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# Wage Chronology : Rockwell International (Electronics, North American Aircraft/Space Operations) and the UAW, May 1941-September 1977

U.S. Department of Labor  
Bureau of Labor Statistics  
1976  
Bulletin 1893



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U.S. Department of Labor  
W. J. Usery, Jr., Secretary  
Bureau of Labor Statistics  
Julius Shiskin, Commissioner  
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Bulletin 1893



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## Preface

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

This chronology summarizes changes in wage rates and supplementary compensation practices since May 1941 negotiated by Rockwell International Corporation (Electronics, North American Aircraft, and North American Space Operations) with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America. This bulletin replaces *Wage Chronology: North American Aviation, Inc., 1941-67*, published as BLS Bulletin 1564, and incorporates the supplement covering the 1967-70 period. Materials previously published have been supplemented in this bulletin by contract changes negotiated for the 1971-77 period. Except for a revised introduction and other minor changes, earlier texts generally are included as they were originally published.

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

The analysis for the 1967-77 period was prepared in the Division of Trends in Employee Compensation by John J. Lacombe II and William M. Davis.



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## Introduction

The Electronics, North American Aircraft, and North American Space Operations of Rockwell International Corporation originated as North American Aviation (NAA) which was incorporated in Delaware on December 6, 1928. NAA began as a holding company, but the subsequent acquisition of several large manufacturing and operating units put it in the management field. The company assumed the status of an operating company when it divested itself of stock interest in several air transport organizations following passage of the 1934 air mail law. In 1935, NAA set up airframe manufacturing operations in Los Angeles, California.

The company's name was changed to the North American Rockwell Corporation on September 22, 1967, when it merged with the Rockwell-Standard Corporation and to its present title of Rockwell International Corporation on February 16, 1973, with the merger of the Rockwell Manufacturing Company into the organization.

The company is structured into major functional categories with the Electronics, North American Aircraft, and North American Space Operations making up 42 percent and automotive about 28 percent of total sales in the company's fiscal year 1973. The remaining operations are involved in utility and industrial products, and consumer products.

The corporation currently employs more than 100,000 workers in the United States of which about 41,000 are under the Electronics, North American Aircraft, and North American Space Operations. The company also has a number of plants and facilities in foreign countries including England, Brazil, Canada, Italy, Germany, Australia, and Singapore.

Collective bargaining agreements for the Electronics, North American Aircraft, and North American Space Operations' production and maintenance workers are negotiated with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).<sup>1</sup> The Union held its founding convention, the 1st Constitutional Convention in late

1935, when it accepted a charter from the craft-oriented American Federation of Labor (AFL), with the provision that certain jurisdictional limitations be removed at the next AFL convention. In July 1936, the union joined the Committee for Industrial Organization (CIO), whose goals coincided with those of the UAW.<sup>2</sup> The union was suspended from the AFL shortly thereafter because of this action<sup>3</sup> and in May 1938 was expelled along with other CIO-member unions. The UAW and the other expelled unions then formed the Congress of Industrial Organizations (CIO) in November 1938. The AFL and CIO merged in December 1955 and the union's affiliation with the AFL-CIO continued until July 1, 1968, when the union became independent. The UAW currently is the second largest union in the United States and represents about 1.5 million production, skilled, and office workers in the automobile, aerospace, tractor and agricultural implement, and parts and metalworking industries.

The NAA first recognized the UAW in March 1937 during a period of intense rivalry for jurisdiction over the airframe industry between the UAW and the International Association of Machinists (IAM)—the latter being affiliated with the AFL. In 1938, the company refused to renew its recognition of the UAW and the case was taken to the National Labor Relations Board. After several years of litigation, the UAW (CIO)<sup>4</sup> was granted exclusive bargaining rights for production and maintenance workers at NAA. On July 18, 1941, the union and the company signed the first collective bargaining agreement for workers at the Los Angeles facilities. Similar agreements also were reached for facilities in Columbus, Ohio, and Fresno, California. In 1953, a national agreement was reached which covered

<sup>2</sup> The CIO was formed in November 1935 to organize workers in mass production industries on an industrial basis and to encourage their affiliation with the AFL.

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

<sup>4</sup> A rival UAW which affiliated with the AFL had also contended for jurisdiction over production and maintenance workers at NAA but failed in the attempt. This rival union later became known as the International Union, Allied Industrial Workers of America (AFL-CIO) in the mid-1950's.

<sup>1</sup> Before May 8, 1962, the union's name was International Union, United Automobile, Aircraft and Agricultural Implement Workers of America.



workers at the Los Angeles, Columbus, and Fresno<sup>5</sup> facilities.

Despite the initial competition for jurisdiction, the UAW and IAM have attempted to coordinate their bargaining activities since 1953, when leaders of both unions signed a pact to exchange information and to communicate during negotiations. Not until 1959, however, was the industry presented a single set of bargaining objectives—the result of the first UAW-IAM joint conference. In 1965, the unions continued to coordinate their bargaining strategy although each union established its own goals. After a renewal of jurisdictional problems, the alliance was severed in August 1968, only to be reinstated with the signing of a new mutual assistance agreement in 1971.

Currently, representatives of the UAW and IAM meet jointly before industry negotiations to establish common objectives and coordinate strategy. The objectives are influenced to some extent by settlements in the auto industry. Aerospace talks are conducted on a company-by-company basis by the unions. After agreement is reached at a major company, similar terms generally spread throughout the industry.

The master agreement for the Electronics, North American Aircraft, and North American Space Operations and UAW currently covers 11,150 workers, mainly in production and maintenance activities, in the Los

Angeles and Palmdale areas, Edwards Air Force Base, and Chatsworth, California, and also at Columbus, Ohio, and Tulsa, Oklahoma. Strictly speaking, however, this chronology covers only the Los Angeles-area facilities, since only this area was covered by the agreement of July 18, 1941, the earliest one reported in the chronology; some provisions at other locations have differed from those at southern California plants. Separate agreements with the UAW now cover about 140 employees in McAlester, Oklahoma, and 200 in Princeton, West Virginia. Agreements with other unions such as the Teamsters, Carpenters and Joiners, Painters, Operating Engineers, Electrical Workers (IBEW), and Police and Firemen (Ind.), cover certain groups of employees in various California facilities.

Southern California facilities of the former NAA, like other airframe plants in the area, were subject to standard job classification plans and uniform pay scales established by the National War Labor Board in March 1943. After the war, both the job evaluation system and the labor-grade structure were revamped through negotiations. Currently, production and maintenance employees are paid on an hourly basis according to a formal labor-grade structure covering all job classifications. Automatic wage progression is provided from the minimum to the maximum of the rate range.

This chronology describes the major contract changes since the July 18, 1941, collective bargaining agreement. Provisions of that first contract as reported in this chronology do not necessarily represent changes from previous conditions of employment.

<sup>5</sup>The Fresno operations subsequently were discontinued by the end of 1957.

## Summary of contract negotiations

### May 1941-October 1950

From the 1941 agreement through the 1949 agreement, increases were made in wage rates as a result of each of 5 agreements for North American Aviation (NAA) in southern California<sup>1</sup> and the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) plus 2 directive orders of the National War Labor Board (NWLB). Also during this period, paid holidays, vacations, and sick leave were established and various supplementary compensation practices were improved. The group insurance plan which had been in effect was incorporated with improvements into the agreement for the first time beginning in 1950.

The first of the NWLB directives established a standard job classification plan and uniform pay scales in the southern California airframe industry in 1943. After the war, the job evaluation system and labor grade structure were revised through negotiations.

### October 1950-October 1953

A 3-year agreement for NAA in southern California and the UAW was effective October 23, 1950. The contract covered 12,000 workers and provided for adoption of a cost-of-living escalator clause and a 9-cent general wage increase plus additional increases for some workers. Separate similar agreements also were reached with the UAW for plants in Columbus, Ohio, and Fresno, California, which covered 12,000 and 900 workers, respectively.

The pact was scheduled to remain in effect through October 22, 1953, although a reopening was possible after 18 months for negotiations on basic wage rates.

In April 1952, the pact was reopened at the request of the union. After extended negotiations failed to result in agreement, the union took a strike vote. Subsequently, by a Supplemental Agreement, the parties agreed to submit their dispute to an arbitration panel to

<sup>1</sup> Plants in Columbus, Ohio, and Fresno, California, had other locals of the same union. Separate agreements were signed by these locals and the company, which were almost identical with the southern California agreements.

be appointed by the President of the United States. This agreement binding the parties to accept the arbitration decision also provided that a portion of the cost-of-living adjustment then in effect was to be included in the company's wage rate structure. Accordingly, the floor below which rates could not be reduced by a downward movement of the Consumer Price Index (CPI) was raised as a result of the new increases. The Supplemental Agreement also established the effective date of any increase.

The panel, on September 13, awarded a general wage increase of 10 cents effective retroactively to April 28, 1952, which was approved by the Wage Stabilization Board on September 10, 1952.<sup>2</sup> In making the award, the panel discussed wage and other relationships between the automobile and airframe industries and stated that a part of the general wage increase was intended "as a step in narrowing the differential." The amended agreement covered about 16,000 workers.

The 1952 agreement was to remain in effect until midnight October 22, 1953.

### October 1953-May 1958

In July 1953, the UAW served notice on NAA that it would terminate its collective bargaining agreements with the company upon expiration, October 22, 1953, and expressed a desire to negotiate new agreements. Formal negotiations began September 1. When the parties failed to agree by midnight, October 22, a strike occurred at plants in Los Angeles, California, and Columbus, Ohio, and a day later in Fresno, California.

Negotiations before the strike had resulted in a company offer that included a 4-percent general wage increase; an additional 4 cents an hour to employees in the highest labor grade; an increase in the maximum differential for leadmen; a revised cost-of-living escalator formula; upgrading of a number of job classifications; and liberalized holiday, vacation, and health and welfare

<sup>2</sup> The parties' Supplemental Agreements and Submission to Arbitration Agreement instructed the panel to secure authorization from the WSB before releasing its award. This authorization was requested on September 3.

benefits. The terms of this offer were put into effect by the company on October 26 for all employees at work.

On December 13, 1953, the stoppage was settled substantially on the terms just outlined. This settlement, approved by the union membership on December 15, was embodied in a 1-year national contract that extended to plants in Columbus and Fresno, as well as to the Los Angeles facilities.<sup>3</sup> Some additional jobs were upgraded.

A year later (December 14, 1954), a 15-month contract was agreed to, providing for a 2.5-percent general wage increase after incorporation of the existing 3-cent cost-of-living allowance into basic wage rates. It also established a noncontributory pension plan, effective April 1, 1955, with the provision that there should be no further negotiations on the plan for 5 years.

In mid-March 1956, a settlement was reached calling for immediate general wage raises ranging from 7 to 15 cents an hour and an additional wage advance a year later of 3 percent, but not less than 6 cents an hour. In addition, the contract revised the cost-of-living escalator formula; increased the premium for second-shift work; liberalized vacation benefits for certain employees; improved the insurance plan; and established jury-duty pay. A joint committee was established to "discuss, investigate, and agree upon a new or modified wage plan," subject to instructions and prohibitions contained in the agreement. The 2-year agreement, which was to be in force through March 5, 1958, without any reopening, covered approximately 33,000 workers—about 21,200 in Los Angeles, 9,600 in Columbus, and 2,200 in Fresno.

### May 1958-July 1962

A 2-year agreement was concluded by NAA and the UAW on May 11, 1958, after about 3½ months of negotiations; it was ratified by the union membership on May 18 and became effective the following day. Formal negotiations, begun on February 3, continued beyond the expiration date of the previous agreement, March 5, 1958, until settlement was reached. A strike had been authorized by the union membership on March 31 but did not take place. The new agreement extended to May 18, 1960.

The 1958 contract provided for hourly wage increases of 2 to 11 cents effective in May 1958 and 3 percent (with a minimum of 7 cents) a year later. It incorporated the existing cost-of-living allowance into the basic rate,

continued the escalator provision, and upgraded a number of job classifications. It also added a 7th paid holiday and improved insurance benefits for dependents. Finally, it continued a joint wage committee to "discuss, investigate, and agree upon a new or modified wage plan," subject to instructions and prohibitions which had been established under the previous agreement.

In March 1960, the union notified the company of its desire to modify the existing contract. Formal negotiations for the 1960 basic agreement began on April 5 and continued without interruption through the May 18 expiration date of the 1958 contract. Accord was reached on June 3, 1960, on a 2-year agreement, which the union membership ratified June 5. It increased basic wage rates 7 cents an hour, effective May 28, 1961, and instituted a company-paid extended layoff benefit plan which provided a lump-sum payment based on years of service for layoffs of 4 weeks or more. The layoff benefit plan established a pattern for an important segment of the aircraft industry.

In addition, the settlement incorporated 5 cents of the existing 6-cent cost-of-living allowance into basic rates and provided a revised cost-of-living escalator clause, which omitted the 1-cent increase that would have been due in July under the old clause; upgraded several jobs and shortened the automatic wage progression period for a number of job classifications. The agreement also added time and one-half for work on shifts starting on Saturday; improved holiday pay, vacation, and sick leave provisions and the group insurance plan; and increased pension benefits. Later in the year, the parties negotiated a health and welfare plan for retired employees and their dependents.

The contract was to remain in effect through June 3, 1962, with the extended layoff benefits provisions to run to June 5, 1964; the pension plan was to continue without change until September 30, 1965.

### July 1962-October 1965

At a joint 2-day conference in February 1962, the UAW and the International Association of Machinists (IAM) began preparations for negotiations scheduled for the spring with North American Aviation, Inc., and other West Coast aerospace companies. The conference adopted a series of bargaining objectives, which reflected the unions' general position on wages, health insurance, and employment and union security.

A 5-point general wage policy statement and one on special wage problems concentrated on means of raising the economic status of aerospace workers and protecting them against loss of employment or earnings. The general wage policy called for annual improvement

<sup>3</sup> Formerly, separate agreements were signed for the Columbus and Fresno plants, but the terms were almost identical with the southern California agreement.

factor increases equivalent to the actual increase in productivity, quarterly escalator adjustments that “fully reflect any rise in the cost of living,” compensation for time spent in acquiring skills required by changing technology, and inter- and intra-plant and inter- and intra-industry inequity adjustments.

A special wage policy statement dealt with automation and missile site premiums. Negotiators were directed to give attention to overlapping job descriptions and labor grade inequities, to protect employees reassigned as a result of technological changes against wage loss, to guarantee them the prevailing rates during retraining, to insure appropriate rates of pay for employees assigned new responsibilities because of technological change, and to oppose the practice of tying job descriptions to formal job-evaluation plans. The special statement also recommended that “drastic action be taken against the company(s) involved should any governmental agency disallow any benefits negotiated between the union(s) and company(s).”

The protection provided by existing aerospace health insurance plans had been a matter of serious concern to the unions in previous negotiations. Although plans had been approved since their inception<sup>4</sup>, wide areas of dissatisfaction were summarized in a comprehensive 13-point policy statement. Major changes sought were the assumption of the full cost of the plan by the employer, surgical care on a service basis, extension of maternity and obstetrical services to dependents, increased sickness and accident benefits to two-thirds of weekly earnings for 26 weeks, and increased retirees’ benefits to employee benefit levels with the employer assuming at least half of the cost.<sup>5</sup>

The decline in production workers in the industry and wide fluctuations in the levels of employment at individual companies prompted a strong resolution on employment security. The resolution instructed negotiators to insist on programs comparable to the supplemental unemployment and separation benefits programs of other industries. Since much of the responsibility for employee insecurity was attributed to Government procurement policies, the Federal Government was urged to convene the industry’s labor and management

<sup>4</sup>At North American Aviation, the insurance plan was instituted prior to 1941.

<sup>5</sup>In addition, the unions recommended that the plans be improved by providing for the full cost of semiprivate rooms for a full year, full payment of therapeutic services in a hospital, employees’ right to choose more comprehensive service plans where available, equal benefits for dependents, supplementary coverage of dependents by major medical plans, life insurance equal to 1 year’s earnings, health insurance coverage for at least 6 months during disability and 1 year during layoff, and revision of administration practices.

representatives to develop an economic security program.

The unions also developed a comprehensive resolution on union security.

Negotiations between NAA and the UAW began April 24 to replace the agreement scheduled to expire June 3, 1962. Union demands were generally similar to the joint bargaining objectives. In response to a demand for a supplemental unemployment benefits (SUB) program, the company indicated that the extended layoff benefits plan was not subject to renegotiation since it was scheduled to remain in effect until June 5, 1964.

Following 5 weeks of negotiations, the parties on June 1 extended the existing contract to June 13, with a 10-day notice of intention to terminate required after expiration of the initial extension.

On June 12, the company submitted its first proposal. It offered, in a 2-year contract, wage increases of 5 to 8 cents an hour effective immediately and 6 to 8 cents an hour at the end of the first contract year; incorporation of the existing 6-cent cost-of-living allowance into base rates; elimination of certain job-classification inequities; an 8th paid holiday; and substantial improvements in the group insurance program. The offer was rejected by the union.

Neither side exercised its option to terminate the agreement during June. However, on July 1, the union members voted to strike, if necessary, on July 23.

On July 12, the company proposed a 30-day contract extension, with terms of any settlement to be retroactive to July 9. The union rejected the proposal on the grounds that there was sufficient time to negotiate a settlement before its strike deadline. The following day, the union officially notified the company of its intention to terminate the contract on July 23. Other aerospace companies whose contracts had expired received similar notices on the same day.

On July 20, the company proposed a 3-year contract which it said was equal to the estimated 25-cent hourly cost of the IAM and UAW agreements of July 16 with Douglas Aircraft Co.<sup>6</sup>

The offer proposed raising wage rates by 5 to 8 cents an hour the first year and 6 to 8 cents the second, and 6 to 9 cents the third, as in the Douglas contracts. It would have continued the cost-of-living escalator clause and the existing 6-cent cost-of-living allowance plus a 1-cent increase that would have been due July 29 under the old contract. The company also offered an additional 4 cents an hour to be applied in a mutually agreeable manner and suggested that this amount be used in part

<sup>6</sup>For details of the Douglas-IAM-UAW agreements, see *Monthly Labor Review*, September 1962, p. 1034.

to reduce by 3 to 8 cents an hour the wage-rate differential at the company's Neosho, Mo., division. Finally, it would have added an 8th paid holiday and increased insurance benefits at reduced employee premiums. Union negotiators rejected the offer because it did not provide for a union shop or a SUB plan.

To avoid work stoppages at this and other vital missile and aerospace companies, the President, on July 21, requested the unions and the involved companies to delay a stoppage for 60 days and appointed a three-member board to aid the Federal Mediation and Conciliation Service in bringing about settlements. The Board was authorized to conduct hearings and was ordered to report its findings and recommendations to the President within 60 days. On July 23, the workers at North American Aviation voted to accede to the President's request.

On September 1, after further negotiations at NAA and other aerospace companies failed to produce a settlement, the Board recommended to the President that (1) contracts run for 3 years; (2) general wage increases conform to the Douglas Aircraft Co. settlement, but with the first year's increase retroactive to July 23; (3) beginning July 23, 1962, 2 cents an hour be contributed to a fund to improve extended layoff benefits when existing plans expired in June 1964; (4) other economic issues be negotiated in the light of the Board's discussion; and (5) the union shop issue be decided by a vote of employees in each bargaining unit, with a two-thirds voting majority required to adopt the union shop. The union agreed to negotiate on the basis of the recommendations. The company first rejected the proposals because of the union shop recommendation, but subsequently agreed to accept them as a basis for negotiations.

NAA became the first West Coast aerospace company to come to terms following the Board's report by reaching general agreement with the UAW on September 19; formal agreement was announced on September 24. The 3-year contract was similar to, though not identical with, others in the aerospace industry. Under the agreement, ratified on September 30, wage rates were increased 5 to 8 cents an hour retroactive to July 22; 6 to 8 cents in 1963; and 6 to 9 cents in 1964. Revisions were made in a number of job classifications, rate ranges of some grades were adjusted, and the time required to move from the minimum to the maximum of a rate range was reduced. The cost-of-living escalator clause was continued (with the 7-cent allowance incorporated into base rates), and some job inequity adjustments were made. The agreement added an 8th paid holiday and improved health insurance. The extended layoff benefits plan was improved effective immediately in lieu of the

Board's proposal for company contributions of 2 cents an hour to a SUB fund. In an election on October 19, the union shop did not receive the two-thirds majority required for adoption.

### October 1965-September 1968

Negotiations in 1965 between NAA and the UAW were preceded in 1963 by the Third Joint Aerospace Conference of the two major aerospace unions—the UAW and the IAM. The major action of the conference was to adopt a resolution urging the establishment of a presidential commission, composed of labor, management, and government representatives, to make recommendations for updating the system used since 1943 to determine wage classifications of workers. The two unions contended that the system was antiquated and a source of conflict and confusion. The company replied that the collective bargaining agreement provided for a review of the wage classification system, and therefore opposed the proposal. The commission was not established.

Although aerospace industry bargaining goals had been drafted jointly with the IAM since 1959, separate union programs were adopted in 1965. Nevertheless, the two unions coordinated their bargaining efforts. On June 22, 1965, 130 UAW and IAM local union representatives met in Washington, D. C., to discuss bargaining strategy. Later in June, the presidents of the two unions announced similar bargaining goals.

UAW's aerospace industry bargaining goals for 1965 had been established at a union conference held on February 25-26. Economic security made up a major portion of the bargaining package. On wages, the conference recommended that (1) workers share in the benefits of productivity increases from technological and economic progress, (2) the cost-of-living formula be updated and restored where it had been modified, (3) wage parity with other basic industries be established, and (4) workers receive full pay for time spent acquiring necessary new skills. Recommendations pertaining to wage administration and related problems were included also. These dealt with wage classification problems that had been raised at the 1963 UAW-IAM conference, and with wage-related problems brought on by the increasing use of "numerically controlled tools."

Fringe benefits were discussed largely in terms of other industries. Nine paid holidays recently negotiated in the auto industry were compared with the 7 or 8 then existing in the aerospace industry. Bereavement pay, which was not available to aerospace workers, was indicated as standard in industries such as auto, rubber, and electrical machinery. Tuition refund practices in the

auto industry were also cited. All other fringe benefits were left to local negotiation.

Ten recommendations were made regarding pension plans, including: Increasing benefits to a minimum of \$4.25 a month for each year of service; removing the ceiling on credited years' service; increasing normal benefits for employees already retired by at least \$1.45 a month for each year of credited service; reducing normal retirement to age 62, and early retirement to 55 with 10 years of credited service; removing age requirements from vesting and disability provisions; providing an automatic survivor's option; including all compensated hours in credited service; and giving the union full access to all operating information.

Many recommendations were also made regarding insurance. Among these were the addition of transition and bridge survivor life insurance; increased sickness and accident benefits; full company payment of life, sickness and accident, hospital, medical and surgical insurance; and improved coverage for retirees, dependents, employees on disability leave, and those who had been terminated.

Noneconomic problems were treated in considerable detail. The union considered establishment of a union shop as one of the significant issues for negotiation. Other recommendations were made in union security, seniority, and retirement and job security.

UAW contract negotiations with NAA began in mid-August 1965, and were influenced by the agreements already reached with Douglas, Lockheed, and Boeing. The local union used the 3-year, 24-cent pay raise agreed to in these other contracts as a standard. It also called for improved insurance benefits, increased pension benefits for active and retired employees with vesting after 10 years, longer vacations, more paid holidays, 3 days' bereavement pay, improved benefits for the extended layoff benefits plan, improved grievance procedures, and revised seniority provisions.

Previous demands for a union shop were modified to an agency shop, in which employees who chose not to join the union would pay a fee equivalent to union dues. The union continued to demand a revised system of wage classification.

The company made its initial offer on October 5, 1965. Wage proposals included increases of 8 cents an hour in each year of a 3-year basic contract and a revised escalation formula. Other points in the company's economic package included 1 additional paid holiday, increased vacations for long-service employees, and 3 days' bereavement pay in the event of death in the employee's immediate family.

Comprehensive improvements in the group health insurance plan, including increased coverage for retirees,

also were proposed. In addition, the company offered to pay the full cost of hospital, medical, and surgical insurance, for up to 12 months, for laid-off employees who were eligible for extended layoff benefits. A revised 5-year pension plan would have raised benefits for future retirees and for those already retired.

Negotiations continued, and on September 30 the union served the 10-day notice of intention to terminate required by contract. On the 10th day, Sunday, October 10, union members ratified the agreement recommended by their negotiators. The contract, which was to run 3 years, generally followed the pattern of settlement at Douglas, Lockheed, and Boeing.

The contract provided general increases in wages totaling 25 cents an hour—an immediate 8 cents an hour, and deferred increases of 9 cents in 1966 and 8 cents in 1967. The existing 11-cent-an-hour cost-of-living allowance was incorporated into basic wage rates and the escalator clause was continued. In addition, 45 job classifications were upgraded.

Fringe benefit improvements, most of them to be effective in 1965, were estimated publicly to about equal the 25-cent general wage increase. They included an additional paid holiday, lengthened paid vacations, 3 days' bereavement pay, and a number of changes in insurance and retirement benefits.

The additional paid holiday brought the total to 9. Paid vacation improvements reduced the requirement for 3 weeks' vacation from 12 to 10 years' uninterrupted service, and granted 4 weeks' vacation after 20 years.

Insurance benefits included survivor income insurance, with provisions similar to those in the auto industry. It provided eligible survivors with "transition benefits" of \$100 a month for a maximum of 2 years. A spouse over age 50 at the time of the employee's death was to receive, beginning after termination of transition benefits and after age 52, "bridge benefits" of \$100 a month until attainment of age 62, remarriage, or for other specified reasons.

Life insurance benefits were raised from \$5,000 to \$7,500 as were accidental death and dismemberment benefits. Maximum insurance coverage for doctor's expense was increased and hospital room and board expense was extended from 120 to 365 days. Hospital, medical, and surgical benefits for retirees were made equal to those of active employees. The company also agreed to finance for up to 12 months hospital, surgical, and medical insurance for laid-off employees, who were eligible for extended layoff benefits.

Retirement benefits for active employees were raised to \$4.75 a month for each year of credited service, and by \$1.45 for those already retired. Early retirement with full benefits was provided at age 62, and disability

retirement benefits were improved. Vesting of retirement benefits was provided for workers with 10 years of service or more regardless of age; previously, they had to be 45 years of age or more.

A surviving spouse option provided the widow or dependent widower of a retired employee, who elected to receive reduced benefits, with payments equal to 55 percent of the reduced benefit. Also added was an automatic surviving spouse benefit which provided the widow or dependent widower of an active employee, who was eligible to receive a pension at the time of death, with payments equal to 55 percent of the pension benefit that the employee would have received if he had retired and elected the reduced benefits.

The union shop, which had existed in modified form at NAA from 1950 to 1953, was reintroduced. Under this compromise, new employees were required to join the union and current members were required to retain their memberships, but current nonmembers were not required to join.

The contract, which covered about 33,000 workers, was to terminate on September 30, 1968.

### **October 1968-October 1971**

The Fifth Joint Aerospace Conference of the two major aerospace unions, the UAW and the IAM, was held in February 1968 to discuss bargaining objectives for the upcoming negotiations in the industry. The 1-day joint session was preceded by separate meetings of each union.

Delegates to the convention unanimously approved a set of general goals, covering 18 broad areas of contract provisions. Included were substantial general wage increases, with additional increases to skilled workers; extra pay for hazardous duty and liberalized field service allowances; an improved cost-of-living escalator clause; improvements in pensions and in the hospital-surgical-medical plan, including full payment for a semiprivate hospital room and additional hospital charges, for up to 365 days; improved benefits for survivors of both active and retired workers; greater income security including substitution of a Supplemental Unemployment Benefit Plan for the Extended Layoff Benefit Plan; an extended disability benefits plan; additional paid holidays; longer vacations and a vacation bonus; improvements in shift differentials, and in bereavement, jury-duty, and military pay; the addition of a tuition refund program; retention of wage rates for downgraded employees; and a full union shop in all plants.

Negotiations at North American Rockwell Corp. were opened on August 19, 1968; its contract with the UAW

was to expire September 30. Pattern-setting agreements in the industry had been reached earlier at McDonnell Douglas Corp. (where both the UAW and the IAM held contracts) and at Lockheed Aircraft Corp. (where only the IAM represented workers). UAW officials vowed to obtain wage and fringe benefit improvements at North American equivalent to the pattern settlements at McDonnell Douglas.

The union's initial demands were generally within the framework of the McDonnell Douglas contract. A key contract demand at North American was for the establishment of a SUB plan which would provide employees with 75 percent of their gross pay for each full week on layoff. A SUB plan had been instituted at McDonnell Douglas in 1965 and liberalized in 1968. In addition to the SUB improvements, the McDonnell Douglas settlement in 1968 included general wage increases of 6 percent in 1968 and 3 percent in 1969 and 1970; additional adjustments to certain skilled and technical workers ranged from 3 to 20 cents an hour in addition to an inequity fund, effective the first year. A revised cost-of-living escalator clause provided for two annual reviews (the first in 1969) instead of quarterly; minimum and maximum adjustments were specified for each review. Other changes included: A 6-cent increase in second and third shift differentials; an additional paid holiday and less stringent holiday eligibility requirements; an increase in basic pensions to \$5.75 a month for each year of credited service, effective December 1, 1968, increasing to \$6.25 effective December 1, 1970, with liberalized eligibility requirements, increased supplemental benefits, improved survivor benefits and higher benefits for presently retired workers; improvements in hospital-surgical-medical insurance, including full payment for a semiprivate hospital room for the first 10 days of confinement and \$39 a day for the next 355 days; the institution of a dental plan and a prescription drug program to become effective in 1970; an established psychiatric treatment program; company-paid dependent health coverage (including surviving spouse); improvements in vacations, military service pay, and life, disability, sickness and accident, and transition and bridge benefit insurance; establishment of an extended disability benefit program; and a liberalized savings plan.

On August 30, the UAW and IAM announced the dissolution of their mutual assistance agreement. The alliance was maintained through pace-setting negotiations at McDonnell Douglas where both unions had contracts. But a rivalry developed between the unions, reportedly over raiding attempts and other issues, and when the dispute could not be resolved, the alliance was severed.

Cancellation of the mutual assistance agreement did not directly affect negotiations at North American

Rockwell. Of the two unions, only the UAW held contracts there.

After nearly 2 months of negotiations, the UAW and North American agreed on October 4, 1968, to a 3-year contract, effective October 6, 1968, similar in many respects to the settlement at McDonnell Douglas. Approximately 30,000 workers in the Aerospace and Systems Group in various locations were covered by the agreement, which was ratified on October 6.

The agreement provided wage increases ranging from 12 to 33 cents an hour, plus certain wage inequity adjustments, effective in 1968, and additional wage increases of 9 to 14 cents an hour, effective October 5, 1969, and 10 to 19 cents an hour, including special increases to higher labor grades, effective October 4, 1970. The cost-of-living escalator clause was revised to provide two annual reviews beginning in 1969, instead of quarterly, with minimum and maximum adjustments for each. In a separate company letter, dated October 11, 1968, the parties also agreed that, to the extent that total cost-of-living adjustments during the term of the 1968 agreement were less than the allowance that would have been provided if adjustments had been 1 cent for each 0.4-point increase in the average CPI for March, April, and May 1968 compared with the average for the same months of 1971, the difference in cents per hour was to be available on October 1, 1971, for wages and/or other benefits as may be agreed upon by the parties in the agreement next succeeding the 1968 agreement. (A similar provision was negotiated previously in the McDonnell Douglas contract.) Shift differentials were increased 6 cents on each shift; a tenth paid holiday was to provide employees with a 5-day weekend around Christmas each year; and improvements were made in vacation, military, and bereavement pay provisions. The agreement replaced the previous maintenance of membership clause with a full union shop clause, the only one in the major West Coast aerospace companies.

Substantial improvements were made in health insurance benefits. Contributory supplemental life insurance for employees was increased to from \$5,000 to \$20,000, depending on basic hourly rate; transition and bridge survivor income benefits were liberalized to \$150 a month; hospital room and board was increased to full payment of a reasonable charge (not more than semi-private room rate) for up to 365 days for workers and their dependents, and full payment for hospital nursery care of a newborn child was added; for the first time, provision was made for full payment of reasonable charges (with certain limitations) for mental health services and for convalescent and night care facility benefits; surgical and medical (including major medical) benefits were increased; a noncontributory family dental

plan was established, to be effective June 1, 1970; and accident and sickness benefits under the voluntary unemployment compensation disability plan were increased to range from \$65 to \$120 a week, for up to 52 weeks, on November 1, 1968.

Effective November 1, 1968, retirement improvements increased the normal, early, or disability retirement rate to \$5.75 a month for each year of credited service (to a maximum of 35 years). On January 1, 1971, benefits were further increased by adding to the \$5.75 monthly rate calculation, one and one-half percent of the excess of employee's average monthly pay rate over \$566.67 times his years of credited service accrued after December 31, 1970 (minimum of 1 and maximum of 35 years).

The Extended Layoff Benefits Plan was to be replaced by a SUB plan on October 1, 1970. The plan was to be financed by company payments of 3 cents per man-hour compensated (excluding vacation and sick leave hours). Regular or short workweek benefits were computed at 65 percent of the base hourly rate, including cost-of-living allowance, times the difference between 40 hours and compensated or available hours (maximum weekly SUB benefit—\$55).

In February 1970, Extended Layoff Benefit payments under the master agreement were terminated due to current and prospective benefit claims over maximum company liability to make payments. Completed aerospace programs, a reduced military budget, and a lower work backlog had resulted in large reductions in the work force. The parties agreed to apply the estimated company liability which would have remained if the Extended Layoff Benefits Plan had continued to pay the group insurance premiums of those currently or prospectively laid off, rather than pay token amounts of Extended Layoff Benefits to those subsequently laid off. Payments had averaged \$600 per employee and totaled \$10.2 million (\$5 million in the last 6 months) since its inception on July 1, 1960.

The master and supplementary contracts, covering approximately 30,000 workers, were scheduled to terminate on September 30, 1971; no provision was made for reopening.

### **October 1971-September 1974**

On December 5, 1971, North American Rockwell and the UAW reached a 34-month agreement covering about 16,000 aerospace workers in California, Ohio, and Oklahoma. The pact was similar to those reached earlier in the auto industry and was a breakthrough in bargaining for 250,000 workers in the aerospace in-



dustry. Several days later, workers ratified the agreement which was subject to Pay Board approval.

The UAW had begun preliminary negotiations in July 1971 with two West Coast based aerospace companies on noneconomic matters; formal "big table" talks were scheduled for mid-August. The objective at these companies was to achieve a pattern-setting settlement that would equal or surpass those reached earlier in the auto industry.<sup>7</sup> On August 15, the Phase I wage-price-rent freeze was announced as part of the Federal Government's economic stabilization program. As a result, talks were stalled because of uncertainty among negotiators about the effect of the freeze on any settlement they might reach—the old contract was scheduled to expire on September 30 which was within the 90-day freeze period. Talks remained on dead center until late November when intensive bargaining began at North American Rockwell.

The December 5 agreement provided for an initial increase of 34 cents an hour in base rates, retroactive to October 3, 1971, and additional wage increases ranging from 14 to 20 cents an hour effective December 5, 1971. The 34 cents was the "overage" or additional amount that would have been paid under the escalator clause during the term of the 1968 agreement had there been no ceiling on cost-of-living adjustments.<sup>8</sup> Two deferred wage increases of 3 percent were to be effective in October 1972 and September 1973. The accumulated cost-of-living allowance of 16 cents an hour was incorporated into base rates on December 5, 1971. The escalator clause was revised to provide "no-ceiling" adjustments beginning July 23, 1972 with the adjustment based on the 3-month average of the BLS-CPI's for March, April, and May 1972 over the average of the indexes for the same months in 1971, and then quarterly beginning October 22, 1972, based on increases in 3-month averages of the BLS-CPI's.

A Christmas-New Year's shutdown holiday period was established which resulted in an increase to 11 paid holidays in the first 2 years of the contract and to 12 paid holidays in the third year.

Improvements in the health plan for employees and their dependents included payment for hemodialysis service; elimination of the reduction in the hospital benefit period because of nursing home care; full payment for psychological testing and an increased yearly maximum for same; increased maximums for

diagnostic X-ray and laboratory examinations; increased major medical maximums to \$15,000 lifetime and \$7,500 yearly; and, in 1973, increased payments for dental care and elimination of the dental deductible. For retirees and their dependents, the major medical maximum was increased to \$10,000; the deductible for expenses was reduced from \$50 to \$25; and insurance benefits were coordinated with other benefits payable under insurance plans with other employers. Transition and bridge survivor's benefits were increased to \$175 monthly, with the latter liberalized to allow the benefit to a surviving spouse at age 48 (was 50) at the time of employee's death. Also, three brackets of benefits were added to the sickness and accident schedule, resulting in a maximum weekly benefit of \$135.

The basic monthly pension rate, used in computing normal, early, disability, and vested pensions, was increased to \$8 for each year of service up to 35 for those retiring on or after January 1, 1972. Pensions no longer were computed on the basis of a dollar amount per year of service plus a wage-related add-on for years of service after 1970. Annuities for past retirees were increased by \$1 per year of service less any appropriate adjustments (survivors pensions were increased proportionately). A "Level Income Special Allowance" (LISA) was established to enable longer service employees (20 years or more) to retire at age 60 with higher benefits through means of a supplemental allowance of \$170 a month payable to age 62, in addition to the basic benefit. The reduction factor for the basic benefit for such retirees was 1/3 of 1 percent per month (4 percent yearly) under age 62 at retirement (this reduction factor was less than those generally applicable to early retirement). Pensions for retirees who made the survivor's election were increased to 95 percent (from 90 percent) of the basic pension rate where the age difference between husband and wife was less than 5 years (previous adjustments for greater age differences were continued). In addition, full pensions could be restored to those who made the survivor election if the designated spouse had died or the couple divorced. The latter was not applicable to those who made the election before October 1, 1972. Also, any employee on the active payroll as of January 1, 1972, was allowed to "hook-up" as of that date any lost pension service credit resulting from a break in service or termination. A seniority employee who returned to the active payroll from leave or layoff after January 1, 1972, and a former employee who was reemployed and acquired seniority after January 1, 1972, were entitled to a similar "hook-up" of service.

The pact was scheduled to remain in effect until September 30, 1974.

<sup>7</sup>See *Wage Chronology: Ford Motor Co., 1941-73*, Bulletin 1787 (Bureau of Labor Statistics, 1973) for terms of the Ford settlement, which set the pattern for the auto industry.

<sup>8</sup>See terms of the "overage" letter dated Oct. 11, 1968, under the Sept. 30, 1968 listing in table 1 of this bulletin.

After the workers ratified the pact, the union quickly sought approval of the package by the Pay Board set up under Phase II of the Federal economic stabilization program.

On December 21, 1971, the parties appeared before the Pay Board to argue that the first-year wage hikes had not exceeded the Board's 5.5-percent guidelines. The union asserted that only the 14- to 20-cent increase should be considered as the first-year wage increase since the 34 cents was a catch-up amount under the 1968 agreement "overage" letter and that the pact was in "tandem" with contracts reached earlier in the auto industry. Settlements deemed to follow either an inter- or intra-industry pattern historically ("tandem" or "me-to" agreements) were allowable under Pay Board guidelines. The Board deferred its ruling until it could hear arguments on similar aerospace pacts which had been reached shortly after settlement at North American Rockwell Corp.<sup>9</sup> These agreements were between the UAW and the McDonnell Douglas Corp., and between the International Association of Machinists (IAM) and the McDonnell Douglas Corp., The Boeing Co., Lockheed Aircraft Corp., LTV Aerospace Co., and United Aircraft Corp. The contracts also incorporated 34- or 35-cent catch-up increases (varying by company), although previous IAM pacts did not contain specific cost-of-living catch-up letters as did UAW pacts.

On January 5, 1972, the Pay Board deemed the first-year wage increases excessive and rejected the contracts.<sup>10</sup> On January 13, the Board allowed catch-up amounts in the first year if the parties deferred the remaining first-year hikes (14 to 20 cents at North American Rockwell) to the second year.

In the first legal challenge to a Pay Board ruling, the UAW filed suit in Federal district court on February 7, 1972. It stressed its December 14 North American Rockwell arguments and others to have the ruling overturned. The IAM later filed a similar suit.

On July 31, the court ruled against the Board's decision and instructed it to disregard the catch-up amounts in computing the value of the first-year increases.

The Board then appealed the case to the Temporary Emergency Court of Appeals, which had been set up to hear such cases on October 2, 1972, on the grounds that the 1968 agreements lacked specific language to set up

<sup>9</sup>Because of the upcoming holiday period, however, the Board approved a portion of the pact providing for the holiday shutdown.

<sup>10</sup>The Board also ruled in favor of a pact between the IAM and the United Aircraft Corp., which provided for an 8-percent first-year increase without a cost-of-living catch-up increase.

back payments and that catch-up letters were executed after and without the formality of the 1968 contracts.

On June 21, 1973, the Temporary Emergency Court of Appeals upheld the lower court ruling and remanded the pay issue back to the Cost of Living Council (successor to the Pay Board) for reconsideration. To assist in its decision, the Council appointed a 3-member Aerospace Special Panel to make recommendations after hearing arguments from all of the parties involved in the retroactive pay issue. At the onset of hearings held October 30-31, the Panel announced that workers would receive no lump-sum payment of the amount due them and that the Cost of Living Council would determine the formula by which any payments would be made.

The Council ruled on December 12 that workers at the five aerospace companies were entitled to restoration of the pay cut by the Pay Board. Adopting recommendations of the Aerospace Special Panel, the Council ordered the companies to pay workers the back pay in quarterly installments—17 cents per hour from December 5, 1971, to October 1, 1972, at North American. The ruling, however, did not allow for premium pay (except at Boeing and Lockheed where overtime was allowed) nor for holiday and vacation pay. Also, workers who had quit or were fired after a specified date were ineligible for payments.

On February 15, 1974, the Council revised the ruling to permit all workers covered by its December ruling to receive payments on the same basis of actual hours worked including overtime premium payments.

On September 30, 1973, a layoff benefit and security program was established. This plan replaced the SUB plan, which had been altered by the 1971 agreement to provide layoff insurance during only the first 2 years of that contract (the parties had also agreed that prior to October 1, 1973, details of a program to provide benefits upon layoff and certain other separations, in addition to a savings plan, would be worked out). The company would contribute 6 cents per hour worked to the new program, less group health insurance premiums for laid off employees and vacation and sick leave hours. The company contribution was to be allocated to individual employee layoff plan "benefit accounts" and "savings accounts." The latter allocation would augment an employee's savings of \$3, \$5, or \$7 a week. A lump-sum payout of an employee's benefit account could be made after a layoff exceeding 4 weeks or for certain medical leaves. Employees could withdraw \$100 or more of their contribution to the savings account once every 6 months. The full amount (employee's and company's contributions) of a savings account was paid on retirement, termination for any reason, layoff over 4 weeks, or death of the employee.

## October 1974-September 1977

A tentative 3-year master agreement was reached on November 15, 1974, by Rockwell International<sup>11</sup> and the UAW for 11,150 aerospace workers in California, Ohio, and Oklahoma. Workers ratified the agreement 2 days later. This was the first UAW pact in the 1974 round of aerospace bargaining, but it was preceded by IAM pacts with Boeing and Lockheed.

The settlement ended 3½ months of intensive bargaining which had begun on August 13, 1974, and had continued past the October 1 expiration date of the 1971 contract while workers remained on the job under day-to-day contract extensions. Initial union demands had centered on increased wages including an improved escalator clause, improved pensions with special emphasis on early retirement benefits, and improved welfare coverage.

Terms of the agreement provided for wage increases of 13 to 18 cents an hour plus a 12-cent cost-of-living "travel" increase (because workers had not received a cost-of-living adjustment since July 1974) retroactive to October 2, 1974; 15 to 21 cents on October 5, 1975; and 16 to 22 cents on October 3, 1976. Minimum rates for labor grades 1 through 7 in effect before the 1974 agreement, however, were to be retained over the term of the contract as they were to apply only to those hired or rehired on or after November 17, 1974. The quarterly escalator clause was revised effective January 1975 to provide 1-cent adjustments for each 0.3-point change in 3-month averages of the Bureau of Labor Statistics' 1967=100 Consumer Price Index, instead of each 0.4-point change in the 1957-59=100 Index.

To offset partly the cost of improvements in fringe benefits, 1 to 5 cents of any cost-of-living adjustment, depending upon the amount of the adjustment, was to be diverted to finance improvements, up to a maximum of 11 cents over the life of the contract. The accumulated 70-cent cost-of-living allowance was incorporated

<sup>11</sup> In February 1973, the company's shareholders approved the new corporate name of Rockwell International Corp. as well as the merger of the Rockwell Manufacturing Co. into the corporation. Under the new corporate structure, aerospace workers were placed under the Electronics, North American Aircraft, and North American Space Operations of the company.

into base rates (except for minimums of grades 1 through 7). The second-shift differential was increased to 25 cents. Over the contract term, 37 paid holidays were provided, compared with 34 during the previous contract. Bereavement pay was liberalized to include grandparents in the definition of immediate family.

Insurance improvements included dual choice for hospital-medical-surgical-drug insurance<sup>12</sup> and dental insurance. Four brackets were added to schedules of sickness and accident benefits which raised the maximum to \$155 a week.

Pensions were improved substantially by raising the benefit rate for those retiring on or after January 1, 1975, to \$9 per year of service effective in 1975 and to \$10 in 1977. Effective January 1, 1976, a full benefit would be paid to those retiring in 1975 or later at age 60 with 20 years of service. Those retired before 1975 also would have their benefit rate increased in stages to \$9 per year of service by 1977. The early retirement reduction factor was reduced. The Level Income Special Allowance was increased to \$250, and the monthly supplemental disability benefit was increased to \$10 per year of service.

The layoff benefit and security program allowed employees to save up to \$10 a week under the savings portion of the program, and the offset to company contributions to the program because of insurance premiums was limited. Proportions of funds allocated to the layoff benefit plan and the savings plan also were changed.

In addition, the company agreed to "participate in periodic meetings with professional health and safety representatives of the International union to discuss pertinent matters of mutual interest in the health and safety fields."

The contract was scheduled to remain in effect through October 1, 1977. Except for possible cost-of-living adjustments, the following tables bring the wage chronology up to date through the contract expiration date.

<sup>12</sup> At the time this bulletin was prepared, the agreed-upon optional hospital-medical-surgical-drug insurance had not been implemented pending Federal regulations regarding Health Maintenance Organizations.

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

Effective date	Provision	Applications, exceptions, and other related matters
May 1, 1941 (by agreement of July 18, 1941).	10 cents an hour increase.	Up to 2 cents an hour additional for job classification purposes.
Mar. 3, 1943 (by Directive Order of NWLB, dated Mar. 3, 1943).	Increases averaging approximately 15 cents an hour.	Order established 10 labor grades with minimum and maximum rates into which all occupations were to be classified. Specialists' rates 10 and 15 cents higher than the maximum of the four highest labor grades were also established.
Mar. 5, 1945 (by Directive Order of NWLB, dated Mar. 2, 1945).	Increase averaging approximately 2 cents an hour.	Order increased maximum rates 5 cents for the top four labor grades and also for bottom grades. These increases affected 40 percent of the employees. The specialists' rate was abolished.
May 1, 1946 (by agreement of same date).	Increases averaging 18.5 cents an hour.	Fifteen cents an hour was retroactive to Jan. 21, 1946. A rate structure with 17 labor grades as well as new and revised job descriptions and a job-evaluation plan were negotiated.
June 23, 1947 (by agreement of Aug. 21, 1947).	5 cents an hour increase.	Differential between maximum rate for leadman and "A" classification of the highest occupation supervised increased from 10 to 15 cents.
Aug. 23, 1948 (by agreement of same date).	10 cents an hour increase.	
Sept. 5, 1949 (by agreement of Oct. 24, 1949).	5 cents an hour increase.	Automatic progression system inaugurated.
Oct. 23, 1950 (by agreement of same date).	9 cents an hour increase.	Agreement also provided a cost-of-living allowance, with the first review to be based on Nov. 15, 1950, BLS-CPI. <sup>2</sup> Additional 5-cent increase in maximum rates for the first four labor grades and in the maximum rates in five other specified classifications.
Jan. 29, 1951	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 23, 1951	7 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 23, 1951	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 29, 1951	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 28, 1952	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 28, 1952	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
Apr. 28, 1952 (by agreement of July 10, 1952).	10 cents an hour increase.	In accordance with award of arbitration panel of Sept. 13, 1952. Approved by WSB Sept. 10, 1952. The agreement also provided that 12 cents of the cost-of-living allowance be incorporated into the wage rate structure and accordingly increased the starting point of the escalator provision. <sup>3</sup>
July 28, 1952	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 27, 1952	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 26, 1953	No change.	Quarterly review of cost-of-living allowance.
Apr. 27, 1953	3 cents an hour decrease (total 1 cent).	Quarterly adjustment of cost-of-living allowance.
July 27, 1953	No change.	Quarterly review of cost-of-living allowance.
Dec. 15, 1953 <sup>4</sup> (by agreement of same date).	Increase averaging 8.5 cents an hour.	Includes 4-percent general increase and additional increases of: 4 cents an hour in top labor grade; 5 cents in leadmen's maximum differential; and upgrading of some job classifications.
Dec. 15, 1953 <sup>4</sup>	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. The new agreement provided for quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.6-point change in the BLS-CPI (revised series). If the CPI fell below 113.5, the cost-of-living allowance would be 0. <sup>5</sup>
Jan. 25, 1954	No change.	Quarterly review of cost-of-living allowance.
Apr. 26, 1954	No change.	Quarterly review of cost-of-living allowance.
July 26, 1954	No change.	Quarterly review of cost-of-living allowance.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Oct. 25, 1954 . . . . . Dec. 20, 1954 (by agreement of Dec. 14, 1954).	No change. 2.5-percent general wage increase, averaging 5 cents an hour.	Quarterly review of cost-of-living allowance. 2.5-percent increase applied after incorporating former 3-cent cost-of-living allowance into base rates. The starting point of the escalator provision was accordingly increased: If the CPI fell below 115.3, the cost-of-living allowance would be 0. <sup>5</sup>
Jan. 24, 1955 . . . . . Apr. 25, 1955 . . . . . July 25, 1955 . . . . . Oct. 24, 1955 . . . . . Jan. 23, 1956 . . . . .	No change. No change. No change. No change. No change.	Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance.
Mar. 19, 1956 (by agreement of Mar. 15, 1956).	Increase averaging 10 cents an hour.	Increases to employees varied from 7 to 15 cents an hour. <sup>6</sup> Maximum and minimum rate of each job classification was increased by the same formula, except minimums of jobs in the 5 lowest labor grades were increased by 6 cents. In addition, some job classifications were up-graded.
		Added: 1 labor grade (total 17). The new agreement provided for quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.5-point change in the CPI. <sup>5</sup>
Apr. 23, 1956 . . . . . July 23, 1956 . . . . . Oct. 29, 1956 . . . . . Jan. 28, 1957 . . . . . Mar. 4, 1957 (by agreement of Mar. 15, 1956).	No change. 1 cent an hour increase. 2 cents an hour increase. 2 cents an hour increase. 3-percent general wage increase, with minimum of 6 cents an hour (estimated average 7 cents).	Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. All minimum rates increased by 3 percent.
Apr. 29, 1957 . . . . . July 29, 1957 (by agreement dated Mar. 15, 1956).	2 cents an hour increase. 2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance.
Oct. 29, 1957 . . . . . Jan. 27, 1958 . . . . . Apr. 28, 1958 . . . . . May 19, 1958 (agreement of same date).	3 cents an hour increase. 1 cent an hour increase. 2 cents an hour increase. 2 to 11 cents <sup>7</sup> an hour increase, averaging 3.7 cents.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Additional revisions and adjustments to rate ranges of certain labor grades <sup>8</sup> amounted to an estimated increase of about 0.4 cent averaged over all employees in the plant bargaining unit.
		Deferred increase of 3 percent, with minimum of 7 cents an hour, to become effective May 18, 1959.
		In addition, previous 15-cent cost-of-living allowance incorporated into basic wage rates and the escalator provision continued, with quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.5-point change in the BLS-CPI above 122.4 (1947-49=100). If the CPI fell below 122.9, the cost-of-living allowance would be 0. <sup>9</sup>
July 28, 1958 . . . . . Oct. 27, 1958 . . . . . Jan. 26, 1959 . . . . . Apr. 27, 1959 . . . . .	2 cents an hour increase. No change. 1 cent an hour increase. 1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance.
May 18, 1959 (agreement of May 19, 1958).	3-percent general wage increase, with minimum of 7 cents an hour (estimated to average 7.5 cents).	Deferred increase.
July 27, 1959 . . . . .	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Oct. 26, 1959 .....	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 25, 1960 .....	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 25, 1960 .....	No change.	Quarterly review of cost-of-living allowance.
June 5, 1960 (agreement of same date).	.....	Deferred increase of 7 cents an hour, effective May 28, 1961.
		In addition: 5 cents of the previous 6-cent cost-of-living allowance incorporated into basic wage rates and escalator clause revised to provide only 1 cent an hour increase in the cost-of-living allowance based on the BLS-CPI of 125.4 through 126.3 and 1 cent for each 0.5-point change thereafter. If the CPI fell below 125.4 (1947-49=100), the cost-of-living allowance would be 0. <sup>10</sup> Minimum rates of labor grades, 11, 12, 13, 16, and 17 increased 1 cent an hour to restore proper number of automatic progression steps, and some job classifications upgraded. Leadmen's differential set at 20 cents (formerly 5 to 20 cents) above maximum rate of highest job led.
July 24, 1960 .....	No change.	Quarterly review of cost-of-living allowance.
Oct. 23, 1960 .....	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 29, 1961 .....	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 23, 1961 .....	No change.	Quarterly review of cost-of-living allowance.
May 28, 1961 (agreement dated June 5, 1960).	7 cents an hour increase.	Deferred increase.
July 23, 1961 .....	No change.	Quarterly review of cost-of-living allowance.
Oct. 29, 1961 .....	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 28, 1962 .....	No change.	Quarterly review of cost-of-living allowance.
Apr. 29, 1962 .....	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 29, 1962 .....	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 22, 1962 (agreement dated Sept. 30, 1962).	5 to 8 cents <sup>11</sup> an hour increase, averaging 6.1 cents. <sup>12</sup>	Revisions of specified job classifications, adjustment of the rate ranges of some labor grades, changes in automatic progression, and other changes amounted to an additional estimated increase of 1.5 cents an hour when averaged over employees in all California bargaining units.
		7-cent accumulated cost-of-living allowance incorporated into basic wage rates and the escalator clause revised to provide quarterly adjustments in the allowance of 1 cent for each 0.5-point change in the BLS-CPI above 128.9 (1947-49=100). If the CPI fell below 129.4, the allowance would be 0. <sup>13</sup>
		Deferred wage increases of 6 to 8 cents an hour, estimated as averaging 6.8 cents effective Aug. 25, 1963, and 6 to 9 cents, estimated as averaging 7.1 cents, effective Sept. 27, 1964.
Oct. 28, 1962 .....	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 27, 1963 .....	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 28, 1963 .....	No change.	Quarterly review of cost-of-living allowance.
July 28, 1963 .....	No change.	Quarterly review of cost-of-living allowance.
Aug. 25, 1963 (agreement dated Sept. 30, 1962).	6 to 8 cents <sup>14</sup> an hour increase, averaging 6.8 cents an hour.	Deferred increase.
Oct. 27, 1963 .....	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 26, 1964 .....	No change.	Quarterly review of cost-of-living allowance.
Apr. 26, 1964 .....	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 26, 1964 .....	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 27, 1964 (agreement dated Sept. 30, 1962).	6 to 9 cents an hour increase, averaging 7.1 cents an hour.	Deferred increase.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Oct. 25, 1964 ..... Jan. 24, 1965 ..... Apr. 25, 1965 ..... July 25, 1965 ..... Oct. 10, 1965 (agreement of same date).	1 cent an hour increase. 1 cent an hour increase. 1 cent an hour increase. 1 cent an hour increase. 8 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Agreement also: (1) Provided for deferred general wage increases—9 cents an hour on Oct. 2, 1966, and 8 cents an hour on Oct. 1, 1967; <sup>15</sup> (2) incorporated the existing 11-cent-an-hour cost-of-living allowance into base rates; (3) continued the escalator clause with quarterly adjustments of 1 cent for each 0.4-point change in the BLS-CPI above 109.3 (1957–59=100). If the CPI fell below 109.7, the cost-of-living allowance would be 0; <sup>16</sup> (4) upgraded 45 job classifications, which resulted in additional increases.
Oct. 24, 1965 ..... Jan. 23, 1966 ..... Apr. 24, 1966 ..... July 24, 1966 ..... Oct. 2, 1966 (agreement of Oct. 10, 1965).	1 cent an hour increase. 2 cents an hour increase. 2 cents an hour increase. 3 cents an hour increase. 9 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred increase.
Oct. 23, 1966 ..... Jan. 22, 1967 ..... Apr. 23, 1967 ..... July 23, 1967 ..... Oct. 1, 1967 (agreement of Oct. 10, 1965). Oct. 22, 1967 ..... Jan. 28, 1968 ..... Apr. 28, 1968 ..... July 28, 1968 ..... Sept. 30, 1968 (agreement dated Oct. 6, 1968).	3 cents an hour increase. 2 cents an hour increase. No change. 2 cents an hour increase. 8 cents an hour increase. 4 cents an hour increase. 2 cents an hour increase. 3 cents an hour increase. 3 cents an hour increase. 12 to 33 cents <sup>17</sup> an hour increase, averaging 19.5 cents an hour.	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred increase. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Agreement also: (1) Provided certain wage inequity adjustments; (2) provided for deferred increases of 9 to 14 cents an hour, averaging 11.5 cents, effective Oct. 5, 1969, and 10 to 19 cents an hour (including special increases to higher labor grades), averaging 13.4 cents, effective Oct. 4, 1970; (3) incorporated the existing 27-cent-an-hour cost-of-living allowance into base rates; (4) revised the cost-of-living escalator clause to provide annual (instead of quarterly) adjustments on July 20, 1969, and July 19, 1970, of 1 cent for each 0.4-point increase in the average of the BLS-CPI for March, April, and May over the Index average for the same 3 months of the previous year, with minimum and maximum allowances as follows: Effective July 20, 1969, minimum of 3 cents and maximum of 8 cents; <sup>18</sup> effective July 19, 1970, minimum of 6 cents and maximum of 16 cents. <sup>18</sup> In a separate company letter, dated Oct. 11, 1968, the parties also agreed that to the extent that cost-of-living adjustments during the 1968 agreement were less than would have been provided had adjustments been 1 cent for each 0.4-point increase in the average CPI for March, April, and May 1968 compared with the average for the same months of 1971, the difference in cents per hour was to be available on Oct. 1, 1971, for wages and/or other benefits as may be agreed upon by the parties in the agreement next succeeding the 1968 agreement.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
July 20, 1969 ..... Oct. 5, 1969 (agreement dated Oct. 6, 1968).	8 cents an hour increase. 9 to 14 cents <sup>19</sup> an hour increase, averaging 11.5 cents an hour.	Annual adjustment of cost-of-living allowance. Deferred increase.
July 19, 1970 ..... Oct. 4, 1970 (agreement dated Oct. 6, 1968).	8 cents an hour increase. 10 to 19 cents <sup>20</sup> an hour increase, averaging 13.4 cents an hour.	Annual adjustment of cost-of-living allowance. Deferred increase, including special increases to higher labor grades.
Oct. 3, 1971 (agreement dated Dec. 5, 1971).	34 cents an hour increase.	"Overage" amount made retroactive under terms of letter dated Oct. 11, 1968, concerning the cost-of-living allowance. <sup>21</sup> Agreement also: (1) Provided for wage increases effective Dec. 5, 1971, but the Pay Board subsequently deferred them to Oct. 1, 1972; <sup>22</sup> (2) provided two deferred increases Oct. 1, 1972 and Sept. 30, 1973; (3) incorporated the 16-cent accumulated cost-of-living allowance into base rates on Dec. 5, 1971; and (4) revised the escalator formula to provide "no-ceiling" adjustments of 1 cent for each 0.4-point change in the BLS-CPI (1957-59=100) beginning July 23, 1972, based on the 3-month average of the BLS-CPI's for March, April, and May 1972, over the average for the same months in 1971, and quarterly adjustments beginning in October 1972 (through July 1974) based on the 3-month average of CPI's for June, July, and August, 1972 and averages for 3-calendar-month periods thereafter. <sup>23</sup>
Dec. 5, 1971 .....	.....	The 16-cent accumulated cost-of-living allowance incorporated into base rates.
July 23, 1972 ..... Oct. 1, 1972 (agreement dated Dec. 5, 1971).	12 cents an hour increase. 26 to 37 cents an hour increase, averaging 30.3 cents an hour. <sup>24</sup> (Included 14 to 20 cents an hour increase, averaging 17 cents, originally scheduled to be effective Dec. 5, 1971, but deferred by the Pay Board to Oct. 1, 1972. <sup>22</sup> )	Cost-of-living adjustment. Deferred increase.
Oct. 22, 1972 .....	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 21, 1973 .....	4 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 22, 1973 .....	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 22, 1973 .....	9 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Sept. 30, 1973 (agreement dated Dec. 5, 1971).	12 to 17 cents an hour increase, averaging 15 cents an hour. <sup>24</sup>	Deferred increase.
Oct. 21, 1973 .....	8 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 20, 1974 .....	9 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 21, 1974 .....	9 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 21, 1974 .....	13 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 2, 1974 (agreement dated Nov. 17, 1974).	13 to 18 cents an hour increase, plus a 12-cent cost-of-living "travel" increase applied to base rates, averaging 27.2 cents an hour. <sup>25</sup> Minimums for labor grades 1 through 7 were not increased. <sup>26</sup>	The agreement also: (1) Provided for deferred increases on Oct. 5, 1975 and Oct. 3, 1976; (2) incorporated the 70-cent cost-of-living allowance accumulated over the term of the 1971 contract into base rates on Oct. 2, 1974 except for minimums of grades 1 through 7 <sup>26</sup> ; (3) revised the escalator formula (effective Jan. 19, 1975 through July 24, 1977) to provide quarterly adjustments of 1 cent for each 0.3-point change in

See footnotes at end of table.



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

Effective date	Provision	Applications, exceptions, and other related matters
Oct. 2, 1974 (agreement dated Nov. 17, 1974).—Continued		3-month averages of the BLS-CPI (1967=100) over the 3-month average CPI's for June, July, and August 1974 with a possible diversion from the allowance of from 1 to 5 cents per adjustment, depending on the amount of the adjustment, to finance fringe benefits (maximum permitted diversion 11 cents over the contract term). <sup>27</sup>
Jan. 19, 1975 .....	11 cents an hour increase.	Cost-of-living adjustment. An additional 5 cents was diverted to finance fringe benefits.
Apr. 20, 1975 .....	9 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. An additional 1 cent (total 6) was diverted to finance fringe benefits.
July 20, 1975 .....	7 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. An additional 1 cent (total 7) was diverted to finance fringe benefits.
Oct. 5, 1975 (agreement dated Nov. 17, 1974).	15 to 21 cents an hour increase, averaging 18.3 cents an hour. <sup>25</sup> Minimums for labor grades 1 through 7 were not increased. <sup>26</sup>	Deferred increase.
Oct. 19, 1975 .....	10 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. An additional 1 cent (total 8) was diverted to finance fringe benefits.
Jan. 18, 1976 .....	8 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. An additional 1 cent (total 9) was diverted to finance fringe benefits.
Apr. 18, 1976 .....	.....	Possible adjustment of cost-of-living allowance based on BLS-CPI's for December 1975 and January and February 1976. <sup>27</sup>
July 18, 1976 .....	.....	Possible adjustment of cost-of-living allowance based on BLS-CPI's for March, April, and May 1976. <sup>27</sup>
Oct. 3, 1976 (agreement dated Nov. 17, 1974).	16 to 22 cents an hour increase, averaging an estimated 18.5 cents an hour. <sup>25</sup> Minimums for labor grades 1 through 7 were not increased. <sup>26</sup>	Deferred increase.
Oct. 24, 1976 .....	.....	Possible adjustment of cost-of-living allowance based on BLS-CPI's for June, July, and August 1976. <sup>27</sup>
Jan. 23, 1977 .....	.....	Possible adjustment of cost-of-living allowance based on BLS-CPI's for September, October, and November 1976. <sup>27</sup>
Apr. 17, 1977 .....	.....	Possible adjustment of cost-of-living allowance based on BLS-CPI's for December 1976 and January and February 1977. <sup>27</sup>
July 24, 1977 .....	.....	Possible adjustment cost-of-living allowance based on BLS-CPI's for March, April, and May 1977. <sup>27</sup>

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

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

Footnotes to table 1—Continued

<sup>2</sup> The cost-of-living adjustment provisions, as written into the agreement, closely followed the General Motors system but differed in two respects: (1) Adjustments were based on the November CPI and quarterly thereafter in the North American agreement and on the July CPI and quarterly thereafter in the General Motors agreement and (2) the North American agreement started at a higher level on the index and therefore did not break at the same points and months:

<i>Consumer Price Index</i>	<i>Cost-of-living allowance (cents per hour)</i>
174.8 or less .....	0
174.9 to 176.0 .....	1
176.1 to 177.1 .....	2
177.2 to 178.3 .....	3
178.4 to 179.4 .....	4
179.5 to 180.5 .....	5
and so forth, with a 1-cent adjustment upward or downward for each 1.14-point change in the index.	

<sup>3</sup> The new formula, like the old, was based on the CPI (Old Series) but started at a higher level, as follows:

<i>BLS Consumer Price Index</i>	<i>Cost-of-living allowance (cents per hour)</i>
188.5 or less .....	0
188.6 to 189.7 .....	1
189.8 to 190.8 .....	2
190.9 to 191.9 .....	3
192.0 to 193.1 .....	4
and so forth, with a 1-cent adjustment upward or downward for each 1.14-point change in the index.	

<sup>4</sup> Effective October 26 for bargaining unit employees at work during strike.

<sup>5</sup> The cost-of-living adjustment formulas were:

<i>Cost-of-living allowance</i>	<i>BLS Consumer Price Index (1947-49=100) during term of agreement of—</i>		
	<i>Dec. 15, 1953</i>	<i>Dec. 14, 1954</i>	<i>Mar. 15, 1956</i>
None .....	113.5 or less	115.3 or less	115.3 or less
1 cent an hour .....	113.6 to 114.1	115.4 to 115.9	115.4 to 115.8
2 cents an hour .....	114.2 to 114.7	116.0 to 116.5	115.9 to 116.3
3 cents an hour .....	114.8 to 115.3	116.6 to 117.1	116.4 to 116.8
4 cents an hour .....	115.4 to 115.9	117.2 to 117.7	116.9 to 117.3
5 cents an hour .....	116.0 to 116.5	117.8 to 118.3	117.4 to 117.8
and so forth, with a 1-cent change for each 0.6-point change in the index (1953 and 1954 agreements); for each 0.5-point change in the index (1956 agreement). The base index months were February, May, August, and November.			

<sup>6</sup> Rates of individual workers were increased according to the following schedule:

<i>Rate range as of Mar. 14, 1956</i>	<i>Amount of increase (cents per hour)</i>
\$1.54 to \$1.82 .....	7
\$1.83 to \$1.91 .....	8
\$1.92 to \$2.00 .....	9
\$2.01 to \$2.10 .....	10
\$2.11 to \$2.19 .....	11
\$2.20 to \$2.28 .....	12
\$2.29 to \$2.37 .....	13
\$2.38 to \$2.46 .....	14
\$2.47 to \$2.53 .....	15

<sup>7</sup> Minimum and maximum of labor grades 1 through 7 increased 2 cents an hour; those in grades 8 through 11, 3 cents; those in grades 12 and 13, 4 cents; those in grades 14, 15, 16, and 17 increased 5, 6, 8, and 11 cents, respectively.

<sup>8</sup> The minimum rates in grades 4, 7, 10, and 17 were increased an additional 1 cent; grade 6, 2 cents; grades 5 and 13, 3 cents; grade 14, 6 cents; and grades 15 and 16, 7 cents.

Footnotes to table 1—Continued

<sup>9</sup>The agreement provided that quarterly cost-of-living adjustments effective in January, April, July, and October be based on the BLS-CPI for November, February, May, and August, as follows:

<i>Consumer Price Index (1947-49=100)</i>	<i>Cost-of-living allowance (cents per hour)</i>
122.8 or less . . . . .	0
122.9 to 123.3 . . . . .	1
123.4 to 123.8 . . . . .	2
123.9 to 124.3 . . . . .	3
124.4 to 124.8 . . . . .	4
124.9 to 125.3 . . . . .	5

and so forth, for each 0.5-point change in the index.

The cost-of-living allowance in effect was included in computing payments for overtime, vacation, sick leave, holidays, and call-in pay.

<sup>10</sup>The agreement provided that quarterly cost-of-living adjustments effective in January, April, July, and October be based on the BLS-CPI for November, February, May, and August, as follows:

<i>Consumer Price Index (1947-49=100)</i>	<i>Cost-of-living allowance (cents per hour)</i>
125.3 or less . . . . .	0
125.4 to 126.3 . . . . .	1
126.4 to 126.8 . . . . .	2
126.9 to 127.3 . . . . .	3
127.4 to 127.8 . . . . .	4
127.9 to 128.3 . . . . .	5

and so forth, for each 0.5-point change in the index.

The cost-of-living allowance was included in computing payments for overtime, vacation, sick leave, holidays, and call-in pay.

<sup>11</sup>Minimum and maximum of labor grades 1 through 4 increased 5 cents an hour; grades 5 through 11, 6 cents; grades 12 through 16, 7 cents; and grade 17, 8 cents.

<sup>12</sup>Increases of the same range were provided employees at the Columbus, Ohio, plant; at Neosho, Mo., general hourly wage increases ranged from 8 to 16 cents in 1962, from 8 to 14 cents in 1963, and from 7 to 14 cents in 1964. On Sept. 27, 1964, the graded wage-rate structure at the Neosho plant will be the same as at the California and Columbus plants.

<sup>13</sup>The agreement provided that quarterly cost-of-living adjustments effective in January, April, July, and October be based on the BLS-CPI for November, February, May, and August, as follows:

<i>Consumer Price Index (1947-49=100)</i>	<i>Cost-of-living allowance (cents per hour)</i>
129.3 or less . . . . .	0
129.4 to 129.8 . . . . .	1
129.9 to 130.3 . . . . .	2
130.4 to 130.8 . . . . .	3
130.9 to 131.3 . . . . .	4
131.4 to 131.8 . . . . .	5

and so forth, for each 0.5-point change in the index.

The cost-of-living allowance was included in computing payments for overtime, vacation, sick leave, holidays, and call-in pay.

<sup>14</sup>Minimum and maximum of labor grades 1 through 7 increased 6 cents an hour; grades 8 through 13, 7 cents; and grades 14 through 17, 8 cents.

<sup>15</sup>In addition, employees' take-home pay increased approximately 2 cents an hour on Nov. 1, 1965, when the company assumed employee contributions for group life, hospital, surgical, and medical insurance.

<sup>16</sup>The agreement provided that quarterly cost-of-living adjustments, effective in January, April, July, and October, be based on the BLS-CPI for November, February, May, and August, respectively, as follows:

Footnotes to table 1—Continued

<i>Consumer Price Index (1957-59=100)</i>	<i>Cost-of-living allowance (cents per hour)</i>
109.6 or less .....	0
109.7 to 110.0 .....	1
110.1 to 110.4 .....	2
110.5 to 110.8 .....	3
110.9 to 111.2 .....	4
111.3 to 111.6 .....	5

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

<sup>17</sup> Minimum and maximum of labor grade 1 increased 12 cents an hour; grades 2 through 6, 13 cents; grades 7 and 8, 14 cents; grade 9, 15 cents; grade 10, 19 cents; grades 11 through 14, 21 cents; grade 15, 24 cents; grade 16, 29 cents; and grade 17, 33 cents.

<sup>18</sup> The agreement provided that cost-of-living adjustments be determined according to the following tabulations:

Effective July 20, 1969:

<i>Consumer Price Index (1957-59=100) 3-month average</i>	<i>Cost-of-living allowance (cents per hour)</i>
121.1 or less .....	3
121.2-121.5 .....	4
121.6-121.9 .....	5
122.0-122.3 .....	6
122.4-122.7 .....	7
122.8 or more .....	8

Effective July 19, 1970:

<i>Consumer Price Index (1957-59=100) 3-month average</i>	<i>Cost-of-living allowance (cents per hour)</i>
122.3 or less .....	6
122.4-122.7 .....	7
122.8-123.1 .....	8
123.2-123.5 .....	9
123.6-123.9 .....	10
124.0-124.3 .....	11
124.4-124.7 .....	12
124.8-125.1 .....	13
125.2-125.5 .....	14
125.6-125.9 .....	15
126.0 or more .....	16

The cost-of-living allowance was included in computing payments for overtime, vacations, sick leave, bereavement leave, holidays, and call-in time.

<sup>19</sup> Minimum and maximum of labor grade 1 increased 9 cents an hour; grades 2 through 6, 10 cents; grades 7 through 10, 11 cents; grades 11 through 14, 12 cents; grades 15 and 16, 13 cents; and grades 17 and OS, 14 cents.

<sup>20</sup> Minimum and maximum of labor grades 1 through 3 increased 10 cents an hour; grades 4 and 5, 11 cents; grades 6 through 9, 12 cents; grades 10 and 11, 13 cents; grades 12 and 13, 15 cents; grade 14, 16 cents; grades 15 and 16, 18 cents; and grades 17 and OS, 19 cents.

<sup>21</sup> See terms of letter under listing of Sept. 30, 1968 contract terms in this table.

Footnotes to table 1—Continued

<sup>2 2</sup> Wage increases by labor grades originally scheduled for Dec. 5, 1971, but deferred by the Pay Board to Oct. 1, 1972, were as follows:

<i>Labor grade</i>	<i>Amount (cents per hour)</i>
18 .....	20
17 .....	20
16 .....	19
15 .....	19
14 .....	18
13 .....	18
12 .....	17
11 .....	17
10 .....	17
9 .....	16
8 .....	16
7 .....	15
6 .....	15
5 .....	15
4 .....	15
3 .....	14
2 .....	14
1 .....	14

Beginning March 1974, workers received 17 cents per hour worked including overtime premium in quarterly installments for the period from Dec. 5, 1971 to Oct. 1, 1972.

<sup>2 3</sup> The agreement provided that cost-of-living adjustments effective July 23, 1972, and quarterly thereafter beginning Oct. 22, 1972 (through July 21, 1974) be determined as follows:

<i>3-month average Consumer Price Index* (1957-59=100)</i>	<i>Amount (cents per hour)</i>
139.9 or less .....	0
140.0 to 140.3 .....	1
140.4 to 140.7 .....	2
140.8 to 141.1 .....	3
141.2 to 141.5 .....	4
141.6 to 141.9 .....	5
142.0 to 142.3 .....	6
142.4 to 142.7 .....	7
142.8 to 143.1 .....	8
143.2 to 143.5 .....	9
143.6 to 143.9 .....	10
144.0 to 144.3 .....	11
144.4 to 144.7 .....	12
144.8 to 145.1 .....	13
145.2 to 145.5 .....	14
145.6 to 145.9 .....	15

and so forth, with a 1-cent adjustment for each 0.4-point change in the average Index for the appropriate 3 months.

\*The cost-of-living review in July 1972 was based on the BLS-CPI's for March, April, and May 1972; quarterly reviews beginning in Oct. 1972 were based on 3-month averages of the Indexes for June, July, and August 1972 and 3-calendar-month periods thereafter.

The allowance was included in computing overtime, vacation, sick leave, bereavement, holiday, call-in, and jury-duty pay.

Footnotes to table 1—Continued

<sup>24</sup> Wage increases according to labor grades were as follow:

<i>Labor grade</i>	<i>Amount (cents per hour)</i>	
	<i>Oct. 1, 1972*</i>	<i>Sept. 30, 1973</i>
18 .....	37	17
17 .....	37	17
16 .....	35	16
15 .....	35	16
14 .....	33	16
13 .....	33	15
12 .....	32	15
11 .....	31	15
10 .....	31	14
9 .....	30	14
8 .....	29	14
7 .....	28	14
6 .....	28	13
5 .....	28	13
4 .....	27	13
3 .....	26	13
2 .....	26	12
1 .....	26	12

\*Includes 14- to 20-cent increases as shown in footnote 22 above.

<sup>25</sup> Wage increases according to labor grade were as follows:

<i>Labor grade</i>	<i>Amount*</i> <i>(cents per hour)</i>		
	<i>Effective date</i>		
	<i>Oct. 2, 1974**</i>	<i>Oct. 5, 1975</i>	<i>Oct. 3, 1976</i>
18 .....	30	21	22
17 .....	30	21	21
16 .....	29	20	20
15 .....	29	20	20
14 .....	28	19	20
13 .....	28	19	19
12 .....	28	18	19
11 .....	27	18	19
10 .....	27	18	18
9 .....	26	17	18
8 .....	26	17	18
7 .....	26	17	17
6 .....	26	17	17
5 .....	25	16	17
4 .....	25	16	17
3 .....	25	16	16
2 .....	25	16	16
1 .....	25	15	16

\*Increases were not applicable to minimums for labor grades 1 through 7 (footnote 26).

\*\*Increases include 12-cent cost-of-living "travel" increase applied to base rates.

<sup>26</sup> Effective Nov. 17, 1974, labor grades 1 through 7 minimum rates applied only to those hired or rehired on or after such date and did not apply to incumbents or those with reinstatement rights on such date. The minimum rates for grades 1 through 7 in effect before the 1974 agreement were retained through the 1974 contract.

Footnotes to table 1—Continued

<sup>2 7</sup>The agreement provided that cost-of-living adjustments effective Jan. 19, 1975 and quarterly thereafter through July 24, 1977 be determined as follows:

<i>3-month average Consumer Price Index* (1967=100)</i>	<i>Amount** (cents per hour)</i>
148.5 or less . . . . .	0
148.6 to 148.8 . . . . .	1
148.9 to 149.1 . . . . .	2
149.2 to 149.4 . . . . .	3
149.5 to 149.7 . . . . .	4
149.8 to 150.0 . . . . .	5
150.1 to 150.3 . . . . .	6
150.4 to 150.6 . . . . .	7
150.7 to 150.9 . . . . .	8
151.0 to 151.2 . . . . .	9
151.3 to 151.5 . . . . .	10
151.6 to 151.8 . . . . .	11
151.9 to 152.1 . . . . .	12
152.2 to 152.4 . . . . .	13
152.5 to 152.7 . . . . .	14
152.8 to 153.0 . . . . .	15
and so forth, with a 1-cent adjustment for each 0.3-point change in the average index for the appropriate 3 months.	

The cost-of-living allowance was used to compute payments for overtime, vacations, sick leave, bereavement leave, holidays, call-in time, and jury duty.

\*The cost-of-living review in Jan. 1975 was based on the BLS-CPI's for September, October, and November 1974 and subsequent quarterly reviews were based on 3-calendar-month periods thereafter.

\*\*Up to 11 cents could be diverted from the allowance over the term of the contract to finance fringe benefits provided there were new cost-of-living allowances generated, in quarterly increments of not less than 1 cent nor more than 5 cents, as follows:

<i>Cost-of-living adjustment per quarter (in cents)</i>	<i>Cost-of-living diversion per quarter (in cents)</i>
0 . . . . .	0
1 through 11 . . . . .	1
12 . . . . .	2
13 . . . . .	3
14 . . . . .	4
15 and above . . . . .	5

Table 2a. Hourly rate ranges by labor grade, 1949-67<sup>1</sup>

Labor grade and selected job titles	Effective date					
	Sept. 5, 1949		Oct. 23, 1950		Apr. 28, 1952 <sup>2</sup>	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade I—Jig and fixture builders, A; machinists, maintenance, A; patternmakers, metal and wood, A; tool and die makers, A . . . . .	\$1.75	\$1.95	\$1.84	\$2.09	\$2.06	\$2.31
Grade II—Machinists, horizontal boring mill, lathe, milling machine, planer; machine rebuilders . . .	1.70	1.90	1.79	2.04	2.01	2.26
Grade III—Grinders, tool and cutter, A; inspectors, final assembly; instrument technicians; patternmakers, plastic, A; wood-mockup and tool builders, A . . . . .	1.65	1.85	1.74	1.99	1.96	2.21
Grade IV—Electricians, maintenance, A; heat treaters, steel, A; inspectors, welding, A . . . . .	1.60	1.80	1.69	1.94	1.91	2.16
Grade V—Cabinetmakers, A; diemakers, cast-multiple; molders, closed molds, A; operators, grinder (production) . . . . .	1.55	1.75	1.64	1.84	1.86	2.06
Grade VI—Blacksmiths; carpenters, maintenance, A; inspectors, fabrication, A; jig and fixture builders, B; molders, aircraft, A; operators—drop hammer, A, power hammer, A, milling machine, A, turret lathe, A; template layout men . . . . .	1.50	1.70	1.59	1.79	1.81	2.01
Grade VII—Assemblers, aircraft, A; die finishers, A; operators, power brake, A; riggers, crane, A; mechanics, sheet metal . . . . .	1.45	1.65	1.54	1.74	1.76	1.96
Grade VIII—Platers, chrome, A; coremakers; mechanics, compressor, A; molders, aircraft, A; operators, punch press, A; painters, aircraft, A . . . . .	1.45	1.60	1.54	1.69	1.76	1.91
Grade IX—Operators, drill press, A; repairmen, portable tool and equipment; operators, stretch press, A; welders, spot, A . . . . .	1.40	1.55	1.49	1.64	1.71	1.86
Grade X—Die finishers, B; heat treaters, aluminum, A; operators—band tooling saw, A; forming roll, A, grinder, B, power hammer, B, punch press, B, saw, A, square-shear, A, straightening-press, A, turret lathe, B; template makers, A . . . . .	1.35	1.50	1.44	1.59	1.66	1.81
Grade XI—Assemblers, aircraft, B; cabinetmakers, B; electroplaters, A; operators—milling machine, B; radial arm-router, A; truckers, dispatch (power), A; tube benders, A; welders, spot, B . . . . .	1.30	1.45	1.39	1.54	1.61	1.76
Grade XII—Buffers and polishers, A; fitters, metal (assembler), B; operators, drill press, B; production control stock clerks, A . . . . .	1.25	1.40	1.34	1.49	1.56	1.71
Grade XIII—Coverers, fabric, A; oilers, maintenance, A; operators—drop hammer, C, radial arm-drill, A, sewing machine, A; repairmen, portable tool and equipment, B; riveters, machine, A; truckers, dispatch (power), B . . . . .	1.20	1.35	1.29	1.44	1.51	1.66
Grade XIV—Burrers, hand and power, A; die finishers, C; drill operators, sheet metal; laborers; template makers, B . . . . .	1.15	1.30	1.24	1.39	1.46	1.61

See footnotes at end of table.



**Table 2a. Hourly rate ranges by labor grade, 1949-67<sup>1</sup>—Continued**

Labor grade and selected job titles	Effective date					
	Sept. 5, 1949		Oct. 23, 1950		Apr. 28, 1952 <sup>2</sup>	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade XV—Assemblers, aircraft, C; electroplaters, B; paint shop preparation men; production control stock clerks, B; tube finishers and assemblers, B	1.10	1.25	1.19	1.34	1.41	1.56
Grade XVI—Janitors, A	1.10	1.20	1.19	1.29	1.41	1.51
Grade XVII—Coverers, fabric, B	1.10	1.15	1.19	1.24	1.41	1.46

Labor grade <sup>3</sup> and selected job titles	Effective date							
	Dec. 15, 1953 <sup>4</sup>		Dec. 20, 1954 <sup>5</sup>		Mar. 19, 1956		Mar. 4, 1957	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 17 (I)—Crew chiefs, flight line; layout men, machine tools, senior; machinists—jig borer, maintenance; patternmakers, metal and wood, senior; tool and die makers, senior	\$2.18	\$2.44	\$2.27	\$2.53	\$2.39	\$2.68	\$2.46	\$2.76
Grade 16 (II)—Machine rebuilders; machinists—horizontal boring mill, lathe, milling machine, planer; mockup men, electrical and radio	2.09	2.35	2.17	2.44	2.28	2.58	2.35	2.66
Grade 15 (III)—Grinders, machine tools and precision cutters; inspectors, final assembly—electrical, mechanical; instrument technicians, aircraft; mechanics, flight line engine checkout; mockup men, wood	2.04	2.30	2.12	2.39	2.23	2.53	2.30	2.61
Grade 14 (IV)—Heat treaters, steel, senior; inspectors, welding, senior; machinists, shaper; metal fitters, developmental and experimental; mockup men, tube	1.99	2.25	2.07	2.34	2.17	2.47	2.24	2.54
Grade 13 <sup>6</sup> —Mechanics, air conditioning and refrigeration; stationary engineers, high pressure	1.93	2.19	2.01	2.28	2.14	2.40	2.20	2.47
Grade 12 (V)—Diemakers, nonferrous, senior; mechanics, final assembly electronics checkout; molders, closed molds; operators, grinder (production), senior	1.93	2.14	2.01	2.22	2.11	2.34	2.17	2.41
Grade 11 (VI)—Die finishers, precision; inspectors—fabrication, senior; templates, senior; mechanics, flight line, senior; layout men, template; operators—engine lathe, senior, jig borer, milling machine, senior, power hammer, turret lathe, senior; tool and die makers	1.88	2.09	1.96	2.17	2.05	2.28	2.11	2.35
Grade 10 (VII)—Assemblers, aircraft structures (precision); heat treaters, steel; mechanics—aircraft structures, metal fitting, sheet metal; molders, senior; mockup and tooling builders, wood; operators—power brake, senior, punch press, senior	1.83	2.04	1.91	2.12	1.99	2.23	2.05	2.30
Grade 9 (VIII)—Coremakers; grinders, machine tools and cutters; machinists, bench, senior; mechanics, compressor; painters, aircraft, senior; platers, chrome	1.83	1.99	1.91	2.07	1.99	2.17	2.05	2.24

See footnotes at end of table.

Table 2a. Hourly rate ranges by labor grade, 1949-67<sup>1</sup> -Continued

Labor grade <sup>3</sup> and selected job titles	Effective date							
	Dec. 15, 1953 <sup>4</sup>		Dec. 20, 1954 <sup>5</sup>		Mar. 19, 1956		Mar. 4, 1957	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 8 (IX)—Diemakers, nonferrous; heat treaters, aircraft parts; mechanics, portable tool and equipment; operators—drill press, senior; stretch press and setup men; welders, spot, senior .....	1.78	1.93	1.86	2.01	1.94	2.11	2.00	2.17
Grade 7 (X)—Die finishers; inspectors—fabrication, processing, welding; operators—forming-roll, senior; grinder (production), punch press, shear-square, tooling band saw, senior, turret lathe; power hammer men; template makers; truckdrivers; tube benders .....	1.73	1.88	1.80	1.96	1.87	2.05	1.93	2.11
Grade 6 (XI)—Assemblers—aircraft structures, metal fitting; electroplaters; installers, aircraft; operators—milling machine, lift truck, senior; painters, aircraft; stationary engineers, low pressure; tool crib men; welders, spot .....	1.67	1.83	1.74	1.91	1.81	1.99	1.86	2.05
Grade 5 (XII)—Assemblers, tube; buffers and polishers; machinists, bench; oilers, maintenance; operators—drill press, engine lathe; utility men—foundry, tooling .....	1.62	1.78	1.69	1.86	1.75	1.94	1.80	2.00
Grade 4 (XIII)—Assemblers, electrical bench; coverers, fabric layout men; operators—sewing machine, senior, shear, tooling band saw; power truckdrivers, dispatch; repairmen, portable tool and equipment; riveters, machine .....	1.57	1.73	1.64	1.80	1.70	1.87	1.75	1.93
Grade 3 (XIV)—Burrers, hand and power; fabricators, template; inspectors, utility; laborers; tool crib attendants; tube benders, small .....	1.52	1.67	1.59	1.74	1.65	1.81	1.70	1.87
Grade 2 (XV)—Assemblers, aircraft (production); carton maker; installers, aircraft (production); paint shop preparation men; utility men—machine shop, plastics, sheet metal; wire workers, electrical bench .....	1.47	1.62	1.54	1.69	1.60	1.76	1.65	1.82
Grade 1 (XVI) <sup>7</sup> —Coil preparation men; janitors; operators, elevator .....	1.47	1.57	1.54	1.64	1.60	1.71	1.65	1.77

Labor grade and selected job titles	Effective date					
	May 19, 1958 <sup>8</sup>		May 18, 1959		June 5, 1960 <sup>9</sup>	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 17 (I)—Crew chiefs, flight line; layout men, machine tools, senior; machinists—jig borer, maintenance; patternmakers, metal and wood, senior; tool and die makers, senior .....	\$2.73	\$3.02	\$2.81	\$3.11	\$2.87	\$3.16
Grade 16 (II)—Machine rebuilders; machinists—horizontal boring mill, lathe, milling machine, planer; mockup men, electrical and radio .....	2.65	2.89	2.73	2.98	2.79	3.03

See footnotes at end of table.

Table 2a. Hourly rate ranges by labor grade, 1949-67<sup>1</sup>-Continued

Labor grade and selected job titles	Effective date					
	May 19, 1958 <sup>a</sup>		May 18, 1959		June 5, 1960 <sup>b</sup>	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 15 (III)-Grinders, machine tools and precision cutters; inspectors, final assembly-electrical, mechanical; instrument technicians, aircraft; mechanics, flight line engine checkout; mockup men, wood . . . . .	2.58	2.82	2.66	2.90	2.71	2.95
Grade 14 (IV)-Heat treaters, steel, senior; inspectors, welding, senior; machinists, shaper; metal fitters, developmental and experimental; mechanics, air conditioning and refrigeration; mockup men, tube . . . . .	2.50	2.74	2.58	2.82	2.63	2.87
Grade 13-Mechanics-electrical and electronic experimental, structural assembly experimental, power plant experimental, installations experimental . . . . .	2.42	2.66	2.49	2.74	2.55	2.79
Grade 12 (V)-Diemakers, nonferrous, senior; mechanics, final assembly electronics checkout; molders, closed molds; operators, grinder (production), senior . . . . .	2.36	2.60	2.43	2.68	2.49	2.73
Grade 11 (VI)-Die finishers, precision; inspectors-fabrication, senior; templates, senior; mechanics, flight line, senior; layout men, template; operators-engine lathe, senior, jig borer, milling machine, senior, power hammer, turret lathe, senior; tool and die makers . . . . .	2.29	2.53	2.36	2.61	2.42	2.66
Grade 10 (VII)-Assemblers, aircraft structures (precision); heat treaters, steel; mechanics-aircraft structures, metal fitting, sheet metal; molders, senior; mockup and tooling builders, wood; operators-power brake, senior, punch press, senior . . . . .	2.24	2.48	2.31	2.55	2.36	2.60
Grade 9 (VIII)-Coremakers; grinders, machine tools and cutters; machinists, bench, senior; mechanics, compressor; painters, aircraft, senior; platers, chrome . . . . .	2.23	2.42	2.30	2.49	2.35	2.54
Grade 8 (IX)-Diemakers, nonferrous; heat treaters, aircraft parts; mechanics, portable tool and equipment; operators-drill press, senior, stretch press and setup men; welders, spot, senior . . . . .	2.18	2.35	2.25	2.42	2.30	2.47
Grade 7 (X)-Die finishers; inspectors-fabrication, processing, welding; operators-forming-roll, senior, grinder (production), punch press, shear-square, tooling band saw, senior, turret lathe; power hammer men; template makers; truckdrivers; tube benders . . . . .	2.11	2.28	2.18	2.35	2.23	2.40
Grade 6 (XI)-Assemblers-aircraft structures, metal fitting; electroplaters; installers, aircraft; operators-milling machine, lift truck, senior; painters, aircraft; stationary engineers, low pressure; tool crib men; welders, spot . . . . .	2.05	2.22	2.12	2.29	2.17	2.34

See footnotes at end of table.

Table 2a. Hourly rate ranges by labor grade, 1949-67<sup>1</sup>—Continued

Labor grade and selected job titles	Effective date							
	May 19, 1958 <sup>a</sup>		May 18, 1959		June 5, 1960 <sup>a</sup>			
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum		
Grade 5 (XII)—Assemblers, tube; buffers and polishers; machinists, bench; oilers, maintenance; operators—drill press, engine lathe; utility men—foundry, tooling . . . . .	2.00	2.17	2.07	2.24	2.12	2.29		
Grade 4 (XIII)—Assemblers, electrical bench; operators—sewing machine, senior, shear, tooling band saw; power truckdrivers, dispatch; repairmen, portable tool and equipment; riveters, machine . . . . .	1.93	2.10	2.00	2.17	2.05	2.22		
Grade 3 (XIV)—Burrers, hand and power; fabricators, template; inspectors, utility; laborers; tool crib attendants; tube benders, small . . . . .	1.87	2.04	1.94	2.11	1.99	2.16		
Grade 2 (XV)—Carton maker; paint shop preparation men; utility men—machine shop, plastics, sheet metal; janitors; wire workers, electrical bench . . . . .	1.82	1.99	1.89	2.06	1.94	2.11		
Grade 1 (XVI)—Coil preparation men; operators, elevator . . . . .	1.82	1.94	1.89	2.01	1.94	2.06		

Labor grade and selected job titles	Effective date							
	May 28, 1961		July 22, 1962 <sup>10</sup>		Aug. 25, 1963		Sept. 27, 1964	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 17—Crew chiefs, flight line; inspectors, major electronic systems, missile preflight; machinists, maintenance; mechanics, reactor assembly, senior; patternmakers, metal and wood, senior; tool and die makers, senior; toolmakers, senior; tool proofers . . . . .	\$2.94	\$3.23	\$3.09	\$3.38	\$3.17	\$3.46	\$3.26	\$3.55
Grade 16—Machinists, lathe, vertical turret lathe; mechanics, machine parts, aircraft, electrical and electronic, senior, aircraft major assembly . . . . .	2.86	3.10	3.00	3.24	3.08	3.32	3.16	3.40
Grade 15—Electricians, flight line checkout; inspector, electronic test console, final; mechanics, operational, aircraft jet engine test, flight line engine checkout; operators, vertical turret lathe and setup man—automatic . . . . .	2.78	3.02	2.92	3.16	3.00	3.24	3.08	3.32
Grade 14—Electricians, missile, final assembly checkout; mechanics, training unit, optical instrument, senior, reactor assembly . . . . .	2.70	2.94	2.84	3.08	2.92	3.16	3.00	3.24
Grade 13—Mechanics, electrical and electronic experimental, brazed honeycomb structure experimental, structural assembly experimental, installations experimental, power plant experimental . . . . .	2.62	2.86	2.76	3.00	2.83	3.07	2.91	3.15
Grade 12—Electricians, final assembly checkout, rocket engine; inspectors, electronics testing, ultrasonic; mechanics, missile preflight electronics; patternmakers, metal and wood . . . . .	2.56	2.80	2.70	2.94	2.77	3.01	2.85	3.09

See footnotes at end of table.

Table 2a. Hourly rate ranges by labor grade, 1949-67<sup>1</sup> -Continued

Labor grade and selected job titles	Effective date							
	May 28, 1961		July 22, 1962 <sup>10</sup>		Aug. 25, 1963		Sept. 27, 1964	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 11—Electricians, flight line; inspectors, electronics receiving, senior; mechanics, flight line, senior; operators, engine, turret lathe, senior; operators, vertical turret lathe, and setup man; toolmakers; tool and die makers . .	2.49	2.73	2.62	2.86	2.69	2.93	2.76	3.00
Grade 10—Assemblers, GSE structure, senior, training unit; diemakers—PBT, senior; electricians, aircraft; mechanics, aircraft structure, brazed honeycomb structure, electronic chassis assembly, operational mockup, aircraft installation, powerplant, test equipment; model makers, training unit; testers and sealers, cabin, tank, senior . . . . .	2.43	2.67	2.56	2.80	2.63	2.87	2.70	2.94
Grade 9—Inspectors, electronic assembly, senior, material surface; mechanics, optical instruments . . . . .	2.42	2.61	2.55	2.74	2.62	2.81	2.69	2.88
Grade 8—Checkers, machined parts; inspectors, aircraft painting and sealing; operators, contour roll, senior . . . . .	2.37	2.54	2.50	2.67	2.57	2.74	2.64	2.81
Grade 7—Electrical men, flight line; inspectors, processing; operators, turret lathe, forming-roll	2.30	2.47	2.43	2.60	2.49	2.66	2.55	2.73
Grade 6—Diemakers, PBT; inspectors, electronic assembly, electronic receiving, shipping . . . . .	2.24	2.41	2.37	2.54	2.43	2.60	2.49	2.66
Grade 5—Inspectors, receiving; jig builders, router; operators, edge preparation machine; utility men, tooling . . . . .	2.19	2.36	2.32	2.49	2.38	2.55	2.44	2.61
Grade 4—Inspectors, utility tooling; operators, contour roll; utility men, maintenance . . . . .	2.12	2.29	2.24	2.41	2.30	2.47	2.36	2.53
Grade 3—Attendants, garage service; inspectors, utility; laborers; sorters and classifiers, material; template maker . . . . .	2.06	2.23	2.18	2.35	2.24	2.41	2.30	2.47
Grade 2—Janitors; utility men, general, machine shop, paint and processing, plastics, sheet metal	2.01	2.18	2.13	2.30	2.19	2.36	2.25	2.42
Grade 1—Operators, elevator; preparation men, coil	2.01	2.13	2.13	2.25	2.19	2.31	2.25	2.37

Labor grade and selected job titles	Effective date					
	Oct. 10, 1965 <sup>11</sup>		Oct. 2, 1966		Oct. 1, 1967	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 17—Crew chiefs, flight line; electricians, flight line checkout; <sup>12</sup> inspectors: major electronics systems; missile preflight, electronics, senior; missile preflight, mechanical, senior; machinists, maintenance; mechanics: aircraft, electrical and electronics, <sup>12</sup> aircraft jet engine test; <sup>12</sup> aircraft, major assembly; <sup>12</sup> flight line engine checkout; <sup>12</sup> reactor assembly, senior; patternmakers, metal and wood, senior; tool and die makers, senior; toolmakers, senior . . . .	\$3.45	\$3.74	\$3.54	\$3.83	\$3.62	\$3.91

See footnotes at end of table.

Table 2a. Hourly rate ranges by labor grade, 1949-67<sup>1</sup>—Continued

Labor grade and selected job titles	Effective date					
	Oct. 10, 1965 <sup>1 1</sup>		Oct. 2, 1966		Oct. 1, 1967	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 16—Machinists: lathe; vertical turret lathe; mechanics, machine parts . . . . .	3.35	3.59	3.44	3.68	3.52	3.76
Grade 15—Inspectors, electronic test consoles, final; mechanics, operational mockup, senior; operators, vertical turret lathe and setup men, automatic . . . . .	3.27	3.51	3.36	3.60	3.44	3.68
Grade 14—Electricians, missile final assembly checkout; mechanics: training unit; reactor assembly . . . . .	3.19	3.43	3.28	3.52	3.36	3.60
Grade 13—Mechanics: electrical and electronics, experimental; structural assembly, experimental; installation, experimental . . . . .	3.10	3.34	3.19	3.43	3.27	3.51
Grade 12—Electricians, final assembly checkout, rocket engines; inspectors: electronics receiving, senior; <sup>1 2</sup> electronics testing; ultrasonic; patternmakers, metal and wood . . . . .	3.04	3.28	3.13	3.37	3.21	3.45
Grade 11—Electricians, flight line; mechanics, flight line; operators: engine lathe, senior; turret lathe, senior; vertical turret lathe, and setup men; toolmakers; tool and die makers . . . . .	2.95	3.19	3.04	3.28	3.12	3.36
Grade 10—Assemblers: GSE structures, senior; training unit; diemakers, PBT, senior; electricians, aircraft; mechanics: aircraft structures; brazed honeycomb structures; electronic chassis assembly; operational mockup; aircraft installation; powerplant; test equipment; sealers and testers: cabin; tank, senior . . . . .	2.89	3.13	2.98	3.22	3.06	3.30
Grade 9—Inspectors: electronic assembly, senior; material surfaces . . . . .	2.88	3.07	2.97	3.16	3.05	3.24
Grade 8—Checkers, machined parts; inspectors, aircraft painting and sealing; operators, contour roll, senior . . . . .	2.83	3.00	2.92	3.09	3.00	3.17
Grade 7—Inspectors, processing; operators: turret lathe; forming-roll . . . . .	2.75	2.92	2.84	3.01	2.92	3.09
Grade 6—Diemakers, PBT; inspectors: electronic assembly; electronics receiving; shipping . . . . .	2.68	2.85	2.77	2.94	2.85	3.02
Grade 5—Inspectors, receiving; jig builders, router; utility men, tooling . . . . .	2.63	2.80	2.72	2.89	2.80	2.97
Grade 4—Inspectors, utility tooling; operators, contour roll; sorters and classifiers, material; <sup>1 2</sup> utility men, maintenance . . . . .	2.55	2.72	2.64	2.81	2.72	2.89
Grade 3—Attendants, garage service; inspectors, utility; laborers; template makers . . . . .	2.49	2.66	2.58	2.75	2.66	2.83
Grade 2—Janitors; utility men: general; machine shop; paint and processing; plastics; sheet metal . . . . .	2.44	2.61	2.53	2.70	2.61	2.78
Grade 1—Preparation men, coil . . . . .	2.44	2.56	2.53	2.65	2.61	2.73

See footnotes at end of table.

<sup>1</sup> Rates do not reflect cost-of-living allowances in effect until incorporated into base rates. For cost-of-living allowances paid in addition to these rates after an escalator clause was adopted by the 1950 agreement, see table 1. Although not changing base rates, these allowances affect earnings of workers on the payroll at effective date of increases.

Through 1961, progression from minimum to maximum rates was in the form of automatic 5-cent-an-hour increases every 16 weeks. Employees receiving 6 to 9 cents below the maximum of the rate range had their wage rates increased to the maximum of the appropriate rate range at the end of the final 16-week period. The 1962 agreement changed the progression to automatic 5-cent-an-hour increases every 8 weeks in grades 1 through 5; 12 weeks in grades 6 through 10; and 16 weeks in grades 11 through 17. Employees receiving 6 to 9 cents below the maximum of the rate range continued to have their wage rates increased to the maximum of the appropriate range at the end of the specified time interval.

Before and after 1962, the company could grant individual merit increases more frequently than indicated. The minimum rate for beginners was no less than 25 cents below the minimum of the rate range of the classification for which they were hired. Beginners' rates were increased 5 cents an hour every 4 weeks until the minimum rate was reached.

<sup>2</sup> Rates include the 12 cents an hour formerly paid as a cost-of-living allowance and the 10-cent-an-hour general wage change.

<sup>3</sup> In the 1956 negotiations, numerical designations of the labor grades were reversed so that labor grade 1 became the lowest and 17 the highest paid. Former designations are shown in parentheses as Roman numerals.

<sup>4</sup> These rates were effective Oct. 26, 1953, by unilateral company action for workers who remained on the job or returned to work during the strike.

<sup>5</sup> Rates include the 3 cents an hour formerly paid as a cost-of-living allowance and the 2.5-percent general wage change.

<sup>6</sup> Labor grade 13 was established in March 1956 to cover a few classifications in labor grade 12 (formerly grade V) that had been paid a premium rate 5 cents above the maximum. (Table 1, general wage increase of Oct. 23, 1950.)

<sup>7</sup> Labor grade XVII merged with grade XVI in 1953. Los Angeles had no employees in grade XVII at the time.

<sup>8</sup> Rates reflect incorporation of the 15-cent cost-of-living allowance into basic rates and the general wage-rate changes which varied from 2 to 11 cents, depending on labor grade. Minimum rates in certain labor grades also include additional increases ranging from 1 to 7 cents.

The May 19, 1958 agreement also reclassified the following jobs: Air-conditioning and refrigeration mechanics from grade 13 to 14 and janitors from grade 1 to 2. The following jobs were eliminated: Stationary engineers, high pressure—grade 13; coverers, fabric layoutmen—grade 4; assemblers, aircraft (production)—grade 2; and installers, aircraft (production)—grade 2,

<sup>9</sup> Rates reflect incorporation of 5 cents of the cost-of-living allowance into basic rates and increases in the minimum rates of grades 11, 12, 13, 16, and 17.

<sup>10</sup> Rates reflect incorporation of the 7-cent cost-of-living allowance into basic rates and the general wage-rate changes which varied from 5 to 8 cents, depending upon labor grade.

<sup>11</sup> Rates reflect incorporation of the 11-cent cost-of-living allowance into basic rates on this date and the general wage change of 8 cents an hour.

<sup>12</sup> These job titles are typical occupations shown in the 1962 agreement which were upgraded in 1965. A total of 45 job classifications were upgraded in 1965.

Table 2b. Hourly rate ranges by labor grade, 1968-76<sup>1</sup>

Labor grade and selected job titles	Effective date					
	Sept. 30, 1968 <sup>2</sup>		Oct. 5, 1969		Oct. 4, 1970	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade OS <sup>3</sup> —Machinists, research technician . . . . .	\$4.31	\$4.60	\$4.45	\$4.74	\$4.64	\$4.93
Grade 17—Electricians, flight line checkout; inspectors (major electronic systems; missile preflight, electronics, senior; missile preflight, mechanical, senior); machinists, maintenance; mechanics (aircraft, electrical and electronic; aircraft jet engine test; aircraft, major assembly; flight line engine checkout; reactor assembly, senior); patternmakers, metal and wood, senior; tool and die makers, senior; toolmakers, senior . . . . .	4.22	4.51	4.36	4.65	4.55	4.84
Grade 16—Machinists (lathe; vertical turret lathe); mechanics, machined parts . . . . .	4.08	4.32	4.21	4.45	4.39	4.63
Grade 15—Inspectors, electronic test consoles, final; mechanics, operational mockup, senior; operators, vertical turret lathe, and setup men, automatic . . . . .	3.95	4.19	4.08	4.32	4.26	4.50
Grade 14—Electricians, missile final assembly checkout; mechanics (training unit; reactor assembly) . . . . .	3.84	4.08	3.96	4.20	4.12	4.36
Grade 13—Mechanics (electrical and electronic, experimental; structural assembly, experimental; installation, experimental) . . . . .	3.75	3.99	3.87	4.11	4.02	4.26
Grade 12—Electricians (flight line; <sup>4</sup> final assembly checkout, rocket engines); inspectors (electronic receiving, senior; electronic testing; ultrasonic); mechanics, flight line <sup>4</sup> . . . . .	3.69	3.93	3.81	4.05	3.96	4.20
Grade 11—Operators (engine lathe, senior; turret lathe, senior; vertical turret lathe); toolmakers; tool and die makers . . . . .	3.60	3.84	3.72	3.96	3.85	4.09
Grade 10—Assemblers, training unit; diemakers, PBT, senior; mechanics (powerplant; test equipment); sealers and testers (cabin; tank, senior) . . . . .	3.52	3.76	3.63	3.87	3.76	4.00
Grade 9—Inspectors (material surfaces; aircraft painting and sealing <sup>4</sup> ); operators, contour roll, senior <sup>4</sup> . . . . .	3.47	3.66	3.58	3.77	3.70	3.89
Grade 8—Checkers, machined parts . . . . .	3.41	3.58	3.52	3.69	3.64	3.81
Grade 7—Inspectors (processing; electronic assembly <sup>4</sup> ); operators (turret lathe; forming roll) . . . . .	3.33	3.50	3.44	3.61	3.56	3.73
Grade 6—Diemakers, PBT; inspectors (electronic receiving; shipping) . . . . .	3.25	3.42	3.35	3.52	3.47	3.64
Grade 5—Inspectors, receiving; utility men, tooling . . . . .	3.20	3.37	3.30	3.47	3.41	3.58
Grade 4—Operators, contour roll; sorters and classifiers, material; utility men, maintenance . . . . .	3.12	3.29	3.22	3.39	3.33	3.50
Grade 3—Attendants, garage service; inspectors, utility; laborers; template makers . . . . .	3.06	3.23	3.16	3.33	3.26	3.43
Grade 2—Janitors; utility men (general; machine shop; paint and processing; plastics; sheet metal) . . . . .	3.01	3.18	3.11	3.28	3.21	3.38
Grade 1—Preparation men, coil . . . . .	3.00	3.12	3.09	3.21	3.19	3.31

See footnotes at end of table.



Table 2b. Hourly rate ranges by labor grade, 1968-76<sup>1</sup>—Continued

Labor grade and selected job titles	Effective date							
	Oct. 3, 1971 <sup>5</sup>		Dec. 5, 1971 <sup>6</sup>		Oct. 1, 1972 <sup>7</sup>		Sept. 30, 1973	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
18 <sup>3</sup> —Machinists, research technician . . . . .	\$4.98	\$5.27	\$5.14	\$5.43	\$5.51	\$5.80	\$5.68	\$5.97
17—Electricians, flight operations, chief <sup>8</sup> ; inspectors (major electronic systems; missile preflight, electronics, senior; missile preflight, mechanical, senior); machinists, maintenance; mechanics (aircraft/space vehicle, electrical and electronic <sup>9</sup> ; aircraft jet engine test; aircraft/space vehicle, major assembly <sup>9</sup> ; flight operations, chief <sup>10</sup> ; reactor assembly, senior); tooling building, wood <sup>11</sup> ; tool and die makers, senior; toolmakers, senior . . . . .	4.89	5.18	5.05	5.34	5.42	5.71	5.59	5.88
16—Machinists (lathe; vertical turret lathe); mechanics, machined parts . . . . .	4.73	4.97	4.89	5.13	5.24	5.48	5.40	5.64
15—Inspectors, electronic test consoles, final; mechanics, operational mockup, senior; operators, vertical turret lathe, and setup men, automatic . . . . .	4.60	4.84	4.76	5.00	5.11	5.35	5.27	5.51
14—Electricians, missile final assembly checkout; mechanics (training unit; reactor assembly) . . .	4.46	4.70	4.62	4.86	4.95	5.19	5.11	5.35
13—Mechanics (electrical and electronic, experimental; structural assembly, experimental; installation, experimental) . . . .	4.36	4.60	4.52	4.76	4.85	5.09	5.00	5.24
12—Electricians (flight operations <sup>12</sup> ; final assembly checkout, rocket engines <sup>13</sup> ; inspectors (electronic receiving, senior; electronic testing; ultrasonic); mechanics, flight operations <sup>14</sup> . . . . .	4.30	4.54	4.46	4.70	4.78	5.02	4.93	5.17
11—Operators (engine lathe, senior; turret lathe, senior; vertical turret lathe); toolmakers; tool and die makers . . . . .	4.19	4.43	4.35	4.59	4.66	4.90	4.81	5.05
10—Assemblers, training unit; diemakers, PBT, senior; mechanics (powerplant; test equipment); sealers and testers (cabin; tank, senior); operators, contour roll, senior <sup>15</sup> . . . .	4.10	4.34	4.26	4.50	4.57	4.81	4.71	4.95
9—Inspectors (material surfaces; aircraft painting and sealing) . . . . .	4.04	4.23	4.20	4.39	4.50	4.69	4.64	4.83
8—Checkers, machined parts . . . . .	3.98	4.15	4.14	4.31	4.43	4.60	4.57	4.74
7—Inspectors (processing; electronic assembly) operators (turret lathe; forming roll <sup>13</sup> ) . . . . .	3.90	4.07	4.06	4.23	4.34	4.51	4.48	4.65
6—Diemakers, PBT; inspectors (electronic receiving; shipping) . . . . .	3.81	4.98	3.97	4.14	4.25	4.42	4.38	4.55
5—Inspectors, receiving; utility men, tooling . . . .	3.75	3.92	3.91	4.08	4.19	4.36	4.32	4.49
4—Operators, contour roll; sorters and classifiers, material; utility men, maintenance . . . . .	3.67	3.84	3.83	4.00	4.10	4.27	4.23	4.40
3—Attendants, garage service; inspectors, utility; laborers; template makers . . . . .	3.60	3.77	3.76	3.93	4.02	4.19	4.15	4.32
2—Janitors; utility men (general; machine shop; paint and processing; plastics; sheet metal) . . .	3.55	3.72	3.71	3.88	3.97	4.14	4.09	4.26
1—Preparation men, coil . . . . .	3.53	3.65	3.69	3.81	3.95	4.07	4.07	4.19

See footnotes at end of table.

Table 2b. Hourly rate ranges by labor grade, 1968-76<sup>1</sup>—Continued

Labor grades and selected job titles	Effective date					
	Oct. 2, 1974 <sup>16</sup>		Oct. 5, 1975		Oct. 3, 1976	
	Minimum <sup>17</sup>	Maximum	Minimum <sup>17</sup>	Maximum	Minimum <sup>17</sup>	Maximum
18—Machinists, research technician . . . . .	\$6.68	\$6.97	\$6.89	\$7.18	\$7.11	\$7.40
17—Electricians, flight operations, chief; inspectors (major electronic systems; missile/space vehicle preflight, electronics, senior; missile/space vehicle preflight, mechanical, senior); machinists, maintenance; mechanics (aircraft/space vehicle, electrical and electronic; aircraft jet engine test; aircraft/space vehicle, major assembly; flight operations, chief; reactor assembly, senior); tooling builder, wood; tool and diemakers, senior; toolmakers, senior . . . . .	6.59	6.88	6.80	7.09	7.01	7.30
16—Machinists (lathe; vertical turret lathe); mechanics, machined parts . . . . .	6.39	6.63	6.59	6.83	6.79	7.03
15—Inspectors, electronic test consoles, final; mechanics, operational mockup, senior; operators, vertical turret lathe and setup men, automatic <sup>18</sup> . . . . .	6.26	6.50	6.46	6.70	6.66	6.90
14—Electricians, missile final assembly checkout; mechanics (training unit; reactor assembly) . . . . .	6.09	6.33	6.28	6.52	6.48	6.72
13—Mechanics (electrical and electronic, experimental; structural assembly, experimental; installation, experimental) . . . . .	5.98	6.22	6.17	6.41	6.36	6.60
12—Electricians, flight operations; inspectors (electrical/electronic receiving, senior <sup>19</sup> ; electronic testing; ultrasonic); mechanics, flight operations . . . . .	5.91	6.15	6.09	6.33	6.28	6.52
11—Operators (engine lathe, senior; turret lathe, senior; vertical turret lathe); tool and die makers <sup>20</sup> ; toolmakers . . . . .	5.78	6.02	5.96	6.20	6.15	6.39
10—Assemblers, training unit; mechanics (powerplant; test equipment); sealers and testers (cabin; tank, senior); operators, contour roll, senior . . . . .	5.68	5.92	5.86	6.10	6.04	6.28
9—Inspectors (material surfaces; aircraft painting and sealing) . . . . .	5.60	5.79	5.77	5.96	5.95	6.14
8—Checkers, machined parts . . . . .	5.53	5.70	5.70	5.87	5.88	6.05
7—Inspectors (processing; electronic assembly); operators, turret lathe . . . . .	4.48	5.61	4.48	5.78	4.48	5.95
6—Diemakers, PBT; inspectors (electrical/electronic receiving <sup>19</sup> ; shipping) . . . . .	4.38	5.51	4.38	5.68	4.38	5.85
5—Inspectors, receiving; utility men, tooling . . . . .	4.32	5.44	4.32	5.60	4.32	5.77
4—Operators, contour roll; sorters and classifiers, material; utility men, maintenance . . . . .	4.23	5.35	4.23	5.51	4.23	5.68
3—Attendants, garage service; inspectors, utility; laborers; template makers . . . . .	4.15	5.27	4.15	5.43	4.15	5.59
2—Janitors; utility men (general; machine shop; paint and processing; plastics; sheet metal) . . . . .	4.09	5.21	4.09	5.37	4.09	5.53
1—Preparation men, coil . . . . .	4.07	5.14	4.07	5.29	4.07	5.45

See footnotes at end of table.

Footnotes for table 2b

<sup>1</sup> Rates do not reflect cost-of-living allowances in effect until incorporated into base rates. Cost-of-living allowances paid in addition to these rates are shown in table 1. Progression from minimum to maximum rates was in the form of automatic 5-cent-an-hour increases every 8 weeks for employees in grades 1 through 5; 12 weeks in grades 6 through 10; and 16 weeks in grades 11 through 18 (through 17 before Oct. 3, 1971). Employees receiving 6 to 9 cents below the maximum of the rate range had their wage rates increased to the maximum at the end of the specified time interval. The company could grant merit increases more frequently. The minimum rate for beginners was no less than 15 cents below the minimum of the rate range of the job classification for which they were hired. Beginners' rates were increased 5 cents an hour every 4 weeks until the minimum rate was reached.

<sup>2</sup> Rates reflect incorporation of the 27-cent cost-of-living allowance into base rates on this date, and the general rate changes which ranged from 12 to 33 cents, depending on labor grade.

<sup>3</sup> Labor grade OS was established on Sept. 30, 1968, to cover *Machinists, research technicians*, as well as other classifications at various off-site facilities. On Oct. 3 1971, the grade was redesignated labor grade 18.

<sup>4</sup> Upgraded in 1968. A total of 13 jobs were upgraded in 1968.

<sup>5</sup> Rates reflect the 34-cent "overage" amount retroactive to Oct. 3, 1971 available under terms of the letter dated Oct. 11, 1968, concerning the cost-of-living allowance.

<sup>6</sup> Rates reflect incorporation into base rates of the accumulated 16-cent cost-of-living allowance.

<sup>7</sup> These rates reflect 12-to 17-cent wage increases originally scheduled for this date plus 14-to 20-cent an hour increases originally scheduled to be effective Dec. 5, 1971 but deferred by the Pay Board to Oct. 1, 1972.

<sup>8</sup> Shown as *Electricians, flight line checkout* before 1971 agreement.

<sup>9</sup> Designation extended to cover space vehicles by 1971 agreement.

<sup>10</sup> Shown as *Mechanics, flight line engine checkout* before 1971 agreement.

<sup>11</sup> Shown as *Patternmakers, metal and wood, senior* before 1971 agreement.

<sup>12</sup> Shown as *Electricians, flight line* before 1971 agreement.

<sup>13</sup> Eliminated by 1971 agreement.

<sup>14</sup> Shown as *Mechanics, flight line* before 1971 agreement.

<sup>15</sup> Upgraded from grade 9 by 1971 agreement.

<sup>16</sup> Rates reflect incorporation of the 70-cent accumulated cost-of-living allowance into base rates in addition to 13-to 18-cent wage increases and 12-cent cost-of-living "travel" adjustment (see table 1).

<sup>17</sup> Effective Nov. 17, 1974, minimums for grades 1 through 7 applied only to those hired or rehired on or after such date and did not apply to incumbents or those with reinstatement rights on the effective date. The minimums for grades 1 through 7 were to be retained through the 1974 agreement.

<sup>18</sup> "And setup men" eliminated from designation by 1974 agreement.

<sup>19</sup> "Electrical" added to designation by 1974 agreement.

<sup>20</sup> Workers formerly designated *Diemakers, PBT, senior* included in designation by 1974 agreement.

**Table 3. Supplementary compensation practices<sup>1</sup>**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Shift premium pay</b>		
<p>July 18, 1941 .....</p> <p>Mar. 3, 1943 (Directive Order of the NWLB of Mar. 3, 1943).</p> <p>Oct. 24, 1949 .....</p> <p>Mar. 19, 1956 (by agreement of Mar. 15, 1956).</p> <p>Oct. 6, 1968 (agreement of same date).</p> <p>Oct. 5, 1975 (agreement dated Nov. 17, 1974).</p>	<p>5-cent-an-hour premium pay for work on second and third shifts plus 8 hours' pay for 6½ hours' work on third shift.</p> <p>Increased to: 6 cents an hour.</p> <p>Increased to: 8 cents an hour.</p> <p>Increased to: 12 cents an hour for work on second shift.</p> <p>Increased to: 18-cent-an-hour premium for work on second shift and 14-cent-an-hour premium on third shift.</p> <p>Increased to: 25-cent-an-hour premium for work on second shift.</p>	
<b>Overtime pay</b>		
<p>July 18, 1941 .....</p> <p>Oct. 6, 1968 (agreement of same date).</p>	<p>Time and one-half for work over 8 hours a day or 40 hours a week.</p>	<p>Time and one-half for work after 6½ hours a day or 32½ hours a week for third-shift employees on a 6½-hour schedule.</p> <p>Added: Cost-of-living allowance included in computing overtime pay for employees on third shift, to bring the contract in line with practice.</p>
<b>Premium pay for Saturday and Sunday</b>		
<p>July 18, 1941 .....</p> <p>Sept. 18, 1942<sup>2</sup> .....</p> <p>May 1, 1946 .....</p> <p>Aug. 21, 1947 .....</p> <p>June 5, 1960 (agreement of same date).</p>	<p>Double time for work on Sunday.</p> <p>Changed to: Double time only for 7th consecutive day worked.</p> <p>Changed to: Double time for work on Sunday as such.</p> <p>Added: Time and one-half for work on Saturday where lack of work brought employee's workweek below 40 straight-time hours.</p> <p>Changed to: Time and one-half for work on shifts starting on Saturday.</p>	<p>Not applicable to employees working on normal 7-day operations, who were paid double time for hours worked on second regular day off. Time and one-half also paid for Saturday work following a holiday in the same week.</p> <p>Not applicable to employees working on normal 7-day operations, who were paid double time for hours worked on second regular day off.</p> <p>Not applicable to employees working on normal 7-day operations, who were paid time and one-half for work on the first regular day off.</p>
<b>Holiday pay</b>		
<p>July 18, 1941<sup>2</sup> .....</p> <p>May 1, 1946 .....</p>	<p>Double time for work on 6 holidays. No pay for holidays not worked.</p> <p>Changed to: 4 paid holidays established, paid for at regular rate. Double time (total) for work on 6 holidays.</p>	<p>Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas.</p> <p>Holidays were: New Year's Day, Fourth of July, Labor Day, and Christmas.</p> <p>Employee had to work first scheduled workday after holiday for holiday compensation.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
Aug. 21, 1947 ..... Dec. 15, 1953 <sup>3</sup> (by agreement of same date).	Added: 2 paid holidays (total, 6).	Holidays added: Memorial Day and Thanksgiving. Added: If any paid holiday fell on Saturday, the company had option of scheduling or not scheduling work on the preceding Friday; however, Saturday to be observed as the holiday and paid for as such. (Previously no pay provided for holidays not worked falling on Saturday.)
May 19, 1958 (agreement of same date).	Added: 1 paid holiday (total, 7).	Holiday added: Last regular workday before Christmas. Changed: Holidays falling on Sunday to be observed on following Monday.
June 5, 1960 (agreement of same date).	.....	Changed to: Holidays falling on Saturday to be observed and paid for on the preceding Friday.
July 22, 1962 (agreement dated Sept. 30, 1962).	Added: 1 paid holiday (total, 8).	Holiday was: Friday after Thanksgiving.
Sept. 30, 1962 (agreement of same date).	.....	Changed: Double time plus 8 hours holiday pay for work on 8 holidays.
Oct. 10, 1965 (agreement of same date).	Added: 1 paid holiday (total, 9).	Last regular workday before New Year's Day.
Oct. 6, 1968 (agreement of same date).	Added: 1 paid holiday (total, 10).	Holiday was: December 23 in 1968, December 26 in 1969, and December 23 in 1970.
Dec. 24, 1971 (agreement dated Dec. 5, 1971).	Established: Christmas-New Year's shutdown increased paid holidays to 11 (was 10) in each of first 2 years of contract and to 12 in third year of contract. Double time plus 8 hours' holiday pay for work on shutdown holiday (as for other holidays).	Added: Worker to receive holiday pay for holidays falling in a period of temporary layoff. In addition to the 5 basic holidays of Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and the Day after Thanksgiving Day, the Christmas-New Year's shutdown periods were as follows: 1st period—Dec. 24, 27, 28, 29, 30, and 31, 1971; 2nd period—Dec. 25, 26, 27, 28, and 29, 1972, and Jan. 1, 1973; and 3rd period—Dec. 24, 25, 26, 27, 28, and 31, 1973, and Jan. 1, 1974.
Nov. 17, 1974 (agreement of same date).	Changed: Christmas-New Year's shutdown period holidays scheduled to provide 22 such paid holidays under 1974 contract instead of 19 as under previous contract. (See opposite paragraph for schedule of Christmas-New Year's holidays).	In addition to 5 basic holidays (those outside Christmas-New Year's period) Christmas-New Year's holidays were as follows: 1st period—Dec. 23, 24, 25, 26, 27, 30, and 31, 1974 and Jan. 1, 1975; 2nd period—Dec. 24, 25, 26, 29, 30, and 31, 1975 and Jan. 1 and 2, 1976; and 3rd period—Dec. 24, 27, 28, 29, 30, and 31, 1976. Changed: Employee had to work last scheduled workday before or first scheduled workday after holiday (previously had to work first scheduled workday after holiday) to be compensated for holiday. Since Sept. 30, 1962, eligibility rule could be waived for compelling reasons.
Paid vacations		
July 18, 1941 .....	40 hours' pay in lieu of vacation after 1 year of continuous service.	
Mar. 3, 1943 (Directive Order of NWLB of Mar. 3, 1943).	Changed to: 40 hours' vacation with pay after 1 year of continuous service.	If not used during the second year, balance of vacation credit was payable to employee at end of second year.
Aug. 21, 1947 .....	Increased to: 80 hours' vacation with pay after 1 year of continuous service.	Paid to employee at the beginning of the second year.

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Paid vacation—Continued</b>		
Oct. 24, 1949 (agreement of same date).	.....	Vacation allowance prorated because of death, layoff (except for probationary employees), inability to meet company medical standards, entry into Armed Forces, and medical leaves of absence over 6 months.
Dec. 15, 1953 <sup>3</sup> (by agreement of same date).	Added: Additional 40 hours' vacation with pay after 15 years' accumulated service (total, 120 hours).	
Mar. 19, 1956 (by agreement of Mar. 15, 1956).	Changed to: 120 hours' vacation with pay after 15 years' accumulated service or 12 years' uninterrupted service.	
Sept. 30, 1962 (agreement of same date).	.....	Added: Vacation allowance prorated because of normal, early, or disability retirement.
Oct. 10, 1965 (agreement of same date).	Changed to: 2 weeks' paid vacation for employees with 1 but less than 10 years' uninterrupted service, 3 weeks for 10 but less than 20 years, and 4 weeks for 20 years or more. Eliminated: Requirement that years of accumulated service be used in determining length of vacation.	Continuous service included those periods from the employee's most recent hiring in which he was paid for performing work for the company. Time spent on formal leave over 60 days was not counted. Uninterrupted service was service from the employee's most recent hiring date with the company.
Oct. 6, 1968 (agreement of same date).	.....	Accumulated service included all periods when the employee was paid for performing work for the company, was laid off, or was on leave of absence.
Dec. 5, 1971 (agreement of same date).	.....	Added: Shift premiums included in computation of vacation allowance. Added: Vacation allowance prorated for employees who have reached anniversary date (a) with less than full year of continuous service since last anniversary or hire date or (b) after having received a prorated vacation and sick leave allowance since last anniversary or hire date.
Oct. 6, 1968 (agreement of same date).	.....	Added: Cost-of-living allowance included in computation of vacation pay.
Dec. 5, 1971 (agreement of same date).	.....	Added: Continuous service included temporary layoff periods.
<b>Paid sick leave</b>		
July 18, 1941 .....	No provisions for paid sick leave.	
Mar. 3, 1943 (Directive Order of NWLb of Mar. 3, 1943).	56 hours' annual sick leave credit after 1 year of continuous service.	If not used during the second year, balance of sick leave credit was payable to employee at the end of the second year.
Aug. 21, 1947 .....	Reduced to: 40 hours' annual sick leave credit after 1 year of continuous service.	Sick leave allowance paid simultaneously with vacation allowance.
Oct. 24, 1949 (agreement of same date).	.....	Sick leave allowance prorated because of death, layoff (except for probationary employees), inability to meet company medical standards, entry into Armed Forces, and medical leaves of absence over 6 months.
Sept. 30, 1962 (agreement of same date).	.....	Added: Sick leave allowance prorated because of normal, early, or disability retirement.
Oct. 10, 1965 (agreement of same date).	.....	Added: Sick leave prorated for employees who have reached anniversary date with less than a full year of continuous service since last anniversary date.
		Added: Sick leave allowance prorated for employees who have reached anniversary date (a) with less than full year of continuous service since last anniversary or hire date

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Paid sick leave—Continued		
Oct. 10, 1965 (agreement of same date).—Continued		or (b) after having received a prorated vacation and sick leave allowance since last anniversary or hire date. Added: Shift premiums included in computation of sick leave allowance.
Oct. 6, 1968 (agreement of same date).	.....	Added: Cost-of-living allowance included in computation of sick leave allowance.
Dec. 5, 1971 (agreement of same date).	.....	Added: Continuous service included temporary layoff periods.
Reporting time pay		
July 18, 1941 .....	Minimum of 4 hours' work or 2 hours' pay guaranteed employees not notified of lack of work.	Not applicable if lack of work was beyond control of management.
Oct. 24, 1949 .....	Changed to: Minimum of 4 hours' work or pay.	Not applicable if lack of work was beyond control of management.
Rest periods		
July 18, 1941 .....	No provision for paid rest periods.	
Feb. 11, 1943 .....	.....	Two 10-minute paid rest periods per shift provided by company practice.
Oct. 24, 1949 .....	Two 10-minute paid rest periods per shift.	Included in collective bargaining agreement.
Oct. 6, 1968 (agreement of same date).	.....	Added: Employees working overtime observed the rest periods applicable to the shift on which they were then working.
Flight pay		
Oct. 24, 1949 (agreement of same date).	Established: Weekly premium of 20 times basic hourly rate paid flight line employee who regularly flies in company aircraft in work performance.	
Oct. 6, 1968 (agreement of same date).	Changed: Employee assigned to in-flight work operations in connection with test or acceptance operations received flight pay for time in flight (wheels off to wheels on) of \$10 for 1st hour or fraction thereof and \$5 for each subsequent one-half hour or fraction thereof.	
Jury duty pay		
Mar. 19, 1956 (by agreement of Mar. 15, 1956).	Employees who performed jury duty on a regularly scheduled workday received straight-time pay <sup>4</sup> less jury duty fees.	Allowance limited to 25 days in any 2-year period. First-shift employee required to report for work if excused from jury service in time to perform at least 3 hours' work during his regular shift. Second-shift employee excused from jury service by 1 p.m. to work first half of his regular shift.

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Jury duty pay—Continued		
Mar. 19, 1965 (by agreement of Mar. 15, 1956).—Continued		First-shift employee who reported for jury examination on a regularly scheduled workday received 4 hours' pay at straight-time rate and was excused from work for maximum of 4 hours.
Nov. 17, 1974 (agreement of same date).	.....	Added: Employee on temporary layoff eligible for jury-examination or jury-duty pay.
Bereavement pay		
Oct. 10, 1965 (agreement of same date).	Established: Up to 3 days' paid leave for absence due to death of member in immediate family.	Immediate family included spouse, parent, parent of current spouse, child, brother, or sister.
Oct. 6, 1968 (agreement of same date).	.....	Added: Definition of immediate family now to include stepparent, stepparent of current spouse, stepchild, stepbrother, stepsister, half brother, and half sister.
Nov. 17, 1974 (agreement of same date).	.....	Added: To definition of immediate family—grandparents. Added: Employee on temporary layoff eligible for bereavement pay.
Short-term military duty pay		
Oct. 6, 1968 (agreement of same date).	Established: \$10 a day for up to 14 days in any calendar year.	For U.S. Armed Forces reservists who have 1 year of company service and are required to perform short-term active military duty.
Insurance benefits		
July 18, 1941 .....	<p>Life insurance—\$2,000.</p> <p>Accident and health insurance—\$14 a week for maximum of 13 weeks (maternity benefits, up to 6 weeks).</p> <p>Hospital expenses—\$4 a day, up to 70 days (maternity benefits, up to 14 days).</p> <p>Special hospital services—up to \$20 (same for maternity benefit).</p> <p>Surgical insurance—up to \$150 (maternity benefits up to \$100).</p>	Group insurance plan was in effect several years before July 18, 1941. Not included in union agreements. Employee contribution, \$1.97 monthly; remainder of cost borne by company. Applied to enrolled employees only; dependents not covered.
July 1, 1946 .....	<p>Changed to: Hospital expenses—\$7 a day up to 31 days (maternity benefits, up to 14 days).</p> <p>Special hospital services—up to \$25 if no charge made for operating room. Up to \$50 if charge made for operating room (maternity benefits, up to \$25).</p> <p>Added: Insurance for accidental death or dismemberment—\$2,000.</p>	Employee monthly contribution increased to \$2.47; remainder of cost borne by company.

See footnotes at end of table.



**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Dec. 1, 1946 .....	Accidental and health insurance—discontinued because of California Unemployment Compensation Disability Law.	Employee monthly contribution reduced to \$2.05.
Nov. 1, 1948 .....	Changed to: Special hospital services—up to \$50 whether or not charge was made for operating room (maternity benefits, up to \$50).	
Jan. 1, 1950 .....	Changed to: Hospital expenses—\$8 a day up to 31 days (maternity benefits, up to 14 days). Special hospital services—up to \$120. (Same for maternity benefits.) Surgical insurance—up to \$225 (maternity benefits, up to \$112.50).	Plan incorporated in union agreement for first time. Employee monthly contribution remained at \$2.05; remainder of cost borne by company.
Jan. 1, 1951 .....	Added: Hospital and surgical—coverage for dependents of insured employees.	Dependents received same benefits as employees except that maternity benefits were not provided for dependents.
Jan. 1, 1951 .....	Added: Medical expense insurance—(for insured employees and dependents), up to \$2 for each treatment at a doctor's office; \$3 for each treatment elsewhere. Benefits commenced on first visit for sickness. Maximum, \$150 during any 12-month period.	Employee monthly contribution remained at \$2.05; remainder of cost borne by company. One treatment allowed a day.
Mar. 3, 1953 .....	Added: Poliomyelitis insurance—reimbursement for hospitalization and other covered expenses incurred within 2 years of contraction of disease, up to \$5,000 for employee and each dependent.	Put into effect during term of agreement.
Jan. 1, 1954 (by agreement of Dec. 15, 1953).	Increased to: Life insurance—\$5,000. Accidental death or dismemberment—\$5,000. Hospital expenses—up to 70 days (maternity benefits unchanged, up to 14 days). Special hospital services—up to \$120 plus 75 percent of next \$1,200 (maximum of \$1,020). Maternity benefits unchanged, up to \$120. Surgical insurance—up to \$350 (maternity benefits increased, up to \$175).	Employee monthly contribution remained at \$2.05; remainder of cost borne by company.

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
<p>May 1, 1956 (by agreement of Mar. 15, 1956).</p>	<p>Added: Supplemental nonoccupational accident insurance—up to \$300 for expenses incurred within 90 days of injury and not otherwise payable by the basic plan for employees and dependents.</p> <p>Special hospital services—increased to maximum of \$240 for employees only (maternity benefits unchanged). Eliminated for employees only: Provision for reimbursement of part of expenses over \$120. Provisions continued for dependents.</p> <p>Added: Excess coverage—Payment for employees only, of 80 percent of medical, surgical, hospital, and other designated expenses incurred during any 1 period of non-occupational sickness or injury over \$100 and any other benefits payable under the basic plan or any other plan. Maximum excess coverage benefits for all injuries or sicknesses, \$5,000.</p>	<p>If \$1,000 or more total benefits have been paid, full maximum of \$5,000 can be reinstated on date the insurance company accepts, as satisfactory, evidence of complete recovery and insurability. Not applicable in maternity cases except for severe medical or surgical complications.</p>
<p>Aug. 1, 1958 (agreement dated May 19, 1958).</p>	<p>Added: Special hospital services and excess coverage—extended to dependents, with benefits and limitations same as for employees. \$240 applicable to hospital confinements whether or not employees had enrolled for added dependent coverage.</p> <p>Infant coverage—Medical and surgical complications to be covered for infants under 15 days of age.</p>	<p>Employee to contribute additional \$2 a month for dependents' special hospital services and excess coverage and infant coverage (total \$4.05); remainder of cost, if any, to be borne by company.</p>
<p>Aug. 1, 1960 (agreement dated June 5, 1960).</p>	<p>Increased to: Hospital expenses—(room and board), maximum of \$24 a day (maternity benefits up to \$12 a day) reduced by benefits (\$12 a day up to 20 days) paid under California Unemployment Compensation Disability Benefits Act.</p> <p>Special hospital services—up to \$480. Maternity benefits unchanged.</p>	<p>Employee contribution remained \$2.05 per month (\$4.05 with dependent coverage); remainder of cost borne by company.</p> <p>When private room was used, maximum daily benefits limited to hospital's most common daily semiprivate room rate, but not to exceed \$24 a day.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
<p>Nov. 1, 1960 (letter dated Nov. 23, 1960).</p>	<p>Added: For retirees and dependents, as follows:</p> <p>Hospital expenses—(room and board), maximum of \$24 a day up to 70 days, reduced by benefits (\$12 a day up to 20 days) paid under California Unemployment Compensation Disability Benefits Act.</p> <p>Special hospital services—up to \$480.</p> <p>In-hospital medical benefits—\$3 for each doctor's visit up to 70.</p> <p>Surgical insurance—up to \$350.</p> <p>Supplemental nonoccupational accident insurance—up to \$300 for expenses incurred within 90 days of injury and not otherwise payable by the basic plan.</p> <p>Excess coverage—payment of 80 percent of medical, surgical, hospital, and other designated expenses incurred during any one period of sickness or injury over \$100 and any other benefits payable under the basic plan. Maximum excess coverage benefits for all injuries or sickness, \$5,000.</p>	<p>Retiree's monthly contributions: Self only, \$5.50; self and dependents, \$13.50; remainder of cost, above any dividends paid by insurance carrier, to be borne by company.</p> <p>Plan benefits available only for nonoccupational sickness or injury excluding pregnancy, childbirth, and connected complications.</p> <p>For surgery performed during hospital confinement, maximum benefit to be greater of: \$3 times number of days for which hospital expense benefits were paid, up to 70 (a) excluding day of operation and subsequent days of confinement due to operation or (b) less the amount paid for surgical operation.</p> <p>In addition to surgical benefits, up to \$10 paid for the actual charge for general anesthesia administered for an operation performed outside hospital.</p> <p>Plan to pay 50 percent (instead of 80 percent) of expenses incurred for psychiatric treatments or consultations while not confined to a hospital or similar institution.</p> <p>\$5,000 maximum benefit reduced by excess coverage benefits (that have not been reinstated) paid under plan for active employees for expenses incurred before beneficiary came under retirees' plan, but not less than \$2,500.</p>
<p>Jan. 1, 1963 (agreement dated Sept. 30, 1962).</p>	<p>For employees and dependents:</p> <p>Increased to: Hospital benefits—Room and board—Maximum of \$32 a day for 120 days (was \$24 for 70 days). Employee benefits reduced by payment under the California Unemployment Compensation Disability Law. Maternity benefits unchanged.</p> <p>Special hospital expenses—No maximum during compensated hospitalization (was \$480). Maternity benefits unchanged.</p>	<p>Reduced: Employee monthly contributions for self only, to \$1 (was \$2.05); for self and dependents, to \$2.50 (was \$4.05). Remainder of cost borne by company.</p> <p>Up to 70 days for a mental or nervous disorder or for pulmonary tuberculosis.</p> <p>Definition of dependents to include specified children up to age 23.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Jan. 1, 1963 (agreement dated Sept. 30, 1962).—Continued	<p>Surgical benefits—Surgical schedule—Maximum of \$825 (was \$350).</p> <p>Medical benefits—Doctor’s services—\$5 a day (was \$3 under medical expenses insurance) for up to 120 hospital visits.</p> <p>Major medical (was excess coverage)—deductible reduced to \$50 (was \$100), maximum benefits increased to \$5,000 in calendar year, \$10,000 in lifetime (was \$5,000).</p> <p>Added: Medical benefits—Diagnostic X-ray and laboratory examinations—up to \$100 during any 12 consecutive months.</p> <p>For dependent wives—Added—surgical benefits—Obstetrical services—up to \$175.</p>	<p>Limited to nonmaternity services.</p> <p>In effect and continued: For surgery, maximum benefits to be greater of (a) \$5 times number of days for which hospital expenses were paid up to day of surgery (maximum 120 days), or (b) \$5 times total number of days for which hospital expenses were paid, minus surgeon’s fees.</p> <p>Not available for examinations required for dental or maternity cases or disabilities for which hospital benefits were provided.</p> <p>Applicable to pregnancies commencing while female employee or dependent wife was insured.</p>
May 1, 1963 .....	.....	Reduced: Retiree’s monthly contribution for self only to \$4; for self and dependents to \$10. Remainder of cost borne by company.
Apr. 1, 1965 .....	Suspended: Hospital benefits under California Unemployment Compensation Disability Benefits Act. Company arranged equivalent private coverage for employees in group insurance plan to cover period of suspension.	
June 25, 1965 .....	Reinstated: Hospital benefits under California Unemployment Compensation Disability Benefits Act.	Benefits made retroactive to April 1, 1965.
Oct. 1, 1965 .....	.....	Added: Employee on early retirement permitted to continue \$1,000 life insurance by paying 50 cents a month to age 65.
Oct. 11, 1965 (agreement of Oct. 10, 1965).	<p>Changed: Life insurance and accidental death and dismemberment, to company paid. Benefits increased to \$7,500.</p> <p>Added: Survivor income benefit insurance, providing: Transition benefits—\$100 a month, for up to 24 months, to eligible survivor of employee, or of permanently and totally</p>	<p>Added: Supplemental life and accidental death and dismemberment insurance—employee could elect, by contributing \$1.25 a month, an additional \$2,500 coverage.</p> <p>Eligible survivors included, in order of priority and succession, class—(a) widow, if married to employee for at least 1 year before his death; (b) widower, if an unmarried child under age 21 was dependent on him for principal support, or if employee’s income was 50 percent or more of combined income of husband and</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Oct. 11, 1965 (agreement of Oct. 10, 1965).—Continued	<p>disabled pensioner aged 60 or under who died while life and accident insurance was in force.</p> <p>Bridge benefits—\$100 a month paid to eligible spouse aged 50 but less than 60 at employee's death, beginning after age 52 and termination of transition benefits until the earliest of: (1) remarriage; (2) age 62, or a lower age at which full widow's or widower's insurance benefit or old age survivor's insurance benefit became available under social security; (3) death; or (4) for widower who had qualified because of dependent children when he ceased to have employee's unmarried child (under 21) dependent on him for principal support.</p>	<p>wife during preceding calendar year; (c) unmarried child under 21 years of age; (d) parent of employee who received at least 50 percent of support from employee during calendar year preceding employee's death.</p> <p>If no eligible survivors in class a or b qualified for benefits and more than one in class c or d qualified, the monthly payment was divided equally among them.</p>
Nov. 1, 1965 (agreement of Oct. 10, 1965).	.....	Eliminated: Monthly contribution for insurance for employees and retirees.
Dec. 1, 1965 (agreement of Oct. 10, 1965).	<p>For employees and dependents:</p> <p>Increased to: Hospital benefits—Room and board—Maximum of 365 days.</p> <p>Changed to:</p> <p>Surgical benefits—New schedule of maximum allowances with no per disability maximums.</p> <p>Medical benefits—Doctors' services—365 hospital visits at \$5 a day (\$1,825).</p> <p>Eliminated:</p> <p>Medical benefits—Diagnostic X-ray and laboratory examinations—\$100 maximum benefit.</p> <p>Benefits to be based on new schedule of allowances.</p> <p>Changed: For retirees and dependents, as follows: Major Medical—Deductible reduced to \$50; hospital room and board charges increased to maximum of \$32 a day; from medical expense period to calendar year basis.</p>	<p>Changed: Definition of dependent broadened to include (a) dependent children under 25 and (b) husbands, supported by female employees, totally disabled for 6 months or more.</p> <p>Changed: Company to pay full cost of hospital, medical, and surgical expense insurance for laid-off employees who were eligible for extended layoff benefits at the rate of 2 months for each year of qualifying service, up to a maximum of 12 months.</p> <p>Applicable to retirees and their dependents who were insured immediately before Dec. 1, 1965, and to those retiring thereafter, except new hospital benefits to apply to confinements starting after Nov. 30, 1965.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
July 1, 1966 (agreement of Oct. 10, 1965).	For employees over age 65 and dependents: Benefits payable under plan integrated with and reduced by benefits available under Social Security Medical Care Act.	Company to pay statutory \$3 contribution for eligible active employees and their dependents. Retiree to pay \$3 statutory contribution. Benefits for employees retired before July 1, 1966, similarly reduced by Medicare, whether or not the retiree was paying the \$3 contribution. Changed: Plan extended to include all retirees not previously insured. Major medical and hospital benefits limited to confinements commencing on or after July 1, 1966.
Oct. 7, 1968 (agreement dated Oct. 6, 1968).	Increased: Transition survivor income benefit—to \$150 a month for up to 24 months for qualified survivors who are not eligible for an unreduced Old-Age, Survivors, or Disability Insurance Benefit under the Federal Social Security Act. (For those who are eligible, monthly transition benefits remain at \$100.) Increased: Bridge survivor income benefit—to \$150 a month, paid to eligible spouse age 50 but less than 60 at employee's death, commencing on the first day of the calendar month following the month for which the 24th transition survivor income benefit payment is made, provided, however, that no benefit shall be payable to a surviving widow who is eligible to receive Mother's Insurance Benefits under the Federal Social Security Act or to survivors eligible for full Widow's or Widower's Insurance Benefits or Old-Age Insurance Benefits under the Social Security Act.	Changed: Definition of Class B and C survivors—Class B widower, but only if married to employee at least 1 year immediately before her death; Class C - child of deceased employee who is both unmarried and (1) under 21 years of age, or (2) at least 21 but under age 25, or (3) totally and permanently disabled at any age over 21; providing, however, that a child under (2) or (3) must have been legally residing with and dependent upon the employee at the time of his death.  A class of survivors will qualify for benefits only when no eligible survivor remains in any of the preceding classes.
Dec. 1, 1968 (agreement dated Oct. 6, 1968).	Increased: Contributory supplemental life insurance for employees—varying from \$5,000 for employees earning less than \$2.89 an hour to \$20,000 for those earning \$5.77 and over. <sup>5</sup>	
Jan. 1, 1969 (agreement dated Oct. 6, 1968).	For employees and dependents: Increased: Hospital room and board benefits—to full payment of reasonable charge (not more than semiprivate room rate) for up to 365	Includes maternity confinement: Benefits apply only to pregnancies terminating after Jan. 1, 1969, provided pregnancy did not exist as of Oct. 7, 1968.

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
<p>Jan. 1, 1969 (agreement dated Oct. 6, 1968).—Continued</p>	<p>days, reduced in California by hospital benefits (\$12 a day, 20 days) under California Unemployment Insurance Code.</p> <p>Added: Full payment for hospital nursery care of new born child.</p> <p>Added: Convalescent and night care benefits—full payment of reasonable charge for room and board (not more than semiprivate room rate) and services by an approved facility for convalescent and long-term illness care or night care center.</p> <p>Added: Outpatient mental health services—full payment of prevailing fee (maximum of \$400 per individual per year) for services furnished by an approved outpatient psychiatric facility and for psychiatric services provided and billed for by a physician, subject to certain terms and limitations.</p> <p>Increased: Medical and surgical benefits—to full payment of doctors' services (but not more than the prevailing fee as determined by insurance company).</p> <p>Increased: Medical benefits—schedule of allowances for diagnostic X-ray and laboratory examinations.</p> <p>Eliminated: Additional accident expense and poliomyelitis expense insurance.</p> <p>Added: Surviving spouse coverage—noncontributory hospital, surgical, medical, major medical, and diagnostic X-ray and laboratory examination benefits for surviving spouse and dependents, if spouse eligible for benefits under Retirement Plan.</p>	<p>Each 2 days for which convalescent facility or night care benefits are payable are equivalent to 1 day of hospital confinement.</p> <p>Doctors' services included: surgical; obstetrical (including prenatal and postnatal care and certain related laboratory services); services (other than surgical or obstetrical) provided in a hospital or convalescent facility; up to two visits a week in a convalescent facility; anesthesia services; emergency first aid (up to \$25); radiological therapeutic services; consultation services while confined in hospital or convalescent facility; and technical surgical assistance.</p> <p>For hospital confinement commencing and medical services received on and after the date individual becomes insured. Benefits payable until death or remarriage of spouse.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
<p>June 1, 1970 (agreement dated Feb. 13, 1970).</p>	<p>Established: Noncontributory dental plan for employees and dependents. Benefits subject to \$25 deductible per patient per calendar year (\$75 maximum deductible per family per year), and plan pays 75 percent of balance for basic services and 50 percent of balance for prosthodontics; maximum of \$600 per patient per calendar year.</p>	<p>Company pays \$9.26 a month per covered employee to finance the plan.</p> <p>Deductible not applicable to fee for "cleaning" once in any 6-month period.</p> <p>Payment is based upon the usual, customary, and reasonable fee for services performed by a participating member dentist. For services of a nonmember dentist, payment is based upon the usual, customary, and reasonable fee, but not to exceed certain amounts as specified by the plan.</p> <p>Employees who have 3 months of continuous service and are insured under the Hospital-Surgical-Medical Expense Benefit Program are eligible for the plan. Their dependents who meet certain eligibility requirements are also covered. Retirees and their dependents are excluded.</p> <p>The following limitations apply: (1) If patient selects a more expensive plan of treatment than is customarily provided, plan pays only the applicable percentage of the lesser fee; (2) payment is made for replacement of existing dentures only if unsatisfactory and cannot be made satisfactory; prosthodontic appliances will be replaced only after 5 years have elapsed following any prior provisions of such appliances under any California Dental Service plan.</p> <p>The plan excludes: (1) All orthodontic services; (2) prosthodontic services or appliances started before the date patient became eligible under the plan; (3) services for congenital malformations or cosmetic surgery or dentistry; (4) services which are compensable under Workmen's Compensation or Employer's Liability Laws, services provided by Federal or State government agencies, or those provided without cost by any municipality, county, or other political subdivision; and (5) services covered under the employers' Hospital-Surgical-Medical Expense Benefit Plan.</p>
<p>Dec. 5, 1971 (agreement of same date).</p>	<p>.....</p>	<p>Changed: Hospital-surgical-medical coverage continued to be provided at company expense for laid off employees (and their dependents) for the remainder of month layoff occurs and month following; for employees (and their dependents) laid off on or after Oct. 1, 1971, additional months of coverage provided, ranging from 1 to 6 months, depending on years of seniority at layoff.<sup>6</sup></p>
<p>Oct. 1, 1972 (agreement dated Dec. 5, 1971).</p>	<p>For employees and dependents:</p> <p>Added: Hemodialysis service, on an outpatient basis, in an approved hospital outpatient department or hemodialysis center, or under certain conditions in patient's home.</p> <p>Increased: Psychological testing benefit improved to pay 100 percent (was 85</p>	<p>Changed: The hospital benefit period of 365 days (70 days in a night care center) was not reduced because of benefits received in an approved facility for convalescent and long-term illness care.</p>

See footnotes at end of table.



**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Oct. 1, 1972 (agreement dated Dec. 5, 1971).—Continued	<p>percent) of prevailing fee and increased maximum of \$50 (was \$38.50) per person in any calendar year.</p> <p>Increased: Schedule of allowances for diagnostic X-ray and laboratory expenses to maximum of \$10 (was \$6) in California for any examination or procedure.</p> <p>Increased: Transition survivor income benefit—to \$175 a month.</p> <p>Increased: Bridge survivor income benefit—to \$175 a month (the dependent survivor age requirement also was reduced to age 48).</p> <p>For employees and dependents:</p> <p>Increased: Major medical-maximum benefit for any person for all injuries or sickness to \$7,500 in a calendar year and \$15,000 lifetime.</p> <p>For retirees and dependents:</p> <p>Increased: Major medical-maximum to \$10,000.</p> <p>Reduced: Major medical-deductible to \$25 in a calendar year (retirees and dependents).</p>	<p>Added: Survivor benefit extended to dependent survivors of deceased employees who retired with a disability benefit under the retirement plan beginning on or after Oct. 1, 1972 and continued while he received disability benefit until age 65.</p> <p>Added: A Class A or Class B eligible survivor could waive either transition or bridge benefits for any month or months. In the event of death of such survivor, payments of transition benefit for rest of period (excluding period for which waiver applied) were made to the next eligible Class C or Class D survivor.</p> <p>The \$10,000 maximum was reduced by excess coverage benefits (that have not been reinstated) paid under plan for active employees for expenses incurred before beneficiary came under retirees' plan, but not less than \$5,000.</p> <p>Added: Coordination of benefits provision under insurance plan for retirees, provided the retiree did not contribute 50 percent or more of the premium charged for health care benefits if he worked for another employer.</p>
Mar. 1, 1973 (agreement dated Dec. 5, 1971).	<p>For employees and dependents:</p> <p>Increased: Dental plan to pay 80 percent of dentist's fee (remained 50 percent for prosthodontics).</p> <p>Eliminated: The dental deductible of \$25.</p>	
Nov. 17, 1974 (agreement of same date).	.....	<p>Added: Benefits coordinated with those provided by other plans to prevent duplication for laid off and retired employees or their dependents.</p>
Jan. 1, 1975 (agreement dated Nov. 17, 1974).	.....	<p>Changed (transferred from pension plan): Company to pay \$6.70 a month for retiring employees (and \$6.70 for their eligible spouses) towards reimbursement of Medicare Part B premium.</p> <p>Increased: Company to pay \$6.70 a month towards reimbursement of Medicare Part B premium for active employees and their spouses age 65 or over and disabled employees under age 65 enrolled in Medicare Part B.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Aug. 1, 1975 (agreement dated Nov. 17, 1974).	Added: Option to select prepaid dental program for employees and dependents which covers most common dental procedures such as diagnostic, preventative (including space maintainers), oral surgery, restoration, and periodontic services without charge and, for a small surcharge, such procedures as prosthetic dentistry, crowns and root canal therapy (maximum annual surcharge, \$100 per person).	Company paid full cost of program and services were to be provided at plan dental offices, except emergency services would be provided for if more than 50 miles from plan dental office (up to \$25).
Disability benefit plan (or voluntary unemployment compensation disability plan)		
Jan. 1, 1951 (agreement of Oct. 23, 1950).	Unemployment disability benefits—up to \$40 a week for maximum of 26 weeks for each disability, plus \$8 for each 24 hours in hospital, with a maximum of 12 days in 1 year. Benefits began on 1st day for accident and 8th day for sickness unless 24 hours or more of hospital confinement was necessary earlier.	Alternate to State plan <sup>7</sup> for employees who authorized company to divert the 1 percent of 1st \$3,000 of wages a year heretofore deducted and paid to the State toward the cost of the plan. This was separate from the group plan already referred to under insurance benefits.
Jan. 1, 1952 .....	Increased: Nonoccupational accident and sickness benefits—maximum of \$30 a week, up to 26 weeks.	By California Unemployment Compensation Disability Benefits Act.
Jan. 1, 1954 .....	Increased: Nonoccupational accident and sickness benefits—maximum of \$35 a week, up to 26 weeks, plus \$10 a day, up to 12 days for hospitalization.	By California Unemployment Compensation Disability Benefits Act.
Jan. 1, 1956 .....	Increased: Nonoccupational accident and sickness benefits—maximum of \$40 a week.	By California Unemployment Compensation Disability Benefits Act.
Jan. 1, 1958 .....	Changed: Coverage transferred by company under Mar. 19, 1956 agreement, from private insurer to the California Disability Insurance Fund. Increased: Nonoccupational accident and sickness benefits—maximum of \$50 a week, up to 26 weeks, plus \$12 a day, up to 20 days for hospitalization.	By California Unemployment Compensation Disability Benefits Act. Increased: Statutory employee contribution to 1 percent of 1st \$3,600 of wages a year.
Jan. 1, 1960 .....	Increased: Nonoccupation accident and sickness benefits—maximum of \$65 a week.	By California Unemployment Compensation Disability Benefits Act.

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Disability benefit plan (or voluntary unemployment compensation disability plan)—Continued		
Jan. 1, 1962 .....	Increased: Nonoccupational accident and sickness benefits—maximum of \$70 a week.	By California Unemployment Compensation Disability Benefits Act. Increased: Statutory employee contribution to 1 percent of 1st \$4,100 of wages a year.
Jan. 1, 1963 .....	Changed: Nonoccupational accident and sickness benefits—maximum to greater of \$70 or 2/3 of average weekly wage paid all covered employees during 2nd calendar quarter of each year.	By California Unemployment Compensation Disability Benefits Act. Increased: Statutory employee contribution to 1 percent of 1st \$4,600 of wages a year.
Jan. 1, 1964 .....	Increased: Nonoccupational accident and sickness benefits—maximum of \$77 a week.	By California Unemployment Compensation Disability Benefits Act. Increased: Statutory employee contribution to 1 percent of 1st \$5,100 of wages a year.
Jan. 1, 1965 .....	Increased: Nonoccupational accident and sickness benefits—maximum to \$80 a week.	By California Unemployment Compensation Disability Benefits Act. Increased: Statutory employee contribution to 1 percent of 1st \$5,600 of wages a year.
Aug. 1, 1965 .....	.....	Increased: Statutory employee contribution to 1.1 percent of 1st \$7,400 of wages a year.
Jan. 1, 1966 .....	.....	Decreased: Statutory employee contribution to 1 percent of 1st \$7,400 of wages a year.
Nov. 1, 1968 (agreement dated Oct. 6, 1968).	Increased: Nonoccupational accident and sickness benefits—range from \$65 to \$120 a week, up to 52 weeks. Benefits payable on 1st day for accident or hospital confinement; otherwise from the 8th day, or after the day on which employee undergoes surgery for which a benefit of at least \$35 is payable.	Private plan which supplements the State plan in California. Benefits reduced by benefits under California Unemployment Compensation Disability Benefits Act, and primary Disability Insurance Benefits under Social Security Act.
Jan. 1, 1969 .....	Increased: Nonoccupational accident and sickness benefits—maximum to \$87 a week.	By California Unemployment Compensation Disability Benefits Act.
Jan. 1, 1972 (agreement dated Dec. 5, 1971).	Increased: 3 brackets added to top of nonoccupational sickness and accident benefits schedule, bringing applicable range to from \$70 to \$135 a week, depending on base hourly rate. <sup>8</sup>	
Apr. 1, 1972 .....	Increased: Nonoccupational accident and sickness benefits—maximum to \$105 a week.	By California Unemployment Compensation Disability Benefits Act. Increased: Statutory employee contribution to 1 percent of 1st \$8,000 of wages a year.
Jan. 1, 1973 .....	.....	Increased: Statutory employee contribution to 1 percent of 1st \$8,500 of wages a year.
Jan. 1, 1974 .....	Increased: Nonoccupational accident and sickness benefits—maximum of \$119 a week.	By California Unemployment Compensation Disability Benefits Act. Increased: Statutory employee contribution to 1 percent of 1st \$9,000 of wages a year.

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Disability benefit plan (or voluntary unemployment compensation disability plan)—Continued		
Nov. 17, 1974 (agreement of same date).	Increased, 4 brackets added to top of nonoccupational sickness and accident benefits schedule, bringing applicable range to from \$95 to \$155 a week, depending on base hourly rate. <sup>9</sup>	
Retirement plan		
Apr. 1, 1955 (by retirement plan agreement dated Dec. 14, 1954).	<p>Noncontributory retirement plan established to provide: Normal retirement benefits—Employees aged 65 or over with at least 10 years' credited service to receive \$1.75 a month for each year of service up to 30 years (to be supplemented by Federal social security benefits). Plan included a joint and survivor option.</p> <p>Early retirement—Employees aged 60 but under 65 with at least 15 years of credited service could retire at the option of the company, with pensions reduced 0.6 percent for each full month under 65.</p> <p>Disability benefits—Employees aged 50 but under 65 with 10 years' credited service who had been totally and permanently disabled for 6 months to receive \$70 a month less any other disability benefits. At age 65 regular retirement pension to apply.</p> <p>Death benefit—\$1,000 benefit paid beneficiary if death occurred while employee was receiving a retirement or disability benefit.</p>	<p>Joint board established to determine individual employee's eligibility and amount of benefits under the plan, with the recourse to medical umpire or impartial chairman. Starting in 1958, retirement to be automatic at age 68 regardless of eligibility for benefits.</p> <p>Not applicable where death benefit payable under the company's group life insurance plan.</p>
Oct. 1, 1960 (agreement dated June 5, 1960).	<p>Increased to: Normal retirement benefits—employees aged 65 or older with at least 10 years' credited service to receive \$2.40 a month for each year of credited service before Jan. 1, 1961, plus \$2.50 for each subsequent year up to total of 35 years (to supplement Federal social security benefits).</p> <p>Changed to: Disability benefits—Employees, at any age with 10 years or more of credited service, totally and permanently</p>	<p>Benefits for employees receiving normal or disability pension before Oct. 1, 1960, increased to \$2.35 a month for each year of credited service in addition to Federal social security benefits.</p> <p>Added: Employees with 8 but less than 10 years' credited service, on layoff, at or after age 65 could apply for normal retirement benefits if recall rights expire before age 68. Benefits forfeited unless applied for within 6 months after notification of expiration of recall rights or automatic retirement.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup> –Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
<p>Oct. 1, 1960 (agreement dated June 5, 1960).</p>	<p>disabled, to receive \$70 a month or \$5 time years of service, whichever was larger.</p> <p>Changed to: Early retirement—Employees aged 55 but under 65 permitted to retire at own option; could elect (1) deferred normal retirement benefit at age 65, (2) an immediate annuity actuarially reduced, or (3) an actuarially adjusted "level" income throughout retirement, receiving a higher benefit from the company plan than would be due under the regular formula until primary social security benefits began and smaller benefits thereafter with company benefits plus primary social security benefits equaling initial benefits from the plan.</p> <p>Added: Vested right—Full vesting at age 45 with 10 or more years' service for employees terminated for any reason.</p> <p>Corrections: Disability benefits—Employee totally and permanently disabled with 10 years' or more service and (1) eligible for social security disability payments to receive normal retirement benefits; (2) not eligible for social security disability payments to receive greater of \$70 a month or \$5 times years of service.</p> <p>Joint and survivor option—Employee, before age 65, could choose actuarially equivalent monthly benefits for self and spouse reduced by 1/3 upon death of either.</p>	<p>Payable until employee becomes eligible for Federal social security benefits; normal benefits paid thereafter. Option (3) not applicable when monthly payment after social security would be less than \$15.</p> <p>Employee could receive normal retirement benefits at age 65 or early retirement benefits at age 55. Benefits forfeited unless applied for within 2 years after age 65.</p>
<p>Nov. 1, 1965 (Retirement plan agreement, Supplement No. 2 dated Dec. 29, 1965).</p>	<p>Eliminated: Joint and survivor option.</p> <p>Added: Survivor's option—Providing reduced benefits to employee and spouse. Employee's retirement benefit to equal (1) if employee and spouse were the same age—90 percent of benefit employee would have received, (2) if</p>	<p>See survivor option below.</p> <p>Election revoked if employee or spouse died before effective date of election.</p> <p>Benefits not payable any month in which transition or bridge benefits were applicable.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
<p>Nov. 1, 1965 (Retirement plan agreement, Supplement No. 2 dated Dec. 29, 1965).—Continued</p>	<p>spouse was older than employee—90 percent plus 0.5 percent for each month spouse's age exceeded that of employee, and (3) if employee was older than spouse—90 percent minus 0.5 percent for each 12 months spouse's age was less than that of employee.</p> <p>Spouse's benefits to begin after retired employee's death and to equal 55 percent of employee's reduced benefit.</p> <p>Automatic surviving spouse benefit—Providing widow or dependent widower of an active employee, who was eligible to receive a pension at time of death, with payments equal to 55 percent of the pension benefit that the employee would have received if he had retired and elected the survivor's option.</p> <p>Eliminated: Vested rights—minimum age as a condition for vesting.</p> <p>Changed to: Disability benefits—Full monthly disability benefit supplemented, for retiree under 65 and not eligible for unreduced social security benefits, by the lesser of \$5.20 times years of service or \$130.</p> <p>Increased: Normal retirement benefits—to \$4.75 a month for each year of credited service. Unreduced benefits payable at age 62.</p>	
<p>Nov. 1, 1968 (agreement dated Oct. 6, 1968).</p>	<p>Increased: Normal, early, or disability retirement benefit rate—to \$5.75 a month for each year of credited service (maximum 35 years).</p>	<p>Benefits for employees on normal retirement before Nov. 1, 1965, increased by \$1.45 a month for each year of credited service; employees receiving less than full benefit to have \$1.45 prorated.</p> <p>Rate also applied to employees terminating with vested deferred pension rights on or after Nov. 1, 1968.</p> <p>Payable to employees with 10 or more years of credited service (except for certain automatically retired employees with 8 but fewer than 10 years of service).</p> <p>Increased: Benefits for employees on normal, early, or disability retirement before Nov. 1, 1968—by \$1 a month for each year of credited service; similar increase to eligible survivors receiving survivor's benefits before Nov. 1, 1968. The increase adjusted by the same factor applicable to initial retirement benefit.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
<p>Nov. 1, 1968 (agreement dated Oct. 6, 1968).—Continued</p>	<p>Increased: Supplement to full monthly disability benefits (for retirees under age 65 and not eligible for unreduced social security) to \$6 times years of service (maximum \$150).</p> <p>Changed: Benefits under survivor's option—employee's retirement benefit to equal (1) if employee and spouse were the same age—90 percent of full benefits, (2) if spouse was older than employee—90 percent plus 0.5 percent for each 12 months (over 60) spouse's age exceeded employee's, and (3) if employee was older than spouse—90 percent minus 0.5 percent for each 12 months (over 60) spouse's age was less than employee's</p> <p>Added: Special Age 65 Benefit—equal to (1) \$3 a month if retiree or his spouse (but not both) has attained age 65, and (2) \$6 a month if both are age 65.</p> <p>Added: Special survivor benefit—retiree whose benefit began before Nov. 1, 1968, and who had not made a survivorship election could elect to provide, in lieu of \$1 per year of service increase in monthly retirement benefit, a special survivor benefit of \$1.60 per year of service to eligible surviving spouse.</p>	<p>Changed: Employee required to give written acceptance or rejection of survivor's option at time of pension application (or for disability retirement before age 60—upon reaching age 60).</p> <p>To provide in part for the expense of Medicare coverage of retired employee and/or his spouse.</p> <p>Changed: Credited future service (after Nov. 1, 1968) to include (1) up to 25 months' approved leave for service in the Peace Corps or VISTA, (2) up to 13 weeks of layoff, and (3) up to 52 weeks of sick leave.</p> <p>Special election had to have been made before May 1, 1969.</p>
<p>Oct. 1, 1970 (agreement dated Oct. 6, 1968).</p>	<p>Increased: Normal, early, or disability retirement benefit rate—to \$5.75 a month for each year of credited service (maximum 35 years) plus one and one-half percent of the excess of employee's average monthly pay rate over \$566.67 times his years of credited service accrued after Dec. 31, 1970 (minimum of 1 and maximum of 35 years).</p>	<p>Monthly pay rate is the average of employee's highest monthly rates (computed by multiplying 173-1/3 times employee's base hourly rate on Jan. 1 of any calendar year after 1970 in which he accrued credited service) for 5 consecutive years during the last 10 years before retirement or termination. If employee has fewer than 5 years on which to base computation, the average is based on the fewer number of years, but not less than 1. The amount provided by the one and one-half percent of excess earnings calculation is payable only to employee retiring with 5 years or more of credited service.</p>
<p>Jan. 1, 1972 (agreement dated Dec. 5, 1971).</p>	<p>Increased: Normal, early, disability, or deferred vested pension rate—to basic amount of \$8 per year of service for</p>	<p>Applicable for retirement on or after Jan. 1, 1972.</p> <p>Added: Employee on active payroll on or after Jan. 1, 1972 could "hook-up" all pension service credit lost because of break or termination of employment. Seniority</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
<p>Jan. 1, 1972 (agreement dated Dec. 5, 1971).—Continued</p>	<p>maximum 35 years (replaced previous formula based on dollar amount per year of credited service plus wage-related add-on applicable only to years after 1970).                      Increased: Monthly supplemental disability benefit—to \$7.50 per year of service (\$187.50 maximum) for employees retiring on or after Jan.1, 1972.                      Added: "Level Income Special Allowance" (LISA) early retirement—employee with 20 years or more of credited service could retire at or after age 60 and receive, in addition to basic pension, \$170 monthly until age 62 (the LISA approximated the Social Security payment at age 62 and therefore income would remain level). The basic \$8 per year of service pension for such employees was reduced by 1/3 of 1 percent for each month (4 percent per year) under age 62 at retirement (instead of the higher reduction factors generally applicable to early retirement).</p>	<p>employees who returned to active payroll from leave or layoff after Jan. 1, 1972 and employees who were re-employed and acquired seniority after Jan. 1, 1972 could receive similar "hook-up" on date of return or acquisition of seniority.                      Increased: Pension for those retired before Jan. 1, 1972, by \$1 a month per year of service. This increase was adjusted by any factors applicable to pension and survivors pensions were increased proportionately.                      To be eligible for the LISA between ages 60 and 62, the retiree had to agree at the time of pension application to restrict post-retirement earning (if any) to same maximum as under Social Security (\$1,680) in a calendar year.</p>
<p>Oct. 1, 1972 (agreement dated Dec. 5,1971).</p>	<p>Increased: Benefits under survivors option—employee retirement benefits to equal (1) if employee and spouse were same age—95 percent of full benefit, (2) if spouse was older than employee—95 percent plus 0.5 percent for each 12 months (over 60) spouse's age exceeded employees, and (3) if employee was older than spouse—95 percent minus 0.5 percent for each 12 months (over 60) spouse's age was less than employees.</p>	<p>Survivor benefits were increased under survivors option as a result of increased retirees pensions since survivor benefits were computed from an increased base amount.                      Added: If the designated spouse of a retiree who had made a survivor's election died first or the couple divorced, the retiree could cancel the election and receive the pension he would have received without the election. Similarly, pensions of past retirees (before Oct. 1, 1972) could be restored if the spouse died first.</p>
<p>Jan. 1, 1975 (agreement dated Nov. 17, 1974).</p>	<p>Increased: Normal, early, and disability retirement benefit rate—to \$9 per year of service (maximum 35 years) for those whose benefits began on or after Jan. 1, 1975. Rate also applied to employees terminating with vested deferred</p>	<p>Increased: Basic pension rate for normal, early, and disability retirement to \$7.50 per year of service for those whose benefits began before Jan. 1, 1972 and to \$8.50 per year of service for those whose benefits began on or after Jan. 1, 1972 but before Jan.1, 1975. The increases were adjusted by any factors applicable and survivors' pensions were increased proportionately.</p>

See footnotes at end of table.



**Table 3. Supplementary compensation practices<sup>1</sup> –Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
<p>Jan. 1, 1975 (agreement dated Nov. 17, 1974).—Continued</p>	<p>pension rights on or after Jan. 1, 1975.</p> <p>Changed: Employee retired with early retirement benefit that began on or after Jan. 1, 1975 but before age 62 to have basic pension otherwise payable reduced by ½ of 1 percent for each month between benefit commencement date and first day of month after 62nd birthday.</p> <p>Increased: LISA—to \$250 for those retired with benefits that began on or after Jan. 1, 1975.</p> <p>Increased: Monthly supplemental disability benefit—to \$10 per year of service (\$250 maximum) for eligible retirees with benefits that began on or after Jan.1, 1975.</p>	<p>Increased: Surviving spouse benefit payable pursuant to “special survivor option” offered in 1968, computed at \$3 per year of service for each \$1 per year retiree would have received as pension increase on Nov. 1, 1968.</p> <p>Changed: Special Age 65 Benefit not payable to (a) employee with retirement benefit beginning on or after Jan. 1, 1975 or for spouse or surviving spouse of such employee, or (b) surviving spouse of employee covered by automatic survivor’s benefits if employee’s death occurred on or after Jan. 1, 1975. The company agreed to reimburse such persons under group insurance plan for Medicare Part B premiums in lieu of Special Age 65 Benefit.</p>
<p>Jan. 1, 1976 (agreement dated Nov. 17, 1974).</p>	<p>Changed: No reduction in basic pension for employees age 60 with 20 years of service who retired with benefits that began on or after Jan. 1, 1975.</p>	<p>Increased: Basic pension rate for normal, early, and disability retirement to \$8 per year of service for those whose benefits began before Jan. 1, 1972. The increase was adjusted by any factors applicable and survivors’ pensions were increased proportionately.</p>
<p>Jan. 1, 1977 (agreement dated Nov. 17, 1974).</p>	<p>Increased: Normal, early, and disability retirement benefit rate—to \$10 per year of service (maximum 35 years) for those whose benefits began on or after Jan. 1, 1975. Rate also applied to employees terminating with vested deferred pension rights on or after Jan. 1, 1975.</p>	<p>Increased: Basic pension rate for normal, early, and disability retirement to \$9 for those whose benefits began before Jan. 1, 1975. The increase was adjusted by any factors applicable and survivors’ pensions were increased proportionately.</p>
Extended layoff benefits		
<p>July 1, 1960 (agreement dated June 5, 1960).</p>	<p>Plan established to help pay living expenses by supplementing unemployment compensation and to help compensate for loss of job security, vacation, and sick leave accrual, and insurance benefit coverage.<sup>10</sup></p>	<p>The first monthly increment of the company’s maximum liability to be computed as of the first Monday in July 1960.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Extended layoff benefits—Continued		
<p>July 1, 1960 (agreement dated June 5, 1960).—Continued</p>	<p>Size of Benefits—Lump-sum payment of \$50 for each full year of qualifying service up to 10. Maximum benefit \$500; minimum \$25.</p> <p>Eligibility— Employees with a full year's service separated as a result of a reduction in working force of indeterminate length to be eligible for benefits after 4-week waiting period, on written application.</p> <p>Company liability—Maximum of \$5.20 a month for each employee on active payroll on first Monday of each month, but not to exceed \$100 per employee on payroll at same time.</p>	<p>Benefits not paid more than once for any year of service.</p> <p>Benefits not payable to employees (1) forfeiting recall rights or losing seniority right by refusal or failure to return to work; or (2) receiving, eligible for, or claiming (during month of application for benefits under plan) (a) statutory or company accident, sickness, or other disability benefits other than survivor's allowance under workmen's compensation or disability benefits granted or for which employee was eligible while in full employment, (b) unemployment benefits from any other employer, or (c) pension payments (other than vested rights payable in future) from plan to which company had contributed.</p> <p>Contingent on obtaining favorable rulings and advanced understandings that benefits provided under plan did not constitute income to the employee until paid.</p> <p>Rulings or advanced understandings were obtained that (1) no part of liability or benefit paid would be included in the regular rate of pay of any employee, (2) benefits paid under plan would be reimbursable costs (in the performance) of the Government contract, and (3) benefits could be deductible by the company as ordinary business expense at time of payment.<sup>1</sup></p> <p>If payment of benefits to all eligible employees in any month exceed company's maximum liability at that time, amount not exceeding company's maximum liability to be equitably prorated in accordance with formula agreed to by representatives of company and union; formula to provide for an equal percentage reduction of benefit pay to each eligible employee.</p> <p>Benefits first payable when company's total liability exceeded average of \$20 per employee.</p>
<p>Oct. 1, 1962 (agreement dated Sept. 30, 1962).</p>	<p>Increased: Company liability—By 50 percent to \$150 (was \$100) per employee on active payroll.</p> <p>Size of benefits—To \$75 for each full year of qualifying service up to 15 (was \$50 for each full year up to 10), maximum benefit \$1,125.</p>	
<p>Feb. 1, 1970 (agreement dated Feb. 13, 1970).</p>	<p>Plan applicable to bargaining units covered by Master Agreement suspended due to current and prospective Extended Layoff Benefit claims substantially over the maximum company liability to make payments.</p>	<p>Company to guarantee full payment of ELB claims arising from layoffs before Feb. 1, 1970 plus hospital-surgical-medical insurance premiums (for both employees and dependents) of those currently or prospectively on layoff through September 1970, rather than to pay reduced ELB and no further hospital-surgical-medical-premiums after Feb. 1, 1970.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Extended layoff benefits—Continued		
Feb. 1, 1970 (agreement dated Feb. 13, 1970).—Continued	Under the agreement dated Oct. 6, 1968, the ELB plan was to be replaced by a Supplemental Unemployment Benefit plan on Oct. 1, 1970. Employees laid off before Oct. 1, 1970 and applying for benefits before Dec. 2, 1970, covered by ELB provisions only.	
Supplemental unemployment benefits plan		
Oct. 1, 1970 (agreement dated Oct. 6, 1968).	<p>Plan established replacing Extended Layoff Benefits Plan:<sup>1,2</sup></p> <p><u>Contributions:</u> Company to contribute 3 cents for each hour employees receive pay (other than vacation or sick leave allowance), beginning Sept. 6, 1970.</p> <p><u>Amount of benefits:</u> Regular benefits (full week of layoff)—65 percent of base hourly rate (plus cost-of-living allowance) for 40-hour week, less any State benefits received or any earnings over \$12 a week from another employer; maximum weekly benefit from Fund—\$55. Short workweek benefits (some company pay in week)—65 percent of base hourly rate (plus cost-of-living allowance) times the difference between 40 hours and the employee's compensated hours and "available" unworked hours (if any) in week.</p> <p><u>Eligibility:</u> Regular benefits—main requirements are that employee: (1) be on a qualifying layoff as defined in Plan; (2) receive State Unemployment Compensation for the week or be ineligible for State U.C. for an acceptable reason under the Plan, such as (a) exhaustion of U.C. rights; (b) amount of "wages or remuneration" in week as defined by State law; (c) State "waiting week" served during temporary layoff; (d) failure to claim a</p>	<p>Applicable only to employees laid off on or after Oct. 1, 1970.</p> <p>Contributions to be deposited in SUB Trust Fund held by bank or trust company appointed by the company as Trustee. Contributions to be reduced by amount of benefits paid directly by the company for short workweeks and by amounts of company-paid hospital-surgical-medical premiums for certain laid-off employees.</p> <p>Benefits payable, beginning Sept. 5, 1971. Regular benefits may be based on fewer than 40 hours if employee had hours "available" but not worked in week. Benefits for full week of layoff payable only from SUB Fund.</p> <p>Benefits payable, beginning Sept. 5, 1971. Benefits for short workweeks are paid directly by the company without application at the same time as employee's pay for the week.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Supplemental unemployment benefits plan—Continued		
<p>Oct. 1, 1970 (agreement dated Oct. 6, 1968).—Continued</p>	<p>partial U.C. payment which, because of “wages or remuneration,” would not have exceeded \$2; (3) meet registration and reporting requirements of State Employment Office; (4) have a credit unit or fraction thereof under plan; (5) file written application within 60 days after week for which benefit is claimed.</p> <p>Short workweek benefits—main requirements are that employee: (1) Receive some pay from company for week but have fewer than 40 hours compensated or “available”; (2) have at least 1 year of seniority; and (3) be on qualifying layoff for part of week.</p> <p><u>Credit units:</u> Duration of regular benefits for a continuous layoff governed by employee’s “credit units.” Employees who had 1 year of seniority on Oct. 4, 1970, and in active service, or were in active service within preceding 30 days, receive initial “bank” of credit units based on employment since Oct. 8, 1968. Commencing Oct. 4, 1970, employees accrue credit units at rate of ½ credit unit for each week on payroll; maximum at any given time—52 credit units.</p> <p>Credit units are cancelled for each regular benefit received by laid off employee. Rate of cancellation is determined by cancellation table and varies depending on (1) length of seniority, and (2) per capita level of assets in SUB Fund (“credit unit cancellation base”).<sup>1,3</sup></p>	<p>“Bank” of credit units is reduced if Extended Layoff Benefits were received after Oct. 8, 1968.</p> <p>Employees with less than 1 year of seniority before Oct. 4, 1970, received “bank” upon meeting 1 year of seniority and active service requirement.</p> <p>Employee forfeits accrued credit units if he (1) breaks seniority, (2) has been on continuous layoff for 24 months, or (3) willfully misrepresents material fact in SUB application.</p>
<p>October 1972 (agreement dated Oct. 6, 1968).</p>	<p><u>Maximum funding:</u> Contributions not required if assets in SUB Fund reach amount equal to 20 times the average full benefit rate times the average number of covered employees (both averages</p>	

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Supplemental unemployment benefits plan—Continued		
<p>October 1972 (agreement dated Oct. 6, 1968).—Continued                      Sept. 30, 1973 (agreement dated Dec. 5, 1971).</p>	<p>based on preceding 12-month period).                      Plan discontinued and assets of SUB fund were transferred to Layoff Benefit and Security (Savings) Program.</p>	
Layoff benefit and security (savings) program		
<p>Sept. 30, 1973 (agreement dated Dec. 5, 1971).</p>	<p>Established: Layoff benefit plan funded by company and savings plan to which employee contributions were augmented by company funding. Company contributed 6 cents for hours worked, except vacation and sick leave hours.</p> <p><u>Layoff benefit plan</u>—company contributed on a “unit” basis to individual “benefit accounts” or “contingency accounts” at rate of 2 Basic Allocation Units<sup>14</sup> for each pay period of plan month for which employee received pay (other than vacation or sick leave allowance) from the company except if employment had been terminated or employee became eligible for benefit before last pay period of plan month (then no credits for that month). An employee with seniority of 12 months or more had a “benefit account” and was eligible for a lump-sum payout of account if employee had been on (a) layoff for over 4 weeks, (b) medical leave and was released by physician for work, but company physician said employee was physically unable to perform available work so that leave was continued more than an additional 4 weeks, or (c) medical leave more than 12 months.</p> <p><u>Savings plan</u>—employee with 6 months of seniority could contribute \$3, \$5, or \$7 a week to individual “savings accounts” to which company would contribute on a “unit” basis at the rate of 1/10 of a</p>	<p>Company contribution reduced by amount of money required to pay group health insurance premiums for certain laid off employees.</p> <p>For employees with less than 12 months of seniority, a “contingency account” was maintained until employee attained 12 months of seniority (or until return from layoff if during layoff such seniority was attained).</p> <p>Employee could change contribution amount only once every 6 months.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices<sup>1</sup>—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Layoff benefits and security (savings) program—Continued		
Sept. 30, 1973 (agreement dated Dec. 5, 1971).—Continued	Contribution Allocation Unit <sup>14</sup> for each \$1 total contributions in all pay periods of plan month, except those refunded because of termination before last pay period of plan month (then no credits for that month). Once every 6 months employee could withdraw some or all of account (excluding company contributions) in amounts of \$100 or more (unless withdrawable portion was less than \$100). The account was paid in full on (a) retirement, (b) termination for any reason, or (c) more than 4 weeks' layoff from the company. In event of death, entire amount paid to beneficiary.	
Jan. 1, 1975 (agreement dated Nov. 17, 1974).	<p>Changed: Savings plan—employee could contribute \$3, \$5, \$7, or \$10 a week.</p> <p>Changed: Employees to receive 1 Basic Allocation Unit to lay-off benefit plan in place of 2 Basic Allocation Units and 2/10 of a Contribution Allocation Unit for each \$1 contributed to savings plan in place of 1/10 of a Contribution Allocation Unit for each \$1.</p>	<p>Changed: Company contributed monthly to employee's savings account for employee on excused absence for union leave 1 or more full pay periods whether or not employee elected to contribute to savings plan. Previously, leave had to be for a full plan month and company contributed only if employee elected to participate in savings plan.</p> <p>Changed: Employee who withdrew from savings had to wait 3 months to make another withdrawal.</p>
Jan. 1, 1976 (agreement dated Nov. 17, 1974).	.....	<p>Changed: Offset to company contributions to layoff benefit and security program because of payment of premiums for group health insurance for certain laid off employees was limited to amount of premiums that exceeded amount determined by multiplying 1 cent by the number of hours used in determining company contribution to the layoff benefit and security program.</p>

See footnotes at end of table.

Footnotes for table 3

<sup>1</sup> The last entry under each item represents the most recent change.

<sup>2</sup> During the period covered by Executive Order 9240 (Oct. 1, 1942, to Aug. 21, 1945) the application of these provisions was modified where necessary to conform to the order.

<sup>3</sup> Effective Oct. 26, 1953, for bargaining unit employees at work during strike.

<sup>4</sup> Defined as 8 hours' straight-time pay for first- and second-shift workers and straight-time hours times straight-time rate for third-shift workers.

<sup>5</sup> Plan provided:

<i>Supplemental Insurance</i>			
<i>Base hourly rate</i>	<i>Life</i>	<i>Accidental death and dismemberment</i>	<i>Monthly employee contribution</i>
Less than \$2.89 . . .	\$5,000	\$2,500	\$2.50
\$2.89–\$3.46 . . . . .	7,500	2,500	3.75
\$3.47–\$4.03 . . . . .	10,000	2,500	5.00
\$4.04–\$4.80 . . . . .	12,500	2,500	6.25
\$4.81–\$5.76 . . . . .	17,500	2,500	8.75
\$5.77 and over . . . . .	20,000	2,500	10.00

<sup>6</sup> Additional months of coverage were as follow:

<i>Years of seniority at layoff</i>	<i>Additional months of coverage</i>
Less than 1 . . . . .	0
1 . . . . .	1
2 to 3 . . . . .	2
4 to 5 . . . . .	3
6 to 7 . . . . .	4
8 to 9 . . . . .	5
10 and over . . . . .	6

<sup>7</sup> Employees located at the company's plants outside of California were covered by a private plan that provided substantially the same benefits as those available to California employees under the State program.

The California Unemployment Compensation Disability Benefits Act required that covered employees be provided with nonoccupational accident and sickness and hospitalization protection, up to specified maximums, by a private carrier, self insurance, or the State fund. Employees were permitted to elect the insurer (private or State) by majority vote. An individual worker, however, could reject the private plan for coverage by the State fund. Under the law, private plans must provide benefits equal in all respects, and superior in at least one respect, to statutory benefits. The act became effective May 21, 1946.

<sup>8</sup> Weekly sickness and accident benefits were as follow:

<i>Base hourly rate</i>	<i>Weekly benefit</i>
Less than \$3.15 . . . . .	\$70
3.15 but less than 3.40 . . . . .	80
3.40 but less than 3.65 . . . . .	85
3.65 but less than 3.90 . . . . .	90
3.90 but less than 4.15 . . . . .	95
4.15 but less than 4.40 . . . . .	100
4.40 but less than 4.65 . . . . .	105
4.65 but less than 4.90 . . . . .	110
4.90 but less than 5.15 . . . . .	115
5.15 but less than 5.40 . . . . .	120
5.40 but less than 5.65 . . . . .	125
5.65 but less than 5.90 . . . . .	130
5.90 and over . . . . .	135

<sup>9</sup> Benefits were determined as follows:

<i>Base hourly rate</i>	<i>Weekly benefit</i>
Less than \$4.15 .....	\$95
4.15 but less than 4.40 .....	100
4.40 but less than 4.65 .....	105
4.65 but less than 4.90 .....	110
4.90 but less than 5.15 .....	115
5.15 but less than 5.40 .....	120
5.40 but less than 5.65 .....	125
5.65 but less than 5.90 .....	130
5.90 but less than 6.15 .....	135
6.15 but less than 6.40 .....	140
6.40 but less than 6.65 .....	145
6.65 but less than 6.90 .....	150
6.90 and over .....	155

<sup>10</sup> If simultaneous benefit payments would disqualify or reduce State unemployment benefits, the parties were to amend the plan to eliminate the basis for such disqualification or reduction of benefits. If such an amendment was not mutually agreed upon by Sept. 30, 1960, a 3-cent-an-hour general wage increase reduced by any benefits paid would become effective July 1, 1960.

<sup>11</sup> If rulings or advance understandings were revoked or modified so as to be unsatisfactory to company, obligation to assume liability under plan was to cease—provided, however, that in such event, company agreed, before termination of plan, promptly to determine if a basis existed, consistent with the provisions of the plan, for securing a satisfactory ruling or advance understanding. If the plan was terminated in this manner, employees in the bargaining unit at that time would receive a 3-cent-an-hour general wage increase, effective from the first Sunday after such termination.

<sup>12</sup> Employees laid off on or after Oct. 1, 1970, may qualify for extended hospital-surgical-medical insurance during layoff (beyond first full month of layoff, which is covered under basic company-paid insurance plan) based on SUB credit units, seniority, and an assumed SUB fund level. Cash benefits for full weeks of layoff and short workweeks commence Sept. 5, 1971, to permit build-up of SUB fund from 3-cent-per-hour contributions starting Sept. 6, 1970.

<sup>13</sup> The credit unit cancellation base (CUCB), determined monthly, is a dollar amount equal to the current market value of SUB fund assets divided by the sum of the number of employees in active service and the number laid off with credit units. Initially, a CUCB of \$150 was assumed with provision for later computation based on actual plan finances upon occurrence of specified circumstances. The table governing cancellation of credit units is as follows:

If the credit unit cancellation base applicable to the week for which benefit is paid is—	As of the last day of the week for which such benefit is paid to the employee his years of seniority are—					
	1 to 5	5 to 10	10 to 15	15 to 20	20 to 25	25 and over
	The credit units canceled shall be—					
\$272 or more .....	1.00	1.00	1.00	1.00	1.00	1.00
\$243.20 to \$271.99 .....	1.11	1.00	1.00	1.00	1.00	1.00
\$214.40 to \$243.19 .....	1.25	1.11	1.00	1.00	1.00	1.00
\$185.60 to \$214.39 .....	1.43	1.25	1.11	1.00	1.00	1.00
\$156.80 to \$185.59 .....	1.67	1.43	1.25	1.11	1.00	1.00
\$128.00 to \$156.79 .....	2.00	1.67	1.43	1.25	1.11	1.00
\$99.20 to \$127.99 .....	2.50	2.00	1.67	1.43	1.25	1.11
\$70.40 to \$99.19 .....	3.33	2.50	2.00	1.67	1.43	1.25
\$41.60 to \$70.39 .....	5.00	3.33	2.50	2.00	1.67	1.43
\$12.80 to \$41.59 .....	10.00	5.00	3.33	2.50	2.00	1.67
Under \$12.80 .....	No benefits payable .....					

<sup>14</sup> For each plan month a company contribution was due, the company calculated the contribution value of 1 Allocation Unit by dividing the total amount of such contribution by the sum of all Basic Allocation Units and all Contribution Allocation Units credited to participants for such plan month.



## Wage chronologies available

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

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

- Aluminum Company of America with United Steelworkers of America and Aluminum Workers International Union—
  - Nov. 1939-May 1974, BLS Bulletin 1815
  - Feb. 1974-May 1977, Supplement to BLS Bulletin 1815
- American Viscose (a division of FMC Corp.)—
  - 1945-67, BLS Bulletin 1560.<sup>1</sup>
  - June 1968-June 1974, Supplement to BLS Bulletin 1560
- The Anaconda Co.—
  - 1941-58. BLS Report 197.<sup>1</sup>
- Armour and Company—
  - 1941-72, BLS Bulletin 1682
  - Sept. 1973-Aug. 1976, Supplement to BLS Bulletin 1682
- A.T.&T.—Long Lines Department and Communications Workers of America (AFL-CIO)—
  - Oct. 1940-July 1974, BLS Bulletin 1812
- Atlantic Richfield Co. (former Sinclair Oil Companies' facilities)—
  - 1941-72. BLS Bulletin 1771
  - Jan. 1973-Jan. 1975, Supplement to BLS Bulletin 1771
- Berkshire Hathaway Inc. and the Textile Workers—
  - June 1943-Apr. 1975, BLS Bulletin 1849
- Bethlehem Steel Corporation (Shipbuilding Department) and the IUMSW—
  - June 1941-Aug. 1975, BLS Bulletin 1866
- Bituminous Coal Mine Operators and United Mine Workers of America—
  - Oct. 1933-Nov. 1974, Bulletin 1799
- The Boeing Company (Washington Plants) and International Association of Machinists and Aerospace Workers—
  - June 1936-Sept. 1977, BLS Bulletin 1895
- Commonwealth Edison Co. of Chicago and International Brotherhood of Electrical Workers—
  - Oct. 1945-Mar. 1974, BLS Bulletin 1808
- Dan River Inc.—
  - May 1943-Jan. 1972, BLS Bulletin 1767
  - Jan. 1973-June 1974, Supplement to BLS Bulletin 1767
- Federal Employees under the General Schedule Pay System—
  - July 1924-Oct. 1974, BLS Bulletin 1870

- Firestone Tire and Rubber Co. and B.F. Goodrich Co. (Akron Plants)—  
 1937-73, BLS Bulletin 1762  
 Apr. 1973-Apr. 1976, Supplement to BLS Bulletin 1762
- Ford Motor Company—  
 June 1941-Sept. 1973, BLS Bulletin 1787  
 Oct. 1973-Sept. 1976, Supplement to BLS Bulletin 1787
- International Harvester Co. and the Auto Workers—  
 Feb. 1946-Sept. 1976, BLS Bulletin 1887
- International Paper Co., Southern Kraft Division—  
 Dec. 1937-May 1973, BLS Bulletin 1788  
 June 1973-May 1977, Supplement to BLS Bulletin 1788
- International Shoe Co. (a division of Irterco, inc.)—  
 1945-74, BLS Bulletin 1718
- Lockheed-California Company (a division of Lockheed Aircraft Corp.)—  
 1937-67, BLS Bulletin 1522.<sup>1</sup>
- Martin Marietta Aerospace and the Auto Workers—  
 Mar. 1944-Nov. 1975, BLS Bulletin 1884
- Massachusetts Shoe Manufacturers and United Shoe Workers of America (AFL-CIO)—  
 Jan. 1945-Jan. 1975, BLS Bulletin 1800
- New York City Laundries and the Clothing Workers—  
 Nov. 1945-Nov. 1975, BLS Bulletin 1845
- North Atlantic Longshoremen—  
 1934-71, BLS Bulletin 1736
- Pacific Coast Shipbuilding—  
 1941-67, BLS Bulletin 1605.<sup>1</sup>
- Pacific Gas and Electric Co.—  
 1943-73, BLS Bulletin 1764
- Pacific Longshore Industry—  
 1934-70, BLS Bulletin 1568.<sup>1</sup>  
 Aug. 1969-July 1975, Supplement to BLS Bulletin 1568
- Railroads-Nonoperating Employees—  
 1920-67, BLS Report 208.<sup>1</sup>
- Swift & Co.—  
 1942-73, BLS Bulletin 1773.<sup>1</sup>
- United States Steel Corporation and United Steelworkers of America—  
 Mar. 1937-April 1974, BLS Bulletin 1814  
 May 1974-July 1977, Supplement to BLS Bulletin 1814
- Western Greyhound Lines—  
 1945-67, BLS Bulletin 1595.<sup>1</sup>  
 1968-72, Supplement to BLS Bulletin 1595
- Western Union Telegraph Co.—  
 1933-67, BLS Bulletin 1545.<sup>1</sup>  
 1968-71, Supplement to BLS Bulletin 1545

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

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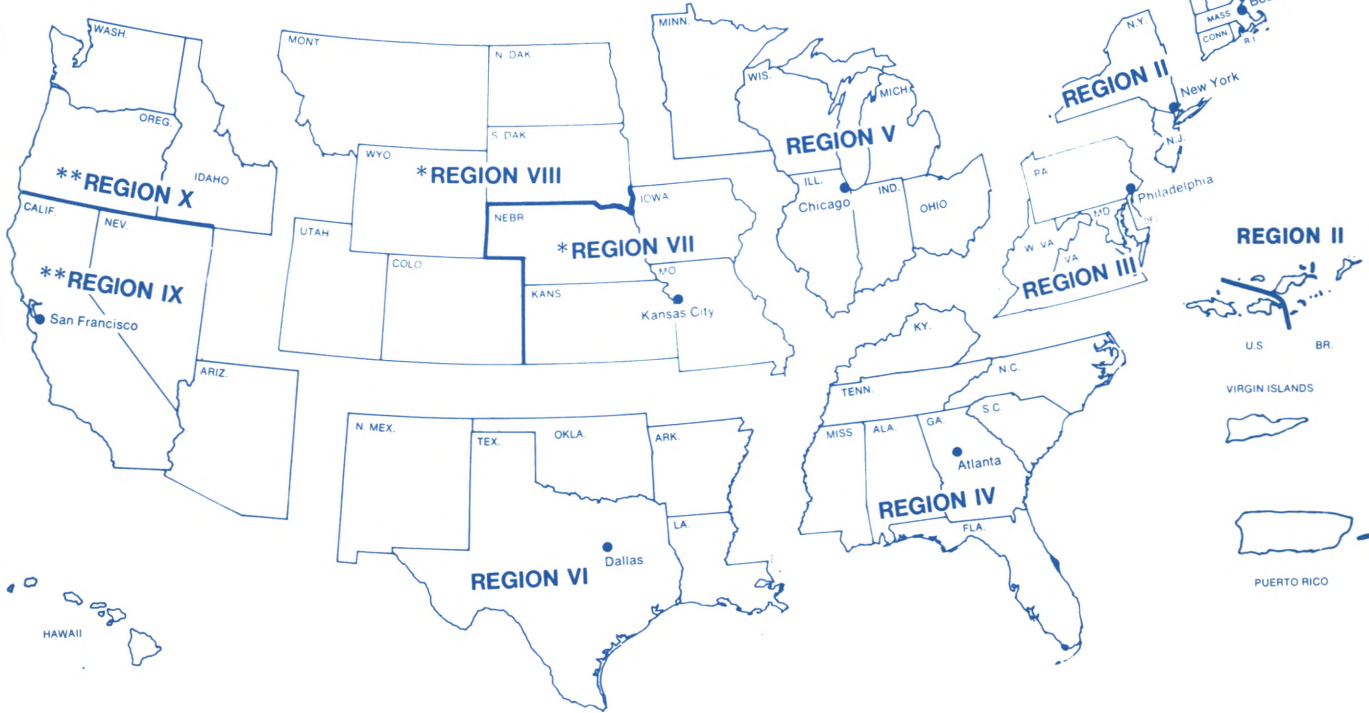
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