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Characteristics of Major Collective Bargaining Agreements, July 1, 1974

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

Bulletin 1888

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

This is the fifth in a series of bulletins presenting a wide array of data on major collective bargaining agreements, classified by identifying characteristics and substantive provisions. As in the four previous bulletins, this study covers all manufacturing and nonmanufacturing industries, exclusive of airlines, railroads, and government, and is limited solely to noting the prevalence of provisions, without providing analytical comments or illustrative clauses. In-depth studies of collective bargaining agreements are presented in the Bureau's traditional 1425 series, *Major Collective Bargaining Agreements.* All agreements in this report were in effect on or after July 1, 1974.

This report was prepared in the Bureau's Division of Industrial Relations by Marilynne Tilson, Wanda Giles, and Constance L. Gironda, under the supervision of Leon E. Lunden, Project Director.

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Introduction

This bulletin, the fifth in a series, provides statistical data on the prevalence of over 100 different collective bargaining provisions, primarily on an industry basis. This is the third bulletin to cover agreements involving 1,000 workers or more. (The first study, for 1970, analyzed agreements covering 5,000 workers or more; the 1971 study, 2,000 workers or more.)

For this study, the Bureau analyzed 1,550 agreements in its file which were in effect on or after July 1, 1974, with a total coverage of 7.2 million workers.[1] These agreements represent about three-quarters of all contracts of this size on file with the Bureau. Future bulletins will continue to expand the number of agreements covered until all those in effect on the reference date involving 1,000 workers or more are included, except for railroad, airline, and government agreements.

The substantive scope of the study will shift from time to time. New clauses will be added and tabulated, and others removed from the study as collective bargaining issues change. In this fifth bulletin, for example, tables have been expanded or added to present detailed data on shift differentials, weekend premiums, and wage-employment guarantees.

As in all agreement studies, the Bureau must caution the reader that the data reflect the Bureau's understanding of the written provisions and not necessarily that of the parties. Contract language is complicated and elusive, and often is submitted to arbitration for interpretation. Furthermore, what is carried out in practice may at times differ from written provisions. Under these circumstances, the Bureau can only analyze the specific language of the agreement in the hope that it closely reflects the rules under which the parties operate.

All tables in the bulletin have been printed out by Bureau computers. As a service to users, computer listing printouts are available, identifying collective bargaining agreements which have specific provisions appearing in Bureau tabulations. The cost of the printouts will be determined by the amount of computer use that is involved. Inquiries should be directed to the Project Director, Collective Bargaining Studies, Division of Industrial Relations, Bureau of Labor Statistics, U.S. Department of Labor, Washington, D.C. 20212 (Telephone: 202-523-1320). In addition, visitors are welcome to use our contract files at 441 G Street, N.W., Washington, D.C., Room 4062, or to obtain copies of the agreements on file at cost.

The tables which follow are grouped to help users of this bulletin find the specific information they seek, and related information. Part I sets forth the identifying characteristics of the 1,550 agreements in the study. Part II deals with union security, management rights, and other noneconomic matters; Part III, with wages and related provisions. Hours, overtime, and premium pay provisions are tabulated in Part IV; paid and unpaid leave in Part V. Part VI covers seniority and related provisions; Part VII, job security issues. In part VIII, dispute settlement provisions are covered.

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

[1] Contracts expiring June 29-30, 1974, were considered in effect as of July 1, 1974.

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Part I. Identifying Characteristics of Agreements Studied

Worker coverage
Industry
Size group
Expiration
Duration
Region and State
Union
Employer unit
Occupational coverage

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Table 1.1 Agreements by industry and size group

(Covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		1,000-1,999 WORKERS		2,000-2,999 WORKERS		3,000-3,999 WORKERS		4,000-4,999 WORKERS	
	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	756	1,020,900	278	647,850	141	471,050	71	305,250
MANUFACTURING	808	3,781,650	449	598,550	127	295,750	75	250,550	29	125,550
ORDNANCE, ACCESSORIES	18	50,550	10	15,450	2	5,800	3	10,150	-	-
FOOD, KINDRED PRODUCTS	94	266,600	55	71,100	16	35,850	9	29,900	7	29,400
TOBACCO MANUFACTURING	9	27,350	3	4,350	2	5,350	1	3,850	2	8,300
TEXTILE MILL PRODUCTS	15	36,450	10	13,750	2	4,700	-	-	-	-
APPAREL	48	478,600	14	19,600	8	19,300	4	13,100	3	13,000
LUMBER, WOOD PRODUCTS	13	19,250	11	14,150	2	5,100	-	-	-	-
FURNITURE, FIXTURES	19	31,350	15	19,150	2	4,700	1	3,500	1	4,000
PAPER, ALLIED PRODUCTS	51	95,650	38	50,450	7	16,150	4	12,450	-	-
PRINTING AND PUBLISHING	19	42,600	13	18,100	3	7,200	1	3,500	-	-
CHEMICALS	45	91,850	27	34,550	10	24,200	5	17,050	1	4,050
PETROLEUM REFINING	12	23,450	7	8,850	3	7,600	2	7,000	-	-
RUBBER AND PLASTICS	17	95,650	8	9,750	1	2,100	3	10,550	-	-
LEATHER PRODUCTS	13	37,900	7	9,100	1	2,000	2	6,750	-	-
STONE, CLAY, AND GLASS	29	64,850	17	22,100	6	14,200	3	10,100	1	4,550
PRIMARY METALS	90	516,850	49	66,800	8	18,250	10	34,350	2	9,200
FABRICATED METALS	29	53,700	21	28,700	3	7,100	3	9,600	2	8,300
MACHINERY	83	260,950	49	61,100	16	36,300	8	26,050	2	9,100
ELECTRICAL MACHINERY	90	426,350	45	63,250	16	37,800	7	22,250	2	8,950
TRANSPORTATION EQUIPMENT	90	1,111,450	33	46,700	15	33,350	9	30,400	6	26,700
INSTRUMENTS	15	28,800	11	12,700	2	4,100	-	-	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	6	8,850	2	4,600	-	-	-	-
NONMANUFACTURING	742	3,436,350	307	422,350	151	352,100	66	220,500	42	179,700
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	11	15,100	5	11,550	1	3,600	-	-
TRANSPORTATION[1]	71	512,100	22	30,050	12	27,400	7	22,350	5	21,550
COMMUNICATIONS	84	701,250	21	30,650	14	33,700	6	21,200	3	13,150
UTILITIES, ELECTRIC AND GAS	65	158,000	37	51,700	17	40,750	3	9,950	3	13,400
WHOLESALE TRADE	15	27,150	10	13,250	3	6,800	1	3,100	1	4,000
RETAIL TRADE	97	355,450	43	59,800	26	60,500	10	33,700	6	24,650
HOTELS AND RESTAURANTS	42	180,850	16	20,650	6	13,950	3	10,750	4	16,900
SERVICES	66	398,000	19	25,100	12	25,900	10	33,550	7	30,800
CONSTRUCTION	280	988,300	124	171,050	56	131,550	25	82,300	13	55,250
MISCELLANEOUS NONMANUFACTURING	4	5,000	4	5,000	-	-	-	-	-	-

INDUSTRY	5,000-9,999 WORKERS		10,000-24,999 WORKERS		25,000-49,999 WORKERS		50,000-99,999 WORKERS		100,000 WORKERS OR MORE	
ALL INDUSTRIES	170	1,130,900	94	1,343,850	28	908,500	7	454,700	5	935,000
MANUFACTURING	78	520,550	31	446,000	10	342,000	4	267,700	5	935,000
ORDNANCE, ACCESSORIES	3	19,150	-	-	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS	5	35,350	1	10,000	-	-	1	55,000	-	-
TOBACCO MANUFACTURING	1	5,500	-	-	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	3	18,000	-	-	-	-	-	-	-	-
APPAREL	11	72,050	2	23,550	4	133,000	1	60,000	1	125,000
LUMBER, WOOD PRODUCTS	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS	1	6,000	1	10,600	-	-	-	-	-	-
PRINTING AND PUBLISHING	2	13,800	-	-	-	-	-	-	-	-
CHEMICALS	2	12,000	-	-	-	-	-	-	-	-
PETROLEUM REFINING	-	-	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS	1	5,000	4	68,250	-	-	-	-	-	-
LEATHER PRODUCTS	3	20,050	-	-	-	-	-	-	-	-
STONE, CLAY, AND GLASS	2	13,900	-	-	-	-	-	-	-	-
PRIMARY METALS	11	78,300	7	101,250	1	35,000	1	68,700	1	105,000
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-
MACHINERY	5	33,250	1	22,600	2	72,550	-	-	-	-
ELECTRICAL MACHINERY	12	76,500	5	74,600	2	59,000	1	84,000	-	-
TRANSPORTATION EQUIPMENT	13	91,700	10	135,150	1	42,450	-	-	3	705,000
INSTRUMENTS	2	12,000	-	-	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING	1	8,000	-	-	-	-	-	-	-	-
NONMANUFACTURING	92	610,350	63	897,850	18	566,500	3	187,000	-	-
MINING, CRUDE PETROLEUM, AND NATURAL GAS	-	-	-	-	-	-	1	80,000	-	-
TRANSPORTATION[1]	11	76,050	8	103,300	5	178,400	1	53,000	-	-
COMMUNICATIONS	13	97,000	20	292,450	7	213,100	-	-	-	-
UTILITIES, ELECTRIC AND GAS	4	24,200	1	18,000	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	6	41,250	4	52,550	1	29,000	1	54,000	-	-
HOTELS AND RESTAURANTS	9	59,500	4	59,100	-	-	-	-	-	-
SERVICES	5	32,150	10	154,500	3	96,000	-	-	-	-
CONSTRUCTION	44	280,200	16	217,950	2	50,000	-	-	-	-
MISCELLANEOUS NONMANUFACTURING	-	-	-	-	-	-	-	-	-	-

[1] Excludes railroads and airlines.

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Table 1.2 Expiration of agreements by year and month

(Covering 1,000 workers or more, July 1, 1974)

EXPIRATION DATE	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
1974	457	2,298,800
JULY	200	1,156,400
AUGUST	81	438,300
SEPTEMBER	72	228,300
OCTOBER	45	186,150
NOVEMBER	32	172,350
DECEMBER	27	117,300
1975	542	1,663,000
JANUARY	35	76,150
FEBRUARY	29	90,350
MARCH	58	208,700
APRIL	98	309,950
MAY	84	250,150
JUNE	83	288,650
JULY	13	21,150
AUGUST	39	103,850
SEPTEMBER	32	79,300
OCTOBER	33	121,150
NOVEMBER	16	64,600
DECEMBER	22	49,000
1976	425	2,631,000
JANUARY	21	144,900
FEBRUARY	23	58,300
MARCH	66	432,650
APRIL	57	210,100
MAY	78	299,550
JUNE	52	278,600
JULY	36	119,350
1976--CONTINUED		
AUGUST	16	46,000
SEPTEMBER	23	859,400
OCTOBER	24	52,200
NOVEMBER	18	75,300
DECEMBER	11	54,650
1977	117	594,450
JANUARY	16	67,950
FEBRUARY	5	15,400
MARCH	31	97,100
APRIL	24	57,450
MAY	16	170,900
JUNE	9	18,600
JULY	3	19,500
AUGUST	6	123,650
SEPTEMBER	4	10,000
OCTOBER	2	6,500
NOVEMBER	1	7,400
1978	4	6,700
MARCH	3	5,100
MAY	1	1,600
1979	1	6,500
FEBRUARY	1	6,500
1984	1	2,200
MARCH	1	2,200
OPEN ENDED[1]	3	15,350

[1] An open-ended agreement has no definite termination date. It is usually subject to reopening for negotiation of wages and other terms or to termination at any time upon proper notification by one party to the other.

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Table 1.3 Expiration of agreements by industry

(Covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		1974		1975		1976		1977 OR LATER[1]	
	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS
ALL INDUSTRIES.....	1,550	7,218,000	457	2,298,800	542	1,663,000	425	2,631,000	126	625,200
MANUFACTURING.....	308	3,781,650	239	956,100	256	589,650	240	1,792,800	73	443,100
ORDNANCE, ACCESSORIES.....	18	50,550	6	23,550	10	23,650	2	3,350	-	-
FOOD, KINDRED PRODUCTS....	94	266,600	21	45,700	30	69,850	32	130,800	11	20,250
TOBACCO MANUFACTURING.....	9	27,350	-	-	2	2,550	-	-	7	24,800
TEXTILE MILL PRODUCTS.....	15	36,450	4	9,450	7	13,650	4	13,350	-	-
APPAREL.....	48	478,600	4	41,500	22	104,050	21	208,050	1	125,000
LUMBER, WOOD PRODUCTS.....	13	19,250	-	-	11	16,650	2	2,600	-	-
FURNITURE, FIXTURES.....	19	31,350	4	8,100	5	7,300	8	13,100	2	2,850
PAPER, ALLIED PRODUCTS....	51	95,650	15	23,300	17	25,050	17	44,250	2	3,050
PRINTING AND PUBLISHING...	19	42,600	5	6,700	5	9,300	6	21,100	3	5,500
CHEMICALS.....	45	91,850	4	4,850	16	32,300	18	32,450	7	22,250
PETROLEUM REFINING.....	12	23,450	-	-	11	22,400	1	1,050	-	-
RUBBER AND PLASTICS.....	17	95,650	1	1,000	-	-	15	93,550	1	1,100
LEATHER PRODUCTS.....	13	37,900	6	28,200	6	7,700	-	-	1	2,000
STONE, CLAY, AND GLASS....	29	64,850	8	21,400	12	22,600	5	8,900	4	11,950
PRIMARY METALS.....	90	516,850	59	341,150	14	21,900	11	16,300	6	137,500
FABRICATED METALS.....	29	53,700	9	20,650	13	19,850	5	10,600	2	2,600
MACHINERY.....	83	260,950	26	55,950	22	43,450	27	145,650	8	15,900
ELECTRICAL MACHINERY.....	90	426,350	30	105,200	18	42,250	36	261,700	6	17,200
TRANSPORTATION EQUIPMENT..	90	1,111,450	29	208,150	27	91,450	24	769,000	10	42,850
INSTRUMENTS.....	15	28,800	7	9,300	4	8,100	2	3,100	2	8,300
MISCELLANEOUS MANUFACTURING.....	9	21,450	1	1,950	4	5,600	4	13,900	-	-
NONMANUFACTURING.....	742	3,436,350	218	1,342,700	286	1,073,350	185	838,200	53	182,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	18	110,250	13	101,200	3	6,150	1	1,500	1	1,400
TRANSPORTATION[2].....	71	512,100	15	68,500	10	31,350	45	408,750	1	3,500
COMMUNICATIONS.....	84	701,250	65	631,600	12	47,000	4	7,000	3	15,650
UTILITIES, ELECTRIC AND GAS.....	65	158,000	13	28,750	38	100,050	11	22,700	3	6,500
WHOLESALE TRADE.....	15	27,150	1	1,200	7	12,050	6	12,000	1	1,900
RETAIL TRADE.....	97	355,450	28	85,700	30	171,950	27	71,850	12	25,950
HOTELS AND RESTAURANTS....	42	180,850	10	40,800	11	24,800	14	85,250	7	30,000
SERVICES.....	66	398,000	30	185,200	19	145,900	13	40,100	4	26,800
CONSTRUCTION.....	280	988,300	42	198,500	154	531,400	63	188,000	21	70,400
MISCELLANEOUS NONMANUFACTURING.....	4	5,000	1	1,250	2	2,700	1	1,050	-	-

[1] Includes 4 agreements, covering 6,700 workers, which expire in 1984; and 3 agreements, covering 15,350 workers, which are open ended.

[2] Excludes railroads and airlines.

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Table 1.4 Duration of agreements by industry

(Covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		11 MONTHS[1]		12 MONTHS		13-23 MONTHS		24 MONTHS	
	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	2	3,300	64	176,350	21	49,250	310	935,400
MANUFACTURING	808	3,781,650	-	-	13	23,600	8	12,300	130	303,700
ORDNANCE, ACCESSORIES	18	50,550	-	-	-	-	1	1,800	3	5,900
FOOD, KINDRED PRODUCTS	94	266,600	-	-	3	9,400	-	-	21	48,500
TOBACCO MANUFACTURING	9	27,350	-	-	-	-	-	-	1	1,000
TEXTILE MILL PRODUCTS	15	36,450	-	-	-	-	-	-	4	9,100
APPAREL	48	478,600	-	-	-	-	-	-	3	40,150
LUMBER, WOOD PRODUCTS	13	19,250	-	-	-	-	1	1,800	1	2,500
FURNITURE, FIXTURES	19	31,350	-	-	2	2,500	-	-	2	2,800
PAPER, ALLIED PRODUCTS	51	95,650	-	-	-	-	1	1,100	19	30,050
PRINTING AND PUBLISHING	19	42,600	-	-	-	-	-	-	9	18,900
CHEMICALS	45	91,850	-	-	2	3,800	1	2,400	14	25,800
PETROLEUM REFINING	12	23,450	-	-	-	-	2	2,450	8	17,950
RUBBER AND PLASTICS	17	95,650	-	-	-	-	-	-	1	1,000
LEATHER PRODUCTS	13	37,900	-	-	-	-	-	-	8	23,950
STONE, CLAY, AND GLASS	29	64,850	-	-	1	1,100	-	-	6	8,300
PRIMARY METALS	90	516,850	-	-	1	1,500	1	1,650	4	4,200
FABRICATED METALS	29	53,700	-	-	-	-	-	-	3	7,050
MACHINERY	83	260,950	-	-	-	-	-	-	10	16,700
ELECTRICAL MACHINERY	90	426,350	-	-	2	2,300	-	-	7	19,100
TRANSPORTATION EQUIPMENT	90	1,111,450	-	-	1	1,900	-	-	1	8,700
INSTRUMENTS	15	28,800	-	-	1	1,100	1	1,100	3	8,500
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	-	-	-	-	2	3,550
NONMANUFACTURING	742	3,436,350	2	3,300	51	152,750	13	36,950	180	631,700
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	-	-	-	-	-	-	1	1,500
TRANSPORTATION[2]	71	512,100	-	-	-	-	-	-	3	4,100
COMMUNICATIONS	84	701,250	-	-	-	-	2	2,650	10	21,500
UTILITIES, ELECTRIC AND GAS	65	158,000	-	-	6	7,900	-	-	35	98,900
WHOLESALE TRADE	15	27,150	-	-	-	-	-	-	4	7,200
RETAIL TRADE	97	355,450	-	-	12	43,850	3	18,850	23	89,250
HOTELS AND RESTAURANTS	42	180,850	-	-	-	-	-	-	1	2,800
SERVICES	66	398,000	-	-	3	14,850	-	-	15	113,850
CONSTRUCTION	280	988,300	1	1,700	30	86,150	7	14,200	87	291,500
MISCELLANEOUS NONMANUFACTURING	4	5,000	1	1,600	-	-	1	1,250	1	1,100

	25-35 MONTHS		36 MONTHS		37-47 MONTHS		48 MONTHS		OVER 48 MONTHS[3]	
ALL INDUSTRIES	165	1,499,050	884	4,027,150	59	334,450	16	64,550	29	128,500
MANUFACTURING	87	978,250	521	2,192,350	38	235,600	6	22,650	5	13,200
ORDNANCE, ACCESSORIES	1	7,000	12	34,000	1	1,850	-	-	-	-
FOOD, KINDRED PRODUCTS	3	8,200	62	189,300	3	6,800	1	1,100	1	3,300
TOBACCO MANUFACTURING	-	-	8	26,350	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	2	3,800	9	23,550	-	-	-	-	-	-
APPAREL	2	30,200	42	405,650	1	2,600	-	-	-	-
LUMBER, WOOD PRODUCTS	1	1,200	10	13,750	-	-	-	-	-	-
FURNITURE, FIXTURES	1	1,050	14	25,000	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS	2	2,600	27	54,300	1	6,000	1	1,600	-	-
PRINTING AND PUBLISHING	1	1,800	7	18,200	1	1,500	-	-	1	2,200
CHEMICALS	4	10,600	22	44,100	1	1,100	-	-	1	4,050
PETROLEUM REFINING	2	3,050	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS	6	47,100	10	47,550	-	-	-	-	-	-
LEATHER PRODUCTS	1	2,000	2	2,450	-	-	2	9,500	-	-
STONE, CLAY, AND GLASS	2	2,700	20	52,750	-	-	-	-	-	-
PRIMARY METALS	12	36,300	66	450,100	6	23,100	-	-	-	-
FABRICATED METALS	3	7,650	20	33,950	2	2,000	1	3,050	-	-
MACHINERY	12	22,950	56	206,000	5	15,300	-	-	-	-
ELECTRICAL MACHINERY	8	46,150	58	192,150	14	159,250	1	7,400	-	-
TRANSPORTATION EQUIPMENT	22	741,200	61	339,900	3	16,100	-	-	2	3,650
INSTRUMENTS	1	1,300	9	16,800	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING	1	1,400	6	16,500	-	-	-	-	-	-
NONMANUFACTURING	78	520,800	363	1,834,800	21	98,850	10	41,900	24	115,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS	2	3,500	13	102,350	2	2,900	-	-	-	-
TRANSPORTATION[2]	34	333,550	31	156,450	2	16,100	1	1,900	-	-
COMMUNICATIONS	6	44,800	61	610,700	4	20,300	1	1,300	-	-
UTILITIES, ELECTRIC AND GAS	4	4,500	20	46,700	-	-	-	-	-	-
WHOLESALE TRADE	2	3,450	8	15,000	-	-	1	1,500	-	-
RETAIL TRADE	7	24,200	49	172,100	1	2,000	1	1,700	1	3,500
HOTELS AND RESTAURANTS	2	15,000	24	90,400	3	27,500	4	17,700	8	27,450
SERVICES	4	10,100	35	225,650	4	8,100	2	17,800	3	7,650
CONSTRUCTION	17	81,700	122	415,450	5	21,950	-	-	11	75,650
MISCELLANEOUS NONMANUFACTURING	-	-	-	-	-	-	-	-	1	1,050

[1] Includes 1 agreement for 10 months.
[2] Excludes railroads and airlines.
[3] Includes 1 agreement in effect for 50 months; 16 for 60 months; 2 for 61 months; 2 for 63 months; 1 for 65 months; 1 for 67 months; 2 for 72 months; 1 for 120 months; and 3 open-ended agreements.

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Table 1.5 Agreements by region and State

(Covering 1,000 workers or more, July 1, 1974)

REGION AND STATE	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
INTERSTATE[1]	255	3,147,500
NEW ENGLAND	80	247,100
MORE THAN 1 STATE[1]	14	74,600
CONNECTICUT	31	99,050
MAINE	5	7,500
MASSACHUSETTS	26	61,150
NEW HAMPSHIRE	2	2,600
RHODE ISLAND	2	2,200
VERMONT	-	-
MIDDLE ATLANTIC	323	1,080,100
MORE THAN 1 STATE[1]	30	135,700
NEW JERSEY	48	106,800
NEW YORK	159	564,300
PENNSYLVANIA	86	273,300
EAST NORTH CENTRAL	338	968,850
MORE THAN 1 STATE[1]	14	89,650
ILLINOIS	118	365,450
INDIANA	29	74,500
MICHIGAN	40	109,500
OHIO	90	214,950
WISCONSIN	47	114,800
WEST NORTH CENTRAL	85	239,500
MORE THAN 1 STATE[1]	5	26,400
IOWA	9	20,250
KANSAS	4	13,550
MINNESOTA	32	90,900
MISSOURI	31	78,800
NEBRASKA	3	8,100
NORTH DAKOTA	-	-
SOUTH DAKOTA	1	1,500
SOUTH ATLANTIC	120	400,950
MORE THAN 1 STATE[1]	24	164,200
DELAWARE	4	6,100
SOUTH ATLANTIC--CONTINUED		
DISTRICT OF COLUMBIA	4	12,800
FLORIDA	21	63,500
GEORGIA	12	26,800
MARYLAND	14	30,750
NORTH CAROLINA	12	25,500
SOUTH CAROLINA	3	4,000
VIRGINIA	18	55,350
WEST VIRGINIA	8	11,950
EAST SOUTH CENTRAL	42	86,450
MORE THAN 1 STATE[1]	-	-
ALABAMA	10	18,200
KENTUCKY	11	23,350
MISSISSIPPI	4	9,900
TENNESSEE	17	35,000
WEST SOUTH CENTRAL	74	176,300
MORE THAN 1 STATE[1]	6	25,000
ARKANSAS	10	17,350
LOUISIANA	14	26,350
OKLAHOMA	3	7,950
TEXAS	41	99,650
MOUNTAIN	50	133,850
MORE THAN 1 STATE[1]	1	1,600
ARIZONA	14	42,650
COLORADO	16	45,350
IDAHO	2	4,000
MONTANA	3	3,600
NEVADA	4	20,300
NEW MEXICO	5	8,100
UTAH	5	8,250
WYOMING	-	-
PACIFIC	183	737,400
MORE THAN 1 STATE[1]	15	64,550
ALASKA	5	13,300
CALIFORNIA	129	577,300
HAWAII	4	23,250
OREGON	8	15,850
WASHINGTON	22	43,150

[1] Worker distribution by State not available.

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Table 1.6 Agreements by Federal administrative region and State

(Covering 1,000 workers or more, July 1, 1974)

REGION AND STATE	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
INTERSTATE[1]	248	3,048,700
REGION I	81	248,800
MORE THAN 1 STATE[1]	15	76,300
CONNECTICUT	31	99,050
MAINE	5	7,500
MASSACHUSETTS	26	61,150
NEW HAMPSHIRE	2	2,600
RHODE ISLAND	2	2,200
VERMONT	-	-
REGION II	227	771,800
MORE THAN 1 STATE[1]	20	100,700
NEW JERSEY	48	106,800
NEW YORK	159	564,300
PUERTO RICO	-	-
VIRGIN ISLANDS	-	-
REGION III	152	490,300
MORE THAN 1 STATE[1]	18	100,050
DELAWARE	4	6,100
DISTRICT OF COLUMBIA	4	12,800
MARYLAND	14	30,750
PENNSYLVANIA	86	273,300
VIRGINIA	18	55,350
WEST VIRGINIA	8	11,950
REGION IV	102	295,950
MORE THAN 1 STATE[1]	12	89,700
ALABAMA	10	18,200
FLORIDA	21	63,500
GEORGIA	12	26,800
KENTUCKY	11	23,350
MISSISSIPPI	4	9,900
NORTH CAROLINA	12	25,500
SOUTH CAROLINA	3	4,000
TENNESSEE	17	35,000
REGION V	372	1,062,950
MORE THAN 1 STATE[1]	16	92,850
ILLINOIS	118	365,450
REGION V--CONTINUED		
INDIANA	29	74,500
MICHIGAN	40	109,500
MINNESOTA	32	90,900
OHIO	90	214,950
WISCONSIN	47	114,800
REGION VI	79	184,400
MORE THAN 1 STATE[1]	6	25,000
ARKANSAS	10	17,350
LOUISIANA	14	26,350
NEW MEXICO	5	8,100
OKLAHOMA	3	7,950
TEXAS	41	99,650
REGION VII	51	126,350
MORE THAN 1 STATE[1]	4	5,650
IOWA	9	20,250
KANSAS	4	13,550
MISSOURI	31	78,800
NEBRASKA	3	8,100
REGION VIII	25	58,700
MORE THAN 1 STATE[1]	-	-
COLORADO	16	45,350
MONTANA	3	3,600
NORTH DAKOTA	-	-
SOUTH DAKOTA	1	1,500
UTAH	5	8,250
WYOMING	-	-
REGION IX	156	730,550
MORE THAN 1 STATE[1]	5	67,050
ARIZONA	14	42,650
CALIFORNIA	129	577,300
GUAM	-	-
HAWAII	4	23,250
NEVADA	4	20,300
REGION X	57	199,500
MORE THAN 1 STATE[1]	20	123,200
ALASKA	5	13,300
IDAHO	2	4,000
OREGON	8	15,850
WASHINGTON	22	43,150

[1] Worker distribution by State not available.

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Table 1.7 Agreements by union

(Covering 1,000 workers or more, July 1, 1974)

UNION	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
AFL-CIO	1,224	5,032,500
TWO OR MORE AFL-CIO UNIONS	28	82,000
DIRECTLY AFFILIATED LOCAL UNIONS	8	15,950
ACTORS	5	115,000
AIR TRAFFIC CONTROLLERS (NEBA)	2	9,300
BAKERY WORKERS	9	26,250
BOILERMAKERS	14	33,500
BRICKLAYERS	10	19,800
BROADCAST EMPLOYEES AND TECHNICIANS	1	1,300
CARPENTERS	80	301,600
CEMENT WORKERS	5	6,550
CHEMICAL WORKERS	7	12,750
CIGAR MAKERS'[1]	1	1,000
CLOTHING WORKERS	15	181,250
COMMUNICATION WORKERS	55	530,100
DISTILLERY WORKERS	7	12,100
ELECTRICAL WORKERS (IBEW)	116	358,550
ELECTRICAL WORKERS (IUE)	17	178,700
ELEVATOR CONSTRUCTORS	3	20,800
ENGINEERS; OPERATING	31	136,650
ENGINEERS; PROFESSIONAL AND TECHNICAL[2]	1	1,100
FURNITURE WORKERS	5	6,750
GARMENT WORKERS; LADIES'	32	304,650
GARMENT WORKERS; UNITED	1	2,000
GLASS BOTTLE BLOWERS	3	9,950
GLASS AND CERAMIC WORKERS	4	15,900
GLASS WORKERS; FLINT	8	16,600
GRAIN MILLERS	4	11,300
GRAPHIC ARTS	10	20,600
HATTERS	2	5,150
HOTEL AND RESTAURANT EMPLOYEES	39	149,900
INDUSTRIAL WORKERS; ALLIED	10	19,850
INSURANCE WORKERS	4	37,100
IRON WORKERS	22	46,600
JEWELRY WORKERS	1	2,600
LABORERS	60	223,000
LATHERS	2	5,850
LAUNDRY AND DRYCLEANING UNION	3	7,500
LEATHER WORKERS	1	1,400
LONGSHOREMEN'S ASSOCIATION	10	46,450
MACHINISTS	76	247,300
MARINE AND SHIPBUILDING WORKERS	7	16,400
MARITIME	4	10,000
MASTERS, MATES, AND PILOTS (ILA)	1	1,600
MEAT CUTTERS	47	129,400
MECHANICS EDUCATIONAL SOCIETY	3	3,800
MOLDERS	4	8,800
MUSICIANS	5	48,600
NEWSPAPER GUILD; AMERICAN	1	2,500
OFFICE AND PROFESSIONAL EMPLOYEES	3	4,000
OIL, CHEMICAL AND ATOMIC WORKERS	25	44,300
PAINTERS	11	45,300
AFL-CIO—CONTINUED		
PAPERWORKERS	33	53,600
PATTERN MAKERS	1	1,350
PLASTERERS	3	12,900
PLUMBERS AND PIPEFITTERS	32	82,000
POTTERS	3	6,900
PRINTING AND GRAPHIC	3	8,900
RETAIL CLERKS	41	211,900
RETAIL, WHOLESALE	12	60,500
ROOFERS	1	1,000
RUBBER WORKERS	18	99,050
SEAFARERS	9	24,150
SERVICE EMPLOYEES	31	112,550
SHEET METAL WORKERS	9	22,850
SHOE WORKERS; BOOT AND	3	12,550
SHOE WORKERS; UNITED	6	19,850
STAGE EMPLOYEES	3	18,350
STEELWORKERS	127	561,450
TELEGRAPH WORKERS	1	1,300
TEXTILE WORKERS UNION	19	41,200
TEXTILE WORKERS; UNITED	7	21,900
TOBACCO WORKERS	8	26,350
TOYS, PLAYTHINGS	2	9,300
TRANSIT	2	16,000
TRANSPORT WORKERS	1	2,200
TYPOGRAPHICAL UNION	4	6,400
UPHOLSTERERS	6	9,900
UTILITY WORKERS	8	37,400
WOODWORKERS	8	11,300
UNAFFILIATED	309	2,119,450
TWO OR MORE INDEPENDENT UNIONS	1	1,250
SINGLE-FIRM INDEPENDENT UNIONS	64	211,750
ALLIED WORKERS	1	1,050
AUTO WORKERS	71	1,019,400
DISTRIBUTIVE WORKERS	1	2,000
ELECTRICAL WORKERS (UE)	6	35,100
INSURANCE AGENTS	1	2,000
LAUNDRY, DRYCLEANING AND DYEHOUSE WORKERS	6	15,100
LONGSHOREMEN AND WAREHOUSEMEN	3	12,350
MINE WORKERS	2	83,600
NURSES' ASSOCIATION; AMERICAN	1	2,200
OFFICE, SALES AND TECHNICAL EMPLOYEES	1	1,300
PULP AND PAPER; WESTERN	2	4,600
TEAMSTERS	133	634,950
TELEPHONE UNIONS; INDEPENDENT	12	75,350
TRUCK DRIVERS; CHICAGO	1	10,000
UTILITY WORKERS OF NEW ENGLAND	1	1,150
WATCHMEN'S ASSOCIATION	1	3,500
WRITERS GUILD (EAST AND WEST)	1	2,800
TWO OR MORE UNIONS—DIFFERENT AFFILIATIONS	17	66,050

[1] Merged into the Retail, Wholesale and Department Store Union effective June 1, 1974.

[2] Formerly known as the American Federation of Technical Engineers. Its new full title is the International Federation of Professional and Technical Engineers.

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Table 1.8 Employer unit by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		SINGLE EMPLOYER						MULTIEMPLOYER	
			TOTAL		SINGLE PLANT		MULTIPLANT			
	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	917	4,157,950	471	1,093,800	446	3,064,150	633	3,060,050
MANUFACTURING	808	3,781,650	666	3,030,600	408	964,750	258	2,065,850	142	751,050
ORDNANCE, ACCESSORIES	18	50,550	18	50,550	13	27,150	5	23,400	-	-
FOOD, KINDRED PRODUCTS	94	266,600	55	121,500	32	56,950	23	64,550	39	145,100
TOBACCO MANUFACTURING	9	27,350	9	27,350	5	12,000	4	15,350	-	-
TEXTILE MILL PRODUCTS	15	36,450	12	28,600	8	19,150	4	9,450	3	7,850
APPAREL	48	478,600	10	29,000	1	1,300	9	27,700	38	449,600
LUMBER, WOOD PRODUCTS	13	19,250	10	13,750	7	8,600	3	5,150	3	5,500
FURNITURE, FIXTURES	19	31,350	9	14,350	4	6,200	5	8,150	10	17,000
PAPER, ALLIED PRODUCTS	51	95,650	44	78,850	29	40,800	15	38,050	7	16,800
PRINTING AND PUBLISHING	19	42,600	5	8,000	4	6,800	1	1,200	14	34,600
CHEMICALS	45	91,850	45	91,850	37	68,300	8	23,550	-	-
PETROLEUM REFINING	12	23,450	12	23,450	6	10,700	6	12,750	-	-
RUBBER AND PLASTICS	17	95,650	17	95,650	9	14,650	8	81,000	-	-
LEATHER PRODUCTS	13	37,900	8	28,700	5	12,900	3	15,800	5	9,200
STONE, CLAY, AND GLASS	29	64,850	25	56,150	8	11,550	17	44,600	4	8,700
PRIMARY METALS	90	516,850	89	515,800	50	92,850	39	422,950	1	1,050
FABRICATED METALS	29	53,700	24	43,850	13	25,800	11	18,050	5	9,850
MACHINERY	83	260,950	80	256,400	53	104,250	27	152,150	3	4,550
ELECTRICAL MACHINERY	90	426,350	88	421,300	67	278,650	21	142,650	2	5,050
TRANSPORTATION EQUIPMENT	90	1,111,450	85	1,087,150	47	150,100	38	937,050	5	24,300
INSTRUMENTS	15	28,800	15	28,800	7	11,400	8	17,400	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	6	9,550	3	4,650	3	4,900	3	11,900
NONMANUFACTURING	742	3,436,350	251	1,127,350	63	129,050	188	998,300	491	2,309,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	14	23,400	8	12,500	6	10,900	4	86,850
TRANSPORTATION[1]	71	512,100	13	37,850	4	5,750	9	32,100	58	474,250
COMMUNICATIONS	84	701,250	83	676,250	4	7,350	79	668,900	1	25,000
UTILITIES, ELECTRIC AND GAS	65	158,000	62	153,350	17	49,300	45	104,050	3	4,650
WHOLESALE TRADE	15	27,150	2	3,650	1	1,200	1	2,450	13	23,500
RETAIL TRADE	97	355,450	51	145,600	11	18,200	40	127,400	46	209,850
HOTELS AND RESTAURANTS	42	180,850	4	6,350	4	6,350	-	-	38	174,500
SERVICES	66	398,000	14	64,200	8	18,500	6	45,700	52	333,800
CONSTRUCTION	280	988,300	5	12,750	3	5,950	2	6,800	275	975,550
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,950	3	3,950	-	-	1	1,050

[1] Excludes railroads and airlines.

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Table 1.9 Occupational coverage by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		PRODUCTION WORKERS		PROFESSIONAL[1]		CLERICAL		SALES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,223	5,558,700	26	224,100	36	221,850	62	266,350
MANUFACTURING	808	3,781,650	686	3,221,300	6	24,700	-	-	9	15,350
ORDNANCE, ACCESSORIES	18	50,550	13	28,900	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS	94	266,600	70	220,850	-	-	-	-	9	15,350
TOBACCO MANUFACTURING	9	27,350	8	24,950	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	15	36,450	15	36,450	-	-	-	-	-	-
APPAREL	48	478,600	46	470,050	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS	13	19,250	13	19,250	-	-	-	-	-	-
FURNITURE, FIXTURES	19	31,350	19	31,350	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS	51	95,650	50	94,650	-	-	-	-	-	-
PRINTING AND PUBLISHING	19	42,600	15	35,800	-	-	-	-	-	-
CHEMICALS	45	91,850	35	70,300	1	2,200	-	-	-	-
PETROLEUM REFINING	12	23,450	7	12,650	-	-	-	-	-	-
RUBBER AND PLASTICS	17	95,650	14	89,350	-	-	-	-	-	-
LEATHER PRODUCTS	13	37,900	12	36,850	-	-	-	-	-	-
STONE, CLAY, AND GLASS	29	64,850	26	60,850	-	-	-	-	-	-
PRIMARY METALS	90	516,850	74	356,550	-	-	-	-	-	-
FABRICATED METALS	29	53,700	24	45,400	-	-	-	-	-	-
MACHINERY	83	260,950	76	241,350	-	-	-	-	-	-
ELECTRICAL MACHINERY	90	426,350	81	391,400	1	1,500	-	-	-	-
TRANSPORTATION EQUIPMENT	90	1,111,450	67	913,900	4	21,000	-	-	-	-
INSTRUMENTS	15	28,800	12	19,000	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	9	21,450	-	-	-	-	-	-
NONMANUFACTURING	742	3,436,350	537	2,337,400	20	199,400	36	221,850	53	251,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	17	107,850	-	-	-	-	-	-
TRANSPORTATION[2]	71	512,100	58	459,350	3	10,900	2	15,800	2	3,200
COMMUNICATIONS	84	701,250	28	327,450	2	26,250	31	201,150	1	2,800
UTILITIES, ELECTRIC AND GAS	65	158,000	42	86,850	-	-	1	1,400	-	-
WHOLESALE TRADE	15	27,150	8	15,300	-	-	-	-	5	8,650
RETAIL TRADE	97	355,450	34	87,050	-	-	1	2,500	41	207,750
HOTELS AND RESTAURANTS	42	180,850	39	153,550	-	-	-	-	-	-
SERVICES	66	398,000	30	110,100	14	161,150	1	1,000	4	28,600
CONSTRUCTION	280	988,300	280	988,300	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	1	1,600	1	1,100	-	-	-	-

INDUSTRY	PRODUCTION AND CLERICAL		PRODUCTION AND PROFESSIONAL[1]		PRODUCTION AND SALES		PRODUCTION, PROFESSIONAL,[1] AND CLERICAL		OTHER[3]	
ALL INDUSTRIES	58	357,700	45	143,350	19	69,450	47	218,650	34	157,850
MANUFACTURING	26	226,500	32	79,750	8	20,550	31	157,950	10	35,550
ORDNANCE, ACCESSORIES	-	-	2	7,350	-	-	3	14,300	-	-
FOOD, KINDRED PRODUCTS	3	6,900	2	2,700	7	14,550	2	5,000	1	1,250
TOBACCO MANUFACTURING	-	-	1	2,400	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	-	-	-	-	-	-	-	-	-	-
APPAREL	1	2,550	-	-	1	6,000	-	-	-	-
LUMBER, WOOD PRODUCTS	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS	-	-	1	1,000	-	-	-	-	-	-
PRINTING AND PUBLISHING	-	-	2	3,100	-	-	-	-	2	3,700
CHEMICALS	-	-	7	16,000	-	-	2	3,350	-	-
PETROLEUM REFINING	-	-	4	7,850	-	-	1	2,950	-	-
RUBBER AND PLASTICS	1	1,500	2	4,800	-	-	-	-	-	-
LEATHER PRODUCTS	-	-	-	-	-	-	1	1,050	-	-
STONE, CLAY, AND GLASS	1	2,000	2	2,000	-	-	-	-	-	-
PRIMARY METALS	7	135,100	2	2,500	-	-	5	14,150	2	8,550
FABRICATED METALS	3	6,100	-	-	-	-	2	2,200	-	-
MACHINERY	1	1,600	-	-	-	-	4	13,300	2	4,700
ELECTRICAL MACHINERY	4	10,000	2	2,450	-	-	1	7,400	1	13,600
TRANSPORTATION EQUIPMENT	5	60,750	4	26,100	-	-	8	85,950	2	3,750
INSTRUMENTS	-	-	1	1,500	-	-	2	8,300	-	-
MISCELLANEOUS MANUFACTURING	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	32	131,200	13	63,600	11	48,900	16	60,700	24	122,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS	-	-	-	-	-	-	1	2,400	-	-
TRANSPORTATION[2]	5	20,850	1	2,000	-	-	-	-	-	-
COMMUNICATIONS	13	62,700	1	1,300	-	-	1	1,300	7	78,300
UTILITIES, ELECTRIC AND GAS	6	11,500	2	4,200	-	-	11	48,200	3	5,850
WHOLESALE TRADE	2	3,200	-	-	-	-	-	-	-	-
RETAIL TRADE	1	2,600	-	-	9	32,800	-	-	11	22,750
HOTELS AND RESTAURANTS	3	27,300	-	-	-	-	-	-	-	-
SERVICES	1	2,000	8	54,850	2	16,100	3	8,800	3	15,400
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING	1	1,050	1	1,250	-	-	-	-	-	-

[1] Includes technical employees.
[2] Excludes railroads and airlines.
[3] Includes 1 agreement covering 3,500 plant guards; 8 agreements covering 64,150 clerical and sales workers; 8 agreements covering 32,300 professional and clerical workers; 11 agreements covering 38,950 production, clerical, and sales workers; 2 agreements covering 9,450 professional, clerical, and sales workers; 2 agreements covering 5,800 production, professional, and sales workers; and 2 agreements covering 3,700 production, professional, clerical, and sales workers.

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

Union security
Checkoff
Management rights
"Favored nations" clauses
Antidiscrimination clauses
Older workers
Industrial relations committees
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Moonlighting
Environmental provisions
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Selected safety provisions
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Table 2.1 Union security provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		REFERRING TO UNION SECURITY									
			TOTAL		UNION SHOP[1]		MODIFIED UNION SHOP[2]		AGENCY SHOP[3]		MAINTENANCE OF MEMBERSHIP[4]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,270	6,329,300	943	4,346,400	112	380,200	107	742,950	59	209,650
MANUFACTURING	808	3,781,650	636	3,224,350	465	2,209,050	68	267,650	38	130,050	34	118,700
ORDNANCE, ACCESSORIES	18	50,550	11	33,150	8	21,350	1	2,950	-	-	2	8,850
FOOD, KINDRED PRODUCTS	94	266,600	83	244,000	70	211,450	1	1,400	5	14,200	1	1,150
TOBACCO MANUFACTURING	9	27,350	2	6,800	1	3,850	1	2,950	-	-	-	-
TEXTILE MILL PRODUCTS	15	36,450	7	14,200	7	14,200	-	-	-	-	-	-
APPAREL	48	478,600	43	468,200	41	457,500	-	-	-	-	1	3,500
LUMBER, WOOD PRODUCTS	13	19,250	10	15,300	5	7,100	2	4,400	3	3,800	-	-
FURNITURE, FIXTURES	19	31,350	13	22,900	12	21,900	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS	51	95,650	37	68,200	31	59,300	5	7,400	-	-	1	1,500
PRINTING AND PUBLISHING	19	42,600	19	42,600	16	37,700	2	2,400	-	-	-	-
CHEMICALS	45	91,850	27	51,250	17	34,500	4	9,050	1	1,050	5	6,650
PETROLEUM REFINING	12	23,450	4	5,250	-	-	-	-	-	-	4	5,250
RUBBER AND PLASTICS	17	95,650	15	90,650	11	47,700	1	1,100	-	-	-	-
LEATHER PRODUCTS	13	37,900	12	35,900	11	34,850	1	1,050	-	-	-	-
STONE, CLAY, AND GLASS	29	64,850	27	62,350	22	53,750	1	1,000	1	1,100	-	-
PRIMARY METALS	90	516,850	75	483,250	37	94,200	25	131,200	5	24,450	2	2,200
FABRICATED METALS	29	53,700	25	44,750	21	33,450	2	7,400	-	-	-	-
MACHINERY	83	260,950	77	250,450	60	219,350	12	23,200	2	3,100	1	2,800
ELECTRICAL MACHINERY	90	426,350	66	254,050	36	117,200	4	41,250	15	69,350	9	23,300
TRANSPORTATION EQUIPMENT	90	1,111,450	63	990,800	42	703,200	5	29,400	5	11,800	7	62,400
INSTRUMENTS	15	28,800	12	20,800	9	17,000	1	1,500	1	1,200	1	1,100
MISCELLANEOUS MANUFACTURING	9	21,450	8	19,500	8	19,500	-	-	-	-	-	-
NONMANUFACTURING	742	3,436,350	634	3,104,950	478	2,137,350	44	112,550	69	612,900	25	90,950
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	13	103,000	7	91,800	4	7,600	-	-	-	-
TRANSPORTATION[5]	71	512,100	57	441,200	44	318,650	1	1,100	4	9,800	2	9,600
COMMUNICATIONS	84	701,250	78	683,850	3	27,550	4	21,900	57	590,500	13	42,600
UTILITIES, ELECTRIC AND GAS	65	158,000	51	131,550	26	72,600	15	34,350	3	4,600	5	12,150
WHOLESALE TRADE	15	27,150	14	24,700	14	24,700	-	-	-	-	-	-
RETAIL TRADE	97	355,450	89	340,450	85	327,500	3	10,450	-	-	-	-
HOTELS AND RESTAURANTS	42	180,850	37	150,550	36	149,200	-	-	1	1,350	-	-
SERVICES	66	398,000	61	383,300	57	357,400	1	2,500	-	-	2	19,000
CONSTRUCTION	280	988,300	231	842,950	205	766,850	15	33,600	4	6,650	3	7,600
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,400	1	1,100	1	1,050	-	-	-	-

See footnotes at end of table.

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Table 2.1 Union security provisions by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	REFERRING TO UNION SECURITY--CONTINUED								SOLE BARGAINING[6]	
	UNION SHOP AND AGENCY SHOP		MODIFIED UNION SHOP AND AGENCY SHOP		MAINTENANCE OF MEMBERSHIP AND AGENCY SHOP		SUBJECT TO LOCAL NEGOTIATION			
	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS
ALL INDUSTRIES	14	323,650	24	297,800	10	27,650	1	1,000	280	888,700
MANUFACTURING	6	203,600	18	278,100	6	16,200	1	1,000	172	557,300
ORDNANCE, ACCESSORIES	-	-	-	-	-	-	-	-	7	17,400
FOOD, KINDRED PRODUCTS	1	1,400	1	1,600	4	12,800	-	-	11	22,600
TOBACCO MANUFACTURING	-	-	-	-	-	-	-	-	7	20,550
TEXTILE MILL PRODUCTS	-	-	-	-	-	-	-	-	8	22,250
APPAREL	1	7,200	-	-	-	-	-	-	5	10,400
LUMBER, WOOD PRODUCTS	-	-	-	-	-	-	-	-	3	3,950
FURNITURE, FIXTURES	-	-	1	1,000	-	-	-	-	6	8,450
PAPER, ALLIED PRODUCTS	-	-	-	-	-	-	-	-	14	27,450
PRINTING AND PUBLISHING	-	-	1	2,500	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	18	40,600
PETROLEUM REFINING	-	-	-	-	-	-	-	-	8	18,200
RUBBER AND PLASTICS	1	16,000	2	25,850	-	-	-	-	2	5,000
LEATHER PRODUCTS	-	-	-	-	-	-	-	-	1	2,000
STONE, CLAY, AND GLASS	1	3,000	1	2,500	-	-	1	1,000	2	2,500
PRIMARY METALS	-	-	5	228,800	1	2,400	-	-	15	33,600
FABRICATED METALS	-	-	2	3,900	-	-	-	-	4	8,950
MACHINERY	-	-	1	1,000	1	1,000	-	-	6	10,500
ELECTRICAL MACHINERY	-	-	2	2,950	-	-	-	-	24	172,300
TRANSPORTATION EQUIPMENT	2	176,000	2	8,000	-	-	-	-	27	120,650
INSTRUMENTS	-	-	-	-	-	-	-	-	3	8,000
MISCELLANEOUS MANUFACTURING	-	-	-	-	-	-	-	-	1	1,950
NONMANUFACTURING	8	120,050	6	19,700	4	11,450	-	-	108	331,400
MINING, CRUDE PETROLEUM, AND NATURAL GAS	-	-	2	3,600	-	-	-	-	5	7,250
TRANSPORTATION[5]	6	102,050	-	-	-	-	-	-	14	70,900
COMMUNICATIONS	-	-	-	-	1	1,300	-	-	6	17,400
UTILITIES, ELECTRIC AND GAS	-	-	2	7,850	-	-	-	-	14	26,450
WHOLESALE TRADE	-	-	-	-	-	-	-	-	1	2,450
RETAIL TRADE	-	-	-	-	1	2,500	-	-	8	15,000
HOTELS AND RESTAURANTS	-	-	-	-	-	-	-	-	5	30,300
SERVICES	-	-	-	-	1	4,400	-	-	5	14,700
CONSTRUCTION	2	18,000	1	7,000	1	3,250	-	-	49	145,350
MISCELLANEOUS NONMANUFACTURING	-	-	1	1,250	-	-	-	-	1	1,600

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

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

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

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

[5] Excludes railroads and airlines.

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

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Table 2.2 Checkoff provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		REFERRING TO CHECKOFF					
			TOTAL		DUES CHECKOFF ONLY		DUES AND ASSESSMENTS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,261	6,018,750	384	1,481,300	20	92,850
MANUFACTURING	808	3,781,650	755	3,588,250	148	462,450	10	29,300
ORDNANCE, ACCESSORIES	18	50,550	18	50,550	3	4,100	-	-
FOOD, KINDRED PRODUCTS	94	266,600	84	248,200	7	18,350	2	7,500
TOBACCO MANUFACTURING	9	27,350	9	27,350	3	11,500	-	-
TEXTILE MILL PRODUCTS	15	36,450	13	26,250	5	9,950	-	-
APPAREL	48	478,600	38	395,050	1	2,450	-	-
LUMBER, WOOD PRODUCTS	13	19,250	10	13,750	-	-	-	-
FURNITURE, FIXTURES	19	31,350	18	29,550	-	-	-	-
PAPER, ALLIED PRODUCTS	51	95,650	49	91,400	23	49,200	1	1,300
PRINTING AND PUBLISHING	19	42,600	12	32,900	2	3,700	4	16,000
CHEMICALS	45	91,850	45	91,850	17	40,450	-	-
PETROLEUM REFINING	12	23,450	12	23,450	9	18,250	-	-
RUBBER AND PLASTICS	17	95,650	17	95,650	12	82,700	-	-
LEATHER PRODUCTS	13	37,900	13	37,900	4	5,950	-	-
STONE, CLAY, AND GLASS	29	64,850	27	59,850	1	1,600	-	-
PRIMARY METALS	90	516,850	87	509,650	4	18,400	-	-
FABRICATED METALS	29	53,700	27	50,700	2	2,800	-	-
MACHINERY	83	260,950	81	257,750	6	7,650	1	1,000
ELECTRICAL MACHINERY	90	426,350	89	425,350	34	116,100	-	-
TRANSPORTATION EQUIPMENT	90	1,111,450	83	1,072,850	12	65,050	2	3,500
INSTRUMENTS	15	28,800	14	26,800	2	2,300	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	9	21,450	1	1,950	-	-
NONMANUFACTURING	742	3,436,350	506	2,430,500	236	1,018,850	10	63,550
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	16	107,000	2	2,600	-	-
TRANSPORTATION[1]	71	512,100	61	492,100	11	52,950	-	-
COMMUNICATIONS	84	701,250	83	676,250	61	482,350	2	46,500
UTILITIES, ELECTRIC AND GAS	65	158,000	57	142,300	40	102,950	1	2,000
WHOLESALE TRADE	15	27,150	10	17,050	-	-	-	-
RETAIL TRADE	97	355,450	75	258,000	10	47,150	1	1,000
HOTELS AND RESTAURANTS	42	180,850	24	117,500	5	22,650	-	-
SERVICES	66	398,000	44	204,100	7	14,450	2	4,000
CONSTRUCTION	280	988,300	133	412,250	97	289,800	4	10,050
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,950	3	3,950	-	-

INDUSTRY	REFERRING TO CHECKOFF--CONTINUED						NO REFERENCE TO CHECKOFF	
	DUES AND INITIATION FEES		DUES, ASSESSMENTS, AND INITIATION FEES		OTHER[2]			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	575	2,795,450	276	1,638,250	6	10,900	289	1,199,250
MANUFACTURING	420	2,111,750	175	982,250	2	2,500	53	193,400
ORDNANCE, ACCESSORIES	14	44,950	1	1,500	-	-	-	-
FOOD, KINDRED PRODUCTS	53	173,150	22	49,200	-	-	10	18,400
TOBACCO MANUFACTURING	6	15,850	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	5	7,800	3	8,500	-	-	2	10,200
APPAREL	11	36,750	26	355,850	-	-	10	83,550
LUMBER, WOOD PRODUCTS	10	13,750	-	-	-	-	3	5,500
FURNITURE, FIXTURES	11	20,600	7	8,950	-	-	1	1,800
PAPER, ALLIED PRODUCTS	24	38,900	1	2,000	-	-	2	4,250
PRINTING AND PUBLISHING	2	3,000	4	10,200	-	-	7	9,700
CHEMICALS	22	39,900	6	11,500	-	-	-	-
PETROLEUM REFINING	3	5,200	-	-	-	-	-	-
RUBBER AND PLASTICS	4	10,850	1	2,100	-	-	-	-
LEATHER PRODUCTS	5	24,350	4	7,600	-	-	-	-
STONE, CLAY, AND GLASS	21	51,900	4	5,350	1	1,000	2	5,000
PRIMARY METALS	30	62,250	52	427,500	1	1,500	3	7,200
FABRICATED METALS	18	35,450	7	12,450	-	-	2	3,000
MACHINERY	52	205,400	22	43,700	-	-	2	3,200
ELECTRICAL MACHINERY	53	304,650	2	4,600	-	-	1	1,000
TRANSPORTATION EQUIPMENT	58	975,650	11	28,650	-	-	7	38,600
INSTRUMENTS	11	23,500	1	1,000	-	-	1	2,000
MISCELLANEOUS MANUFACTURING	7	17,900	1	1,600	-	-	-	-
NONMANUFACTURING	155	683,700	101	656,000	4	8,400	236	1,005,850
MINING, CRUDE PETROLEUM, AND NATURAL GAS	3	3,900	11	100,500	-	-	2	3,250
TRANSPORTATION[1]	8	19,500	41	418,650	1	1,000	10	20,000
COMMUNICATIONS	19	146,150	1	1,250	-	-	1	25,000
UTILITIES, ELECTRIC AND GAS	8	19,400	8	17,950	-	-	8	15,700
WHOLESALE TRADE	5	8,850	5	8,200	-	-	5	10,100
RETAIL TRADE	49	177,650	15	32,200	-	-	22	97,450
HOTELS AND RESTAURANTS	15	82,350	3	11,300	1	1,200	18	63,350
SERVICES	27	160,100	8	25,550	-	-	22	193,900
CONSTRUCTION	21	65,800	9	40,400	2	6,200	147	576,050
MISCELLANEOUS NONMANUFACTURING	-	-	-	-	-	-	1	1,050

[1] Excludes railroads and airlines.

[2] Includes 4 agreements covering 8,700 workers which refer to checkoff but give no details, and 2 agreements covering 2,200 workers which make checkoff subject to local negotiation.

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Table 2.3 Checkoff provisions by type of union security

(In agreements covering 1,000 workers or more, July 1, 1974)

TYPE OF UNION SECURITY	ALL AGREEMENTS		TYPE OF CHECKOFF					
			TOTAL		DUES CHECKOFF		DUES AND ASSESSMENTS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000	1,261	6,018,750	384	1,481,300	20	92,850
UNION SECURITY	1,270	6,329,300	1,028	5,259,450	294	1,209,650	20	92,850
UNION SHOP	943	4,346,400	722	3,342,800	164	487,250	12	36,350
MODIFIED UNION SHOP	112	380,200	101	351,950	30	64,500	3	5,000
AGENCY SHOP	107	742,950	105	740,450	69	531,150	3	48,000
MAINTENANCE OF MEMBERSHIP	59	209,650	56	202,300	26	72,550	-	-
UNION SHOP AND AGENCY SHOP	14	323,650	12	305,650	1	16,000	-	-
MODIFIED UNION SHOP AND AGENCY SHOP	24	297,800	23	295,300	4	38,200	2	3,500
MAINTENANCE OF MEMBERSHIP AND AGENCY SHOP	10	27,650	8	20,000	-	-	-	-
SUBJECT TO LOCAL NEGOTIATION	1	1,000	1	1,000	-	-	-	-
SOLE BARGAINING	280	888,700	233	759,300	90	271,650	-	-

TYPE OF UNION SECURITY	TYPE OF CHECKOFF--CONTINUED						NO REFERENCE TO CHECKOFF	
	DUES AND INITIATION FEES		DUES, ASSESSMENTS, AND INITIATION FEES		OTHER[1]			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	575	2,795,450	276	1,638,250	6	10,900	289	1,199,250
UNION SECURITY	465	2,407,850	244	1,539,200	5	9,900	242	1,069,850
UNION SHOP	354	1,801,600	188	1,008,700	4	8,900	221	1,003,600
MODIFIED UNION SHOP	38	130,200	30	152,250	-	-	11	28,250
AGENCY SHOP	31	157,850	2	3,450	-	-	2	2,500
MAINTENANCE OF MEMBERSHIP	24	108,700	6	21,050	-	-	3	7,350
UNION SHOP AND AGENCY SHOP	3	179,000	8	110,650	-	-	2	18,000
MODIFIED UNION SHOP AND AGENCY SHOP	7	10,500	10	243,100	-	-	1	2,500
MAINTENANCE OF MEMBERSHIP AND AGENCY SHOP	8	20,000	-	-	-	-	2	7,650
SUBJECT TO LOCAL NEGOTIATION	-	-	-	-	1	1,000	-	-
SOLE BARGAINING	110	387,600	32	99,050	1	1,000	47	129,400

[1] See footnote 2, table 2.2.

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Table 2.4 Management rights and 'favored nations' clauses by industry

(In agreements covering 1,000 workers or more, July 1974)

INDUSTRY	ALL AGREEMENTS		MANAGEMENT RIGHTS PROVISIONS		'FAVORED NATIONS'[1] CLAUSES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	904	4,240,250	172	658,150
MANUFACTURING	808	3,781,650	588	2,788,850	31	110,800
ORDNANCE, ACCESSORIES	18	50,550	15	39,350	-	-
FOOD, KINDRED PRODUCTS	94	266,600	43	96,000	12	33,700
TOBACCO MANUFACTURING	9	27,350	4	13,300	-	-
TEXTILE MILL PRODUCTS	15	36,450	10	25,100	-	-
APPAREL	48	478,600	14	34,400	4	39,550
LUMBER, WOOD PRODUCTS	13	19,250	5	7,550	-	-
FURNITURE, FIXTURES	19	31,350	11	17,100	2	2,300
PAPER, ALLIED PRODUCTS	51	95,650	38	62,900	-	-
PRINTING AND PUBLISHING	19	42,600	7	9,800	5	16,300
CHEMICALS	45	91,850	34	60,950	-	-
PETROLEUM REFINING	12	23,450	8	14,650	-	-
RUBBER AND PLASTICS	17	95,650	14	77,150	-	-
LEATHER PRODUCTS	13	37,900	8	28,800	2	4,700
STONE, CLAY, AND GLASS	29	64,850	22	51,050	-	-
PRIMARY METALS	90	516,850	85	508,450	-	-
FABRICATED METALS	29	53,700	23	42,200	1	3,100
MACHINERY	83	260,950	72	212,450	1	3,000
ELECTRICAL MACHINERY	90	426,350	81	400,050	2	5,050
TRANSPORTATION EQUIPMENT	90	1,111,450	76	1,053,450	2	3,100
INSTRUMENTS	15	28,800	13	26,000	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	5	8,150	-	-
NONMANUFACTURING	742	3,436,350	316	1,451,400	141	547,350
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	13	101,200	-	-
TRANSPORTATION[2]	71	512,100	38	372,450	2	3,050
COMMUNICATIONS	84	701,250	29	173,850	1	25,000
UTILITIES, ELECTRIC AND GAS	65	158,000	56	146,200	-	-
WHOLESALE TRADE	15	27,150	7	10,600	2	2,000
RETAIL TRADE	97	355,450	53	163,350	7	15,000
HOTELS AND RESTAURANTS	42	180,850	13	74,350	7	35,000
SERVICES	66	398,000	32	182,100	14	73,500
CONSTRUCTION	280	988,300	72	223,350	108	393,800
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,950	-	-

[1] Provisions indicating that one party to the agreement (employer or union) shall have the opportunity to share in more favorable terms negotiated by the other party with another employer or union.

[2] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 2.5 Antidiscrimination clauses by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		DISCRIMINATION BARRED BECAUSE OF-- TOTAL WITH ANTI-DISCRIMINATION PROVISIONS		RACE OR COLOR		CREED, RELIGION, OR RELIGIOUS BELIEF		NATIONALITY OR PLACE OF BIRTH	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,440	6,914,350	1,229	6,320,650	1,228	6,321,350	1,176	6,146,900
MANUFACTURING	808	3,781,650	760	3,661,050	691	3,511,450	691	3,514,150	677	3,478,350
ORDNANCE, ACCESSORIES	18	50,550	18	50,550	18	50,550	18	50,550	18	50,550
FOOD, KINDRED PRODUCTS	94	266,600	88	249,700	78	235,150	78	235,150	77	228,000
TOBACCO MANUFACTURING	9	27,350	9	27,350	7	23,400	7	23,400	7	23,400
TEXTILE MILL PRODUCTS	15	36,450	12	27,650	8	17,900	8	17,900	8	17,900
APPAREL	48	478,600	36	438,450	28	409,250	28	409,250	28	409,250
LUMBER, WOOD PRODUCTS	13	19,250	11	16,450	9	13,900	9	13,900	9	13,900
FURNITURE, FIXTURES	19	31,350	15	24,100	12	18,500	12	18,500	12	18,500
PAPER, ALLIED PRODUCTS	51	95,650	47	89,800	43	84,550	43	84,550	43	84,550
PRINTING AND PUBLISHING	19	42,600	16	37,900	10	27,200	10	27,200	10	27,200
CHEMICALS	45	91,850	45	91,850	37	73,300	37	73,300	36	71,700
PETROLEUM REFINING	12	23,450	12	23,450	11	19,650	12	23,450	11	19,650
RUBBER AND PLASTICS	17	95,650	17	95,650	16	94,450	16	94,450	15	93,350
LEATHER PRODUCTS	13	37,900	11	28,300	8	22,200	8	22,200	8	22,200
STONE, CLAY, AND GLASS	29	64,850	27	62,250	27	62,250	27	62,250	27	62,250
PRIMARY METALS	90	516,850	85	510,400	82	497,900	82	497,900	79	494,100
FABRICATED METALS	29	53,700	28	49,700	26	45,300	26	45,300	26	45,300
MACHINERY	83	260,950	83	260,950	79	254,900	79	254,900	78	253,900
ELECTRICAL MACHINERY	90	426,350	87	416,250	83	409,400	83	409,400	81	407,150
TRANSPORTATION EQUIPMENT	90	1,111,450	90	1,111,450	86	1,102,850	86	1,102,850	82	1,087,950
INSTRUMENTS	15	28,800	15	28,800	15	28,800	14	27,700	15	28,800
MISCELLANEOUS MANUFACTURING	9	21,450	8	20,050	8	20,050	8	20,050	7	18,750
NONMANUFACTURING	742	3,436,350	680	3,253,300	538	2,809,200	537	2,807,200	499	2,668,550
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	16	105,200	14	24,100	14	24,100	14	24,100
TRANSPORTATION[1]	71	512,100	64	493,900	56	454,050	56	454,050	55	449,050
COMMUNICATIONS	84	701,250	84	701,250	83	699,850	83	699,850	83	699,850
UTILITIES, ELECTRIC AND GAS	65	158,000	59	142,400	45	109,950	45	109,950	45	109,950
WHOLESALE TRADE	15	27,150	14	24,050	13	23,050	13	23,050	13	23,050
RETAIL TRADE	97	355,450	86	322,950	65	276,400	64	274,400	58	251,750
HOTELS AND RESTAURANTS	42	180,850	40	173,650	20	103,850	20	103,850	11	72,750
SERVICES	66	398,000	59	366,400	49	337,100	49	337,100	47	334,100
CONSTRUCTION	280	988,300	255	919,600	191	778,000	191	778,000	171	701,100
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,900	2	2,850	2	2,850	2	2,850

INDUSTRY	DISCRIMINATION BARRED BECAUSE OF--CONTINUED UNION MEMBERSHIP OR ACTIVITY		SEX		AGE		DISCRIMINATION BARRED IN ACCORDANCE WITH THE LAW		DISCRIMINATION BARRED, NO REFERENCE TO SPECIFIC DISCRIMINATORY BEHAVIOR	
ALL INDUSTRIES	1,102	5,067,750	1,139	5,963,200	777	4,090,050	26	61,900	28	67,650
MANUFACTURING	551	2,499,550	666	3,430,150	471	2,452,900	12	29,700	8	15,650
ORDNANCE, ACCESSORIES	12	35,400	18	50,550	13	35,150	-	-	-	-
FOOD, KINDRED PRODUCTS	74	216,200	75	229,000	59	192,150	-	-	2	2,600
TOBACCO MANUFACTURING	6	16,200	7	23,400	6	22,400	2	3,950	-	-
TEXTILE MILL PRODUCTS	9	24,450	8	17,900	6	8,050	-	-	-	-
APPAREL	21	133,100	25	395,950	19	226,650	-	-	-	-
LUMBER, WOOD PRODUCTS	4	6,650	9	13,900	8	12,300	-	-	-	-
FURNITURE, FIXTURES	13	21,650	11	17,000	6	8,750	-	-	1	1,800
PAPER, ALLIED PRODUCTS	26	46,300	40	77,500	30	53,350	-	-	1	1,450
PRINTING AND PUBLISHING	9	15,600	9	18,400	7	15,400	2	4,600	1	1,800
CHEMICALS	41	84,900	35	70,050	25	48,000	1	1,150	-	-
PETROLEUM REFINING	9	19,450	10	18,200	7	12,050	-	-	-	-
RUBBER AND PLASTICS	7	14,700	16	94,450	12	49,350	1	1,200	-	-
LEATHER PRODUCTS	9	18,800	8	22,200	7	20,700	-	-	1	3,500
STONE, CLAY, AND GLASS	17	47,900	26	61,250	22	49,850	-	-	-	-
PRIMARY METALS	69	397,900	76	483,150	29	76,000	1	9,000	-	-
FABRICATED METALS	23	42,450	25	43,300	16	27,500	2	4,400	-	-
MACHINERY	61	212,650	79	254,900	58	186,650	-	-	1	2,500
ELECTRICAL MACHINERY	64	369,150	83	409,400	63	358,500	2	3,400	-	-
TRANSPORTATION EQUIPMENT	65	748,450	83	1,080,800	63	1,021,800	1	2,000	1	2,000
INSTRUMENTS	9	22,100	15	28,800	11	20,800	-	-	-	-
MISCELLANEOUS MANUFACTURING	3	5,550	8	20,050	4	7,500	-	-	-	-
NONMANUFACTURING	551	2,568,200	473	2,533,050	306	1,637,150	14	32,200	20	52,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS	16	105,200	13	22,150	5	8,550	-	-	-	-
TRANSPORTATION[1]	55	458,400	49	429,950	16	55,950	-	-	-	-
COMMUNICATIONS	58	419,600	83	699,850	80	671,750	-	-	-	-
UTILITIES, ELECTRIC AND GAS	39	85,150	43	107,500	24	64,400	1	1,750	-	-
WHOLESALE TRADE	11	19,450	11	20,550	10	18,450	-	-	-	-
RETAIL TRADE	72	282,100	57	259,900	40	199,500	1	1,650	3	7,500
HOTELS AND RESTAURANTS	39	172,550	15	86,450	5	37,200	-	-	4	19,600
SERVICES	46	270,600	45	258,100	24	141,800	2	4,700	1	2,000
CONSTRUCTION	212	751,250	155	645,750	100	436,700	10	24,100	12	22,900
MISCELLANEOUS NONMANUFACTURING	3	3,900	2	2,850	2	2,850	-	-	-	-

[1] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 2.6 Older worker provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		PROVISION REFERRING TO--			
			HIRING OF OLDER WORKERS		RETENTION OF OLDER WORKERS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	65	188,300	188	533,900
MANUFACTURING	808	3,781,650	2	6,000	127	333,250
ORDNANCE, ACCESSORIES	18	50,550	-	-	-	-
FOOD, KINDRED PRODUCTS	94	266,600	-	-	9	21,500
TOBACCO MANUFACTURING	9	27,350	-	-	4	16,400
TEXTILE MILL PRODUCTS	15	36,450	-	-	4	5,550
APPAREL	48	478,600	-	-	7	32,050
LUMBER, WOOD PRODUCTS	13	19,250	-	-	2	3,000
FURNITURE, FIXTURES	19	31,350	1	4,000	7	10,000
PAPER, ALLIED PRODUCTS	51	95,650	-	-	4	5,200
PRINTING AND PUBLISHING	19	42,600	-	-	1	1,200
CHEMICALS	45	91,850	-	-	7	13,300
PETROLEUM REFINING	12	23,450	-	-	3	6,750
RUBBER AND PLASTICS	17	95,650	-	-	8	33,500
LEATHER PRODUCTS	13	37,900	-	-	2	7,800
STONE, CLAY, AND GLASS	29	64,850	-	-	3	6,700
PRIMARY METALS	90	516,850	-	-	17	54,800
FABRICATED METALS	29	53,700	-	-	9	16,250
MACHINERY	83	260,950	1	2,000	17	32,050
ELECTRICAL MACHINERY	90	426,350	-	-	4	8,200
TRANSPORTATION EQUIPMENT	90	1,111,450	-	-	11	40,250
INSTRUMENTS	15	28,800	-	-	3	4,200
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	5	14,550
NONMANUFACTURING	742	3,436,350	63	182,300	61	200,650
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	-	-	5	6,650
TRANSPORTATION[1]	71	512,100	2	4,850	4	10,600
COMMUNICATIONS	84	701,250	-	-	2	14,350
UTILITIES, ELECTRIC AND GAS	65	158,000	-	-	22	67,400
WHOLESALE TRADE	15	27,150	-	-	3	6,700
RETAIL TRADE	97	355,450	1	1,200	9	24,000
HOTELS AND RESTAURANTS	42	180,850	-	-	1	9,000
SERVICES	66	398,000	-	-	2	14,000
CONSTRUCTION	280	988,300	60	176,250	13	47,950
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	-	-

[1] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 2.7 Labor-management committees on industrial relations issues, safety, and productivity by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		LABOR-MANAGEMENT COMMITTEES ON--					
			INDUSTRIAL RELATIONS ISSUES[1]		SAFETY[2]		PRODUCTIVITY[3]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	64	396,250	432	2,453,950	92	1,315,350
MANUFACTURING	808	3,781,650	42	163,050	309	1,739,000	52	927,300
ORDNANCE, ACCESSORIES	18	50,550	1	1,950	7	21,200	1	7,000
FOOD, KINDRED PRODUCTS	94	266,600	5	18,850	19	110,300	3	63,050
TOBACCO MANUFACTURING	9	27,350	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	15	36,450	-	-	-	-	-	-
APPAREL	48	478,600	-	-	1	1,300	1	30,000
LUMBER, WOOD PRODUCTS	13	19,250	3	3,800	6	8,550	-	-
FURNITURE, FIXTURES	19	31,350	1	2,200	3	4,400	-	-
PAPER, ALLIED PRODUCTS	51	95,650	2	2,200	16	27,050	-	-
PRINTING AND PUBLISHING	19	42,600	2	3,800	1	2,200	-	-
CHEMICALS	45	91,850	1	1,450	25	42,800	-	-
PETROLEUM REFINING	12	23,450	-	-	9	17,550	-	-
RUBBER AND PLASTICS	17	95,650	4	41,550	16	90,650	2	2,750
LEATHER PRODUCTS	13	37,900	-	-	1	2,000	-	-
STONE, CLAY, AND GLASS	29	64,850	3	5,100	13	26,400	-	-
PRIMARY METALS	90	516,850	4	11,650	66	441,400	35	375,200
FABRICATED METALS	29	53,700	5	11,300	10	18,700	1	4,300
MACHINERY	83	260,950	4	6,850	49	149,100	3	5,650
ELECTRICAL MACHINERY	90	426,350	4	44,200	20	58,050	-	-
TRANSPORTATION EQUIPMENT	90	1,111,450	3	8,150	43	706,050	6	439,350
INSTRUMENTS	15	28,800	-	-	2	8,000	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	2	3,300	-	-
NONMANUFACTURING	742	3,436,350	22	233,200	123	714,950	40	388,050
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	4	87,800	14	104,400	4	8,750
TRANSPORTATION[4]	71	512,100	1	4,000	31	328,950	26	323,050
COMMUNICATIONS	84	701,250	3	43,300	9	58,650	1	1,450
UTILITIES, ELECTRIC AND GAS	65	158,000	2	5,900	27	71,050	3	6,900
WHOLESALE TRADE	15	27,150	1	1,400	1	2,450	-	-
RETAIL TRADE	97	355,450	1	2,400	2	4,250	1	2,400
HOTELS AND RESTAURANTS	42	180,850	1	3,400	1	9,000	1	24,000
SERVICES	66	398,000	7	81,900	4	23,500	2	16,500
CONSTRUCTION	280	988,300	1	1,500	33	111,100	2	5,000
MISCELLANEOUS NONMANUFACTURING	4	5,000	1	1,600	1	1,600	-	-

[1] A labor-management committee on industrial relations issues is a joint committee which studies issues, for example, subcontracting, seniority, and wage incentives, away from the deadlines of bargaining and makes recommendations to the negotiators. It also may be referred to as a "prebargaining" or "continuous bargaining" committee. It should not be confused with labor-management committees which meet periodically to discuss and resolve grievances and in-plant problems.

[2] A labor-management safety committee is a joint committee which meets periodically to discuss safety problems, to work out solutions, and to implement safety programs in the plant.

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

[4] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 2.8 Restrictions on posting or distribution of union literature and moonlighting by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		RESTRICTION ON POSTING OR DISTRIBUTION OF UNION LITERATURE		RESTRICTION ON MOONLIGHTING[1]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	721	3,459,900	98	739,350
MANUFACTURING	808	3,781,650	515	2,263,450	24	263,050
ORDNANCE, ACCESSORIES	18	50,550	18	50,550	-	-
FOOD, KINDRED PRODUCTS	94	266,600	41	154,400	3	5,900
TOBACCO MANUFACTURING	9	27,350	1	5,500	-	-
TEXTILE MILL PRODUCTS	15	36,450	8	18,250	-	-
APPAREL	48	478,600	4	13,300	1	6,000
LUMBER, WOOD PRODUCTS	13	19,250	3	3,950	-	-
FURNITURE, FIXTURES	19	31,350	8	11,000	3	3,800
PAPER, ALLIED PRODUCTS	51	95,650	34	67,250	-	-
PRINTING AND PUBLISHING	19	42,600	3	12,500	2	3,100
CHEMICALS	45	91,850	41	83,550	-	-
PETROLEUM REFINING	12	23,450	10	18,600	-	-
RUBBER AND PLASTICS	17	95,650	15	93,050	-	-
LEATHER PRODUCTS	13	37,900	8	24,500	1	5,800
STONE, CLAY, AND GLASS	29	64,850	19	45,950	1	1,500
PRIMARY METALS	90	516,850	52	131,650	5	9,250
FABRICATED METALS	29	53,700	18	30,450	1	1,100
MACHINERY	83	260,950	69	237,100	1	36,050
ELECTRICAL MACHINERY	90	426,350	80	400,600	2	6,400
TRANSPORTATION EQUIPMENT	90	1,111,450	68	830,850	4	184,150
INSTRUMENTS	15	28,800	10	22,300	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	5	8,150	-	-
NONMANUFACTURING	742	3,436,350	206	1,196,450	74	476,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	9	15,150	1	1,050
TRANSPORTATION[2]	71	512,100	34	313,350	34	351,800
COMMUNICATIONS	84	701,250	64	552,250	2	10,350
UTILITIES, ELECTRIC AND GAS	65	158,000	38	97,850	1	1,050
WHOLESALE TRADE	15	27,150	5	11,350	1	1,700
RETAIL TRADE	97	355,450	24	68,900	5	7,550
HOTELS AND RESTAURANTS	42	180,850	8	36,900	-	-
SERVICES	66	398,000	21	96,900	9	58,000
CONSTRUCTION	280	988,300	2	2,700	21	44,800
MISCELLANEOUS NONMANUFACTURING	4	5,000	1	1,100	-	-

[1] Moonlighting refers to the simultaneous holding of more than one job.

[2] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 2.9 Environmental and worker protection provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		ENVIRONMENTAL PROVISIONS[1]		WORKER PROTECTION PROVISIONS[2]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	136	1,534,250	76	517,500
MANUFACTURING	808	3,781,650	93	1,324,800	20	47,000
ORDNANCE, ACCESSORIES	18	50,550	3	8,350	1	2,850
FOOD, KINDRED PRODUCTS	94	266,600	1	3,500	10	23,500
TOBACCO MANUFACTURING	9	27,350	1	3,850	-	-
TEXTILE MILL PRODUCTS	15	36,450	-	-	-	-
APPAREL	48	478,600	1	3,500	-	-
LUMBER, WOOD PRODUCTS	13	19,250	-	-	-	-
FURNITURE, FIXTURES	19	31,350	-	-	-	-
PAPER, ALLIED PRODUCTS	51	95,650	1	1,300	-	-
PRINTING AND PUBLISHING	19	42,600	2	2,900	-	-
CHEMICALS	45	91,850	7	11,750	1	1,550
PETROLEUM REFINING	12	23,450	7	14,500	1	1,000
RUBBER AND PLASTICS	17	95,650	6	73,200	1	1,500
LEATHER PRODUCTS	13	37,900	-	-	1	5,800
STONE, CLAY, AND GLASS	29	64,850	3	9,950	-	-
PRIMARY METALS	90	516,850	31	367,300	1	1,100
FABRICATED METALS	29	53,700	1	4,300	1	3,100
MACHINERY	83	260,950	11	22,150	1	3,000
ELECTRICAL MACHINERY	90	426,350	5	31,700	2	3,600
TRANSPORTATION EQUIPMENT	90	1,111,450	13	766,550	-	-
INSTRUMENTS	15	28,800	-	-	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	-	-
NONMANUFACTURING	742	3,436,350	43	209,450	56	470,500
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	3	84,750	-	-
TRANSPORTATION[3]	71	512,100	4	33,250	33	378,550
COMMUNICATIONS	84	701,250	1	2,800	10	32,250
UTILITIES, ELECTRIC AND GAS	65	158,000	4	5,100	2	3,700
WHOLESALE TRADE	15	27,150	-	-	1	1,000
RETAIL TRADE	97	355,450	3	4,900	5	10,100
HOTELS AND RESTAURANTS	42	180,850	1	4,900	1	14,100
SERVICES	66	398,000	1	5,350	3	29,500
CONSTRUCTION	280	988,300	26	68,400	1	1,300
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	-	-

[1] An environmental provision is designed to safeguard workers and the in-plant environment from health and safety hazards. Included are provisions directed to analyzing and/or correcting pollution of air or water.

[2] Worker protection provisions cover negotiated arrangements to protect employees from hostile environments or criminal hazards to which they might be exposed because of the nature of the work, the areas in which they work, or the time they leave work.

[3] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 2.10 Selected safety provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		TOTAL WITH SELECTED SAFETY PROVISIONS[1]		RIGHT TO REFUSE UNSAFE WORK		RIGHT TO GRIEVE UNSAFE WORK		RIGHT TO DISCIPLINE EMPLOYEES FOR VIOLATING SAFETY RULES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	874	4,251,850	307	1,753,300	245	2,099,900	277	1,338,500
MANUFACTURING	808	3,781,650	485	2,441,400	130	895,750	167	1,412,100	163	877,650
ORDNANCE, ACCESSORIES	18	50,550	14	44,300	3	15,000	5	15,500	2	4,850
FOOD, KINDRED PRODUCTS	94	266,600	43	109,000	4	11,050	5	16,050	8	20,900
TOBACCO MANUFACTURING	9	27,350	3	7,250	-	-	-	-	1	1,000
TEXTILE MILL PRODUCTS	15	36,450	9	18,350	-	-	-	-	1	1,100
APPAREL	48	478,600	9	66,700	1	2,100	-	-	-	-
LUMBER, WOOD PRODUCTS	13	19,250	7	8,550	2	2,450	2	2,550	2	2,550
FURNITURE, FIXTURES	19	31,350	7	9,800	4	6,600	2	2,200	3	4,800
PAPER, ALLIED PRODUCTS	51	95,650	38	75,850	5	11,200	3	4,500	25	51,550
PRINTING AND PUBLISHING	19	42,600	5	11,200	1	5,000	2	3,800	-	-
CHEMICALS	45	91,850	36	68,850	4	6,650	7	11,250	9	19,350
PETROLEUM REFINING	12	23,450	11	20,500	4	7,400	5	10,300	2	2,500
RUBBER AND PLASTICS	17	95,650	15	89,650	2	25,000	5	56,450	4	5,950
LEATHER PRODUCTS	13	37,900	4	12,550	-	-	1	1,050	-	-
STONE, CLAY, AND GLASS	29	64,850	19	40,650	6	11,650	4	10,400	8	16,600
PRIMARY METALS	90	516,850	72	473,650	41	389,050	49	423,550	37	300,100
FABRICATED METALS	29	53,700	18	31,300	6	12,050	9	16,350	6	11,200
MACHINERY	83	260,950	63	215,550	16	67,400	31	148,450	17	107,050
ELECTRICAL MACHINERY	90	426,350	37	102,550	6	34,700	7	44,600	14	52,450
TRANSPORTATION EQUIPMENT	90	1,111,450	64	1,006,900	22	277,350	25	630,400	20	270,400
INSTRUMENTS	15	28,800	6	13,700	2	9,100	1	2,100	3	3,300
MISCELLANEOUS MANUFACTURING	9	21,450	5	14,550	1	2,000	4	12,600	1	2,000
NONMANUFACTURING	742	3,436,350	389	1,810,450	177	857,550	78	687,800	114	460,850
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	17	106,650	10	17,050	7	91,250	6	11,300
TRANSPORTATION[2]	71	512,100	51	450,450	45	421,350	32	347,250	8	95,000
COMMUNICATIONS	84	701,250	21	200,850	4	5,300	7	125,350	-	-
UTILITIES, ELECTRIC AND GAS	65	158,000	50	112,700	12	26,300	8	13,450	15	36,100
WHOLESALE TRADE	15	27,150	10	19,000	4	7,150	1	1,400	4	9,850
RETAIL TRADE	97	355,450	27	68,850	6	13,000	5	8,900	10	23,350
HOTELS AND RESTAURANTS	42	180,850	2	10,100	1	1,100	-	-	1	9,000
SERVICES	66	398,000	13	76,800	4	36,500	1	15,000	4	21,000
CONSTRUCTION	280	988,300	197	763,450	91	329,800	17	85,200	66	255,250
MISCELLANEOUS NONMANUFACTURING	4	5,000	1	1,600	-	-	-	-	-	-

INDUSTRY	REGULATION OF CREW SIZE[3]		POSTING OF SAFETY RULES		RIGHT OF INSPECTION BY JOINT OR UNION SAFETY COMMITTEE		UNION/EMPLOYER PLEDGE OF COOPERATION IN SAFETY PROGRAMS		NO REFERENCE TO SELECTED SAFETY PROVISIONS	
ALL INDUSTRIES	169	565,500	73	224,100	210	1,710,700	423	2,304,950	676	2,966,150
MANUFACTURING	41	101,950	46	125,450	184	1,599,400	277	1,757,700	323	1,340,250
ORDNANCE, ACCESSORIES	1	1,950	-	-	5	11,100	6	14,750	4	6,250
FOOD, KINDRED PRODUCTS	13	25,500	2	2,600	7	19,700	15	43,850	51	157,600
TOBACCO MANUFACTURING	1	2,400	1	3,850	-	-	-	-	6	20,100
TEXTILE MILL PRODUCTS	2	4,150	-	-	-	-	8	15,850	6	18,100
APPAREL	-	-	-	-	2	44,650	6	19,950	39	411,900
LUMBER, WOOD PRODUCTS	1	1,200	-	-	2	2,450	5	6,150	6	10,700
FURNITURE, FIXTURES	-	-	-	-	1	1,000	5	6,000	12	21,550
PAPER, ALLIED PRODUCTS	1	10,600	9	24,600	4	8,350	22	45,500	13	19,800
PRINTING AND PUBLISHING	-	-	-	-	-	-	2	2,400	14	31,400
CHEMICALS	1	1,600	1	1,300	12	15,800	31	62,950	9	23,000
PETROLEUM REFINING	-	-	-	-	9	17,550	6	11,750	1	2,950
RUBBER AND PLASTICS	-	-	-	-	14	88,550	9	77,000	2	6,000
LEATHER PRODUCTS	-	-	2	9,500	1	1,050	1	2,000	9	25,350
STONE, CLAY, AND GLASS	-	-	4	6,200	6	10,150	11	28,850	10	24,200
PRIMARY METALS	6	12,050	6	11,600	44	358,700	44	307,550	18	43,200
FABRICATED METALS	2	3,100	3	4,300	9	17,000	9	16,650	11	22,400
MACHINERY	5	15,150	6	15,250	30	116,600	34	122,150	20	45,400
ELECTRICAL MACHINERY	1	4,350	5	34,950	9	43,550	23	73,000	53	323,800
TRANSPORTATION EQUIPMENT	7	19,900	5	8,100	27	839,900	35	894,500	26	104,550
INSTRUMENTS	-	-	1	1,200	-	-	3	3,600	9	15,100
MISCELLANEOUS MANUFACTURING	-	-	1	2,000	2	3,300	2	3,250	4	6,900
NONMANUFACTURING	128	463,550	27	98,650	26	111,300	146	547,250	353	1,625,900
MINING, CRUDE PETROLEUM, AND NATURAL GAS	4	5,050	5	8,500	9	16,100	9	14,350	1	3,600
TRANSPORTATION[2]	6	32,300	3	25,000	-	-	5	68,900	20	61,650
COMMUNICATIONS	4	48,950	-	-	1	1,250	10	59,700	63	500,400
UTILITIES, ELECTRIC AND GAS	27	72,050	3	5,250	4	5,900	31	69,900	15	45,300
WHOLESALE TRADE	1	2,450	-	-	-	-	4	8,400	5	8,150
RETAIL TRADE	-	-	-	-	1	1,200	13	39,800	70	286,600
HOTELS AND RESTAURANTS	-	-	-	-	-	-	1	9,000	40	170,750
SERVICES	2	3,200	-	-	1	15,000	6	33,100	53	321,200
CONSTRUCTION	84	299,550	16	59,900	10	71,850	66	242,500	83	224,850
MISCELLANEOUS NONMANUFACTURING	-	-	-	-	-	-	1	1,600	3	3,400

[1] For other safety-related provisions see table 2.7, joint safety committees; table 2.9, environmental provisions; table 3.7, safety equipment; and tables 3.14 and 3.15, hazardous duty differentials.

[2] Excludes railroads and airlines.

[3] Regulation of crew size is limited to provisions which specifically state a safety relationship. The more general crew-size work rules, including those related to safety, appear in table 7.4.

NOTE: Nonadditive.

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In the Bureau's previous bulletin in this series, BLS Bulletin 1822, table 19, p. 21, "Selected safety provisions covering 1,000 workers or more by industry, July 1, 1973," was inaccurate. It has been corrected to read as follows:

Table 2.10 (Table 19, July 1, 1973) Selected safety provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1973)

INDUSTRY	ALL AGREEMENTS		TOTAL WITH SELECTED SAFETY PROVISIONS		RIGHT TO REFUSE UNSAFE WORK		RIGHT TO GRIEVE UNSAFE WORK		RIGHT TO DISCIPLINE EMPLOYEES FOR VIOLATING SAFETY RULES		REGULATION OF CREW SIZE[1]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,339	6,723,000	752	3,341,200	261	1,347,950	148	843,750	209	713,000	118	520,000
MANUFACTURING	723	3,467,050	416	1,522,650	107	475,700	117	561,500	122	383,200	23	65,200
ORDNANCE, ACCESSORIES	12	35,500	11	34,200	2	13,050	3	10,600	3	4,700	-	-
FOOD, KINDRED PRODUCTS	90	284,500	38	83,200	9	16,800	3	6,600	8	15,850	4	7,650
TOBACCO MANUFACTURING	8	23,250	1	2,300	-	-	-	-	-	-	1	2,300
TEXTILE MILL PRODUCTS	11	33,350	6	24,000	-	-	-	-	-	-	2	12,500
APPAREL	34	380,500	5	54,300	-	-	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS	9	13,550	4	7,050	2	3,500	-	-	1	1,350	-	-
FURNITURE, FIXTURES	11	22,150	4	5,000	3	3,800	1	1,000	2	2,600	-	-
PAPER, ALLIED PRODUCTS	41	62,300	30	46,950	2	2,800	-	-	22	36,100	-	-
PRINTING AND PUBLISHING	16	29,600	3	8,150	2	6,550	1	1,600	-	-	-	-
CHEMICALS	35	68,750	25	48,050	6	8,600	5	12,600	4	6,650	1	1,600
PETROLEUM REFINING	8	17,550	6	13,500	2	4,500	5	10,300	1	1,450	-	-
RUBBER AND PLASTICS	15	78,800	10	64,600	2	27,750	2	34,250	2	2,500	1	1,350
LEATHER PRODUCTS	15	36,200	5	9,500	1	4,000	2	2,050	-	-	-	-
STONE, CLAY, AND GLASS	29	76,700	16	33,650	4	6,450	3	7,250	6	12,550	-	-
PRIMARY METALS	88	506,650	71	464,350	27	213,200	34	230,300	21	122,550	1	1,800
FABRICATED METALS	39	101,750	29	81,500	11	33,500	10	29,400	8	11,450	5	11,450
MACHINERY	73	212,300	53	165,400	7	11,400	19	97,800	16	62,100	2	7,450
ELECTRICAL MACHINERY	74	371,750	30	75,800	8	23,050	9	29,350	9	17,150	-	-
TRANSPORTATION EQUIPMENT	97	1,063,750	60	267,250	17	87,650	16	67,000	17	84,000	6	19,100
INSTRUMENTS	12	24,150	5	12,600	2	9,100	1	2,100	2	2,200	-	-
MISCELLANEOUS MANUFACTURING	6	24,000	4	21,300	-	-	3	19,300	-	-	-	-
NONMANUFACTURING	616	3,255,950	336	1,818,550	154	872,250	31	282,250	87	329,800	95	454,800
MINING, CRUDE PETROLEUM, AND NATURAL GAS	15	105,350	14	101,750	7	11,050	3	84,150	3	5,200	2	3,000
TRANSPORTATION[2]	64	553,950	54	502,600	45	454,700	5	33,750	6	39,300	8	57,000
COMMUNICATIONS	78	748,450	17	231,600	5	43,550	7	125,350	-	-	4	48,950
UTILITIES, ELECTRIC AND GAS	44	122,800	37	107,250	8	25,600	1	1,450	9	21,950	17	59,250
WHOLESALE TRADE	13	22,450	7	10,150	2	2,700	1	1,450	3	4,450	-	-
RETAIL TRADE	82	338,450	21	88,550	3	9,000	4	7,700	6	16,250	-	-
HOTELS AND RESTAURANTS	36	152,350	1	1,100	1	1,100	-	-	-	-	-	-
SERVICES	57	322,950	11	61,100	3	21,600	-	-	3	9,500	1	1,500
CONSTRUCTION	224	885,750	174	714,450	80	302,950	10	28,400	57	233,150	63	285,100
MISCELLANEOUS NONMANUFACTURING	3	3,450	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table 2.10 (Table 19, July 1, 1973) Selected safety provisions by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1973)

INDUSTRY	POSTING OF SAFETY RULES		RIGHT OF INSPECTION BY JOINT OR UNION SAFETY COMMITTEE		UNION/EMPLOYER PLEDGE OF COOPERATION IN SAFETY PROGRAMS		OTHER[3]		NO REFERENCE TO SELECTED SAFETY PROVISIONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	80	231,800	154	709,350	285	1,048,050	32	232,300	587	3,381,800
MANUFACTURING	47	81,400	130	605,800	170	581,100	27	221,900	307	1,944,400
ORDNANCE, ACCESSORIES	-	-	2	3,350	3	5,850	-	-	1	1,300
FOOD, KINDRED PRODUCTS	2	3,600	8	28,200	8	13,000	-	-	52	201,300
TOBACCO MANUFACTURING	-	-	-	-	-	-	-	-	7	20,950
TEXTILE MILL PRODUCTS	-	-	-	-	4	11,500	-	-	5	9,350
APPAREL	-	-	1	43,000	4	11,300	-	-	29	326,200
LUMBER, WOOD PRODUCTS	-	-	-	-	2	3,550	-	-	5	6,500
FURNITURE, FIXTURES	-	-	-	-	2	2,200	-	-	7	17,150
PAPER, ALLIED PRODUCTS	8	10,650	4	6,500	13	19,600	-	-	11	15,350
PRINTING AND PUBLISHING	-	-	-	-	-	-	-	-	13	21,450
CHEMICALS	-	-	6	8,600	17	33,800	1	1,050	10	20,700
PETROLEUM REFINING	-	-	6	13,500	4	8,850	-	-	2	4,050
RUBBER AND PLASTICS	1	1,350	6	54,300	6	56,750	-	-	5	14,200
LEATHER PRODUCTS	1	1,500	2	3,000	1	1,950	-	-	10	26,700
STONE, CLAY, AND GLASS	3	5,200	3	5,200	10	23,350	1	2,800	13	43,050
PRIMARY METALS	3	5,100	29	198,800	29	99,700	17	184,050	17	42,300
FABRICATED METALS	3	3,650	14	38,950	9	26,900	3	22,000	10	20,250
MACHINERY	5	8,700	17	51,900	19	83,250	2	4,000	20	46,900
ELECTRICAL MACHINERY	5	11,350	6	9,950	10	29,200	-	-	44	295,950
TRANSPORTATION EQUIPMENT	15	29,100	25	139,250	26	146,550	2	6,000	37	796,500
INSTRUMENTS	1	1,200	-	-	2	2,500	-	-	7	11,550
MISCELLANEOUS MANUFACTURING	-	-	1	1,300	1	1,300	1	2,000	2	2,700
NONMANUFACTURING	33	150,400	24	103,550	115	466,950	5	10,400	280	1,437,400
MINING, CRUDE PETROLEUM, AND NATURAL GAS	4	7,000	5	8,600	4	5,750	2	3,700	1	3,600
TRANSPORTATION[2]	2	17,000	-	-	3	34,000	-	-	10	51,350
COMMUNICATIONS	-	-	2	4,050	5	53,700	-	-	61	516,850
UTILITIES, ELECTRIC AND GAS	2	3,400	3	20,050	20	57,650	1	2,000	7	15,550
WHOLESALE TRADE	-	-	-	-	3	4,000	-	-	6	12,300
RETAIL TRADE	3	45,500	-	-	8	20,800	1	1,500	61	249,900
HOTELS AND RESTAURANTS	-	-	-	-	-	-	-	-	35	151,250
SERVICES	-	-	1	15,000	3	13,500	-	-	46	261,850
CONSTRUCTION	22	77,500	13	55,850	69	277,550	1	3,200	50	171,300
MISCELLANEOUS NONMANUFACTURING	-	-	-	-	-	-	-	-	3	3,450

[1] Regulation of crew size is limited to provisions which specifically state a safety relationship. The more general crew-size work rules, including those related to safety, appear in a later table on selected work rules.

[2] Excludes railroads and airlines.

[3] Includes agreements containing combinations of the selected safety provisions above which would increase totals for the categories shown by the following amounts:

Provision	Agreements	Workers
Right to refuse unsafe work	29	226,500
Right to grieve unsafe work	29	226,500
Right to discipline employees	24	201,400
Regulation of crew size	6	29,700
Posting of safety rules	8	15,500
Right of inspection	28	223,800
Union/employer pledge of cooperation	24	215,100

Beginning with 1974 tabulations, these data will be allocated to their respective categories.

NOTE: Nonadditive.

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Table 2.11 Absenteeism and tardiness provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		REFERRING TO ABSENTEEISM OR TARDINESS: TOTAL		ABSENTEEISM ONLY		TARDINESS ONLY		ABSENTEEISM AND TARDINESS		NO REFERENCE TO ABSENTEEISM OR TARDINESS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	685	3,507,100	450	2,572,550	33	113,850	202	820,700	865	3,710,900
MANUFACTURING	808	3,781,650	502	2,464,350	326	1,838,250	15	49,800	161	576,300	306	1,317,300
ORDNANCE, ACCESSORIES	18	50,550	11	30,100	7	18,900	-	-	4	11,200	7	20,450
FOOD, KINDRED PRODUCTS	94	266,600	48	151,500	26	98,450	2	2,000	20	51,050	46	115,100
TOBACCO MANUFACTURING	9	27,350	7	19,400	5	16,000	-	-	2	3,400	2	7,950
TEXTILE MILL PRODUCTS	15	36,450	10	24,900	8	22,250	-	-	2	2,650	5	11,550
APPAREL	48	478,600	16	142,250	7	110,900	2	6,150	7	25,200	32	336,350
LUMBER, WOOD PRODUCTS	13	19,250	4	5,150	3	3,550	-	-	1	1,600	9	14,100
FURNITURE, FIXTURES	19	31,350	13	17,700	11	15,450	-	-	2	2,250	6	13,650
PAPER, ALLIED PRODUCTS	51	95,650	37	67,000	14	29,650	1	1,450	22	35,900	14	28,650
PRINTING AND PUBLISHING	19	42,600	4	14,200	1	2,500	1	8,800	2	2,900	15	28,400
CHEMICALS	45	91,850	30	50,550	24	42,100	1	3,200	5	5,250	15	41,300
PETROLEUM REFINING	12	23,450	1	1,050	1	1,050	-	-	-	-	11	22,400
RUBBER AND PLASTICS	17	95,650	14	68,150	8	55,900	-	-	6	12,250	3	27,500
LEATHER PRODUCTS	13	37,900	3	11,400	3	11,400	-	-	-	-	10	26,500
STONE, CLAY, AND GLASS	29	64,850	17	29,550	13	24,750	1	1,000	3	3,800	12	35,300
PRIMARY METALS	90	516,850	66	417,600	36	180,450	2	4,800	28	232,350	24	99,250
FABRICATED METALS	29	53,700	17	34,650	13	25,250	-	-	4	9,400	12	19,050
MACHINERY	83	260,950	63	219,550	43	127,550	-	-	20	92,000	20	41,400
ELECTRICAL MACHINERY	90	426,350	59	167,050	41	126,200	-	-	18	40,850	31	259,300
TRANSPORTATION EQUIPMENT	90	1,111,450	66	958,400	51	904,350	4	15,400	11	38,650	24	153,050
INSTRUMENTS	15	28,800	11	20,200	6	7,600	1	7,000	4	5,600	4	8,600
MISCELLANEOUS MANUFACTURING	9	21,450	5	14,000	5	14,000	-	-	-	-	4	7,450
NONMANUFACTURING	742	3,436,350	183	1,042,750	124	734,300	18	64,050	41	244,400	559	2,393,600
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	9	95,250	6	89,500	-	-	3	5,750	9	15,000
TRANSPORTATION[1]	71	512,100	36	254,750	23	102,750	4	10,300	9	141,700	35	257,350
COMMUNICATIONS	84	701,250	27	236,750	21	211,950	4	13,250	2	11,550	57	464,500
UTILITIES, ELECTRIC AND GAS	65	158,000	18	58,100	13	48,850	1	2,000	4	7,250	47	99,900
WHOLESALE TRADE	15	27,150	5	8,050	4	5,600	-	-	1	2,450	10	19,100
RETAIL TRADE	97	355,450	30	166,850	18	132,550	1	3,600	11	30,700	67	188,600
HOTELS AND RESTAURANTS	42	180,850	16	79,150	16	79,150	-	-	-	-	26	101,700
SERVICES	66	398,000	20	79,500	9	23,400	3	21,400	8	34,700	46	318,500
CONSTRUCTION	280	988,300	19	60,600	13	39,500	3	10,800	3	10,300	261	927,700
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,750	1	1,050	2	2,700	-	-	1	1,250

[1] Excludes railroads and airlines.

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Part III. Wages and Related Provisions

Wage administration
Methods of compensation
Rate structure
Progression plans
Travel allowances
Tools, work clothing, safety equipment
Nonproduction bonuses
Profit sharing
Thrift plans
Stock purchase plans
Differentials
Wage adjustments
Garnishment
Equal pay provisions
Red-circle rates

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Table 3.1 Wage administration provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		FORMAL JOB EVALUATION SYSTEMS[1]		PRODUCTION STANDARDS[2]		TIME STUDY[3]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	247	933,500	399	2,282,250	315	1,781,550
MANUFACTURING	808	3,781,650	221	866,200	380	2,227,600	304	1,745,850
ORDNANCE, ACCESSORIES	18	50,550	8	18,350	2	3,000	-	-
FOOD, KINDRED PRODUCTS	94	266,600	8	12,550	18	49,650	16	40,650
TOBACCO MANUFACTURING	9	27,350	1	4,100	1	1,550	-	-
TEXTILE MILL PRODUCTS	15	36,450	2	3,550	9	24,150	8	22,300
APPAREL	48	478,600	1	1,500	18	49,550	9	26,300
LUMBER, WOOD PRODUCTS	13	19,250	2	2,650	1	1,600	-	-
FURNITURE, FIXTURES	19	31,350	1	2,200	6	7,900	6	7,900
PAPER, ALLIED PRODUCTS	51	95,650	10	16,750	11	17,600	7	12,100
PRINTING AND PUBLISHING	19	42,600	3	4,900	2	2,800	1	1,500
CHEMICALS	45	91,850	14	28,050	14	36,450	13	35,400
PETROLEUM REFINING	12	23,450	-	-	1	1,300	1	1,300
RUBBER AND PLASTICS	17	95,650	9	65,900	17	95,650	17	95,650
LEATHER PRODUCTS	13	37,900	-	-	8	17,750	8	17,750
STONE, CLAY, AND GLASS	29	64,850	15	30,400	14	36,850	12	29,800
PRIMARY METALS	90	516,850	44	327,000	64	446,450	30	91,600
FABRICATED METALS	29	53,700	7	14,750	20	36,650	17	30,250
MACHINERY	83	260,950	37	108,350	59	180,700	55	169,500
ELECTRICAL MACHINERY	90	426,350	32	130,250	63	348,050	57	326,300
TRANSPORTATION EQUIPMENT	90	1,111,450	20	84,300	35	836,950	31	805,650
INSTRUMENTS	15	28,800	5	7,100	12	25,400	11	24,300
MISCELLANEOUS MANUFACTURING	9	21,450	2	3,550	5	7,600	5	7,600
NONMANUFACTURING	742	3,436,350	26	67,300	19	54,650	11	35,700
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	6	12,200	5	8,600	3	5,600
TRANSPORTATION[4]	71	512,100	-	-	-	-	-	-
COMMUNICATIONS	84	701,250	2	10,350	-	-	-	-
UTILITIES, ELECTRIC AND GAS	65	158,000	13	33,750	-	-	-	-
WHOLESALE TRADE	15	27,150	-	-	1	2,450	-	-
RETAIL TRADE	97	355,450	3	6,400	6	10,600	5	9,100
HOTELS AND RESTAURANTS	42	180,850	-	-	1	4,000	1	4,000
SERVICES	66	398,000	2	4,600	6	29,000	2	17,000
CONSTRUCTION	280	988,300	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	-	-	-	-

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

[2] Production standards refer to the expected output of a worker or group of workers, consistent with quality of workmanship, efficiency of operations, and the reasonable working capacities of normal operators.

[3] Time study involves an analysis of the time required and the motions involved in the performance of a job and is used to establish standards of performance or to determine incentive wage rates.

[4] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 3.2 Methods of compensation by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		TIME PAYMENTS							
			TOTAL		HOURLY OR DAILY ONLY		WEEKLY OR MONTHLY ONLY		HOURLY AND WEEKLY	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,509	7,033,900	1,314	5,769,300	148	996,200	47	268,400
MANUFACTURING	808	3,781,650	788	3,734,700	726	3,421,600	35	128,700	27	184,400
ORDNANCE, ACCESSORIES	18	50,550	18	50,550	18	50,550	-	-	-	-
FOOD, KINDRED PRODUCTS	94	266,600	92	259,400	73	221,900	10	21,800	9	15,700
TOBACCO MANUFACTURING	9	27,350	9	27,350	9	27,350	-	-	-	-
TEXTILE MILL PRODUCTS	15	36,450	15	36,450	14	33,950	1	2,500	-	-
APPAREL	48	478,600	47	475,800	37	394,200	6	34,250	4	47,350
LUMBER, WOOD PRODUCTS	13	19,250	13	19,250	13	19,250	-	-	-	-
FURNITURE, FIXTURES	19	31,350	18	30,350	18	30,350	-	-	-	-
PAPER, ALLIED PRODUCTS	51	95,650	50	94,300	49	92,850	1	1,450	-	-
PRINTING AND PUBLISHING	19	42,600	18	40,800	13	33,300	4	6,200	1	1,300
CHEMICALS	45	91,850	42	84,100	42	84,100	-	-	-	-
PETROLEUM REFINING	12	23,450	12	23,450	8	15,600	-	-	4	7,850
RUBBER AND PLASTICS	17	95,650	17	95,650	17	95,650	-	-	-	-
LEATHER PRODUCTS	13	37,900	12	36,850	10	33,850	-	-	2	3,000
STONE, CLAY, AND GLASS	29	64,850	26	60,500	26	60,500	-	-	-	-
PRIMARY METALS	90	516,850	90	516,850	88	508,300	1	7,100	1	1,450
FABRICATED METALS	29	53,700	29	53,700	28	52,650	-	-	1	1,050
MACHINERY	83	260,950	82	257,600	81	249,600	-	-	1	8,000
ELECTRICAL MACHINERY	90	426,350	86	414,250	77	291,350	7	28,300	2	94,600
TRANSPORTATION EQUIPMENT	90	1,111,450	89	1,108,250	85	1,088,450	3	17,800	1	2,000
INSTRUMENTS	15	28,800	14	27,800	13	25,700	-	-	1	2,100
MISCELLANEOUS MANUFACTURING	9	21,450	9	21,450	7	12,150	2	9,300	-	-
NONMANUFACTURING	742	3,436,350	721	3,299,200	588	2,347,700	113	867,500	20	84,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	18	110,250	16	107,550	1	1,200	1	1,500
TRANSPORTATION[1]	71	512,100	67	494,000	59	455,500	7	35,800	1	2,700
COMMUNICATIONS	84	701,250	84	701,250	23	122,200	60	577,750	1	1,300
UTILITIES, ELECTRIC AND GAS	65	158,000	62	153,850	52	131,550	4	10,650	6	11,650
WHOLESALE TRADE	15	27,150	15	27,150	13	22,350	2	4,800	-	-
RETAIL TRADE	97	355,450	96	344,550	79	276,450	13	59,200	4	8,900
HOTELS AND RESTAURANTS	42	180,850	41	170,850	32	122,950	6	40,200	3	7,700
SERVICES	66	398,000	63	362,900	40	175,850	19	136,800	4	50,250
CONSTRUCTION	280	988,300	271	929,400	270	928,300	1	1,100	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	4	5,000	4	5,000	-	-	-	-

INDUSTRY	INCENTIVE WAGE PAYMENTS		COMMISSION PAYMENTS		MILEAGE PAYMENTS	
ALL INDUSTRIES	461	2,737,100	52	213,550	25	210,350
MANUFACTURING	434	2,648,200	19	38,350	5	6,650
ORDNANCE, ACCESSORIES	1	1,800	-	-	-	-
FOOD, KINDRED PRODUCTS	26	136,450	17	31,150	1	1,350
TOBACCO MANUFACTURING	4	11,100	-	-	-	-
TEXTILE MILL PRODUCTS	11	26,950	-	-	-	-
APPAREL	46	470,600	1	6,000	-	-
LUMBER, WOOD PRODUCTS	7	10,150	-	-	-	-
FURNITURE, FIXTURES	8	12,600	-	-	1	1,200
PAPER, ALLIED PRODUCTS	13	19,550	-	-	1	2,000
PRINTING AND PUBLISHING	3	4,500	1	1,200	-	-
CHEMICALS	16	40,400	-	-	-	-
PETROLEUM REFINING	1	1,000	-	-	1	1,000
RUBBER AND PLASTICS	15	93,350	-	-	-	-
LEATHER PRODUCTS	13	37,900	-	-	-	-
STONE, CLAY, AND GLASS	23	54,800	-	-	-	-
PRIMARY METALS	68	462,000	-	-	1	1,100
FABRICATED METALS	19	35,550	-	-	-	-
MACHINERY	55	172,150	-	-	-	-
ELECTRICAL MACHINERY	56	329,600	-	-	-	-
TRANSPORTATION EQUIPMENT	31	690,800	-	-	-	-
INSTRUMENTS	10	17,500	-	-	-	-
MISCELLANEOUS MANUFACTURING	8	19,450	-	-	-	-
NONMANUFACTURING	27	88,900	33	175,200	20	203,700
MINING, CRUDE PETROLEUM, AND NATURAL GAS	8	13,550	-	-	-	-
TRANSPORTATION[1]	1	12,000	2	3,200	20	203,700
COMMUNICATIONS	-	-	4	67,050	-	-
UTILITIES, ELECTRIC AND GAS	-	-	-	-	-	-
WHOLESALE TRADE	-	-	1	1,400	-	-
RETAIL TRADE	5	7,750	19	48,350	-	-
HOTELS AND RESTAURANTS	-	-	-	-	-	-
SERVICES	10	35,700	7	55,200	-	-
CONSTRUCTION	3	19,900	-	-	-	-
MISCELLANEOUS NONMANUFACTURING	-	-	-	-	-	-

[1] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 3.3 Methods of compensation by occupational coverage

(In agreements covering 1,000 workers or more, July 1, 1974)

METHOD OF COMPENSATION	ALL AGREEMENTS		PRODUCTION WORKERS		PROFESSIONAL[1]		CLERICAL		SALES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000	1,223	5,558,700	26	224,100	36	221,850	62	266,350
TIME PAYMENTS	1,509	7,033,900	1,189	5,426,750	24	205,900	36	221,850	58	233,750
HOURLY OR DAILY ONLY	1,314	5,769,300	1,111	4,836,050	10	104,600	9	20,550	44	196,300
WEEKLY OR MONTHLY ONLY	148	996,200	59	414,350	13	77,800	27	201,300	13	36,150
HOURLY OR DAILY AND WEEKLY OR MONTHLY	47	268,400	19	176,350	1	23,500	-	-	1	1,300
INCENTIVE WAGE PAYMENTS	461	2,737,100	411	2,478,150	-	-	-	-	-	-
COMMISSION PAYMENTS	52	213,550	-	-	-	-	-	-	23	67,250
MILEAGE PAYMENTS	25	210,350	21	191,550	-	-	-	-	-	-
	PRODUCTION AND CLERICAL		PRODUCTION AND PROFESSIONAL[1]		PRODUCTION AND SALES		PRODUCTION, PROFESSIONAL,[1] AND CLERICAL		OTHER[2]	
ALL AGREEMENTS	58	357,700	45	143,350	19	69,450	47	218,650	34	157,850
TIME PAYMENTS	57	356,350	45	143,350	19	69,450	47	218,650	34	157,850
HOURLY OR DAILY ONLY	41	264,950	38	98,300	7	23,800	37	188,350	17	36,400
WEEKLY OR MONTHLY ONLY	12	84,450	3	39,650	3	14,200	5	13,800	13	114,500
HOURLY OR DAILY AND WEEKLY OR MONTHLY	4	6,950	4	5,400	9	31,450	5	16,500	4	6,950
INCENTIVE WAGE PAYMENTS	23	179,100	10	18,450	2	16,100	14	43,100	1	2,200
COMMISSION PAYMENTS	-	-	-	-	13	47,850	-	-	16	98,450
MILEAGE PAYMENTS	3	17,800	1	1,000	-	-	-	-	-	-

[1] Includes techinical employees.

[2] See footnote 3, table 1.9.

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Table 3.4 Basic rate structure for nonincentive jobs by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		BASIC RATE STRUCTURE					
			TOTAL		SINGLE RATES		RATE RANGES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,469	6,881,450	695	2,979,150	551	2,526,350
MANUFACTURING	808	3,781,650	742	3,518,250	358	1,743,800	334	1,401,200
ORDNANCE, ACCESSORIES	18	50,550	17	48,750	9	21,900	14	41,900
FOOD, KINDRED PRODUCTS	94	266,600	87	236,000	54	166,100	16	27,600
TOBACCO MANUFACTURING	9	27,350	7	22,600	5	14,650	2	5,750
TEXTILE MILL PRODUCTS	15	36,450	10	25,300	1	1,200	3	4,500
APPAREL	48	478,600	45	467,800	1	2,100	9	25,900
LUMBER, WOOD PRODUCTS	13	19,250	8	11,850	6	8,850	-	-
FURNITURE, FIXTURES	19	31,350	17	28,850	4	8,000	5	7,600
PAPER, ALLIED PRODUCTS	51	95,650	49	93,250	38	72,050	18	29,950
PRINTING AND PUBLISHING	19	42,600	18	40,800	10	17,000	9	15,600
CHEMICALS	45	91,850	37	73,300	24	48,750	19	37,250
PETROLEUM REFINING	12	23,450	12	23,450	9	19,450	8	16,550
RUBBER AND PLASTICS	17	95,650	14	72,550	9	18,700	3	6,850
LEATHER PRODUCTS	13	37,900	8	24,900	1	2,000	4	17,000
STONE, CLAY, AND GLASS	29	64,850	25	54,600	15	35,800	3	5,700
PRIMARY METALS	90	516,850	87	439,100	67	395,000	26	74,500
FABRICATED METALS	29	53,700	27	48,600	9	16,350	16	27,850
MACHINERY	83	260,950	81	256,600	32	122,900	53	192,800
ELECTRICAL MACHINERY	90	426,350	84	407,650	22	69,250	63	328,400
TRANSPORTATION EQUIPMENT	90	1,111,450	86	1,093,050	34	687,650	49	504,850
INSTRUMENTS	15	28,800	14	27,800	6	13,100	10	22,800
MISCELLANEOUS MANUFACTURING	9	21,450	9	21,450	2	3,000	4	7,850
NONMANUFACTURING	742	3,436,350	727	3,363,200	337	1,235,350	217	1,125,150
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	18	110,250	17	108,050	2	3,900
TRANSPORTATION[1]	71	512,100	67	500,400	32	117,950	4	8,600
COMMUNICATIONS	84	701,250	84	701,250	4	16,550	79	669,400
UTILITIES, ELECTRIC AND GAS	65	158,000	63	155,200	28	68,700	51	129,600
WHOLESALE TRADE	15	27,150	15	27,150	7	9,850	2	3,950
RETAIL TRADE	97	355,450	97	355,450	26	116,850	63	268,550
HOTELS AND RESTAURANTS	42	180,850	42	180,850	4	14,200	1	2,500
SERVICES	66	398,000	63	373,400	13	34,650	14	37,400
CONSTRUCTION	280	988,300	274	954,250	204	745,700	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	4	5,000	2	2,850	1	1,250

	BASIC RATE STRUCTURE--CONTINUED				NO REFERENCE TO BASIC RATE STRUCTURE	
	MINIMUM RATES		SUBJECT TO LOCAL NEGOTIATION			
ALL INDUSTRIES	401	2,025,800	10	45,650	81	336,550
MANUFACTURING	160	783,850	9	43,150	66	263,400
ORDNANCE, ACCESSORIES	-	-	-	-	1	1,800
FOOD, KINDRED PRODUCTS	25	52,550	3	8,600	7	30,600
TOBACCO MANUFACTURING	3	8,950	-	-	2	4,750
TEXTILE MILL PRODUCTS	8	22,450	-	-	5	11,150
APPAREL	41	460,150	-	-	3	10,800
LUMBER, WOOD PRODUCTS	2	3,000	-	-	5	7,400
FURNITURE, FIXTURES	10	17,000	-	-	2	2,500
PAPER, ALLIED PRODUCTS	6	13,450	-	-	2	2,400
PRINTING AND PUBLISHING	6	21,200	-	-	1	1,800
CHEMICALS	1	3,400	-	-	8	18,550
PETROLEUM REFINING	2	2,950	-	-	-	-
RUBBER AND PLASTICS	3	35,750	1	16,000	3	23,100
LEATHER PRODUCTS	4	7,900	-	-	5	13,000
STONE, CLAY, AND GLASS	5	10,900	2	2,200	4	10,250
PRIMARY METALS	3	4,900	-	-	3	77,750
FABRICATED METALS	7	12,200	-	-	2	5,100
MACHINERY	8	14,850	1	5,050	2	4,350
ELECTRICAL MACHINERY	14	41,400	-	-	6	18,700
TRANSPORTATION EQUIPMENT	8	37,650	2	11,300	4	18,400
INSTRUMENTS	-	-	-	-	1	1,000
MISCELLANEOUS MANUFACTURING	4	13,200	-	-	-	-
NONMANUFACTURING	241	1,241,950	1	2,500	15	73,150
MINING, CRUDE PETROLEUM, AND NATURAL GAS	1	2,200	-	-	-	-
TRANSPORTATION[1]	33	379,650	-	-	4	11,700
COMMUNICATIONS	3	27,550	-	-	-	-
UTILITIES, ELECTRIC AND GAS	5	7,150	-	-	2	2,800
WHOLESALE TRADE	6	13,350	-	-	-	-
RETAIL TRADE	45	130,950	1	2,500	-	-
HOTELS AND RESTAURANTS	38	165,550	-	-	-	-
SERVICES	38	304,850	-	-	3	24,600
CONSTRUCTION	70	208,550	-	-	6	34,050
MISCELLANEOUS NONMANUFACTURING	2	2,150	-	-	-	-

[1] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 3.5 Progression plans by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		PROGRESSION PLANS									
			TOTAL		AUTOMATIC[1]		MERIT[2]		AUTOMATIC AND MERIT		NO DETAILS GIVEN	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	551	2,526,350	339	1,367,050	56	303,350	138	800,750	18	55,200
MANUFACTURING	808	3,781,650	334	1,401,200	182	519,900	45	270,650	92	561,800	15	48,850
ORDNANCE, ACCESSORIES	18	50,550	14	41,900	9	29,600	1	1,950	3	9,150	1	1,200
FOOD, KINDRED PRODUCTS	94	266,600	16	27,600	9	14,300	-	-	4	7,600	3	5,700
TOBACCO MANUFACTURING	9	27,350	2	5,750	2	5,750	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	15	36,450	3	4,500	1	1,850	1	1,000	1	1,650	-	-
APPAREL	48	478,600	9	25,900	9	25,900	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS	13	19,250	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	19	31,350	5	7,600	3	5,200	2	2,400	-	-	-	-
PAPER, ALLIED PRODUCTS	51	95,650	18	29,950	15	26,150	1	1,200	1	1,100	1	1,500
PRINTING AND PUBLISHING	19	42,600	9	15,600	4	7,800	1	1,200	4	6,600	-	-
CHEMICALS	45	91,850	19	37,250	9	17,250	4	7,250	5	11,000	1	1,750
PETROLEUM REFINING	12	23,450	8	16,550	7	13,600	-	-	1	2,950	-	-
RUBBER AND PLASTICS	17	95,650	3	6,850	2	4,750	1	2,100	-	-	-	-
LEATHER PRODUCTS	13	37,900	4	17,000	2	7,000	-	-	2	10,000	-	-
STONE, CLAY, AND GLASS	29	64,850	3	5,700	2	4,600	1	1,100	-	-	-	-
PRIMARY METALS	90	516,850	26	74,500	11	36,200	6	9,050	7	15,150	2	14,100
FABRICATED METALS	29	53,700	16	27,850	9	11,300	3	6,250	4	10,300	-	-
MACHINERY	83	260,950	53	192,800	28	118,850	7	33,600	17	39,300	1	1,050
ELECTRICAL MACHINERY	90	426,350	63	328,400	32	83,750	5	52,500	25	184,150	1	8,000
TRANSPORTATION EQUIPMENT	90	1,111,450	49	504,850	20	92,900	11	149,950	14	247,750	4	14,250
INSTRUMENTS	15	28,800	10	22,800	5	6,600	1	1,100	4	15,100	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	4	7,850	3	6,550	-	-	-	-	1	1,300
NONMANUFACTURING	742	3,436,350	217	1,125,150	157	847,150	11	32,700	46	238,950	3	6,350
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	2	3,900	2	3,900	-	-	-	-	-	-
TRANSPORTATION[3]	71	512,100	4	8,600	4	8,600	-	-	-	-	-	-
COMMUNICATIONS	84	701,250	79	669,400	55	474,200	3	12,650	21	182,550	-	-
UTILITIES, ELECTRIC AND GAS	65	158,000	51	129,600	31	87,150	3	9,850	15	29,750	2	2,850
WHOLESALE TRADE	15	27,150	2	3,950	1	1,500	-	-	1	2,450	-	-
RETAIL TRADE	97	355,450	63	268,550	54	245,000	2	4,050	7	19,500	-	-
HOTELS AND RESTAURANTS	42	180,850	1	2,500	-	-	-	-	1	2,500	-	-
SERVICES	66	398,000	14	37,400	10	26,800	2	4,900	1	2,200	1	3,500
CONSTRUCTION	280	988,300	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	1	1,250	-	-	1	1,250	-	-	-	-

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

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

[3] Excludes railroads and airlines.

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Table 3.6 Travel allowances by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		TRAVEL TIME [1]		GENERAL PER DIEM ALLOWANCE [2]		MEAL ALLOWANCE	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	404	2,098,200	153	957,100	516	2,218,550
MANUFACTURING	808	3,781,650	78	528,350	33	314,400	179	545,250
ORDNANCE, ACCESSORIES	18	50,550	3	14,300	3	10,150	6	14,100
FOOD, KINDRED PRODUCTS	94	266,600	5	12,200	1	3,850	22	61,350
TOBACCO MANUFACTURING	9	27,350	-	-	-	-	2	8,450
TEXTILE MILL PRODUCTS	15	36,450	-	-	-	-	-	-
APPAREL	48	478,600	-	-	-	-	1	6,000
LUMBER, WOOD PRODUCTS	13	19,250	4	6,150	-	-	1	1,200
FURNITURE, FIXTURES	19	31,350	2	2,800	2	3,000	2	2,450
PAPER, ALLIED PRODUCTS	51	95,650	2	4,350	-	-	34	67,400
PRINTING AND PUBLISHING	19	42,600	1	2,500	-	-	-	-
CHEMICALS	45	91,850	6	14,500	-	-	22	42,700
PETROLEUM REFINING	12	23,450	5	9,450	2	5,200	12	23,450
RUBBER AND PLASTICS	17	95,650	-	-	1	1,200	2	4,750
LEATHER PRODUCTS	13	37,900	-	-	-	-	-	-
STONE, CLAY, AND GLASS	29	64,850	-	-	-	-	11	27,300
PRIMARY METALS	90	516,850	2	12,950	1	1,100	24	59,700
FABRICATED METALS	29	53,700	1	1,950	1	3,100	-	-
MACHINERY	83	260,950	10	18,850	4	5,600	9	15,000
ELECTRICAL MACHINERY	90	426,350	7	116,150	1	1,200	8	113,800
TRANSPORTATION EQUIPMENT	90	1,111,450	29	311,100	17	280,000	23	97,600
INSTRUMENTS	15	28,800	1	1,100	-	-	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	-	-	-	-
NONMANUFACTURING	742	3,436,350	326	1,569,850	120	642,700	337	1,673,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	2	3,700	1	1,500	13	23,550
TRANSPORTATION [3]	71	512,100	21	143,950	15	101,250	35	227,650
COMMUNICATIONS	84	701,250	66	547,250	15	123,850	65	573,000
UTILITIES, ELECTRIC AND GAS	65	158,000	44	120,050	17	52,900	59	147,950
WHOLESALE TRADE	15	27,150	3	5,050	1	1,000	5	5,950
RETAIL TRADE	97	355,450	22	68,000	2	9,600	15	99,900
HOTELS AND RESTAURANTS	42	180,850	4	10,550	-	-	40	155,050
SERVICES	66	398,000	19	158,650	6	112,750	19	139,150
CONSTRUCTION	280	988,300	143	510,500	63	239,850	84	298,450
MISCELLANEOUS NONMANUFACTURING	4	5,000	2	2,150	-	-	2	2,650

	LODGING ALLOWANCE		TRANSPORTATION ALLOWANCE [4]		INCIDENTAL EXPENSES [5]	
ALL INDUSTRIES	274	1,397,800	580	3,099,350	66	413,500
MANUFACTURING	42	202,450	101	533,250	11	45,200
ORDNANCE, ACCESSORIES	1	1,200	3	11,050	1	6,050
FOOD, KINDRED PRODUCTS	5	12,050	13	32,800	3	6,500
TOBACCO MANUFACTURING	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	-	-	-	-	-	-
APPAREL	1	6,000	1	6,000	-	-
LUMBER, WOOD PRODUCTS	1	1,350	4	4,550	-	-
FURNITURE, FIXTURES	2	2,200	2	2,800	-	-
PAPER, ALLIED PRODUCTS	1	2,000	4	5,500	-	-
PRINTING AND PUBLISHING	-	-	2	3,700	1	2,500
CHEMICALS	3	3,550	11	16,250	-	-
PETROLEUM REFINING	2	3,200	8	14,650	-	-
RUBBER AND PLASTICS	-	-	-	-	-	-
LEATHER PRODUCTS	-	-	-	-	-	-
STONE, CLAY, AND GLASS	-	-	1	1,000	-	-
PRIMARY METALS	2	2,400	7	9,100	1	1,800
FABRICATED METALS	1	1,000	1	1,500	-	-
MACHINERY	3	6,100	9	17,100	3	7,350
ELECTRICAL MACHINERY	5	104,700	7	126,650	-	-
TRANSPORTATION EQUIPMENT	15	56,700	26	274,500	2	21,000
INSTRUMENTS	-	-	2	6,100	-	-
MISCELLANEOUS MANUFACTURING	-	-	-	-	-	-
NONMANUFACTURING	232	1,195,350	479	2,566,100	55	368,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS	2	3,300	9	93,550	-	-
TRANSPORTATION [3]	36	211,350	55	459,700	5	44,650
COMMUNICATIONS	55	481,900	83	699,450	12	170,500
UTILITIES, ELECTRIC AND GAS	39	91,000	50	129,450	5	8,650
WHOLESALE TRADE	6	8,300	4	4,750	1	1,000
RETAIL TRADE	9	22,600	47	170,900	-	-
HOTELS AND RESTAURANTS	5	17,400	12	41,900	3	9,650
SERVICES	13	93,250	24	241,700	3	37,300
CONSTRUCTION	67	266,250	194	723,650	24	94,400
MISCELLANEOUS NONMANUFACTURING	-	-	1	1,050	2	2,150

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

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

[3] Excludes railroads and airlines.

[4] A transportation allowance is a specific payment for the cost of travel, including the cost of tickets on common carriers or a mileage allowance when workers use their own automobile.

[5] Incidental expenses refer to specific payments made to workers in travel status for miscellaneous expenditures related to travel other than for room, meals, and transportation.

NOTE: Nonadditive.

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Table 3.7 Provisions for tools, work clothing, and safety equipment by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		PROVISION FOR--							
			TOOLS		WORK CLOTHING/UNIFORMS				SAFETY EQUIPMENT	
					FURNISHED AND/OR REPLACED		MAINTAINED			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	531	2,801,400	718	3,719,850	293	1,310,750	775	3,933,750
MANUFACTURING	808	3,781,650	204	1,558,000	309	1,885,200	77	173,650	427	2,411,500
ORDNANCE, ACCESSORIES	18	50,550	5	19,450	7	21,400	-	-	11	33,150
FOOD, KINDRED PRODUCTS	94	266,600	37	137,900	77	174,200	48	102,150	45	158,650
TOBACCO MANUFACTURING	9	27,350	-	-	1	5,500	-	-	1	3,850
TEXTILE MILL PRODUCTS	15	36,450	4	10,350	2	6,000	-	-	1	1,100
APPAREL	48	478,600	12	201,950	-	-	-	-	2	7,500
LUMBER, WOOD PRODUCTS	13	19,250	5	7,650	1	1,350	-	-	2	2,950
FURNITURE, FIXTURES	19	31,350	5	10,600	3	3,900	-	-	6	8,950
PAPER, ALLIED PRODUCTS	51	95,650	17	32,900	9	24,050	3	3,900	22	45,550
PRINTING AND PUBLISHING	19	42,600	3	8,200	1	2,500	1	2,500	4	6,800
CHEMICALS	45	91,850	8	11,750	25	46,050	8	14,750	32	56,700
PETROLEUM REFINING	12	23,450	5	12,200	8	17,900	-	-	5	10,100
RUBBER AND PLASTICS	17	95,650	11	39,500	10	58,650	3	5,750	14	87,450
LEATHER PRODUCTS	13	37,900	5	24,350	1	1,400	-	-	3	4,450
STONE, CLAY, AND GLASS	29	64,850	13	38,700	8	22,100	-	-	21	46,650
PRIMARY METALS	90	516,850	10	15,350	65	463,650	6	8,800	74	479,850
FABRICATED METALS	29	53,700	5	9,500	11	19,850	-	-	20	38,750
MACHINERY	83	260,950	16	109,200	32	118,150	2	5,900	59	217,250
ELECTRICAL MACHINERY	90	426,350	10	37,000	12	57,300	1	1,200	41	220,150
TRANSPORTATION EQUIPMENT	90	1,111,450	32	828,850	29	825,900	4	21,700	56	970,000
INSTRUMENTS	15	28,800	-	-	5	11,400	1	7,000	5	6,300
MISCELLANEOUS MANUFACTURING	9	21,450	1	2,600	2	3,950	-	-	3	5,350
NONMANUFACTURING	742	3,436,350	327	1,243,400	409	1,834,650	216	1,137,100	348	1,522,250
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	9	93,350	13	100,650	2	3,300	15	104,100
TRANSPORTATION[1]	71	512,100	16	126,450	57	445,000	47	422,800	57	476,450
COMMUNICATIONS	84	701,250	16	54,550	4	18,550	2	2,800	12	44,300
UTILITIES, ELECTRIC AND GAS	65	158,000	35	83,600	25	66,500	9	22,600	46	120,700
WHOLESALE TRADE	15	27,150	1	3,100	10	16,700	10	16,700	4	8,450
RETAIL TRADE	97	355,450	29	84,050	79	301,300	61	265,800	9	13,150
HOTELS AND RESTAURANTS	42	180,850	4	17,400	41	170,850	41	170,850	1	14,100
SERVICES	66	398,000	14	68,350	38	217,100	30	195,450	8	56,650
CONSTRUCTION	280	988,300	202	711,500	140	495,350	12	34,150	195	682,750
MISCELLANEOUS NONMANUFACTURING	4	5,000	1	1,050	2	2,650	2	2,650	1	1,600

[1] Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.8 Nonproduction bonuses

(In agreements covering 1,000 workers or more, July 1, 1974)

TYPE OF BONUS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
CHRISTMAS BONUS	28	190,850
YEAR-END BONUS	9	27,250
ATTENDANCE BONUS	21	115,550
CONTINUOUS SERVICE BONUS	32	119,400

NOTE: Nonproduction bonuses are those which provide extra payments to employees based on factors other than the output of the individual worker. Nonadditive.

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Table 3.9 Profit-sharing, thrift, and stock purchase plans by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		PROFIT-SHARING PLANS[1]		SAVINGS AND/OR THRIFT PLANS[2]		STOCK PURCHASE PLANS[3]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	40	99,850	53	317,450	26	117,000
MANUFACTURING	808	3,781,650	27	70,750	41	281,700	20	100,100
ORDNANCE, ACCESSORIES	18	50,550	-	-	6	20,950	-	-
FOOD, KINDRED PRODUCTS	94	266,600	2	4,300	4	5,700	2	2,500
TOBACCO MANUFACTURING	9	27,350	5	16,900	-	-	-	-
TEXTILE MILL PRODUCTS	15	36,450	-	-	-	-	-	-
APPAREL	48	478,600	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS	13	19,250	-	-	-	-	-	-
FURNITURE, FIXTURES	19	31,350	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS	51	95,650	-	-	1	1,500	-	-
PRINTING AND PUBLISHING	19	42,600	2	3,400	-	-	-	-
CHEMICALS	45	91,850	5	11,350	4	12,000	2	6,550
PETROLEUM REFINING	12	23,450	-	-	5	10,400	3	7,550
RUBBER AND PLASTICS	17	95,650	1	1,200	1	1,000	-	-
LEATHER PRODUCTS	13	37,900	-	-	-	-	-	-
STONE, CLAY, AND GLASS	29	64,850	-	-	1	1,100	-	-
PRIMARY METALS	90	516,850	3	5,100	-	-	1	1,100
FABRICATED METALS	29	53,700	2	3,000	-	-	-	-
MACHINERY	83	260,950	-	-	-	-	-	-
ELECTRICAL MACHINERY	90	426,350	4	10,900	11	156,250	2	5,100
TRANSPORTATION EQUIPMENT	90	1,111,450	3	14,600	8	72,800	8	69,000
INSTRUMENTS	15	28,800	-	-	-	-	2	8,300
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	-	-	-	-
NONMANUFACTURING	742	3,436,350	13	29,100	12	35,750	6	16,900
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	1	1,500	-	-	1	1,450
TRANSPORTATION[4]	71	512,100	-	-	-	-	-	-
COMMUNICATIONS	84	701,250	-	-	-	-	1	1,250
UTILITIES, ELECTRIC AND GAS	65	158,000	1	1,300	5	8,550	4	14,200
WHOLESALE TRADE	15	27,150	1	4,000	-	-	-	-
RETAIL TRADE	97	355,450	9	19,000	6	16,700	-	-
HOTELS AND RESTAURANTS	42	180,850	-	-	-	-	-	-
SERVICES	66	398,000	1	3,300	1	10,500	-	-
CONSTRUCTION	280	988,300	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	-	-	-	-

[1] Profit-sharing plans are negotiated procedures under which employers pay their employees, in addition to regular pay, a share of the profits from the business as a whole.

[2] Savings and thrift plans are arrangements under which payroll deductions are made with each worker's consent, for investment and saving, to which the employer contributes, and accumulated amounts become available to each worker usually under a variety of conditions such as layoff, severance, and retirement.

[3] Stock purchase plans are arrangements permitting workers to purchase shares in the company, with or without employer contributions, generally under more favorable terms than are available on the open market.

[4] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 3.10 Shift differentials by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		METHOD OF PAYING DIFFERENTIALS					
			TOTAL		MONEY[1]		TIME[2]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,240	5,587,450	952	4,385,100	155	589,800
MANUFACTURING	808	3,781,650	718	3,213,200	628	2,813,000	7	14,450
ORDNANCE, ACCESSORIES	18	50,550	18	50,550	9	19,050	-	-
FOOD, KINDRED PRODUCTS	94	266,600	81	244,400	81	244,400	-	-
TOBACCO MANUFACTURING	9	27,350	8	26,350	8	26,350	-	-
TEXTILE MILL PRODUCTS	15	36,450	10	24,250	9	22,600	-	-
APPAREL	48	478,600	6	22,500	6	22,500	-	-
LUMBER, WOOD PRODUCTS	13	19,250	12	17,900	10	13,600	2	4,300
FURNITURE, FIXTURES	19	31,350	12	21,850	10	16,050	2	5,800
PAPER, ALLIED PRODUCTS	51	95,650	47	89,800	46	88,300	-	-
PRINTING AND PUBLISHING	19	42,600	18	40,800	15	27,700	-	-
CHEMICALS	45	91,850	43	89,050	41	79,950	-	-
PETROLEUM REFINING	12	23,450	12	23,450	12	23,450	-	-
RUBBER AND PLASTICS	17	95,650	17	95,650	14	64,150	-	-
LEATHER PRODUCTS	13	37,900	6	19,750	5	18,250	1	1,500
STONE, CLAY, AND GLASS	29	64,850	29	64,850	29	64,850	-	-
PRIMARY METALS	90	516,850	89	508,950	88	506,450	-	-
FABRICATED METALS	29	53,700	29	53,700	27	50,850	1	1,350
MACHINERY	83	260,950	83	260,950	73	242,900	1	1,500
ELECTRICAL MACHINERY	90	426,350	89	424,850	81	401,900	-	-
TRANSPORTATION EQUIPMENT	90	1,111,450	87	1,087,950	46	839,450	-	-
INSTRUMENTS	15	28,800	14	26,800	11	23,400	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	8	18,850	7	16,850	-	-
NONMANUFACTURING	742	3,436,350	522	2,374,250	324	1,572,100	148	575,350
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	17	106,650	17	106,650	-	-
TRANSPORTATION[3]	71	512,100	17	121,250	17	121,250	-	-
COMMUNICATIONS	84	701,250	81	665,900	62	529,050	1	1,350
UTILITIES, ELECTRIC AND GAS	65	158,000	56	143,500	55	142,500	-	-
WHOLESALE TRADE	15	27,150	12	22,350	11	20,000	1	2,350
RETAIL TRADE	97	355,450	69	240,850	68	238,350	-	-
HOTELS AND RESTAURANTS	42	180,850	15	73,400	15	73,400	-	-
SERVICES	66	398,000	33	216,600	33	216,600	-	-
CONSTRUCTION	280	988,300	219	779,850	43	120,400	146	571,650
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,900	3	3,900	-	-

INDUSTRY	METHOD OF PAYING DIFFERENTIALS--CONTINUED				NO REFERENCE TO SHIFT DIFFERENTIALS	
	TIME AND MONEY		OTHER[4]			
ALL INDUSTRIES	68	280,050	65	332,500	310	1,630,550
MANUFACTURING	23	64,700	60	321,050	90	568,450
ORDNANCE, ACCESSORIES	-	-	9	31,500	-	-
FOOD, KINDRED PRODUCTS	-	-	-	-	13	22,200
TOBACCO MANUFACTURING	-	-	-	-	1	1,000
TEXTILE MILL PRODUCTS	1	1,650	-	-	5	12,200
APPAREL	-	-	-	-	42	456,100
LUMBER, WOOD PRODUCTS	-	-	-	-	1	1,350
FURNITURE, FIXTURES	-	-	-	-	7	9,500
PAPER, ALLIED PRODUCTS	-	-	1	1,500	4	5,850
PRINTING AND PUBLISHING	2	4,300	1	8,800	1	1,800
CHEMICALS	1	5,300	1	3,800	2	2,800
RUBBER AND PLASTICS	-	-	3	31,500	-	-
LEATHER PRODUCTS	-	-	-	-	7	18,150
PRIMARY METALS	1	2,500	-	-	1	7,900
FABRICATED METALS	1	1,500	-	-	-	-
MACHINERY	4	9,800	5	6,750	-	-
ELECTRICAL MACHINERY	1	1,500	7	21,450	1	1,500
TRANSPORTATION EQUIPMENT	9	33,950	32	214,550	3	23,500
INSTRUMENTS	2	2,200	1	1,200	1	2,000
MISCELLANEOUS MANUFACTURING	1	2,000	-	-	1	2,600
NONMANUFACTURING	45	215,350	5	11,450	220	1,062,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS	-	-	-	-	1	3,600
TRANSPORTATION[3]	-	-	-	-	54	390,850
COMMUNICATIONS	18	135,500	-	-	3	35,350
UTILITIES, ELECTRIC AND GAS	1	1,000	-	-	9	14,500
WHOLESALE TRADE	-	-	-	-	3	4,800
RETAIL TRADE	-	-	1	2,500	28	114,600
HOTELS AND RESTAURANTS	-	-	-	-	27	107,450
SERVICES	-	-	-	-	33	181,400
CONSTRUCTION	26	78,850	4	8,950	61	208,450
MISCELLANEOUS NONMANUFACTURING	-	-	-	-	1	1,100

[1] Includes 4 agreements which designate a money differential for the second shift and are silent as to the third shift.

[2] Includes 1 agreement which designates a time differential for the second shift and is silent as to the third shift.

[3] Excludes railroads and airlines.

[4] Includes 55 agreements which provide a money differential for the second shift and a time and money differential for the third; 2, a time differential for the second shift and a time and money differential for the third; 1, a time and money differential for the second shift and a money differential for the third; 1, a time and money differential for the second shift and a time differential for the third; and 6 agreements which refer shift differentials to local negotiation.

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Table 3.11 Money differentials by shift

(In agreements covering 1,000 workers or more, July 1, 1974)

TYPE AND AMOUNT OF MONEY DIFFERENTIAL	SECOND SHIFT		THIRD SHIFT		GENERAL NIGHT SHIFT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
TOTAL WITH MONEY DIFFERENTIAL	680	3,089,200	622	2,797,350	327	1,574,000
CENTS PER HOUR	516	1,729,150	474	1,505,650	160	524,200
1 TO 9	76	197,050	11	30,600	23	88,900
10 TO 14	238	973,500	72	183,350	36	97,650
15 TO 19	101	305,250	185	853,750	29	67,150
20 TO 24	63	131,300	104	190,500	20	67,350
25 OR MORE	36	118,050	100	243,450	50	185,650
REFERENCE TO CENTS PER HOUR-NO DETAILS GIVEN	2	4,000	2	4,000	2	17,500
PERCENTAGE	135	1,270,450	117	1,198,700	114	774,750
LESS THAN 5	8	12,000	-	-	-	-
5	27	801,000	4	8,150	2	3,300
6 TO 9	35	175,650	30	135,700	1	2,450
10	46	220,400	51	972,350	105	754,850
OVER 10	19	61,400	32	82,500	6	14,150
FLAT DAILY OR WEEKLY PREMIUM	12	31,250	13	32,550	32	206,700
OTHER MONEY DIFFERENTIALS	[1]17	58,350	[2]18	60,450	[3]21	68,350

[1] Includes 12 agreements which vary the money differential by occupation; 2 by level of wages; 2 by length of service; and 1 by activity.

[2] Includes 11 agreements which vary the money differential by occupation; 3 by length of service; 1 by level of wages; and 1 by activity. One provides a percentage differential plus a flat sum per hour, and 1 provides a cents-per-hour differential for the first 3½ hours and the overtime rate thereafter.

[3] Includes 10 agreements which vary the money differential by occupation; 4 by schedule worked; 1 by location; 1 by length of service; 3 by occupation and schedule worked; and 2 by number of hours and schedule worked.

Table 3.12 Time differentials by shift

(In agreements covering 1,000 workers or more, July 1, 1974)

TIME DIFFERENTIAL	SECOND SHIFT		THIRD SHIFT		GENERAL NIGHT SHIFT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
TOTAL WITH TIME DIFFERENTIAL	145	526,350	143	520,400	12	68,150
8 HOURS' PAY FOR 7.5 HOURS' WORK	71	241,350	11	50,650	2	20,850
8 HOURS' PAY FOR 7 HOURS' WORK	67	269,350	116	427,200	7	41,950
8 HOURS' PAY FOR 6.5 HOURS' WORK	-	-	1	15,000	-	-
8 HOURS' PAY FOR 6 HOURS' WORK	-	-	3	5,850	-	-
OTHER TIME DIFFERENTIALS	[1]7	15,650	[2]12	21,700	[3]3	5,350

[1] Includes 3 agreements which provide 7 hours' pay for 6 hours' work; 1, 9 hours' pay for 7½ hours' work; and 3 which vary the time differential by activity.

[2] Includes 1 agreement which provides 9 hours' pay for 8 hours' work; 3, 9 hours' pay for 7½ hours' work; 3, 9 hours' for 7 hours' work; 3, 7 hours' pay for 6 hours' work; and 2 which vary the time differential by activity.

[3] Includes 1 agreement which provides 8¾ hours' pay for 8 hours' work; 1, 8½ hours' pay for 7 hours' work; and 1, 10 hours' pay for 8 hours' work.

Table 3.13 Time and money differentials by shift

(In agreements covering 1,000 workers or more, July 1, 1974)

TIME AND MONEY DIFFERENTIAL	SECOND SHIFT		THIRD SHIFT		GENERAL NIGHT SHIFT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
TOTAL WITH TIME AND MONEY DIFFERENTIAL	47	120,850	102	400,900	23	161,950
8 HOURS' PAY FOR 7.5 HOURS' WORK AND MONEY	36	96,500	22	54,400	2	13,150
8 HOURS' PAY FOR 7 HOURS' WORK AND MONEY	6	13,650	27	81,350	4	24,700
8 HOURS' PAY FOR 6.5 HOURS' WORK AND MONEY	1	3,800	42	237,150	-	-
8 HOURS' PAY FOR 6 HOURS' WORK AND MONEY	-	-	-	-	-	-
OTHER TIME AND MONEY DIFFERENTIALS	[1]4	6,900	[2]11	28,000	[3]17	124,100

[1] Includes 2 agreements which provide 7 hours' pay for 6½ hours' work plus money; 1, 7 hours' pay for 6¼ hours' work plus money; and 1 which varies the time and money differential by the number of hours worked.

[2] Includes 2 agreements which provide 7 hours' pay for 6½ hours' work plus money; 4, 7 hours' pay for 6 hours' work plus money; 1, 9 hours' pay for 7½ hours' work plus money; 3 which vary the time and money differential by the number of hours worked; and 1 which provides a time and money differential to some workers and a money differential to others.

[3] Includes 16 agreements which vary the time and money differential by the starting time of the shift; and 1 which varies by occupation.

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Table 3.14 Pay differentials for hazardous work and abnormal working conditions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		WITH DIFFERENTIALS FOR HAZARDOUS OR ABNORMAL WORKING CONDITIONS								NO REFERENCE TO DIFFERENTIALS FOR HAZARDOUS OR ABNORMAL WORKING CONDITIONS	
			TOTAL		HAZARDOUS WORK ONLY[1]		ABNORMAL WORKING CONDITIONS ONLY[2]		BOTH			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	302	1,362,450	225	919,300	30	264,100	47	179,050	1,248	5,855,550
MANUFACTURING	808	3,781,650	89	437,050	49	155,150	22	228,350	18	53,550	719	3,344,600
ORDNANCE, ACCESSORIES	18	50,550	3	13,650	3	13,650	-	-	-	-	15	36,900
FOOD, KINDRED PRODUCTS	94	266,600	15	32,400	4	8,000	11	24,400	-	-	79	234,200
TOBACCO MANUFACTURING	9	27,350	-	-	-	-	-	-	-	-	9	27,350
TEXTILE MILL PRODUCTS	15	36,450	-	-	-	-	-	-	-	-	15	36,450
APPAREL	48	478,600	-	-	-	-	-	-	-	-	48	478,600
LUMBER, WOOD PRODUCTS	13	19,250	1	1,200	1	1,200	-	-	-	-	12	18,050
FURNITURE, FIXTURES	19	31,350	-	-	-	-	-	-	-	-	19	31,350
PAPER, ALLIED PRODUCTS	51	95,650	9	12,450	9	12,450	-	-	-	-	42	83,200
PRINTING AND PUBLISHING	19	42,600	-	-	-	-	-	-	-	-	19	42,600
CHEMICALS	45	91,850	3	3,500	2	2,100	1	1,400	-	-	42	88,350
PETROLEUM REFINING	12	23,450	4	8,150	2	3,050	1	3,800	1	1,300	8	15,300
RUBBER AND PLASTICS	17	95,650	2	3,350	2	3,350	-	-	-	-	15	92,300
LEATHER PRODUCTS	13	37,900	-	-	-	-	-	-	-	-	13	37,900
STONE, CLAY, AND GLASS	29	64,850	7	9,850	1	1,650	4	6,000	2	2,200	22	55,000
PRIMARY METALS	90	516,850	1	1,300	1	1,300	-	-	-	-	89	515,550
FABRICATED METALS	29	53,700	1	1,350	1	1,350	-	-	-	-	28	52,350
MACHINERY	83	260,950	5	6,350	3	3,600	2	2,750	-	-	78	254,600
ELECTRICAL MACHINERY	90	426,350	2	9,000	2	9,000	-	-	-	-	88	417,350
TRANSPORTATION EQUIPMENT	90	1,111,450	34	328,400	16	88,350	3	190,000	15	50,050	56	783,050
INSTRUMENTS	15	28,800	2	6,100	2	6,100	-	-	-	-	13	22,700
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	-	-	-	-	-	-	9	21,450
NONMANUFACTURING	742	3,436,350	213	925,400	176	764,150	8	35,750	29	125,500	529	2,510,950
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	3	4,000	2	2,900	-	-	1	1,100	15	106,250
TRANSPORTATION[3]	71	512,100	27	201,050	7	126,200	2	2,100	18	72,750	44	311,050
COMMUNICATIONS	84	701,250	1	2,800	1	2,800	-	-	-	-	83	698,450
UTILITIES, ELECTRIC AND GAS	65	158,000	17	38,100	16	34,150	-	-	1	3,950	48	119,900
WHOLESALE TRADE	15	27,150	-	-	-	-	-	-	-	-	15	27,150
RETAIL TRADE	97	355,450	4	25,000	1	1,000	3	24,000	-	-	93	330,450
HOTELS AND RESTAURANTS	42	180,850	-	-	-	-	-	-	-	-	42	180,850
SERVICES	66	398,000	8	62,050	6	57,350	1	2,200	1	2,500	58	335,950
CONSTRUCTION	280	988,300	152	591,150	142	538,500	2	7,450	8	45,200	128	397,150
MISCELLANEOUS NONMANUFACTURING	4	5,000	1	1,250	1	1,250	-	-	-	-	3	3,750

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

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

[3] Excludes railroads and airlines

Table 3.15 Methods of compensating pay differentials for hazardous work and abnormal working conditions

(In agreements covering 1,000 workers or more, July 1, 1974)

METHOD OF COMPENSATING PAY DIFFERENTIALS	HAZARDOUS WORK		ABNORMAL CONDITIONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000	1,550	7,218,000
TOTAL WITH DIFFERENTIAL FOR HAZARDOUS OR ABNORMAL WORKING CONDITIONS	272	1,098,350	77	443,150
CENTS PER HOUR	90	370,450	23	71,850
UNDER 11 CENTS	11	19,250	5	6,300
11 CENTS BUT UNDER 15 CENTS	2	3,500	1	25,000
15 CENTS	8	69,800	2	3,200
16 CENTS BUT UNDER 20 CENTS	1	3,000	2	4,050
20 CENTS	5	9,850	1	1,850
25 CENTS	44	186,400	7	21,350
OVER 25 CENTS	[1]19	78,650	[2]5	10,100
PERCENT PER HOUR	28	76,250	14	59,900
FLIGHT PAY	14	95,700	-	-
DAILY RATE	28	194,200	26	95,350
VARIES WITH ACTIVITY OR WORK PERFORMED	99	313,800	10	199,150
VARIES WITH OCCUPATION	10	39,900	3	13,900
OTHER	[3]3	8,050	[4]1	3,000

[1] Includes 3 agreements providing 35 cents; 1, 38 cents; 1, 45 cents; 13, 50 cents; and 1, 75 cents.

[2] Includes 1 agreement providing 30 cents; 1, 40 cents; and 3, 50 cents.

[3] Includes 1 agreement which provides time and one-half in addition to the worker's regular rate for hazardous work; 1 which refers to an overtime hazard premium, but makes no reference to the rate; and 1 which refers to a hazard premium, but gives no further details.

[4] This agreement provides time and one-half in addition to the worker's regular rate for work under abnormal conditions.

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Table 3.16 Wage adjustments by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		ESCALATOR (COST-OF-LIVING) PROVISIONS[1]		DEFERRED WAGE INCREASE PROVISIONS[2]		CONTRACT REOPENING PROVISONS[3]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	575	3,905,550	1,349	6,411,500	394	1,953,750
MANUFACTURING	808	3,781,650	390	2,633,350	731	3,445,700	180	859,000
ORDNANCE, ACCESSORIES	18	50,550	10	31,350	17	48,750	4	17,150
FOOD, KINDRED PRODUCTS	94	266,600	31	131,750	81	230,600	22	39,000
TOBACCO MANUFACTURING	9	27,350	7	20,850	8	25,550	2	9,600
TEXTILE MILL PRODUCTS	15	36,450	2	3,050	7	14,200	7	20,950
APPAREL	48	478,600	8	172,300	46	465,750	20	106,850
LUMBER, WOOD PRODUCTS	13	19,250	-	-	13	19,250	-	-
FURNITURE, FIXTURES	19	31,350	6	10,800	17	29,150	2	2,500
PAPER, ALLIED PRODUCTS	51	95,650	1	1,550	47	90,000	11	20,500
PRINTING AND PUBLISHING	19	42,600	11	32,600	17	39,500	6	13,800
CHEMICALS	45	91,850	15	32,650	30	62,050	11	25,400
PETROLEUM REFINING	12	23,450	-	-	11	22,400	2	2,350
RUBBER AND PLASTICS	17	95,650	1	5,000	15	93,250	3	26,950
LEATHER PRODUCTS	13	37,900	-	-	12	36,850	1	1,300
STONE, CLAY, AND GLASS	29	64,850	11	31,700	25	58,550	2	3,800
PRIMARY METALS	90	516,850	75	493,550	87	512,700	44	428,250
FABRICATED METALS	29	53,700	16	27,900	26	47,550	7	15,800
MACHINERY	83	260,950	56	216,250	75	245,050	12	19,300
ELECTRICAL MACHINERY	90	426,350	65	370,150	88	421,850	9	27,350
TRANSPORTATION EQUIPMENT	90	1,111,450	67	1,032,700	87	934,750	10	55,650
INSTRUMENTS	15	28,800	6	8,600	13	26,500	3	13,200
MISCELLANEOUS MANUFACTURING	9	21,450	2	10,600	9	21,450	2	9,300
NONMANUFACTURING	742	3,436,350	185	1,272,200	618	2,965,800	214	1,094,750
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	10	17,900	18	110,250	5	10,200
TRANSPORTATION[4]	71	512,100	41	386,450	63	455,700	41	404,300
COMMUNICATIONS	84	701,250	63	636,500	81	688,250	8	18,550
UTILITIES, ELECTRIC AND GAS	65	158,000	10	24,350	39	108,250	33	71,900
WHOLESALE TRADE	15	27,150	8	12,750	15	27,150	2	3,850
RETAIL TRADE	97	355,450	24	55,050	81	308,950	22	76,850
HOTELS AND RESTAURANTS	42	180,850	3	5,500	41	179,850	17	96,300
SERVICES	66	398,000	13	81,600	49	252,000	16	109,900
CONSTRUCTION	280	988,300	13	52,100	228	832,000	69	301,850
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	3	3,400	1	1,050

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

[2] Deferred wage increases are wage changes agreed to in negotiations which will become effective at specified dates during the contract term.

[3] Contract reopening provisions specify or permit the further negotiation of wages and other contractual matters at a designated date during the contract term. The reopener may also operate in an emergency. See footnote 2, table 3.17.

[4] Excludes railroads and airlines.

Table 3.17 Issues and timing of contract reopeners

(In agreements covering 1,000 workers or more, July 1, 1974)

REOPENER CLAUSE	AGREEMENTS	WORKERS
ISSUES		
ALL AGREEMENTS	1,550	7,218,000
ALL AGREEMENT REOPENERS	394	1,953,750
WAGES ONLY	132	458,050
NONWAGE ITEMS	82	588,500
WAGE AND NONWAGE ITEMS	166	846,400
AGREEMENT MAY BE REOPENED, NO REFERENCE TO SUBJECTS	14	60,800
NO REFERENCE TO AGREEMENT REOPENERS	1,156	5,264,250
ALL AGREEMENT REOPENERS[1]	394	1,953,750
WAGES	298	1,304,450
NONWAGE ITEMS	248	1,434,900
AGREEMENT MAY BE REOPENED, NO REFERENCE TO SUBJECTS	14	60,800

REOPENER CLAUSE	AGREEMENTS	WORKERS
TIMING		
ALL AGREEMENTS	1,550	7,218,000
ALL AGREEMENT REOPENERS	394	1,953,750
FIXED DATE REOPENER ONLY	163	594,150
EMERGENCY REOPENER ONLY[2]	138	1,057,900
REOPENER BY MUTUAL CONSENT ONLY	23	55,950
AGREEMENTS MAY BE REOPENED AT ANY TIME	44	168,900
REOPENS IF ALLIED AGREEMENTS REOPEN	2	3,200
COST-OF-LIVING REVIEWS	6	27,550
FIXED DATE AND EMERGENCY REOPENER[2]	4	6,100
FIXED DATE AND MUTUAL CONSENT	2	2,600
FIXED DATE AND AMENDED AT ANY TIME	5	9,800
EMERGENCY AND MUTUAL CONSENT[2]	1	2,850
EMERGENCY AND AMENDED AT ANY TIME[2]	4	17,700
COST-OF-LIVING REVIEWS, AMENDED AT ANY TIME AND IF ALLIED AGREEMENTS REOPEN	2	7,050
NO REFERENCE TO AGREEMENT REOPENERS	1,156	5,264,250

[1] Nonadditive.

[2] Emergency reopeners provide that the contract, or specific provisions of the contract, will be reopened in the event of significant occurrences in the economy, society, or bargaining unit, such as war, national disaster, critical business reverses, or the imposition of controls on wages or prices.

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Table 3.18 Wage adjustments by duration

(In agreements covering 1,000 workers or more, July 1, 1974)

WAGE ADJUSTMENT PROVISION	ALL AGREEMENTS		11 MONTHS[1]		12 MONTHS		13-23 MONTHS		24 MONTHS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000	2	3,300	64	176,350	21	49,250	310	935,400
COST-OF-LIVING ONLY	23	238,150	-	-	1	4,000	-	-	4	5,900
DEFERRED WAGE INCREASE ONLY	632	2,146,950	-	-	14	50,500	15	37,000	193	611,900
CONTRACT REOPENING ONLY	81	241,150	1	1,700	6	9,450	2	4,050	29	68,550
COST-OF-LIVING AND DEFERRED WAGE INCREASE	412	2,618,850	-	-	4	4,550	-	-	27	57,800
COST-OF-LIVING AND CONTRACT REOPENING	8	66,900	-	-	-	-	-	-	2	5,800
DEFERRED WAGE INCREASE AND CONTRACT REOPENING	173	664,050	-	-	-	-	2	4,400	27	89,000
COST-OF-LIVING, DEFERRED WAGE INCREASE, AND CONTRACT REOPENING	132	981,650	-		1	1,500	-		6	48,250
NO REFERENCE TO WAGE ADJUSTMENTS	89	260,300	1	1,600	38	106,350	2	3,800	22	48,200

WAGE ADJUSTMENT PROVISION	25-35 MONTHS		36 MONTHS		37-47 MONTHS		48 MONTHS		OVER 48 MONTHS[2]	
ALL AGREEMENTS	165	1,499,050	884	4,027,150	59	334,450	16	64,550	29	128,500
COST-OF-LIVING ONLY	4	181,650	13	43,300	-	-	-	-	1	3,300
DEFERRED WAGE INCREASE ONLY	51	207,700	325	1,128,100	20	45,350	8	28,600	6	37,800
CONTRACT REOPENING ONLY	3	5,650	36	121,650	-	-	-	-	4	30,100
COST-OF-LIVING AND DEFERRED WAGE INCREASE	52	669,400	295	1,666,250	31	215,550	2	3,400	1	1,900
COST-OF-LIVING AND CONTRACT REOPENING	1	1,100	4	45,700	1	14,300	-	-	-	-
DEFERRED WAGE INCREASE AND CONTRACT REOPENING	9	47,600	111	403,500	5	45,200	4	23,650	15	50,700
COST-OF-LIVING, DEFERRED WAGE INCREASE, AND CONTRACT REOPENING	39	377,250	80	527,000	2	14,050	2	8,900	2	4,700
NO REFERENCE TO WAGE ADJUSTMENTS	6	8,700	20	91,650	-	-	-	-	-	-

[1] Includes 1 agreement for 10 months.

[2] See footnote 3, table 1.4.

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Table 3.19 Wage garnishment, equal pay for equal work, and red-circle rate provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		WAGE GARNISHMENT[1]		EQUAL PAY FOR EQUAL WORK		RED-CIRCLE RATES[2]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	105	1,048,800	130	365,850	211	1,072,450
MANUFACTURING	808	3,781,650	57	640,600	102	261,150	166	829,850
ORDNANCE, ACCESSORIES	18	50,550	1	7,000	7	19,750	6	17,900
FOOD, KINDRED PRODUCTS	94	266,600	4	9,700	16	48,350	20	119,400
TOBACCO MANUFACTURING	9	27,350	2	3,950	1	4,100	1	3,850
TEXTILE MILL PRODUCTS	15	36,450	-	-	6	17,300	1	1,650
APPAREL	48	478,600	-	-	2	7,300	-	-
LUMBER, WOOD PRODUCTS	13	19,250	-	-	1	1,200	-	-
FURNITURE, FIXTURES	19	31,350	1	1,200	3	3,000	1	1,000
PAPER, ALLIED PRODUCTS	51	95,650	12	25,400	1	1,100	13	20,700
PRINTING AND PUBLISHING	19	42,600	2	3,800	2	2,600	2	2,800
CHEMICALS	45	91,850	3	5,300	6	11,150	7	13,600
PETROLEUM REFINING	12	23,450	-	-	-	-	5	10,800
RUBBER AND PLASTICS	17	95,650	1	1,100	3	5,800	-	-
LEATHER PRODUCTS	13	37,900	1	5,800	-	-	-	-
STONE, CLAY, AND GLASS	29	64,850	1	1,600	3	4,100	6	13,100
PRIMARY METALS	90	516,850	3	14,950	7	19,150	40	404,600
FABRICATED METALS	29	53,700	3	4,250	7	12,550	5	13,250
MACHINERY	83	260,950	11	41,650	14	24,150	25	73,400
ELECTRICAL MACHINERY	90	426,350	5	34,800	15	55,750	13	57,800
TRANSPORTATION EQUIPMENT	90	1,111,450	7	480,100	4	18,500	16	68,200
INSTRUMENTS	15	28,800	-	-	1	1,300	3	4,900
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	3	4,000	2	2,900
NONMANUFACTURING	742	3,436,350	48	408,200	28	104,700	45	242,600
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	-	-	1	1,100	1	1,450
TRANSPORTATION[3]	71	512,100	30	372,100	-	-	6	42,600
COMMUNICATIONS	84	701,250	-	-	1	1,650	7	59,150
UTILITIES, ELECTRIC AND GAS	65	158,000	3	5,500	2	7,500	13	30,950
WHOLESALE TRADE	15	27,150	2	4,800	-	-	1	1,400
RETAIL TRADE	97	355,450	10	19,300	5	18,600	8	77,800
HOTELS AND RESTAURANTS	42	180,850	-	-	13	62,400	3	4,900
SERVICES	66	398,000	2	3,500	5	12,400	3	11,500
CONSTRUCTION	280	988,300	1	3,000	-	-	1	10,000
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	1	1,050	2	2,850

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

[2] A red-circle rate is a rate of pay higher than the contractual or formally established rate for the job. The rate usually is attached to the incumbent worker, not to the job, and protects the employee from a decline in earnings through no fault of his own--for example, for physical disability resulting from on-the-job injury or age.

[3] Excludes railroads or airlines.

NOTE: Nonadditive.

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Part IV. Hours, Overtime, and Premium Pay

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

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Table 4.1 Overtime provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		DAILY OVERTIME		WEEKLY OVERTIME		OVERTIME OUTSIDE REGULARLY SCHEDULED HOURS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,358	6,362,250	990	4,762,700	556	2,329,300
MANUFACTURING	808	3,781,650	760	3,620,150	584	2,709,200	223	960,400
ORDNANCE, ACCESSORIES	18	50,550	18	50,550	14	34,300	8	32,600
FOOD, KINDRED PRODUCTS	94	266,600	85	249,350	77	167,750	15	30,550
TOBACCO MANUFACTURING	9	27,350	8	26,350	5	13,250	5	20,600
TEXTILE MILL PRODUCTS	15	36,450	14	35,350	15	36,450	2	4,350
APPAREL	48	478,600	35	386,400	17	156,150	24	346,750
LUMBER, WOOD PRODUCTS	13	19,250	12	16,750	10	13,750	2	3,700
FURNITURE, FIXTURES	19	31,350	18	30,100	12	18,550	9	14,300
PAPER, ALLIED PRODUCTS	51	95,650	50	93,400	48	89,700	13	27,000
PRINTING AND PUBLISHING	19	42,600	15	36,500	5	7,800	11	29,500
CHEMICALS	45	91,850	44	90,050	39	80,950	11	21,750
PETROLEUM REFINING	12	23,450	11	22,400	10	21,350	6	12,750
RUBBER AND PLASTICS	17	95,650	17	95,650	12	83,500	1	1,000
LEATHER PRODUCTS	13	37,900	13	37,900	7	11,800	2	13,800
STONE, CLAY, AND GLASS	29	64,850	27	60,850	23	52,150	6	9,550
PRIMARY METALS	90	516,850	88	513,150	80	493,300	13	20,550
FABRICATED METALS	29	53,700	28	52,350	22	40,700	9	14,700
MACHINERY	83	260,950	81	258,250	62	151,050	19	72,400
ELECTRICAL MACHINERY	90	426,350	88	422,650	52	274,050	21	87,450
TRANSPORTATION EQUIPMENT	90	1,111,450	86	1,095,900	57	923,450	38	180,200
INSTRUMENTS	15	28,800	15	28,800	11	22,400	4	4,200
MISCELLANEOUS MANUFACTURING	9	21,450	7	17,450	6	16,800	4	12,700
NONMANUFACTURING	742	3,436,350	598	2,742,100	406	2,053,500	333	1,368,900
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	18	110,250	18	110,250	2	2,500
TRANSPORTATION[1]	71	512,100	51	390,150	29	270,400	35	133,650
COMMUNICATIONS	84	701,250	69	533,750	70	541,250	31	310,350
UTILITIES, ELECTRIC AND GAS	65	158,000	52	127,850	43	110,450	39	92,750
WHOLESALE TRADE	15	27,150	14	25,150	10	16,900	8	16,750
RETAIL TRADE	97	355,450	89	343,050	83	329,750	25	75,100
HOTELS AND RESTAURANTS	42	180,850	39	160,350	29	139,500	3	13,900
SERVICES	66	398,000	49	248,700	42	199,750	9	78,750
CONSTRUCTION	280	988,300	213	797,850	79	331,350	181	645,150
MISCELLANEOUS NONMANUFACTURING	4	5,000	4	5,000	3	3,900	-	-

	GRADUATED OVERTIME RATES[2]		EQUAL DISTRIBUTION OF OVERTIME		RIGHT TO REFUSE OVERTIME	
ALL INDUSTRIES	377	1,790,500	706	3,217,750	269	1,508,300
MANUFACTURING	235	839,850	502	2,331,000	221	1,277,350
ORDNANCE, ACCESSORIES	7	20,600	17	46,700	12	41,600
FOOD, KINDRED PRODUCTS	21	104,350	33	59,150	15	31,900
TOBACCO MANUFACTURING	5	14,050	4	10,750	1	2,400
TEXTILE MILL PRODUCTS	-	-	3	7,850	2	4,150
APPAREL	-	-	8	33,300	3	5,300
LUMBER, WOOD PRODUCTS	1	1,200	4	5,350	6	8,700
FURNITURE, FIXTURES	5	12,100	8	10,750	3	6,150
PAPER, ALLIED PRODUCTS	7	13,550	24	46,000	11	18,250
PRINTING AND PUBLISHING	10	28,500	8	15,700	6	12,100
CHEMICALS	14	24,500	39	74,050	20	33,850
PETROLEUM REFINING	1	1,000	6	12,600	-	-
RUBBER AND PLASTICS	1	1,000	14	48,900	11	46,300
LEATHER PRODUCTS	-	-	5	9,200	1	2,000
STONE, CLAY, AND GLASS	12	23,500	17	29,100	9	12,700
PRIMARY METALS	15	29,050	62	347,500	18	42,200
FABRICATED METALS	7	10,150	22	39,450	9	15,250
MACHINERY	44	81,400	64	182,400	43	174,750
ELECTRICAL MACHINERY	49	305,200	73	341,650	17	41,200
TRANSPORTATION EQUIPMENT	27	152,300	70	965,550	26	768,350
INSTRUMENTS	8	15,400	14	27,500	7	8,200
MISCELLANEOUS MANUFACTURING	1	2,000	7	17,550	1	2,000
NONMANUFACTURING	142	950,650	204	886,750	48	230,950
MINING, CRUDE PETROLEUM, AND NATURAL GAS	4	5,450	10	96,550	5	86,450
TRANSPORTATION[1]	2	10,600	10	24,350	5	20,200
COMMUNICATIONS	59	583,600	38	329,400	8	43,900
UTILITIES, ELECTRIC AND GAS	34	83,900	49	109,850	11	27,400
WHOLESALE TRADE	-	-	5	9,300	3	4,950
RETAIL TRADE	11	20,250	23	69,300	8	21,100
HOTELS AND RESTAURANTS	3	23,700	7	22,900	1	4,900
SERVICES	8	104,500	20	105,200	4	16,000
CONSTRUCTION	20	117,050	40	117,050	2	4,450
MISCELLANEOUS NONMANUFACTURING	1	1,600	2	2,850	1	1,600

[1] Excludes railroads and airlines.

[2] Graduated overtime provisions establish increases in daily or weekly overtime rates when overtime hours exceed a specified limit. For example, time and one-half might be paid after 8 hours daily and double time after 10 hours daily.

NOTE: Nonadditive.

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Table 4.2 Daily overtime rate by daily overtime hours

(In agreements covering 1,000 workers or more, July 1, 1974)

DAILY OVERTIME HOURS	ALL AGREEMENTS		REFERRING TO DAILY OVERTIME RATE									
			TOTAL		TIME AND ONE-HALF		DOUBLE TIME		VARIES[1]		OTHER[2]	
	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS	AGREE-MENTS	WORKERS
ALL AGREEMENTS.....	1,550	7,218,000	1,358	6,362,250	1,217	5,810,000	112	384,450	21	120,950	8	46,850
DAILY OVERTIME AFTER SPECIFIED HOURS.....	1,358	6,362,250	1,358	6,362,250	1,217	5,810,000	112	384,450	21	120,950	8	46,850
7 HOURS.....	67	374,650	67	374,650	52	288,550	13	50,100	-	-	2	36,000
7.5 HOURS.....	29	91,800	29	91,800	27	89,300	2	2,500	-	-	-	-
8 HOURS.....	1,212	5,393,650	1,212	5,393,650	1,101	5,038,150	95	311,850	11	35,300	5	8,350
8.5 HOURS.....	2	2,000	2	2,000	2	2,000	-	-	-	-	-	-
9 HOURS.....	3	4,750	3	4,750	2	3,150	-	-	1	1,600	-	-
10 HOURS.....	5	7,400	5	7,400	5	7,400	-	-	-	-	-	-
DAILY OVERTIME HOURS VARY[3].....	39	485,500	39	485,500	28	381,450	2	20,000	9	84,050	-	-
SUBJECT TO LOCAL NEGOTIATION.....	1	2,500	1	2,500	-	-	-	-	-	-	1	2,500
NO REFERENCE TO DAILY OVERTIME HOURS.....	192	855,750	-	-	-	-	-	-	-	-	-	-

[1] Includes 13 agreements which vary the daily overtime rate by activity; 2 by grouped rates of pay; 1 by occupation; 3 by activity and level of pay; 1 by occupation and level of pay; and 1 by location and activity.

[2] Includes 3 agreements which provide a flat sum for daily overtime; 1 a flat sum plus time and one-half; 1 refers daily overtime to local negotiation; and 3 refer to daily overtime hours, but specify no daily overtime rate.

[3] Includes 18 agreements which vary daily overtime hours by the scheduled length of shift; 11 by occupation; 6 by activity; 2 by rate of pay; and 2 by occupation and location.

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Table 4.3 Scheduled weekly hours by scheduled days of work

(In agreements covering 1,000 workers or more, July 1, 1974)

SCHEDULED WEEKLY HOURS	ALL AGREEMENTS		REFERRING TO SCHEDULED DAYS OF WORK					
			TOTAL		5 DAYS		6 DAYS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000	1,377	6,403,600	1,340	6,210,600	8	90,750
TOTAL REFERRING TO SCHEDULED WEEKLY HOURS	1,367	6,249,700	1,350	6,182,300	1,319	6,060,250	7	50,750
LESS THAN 35 HOURS	3	7,200	3	7,200	3	7,200	-	-
35-35.5 HOURS	100	510,250	98	504,100	98	504,100	-	-
36-36.5 HOURS	9	15,150	9	15,150	9	15,150	-	-
37-37.5 HOURS	37	157,100	36	154,100	36	154,100	-	-
39-39.5 HOURS	2	3,800	2	3,800	2	3,800	-	-
40 HOURS	1,146	4,979,250	1,133	4,938,000	1,122	4,905,850	2	7,750
42 HOURS	1	1,000	1	1,000	1	1,000	-	-
45 HOURS	2	3,400	2	3,400	2	3,400	-	-
48 HOURS OR MORE	5	20,600	5	20,600	-	-	4	19,500
SUBJECT TO LOCAL NEGOTIATION	4	17,200	4	17,200	-	-	-	-
WEEKLY HOURS VARY[1]	58	534,750	57	517,750	46	465,650	1	23,500
NO REFERENCE TO SCHEDULED WEEKLY HOURS	183	968,300	27	221,300	21	150,350	1	40,000

	REFERRING TO SCHEDULED DAYS OF WORK--CONTINUED				NO REFERENCE TO SCHEDULED DAYS OF WORK	
	VARIES[2]		OTHER[3]			
ALL AGREEMENTS	24	83,950	5	18,300	173	814,400
TOTAL REFERRING TO SCHEDULED WEEKLY HOURS	19	53,000	5	18,300	17	67,400
LESS THAN 35 HOURS	-	-	-	-	-	-
35-35.5 HOURS	-	-	-	-	2	6,150
36-36.5 HOURS	-	-	-	-	-	-
37-37.5 HOURS	-	-	-	-	1	3,000
39-39.5 HOURS	-	-	-	-	-	-
40 HOURS	9	24,400	-	-	13	41,250
42 HOURS	-	-	-	-	-	-
45 HOURS	-	-	-	-	-	-
48 HOURS OR MORE	-	-	1	1,100	-	-
SUBJECT TO LOCAL NEGOTIATION	-	-	4	17,200	-	-
WEEKLY HOURS VARY[1]	10	28,600	-	-	1	17,000
NO REFERENCE TO SCHEDULED WEEKLY HOURS	5	30,950	-	-	156	747,000

[1] Includes 26 agreements which vary weekly hours by the scheduled length of daily shifts; 18 by occupation; 5 by activity; 3 by location; 1 by occupation and location; 1 by activity and location; 1 by occupation and the scheduled length of daily shifts; 2 taxicab agreements by employee option; and 1 in which the method of varying weekly hours is unclear.

[2] Includes 7 agreements which vary days of work by activity; 7 by occupation; 2 taxicab agreements by employee option; 2 by location; 1 by location and occupation; and 5 in which the method of varying days of work is unclear.

[3] Includes 1 maritime agreement having 7 regularly scheduled days of work; and 4 agreements in which scheduled days of work are subject to local negotiation.

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Table 4.4 Scheduled weekly hours under 40 by daily and weekly overtime

(In agreements covering 1,000 workers or more, July 1, 1974)

SCHEDULED WEEKLY HOURS	ALL AGREEMENTS		OVERTIME PROVISION: DAILY OVERTIME ONLY		OVERTIME PROVISION: WEEKLY OVERTIME ONLY		OVERTIME PROVISION: DAILY AND WEEKLY OVERTIME		NO REFERENCE TO DAILY OR WEEKLY OVERTIME	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000	405	1,767,550	37	168,000	953	4,594,700	155	687,750
SCHEDULED WEEKLY HOURS UNDER 40	151	693,500	47	200,350	7	46,450	59	282,000	38	164,700
LESS THEN 35 HOURS	3	7,200	1	3,500	-	-	1	2,500	1	1,200
35 HOURS	100	510,250	35	168,850	4	7,350	30	200,300	31	133,750
36 HOURS	9	15,150	-	-	-	-	7	11,550	2	3,600
37.5 HOURS	37	157,100	9	24,200	3	39,100	21	67,650	4	26,150
39 HOURS	1	2,500	1	2,500	-	-	-	-	-	-
39.5 HOURS	1	1,300	1	1,300	-	-	-	-	-	-

Table 4.5 Daily and weekly overtime provisions

(In agreements covering 1,000 workers or more, July 1, 1974)

DAILY OVERTIME	ALL AGREEMENTS		WEEKLY OVERTIME AFTER--: TOTAL		LESS THAN 35 HOURS		35 AND 35.5 HOURS		36 AND 36.5 HOURS		37 AND 37.5 HOURS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000	990	4,762,700	1	2,500	26	178,450	8	18,050	22	107,650
DAILY OVERTIME AFTER SPECIFIED HOURS	1,358	6,362,250	953	4,594,700	1	2,500	22	171,100	8	18,050	20	70,150
7 HOURS	67	374,650	27	185,500	1	2,500	22	171,100	3	9,100	-	-
7.5 HOURS	29	91,800	20	70,150	-	-	-	-	-	-	20	70,150
8 HOURS	1,212	5,393,650	874	4,106,700	-	-	-	-	5	8,950	-	-
8.5 HOURS	2	2,000	1	1,000	-	-	-	-	-	-	-	-
9 HOURS	3	4,750	3	4,750	-	-	-	-	-	-	-	-
10 HOURS	5	7,400	4	6,100	-	-	-	-	-	-	-	-
HOURS VARY[1]	39	485,500	23	218,000	-	-	-	-	-	-	-	-
SUBJECT TO LOCAL NEGOTIATION	1	2,500	1	2,500	-	-	-	-	-	-	-	-
NO REFERENCE TO DAILY OVERTIME	192	855,750	37	168,000	-	-	4	7,350	-	-	2	37,500

	WEEKLY OVERTIME AFTER--CONTINUED: 40 HOURS		OVER 40 HOURS		VARIES[2]		SUBJECT TO LOCAL NEGOTIATION		NO REFERENCE TO WEEKLY OVERTIME	
ALL AGREEMENTS	900	4,188,600	10	22,400	22	242,550	1	2,500	560	2,455,300
DAILY OVERTIME AFTER SPECIFIED HOURS	872	4,108,100	10	22,400	19	199,900	1	2,500	405	1,767,550
7 HOURS	1	2,800	-	-	-	-	-	-	40	189,150
7.5 HOURS	-	-	-	-	-	-	-	-	9	21,650
8 HOURS	861	4,078,850	7	17,550	1	1,350	-	-	338	1,286,950
8.5 HOURS	1	1,000	-	-	-	-	-	-	1	1,000
9 HOURS	2	3,150	-	-	1	1,600	-	-	-	-
10 HOURS	1	1,250	3	4,850	-	-	-	-	1	1,300
HOURS VARY	6	21,050	-	-	17	196,950	-	-	16	267,500
SUBJECT TO LOCAL NEGOTIATION	-	-	-	-	-	-	1	2,500	-	-
NO REFERENCE TO DAILY OVERTIME	28	80,500	-	-	3	42,650	-	-	155	687,750

[1] See footnote 3, table 4.2.

[2] Includes 10 agreements which vary weekly overtime by the scheduled length of daily shifts; 5 by activity; 4 by occupation; 1 by range of wages; 1 by occupation and scheduled length of shift; and 1 by activity and location.

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Table 4.6 Weekly overtime rate by weekly overtime hours

(In agreements covering 1,000 workers or more, July 1, 1974)

WEEKLY OVERTIME HOURS	ALL AGREEMENTS		REFERRING TO WEEKLY OVERTIME RATE: TOTAL		TIME AND ONE-HALF		DOUBLE TIME		VARIES[1]		OTHER[2]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000	990	4,762,700	943	4,587,350	31	107,200	12	60,550	4	7,600
WEEKLY OVERTIME AFTER SPECIFIED HOURS	990	4,762,700	990	4,762,700	943	4,587,350	31	107,200	12	60,550	4	7,600
LESS THAN 35 HOURS	1	2,500	1	2,500	1	2,500	-	-	-	-	-	-
35 AND 35.5 HOURS	26	178,450	26	178,450	23	167,350	2	5,100	1	6,000	-	-
36 AND 36.5 HOURS	8	18,050	8	18,050	3	9,100	2	3,100	3	5,850	-	-
37 AND 37.5 HOURS	22	107,650	22	107,650	22	107,650	-	-	-	-	-	-
40 HOURS	900	4,188,600	900	4,188,600	867	4,066,050	27	99,000	3	18,450	3	5,100
MORE THAN 40 HOURS	10	22,400	10	22,400	10	22,400	-	-	-	-	-	-
HOURS VARY[3]	22	242,550	22	242,550	17	212,300	-	-	5	30,250	-	-
SUBJECT TO LOCAL NEGOTIATION	1	2,500	1	2,500	-	-	-	-	-	-	1	2,500
NO REFERENCE TO WEEKLY OVERTIME	560	2,455,300	-	-	-	-	-	-	-	-	-	-

[1] Includes 7 agreements which vary the overtime rate by activity; 3 by range of wages; 1 by occupation; and 1 by scheduled length of shift.
[2] Includes 3 agreements which refer to weekly overtime but do not specify the rate, and 1 agreement which refers overtime rates to local negotiation.
[3] See footnote 2, table 4.5.

Table 4.7 Weekly overtime hours by scheduled weekly hours

(In agreements covering 1,000 workers or more, July 1, 1974)

SCHEDULED WEEKLY HOURS	ALL AGREEMENTS		WEEKLY OVERTIME AFTER--: TOTAL		LESS THAN 35 HOURS		35 AND 35.5 HOURS		36 AND 36.5 HOURS		37 AND 37.5 HOURS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000	990	4,762,700	1	2,500	26	178,450	8	18,050	22	107,650
REFERRING TO SCHEDULED WEEKLY HOURS	1,367	6,249,700	885	4,315,100	1	2,500	26	178,450	8	18,050	22	107,650
LESS THAN 35 HOURS	3	7,200	1	2,500	1	2,500	-	-	-	-	-	-
35 AND 35.5 HOURS	100	510,250	34	207,650	-	-	26	178,450	1	6,500	1	3,600
36 AND 36.5 HOURS	9	15,150	7	11,550	-	-	-	-	7	11,550	-	-
37 AND 37.5 HOURS	37	157,100	24	106,750	-	-	-	-	-	-	19	97,900
39 AND 39.5 HOURS	2	3,800	-	-	-	-	-	-	-	-	-	-
40 HOURS	1,146	4,979,250	766	3,647,650	-	-	-	-	-	-	1	1,150
MORE THAN 40 HOURS	8	25,000	5	14,500	-	-	-	-	-	-	-	-
WEEKLY HOURS VARY[1]	58	534,750	44	307,300	-	-	-	-	-	-	1	5,000
SUBJECT TO LOCAL NEGOTIATION	4	17,200	4	17,200	-	-	-	-	-	-	-	-
NO REFERENCE TO SCHEDULED WEEKLY HOURS	183	968,300	105	447,600	-	-	-	-	-	-	-	-

SCHEDULED WEEKLY HOURS	WEEKLY OVERTIME AFTER--CONTINUED: 40 HOURS		OVER 40 HOURS		VARIES[2]		SUBJECT TO LOCAL NEGOTIATION		NO REFERENCE TO WEEKLY OVERTIME	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	900	4,188,600	10	22,400	22	242,550	1	2,500	560	2,455,300
REFERRING TO SCHEDULED WEEKLY HOURS	803	3,762,400	4	11,350	20	232,200	1	2,500	482	1,934,600
LESS THAN 35 HOURS	-	-	-	-	-	-	-	-	2	4,700
35 AND 35.5 HOURS	6	19,100	-	-	-	-	-	-	66	302,600
36 AND 36.5 HOURS	-	-	-	-	-	-	-	-	2	3,600
37 AND 37.5 HOURS	5	8,850	-	-	-	-	-	-	13	50,350
39 AND 39.5 HOURS	-	-	-	-	-	-	-	-	2	3,800
40 HOURS	762	3,641,650	2	3,450	1	1,400	-	-	380	1,331,600
MORE THAN 40 HOURS	3	6,600	2	7,900	-	-	-	-	3	10,500
WEEKLY HOURS VARY[1]	24	71,500	-	-	19	230,800	-	-	14	227,450
SUBJECT TO LOCAL NEGOTIATION	3	14,700	-	-	-	-	1	2,500	-	-
NO REFERENCE TO SCHEDULED WEEKLY HOURS	97	426,200	6	11,050	2	10,350	-	-	78	520,700

[1] See footnote 1, table 4.3.
[2] See footnote 2, table 4.5.

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Table 4.8 Overtime rates for work outside regularly scheduled hours by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		REFERRING TO OVERTIME RATE FOR WORK OUTSIDE REGULARLY SCHEDULED HOURS									
			TOTAL		TIME AND ONE-HALF		DOUBLE TIME		VARIES[1]		OTHER[2]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	556	2,329,300	409	1,769,100	116	382,950	26	103,650	5	73,600
MANUFACTURING	808	3,781,650	223	960,400	200	799,200	12	36,500	7	52,550	4	72,150
ORDNANCE, ACCESSORIES	18	50,550	8	32,600	8	32,600	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS	94	266,600	15	30,550	14	29,250	1	1,300	-	-	-	-
TOBACCO MANUFACTURING	9	27,350	5	20,600	5	20,600	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	15	36,450	2	4,350	2	4,350	-	-	-	-	-	-
APPAREL	48	478,600	24	346,750	22	305,200	-	-	2	41,550	-	-
LUMBER, WOOD PRODUCTS	13	19,250	2	3,700	2	3,700	-	-	-	-	-	-
FURNITURE, FIXTURES	19	31,350	9	14,300	8	13,050	-	-	1	1,250	-	-
PAPER, ALLIED PRODUCTS	51	95,650	13	27,000	13	27,000	-	-	-	-	-	-
PRINTING AND PUBLISHING	19	42,600	11	29,500	8	19,800	-	-	1	5,000	2	4,700
CHEMICALS	45	91,850	11	21,750	11	21,750	-	-	-	-	-	-
PETROLEUM REFINING	12	23,450	6	12,750	6	12,750	-	-	-	-	-	-
RUBBER AND PLASTICS	17	95,650	1	1,000	1	1,000	-	-	-	-	-	-
LEATHER PRODUCTS	13	37,900	2	13,800	2	13,800	-	-	-	-	-	-
STONE, CLAY, AND GLASS	29	64,850	6	9,550	6	9,550	-	-	-	-	-	-
PRIMARY METALS	90	516,850	13	20,550	12	18,050	1	2,500	-	-	-	-
FABRICATED METALS	29	53,700	9	14,700	7	11,700	2	3,000	-	-	-	-
MACHINERY	83	260,950	19	72,400	17	69,800	1	1,500	1	1,100	-	-
ELECTRICAL MACHINERY	90	426,350	21	87,450	20	62,450	-	-	-	-	1	25,000
TRANSPORTATION EQUIPMENT	90	1,111,450	38	180,200	28	105,900	7	28,200	2	3,650	1	42,450
INSTRUMENTS	15	28,800	4	4,200	4	4,200	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	4	12,700	4	12,700	-	-	-	-	-	-
NONMANUFACTURING	742	3,436,350	333	1,368,900	209	969,900	104	346,450	19	51,100	1	1,450
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	2	2,500	2	2,500	-	-	-	-	-	-
TRANSPORTATION[3]	71	512,100	35	133,650	33	128,900	-	-	2	4,750	-	-
COMMUNICATIONS	84	701,250	31	310,350	31	310,350	-	-	-	-	-	-
UTILITIES, ELECTRIC AND GAS	65	158,000	39	92,750	37	89,200	-	-	1	2,100	1	1,450
WHOLESALE TRADE	15	27,150	8	16,750	8	16,750	-	-	-	-	-	-
RETAIL TRADE	97	355,450	25	75,100	24	73,300	-	-	1	1,800	-	-
HOTELS AND RESTAURANTS	42	180,850	3	13,900	3	13,900	-	-	-	-	-	-
SERVICES	66	398,000	9	78,750	8	61,750	1	17,000	-	-	-	-
CONSTRUCTION	280	988,300	181	645,150	63	273,250	103	329,450	15	42,450	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	-	-	-	-	-	-	-	-

[1] Includes 14 agreements that vary the overtime rate by activity; 6 by the time that the overtime occurs, before or after scheduled work; 4 by occupation; and 2 by range of wages.

[2] Includes 4 agreements in which overtime rates are graduated according to the number of hours worked; and 1 which provides time and three-quarters.

[3] Excludes railroads and airlines.

Table 4.9 Graduated overtime provisions

(In agreements covering 1,000 workers or more, July 1, 1974)

GRADUATED OVERTIME PROVISION	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
TOTAL WITH GRADUATED OVERTIME PROVISIONS	377	1,790,500
OVERTIME RATE GRADUATED AFTER SPECIFIED DAILY HOURS	314	1,233,400
9 HOURS	5	53,150
10 HOURS	54	236,100
11 HOURS	25	129,000
12 HOURS	156	540,450
14 HOURS	1	1,100
16 HOURS	51	135,600
OVER 16 HOURS	10	49,150
VARIES[1]	9	76,400
RATE INCREASES AS HOURS INCREASE	3	12,450
OVERTIME RATE GRADUATED AFTER SPECIFIED WEEKLY HOURS	63	557,100
LESS THAN 48 HOURS	8	41,900
48 HOURS	2	3,000
49 HOURS	46	472,800
OVER 49 HOURS[2]	7	39,400
NO REFERENCE TO GRADUATED OVERTIME	1,173	5,427,500

[1] Includes 7 agreements which vary the hours after which the overtime rate is graduated by the scheduled length of the daily shift; 1 by location; and 1 by grouped wage rates.

[2] Includes 2 agreements which graduate the overtime rate after 44 weekly hours; and 6 after 47 hours.

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Table 4.10 Premium pay for weekends

(In agreements covering 1,000 workers or more, July 1, 1974)

PREMIUM PAY FOR WEEKENDS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
HAVING PREMIUM PAY FOR WEEKEND WORK	1,410	6,564,050
SATURDAY, NOT PART OF REGULAR WORKWEEK	870	4,148,750
SUNDAY, NOT PART OF REGULAR WORKWEEK	1,189	5,437,050
SATURDAY, PART OF REGULAR WORKWEEK	24	106,050
SUNDAY, PART OF REGULAR WORKWEEK	179	1,548,850
SIXTH DAY	435	2,291,050
SEVENTH DAY	439	2,678,200

NOTE: Nonadditive.

Table 4.11 Premium pay rates for Saturday work not part of regular workweek by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		PREMIUM PAY RATES									
			TOTAL		TIME AND ONE-HALF		DOUBLE TIME		RATE INCREASES AS HOURS INCREASE		OTHER[1]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	870	4,148,750	628	3,252,750	186	630,350	22	90,200	34	175,450
MANUFACTURING	808	3,781,650	516	2,597,200	474	2,456,150	20	76,750	16	44,900	6	19,400
ORDNANCE, ACCESSORIES	18	50,550	15	38,200	15	38,200	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS	94	266,600	53	183,500	51	180,900	2	2,600	-	-	-	-
TOBACCO MANUFACTURING	9	27,350	8	26,350	1	1,800	-	-	7	24,550	-	-
TEXTILE MILL PRODUCTS	15	36,450	6	15,750	6	15,750	-	-	-	-	-	-
APPAREL	48	478,600	39	386,800	39	386,800	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS	13	19,250	4	6,750	3	4,250	-	-	1	2,500	-	-
FURNITURE, FIXTURES	19	31,350	16	25,650	12	19,350	1	1,250	3	5,050	-	-
PAPER, ALLIED PRODUCTS	51	95,650	16	28,450	15	26,650	1	1,800	-	-	-	-
PRINTING AND PUBLISHING	19	42,600	11	30,000	2	2,700	6	20,900	3	6,400	-	-
CHEMICALS	45	9[illegible],850	14	26,300	12	23,200	-	-	-	-	2	3,100
PETROLEUM REFINING	12	23,450	1	1,000	1	1,000	-	-	-	-	-	-
RUBBER AND PLASTICS	17	95,650	7	24,100	6	13,600	-	-	-	-	1	10,500
LEATHER PRODUCTS	13	37,900	6	19,650	6	19,650	-	-	-	-	-	-
STONE, CLAY, AND GLASS	29	64,850	13	34,050	12	31,550	-	-	-	-	1	2,500
PRIMARY METALS	90	516,850	29	63,200	27	59,050	1	2,500	-	-	1	1,650
FABRICATED METALS	29	53,700	26	46,900	25	45,400	1	1,500	-	-	-	-
MACHINERY	83	260,950	72	203,050	70	199,850	2	3,200	-	-	-	-
ELECTRICAL MACHINERY	90	426,350	83	403,400	80	379,500	1	17,500	2	6,400	-	-
TRANSPORTATION EQUIPMENT	90	1,111,450	77	992,950	71	965,800	5	25,500	-	-	1	1,650
INSTRUMENTS	15	28,800	11	19,700	11	19,700	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	9	21,450	9	21,450	-	-	-	-	-	-
NONMANUFACTURING	742	3,436,350	354	1,551,550	154	796,600	166	553,600	6	45,300	28	156,050
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	2	81,050	2	81,050	-	-	-	-	-	-
TRANSPORTATION[2]	71	512,100	39	230,250	30	199,300	2	8,000	-	-	7	22,950
COMMUNICATIONS	84	701,250	4	59,700	4	59,700	-	-	-	-	-	-
UTILITIES, ELECTRIC AND GAS	65	158,000	12	19,000	11	17,550	-	-	-	-	1	1,450
WHOLESALE TRADE	15	27,150	9	18,950	7	16,250	1	1,700	-	-	1	1,000
RETAIL TRADE	97	355,450	11	70,400	8	64,200	-	-	2	3,700	1	2,500
HOTELS AND RESTAURANTS	42	180,850	-	-	-	-	-	-	-	-	-	-
SERVICES	66	398,000	25	164,400	16	52,500	3	3,500	1	35,000	5	73,400
CONSTRUCTION	280	988,300	250	905,100	74	303,350	160	540,400	3	6,600	13	54,750
MISCELLANEOUS NONMANUFACTURING	4	5,000	2	2,700	2	2,700	-	-	-	-	-	-

[1] Includes 10 agreements which provide flat-sum additions to pay; 1, time and one-quarter; 1, time and three-quarters; 1, double time and one-half; 19 which vary the premium rate (12 by activity, 2 by occupation, 3 by location, 1 by grouped rates of pay, and 1 by occupation and scheduled hours); and 2 which refer the premium rate of pay to local negotiation.

[2] Excludes railroads and airlines.

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Table 4.12 Premium pay rates for Sunday work not part of regular workweek by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		PREMIUM PAY RATES					
			TOTAL		TIME AND ONE-HALF		DOUBLE TIME	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,189	5,437,050	260	1,330,850	834	3,529,600
MANUFACTURING	808	3,781,650	636	2,860,200	128	547,000	472	2,137,450
ORDNANCE, ACCESSORIES	18	50,550	16	42,050	3	8,050	12	31,150
FOOD, KINDRED PRODUCTS	94	266,600	67	215,500	24	109,700	39	100,800
TOBACCO MANUFACTURING	9	27,350	8	26,350	-	-	8	26,350
TEXTILE MILL PRODUCTS	15	36,450	8	24,950	-	-	7	16,950
APPAREL	48	478,600	16	57,350	5	26,700	11	30,650
LUMBER, WOOD PRODUCTS	13	19,250	12	18,250	7	10,200	3	5,500
FURNITURE, FIXTURES	19	31,350	14	21,950	1	1,500	13	20,450
PAPER, ALLIED PRODUCTS	51	95,650	50	94,650	20	39,400	26	43,450
PRINTING AND PUBLISHING	19	42,600	16	37,600	2	3,100	13	33,300
CHEMICALS	45	91,850	18	40,250	8	20,700	10	19,550
PETROLEUM REFINING	12	23,450	5	13,600	4	10,650	1	2,950
RUBBER AND PLASTICS	17	95,650	17	95,650	1	1,000	16	94,650
LEATHER PRODUCTS	13	37,900	10	31,600	-	-	9	29,600
STONE, CLAY, AND GLASS	29	64,850	28	62,050	17	44,450	7	10,050
PRIMARY METALS	90	516,850	65	346,600	30	251,900	26	59,100
FABRICATED METALS	29	53,700	27	51,200	1	4,300	25	45,900
MACHINERY	83	260,950	75	214,750	3	11,250	70	200,700
ELECTRICAL MACHINERY	90	426,350	84	418,150	2	4,100	79	325,550
TRANSPORTATION EQUIPMENT	90	1,111,450	78	1,002,050	-	-	77	998,250
INSTRUMENTS	15	28,800	14	26,800	-	-	13	25,300
MISCELLANEOUS MANUFACTURING	9	21,450	8	18,850	-	-	7	17,250
NONMANUFACTURING	742	3,436,350	553	2,576,850	132	783,850	362	1,392,150
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	6	89,050	3	5,800	3	83,250
TRANSPORTATION[1]	71	512,100	45	327,750	16	44,300	19	149,300
COMMUNICATIONS	84	701,250	70	574,350	55	462,600	3	46,500
UTILITIES, ELECTRIC AND GAS	65	158,000	47	115,200	13	47,150	30	61,800
WHOLESALE TRADE	15	27,150	13	24,450	4	8,700	7	13,750
RETAIL TRADE	97	355,450	84	320,200	22	142,000	42	109,400
HOTELS AND RESTAURANTS	42	180,850	1	2,400	-	-	1	2,400
SERVICES	66	398,000	33	208,500	9	38,600	20	66,100
CONSTRUCTION	280	988,300	252	912,250	10	34,700	235	856,950
MISCELLANEOUS NONMANUFACTURING	4	5,000	2	2,700	-	-	2	2,700

	PREMIUM PAY RATES--CONTINUED					
	TIME AND ONE-HALF IN SOME INSTANCES, DOUBLE TIME IN OTHERS		FLAT SUM ADDITION		OTHER[2]	
ALL INDUSTRIES	32	272,600	17	78,950	46	225,050
MANUFACTURING	25	155,950	2	3,050	9	16,750
ORDNANCE, ACCESSORIES	1	2,850	-	-	-	-
FOOD, KINDRED PRODUCTS	2	2,500	1	1,400	1	1,100
TOBACCO MANUFACTURING	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	1	8,000	-	-	-	-
APPAREL	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS	2	2,550	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS	2	7,200	-	-	2	4,600
PRINTING AND PUBLISHING	-	-	-	-	1	1,200
CHEMICALS	-	-	-	-	-	-
PETROLEUM REFINING	-	-	-	-	-	-
RUBBER AND PLASTICS	-	-	-	-	-	-
LEATHER PRODUCTS	-	-	-	-	1	2,000
STONE, CLAY, AND GLASS	3	5,050	-	-	1	2,500
PRIMARY METALS	8	33,950	1	1,650	-	-
FABRICATED METALS	1	1,000	-	-	-	-
MACHINERY	1	1,600	-	-	1	1,200
ELECTRICAL MACHINERY	2	85,950	-	-	1	2,550
TRANSPORTATION EQUIPMENT	1	3,800	-	-	-	-
INSTRUMENTS	1	1,500	-	-	-	-
MISCELLANEOUS MANUFACTURING	-	-	-	-	1	1,600
NONMANUFACTURING	7	116,650	15	75,900	37	208,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS	-	-	-	-	-	-
TRANSPORTATION[1]	3	111,200	7	22,950	-	-
COMMUNICATIONS	2	3,100	-	-	10	62,150
UTILITIES, ELECTRIC AND GAS	1	1,300	1	1,750	2	3,200
WHOLESALE TRADE	-	-	1	1,000	1	1,000
RETAIL TRADE	1	1,050	4	7,400	15	60,350
HOTELS AND RESTAURANTS	-	-	-	-	-	-
SERVICES	-	-	2	42,800	2	61,000
CONSTRUCTION	-	-	-	-	7	20,600
MISCELLANEOUS NONMANUFACTURING	-	-	-	-	-	-

[1] Excludes railroads and airlines.

[2] Includes 10 agreements which provide time and one-half for the first 2 Sundays worked and double time for the remaining consecutive Sundays; 15 which vary the Sunday premium (12 by activity; 1 by activity and area; 1 by range of pay; and 1 by date of hire); 1 which provides time and three-fifths; 1, time and three-quarters; 9, double time and one-half; 6, triple time; 1, time and one-half plus a flat hourly rate; 2 increase premium pay with hours worked; and 1 refers Sunday premium to local negotiation.

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Table 4.13 Premium pay rates for Saturday work as part of regular workweek by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		PREMIUM PAY RATES					
			TOTAL		TIME AND ONE-FOURTH		TIME AND ONE-HALF	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	24	106,050	8	27,650	3	4,700
MANUFACTURING	808	3,781,650	21	68,550	8	27,650	3	4,700
ORDNANCE, ACCESSORIES	18	50,550	1	1,500	-	-	-	-
FOOD, KINDRED PRODUCTS	94	266,600	4	16,900	4	16,900	-	-
TOBACCO MANUFACTURING	9	27,350	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	15	36,450	1	1,000	-	-	1	1,000
APPAREL	48	478,600	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS	13	19,250	-	-	-	-	-	-
FURNITURE, FIXTURES	19	31,350	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS	51	95,650	-	-	-	-	-	-
PRINTING AND PUBLISHING	19	42,600	1	1,800	-	-	-	-
CHEMICALS	45	91,850	6	11,100	1	3,100	-	-
PETROLEUM REFINING	12	23,450	-	-	-	-	-	-
RUBBER AND PLASTICS	17	95,650	-	-	-	-	-	-
LEATHER PRODUCTS	13	37,900	-	-	-	-	-	-
STONE, CLAY, AND GLASS	29	64,850	-	-	-	-	-	-
PRIMARY METALS	90	516,850	5	29,350	1	1,950	1	2,500
FABRICATED METALS	29	53,700	-	-	-	-	-	-
MACHINERY	83	260,950	1	1,200	-	-	1	1,200
ELECTRICAL MACHINERY	90	426,350	-	-	-	-	-	-
TRANSPORTATION EQUIPMENT	90	1,111,450	2	5,700	2	5,700	-	-
INSTRUMENTS	15	28,800	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	-	-	-	
NONMANUFACTURING	742	3,436,350	3	37,500	-	-	-	-
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	1	1,450	-	-	-	-
TRANSPORTATION[1]	71	512,100	-	-	-	-	-	-
COMMUNICATIONS	84	701,250	2	36,050	-	-	-	-
UTILITIES, ELECTRIC AND GAS	65	158,000	-	-	-	-	-	-
WHOLESALE TRADE	15	27,150	-	-	-	-	-	-
RETAIL TRADE	97	355,450	-	-	-	-	-	-
HOTELS AND RESTAURANTS	42	180,850	-	-	-	-	-	-
SERVICES	66	398,000	-	-	-	-	-	-
CONSTRUCTION	280	988,300	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	-	-	-	-

	PREMIUM PAY RATES--CONTINUED					
	CENTS PER HOUR		FLAT SUM ADDITION		NO REFERENCE TO PREMIUM PAY	
ALL INDUSTRIES	11	70,850	2	2,850	1,526	7,111,950
MANUFACTURING	8	33,350	2	2,850	787	3,713,100
ORDNANCE, ACCESSORIES	1	1,500	-	-	17	49,050
FOOD, KINDRED PRODUCTS	-	-	-	-	90	249,700
TOBACCO MANUFACTURING	-	-	-	-	5	27,350
TEXTILE MILL PRODUCTS	-	-	-	-	14	35,450
APPAREL	-	-	-	-	48	478,600
LUMBER, WOOD PRODUCTS	-	-	-	-	13	19,250
FURNITURE, FIXTURES	-	-	-	-	19	31,350
PAPER, ALLIED PRODUCTS	-	-	-	-	51	95,650
PRINTING AND PUBLISHING	-	-	1	1,800	18	40,800
CHEMICALS	4	6,950	1	1,050	39	80,750
PETROLEUM REFINING	-	-	-	-	12	23,450
RUBBER AND PLASTICS	-	-	-	-	17	95,650
LEATHER PRODUCTS	-	-	-	-	13	37,900
STONE, CLAY, AND GLASS	-	-	-	-	29	64,850
PRIMARY METALS	3	24,900	-	-	85	487,500
FABRICATED METALS	-	-	-	-	29	53,700
MACHINERY	-	-	-	-	82	259,750
ELECTRICAL MACHINERY	-	-	-	-	90	426,350
TRANSPORTATION EQUIPMENT	-	-	-	-	88	1,105,750
INSTRUMENTS	-	-	-	-	15	28,800
MISCELLANEOUS MANUFACTURING	-	-	-	-	9	21,450
NONMANUFACTURING	3	37,500	-	-	739	3,398,850
MINING, CRUDE PETROLEUM, AND NATURAL GAS	1	1,450	-	-	17	108,800
TRANSPORTATION[1]	-	-	-	-	71	512,100
COMMUNICATIONS	2	36,050	-	-	82	665,200
UTILITIES, ELECTRIC AND GAS	-	-	-	-	65	158,000
WHOLESALE TRADE	-	-	-	-	15	27,150
RETAIL TRADE	-	-	-	-	97	355,450
HOTELS AND RESTAURANTS	-	-	-	-	42	180,850
SERVICES	-	-	-	-	66	398,000
CONSTRUCTION	-	-	-	-	280	988,300
MISCELLANEOUS NONMANUFACTURING	-	-	-	-	4	5,000

[1] Excludes railroads and airlines.

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Table 4.14 Premium pay rates for Sunday work as part of regular workweek by industry

(in agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		PREMIUM PAY RATES					
			TOTAL		TIME AND ONE-FOURTH		TIME AND ONE-HALF	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	179	1,548,850	31	800,150	98	628,100
MANUFACTURING	808	3,781,650	113	1,361,150	12	758,150	74	535,100
ORDNANCE, ACCESSORIES	18	50,550	1	1,500	-	-	-	-
FOOD, KINDRED PRODUCTS	94	266,600	9	25,450	-	-	6	21,200
TOBACCO MANUFACTURING	9	27,350	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	15	36,450	1	1,000	-	-	-	-
APPAREL	48	478,600	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS	13	19,250	5	7,600	-	-	5	7,600
FURNITURE, FIXTURES	19	31,350	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS	51	95,650	2	4,000	-	-	1	1,000
PRINTING AND PUBLISHING	19	42,600	-	-	-	-	-	-
CHEMICALS	45	91,850	15	28,950	-	-	3	5,300
PETROLEUM REFINING	12	23,450	-	-	-	-	-	-
RUBBER AND PLASTICS	17	95,650	1	5,000	1	5,000	-	-
LEATHER PRODUCTS	13	37,900	-	-	-	-	-	-
STONE, CLAY, AND GLASS	29	64,850	10	26,550	-	-	8	21,350
PRIMARY METALS	90	516,850	50	418,500	2	3,600	42	386,800
FABRICATED METALS	29	53,700	1	4,300	-	-	1	4,300
MACHINERY	83	260,950	8	78,250	2	25,100	5	51,950
ELECTRICAL MACHINERY	90	426,350	3	30,050	2	5,050	1	25,000
TRANSPORTATION EQUIPMENT	90	1,111,450	7	730,000	5	719,400	2	10,600
INSTRUMENTS	15	28,800	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	-	-	-	-
NONMANUFACTURING	742	3,436,350	66	187,700	19	42,000	24	93,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	7	13,650	3	5,050	3	7,150
TRANSPORTATION[1]	71	512,100	-	-	-	-	-	-
COMMUNICATIONS	84	701,250	7	42,300	-	-	7	42,300
UTILITIES, ELECTRIC AND GAS	65	158,000	38	106,850	16	36,950	5	27,100
WHOLESALE TRADE	15	27,150	3	4,650	-	-	1	2,450
RETAIL TRADE	97	355,450	9	17,950	-	-	7	12,800
HOTELS AND RESTAURANTS	42	180,850	-	-	-	-	-	-
SERVICES	66	398,000	2	2,300	-	-	1	1,200
CONSTRUCTION	280	988,300	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	-	-	-	-

INDUSTRY	PREMIUM PAY RATES--CONTINUED						NO REFERENCE TO PREMIUM PAY	
	CENTS PER HOUR		FLAT SUM ADDITION		OTHER[2]			
ALL INDUSTRIES	36	98,150	7	8,700	7	13,750	1,371	5,669,150
MANUFACTURING	19	56,200	5	6,500	3	5,200	695	2,420,500
ORDNANCE, ACCESSORIES	1	1,500	-	-	-	-	17	49,050
FOOD, KINDRED PRODUCTS	-	-	3	4,250	-	-	85	241,150
TOBACCO MANUFACTURING	-	-	-	-	-	-	9	27,350
TEXTILE MILL PRODUCTS	-	-	-	-	1	1,000	14	35,450
APPAREL	-	-	-	-	-	-	48	478,600
LUMBER, WOOD PRODUCTS	-	-	-	-	-	-	8	11,650
FURNITURE, FIXTURES	-	-	-	-	-	-	19	31,350
PAPER, ALLIED PRODUCTS	-	-	-	-	1	3,000	49	91,650
PRINTING AND PUBLISHING	-	-	-	-	-	-	19	42,600
CHEMICALS	10	21,400	2	2,250	-	-	30	62,900
PETROLEUM REFINING	-	-	-	-	-	-	12	23,450
RUBBER AND PLASTICS	-	-	-	-	-	-	16	90,650
LEATHER PRODUCTS	-	-	-	-	-	-	13	37,900
STONE, CLAY, AND GLASS	2	5,200	-	-	-	-	19	38,300
PRIMARY METALS	6	28,100	-	-	-	-	40	98,350
FABRICATED METALS	-	-	-	-	-	-	28	49,400
MACHINERY	-	-	-	-	1	1,200	75	182,700
ELECTRICAL MACHINERY	-	-	-	-	-	-	87	396,300
TRANSPORTATION EQUIPMENT	-	-	-	-	-	-	83	381,450
INSTRUMENTS	-	-	-	-	-	-	15	28,800
MISCELLANEOUS MANUFACTURING	-	-	-	-	-	-	9	21,450
NONMANUFACTURING	17	41,950	2	2,200	4	8,550	676	3,248,650
MINING, CRUDE PETROLEUM, AND NATURAL GAS	1	1,450	-	-	-	-	11	96,600
TRANSPORTATION[1]	-	-	-	-	-	-	71	512,100
COMMUNICATIONS	-	-	-	-	-	-	77	658,950
UTILITIES, ELECTRIC AND GAS	15	39,400	-	-	2	3,400	27	51,150
WHOLESALE TRADE	-	-	2	2,200	-	-	12	22,500
RETAIL TRADE	-	-	-	-	2	5,150	88	337,500
HOTELS AND RESTAURANTS	-	-	-	-	-	-	42	180,850
SERVICES	1	1,100	-	-	-	-	64	395,700
CONSTRUCTION	-	-	-	-	-	-	280	988,300
MISCELLANEOUS NONMANUFACTURING	-	-	-	-	-	-	4	5,000

[1] Excludes railroads and airlines.
[2] Includes 1 agreement with time and two-thirds; 3 with double time; 2 with a percentage differential; and 1 with time and one-half plus 50 cents per hour.

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Table 4.15 Premium pay for sixth and seventh days of work by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		TOTAL		SIXTH DAY		SEVENTH DAY	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	533	3,022,800	435	2,291,050	439	2,678,200
MANUFACTURING	808	3,781,650	332	2,129,800	271	1,564,450	303	2,064,450
ORDNANCE, ACCESSORIES	18	50,550	11	35,000	9	29,150	10	33,300
FOOD, KINDRED PRODUCTS	94	266,600	45	105,450	34	79,700	35	89,550
TOBACCO MANUFACTURING	9	27,350	3	6,900	3	6,900	3	6,900
TEXTILE MILL PRODUCTS	15	36,450	7	17,750	7	17,750	6	16,550
APPAREL	48	478,600	3	10,350	1	1,150	3	10,350
LUMBER, WOOD PRODUCTS	13	19,250	8	10,800	7	9,800	4	4,450
FURNITURE, FIXTURES	19	31,350	3	4,700	3	4,700	3	4,700
PAPER, ALLIED PRODUCTS	51	95,650	4	4,900	2	2,200	4	4,900
PRINTING AND PUBLISHING	19	42,600	6	11,400	6	11,400	5	9,600
CHEMICALS	45	91,850	37	77,450	21	40,050	37	77,450
PETROLEUM REFINING	12	23,450	5	8,350	4	7,300	5	8,350
RUBBER AND PLASTICS	17	95,650	7	18,950	5	12,950	2	6,000
LEATHER PRODUCTS	13	37,900	2	9,400	1	1,400	2	9,400
STONE, CLAY, AND GLASS	29	64,850	15	36,650	8	14,450	14	35,550
PRIMARY METALS	90	516,850	59	458,650	55	452,750	58	445,650
FABRICATED METALS	29	53,700	5	9,400	4	8,400	5	9,400
MACHINERY	83	260,950	27	90,400	24	85,250	26	88,450
ELECTRICAL MACHINERY	90	426,350	47	301,300	44	296,750	46	299,900
TRANSPORTATION EQUIPMENT	90	1,111,450	32	900,200	29	472,900	31	898,200
INSTRUMENTS	15	28,800	6	11,800	4	9,500	4	5,800
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	-	-	-	-
NONMANUFACTURING	742	3,436,350	201	893,000	164	726,600	136	613,750
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	7	14,900	6	13,850	6	13,400
TRANSPORTATION[1]	71	512,100	23	209,950	21	155,950	16	149,300
COMMUNICATIONS	84	701,250	23	198,750	22	197,450	13	120,950
UTILITIES, ELECTRIC AND GAS	65	158,000	45	103,800	26	54,350	43	99,950
WHOLESALE TRADE	15	27,150	5	6,700	3	4,500	5	6,700
RETAIL TRADE	97	355,450	46	150,850	45	149,800	9	25,800
HOTELS AND RESTAURANTS	42	180,850	31	119,800	26	96,700	27	115,000
SERVICES	66	398,000	17	78,350	12	49,100	14	74,250
CONSTRUCTION	280	988,300	3	8,300	2	3,300	2	6,800
MISCELLANEOUS NONMANUFACTURING	4	5,000	1	1,600	1	1,600	1	1,600

[1] Excludes railroads and airlines.

NOTE: Nonadditive.

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Part V. Paid and Unpaid Leave

Leaves of absence
Vacation and absence allowances
Plant shutdown for vacations
Holidays
Other payments for time not worked
Time spent on union business

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Table 5.1 Leaves of absence by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		LEAVE FOR-- UNION BUSINESS		EDUCATION		MILITARY SERVICE		MATERNITY		PERSONAL REASONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	926	4,635,200	65	714,400	964	4,865,300	550	2,361,250	749	3,495,250
MANUFACTURING	808	3,781,650	621	2,892,600	57	695,650	628	3,138,100	393	1,554,550	516	2,267,200
ORDNANCE, ACCESSORIES	18	50,550	17	48,750	3	6,400	16	46,300	12	34,650	15	44,050
FOOD, KINDRED PRODUCTS	94	266,600	59	201,100	3	6,800	73	162,250	48	102,850	65	203,550
TOBACCO MANUFACTURING	9	27,350	6	15,600	-	-	3	10,250	6	20,350	4	8,800
TEXTILE MILL PRODUCTS	15	36,450	15	36,450	-	-	11	26,900	14	35,450	12	30,900
APPAREL	48	478,600	13	67,050	-	-	25	276,150	25	165,650	21	82,000
LUMBER, WOOD PRODUCTS	13	19,250	8	11,600	-	-	9	12,950	1	1,350	5	6,700
FURNITURE, FIXTURES	19	31,350	10	17,150	-	-	13	20,800	6	11,150	11	16,000
PAPER, ALLIED PRODUCTS	51	95,650	41	81,150	2	3,300	43	79,750	22	44,600	30	61,900
PRINTING AND PUBLISHING	19	42,600	10	15,700	1	2,200	9	15,300	6	11,500	5	7,800
CHEMICALS	45	91,850	40	82,650	2	4,300	37	73,200	13	36,150	30	53,150
PETROLEUM REFINING	12	23,450	11	20,500	1	1,000	10	20,400	1	2,650	9	17,750
RUBBER AND PLASTICS	17	95,650	17	95,650	3	19,350	17	95,650	14	73,550	15	76,650
LEATHER PRODUCTS	13	37,900	8	29,150	-	-	10	27,400	7	20,700	7	28,200
STONE, CLAY, AND GLASS	29	64,850	24	53,900	1	5,500	19	44,850	15	31,700	16	32,750
PRIMARY METALS	90	516,850	81	380,600	16	235,350	82	496,500	15	145,200	44	140,450
FABRICATED METALS	29	53,700	21	40,550	1	4,300	24	44,700	14	22,900	19	32,250
MACHINERY	83	260,950	75	243,650	11	79,700	67	232,950	44	155,550	67	188,050
ELECTRICAL MACHINERY	90	426,350	79	392,350	3	12,850	64	350,550	68	354,200	59	201,900
TRANSPORTATION EQUIPMENT	90	1,111,450	67	1,017,100	10	314,600	74	1,053,400	47	253,600	62	988,700
INSTRUMENTS	15	28,800	13	25,700	-	-	14	27,700	12	24,800	11	24,200
MISCELLANEOUS MANUFACTURING	9	21,450	6	16,250	-	-	8	20,150	3	6,000	9	21,450
NONMANUFACTURING	742	3,436,350	305	1,742,600	8	18,750	336	1,727,200	157	806,700	233	1,228,050
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	16	107,000	-	-	15	25,600	-	-	8	11,900
TRANSPORTATION[1]	71	512,100	45	422,000	-	-	55	466,800	8	48,400	29	164,900
COMMUNICATIONS	84	701,250	80	661,700	1	1,300	66	544,400	33	246,900	46	434,150
UTILITIES, ELECTRIC AND GAS	65	158,000	59	144,650	2	2,700	55	138,400	12	24,000	30	82,850
WHOLESALE TRADE	15	27,150	7	13,150	1	2,450	8	15,000	5	10,500	8	17,450
RETAIL TRADE	97	355,450	53	205,800	-	-	72	251,000	62	290,350	52	229,200
HOTELS AND RESTAURANTS	42	180,850	12	34,600	-	-	23	84,150	12	66,800	22	124,150
SERVICES	66	398,000	18	103,900	4	12,300	30	151,050	25	119,750	28	139,000
CONSTRUCTION	280	988,300	12	45,850	-	-	10	48,450	-	-	8	21,800
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,950	-	-	2	2,350	-	-	2	2,650

[1] Excludes railroads and airlines.

NOTE: Nonadditive.

Table 5.2 Vacation plans

(In agreements covering 1,000 workers or more, July 1, 1974)

TYPE OF PLAN	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
TOTAL WITH VACATION PLANS	1,430	6,625,400
GRADUATED PLANS[1]	1,151	5,498,850
UNIFORM PLANS[2]	8	67,550
RATIO-TO-WORK PLANS[3]	53	186,150
FUNDED PLANS[4]	210	840,200
SUBJECT TO LOCAL NEGOTIATION	3	20,200
OTHER[5]	5	12,450
NO REFERENCE TO VACATION PLANS	120	592,600

[1] Graduated vacation plans increase the weeks of vacation with the workers' length of service. Included is 1 agreement having 2 graduated vacation plans for different occupational groups.

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

[3] Ratio-to-work plans relate the length of vacation to the number of hours or days that an employee works during a given time period, usually the year preceding the allocation of vacations.

[4] Funded plans are pooled arrangements requiring employers to contribute to a fund from which workers subsequently draw vacation pay. The plans may be jointly or unilaterally administered and are found most often in industries such as construction and apparel, where employees may work for more than 1 employer during the year.

[5] Includes 5 agreements that refer to vacations but give no details.

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Table 5.3 Maximum vacation weeks allowed by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		MAXIMUM AMOUNT OF PAID VACATION TIME SPECIFIED									
			TOTAL[1]		UNDER 3 WEEKS		3 AND 3.5 WEEKS[2]		4 AND 4.5 WEEKS[3]		5 AND 5.5 WEEKS[4]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,157	5,557,200	32	294,300	109	285,450	397	1,645,450	475	2,950,450
MANUFACTURING	808	3,781,650	739	3,379,600	19	228,600	63	140,450	270	1,134,450	260	1,548,900
ORDNANCE, ACCESSORIES	18	50,550	16	45,800	-	-	2	6,150	10	30,750	2	5,550
FOOD, KINDRED PRODUCTS	94	266,600	90	256,850	1	1,400	4	5,900	35	132,000	37	77,600
TOBACCO MANUFACTURING	9	27,350	9	27,350	-	-	-	-	1	1,000	1	3,850
TEXTILE MILL PRODUCTS	15	36,450	13	30,450	5	17,450	6	9,500	2	3,500	-	-
APPAREL	48	478,600	19	223,300	8	203,600	10	18,200	1	1,500	-	-
LUMBER, WOOD PRODUCTS	13	19,250	10	13,850	-	-	4	6,050	6	7,800	-	-
FURNITURE, FIXTURES	19	31,350	19	31,350	3	3,300	10	19,950	5	6,900	1	1,200
PAPER, ALLIED PRODUCTS	51	95,650	51	95,650	-	-	-	-	9	14,650	3	3,600
PRINTING AND PUBLISHING	19	42,600	8	13,000	-	-	-	-	5	7,500	3	5,500
CHEMICALS	45	91,850	41	82,000	-	-	-	-	3	10,300	19	37,250
PETROLEUM REFINING	12	23,450	12	23,450	-	-	-	-	-	-	12	23,450
RUBBER AND PLASTICS	17	95,650	17	95,650	-	-	-	-	-	-	4	8,300
LEATHER PRODUCTS	13	37,900	11	33,200	1	1,050	5	14,600	4	16,500	1	1,050
STONE, CLAY, AND GLASS	29	64,850	29	64,850	-	-	3	6,200	2	5,650	15	37,100
PRIMARY METALS	90	516,850	90	516,850	-	-	2	3,000	66	473,250	19	37,500
FABRICATED METALS	29	53,700	28	52,200	-	-	1	1,500	11	17,500	14	28,150
MACHINERY	83	260,950	81	253,350	-	-	1	1,700	37	131,500	31	95,450
ELECTRICAL MACHINERY	90	426,350	87	416,600	1	1,800	4	8,650	21	48,400	58	352,800
TRANSPORTATION EQUIPMENT	90	1,111,450	85	1,055,600	-	-	9	35,450	42	203,050	30	809,700
INSTRUMENTS	15	28,800	15	28,800	-	-	1	1,000	6	10,400	7	16,300
MISCELLANEOUS MANUFACTURING	9	21,450	8	19,450	-	-	1	2,600	4	12,300	3	4,550
NONMANUFACTURING	742	3,436,350	418	2,177,600	13	65,700	46	145,000	127	511,000	215	1,401,550
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	18	110,250	1	3,600	5	8,350	10	95,350	2	2,950
TRANSPORTATION[5]	71	512,100	50	422,850	-	-	1	1,600	12	59,000	37	362,250
COMMUNICATIONS	84	701,250	83	676,250	-	-	-	-	18	48,800	64	626,150
UTILITIES, ELECTRIC AND GAS	65	158,000	65	158,000	-	-	1	1,250	7	15,750	47	118,650
WHOLESALE TRADE	15	27,150	15	27,150	-	-	1	1,500	9	18,500	4	5,750
RETAIL TRADE	97	355,450	89	336,550	1	1,200	5	7,650	35	103,550	47	221,750
HOTELS AND RESTAURANTS	42	180,850	41	179,350	6	22,000	23	87,200	12	70,150	-	-
SERVICES	66	398,000	51	244,600	4	22,900	9	36,250	21	96,000	13	62,550
CONSTRUCTION	280	988,300	3	18,700	1	16,000	1	1,200	-	-	1	1,500
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,900	-	-	-	-	3	3,900	-	-

INDUSTRY	MAXIMUM AMOUNT OF PAID VACATION TIME SPECIFIED		RATIO-TO-WORK PLANS[7]		FUNDED PLANS[8]		SUBJECT TO LOCAL NEGOTIATION		OTHER[9]		NO REFERENCE TO PAID VACATIONS	
	6 WEEKS OR MORE[6]											
ALL INDUSTRIES	144	381,550	53	186,150	210	840,200	3	20,200	7	21,650	120	592,600
MANUFACTURING	127	327,200	33	132,000	21	181,500	3	20,200	4	12,050	8	56,300
ORDNANCE, ACCESSORIES	2	3,350	1	2,950	-	-	-	-	-	-	1	1,800
FOOD, KINDRED PRODUCTS	13	39,950	3	6,750	-	-	1	3,000	-	-	-	-
TOBACCO MANUFACTURING	7	22,500	-	-	-	-	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	-	-	-	-	2	6,000	-	-	-	-	-	-
APPAREL	-	-	5	24,600	17	170,800	1	7,200	-	-	6	52,700
LUMBER, WOOD PRODUCTS	-	-	2	3,600	-	-	-	-	-	-	1	1,800
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS	39	77,400	-	-	-	-	-	-	-	-	-	-
PRINTING AND PUBLISHING	-	-	11	29,600	-	-	-	-	-	-	-	-
CHEMICALS	19	34,450	1	3,100	-	-	-	-	3	6,750	-	-
PETROLEUM REFINING	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS	13	87,350	-	-	-	-	-	-	-	-	-	-
LEATHER PRODUCTS	-	-	-	-	2	4,700	-	-	-	-	-	-
STONE, CLAY, AND GLASS	9	15,900	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	3	3,100	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	2	5,050	1	1,500	-	-	-	-	-	-	-	-
MACHINERY	12	24,700	2	7,600	-	-	-	-	-	-	-	-
ELECTRICAL MACHINERY	3	4,950	2	4,450	-	-	-	-	1	5,300	-	-
TRANSPORTATION EQUIPMENT	4	7,400	4	45,850	-	-	1	10,000	-	-	-	-
INSTRUMENTS	1	1,100	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING	-	-	1	2,000	-	-	-	-	-	-	-	-
NONMANUFACTURING	17	54,350	20	54,150	189	658,700	-	-	3	9,600	112	536,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION[5]	-	-	8	25,850	11	49,350	-	-	-	-	2	14,050
COMMUNICATIONS	1	1,300	-	-	-	-	-	-	-	-	1	25,000
UTILITIES, ELECTRIC AND GAS	10	22,350	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	1	1,400	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	1	2,400	3	5,800	3	8,900	-	-	1	1,700	1	2,500
HOTELS AND RESTAURANTS	-	-	-	-	1	1,500	-	-	-	-	-	-
SERVICES	4	26,900	4	8,000	3	5,700	-	-	1	3,900	7	135,800
CONSTRUCTION	-	-	4	13,400	171	593,250	-	-	1	4,000	101	358,950
MISCELLANEOUS NONMANUFACTURING	-	-	1	1,100	-	-	-	-	-	-	-	-

See footnotes on p. 58.

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Table 5.4 Vacation allowances at specified lengths of service under graduated plans

(In agreements covering 1,000 workers or more, July 1, 1974)

LENGTH OF SERVICE	AMOUNT OF PAID VACATION[1]									
	ONE-HALF WEEK		1 WEEK		1.5 WEEKS		2 WEEKS		2.5 WEEKS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
6 MONTHS	86	201,800	176	1,141,550	1	1,700	6	27,850	-	-
1 YEAR	1	2,050	773	2,952,900	29	81,550	329	2,378,700	7	22,500
2 YEARS	-	-	429	1,450,850	35	65,250	650	3,849,650	12	37,650
3 YEARS	-	-	48	157,200	48	112,550	974	4,227,350	28	846,550
5 YEARS	-	-	2	40,950	3	6,250	855	3,643,550	65	314,400
10 YEARS	-	-	-	-	-	-	74	420,200	26	115,950
12 YEARS	-	-	-	-	-	-	49	380,550	23	108,700
15 YEARS	-	-	-	-	-	-	26	227,700	1	3,500
20 YEARS	-	-	-	-	-	-	24	224,600	1	3,500
25 YEARS	-	-	-	-	-	-	24	224,600	1	3,500
30 YEARS	-	-	-	-	-	-	24	224,600	1	3,500

LENGTH OF SERVICE	3 WEEKS		3.5 WEEKS		4 WEEKS		4.5 WEEKS	
6 MONTHS	-	-	-	-	-	-	-	-
1 YEAR	8	15,200	-	-	2	40,950	-	-
2 YEARS	22	50,600	-	-	2	40,950	-	-
3 YEARS	49	108,850	1	1,500	2	40,950	-	-
5 YEARS	208	1,376,400	3	14,150	14	99,250	-	-
10 YEARS	898	3,784,550	38	867,550	107	259,000	1	1,500
12 YEARS	897	3,751,650	39	867,600	134	336,550	2	3,700
15 YEARS	570	2,458,100	66	161,900	455	2,544,750	6	10,900
20 YEARS	173	751,250	18	54,950	657	2,669,050	26	55,050
25 YEARS	100	248,800	9	36,650	418	1,705,850	22	64,050
30 YEARS	100	248,800	9	36,650	382	1,628,350	17	34,800

LENGTH OF SERVICE	5 WEEKS		5.5 WEEKS		6 WEEKS		OTHER[2]	
6 MONTHS	-	-	-	-	-	-	-	-
1 YEAR	-	-	-	-	-	-	-	-
2 YEARS	-	-	-	-	-	-	-	-
3 YEARS	-	-	-	-	-	-	-	-
5 YEARS	-	-	-	-	-	-	-	-
10 YEARS	4	43,700	-	-	2	2,500	-	-
12 YEARS	4	43,700	-	-	1	1,000	1	1,500
15 YEARS	23	84,100	-	-	2	2,500	1	1,500
20 YEARS	240	1,713,100	3	5,400	6	15,050	2	3,000
25 YEARS	520	3,078,250	7	17,850	45	105,500	4	9,900
30 YEARS	473	2,949,400	11	29,950	124	315,050	9	23,850

[1] Excluded from this tabulation is 1 agreement having 2 graduated vacation plans for different occupational groups.

[2] Includes 1 agreement with 7 weeks of vacation after 12 years; 1 with $6^1/_2$ weeks after 28 years; 1 with 7 weeks after 20 years; 1 with 7 weeks after 28 years; 2 with 7 weeks after 30 years; 1 agreement provides a "standard" vacation maximum of $3^1/_2$ weeks after 25 years, but also provides a graduated "merit" vacation which, at 25 years and every 5 years thereafter, allows an additional 4 weeks; 1 with $6^1/_2$ vacation weeks after 25 years plus 1 additional week in the 25th and 30th year and every 5 years thereafter; 1 with a maximum 5 weeks after 22 years plus 1 additional vacation day for each year in excess of 24 years.

Footnotes to Table 5.3. Maximum vacation weeks allowed by industry

[1] Includes all graduated and uniform vacation plans, except 2 which provide for a graduated vacation, but in which the maximum amount could not be determined.

[2] Includes 9 agreements having a maximum vacation of $3^1/_2$ weeks.

[3] Includes 17 agreements having a maximum vacation of $4^1/_2$ weeks.

[4] Includes 9 agreements having a maximum vacation of $5^1/_2$ weeks.

[5] Excludes railroads and airlines.

[6] Includes 2 agreements having a maximum vacation of $6^1/_2$ weeks, 4 of 7 weeks, 1 of $7^1/_2$ weeks, and 1 of 8 weeks.

[7] See footnote 3, table 5.2

[8] See footnote 4, table 5.2.

[9] Includes 5 agreements that refer to vacation plans but give no details; 1 agreement with 2 vacation plans for different occupational groups, each with different maximums; and 1 agreement which provides a maximum 5 weeks' vacation and 1 additional day for each year of plant seniority over 24 years.

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Table 5.5 Miscellaneous vacation provisions

(In agreements covering 1,000 workers or more, July 1, 1974)

VACATION PROVISION	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
EXTENDED VACATIONS[1]	75	505,750
VACATION BONUS[2]	176	974,850
PAID ABSENCE ALLOWANCES[3]	65	1,091,550
PRORATED VACATION FOR PART-TIME WORKERS	251	1,524,550
TOTAL WITH PLANT SHUTDOWN FOR VACATIONS[4]	415	1,690,700
AUTOMATIC SHUTDOWN	130	489,300
OPTIONAL SHUTDOWN	260	952,150
AUTOMATIC AND OPTIONAL SHUTDOWN	4	137,500
METHOD OF SHUTDOWN VAGUE	17	56,350
SUBJECT TO LOCAL NEGOTIATION	4	55,400

[1] Extended vacations provide additional vacations (e.g., of 10 to 13 weeks) to qualified, long-service workers at regular intervals (e.g., every 5 years), supplementing an annual paid vacation plan. Extended vacations are concentrated in primary metals industries.

[2] A vacation bonus is an extra payment to workers above normal vacation pay, and is usually provided in multiples of the number of weeks of vacation (e.g., a bonus of $20 per week for a 2-week vacation, or $40).

[3] A paid absence allowance is a payment for time not worked, available to workers for various types of leave not ordinarily compensated, or for vacations, usually at the employee's option.

[4] A plant shutdown provision, in this context, permits the closing of an operation for vacation purposes, and is an alternative to scheduling workers' vacations over a period of months.

NOTE: Nonadditive.

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Table 5.6 Number of paid holidays and pay for time worked

(In agreements covering 1,000 workers or more, July 1, 1974)

HOLIDAY PROVISION	AGREEMENTS	WORKERS
NUMBER OF HOLIDAYS		
ALL AGREEMENTS	1,550	7,218,000
TOTAL WITH PAID HOLIDAYS	1,313	6,267,550
FEWER THEN 6 DAYS	33	115,250
6 DAYS[1]	31	128,000
7 DAYS[2]	81	215,650
8 DAYS[3]	160	672,150
9 DAYS[4]	399	1,800,950
10 DAYS[5]	284	1,051,100
11 DAYS[6]	136	570,700
12 DAYS[7]	62	349,550
13 DAYS	15	39,550
14 DAYS	15	67,650
15 DAYS	13	817,550
16 DAYS[8]	4	9,850
SUBJECT TO LOCAL NEGOTIATION	4	13,700
FUNDED HOLIDAYS	57	237,500
VARIES WITH LOCATION	17	157,900
OTHER[9]	2	20,500
NO REFERENCE TO PAID HOLIDAYS	237	950,450
PAY FOR TIME WORKED ON HOLIDAYS		
ALL AGREEMENTS	1,550	7,218,000
TOTAL WITH WORK RATES ON PAID HOLIDAYS	1,281	6,105,100
TIME AND ONE-HALF	9	29,100
DOUBLE TIME	110	480,000
DOUBLE TIME AND ONE-FOURTH	55	442,250
DOUBLE TIME AND ONE-HALF	600	2,832,400
TRIPLE TIME	394	1,870,450
EQUAL TIME OFF ON ANOTHER DAY OR PAY[10]	10	60,900
FUNDED HOLIDAYS	57	237,500
VARIES WITH HOLIDAY[11]	31	94,800
OTHER[12]	15	57,700
NO REFERENCE TO PAY FOR HOLIDAYS WORKED	32	162,450
NO REFERENCE TO PAID HOLIDAYS	237	950,450

[1] Includes 1 agreement having 6 full holidays and 2 half-holidays.

[2] Includes 5 agreements having 7 full holidays and 1 half-holiday and 2 agreements having 7 full holidays and 2 half-holidays.

[3] Includes 3 agreements having 8 full holidays and 1 half-holiday and 1 agreement having 8 full holidays and 2 half-holidays.

[4] Includes 1 agreement having 9 full holidays and 1 half-holiday and 12 agreements having 9 full holidays and 2 half-holidays.

[5] Includes 7 agreements having 10 full holidays and 1 half-holiday and 2 agreements having 10 full holidays and 2 half-holidays.

[6] Includes 4 agreements having 11 full holidays and 2 half-holidays.

[7] Includes 2 agreements having 12 full holidays and 1 half-holiday and 1 agreement having 12 full holidays and 2 half-holidays.

[8] Includes 1 agreement having 16 full holidays and 1 half-holiday.

[9] Includes 1 agreement which varies the number of holidays by activity; and 1 agreement which refers to paid holidays, but gives no details.

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

[11] Includes 8 agreements that vary the premium pay rate by occupation.

[12] Includes 5 agreements that vary premium pay by activity; 1 by wage rate; 2 by scheduled length of work shift; 1 by whether work is done on a normal day of work or a normal day off; 1 by occupation and wage group; 1 by holiday and activity; 1 which pays a flat sum; 1, a flat-sum premium plus a flat-sum holiday pay; 1, a flat sum plus double time for hours worked; and 1 refers to pay for holidays worked, but gives no details.

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Table 5.7 Selected payments for time not worked by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		SICK LEAVE		FUNERAL LEAVE		JURY DUTY		COURT WITNESS		MILITARY SERVICE	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	422	2,066,250	1033	5,005,150	972	4,511,400	357	2,274,750	422	2,807,950
MANUFACTURING	808	3,781,650	196	863,000	698	3,261,500	693	3,164,500	188	1,171,250	339	2,281,900
ORDNANCE, ACCESSORIES	18	50,550	9	31,050	18	50,550	17	48,750	5	17,450	12	30,100
FOOD, KINDRED PRODUCTS	94	266,600	38	141,600	88	256,600	78	234,700	8	75,900	12	36,750
TOBACCO MANUFACTURING	9	27,350	1	2,950	9	27,350	9	27,350	2	3,950	3	5,750
TEXTILE MILL PRODUCTS	15	36,450	3	7,600	10	23,900	12	26,750	-	-	8	18,850
APPAREL	48	478,600	1	7,500	12	154,250	9	24,800	-	-	-	-
LUMBER, WOOD PRODUCTS	13	19,250	1	1,200	9	12,750	8	11,400	-	-	-	-
FURNITURE, FIXTURES	19	31,350	-	-	10	14,200	6	9,050	1	1,000	1	2,500
PAPER, ALLIED PRODUCTS	51	95,650	9	25,800	51	95,650	46	89,200	2	3,100	15	26,600
PRINTING AND PUBLISHING	19	42,600	4	8,300	17	38,900	16	37,400	-	-	2	3,700
CHEMICALS	45	91,850	14	28,300	44	90,800	42	82,700	7	15,150	20	51,400
PETROLEUM REFINING	12	23,450	4	4,850	10	18,600	12	23,450	5	7,300	1	3,200
RUBBER AND PLASTICS	17	95,650	-	-	17	95,650	17	95,650	-	-	17	95,650
LEATHER PRODUCTS	13	37,900	-	-	9	30,650	8	29,350	-	-	1	1,050
STONE, CLAY, AND GLASS	29	64,850	2	3,150	28	63,850	28	59,350	1	1,500	13	25,050
PRIMARY METALS	90	516,850	10	24,700	81	495,650	89	514,350	58	466,700	55	426,600
FABRICATED METALS	29	53,700	3	6,000	27	50,700	27	51,200	5	9,450	12	24,600
MACHINERY	83	260,950	10	37,350	76	249,500	80	257,250	33	159,750	41	160,500
ELECTRICAL MACHINERY	90	426,350	45	303,000	87	409,200	85	416,600	39	274,950	58	365,750
TRANSPORTATION EQUIPMENT	90	1,111,450	36	220,550	74	1,044,400	81	1,077,550	21	134,050	61	994,250
INSTRUMENTS	15	28,800	5	7,100	15	28,800	15	28,800	1	1,000	4	5,300
MISCELLANEOUS MANUFACTURING	9	21,450	1	2,000	6	9,550	8	18,850	-	-	3	4,300
NONMANUFACTURING	742	3,436,350	226	1,203,250	335	1,743,650	279	1,346,900	169	1,103,500	83	526,050
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	-	-	12	99,250	13	99,950	8	15,400	5	10,250
TRANSPORTATION[1]	71	512,100	23	75,350	47	401,600	10	31,750	41	405,400	1	1,100
COMMUNICATIONS	84	701,250	63	592,350	63	526,000	65	560,500	47	458,500	38	410,500
UTILITIES, ELECTRIC AND GAS	65	158,000	40	95,400	52	125,550	49	122,250	24	53,850	17	51,400
WHOLESALE TRADE	15	27,150	11	19,800	13	24,650	10	16,550	3	5,350	1	2,450
RETAIL TRADE	97	355,450	38	187,850	87	331,650	85	330,100	28	106,400	16	40,050
HOTELS AND RESTAURANTS	42	180,850	10	42,250	14	40,850	12	47,750	2	17,700	-	-
SERVICES	66	398,000	38	186,350	35	164,550	27	118,200	5	16,700	3	7,950
CONSTRUCTION	280	988,300	-	-	9	25,600	5	15,900	9	21,850	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,900	3	3,950	3	3,950	2	2,350	2	2,350

INDUSTRY	REPORTING PAY		CALL-IN/CALL-BACK PAY		PAID MEAL PERIODS		PAID REST PERIODS		PAID WASH-UP, CLEAN-UP, AND CLOTHES-CHANGING TIME	
ALL INDUSTRIES	1,194	5,392,950	799	3,101,700	468	2,024,600	619	3,177,550	353	1,099,900
MANUFACTURING	737	3,550,150	543	1,683,250	259	1,279,550	309	1,616,050	218	652,800
ORDNANCE, ACCESSORIES	18	50,550	16	46,900	6	17,900	11	33,350	10	24,150
FOOD, KINDRED PRODUCTS	77	236,150	55	187,350	33	85,750	59	188,600	22	56,850
TOBACCO MANUFACTURING	7	20,850	5	15,450	1	4,100	2	3,400	1	3,850
TEXTILE MILL PRODUCTS	14	35,450	7	10,600	-	-	3	7,850	2	6,000
APPAREL	42	421,900	4	9,900	1	1,300	11	30,550	1	5,500
LUMBER, WOOD PRODUCTS	12	17,450	6	8,950	3	5,400	3	5,550	1	1,200
FURNITURE, FIXTURES	17	29,050	8	10,650	2	3,950	12	21,000	1	1,000
PAPER, ALLIED PRODUCTS	50	93,850	45	84,750	25	49,050	20	40,800	9	13,400
PRINTING AND PUBLISHING	10	28,200	9	19,000	4	15,200	5	6,700	1	8,800
CHEMICALS	38	77,450	42	80,850	23	55,800	15	32,200	17	31,200
PETROLEUM REFINING	9	19,500	11	22,400	9	19,450	-	-	5	10,050
RUBBER AND PLASTICS	17	95,650	14	62,150	13	85,150	10	29,550	8	29,800
LEATHER PRODUCTS	13	37,900	2	3,050	1	1,050	5	18,350	1	1,050
STONE, CLAY, AND GLASS	26	56,450	25	53,150	14	21,000	14	35,950	9	27,350
PRIMARY METALS	88	508,250	54	145,150	23	56,900	10	27,400	14	44,350
FABRICATED METALS	27	48,650	21	39,750	9	16,050	14	21,000	13	23,750
MACHINERY	79	254,700	62	216,650	33	103,000	25	75,200	32	83,550
ELECTRICAL MACHINERY	85	402,050	75	358,800	24	80,950	51	150,900	34	165,600
TRANSPORTATION EQUIPMENT	84	1,065,850	65	275,000	33	654,250	30	875,450	33	105,950
INSTRUMENTS	15	28,800	11	23,200	1	1,300	6	6,900	2	6,100
MISCELLANEOUS MANUFACTURING	9	21,450	6	9,550	1	2,000	3	5,350	2	3,300
NONMANUFACTURING	457	1,842,800	256	1,418,450	209	745,050	310	1,561,500	135	447,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS	17	106,650	14	101,550	10	20,650	4	6,450	4	7,700
TRANSPORTATION[1]	42	292,050	32	298,750	14	93,250	23	150,450	8	35,300
COMMUNICATIONS	8	61,550	63	523,000	19	155,650	52	468,250	2	15,750
UTILITIES, ELECTRIC AND GAS	20	57,500	60	149,800	43	100,750	4	8,050	2	5,400
WHOLESALE TRADE	8	15,450	3	7,950	4	7,050	7	10,950	1	1,500
RETAIL TRADE	55	165,200	19	46,350	7	12,200	82	325,100	10	28,700
HOTELS AND RESTAURANTS	29	133,900	5	24,900	12	54,200	20	87,750	5	15,800
SERVICES	31	140,150	13	114,100	6	45,300	42	256,500	8	35,100
CONSTRUCTION	245	867,700	44	148,150	92	253,150	75	246,950	95	301,850
MISCELLANEOUS NONMANUFACTURING	2	2,650	3	3,900	2	2,850	1	1,050	-	-

[1] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 5.8 Pay for time spent on union business by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		PAY FOR TIME SPENT ON UNION BUSINESS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	808	4,056,300
MANUFACTURING	808	3,781,650	475	2,269,400
ORDNANCE, ACCESSORIES	18	50,550	17	48,700
FOOD, KINDRED PRODUCTS	94	266,600	33	61,500
TOBACCO MANUFACTURING	9	27,350	1	1,550
TEXTILE MILL PRODUCTS	15	36,450	7	16,600
APPAREL	48	478,600	4	11,450
LUMBER, WOOD PRODUCTS	13	19,250	3	4,150
FURNITURE, FIXTURES	19	31,350	8	16,300
PAPER, ALLIED PRODUCTS	51	95,650	18	27,750
PRINTING AND PUBLISHING	19	42,600	3	12,500
CHEMICALS	45	91,850	39	74,900
PETROLEUM REFINING	12	23,450	9	17,550
RUBBER AND PLASTICS	17	95,650	17	95,650
LEATHER PRODUCTS	13	37,900	5	14,050
STONE, CLAY, AND GLASS	29	64,850	23	55,250
PRIMARY METALS	90	516,850	41	140,450
FABRICATED METALS	29	53,700	23	42,500
MACHINERY	83	260,950	63	224,300
ELECTRICAL MACHINERY	90	426,350	76	374,500
TRANSPORTATION EQUIPMENT	90	1,111,450	67	994,900
INSTRUMENTS	15	28,800	12	25,300
MISCELLANEOUS MANUFACTURING	9	21,450	6	9,550
NONMANUFACTURING	742	3,436,350	333	1,786,900
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	9	13,050
TRANSPORTATION[1]	71	512,100	39	401,700
COMMUNICATIONS	84	701,250	68	596,600
UTILITIES, ELECTRIC AND GAS	65	158,000	42	119,100
WHOLESALE TRADE	15	27,150	3	4,950
RETAIL TRADE	97	355,450	7	17,150
HOTELS AND RESTAURANTS	42	180,850	2	6,500
SERVICES	66	398,000	15	96,500
CONSTRUCTION	280	988,300	145	527,400
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,950

[1] Excludes railroads and airlines.

Table 5.9 Number of hours of reporting pay or work

(In agreements covering 1,000 workers or more, July 1, 1974)

GUARANTEED HOURS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
TOTAL WITH PROVISION	1,194	5,392,950
NUMBER OF HOURS SPECIFIED[1]		
LESS THAN 2 HOURS	4	16,850
2 HOURS	272	884,400
3 HOURS	21	51,450
3.5 HOURS	32	224,300
4 HOURS	685	3,333,800
4.5 HOURS	2	5,250
5 HOURS	5	19,050
6 HOURS	6	96,750
7 HOURS	15	45,050
7.5 HOURS	6	14,800
8 HOURS	108	464,450
VARIES[2]	25	149,400
SUBJECT TO LOCAL NEGOTIATION	3	18,300
OTHER[3]	10	69,100
NO REFERENCE TO GUARANTEED HOURS OF PAY OR WORK	356	1,825,050

[1] "Hours specified" refers to the initial guarantees for reporting. Some contracts graduate hours according to time worked.

[2] Includes 13 agreements which vary reporting pay by the scheduled length of the shift; 4 by occupation; 4 by location; 2 by activity; 1 by activity and occupation; and 1 by the scheduled length of the shift and occupation.

[3] Includes 6 agreements which provide flat-sum payments; 2 taxicab agreements which provide an hourly payment until cabs are furnished; 1 theatrical agreement which provides a percent of salary for the first day a show is not performed and a flat sum for succeeding days; and 1 agreement which refers to reporting pay, but gives no details.

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Table 5.10 Number of hours of call-in/call-back pay or work

(In agreements covering 1,000 workers or more, July 1, 1974)

GUARANTEED HOURS OF PAY OR WORK	TOTAL		AT STRAIGHT TIME		AT OVERTIME RATE		MINIMUM GUARANTEE OR OVERTIME FOR HOURS WORKED		RATE NOT SPECIFIED	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
TOTAL	799	3,101,700	360	1,529,200	295	1,141,550	135	387,200	9	43,750
NUMBER OF HOURS SPECIFIED[1]										
LESS THAN 2 HOURS	10	55,600	3	37,250	7	18,350	-	-	-	-
2 HOURS	143	556,600	71	291,950	58	222,950	14	41,700	-	-
2.5 HOURS	5	18,100	1	9,000	4	9,100	-	-	-	-
3 HOURS	56	221,150	16	40,400	35	170,150	5	10,600	-	-
3.5 HOURS	3	8,650	2	7,200	1	1,450	-	-	-	-
4 HOURS	491	1,665,150	231	868,650	150	483,950	110	312,550	-	-
5 HOURS	7	14,600	3	3,700	1	2,900	3	8,000	-	-
6 HOURS	17	169,150	13	143,250	4	25,900	-	-	-	-
8 HOURS	15	68,000	10	49,400	2	4,250	3	14,350	-	-
VARIES[2]	17	104,200	10	78,400	7	25,800	-	-	-	-
SUBJECT TO LOCAL NEGOTIATION	2	28,550	-	-	-	-	-	-	2	28,550
OTHER[3]	7	15,200	-	-	-	-	-	-	7	15,200
OVERTIME PROVIDED HOURS UNSPECIFIED	26	176,750	-	-	26	176,750	-	-	-	-

[1] "Hours specified" refers to the initial guarantees for call-back. Some provisions graduate hours according to time worked.

[2] Includes 9 agreements which vary call-in pay by the time of day called in; 3 by occupation; 1 by activity; 1 by travel time to and from the plant; 1 by time called in and activity; and 2 by occupation and location.

[3] Includes 3 agreements providing minimum guarantees plus overtime for hours actually worked; 1, a flat sum; 2, a flat sum plus overtime for hours actually worked; and 1, a minimum guarantee plus a flat sum.

Table 5.11 Total daily time allowances for paid rest periods

(In agreements covering 1,000 workers or more, July 1, 1974)

TOTAL DAILY TIME ALLOWANCE	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
TOTAL WITH REST PERIODS	619	3,177,550
TOTAL DAILY TIME ALLOWANCE SPECIFIED	504	2,153,200
FEWER THAN 10 MINUTES	6	10,900
10 MINUTES	55	156,550
OVER 10 AND UNDER 15 MINUTES	2	2,800
15 MINUTES	18	63,700
OVER 15 AND UNDER 20 MINUTES	1	1,400
20 MINUTES	211	732,400
OVER 20 AND UNDER 30 MINUTES	22	204,100
30 MINUTES	162	813,450
OVER 30 AND UNDER 40 MINUTES	2	4,500
40 MINUTES	5	21,200
VARIES[1]	20	142,200
SUBJECT TO LOCAL NEGOTIATION	7	611,350
REFERENCE TO REST PERIODS, NO DETAILS GIVEN	108	413,000
NO REFERENCE TO REST PERIODS	931	4,040,450

[1] Includes 8 agreements which vary total daily time allowances by activity; 5 by occupation; 4 by scheduled length of the shift; 2 by sex; and 1 by location.

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Table 5.12 Applicability of paid meal period provisions and pay for time on union business

(In agreements covering 1,000 workers or more, July 1, 1974)

APPLICABILITY	AGREEMENTS	WORKERS
PAID MEAL PROVISIONS		
ALL AGREEMENTS	1,550	7,218,000
TOTAL REFERRING TO PAID MEAL PERIODS	468	2,024,600
WITHIN REGULAR WORK SCHEDULE	192	692,850
OUTSIDE REGULAR WORK SCHEDULE	209	693,050
BOTH	60	176,600
UNCLEAR	4	37,200
SUBJECT TO LOCAL NEGOTIATION	3	424,900
NO REFERENCE TO PAID MEAL PERIODS	1,082	5,193,400

APPLICABILITY	AGREEMENTS	WORKERS
PAY FOR TIME ON UNION BUSINESS		
ALL AGREEMENTS	1,550	7,218,000
TOTAL REFERRING TO PAY FOR TIME ON UNION BUSINESS	808	4,056,300
GRIEVANCE AND/OR ARBITRATION	319	1,462,850
CONTRACT NEGOTIATIONS	5	9,800
OTHER UNION BUSINESS[1]	213	801,100
GRIEVANCE, ARBITRATION, AND CONTRACT NEGOTIATIONS	53	175,800
GRIEVANCE, ARBITRATION, AND OTHER UNION BUSINESS[1]	166	1,362,050
CONTRACT NEGOTIATIONS AND OTHER UNION BUSINESS[1]	12	71,000
NEGOTIATIONS, AND OTHER UNION BUSINESS[1]	39	170,700
SUBJECT TO LOCAL NEGOTIATION	1	3,000
NO REFERENCE TO PAY FOR TIME ON UNION BUSINESS	742	3,161,700

[1] Other union business includes time spent collecting union dues, checking union cards, accompanying sick or injured employees to medical facilities, attending labor-management committee meetings, and similar activities.

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Part VI. Seniority and Related Provisions

Seniority lists
Probationary periods
Superseniority
Retention of seniority rights
Testing

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Table 6.1 Selected seniority provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		MERGING SENIORITY LISTS		PROBATIONARY PERIOD FOR NEWLY HIRED EMPLOYEES		SUPERSENIORITY FOR UNION OFFICIALS[1]		RETENTION OF SENIORITY IN LAYOFF[2]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	112	750,200	1,050	4,911,550	632	3,203,850	1,092	5,259,950
MANUFACTURING	808	3,781,650	47	283,550	721	3,490,050	382	2,193,200	717	3,267,750
ORDNANCE, ACCESSORIES	18	50,550	-	-	18	50,550	12	36,550	17	48,750
FOOD, KINDRED PRODUCTS	94	266,600	12	82,800	84	243,700	22	45,450	84	247,250
TOBACCO MANUFACTURING	9	27,350	-	-	7	21,450	-	-	9	27,350
TEXTILE MILL PRODUCTS	15	36,450	-	-	15	36,450	12	31,900	14	33,950
APPAREL	48	478,600	6	19,300	48	478,600	4	12,900	17	149,050
LUMBER, WOOD PRODUCTS	13	19,250	-	-	8	11,300	2	3,900	9	12,300
FURNITURE, FIXTURES	19	31,350	-	-	17	26,100	12	19,400	15	26,000
PAPER, ALLIED PRODUCTS	51	95,650	2	4,000	45	84,400	10	20,650	46	86,200
PRINTING AND PUBLISHING	19	42,600	2	2,800	4	6,500	4	7,400	9	13,600
CHEMICALS	45	91,850	5	12,500	43	86,950	13	24,600	43	84,600
PETROLEUM REFINING	12	23,450	2	4,850	11	21,550	-	-	12	23,450
RUBBER AND PLASTICS	17	95,650	-	-	16	94,150	6	13,800	16	79,650
LEATHER PRODUCTS	13	37,900	-	-	10	34,000	1	1,400	7	27,400
STONE, CLAY, AND GLASS	29	64,850	-	-	28	63,200	5	10,600	28	62,050
PRIMARY METALS	90	516,850	6	108,850	84	492,300	50	415,250	90	516,850
FABRICATED METALS	29	53,700	1	2,600	27	50,700	17	31,350	29	53,700
MACHINERY	83	260,950	5	32,950	81	258,100	63	180,600	81	257,100
ELECTRICAL MACHINERY	90	426,350	2	2,000	69	343,200	61	320,700	81	386,300
TRANSPORTATION EQUIPMENT	90	1,111,450	4	10,900	84	1,040,100	73	991,950	86	1,081,950
INSTRUMENTS	15	28,800	-	-	14	26,700	10	17,200	15	28,800
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	8	20,050	5	7,600	9	21,450
NONMANUFACTURING	742	3,436,350	65	466,650	329	1,421,500	250	1,010,650	375	1,992,200
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	2	4,000	14	24,500	7	13,650	17	108,750
TRANSPORTATION[3]	71	512,100	41	413,150	49	427,700	16	201,600	52	439,050
COMMUNICATIONS	84	701,250	3	12,100	32	192,150	-	-	75	648,800
UTILITIES, ELECTRIC AND GAS	65	158,000	2	2,700	60	128,750	14	33,950	56	144,150
WHOLESALE TRADE	15	27,150	3	4,900	13	22,650	5	9,750	11	22,050
RETAIL TRADE	97	355,450	9	16,400	88	337,650	43	157,500	89	339,300
HOTELS AND RESTAURANTS	42	180,850	-	-	19	77,100	4	39,100	25	129,050
SERVICES	66	398,000	1	1,500	31	142,150	9	34,900	31	114,350
CONSTRUCTION	280	988,300	4	11,900	20	64,900	149	516,250	16	42,750
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	3	3,950	3	3,950	3	3,950

[1] Superseniority refers to a relative place on the seniority list ahead of the position which the employee would acquire solely by length of service or other general seniority factors, and usually entitles workers, such as shop stewards, to preferred consideration for layoff and recall.

[2] Includes 90 agreements covering 370,400 workers which refer to recall, but not to duration of seniority rights. See table 6.2.

[3] Excludes railroads and airlines.

NOTE: Nonadditive.

Table 6.2 Retention of seniority rights during layoff and recall

(In agreements covering 1,000 workers or more, July 1, 1974)

LENGTH OF RETENTION OF SENIORITY RIGHTS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
REFERRING TO RECALL AND RETENTION OF SENIORITY RIGHTS	1,092	5,259,950
LESS THAN 6 MONTHS	23	56,400
6 MONTHS	80	328,650
1 YEAR	228	679,550
1.5 YEARS	20	54,000
2 YEARS	147	633,650
2.5 YEARS	7	16,300
3 YEARS	79	300,650
4 YEARS	7	18,100
5 YEARS	22	92,550
MORE THAN 5 YEARS	2	43,650
SENIORITY RIGHTS MAY BE EXTENDED OR NO MAXIMUM RETENTION SPECIFIED	69	576,300
FOR A PERIOD EQUAL OR IN PROPORTION TO LENGTH OF SERVICE[1]	311	1,616,250
RETENTION OF SENIORITY RIGHTS SUBJECT TO LOCAL NEGOTIATION	7	473,500
REFERENCE TO RECALL BUT NOT TO RETENTION OF SENIORITY RIGHTS	90	370,400
NO REFERENCE TO RECALL	458	1,958,050

[1] Includes agreements in primary metals industries which provide for retention of rights for 2 years. However, if the layoff continues beyond this point, an employee with more than 2 years' service can retain rights for a period related to his length of service over 2 years, up to a maximum of an additional 3 years.

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Table 6.3 Regulation of testing by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		TESTING PROVISIONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	295	2,085,950
MANUFACTURING	808	3,781,650	144	1,266,350
ORDNANCE, ACCESSORIES	18	50,550	4	11,200
FOOD, KINDRED PRODUCTS	94	266,600	8	25,200
TOBACCO MANUFACTURING	9	27,350	-	-
TEXTILE MILL PRODUCTS	15	36,450	1	8,000
APPAREL	48	478,600	1	1,300
LUMBER, WOOD PRODUCTS	13	19,250	-	-
FURNITURE, FIXTURES	19	31,350	1	2,500
PAPER, ALLIED PRODUCTS	51	95,650	12	17,950
PRINTING AND PUBLISHING	19	42,600	4	5,900
CHEMICALS	45	91,850	10	23,400
PETROLEUM REFINING	12	23,450	2	3,700
RUBBER AND PLASTICS	17	95,650	4	16,100
LEATHER PRODUCTS	13	37,900	1	6,250
STONE, CLAY, AND GLASS	29	64,850	3	4,700
PRIMARY METALS	90	516,850	40	390,000
FABRICATED METALS	29	53,700	8	15,000
MACHINERY	83	260,950	14	25,300
ELECTRICAL MACHINERY	90	426,350	12	33,550
TRANSPORTATION EQUIPMENT	90	1,111,450	17	673,200
INSTRUMENTS	15	28,800	1	1,100
MISCELLANEOUS MANUFACTURING	9	21,450	1	2,000
NONMANUFACTURING	742	3,436,350	151	819,600
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	4	8,750
TRANSPORTATION[1]	71	512,100	37	395,400
COMMUNICATIONS	84	701,250	11	100,200
UTILITIES, ELECTRIC AND GAS	65	158,000	22	46,850
WHOLESALE TRADE	15	27,150	1	1,900
RETAIL TRADE	97	355,450	2	4,700
HOTELS AND RESTAURANTS	42	180,850	3	16,900
SERVICES	66	398,000	5	34,850
CONSTRUCTION	280	988,300	66	210,050
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-

[1] Excludes railroads and airlines.

Table 6.4 Applicability of testing provisions

(In agreements covering 1,000 workers or more, July 1, 1974)

TESTING PROVISION	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000
ALL AGREEMENTS WITH TESTING PROVISIONS	295	2,085,950
HIRING ONLY	53	186,100
PROMOTION AND TRANSFER ONLY	195	1,151,300
TRAINING ONLY	16	631,100
HIRING, PROMOTION, AND TRANSFER	9	40,450
HIRING AND TRAINING	2	2,400
PROMOTION, TRANSFER, AND TRAINING	11	38,350
HIRING, PROMOTION, TRANSFER, AND TRAINING	3	11,200
REFERENCE TO TESTING, NO DETAILS GIVEN	6	25,050
NO REFERENCE TO TESTING PROVISIONS	1,255	5,132,050
ALL AGREEMENTS WITH TESTING PROVISIONS[1]	295	2,085,950
HIRING	67	240,150
PROMOTION AND TRANSFER	218	1,241,300
TRAINING	32	683,050
REFERENCE TO TESTING, NO DETAILS GIVEN	6	25,050

[1] Nonadditive.

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Part VII. Job Security Provisions

Slack work provisions
Subcontracting
Interplant transfers
Relocation allowances
Apprenticeship and training
Work rules
Advance notice provisions
Supplemental unemployment benefits
Severance pay
Wage-employment guarantees

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Table 7.1 Measures applicable in slack work periods by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		DIVISION OF WORK		REDUCTION IN HOURS		REGULATION OF OVERTIME	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	119	826,450	311	2,109,250	76	526,000
MANUFACTURING	808	3,781,650	94	694,750	193	1,434,400	58	466,900
ORDNANCE, ACCESSORIES	18	50,550	-	-	1	3,000	-	-
FOOD, KINDRED PRODUCTS	94	266,600	4	9,550	5	6,600	1	1,000
TOBACCO MANUFACTURING	9	27,350	-	-	3	6,650	1	1,000
TEXTILE MILL PRODUCTS	15	36,450	7	25,250	1	1,250	-	-
APPAREL	48	478,600	44	470,600	1	1,300	7	55,150
LUMBER, WOOD PRODUCTS	13	19,250	1	2,500	-	-	-	-
FURNITURE, FIXTURES	19	31,350	3	4,100	5	5,450	-	-
PAPER, ALLIED PRODUCTS	51	95,650	2	2,800	8	18,800	2	2,900
PRINTING AND PUBLISHING	19	42,600	4	17,700	1	1,200	3	11,600
CHEMICALS	45	91,850	2	7,800	14	37,600	3	10,000
PETROLEUM REFINING	12	23,450	-	-	-	-	-	-
RUBBER AND PLASTICS	17	95,650	3	13,000	9	69,750	1	16,000
LEATHER PRODUCTS	13	37,900	6	17,800	4	16,150	1	1,500
STONE, CLAY, AND GLASS	29	64,850	5	14,500	7	17,500	2	2,650
PRIMARY METALS	90	516,850	2	13,600	46	382,650	25	343,000
FABRICATED METALS	29	53,700	1	2,000	13	26,950	2	6,100
MACHINERY	83	260,950	3	39,300	26	47,600	6	10,900
ELECTRICAL MACHINERY	90	426,350	3	41,150	29	95,950	2	2,700
TRANSPORTATION EQUIPMENT	90	1,111,450	2	3,800	16	685,000	-	-
INSTRUMENTS	15	28,800	-	-	2	8,100	1	1,100
MISCELLANEOUS MANUFACTURING	9	21,450	2	9,300	2	2,900	1	1,300
NONMANUFACTURING	742	3,436,350	25	131,700	118	674,850	18	59,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	1	3,600	6	11,700	3	6,550
TRANSPORTATION[1]	71	512,100	3	8,550	5	23,150	-	-
COMMUNICATIONS	84	701,250	5	60,000	47	420,100	-	-
UTILITIES, ELECTRIC AND GAS	65	158,000	4	26,250	1	1,600	3	4,100
WHOLESALE TRADE	15	27,150	2	2,400	-	-	1	2,450
RETAIL TRADE	97	355,450	2	2,100	35	108,450	-	-
HOTELS AND RESTAURANTS	42	180,850	2	2,800	4	34,250	1	24,000
SERVICES	66	398,000	3	21,000	7	28,650	-	-
CONSTRUCTION	280	988,300	3	5,000	13	46,950	10	22,000
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	-	-	-	-

[1] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 7.2 Miscellaneous job security measures by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		LIMITATIONS ON SUBCONTRACTING		INTERPLANT TRANSFER AND PREFERENTIAL HIRING		RELOCATION ALLOWANCES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	821	4,720,550	474	3,604,300	175	1,974,250
MANUFACTURING	808	3,781,650	363	2,486,250	252	2,039,100	73	1,164,050
ORDNANCE, ACCESSORIES	18	50,550	7	27,450	7	30,750	2	13,100
FOOD, KINDRED PRODUCTS	94	266,600	27	119,000	29	130,950	6	33,550
TOBACCO MANUFACTURING	9	27,350	2	3,950	2	5,400	-	-
TEXTILE MILL PRODUCTS	15	36,450	5	11,550	3	8,250	-	-
APPAREL	48	478,600	45	472,400	3	10,800	-	-
LUMBER, WOOD PRODUCTS	13	19,250	7	11,000	-	-	-	-
FURNITURE, FIXTURES	19	31,350	7	11,900	2	2,650	-	-
PAPER, ALLIED PRODUCTS	51	95,650	23	45,850	10	27,100	-	-
PRINTING AND PUBLISHING	19	42,600	10	30,500	5	10,300	2	3,700
CHEMICALS	45	91,850	19	36,850	9	23,150	-	-
PETROLEUM REFINING	12	23,450	11	22,400	9	17,450	2	4,500
RUBBER AND PLASTICS	17	95,650	12	55,800	8	78,300	-	-
LEATHER PRODUCTS	13	37,900	6	17,300	3	10,550	-	-
STONE, CLAY, AND GLASS	29	64,850	15	41,400	17	46,300	4	5,350
PRIMARY METALS	90	516,850	54	440,300	48	439,800	29	370,950
FABRICATED METALS	29	53,700	11	21,450	8	13,550	2	5,300
MACHINERY	83	260,950	33	162,000	27	148,850	11	93,100
ELECTRICAL MACHINERY	90	426,350	15	34,850	15	64,400	1	1,400
TRANSPORTATION EQUIPMENT	90	1,111,450	45	893,300	41	962,350	14	633,100
INSTRUMENTS	15	28,800	4	11,500	4	4,800	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	5	15,500	2	3,400	-	-
NONMANUFACTURING	742	3,436,350	458	2,234,300	222	1,565,200	102	810,200
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	15	104,800	12	99,150	4	7,900
TRANSPORTATION[1]	71	512,100	45	408,150	41	412,250	27	357,600
COMMUNICATIONS	84	701,250	34	276,750	66	593,500	40	365,450
UTILITIES, ELECTRIC AND GAS	65	158,000	51	130,400	37	85,200	22	50,700
WHOLESALE TRADE	15	27,150	5	9,250	6	9,750	2	3,450
RETAIL TRADE	97	355,450	18	93,200	44	245,900	4	7,850
HOTELS AND RESTAURANTS	42	180,850	15	102,950	4	43,950	-	-
SERVICES	66	398,000	32	232,450	10	58,000	3	17,250
CONSTRUCTION	280	988,300	241	874,000	2	17,500	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	2	2,350	-	-	-	-

[1] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 7.3 Apprenticeship and training provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		APPRENTICESHIP PROVISION [1]		TRAINING PROVISIONS					
					ON-THE-JOB [2]		TUITION AID [3]		TRAINING MENTIONED NO DETAILS GIVEN [4]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	667	3,217,350	558	3,428,050	60	862,350	99	319,400
MANUFACTURING	808	3,781,650	350	2,141,650	330	1,960,350	43	763,500	3	15,600
ORDNANCE, ACCESSORIES	18	50,550	9	32,750	12	34,550	1	1,200	-	-
FOOD, KINDRED PRODUCTS	94	266,600	13	32,000	28	118,050	2	2,700	-	-
TOBACCO MANUFACTURING	9	27,350	1	2,400	2	3,350	-	-	-	-
TEXTILE MILL PRODUCTS	15	36,450	3	7,250	5	10,750	-	-	-	-
APPAREL	48	478,600	9	42,900	4	9,650	-	-	-	-
LUMBER, WOOD PRODUCTS	13	19,250	3	5,900	6	8,800	-	-	-	-
FURNITURE, FIXTURES	19	31,350	11	20,800	4	5,800	-	-	-	-
PAPER, ALLIED PRODUCTS	51	95,650	20	43,700	16	26,400	1	1,300	-	-
PRINTING AND PUBLISHING	19	42,600	15	36,400	7	12,200	-	-	3	15,600
CHEMICALS	45	91,850	17	35,800	17	29,400	4	13,100	-	-
PETROLEUM REFINING	12	23,450	6	11,250	9	17,250	-	-	-	-
RUBBER AND PLASTICS	17	95,650	10	82,750	9	62,750	2	6,250	-	-
LEATHER PRODUCTS	13	37,900	-	-	2	2,500	-	-	-	-
STONE, CLAY, AND GLASS	29	64,850	14	29,050	11	19,700	1	3,600	-	-
PRIMARY METALS	90	516,850	59	458,000	53	428,550	4	24,150	-	-
FABRICATED METALS	29	53,700	12	21,700	12	25,250	-	-	-	-
MACHINERY	83	260,950	53	198,250	45	151,300	6	17,600	-	-
ELECTRICAL MACHINERY	90	426,350	33	131,750	34	243,200	11	94,300	-	-
TRANSPORTATION EQUIPMENT	90	1,111,450	54	936,500	46	739,400	10	597,200	-	-
INSTRUMENTS	15	28,800	5	6,500	6	8,100	1	2,100	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	3	6,000	2	3,400	-	-	-	-
NONMANUFACTURING	742	3,436,350	317	1,075,700	228	1,467,700	17	98,850	96	303,800
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	10	18,100	12	99,200	-	-	-	-
TRANSPORTATION [5]	71	512,100	8	58,100	38	383,200	-	-	3	10,000
COMMUNICATIONS	84	701,250	2	16,300	34	355,500	9	74,650	-	-
UTILITIES, ELECTRIC AND GAS	65	158,000	33	72,300	21	46,350	4	7,950	-	-
WHOLESALE TRADE	15	27,150	3	8,600	3	6,500	-	-	-	-
RETAIL TRADE	97	355,450	30	85,200	10	27,900	-	-	-	-
HOTELS AND RESTAURANTS	42	180,850	10	36,550	13	61,650	-	-	1	9,000
SERVICES	66	398,000	5	23,400	20	126,450	1	3,900	1	10,000
CONSTRUCTION	280	988,300	213	753,400	76	359,350	1	10,000	91	274,800
MISCELLANEOUS NONMANUFACTURING	4	5,000	3	3,750	1	1,600	2	2,350	-	-

[1] Apprenticeship provisions refer to formal, supervised programs of training and experience, often supplemented by off-the-job instruction, which workers enter to achieve journeyman status in skilled crafts.

[2] On-the-job training refers to programs of training at the worksite during working hours designed to qualify employees for jobs requiring different or higher skills or to upgrade employees' existing skill level. It is distinguished from short-term familiarization activities, often connected with transfer or promotion.

[3] Tuition aid refers to payments by the employer of part or all of the costs of job-related training courses undertaken by employees.

[4] Includes references to training which provide no details on the nature of training. Typically, these provisions establish levels of payments to training funds. In the present study, all are funded arrangements.

[5] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 7.4 Selected work rules by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		LIMITING OR REGULATING CREW SIZE		WEIGHT LIMITATIONS[1]		RESTRICTIONS ON WORK BY NON-BARGAINING UNIT PERSONNEL	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	361	1,377,200	49	174,750	1,011	4,888,650
MANUFACTURING	808	3,781,650	107	296,600	15	28,900	614	3,009,500
ORDNANCE, ACCESSORIES	18	50,550	1	1,950	1	1,700	14	42,300
FOOD, KINDRED PRODUCTS	94	266,600	27	66,850	5	12,100	72	221,100
TOBACCO MANUFACTURING	9	27,350	2	3,950	-	-	5	14,950
TEXTILE MILL PRODUCTS	15	36,450	5	11,750	-	-	10	28,550
APPAREL	48	478,600	3	8,650	-	-	37	318,850
LUMBER, WOOD PRODUCTS	13	19,250	2	2,800	-	-	5	6,050
FURNITURE, FIXTURES	19	31,350	-	-	-	-	12	18,950
PAPER, ALLIED PRODUCTS	51	95,650	9	24,000	-	-	44	84,500
PRINTING AND PUBLISHING	19	42,600	8	24,700	1	1,600	6	19,000
CHEMICALS	45	91,850	4	6,050	1	3,550	32	62,350
PETROLEUM REFINING	12	23,450	2	2,750	-	-	9	18,400
RUBBER AND PLASTICS	17	95,650	2	2,350	-	-	14	69,150
LEATHER PRODUCTS	13	37,900	1	5,800	-	-	7	27,850
STONE, CLAY, AND GLASS	29	64,850	5	8,300	2	2,800	23	52,400
PRIMARY METALS	90	516,850	8	14,250	-	-	83	505,500
FABRICATED METALS	29	53,700	3	4,600	2	2,850	20	37,350
MACHINERY	83	260,950	6	37,750	2	2,300	72	236,900
ELECTRICAL MACHINERY	90	426,350	5	27,600	-	-	71	279,400
TRANSPORTATION EQUIPMENT	90	1,111,450	14	42,500	-	-	62	927,600
INSTRUMENTS	15	28,800	-	-	-	-	9	20,800
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	1	2,000	7	17,550
NONMANUFACTURING	742	3,436,350	254	1,080,600	34	145,850	397	1,879,150
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	4	5,050	-	-	12	98,650
TRANSPORTATION[2]	71	512,100	40	282,000	5	34,500	47	449,550
COMMUNICATIONS	84	701,250	6	54,900	-	-	33	231,150
UTILITIES, ELECTRIC AND GAS	65	158,000	36	87,650	1	1,150	45	105,550
WHOLESALE TRADE	15	27,150	3	5,150	-	-	9	16,700
RETAIL TRADE	97	355,450	8	21,800	3	8,100	63	261,450
HOTELS AND RESTAURANTS	42	180,850	8	34,150	2	17,700	20	98,100
SERVICES	66	398,000	8	71,900	2	2,500	25	94,050
CONSTRUCTION	280	988,300	140	516,950	21	81,900	141	521,100
MISCELLANEOUS NONMANUFACTURING	4	5,000	1	1,050	-	-	2	2,850

[1] Refers to contractual limits on the amount of weight an employee may lift.

[2] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 7.5 Advance notice provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		REQUIRING ADVANCE NOTICE							
			TOTAL		LAYOFF		PLANT SHUTDOWN OR RELOCATION		TECHNOLOGICAL CHANGE	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	774	4,050,500	648	3,278,500	142	685,750	145	1,232,450
MANUFACTURING	808	3,781,650	519	2,602,300	440	2,130,650	112	521,750	82	808,450
ORDNANCE, ACCESSORIES	18	50,550	13	29,400	12	28,400	1	1,000	1	1,950
FOOD, KINDRED PRODUCTS	94	266,600	55	121,350	42	81,150	12	36,950	10	28,650
TOBACCO MANUFACTURING	9	27,350	9	27,350	6	17,600	6	16,650	-	-
TEXTILE MILL PRODUCTS	15	36,450	8	21,000	2	3,050	2	6,000	6	17,950
APPAREL	48	478,600	15	197,600	-	-	9	59,650	8	149,650
LUMBER, WOOD PRODUCTS	13	19,250	3	3,750	3	3,750	-	-	-	-
FURNITURE, FIXTURES	19	31,350	9	13,300	9	13,300	1	1,600	-	-
PAPER, ALLIED PRODUCTS	51	95,650	25	54,500	14	37,050	5	8,500	12	20,650
PRINTING AND PUBLISHING	19	42,600	15	36,400	13	33,900	3	4,100	7	15,800
CHEMICALS	45	91,850	30	60,700	27	51,300	2	2,050	8	21,000
PETROLEUM REFINING	12	23,450	8	15,550	6	9,700	6	10,700	1	1,450
RUBBER AND PLASTICS	17	95,650	13	59,250	12	35,500	3	36,350	1	23,750
LEATHER PRODUCTS	13	37,900	4	8,600	2	3,500	2	5,100	2	5,100
STONE, CLAY, AND GLASS	29	64,850	24	56,350	22	50,100	8	17,000	6	15,450
PRIMARY METALS	90	516,850	48	247,950	37	124,800	16	138,350	2	8,550
FABRICATED METALS	29	53,700	23	41,800	19	34,600	6	9,550	1	2,000
MACHINERY	83	260,950	62	215,300	61	213,700	13	31,250	6	10,750
ELECTRICAL MACHINERY	90	426,350	69	380,550	68	378,850	8	110,700	2	25,500
TRANSPORTATION EQUIPMENT	90	1,111,450	69	982,050	68	980,850	7	22,650	8	459,250
INSTRUMENTS	15	28,800	12	21,600	12	21,600	2	3,600	1	1,000
MISCELLANEOUS MANUFACTURING	9	21,450	5	7,950	5	7,950	-	-	-	-
NONMANUFACTURING	742	3,436,350	255	1,448,200	208	1,147,850	30	164,000	63	424,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	8	92,250	4	7,250	2	2,600	2	82,400
TRANSPORTATION[1]	71	512,100	27	148,150	16	95,000	7	65,250	7	21,500
COMMUNICATIONS	84	701,250	62	568,000	61	566,800	1	2,800	8	100,800
UTILITIES, ELECTRIC AND GAS	65	158,000	39	109,100	37	89,800	2	6,050	7	34,800
WHOLESALE TRADE	15	27,150	10	19,700	5	9,800	3	4,400	3	6,500
RETAIL TRADE	97	355,450	52	249,750	42	186,700	6	37,300	21	93,950
HOTELS AND RESTAURANTS	42	180,850	20	98,850	18	81,150	4	9,500	4	29,900
SERVICES	66	398,000	27	112,250	19	82,300	2	16,500	10	52,650
CONSTRUCTION	280	988,300	9	48,900	5	27,800	3	19,600	1	1,500
MISCELLANEOUS NONMANUFACTURING	4	5,000	1	1,250	1	1,250	-	-	-	-

[1] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 7.6 Supplemental unemployment benefit plans and severance pay by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLANS[1]		SEVERANCE PAY[2]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	223	1,951,350	511	2,990,200
MANUFACTURING	808	3,781,650	192	1,834,400	326	1,899,250
ORDNANCE, ACCESSORIES	18	50,550	2	9,000	3	6,300
FOOD, KINDRED PRODUCTS	94	266,600	6	13,350	42	161,100
TOBACCO MANUFACTURING	9	27,350	2	7,950	7	22,150
TEXTILE MILL PRODUCTS	15	36,450	2	4,350	1	2,500
APPAREL	48	478,600	30	300,300	2	7,300
LUMBER, WOOD PRODUCTS	13	19,250	-	-	1	1,200
FURNITURE, FIXTURES	19	31,350	-	-	2	2,050
PAPER, ALLIED PRODUCTS	51	95,650	1	3,450	21	47,800
PRINTING AND PUBLISHING	19	42,600	3	11,500	10	17,200
CHEMICALS	45	91,850	1	2,550	32	63,750
PETROLEUM REFINING	12	23,450	-	-	9	17,450
RUBBER AND PLASTICS	17	95,650	13	87,350	6	71,350
LEATHER PRODUCTS	13	37,900	-	-	7	29,300
STONE, CLAY, AND GLASS	29	64,850	4	5,350	12	35,500
PRIMARY METALS	90	516,850	61	361,950	56	437,750
FABRICATED METALS	29	53,700	6	11,900	7	13,800
MACHINERY	83	260,950	27	149,750	24	102,400
ELECTRICAL MACHINERY	90	426,350	4	35,900	46	307,650
TRANSPORTATION EQUIPMENT	90	1,111,450	30	829,750	26	528,600
INSTRUMENTS	15	28,800	-	-	7	9,300
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	5	14,800
NONMANUFACTURING	742	3,436,350	31	116,950	185	1,090,950
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	8	16,500	4	8,750
TRANSPORTATION[3]	71	512,100	3	6,250	8	38,900
COMMUNICATIONS	84	701,250	-	-	80	658,150
UTILITIES, ELECTRIC AND GAS	65	158,000	-	-	24	58,100
WHOLESALE TRADE	15	27,150	1	2,450	3	5,800
RETAIL TRADE	97	355,450	1	54,000	27	103,650
HOTELS AND RESTAURANTS	42	180,850	-	-	3	26,100
SERVICES	66	398,000	-	-	34	188,800
CONSTRUCTION	280	988,300	18	37,750	-	-
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	2	2,700

[1] Supplemental unemployment benefit plans provide regular weekly payments to laid-off workers through funds financed by the employer. Some plans have added short-workweek benefits and severance pay features.

[2] Severance pay is a monetary allowance paid by employers to displaced employees, generally upon permanent termination of employment with no chance of recall, but often upon indefinite layoff with recall rights intact. Plans usually graduate payments by length of service.

[3] Excludes railroads and airlines.

NOTE: Nonadditive.

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Table 7.7 Wage-employment guarantees by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		WAGE-EMPLOYMENT GUARANTEES									
			TOTAL		WEEKLY		MORE THAN ONE MONTH BUT LESS THAN ONE YEAR		ANNUAL		OTHER[1]	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	173	974,450	159	832,750	5	79,000	5	50,700	4	12,000
MANUFACTURING	808	3,781,650	42	102,250	40	96,450	-	-	2	5,800	-	-
ORDNANCE, ACCESSORIES	18	50,550	-	-	-	-	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS	94	266,600	33	72,600	31	66,800	-	-	2	5,800	-	-
TOBACCO MANUFACTURING	9	27,350	-	-	-	-	-	-	-	-	-	-
TEXTILE MILL PRODUCTS	15	36,450	-	-	-	-	-	-	-	-	-	-
APPAREL	48	478,600	3	17,850	3	17,850	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS	13	19,250	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	19	31,350	-	-	-	-	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS	51	95,650	-	-	-	-	-	-	-	-	-	-
PRINTING AND PUBLISHING	19	42,600	-	-	-	-	-	-	-	-	-	-
CHEMICALS	45	91,850	2	4,250	2	4,250	-	-	-	-	-	-
PETROLEUM REFINING	12	23,450	1	1,000	1	1,000	-	-	-	-	-	-
RUBBER AND PLASTICS	17	95,650	-	-	-	-	-	-	-	-	-	-
LEATHER PRODUCTS	13	37,900	-	-	-	-	-	-	-	-	-	-
STONE, CLAY, AND GLASS	29	64,850	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	90	516,850	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	29	53,700	-	-	-	-	-	-	-	-	-	-
MACHINERY	83	260,950	2	4,600	2	4,600	-	-	-	-	-	-
ELECTRICAL MACHINERY	90	426,350	1	1,950	1	1,950	-	-	-	-	-	-
TRANSPORTATION EQUIPMENT	90	1,111,450	-	-	-	-	-	-	-	-	-	-
INSTRUMENTS	15	28,800	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	742	3,436,350	131	872,200	119	736,300	5	79,000	3	44,900	4	12,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION[2]	71	512,100	47	439,750	43	390,850	-	-	3	44,900	1	4,000
COMMUNICATIONS	84	701,250	-	-	-	-	-	-	-	-	-	-
UTILITIES, ELECTRIC AND GAS	65	158,000	7	13,700	7	13,700	-	-	-	-	-	-
WHOLESALE TRADE	15	27,150	9	13,950	9	13,950	-	-	-	-	-	-
RETAIL TRADE	97	355,450	33	141,400	32	138,900	1	2,500	-	-	-	-
HOTELS AND RESTAURANTS	42	180,850	3	21,700	3	21,700	-	-	-	-	-	-
SERVICES	66	398,000	21	193,200	17	116,700	4	76,500	-	-	-	-
CONSTRUCTION	280	988,300	11	48,500	8	40,500	-	-	-	-	3	8,000
MISCELLANEOUS NONMANUFACTURING	4	5,000	-	-	-	-	-	-	-	-	-	-

[1] Includes 3 monthly guarantees and 1 semimonthly guarantee.

[2] Excludes railroads and airlines.

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Part VIII. Dispute Settlement

Grievances
Arbitration
No-strikes; no-lockouts

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Table 8.1 Grievance and arbitration provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		GRIEVANCE AND ARBITRATION PROVISIONS						NO REFERENCE TO GRIEVANCE AND ARBITRATION	
			TOTAL		GRIEVANCE ONLY		GRIEVANCE AND ARBITRATION			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,534	7,101,900	23	45,850	1,511	7,056,050	16	116,100
MANUFACTURING	808	3,781,650	808	3,781,650	12	20,050	796	3,761,600	-	-
ORDNANCE, ACCESSORIES	18	50,550	18	50,550	-	-	18	50,550	-	-
FOOD, KINDRED PRODUCTS	94	266,600	94	266,600	-	-	94	266,600	-	-
TOBACCO MANUFACTURING	9	27,350	9	27,350	1	2,950	8	24,400	-	-
TEXTILE MILL PRODUCTS	15	36,450	15	36,450	-	-	15	36,450	-	-
APPAREL	48	478,600	48	478,600	-	-	48	478,600	-	-
LUMBER, WOOD PRODUCTS	13	19,250	13	19,250	4	6,050	9	13,200	-	-
FURNITURE, FIXTURES	19	31,350	19	31,350	-	-	19	31,350	-	-
PAPER, ALLIED PRODUCTS	51	95,650	51	95,650	-	-	51	95,650	-	-
PRINTING AND PUBLISHING	19	42,600	19	42,600	-	-	19	42,600	-	-
CHEMICALS	45	91,850	45	91,850	1	2,200	44	89,650	-	-
PETROLEUM REFINING	12	23,450	12	23,450	-	-	12	23,450	-	-
RUBBER AND PLASTICS	17	95,650	17	95,650	-	-	17	95,650	-	-
LEATHER PRODUCTS	13	37,900	13	37,900	-	-	13	37,900	-	-
STONE, CLAY, AND GLASS	29	64,850	29	64,850	-	-	29	64,850	-	-
PRIMARY METALS	90	516,850	90	516,850	1	1,850	89	515,000	-	-
FABRICATED METALS	29	53,700	29	53,700	1	1,200	28	52,500	-	-
MACHINERY	83	260,950	83	260,950	2	2,500	81	258,450	-	-
ELECTRICAL MACHINERY	90	426,350	90	426,350	1	1,400	89	424,950	-	-
TRANSPORTATION EQUIPMENT	90	1,111,450	90	1,111,450	1	1,900	89	1,109,550	-	-
INSTRUMENTS	15	28,800	15	28,800	-	-	15	28,800	-	-
MISCELLANEOUS MANUFACTURING	9	21,450	9	21,450	-	-	9	21,450	-	-
NONMANUFACTURING	742	3,436,350	726	3,320,250	11	25,800	715	3,294,450	16	116,100
MINING, CRUDE PETROLEUM AND NATURAL GAS	18	110,250	18	110,250	-	-	18	110,250	-	-
TRANSPORTATION[1]	71	512,100	71	512,100	-	-	71	512,100	-	-
COMMUNICATIONS	84	701,250	84	701,250	-	-	84	701,250	-	-
UTILITIES, ELECTRIC AND GAS	65	158,000	65	158,000	-	-	65	158,000	-	-
WHOLESALE TRADE	15	27,150	15	27,150	-	-	15	27,150	-	-
RETAIL TRADE	97	355,450	96	353,450	1	1,000	95	352,450	1	2,000
HOTELS AND RESTAURANTS	42	180,850	41	179,650	1	6,500	40	173,150	1	1,200
SERVICES	66	398,000	63	351,800	1	3,500	62	348,300	3	46,200
CONSTRUCTION	280	988,300	269	921,600	8	14,800	261	906,800	11	66,700
MISCELLANEOUS NONMANUFACTURING	4	5,000	4	5,000	-	-	4	5,000	-	-

[1] Excludes railroads and airlines.

Table 8.2 Exclusions from grievance and arbitration procedures

(In agreements covering 1,000 workers or more, July 1, 1974)

TYPE OF EXCLUSION	GRIEVANCE PROCEDURES		ARBITRATION PROCEDURES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS	1,550	7,218,000	1,550	7,218,000
ALL AGREEMENTS WITH GRIEVANCE OR ARBITRATION PROCEDURES	1,534	7,101,900	1,511	7,056,050
ALL GRIEVANCE OR ARBITRATION EXCLUSIONS	232	1,005,050	450	2,576,150
WAGE ADJUSTMENTS	117	510,050	249	1,543,450
PLANT ADMINISTRATION	65	248,650	206	1,573,750
ADMINISTRATION OF SUPPLEMENTARY BENEFITS	73	334,700	158	1,275,850
JOB SECURITY	22	63,150	35	254,700
ADMINISTRATION OF UNION SECURITY PROVISIONS	2	6,000	8	20,200
OTHER ISSUES[1]	8	19,900	11	66,250
NO REFERENCE TO GRIEVANCE OR ARBITRATION EXCLUSIONS	1,302	6,096,850	1,061	4,479,900
NO REFERENCE TO GRIEVANCE OR ARBITRATION PROCEDURES	16	116,100	39	161,950

[1] Among "other" exclusions are matters such as disputes over union or employer association rules, by-laws, and constitution provisions; disputes over the nonpayment of contractual obligations; and administration of apprenticeship programs.

NOTE: Nonadditive.

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Table 8.3 No-strikes, no-lockouts by industry

(In agreements covering 1,000 workers or more, July 1, 1974)

INDUSTRY	ALL AGREEMENTS		PROVISIONS FOR STRIKE AND LOCKOUT BANS								NO PROVISION FOR STRIKE AND LOCKOUT BANS	
			TOTAL		ABSOLUTE BANS[1]		LIMITED BANS[2]		SUBJECT TO LOCAL NEGOTIATION			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES	1,550	7,218,000	1,431	6,703,200	562	1,885,500	868	4,809,000	1	8,700	119	514,800
MANUFACTURING	808	3,781,650	764	3,662,650	363	1,075,250	400	2,578,700	1	8,700	44	119,000
ORDNANCE, ACCESSORIES	18	50,550	16	38,400	10	16,550	6	21,850	-	-	2	12,150
FOOD, KINDRED PRODUCTS	94	266,600	91	262,200	33	82,750	58	179,450	-	-	3	4,400
TOBACCO MANUFACTURING	9	27,350	8	23,500	2	5,100	6	18,400	-	-	1	3,850
TEXTILE MILL PRODUCTS	15	36,450	15	36,450	3	3,850	12	32,600	-	-	-	-
APPAREL	48	478,600	48	478,600	4	131,750	44	346,850	-	-	-	-
LUMBER, WOOD PRODUCTS	13	19,250	13	19,250	3	5,300	10	13,950	-	-	-	-
FURNITURE, FIXTURES	19	31,350	18	27,850	5	7,650	13	20,200	-	-	1	3,500
PAPER, ALLIED PRODUCTS	51	95,650	51	95,650	43	82,450	8	13,200	-	-	-	-
PRINTING AND PUBLISHING	19	42,600	14	34,400	6	8,300	8	26,100	-	-	5	8,200
CHEMICALS	45	91,850	37	73,300	26	45,400	11	27,900	-	-	8	18,550
PETROLEUM REFINING	12	23,450	12	23,450	3	5,900	9	17,550	-	-	-	-
RUBBER AND PLASTICS	17	95,650	17	95,650	9	41,550	8	54,100	-	-	-	-
LEATHER PRODUCTS	13	37,900	12	36,600	5	17,900	7	18,700	-	-	1	1,300
STONE, CLAY, AND GLASS	29	64,850	24	53,950	17	38,100	7	15,850	-	-	5	10,900
PRIMARY METALS	90	516,850	83	491,350	35	97,800	48	393,550	-	-	7	25,500
FABRICATED METALS	29	53,700	28	49,700	14	23,750	14	25,950	-	-	1	4,000
MACHINERY	83	260,950	81	256,500	39	75,200	42	181,300	-	-	2	4,450
ELECTRICAL MACHINERY	90	426,350	89	424,950	48	147,050	41	277,900	-	-	1	1,400
TRANSPORTATION EQUIPMENT	90	1,111,450	85	1,092,750	47	215,350	37	868,700	1	8,700	5	18,700
INSTRUMENTS	15	28,800	13	26,700	7	10,000	6	16,700	-	-	2	2,100
MISCELLANEOUS MANUFACTURING	9	21,450	9	21,450	4	13,550	5	7,900	-	-	-	-
NONMANUFACTURING	742	3,436,350	667	3,040,550	199	810,250	468	2,230,300	-	-	75	395,800
MINING, CRUDE PETROLEUM, AND NATURAL GAS	18	110,250	16	105,550	8	12,800	8	92,750	-	-	2	4,700
TRANSPORTATION[3]	71	512,100	69	504,400	14	41,850	55	462,550	-	-	2	7,700
COMMUNICATIONS	84	701,250	43	396,100	28	289,150	15	106,950	-	-	41	305,150
UTILITIES, ELECTRIC AND GAS	65	158,000	63	155,600	45	120,050	18	35,550	-	-	2	2,400
WHOLESALE TRADE	15	27,150	14	26,150	4	4,750	10	21,400	-	-	1	1,000
RETAIL TRADE	97	355,450	95	345,450	42	128,600	53	216,850	-	-	2	10,000
HOTELS AND RESTAURANTS	42	180,850	34	160,950	6	11,450	28	149,500	-	-	8	19,900
SERVICES	66	398,000	61	386,500	21	124,750	40	261,750	-	-	5	11,500
CONSTRUCTION	280	988,300	268	954,850	27	71,850	241	883,000	-	-	12	33,450
MISCELLANEOUS NONMANUFACTURING	4	5,000	4	5,000	4	5,000	-	-	-	-	-	-

[1] For this study, an absolute ban is an unmodified statement prohibiting strikes or lockouts.

[2] For this study, a limited ban is a statement prohibiting strikes or lockouts except under given circumstances or for specific issues.

[3] Excludes railroads and airlines.

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Sundays not part of regular workweek	4.10, 4.12	50, 51
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Weekly pay	3.2, 3.3	30, 31
Weight limitations	7.4	72
Witness pay	5.7	61
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Work clothing, allowances for	3.7	35
Work rules	7.4	72
Worker coverage	1.1	4
Worker protection	2.9	23

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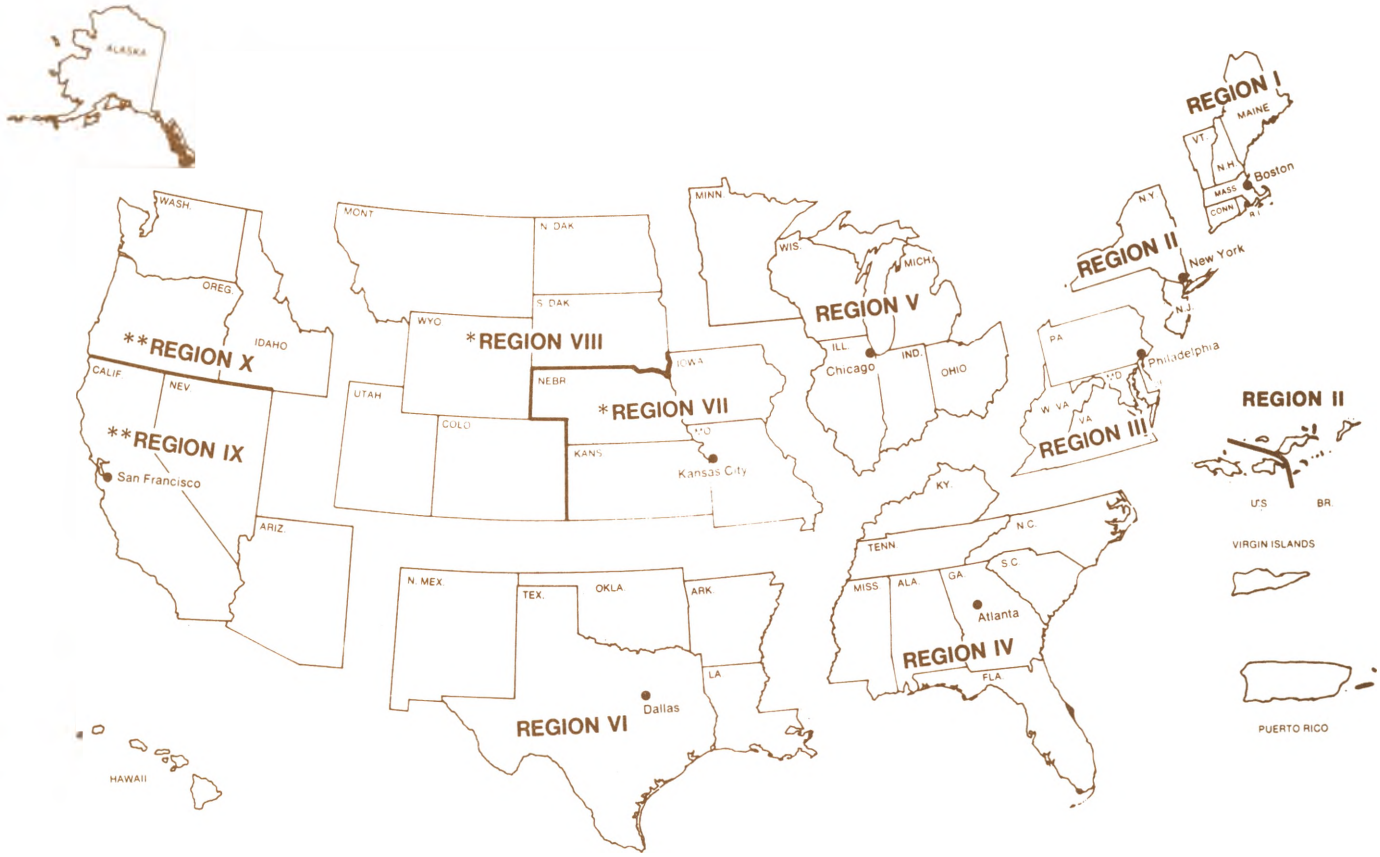

Region I
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Government Center
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Phone: (617) 223-6761

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Phone: (212) 971-5405

Region III
P.O. Box 13309
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Phone: (215) 596-1154

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Phone: (404) 526-5418

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