days later because, "it fell far short in the SUB and health and welfare sections in terms of the General Motors settlement." The union also objected to the company's insistence on "basic changes" in the incentive system.<sup>11</sup>

Although agreement was not reached by October 1, the expiration date of the existing contract, the contract was extended indefinitely subject to a 24-hour cancellation notice by either party.

On October 9, the company made a new proposal that would have provided further improvements in hospital-medical-surgical benefits, SUB benefits, and increased life insurance and weekly disability benefits for employees at the upper end of the wage structure. Although the union indicated that the new proposal was closer to its goals than the original offer, it was not sufficiently improved to be acceptable.

Union members previously had voted to strike, if necessary, in support of their demands, and the union notified the company, on October 11, of its intention to strike in 5 days unless settlement was reached by that time.

On October 15, for the first time in over a decade, agreement was reached without a strike. The new 3-year contract provided wage and related benefit improvements similar to those negotiated at General Motors. Wage changes included the continuation of annual improvement-factor increases, incorporation of 12 cents of the 18-cent cost-of-living float into base wage rates and application of 1-cent of the cost-of-living float towards payment of the increased cost of the hospital-medical-surgical and pension plans.

Benefit improvements included full payment of health insurance premiums for active employees and half payment for retirees and dependents. For active employees, take-home pay was increased as the result of the company's assuming the workers' share of the former contributory program. Daily hospital, special hospital, medical, and diagnostic X-ray and laboratory expense benefits were increased. Pensioners' health insurance benefits were brought up to the level of active employees and the paid-up face value of their life insurance was

raised. Sickness and accident benefits were increased, the level depending on an employee's earnings level.

A relocation allowance for employees terminated due to a transfer of operations, relief-time pay for employees on continuous operations, and improved benefits in the pension, supplemental unemployment benefits, and separation pay plans were similar to those negotiated at General Motors.

### October 1964-September 1967

Prior to the negotiations which were scheduled to begin in August 1964, the UAW held an agricultural implement industry conference in Chicago, on May 21, to draft a collective bargaining program for the industry. A resolution supported by conference delegates called for wage increases, longer vacations with vacation bonuses, more rest periods and coffee breaks, a fully paid insurance program, increased pension benefits, and a reduction in the normal retirement age. The conference placed particular emphasis on creating job opportunities, greater protection against the impact of automation and plant relocations, and improved job, health, and income security. The conference decided to "utilize the auto-industry's patterns as pressure points, but to deviate from those patterns whenever it was necessary to meet specific goals of agricultural implement workers."<sup>12</sup>

Negotiations in the industry began when International Harvester Co. and the UAW met in Chicago on August 4. At that session, the union presented its demands, which included increased SUB benefits, higher overtime pay, and all of the issues agreed to in the collective bargaining program developed at the agricultural implement industry conference. The parties then recessed until August 17 to allow the company time to study the union's demands.

Negotiations resumed and continued into September with little noticeable progress. Union negotiators continued to stress greater job security and better working conditions as important issues to be resolved in reaching an acceptable settlement. In early September, a company official stated: "Historically we've had to do pretty much what the auto companies have done. We can't do anything until the auto pattern is set."<sup>13</sup>

On September 9, Chrysler Corporation and the UAW settled on a contract which set the pattern for the auto industry. A month later, on October 7, settlement was reached between International Harvester Co. and the

<sup>10</sup> For details of demands and final settlement, see *Wage Chronology: Ford Motor Company*, p. 5.

<sup>11</sup> *Wall Street Journal*, Sept. 28, 1961.

<sup>12</sup> *UAW—Solidarity*, June 1964, p. 14.

<sup>13</sup> *Chicago Daily News*, Sept. 2, 1964, p. 48.

UAW on a 3-year agreement similar to the one at Chrysler and which covered over 40,000 workers. Settlement had been reached at General Motors on October 5.

Economic terms of the new International Harvester agreement followed the Chrysler pattern.<sup>14</sup> Two cents of the cost-of-living allowance and the 2.5-percent annual improvement-factor increase offered in October 1964 were used to offset the increased cost of liberalized health and medical benefits. Deferred annual improvement-factor increases of 2.5 percent in 1965 and 2.8 percent in 1966 also were provided. In addition, a 2-cent-an-hour general wage increase was provided in October 1966. The cost-of-living escalator clause was revised and the existing 14-cent allowance was reduced by 9 cents, 7 cents of which were incorporated into basic wage rates. The remaining 2 cents were set aside as a temporary separate supplement which was reduced on a cents-per-hour basis in the same amount that subsequent increases in the cost-of-living allowance were granted. Although the settlement did not provide for a general wage increase during the first year of the contract, the union estimated that the company's assumption of the employees' share of the premium for life and sickness and accident benefits resulted in an immediate savings equal to an increase in pay that averaged about 7½ cents an hour.

The agreement added to employee benefits 2 paid holidays, 1 week of paid vacation which could be used as paid absence allowance, paid funeral leave, and the establishment of a company-paid tuition refund program. A 40-hour paid absence allowance plan for all employees with 1 year or more of service was established. In lieu of the allowance, an employee with 1 but less than 25 years of service could elect an additional week of vacation and employees with 25 years of service or more could elect to receive an additional week of vacation pay only.

Other changes in the 1964 agreement involved the insurance and pension plan programs. Included among these were improved life and sickness and accident insurance benefits; improvement in hospitalization, surgical, and medical benefits; and the company's assumption of the employees' share of life and sickness and accident premiums. Liberalized pension plan improvements included early retirement benefits of up to \$400 a month and increased benefits for past and future retirees and automatic retirement.

Other benefits similar to those negotiated at Chrysler included supplemental unemployment benefit improvements that increased maximum regular and short work-week benefits and separation pay. A vacation bonus plan was established, to be financed by the accrual of the company's 5-cent contribution to a special account after the SUB fund was fully funded. Bonuses, if and

when made, were to range from \$25 to \$100, depending on the amount in the special account each year.

The contract was to remain in force until October 1, 1967, with no reopening provisions.

### October 1967-September 1970

Settlement was reached on a new 3-year contract by the International Harvester Co. and the UAW on February 3, 1968, following a 1-day work stoppage at 14 plants. The previous agreement had been scheduled to expire at midnight September 30, 1967, but the parties agreed to an indefinite extension of the pact as talks continued. Negotiations had begun on August 1, 1967, and union demands and company offers were similar to those at Ford. The agreement covered approximately 42,000 workers and was generally similar to those reached earlier in the automotive and agricultural implement industries.<sup>15</sup> The UAW-Harvester Council voted for ratification of the contract on February 3, 1968.

Terms of the agreement provided for wage increases, retroactive to October 16, 1967, of 17 cents an hour for all workers, an additional 13 to 30 cents an hour for workers in the top five labor grades (the former labor grades 10 through 14 were revised upward one grade creating a new grade 10 and a 15-labor-grade structure), and an additional 30 to 40 cents for workers in jobs rated out of structure. Deferred annual improvement increases of 3 percent also were to be provided in 1968 and 1969. In addition, 21 cents of the 26-cent cost-of-living allowance were incorporated into base rates retroactively to the date of the first wage increase and the escalator clause was revised to provide an annual adjustment in October of each year of 1 cent for each 0.4-point increase in the average of the BLS Consumer Price Index for May, June, and July of each year over the average of the index for the same months in 1967. Minimum and maximum cost-of-living adjustments also were set. In a separate letter, however, the company also agreed to provide a cost-of-living adjustment to be added to hourly earnings effective October 1, 1970, unless otherwise agreed to by the parties in the contract succeeding the 1968 agreement, equal to 1 cent for each 0.4-point increase in the average CPI for May, June, and July 1970 over the average of the same months in 1967 less any increases resulting from the escalator clause in the 1968 agreement. In 1968, a provision went into effect that would provide a Christmas shutdown during the week in

<sup>14</sup> For details of demands and final settlement, see *Wage Chronology: Ford Motor Company*, p. 5.

<sup>15</sup> For details of demands and final settlement, see *Wage Chronology: Ford Motor Company*, p. 6.

which Christmas Day was observed. The twelfth cent of any cost-of-living allowance which would have gone into effect under the new escalator clause was diverted to help offset this cost in 1969. The contract also liberalized provisions for holiday and vacation pay (including bonuses for vacations and the Christmas shutdown), jury-duty pay (to allow for witness pay), bereavement pay, separation allowance, and moving allowance.

Changes in the health-security, retirement, and supplemental unemployment benefit plans were substantial. Health insurance benefits were increased and included company-paid hospital-surgical-medical coverage for surviving spouses of retirees, pensioners, and workers who would have been pension-eligible at time of death; paid-in-full surgical-medical care regardless of an employee's income; payment at the semiprivate room rate towards private room costs for retirees; and in 1969, the establishment of a prescription drug program for active employees and their dependents with a \$2 deductible. The employee's premium for continuation of hospital-surgical-medical benefits was increased in two stages. The company agreed to reimburse for pensioners and spouse, surviving spouse, and also active employees age 65 or over the \$3 monthly Medicare fee, and in return, benefits receivable under the company health plan were to be reduced by those payable under Medicare. Weekly disability benefits were increased and a monthly long-term disability benefit was added to follow the weekly benefit period. A layoff disability benefit also was added for those disabled while on layoff if they had credit units under the SUB plan. Life insurance and transition and bridge survivor's income benefits were increased. Pension improvements included a basic benefit increase in early 1968 of \$1 for each year of credited service for employees retired after September 1958 and an additional increase later in the year for employees who retired after September 1967, ranging from 25 to 75 cents for each year of credited service, depending on an employee's newly established benefit class code which was based on his job classification wage rate before retirement. The percentage of the basic benefit allowed to an employee who elected the survivorship option was raised and adjustments were made only for age differences between the employee and spouse in excess of 5 years. The survivor's benefit remained at 55 percent of the employee's benefit. A special survivor's option was provided for an employee under age 60 who retired before March 1968 and who had not made a survivor's election (special election had to be made within a specified time period). His survivor was to receive \$1.60 for each \$1 of pension benefits he gives up. Under the SUB plan, benefits were increased, and parties agreed to the principle of an income maintenance period whereby laid-off employees with

1 year's seniority would receive income maintenance (95 percent of after-tax pay) ranging from 3 to 7 full weeks (depending on seniority) followed by supplemental unemployment benefits which were increased from 62 percent of gross pay to 95 percent of weekly after-tax straight-time pay less \$7.50. In addition, the contingent distribution account, which was established in 1964, was discontinued.

The contract was scheduled to remain in effect until October 1, 1970, with no provision for a reopening.

### October 1970-September 1973

Ratification of a new 3-year contract between the International Harvester Co. and the UAW was completed on January 31, 1971, ending a 2½-week company-wide work stoppage affecting nearly 40,000 workers. Talks had begun before the September 30, 1970, scheduled expiration date of the previous contract. That contract subsequently was extended and bargaining was suspended pending settlements in the auto industry.

Bargaining was resumed in early January; the union sought a contract patterned after the General Motors settlement of November 11, 1970, and the Caterpillar settlement, which was reached on December 12, 1970. Harvester offered to meet the economic benefit levels provided for in the General Motors contract, but refused to bargain on matching the cents-per-hour cost of the GM settlement or on the best of the GM or Caterpillar approaches. The chief union negotiator stated that the company had suggested renegotiation of some previously won union contract gains. Against this background, the first national strike against International Harvester since 1958 (except for a brief 1-day walkout in 1968) began on January 13 (the union's strike deadline).

Negotiations continued, and on January 24, the parties reached tentative agreement on a pact similar to the auto pattern,<sup>16</sup> plus an innovative dental care program. The contract was quickly ratified by all but six union locals which refused to sign because of local issue disputes. The company in turn announced that general production would not be resumed until all locals had ratified the contract. The last local ratified on January 31, and production was restarted the following day.

The settlement, covering about 35,000 production and maintenance employees, provided for an increase in basic wage rates ranging from 49 to 61 cents an hour retroactive to October 19, 1970, of which 26 cents were retroactive to September 15, 1970, but not added to base rates until October 19. The 26 cents was the amount that would have been payable under the

<sup>16</sup> For details of demands and final settlement, see *Wage Chronology: Ford Motor Company*, p. 8.

escalator clause over the term of the 1968 agreement had there been no ceiling on cost-of-living adjustments. Two deferred annual improvement-factor increases of 3 percent were to be effective in November of 1971 and 1972. The escalator clause was revised to provide "no-ceiling" adjustments, beginning in December 1971 and quarterly thereafter, of 1 cent for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index. (See table 1 for details.) Additional increases were provided for some jobs as inequity adjustments effective February 1, 1971; they ranged from 6 to 20 cents an hour. Computation of the shift premium was changed to allow 6 percent of the employee's wage rate. (Since 1959, the premium had been frozen at 10 percent of the average wage rate prior to the 1959 agreement.)

The Christmas shutdown period, consisting of 2 holidays and 3 shutdown days with pay during the week in which Christmas fell, which was provided under the previous contract, was revised to provide an unbroken Christmas-New Year's holiday period of 6 workdays off with pay to begin the day before Christmas (unless that day fell on a weekend—then the following Monday). Six of the previous 9 other holidays were continued, but New Year's Day was not maintained as a regular holiday except to the extent that it was a holiday as a result of the scheduling of the Christmas-New Year's shutdown (under this formula, New Year's Day was a holiday only during the shutdown period beginning in 1972). As a result of the holiday revisions, the previous 3 Christmas shutdown days became holidays; however, the total number of days off with pay in each year remained at 12. Eligibility for jury-service pay also was extended to prejury examination by the court.

Improvements in the health-security program included the addition of three brackets of benefits to the group life and disability schedule for employees in the higher wage brackets, long-term disability benefit eligibility for employees who received 52 weeks of weekly disability benefits before 1967, elimination of the reduction in weekly disability benefits for similar social security benefits payable for the same period, and increased transition and bridge survivor's income benefits (the eligibility requirement for bridge benefits was reduced to age 48). The maximum duration of either hospitalization, nursing home, or medical care benefits was to be renewable 60 days after the end of confinement, instead of 90 days, and the hospitalization period was not to be reduced because of nursing home care for the same disability. Provision also was made for home treatment of kidney diseases; payment for medical emergencies; and extension of the prescription drug plan to retired employees, surviving spouses, and their eligible dependents. Prescription drug benefits also were

upgraded. A comprehensive no-deductible dental plan was established for employees and dependents with a maximum payment of \$750 per year per family member and a separate additional \$500 lifetime maximum per family member for orthodontic care. Dental benefits were 100, 75, or 50 percent of the usual and customary dental charge according to a schedule of covered expenses. The company's reimbursement for Medicare Part B was increased to \$5.30 a month, and benefits under the hospital-surgical-medical-drug-dental plan were coordinated with benefits provided under other employer-financed plans, so that benefits would be supplemented rather than duplicated.

Pension improvements were substantial and included an increase in the basic benefits, effective April 1, 1971, of \$1 a month for each year of credited service for those retired before October 1, 1970, and \$1.75 for each year of service for retirement after September 30, 1970. Other pensions were increased accordingly. Credited service was liberalized for layoff and sick leave. The temporary benefit, payable under special early or disability retirement, was increased for current and future retirees, and the survivor's option was made available at an earlier age for disability retirement. Restoration of the full pension benefit was allowed in the case of death or divorce for retirees who had elected the survivor's option, and the special survivor's option was extended to disability retirees who were under age 60 in 1967. In addition, the "30-and-out" concept was established on October 1, 1971, through means of the supplemental allowance which, when added to the early or disability pension benefit, allowed an employee with 30 years of service who retired after September 30, 1971, to receive \$500 a month until age 62, at which time he received \$450 until age 65. The amount was reduced for each year he was under age 58 (age 56 starting in 1972) at retirement. An employee with less than 30 years of service received the same amounts (\$500 or \$450) reduced for each year under 30 years of service, and the resulting amount was reduced further for those who retired under age 60. The supplemental allowance also was increased for those who retired before October 1, 1971. Reduction factors for earlier retirement ages were added under regular early retirement to facilitate the "30-and-out" concept and the regular early pension was to be redetermined at age 65.

Other changes included liberalized eligibility requirements under the SUB plan; an increased regular SUB maximum for employees who did not receive a State system benefit because of exhaustion of State benefit rights when their option to refuse a company offer of work was exercised; that only the amount in excess of \$10 or 20 percent (previously \$10) or pay from

other employers would be charged against the SUB; and increased moving allowances.

The contract was to remain in effect until October 1, 1973, with no provision for a reopening.

### October 1973-September 1976

A tentative 3-year contract between the International Harvester Co. and the UAW was reached on November 1, 1973, ending a 15-day strike. The agreement was ratified 2 days later, and the 43,000 employees returned to work on November 5. The previous agreement had expired October 1, 1973, but workers remained on the job through October 18 under an indefinite contract extension.

Negotiations began in mid-August, but stalled on the question of voluntary overtime. In their September 1973 settlement, Chrysler Corp. and the UAW had adopted a clause providing for some overtime work to be on a voluntary basis, which was a compromise, since the UAW goal was to make all overtime voluntary. On the other hand, International Harvester Co. had the most liberal overtime provisions in the auto and farm machinery and construction equipment industries—employees could refuse overtime work without offering a reason—but the company wanted to replace this with a more restrictive provision similar to that provided by the new Chrysler-UAW settlement. The International Harvester settlement retained the liberal overtime provision and followed the Chrysler and Deere & Co. settlements on major economic terms, such as wages and pensions. The Deere accord also made some overtime voluntary, but the clause differed from Chrysler's.

The International Harvester settlement provided for a wage increase of 3 percent plus 12 cents retroactive to October 1, 1973, amounting to 24 to 35 cents an hour, depending upon the employee's prior wage rate. Annual improvement factor increases of 3 percent each were to become effective on October 7, 1974, and October 6, 1975. The cost-of-living clause was revised to provide a 1-cent-an-hour quarterly wage change for each 0.3-point change in the Bureau of Labor Statistics Consumer Price Index (1967=100). Previously, the quarterly adjustments were calculated at 1 cent for each 0.4-point change in the 1957-59=100 Index. Thirty-five of the 40 cents allowance accumulated under the old contract were incorporated into the base rates.

One additional paid holiday was added during the unbroken Christmas–New Year's holiday period that began in 1973, and a second additional day off with pay was added for the periods that began in 1974 and 1975.

Holiday pay (excluding the Christmas–New Year's shutdown) was revised to include any night shift bonus.

Three new programs were established providing paid time off. Employees would earn a one-half hour "attendance bonus" for every week in which they worked all their scheduled hours. These half-hours were cumulative; could be taken in units of 8 hours, and would be compensated at the employee's straight-time rate, excluding overtime and shift premium pay. A "preretirement leave program" was designed to help employees with 30 or more years of service gradually adjust to retirement. Depending on age, the employee would receive a specified number of weeks off each year in addition to vacation—from a minimum of 1 week prior to age 52 to a maximum of 4 weeks at or after age 56. During these extra vacations, employees would be paid an amount equal to their applicable weekly disability benefits, less taxes. The third plan, the "optional leave program," allowed workers with 10 or more years of seniority to elect to take a layoff of from 8 to 13 weeks after the layoff of all workers with less than 1 year of service if the company deemed further layoffs necessary. Employees with the most seniority would have the first right to accept layoff and the selection process would continue in seniority order. Compensation would be identical to preretirement leave benefits.

Improvements in the health-security program included the addition of three brackets of benefits to weekly disability, long-term disability, total and permanent disability, life insurance, and accidental death and dismemberment benefits. This resulted in new maximum benefits. Transition and bridge survivor benefits were increased from \$175 to \$200 a month and the eligibility requirement for bridge benefits was reduced to age 45. Life insurance benefit reductions after retirement were calculated under a revised formula and minimum coverage was raised to \$2,000. New health insurance benefits included payment for prosthetic devices, durable medical equipment, outpatient chemotherapy treatments, elective sterilization, and outpatient physical therapy sessions. Further improvements were made in psychiatric related benefits, prescription drug plan coverage, dental payments and first-aid doctor charges. The company also increased its reimbursement to retired workers to \$6.30 a month for Medicare Part B contributions.

A breakthrough was achieved in the pension program with the adoption of a "30-and-out" clause permitting employees to retire after 30 years, regardless of age. Employees retiring after March 1, 1974, under this provision would receive a monthly benefit of \$550 prior to age 62 and \$320 between ages 62 and 65, consisting of a normal pension and an early retirement supplement (before age 65) and a lifetime supplement of \$75 per

month (after age 65). On October 1, 1974, the "30-and-out" clause was to provide a total benefit of \$625 a month prior to age 62 and \$395 between ages 62 and 65. Those retiring with fewer than 30 years of service would receive proportionate benefits consisting of normal benefits, interim supplements (under age 62), and age-service supplements (after age 62). Normal pension benefit rates were increased 75 cents a month on October 1, 1973, for each year of credited service and by an additional 25 cents on October 1, 1974, and 35 cents on October 1, 1975. A new benefit class code D was established October 1, 1974, with an initial rate of \$10. Also of importance was a change in the system of calculating credited service. Previously, pension-credited service, reduced by layoffs and sick time, often was less than the employee's service for vacation purposes; under the new agreement, each employee, on a one-time basis, would be given the greater of the two service figures.

Other changes included a liberalized paid absence allowance, an improved tuition refund program, and the inclusion of grandparents and grandparents-in-law in the

definition of "immediate family" under the bereavement clause. If the company scheduled a 2-week July 4th vacation shutdown, the Friday preceding the shutdown was to be scheduled as a day off, thus insuring a longer vacation. The company payment to the SUB fund was increased to a 3-to-12-cent range (varying with the level of the fund) for each hour an employee received pay, effective January 1, 1974, and to a 5-to-14-cent range 2 years later. Also, the company was to begin contributing an additional 6 cents (plus the 3 to 12 cents) for hours compensated at time and one-half and 12 cents (plus the 3 to 12 cents) for hours compensated at double time. Maximum SUB would be increased to \$90 a week, from \$80, on January 1, 1974, for workers who refused a recall which they had a right to refuse and continued on layoff after exhausting unemployment compensation.

The contract was to remain in effect until October 1, 1976, with no provisions for a reopening. The following tables bring the wage chronology up to date, except for any further cost-of-living adjustments which may occur prior to the expiration date.

Table 1. General wage changes<sup>1</sup>

Effective date <sup>2</sup>	Provision	Applications, exceptions, and other related matters
February 1946 (UAW) . . . . .	18-cents-an-hour increase.	10 percent of weighted average hourly earnings on Sept. 30, 1945, made retroactive to Oct. 1, 1945.
Apr. 10, 1946 (FE-UE) <sup>3</sup> . . . . .	18-cents-an-hour increase.	In accordance with the International Harvester Factfinding Board Report of Feb. 18, 1946, 10 percent of weighted average hourly earnings on Sept. 30, 1945, was to be retroactive to Oct. 1, 1945. Remainder of increase retroactive to day of return to work of FE-UE members.
Apr. 28, 1947 (FE-UE and UAW) <sup>3</sup>	11-½-cents-an-hour increase.	
June 21, 1948 (UAW) and June 28, 1948 (FE-UE) <sup>3</sup>	11-cents-an-hour increase.	
Aug. 21, 1950 (FE-UE agreement dated Sept. 18, 1950, and UAW agreement dated Nov. 6, 1950).	10-cents-an-hour increase.	General wage increase made up of a 4-cent-an-hour annual improvement factor and a 6-cent-an-hour cost-of-living adjustment. <sup>4</sup> A wage structure revision resulted in additional increases averaging 0.043 cents for FE-UE nonincentive workers, and 0.068 cents for UAW nonincentive workers.
Dec. 4, 1950 (all plants) . . . . .	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 5, 1951 (all plants) . . . . .	5-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 4, 1951 (all plants) . . . . .	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 21, 1951 (all plants) . . . . .	4-cents-an-hour increase.	Annual improvement-factor adjustment.
Sept. 3, 1951 (all plants) . . . . .	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 3, 1951 (all plants) . . . . .	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 1, 1952 (all plants) . . . . .	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1952 (all plants) . . . . .	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
Aug. 21, 1952 (UAW-CIO) . . . . .	4-cents-an-hour increase	Annual improvement-factor adjustment.
Sept. 1, 1952 (UAW-CIO) . . . . .	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 3, 1952 (FE-UE). By agreement of Nov. 15, 1952.	4-cents-an-hour increase.	Annual improvement-factor adjustment.
	3-cents-an-hour increase.	Adjustment of cost-of-living allowance.
Nov. 15, 1952 (FE-UE) . . . . .	. . . . .	Additional increases ranging from 1 to 5 cents for labor grades above Grade 3. The average increase for all FE-UE dayworkers was 3.7 cents. Quarterly adjustment of cost-of-living allowance.
Dec. 1, 1952 (UAW-CIO and FE-UE—all plants).	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
Apr. 13, 1953 (UAW-CIO and FE-UE—all plants).	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
June 1, 1953 (UAW-CIO and FE-UE—all plants).	2-cents-an-hour decrease.	Quarterly adjustment of cost-of-living allowance.
Aug. 24, 1953 (by agreement of Nov. 6, 1950, UAW-CIO; Nov. 15, 1952, FE-UE).	4-cents-an-hour increase	Annual improvement-factor adjustment.
Sept. 7, 1953 (UAW-CIO and FE-UE).	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance. <sup>5</sup>
Dec. 7, 1953 (UAW-CIO and FE-UE).	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance. <sup>5</sup>
Mar. 1, 1954 (UAW-CIO and FE-UE).	No change.	Quarterly review of cost-of-living allowance. <sup>5</sup>

See footnotes at end of table.

**Table 1. General wage changes<sup>1</sup>—Continued**

Effective date <sup>2</sup>	Provision	Applications, exceptions, and other related matters
June 7, 1954 (UAW-CIO and FE-UE).	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance. <sup>5</sup>
Aug. 21, 1954 (by agreement of Nov. 6, 1950, UAW CIO; Nov. 15, 1952, FE-UE).	4-cents-an-hour increase.	Annual improvement-factor adjustment.
Sept. 6, 1954 (UAW-CIO and FE-UE).	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance. <sup>5</sup>
Dec. 6, 1954 (UAW-CIO and FE-UE).	1-cent-an-hour decrease.	Quarterly adjustment of cost-of-living allowance. <sup>5</sup>
Mar. 7, 1955 (UAW-CIO and FE-UE).	No change.	Quarterly review of cost-of-living allowance. <sup>5</sup>
June 6, 1955 (UAW-CIO). <sup>6</sup>	No change.	Quarterly review of cost-of-living allowance. <sup>5</sup>
Aug. 23, 1955 <sup>7</sup> (by agreement of Sept. 16, 1955).	General wage increase, averaging approximately 10 cents an hour, consisted of: (a) 6-cents-an-hour increase or 2½ percent <sup>8</sup> of base rate, whichever was greater; (b) further 2-cent adjustment in wage scales; and (c) 2-cent cost-of-living adjustment under the revised escalator clause.	New amount designated as annual improvement factor. Similar adjustments to be effective Aug. 23, 1956, and 1957. The new agreement incorporated 17 cents of the previous cost-of-living allowance of 21 cents into the basic wage structure and provided for quarterly adjustments of the cost-of-living allowance in accordance with the movement of the Bureau of Labor Statistics Consumer Price Index (revised series). If the CPI fell below 110.9, the cost-of-living allowance would be zero.
Sept. 5, 1955 . . . . .	1-cent-an-hour increase.	Additional increases: <sup>10</sup> 18 cents an hour for certain skilled occupations; 5 to 8 cents an hour for dayworkers in 5 top labor grades; and 5 cents an hour at 6 plants to eliminate area wage differentials.
Dec. 5, 1955 . . . . .	No change.	Quarterly adjustment of cost-of-living allowance.
Mar. 5, 1956 . . . . .	1-cent-an-hour decrease.	Quarterly review of cost-of-living allowance.
June 4, 1956 . . . . .	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 23, 1956 (by agreement of Sept. 16, 1955).	6-cents-an-hour increase or 2½ percent <sup>8</sup> of base rate, whichever was greater, averaging approximately 6 cents an hour.	Quarterly adjustment of cost-of-living allowance. Annual improvement-factor adjustment.
Sept. 3, 1956 . . . . .	4-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 3, 1956 . . . . .	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 4, 1957 . . . . .	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 3, 1957 . . . . .	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 23, 1957 (by agreement of Sept. 16, 1955).	6-cents-an-hour increase or 2½ percent <sup>8</sup> of base rate, whichever was greater, averaging approximately 6 cents an hour.	Annual improvement-factor adjustment.
Sept. 2, 1957 (agreement dated Sept. 16, 1955).	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 2, 1957 . . . . .	No change.	Quarterly review of cost-of-living allowance.
Mar. 3, 1958 . . . . .	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

Table 1. General wage changes<sup>1</sup>—Continued

Effective date <sup>2</sup>	Provision	Applications, exceptions, and other related matters
June 2, 1958 . . . . . Aug. 23, 1958 (agreement dated Jan. 16, 1959).	2-cents-an-hour increase. 6-cents-an-hour increase or 2½ per- cent <sup>11</sup> of base rate, whichever was greater, averaging approximately 6. 1 cents an hour.	Quarterly adjustment of cost-of-living allowance. Improvement-factor increase. Agreement main- tained the improvement-factor of the previous agreement and provided similar adjustments to be effective Sept. 14, 1959, and Oct. 3, 1960.
Sept. 1, 1958 (extension agree- ment dated July 30, 1958). Oct. 6, 1958 (agreement dated Jan. 16, 1959).	1-cent-an-hour increase. .....	Quarterly adjustment of cost-of-living allowance. Additional increases <sup>12</sup> of 4 to 8 cents an hour for 5 top labor grades, 8 cents an hour for 42 occupations rated out of structure.
Dec. 1, 1958 (extension agree- ment dated July 30, 1958). Jan. 16, 1959 (agreement of same date).	No change. .....	Quarterly review of cost-of-living allowance. The new agreement incorporated 15 cents of the 25-cent cost-of-living allowance in effect on Dec. 1, 1958, into base hourly rates <sup>13</sup> and con- tinued the cost-of-living escalator formula of the previous agreement. <sup>14</sup>
Mar. 2, 1959 . . . . . June 1, 1959 . . . . . Sept. 7, 1959 . . . . . Sept. 14, 1959 . . . . .	No change. No change. 2-cents-an-hour increase. 6-cents-an-hour increase or 2½ per- cent <sup>11</sup> of base rate, whichever was greater, averaging approximately 6.3 cents an hour.	In addition, inequity adjustments resulting from re- evaluation of job classifications were provided. <sup>15</sup> Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Improvement-factor increase.
Dec. 7, 1959 . . . . . Mar. 7, 1960 . . . . . June 6, 1960 . . . . . Sept. 5, 1960 . . . . . Oct. 3, 1960 . . . . .	1-cent-an-hour increase. No change. 2-cents-an-hour increase No change. 6-cents-an-hour increase or 2½ per- cent <sup>11</sup> of base rate, whichever was greater, averaging approximately 6.4 cents an hour.	Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Improvement-factor increase.
Dec. 5, 1960 . . . . . Mar. 6, 1961 . . . . . June 5, 1961 . . . . . Sept. 4, 1961 . . . . . Oct. 2, 1961 (agreement dated Oct. 16, 1961).	2-cents-an-hour increase. No change. No change. 1-cent-an-hour increase. 6-cents-an-hour increase or 2.5 per- cent <sup>16</sup> of base rate, whichever was greater. (Increase ranged from 6 to 12 cents an hour and averaged 6.6 cents.)	Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Agreement maintained the improvement factor of the previous agreement and provided adjust- ments to be effective on Oct. 1, 1962, and Oct. 7, 1963. <sup>17</sup>
		The agreement incorporated 12 cents of the 18-cent cost-of-living allowance in effect on Oct. 1, 1961, into base hourly rates <sup>18</sup> and continued the cost-of-living escalator formula of the pre- vious agreement. <sup>19</sup> Withdrawal of 1 cent of the remaining 6-cents cost- of-living allowance was in consideration of the company's assumption of (1) full cost of im- proved hospital-medical-surgical insurance for employees and dependents, <sup>20</sup> and (2) one-half

See footnotes at end of table.

**Table 1. General wage changes<sup>1</sup>—Continued**

Effective date <sup>2</sup>	Provision	Applications, exceptions, and other related matters
Oct. 2, 1961 (agreement dated Oct. 16, 1961)—Continued		cost of hospital-medical-surgical insurance for retired employees and dependents.
Dec. 4, 1961 .....	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 5, 1962 .....	No change.	Quarterly review of cost-of-living allowance.
June 4, 1962 .....	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 3, 1962 .....	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 1, 1962 (agreement dated Oct. 16, 1961).	6-cents-an-hour increase or 2.5 percent <sup>16</sup> of base rates, whichever was greater. (Increase ranged from 6 to 12 cents an hour and averaged 6.9 cents.)	Deferred annual improvement-factor increase.
Dec. 3, 1962 .....	1-cent-an-hour increase	Quarterly adjustment of cost-of-living allowance.
Mar. 4, 1963 .....	No change.	Quarterly review of cost-of-living allowance.
June 3, 1963 .....	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 2, 1963 .....	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 7, 1963 (agreement dated Oct. 16, 1961).	6-cents-an-hour increase or 2.5 percent <sup>16</sup> of base rates, whichever was greater. (Increase ranged from 6 to 12 cents an hour and averaged 7.1 cents.)	Deferred annual improvement-factor increase.
Dec. 2, 1963 .....	No change.	Quarterly review of cost-of-living allowance.
Mar. 2, 1964 .....	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
June 1, 1964 .....	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 7, 1964 .....	No change.	Cost-of-living allowance was continued at the current rate because the appropriate Bureau of Labor Statistics index was not available.
Oct. 5, 1964 (agreement of Oct. 7, 1964).	.....	Agreement (1) provided two deferred annual improvement-factor increases, effective (a) Oct. 4, 1965—2.5 percent, minimum 6 cents an hour, and (b) Oct. 3, 1966—2.8 percent, minimum 7 cents an hour, plus 2 cents an hour general wage increase; (2) incorporated 7 cents of the 14-cent cost-of-living allowance in effect on Oct. 5, 1964, into base rates and established a 2-cent-per-hour special supplement allocated to health and medical benefit improvements, which was subsequently reduced on a cents-per-hour basis in the same amount as ensuing cost-of-living allowance adjustments; <sup>21</sup> (3) revised the cost-of-living escalator clause to provide adjustments of 1 cent an hour for each 0.4-point change in the Bureau of Labor Statistics Consumer Price Index (New Series) (1957-59=100). If the CPI fell below 106.5 the cost-of-living allowance would be zero. <sup>22</sup>
Dec. 7, 1964 .....	.....	Quarterly adjustment of cost-of-living allowance, offset by 1-cent reduction in the special supplement resulting in no increase in the total wage rate.
Mar. 1, 1965 .....	.....	Quarterly adjustment of cost-of-living allowance, offset by 1-cent reduction in the special supplement resulting in no increase in the total wage rate.
June 7, 1965 .....	1-cent-an-hour increase.	Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

Table 1. General wage changes<sup>1</sup>—Continued

Effective date <sup>2</sup>	Provision	Applications, exceptions, and other related matters
Sept. 6, 1965 . . . . .	2-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance. Deferred annual improvement-factor increase.
Oct. 4, 1965 (agreement of Oct. 7, 1964).	6-cents-an-hour increase or 2.5 percent of base rates, whichever was greater. (Increases ranged from 6 to 12 cents an hour and averaged 7.6 cents.)	
Dec. 6, 1965 . . . . .	No change.	Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred annual improvement-factor increase.
Mar. 7, 1966 . . . . .	2-cents-an-hour increase.	
June 6, 1966 . . . . .	4-cents-an-hour increase.	
Sept. 5, 1966 . . . . .	2-cents-an-hour increase.	
Oct. 3, 1966 (agreement of Oct. 7, 1964).	7-cents-an-hour increase or 2.8 percent of base rates, whichever was greater (increases ranged from 7 to 14 cents an hour) plus an additional 2 cents an hour and averaged 10.7 cents. <sup>23</sup>	
Dec. 5, 1966 . . . . .	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Additional increases provided 13 to 30 cents an hour for the 5 top labor grades (former labor grades 10 through 14 were revised upward one grade which resulted in a newly established grade 15 at the top of the structure) and 30 to 40 cents for jobs rated out of structure. The agreement also: (1) incorporated 21 cents of the 26-cent cost-of-living allowance into base rate; (2) revised the escalator clause to provide annual adjustments in October of each year of 1 cent an hour for each 0.4-point increase in the Bureau of Labor Statistics Consumer Price Index for May, June, and July of that year over the average of the Index for May, June, and July of 1967 and the escalator clause also established minimum and maximum adjustments; <sup>24</sup> (In a separate letter dated Feb. 6, 1968, however, the company agreed to provide a cost-of-living adjustment to be added to hourly earnings effective Oct. 1, 1970, unless otherwise agreed to by the parties in the contract succeeding the 1968 agreement, equal to 1 cent an hour for each 0.4-point increase in the May, June, and July average Consumer Price Index for 1970 over the average index for the same months in 1967, less any increases that resulted from operation of the escalator clause under the 1968 agreement.); (3) effective Oct. 6, 1969, provided that should the cost-of-living allowance be more than 11 cents, the first 1 cent above the 11 cents would be waived and instead there would be a scheduled shut down each year during the work-week in which Christmas Day was observed (see table 4, Holiday pay); and (4) provided for
Mar. 6, 1967 . . . . .	No change.	
June 5, 1967 . . . . .	2-cents-an-hour increase.	
Sept. 1967 . . . . .	3-cents-an-hour increase.	
Oct. 16, 1967 (agreement and letter dated Feb. 6, 1968).	17-cents-an-hour increase.	

See footnotes at end of table.

**Table 1. General wage changes<sup>1</sup>—Continued**

Effective date <sup>2</sup>	Provision	Applications, exceptions, and other related matters
Oct. 16, 1967 (agreement and letter dated Feb. 6, 1968)—Continued Oct. 7, 1968 (agreement dated Feb. 6, 1968).	3-percent increase in base rates, ranging from 9 to 16 cents an hour, <sup>25</sup> which amounted to 10.9 cents an hour <sup>26</sup> when averaged over the entire bargaining unit.	deferred annual improvement-factor increases effective Oct. 7, 1968, and Oct. 6, 1969. Deferred annual improvement-factor increase.
Oct. 6, 1969 (agreement dated Feb. 6, 1968).	8-cents-an-hour increase. 3-percent increase in base rates, ranging from 9 to 17 cents an hour, <sup>25</sup> which amounted to 11.2 cents an hour <sup>26</sup> when averaged over the entire bargaining unit.	Annual adjustment of cost-of-living allowance. Deferred annual improvement-factor increase.
Sept. 15, 1970 (agreement dated Jan. 29, 1971).	8-cents-an-hour increase. 26-cents-an-hour payable retroactive from 1970 agreement but not added to base rates until Oct. 19, 1970. <sup>27</sup>	Annual adjustment of cost-of-living allowance. Amount available under letter of agreement dated Feb. 6, 1968, concerning the cost-of-living allowance.
Oct. 19, 1970 (agreement dated Jan. 29, 1971).	Amount added to base rates which included a general wage increase ranging from 23 to 35 cents an hour and the 26-cent payment that was retroactive to Sept. 15, 1970, but not added to base rates until Oct. 19, 1970. <sup>28</sup>	Agreement also: (1) Provided two deferred improvement factor increases effective Nov. 22, 1971, and Nov. 20, 1972; (2) incorporated 16 cents of the 21-cent accumulated cost-of-living allowance into base rates, effective Oct. 19, 1970, but following application of the general increases; <sup>29</sup> (3) provided inequity adjustments for certain jobs ranging from 6 to 20 cents an hour effective Feb. 1, 1971; (4) revised the escalator formula to provide "no-ceiling" adjustments commencing (a) the first pay period beginning in December 1971 based on the 3-month average of the Bureau of Labor Statistics Consumer Price Index (1957-59=100) for August, September, and October 1971, and (b) quarterly thereafter beginning in March 1972 (up to June 1973), based respectively on the 3-month averages of the indexes for November and December 1971 and January 1972 and averages for 3-calendar-month intervals thereafter (the adjustments were to be 1 cent for each 0.4-point increase in the 3-month averages of the Indexes). <sup>30</sup>
Feb. 1, 1971 (agreement dated Jan. 29, 1971).	.....	Inequity adjustments provided for certain jobs ranging from 6 to 20 cents an hour.
Nov. 22, 1971 (agreement dated Jan. 29, 1971).	3-percent increase, ranging from 12 to 19 cents an hour, <sup>31</sup> which amounted to 13.5 cents an hour when averaged over the entire bargaining unit.	Annual improvement-factor increase.
Dec. 6, 1971 .....	14-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for August, September, and October 1971.
Mar. 1972, first full pay period in month.	2-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for November and December 1971 and January 1972.

See footnotes at end of table.

**Table 1. General wage changes<sup>1</sup>—Continued**

Effective date <sup>2</sup>	Provision	Applications, exceptions, and other related matters
June 1972, first full pay period in month.	3-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for February, March, and April 1972.
Sept. 1972, first full pay period in month.	3-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for May, June, and July 1972.
Nov. 20, 1972 (agreement dated Jan. 29, 1971).	3-percent increase, ranging from 12 to 20 cents an hour, <sup>31</sup> which amounted to 13.9 cents an hour when averaged over the entire bargaining unit.	Annual improvement-factor increase.
Dec. 1972, first full pay period in month.	3-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for August, September, and October 1972.
Mar. 1973, first full pay period in month.	3-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for November and December 1972 and January 1973.
June 1973, first full pay period in month.	7-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for February, March, and April 1973.
Oct. 1, 1973 (agreement dated Nov. 8, 1973).	3-percent plus 12-cent increase, resulting in 24- to 35-cent-per-hour increase, and amounting to 26.5 cents an hour when averaged over the entire bargaining unit. <sup>32</sup>	Agreement also: (1) Provided two deferred annual improvement-factor increases effective Oct. 7, 1974, and Oct. 6, 1975; (2) incorporated 35 cents of the 40-cent accumulated cost-of-living allowance into base rates, effective Oct. 1, 1973, but following application of the general increases <sup>33</sup> ; (3) revised the escalator formula to provide adjustments (a) commencing Dec. 3, 1973, based on the 3-month average of the Bureau of Labor Statistics Consumer Price Index (1967=100) for Aug., Sept., and Oct. 1973, and (b) quarterly thereafter beginning on the first pay period on or after Mar. 1, 1974 (up to June 1, 1976) based respectively on the 3-month average of the indexes for Nov. and Dec. 1973 and Jan. 1974 and averages for 3-calendar-month intervals thereafter. Adjustments were to be 1 cent for alternating 0.3- and 0.4- point changes in the index up to and including the 6-cent allowance level, and 1 cent for each 0.3-point change above that level, with each 3-month average rounded to the nearest 0.1 index point. <sup>34</sup>
Dec. 3, 1973 .....	9-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for Aug., Sept., and Oct. 1973; adjustment called for 11-cent-an-hour increase but 2 cents were diverted permanently to cover certain benefit plan improvements.
Mar. 4, 1974 .....	10-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for Nov. and Dec. 1973 and Jan. 1974.

See footnotes at end of table.

Table 1. General wage changes<sup>1</sup>—Continued

Effective date <sup>2</sup>	Provision	Applications, exceptions, and other related matters
June 3, 1974 . . . . .	14-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for Feb., Mar., and Apr. 1974.
Sept. 2, 1974 . . . . .	14-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for May, June, and July 1974.
Oct. 7, 1974 (agreement dated Nov. 8, 1973).	3-percent increase, ranging from 14 to 24 cents an hour, which amounted to 16.4 cents an hour when averaged over the entire bargaining unit. <sup>3 5</sup>	Annual improvement-factor increase.
Dec. 2, 1974. . . . .	16-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for Aug. Sept., and Oct. 1974.
Mar. 3, 1975 . . . . .	12-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for Nov. and Dec. 1974 and Jan. 1975.
June 2, 1975 . . . . .	8-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for Feb., Mar., and Apr. 1975.
Sept. 1, 1975 . . . . .	10-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for May, June, and July 1975.
Oct. 6, 1975 (agreement dated Nov. 8, 1973).	3-percent increase, ranging from 14 to 24 cents an hour, which amounted to 16.9 cents an hour when averaged over the entire bargaining unit. <sup>3 5</sup>	Annual improvement-factor increase.
Dec. 1, 1975 . . . . .	10-cent-an-hour increase.	Adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for Aug., Sept., and Oct. 1975.
Mar. 1, 1976 . . . . .	.....	Possible adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for Nov. and Dec. 1975 and Jan. 1976.
June 7, 1976 . . . . .	.....	Possible adjustment in cost-of-living allowance based on average of BLS Consumer Price Indexes for Feb., Mar., and Apr. 1976.

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

The general changes listed in this chronology were the major changes affecting wage rates during the period covered. Because of omission of nongeneral changes in rates, fluctuation in incentive earnings and other factors, the total of the general changes will not necessarily coincide with the movement of straight-time average hour earnings.

<sup>2</sup> On April 15, 1942, the National War Labor Board ordered a 4-½-cent general wage increase (retroactive to January 15, 1942) to all workers in the East Moline, McCormick, West Pullman, Rock Falls, Tractor, Farmall, Milwaukee, and Springfield plants. On February 7, 1944, the NWLB ordered 5- to 10-cents-an-hour increases (retroactive to January 1, 1943) for 1,000 tool-and-die-room and maintenance workers or the McCormick Works in Chicago. In March 1945, the NWLB ordered 5- to 10-cents-an-hour increases (retroactive to June 18, 1943) for tool-and-die-room and maintenance workers at the West Pullman, Tractor, Rock Island, Rock Falls, Moline, Richmond, and Louisville plants.

<sup>3</sup> Although the FE and UE had not combined at this time, the later designation is used in order to avoid confusion.

<sup>4</sup> Both contracts included an escalator clause, based on the BLS Consumer Price Index (old series) and providing quarterly adjustments with the stipulation that there be no decrease prior to June 30, 1951. The cost-of-living adjustment provisions, as written into the agreement, closely follow the General Motors system (BLS Bulletin 1532, Wage Chronology: General Motors Corp., 1939-66) but differ in two material respects. The International Harvester agreement provided for: (1) adjustments based on the October 1950 CPI and quarterly thereafter, (2) a higher index base level.

<i>Consumer Price Index</i>	<i>Cost-of-living allowance (cents per hour)</i>
166.9 or less . . . . .	None
167.0 to 168.1 . . . . .	1
168.2 to 169.2 . . . . .	2
169.3 to 170.3 . . . . .	3

and so forth, with a 1-cent adjustment upward or downward for each 1.14-point change in the index.

<sup>5</sup> By unilateral company action.

<sup>6</sup> By June 1955, the UAW represented all International Harvester employees formerly represented by the FE-UE.

<sup>7</sup> Effective date mentioned in contract, although workers were on strike at the time.

<sup>8</sup> The annual improvement-factor increase (in the case of dayworkers, computed on the basis of the maximum of the rate range was made in accordance with the following schedule:

<i>Straight-time hourly wage rate</i>	<i>Annual improvement factor increase (cents per hour)</i>
<i>Less than \$2.60</i> . . . . .	6
\$2.60 but less than \$3.00 . . . . .	7
\$3.00 but less than \$3.40 . . . . .	8
\$3.40 but less than \$3.80 . . . . .	9
\$3.80 but less than \$4.20 . . . . .	10

<sup>9</sup> The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

<i>Consumer Price Index</i>	<i>Cost-of-living allowance (cents per hour)</i>
110.8 or less . . . . .	None
110.9 to 111.5 . . . . .	1
111.6 to 112.1 . . . . .	2
112.2 to 112.8 . . . . .	3
112.9 to 113.5 . . . . .	4
113.6 to 114.1 . . . . .	5
114.2 to 114.6 . . . . .	6
114.7 to 115.1 . . . . .	7
115.2 to 115.6 . . . . .	8

and so forth, with a 1-cent adjustment for each 0.5-point change in the index. The base index months were January, April, July, and October.

<sup>10</sup> These amounted to an increase of slightly more than 3 cents averaged over all employees of the company represented by the union.

<sup>11</sup> Improvement-factor and cost-of-living increases were payable to pieceworkers but were not included in piece rates. For the schedule of improvement-factor increases, see footnote 8.

<sup>12</sup> These amounted to an estimated increase of 1.05 cents averaged over all of the company's employees who were represented by the union.

<sup>13</sup> Increase applied to earnings of pieceworkers rather than to piece rates.

<sup>14</sup> The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

<i>Consumer Price Index (1947-49=100)</i>	<i>Cost-of-living allowance (cents per hour)</i>	<i>Consumer Price Index (1947-49=100)</i>	<i>Cost-of-living allowance (cents per hour)</i>
119.1 or less . . . . .	None	125.2 to 125.6 . . . . .	13
119.2 to 119.6 . . . . .	1	125.7 to 126.1 . . . . .	14
119.7 to 120.1 . . . . .	2	126.2 to 126.6 . . . . .	15
120.2 to 120.6 . . . . .	3	126.7 to 127.1 . . . . .	16
120.7 to 121.1 . . . . .	4	127.2 to 127.6 . . . . .	17
121.2 to 121.6 . . . . .	5	127.7 to 128.1 . . . . .	18
121.7 to 122.1 . . . . .	6	128.2 to 128.6 . . . . .	19
122.2 to 122.6 . . . . .	7	128.7 to 129.1 . . . . .	20
122.7 to 123.1 . . . . .	8	129.2 to 129.6 . . . . .	21
123.2 to 123.6 . . . . .	9	129.7 to 130.1 . . . . .	22
123.7 to 124.1 . . . . .	10	130.2 to 130.6 . . . . .	23
124.2 to 124.6 . . . . .	11	130.7 to 131.1 . . . . .	24
124.7 to 125.1 . . . . .	12	131.2 to 131.6 . . . . .	25

and so forth, with a 1-cent adjustment for each 0.5-point change in the index.

As in previous agreements, the cost-of-living reviews in March, June, September, and December were to be based on the Bureau of Labor Statistics Consumer Price Index for the months of January, April, July, and October.

<sup>15</sup> These amounted to an estimated increase of 0.056 cents averaged over all of the company's hourly rated employees (except those on incentives) who were represented by the union.

<sup>16</sup> The improvement factor and cost-of-living increases were payable to pieceworkers but were not included in piece rates. The annual improvement factor increase (in the case of dayworkers, computed on the basis of the maximum of the rate range) was made in accordance with the following schedule:

<i>Straight-time hourly wage rate</i>	<i>Hourly annual improvement- factor increase (in cents)</i>
Less than \$2.60 .....	6
\$2.60 and under \$3.00 .....	7
\$3.00 and under \$3.40 .....	8
\$3.40 and under \$3.80 .....	9
\$3.80 and under \$4.20 .....	10
\$4.20 and under \$4.60 .....	11
\$4.60 and under \$5.00 .....	12

<sup>17</sup> By the Health and Welfare agreement dated October 16, 1961, amending the health insurance program, the parties agreed that the annual improvement factor increases effective October 1, 1962, and October 7, 1963, were to be reduced by 25 percent of the increase in average monthly insurance base premiums above the average base premium in January 1962. However, a company letter dated October 16, 1961, waived the employee's share of the increased cost for the duration of the agreement. In a company letter dated October 16, it was agreed that if, during the term of the contract, the company were to provide hospital-surgical-medical benefits equal to the General Motors health program at the nearest General Motors operation, 2 cents of the next general wage increase was to apply towards the cost of the liberalized plan. The company did not provide the expanded coverage and the full amount of all general wage increases went into effect as scheduled.

<sup>18</sup> Increase applied to earnings of workers rather than to piece rates.

<sup>19</sup> The agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

<i>Consumer Price Index (1947-49=100)</i>	<i>Hourly cost-of- living allowance (in cents)</i>	<i>Consumer Price Index (1947-49=100)</i>	<i>Hourly cost-of- living allowance (in cents)</i>
125.6 or less .....	None	129.2 - 129.6 .....	8
125.7 - 126.1 .....	1	129.7 - 130.1 .....	9
126.2 - 126.6 .....	2	130.2 - 130.6 .....	10
126.7 - 127.1 .....	3	130.7 - 131.1 .....	11
127.2 - 127.6 .....	4	131.2 - 131.6 .....	12
127.7 - 128.1 .....	5	131.7 - 132.1 .....	13
128.2 - 128.6 .....	6	132.2 - 132.6 .....	14
128.7 - 129.1 .....	7	132.7 - 133.1 .....	15

and so forth, with a 1-cent adjustment for each 0.5-point change in the index.

As in previous agreements, the cost-of-living reviews in December, March, June, and September were to be based on the Bureau of Labor Statistics Consumer Price Index for the months of October, January, April, and July.

<sup>20</sup> Assumption of this cost item by the company increased employees' take-home pay.

<sup>21</sup> However, as a result of the company's assumption of the worker's share of the premium for life and sickness and accident insurance, employee's take-home pay was increased.

<sup>22</sup> The agreement provided that cost-of-living adjustments be determined in accordance with the following table:

<i>Consumer Price Index (1957-59=100)</i>	<i>Hourly cost-of-living allowance (in cents)</i>
106.4 or less .....	None
106.5 to 106.8 .....	1
106.9 to 107.2 .....	2
107.3 to 107.6 .....	3
107.7 to 108.0 .....	4
108.1 to 108.4 .....	5
108.5 to 108.8 .....	6
108.9 to 109.2 .....	7
109.3 to 109.6 .....	8
109.7 to 110.0 .....	9
110.1 to 110.4 .....	10

and so forth, with a 1-cent adjustment for each 0.4-point change in the index.

As in previous agreements, cost-of-living reviews in December, March, June, and September were to be based on the Bureau of Labor Statistics Consumer Price Index for October, January, April, and July, respectively.

Footnotes—Continued

The cost-of-living allowance continued to be used to compute overtime, night-shift premium, vacation, holiday, and call-in payments. The 1964 agreement added bereavement pay and paid absence allowances to this list.

<sup>23</sup> The monetary equivalents of the annual improvement factor of 2.5 percent in 1965 and 2.8 percent in 1966 (applied to straight-time hourly rates exclusive of cost-of-living allowances, incentive earnings, and shift premiums) were:

<i>Straight-time hourly wage rate</i>	<i>Hourly annual improvement factor increase (in cents)</i>
<i>1965</i>	
Less than \$2.60 . . . . .	6
\$2.60 and under \$3.00 . . . . .	7
\$3.00 and under \$3.40 . . . . .	8
\$3.40 and under \$3.80 . . . . .	9
\$3.80 and under \$4.20 . . . . .	10
\$4.20 and under \$4.60 . . . . .	11
\$4.60 and under \$5.00 . . . . .	12
<i>1966</i>	
Less than \$2.68 . . . . .	7
\$2.68 and under \$3.04 . . . . .	8
\$3.04 and under \$3.40 . . . . .	9
\$3.40 and under \$3.75 . . . . .	10
\$3.75 and under \$4.11 . . . . .	11
\$4.11 and under \$4.47 . . . . .	12
\$4.47 and under \$4.83 . . . . .	13
\$4.83 and under \$5.18 . . . . .	14

<sup>24</sup> The agreement provided that the cost-of-living adjustment be made in accordance with the following schedules (the figures include the 5-cent allowance in effect on the effective date of the agreement after 21 cents of the 26-cent allowance had been added to base rates); effective October 7, 1968:

<i>Consumer Price Index (1957-59=100) 3-month average</i>	<i>Hourly cost-of-living allowance (in cents)</i>
117.5 or less . . . . .	8
117.6 - 117.9 . . . . .	9
118.0 - 118.3 . . . . .	10
118.4 - 118.7 . . . . .	11
118.8 - 119.1 . . . . .	12
119.2 or more . . . . .	13

Effective October 6, 1969:

<i>Consumer Price Index (1957-59=100) 3-month average</i>	<i>Hourly cost-of-living allowance (in cents)</i>
118.7 or less . . . . .	11
118.8 - 119.1 . . . . .	11
119.2 - 119.5 . . . . .	12
119.6 - 119.9 . . . . .	13
120.0 - 120.3 . . . . .	14
120.4 - 120.7 . . . . .	15
120.8 - 121.1 . . . . .	16
121.2 - 121.5 . . . . .	17
121.6 - 121.9 . . . . .	18
122.0 - 122.3 . . . . .	19
122.4 - 122.7 . . . . .	20
122.8 or more . . . . .	21

<sup>25</sup> The annual improvement factor increase (in the case of dayworkers, computed on the basis of the maximum of the rate range) was made in accordance with the following schedule:

<i>Straight-time average hourly wage rate</i>	<i>Hourly annual improve- ment factor increase (in cents)</i>
Less than \$3.17 . . . . .	9
\$3.17 but less than \$3.50 . . . . .	10
\$3.50 but less than \$3.84 . . . . .	11
\$3.84 but less than \$4.17 . . . . .	12
\$4.17 but less than \$4.50 . . . . .	13
\$4.50 but less than \$4.84 . . . . .	14
\$4.84 but less than \$5.17 . . . . .	15
\$5.17 but less than \$5.50 . . . . .	16
\$5.50 but less than \$5.84 . . . . .	17
\$5.84 but less than \$6.16 . . . . .	18

<sup>26</sup> Company estimate of average increase.

<sup>27</sup> For the period beginning Sept. 15, 1970, until Oct. 19, 1970, the 26 cents was not to be taken into account for incentive pay calculations and not added to hourly base rates used for purposes of the insurance or retirement plans. For SUB purposes, the base rates were not adjusted until Feb. 1, 1971.

<sup>28</sup> The increase, which included the 26 cents made retroactive to Sept. 15, 1970, available under the letter of agreement dated Feb. 6, 1968, applied to straight-time rates (excluding cost-of-living allowance in effect and shift premiums) as follows:

<i>Base rate before increase</i>	<i>Increase (in cents)</i>
Less than \$3.50 . . . . .	49
\$3.50 - 3.83 . . . . .	50
\$3.84 - 4.16 . . . . .	51
\$4.17 - 4.49 . . . . .	52
\$4.50 - 4.83 . . . . .	53
\$4.84 - 5.16 . . . . .	54
\$5.17 - 5.49 . . . . .	55
\$5.50 - 5.79 . . . . .	56
\$5.80 - 5.93 . . . . .	57
\$5.94 - 6.06 . . . . .	58
\$6.07 - 6.19 . . . . .	59
\$6.20 - 6.33 . . . . .	60
\$6.34 and over . . . . .	61

<sup>29</sup> For incentive calculations, the 16 cents was provided as a cents-per-hour additive, not subject to change as a result of incentive effort.

<sup>30</sup> The agreement provided that cost-of-living adjustments beginning in December 1971 and quarterly thereafter be determined as follows:

<i>3-month average* Consumer Price Index (1957-59=100)</i>	<i>Hourly cost-of-living allowance (in cents)</i>
134.8 or less . . . . .	None
134.9 - 135.2 . . . . .	1
135.3 - 135.6 . . . . .	2
135.7 - 136.0 . . . . .	3
136.1 - 136.4 . . . . .	4
136.5 - 136.8 . . . . .	5
136.9 - 137.2 . . . . .	6
137.3 - 137.6 . . . . .	7
137.7 - 138.0 . . . . .	8
138.1 - 138.4 . . . . .	9

and so forth with a 1-cent adjustment for each 0.4-point change in the average Index (rounded to the nearest 0.1 Index point) for the appropriate 3 months.

\*The cost-of-living review in December 1971 was to be based on the 3-month average of the Bureau of Labor Statistics Consumer Price Indexes for August, September, and October 1971, and the quarterly reviews, beginning in March 1972 and at 3-calendar-month intervals thereafter, were to be based on the 3-month averages of the Indexes for November and December 1971 and January 1972 and averages for 3-calendar-month intervals thereafter, respectively.

<sup>31</sup> The 3-percent increases effective in 1971 and 1972, applied to straight-time hourly rates (excluding the cost-of-living allowance in effect and shift premiums) as follows:

Footnotes—Continued

<i>Base rate before increase</i>	<i>Annual improvement factor increase (in cents)</i>
Less than \$4.17 . . . . .	12
\$4.17 - 4.49 . . . . .	13
\$4.50 - 4.83 . . . . .	14
\$4.84 - 5.16 . . . . .	15
\$5.17 - 5.49 . . . . .	16
\$5.50 - 5.83 . . . . .	17
\$5.84 - 6.16 . . . . .	18
\$6.17 - 6.49 . . . . .	19
\$6.50 - 6.83 . . . . .	20
\$6.84 - 7.16 . . . . .	21
\$7.17 - 7.49 . . . . .	22

<sup>32</sup> The increase applied to straight-time rates (excluding cost-of-living allowance in effect and shift premiums) as follows:

<i>Base rate before increase</i>	<i>Increase (in cents)</i>
Less than \$4.17 . . . . .	24
\$4.17 - 4.49 . . . . .	25
\$4.50 - 4.83 . . . . .	26
\$4.84 - 5.16 . . . . .	27
\$5.17 - 5.49 . . . . .	28
\$5.50 - 5.83 . . . . .	29
\$5.84 - 6.16 . . . . .	30
\$6.17 - 6.49 . . . . .	31
\$6.50 - 6.83 . . . . .	32
\$6.84 - 7.16 . . . . .	33
\$7.17 - 7.49 . . . . .	34
\$7.50 and over . . . . .	35

<sup>33</sup> For incentive calculations, the 35 cents was provided as a cents-per-hour additive, not subject to change as a result of incentive effort.

<sup>34</sup> The agreement provided that cost-of-living adjustments beginning on Dec. 3, 1973, and quarterly thereafter be determined as follows:

<i>3-month average Consumer Price Index (1967=100)</i>	<i>Hourly cost-of-living allowance (in cents)</i>
130.6 or less . . . . .	None
130.7 - 131.0 . . . . .	1
131.1 - 131.3 . . . . .	2
131.4 - 131.7 . . . . .	3
131.8 - 132.0 . . . . .	4
132.1 - 132.4 . . . . .	5
132.5 - 132.7 . . . . .	6
132.8 - 133.0 . . . . .	7
133.1 - 133.3 . . . . .	8
133.4 - 133.6 . . . . .	9
133.7 - 133.9 . . . . .	10
134.0 - 134.2 . . . . .	11
134.3 - 134.5 . . . . .	12
134.6 - 134.8 . . . . .	13
134.9 - 135.1 . . . . .	14
135.2 - 135.4 . . . . .	15
135.5 - 135.7 . . . . .	16
135.8 - 136.0 . . . . .	17
136.1 - 136.3 . . . . .	18
136.4 - 136.6 . . . . .	19
136.7 - 136.9 . . . . .	20

and so forth with a 1-cent adjustment for each 0.3-point change in the average index for the appropriate 3 months.

<sup>35</sup> The 3-percent increase effective on Oct. 7, 1974, and Oct. 6, 1975, applied to straight-time hourly rates (excluding the cost-of-living allowance in effect and shift premiums) as follows:

Footnotes—Continued

<i>Base rate before increase</i>	<i>Increase (in cents)</i>
Less than \$4.84 .....	14
\$4.84 - 5.16 .....	15
\$5.17 - 5.49 .....	16
\$5.50 - 5.83 .....	17
\$5.84 - 6.16 .....	18
\$6.17 - 6.49 .....	19
\$6.50 - 6.83 .....	20
\$6.84 - 7.16 .....	21
\$7.17 - 7.49 .....	22
\$7.50 - 7.83 .....	23
\$7.84 and over .....	24

The base rates used in computing the Oct. 7, 1974, increase for a particular job classification were equal to: Base rates prior to Oct. 1, 1973, times 103 percent plus 12 cents plus 35 cents cost-of-living allowance incorporated into base rates on Oct. 1, 1973. The base rates for the Oct. 6, 1975, increase were equal to: Base rates prior to Oct. 7, 1974, times 103 percent.

Table 2a. Hourly rate ranges for dayworkers, by labor grade,<sup>1</sup> United Electrical, Radio and Machine Workers of America, August 1951—August 1954<sup>2</sup>

Labor grade	August 1951				November 1952			
	Group I <sup>3</sup>		Group II <sup>3</sup>		Group I <sup>3</sup>		Group II <sup>3</sup>	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 1 .....	\$1.29	\$1.35	\$1.24	\$1.30	\$1.33	\$1.39	\$1.28	\$1.34
Grade 2 .....	1.31	1.39	1.26	1.34	1.35	1.43	1.30	1.38
Grade 3 .....	1.35	1.43	1.30	1.38	1.39	1.47	1.34	1.42
Grade 4 .....	1.39	1.47	1.34	1.42	1.44	1.52	1.39	1.47
Grade 5 .....	1.42	1.52	1.37	1.47	1.47	1.57	1.42	1.52
Grade 6 .....	1.47	1.57	1.42	1.52	1.53	1.63	1.48	1.58
Grade 7 .....	1.52	1.62	1.47	1.57	1.58	1.68	1.53	1.63
Grade 8 .....	1.56	1.68	1.51	1.63	1.62	1.74	1.57	1.69
Grade 9 .....	1.62	1.74	1.57	1.69	1.68	1.80	1.63	1.75
Grade 10 .....	1.67	1.81	1.62	1.76	1.73	1.87	1.68	1.82
Grade 11 .....	1.74	1.88	1.69	1.83	1.83	1.97	1.78	1.92
Grade 12 .....	1.80	1.96	1.75	1.91	1.89	2.05	1.84	2.00
Grade 13 .....	1.87	2.05	1.82	2.00	1.96	2.14	1.91	2.09
Grade 14 .....	1.95	2.15	1.90	2.10	2.04	2.24	1.99	2.19
	August 1953				August 1954 <sup>5</sup>			
	Group I <sup>4</sup>		Group II <sup>4</sup>		Group I <sup>4</sup>		Group II <sup>4</sup>	
Grade 1 .....	\$1.37	\$1.43	\$1.32	\$1.38	\$1.41	\$1.47	\$1.36	\$1.42
Grade 2 .....	1.39	1.47	1.34	1.42	1.43	1.51	1.38	1.46
Grade 3 .....	1.43	1.51	1.38	1.46	1.47	1.55	1.42	1.50
Grade 4 .....	1.48	1.56	1.43	1.51	1.52	1.60	1.47	1.55
Grade 5 .....	1.51	1.61	1.46	1.56	1.55	1.65	1.50	1.60
Grade 6 .....	1.57	1.67	1.52	1.62	1.61	1.71	1.56	1.66
Grade 7 .....	1.62	1.72	1.57	1.67	1.66	1.76	1.61	1.71
Grade 8 .....	1.66	1.78	1.61	1.73	1.70	1.82	1.65	1.77
Grade 9 .....	1.72	1.84	1.67	1.79	1.76	1.88	1.71	1.83
Grade 10 .....	1.77	1.91	1.72	1.86	1.81	1.95	1.76	1.90
Grade 11 .....	1.87	2.01	1.82	1.96	1.91	2.05	1.86	2.00
Grade 12 .....	1.93	2.09	1.88	2.04	1.97	2.13	1.92	2.08
Grade 13 .....	2.00	2.18	1.95	2.13	2.04	2.22	1.99	2.17
Grade 14 .....	2.08	2.28	2.03	2.23	2.12	2.32	2.07	2.27

<sup>1</sup> Daywork jobs are those paid on an hourly basis and are mostly nonproduction occupations. Before 1952, progression from minimum to maximum within a labor grade was based on merit. The 1952 FE-UE agreement provided for automatic progression.

<sup>2</sup> Rates shown include the annual improvement factor. See table 1 for cost-of-living adjustments put into effect. While not changing rate ranges, those adjustments do affect earnings of employees on the payroll. As of August 1954, these totaled 19 cents an hour.

<sup>3</sup> Group I—McCormick and Tractor Works in Chicago, West Pullman, East Moline, and Rock Island Works in Illinois;

Group II—Works in Louisville, Ky.; Richmond, Ind.; and Rock Falls, Ill.

<sup>4</sup> Group I—McCormick and Tractor Works in Chicago, and works in East Moline, Melrose Park, Rock Island, and West Pullman, Ill.; Fort Wayne and Indianapolis, Ind.; and Springfield, Ohio; Group II—Works in Canton and Rock Falls, Ill.; Evansville and Richmond, Ind.; Louisville, Ky.; and Memphis, Tenn. Rate structures in the two California plants differ from those in groups I and II.

<sup>5</sup> By 1955, the UAW represented all workers formerly represented by the FE-UE.

Table 2b. Hourly rate ranges for dayworkers, by labor grade,<sup>1</sup> United Automobile, Aircraft and Agricultural Implement Workers of America, August 1951–August 1954<sup>2</sup>

Labor grade	August 1951				August 1952			
	Group I <sup>3</sup>		Group II <sup>3</sup>		Group I <sup>3</sup>		Group II <sup>3</sup>	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 1	\$1.29	\$1.35	\$1.24	\$1.30	\$1.33	\$1.39	\$1.28	\$1.34
Grade 2	1.31	1.39	1.26	1.34	1.35	1.43	1.30	1.38
Grade 3	1.35	1.43	1.30	1.38	1.39	1.47	1.34	1.42
Grade 4	1.40	1.48	1.35	1.43	1.44	1.52	1.39	1.47
Grade 5	1.43	1.53	1.38	1.48	1.47	1.57	1.42	1.52
Grade 6	1.49	1.59	1.44	1.54	1.53	1.63	1.48	1.58
Grade 7	1.54	1.64	1.49	1.59	1.58	1.68	1.53	1.63
Grade 8	1.58	1.70	1.53	1.65	1.62	1.74	1.57	1.69
Grade 9	1.64	1.76	1.59	1.71	1.68	1.80	1.63	1.75
Grade 10	1.69	1.83	1.64	1.78	1.73	1.87	1.68	1.82
Grade 11	1.79	1.93	1.74	1.88	1.83	1.97	1.78	1.92
Grade 12	1.85	2.01	1.80	1.96	1.89	2.05	1.84	2.00
Grade 13	1.92	2.10	1.87	2.05	1.96	2.14	1.91	2.09
Grade 14	2.00	2.20	1.95	2.15	2.04	2.24	1.99	2.19
	August 1953				August 1954			
	Group I <sup>4</sup>		Group II <sup>4</sup>		Group I <sup>4</sup>		Group II <sup>4</sup>	
Grade 1	\$1.37	\$1.43	\$1.32	\$1.38	\$1.41	\$1.47	\$1.36	\$1.42
Grade 2	1.39	1.47	1.34	1.42	1.43	1.51	1.38	1.46
Grade 3	1.43	1.51	1.38	1.46	1.47	1.55	1.42	1.50
Grade 4	1.48	1.56	1.43	1.51	1.52	1.60	1.47	1.55
Grade 5	1.51	1.61	1.46	1.56	1.55	1.65	1.50	1.60
Grade 6	1.57	1.67	1.52	1.62	1.61	1.71	1.56	1.66
Grade 7	1.62	1.72	1.57	1.67	1.66	1.76	1.61	1.71
Grade 8	1.66	1.78	1.61	1.73	1.70	1.82	1.65	1.77
Grade 9	1.72	1.84	1.67	1.79	1.76	1.88	1.71	1.83
Grade 10	1.77	1.91	1.72	1.86	1.81	1.95	1.76	1.90
Grade 11	1.87	2.01	1.82	1.96	1.91	2.05	1.86	2.00
Grade 12	1.93	2.09	1.88	2.04	1.97	2.13	1.92	2.08
Grade 13	2.00	2.18	1.95	2.13	2.04	2.22	1.99	2.17
Grade 14	2.08	2.28	2.03	2.23	2.12	2.32	2.07	2.27

<sup>1</sup> Daywork jobs are those paid on an hourly basis and are mostly nonproduction occupations. The UAW 5-year contract of 1950 provided for partial automatic progression from minimum to maximum within a labor grade.

<sup>2</sup> Rates shown include the annual improvement factor. See table 1 for cost-of-living adjustments put into effect. While not changing rate ranges, these adjustments do affect earnings of employees on the payroll. As of August 1954, these totaled 19 cents an hour.

<sup>3</sup> Group I—Fort Wayne and Indianapolis, Ind.; Springfield, Ohio; Melrose Park, Ill.; and units of the McCormick

Works, Chicago; Group II—Works in Evansville, Ind.; Louisville, Ky.; and Memphis, Tenn. Rate structures in the two California plants differ from those in groups I and II.

<sup>4</sup> Group I—McCormick and Tractor Works in Chicago, and works in East Moline, Melrose Park, Rock Island, and West Pullman, Ill.; Fort Wayne and Indianapolis, Ind.; and Springfield, Ohio; Group II—Works in Canton and Rock Falls, Ill.; Evansville and Richmond, Ind.; Louisville, Ky.; and Memphis, Tenn. Rate structures in the California plants differ from those in groups I and II.

**Table 2c. Hourly rate ranges for dayworkers, by labor grade,<sup>1</sup> United Automobile, Aerospace and Agricultural Implement Workers of America,<sup>2</sup> August 1955<sup>3</sup>—October 1975**

Labor grade	August 1955 <sup>4</sup>		August 1956		August 1957		August 1958		January 1959 <sup>5</sup>	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1 .....	\$1.66	\$1.72	\$1.72	\$1.78	\$1.78	\$1.84	\$1.84	\$1.90	\$1.99	\$2.05
Grade 2 .....	1.68	1.76	1.74	1.82	1.80	1.88	1.86	1.94	2.01	2.09
Grade 3 .....	1.72	1.80	1.78	1.86	1.84	1.92	1.90	1.98	2.05	2.13
Grade 4 .....	1.77	1.85	1.83	1.91	1.89	1.97	1.95	2.03	2.10	2.18
Grade 5 .....	1.80	1.90	1.86	1.96	1.92	2.02	1.98	2.08	2.13	2.23
Grade 6 .....	1.86	1.96	1.92	2.02	1.98	2.08	2.04	2.14	2.19	2.29
Grade 7 .....	1.91	2.01	1.97	2.07	2.03	2.13	2.09	2.19	2.24	2.34
Grade 8 .....	1.95	2.07	2.01	2.13	2.07	2.19	2.13	2.25	2.28	2.40
Grade 9 .....	2.01	2.13	2.07	2.19	2.13	2.25	2.19	2.31	2.34	2.46
Grade 10 .....	2.11	2.25	2.17	2.31	2.23	2.37	2.29	2.43	2.48	2.62
Grade 11 .....	2.23	2.37	2.29	2.43	2.35	2.49	2.41	2.55	2.62	2.76
Grade 12 .....	2.29	2.45	2.35	2.51	2.41	2.57	2.47	2.63	2.68	2.84
Grade 13 .....	2.37	2.55	2.43	2.61	2.50	2.68	2.57	2.75	2.80	2.98
Grade 14 .....	2.45	2.65	2.52	2.72	2.59	2.79	2.66	2.86	2.89	3.09
	September 1959 <sup>5</sup>		October 1960 <sup>5</sup>		October 1961		October 1962		October 1963	
Grade 1 .....	\$2.05	\$2.11	\$2.11	\$2.17	\$2.29	\$2.35	\$2.35	\$2.41	\$2.41	\$2.47
Grade 2 .....	2.07	2.15	2.13	2.21	2.31	2.39	2.37	2.45	2.43	2.51
Grade 3 .....	2.11	2.19	2.17	2.25	2.35	2.43	2.41	2.49	2.47	2.55
Grade 4 .....	2.16	2.24	2.22	2.30	2.40	2.48	2.46	2.54	2.52	2.60
Grade 5 .....	2.19	2.29	2.25	2.35	2.43	2.53	2.49	2.59	2.55	2.65
Grade 6 .....	2.25	2.35	2.31	2.41	2.49	2.59	2.55	2.65	2.62	2.72
Grade 7 .....	2.30	2.40	2.36	2.46	2.54	2.64	2.61	2.71	2.68	2.78
Grade 8 .....	2.34	2.46	2.40	2.52	2.58	2.70	2.65	2.77	2.72	2.84
Grade 9 .....	2.40	2.52	2.46	2.58	2.64	2.76	2.71	2.83	2.78	2.90
Grade 10 .....	2.55	2.69	2.62	2.76	2.81	2.95	2.88	3.02	2.96	3.10
Grade 11 .....	2.69	2.83	2.76	2.90	2.95	3.09	3.03	3.17	3.11	3.25
Grade 12 .....	2.75	2.91	2.82	2.98	3.01	3.17	3.09	3.25	3.17	3.33
Grade 13 .....	2.87	3.05	2.95	3.13	3.15	3.33	3.23	3.41	3.32	3.50
Grade 14 .....	2.97	3.17	3.05	3.25	3.25	3.45	3.34	3.54	3.43	3.63
Code groups rated out of regular rate range structure: <sup>6</sup>										
A .....	-	-	-	-	3.10	3.24	3.18	3.32	3.26	3.40
B .....	-	-	-	-	3.18	3.34	3.26	3.42	3.35	3.51
C .....	-	-	-	-	3.27	3.45	3.36	3.54	3.45	3.63
D .....	-	-	-	-	3.36	3.56	3.45	3.65	3.54	3.74
E .....	-	-	-	-	3.27	3.59	3.36	3.68	3.45	3.77
F .....	-	-	-	-	3.76	4.06	3.86	4.16	3.96	4.26

See footnotes at end of table.

Table 2c. Hourly rate ranges for dayworkers, by labor grade,<sup>1</sup> United Automobile, Aerospace and Agricultural Implement Workers of America,<sup>2</sup> August 1955<sup>3</sup>—October 1975—Continued

Labor grade	October 1964 <sup>7</sup>		October 1965		October 1966		October 1967 <sup>8 9</sup>		October 1968	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1 .....	\$2.48	\$2.54	\$2.54	\$2.60	\$2.63	\$2.69	\$3.01	\$3.07	\$3.10	\$3.16
Grade 2 .....	2.50	2.58	2.56	2.64	2.65	2.73	3.03	3.11	3.12	3.20
Grade 3 .....	2.54	2.62	2.61	2.69	2.71	2.79	3.09	3.17	3.19	3.27
Grade 4 .....	2.59	2.67	2.66	2.74	2.76	2.84	3.14	3.22	3.24	3.32
Grade 5 .....	2.62	2.72	2.69	2.79	2.79	2.89	3.17	3.27	3.27	3.37
Grade 6 .....	2.69	2.79	2.76	2.86	2.86	2.96	3.24	3.34	3.34	3.44
Grade 7 .....	2.75	2.85	2.82	2.92	2.92	3.02	3.30	3.40	3.40	3.50
Grade 8 .....	2.79	2.91	2.86	2.98	2.96	3.08	3.34	3.46	3.44	3.56
Grade 9 .....	2.85	2.97	2.92	3.04	3.03	3.15	3.41	3.53	3.52	3.64
Grade 10 .....	3.03	3.17	3.11	3.25	3.22	3.36	3.57	3.70	3.68	3.81
Grade 11 .....	3.18	3.32	3.26	3.40	3.38	3.52	3.73	3.87	3.85	3.99
Grade 12 .....	3.24	3.40	3.33	3.49	3.45	3.61	3.94	4.08	4.06	4.20
Grade 13 .....	3.39	3.57	3.48	3.66	3.60	3.78	4.09	4.25	4.22	4.38
Grade 14 .....	3.50	3.70	3.59	3.79	3.72	3.92	4.26	4.44	4.39	4.57
Grade 15 .....	-	-	-	-	-	-	4.40	4.60	4.54	4.74
Code groups rated out of regular rate range structure: <sup>6</sup>										
A .....	3.33	3.47	3.42	3.56	3.54	3.68	4.22	4.36	4.35	4.49
B .....	3.42	3.58	3.51	3.67	3.63	3.79	4.31	4.47	4.44	4.60
C .....	3.52	3.70	3.61	3.79	4.74	3.92	4.42	4.60	4.56	4.74
D .....	3.61	3.81	3.71	3.91	3.84	4.04	4.52	4.72	4.66	4.86
E .....	3.52	3.84	3.62	3.94	3.75	4.07	4.48	4.80	4.62	4.94
F .....	4.03	4.33	4.14	4.44	4.28	4.58	5.06	5.36	5.22	5.52
October 1969										
Grade 1 .....	\$3.19	\$3.25	\$3.84	\$3.90	\$3.96	\$4.02	\$4.08	\$4.14		
Grade 2 .....	3.22	3.30	3.87	3.95	3.99	4.07	4.11	4.19		
Grade 3 .....	3.29	3.37	3.94	4.02	4.06	4.14	4.18	4.26		
Grade 4 .....	3.34	3.42	3.99	4.07	4.11	4.19	4.24	4.32		
Grade 5 .....	3.37	3.47	4.02	4.12	4.14	4.24	4.27	4.37		
Grade 6 .....	3.44	3.54	4.10	4.20	4.23	4.33	4.36	4.46		
Grade 7 .....	3.51	3.61	4.17	4.27	4.30	4.40	4.43	4.53		
Grade 8 .....	3.55	3.67	4.21	4.33	4.34	4.46	4.47	4.59		
Grade 9 .....	3.63	3.75	4.29	4.41	4.42	4.54	4.56	4.68		
Grade 10 .....	3.79	3.92	4.46	4.59	4.60	4.73	4.74	4.87		
Grade 11 .....	3.97	4.11	4.64	4.78	4.78	4.92	4.93	5.07		
Grade 12 .....	4.19	4.33	4.87	5.01	5.02	5.16	5.17	5.31		
Grade 13 .....	4.35	4.51	5.04	5.20	5.20	5.36	5.36	5.52		
Grade 14 .....	4.53	4.71	5.22	5.40	5.38	5.56	5.55	5.73		
Grade 15 .....	4.68	4.88	5.38	5.58	5.55	5.75	5.72	5.92		
Code groups rated out of regular rate range structure: <sup>12</sup>										
A .....	4.48	4.62	5.17	5.31	5.33	5.47	5.49	5.63		
B .....	4.58	4.74	5.27	5.43	5.43	5.59	5.60	5.76		
C .....	4.70	4.88	5.40	5.58	5.57	5.75	5.74	5.92		
D .....	4.81	5.01	5.51	5.71	5.68	5.88	5.86	6.06		
E .....	4.77	5.09	5.47	5.79	5.64	5.96	5.82	6.14		
F .....	5.39	5.69	6.11	6.41	6.30	6.60	6.50	6.80		
October 1970 <sup>10 11</sup>										
November 1971										
November 1972										

See footnotes at end of table.

Table 2c. Hourly rate ranges for dayworkers, by labor grade<sup>1</sup>, United Augomobile, Aerospace and Agricultural Implement Workers of America,<sup>2</sup> August 1955<sup>3</sup>—October 1975—Continued

Labor grade	October 1973 <sup>13 14</sup>		October 1974 <sup>14</sup>		October 1975 <sup>14</sup>	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1 .....	\$4.67	\$4.73	\$4.81	\$4.87	\$4.96	\$5.02
Grade 2 .....	4.71	4.79	4.85	4.93	5.00	5.08
Grade 3 .....	4.78	4.86	4.93	5.01	5.08	5.16
Grade 4 .....	4.84	4.92	4.99	5.07	5.14	5.22
Grade 5 .....	4.87	4.97	5.02	5.12	5.17	5.27
Grade 6 .....	4.96	5.06	5.11	5.21	5.27	5.37
Grade 7 .....	5.04	5.14	5.19	5.29	5.35	5.45
Grade 8 .....	5.08	5.20	5.24	5.36	5.40	5.52
Grade 9 .....	5.17	5.29	5.33	5.45	5.49	5.61
Grade 10 .....	5.36	5.49	5.52	5.65	5.69	5.82
Grade 11 .....	5.55	5.69	5.72	5.86	5.90	6.04
Grade 12 .....	5.80	5.94	5.98	6.12	6.16	6.30
Grade 13 .....	6.00	6.16	6.18	6.34	6.37	6.53
Grade 14 .....	6.19	6.37	6.38	6.56	6.58	6.76
Grade 15 .....	6.37	6.57	6.57	6.77	6.77	6.97
Code groups rated out of regular rate range structure: <sup>12</sup>						
A .....	6.13	6.27	6.32	6.46	6.51	6.65
B .....	6.24	6.40	6.43	6.59	6.63	6.79
C .....	6.39	6.57	6.59	6.77	6.79	6.97
D .....	6.51	6.71	6.71	6.91	6.92	7.12
E .....	6.47	6.79	6.67	6.99	6.88	7.20
F .....	7.17	7.47	7.39	7.69	7.62	7.92

<sup>1</sup> Daywork jobs are those paid on an hourly basis and are mostly nonproduction occupations. The 1961 agreements continued partial automatic progression from minimum to maximum in a grade as follows: Grade 1, after 30 days; grades 2 and 3, after 30 and 30 days; grades 4 through 7, after 30 and 60 days; and grades 8 through 10, after 30, 60, and 90 days. Progression for labor grades 11 through 14 was automatic to the mid-point of the rate range after 30 and 90 days with further progression to the maximum to be based on merit rating. The 1968 agreement continued partial automatic progression from minimum to maximum in a grade as follows: Grade 1, after 30 days; grades 2 and 3, after 30 and 60 days; grades 4 through 7, after 30 and 90 days; grades 8 through 11 after 30, 90, and 180 days. Progression for grades 12 through 15 was automatic to the mid-point of the rate range after 30 and 120 days with further progression to the maximum to be based on merit rating.

Rates shown for October 1961 and subsequent periods include 12 cents of the cost-of-living allowance existing prior to October 1961, which was incorporated into base rates. With this exception, cost-of-living allowances, while affecting earnings of employees on the payroll, did not change rate ranges and are not included in this table. Rate structures at the two California plants (Emeryville and Stockton) differ from those shown here.

<sup>2</sup> The UAW changed its name to the United Automobile, Aerospace and Agricultural Implement Workers of America on May 8, 1962.

<sup>3</sup> By 1955, the UAW represented all workers formerly represented by FE-UE.

<sup>4</sup> The wage differentials for dayworkers between groups I and II (tables 2a and 2b) were eliminated by August 1955.

<sup>5</sup> Includes additional increases effective Oct. 6, 1958, ranging from 4 to 8 cents for grades 10 through 14, as provided in the January 1959 contract.

<sup>6</sup> The rates were established in the Oct. 16, 1961, agreement that restructured previously existing jobs rated out of the regular rate structure. As of July 1967 only a small number of employees in the bargaining unit held jobs in code groups D, E, and F. Partial automatic progression from minimum to mid-point in all code groups was after 30 and an additional 90 days.

<sup>7</sup> Rates shown for Oct. 1964 and subsequent periods include 7 cents of the cost-of-living allowance existing prior to Oct. 5, 1964, which was incorporated into base wage rates. With this exception, cost-of-living allowances, and the 2-cents special supplement, while affecting earnings of employees on the payroll, did not change rate ranges and are not included in this table. Rate structures at the two California plants (Emeryville and Stockton) differ from those shown here.

<sup>8</sup> Effective Oct. 16, 1967, the former labor grades 10 through 14 were revised upward one grade resulting in a newly established grade 15 at the top of the structure.

<sup>9</sup> Rates shown reflect incorporation of 21 of the existing 26-cents-an-hour cost-of-living allowance into basic rates as well as the 17-cent-an-hour general increase and the additional increases received by new labor grades 11 through 15 and code groups as shown in table 1. Rate structures at the two California plants (San Leandro and Stockton) differ from those shown here.

<sup>10</sup> The 1970 agreement continued partial automatic progression from minimum to maximum in a grade as follows: Grade 1, after 30 days; grades 2 and 3, after 30 and 60 days;

Footnotes—Continued

grades 4 through 7, after 30 and 90 days; grades 8 through 11, after 30, 90, and 180 days. Progression for grades 12 through 15 was automatic to the mid-point of the rate-range after 30 and 120 days; further progression to the maximum was to be based on merit rating.

<sup>11</sup> Rates shown reflect incorporation of 16 cents of the existing cost-of-living allowance into basic rates as well as the general wage increases as shown in table 1 (which included the 26-cent increase determined under provisions of the letter of agreement dated Feb. 2, 1968, and made retroactive to Sept. 15, 1970 by the 1970 agreement). Rate structures at the two California plants (San Leandro and Stockton) differ from those shown here.

<sup>12</sup> Automatic progression from minimum to mid-point in all code groups was after 30 and 120 days; further progression to the

maximum was to be based on merit rating.

<sup>13</sup> The 1973 agreement continued partial automatic progression from minimum to maximum in a grade as follows: Grade 1, after 30 days; grades 2 and 3, after 30 and 60 days; grades 4 through 7, after 30 and 90 days; grades 8 through 11, after 30, 90, and 180 days. Progression for grades 12 through 15 was automatic to the mid-point of the rate range after 30 and 120 days; further progression to the maximum was based on merit.

<sup>14</sup> Rates shown reflect incorporation of 35 cents of the existing cost-of-living allowance into basic rates as well as the general wage increases as shown in table 1. Cost-of-living adjustments after October 1973, are not reflected in the October 1974, and October 1975 rates. Rate structures at the California plant at San Leandro differ from those shown here.

**Table 3a. Selected job classifications by labor grade, August 1951**

Labor grade	Job classification
United Electrical, Radio and Machine Workers	
1 .....	Janitors; laborers, shop; operators, elevator.
2 .....	Helpers, stockkeeper; laborers, foundry, shop; packers, carton; testers, castings; washers.
3 .....	Helpers, heat-treater; operators, sand-cutting machine, floor-cleaning machine.
4 .....	Attendants, pattern-vaults; mixers, paint; operators, sand-or-shot-blast; packers, repair-parts; sawyers, rip.
5 .....	Box makers; checkers, core, receiving material; inspectors (minor); repairmen, goggles; sawyers, swing.
6 .....	Attendants, pattern-vault; drivers, auto-truck; helpers, blacksmith, bricklayer, carpenter.
7 .....	Attendants, tool crib; bricklayers (minor); carpenters (minor).
8 .....	Blacksmiths (minor); electricians (minor); operators, milling-machine, crane.
9 .....	Core maker, jobbing; grinders, toolroom (minor); saw filers; toolmakers (minor).
10 .....	Beltmen; molders, bench; operators, radial-drill; painters, all-round.
11 .....	Bricklayers; carpenters; electricians, plant; machinists, repair; sheet-metal workers.
12 .....	Blacksmiths; engineers, stationary; grinders, toolroom; inspectors, perishable-tool; operators, toolroom machine, all-round.
13 .....	Inspectors, tool and gauge; machinists, all-round; operators, boring-machine; toolmakers.
14 .....	Hardeners, tool and die.
International Union, United Automobile, Aircraft and Agricultural Implement Workers of America	
1 .....	Helpers, stockkeeper, sawyer; jaintors; laborers, shop; operators, freight-elevator; washers.
2 .....	Assemblers, box; laborers, foundry; operators, baling-machine, chip-hopper, incinerator, multigraph.
3 .....	Checkers, auto-truck salvage; laborers, foundry, shop; loaders, conveyor; operators, degreasing-tank, floor-cleaning machine (walking type), punch-press, wire-staightening and cutting machine; painter (foundry), production-spray, floor stripping machine.
4 .....	Assemblers, core; attendants, lubricating, lubrication-crib, pattern-vault, tool crib; cutters, oxygen and acetylene; operators, electric, bridge-crane, sand-or-shot-blast machine, sealing machine, wheelabrator; sawyers, rip.
5 .....	Beltmen; checkers, core, service-parts, load and unload, car-dispatcher service parts, foundry, order-filler and packer; heat treater, production-work, springs; drivers, auto-truck, industrial truck shop mule, power floor cleaner, auto-truck end-of-the-line; operators, brake, bridge type crane, electrical travel monorail crane, drill press, magnoflux, scrap baler; sand cutting machine.
6 .....	Assemblers, special-rework; checkers, receiving material, service parts, material content, loading and shipping, perishable tool, gears; helpers, blacksmith, bricklayer, carpenter, electrician, machinist, millwright, mechanic; repairmen, motor assembly, chassis final; warehousemen.
7 .....	Assemblers, seats, experimental; carpenters, all-round (minor); repairmen, foundry equipment, auto-gas and electric truck, building facilities, process equipment assembler; stockmen, production, piston and sleeve, service parts; welders, electric spot, electric arc, gas, production parts.

**Table 3a. Selected job classifications by labor grade, August 1951—Continued**

Labor grade	Job classification
International Union, United Automobile, Aircraft and Agricultural Implement Workers of America—Continued	
8 .....	Blacksmiths (minor); mechanics, experimental engineer, setup, experimental, industrial power engineer; operators, boring mill, gantry crane, drill press, punch press; plumbers and steamfitters (minor); repairmen, steam hammer (minor), salvage, electric motor, baler, refrigeration, truck frame.
9 .....	Assemblers, special, experimental, painter all-round, spray; repairmen, wheel tractor, motor assembly, chassis final, ICH injection pumps; toolmakers (minor).
10 .....	Engineers, stationary, watch; molders, all-round; repairmen, foundry equipment, air tools; setup man, resistance welder, machine tool; splicers, cable and rope.
11 .....	Carpenters, all-round; grinders, external tool room, internal tool room, surface tool room; millwrights; plumbers and steamfitters; repairmen, steam hammer, welding equipment, salvage, sheet metal; welders, electric, arc, gas, production parts, research.
12 .....	Blacksmiths; electricians, plant; engravers, tooling; inspectors, quality engineering, lay-out, perishable tool tear-down; mechanics, all-round
13 .....	Die makers, upset dies; model makers, experimental refrigeration; machinists, foundry-pattern, toolroom, experiment department; sheet-metal development workers; toolmakers; trouble shooters, perishable tools.
14 .....	Hardeners, tool and die.

Table 3b. Selected job classifications by labor grade,<sup>1</sup> October 16, 1967

Labor grade	Job classification
1 .....	Janitors; laborers, shop.
2 .....	Checkers, departmental (minor); operators, freight-elevator; packers, service parts (minor); washers.
3 .....	Attendants, stock (assembly department); drivers, work-saver finger lift truck; helpers, stockman's (production); laborers, foundry (requiring tools and mechanical equipment), shop (heavy, rough); loaders, conveyor (general); operators, floor cleaning machine, transporter (high lift, walking type, power driven); warehouse men (general).
4 .....	Assemblers (minor); attendants, tool crib department (windowman); bench hands; checkers, departmental (major); groundmen, crane; laborers, foundry (heavy, rough); loaders, conveyor (durable sheet metal subject to damage), shipping dock; operators, sand or shot blast machine; packers, service parts (major); painters, dip; unloaders, stores department.
5 .....	Attendants, storeroom (production stores); checkers, core, service parts (minor); drivers, low level elevating-industrial truck (shop mule, tractor), power floor cleaner, wheel and crawler type tractor, Harvester thresher (end of assembly); heat treaters, production work (minor); inspectors, production work (minor); loaders, conveyor (durable sheet metal by production sequence); operators, crane (electric bridge, ground operated), crane-electric traveling mono-rail (foundry), mill-tumbling; order-fillers (major work); packers, domestic and export, export (prepack); repairmen, salvage materials, production parts; salvagemen, grey iron castings; stockkeepers, production parts; tenders, core oven; testers, hydraulic valves; washers and maskers, completed vehicles.
6 .....	Assemblers (major); checkers, receiving materials, loading and shipping; chippers, hand, electric and pneumatic; drivers, auto truck, industrial finger-lift and crane-type trucks, auto truck with boom attachment; helpers, carburizer's, electrician's, millwright's, plumber's and steamfitter's; oilers, plant and foundry; packers and checkers, service and shipping; sand-mixers, core sand; sanders, hand; stockkeepers, tools and supplies; stockmen, production; warehousemen (in charge).
7 .....	Attendants, tool crib department (in charge); benders, tubing (hand or hand operated equipment); drivers, semitractor type truck, industrial truck-gas or electric (molten metal-foundry); inspectors, production work (major, not requiring final decision), foundry castings; layout men, sheet metal; mixers, paint; operators, crane (bridge type-shop or yard), sand-blast hose; packers, export; painters, spray (finished production); patchers, core; pourers, molten metal; repairmen, ladle; verification men, stock status.
8 .....	Assemblers (major, requiring maximum accuracy); beltmen; checkers, gear-manufacturing department (minor), service parts (major); checkers and setters, gauge; operators, crane-electric traveling bridge (foundry), induction hardening machine; repairmen, chassis-assembly lines, cab and cowl (trim) (minor); stockkeepers, tools and supplies (in charge).
9 .....	Carburizers, gas furnace operators; heat treaters, production work (major); inspectors, production work (major, requiring final decision), performance test or final test (trucks and tractors), engine assembly; maintenance men, jig and fixture (machining departments); mechanics, repair (diesel and gasoline engine); operators, crane (crawler type, clam shell or Crane-Kar), grinders-perishable tools (medium); painters, all around maintenance (hand), spray (repair); repairmen, wheel tractor, chassis final, Harvester thresher and cornpicker (machine and attachments), motor and transmission sub-assembly, construction equipment (self propelled); reworkmen-crawler type tractor; salvagemen, production material; welders, production parts (minor).
10 .....	Operators, boiler, punch press (major); tenders, cupola; layout men, production work (minor); liners and repairmen, cupola; mechanics, construction equipment (major).
11 .....	Checkers, gear-manufacturing department (major); repairmen, air tools, paint mixers, and spray equipment; painters, all around maintenance (spray); setup men, sheet metal, bar and plate (shears, punch presses, forming rolls, brakes and special machines), machine tool (all around), forge shop (all around), arc or gas welding.

See footnote at end of table.

**Table 3b. Selected job classifications by labor grade,<sup>1</sup> October 16, 1967—Continued**

Labor grade	Job classification
12 .....	Inspectors, product machine (initial setup) (hay baler or cotton picker assembly line run-in function inspector), statistical investigator and instructor; layout men, sheet metal (requiring development work); mechanics, setup-experimental engineering department, industrial engineering department only; operators, grinder—perishable tools (major), shaper (metal, toolroom); repairmen, foundry equipment (medium), (salvage material, production parts-major), cab and cowl (major); utility men, production work (not assembly); welders, production parts (major), setup and try out (arc or gas welding).
13 .....	Checkers, gear-manufacturing department (development and pre-production); inspectors, perishable tools; mechanics, experimental engineering department; operators, lathe hand engine all around (toolroom), grinder (toolroom, experimental engineering department), milling machine toolroom, experimental engineering, and machine repair; pyrometer tenders and maintenance men; repairmen, instrument and gauge, auto and gas electric trucks, tractors, switch engines, cranes, road graders, sweepers, gas electric portable equipment, transmission; setup men, automatic screw machine.
14 .....	Inspectors, experimental department only—layout inspection finished parts, layout (major); trouble shooters, perishable tools.
15 .....	Hardeners, tools, dies.
Code group: <sup>2</sup>	
A .....	Bricklayers, all around; carpenters; machinists, toolroom or machine repair; millwrights; plumber and steamfitter; refrigeration service and repair men; repairmen (steam drop hammer), foundry (major), production heating and ventilating equipment; sheet metal workers, maintenance; welders, tool reclamation—gas-oxy-acetylene-low temperature, arc and/or gas-complicated maintenance work, gas or electric (tool or die) (toolroom only), research, arc and/or gas—experimental engineering department.
B .....	Blacksmiths; electricians, plant; engineers, stationary; repairmen, welding equipment.
C .....	Inspectors, tool and gauge; instrument men, maintenance and building; machinists, experimental department, foundry and pattern shop, toolroom or machine repair (machine tool builders); operators, boring machine (jig borer—toolroom, machine tool repair and experimental engineering department), boring mill (horizontal precision—Giddings and Lewis or Lucas types—toolroom, machine tool repair, experimental engineering department), mill (rotary head—tool and die—experimental engineering); sheet metal development workers, experimental models; tool and die makers.

<sup>1</sup> On Oct. 16, 1967, the former labor grades 10 through 14 were revised upward 1 grade creating a new grade 10 and a 15-labor-grade structure.

<sup>2</sup> Code groupings were established in the agreement of Oct. 16, 1961, as a result of the restructuring of several code jobs

that existed in earlier agreements. Occupational titles were not available for code groups D, E, and F. As of July 1967, only a number of employees in the bargaining unit held jobs in these 3 code groups.

**Table 3c. Selected job classifications by labor grade, February 1, 1971**

Labor grade	Job classification
1 .....	Janitors; laborers, shop.
2 .....	Checkers, departmental (minor); operators, freight-elevator; packers, service parts (minor); washers.
3 .....	Attendants, stock (assembly department); drivers, work-saver finger lift truck; helpers, stockman's production; laborers, foundry (requiring tools and mechanical equipment), shop (heavy, rough); loaders, conveyor (general); operators, floor cleaning machine, transporter (high lift, walking type, power driven); warehousemen (general).
4 .....	Assemblers (minor); attendants, tool crib department (windowman); bench hands; checkers, departmental (major); groundmen, crane; laborers, foundry (heavy, rough); loaders, conveyor (durable sheet metal subject to damage), shipping dock; operators, sand or shot blast machine; packers, service parts (major); painters, dip; unloaders, stores department.
5 .....	Attendants, storeroom (production stores); checkers, core, service parts (minor); drivers, low level elevating-industrial truck (shop mule, tractor), power floor cleaner, wheel and crawler type tractor, Harvester thresher (end of assembly); heat treaters, production work (minor); inspectors, production work (minor); loaders, conveyor (durable sheet metal by production sequence); operators, crane (electric bridge, ground operated), crane-electric traveling mono-rail (foundry), mill-tumbling; orderfillers (major work); packers, domestic and export, export (prepack); repairmen, salvage materials, production parts; salvagemen, grey iron castings; stockkeepers, production parts; tenders, core oven; testers, hydraulic valves; washers and maskers, completed vehicles; painters, brush (plant machine).
6 .....	Assemblers (major); checkers, receiving materials, loading and shipping; chippers, hand, electric and pneumatic; drivers, auto truck, industrial finger-lift and crane-type trucks, auto truck with boom attachment; helpers, carburizer's, electrician's, millwright's, plumber's and steamfitter's; oilers, plant and foundry; packers and checkers, service and shipping; sand-mixers, core sand; sanders, hand; stockkeepers, tools and supplies; stockmen, production; warehousemen (in charge).
7 .....	Attendants, tool crib department (in charge); benders, tubing (hand or hand operated equipment); drivers, semitractor type truck, industrial truck-gas or electric (molten metal-foundry); inspectors, production work (major, not requiring final decision), foundry castings; layout men, sheet metal; mixers, paint; operators, crane (bridge type-shop or yard), sand-blast hose; packers, export; painters, spray (finished production); patchers, core; pourers, molten metal; repairmen, ladle; verification men, stock status; helper, cupola liner and repair.
8 .....	Assemblers (major, requiring maximum accuracy); beltmen; checkers, gear-manufacturing department (minor), service parts (major); checkers and setters, gauge, operators, crane-electric-traveling bridge (foundry), induction hardening machine; repairmen, chassis-assembly lines, cab and cowl (trim) (minor); stockkeepers, tools and supplies (in charge).
9 .....	Carburizers, gas furnace operators; heat treaters, production work (major); inspectors, production work (major, requiring final decision), performance test or final test (trucks and tractors), engine assembly; maintenance men, jig and fixture (machining departments); mechanics, repair (diesel and gasoline engine); operators, crane (crawler type, clam shell or Crane-Kar), grinders-perishable tools (medium); painters, all around maintenance (hand), spray (repair); repairmen, wheel tractor, chassis final, Harvester thresher and cornpicker (machine and attachments), motor and transmission subassembly, construction equipment (self propelled); reworkmen-crawler type tractor; salvagemen, production material; welders, production parts (minor).
10 .....	Operators, boiler, punch press (major); tenders, cupola; layout men, production work (minor); liners and repairmen, cupola; mechanics, construction equipment (major).
11 .....	Checkers, gear-manufacturing department (major); repairmen, air tools, paint mixers, and spray equipment; painters, all around maintenance (spray); setup men, sheet metal, bar and plate (shears, punch presses, forming rolls, brakes and special machines), machine tool (all around), forge shop (all around), arc or gas welding; finisher and repair (dies).
12 .....	Inspectors, product machine (initial setup) (hay baler or cotton picker assembly line run-in function inspector), statistical investigator and instructor; layout men, sheet metal (requiring development work); mechanics, setup-experimental engineering department, industrial engineering department only; operators, shaper (metal, toolroom); repairmen, foundry equipment (medium), salvage material, (production parts-major), cab and cowl (major); utility men, production work (not assembly); welders, production parts (major), setup and try out (arc or gas welding); repairmen-welders (M.I.G.).
13 .....	Inspectors, perishable tools; mechanics, experimental engineering department; operators, lathe hand engine all around (toolroom), grinder (toolroom, experimental engineering department), milling machine toolroom, experimental engineering, and machine repair; pyrometer tenders and maintenance men; repairmen, instrument and gauge, auto and gas electric trucks, tractors, switch engines, cranes, road graders, sweepers, gas electric portable equipment, transmission; setup men, automatic screw machine; grinder-perishable tools (major).

**Table 3c. Selected job classifications by labor grade, February 1, 1971—Continued**

Labor group	Job classification
14 .....	Inspectors, experimental department only — layout inspection finished parts, layout (major); trouble shooters, perishable tools; checkers, gear-manufacturing department (development and pre-production).
15 .....	Hardeners, tools, dies.
Code group: <sup>1</sup>	
A .....	Bricklayers, all around; carpenters; machinists, toolroom or machine repair; millwrights; plumber and steamfitter; refrigeration service and repair men; repairmen (steam drop hammer), foundry (major), production heating and ventilating equipment; sheet metal workers, maintenance; welders, tool reclamation—gas-oxy-acetylene-low temperature, arc and/or gas-complicated maintenance work, gas or electric (tool or die) (toolroom only), research, arc and/or gas — experimental engineering department.
B .....	Blacksmiths; electricians, plant; engineers, stationary; repairmen, welding equipment.
C .....	Inspectors, tool and gauge; instrument men, maintenance and building; machinists, experimental department, foundry and pattern shop, toolroom or machine repair (machine tool builders); operators, boring machine (jig borer — toolroom, machine tool repair and experimental engineering department), boring mill (horizontal precision— Giddings and Lewis or Lucas types — toolroom, machine tool repair, experimental engineering department), mill (rotary head — tool and die — experimental engineering); sheet metal development workers, experimental models; tool and die makers.

<sup>1</sup> Occupational titles were not available for code groups D, E, and F. As of February 1971, only a small number of employees in the bargaining unit held jobs in these three code groups.

**Table 3d. Selected job classifications by labor grade, October 1, 1973**

Labor grade	Job classification
1 .....	Janitors; laborers, shop.
2 .....	Checkers, departmental (minor); operators, freight-elevator; packers, service parts (minor); washers.
3 .....	Attendants, stock (assembly department); drivers, work-saver finger lift truck; helpers, stockman's (production); laborers, foundry (requiring tools and mechanical equipment), shop (heavy, rough); loaders, conveyor (general); operators, floor cleaning machine, transporter (high lift, walking type, power driven); warehousemen (general).
4 .....	Assemblers (minor); attendants, tool crib department (windowman); bench hands; checkers, departmental (major); groundmen, crane; laborers, foundry (heavy, rough); loaders, conveyor (durable sheet metal subject to damage), shipping dock; operators, sand or shot blast machine; packers, service parts (major); painters, dip; piecework replacement workers; unloaders, stores department.
5 .....	Attendants, storeroom (production stores); checkers, core, service parts (minor); drivers, low level elevating-industrial truck (shop mule, tractor), power floor cleaner, wheel and crawler type tractor, Harvester thresher (end of assembly); heat treaters, production work (minor); inspectors, production work (minor); loaders, conveyor (durable sheet metal by production sequence); operators, crane (electric bridge, ground operated), crane-electric traveling mono-rail (foundry), mill-tumbling; order-fillers (major work); packers, domestic and export, export (prepack); repairmen, salvage materials, production parts; salvagemen, grey iron castings; stockkeepers, production parts; tenders, core oven; testers, hydraulic valves; washers and maskers, completed vehicles; painters, brush (plant machine).
6 .....	Assemblers (major); checkers, receiving materials, loading and shipping; chippers, hand, electric and pneumatic; drivers, auto truck, industrial finger-lift and crane-type trucks, auto truck with boom attachment; helpers, carburizer's, electrician's, millwright's, plumber's and steamfitter's; oilers, plant and foundry; packers and checkers, service and shipping; sand-mixers, core sand; sanders, hand; stockkeepers, tools and supplies; stockmen, production; warehousemen (in charge).
7 .....	Attendants, tool crib department (in charge); benders, tubing (hand or hand operated equipment); drivers, semitractor type truck, industrial truck-gas or electric (molten metal-foundry); inspectors, production work (major, not requiring final decision), foundry castings; layout men, sheet metal; mixers, paint; operators, crane (bridge type-shop or yard), sand-blast hose; packers, export; painters, spray (finished production); patchers, core; pourers, molten metal; repairmen, ladle; verification men, stock status; helper, cupola liner and repair.
8 .....	Assemblers (major, requiring maximum accuracy); beltmen; checkers, gear-manufacturing department (minor), service parts (major); checkers and setters, gauge; operators, crane-electric-traveling bridge (foundry), induction hardening machine; repairmen, chassis-assembly lines, cab and cowl (trim) (minor); stockkeepers, tools and supplies (in charge).
9 .....	Carburizers, gas furnace operators; heat treaters, production work (major); inspectors, production work (major, requiring final decision), performance test or final test (trucks and tractors), engine assembly; maintenance men, jig and fixture (machining departments); mechanics, repair (diesel and gasoline engine); operators, crane (crawler type, clam shell or Crane-Kar), grinders-perishable tools (medium); painters, all around maintenance (hand), spray (repair); repairmen, wheel tractor, chassis final, Harvester thresher and cornpicker (machine and attachments), motor and transmission subassembly, construction equipment (self propelled); reworkmen-crawler type tractor; salvagemen, production material; welders, production parts (minor).
10 .....	Operators, boiler, punch press (major); tenders, cupola; layout men, production work (minor); liners and repairmen, cupola; mechanics, construction equipment (major).
11 .....	Checkers, gear-manufacturing department (major); repairmen, air tools, paint mixers, and spray equipment; painters, all around maintenance (spray); setup men, sheet metal, bar and plate (shears, punch presses, forming rolls, brakes and special machines), machine tool (all around), forge shop (all around), arc or gas welding;
12 .....	Inspectors, product machine (initial setup) (hay baler or cotton picker assembly line run-in function inspector), statistical investigator and instructor; layout men, sheet metal (requiring development work); mechanics, setup-experimental engineering department, industrial engineering department only; operators, shaper (metal, toolroom); repairmen, foundry equipment (medium), salvage material (production parts-major), cab and cowl (major); utility men, production work (not assembly); welders, production parts (major), setup and try out (arc or gas welding); repairmen-welders (M.I.G.); finishers and repairers (dies).
13 .....	Inspectors, perishable tools; mechanics, experimental engineering department; operators, lathe hand engine all around (toolroom), milling machine toolroom, experimental engineering, and machine repair; pyrometer tenders and maintenance men; setup men, automatic screw machine; grinders-perishable tools (major).

**Table 3d. Selected job classifications by labor grade, October 1, 1973—Continued**

Labor group	Job classification
14 .....	Inspectors, experimental department only – layout inspection finished parts, layout (major); trouble shooters, perishable tools; checkers, gear-manufacturing department (development and pre-production); grinders hand toolroom.
15 .....	Hardeners, tools, dies.
Code group: <sup>1</sup>	
A .....	Bricklayers, all around; carpenters; machinists, toolroom or machine repair; mechanics, all around, mobile equipment, garage; millwrights; plumbers and steamfitters; refrigeration service and repair men; repairmen (steam drop hammer), foundry (major), production heating and ventilating equipment; sheet metal workers, maintenance; welders, tool reclamation—gas-oxy-acetylene-low temperature, arc and/or gas-complicated maintenance work, gas or electric (tool or die)(toolroom only), research, arc and/or gas-experimental engineering department.
B .....	Blacksmiths; electricians, plant; engineers, stationary; repairmen, welding equipment.
C .....	Inspectors, tool and gauge; instrument men, maintenance and building; machinists, experimental department, foundry and pattern shop, toolroom or machine repair (machine tool builders); operators, boring machine (jig borer – toolroom, machine tool repair and experimental engineering department), boring mill (horizontal precision – Giddings and Lewis or Lucas types – toolroom, machine tool repair, experimental engineering department), mill (rotary head – tool and die – experimental engineering); sheet metal development workers, experimental models; tool and die makers.

<sup>1</sup> Occupational titles were not available for code groups D, in the bargaining unit held jobs in these 3 code groups. E, and F. As of July 1967, only a small number of employees

**Table 4. Supplementary compensation practices<sup>1</sup>**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Guaranteed minimum earnings for piecework employees</b>		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Pieceworkers guaranteed occupational daywork rate. Occupational earning rate guaranteed as soon as employee demonstrated ability to produce at required level.	"Piecework" jobs were those paid on an incentive basis and did not have rate ranges. Each piecework job had an occupational daywork rate and an occupational earning rate. The occupational daywork rate was the hourly guarantee for experienced pieceworkers and was approximately 20 percent less than the occupational earning rate. The occupational earning rate was the rate that an experienced pieceworker was expected to earn when putting forth normal effort.
Nov. 6, 1950 (UAW).	Changed to: Rate not lower than 10 cents an hour below approximate occupational daywork rate.	Guarantee applicable for maximum period of 30 days for labor grades 4 and lower; 60 days for labor grades 5 and above. After maximum period piecework employees to receive minimum occupational daywork rate.
<b>Shift premium pay</b>		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE). Jan. 16, 1959 (agreement of same date).	10-percent premium pay for work on second and third shifts. .....	Changes in wage rates negotiated in 1959 (including incorporation of 15-cent cost-of-living allowance into base rates), except for reclassifications of jobs to new labor grades, excluded in computing shift premium pay.
Feb. 1971, first full pay period in month (agreement dated Jan. 29, 1971).	Changed: To 6 percent of employee's wage rate for work on second and third shifts (under the previous formula, which was initiated in 1959, the night shift bonus was frozen at 10 percent of the average rate in effect before the 1959 agreement).	
<b>Overtime pay</b>		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Time and one-half for work in excess of 8 hours a day.	
<b>Premium pay for Saturday and Sunday work</b>		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Time and one-half for work performed on first schedules off-duty day; double time on the second off-duty day.	Time and one-half for Sunday work for employees on continuous operation when Sunday was part of 5-day workweek.

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Attendance bonus plan</b>		
<p>Oct. 1, 1974, workweek commencing after first of month (agreement dated Nov. 8, 1973).</p>	<p>Established: Employee to earn ½ hour of attendance bonus for each workweek in which all regularly scheduled hours were worked.</p>	<p>Absences would be excused for: (1) Jury service, (2) bereavement absence, (3) layoffs accompanied by short week benefits under Supplemental Unemployment Benefit (SUB) Plan, or (4) union business. No bonus was earned for week when: (1) Full or partial week of vacation was taken during week, (2) paid absence allowance was used, or (3) holidays were taken during the Christmas holiday period.</p> <p>Employee could schedule 1 day off for each 8 attendance bonus hours when supervisor was notified 1 week in advance. Bonus hours could only be used in multiples of 8 hours at time (no partial days) and could be accumulated to a total of 40 hours.</p> <p>Bonus hours were to be paid at straight-time hourly rate (or average piecework earning rate for pieceworkers), excluding overtime and shift premium pay.</p>
<b>Holiday pay</b>		
<p>1946<sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).</p> <p>May 28, 1947 (FE-UE) and August 1947<sup>2</sup> (UAW).</p> <p>September 1948 (UAW) and Sept. 18, 1950 (FE-UE).</p> <p>Sept. 16, 1955 (agreement of same date).</p> <p>Oct. 7, 1964 (agreement of same date).</p> <p>Feb. 12, 1968 (agreement dated Feb. 6, 1968).</p>	<p>Double time for work on 6 specified holidays. No payment for holidays not worked.</p> <p>Changed to: 6 paid holidays, for which workers received 8 hours' straight-time pay, providing holiday fell on scheduled workday. Double time for holidays worked.</p> <p>Changed to: 8 hours' straight-time pay for 6 holidays whether holiday fell on scheduled or nonscheduled workday.</p> <p>Added: 1 paid holiday (total 7).</p> <p>Added: 2 paid holidays (total 9).</p> <p>.....</p> <p>Added: An employee to receive a Christmas bonus of \$25 (less withholding and social security tax deductions) if qualified for Christmas shutdown pay in the current year or vacation bonus.</p>	<p>Holidays were: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. Employees in occupations requiring 7-day operations paid time and one-half when holidays fell on workday and double time for emergency work on holidays.</p> <p>Holidays same as above. To receive holiday pay, employee must have worked day prior to and day following holiday, unless excused.</p> <p>Holiday was December 24.</p> <p>Changed: To receive holiday pay, employee must have worked during workweek in which holiday was observed.</p> <p>Good Friday and the day after Thanksgiving Day.</p> <p>Added: Employees who did not work in a week in which a holiday was observed to receive holiday pay if they received at least 8 hours of pay for absence on each workday that was not a day on which a holiday was observed in that workweek (provided they did not receive benefits under the company's disability plan).</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Holiday pay—Continued</b>		
<p>Dec. 23, 1968 (agreement dated Feb. 6, 1968).</p>	<p>.....</p>	<p>Added: In lieu of first 1 cent of cost-of-living allowance above 11 cents that might have been payable Oct. 6, 1969, a Christmas shutdown was to be scheduled during the week in which the Christmas Day holiday was observed provided the employee (1) had 1 year of continuous vacation service on the Monday of the workweek in which the shutdown occurred, (2) had 500 compensated hours credit in current calendar year before the Monday of the workweek in which the shutdown occurred, and (3) was actively working on or after December 1 (employee on disability which began after December 1 and who received disability benefits for 1 or more days during shutdown to receive difference between disability benefits and shutdown pay). Employee required to work during shutdown on a day which is not a designated holiday to receive regular pay in addition to shutdown pay. Employee required to work on a designated shutdown day and who qualified for shutdown pay to be given an option of unpaid absence from work in the following workweek equal to time worked during shutdown. Employee was not eligible for a short week benefit under the SUB plan as a result of not being scheduled to work during the shutdown.</p>
<p>Feb. 1, 1971 (agreement dated Jan. 29, 1971).</p>	<p>Changed: Holiday provisions were revised so that in addition to 6 basic paid holidays, employees would receive an unbroken Christmas-New Year's holiday shutdown period of 6 workdays off with pay resulting in a total of 12 paid holidays.</p>	<p>The 6 basic holidays, continued from the previous contract, were Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and the day after Thanksgiving Day; and the unbroken Christmas-New Year's holiday period (to begin the day before Christmas unless that day fell on a weekend—then the following Monday) during the life of the 1971 contract was as follows:</p> <p>1st period—Dec. 24 (Fri.), 27, 28, 29, 30, and 31, 1971.</p> <p>2nd period—Dec. 25 (Mon.), 26, 27, 28, and 29, 1972, and Jan 1, 1973.</p> <p>In addition, by supplemental company letter dated Jan. 16, 1971, it was agreed that the same pattern of holidays would be continued in the event of an extension of the 1971 contract. (The pattern of holidays and the Christmas shutdown under the 1969 contract were continued during that contract extension by supplemental agreement dated Sept. 30, 1970.)</p> <p>The Christmas-New Year's shutdown was applicable to all employees who passed their probationary period and performed work in workweek in which Christmas holiday period began unless</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Holiday pay—Continued</b>		
<p>Feb. 1, 1971 (agreement dated Jan. 29, 1971)—Continued</p>		<p>such holiday period began on a Monday; or the workweek before the workweek in which the holiday period began if such holiday period began on a Monday. (Previously, the employee had to have 1 year of service, have 500 compensated hours in current calendar year, and be actively at work after December 1 to qualify for 3 of the shutdown days. The other 2, Day before Christmas, and Christmas Day, were holidays as such and were subject to normal holiday eligibility rules.)</p> <p>Added: Employee entering active military duty entitled to a Christmas bonus for the ensuing year if he would have qualified for the vacation and Christmas bonuses had he continued in employ of company after Jan. 1 of the next year.</p> <p>Added: Employee returning from active military duty was entitled to Christmas bonus provided he qualified for a vacation bonus or acquired 500 hours and was actively at work after December 1 of the year in which he returned.</p> <p>Changed (language only); Employee who qualified for a Christmas bonus or had at least 1 year of continuous vacation service on, or had 500 compensated hours in the current calendar year before, Monday of the workweek in which Christmas holiday period began and was actively working on or after December 1 was entitled to Christmas bonus.</p>
<p>Oct. 1, 1973 (agreement dated Nov. 8, 1973).</p>	<p>Added: One additional day off with pay during the unbroken Christmas-New Year's holiday period that began in 1973 and a second additional day off with pay during the periods that began in 1974 and 1975, resulting in a total of 13 paid holidays in the 1973-74 contract year and 14 paid holidays each in the 1974-75 and 1975-76 contract years.</p>	<p>The unbroken Christmas-New Year's holiday periods during the life of the 1973 contract included the following paid days off:</p> <p>1st period—Dec. 24, 25, 26, 27, 28, and 31, 1973, and Jan. 1, 1974;</p> <p>2nd period—Dec. 23, 24, 25, 26, 27, 30 and 31, 1974, and Jan. 1, 1975; and</p> <p>3rd period—Dec. 24, 25, 26, 29, 30, and 31, 1975, and Jan. 1 and 2, 1976.</p> <p>Added: Employee was eligible for holiday pay for any day during Christmas shutdown occurring after date company physician approved employee's return to work from illness or injury for which employee received weekly disability benefits.</p> <p>Added: Employee was eligible for holiday pay for any day during Christmas shutdown occurring after return to work from disciplinary suspension.</p>
<p>Oct. 1, 1975 (agreement dated Nov. 8, 1973).</p>	<p>Established: Night shift bonus of 6 percent to be included in calculation of holiday pay.</p>	<p>Applicable to 6 regular holidays, but not to Christmas Holiday Period. Overtime pay still excluded from holiday pay.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Paid vacations</b>		
1946 <sup>2</sup> (UAW) and Apr. 1946 (FE-UE).	1 week with pay after 1 and less than 5 years' continuous service; 2 weeks after 5 and less than 15 years; 3 weeks after 15 years or more.	Vacation pay determined by hourly rate or average hourly earnings during month prior to vacation period. Minimum of 120 full days of attendance during year required to be eligible for vacation.
May 28, 1947 (FE-UE) and August 1947 <sup>2</sup> (UAW), Nov. 6, 1950 (UAW).	..... Added: 1½ weeks after 3 and less than 5 years of continuous service.	Employee granted additional day of vacation if holiday fell on workday during vacation period. Vacation pay determination changed for pieceworkers to average piecework earning rate during first 4 of 6 weeks immediately preceding vacation and to include shift bonus when applicable. Attendance requirement changed to minimum of 960 hours during previous calendar year.
Nov. 15, 1952 (FE-UE).	Added: 1½ weeks after 3 and less than 5 years of continuous service.	Vacation pay determination changed for pieceworkers to average piecework earnings rate during first 4 of 6 weeks immediately preceding vacation and to include shift bonus when applicable. Attendance requirement changed to minimum of 960 hours during previous calendar year.
Sept. 16, 1955 (agreement of same date).	.....	Changed: Attendance requirement to minimum of 900 hours during previous calendar year.
Jan. 1, 1956 (by agreement of Sept. 16, 1955).	Added: ½ week (to 2½) after 10 but less than 15 years' continuous service.	
Jan. 16, 1959 (agreement of same date).	Added: 4th week of vacation after 25 years' continuous service.	Plant shutdown for vacation could be scheduled for first 2 weeks of August.
Oct. 16, 1961 (agreement of same date).	.....	Changed: Compensated hours (was hours worked) used to determine eligibility for vacation pay. Overtime hours and premium pay to be computed as straight-time hours, but hours compensated under SUB plan to be excluded. Scheduled hours, but no more than 40 hours a week used to determine eligibility for vacation pay for periods employee was absent because of occupational accident or disease and received workmen's compensation. Changed: Plant shutdown for vacation could be scheduled for last 2 full weeks of July. Changed: Employees with less than 900 compensated hours in eligibility year, to receive one-half vacation pay for 500 compensated hours and an additional 5 percent for each 40 compensated hours above 500.
Jan. 1, 1965 (agreement dated Oct. 7, 1964).	.....	For employees with 1 but less than 25 years of service, company increased all service related vacations by 1 week. That week was designated as paid absence allowance. (See Paid absence allowance.) Employee could elect to use the week designated as paid absence allowance for additional vacation time. For employees with 25 years or more of service, vacation remained the same at 4 weeks, but
	Increased: 4 weeks' vacation time with 5 weeks' pay after 25 years or more.	

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Paid vacations—Continued</b>		
<p>Jan. 1, 1965 (agreement dated Oct. 7, 1964)—Continued                      Jan. 1, 1968 (agreement dated Feb. 6, 1968).</p>	<p>Changed: Employee with 20 years of service or more to receive 4 weeks of vacation time with 5 weeks of pay.</p>	<p>1 additional week's pay was provided as paid absence allowance.                      Employee continued to have option of taking a fifth week of vacation pay or paid absence for such week.                      Changed: Employee with 1 but less than 20 years of service could elect to use the week designated as paid absence allowance for paid vacation time.                      Employee with 20 years of continuous vacation service or more who retires in current year and who qualifies for vacation money in the ensuing year to receive paid absence allowance for such year.</p>
<p>July 1968 (agreement dated Feb. 6, 1968).</p>	<p>Added: Employee to receive \$75 vacation bonus (less withholding and social security tax deductions).</p>	<p>Employee had to have at least 1 year of continuous service on or before July 1 of the current year and the required number of compensated hours for a vacation during the preceding calendar year.</p>
<p>Feb. 1, 1971 (agreement dated Jan. 29, 1971).</p>	<p>.....</p>	<p>Added: Employee entering active military duty entitled to a vacation for the ensuing year if he would have qualified for the vacation and holiday bonuses had he continued in the employ of the company after January 1 of the next year.                      Added: Employee returning from active military duty was eligible for vacation bonus provided he had at least 1 year of service on or before July 1 and qualified for a vacation in the year of his reemployment.</p>
<p>Oct. 1, 1973 (agreement dated Nov. 8, 1973).</p>	<p>Established: When 2-week vacation shutdown was scheduled by company and included July 4, the Friday preceding the shutdown would be paid day off.</p>	
<b>Reporting time</b>		
<p>1946<sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).                      Nov. 6, 1950 (UAW).</p>	<p>Minimum of 2 hours' pay at average rate guaranteed employees not notified of lack of work.                      Increased to: Minimum of 4 hours' pay.</p>	<p>Not applicable when lack of work was caused by labor disputes or other conditions beyond control of management.</p>
<b>Call-in pay</b>		
<p>1946<sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).                      Nov. 6, 1950 (UAW).</p>	<p>Minimum of 2 hours' call-in pay guaranteed at average hourly rate.                      Increased to: Minimum of 4 hours.</p>	<p>If emergency work did not require full 2 hours, employees paid for 2 hours and sent home or company could provide a minimum of 4 hours' work.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Paid absence allowance</b>		
Jan. 1, 1965 (agreement dated Oct. 7, 1964).	Established: 40 hours of paid absence allowance provided employees who were eligible for vacation.	<p>Parties designated 40 hours of employees' vacation eligibility for use as paid absence allowance for those with 1 but less than 25 years of continuous vacation service. Employees could elect to use the 40 hours as scheduled vacation in lieu of paid absence allowance.</p> <p>Allowance could be used in units of 4 hours or more for excused absence because of (1) illness not covered by company disability plan, (2) personal business. Unused portion of allowance paid in final payroll period of calendar year.</p> <p>Employees with 25 years or more of continuous vacation service could elect to receive 1 additional week's vacation pay instead of paid absence allowance (total 5 weeks' pay, 4 weeks' vacation).</p>
Jan. 1, 1968 (agreement dated Feb. 6, 1968).	.....	<p>Changed:</p> <p>Employee with 1 but less than 20 years of service could elect to use 40 hours of vacation eligibility as paid absence allowance. (See Paid vacations.)</p> <p>Employee with 20 years of service or more could elect to use fifth week of vacation pay as paid absence allowance.</p> <p>Added: A daywork employee temporarily assigned to work covered by a piecework classification or a higher rated daywork classification on the day before an excused absence, to receive pay determined by averaging all earnings for the week in which absent, excluding overtime and premium pay. If employee performed no work during week, the last week worked before the week in which absence occurred was used.</p>
Oct. 1, 1973 (agreement dated Nov. 8, 1973).	.....	<p>Added: Paid absence allowance provided for employee with 20 years of continuous vacation service or more retiring in a current year if qualified for vacation money for ensuing year.</p> <p>Employee's request for paid absence allowance could be denied only if it would interfere with production. Paid absence allowance requested by an eligible employee after the absence had been taken would be paid, but such payment did not imply an excused absence nor did it preclude the company from instituting disciplinary proceedings.</p>
<b>Optional leave and preretirement leave benefit plan</b>		
Jan. 1, 1974 (agreement dated Nov. 8, 1973).	Established: Preretirement leave program for employees with 30 or more years of service provided a specified number	Employee could not receive Federal or State unemployment benefits simultaneously with preretirement pay. Any unused preretirement

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Optional leave and preretirement leave benefit plan—Continued</b>		
Jan. 1, 1974 (agreement dated Nov. 8, 1973)—Continued	of additional vacation weeks depending on employee's age. <sup>3</sup> Employee would receive an amount equal to the applicable weekly disability benefit less taxes withheld. <sup>4</sup>	leave at year's end (leave period ran from January 1 to December 31) would not be paid, except that any unused scheduled leave at time of death would be credited to employee's estate. Preretirement leave program would only be effective while the CUCB (Credit Unit Cancellation Base) in SUB plan was above \$179.99 and, if below \$179.99, would not resume again until the CUCB rose to \$260.99.
Oct. 1, 1974 (agreement dated Nov. 8, 1973).	Established: Optional Leave Program for employees with 10 or more years of seniority, effective when layoffs were required and all employees with less than 1 year of seniority already had been laid off. If further layoffs were scheduled, they were made under reverse seniority (that is, the most senior employee was eligible first) and employee received an amount equal to the applicable weekly disability benefit less taxes withheld. <sup>4</sup> The duration of leave was a minimum of 8 weeks and a maximum of 13, and had to be taken in units of full workweeks.	Employees were eligible only if they: (1) Had 10 years of service; (2) possessed 52 optional leave credit units (or 52 units less 4 units for each week of preretirement leave already taken in the current calendar year); (3) had a valid application for optional leave on file; and (4) had fulfilled all other eligibility requirements of this plan and the applicable local seniority supplement. Credit units earned in the following manner: (1) Employees with 10 years of seniority as of October 1, 1974, received a number of optional leave credit units equal to the number of units they had in the SUB plan up to a maximum of 52; (2) employees with less than 10 years of seniority as of October 1, 1974, received credit units as set out in (1) above when they attained 10 years; and (3) effective October 1, 1974, employees with more than 10 years of service earned 1 <sup>1</sup> / <sub>3</sub> optional leave credit units (to maximum of 52) for each workweek they accrued a credit unit in SUB plan, disregarding the maximum in that plan. Employees would receive 1 week of optional leave benefits for each 4 optional leave credit units. Employee not eligible for optional leave benefits during any week employee received a Federal or State unemployment benefit. Optional leave program would only be effective while the CUCB in SUB plan was above \$179.99 and, if below \$179.99, would not resume again until the CUCB rose to \$260.99. No employee could receive more than 13 weeks of combined optional and preretirement leave in one year.
<b>Military-duty pay</b>		
Sept. 15, 1955 (agreement of same date).	Established: Employee who was required to attend training duty as a member of the U.S. Armed Forces Reserves for the purpose of maintaining his active reserve status was provided up to 2 weeks' paid	Payment was equal to difference between base military pay (including extra pay for hazardous or sea duty, etc.) and his regular earnings (excluding overtime and premium pay).

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Military-duty pay —Continued</b>		
Sept. 15 (agreement of same date)—Continued	leave in a calendar year if he had at least 1 year of company service and employee who was called to perform emergency duty by Federal or State authorities was provided up to 15 working days' paid leave in a calendar year.	Company also provided for 4 hours' paid leave for employee who served on an honor guard for funeral of a war veteran who was returned to the United States for burial.
Feb. 1, 1971 (agreement dated Jan. 29, 1971).	Increased: Up to 30 days' paid leave provided for employee who performed emergency military duty.	
<b>Jury service</b>		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Employees required to serve on a jury compensated by company for difference between amount paid for service and regular pay.	
Feb. 8, 1968 (agreement dated Feb. 6, 1968).	Added: Employee who was subpoenaed and who reported for witness service in a court of record compensated by company for difference between pay for witness fees and regular pay.	
Feb. 1, 1971 (agreement dated Jan. 29, 1971).	Added: Paid leave for employee who reported for prejudy duty examination by court of administrative governmental agency.	
<b>Paid lunch period</b>		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	15-minute paid lunch period for employees on continuous shift operations.	Applicable where machine or equipment must shut down to permit a lunch period.
<b>Paid personal time</b>		
Oct. 16, 1961 (agreement of same date).	Increased: Production employees provided 24 minutes' paid relief time per shift.	Existing policy included in agreement for first time. Applicable to production workers on conveyor lines.
Oct. 7, 1964 (agreement of same date).	Increased to: 36 minutes' paid relief time for production workers on conveyor lines and other operations where employee did not control work pace.	Company to determine other operations for which relief would be provided subject to union review.
<b>Bereavement pay</b>		
Oct. 7, 1946 (agreement of same date).	Established: Up to 3 days' paid leave for employee attending funeral of member of immediate family.	Paid leave limited to 3 regularly scheduled workdays of following day of death, excluding Saturday and Sunday. Immediate family defined as spouse, parent, parent of current spouse, child, brother, or sister.

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Bereavement pay—Continued</b>		
Feb. 8, 1968 (agreement dated Feb. 6, 1968).	.....	Added: Employee could be excused for up to 3 regularly scheduled workdays, not necessarily consecutive, if funeral did not occur within regularly scheduled workdays immediately after death. Added: To definition of immediate member of family, stepparent, stepparent of current spouse, stepchild, stepbrother, and stepsister.
Feb. 1, 1971 (agreement dated Jan. 29, 1971).	.....	Added: Requirement that employee attend funeral waived if burial did not occur because body of deceased donated to medical study or cause of death physically destroyed body.
Oct. 1, 1973 (agreement dated Nov. 8, 1973).	;.....	Added: To definition of immediate member of family: employee's grandparents and grandparents of spouse.
<b>Down-time pay</b>		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Average piecework earnings paid pieceworkers for first hour lost because of breakdown of machinery; occupational earning rate paid for time in excess of 1 hour.	Employee who regularly ran more than 1 machine and was unable to operate full complement of machines allowed proportion of occupational earning rate for machines not operating.
Nov. 6, 1950 (UAW).	.....	Employee assigned to another job because of a backdown to receive actual piecework rate of that job but could elect to go home.
Feb. 8, 1968 (agreement dated Feb. 6, 1968).	.....	Added: Employee who encountered a breakdown in production on a no-price piecework operation which was part of regular job and as a result was assigned another no-price piecework operation not part of regular job or was directed to stand by or perform another assignment not on a piecework basis and who had established an average piecework earning rate equal to or higher than occupation earning rate, was paid the latter for that time involved. Under the same conditions as above, a newly hired piecework employee or an employee in a piecework classification who has not established an average piecework earning rate equal to or higher than his occupational earning rate was paid occupational daywork rate for the time involved.
<b>Special service pay</b>		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Pieceworkers directed to perform special service to be paid average piecework earning rate.	
Feb. 8, 1968 (agreement dated Feb. 6, 1968).	.....	Added: Special service pay applicable only to a pieceworker who was taken off regular job to perform special service.

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Faulty materials allowance</b>		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	Pieceworkers paid allowance for work with hard or oversized stock or when output was curtailed by tooling and equipment not functioning properly.	Allowance equaled average piecework earning rate for time involved.
<b>Safety equipment</b>		
1946 <sup>2</sup> (UAW) and Apr. 15, 1946 (FE-UE).	All safety equipment, the use of which was a condition of employment, furnished without cost.	
<b>Relocation allowance</b>		
Jan. 1, 1962 (agreement dated Oct. 16, 1961).	Established: Allowance of \$55 to \$215 for single employees and \$180 to \$580 for married employees, depending on distance between old and new plants, <sup>5</sup> provided workers who (1) were transferred to plant 50 miles or more from former place of work, (2) changed permanent residence, and (3) made application for allowance within 6 months of transfer.	Applicable to employees permanently released because of transfer of major operation and employed at the new plant. Allowance to be reduced by any government payment for same purpose. Relocation not to affect employees' continuous vacation service or attendance credits, pension service credits, or eligibility for benefits under any of the employee benefits under any of the employee benefit plans.
Feb. 8, 1968 (agreement dated Feb. 6, 1968).	Increased: Allowance of \$170 to \$370 for single employees and \$445 to \$795 for married employees, depending on distance between plants. <sup>6</sup>	
Feb. 1, 1971 (agreement dated Jan. 29, 1971).	Increased: Allowance of \$220 to \$475 for single employees and \$570 to \$1,020 for married employees, depending on distance between plants. <sup>7</sup>	
<b>Tuition refund program</b>		
July 30, 1956	Established: Plan which provided 100-percent tuition refund (no fees or books) upon successful completion of job-related courses or courses required for a degree approved in advance at fully accredited colleges or secondary schools.	Unilaterally put into effect by the company.
Jan. 29, 1971 (supplemental company letter dated Jan. 12, 1971).	Expanded: To cover courses to complete requirements for grammar school certificate or high school diploma; basic courses for elementary level of competence in reading, writing, and numerical skills, and instruction for qualification as an apprentice in a skilled trade.	
Sept. 1, 1971 (supplemental company letter dated Jan. 21, 1972).	Expanded: To cover reimbursement of compulsory school fees.	Included matriculation, registration, laboratory, and graduation fees.

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan</b>		
1946 (all plants).	No provision for employee insurance benefits contained in labor agreement.	
Apr. 15, 1946.	Group paid-up life insurance plan made available to employees with 6 months' service, providing from \$1,040 to \$2,080 of insurance, depending on earnings.	Not included in contract; established by the company Jan. 1, 1942. Employee contributions ranged from 30 to 60 cents a week. Additional \$1,000 nonoccupational accidental death benefit provided by company.
Nov. 1, 1946 (all plants).	<p>Health insurance plan available to employees with 6 months' service providing:</p> <p><i>Daily hospital benefits</i>, \$5 a day for maximum of 70 days for employees; \$4 a day for maximum of 31 days for dependents.</p> <p><i>Special hospital benefits</i>, up to \$50 for employees; up to \$40 for dependents.</p> <p><i>Surgical benefits</i>, maximum of \$150 for each period of disability for employees; maximum of \$120 for each period of disability for dependents.</p> <p><i>Maternity benefits</i>, daily hospital benefits for 14 days. Special hospital benefits as above and surgical benefits up to \$100 for employees and total of \$40 for all expenses for dependents.</p>	<p>Not included in contracts.</p> <p>Employee contributions ranged from 18 to 72 cents a week depending on number of dependents. Plan covered only: (a) Nonoccupational accidents, and (b) diseases not covered by workmen's compensation or occupational disease laws.</p>
Nov. 3, 1947 (all plants).	<p>Disability and dismemberment insurance made available to employees with 6 months' service.</p> <p><i>Disability benefits</i>, \$12.50 to \$25 a week according to earnings, up to 52 weeks starting on sixth workday of absence caused by sickness and first day for nonoccupational accidents.</p> <p><i>Dismemberment benefits</i>, from \$520 to \$2,080 according to extent of dismemberment and earnings.</p> <p><i>Maternity benefits</i>, \$50 for all members of plan.</p>	<p>Not included in contract; established by company in 1908. Employee's contributions ranged from 20 to 40 cents a week depending on earnings for those protected by compensation laws and from 23 to 46 cents a week for those not so protected.</p>
Jan. 1, 1948 (all plants).	<p>Changed to: <i>Daily hospital benefits</i>, \$5.50 a day for employees; \$4.50 a day for dependents.</p> <p><i>Special hospital benefits</i>, \$55 for employees; \$45 for dependents.</p> <p><i>Maternity benefits</i>, \$45 to \$100 for dependents.</p>	
May 22, 1950 (UAW).	<p>Increased: <i>Group paid-up life insurance</i>, by \$720 (\$1,760 to \$2,800).</p>	<p>Included in union contract. Eligibility requirement reduced to 3 months' service. Nonoccupational accidental death benefit increased to \$1,500 for UAW participants.</p>
July 1, 1950 (FE-UE).	<p>Increased: <i>Group paid-up life insurance</i>, by \$520 (\$1,560 to \$2,600).</p> <p>Changed to: <i>Daily hospital benefits</i>, \$10 a day for employees; \$8 a day for dependents.</p> <p><i>Special hospital benefits</i>, up to \$150 for employees; up to \$120 for dependents.</p>	<p>Eligibility reduced to 3 months' service with no increase in employee contributions. Included in union contracts.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
July 1, 1950 (FE-UE)—Continued	<p><i>Surgical benefits</i>, up to \$250 for employees; up to \$200 for dependents.</p> <p><i>Maternity benefits</i>, daily, special, and surgical benefits in effect for employees; \$67.50 to \$150 for dependents.</p> <p>Added: <i>Medical expense benefits</i>, \$5 times number of full days charged for board and room prior to surgical operations for maximum of 70 days for employees; \$4 times number of full days charged for board and room for maximum of 31 days for dependents.</p>	
July 1, 1950 (UAW).	<p>Changed to: <i>Daily hospital benefits</i>, \$9 a day for employees; \$8 a day for dependents.</p> <p><i>Special hospital benefits</i>, up to \$135 for employees; up to \$120 for dependents.</p> <p><i>Surgical benefits</i>, up to \$250 for employees; up to \$200 for dependents.</p> <p><i>Maternity benefits</i>, daily, special, and surgical benefits in effect for employees; \$67.50 to \$150 for dependents.</p> <p>Added: <i>Medical expense benefits</i>, \$5 times number of full days charged for board and room prior to surgical operation for maximum of 70 days for employees; \$4 times number of full days charged for board and room for maximum of 31 days for dependents.</p>	<p>Eligibility reduced to 3 months' service with no increase in employee contributions. Included in union contracts.</p>
July 1, 1950 (UAW and FE-UE).	<p>Changed to: <i>Disability benefits</i>, from \$27.50 to \$32.50 according to earnings.</p> <p><i>Dismemberment benefits</i>, from \$1,040 to \$2,600 according to extent of dismemberment and earnings.</p>	<p>Eligibility requirement reduced to 3 months' service. Included in union contracts.</p>
Dec. 29, 1952, for UAW-CIO and Feb. 2, 1953, for FE-UE (by agreements of Nov. 21, 1952, and Jan. 20, 1953, respectively).	<p>Group term life insurance made available to employees with 3 months' service, providing for insurance approximately equal to an employee's annual earnings (ranging from \$2,000 to \$20,000).<sup>8</sup></p>	<p>Employees contributed 11.5 cents a week per \$1,000, with the balance of the cost paid by the company. During layoffs and furloughs, employees could continue the insurance for a period not exceeding 1 year by continuing to pay the required premiums.</p> <p>Employees totally and permanently disabled prior to age 60 and insured under the plan to have their life insurance remain in force as long as they remain disabled.</p> <p>This insurance, like other insurance, continued in force up to 1 year without payment of premium, for employees absent without pay because of disability.</p>
Dec. 29, 1952, for UAW-CIO and Feb. 2, 1953, for FE-UE (by agreements of Nov. 21, 1952, and Jan. 20, 1953, respectively).	<p>Added: Minimum \$1,200 life insurance established for retired employees with 25 years' service (15 years in case of disability retirement) who had con-</p>	<p>Total insurance coverage consisted of amount of accumulated paid-up insurance to date of retirement, plus such amount of term insurance as necessary to provide life insurance of \$1,200.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Dec. 29, 1952, for UAW-CIO and Feb. 2, 1953, for FE-UE— Continued Dec. 29, 1952 (by agreement of Nov. 21, 1952, UAW-CIO).</p>	<p>tinuously participated in the Group Life Insurance plan for 5 years immediately prior to retirement. Changed to: <i>Daily hospital benefits</i>, \$10 per day for employees. <i>Special hospital benefits</i>, up to \$150 for employees. <i>Maternity benefits</i>, up to \$300 for surgical and medical care for dependents in connection with Caesarean operations. Added: <i>Diagnostic X-ray and Laboratory expense benefits</i> for employees only (both in and out of hospital) up to \$25 for any one accident or disease.</p>	<p>Premium for term insurance paid by company.  At no additional cost to employees.</p>
<p>Dec. 29, 1952, for UAW-CIO and Feb. 2, 1953, for FE-UE (by agreements of Nov. 21, 1952, and Jan. 20, 1953, respectively).</p>	<p><i>Disability benefits</i>, maximum increased to \$42.50 a week, according to earnings.</p>	<p>Employee contributions ranged from 34 to 52 cents a week (depending upon earnings) for those protected by State compensation laws and from 39 to 60 cents a week for those not so protected.<sup>9</sup></p>
<p>Feb. 2, 1953 (by agreement of Jan. 20, 1953, FE-UE).</p>	<p><i>Group paid-up life insurance</i>:<sup>10</sup> Increased coverage by \$200 to a total of \$2,800.  Changed to: <i>Maternity benefits</i>, up to \$300 for surgical and medical care for dependents in connection with Caesarean operations. Added: <i>Diagnostic X-ray and laboratory expense benefits</i> for employees only (both in and out of hospital) up to \$25 for any one accident or disease.</p>	<p>At no additional cost to employees. Nonoccupational accidental death benefit, provided by company, increased by \$500 to a total of \$1,500.  At no additional cost to employees.</p>
<p>Nov. 7, 1955 (by agreement of Sept. 16, 1955).</p>	<p><i>Group term life insurance</i>: Added: Employees retired because of disability prior to age 60 could have insurance paid to them in 50 monthly installments. Upon death of disabled employee, beneficiary received unpaid balance in lump sum. <i>Group Paid-up Life Insurance</i>: Changed: Minimum insurance for retired employees ranged from \$1,000 to \$1,800 depending on years of service.<sup>11</sup> Dependents' benefits brought up to level of employees', and benefits for all persons covered by plan increased to: <i>Daily hospital benefits</i>, full cost of semi-private or ward accommodations for a maximum of 120 days or maximum of \$11 a day for private room. <i>Special hospital benefits</i>, up to \$250 for all other expenses charged by hospital,</p>	<p>Years-of-service requirement eliminated. Accidental death benefit increased to \$2,800; benefit discontinued after retirement. Employee contributions ranged from \$0.43 to \$1.26 a week (\$1.85 to \$5.47 a month), depending on number of dependents.  Added: Employee could continue health and welfare benefits<sup>12</sup> (other than maternity) upon retirement. Monthly contributions were \$3.70 for pensioner only; \$8.14 for pensioner and spouse.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Nov. 7, 1955 (by agreement of Sept. 16, 1955)—Continued</p>	<p>plus 75 percent of expenses in excess of \$250; payable for a maximum of 120 days.</p> <p><i>Surgical benefits</i>, added cost of administering anesthetics by outside doctor, up to 20 percent of surgical allowance.</p> <p><i>Maternity benefits</i>, increased daily and special hospital benefits, as above.</p> <p><i>Medical expense benefits</i>, up to 120 days for treatments prior to and after surgical operation if rendered by another doctor.</p> <p>Changed to: <i>Disability benefits</i>, \$35 to \$70 a week, according to earnings, starting on eighth calendar day of illness or the first day of hospital confinement (whichever occurs first) and on first day for occupational or other type of accident.</p> <p><i>Dismemberment benefits</i>, of \$1,400 and \$2,800 according to extent of injury.</p> <p><i>Maternity benefits</i>, weekly disability benefits payable up to 6 weeks for any one pregnancy.</p>	<p>Employee contributions ranged from 45 to 91 cents a week (depending upon earnings) for those protected by State compensation laws as well as those not so protected.</p> <p>Benefits reduced by amount of any compensation received under workmen's compensation or occupational diseases laws.</p>
<p>Jan. 26, 1959<sup>13</sup> (agreement dated Jan. 16, 1959).</p>	<p>Increased:</p> <p><i>Daily hospital benefits</i>: Private room maximum to amount most commonly charged for semiprivate accommodations.</p> <p><i>Special hospital benefits</i>: Maximum amounts eliminated.</p> <p>Changed: <i>Diagnostic X-ray and laboratory expense benefits</i> for any one disability to be reinstated after 1 year following last reimbursed charge for that disability.</p> <p>Added: <i>Ambulance service</i>, up to \$25 for service to or from hospital for confinement for any one accident or disease.</p>	<p>All services and supplies required in direct connection with treatment during hospitalization to be provided without limit.</p> <p>Benefits in effect for pensioners continued without change and to be available to future retirees.</p>
<p>Mar. 19, 1959 (agreement dated Jan. 16, 1959).</p>	<p>Increased: <i>Disability benefits</i> to \$77 for those with regular weekly earnings of \$110 and over.<sup>14</sup></p>	<p>Employee contributions for those workers increased to \$1.</p> <p>As in past, earnings used to determine benefit group to exclude overtime, premium pay, and cost-of-living allowance. (Prior to Sept. 14, 1959, cost-of-living allowance of 5 cents or less included in earnings for this purpose).</p> <p>Changed: Insurance continued for 8 weeks (was 60 days) during layoff if employee contributions continued.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Jan. 1, 1962 (agreement of Oct. 16, 1961).</p>	<p><i>Group paid-up life insurance</i>            Increased: <b>Minimum insurance for employee</b> retired after effective date to \$1,100 to \$2,000 depending on years of service.<sup>15</sup>  <i>Hospital, surgical, and medical benefits—benefits for employees and their dependents—to be company paid.</i></p> <p>Increased: <i>Daily hospital, special hospital and medical expense benefits</i>, to maximum of 365 days.            Changed: <i>Diagnostic X-ray and laboratory expense benefits</i>, up to \$50 per diagnosis; maximum of \$100 per calendar year.</p> <p>Increased: <i>Sickness and accident benefits—\$42 to \$84 a week (was \$35 to \$77 based on weekly earnings.)</i><sup>19</sup></p>	<p>Changed: Employee eligible the first of the month following completion of 1 month's service. Formerly company and employee each contributed to the cost of the plan.</p> <p>Changed:            Employee eligible the first month following completion of 1 month's service.            Changed: Coverage for dependents' recurrence of some disability available after 90-day waiting period (was 1 year).            Changed: Free coverage to end of month in which layoff occurred. Additionally, company to pay full cost of hospital, surgical, medical insurance<sup>16</sup> for (1) laid-off employees and dependents for 1 month for each 4 weeks' supplemental unemployment benefits to which entitled at time of layoff, up to 12 months; (2) employee not covered under a SUB plan, who had at least 1 year's service at time of layoff, allowed 1 month for each 2 months of service up to 12 months' continued coverage; and (3) disabled employees and dependents for up to 12 months.            Laid-off employees could continue insurance by paying full cost for any month, up to 12, for which employer was not required to pay.<sup>17</sup>            Company can offset payments for laid-off employees against contributions to SUB fund.            Increased: Pensioners' benefits to level of active employees except private room allowance, which remained at \$11 and no maternity coverage was provided.            Added: Company to pay one-half to hospital-medical-surgical premium for retirees and their dependents.<sup>18</sup> Pensioners not covered by plan allowed to enroll at same cost as covered pensioners.            Definition of pensioners' eligible dependents broadened to include unmarried children under age 19 insured at the time employee retired under the pension plan.</p> <p>Changed: Employees eligible the first of the month following completion of 1 month's service. Employee contributions ranged from \$0.54 to \$1.09 a week, based on weekly earnings.<sup>19</sup></p>
<p>Oct. 1, 1964 (agreement of Oct. 7, 1964).</p>	<p><i>Group Paid-Up Life Insurance</i>            Changed: Accidental death and after-retirement insurance previously provided by this Plan discontinued as of Sept. 30, 1964.</p>	<p>Accidental death benefit and after-retirement coverage provided under Term Life Plan.            Employee contribution amount not changed. Company no longer contributes to support of</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Oct. 1, 1964 (agreement of Oct. 7, 1964)—Continued</p>	<p><i>Term Life Insurance</i>            Changed: To include accidental death and dismemberment benefits, and after age 65 retirement life insurance, at full company cost. Accidental death and dismemberment benefits equal to ½ employee's life insurance amount. After-retirement coverage at and after age 65, with (a) minimum 10 years of credited service in pension plan—\$1,500 to \$1,725, to (b) maximum 20 years or more of credited service in pension plan—\$1,500 to \$3,450.<sup>20</sup></p> <p>Increased: Life insurance amount dependent on hourly rate before age 65—\$4,000 to \$11,500.</p>	<p>plan cost. Employee's contribution pays for cost of employee's net term insurance amount with balance used to purchase paid-up insurance.</p> <p>Formerly employees contributed \$0.23 to \$2.30 a week.</p> <p>Accidental death and after-retirement life coverage previously provided under the Group Paid-Up Life Plan.</p> <p>Dismemberment benefits were previously provided under the Disability Benefits Plan.</p> <p>Minimum of \$5,500 for employees at manufacturing operations, part depots, and transfers, covered by main labor contract.</p> <p>Employee on layoff or leave of absence could continue coverage for up to 12 months following the month layoff or absence began by paying 50 cents per \$1,000 of insurance each month, beginning with the second month after layoff or leave.</p> <p>At and after age 65, life insurance reduced 2 percent per month until (1) for employee with 10 years in plan—face value decreased to 15 percent of insurance in effect on 65th birthday, plus, for each year over 10 years in plan, an additional ½ percent of insurance in effect on 65th birthday to a maximum of 30 percent of face value at that age with 20 years or more credited service, and (2) for employees with less than 10 years in plan who continued in active service—face value decreased to \$500.</p> <p>Added: Life insurance to be continued as specified—employee totally and permanently disabled (1) at or after age 60, but before 65, with 10 years of credited service, to have contributions waived until age 65, and (2) prior to age 60, with 10 years or more in plan, (a) could receive insurance in 50 monthly installments if disability continued beyond 12 months, or (b) have contributions waived until age 65, and (3) if over age 60 with less than 10 years in plan, insurance continued and contributions waived for the lesser of (a) the duration of the disability, or (b) a period equal to employee's seniority. Employee over age 60 but prior to age 65, who (1) recovered from disability, but did not return to work</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Oct. 1, 1964 (agreement of Oct. 7, 1964)—Continued</p>	<p>Added: <i>Survivor income benefit insurance</i>, providing:</p> <p><i>Transition benefits</i>—\$100 a month, for up to 24 months, to eligible survivors of employees and of permanently and totally disabled pensioners (prior to date pensioner attained age 60) while insurance was in effect.</p> <p><i>Bridge benefits</i>—an additional \$100 a month paid to eligible spouse of deceased employee, if spouse was between age 50 and 60 on date of employee's death, after termination of transition benefits, until the earlier of (1) remarriage, (2) age 62 or a lower age at which full Widow's or Widower's Insurance Benefits or Old Age and Survivors Insurance became payable under the Social Security Act, or (3) death.</p> <p><i>Total and permanent disability benefits:</i> To reflect increase in face value of life insurance in 50 monthly payments ranging from \$80 to \$230.<sup>20</sup></p> <p><i>Sickness and Accident benefits:</i> Increased: ranging from \$49 to \$120 a week for a maximum of 52 weeks at company cost.<sup>20</sup></p>	<p>before age 65, or (2) ceased work with at least 5 years in plan, including 60th birthday, allowed to continue life insurance (equal to unpaid installments, but not less than \$500) for (1) above by contributing 50 cents per \$1,000 of insurance per month.</p> <p>Benefits paid in addition to regular insurance. Eligible survivors included, in order of priority and succession, (1) widow, if married to deceased employee for at least 1 year immediately prior to employee's death, (2) widower, as long as there was an unmarried child of the deceased employee under age 21, dependent on him for principal support, or if widower was dependent on employee during the calendar year preceding employee's death and provided the employee's income during such year was 50 percent or more of their combined income, (3) any unmarried child under 21, of deceased employee, or (4) parent who received at least 50 percent of support from employee in year preceding employee's death.</p> <p>Not applicable to widows during months eligible for benefits under the Social Security Act for care of a child.</p> <p>Minimum rate of \$63 per week for employees at manufacturing operations, parts depots, and transfers who are covered by the main labor contract.</p> <p>Redefined: New benefit period available if disability recurred more than 3 consecutive months after employee recovered and returned to work for at least 1 day during such 3 months. The dismemberment benefits coverage previously provided by this plan was not restated in the disability benefits section of the Oct. 7, 1964, agreement and therefore was deemed discontinued under the Sickness and Accident Benefit Plan as of Sept. 30, 1964. However, dis-</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Oct. 1, 1964 (agreement of Oct. 7, 1964)—Continued</p> <p>Jan. 1, 1965 (agreement of Oct. 7, 1964).</p>	<p>Changed: <i>Hospital-medical-surgical</i> Established: <i>Emergency first aid</i>— services of a physician when necessary, for non-occupational accidental injury if provided within 24 hours of injury reimbursed up to \$15.</p>	<p>membership benefits were included in the term life insurance package as of Oct. 1, 1964.</p> <p>Added to: Definition of dependent, (1) continuation dependent—children, who were not married and resided with and depended on employee for over one-half their support who (a) were 25 years of age and under, or (b) at any age, were totally and permanently disabled. Employee to pay premium for child covered under (a) until Oct. 1, 1966, thereafter company to assume cost of coverage;<sup>21</sup> (2) sponsored dependent—any person who depended on employee for more than one-half his support who was related by blood or marriage or resided in employee's household. Employee to pay full cost of coverage,<sup>22</sup> which was limited to 120 days (where others received 365 days) and excluded maternity and obstetrical benefits.</p> <p>Added: Company to pay cost of hospital-medical benefits for employee ineligible for benefits under pension plan, and their dependents, whose employment was terminated, except for discharge for cause, at age 65 or older; private room allowance limited to \$11. Coverage not available for special dependents.</p> <p>Surviving spouse of active employee could continue insurance for the period transition and bridge benefits were received or as long as bridge benefits were not payable because survivor was eligible for mother's insurance benefits under the Social Security Act or while receiving widow's benefits under company pension plan.<sup>23</sup></p> <p>Surviving spouse of pensioners of former employees whose employment was terminated at age 65 or older, except for discharge for cause, but who were ineligible for pension benefits could continue insurance for life by paying full cost each month.<sup>23</sup></p> <p>Added: Laid-off employees allowed to continue hospital-medical-surgical coverage for an additional 12 months after free coverage terminated. When premium payment was required for continued coverage, the initial premium charge applied up to the first 13 months of layoff; thereafter, the full premium charge applied for the balance of the additional 12-month period.<sup>23</sup></p>
<p>Jan 1, 1966 (agreement of Oct. 7, 1964).</p>	<p>Changed: <i>Surgical and medical expense benefits</i>—to payment of reasonable and customary charges for covered</p>	<p>Maximum fees for employees with annual income over \$7,500 was to be the same as those with an annual income in classification C.<sup>24</sup></p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
Jan. 1, 1966 (agreement of Oct. 7, 1964)—Continued	<p>services for employees with an annual income under \$7,500.<sup>24</sup></p> <p>Changed: <i>Radiological therapeutic services, consultation services and technical surgical assistance</i>—subject to a deductible of \$5 or 10 percent of the fee charged, whichever was greater, with a 12-month maximum of \$25 to \$75 depending on employees income class.<sup>24</sup></p>	<p>Added: Deductible did not apply to in-hospital charges.</p>
May 1, 1966 (agreement dated Oct. 7, 1964).	<p>.....</p>	<p>Added: Option to select alternate plan offered to employees in the San Francisco Bay area, including Sacramento. Approximately 12 percent of eligible employees subscribed for coverage under the Kaiser Foundation Health Plan.</p>
July 1, 1966 (agreement dated Oct. 7, 1964).	<p>Integrated: Hospital-medical-surgical coverage for persons age 65 or over, with Federal Medicare plan. Employee premium rates were adjusted.<sup>22</sup></p>	
Oct. 1, 1966 (agreement dated Oct. 7, 1964).	<p>Added: <i>Hospitalization (room and board)</i>—convalescent care: Full coverage for up to 730 days for each continuous period of confinement in an “approved convalescent facility.”</p> <p>Added: <i>Medical care</i>—convalescent care: up to 365 medical visits for each continuous period of confinement in an “approved convalescent facility.”</p> <p>Added: <i>Outpatient benefits</i>—up to \$400 per person per year (including maximum of \$38.25 for psychological testing) for psychotherapeutic services in an “approved outpatient psychiatric facility” and psychiatric care benefits in a physician’s office with fee based on deductible arrangement.</p> <p>Changed: <i>Surgical and medical expense benefits</i>:  <i>Obstetrical services</i>—payment of reasonable and customary charges for prenatal and postnatal care.            Eliminated: <i>Radiological therapeutic services, consultation services and technical surgical assistance</i>—deductible provisions when services were provided hospitalized employees.</p>	<p>Up to 90 days care provided for nervous and mental conditions.            1 day of hospital confinement counted as 2 days of confinement in an “approved facility.” Full benefits reinstated 90 days after last day of confinement.</p> <p>Up to 45 medical visits provided for nervous and mental conditions.            One in-hospital medical visit counted as 2 visits at an “approved facility.” Full benefits reinstated 90 days after last day of confinement.</p> <p>Up to 90 nights of night care treatment in a night care center, not to be included in maximum benefit. Maximum duration of benefits reinstated 90 days after last day of confinement.</p> <p>Changed: Continuation dependents to regular dependent; separate premium no longer required.            Added: Sponsored dependents were not eligible for outpatient, psychotherapeutic, and convalescent home services.</p> <p>Obstetrical services to be provided when needed (even if before 270 days of plan membership).</p>
Jan. 1, 1967 (agreement dated Oct. 7, 1964).	<p>.....</p>	<p>Added: Outpatient, psychotherapeutic, and convalescent home services and obstetrical serv-</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
Jan. 1, 1967 (agreement dated Oct. 7, 1964)—Continued		ices benefits effective Oct. 1, 1966 applicable to surviving spouses. Premium rates adjusted. <sup>23</sup>
Feb. 1, 1968 (agreement dated Feb. 6, 1968).	.....	Eliminated: The previous income class limitations used in determining hospital-surgical-medical benefits.
	Insurance for retirees .....	Added: Option to select alternate plan (Union Health Service Plan) offered to employees in plants in the Chicago area.
	Increased: <i>Surgical benefits</i> —postoperative care period was extended to 30 days.	Increased: The employee-paid monthly premium when required for the continuation of hospital-surgical-medical coverage (required only for certain periods of absence from active work such as layoff or leave of absence). <sup>25</sup>
	Increased: <i>Medical expense benefits</i> —doctor's visits maximum to 208 (26 for mental or nervous disorder) during any 1 period of disability when confined to an approved convalescent facility.	Charged: Employee who terminated employment after age 65 and who was not eligible for a pension and pensioned retirees (not including those entitled to or who received a deferred pension) received coverage for Health-Security plan benefits, excluding prescribed drugs.
	Eliminated: <i>Emergency first aid</i> —requirement that treatment be performed within 24 hours of injury.	Maximum of 2 visits per week.
	Changed: <i>Surgical assistance benefits</i> —no payment was made, except under special circumstances, if reasonable and customary charge for a surgical or obstetrical procedure was less than \$125.	
	Added: <i>Maternity benefits</i> —payment for a pregnancy that began before coverage for prenatal and postnatal care payable based on an itemized statement for each visit to doctor's office or other necessary prenatal care. If an itemized expense statement was not submitted, payment was based on a schedule. <sup>26</sup>	In any situation where a physician's charges were not itemized by date and amount, the maximum total payment for postnatal care was \$5.
Feb. 6, 1968 (agreement of same date).	Increased: <i>Supplemental survivors benefits</i> : <i>Transition benefits</i> —to \$150 a month (maximum 24 months) for survivors of an employee who was at work on or after Feb. 6, 1968.	Added: Definition of survivor included an unmarried dependent child who resided with employee and who was (1) age 21 but less than 25 or (2) age 21 or more and totally and permanently disabled.

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Feb. 6, 1968 (agreement of same date)—Continued</p>	<p><i>Bridge benefits</i>—\$150 a month for survivors of an employee who was at work on or after Feb. 6, 1968.</p> <p>Increased: <i>Total and permanent disability benefits</i>—to reflect increase in face value of life insurance for employees whose base hourly rate was \$5.40 or more.<sup>27</sup></p> <p>Increased: <i>Term life insurance</i>—maximum amount of life insurance for those whose base hourly rate was \$5.40 or more (applied to employee coverage and after retirement coverage at or after age 65).<sup>27</sup></p> <p>Increased: <i>Weekly disability benefits</i>—by \$3 to \$5, depending on base hourly rate, for employees with base rate of less than \$5.40, and maximum for employees whose base hourly rate was \$5.40 or more.<sup>28</sup></p> <p>Added: <i>Monthly long-term disability benefit</i>—an employee whose disability began after Sept. 30, 1967, and who exhausted his weekly disability benefits to receive an amount equal to approximately 50 percent of the monthly equivalent of the employee's base earnings (including any cost-of-living allowance) at the midpoint of his insurance class at the time his disability began.<sup>28</sup> The employee had to be disabled when the weekly benefits expired and continuously thereafter. The benefits were payable for 1 year or the number of months which the employee's full months of seniority at the beginning of the disability exceeded 12, whichever was greater, but in no case beyond the date of death, the end of the month in which he reached age 65, or the time at which he was no longer totally disabled.</p> <p>Added: <i>Layoff disability benefit</i>—an employee who was laid off on or after Feb. 5, 1968, and who became disabled while SUB credit units remained and ineligible for unemployment benefits to receive an amount as computed for a weekly disability benefit.<sup>28</sup></p>	<p>Changed: For employee who remained employed after age 65 who had less than 10 years' credited service—reduced life insurance continued until employment terminated or until end of 25 months of continuous layoff.</p> <p>The benefit was to be reduced for any primary disability insurance benefit receivable under social security for the same period. For the purpose of such a reduction, 1 monthly benefit was equal to 4.33 weekly benefits.</p> <p>Added: The benefit was available to a disabled employee on the day after an outpatient surgical procedure of \$25 or more.</p> <p>Payments were reduced by: Noncontributory pension plan benefits, primary social security, workmen's compensation, and State or other governmental plans (excluding veteran's pension). If payments were made on a weekly basis, the monthly equivalent was 4.33 weekly benefits for the purpose of the above reductions.</p> <p>Payments were reduced by any disability benefits received under a plan financed by another employer or any disability benefits receivable under social security. A monthly benefit was equal to 4.33 weekly benefits for the purpose of a reduction.</p>
<p>Mar. 1, 1968 (agreement dated Feb. 6, 1968).</p>	<p><i>Hospital-surgical-medical plan.</i></p>	<p>Added: Company to provide Health-Security plan coverage (excluding prescription drug benefits) to any surviving spouse (including children who</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Mar. 1, 1968 (agreement dated Feb. 6, 1968)—Continued</p>		<p>would have been eligible through the employee or retiree had he not died) (a) receiving a pension benefit (excluding the surviving spouse of a former employee who was receiving a deferred pension), (b) of a deceased retired employee (excluding the surviving spouse of a former employer receiving a deferred pension) who was receiving a pension benefit at the time of his death, and (c) of a deceased employee whose employment terminated after age 65 (except if discharged for cause) with insufficient credited service to entitle him to a pension benefit. After age 65, the free coverage was contingent upon the eligible spouse's full participation in Medicare.</p> <p>Added: Company agreed to reimburse pensioners, their spouses, and surviving spouses receiving pensions (except for deferred pensioners or their spouses) for the \$3 monthly cost of Medicare. The company also agreed to pay any active employee over age 65 his \$3 Medicare premium upon application. In all cases where the company paid the \$3, benefits payable under the company plans were reduced by those payable under Medicare.</p>
<p>Oct. 1, 1969 (agreement dated Feb. 6, 1968).</p>	<p>Added: <i>Prescription drug benefits.</i><sup>29</sup> Benefits were provided to an employee or his dependents for disease or injury if they were not provided under any other part of the Health-Security Plan (to the extent that each prescription or refill exceeded \$2) as follows: (1) the actual charge (acquisition cost plus dispensing fee) by a participating provider;<sup>30</sup> (2) 75 percent of the reasonable and customary charge of a nonparticipating provider located in a metropolitan area or such greater area used for determining reasonable and customary charge; or (3) 100 percent of the reasonable and customary charge not exceeding actual charge if provider located outside of participating provider area or by a physician. Under (2) and (3) above, an employee could not submit a claim for himself or his dependents that was not at least \$15. The \$15 minimum could be waived if payment was made to a nonparticipating provider who entered into an agreement with the company for a periodic voucher payment of prescription drug charges.</p>	<p>Payments were not made for the administration of prescription drugs and injectable insulin; any charge for contraceptive medication, even if it is prescription drug, and contraceptive devices; therapeutic devices and appliances, hypodermic needles, syringes, bandages, and similar supplies; support garments and all other items which are not prescription drugs; charges for more than a 34-day supply of any prescription drug, except that benefits were to be provided for 100-unit doses (in tablet or capsule form) of a natural thyroid product, a digitalis preparation, or nitroglycerine or other drugs which the employer or insurance company in the future may qualify for 100-unit doses; charges for any prescription refill in excess of the number specified by the physician or any refill dispensed after 1 year from the date of the latest physician's order (necessary refills were covered but the employer or the insurance company reserved the right when the physician did not specify number of refills, to require a new doctor's prescription when the number of refills appeared excessive); and charges for medications furnished on an inpatient basis and covered under the terms of any other group prepayment plan, whether or not such a plan was on a provision of service or indemnity basis.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Oct. 1, 1969 (agreement dated Feb. 6, 1968)—Continued</p> <p>Jan. 1, 1971 (agreement dated Jan. 29, 1971).</p>	<p>Added: 3 brackets of benefits on the group life and disability insurance schedule for employees in higher wage brackets.<sup>31</sup></p> <p>Increased: Maximums on (1) <i>life insurance</i> for (a) employees under age 65—to \$14,500 and (b) at or after age 65 with (i) 10 years of service—to \$2,175 and (ii) 20 years—to \$4,350;<sup>31</sup> (2) <i>accidental death and dismemberment benefits</i>—to \$7,250;<sup>31</sup> (3) <i>total and permanent disability benefits</i>—to \$290 a month;<sup>31</sup> (4) <i>weekly disability (sickness and accident) benefits</i>—to \$155 a week;<sup>31</sup> and (5) <i>long-term disability benefits</i>—to \$590 a month.<sup>31</sup></p> <p>Changed: <i>Layoff disability benefit</i>—replaced by <i>reinstated weekly disability benefit</i> to enable laid-off employee to qualify for long-term disability benefit if he continued to be disabled.</p>	<p>Increased: Employee-paid monthly premium when required for the continuation of hospital-surgical-medical-drug coverage (required only for certain periods of absence from active work such as layoff or leave of absence).<sup>25</sup></p> <p>Applicable to employees who worked on or after Nov. 23, 1970.</p> <p>Added: Weekly disability benefit not payable for any day that employee received holiday pay.</p> <p>Added: If State paid unemployment compensation during a period of disability such benefit was supplemented in same manner as a workman's compensation benefit. (Language change only.)</p> <p>Added: Employee who returned from active military duty provided immediate long-term disability coverage.</p> <p>Changed: Definition of disability to qualify for long-term disability benefits clarified by making the test of disability same as that under pension plan except that disability need not be permanent.</p> <p>Eliminated: Restriction that long-term disability benefits would not be payable to employee who drew 52 weeks of weekly disability benefits before 1967.</p> <p>Added: Employee allowed to waive eligibility for long-term disability benefits to qualify for disability payout of life insurance due to total and permanent disability.</p> <p>Added: Employee allowed to waive weekly disability benefits in order to qualify for other benefits.</p> <p>Added: An uninsured employee retiring between age 55 and 65 with pension beginning on or after Jan. 1, 1971 without returning from layoff or leave of absence (whose continuation group life coverage had elapsed as a result of a long layoff or leave of absence) was to be insured under group life if he was then under age 65, the 1st day of month following month seniority was canceled because of retirement, for coverage he otherwise could have continued</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Jan. 1, 1971 (agreement dated Jan. 29, 1971)—Continued</p>	<p><i>Survivor income benefits:</i>            Increased: <i>Transition benefits</i>—to \$175 a month (maximum 24 months) for survivors of an employee who was at work on or after Jan. 1, 1971 (continued to be \$100 for any month in which an eligible survivor was eligible for an unreduced old-age survivor's, or disability benefit under the Federal Social Security Act).            Increased: <i>Bridge benefits</i>—to \$175 a month for survivors of an employee who was at work on or after Jan. 1, 1971, if spouse was age 48 (was 50) on date of employee's death.</p>	<p>at retirement in amount he had in force while last working (reduced appropriately at age 65).            Added: Employee on leave of absence requested by local union to permit him to work full-time for international union could continue life, accidental death and dismemberment, and survivor income benefit insurance by contributing 60 cents a month per \$1000 of life insurance, but no longer could continue medical insurance.            Added: Company continued life, accidental death and dismemberment, and survivor income benefit insurance for employee who became totally disabled while on layoff and as a result unable to respond to recall (maximum period equal to his months of seniority at layoff).            Added: Employee on regular or special early retirement to have transition and bridge benefits coverage at age 55.            Changed: Employee retired on disability pension to have life, accidental death and dismemberment, and transition and bridge benefits coverage at age 65, unless he elected monthly total and permanent disability benefits, in which case his accidental death and dismemberment coverage would terminate but his transition and bridge benefits coverage would continue.</p>
<p>Apr. 1, 1971 (agreement dated Jan. 29, 1971).</p>	<p>.....</p>	<p>Added: A Class A or B survivor of an employee who was at work on or after Jan. 1, 1971 could waive transition or bridge benefits in to receive other benefits.            Added: Weekly disability benefit payable for a period equal to employee's continuous vacation service for maximum of 52 weeks if he was hired on or after Apr. 1, 1971. However, if he was hospitalized, or in the case of an occupational disability he was receiving workmen's compensation payments because of employment with the company, for the same disability at date of expiration of maximum period of weekly benefits and such benefits were paid for less than 52 weeks benefits were continued during confinement, or while he continued to receive workmen's compensation, whichever applicable, up to end of 52 week period.            Added: Weekly disability benefit coverage was effective 1st day of month following a full calendar month after hire for employees hired on or after Apr. 1, 1971.            Eliminated: Reduction in weekly disability benefit because of any similar benefits payable under social security for employees who worked on or after Nov. 23, 1970.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup> —Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Apr. 1, 1971 (agreement dated Jan. 29, 1971)—Continued</p>	<p>Changed: The 365-day maximum period of hospitalization expense benefits not to be reduced because of care in in approved convalescent facility during same period of disability (previous reduction for a night care center was continued)</p> <p>Changed: The 365-day hospital benefit period renewable after patient had been outside of hospital or nursing home for 60 days (was 90).</p> <p>Changed: The 730-day convalescent and long-term illness (nursing home) care benefit period renewable after patient had been outside of hospital or nursing home for 60 days (was 90).</p> <p>Added: Employee home hemodialysis expense benefits for kidney treatment for reasonable and customary charge for same service provided on in-patient or in out-patient department of a hospital basis (including necessary related expenses).</p> <p>Added: <i>Medical services</i>— physician's services related to hemodialysis in patient home paid for.</p> <p>Changed: <i>Medical</i>— Maximum number of doctors' visits renewable after at least 60 days (was 90) after last confinement.</p>	<p>Added: Any increases in social security disability insurance benefits not to be changed against long-term disability benefits.</p> <p>Changed: Employee hired on or after Apr. 1, 1971, covered for health insurance 1st day of month following full calendar month after hire.</p> <p>Added: Benefits provided under the hospital-medical-surgical-drug (and effective July 1, 1971, dental) program for employees and dependents were coordinated with benefits available under other employer-financed plans so that benefits would be supplemented rather than duplicated.</p> <p>Health security plan coverage was continued at option of surviving spouse of self-pay basis for dependent who was enrolled at employee's death.</p> <p>Added: Retired employee considered employee in determining eligibility for any sponsored dependent.</p> <p>Increased: Reimbursement for \$5.30 a month toward Medicare Part B fee for employees, retirees, surviving spouses, and their eligible dependents.</p> <p>Added: Health insurance extended to cover servicemen returning from active military duty who had insufficient seniority and were put on lay-off (premiums paid for such coverage period stipulated by their SUB credit units).</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provisions	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Apr. 1, 1971 (agreement dated Jan. 29, 1971)—Continued</p>	<p>Added: <i>Medical</i>— up to \$15 paid for medical emergencies (sudden and unexpected onset of conditions requiring medical care).</p> <p>Increased: <i>Medical</i>— maximum of psychological testing to \$50 (member of co-payment was eliminated).</p> <p>Added: <i>Prescription drug coverage</i> for conditions of pregnancy and obesity.</p> <p>Changed: <i>Prescription drug benefits</i> provided for 100-unit doses (tablet or capsule) of specified maintenance legend drugs<sup>32</sup> if greater than 34-day supply required.</p> <p>Added: Podiatrists and doctors of dental surgery eligible for payment for diagnostic X-ray services.</p>	<p>Included heart attacks, cardiovascular accidents, poisonings, loss of consciousness or respiration, or other such acute conditions.</p> <p>Prescription drug coverage was made available to retired employee and surviving spouse and their eligible dependents.</p>
<p>July 1, 1971 (agreement dated Jan. 29, 1971).</p>	<p>Established: A <i>comprehensive dental plan</i> with no deductible for all employees and their dependents with maximum benefit of \$750 per year for family member (in addition to dental surgery service provided under surgical-medical plan) and a separate additional lifetime maximum of \$500 per family member for orthodontia. The plan required pre-determination of benefits for work costing \$100 or more (except for emergencies).</p>	<p>Payment was made for covered expenses as follows:</p> <p>(1) 100 percent of reasonable and customary charge (not charged against \$750 maximum) for excision of partially or fully unerupted teeth; excision of tooth root without extraction of entire tooth; other incision or excision on gums and tissues of mouth not in connection with extraction or repair of teeth (but not treatment of periodontal and other diseases of same covered elsewhere by plan); multiple extractions for bed patients in hospital when concurrent hazardous medical condition exists; gingivectomy procedures in connection with diseased gums; and oral examinations including scaling and cleaning of teeth limited to once every 6 months (this last item was charged against maximum).</p> <p>(2) 75 percent of reasonable and customary charge for topical application of radium or stannous fluoride; dental, and supplemental bite-wing X-rays (subject to limitations) and other diagnostic X-rays; extractions; oral surgery; fillings; general anesthesia; treatment of periodontal or other diseases of gums and mouth but not surgical procedures covered in (1) above bridgework in connection with such treatment subject to 50-percent rate of payments in (3) below); endodontic treatment including root canal therapy; injection of antibiotics; repair or recementing of crowns, inlays, bridgework or dentures, or relining of dentures; space maintainers, inlays, gold fillings; crowns (including precision attachments for dentures).</p> <p>(3) 50 percent of reasonable and customary charge for initial installation of fixed bridgework (including inlays and crowns to form</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
July 1, 1971 (agreement dated Jan. 29, 1971)—Continued		<p>abutments); initial installation (including 6 months period afterwards) of partial or full removable dentures; replacement of existing partial or full removable dentures or fixed bridgework by new denture or bridgework or addition of teeth to an existing partial removable denture or to bridgework (subject to limitations); orthodontic treatment consisting of surgical therapy, appliance therapy, and functional/myo-functional therapy.</p>
Nov. 1, 1973 (agreement dated Nov 8, 1973).	<p>.....</p> <p>Added: Three insurance class brackets on <i>weekly disability (sickness and accident) benefits</i>.</p> <p>Increased: <i>Maximum weekly disability benefits</i>— to \$170 a week (was \$155).<sup>34</sup></p> <p>Added: Three insurance class brackets on monthly long-term disability payments.</p> <p>Increased: <i>Maximum monthly long-term disability benefit</i>— to \$655 a month (was \$590).<sup>34</sup></p> <p>Added: <i>Hospital, surgical and medical expenses</i> paid to those tested for, but turned down as, donors for organ or tissue transplants.</p> <p>Added: Expenses for transportation of organs and tissues for transplants paid in full, but not in excess of reasonable and customary charges.</p>	<p>There were additional limitations or exclusions to some of the above dental benefits.</p> <p>Increased: Employee-paid monthly premium when required for continuation of hospital-surgical-medical-drug-dental coverage (required only for certain periods of absence from active work such as layoff or leave of absence).<sup>33</sup></p> <p>Added: Employee with less than 10 years of credited service at age 65, but attaining 10 years after age 65, would receive normal reduced life insurance continuation benefits.</p> <p>Added: Employee on disability who did not recover sufficiently to perform regular job would be offered another job in his bargaining unit; if physically unable to perform any job, employee was eligible for benefits up to the maximum eligibility period.</p>
Jan 1, 1974 (agreement dated Nov. 8, 1973).	<p>Changed: Three dental treatments extended to 100-percent coverage from 75-percent coverage.</p> <p>Increased: All other 75-percent dental expense classifications increased to 90-percent coverage.</p>	<p>Treatments covered: Topical application of fluoride, space maintainers for children under age 19, and emergency palliative treatment.</p> <p>Changed: Five-year rule limiting replacement of dentures would not apply to dentures not procured under any group plan.</p>
Mar. 1, 1974 (agreement dated Nov. 8, 1973).	<p>Increased: Reimbursement to those enrolled in Medicare Part B— to \$6.30 a month (was \$5.30).</p>	<p>Added: Reimbursement extended to any totally disabled employee receiving long-term disability payments not otherwise eligible under retiree hospital benefits.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Oct. 1, 1975 (agreement dated Nov. 8, 1973).</p>	<p>Increased: <i>Maximum outpatient psychiatric</i> service increased to \$1,000 (was \$400) for calendar year 1975, provided that the excess over \$400 was incurred after October 1.</p> <p>Added: Three insurance class brackets on life insurance benefits to provide higher benefits for higher wage workers.</p> <p>Increased: <i>Life insurance benefits</i> for all classes raised by \$1,000; new maximum \$17,000 (was \$14,500).<sup>34</sup></p> <p>Changed: Method of calculating the life insurance reduction after retirement was revised to provide a higher minimum benefit. Insurance as of retirement was reduced 2 percent per month until insurance was reduced to 1.5 percent of former maximum times the number of years of credited service (was a maximum of 20 years) as of age 68 (was age 65) but not to a benefit level lower than \$2,000 (was \$1,500).<sup>35</sup></p> <p>Added: Payment for prosthetic devices if needed as a result of an injury or sickness.</p> <p>Added: Payment for rent of durable medical equipment needed by employee or dependent. This covered use of equipment as an outpatient only for treatment of injury or sickness used to improve use of malformed part of body.</p> <p>Added: Payment for outpatient chemotherapy treatment, including chemicals and other substances used in treatment.</p> <p>Changed: <i>Sterilization surgery</i> for either sex covered without regard to medical necessity.</p> <p>Added: <i>Legal abortions</i> considered a covered surgical expense.</p> <p>Added: Payment for Pap smear tests, including physician services and lab analysis.</p>	<p>Included any device replacing all or part of a body organ, or diseased, malformed, injured, or inoperative organ. Dentures, hearing aids, eye glasses, and nondurable items were excluded.</p> <p>Included equipment which (1) would withstand repeated use; (2) was primarily for a medical purpose; (3) generally was not useful to a healthy person; and (4) was appropriate for home medical treatment. Acceptable equipment included iron lungs, oxygen tents, hospital beds, wheelchairs, crutches, inhalators, traction equipment, etc. Not included were hearing aids, glasses, dentures, air conditioners, humidifiers, prosthetic devices, and nondurable devices such as bandages.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
<p>Oct. 1, 1975 (agreement dated Nov. 8, 1973)—Continued</p>	<p>Changed: Maximum of \$15 for emergency first aid physician's services removed. All reasonable and customary charges fully paid.</p> <p>Added: 17 drugs to the list of recognized maintenance prescription drugs, making a total of 34.<sup>36</sup></p> <p>Established: Payment for outpatient physical therapy services needed as a result of disease, injury, or surgery. Maximum therapy duration—60 days.</p> <p>Changed: 10-percent deductible (was 15) after fifth session for individual psychotherapy and family counseling.</p> <p>Increased: <i>Psychological testing</i> maximum of \$75 (was \$50) for calendar year 1975, provided the excess over \$50 was incurred after October 1.</p> <p>Increased: <i>Transition survivor income benefit</i>—to \$200 a month (was \$175) for survivors of employees at work on or after Oct. 1, 1975.</p> <p>Increased: <i>Bridge survivor income benefit</i> of \$200 a month (was \$175) and spouse eligibility reduced to age 45 at time of employee's death (was age 48).</p> <p>Added: Three insurance class brackets for accidental death and dismemberment benefits.</p> <p>Increased: <i>Accidental death and dismemberment</i> benefits for all classes raised by \$500; new maximum \$8,500 (was \$7,250).<sup>34</sup></p> <p>Added: Three insurance class brackets on total and permanent disability payments.</p> <p>Increased: Maximum <i>total and permanent disability</i> benefits for all classes raised by \$20; new maximum \$340 a month (was \$290).<sup>34</sup></p> <p>Changed: <i>Long-term disability</i> requirement of 10 years of service for disability payments resulting from pregnancy, childbirth, or service in military was deleted.</p> <p>Changed: For laid-off employees, insurance continued for a specified number of weeks determined by length</p>	<p>Permits payment of charges for maximum 100-unit doses per prescription even though more than 34-day supply.</p> <p>Limit of 60 days would be renewed each year and after any surgery requiring therapy. Therapy must take place in an approved facility by a qualified therapist.</p> <p>Benefits were \$125 a month for any month in which survivor was eligible for old-age, survivor's, or disability benefit under social security.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health-security plan—Continued</b>		
Oct. 1, 1975 (agreement dated Nov. 8, 1973)—Continued	of seniority up to a maximum of 12 months, or for a period of time as determined under previous procedure, whichever was longer.	
<b>Pensions</b>		
Apr. 15, 1946. <sup>37</sup>	.....	No provision for pension plan contained in labor agreements.
July 1, 1950 (FE-UE and UAW).	<p>Noncontributory retirement plan established for production and salaried employees to provide pensions at 65 or older after 10 years of continuous service.</p> <p><i>Flat rate pension</i>, \$100 a month including statutory benefits and benefits accruing under other company pension plans, to employee retiring at 65 with 25 years of service. Employees age 65 or older with 10 years or employees age 60 with 25 years of service to receive reduced pensions.</p> <p><i>Disability retirement</i>, \$50 a month minimum provided employees totally and permanently disabled after age 55 with 15 years of continuous service; sum to include benefits from any other company plans and all statutory benefits, except compensation for service-connected disability.</p>	<p>Included in union contract.</p> <p>Future crediting of service for eligibility based on 1,600 hours of annual employment. Normal age of retirement was 65. Effective (FE-UE) July 1, 1951, and (UAW) Jan. 1, 1952, automatic age of retirement was 68 if employee had 10 years or more of credited service. Entire cost borne by company.</p>
July 1, 1950 (FE-UE).	<p>Contributory plan established to provide retirement annuities at age 65.</p> <p>Employees contributed 3 percent on first \$3,000 of annual earnings and 6 percent in excess of \$3,000. Annuity provided each year equal to 1/3 of employee's contribution. Annuity vested after 15 years of continuous service. Death benefit available at or after age 55. Annuities payable for 10 years certain.</p> <p><i>Minimum pensions</i>, \$100 a month including statutory benefits, annuity purchased by company contributions and benefits accruing under other company pension plans, to employees at 65 with 25 years of</p>	<p>FE-UE local unions given option to choose Non-contributory Retirement Plan or Contributory Annuity Plan.<sup>38</sup></p> <p>Annuities payable in an amount equal to 10 times the annual rate. Should the pensioner die during the 10-year period, the beneficiary could receive the balance.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
July 1, 1950 (FE-UE)—Continued	<p>service. Employees age 65 or older with 10 years of service or employees age 60 with 25 years of service received reduced pension.</p> <p><i>Disability retirement</i>, \$50 a month minimum to employees totally and permanently disabled at or after age 55 with 15 years of continuous service; sum to include benefits from annuity plan and any other company pension plan. Social security benefits deducted when employee attained age 65.</p>	
Sept. 1, 1955 (agreement dated Sept. 16, 1955).	<p>Changed: Contributory plan superseded by noncontributory plan for employees—in bargaining units represented by union—who had previously elected the contributory plan.<sup>39</sup> Minimum pension provisions of contributory plan no longer applicable to employees who had previously participated in the contributory plan, but annuities to be paid to these participants upon retirement in accordance with items of group annuity plan.</p> <p><i>Normal retirement</i>: Benefits for employees age 65 or older after 10 years of credited service to be \$2.25 a month for each year of credited service, supplemented by Federal social security benefits.</p> <p><i>Early retirement</i>: Employees between ages 60 and 65 with 10 or more years of credited service retiring at own option could elect (a) deferment of normal retirement benefits until age 65 for each year of credited service at time of early retirement or (b) an immediate annuity reduced by 0.6 percent for each month under age 65 at time of early retirement.</p> <p><i>Disability retirement</i>: \$4.50 a month for each year of credited service less statutory benefits, for totally disabled employees under age 65 with at least 15 years of service. Reduced to \$2.25 a month for each year of service when Federal social security benefits become payable.</p> <p>Added: <i>Vested rights</i>: Employees breaking continuity of service on or after</p>	<p>Effective Jan. 1, 1956, amount of employment required to receive credit for a full year of employment increased to 1,700 hours.</p> <p>New benefits to be added to pensions of employees retired on or after Mar. 15, 1950.</p> <p>Effective Sept. 1, 1955, an employee who reached the automatic retirement age (68) with more than 5 but less than 10 years of credited service received a monthly pension of \$22.50. No service beyond age 68 credited, except that employees actively employed on Sept. 1, 1955, permitted to accumulate service credits beyond age 68 for a maximum of 5 years. Employees could continue employment after automatic retirement age only at company option.</p> <p>Employee disabled between Mar. 15, 1950, and Sept. 1, 1955, eligible for pension upon reaching age 50 (formerly age 55).</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
Sept. 1, 1955 (agreement dated Sept. 16, 1955)—Continued	<p>Sept. 1, 1955, and age 40 or over with at least 10 years of credited service received deferred monthly benefits at age 65 based on \$2.25 a month for each year of credited service between January 1 of year in which they reach age 30 and date of termination.</p> <p>Option to continue retirement benefits to spouse could be elected at time of early or normal retirement. On disability retirement, option could be elected at time Federal social security benefits become payable.</p>	<p>Amount of retirement benefit reduced to actuarial equivalent based on age of employee and spouse at time election was made. Retirement benefit could be: (a) A level monthly payment as long as pensioner or spouse live, or (b) level monthly payments as long as pensioner and spouse live but reduced one-third upon death of either pensioner or spouse.</p>
July 1, 1957 (supplement) (agreement dated Aug. 20, 1957).	<p>.....</p>	<p>Eliminated: Minimum age requirement (50 years) for disability retirement for employees retiring after Sept. 1, 1955, who were at work after Sept. 1, 1954, and receiving weekly disability benefits on Sept. 1, 1955.</p>
Oct. 1, 1958 (agreement dated Jan. 16, 1959).	<p>Noncontributory retirement plan revised.<sup>40</sup></p> <p>Increased: <i>Normal retirement benefits</i> to \$2.50 a month for each year of credited service to supplement primary Federal social security benefits.</p> <p><i>Disability retirement benefits</i> continued to be twice normal benefits.</p> <p><i>Vested rights benefits</i> continued to be the same as normal retirement benefits.</p>	<p>Pensions for period beginning Sept. 1, 1955, if employee retired on or after Mar. 15, 1950, to be increased to amounts provided by new agreement.<sup>41</sup></p> <p>Benefits to employees automatically retired at age 68 with more than 5 but less than 10 years of credited service increased to \$25 monthly.</p> <p>Reduced to normal retirement benefits when employee became eligible for Federal social security benefits.</p> <p>Increase not applicable to employees leaving company prior to Feb. 1, 1959.</p>
Jan. 1, 1962 (agreement of Oct. 16, 1961).	<p>Increased: <i>Normal monthly retirement benefits</i> to \$2.80 a month for each year of credited service. Benefits in addition to Federal social security benefits.</p> <p><i>Early retirement benefits</i>—for retirement under mutually satisfactory conditions, continued to be twice normal retirement benefits up to age 65. For retirement at own option employee could, in lieu of a reduced immediate monthly benefit, elect (1) from retirement to age 62—amount of reduced immediate monthly benefit (or further reduced amount if employee elected survivors' option) plus \$96 reduced by</p>	<p>Applicable to employee retiring on or after Jan. 1, 1962. In effect: Year of credited service to equal 1,700 compensated hours or more. Proportionate credit, to nearest 1/10 of a year, given employee with less than 1,700 hours.</p> <p>Changed: An employee with 10 years of continuous service, who reached age 60 while on an approved leave of absence or layoff, was eligible for an early retirement benefit at that age or a normal benefit at age 65.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Jan. 1, 1962 (agreement of Oct. 16, 1961)—Continued</p>	<p>0.6 percent for each month employee was under 62 at date of early retirement, and (2) from age 62—amount of (1) above less \$96. Option not available if benefit was less than \$15 per month.</p> <p><i>Total and permanent disability benefits</i>—continued to be twice normal retirement benefits, until employee became eligible for Federal social security benefits. Service requirement reduced to 10 years (was 15 years) for employees disabled on or after Oct. 1, 1961.</p> <p><i>Automatic retirement benefits</i> for employees at age 68 with more than 5 but less than 10 years of credited service, retiring on or after Jan. 1, 1962, increased to \$28 a month (was \$25).</p> <p><i>Vested rights</i>—deferred benefits per year of service continued to be same as normal retirement benefits.</p> <p>Added: <i>Survivors' option</i>—providing reduced benefits to employee and spouse. Employee benefit to equal (1) if employee and spouse were the same age—90 percent of benefit employee would have received, (2) if spouse was older than employee—90 percent plus 0.5 percent for each 12 months spouse's age exceeded that of employee, and (3) if employee was older than spouse—90 percent minus 0.5 percent for each 12 months spouse's age was less than that of employee. Spouse's benefit to begin after employee's death and to equal 50 percent of employee's reduced benefit.</p>	<p>Added: Service prior to age 30 to be credited in computing benefit. Actuarially reduced benefits payable at age 60.</p> <p>Election available to employee eligible for normal, early, automatic, disability, or deferred pension. Employee required to make election at time of application for pension, or, at age 65, if receiving disability pension. Employee could designate (1) wife if they had been married for 1 year of more prior to election of option, or (2) husband if they had been married for 1 year prior to election of option and if employee's income was over half the total income of both.</p> <p>Election revoked if employee or spouse died before effective date of election.</p>
<p>Oct. 1, 1964 (agreement of Oct. 7, 1964).</p>	<p>Added: <i>Early retirement eligibility</i>—(1) for regular early retirement—employees between ages 55 and 60, at own option if age plus years of service totaled 85, and (2) for special early retirement—employees between ages 55 and 60, with 10 years of service, at company option or under mutually satisfactory conditions.</p>	
<p>Jan. 1, 1965 (agreement of Oct. 7, 1964).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—by \$1.45 a month per year of service, providing benefits as follows: Employee retired with</p>	

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Jan. 1, 1965 (agreement of Oct. 7, 1964)—Continued</p>	<p>benefits payable beginning (1) after Aug. 31, 1955, but before Oct. 1, 1961, \$3.95 for each year of credited service; and (2) after Sept. 30, 1961, \$4.25 for each year of credited service.</p> <p><i>Early retirement benefits at company option or under mutually satisfactory conditions or for total and permanent disability</i>—by \$2.90, for employees retired with benefit payable beginning (1) after Jan. 31, 1959 (after Aug. 31, 1955, for total and permanent disability) but before Oct. 1, 1961, to \$7.90 for each year of credited service; and (2) for employees who retired after Sept. 30, 1961, but before Oct. 1, 1964, to \$8.50 for each year of credited service. Employees who retired on or after Oct. 1, 1964, were to receive \$4.25 for each year of credited service, plus a temporary benefit of \$5.20 for each year of credited service up to 25 years (maximum \$130 a month).</p> <p><i>Early retirement benefits at own option</i>—for employees who retired after Sept. 30, 1964, (1) benefits for months before Jan. 1, 1965, to \$2.80 a month per year of credited service, reduced by 0.6 percent for each month employee was under age 65 when pension began; and (2) benefits for months after Dec. 31, 1964, to \$4.25 a month per year of credited service reduced by schedule for each year under age 62.<sup>42</sup></p> <p><i>Automatic retirement benefits</i> (for certain eligible employees retiring at age 68 or older with 5 but less than 10 years of credited service)—(1) prior to Sept. 1, 1961, to \$39.50 per month; and (2) after Aug. 31, 1961, to \$42.50 per month.</p> <p><i>Vested rights</i>—deferred benefits per year of service to continue to be same as normal retirement benefits reduced by 0.6 percent for each month under age 65. Minimum age, 60.</p> <p>Increased: <i>Survivor's option</i>—to 55 percent of employees reduced benefits for surviving spouse.</p>	<p>Eliminated: Minimum age requirement for employees permanently and totally disabled on or after Oct. 1, 1964.</p> <p>Benefits payable until age 65 or prior date at which employee became or could have become eligible for unreduced social security benefits for age or disability at which time benefits were re-determined to one-half of previous amounts received.</p> <p>Benefits not reduced at age 62 or later. Employee with at least 10 years of credited service discharged for cause after Jan. 16, 1959, but before Oct. 1, 1964, between ages 60 and 65 to receive benefits provided employee retired at own option.</p> <p>Added: Employee who broke service (except by death or retirement) after Sept. 30, 1964, between ages 55 and 60, and whose age plus service totaled 85 or more, to receive benefits provided employee retired at own option.</p> <p>Eliminated: Minimum age requirement for employee who lost seniority after Oct. 1, 1964.</p> <p>Applicable to elections made after Sept. 30, 1964. Benefit for spouse of retired employee who died before Jan. 1, 1965, and who</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Jan. 1, 1965 (agreement of Oct. 7, 1964)—Continued</p>	<p>Added: <i>Automatic Survivor benefits</i> available to surviving spouse, if deceased employee (1) died after Sept. 30, 1964, but before payment of pension benefits was due; (2) was at least age 60 with 10 years of service (or age 55 if age plus service years equaled 85 or more); and (3) would have been eligible to elect survivor option if he had retired on day of his death. Payments to begin after termination of bridge and transition benefits.</p>	<p>made election effective before Oct. 1, 1964, to be increased to 50 percent of the reduced benefits that would have been payable if new benefits were in effect at time of retirement. Changed: Employee receiving disability pension required to make election of survivor option during month prior to reaching age 60. Employee age 60 but under 65 on Oct. 1, 1964, required to elect survivor option before the earlier of Jan. 1, 1965, or age 65.</p>
<p>Oct. 1, 1965 (agreement of Oct. 7, 1964).</p>	<p>Added: <i>Supplemental Allowance</i> for employees retiring early or because of total and permanent disability after Sept. 30, 1965, and meeting eligibility requirements described above, to bring total benefits, including early retirement or disability pensions, to \$400 (1) reduced, for retirement after age 60, by \$13.33 for each year of credited service under 30; and (2) further reduced for retirement before age 60 by multiplying the amount payable for specified years of service in (1) above by a factor of 60 over the number of months the employee was under age 65 at retirement.</p>	<p>Benefits payable until age 65. Employee required to apply for benefits within 2 years of last day worked.</p> <p>Total monthly benefits not to exceed 70 percent of employee's final base pay including cost-of-living allowance.</p> <p>Benefit of employee who retired at own option, and who became eligible for unreduced social security payments before age 65, reduced by \$5.20 per year of service (maximum of \$130).</p> <p>Future supplemental allowance payments to be forfeited by retiree earning more than the amount permitted without reduction of benefits under social security (\$1,200 prior to Jan. 1, 1966; \$1,500 thereafter) in any calendar year.</p> <p>In computing amount of supplemental allowance, employees' pension to include the \$5.20 per year temporary benefit payable for early retirement at company's option or under mutually satisfactory conditions and for total and permanent disability, whether or not retirees were eligible for these benefits.</p> <p>In computing supplemental allowance for employees electing survivor's option, workers were assumed to have received full benefits.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Jan. 1, 1968 (agreement dated Feb. 6, 1968).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—by \$1 for each year of credited service as follows: Employee retired with benefits payable beginning (1) after Aug. 31, 1955, but before Oct. 1, 1961—to \$4.95 each year of service; and (2) after Sept. 30, 1961—to \$5.25 for each year of service.</p> <p>Increased: Early retirement monthly benefit at own option—benefit rate for employees retired (1) before Oct. 1, 1964—by \$1 for each year of credited service, reduced by 0.6 percent for each complete calendar month employee was under age 65 at retirement; and (2) after Sept. 30, 1964—to \$5.25 for each year of service, reduced by schedule for each year under age 62.<sup>43</sup></p> <p>Increased: <i>Early retirement benefit at company option or under mutually satisfactory conditions (special early retirement) and for total and permanent disability</i>—employee retired with benefit payable beginning (1) after Jan. 31, 1959 (after Aug. 31, 1955, for total and permanent disability), but before Oct. 1, 1961—to \$9.90 a month for each year of credited service; (2) after Sept. 30, 1961, but before Oct. 1, 1964—to \$10.50 a month for each year of service; and (3) after Sept. 30, 1964—to \$5.25 a month for each year of service, plus a temporary benefit of \$6 a month for each year of service up to 25 (maximum monthly temporary benefit \$150).</p> <p>Increased: <i>Vested rights</i>—employee terminated after Sept. 30, 1967, to receive \$5.25 a month for each year of credited service at age 65.</p> <p>Increased: <i>Automatic monthly retirement benefits</i> (for certain eligible employees who retired at age 68 or more with 5 but less than 10 years of credited service)—for employees who retired (1) before Sept. 1, 1961—to \$49.50; and (2) after Aug. 31, 1961—to \$52.50.</p> <p><i>Supplemental allowance.</i></p>	<p>Changed: Employees with seniority on or after Oct. 1, 1967, could apply for and receive credited pension service for: (1) Periods of prior active employment regardless of duration or reason for break in service; and (2) periods of layoff which occurred on or after July 1, 1950, with a limit of 3 months for any continuous layoff (not separated by 2 weeks of active employment). Limit on additional service was 1 year of credit for each calendar year.</p> <p>Employee age 60 or more continued to be eligible to receive, upon his request, normal pension reduced by 0.6 percent for each month he was under age 65 at retirement.</p> <p>Changed: Future supplemental allowance payments to be reduced by \$2 for every \$1 earned by retiree in excess of \$1,680 in any calendar year</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup> —Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Jan. 1, 1968 (agreement dated Feb. 6, 1968)—Continued</p>		<p>(amount permitted without reduction of benefits under the Federal Social Security Act) with this 2 for 1 "penalty" being cumulative. Changed: Supplemental allowance for employees on regular early retirement at own option was reduced for any month prior to age 65 for which they were eligible for an unreduced Federal social security benefit by: (1) For those retired after Sept. 30, 1965, and before Oct. 1, 1967—(a) \$5.20 times years of credited service at retirement (maximum \$130) for those who became eligible for an unreduced Federal social security benefit before Jan. 1, 1968; and (b) \$6 times years of credited service at retirement (maximum \$150) for those who became eligible for an unreduced Federal social security benefit on or after Jan. 1, 1968; and (2) for those retired after Sept. 30, 1967—(a) \$5.20 times years of credited service at retirement (maximum \$130) for any month before Jan. 1, 1968; and (b) \$6 times years of credited service at retirement (maximum \$150) for any month on or after Jan. 1, 1968. In the case of an employee retiring on special early retirement or for total and permanent disability, the monthly supplemental allowance shall be computed on the assumption that the monthly pension benefit includes the temporary benefit determined in the same manner as reductions in (1) and (2) above, whether or not employee was eligible for temporary benefit.</p>
<p>Mar. 1, 1968 (agreement dated Feb. 6, 1968).</p>	<p>Increased: <i>Survivor's option</i>—employee who made election after Sept. 30, 1967, to receive (1) if employee and spouse were the same age—95 percent of benefit employee would have received; (2) if spouse was older than employee—95 percent plus 0.5 percent for each year in excess of 5 that spouse's age exceeded that of employee (up to 100 percent); and (3) if employee was older than spouse—95 percent minus 0.5 percent for each year in excess of 5 that spouse's age was less than that of employee. Spouse's benefit to begin after employee's death and continued to equal 55 percent of employee's reduced benefit in all cases.</p> <p>Added: <i>Special survivor's option</i>—an employee who had retired before Mar. 1, 1968, on a normal, regular early, special early, automatic benefit, or an</p>	<p>Benefit to retiree reduced by \$1 for each year of credited service at retirement (\$10 for automatic retirement). The reduction was to be decreased in accordance with provisions under</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
Mar. 1, 1968 (agreement dated Feb. 6, 1968)—Continued	<p>employee who had retired before Mar. 1, 1968, on a total and permanent disability benefit and had attained age 60 before Mar. 1, 1968, and who had not made a survivorship election, could elect to make special election during 30-day period beginning on Mar. 1, 1968, providing a benefit of \$1.60 a month for each year of credited service at retirement (\$16 a month for surviving spouse of employee on automatic retirement with 5 but less than 10 years of service), reduced in accordance with provisions under regular early retirement if so retired.</p>	<p>regular early retirement if so retired. Spouse had to be married to employee at least 1 year at date of election.</p> <p>In computing supplemental allowance for employee electing special survivor's option, worker was assumed to have received full benefits.</p>
Nov. 1, 1968 (agreement dated Feb. 6, 1968).	<p>Increased: <i>Normal monthly retirement benefit</i>—employee retired with benefits beginning after Sept. 30, 1967, to receive a life income benefit of either \$5.50, \$5.75, or \$6 for each year of credited service, depending on the benefit class code to which his job classification (or job classification with special identification) in effect Oct. 1, 1967, was assigned.<sup>44</sup></p> <p>Increased: <i>Early retirement monthly benefit at own option</i>—employee retired after Sept. 30, 1967, to receive benefit according to his benefit class code as under normal retirement,<sup>44</sup> reduced by schedule for each year under age 62.<sup>43</sup></p> <p>Increased: <i>Early retirement benefit at company option or under mutually satisfactory conditions (special early retirement) and for total and permanent disability</i>—employee retired after Sept. 30, 1967, to receive benefit according to his benefit class code as under normal retirement,<sup>44</sup> plus a temporary benefit of \$6 a month for each year of credited service up to 25 years (maximum \$150 a month).</p> <p>Increased: <i>Vested rights</i>—employee terminated after Oct. 31, 1968, to receive benefit according to benefit class code, as under normal retirement, applicable to him at time of his break in service.<sup>44</sup></p> <p>Increased: <i>Automatic monthly retirement benefits</i>—employee retired at age 68</p>	

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Nov. 1, 1968 (agreement dated Feb. 6, 1968)—Continued</p>	<p>after Sept. 30, 1967, with 5 but less than 10 years of service to receive \$55. Employee automatically retired with 10 years of service or more to receive benefit according to his benefit class code as under normal retirement.<sup>44</sup></p>	
<p>Apr. 1, 1971 (agreement dated Jan. 29, 1971).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—(1) by \$1 per year of credited service for employee <i>retired with benefits beginning</i> (a) after Aug. 31, 1955, but before Oct. 1, 1961—to \$5.95 per year of service; (b) after Sept. 30, 1961, but before Oct. 1, 1967—to \$6.25 per year of service; (c) after Sept. 30, 1967, but before Oct. 1, 1970—to \$6.50, \$6.75, or \$7 per year of service depending on benefit class code;<sup>45</sup> and (2) by \$1.75 per year of credited service for employee <i>retired with benefits beginning</i> after Sept. 30, 1970—to \$7.25, \$7.50, or \$7.75 (remained at \$5.50, \$5.75, or \$6 for such employees for months until Apr. 1, 1971) per year of service, depending on benefit class code.<sup>45</sup></p> <p>Increased: <i>Early monthly retirement at own option (regular early retirement)</i>—benefit for employee <i>retired</i> (1) before Oct. 1, 1964—by \$1 per each year of credited service, reduced by 0.6 percent for each complete calendar month employee was under age 65 at retirement; (2) after Sept. 30, 1964, but before Oct. 1, 1967—by \$1, to \$6.25 per year of service, reduced by schedule for each year under age 62;<sup>46</sup> (3) after Sept. 30, 1967, but before Oct. 1, 1970—by \$1, to \$6.50, \$6.75, or \$7 per year of service, depending on benefit class code,<sup>45</sup> reduced for each year under age 62;<sup>46</sup> (4) after Sept. 30, 1970—by \$1.75, to \$7.25, \$7.50, or \$7.75 (remained at \$5.50, \$5.75, or \$6 for such employees for months until Apr. 1, 1971) per year of service, depending on benefit class code,<sup>45</sup> reduced for each year under age 62.<sup>46</sup></p>	<p>Changed: Employee with seniority after Sept. 30, 1967, who had less than number of hours required for full year of pension service could receive future service credit, provided he received at least 170 hours' pay during year (1) for period of absence during the year due to layoff or company-approved sick leave, provided that, if such layoff or sick leave continued after that year, he could be credited with (beginning Jan. 1, 1971) up to a maximum of 1,530 hours for all such absence related to receipt of pay for first year, or (2) in the event of a pregnancy leave for a maximum of the lesser of the duration of leave or 6 weeks.</p> <p>Added: Monthly pension benefit reduced, unless prohibited by law, by amount of workmen's compensation payments (including compromise or redemption settlements) to the extent that such compensation was provided by premiums, taxes, or other payments paid by or at expense of company, except that no deduction was made for:</p> <ol style="list-style-type: none"> <li>(1) Workmen's compensation payments allocated for hospitalization or medical expenses, fixed statutory payments for the loss or 100 percent loss of use of any bodily member, or payments or loss of industrial vision;</li> <li>(2) compromise or redemption settlements payable before start of pension benefits; or</li> <li>(3) workmen's compensation payments paid under claim filed not later than 2 years after breaking of seniority.</li> </ol>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Apr. 1, 1971 (agreement dated Jan. 29, 1971)—Continued</p>	<p>Increased: <i>Monthly early retirement at company option or under mutually satisfactory conditions (special early retirement) and total and permanent disability retirement—employee retired with benefits payable beginning</i> (1) after Jan. 31, 1959 (after Aug. 31, 1955 for disability retirement) but before Oct. 1, 1961—to \$5.95 per year of credited service (plus, for disability retirement only, a temporary benefit of \$5.95 per year of service, maximum \$168.75 a month); (2) after Sept. 30, 1961, but before Oct. 1, 1964—to \$6.25 per year of service (plus, for disability retirement only, a temporary benefit of \$6.25 per year of service, maximum \$168.75 a month); (3) after Sept. 30, 1964, but before Oct. 1, 1967—a life income benefit of \$6.25 per year of service, plus a temporary benefit of \$7 per year, up to 25 years (maximum \$175 a month); (4) after Sept. 30, 1967, but before Oct. 1, 1970—a life income benefit of \$6.50, \$6.75, or \$7 per year of service, depending on benefit class code,<sup>45</sup> plus a temporary benefit of \$7 per year of service, up to 25 years (maximum \$175 a month); (5) after Sept. 30, 1970—a life income benefit of \$7.25, \$7.50, or \$7.75 per year of service, depending on benefit class code,<sup>45</sup> plus a temporary benefit of \$7.50 per year of service, up to 25 years, maximum \$187.50 a month (for benefits payable before Apr. 1, 1971 for such employees there was a life income benefit of \$5.50, \$5.75, or \$6 per year of service, depending on benefit class code<sup>45</sup> plus a temporary benefit of \$6 per year of service, up to 25 years, maximum \$150 a month). Benefits applicable to <i>special early retirement</i> in cases (1) and (2) above were no longer to be re-determined to one-half of the previous amount upon employee's attaining age 65, or if earlier, age at which he became or could have become eligible</p>	<p>Temporary benefit continued to be payable only until age 65 or, if earlier, age retiree became or could have been eligible for an unreduced Federal social security benefit for age or disability (provision has been in effect since Jan. 1, 1965).</p> <p>Employee who retired on special early retirement with benefits beginning before Oct. 1, 1964, no longer to have benefit redetermined to one-half amount previously in effect at age 65 or, if earlier, at age he became or could have become eligible for Federal social security benefits. Employee retired on disability with benefits beginning before Oct. 1, 1964, now received temporary benefit payable only until age 65 or, if earlier, age he became or could have become eligible for an unreduced Federal social security benefit.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Apr. 1, 1971 (agreement dated Jan. 29, 1971)—Continued</p>	<p>for an unreduced Federal social security benefit for age or disability (because all such employees were at least age 65 as of April 1, 1971).                      Increased: <i>Vested rights</i>—eligible employee who broke service after effective date of 1970 agreement to receive amount according to his benefit class code<sup>45</sup> as under normal retirement, applicable to him at his break in service.                      Increased: <i>Automatic monthly retirement benefits</i> (for certain eligible employees who retired at age 68 with 5 but less than 10 years of service)—for employee who retired (1) before Sept. 1, 1961—to \$59.50; (2) after Aug. 31, 1961 but before Oct. 1, 1967—to \$62.50; (3) after Sept. 30, 1967 but before Oct. 1, 1970—to \$65; and (4) after Sept. 30, 1970—to \$72.50. (Benefit for employee who retired at age 68 with 10 years of service or more is based on his appropriate benefit class code.)</p>	<p>Changed: Supplemental allowance—benefits payable on or after Apr. 1, 1971, for employee who retired at own option under early retirement reduced for any month before age 65 for which he would be eligible for an unreduced social security benefit as follows: If employee retired (1) on or after Oct. 1, 1965 but before Oct. 1, 1967, by \$7 a month per year of credited service (maximum \$175) for those who became eligible for an unreduced social security benefit on or after Apr. 1, 1971; (2) on or after Oct. 1, 1967 but before Oct. 1, 1970, by \$7 a month per year of credited service (maximum \$175) for any month on or after Apr. 1, 1971; and (3) on or after Oct. 1, 1970, by \$7.50 a month per year of credited service (maximum \$187.50) for any month on or after Apr. 1, 1971.                      Increased: Maximum earnings permitted before penalty applied against supplemental allowance—to \$1,680 in any calendar year after retirement, which was amount permitted without reduction in benefits under Federal Social Security Act.                      Changed: <i>Survivor's option</i>—employee who retired with benefits that began after Sept. 30, 1970 could elect survivor's option to become</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pensions—Continued		
<p>Apr. 1, 1971 (agreement dated Jan. 29, 1971)—Continued</p>	<p>Expanded: <i>Special survivor's option</i>—employee who retired on disability retirement with benefits which began before Jan. 1, 1962, and who had not attained age 60 before Mar. 1, 1968, could elect special survivor's option.</p>	<p>effective first day of month following month in which he had been married 1 year if he was married when election would otherwise have become effective but such marriage had been in effect less than 1 year at that date (previously, employee who retired after Sept. 30, 1967 could designate spouse only if they were married for 1 year or more before election of option).</p> <p>Added: Benefits payable to surviving spouse under pension plan not computed on basis of eligibility of more than one employee or retiree, and if more than one benefit would otherwise have been payable, the surviving spouse was to elect one of the benefits payable.</p> <p>Added: Employee who made election of survivor's option after Sept. 30, 1970 (revised option) with benefits to start after Sept. 30, 1970 had to make election (a) during month in which he became age 55 if he became 55 while eligible for and receiving a disability pension or (b) on or before Apr. 1, 1971, or month in which he became age 60 if earlier than Apr. 1, 1971, for disability pensioner age 55 but not 60 as of Oct. 1, 1970.</p> <p>Changed: No survivor's option benefit was payable for any month a transition or bridge survivor's income benefit was payable to surviving spouse of pensioner or re-employed pensioner (previously applied only to surviving spouse or re-employed pensioner).</p> <p>Added: Retiree who elected survivor's option could have full life income benefit restored to him if spouse predeceased him.</p> <p>Added: Employee who retired with benefits beginning after Sept. 30, 1970 could revoke survivor's benefit option and receive full pension benefit if divorced (those retired with benefits beginning before Oct. 1, 1970 could receive full benefit increase if divorced).</p> <p>Benefit to be reduced for such retiree by \$1 for each year of credited service effective on effective date of his election.</p> <p>The retiree must have made election after Sept. 30, 1970, but before Apr. 1, 1971, if he attained age 60 before Apr. 1, 1971, and during month before month in which he became 60 if he had not reached age 60 before Apr. 1, 1971.</p> <p>Added: Employee who elected survivor's option after Sept. 30, 1967 (revised option) with benefits to start after Sept. 30, 1970 had to make election in month he became age 55 if he had 30 years of service or more and</p>
<p>Oct. 1, 1971 (agreement date Jan. 29, 1971).</p>	<p>.....</p>	<p>Added: Employee who elected survivor's option after Sept. 30, 1967 (revised option) with benefits to start after Sept. 30, 1970 had to make election in month he became age 55 if he had 30 years of service or more and</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Oct. 1, 1971 (agreement dated Jan. 29, 1971)—Continued</p>	<p><i>Added: Early monthly retirement at own option (regular early retirement)</i>—employee with 30 years of credited service who incurred a break in seniority after Sept. 30, 1971 before reaching age 55, considered to be retired employee and eligible for regular early retirement benefit.</p> <p><i>Increased: Early monthly retirement at own option (regular early retirement)</i>—employee retired at own option with 30 years or more of service after Sept. 30, 1971, to receive benefit according to his benefit class code,<sup>45</sup> as under normal retirement, reduced by schedule for each year under age 62,<sup>46</sup> until age 65 at which time amount otherwise payable to him after age 65 was to be redetermined on the basis of a reduction in the benefit according to his benefit class code<sup>45</sup> of one-third of 1 percent for each calendar month by which employee was under age 62 when pension began.<sup>46</sup></p> <p><i>Changed: Supplemental allowance</i>—for employee retiring on early or total and permanent disability retirement which when added to early or disability benefits would bring total benefits to (1) for retirement with benefits commencing after Sept. 30, 1965 but before Oct. 1, 1971—\$400, and after Sept. 30, 1971—\$450, with the latter being (a) reduced for retirement between ages 60 and 65, by \$1.50 for each tenth of a year that his credited service at retirement was under 30 years, and (b) further reduced for retirement before age 60 by</p>	<p>became age 55 while eligible for and receiving pension benefits.</p> <p>Changed: Survivor's option—in the case of employee retired at own option after Sept. 30, 1971, with 30 years of service or more, the amount of reduction in retiree's benefit before age 65 because of survivor's benefit revised option election, was based on amount payable to such employee after age 65. Same base used for spouse's (of above retirees) benefits.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Oct. 1, 1971 (agreement dated Jan. 29, 1971)—Continued</p>	<p>multiplying an amount as computed in (a) above by a fraction of which the numerator is 60 and the denominator is the number of months the employee was under age 65 at retirement; or (2) for retirement with benefits commencing after Sept. 30, 1971—(a) if employee had 30 years or more of service (i) \$500 for months before age 62, and (ii) \$450 after age 62 through month he became age 65, with both (2) (a) (i) and (2) (a) (ii) above reduced by two-thirds of 1 percent for each month employee was under age 58 at retirement (reduction not applicable for disability and regular early retirement if on layoff for 12 consecutive months, or less at company's discretion, because of plant closing or discontinuance of operations and suitable work was not available from the company in same area); or (b) if employee had less than 30 years of service (i) \$500 for months before age 62, reduced by \$1.66 two-thirds for each one-tenth of a year his reduced service at retirement was less than 30 years, and (ii) \$450 after age 62 through month he became age 65 reduced by \$1.50 for each tenth of a year his credited service at retirement was under 30 years with both (2) (b) (i) and (2) (b) (ii) above further reduced for employee who had not reached age 60 at retirement by multiplying the amount by a fraction, of which the numerator is 60 and the denominator is the number of months the employee was under age 65 at retirement.</p>	
<p>Oct. 1, 1972 (agreement dated Jan. 29, 1971).</p>	<p>Changed: <i>Supplemental allowance</i>—employee who retired with benefits commencing after Sept. 30, 1972 with 30 years of service or more to receive a reduction for each month he was under age 56 at retirement (previously was age 58).</p>	
<p>Oct. 1, 1973 (agreement dated Nov. 8, 1973).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—(1) by 75 cents per month per year of credited service for those retired with benefits commencing prior to October 1, 1973, and (2) to \$8, \$8.25, and \$8.50 per month per year</p>	

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Oct. 1, 1973 (agreement dated Nov. 8, 1973)—Continued</p>	<p>of credited service for benefit class codes A, B, and C, respectively (rates were identical for those retired between October 1, 1970, and September 30, 1973) for those retired with commencing on or after October 1, 1973.<sup>47</sup></p> <p>Increased: Special early retirement temporary benefits, for those retired with benefits commencing prior to March 1, 1974, by \$1 per month of credited service, to a maximum of \$25 a month. Benefits ranged from \$6.95 to \$8.50 per month with respective maximum of \$193.75 to \$212.50 depending upon date of retirement.<sup>48</sup></p> <p>Increased: Total and permanent disability retirement for those who were receiving a temporary benefit and retired with benefits commencing prior to March 1, 1974, by amount identical to special early retirement temporary benefits (above).</p>	<p>Changed: Supplemental allowance—benefits payable on or after Oct. 1, 1973, for employee who retired at own option under early retirement (1) with benefits commencing before Mar. 1, 1974 would be reduced for any month before age 65 for which employee would be eligible for an unreduced social security benefit, by an amount ranging from \$6.95 a month per year of credited service (maximum \$193.75) for employee retired with benefits commencing before Oct. 1, 1961, to \$8.50 a month per year of credited service (maximum \$212.50) for employee retired on or after Oct. 1, 1970, but before Mar. 1, 1974, and (2) with benefits commencing on or after Mar. 1, 1974, would be reduced for any month before age 62 for which employee would be eligible for an unreduced social security benefit, by \$9.50 a month per year of credited service (maximum \$237.50).<sup>48</sup></p> <p>Changed: Lifetime supplement would not be paid until retiree reached age 65, or on October 1, 1975, if later, and no age-service supplement would be paid prior to October 1, 1974, for all employees who retired with benefits commencing on or after Mar. 1, 1974.</p> <p>Increased: Annual earnings permitted between retirement and age 65 before penalty was charged against supplemental allowance to \$2,100 (was \$1,600).</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Oct. 1, 1973 (agreement dated Nov. 8, 1973)—Continued</p>	<p>Increased: Deferred pensions, for workers separated from employment on or after Mar. 1, 1974, but before Oct. 1, 1974, by 75 cents for each benefit class code, raised to \$8.75, \$9, and \$9.25 for classes A, B, and C, respectively.</p> <p>Changed: Additional credited service could be accumulated equal to any excess of the sum of years of continuous vacation service as of December 31, 1972, over the credited service as of December 31, 1972, computed with partial years converted to tenths according to the standard table.<sup>49</sup></p>	<p>Applied only to those working as of October 1, 1973, or returning to work without a break in seniority by Dec. 31, 1974.</p> <p>Changed: For purposes of supplemental allowance, employee retiring while on leave for union business continued to receive service credits until retirement, rather than only until employee started leave.</p>
<p>Mar. 1, 1974 (agreement dated Nov. 8, 1973).</p>	<p>Increased: Normal monthly retirement benefits for retirees with benefits commencing on or after Mar. 1, 1974—to \$8.75 for benefit class code A, \$9 for class B, and \$9.25 for class C.<sup>47</sup></p> <p>Increased: Special early retirement temporary benefit to \$9.50 per month per year of credited service to a maximum of \$237.50 a month.<sup>48</sup> Life income benefits increased same as normal monthly retirement benefits (above).</p> <p>Increased: Total and permanent disability retirement temporary benefits and life income benefits by same amount as special early retirement benefits (above).</p> <p>Increased: Supplemental allowance benefits for those who retired after Mar. 1, 1974 with (1) 30 or more years of service (a) a monthly early retirement supplement of an amount such that when added to pension benefits would provide \$550 a month before age 62 and \$320 between ages 62 and 65, and (b) after age 65, for life, a monthly supplement of \$75 a month; or (2) less than 30 years of service (a) until age 62 a monthly interim supplement which when added to the pension would provide \$18.30 a month per year of service (reduced by 18</p>	<p>Benefits were payable only up to age 62 or when retiree became eligible for social security benefits (was age 65).</p> <p>All employees retiring on or after Mar. 1, 1974 were eligible.</p> <p>Monthly lifetime supplement not payable for months prior to Oct. 1975.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Mar. 1, 1974 (agreement dated Nov. 8, 1973)—Continued</p>	<p>cents for each month that employee was under age 60 at retirement), and (b) after age 62, for life, a monthly age-service supplement of \$2.50 a month per year of service (reduced by 10 cents for each month that employee was under age 62 at retirement).</p> <p>Increased: Deferred pensions, for workers separated from employment on or after Mar. 1, 1974, but before Oct. 1, 1974, by 75 cents for each benefit class code, raised to \$8.75, \$9, and \$9.25 for classes A, B, and C, respectively.</p>	<p>Monthly age-service supplement not payable for months prior to Oct. 1, 1974.</p> <p>Increased: Reduction of regular early retirement supplemental allowance by \$9.50 (was \$8.50) a month per year of credited service to a maximum of \$237.50 (was \$212.50) for any month prior to age 62 (was age 65) or the age when retiree was eligible for unreduced social security benefits, whichever was earlier.</p>
<p>Oct. 1, 1974 (agreement dated Nov. 8, 1973).</p>	<p>Increased: Normal monthly retirement benefits by (1) from 50 cents to \$1.55, depending on prior benefit level, to raise benefits to \$8.25 a month for those retired with benefits commencing prior to Oct. 1, 1970, (2) 25 cents for those retired with benefits starting on or after Oct. 1, 1970 but before Mar. 1, 1974, (3) no change for those retired with benefits starting on or after Mar. 1, 1974 but prior to Oct. 1, 1974, and (4) benefit levels established of \$9.25, \$9.50, \$9.75 and \$10 for benefit class codes A, B, C, and D, respectively.</p> <p>Changed: Regular early retirement reduction for benefits would not be made after age 65 for pension benefits due on or after Oct. 1, 1974, for employee retired on or after Sept. 30, 1971, with 30 or more years of service with benefits commencing before Mar. 1, 1974.</p> <p>Increased: Regular early retirement supplemental allowance for those retiring on or after Oct. 1, 1974, with (1) 30 or more years of service—were to receive (a) a supplement which together with the pension would provide \$625 a month prior to age 62 and \$395 between</p>	<p>Benefit class code D was a new classification created from the higher job classifications of class code C.<sup>50</sup></p> <p>For those retired before Mar. 1, 1974, the usual reduction would be made prior to Oct. 1, 1974; employee retired with benefits commencing on or after Mar. 1, 1974 would have no reductions made upon reaching age 65, at any time.</p> <p>Monthly lifetime supplement would not be payable for months prior to Oct. 1, 1975.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Oct. 1, 1974 (agreement dated Nov. 8, 1973)—Continued</p>	<p>ages 62 and 65 and (b) after age 65— a lifetime supplement of \$75 a month; or (2) less than 30 years of service— retiree would receive (a) until age 62— an interim supplement which together with the pension would provide \$20.80 a month per year of service (reduced by 20 cents for each month that employee was under age 60 at retirement) and (b) after age 62—for life, an age-service supplement of \$2.50 a month per year of service (reduced by 10 cents for each month that employee was under age 62 at retirement).</p> <p>Increased: Special early retirement life income benefits—by an amount identical to normal monthly retirement benefits (above).</p> <p>Increased: Total and permanent disability retirement life income benefits by an amount identical to special early retirement benefits (above).</p> <p>Increased: Special survivorship benefits to (1) \$3 a month per year of service (was \$1.60) at retirement and (2) \$30 a month per year of service (was \$16) at retirement for those under the automatic retirement provisions with between 5 and 10 years of service.</p> <p>Increased: Deferred pensions, for workers separated from employment on or after Oct. 1, 1974, by 50 cents for each benefit class code, raised to \$9.25, \$9.50, and \$9.75 for class codes A, B, and C, respectively, and code D established at an initial rate of \$10.</p> <p>Increased: Normal monthly retirement benefits by (1) 35 cents for those retired with benefits commencing prior to Mar. 1, 1974, (2) 50 cents for</p>	<p>Temporary benefits remained unchanged at the \$9.50 level.</p> <p>Changed: Optional survivor benefits age requirement of 55 dropped with respect to normal, early, automatic pensions for retirees with benefits commencing on or after Oct. 1, 1974, with 30 or more years of credited service.</p> <p>Changed: Automatic survivor benefits for surviving spouse eligibility revised so that if employee at death on or after Oct. 1, 1974, with 30 or more years of credited service was eligible for early retirement and optional survivor benefits, spouse became eligible.</p>
<p>Oct. 1, 1975 (agreement dated Nov. 8, 1973).</p>	<p>Increased: Normal monthly retirement benefits by (1) 35 cents for those retired with benefits commencing prior to Mar. 1, 1974, (2) 50 cents for</p>	

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Pensions—Continued</b>		
<p>Oct. 1, 1975 (agreement dated Nov. 8, 1973)—Continued</p>	<p>those retired with benefits starting between Mar. 1, 1974 and Sept. 30, 1974 and (3) no change for those retired with benefits beginning on or after Oct. 1, 1974.<sup>47</sup></p> <p>Increased: Special early retirement life income benefits would be increased by an amount identical to normal monthly retirement benefits (above).</p> <p>Increased: Total and permanent disability retirement life income benefits by an amount identical to special early retirement benefits (above).</p>	<p>Temporary benefits remained unchanged.</p> <p>Temporary benefits remained unchanged.</p>
<b>Supplemental unemployment benefit plan</b>		
<p>Sept. 3, 1955 (by agreement of Sept. 16, 1955).</p>	<p>Plan established to supplement benefits paid under State unemployment systems.</p> <p><i>Contributions:</i> Company to contribute 5 cents per man-hour compensated.</p> <p><i>Size of benefits: "Special" benefits—</i> paid for the first 4 weeks of benefits<sup>51</sup>— would, when added to State unemployment and other compensation, equal 65 percent of the employee's weekly straight-time wages after taxes or \$25, whichever was smaller. <i>"Regular" benefits—</i> paid for each subsequent week of benefits up to a maximum of 22 additional weeks— would, when added to State unemployment and other compensation, equal 60 percent of the employee's weekly straight-time wage after taxes or \$25, whichever was smaller.</p> <p>Benefits would be reduced by 20 percent if the trust fund position fell below 13 percent, but in no event to an amount less than \$5 by reason of such reduction. If such position was less than 4 percent, no benefits would be payable.</p> <p>Benefits to be first payable on Sept. 1, 1956, if favorable rulings obtained from State and Federal Governments or if benefits are payable to eligible employees of Ford Motor Co. or General Motors Corp. laid off on or after this date (assuming the adequacy of the applicable trust funds and the</p>	<p>Company contributions will be paid into a fund eventually to be built up to a "maximum trust fund position" of \$400 per employee (including workers laid off but eligible for benefits) or a total of \$15 million, assuming no change in employment from Aug. 1955 levels.</p> <p>Company contributions to the fund will cease when the fund reaches 100 percent (maximum trust fund position) and will be resumed only as necessary to restore this level.<sup>52</sup></p> <p>Plan contingent on obtaining rulings (1) that company contributions are deductible expenses for Federal income tax purposes; (2) that such computations would be excluded in computations of overtime pay under the Fair Labor Standards Act; and (3) that in States in which the company had two-thirds of its employees, simultaneous payments of benefits would not reduce or eliminate State unemployment benefit, or weekly benefits payable to eligible employees of Ford Motor Co. or General Motors Corp. laid off after Sept. 1, 1956.<sup>53</sup></p> <p>If these conditions were not met by Sept. 1, 1957, the plan terminated. If the plan was terminated in this manner, the company and union were to negotiate with respect to the use of the money which the company otherwise would contribute to the fund; if no agreement was reached within 60 days there would be a general 5-cent-an-hour wage increase.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Supplemental unemployment benefit plan—Continued</b>		
<p>Sept. 3, 1955 (by agreement of Sept. 16, 1955)—Continued</p>	<p>sufficiency of credit units under similar plans established in 1955 by agreements between those companies and the UAW). If neither of these conditions was met by Sept. 1, 1956, benefits would be payable as soon as either condition was met.</p> <p><i>Eligibility:</i> Laid-off employees with at least 1 year's seniority,<sup>54</sup> and with benefit credits will be eligible for benefits after a waiting period of 1 week within the benefit or calendar year.</p> <p>To obtain a week of benefits, employees will surrender credits varying from 1 to 10 units, depending on length of service and amount of funds on hand to pay benefits.<sup>55</sup></p> <p><i>Accrual of credit units:</i> During the first 2 years of the plan, employees with less than 10 years' seniority will accumulate 0.25 of a credit unit for each week in which they were employed 32 or more hours and employees with longer service will accumulate 0.50 of a credit unit for each such week of employment. Subsequently, all employees will receive 0.50 of one credit unit for each such week of employment. A maximum of 26 credit units can be accumulated by a worker at any one time.</p>	
<p>Jan. 16, 1959<sup>56</sup> (agreement of same date).</p>	<p>Company contributions of 5 cents per man-hour compensated continued, depending on maximum funding. Monthly maximum funding continued at \$400 per employee.<sup>57</sup></p> <p><i>Size of benefits</i>—changed to: \$30 or an amount which when added to State unemployment compensation and other compensation would equal 65 percent of the employee's straight-time wages after taxes, whichever was smaller.</p> <p><b>Added:</b> Benefits to be paid employees receiving less than 65 percent of weekly straight-time wages after taxes where earnings were too high to qualify for State benefits, or "waiting week" credit.</p> <p><i>Eligibility</i>—changed: From requirement of at least ¼ credit unit to fraction of a unit.</p>	<p>Employee with fewer than the number of credit units required for full weekly benefit to be paid at least \$2. (Formerly, employee was ineligible for benefit if less than \$2.)</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Supplemental unemployment benefit plan—Continued</b>		
Jan. 16, 1959 <sup>56</sup> (agreement of same date)—Continued	<p><i>Accrual of credit units</i>—changed: Employees to accumulate 1/2 credit unit for each workweek in which they receive any pay from the company.</p> <p>Changed: Maximum number of credit units increased to match increase in number of weeks of State unemployment compensation benefits beyond 26, up to 39.</p> <p>Added: Temporary emergency benefits, extending benefits for SUB to employees laid off on or after Jan. 16, 1959, but prior to Apr. 1, 1959. Maximum of 13 additional units for each eligible employee.</p>	<p>Not applicable to States that extended benefit period temporarily through acceptance of Federal loan act (Temporary Unemployment compensation Act of 1958) or otherwise; eligible employees in these States covered by temporary emergency benefit provisions.</p> <p>Applicable to otherwise eligible employees who had exhausted credit units or who had insufficient credits to qualify for full benefit and who worked in States temporarily extending State benefits beyond 26 weeks under the Federal loan act or other action.</p>
Apr. 1, 1959 (supplemental agreement dated June 8, 1959).	<p>Extended: Credits for SUB under temporary emergency benefits continued for employees laid off prior to July 1, 1959, but subsequent to Jan. 15, 1959. No change in total number of additional credit units allowed.</p>	<p>Applicable to eligible employees who had received temporary emergency benefits prior to Apr. 1, 1959, and who were eligible for benefits under State programs temporarily extended through June 30, 1959.</p>
Oct. 1, 1961 (agreement dated Oct. 16, 1961).	<p>Company to contribute 5 cents per man-hour compensated through November 1962, regardless of maximum financing position during period.</p>	<p>See also contributions for short workweeks and special benefits, effective Jan. 1, 1962; new maximum financing formula, effective Dec. 1, 1962; and offset for provision of hospital-surgical-medical insurance to laid-off employees, effective Jan. 1, 1962, under health-security plan.</p>
Jan. 1, 1962 (agreement dated Oct. 16, 1961).	<p><i>Accrual of credit units:</i> Increased: Maximum number of credit units to 52.</p> <p><i>Size of benefits:</i> Changed: <i>Regular benefits</i>—lesser of an amount which, when added to (1) State unemployment compensation, weekly earnings from the company (including potential earnings for available time not worked), plus earnings over \$10 from other employers; or (2) all earnings when ineligible for unemployment compensation, would equal 62 percent of straighttime weekly earnings for a 40-hour week (including cost-of-living allowance but excluding premiums and bonuses) plus \$1.50 per dependent up to 4. Maximum weekly benefit—\$40, including dependent allowance.</p> <p><i>Eligibility:</i> Added: Employee to be eligible for benefits if disqualified for unemployment compensation (1) when</p>	<p>Benefits except for short week or special benefit for scheduled short workweek to be (1) discontinued when credit unit cancellation base<sup>58</sup> fell below \$12.80; (2) reduced 20 percent but not below \$5, when base was \$12.80 but less than \$41.60.</p> <p>Full benefits to be paid employee otherwise eligible but with insufficient credits required for full amount of regular, special, or short workweek benefits with all remaining credits to be cancelled.</p>
		<p>Employee could be eligible for part of week if specified disqualifying conditions were not responsible for entire week's unemployment.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<b>Supplemental unemployment benefit plan—Continued</b>		
<p>Jan. 1, 1962 (agreement dated Oct. 16, 1961)—Continued</p>	<p>laid off because of inability to perform work offered although capable of doing other work to which entitled if seniority had been sufficient; (2) for refusal of employees above grade nine (skilled clerical or technical classification) to accept an offer by the company of work under local agreement; (3) because of eligibility for or receipt of statutory retirement of disability benefits which could be received while working; (4) when automatically retired without company pension; (5) when serving an unemployment compensation waiting week while temporarily laid off but out of line of seniority unless layoff resulted from model change, plant rearrangement, or inventory; (6) when receiving military termination pay; (7) when earnings for week were at least equal to or above State unemployment compensation earnings limit less \$2, but employee failed to claim compensation; or (8) when employee participated in a Federal retraining program providing benefits of subsistence.<sup>59</sup></p> <p>Added:  <i>Short workweek and special benefits for scheduled and unscheduled short workweek.</i></p>	<p>One-fifth of weekly benefit paid for each day eligible.</p> <p>Company not required to contribute to SUB fund for short workweek and special benefits for scheduled short workweeks, unless credit unit base fell below \$300 per employee. If contribution was required, company to pay lesser of (1) amount of short workweek and special benefits for scheduled short workweek for which company was not obligated to contribute during preceding month; or (2) amount required to bring credit unit base up to \$300 for month for which company did contribute.</p> <p>In addition, when credit unit base fell below \$300 per employee, company to contribute for each pay period (a) sum equal to benefits paid for short workweek; and (b) special benefits for scheduled short workweek.</p> <p>Payable: Without application, for any week in which employee worked a short workweek and received company earnings sufficient to disqualify him for State unemployment compensation. With application, for any week in which employee worked a short workweek but did not receive sufficient company earnings to be disqualified for State unemployment compensation. No minimum or maximum benefit.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Supplemental unemployment benefit plan—Continued</b>		
<p>Jan. 1, 1962 (agreement dated Oct. 16, 1961)—Continued</p>	<p><i>Scheduled short workweek</i>—65 percent straight-time hourly pay and cost-of-living allowance in effect, times difference between compensated or available hours and 40.</p> <p><i>Unscheduled short workweek</i>—50 per- straight-time hourly pay and cost-of-living allowance in effect, times difference between compensated or available hours and 40.</p> <p><i>Eligibility</i>—employee (1) with 1 year of service or more who worked for the company during week but compensated or available hours were less than 40;<sup>62</sup> (2) who was laid off some part of week;<sup>63</sup> (3) who was ineligible for State unemployment compensation because of company earnings;<sup>64</sup> (4) who satisfied specified SUB eligibility requirements; and (5) without the equivalent of a week of unemployment as defined by the State compensation law with respect to part of the workweek.</p> <p>Added:</p> <p><i>Special benefits</i>—the greater of regular weekly benefit or a benefit calculated in the same manner as a short workweek benefit reduced by State unemployment compensation and weekly earnings over \$10 from another employer.</p> <p><i>Eligibility</i>—employee who (1) met all conditions for regular benefit (except \$2 minimum not applicable), (2) worked for the company during the week but compensated or available hours were less than 40, and (3) did not receive sufficient</p>	<p>Defined as week in which hours were reduced to adjust production to customer demand.</p> <p>Defined as week in which (1) reduced hours not classified as scheduled; (2) employee returned from layoff to replace a separate or absent employee; or (3) employee returned to work after a week of layoff because of an increase in production.<sup>60</sup> Also included one which would otherwise have been a scheduled short workweek during 2 weeks preceding end of model run of 1 of 6 weeks after start of new model run.</p> <p>Compensated or available hours to include hours (1) paid for except pay in lieu of vacation; (2) scheduled but not worked; (3) while on layoff for any reason not covered by SUB plan;<sup>61</sup> (4) not worked in accordance with local agreement or because of absenteeism of other workers; and (5) below 40 hours normally not worked by part-time employee or employee on less than regular length shifts.</p> <p>No credit units cancelled for unscheduled short workweek benefits for 3 hours or less, for scheduled short workweek benefits, or for benefit paid for unemployment compensation waiting week during which employee was temporarily laid off out of line of seniority. One-half regular cancellation rate applied for unscheduled short workweek if pay from company exceeded 62 percent of 40 hours' pay plus \$1.50 for each dependent up to 4.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup> —Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Supplemental unemployment benefit plan—Continued</b>		
Jan. 1, 1962 (agreement dated Oct. 16, 1961)—Continued	<p>company earnings to be disqualified for State unemployment compensation.</p> <p>Added: <i>Leveling week benefit</i>—employees serving a waiting week for State benefits to receive 62 percent of straight-time hourly pay plus \$1.50 per dependent up to 4. Not subject to \$40 maximum. Payable for such week if temporarily laid off out of line of seniority pending adjustment of work force. No credit units cancelled for week in which benefit was received.</p>	
Dec. 1, 1962 (agreement dated Oct. 16, 1961).	<p>Changed: <i>Maximum funding</i>—to 16 times the average full benefit (including average weekly amount paid to cover medical expense benefits for laid-off employees) times number of employees in active service and laid-off workers with credit units.</p>	<p>Only full benefits paid for full weeks of layoff and benefits paid for State waiting week used in computing average full benefit.</p>
Oct. 1, 1964 (agreement of Oct. 7, 1964).	<p>Increased to:</p> <p><i>Regular benefits</i>—maximum \$50 a week plus \$1.50 for each dependent up to 4.<sup>65</sup></p> <p>Added: <i>Eligibility</i>—employee to be eligible for benefits if disqualified for unemployment compensation during (1) second “waiting week” within his benefit year under the State system, (2) a State system “waiting week” immediately following a week for which he received a State benefit, (3) a “waiting week” less than 52 weeks after his last State “waiting week,” (4) for lack of sufficient earnings or hours of work under State system, (5) due to exhaustion of State system benefits. Employee to be eligible for benefits if disqualified for unemployment compensation and denial of SUB would be contrary to intent of plan.</p> <p>Increased to:</p> <p><i>Scheduled short workweek:</i> 75 percent of straight-time hourly pay and cost-of-living allowance in effect, times the difference between compensated or available hours and 40.</p>	<p>Maximum did not apply to employee eligible for leveling week benefit.</p> <p>Added: SUB payable for the first 2 weeks of layoff resulting from an act of God.</p> <p>Changed: <i>Automatic short workweek benefits</i> (formerly shown as benefits payable without application).</p> <p>Added: <i>Partial automatic short workweek benefits</i>—employee regularly compensated for less than 40 hours a week to receive, for hours of layoff not included in State system “week</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Supplemental unemployment benefit plan—Continued</b>		
Oct. 1, 1964 (agreement of Oct. 7, 1964)—Continued		of unemployment,” the difference between hours regularly compensated and compensated or available hours.
Feb. 5, 1968 (agreement dated Feb. 6, 1968).	<p>Increased: <i>Contributions</i>—company to contribute lesser of the following amounts: (1) amount required to increase market value of trust fund assets to 100 percent of maximum funding or (2) amount of from 1 to 10 cents per man-hour compensated, depending on ratio of market value of assets to maximum funding.<sup>66</sup></p> <p>In addition to above contributions, company to reimburse trustee of fund in the amount of \$7.50 for each regular benefit paid under short work week benefits from which work related expenses were not deducted.</p>	<p>Changed: Maximum trust fund position for each calendar month was determined by multiplying \$800 by the average number of employees both (1) in active service and (2) laid off from work but who had credit units and not included in (1). Both numbers of employees were determined by the company on basis of the manpower count in each of the first 12 of the last 13 months.</p>
Mar. 4, 1968 (agreement dated Feb. 6, 1968).	<p>Increased: <i>Regular benefits</i>—amount which when added to State benefit and other compensation would equal 95 percent of weekly after-tax pay for a period of from 3 to 7 weeks, depending upon years of service.<sup>67</sup> The benefit payable to an eligible employee on or after the period as determined above was an amount as computed above less \$7.50 for working expenses not incurred, provided that the benefit did not exceed \$75 for any week in which employee did not receive State system benefits because of exhaustion of State benefit rights and he refused a company offer of work which he had the option to refuse under main labor contract or which he could refuse without disqualification (the \$75 maximum did not apply in the case of refusal without disqualification).</p> <p>Changed: Eligibility for regular benefit to include an employee disqualified for unemployment compensation (1) during a State system “waiting week,” (2) for the number of days worked in week (for company or otherwise) plus the number of other days in the week on which work was made available to him but not worked, or (3) because his pay (from company or otherwise)</p>	<p>Benefits, except for an automatic short work-week benefit for a scheduled workweek, were to be (1) discontinued when credit unit cancellation base<sup>68</sup> fell below \$18 and (2) reduced 20 percent, but not below \$5, when base was \$18 but less than \$58.50.</p> <p>Changed: No credit units were cancelled when employee (1) received automatic short work-week benefit, or (2) a regular benefit when an employee was on layoff out of line of seniority until he exhausted or was disqualified from his State system benefits or 6 months from date of layoff, whichever occurred first.</p> <p>Added: State benefit and other compensation also included the amount of military pay received or receivable for a week.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Supplemental unemployment benefit plan—Continued</b>		
<p>Mar. 4, 1968 (agreement dated Feb. 6, 1968)—Continued</p>	<p>for the week plus the amount of pay applicable to hours of work in the week made available to him but not worked equaled or exceeded amount which disqualified him for a State system benefit or a “waiting week” credit; and to eliminate eligibility because of disqualification for unemployment compensation during (1) second “waiting week” within his benefit year under the State system, (2) a State system “waiting week” immediately following week for which State benefit was received, (3) a “waiting week” less than 52 weeks after last State “waiting week,” or (4) when serving an unemployment compensation “waiting week” while temporarily laid off out of line of seniority unless layoff resulted from model change, plant rearrangement, or inventory.</p> <p>Increased: <i>Automatic short workweek benefits</i>—amount was equal to the product of the number by which 40 exceeded his compensated or available hours, computed to the nearest tenth of an hour, multiplied by 80 percent of his base hourly rate (plus 80 percent of any applicable cost-of-living allowance in effect at the time of computation of the benefit, but excluding all premiums and bonuses).</p> <p>Changed: Eligibility for automatic short workweek benefit to include those who received jury-duty pay, or make-up pay for military training duty or emergency military duty, or bereavement pay from company, but had less than 40 compensated or available hours, provided they met other eligibility requirements for an automatic benefit; and to eliminate eligibility because during week (1) company pay, and the company pay which could have been received for hours made available but not worked, equaled or exceeded estimated State system earnings limit, or period of work for the company was sufficient for disqualification for State system benefit or “waiting week”</p>	<p>Added: If employee received an automatic short workweek benefit for any workweek with respect to all or part of which he received a State system benefit, the amount of automatic benefit, or part applicable to such workweek equivalent to State system benefits, whichever less, was treated as overpayment and deducted from future benefits or compensation payable by company.</p>

See footnotes at end of table.



**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Supplemental unemployment benefit plan—Continued</b>		
<p>Mar. 29, 1971 (agreement dated Jan. 29, 1971).</p>	<p>Added: <i>Eligibility</i>—employee eligible for regular benefit if disqualified for State system benefit because of full-time employment with another employer; it was a week for which he was not eligible for and not claiming a disability benefit (except a benefit which he received or could have received while working fulltime) or any company pension or retirement benefit which existed for only part of week of unemployment under applicable State system; or short-term active military duty of 30 days or less because of public emergency.</p> <p>Changed: <i>Eligibility</i>—employee eligible for regular benefit if disqualified for State system benefit because he was on short-term active military duty of 30 days or less (was 2 weeks) for required military training.</p> <p>Increased: <i>Regular benefit</i>—maximum to \$80 (was \$75) for any week employee did not receive State system benefit because of exhaustion of State benefit rights and he exercised his option to refuse work.</p> <p>Changed: Only amount in excess of the greater of \$10 or 20 percent of pay from other employers (continued to be amount over \$10 for military pay) charged against SUB.</p> <p>Added: State benefit and other compensation to include any Social Security disability benefits of a type employee could have received while working full time in excess of the greater of \$10 or 20 percent of pay from other employers (amount over \$10 for military pay).</p> <p>Changed: <i>Accrual of credit units</i>—credit units credited at rate of 1/2 credit unit for each work week for which an employee (a) received any pay from company, (b) was on military leave of absence, and (c) was absent from work because of occupa-</p>	<p>Added: Regular benefit payable to an eligible employee for a week of layoff for which he received only holiday pay from company if he was not eligible for an automatic short week benefit for such week.</p> <p>Changed: Company required to contribute to SUB fund for automatic short week benefits paid for scheduled short workweeks when credit unit cancellation base was below \$495 per employee (was \$430).</p> <p>In effect and continued: Company's contribution to SUB fund would be offset by (1) automatic short week benefits, other than benefits paid for scheduled short workweeks in pay periods in which the credit unit cancellation base was below \$495, effective Mar. 29, 1971, and (2) amount of any benefits or lump-sum payments for separated employees which specifically provided that they be used as offsets. The dollar amount in (1) above was \$430 before Mar. 29, 1971.</p> <p>Added: Amount as computed for automatic short week benefit based on number of hours by which employee would regularly have been compensated exceeded his compensated or available hours (with respect to that part of week before date his seniority was broken), paid for an employee who broke seniority during week because of death or retirement and was eligible for an automatic short week benefit with respect to certain hours of layoff during week prior to week seniority was broken.</p> <p>Changed (language only): Employee who received a reinstated disability benefit under the health-security plan for a week had SUB credit units cancelled as if he had received a regular benefit for such week. If a reinstated disability benefit was paid for part of a week and a regular benefit was not paid for any part of such week, the number of credit units cancelled was one-half of the above. If a reinstated disability benefit was paid for part of a week and for such week a regular benefit was paid, there was no additional credit unit cancellation for the reinstated disability benefit for that week. (The 1971 agreement substituted <i>reinstated disability benefit</i> for the original <i>layoff disability benefit</i> language initiated under the 1968 agreement.)</p> <p>Eliminated: Provision that no credit units would be cancelled when employee received regular benefit when on layoff out of line of seniority until he exhausted or became disqualified for State</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Supplemental unemployment benefit plan—Continued</b>		
<p>Mar. 29, 1971 (agreement dated Jan. 29, 1971)—Continued</p>	<p>tional injury or disease incurred during employment and on account of such absence received workmen's compensation while on company-approved leave of absence.</p> <p>Changed: <i>Eligibility</i>—employee eligible for automatic short week benefit if during week he had less than 40 compensated or available hours and: (1) He worked for company some of week or received some jury-duty pay, make-up pay for military training or emergency duty, or bereavement pay from company, or for week he received only holiday pay from company and for previous week he either received an automatic short week benefit or had 40 or more compensated or available hours; (2) he had at least 1 year of seniority as of last day of week (or during some part of such week he had at least 1 year of seniority which was broken by death or retirement); (3) he was on a qualifying layoff for some part of week, or was ineligible for pay from company for all or part of a period of short-term active military duty of 30 days or less and during all or part of such period he otherwise would have been on a qualifying layoff.</p>	<p>system benefit or 6 months from layoff, whichever first.</p> <p>Added: Employee who had credit units during part of week but forfeited them by breaking seniority because of death or retirement deemed to have credit units for all of the week.</p> <p>Changed: Employee who entered Armed Services directly from employ of company, while in such service, deemed for purposes of plan, to be on leave of absence and not entitled to any benefit, and (a) all credit units credited to him at entry into Armed Services, plus (b) any credit units he was entitled to be credited with respect to period of military leave of absence, or (c) any credit units earned before or with respect to period of military leave of absence that would have been credited to him on or after date he attained 1 year of seniority if he had been in active service on or after such date (notwithstanding other credit unit accrual provisions) were to be credited to him upon reinstatement as of employment.</p> <p>Changed: Layoff for all or any part week deemed to be qualifying for SUB purposes only if with respect to week he was not in military service (other than short-term active military training duty of 30 days or less).</p> <p>Changed: If employee was on short-term active military training duty for 30 days or less and was ineligible for pay from company for all or part of such period solely because he would be on a qualifying layoff but for such duty, he was to be deemed to be on a qualifying layoff for the determination of eligibility for not more than 2 regular benefits in a calendar year (the 2-benefit limitation did not apply for emergency military duty).</p>
<p>Jan. 1, 1974 (agreement dated Nov. 8, 1973).</p>	<p>Increased: Regular benefit maximum for employee who refused a recall which he had a right to refuse and continued on layoff after unemployment compensation was exhausted—to \$90 a week (was \$80) for hourly employees.</p> <p>Increased: Maximum company contribution to fund to 12 cents an hour depending upon trust fund asset levels. Range of potential contribution rates increased to 3 to 12 cents.<sup>71</sup></p> <p>Added: In the event employee was ineligible for a State system benefit solely because of the pregnancy provisions of the applicable State system,</p>	<p>Prior to payment employee was required to (1) demonstrate that ineligibility under State program was due solely to the pregnancy, and (2) show she was seeking full-time work.</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Supplemental unemployment benefit plan—Continued</b>		
Jan. 1, 1974 (agreement dated Nov. 8, 1973)—Continued	employee would be entitled to regular benefit as computed were she eligible for State system benefit.	<p>Added: Trustee, upon authorization of employee, could deduct monthly union dues from employee's benefits and make payment directly to the union.</p> <p>Added: Board of Administration was given the power to rule in disputes as to whether a short work week, which occurred when the Credit Unit Cancellation Base (CUCB) was less than \$495, was deemed to be scheduled or unscheduled.</p>
Jan. 1, 1975 (agreement dated Nov. 8, 1973).	<p>Established: In addition to regular contributions to fund, company was to contribute an additional 6 cents an hour for each hour employees were compensated at the rate of time and one-half, and 12 cents an hour for each hour employees were compensated at double time.</p> <p>Established: Yearly contributions would be made automatically by the company if the level of maximum funding was below 100 percent as determined by the following formula: The dollar amount of automatic short week benefits paid to employees during pay periods ending during the previous calendar year (not including those benefits paid for a layoff caused by an act of God) less 3 cents for each hour employees covered by the plan were paid for during the previous calendar year, less the total amount of contributions made by the company during previous calendar year for scheduled short weeks during months when CUCB was less than \$495.</p>	<p>Level of fund would be determined by the market value of assets of the fund on the Friday following the last Monday of December of preceding calendar year.</p>
Jan. 1, 1976 (agreement dated Nov. 8, 1973)	Increased: Maximum company contribution to fund to 14 cents an hour depending upon Trust Fund asset levels. Range of potential contribution rates increased to 5 to 14 cents. <sup>71</sup>	
<b>Separation pay</b>		
Jan. 16, 1959 (agreement of same date). <sup>72</sup>	Separation pay plan established to be financed from SUB fund, providing lump-sum payments ranging from 40 hours' pay to employees with 2 years' seniority to 1,200 hours' pay to	Applicable to employees with 2 or more years of service who, on or after Jan. 16, 1959, were laid off for a period of at least 12 months <sup>74</sup> and who (a) were not eligible for any retirement benefit other than a deferred pen-

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Separation pay—Continued</b>		
<p>Jan. 16, 1959 (agreement of same date)<sup>72</sup>—Continued</p>	<p>those with 30 years' or more seniority.<sup>73</sup> Benefits to be proportionately reduced when trust fund position fell below 100 percent and by any SUB or temporary benefits received while on layoff.</p>	<p>sion, (b) became totally and permanently disabled but without enough credit service to be eligible for total and permanent disability benefits, or (c) were automatically retired but not entitled to a retirement benefit. In addition, employee must not have elected to take a layoff in preference to available work, failed to return on being recalled, or refused to work in a bargaining unit (represented by the union) located within 50 miles of the plant in which he last worked.</p> <p>Laid-off employees must apply for benefits no less than 12 months but no more than 18 months after separation.</p> <p>Employees reemployed after accepting separation payment not to repay benefits or receive seniority credits for period covered by such payment.</p> <p>Benefit payable only when trust fund position was at least 13 percent.</p>
<p>Oct. 16, 1961 (agreement of same date).</p>	<p>Increased: Lump-sum payments to range from 50 hours' pay for employees with 2 years' seniority to 1,500 hours for employees with 30 or more years' seniority.<sup>75</sup> Benefits to be reduced by 1 percent for each full \$1.60 credit unit cancellation base was below \$160.</p>	<p>Changed: Laid-off employees required to apply for benefits no earlier than 12 months or such shorter period as determined by the company, and all claimants must apply within 24 months after separation (if separation began prior to April 1960, claimant must have applied within 18 months).</p> <p>Benefits payable only when amount in trust fund was \$41.60 or more per employee.</p>
<p>Oct. 1, 1964 (agreement dated Oct. 7, 1964).</p>	<p>Changed to: 50 hours' pay for employees with 1 but less than 2 years' continuous vacation service to 2,080 hours' pay for those with 30 years or more of continuous vacation service.<sup>76</sup></p>	<p>Added: A laid-off worker recalled for 10 workdays or less during his 12-months qualifying period, was not to be disqualified from receiving benefits at the end of the 12-month period.</p>
<p>First full pay period in Mar. 1968 (agreement dated Feb. 6, 1968).</p>	<p>Increased: To 60 hours of pay for employees with 1 but less than 2 years of seniority to 2,080 hours of pay for those with 30 years of seniority or more.<sup>77</sup></p>	<p>Benefits to be reduced by 1 percent for each full \$2.25 credit unit cancellation base<sup>68</sup> was below \$225.</p> <p>Benefits payable only when amount in trust fund was \$58.50 or more per employee.</p> <p>Added: Employee who became disabled and who would have been eligible for total and permanent disability benefits under any company pension plan or retirement program had he the required credited service was allowed to make application on or before the 30th day following last month in which he was eligible to receive an extended disability benefit under the Health-Security agreement.</p> <p>Changed: Separation pay provisions of master agreement were not applicable to employees in Georgia. Such employees were to be provided lump-sum payment under separate agreement</p>

See footnotes at end of table.

**Table 4. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Separation pay—Continued</b>		
First full pay period in Mar. 1968 (agreement dated Feb. 6, 1968)—Continued		equal to amount as determined under master agreement. The payment was to be made by the company and not from the SUB fund.
<b>Contingent distribution account</b>		
Oct. 1, 1964 (agreement dated Oct. 7, 1964).	Established: <i>Special contingent distribution account</i> to be financed by accrual of company's regular 5 cents per compensated hour SUB contribution when SUB fund reached maximum financing.	Payments to be made in first full pay period in July of each year.
June 13, 1965 (agreement dated Oct. 7, 1964).	<p><i>Benefits</i>—from \$25 to \$100, depending on amount in special account.</p> <p><i>Eligibility</i>—employees with at least 1 year of seniority employed in plant covered by SUB agreement, and eligible for vacation in year bonus was provided.</p>	<p>Payments determined by dividing the amount in the special account by the total number of eligible employees as of the last day of the first full pay period ending in June.</p> <p>No payments to be made in year in which payments per eligible employee would be less than \$25, in which case amount accrued was to be included in future distribution.</p> <p>If amount accrued in special account exceeded \$100 per eligible employee, the excess was to be taken into account in determining any future benefits.</p> <p>Except for termination because of retirement or death, no payment was to be made to an employee terminated between the last day of the last full payroll period in June and the first full payroll period in July.</p> <p>Contingent on rulings that payments (1) need not be included in regular rate of pay, and (2) were deductible expenses for income tax purposes in year in which they were made. Those rulings were obtained.</p>
Feb. 3, 1968 (letter of memorandum dated Feb. 6, 1968).	Contingent Distribution account was discontinued.	Changed: Final payments to be determined by dividing the amount in the account by the total number of employees as of the last day of the first full pay period ending in January.

See footnotes on following page.

Footnotes:

- 1 Last entry under each item represents most recent change.
- 2 UAW-CIO contracts prior to 1950 had different effective dates at different plants.
- 3 Employee was entitled to pre-retirement leave as follows:

<i>Age of employee as of January 1 of current year</i>	<i>Number of weeks per pre-retirement leave period</i>
Under 52 .....	1
52 .....	2
53 .....	2
54 .....	3
55 .....	3
56 and over .....	4

- 4 Disability benefits for hourly employees were as follows:

<i>Base hourly rate</i>	<i>Weekly disability benefits</i>
Less than \$4.15 .....	\$100
\$4.15 but less than \$4.40 .....	105
\$4.40 but less than \$4.65 .....	110
\$4.65 but less than \$4.90 .....	115
\$4.90 but less than \$5.15 .....	120
\$5.15 but less than \$5.40 .....	125
\$5.40 but less than \$5.65 .....	130
\$5.65 but less than \$5.90 .....	135
\$5.90 but less than \$6.15 .....	140
\$6.15 but less than \$6.40 .....	145
\$6.40 but less than \$6.65 .....	150
\$6.65 but less than \$6.90 .....	155
\$6.90 but less than \$7.15 .....	160
\$7.15 but less than \$7.40 .....	165
\$7.40 and over .....	170

- 5 Relocation allowance was as follows:

<i>Miles between plants</i>	<i>Single employees</i>	<i>Married employees</i>
50 and under 100 .....	\$55	\$180
100 and under 300 .....	75	220
300 and under 500 .....	105	290
500 and under 1,000 .....	155	420
1,000 and over .....	215	580

- 6 Relocation allowance was as follows:

<i>Miles between plants</i>	<i>Single employees</i>	<i>Married employees</i>
50 but less than 100 .....	\$170	\$445
100 but less than 300 .....	200	495
300 but less than 500 .....	250	570
500 but less than 1,000 .....	320	700
1,000 and over .....	370	795

- 7 Relocation allowance was as follows:

<i>Miles between plants</i>	<i>Single employees</i>	<i>Married employees</i>
50 but less than 100 .....	\$220	\$570
100 but less than 300 .....	260	630
300 but less than 500 .....	320	730
500 but less than 1,000 .....	410	895
1,000 and over .....	475	1,020

- 8 Regular weekly earnings (excluding overtime and premium pay):

	<i>Amount of life insurance</i>	<i>Employee weekly contribution</i>
Less than \$48.08 .....	\$2,000	\$0.23
\$48.08 to \$67.30 .....	3,000	.35
\$67.31 to \$86.53 .....	4,000	.46
\$86.54 to \$105.75 .....	5,000	.58

An additional amount of \$1,000 life insurance to be provided for each additional \$19.23 regular weekly earnings up to a maximum of \$20,000, with comparable weekly contributions.

<sup>9</sup> In 1950, minimum contributions had been increased to 34 cents for employees protected by compensation laws and to 39 cents for those not so protected.

<sup>10</sup> Formerly called Group Life Insurance Plan.

<sup>11</sup> Schedule of paid-up life insurance after retirement:

	<i>Credited service at time of retirement</i>	<i>Total insurance coverage</i>
25 years and over . . . . .		\$1,800
20 but less than 25 years . . . . .		1,500
15 but less than 20 years . . . . .		1,200
10 but less than 15 years . . . . .		1,000

<sup>12</sup> Benefits not paid if hospital confinement or surgical operation occurred outside of the continental United States, Hawaii, and the provinces of the Dominion of Canada or for hospital confinement in any rest home, home for the aged, and any other place not primarily engaged in the diagnosis and treatment of sick and injured persons.

<sup>13</sup> Effective January 26, 1959, insurance protection, including group paid-up life insurance, and group term life insurance continued during plant shutdown for vacation or because of emergency. Company advanced up to 4 weeks' contributions if payments from which contributions could be deducted were not received. Advanced contributions collected on employees' return to work. By paying contributions, employee could elect to continue all insurance (except disability during layoff) for 1 year during layoff or leave of absence.

Maximum benefits were available for each period of continuous disability and were reinstated on complete recovery after a hospital confinement or operation. After return to work for 1 day, the new maximum was again available for subsequent confinements or operations due to a different cause; for dependents, 1 year after previous confinement or operation.

<sup>14</sup> Schedule of benefits:

<i>Class</i>	<i>Basic weekly earnings classification</i>	<i>Weekly disability benefit</i>	<i>Weekly employee contribution</i>
1	Less than \$60 . . . . .	\$35	\$0.45
2	\$60 but less than \$70 . . . . .	42	.54
3	\$70 but less than \$80 . . . . .	49	.63
4	\$80 but less than \$90 . . . . .	56	.73
5	\$90 but less than \$100 . . . . .	63	.82
6	\$100 but less than \$110 . . . . .	70	.91
7	\$110 and over . . . . .	77	1.00

<sup>15</sup> Schedule of paid-up life insurance after retirement:

	<i>Credited service at time of retirement</i>	<i>Total insurance coverage</i>
25 years and over . . . . .		\$2,000
20 and under 25 years . . . . .		1,700
15 and under 20 years . . . . .		1,400
10 and under 15 years . . . . .		1,100

<sup>16</sup> Full cost for laid-off employees was to be as follows:

<i>Coverage</i>	<i>Monthly contribution</i>
Employee only . . . . .	\$7.64
Employee and 1 dependent . . . . .	16.90
Employee and 2 dependents or more . . . . .	21.19

<sup>17</sup> Employee contribution was as follows:

<i>Coverage</i>	<i>Monthly contribution</i>
Employee only . . . . .	\$2.42
Employee and 1 dependent . . . . .	5.20
Employee and 2 dependents or more . . . . .	6.90

<sup>18</sup> Retired employees contribution was as follows:

<i>Coverage</i>	<i>Monthly contribution</i>
Pensioner only . . . . .	\$3.82
Pensioner and 1 dependent . . . . .	8.45
Pensioner and 2 or more dependents . . . . .	10.60

19 Schedule of benefits:

Class	Basic weekly earnings classification	Weekly disability benefit	Weekly employee contribution
1	Less than \$74.80	\$42	\$0.54
2	\$74.80 and under \$84.80	49	.63
3	\$84.80 and under \$94.80	56	.73
4	\$94.80 and under \$104.80	63	.82
5	\$104.80 and under \$114.80	70	.91
6	\$114.80 and under \$124.80	77	1.00
7	\$124.80 and over	84	1.09

20 Term life insurance and disability benefit schedule:

Base hourly rate <sup>a</sup>	Life insurance	Accidental death and dismemberment (principal sum)	Total for death from accidental cause	Total and permanent disability benefits	Continued life insurance after age 65		Disability benefits weekly benefit
					From (with 10 years of credited service <sup>b</sup> )	To (with 20 years of credited service <sup>b</sup> )	
Less than \$2.12 <sup>a</sup>	\$4,000	\$2,000	\$6,000	\$80	\$1,500	\$1,500	\$49
\$2.12 and under \$2.16 <sup>a</sup>	4,500	2,250	6,750	90	1,500	1,500	56
\$2.16 and under \$2.37 <sup>a</sup>	5,000	2,500	7,500	100	1,500	1,500	56
\$2.37 and under \$2.40	5,500	2,750	8,250	110	1,500	1,650	63
\$2.40 and under \$2.62	6,000	3,000	9,000	120	1,500	1,800	63
\$2.62 and under \$2.65	6,000	3,000	9,000	120	1,500	1,800	70
\$2.65 and under \$2.87	6,500	3,250	9,750	130	1,500	1,950	70
\$2.87 and under \$2.90	6,500	3,250	9,750	130	1,500	1,950	77
\$2.90 and under \$3.12	7,000	3,500	10,500	140	1,500	2,100	77
\$3.12 and under \$3.15	7,000	3,500	10,500	140	1,500	2,100	84
\$3.15 and under \$3.40	7,500	3,750	11,250	150	1,500	2,250	84
\$3.40 and under \$3.65	8,000	4,000	12,000	160	1,500	2,400	85
\$3.65 and under \$3.90	8,500	4,250	12,750	170	1,500	2,550	90
\$3.90 and under \$4.15	9,000	4,500	13,500	180	1,500	2,700	95
\$4.15 and under \$4.40	9,500	4,750	14,250	190	1,500	2,850	100
\$4.40 and under \$4.65	10,000	5,000	15,000	200	1,500	3,000	105
\$4.65 and under \$4.90	10,500	5,250	15,750	210	1,575	3,150	110
\$4.90 and under \$5.15	11,000	5,500	16,500	220	1,650	3,300	115
\$5.15 or more	11,500	5,750	17,250	230	1,725	3,450	120

<sup>a</sup> The first 3 classes did not apply to employees represented by the UAW at manufacturing operations, parts depots, and transfers.

<sup>b</sup> Credited pension service under noncontributory retirement plan.

21 <sup>c</sup> Benefit not to exceed 66-2/3 percent of base Employee contribution until Oct. 1, 1966, as follows:

Employee income class	Monthly contribution for each dependent child
A	\$6.29
B	6.49
C and D	6.69

22 Contribution for sponsored dependents as follows:

Employee income class	Each sponsored dependent under age 65	Each sponsored dependent 65 and over
A	\$15.22	\$20.30
B	15.72	20.80
C and D	16.22	21.30

weekly earnings.

NOTE: Weekly disability benefits not applicable in States with statutory temporary disability insurance laws; company provided different schedule of benefits for affected employees.

Footnotes—Continued

Effective July 1, 1966, contributions for sponsored dependents age 65 or over were adjusted as follows:

*Each sponsored dependent 65 or over participating under:*

<i>Employee income class</i>	<i>Medicare Part A only</i>	<i>Medicare Part A and B</i>
	A.....	\$8.77
B.....	9.27	6.08
C and D.....	9.77	6.33

23 Monthly premium charge for continuation of coverage as follows:

<i>Employees and surviving spouse of pensioner or former employee</i>	<i>Full premium charge</i>			<i>Initial premium charge</i>		
	<i>Income class</i>					
	<i>A</i>	<i>B</i>	<i>C and D</i>	<i>A</i>	<i>B</i>	<i>C and D</i>
Single.....	\$9.88	\$10.21	\$10.55	\$4.66	\$4.99	\$5.33
Family.....	24.25	25.37	26.49	10.71	11.83	12.95
Surviving spouse of active employee...	14.37	15.16	15.94	-	-	-

These rates were to be adjusted, effective Oct. 1, 1966, because of additional benefits which were to be made available on that date, as follows:

	<i>Full premium charge</i>			<i>Initial premium charge</i>		
	<i>Income class</i>					
	<i>A</i>	<i>B</i>	<i>C and D</i>	<i>A</i>	<i>B</i>	<i>C and D</i>
Single.....	\$10.69	\$11.05	\$11.41	\$5.47	\$5.83	\$6.19
Family.....	26.58	27.88	29.14	13.04	14.34	15.60

Rates for surviving spouse were adjusted as follows:

	<i>Effective July 1, 1966</i>			<i>Effective Jan. 1, 1967</i>		
	<i>Income class</i>					
	<i>A</i>	<i>B</i>	<i>C and D</i>	<i>A</i>	<i>B</i>	<i>C and D</i>
Under age 65.....				\$19.72	\$20.53	\$21.31
Age 65—insured under Medicare Part A only.....	\$6.32	\$7.11	\$7.89	15.56	16.17	16.78
Over age 65—insured under Medicare Part A and B.....	4.28	4.68	5.08	13.23	13.59	13.94

24 The following schedule was devised to aid in arriving at reasonable and customary charges:

<i>Annual income</i>	<i>Income class</i>	<i>Maximum deductible (employee and each dependent)</i>
Less than \$2,500.....	A	\$25
\$2,500 and under \$5,000.....	B	50
\$5,000 and under \$7,500.....	C	75
\$7,500 or more.....	D	75

Benefits for employees in income class D were not to exceed those fees paid for employees in income class C.

25 The monthly contributions for hospital-surgical-medical (and effective Oct. 1, 1969, drug) coverage (required only for certain periods or absence from active work such as layoff or absence) were as follows:

<i>Initial premium</i>	<i>Rates effective</i>	
	<i>Feb. 1, 1968</i>	<i>Oct. 1, 1969</i>
<b>Employees:</b>		
Single.....	\$6.59	\$8.25
Family.....	16.64	20.19

*Full premium*

Employees:		
Single .....	12.11	13.77
Family .....	31.24	34.79
Surviving spouse:		
Of active employee.....	17.49	17.49
Of retired employee .....	17.72	17.72

## 26 Maternity reductions were as follows:

<i>Month pregnancy ended after date of coverage of female</i>	<i>Percent of total reasonable and customary fee payable</i>
First month .....	72.5
Second month .....	77.5
Third month .....	80.0
Fourth month .....	82.5
Fifth month .....	85.0
Sixth month .....	87.5
Seventh month.....	90.0
Eighth month or later .....	100.0

## 27 Benefits were as follows:

<i>Insurance class</i>	<i>Base hourly rate</i>	<i>Life insurance</i>	<i>Accidental death and dismemberment (principal sum)</i>	<i>Total</i>	<i>Total and permanent disability*</i>	<i>Continued life insurance (after age 65)</i>	
						<i>From (with 10 years of credited service)**</i>	<i>To (with 20 years of credited service)**</i>
1 .....	Less than \$2.12	\$4,000	\$2,000	\$6,000	\$80	\$1,500	\$1,500
2 .....	\$2.12 to \$2.15	4,500	2,250	6,750	90	1,500	1,500
3 .....	\$2.16 to \$2.36	5,000	2,500	7,500	100	1,500	1,500
4 .....	\$2.37 to \$2.39	5,500	2,750	8,250	110	1,500	1,650
5-6.....	\$2.40 to \$2.64	6,000	3,000	9,000	120	1,500	1,800
7-8.....	\$2.65 to \$2.89	6,500	3,250	9,750	130	1,500	1,950
9-10.....	\$2.90 to \$3.14	7,000	3,500	10,500	140	1,500	2,100
11.....	\$3.15 to \$3.39	7,500	3,750	11,250	150	1,500	2,250
12.....	\$3.40 to \$3.64	8,000	4,000	12,000	160	1,500	2,400
13.....	\$3.65 to \$3.89	8,500	4,250	12,750	170	1,500	2,550
14.....	\$3.90 to \$4.14	9,000	4,500	13,500	180	1,500	2,700
15.....	\$4.15 to \$4.39	9,500	4,750	14,250	190	1,500	2,850
16.....	\$4.40 to \$4.64	10,000	5,000	15,000	200	1,500	3,000
17.....	\$4.65 to \$4.89	10,500	5,250	15,750	210	1,575	3,150
18.....	\$4.90 to \$5.14	11,000	5,500	16,500	220	1,650	3,300
19.....	\$5.15 to \$5.39	11,500	5,750	17,250	230	1,725	3,450
20.....	\$5.40 to \$5.64	12,000	6,000	18,000	240	1,800	3,600
21.....	\$5.65 to \$5.89	12,500	6,250	18,750	250	1,875	3,750
22.....	\$5.90 and over	13,000	6,500	19,500	260	1,950	3,900

\* An employee with 10 years of credited service may elect payment of life insurance in 50 monthly installments (but not beyond age 65) following cessation of monthly long-term disability benefit period.

Minimum \$500 paid at death.

\*\* Credited pension service under noncontributory retirement plan.

Footnotes—Continued

<sup>28</sup> Weekly and monthly disability benefit schedules were as follows:

<i>Insurance class</i>	<i>Base hourly rate*</i>	<i>Weekly disability benefit</i>	<i>Monthly long-term disability benefit**</i>
1 . . . . .	Less than \$2.12	\$54	\$180
2-3 . . . . .	\$2.12 to \$2.36	60	195
4-5 . . . . .	\$2.37 to \$2.61	67	215
6-7 . . . . .	\$2.62 to \$2.86	73	235
8-9 . . . . .	\$2.87 to \$3.11	80	260
10-11 . . . . .	\$3.12 to \$3.39	87	280
12 . . . . .	\$3.40 to \$3.64	90	305
13 . . . . .	\$3.65 to \$3.89	95	330
14 . . . . .	\$3.90 to \$4.14	100	350
15 . . . . .	\$4.15 to \$4.39	105	370
16 . . . . .	\$4.40 to \$4.64	110	395
17 . . . . .	\$4.65 to \$4.89	115	415
18 . . . . .	\$4.90 to \$5.14	120	435
19 . . . . .	\$5.15 to \$5.39	125	460
20 . . . . .	\$5.40 to \$5.64	130	480
21 . . . . .	\$5.65 to \$5.89	135	500
22 . . . . .	\$5.90 and over	140	525

\* In determining monthly disability benefit, hourly rate was that at beginning of weekly benefit eligibility.

\*\* Not to exceed 50 percent of the employee's monthly base pay determined at beginning of disability.

<sup>29</sup> Prescription drugs meant only (1) legend drugs (any medical substance, the label of which under the Federal Food, Drug, and Cosmetics Act, was required to bear the legend: "Caution" Federal law prohibits dispensing without prescriptions) and any of the following drugs:

<i>Nonlegend</i>	<i>Injectibles</i>
Adrenalin	Insulin
Aveeno	Adrenalin
Isuprel (inhalent)	Mercuryhydrin
Peritrate	Thiomerin
Acetaminophen N.F.	
Acidolate	

<sup>30</sup> Participating provider meant any pharmacy (including a hospital pharmacy), physician, or any other person or organization legally licensed to dispense drugs which have entered into an agreement with the employer or the insurance company to provide prescription drugs at their acquisition cost (the actual cost to the provider) plus a dispensing fee agreed upon between participating provider and employer or insurance company provided, however, that in no event was the amount agreed upon for injectible insulin to exceed the reasonable and customary charge of the participating provider for such injection.

<sup>31</sup> Benefits for group life and disability were as follows:

<i>Base hourly rate</i>	<i>Before age 65</i>				<i>After age 65 continued life insurance</i>			
	<i>Life insurance</i>	<i>Accidental death and dismemberment (principal sum)</i>	<i>Total for death from accidental cause</i>	<i>Total and permanent disability benefits*</i>	<i>Weekly disability benefits</i>	<i>Monthly long-term disability benefits**</i>	<i>From (with 10 years of credited service)***</i>	<i>To (with 20 years of credited service)***</i>
Less than \$3.40 . . . . .	\$7,500	\$3,750	\$11,250	\$150	\$87	\$280	\$1,500	\$2,250
\$3.40 but less than \$3.65 . . . . .	8,000	4,000	12,000	160	90	305	1,500	2,400
\$3.65 but less than \$3.90 . . . . .	8,500	4,250	12,750	170	95	330	1,500	2,550
\$3.90 but less than \$4.15 . . . . .	9,000	4,500	13,500	180	100	350	1,500	2,700
\$4.15 but less than \$4.40 . . . . .	9,500	4,750	14,250	190	105	370	1,500	2,850
\$4.40 but less than \$4.65 . . . . .	10,000	5,000	15,000	200	110	395	1,500	3,000
\$4.65 but less than \$4.90 . . . . .	10,500	5,250	15,750	210	115	415	1,575	3,150
\$4.90 but less than \$5.15 . . . . .	11,000	5,500	16,500	220	120	435	1,650	3,300
\$5.15 but less than \$5.40 . . . . .	11,500	5,750	17,250	230	125	460	1,725	3,450
\$5.40 but less than \$5.65 . . . . .	12,000	6,000	18,000	240	130	480	1,800	3,600
\$5.65 but less than \$5.90 . . . . .	12,500	6,250	18,750	250	135	500	1,875	3,750
\$5.90 but less than \$6.15 . . . . .	13,000	6,500	19,500	260	140	525	1,950	3,900
\$6.15 but less than \$6.40 . . . . .	13,500	6,750	20,250	270	145	545	2,025	4,050
\$6.40 but less than \$6.65 . . . . .	14,000	7,000	21,000	280	150	565	2,100	4,200
\$6.65 and over . . . . .	14,500	7,250	21,750	290	155	590	2,175	4,350

\* An employee with 10 years of credited service could elect payment of life insurance in 50 monthly installments (but not beyond age 65) following waiver or cessation of monthly long-term disability benefit period. Minimum of \$500 paid at death.

\*\* Not to exceed 50 percent of employee's monthly base pay at beginning of disability.

\*\*\* Credited service under noncontributory retirement plan.

32 The maintenance legend drugs, if greater than a 34-day supply required, were:

Peritrate	Dymelor
Inderal	Diabinese
Quinedex	DBI
Digitoxim-Digoxin-Digitalis	Orinase
Nitroglycerin	Proloid, Cytomel
Diuril	Dilantin
Esidrix, Hydro-Diuril	Butazolidin
Serpasil	Di-Isopacin, PAS-C
Colchicine, Col-Benemid	

33 Monthly contributions were as follows:

	<i>Initial premium</i>	<i>Sept. 1, 1971</i>	<i>July 27, 1972</i>
<i>Employees:</i>			
Single .....		\$19.62	\$21.23
Family .....		53.97	58.09
<i>Full premium</i>			
<i>Employees (under age 65):</i>			
Single .....		25.14	26.75
Family .....		68.57	72.69
<i>Surviving spouse and dependent children (without dental):</i>			
Of active employee (under age 65) .....		29.75	27.10
Of retired employee (over age 65) .....		16.25	15.07

34

<i>Insurance class*</i>	<i>Base hourly rate+</i>	<i>Life insurance</i>	<i>Accidental death and dismemberment (principal sum)</i>	<i>Total and permanent** disability benefits</i>	<i>Weekly disability benefits</i>	<i>Monthly long-term++ disability benefits</i>
14 ....	Less than \$4.15	\$10,000	\$5,000	\$200	\$100	\$350
15 ....	\$4.15 but less than \$4.40	10,500	5,250	210	105	370
16 ....	\$4.40 but less than \$4.65	11,000	5,500	220	110	395
17 ....	\$4.65 but less than \$4.90	11,500	5,750	230	115	415
18 ....	\$4.90 but less than \$5.15	12,000	6,000	240	120	435
19 ....	\$5.15 but less than \$5.40	12,500	6,250	250	125	460
20 ....	\$5.40 but less than \$5.65	13,000	6,500	260	130	480
21 ....	\$5.65 but less than \$5.90	13,500	6,750	270	135	500
22 ....	\$5.90 but less than \$6.15	14,000	7,000	280	140	525
23 ....	\$6.15 but less than \$6.40	14,500	7,250	290	145	545
24 ....	\$6.40 but less than \$6.65	15,000	7,500	300	150	565
25 ....	\$6.65 but less than \$6.90	15,500	7,750	310	155	590
26 ....	\$6.90 but less than \$7.15	16,000	8,000	320	160	610
27 ....	\$7.15 but less than \$7.40	16,500	8,250	330	165	630
28 ....	\$7.40 and over	17,000	8,500	340	170	655

\* Classes lower than 14 did not apply to employees represented under the master contract.

+ For monthly long-term disability benefits, the base hourly rate was determined as of

the commencement of the period of disability.

\*\* Employees could elect payment of life insurance in monthly installments.

++ Not to exceed 50 percent of employee's monthly base pay.

*After age 65 continued life insurance\*\**

<i>Insurance class*</i>	<i>Base hourly rate</i>	<i>From (with 10 years of credited service)***</i>	<i>To (with 20 years of credited service)***</i>	<i>To (with 30 years of credited service)***</i>	<i>To (with 40 years of credited service)***</i>
14 . . . .	Less than \$4.15	\$2,000	\$3,000	\$4,500	\$6,000
15 . . . .	\$4.15 but less than \$4.40	2,000	3,150	4,725	6,300
16 . . . .	\$4.40 but less than \$4.65	2,000	3,300	4,950	6,600
17 . . . .	\$4.65 but less than \$4.90	2,000	3,450	5,175	6,900
18 . . . .	\$4.90 but less than \$5.15	2,000	3,600	5,400	7,200
19 . . . .	\$5.15 but less than \$5.40	2,000	3,750	5,625	7,500
20 . . . .	\$5.40 but less than \$5.65	2,000	3,900	5,850	7,800
21 . . . .	\$5.65 but less than \$5.90	2,025	4,050	6,075	8,100
22 . . . .	\$5.90 but less than \$6.15	2,100	4,200	6,300	8,400
23 . . . .	\$6.15 but less than \$6.40	2,175	4,350	6,525	8,700
24 . . . .	\$6.40 but less than \$6.65	2,250	4,500	6,750	9,000
25 . . . .	\$6.65 but less than \$6.90	2,325	4,650	6,975	9,300
26 . . . .	\$6.90 but less than \$7.15	2,400	4,800	7,200	9,600
27 . . . .	\$7.15 but less than \$7.40	2,475	4,950	7,425	9,900
28 . . . .	\$7.40 and over	2,550	5,100	7,650	10,200

\* Classes lower than 14 did not apply to employees represented under the master contract.

\*\* Insurance continuations calculated for 20, 30 and 40 years of credited service did not represent the true maximums allowable under the plan but were merely intended to be representative of potential benefits after a certain length of service.

\*\*\* Credited service under noncontributory retirement plan.

36 The additional maintenance legal drugs were:

Acetazolamide	Polythiazide
Allopurinol	Potassium Chloride Liquid
Benzthiazide	Primidone
Conjugated Estrogens U.S.P.	Probenecid
Gitalin	Spiro lactone
Isoniazid	Thyroglobulin
Levothyroxine	Tolazamide
Liothyronine	Trichlormethiazide
Methoclothiazide	

37 Company noncontributory plan for salaried employees established in 1908 and discontinued in 1937 provided pensions equal to 1-1/4 percent of average annual compensation times years of service credits. Service credit under this plan frozen Dec. 31, 1936. Benefits payable under new plan above to be reduced by the benefits payable under old plan.

38 Approximately one-fourth of employees represented by FE-UE were covered under the Contributory Annuity Plan.

39 These were employees in units formerly represented by the Farm Equipment Division of the United Electrical, Radio and Machine Workers of America.

40 By letter of Jan. 16, 1959, the parties agreed not to use during the term of this agreement the early retirement provision permitting employees between ages 60 and 65 with 10 years or more of credited service to be retired at the option of the company or under mutually satisfactory conditions with an annuity of \$5 a month for each year of credited service.

41 In a letter dated Jan. 16, 1959, from the company and accepted by the union, it was agreed that there would be no future increases or changes in retirement benefits for employees already retired or retiring prior to any further changes in the pension plan.

42 Percentages were:

<i>Age when pension began</i>	<i>Percent*</i>
55 . . . . .	57.9
56 . . . . .	63.5
57 . . . . .	69.4
58 . . . . .	75.2
59 . . . . .	80.8
60 . . . . .	86.7
61 . . . . .	93.3
62 or over . . . . .	100.0

\* Prorated for intermediate ages computed on the basis of the number of complete calendar months by which the employee was under the age to be attained on next birthday, counted to the nearest 1/10 of 1 percent.

43 Reduction factors were as follows:

<i>Age when pension began</i>	<i>Percent*</i>
55 .....	57.9
56 .....	63.5
57 .....	69.4
58 .....	75.2
59 .....	80.8
60 .....	86.7
61 .....	93.3
62 or over .....	100.0

\* For each additional full month of attained age when benefits began, the applicable percentage was determined by a straight-interpolation from the percentage applicable to the next higher age in the above table, rounded to the nearest 1/10 of 1 percent.

44 The benefit class code was determined as follows:

<i>Benefit class code</i>	<i>Labor grade</i>	<i>Lifetime income benefit rate</i>
A	Daywork 1-7	\$5.50
	Piecework 1-4	
	Salaried 1-5	
B	Daywork 8-9	5.75
	Piecework 5-7	
	Salaried 6	
	Daywork 10-17	6.00
	Piecework 8-25	
	Salaried 7-15 Rate ranges RA-RM	

The life income benefit rate applicable was determined by the benefit class code for the job classification held by the employee for the greatest number of days during the 24 consecutive months immediately preceding last day worked.

45 The benefit class code was determined as follows:

<i>Benefit class code</i>	<i>Job classification</i>	<i>Life income benefit rate for employee retired—</i>		
		<i>After Sept. 30, 1967 but before Oct. 1, 1970</i>	<i>With benefits beginning after after Sept. 30, 1970—</i>	
			<i>For months before Apr. 1971</i>	<i>For months after Mar. 1971</i>
A	Daywork 1-7	\$6.50	\$5.50	\$7.25
	Piecework 1-4			
	Salaried 1-5			
B	Daywork 8-9	6.75	5.75	7.50
	Piecework 5-7			
	Salaried 6			
	Daywork 10-17	7.00	6.00	7.75
	Piecework 8-25			
	Salaried 7-15 Rate ranges RA-RM			

46 Reduction factors\* were as follows:

<i>Age when pension began</i>	<i>Percent **</i>	<i>Age when pension began (added effective Oct. 1, 1971)</i>	<i>Percent**</i>
62 and over . . . . .	100.0	54 . . . . .	53.2
61 . . . . .	93.3	53 . . . . .	48.9
60 . . . . .	86.7	52 . . . . .	45.0
59 . . . . .	80.8	51 . . . . .	41.5
58 . . . . .	75.2	50 . . . . .	38.3
57 . . . . .	69.4	49 . . . . .	35.4
56 . . . . .	63.5	48 . . . . .	32.8
55 . . . . .	57.9	47 . . . . .	30.4

\* At age 65 pension for employee who retired with 30 years of service or more after Sept. 30, 1971, was redetermined on the basis of a reduction of 1/3 of 1 percent for each month employee was under age 62 when pension began.

\*\* Continued to be prorated for intermediate ages as previously computed.

47

*Monthly life income benefit rates*

<i>For employees retired with benefits commencing</i>	<i>Benefit class code</i>	<i>Oct. 1, 1958 but prior to Jan. 1, 1962</i>	<i>Jan. 1, 1962 but prior to Jan. 1, 1965</i>	<i>Jan. 1, 1965 but prior to Jan. 1, 1968</i>	<i>Jan. 1, 1968 but prior to Nov. 1, 1968</i>	<i>Nov. 1, 1968 but prior to Apr. 1, 1971</i>
Prior to Oct. 1, 1961 . . . . .	None	\$2.50	\$2.50	\$3.95	\$4.95	\$4.95
On and after Oct. 1, 1961 but prior to Oct. 1, 1967 . . . . .	None	2.50	2.80	4.25	5.25	5.25
On and after Oct. 1, 1967 . . . . .	A	-	-	4.25	5.25	5.50
but prior to Oct. 1, 1970 . . . . .	B	-	-	4.25	5.25	5.75
	C	-	-	4.25	5.25	6.00
On and after Oct. 1, 1970 . . . . .	A	-	-	-	-	5.50
but prior to Oct. 1, 1973 . . . . .	B	-	-	-	-	5.75
	C	-	-	-	-	6.00
On and after Oct. 1, 1973 . . . . .	A	-	-	-	-	-
but prior to Mar. 1, 1974 . . . . .	B	-	-	-	-	-
	C	-	-	-	-	-
On and after Mar. 1, 1974 . . . . .	A	-	-	-	-	-
but prior to Oct. 1, 1974 . . . . .	B	-	-	-	-	-
	C	-	-	-	-	-
On and after Oct. 1, 1974 . . . . .	A	-	-	-	-	-
	B	-	-	-	-	-
	C	-	-	-	-	-
	D	-	-	-	-	-

		<i>Apr. 1, 1971 but prior to Oct. 1, 1973</i>	<i>Oct. 1, 1973 but prior to Mar. 1, 1974</i>	<i>Mar. 1, 1974 but prior to Oct. 1, 1974</i>	<i>Oct. 1, 1974 but prior to Oct. 1, 1975</i>	<i>Oct. 1, 1975 and after</i>
Prior to Oct. 1, 1961 . . . . .	None	\$5.95	\$6.70	\$6.70	\$8.25	\$8.60
On and after Oct. 1, 1961 but prior to Oct. 1, 1967 . . . . .	None	6.25	7.00	7.00	8.25	8.60
On and after Oct. 1, 1967 . . . . .	A	6.50	7.25	7.25	8.25	8.60
but prior to Oct. 1, 1970 . . . . .	B	6.75	7.50	7.50	8.25	8.60
	C	7.00	7.75	7.75	8.25	8.60
On and after Oct. 1, 1970 . . . . .	A	7.25	8.00	8.00	8.25	8.60
but prior to Oct. 1, 1973 . . . . .	B	7.50	8.25	8.25	8.50	8.85
	C	7.75	8.50	8.50	8.75	9.10
On and after Oct. 1, 1973 . . . . .	A	-	8.00	8.00	8.25	8.60
but prior to Mar. 1, 1974 . . . . .	B	-	8.25	8.25	8.50	8.85
	C	-	8.50	8.50	8.75	9.10
On and after Mar. 1, 1974 . . . . .	A	-	-	8.75	8.75	9.25
but prior to Oct. 1, 1974 . . . . .	B	-	-	9.00	9.00	9.50
	C	-	-	9.25	9.25	9.75
On and after Oct. 1, 1974 . . . . .	A	-	-	-	9.25	9.25
	B	-	-	-	9.50	9.50
	C	-	-	-	9.75	9.75
	D	-	-	-	10.00	10.00

<i>Monthly temporary benefit rates</i>		
<i>For employees retired with benefits commencing</i>	<i>Jan. 1, 1965 but prior to Jan. 1, 1968</i>	<i>Jan. 1, 1968 but prior to Apr. 1, 1971</i>
	<i>Temporary benefits payable only until age 65*</i>	
Prior to Oct. 1, 1961 . . . . .	-	-
On or after Oct. 1, 1961 . . . . .	-	-
but prior to Oct. 1, 1964 . . . . .	-	-
On or after Oct. 1, 1964 . . . . .	\$5.20 (Total not to exceed	\$6.00 (Total not to exceed
but prior to Oct. 1, 1970 . . . . .	\$130.00)	\$150.00)
On or after Oct. 1, 1970 . . . . .	-	\$6.00 (Total not to exceed
but prior to Mar. 1, 1974 . . . . .	-	\$150.00)
	<i>Temporary benefits payable only until age 62*</i>	
On or after Mar. 1, 1974 . . . . .	-	-
	<i>April 1, 1971 but prior to Oct. 1, 1973</i>	<i>Oct. 1, 1973 and after</i>
	<i>Temporary benefits payable only until age 65*</i>	
Prior to Oct. 1, 1961 . . . . .	\$5.95 (Total not to exceed \$168.75)	\$6.95 (Total not to exceed \$193.75)
On or after Oct. 1, 1961 . . . . .	\$6.25 (Total not to exceed	\$7.25 (Total not to exceed
but prior to Oct. 1, 1964 . . . . .	\$168.75)	\$193.75)
On or after Oct. 1, 1964 . . . . .	\$7.00 (Total not to exceed	\$8.00 (Total not to exceed
but prior to Oct. 1, 1970 . . . . .	\$175.00)	\$200.00)
On or after Oct. 1, 1970 . . . . .	\$7.50 (Total not to exceed	\$8.50 (Total not to exceed
but prior to Mar. 1, 1974 . . . . .	\$187.50)	\$212.50)
	<i>Temporary benefits payable only until age 62*</i>	
On or after Mar. 1, 1974 . . . . .	-	\$9.50 (Total not to exceed
		\$237.50)

\*Or, if earlier, the age at which the pensioner became eligible for unreduced social security benefits.

- 49 Full months were converted to tenths of a year by the following table:

<i>Full months of continuous vacation service</i>	<i>Tenths</i>
1 . . . . .	1
2 . . . . .	2
3 . . . . .	3
4 . . . . .	3
5 . . . . .	4
6 . . . . .	5
7 . . . . .	6
8 . . . . .	7
9 . . . . .	8
10 . . . . .	8
11 . . . . .	9

<i>Job classification</i>		
<i>Benefit class code</i>	<i>For employees retired with benefits commencing prior to Oct. 1, 1974</i>	<i>For employees retired with benefits commencing on or after Oct. 1, 1974</i>
A . . . . .	Daywork 1-7, Piecework 1-4, and Salaried 1-5	Daywork 1-7, Piecework 1-4, and Salaried 1-5
B . . . . .	Daywork 8-9, Piecework 5-7, and Salaried 6	Daywork 8-9, Piecework 5-7, and Salaried 6
C . . . . .	Daywork 10-17, Piecework 8-25, Salaried 7-15, and Rate Ranges RA-RM	Daywork 10-13, Piecework 8-16, and Salaried 7-9
D . . . . .		Daywork 14-17, Piecework 17-25, Salaried 10-15, and Rate Ranges RA-RM (for those actively em- ployed on or after September 30, 1974)

Footnotes—Continued

<sup>51</sup> Until the trust fund position reaches 49 percent of its maximum for the first time, applicants will receive special benefits for a maximum of only 4 weeks in any calendar year, and after that, a maximum of 8 weeks.

<sup>52</sup> Beginning in August 1958, maximum funding will be revised downward according to the following scale in any year following one in which average weekly benefit payments from the fund fall below \$20:

	<i>The adjusted maximum funding shall be the following percentage of maximum funding</i>
<i>If the average benefit is</i>	
\$20 to \$25 .....	100
\$15 to \$19.99 .....	80
\$10 to \$14.99 .....	60
\$5 to \$9.99 .....	40
Less than \$5 .....	20

<sup>53</sup> Beginning on Sept. 1, 1957, "Substitute" supplemental benefits will be paid in States, that do not permit concurrent supplementation, for weeks in which State unemployment compensation benefits are not paid.

<sup>54</sup> Employees to receive credit units retroactively upon attaining 1 year of seniority.

<sup>55</sup> The number of credits to be cancelled for a week of benefits is summarized as follows:

	<i>And if the seniority of the person to whom such benefit is paid is—</i>					
<i>If the trust fund position applicable to the week for which such benefit paid is—</i>	<i>1 to 5 years</i>	<i>5 to 10 years</i>	<i>10 to 15 years</i>	<i>15 to 20 years</i>	<i>20 to 25 years</i>	<i>25 years and over</i>
	<i>The credit units cancelled for such benefits shall be—</i>					
85 percent or over .....	1.00	1.00	1.00	1.00	1.00	1.00
76 to 84.99 percent .....	1.11	1.00	1.00	1.00	1.00	1.00
67 to 75.99 percent .....	1.25	1.11	1.00	1.00	1.00	1.00
58 to 66.99 percent .....	1.43	1.25	1.11	1.00	1.00	1.00
49 to 57.99 percent .....	1.67	1.43	1.25	1.11	1.00	1.00
40 to 48.99 percent .....	2.00	1.67	1.43	1.25	1.11	1.00
31 to 39.99 percent .....	2.50	2.00	1.67	1.43	1.25	1.11
22 to 30.99 percent .....	3.33	2.50	2.00	1.67	1.43	1.25
13 to 21.99 percent .....	5.00	3.33	2.50	2.00	1.67	1.43
4 to 12.99 percent .....	10.00	5.00	3.33	2.50	2.00	1.67
Under 4 percent .....	No benefits payable					

<sup>56</sup> Alternate benefit plan established for Indiana and Ohio employees laid off on or after Jan. 16, 1959 (by supplemental agreement of Jan. 16, 1959). A letter of agreement, dated Jan. 16, 1959, provided for negotiations in the event of reduced State benefits. Weekly benefits to apply to employees otherwise eligible for regular supplemental benefit and for those alternate weeks in which an employee was eligible for State unemployment compensation but did not apply for it. Benefits ranged from \$41 to \$63 depending on employee's base hourly rate (plus any cost-of-living allowance) and the number of withholding exemptions less any pay received by employee or pay that would have been due for work made available but not performed.

Credit units surrendered at twice the rate for regular benefits.

Alternative plan became inoperative when supplementation was permitted in Indiana, effective Mar. 16, 1969, and in Ohio, effective May 10, 1959.

<sup>57</sup> Provision continued for reducing maximum funding in any year following a year in which average benefits were below \$20 a week. Maximum funding of the fund covering production and maintenance workers was adjusted to 60 percent for 1959. After the review in January 1960, maximum funding was adjusted to 80 percent. It remained at 80 percent after the January 1961 review. Maximum funding of the fund covering clerical and technical workers was set at 60 percent in 1959 and was adjusted to 40 percent in January 1960 not 80 percent in January 1961.

<sup>58</sup> Credit unit cancellation schedule was as follows:

	<i>And if the years of seniority of the person to whom such benefit was paid were—</i>					
<i>If the credit unit cancellation base applicable to the week for which such benefit paid is—</i>	<i>1 to 5</i>	<i>5 to 10</i>	<i>10 to 15</i>	<i>15 to 20</i>	<i>20 to 25</i>	<i>25 and over</i>
	<i>The credit units cancelled for such benefits shall be—</i>					
\$272.00 or more .....	1.00	1.00	1.00	1.00	1.00	1.00
\$243.20 to \$271.99 .....	1.11	1.00	1.00	1.00	1.00	1.00
\$214.40 to \$243.19 .....	1.25	1.11	1.00	1.00	1.00	1.00
\$185.60 to \$214.39 .....	1.43	1.25	1.11	1.00	1.00	1.00
\$156.80 to \$185.59 .....	1.67	1.43	1.25	1.11	1.00	1.00
\$128.00 to \$156.79 .....	2.00	1.67	1.43	1.25	1.11	1.00
\$99.20 to \$127.99 .....	2.50	2.00	1.67	1.43	1.25	1.11
\$70.40 to \$99.19 .....	3.33	2.50	2.00	1.67	1.43	1.25
\$41.60 to \$70.39 .....	5.00	3.33	2.50	2.00	1.67	1.43
\$12.80 to \$41.59 .....	10.00	5.00	3.33	2.50	2.00	1.67
Under \$12.80 .....	No benefits payable					



Footnotes—Continued

<sup>70</sup> Applicable percentage was determined as follows:

<i>Years of seniority on guarantee date*</i>	<i>Percent</i>
1 but less than 2 . . . . .	25
2 but less than 4 . . . . .	50
4 but less than 7 . . . . .	75
7 or more . . . . .	100

\* Was years of seniority on preceding guarantee date (or date subsequent thereto on which he acquired 1 year of service) for those who did not initially qualify for guaranteed annual income credit units, but who subsequently became eligible.

<sup>71</sup>

*The contribution rate (in cents) shall be:*

<i>If the ratio of the market value of the trust fund assets to maximum funding is—</i>	<i>For payroll periods beginning after Dec. 1, 1973 and before Jan. 1, 1976</i>	<i>For payroll periods beginning after Dec. 31, 1975</i>
<i>Percent</i>		
100 or more . . . . .	0	0
95 but less than 100 . . . . .	3	5
90 but less than 95 . . . . .	4	6
85 but less than 90 . . . . .	5	7
80 but less than 85 . . . . .	6	8
75 but less than 80 . . . . .	7	9
70 but less than 75 . . . . .	8	10
65 but less than 70 . . . . .	9	11
60 but less than 65 . . . . .	10	12
55 but less than 60 . . . . .	11	13
Less than 55 . . . . .	12	14

<sup>72</sup> Separation pay plan for employees laid off from the Richmond Works in Indiana on or after Sept. 21, 1956, contained in a separate agreement.

<sup>73</sup>

Payments to be made in accordance with the following schedule:

<i>Years of seniority</i>	<i>Hours of pay*</i>	<i>Years of seniority</i>	<i>Hours of pay*</i>
2 but less than 3 . . . . .	40	17 but less than 18 . . . . .	480
3 but less than 4 . . . . .	60	18 but less than 19 . . . . .	525
4 but less than 5 . . . . .	80	19 but less than 20 . . . . .	570
5 but less than 6 . . . . .	100	20 but less than 21 . . . . .	620
6 but less than 7 . . . . .	125	21 but less than 22 . . . . .	670
7 but less than 8 . . . . .	150	22 but less than 23 . . . . .	720
8 but less than 9 . . . . .	175	23 but less than 24 . . . . .	775
9 but less than 10 . . . . .	200	24 but less than 25 . . . . .	830
10 but less than 11 . . . . .	230	25 but less than 26 . . . . .	890
11 but less than 12 . . . . .	260	26 but less than 27 . . . . .	950
12 but less than 13 . . . . .	290	27 but less than 28 . . . . .	1,010
13 but less than 14 . . . . .	325	28 but less than 29 . . . . .	1,070
14 but less than 15 . . . . .	360	29 but less than 30 . . . . .	1,130
15 but less than 16 . . . . .	400	30 and over . . . . .	1,200
16 but less than 17 . . . . .	440		

\* Base hourly rate (plus cost-of-living allowance in effect on last day worked).

<sup>74</sup>

Company could permit earlier application if prospects of reemployment did not warrant waiting.

<sup>75</sup>

Payments to be made in accordance with the following schedule:

<i>Years of seniority on last day worked in bargaining unit</i>	<i>Hours of pay</i>	<i>Years of seniority on last day worked in bargaining unit</i>	<i>Hours of pay</i>
2 and under 3 . . . . .	50	17 and under 18 . . . . .	600
3 and under 4 . . . . .	75	18 and under 19 . . . . .	656
4 and under 5 . . . . .	100	19 and under 20 . . . . .	713
5 and under 6 . . . . .	125	20 and under 21 . . . . .	775
6 and under 7 . . . . .	156	21 and under 22 . . . . .	838
7 and under 8 . . . . .	188	22 and under 23 . . . . .	900
8 and under 9 . . . . .	219	23 and under 24 . . . . .	969
9 and under 10 . . . . .	250	24 and under 25 . . . . .	1,038
10 and under 11 . . . . .	288	25 and under 26 . . . . .	1,113
11 and under 12 . . . . .	325	26 and under 27 . . . . .	1,188
12 and under 13 . . . . .	363	27 and under 28 . . . . .	1,263
13 and under 14 . . . . .	406	28 and under 29 . . . . .	1,338
14 and under 15 . . . . .	450	29 and under 30 . . . . .	1,413
15 and under 16 . . . . .	500	30 and over . . . . .	1,500
16 and under 17 . . . . .	550		

Footnotes—Continued

<sup>76</sup> Payments to be made in accordance with the following schedule:

<i>Years of continuous vacation service on last day of active service</i>	<i>Hours of pay</i>	<i>Years of continuous vacation service on last day of active service</i>	<i>Hours of pay</i>
1 and under 2 . . . . .	50	16 and under 17 . . . . .	770
2 and under 3 . . . . .	70	17 and under 18 . . . . .	840
3 and under 4 . . . . .	100	18 and under 19 . . . . .	920
4 and under 5 . . . . .	135	19 and under 20 . . . . .	1,000
5 and under 6 . . . . .	170	20 and under 21 . . . . .	1,085
6 and under 7 . . . . .	210	21 and under 22 . . . . .	1,170
7 and under 8 . . . . .	255	22 and under 23 . . . . .	1,260
8 and under 9 . . . . .	300	23 and under 24 . . . . .	1,355
9 and under 10 . . . . .	350	24 and under 25 . . . . .	1,455
10 and under 11 . . . . .	400	25 and under 26 . . . . .	1,560
11 and under 12 . . . . .	455	26 and under 27 . . . . .	1,665
12 and under 13 . . . . .	510	27 and under 28 . . . . .	1,770
13 and under 14 . . . . .	570	28 and under 29 . . . . .	1,875
14 and under 15 . . . . .	630	29 and under 30 . . . . .	1,980
15 and under 16 . . . . .	700	30 and over . . . . .	2,080

<sup>77</sup> Separation payment table was as follows:

<i>Years of seniority on last day in active service</i>	<i>Hours of pay</i>	<i>Years of seniority on last day in active service</i>	<i>Hours of pay</i>
1 but less than 2 . . . . .	60	16 but less than 17 . . . . .	840
2 but less than 3 . . . . .	84	17 but less than 18 . . . . .	925
3 but less than 4 . . . . .	120	18 but less than 19 . . . . .	1,000
4 but less than 5 . . . . .	162	19 but less than 20 . . . . .	1,100
5 but less than 6 . . . . .	195	20 but less than 21 . . . . .	1,190
6 but less than 7 . . . . .	242	21 but less than 22 . . . . .	1,285
7 but less than 8 . . . . .	280	22 but less than 23 . . . . .	1,385
8 but less than 9 . . . . .	345	23 but less than 24 . . . . .	1,490
9 but less than 10 . . . . .	400	24 but less than 25 . . . . .	1,600
10 but less than 11 . . . . .	450	25 but less than 26 . . . . .	1,635
11 but less than 12 . . . . .	520	26 but less than 27 . . . . .	1,730
12 but less than 13 . . . . .	585	27 but less than 28 . . . . .	1,810
13 but less than 14 . . . . .	650	28 but less than 29 . . . . .	1,900
14 but less than 15 . . . . .	725	29 but less than 30 . . . . .	1,990
15 but less than 16 . . . . .	770	30 and over . . . . .	2,080

## 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-January 1974, BLS Bulletin 1815.
  - February 1974-May 1977, Supplement to BLS Bulletin 1815.
- American Viscose (a division of FMC Corp.)—
  - 1945-67, BLS Bulletin 1560.<sup>1</sup>
  - June 1968-June 1974, Supplement to BLS Bulletin 1560.
- The Anaconda Co.—
  - 1941-58, BLS Report 1970.<sup>1</sup>
- Armour and Company—
  - 1941-72, BLS Bulletin 1682.
  - September 1973-August 1976, Supplement to BLS Bulletin 1682.
- A. T. & T.-Long Lines Department and Communications Workers of America (AFL-CIO)—
  - October 1940-July 1974, BLS Bulletin 1812.
- Atlantic Richfield Co. (former facilities of Sinclair Oil Companies)—
  - 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.
- Bethlehem Steel Corporation (Shipbuilding Department) and the IUMSW—
  - June 1941-August 1975, BLS Bulletin 1866.
- Bituminous Coal Mine Operators and United Mine Workers of America—
  - October 1933-November 1974, BLS Bulletin 1799.
- The Boeing Co. (Washington Plants) and the International Association of Machinists—
  - June 1936-September 1977, BLS Bulletin 1895
- 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  
(formerly Federal Classification Act Employees)—
  - 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 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.<sup>1</sup>

Martin Marietta Aerospace and the Auto Workers—  
 March 1944-November 1975, BLS Bulletin 1884.

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

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

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

Pacific Coast Shipbuilding—  
 1941-67, BLS Bulletin 1605.<sup>1</sup>

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

Pacific Longshore Industry—  
 1934-70, BLS Bulletin 1568.<sup>1</sup>  
 August 1969-July 1975, Supplement to BLS Bulletin 1568.

Railroads—Nonoperating Employees—  
 1920-62, BLS Report 208.<sup>1</sup>

Rockwell International (Electronics, North American Aircraft/Space Operations) and the Auto Workers—  
 May 1941-September 1977, BLS Bulletin 1893

Swift & Co.—  
 1942-73, BLS Bulletin 1773.<sup>1</sup>

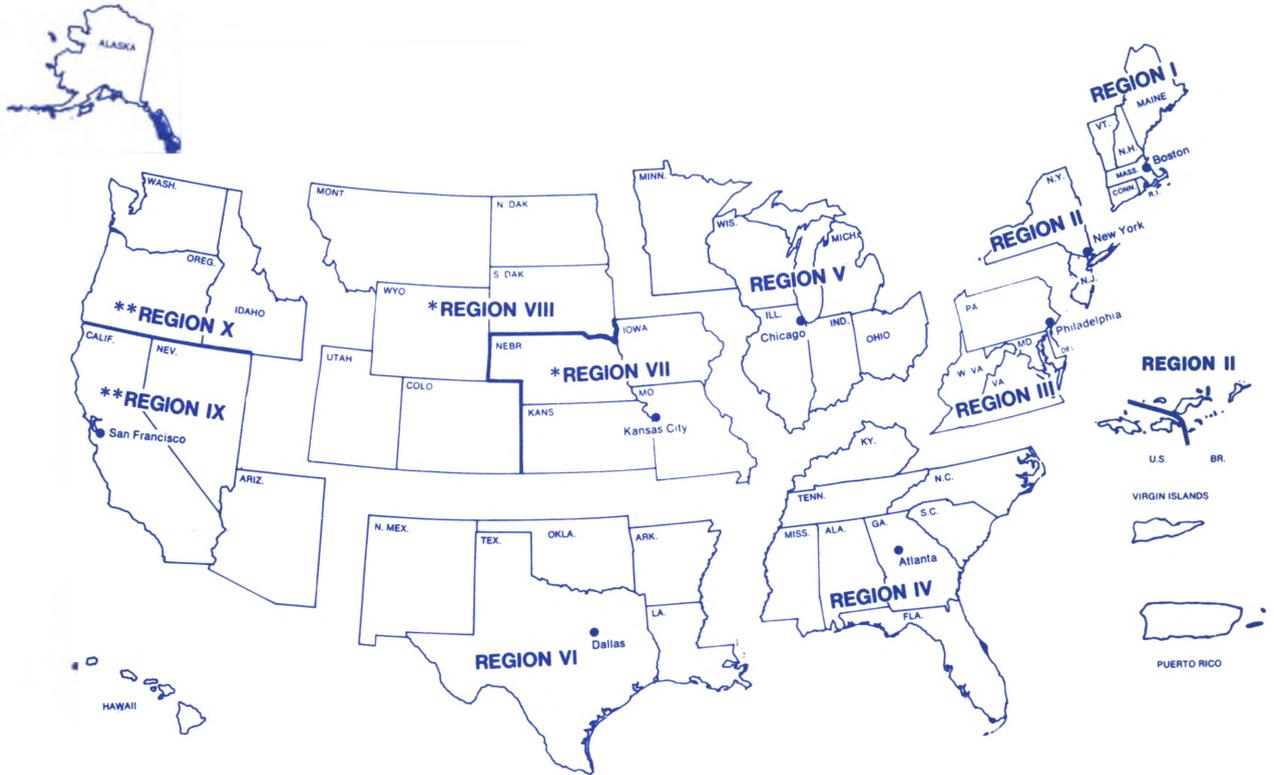
United States Steel Corporation—  
 March 1937-April 1974, BLS Bulletin 1814.  
 May 1974-July 1977, Supplement to BLS Bulletin 1814.

Western Greyhound Lines—  
 1945-67, BLS Bulletin 1595.<sup>1</sup>  
 1968-72, Supplement to BLS Bulletin 1595.

Western Union Telegraph Co.—  
 1943-67, BLS Bulletin 1545.<sup>1</sup>  
 1968-71, Supplement to BLS Bulletin 1545.

<sup>1</sup> Out of print. See *Directory of Wage Chronologies, 1948-June 1975*, for *Monthly Labor Review* issue in which reports and supplements published before July 1965 appeared.

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