

Wage Chronology: Lockheed— California Company [Div. of Lockheed Aircraft Corp.] and Machinists' Union, March 1937-October 1977



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U.S. Department of Labor
W. J. Usery, Jr., Secretary
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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), pages 209-12.

This chronology summarizes changes in wage rates and supplementary compensation practices negotiated since March 1941 by Lockheed-California Co. (a division of Lockheed Aircraft Corp.) and the International Association of Machinists and Aerospace Workers. This bulletin replaces *Wage Chronology: Lockheed-California Company (a Division of Lockheed Aircraft Corp.), 1937-67*, published as BLS Bulletin 1522 and incorporates contract changes negotiated for the 1968-77 period. Except for a revised introduction and other minor changes, earlier texts generally are included as they were published originally.

The Bureau has introduced new job titles to eliminate those that denote sex stereotypes. For this bulletin, however, old titles have been retained where they refer specifically to contractual definitions.

The analysis for the 1968-77 period was prepared in the Division of Trends in Employee Compensation by John J. Lacombe II.

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Introduction

Lockheed-California Co. is one of four divisions of the Lockheed Aircraft Corp. The division's main complex in Burbank is the original site and headquarters of the present Lockheed Aircraft Corp. which was incorporated in California on June 21, 1932.

The Lockheed organization dates back to 1912 when Allan and Malcolm Loughead built their first aircraft. Four years later, with John Northrop, they founded a company in Santa Barbara, which was dissolved when surplus World War I planes glutted the commercial market. Allan Loughead then was active in forming the Lockheed Aircraft Co. in 1926 which successfully produced the Vega monoplane designed by John Northrop. As business expanded, production was moved from a Hollywood garage to larger quarters in Burbank. Detroit Aircraft Corp., a holding company, bought control of Lockheed in 1929, along with 11 other companies, but went bankrupt in the stock market crash. Lockheed Aircraft Corp. then was formed to acquire certain assets of the Lockheed Aircraft Co. from a Federal receiver through a seven-man group headed by Robert E. Gross, who also became head of the new corporation.

In 1937, a customer service department was added to maintain and modify aircraft, which is now a division, Lockheed Aircraft Service Co., with worldwide operations. Production grew rapidly during the late 1930's because of ominous events in Europe and the Far East. By the time of the attack on Pearl Harbor, Lockheed, together with its Vega Airplane Co. subsidiary,¹ had become the Nation's largest aircraft producer. War-time employment reached a peak of 94,000 in 1944. The end-of-war production slump caused a decline in employment to 13,500 by 1949. This decline, however, was less severe than at other aircraft companies because new lines of aircraft had been introduced to meet the postwar challenge.

In 1951, the Lockheed-Georgia Co. division was formed to meet needs of the Korean Conflict, and it is now a world center for design and production of large airlift and cargo planes for military and commercial use. The Lockheed Missiles & Space Co., which is now a wholly owned subsidiary, was created as a division in 1953 and it soon became a major factor in meeting the Nation's defense and space needs. The corporation's fourth division, Lockheed Propulsion Co., which specializes in research, development, and manufacture of rocket motors and propellents, was organized in 1961.

Over the years, the corporation's activities have expanded, through its domestic subsidiaries, to include development and marketing of electronic equipment and systems; building, repair, and modification of ships; construction of dams, tunnels, and roads; wide-ranging research projects; and operation of the Hollywood-Burbank Airport. Its international subsidiaries are responsible for overseas licensing, sales, services, manufacturing, and investments.

For the first 9 months of 1975, aircraft and related services made up about 60 percent of corporate sales; missiles, space, and electronics made up about 38 percent. Sixty-three percent of total sales were to the U.S. Government. Total domestic corporate employment was 58,000.

Lockheed-California Co.'s primary activities include the design, development, and production of commercial and military aircraft and antisubmarine warfare and ocean systems and related items at locations in Burbank, Palm-dale, Valencia, and Watts-Willowbrook, Calif., and secondary locations in McAlester, Okla., and Minot, N.D. Production and maintenance workers and hourly rated office and technical employees at the company's various locations are covered by a master agreement negotiated with the International Association of Machinists and Aerospace Workers (IAM).

Nineteen railroad machinists in Atlanta, Ga. founded the IAM on May 5, 1885, as The United Machinists and Mechanical Engineers of America. Its name was changed to the National Association of Machinists a year later, to the International Association of Machinists in 1890, and to its present name on January 1, 1965. In 1895, it affiliated with the American Federation of Labor (AFL).² During the union's early years, it represented skilled craft workers engaged mainly in manufacture and maintenance of locomotives and marine and stationary engines. The IAM later organized manufacturing plants on an industrial basis as methods of production became more complex and companies adopted assembly-line processes, creating a need for broader-based jurisdiction. Currently, the IAM is the Nation's sixth largest union, representing about 758,000 machinists and production, maintenance, technical, and clerical workers, primarily in the machinery, railroad shops, automobile repair, and aerospace industries.

The AFL had granted the union exclusive jurisdiction over "aircraft mechanics" in October 1934. At that time,

¹ Vega was fully absorbed by Lockheed in 1943.

² The union left the AFL because of jurisdictional problems in 1946 but reaffiliated in 1951.

the industry's work force consisted mainly of such "file-and-fit" craft workers who worked on an aircraft from start to finish.

On March 30, 1937, the IAM and Lockheed Aircraft Corp. reached an agreement for nearly all of the company's hourly rated production, maintenance, office and technical employees.³ Lockheed was the first company in the southern California airframe industry to recognize and negotiate with a labor union. During the preceding year the union had reached an agreement with The Boeing Co. in Seattle.

In the late 1930's an intense rivalry between the IAM and UAW,⁴ for jurisdiction over workers in the airframe industry developed which resulted in a disproportionate cost per new member. Accordingly, they signed a "no-raid" pact in 1949 prohibiting organizing activities by either union in plants where agreements or NLRB certifications were held by the other union. The pact, however, did not apply to new facilities and organizing competition at such facilities continued. The rivalry has resulted in a division in the aerospace industry with the IAM now representing about 57,000 employees and the UAW, 50,000.

The two unions have attempted to coordinate their bargaining activities since 1953, when they signed a pact providing for exchange of information during negotiations to enable them to achieve their bargaining goals. In 1959, the IAM and UAW held their first joint bargaining conference and for the first time, presented a single set of bargaining objectives to the industry. The unions continued to coordinate their bargaining strategy in 1965, but each union established its own goals separately. Following a renewal of jurisdictional problems, the alliance was severed in August 1968. In 1971, the unions signed a new agreement providing for cooperation in bargaining.

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

³The agreement covered 20,000 of the 26,000 employees of the company.

⁴International Union, United Automobile, Aircraft (Aerospace since May 8, 1962) and Agricultural Implement Workers of America.

The IAM is the chief bargaining agent for workers at the various aerospace production components of Lockheed Aircraft Corp. and separate contracts are negotiated concurrently with resulting terms generally being similar. At Lockheed-California, in addition to the master agreement for 11,000 production and maintenance and office and technical workers, the IAM negotiates a separate agreement for 100 guards. Salaried and other professionals are represented by the Engineers and Scientists Guild (Ind.) and a small number of maintenance electricians are represented by the International Brotherhood of Electrical Workers.

This chronology summarizes changes in wages and supplementary compensation practices negotiated by what is now Lockheed-California Co. and the IAM for production and maintenance workers since the 1937 agreement. Provisions of that first agreement shown in this chronology do not necessarily represent changes from prior conditions of employment. The chronology also covers hourly rated office and technical workers' wage changes and rates since 1959. Since 1937 these workers have been under the same contract as production and maintenance workers which has provided identical supplementary compensation provisions for all covered workers.

Wages are paid on an hourly basis and rates shown in the chronology are according to a formalized labor grade structure, with automatic progression from the minimum to the maximum rate within a grade. The present wage structure is an outgrowth of a National War Labor Board (NWLB) decision in March 1943 which affected the southern California airframe industry. This decision established a uniform labor classification system for the various companies. Ten labor grades were established for factory workers with specified occupations and a specified rate range for each grade. Each company, however, had flexibility in upward re-evaluation of jobs, upgrading within rate ranges, and promotions from one grade to another. Management also was authorized to prepare a similar classification system for office and technical workers. After the end of World War II wage controls, Lockheed and the union agreed to a new classification system which, among other things, added 3 grades to the original 10. In 1949, the system again was revised and 3 more grades were added. Wage rates are shown in this chronology for production and maintenance workers from the 1949 revision and office and technical workers from 1959. Currently there are 18 factory labor grades and 18 office and technical labor grades.

Summary of contract negotiations

March 1937–August 1952

From the 1937 agreement through the 1951 contract, wage adjustments were made as a result of 10 agreements for Lockheed's southern California aircraft plants and the International Association of Machinists (IAM) plus a directive order of the National War Labor Board (NWLB). Also during this period, shift premium pay, paid holidays and vacations, sick and injury pay, and reporting pay were established and various supplementary compensation practices were improved. Company-initiated insurance and retirement plans were incorporated into the agreement in 1949.

The NWLB directive in 1943 for southern California aircraft companies established a standard job classification plan and uniform pay scales for the industry in the area. After the end of World War II wage controls, the labor grade structure and job evaluation system were revised through negotiations effective both in 1946 and 1949.

August 1952–November 1953

A 1-year agreement between the Lockheed Aircraft Corp., California Division, and the IAM replaced the contract that expired on August 22, 1952. The new agreement, ratified on November 9, 1952, was reached after negotiations which extended beyond the August expiration date, a 26-day strike, and assistance by the Federal Mediation and Conciliation Service.

Under the new contract, a wage increase was made retroactive to August 25, 1952. In addition, increases in the maximum and minimum of all rate ranges were agreed to, and some occupations in intermediate labor grades were upgraded. An escalator clause provided for quarterly cost-of-living adjustments, under which the first adjustment, to be based on the Consumer Price Index (CPI adjusted series) of September 15, 1952, went into effect November 15, 1952. Several improvements in related employment conditions, including shift premium, holiday, vacation, and insurance benefits, became effective at various times, depending on the date of approval by the Wage Stabilization Board. Certain other benefits which had previously been company practice were incorporated into the contract for the first time.

November 1953–December 1954

Negotiations between representatives of the Lockheed Aircraft Corp., California Division, and the IAM began

September 8, 1953. Although settlement had not been reached by November 9, 1953, the expiration date of the old contract, the union voted, on November 8, not to call a work stoppage and to continue bargaining negotiations. Company and union representatives announced, on December 7, that terms of settlement had been agreed upon, and on December 13, the union ratified the new contract, effective until December 14, 1954. It provided for a general wage increase retroactive to November 9, 1953, for increases in the maximum and minimum of all rate ranges, and for upgrading some occupations in intermediate labor grades.

The previous contract had increased the base rate of pay for each employee by 3 cents through a cost-of-living formula based on the CPI (adjusted series). The new contract included 2 cents of this amount in the base rates. In place of the previous formula, a cost-of-living bonus was established. This bonus, adjusted quarterly in accordance with the movements of the CPI (revised series), was not included in base rates, but was included in computing overtime payments, vacations, sick leave, and holiday payments. The initial cost-of-living bonus, effective the same day as the general wage increase, totaled 2 cents (the 1-cent allowance received under the former plan but not incorporated in base rates and 1 cent resulting from conversion to the revised CPI).

A 3-week vacation for employees with 15 years or more of service became effective December 1, 1953. Improvements in the group insurance plan were put in force January 1, 1954.

December 1954–February 1956

Representatives of Lockheed Aircraft Corp., California Division, and the IAM began negotiations for a new contract October 26, 1954, and reached agreement on December 17, 1954—3 days after the anniversary date of the previous contract. The union's membership ratified the contract on December 19.

The settlement provided for a general wage increase retroactive to December 13, 1954, upgraded 13 job classifications, incorporated the current 1-cent cost-of-living bonus into base rates, and discontinued the wage escalator clause. Improvements in the group insurance plan, including the addition of major medical expense benefits, became effective January 1, 1955.

The agreement was scheduled to expire on February 15, 1956.

February 1956–March 1958

The 1954 agreement, scheduled to expire on February 15, 1956, was continued on a day-to-day basis thereafter until the conclusion of negotiations on March 4, 1956. Under the terms of the new 2-year contract, a 4- to 6-percent general wage increase and upgrading of certain occupations were made retroactive to February 20, 1956. An additional increase of 7 cents an hour across the board was to go into effect a year later (February 18, 1957). An increase in second-shift premiums became effective March 12, 1956, while improvements in the group insurance plan and in vacation provisions were put in force April 1, 1956.

The parties also set up a joint negotiating committee to establish a separate retirement plan for union employees to replace the existing companywide plan; December 25, 1956, was the target date for its implementation.

In accordance with a provision of the 1956 contract between the Lockheed Aircraft Corp. and the IAM, a joint negotiating committee was established to develop a new company-paid pension plan. The plan was agreed to in February 1957 and went into effect in December of that year.

March 1958–June 1960

Negotiations to replace the existing 2-year collective bargaining agreement began in early January 1958, and continued past the March 5 expiration date of the contract as the parties failed to reach agreement. The initial proposal of the union included a 1-year contract, a 6-percent hourly wage increase plus a 13-cent cost-of-living increase, reinstatement of the cost-of-living escalator clause dropped late in 1954, 2 additional paid holidays, and other benefits. The company's first proposal included a 2-year contract providing a 13-cent-an-hour pay increase plus a 2-cent-an-hour cost-of-living increase, some job classification increases, and a cost-of-living escalator clause.

With the assistance of the Federal Mediation and Conciliation Service, bargaining was concluded on May 7, 1958, and a 2-year contract was approved by the union membership on May 10. The contract provided for a general wage increase varying from 18 to 22 cents for factory employees in the first contract year, with 16 cents retroactive to March 10. (This 16 cents was intended to match cost-of-living allowances that had accumulated at some aircraft plants in the Los Angeles area.) The cost-of-living escalator clause was reinstated, and additional wage increases were put into effect for some occupations. A further 3-percent general wage increase (a minimum of 7 cents an hour) was to be effective in May 1959, and a seventh paid holiday was added.

The 2-year agreement, which was to be in force through May 12, 1960, without any reopening, covered approximately 16,000 workers at the time it was negotiated.

June 1960–July 1962

Extended negotiations for a new contract between the company and the union began on March 21, 1960, and continued without a work stoppage beyond the May 12 expiration date of the previous contract. A tentative agreement was reached on July 29, 1960. It was ratified by the union membership a week later and made effective August 8.

The August 8 settlement provided a 4-cent-an-hour pay raise retroactive to June 13, and an additional 3-cent increase in July 1961. It also incorporated the existing 6-cent cost-of-living allowance into basic rates of pay but suspended future escalator adjustments until July 1961, with quarterly reviews on a revised base to be resumed at that time. Other contract changes included substitution of an automatic progression schedule for a merit rating plan, increases in shift premium pay for employees paid on a nonstandard workweek and in subsistence pay for field duty, extension of pro rata vacation benefits to future retirees and dependents of deceased employees, and improvements in health and welfare benefits. In addition, a company-paid extended layoff benefit plan (similar to that at North American Aviation)¹ was agreed to.

The 1960 agreement was to remain in effect through July 14, 1962, with the extended layoff benefits provisions to run to August 8, 1964.

July 1962–July 1965

Negotiations to continue the 25-year long collective bargaining relationship between the Lockheed Aircraft Corp. and IAM began on May 9, 1962. The general bargaining objectives presented by the union were those developed jointly with the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) earlier that year.² The company's initial proposals included offers to assume a major portion of the cost of retraining displaced workers and to provide an "appropriate" wage increase or an equivalent increase in other economic benefits. The company also proposed elimination of the cost-of-living escalator clause and changes in existing layoff procedures. Some days later, the union presented more specific demands generally similar to those presented to other West Coast aerospace companies which included a union shop.³

Exploratory meetings were held on May 22 and 23. Bargaining started on May 31, and continued without material progress into July. On July 1, the union set a strike date for July 23, 9 days after the contract then in effect was to terminate.

¹ See *Wage Chronology: Rockwell International (Electronics, North American Aircraft/Space Operations) and UAW, May 1941–September 1977*, Bulletin 1893 (Bureau of Labor Statistics 1976).

² *Ibid.*

³ *Ibid.*

Terms of a 2-year contract, proposed by the company on July 10, would have provided wage increases and improvements in fringe benefits estimated to cost 7 to 8 cents an hour. There was no change in the company's earlier position on the cost-of-living escalator clause. The union rejected the offer and the company's proposal that the contract be extended for 30 days.

Nine days later, Lockheed stated its willingness to provide approximately the same economic package negotiated by Douglas Aircraft Co. with the IAM and UAW.⁴ The offer, which did not provide for any change in union security provisions, was rejected by the union.

Two days before the strike scheduled for July 23, the President of the United States requested a 60-day extension of contracts involving a number of aerospace companies⁵ and asked the parties to give their full cooperation to a three-member factfinding board. Compliance by both parties averted a walkout.

Lockheed, like the other West Coast aerospace companies involved, was unable to reach agreement with the union during the contract extension period. On September 1, the board issued a report containing recommendations on the economic and noneconomic issues that remained in dispute.⁶ The union agreed to accept the recommendations as a "total package," but the company refused to put the union security issue to a vote of its employees.

Negotiations continued until September 21, the day the no-strike pledge was to expire; the parties then agreed to an indefinite extension, subject to a 5-day notice of intention to terminate. By this time, the other southern California aerospace companies had reached, or were about to reach, agreements along the lines proposed by the Presidential board. At Lockheed, noneconomic issues were the major areas of disagreement in the negotiations, which continued into November.

On November 19, the union announced a new strike deadline for November 28. One day before the scheduled strike, Lockheed revised its last offer to provide three general wage increases (with the first retroactive to July 23), liberalized vacation and group insurance benefits, and higher surgical and layoff benefits. There was no change in the company's position on union security. The strike started on schedule.

The President, on November 28, invoked the emergency provisions of the Labor Management Relations Act and named a three-man board to study the issues in dispute and report its findings by December 3. The strikers resumed work the next day.

The board reported that the strike was a result of the continuing controversy on the union shop issue and that no significant progress had been made toward a solution. The

board also concluded that the remaining economic issues could be settled without difficulty if the union security issue were resolved.

On December 3 a temporary injunction was issued, at the request of the Federal Government, by the U.S. District Court in Los Angeles. One week later the injunction was extended for the statutory 80 days.

A provisional 3-year agreement was reached by the negotiators on January 27, and was ratified by the union membership the following day. The employees' economic gains under the agreement were valued by the parties at 28.3 cents an hour and included wage increases of 5 to 8 cents an hour retroactive to July 23, 1962, and 6 to 8 and 6 to 9 cents an hour in July of 1963 and 1964, respectively. In addition, almost 1,500 workers received retroactive inequity pay increases of 3 to 15 cents an hour, and the entire cost-of-living allowance accumulated under the previous contract was incorporated in basic rates of pay. A wide variety of related working practices were improved. Longer vacations were provided workers with 10 years of service or more, 1 paid holiday was added, and medical insurance and extended layoff benefits were improved.

The maintenance-of-membership clause, which required workers to retain their union membership as a condition of employment, was continued. New employees were to be introduced to stewards who would be allowed to discuss, on company time, the advantages of joining the union. In addition, the company was to suggest to all new employees that they carefully consider joining the union. A training program for IAM stewards was established, with the company obligating itself to pay up to 75 percent of the tuition in company-approved schools. Finally, a committee was established to meet quarterly to discuss current problems outside the grievance area.

The 1963 contract, which covered about 16,000 workers, was to remain in effect through July 23, 1965.

July 1965–July 1968

Negotiations between Lockheed Aircraft Corp. and the IAM for a new contract were preceded by the third joint aerospace conference of the IAM and the UAW. Delegates to the conference met on October 3-4, 1963, to prepare for 1965 negotiations. The delegates urged the Government to establish a committee of labor, industry, and Government representatives, with authority to study and make recommendations for updating the system of determining wages. The committee was not established.

In 1965, joint participation in drafting national aerospace bargaining goals was abandoned and the two major unions in the industry met separately to draw up their contract demands. However, they adopted generally similar bargaining objectives.

At its 12th Aerospace Industry Conference, held January 20-22, 1965, the IAM adopted a comprehensive bargaining program. Proposed wage adjustments included a substantial wage increase "sufficient to erase the disparity

⁴For details of the Douglas Aircraft Co.'s agreements, see *Monthly Labor Review*, September 1962, p. 1034.

⁵The aerospace companies were Lockheed, North American Aviation, Inc., Ryan Aeronautical Co., General Dynamics Corp., and Aerojet—General Corp.

⁶See *Monthly Labor Review*, November 1962, p. 1281.

that now exists” between the aerospace industry and other major industries. The amounts of the increases were to be determined by each local. A revised escalator clause would have provided for quarterly adjustments based upon the new CPI for urban wage earners including single workers and incorporation into basic rates of the existing cost-of-living allowance.

As in previous negotiations, job security was selected as the union’s top bargaining goal. To achieve this, the union proposed substantial improvements in the areas of seniority and job protection. In addition, the union demanded the institution of a program designed to update the existing skills of employees and to develop new skills.

Uniform national economic demands included a 35-hour workweek without a loss in weekly earnings; double time for all overtime hours worked; and double time plus holiday pay for holidays worked.

Other IAM demands designed to boost employment levels nationally included increasing the number of paid holidays from 8 to 10, extending vacation time to 2 weeks after 1 year of service, 3 weeks after 5 years, and 4 weeks after 15 years of service. The conference instructed its negotiators to ask for noncontributory severance pay plans to supplement extended layoff benefits plans, as an aid in minimizing the burden of unemployment. Severance benefits—with minimum payments of \$100 for each year of service—would have been available to all employees, regardless of the reason for termination of employment.

Major changes in health insurance plans also were proposed. Among the more important improvements proposed were: Assumption of the full cost of the plans by the employers; extension of hospital benefits to 365 days; expansion of surgical benefits to fully cover surgeons’ fees and fees of doctors other than operating doctors; continued coverage for disabled, laid-off, and retired employees; equal benefits for employees and their dependents; increased sickness and accident benefits; and establishment of non-contributory dental plans for employees and dependents.

Another industrywide primary objective was the updating and modernization of the pension plans to provide for greatly increased payments upon normal, early, and disability retirement. In addition, normal retirement would have been permitted at age 62 or whenever age plus years of service totaled 85 or more.

The 1965 round of contract negotiations between Lockheed Aircraft Corp. and the IAM began on January 25, with the first of a series of prebargaining “exploratory” talks.⁷ Formal discussions were not scheduled until mid-May. These prebargaining sessions were expected to clear the way for an earlier than usual settlement to avoid “crisis” bargaining.

At these early sessions, the parties were to explore, discuss, and exchange views on broad contract problems of mutual interest without attempting to arrive at decisions.

Heading the list of items to be considered were changes in rate structure, including the period required for automatic progression from minimum to maximum rates. Also on the agenda were union security, pensions,⁸ seniority, field duty pay, extended layoff benefits, group insurance, and the company’s economic condition.

Formal negotiations began on May 18, with the simultaneous exchange of contract proposals. The union’s demands were generally similar to those adopted at its Aerospace Conference. No specific general wage increase was proposed; instead, the union asked for a “substantial and equitable” general wage raise, which would apply to rate ranges and to individual rates of pay. Under the automatic progression clause, the union sought a reduction from 16 to 12 months in the time required to move from the entry rate of a grade to the maximum; and it also sought increments of 8 cents an hour, an increase from 5 cents. The leadmen’s bonus would have been increased from 20 to 25 cents an hour.

In addition to the wage practice changes outlined in its list of national objectives, the union proposed the establishment of a voluntary employee savings plan to supplement the extended layoff benefits plan. Under the plan, the company would have matched the employee’s savings up to an established maximum. In event of layoff, employees were to receive the entire amount in their account, including interest.

Highlights of the company’s initial economic proposals involved changes in provisions governing reporting and callback time, field duty pay, and flight pay bonus. The proposal did not contain a wage offer or changes in other major economic items. However, in a letter attached to the proposal, the company states it “proposes to discuss appropriate improvements in economic benefits.”

On July 17, the company expanded its original offer to include improvements in pension benefits, higher extended layoff benefits, and the establishment of a voluntary employee savings plan. A day later, the union rejected the offer as incomplete because it did not provide for a general wage increase; it voted to strike, if necessary, in support of its demands.

A new company proposal was made on July 22, 1 day before the termination date of the existing agreement. The offer included a general wage increase of 21 cents an hour spread over a 39-month period. It would have provided annual instead of quarterly cost-of-living escalator adjustments.

Other features of the proposal, to become effective in 1967, were an additional paid holiday, a fourth week of vacation after 20 years of service, and full company payment of medical-surgical coverage. Hospitalization benefits would have become fully company-paid in two steps by 1967. The offer was rejected by the union because of the deferred effective dates of the new benefits. Although

⁸The existing pension plan was in force until February 1967, and could only be opened for negotiation by consent of both parties.

⁷These talks were held in accordance with an agreement reached in the 1962–63 contract negotiations.

agreement on terms of a new contract was not reached by July 23, the termination date of the existing contract, work continued. The agreement was extended on a day-to-day basis, subject to a 5-day termination notice by either party.

Accord on terms was reached on August 1, 1965. Included were 8-cent-an-hour wage increases in each year of the contract. In addition, the existing 9-cent-an-hour cost-of-living allowance was made a permanent part of the wage structure, and 24 job classifications were upgraded.

A unique feature of the settlement was a two-part income security program that included a new basic benefit plan, which would supplement and eventually replace the extended layoff benefits plan, and a voluntary employee saving plan. Under the basic benefit plan, the company was to contribute \$20 per quarter to a separate trust for each eligible employee who could have contributions invested in either a bond or security trust fund. In the event of layoff, entrance into the Armed Forces, permanent or total disability of 6 months or more, or retirement, the accumulated amounts would become available to the workers. An employee whose service was terminated for other reasons was to receive a percentage of the amount in the account graduated according to years of service at time of separation.

The second part of the income security program was a voluntary plan under which the company would match half of the weekly savings assigned by each employee. Employees were given the option of investing \$2 or \$4 a week during the first 2 contract years and \$2, \$4, or \$6 a week during the third contract year. The total amount accumulated in an employee's account was to be paid on separation, under the same conditions as stipulated under the basic benefit plan.

Other economic gains included a ninth paid holiday, 4 weeks of vacation after 20 years of service, and a procedure for rate retention for specified periods for employees who were downgraded. Improvements were also made in overtime, odd workweek, and jury-duty pay provisions. A revised field duty pay provision changed the method of compensating employees on this type of assignment; however, subsistence and mileage allowances were increased.

Changes in the group insurance plan included company-paid death benefits and an optional medical benefit plan for early retirees. The company also agreed to pay half the remaining cost of dependent insurance effective in 1966, and the remainder in 1967, and to increase daily hospital benefits as well as the maximum for major medical coverage.

Extensive revisions in the retirement plan included substantially increased normal and disability benefits as well as greatly liberalized provisions for workers retiring before age 65.

A company-union committee was established to develop a new optional plan to provide medical benefits through a community clinic rather than an insurance plan. After such a plan was adopted, active employees and early retirees

could choose between this plan and the existing insurance coverage.

The contract covered about 16,000 workers and was to be in effect through July 23, 1968.

July 1968–December 1971

Nearly 600 delegates attended the IAM-UAW Joint Aerospace Conference in Los Angeles on February 26, 1968. The 3-day conference refined and adopted preliminary bargaining programs both unions had been working on separately for several months. The economic gains made in the auto industry by the UAW in the previous year were, in the words of UAW President Walter Reuther, to be used as a "dress rehearsal for the 1968 aerospace negotiations."

Besides a demand for substantial wage increases, the conference also adopted the following bargaining goals: A full union shop at Lockheed (Lockheed was one of the last major industry members, the other being Boeing, which had not agreed to full union security); major improvements in hospital-surgical-medical protection, including adoption of a prepaid dental plan; optional retirement at normal rates at age 62 with special earlier retirement for long-service workers and increased pension benefits for those already retired; increased company layoff pay and savings plan contributions; more time off and adoption of bonuses, added to regular vacation pay; make-up pay for workers activated for military summer-camp or other short-term duty; increased extra pay for work under conditions hazardous to health; increased life and accidental death and dismemberment insurance and increased sickness and accident benefits payable for up to 52 weeks, instead of 26 weeks.

On May 15, initial contract proposals were exchanged between the IAM and the three major companies of the Lockheed Aircraft Corp. (The UAW did not represent any Lockheed employees.) Negotiations continued into July (the contract was to expire July 23, 1968) and the company offered a 5-percent increase the first year, a 3-percent increase the second year, and another 3 percent the final year. Also offered were possible cost-of-living adjustments of up to 8 cents in both 1969 and 1970; one additional paid holiday; an increase in pension benefits to \$5.25 per year of service from \$4.25, with the \$5.25 rate to apply to normal, early, and disability retirement; a \$10-a-month or 10-percent benefit hike (whichever was greater) for persons who retired before August 1, 1965; and an increased maximum (\$8 a week) employee investment in the savings plan, beginning with the fourth year of participation in the plan.

The union rejected the proposal, however, primarily because it did not include dental care, or improvements in sick leave, night shift bonus, vacation, and union security provisions.

With the expiration of the contract, the parties agreed to an indefinite extension, subject to termination on 5 days'

notice. On July 28, a compromise contract was offered to the IAM membership with the recommendation of the union negotiators to approve it. The resulting ballot gave Lockheed a new 3-year pact. At the same time, members of the UAW and the IAM employed at McDonnell-Douglas Corp., were negotiating a similar agreement. The Lockheed agreement was expected to set the pattern for negotiations with other major companies in the industry.

The Lockheed agreement provided for a 6-percent wage increase on July 29, 1968, with additional increases for certain skilled jobs, and 3-percent increases in the second and third years. The previous 27-cent-an-hour cost-of-living allowance was incorporated into base rates and a revised escalator clause was adopted, stipulating annual instead of quarterly adjustments. The new clause called for an allowance of 1 cent for each 0.4-point increase in the average of the BLS-CPI's (1957-59=100) for April, May, and June, in the year of adjustment, over the average of the indexes for the same 3 months of 1968. There was also a minimum allowance of 3 and a maximum of 8 cents an hour for the first adjustment (in 1969) and a minimum of 6 and maximum of 16 cents for the total allowance over the term of the contract.

Effective January 1, 1969, monthly pension benefits for employees retiring after December 25, 1968, were increased to \$5.50, \$5.75, and \$6 per year of service, depending on labor grade. Employees who had retired before August 1965 received \$4.25 per year of service (previous minimums had ranged from \$2 to \$2.25) and those who had retired between August 1, 1965 and December 25, 1968, received a 10-percent increase. An annuity clause was established providing payments for as long as the retiree lived.

Group insurance improvements provided for annual increases in maximum daily hospital room and board benefits to \$46, \$48, \$50 in the respective contract years with any excess room cost to be covered under major medical (not to exceed cost of a semi-private room); a 365-day open-coverage policy to replace the previous \$1,500 limitation in hospital room and board and other hospital charges; elimination of the 14-day waiting period for coverage of new-born infants; coverage by the major medical plan of certain expenses over basic plan benefits; increased ambulance benefits; and a dental health supplement program covering oral surgery. Additionally, health coverage was to be immediate for eligible rehires and continued for 31 days after layoff for laid-off employees and their dependents.

The Savings Plan was amended to allow participants to contribute a maximum of \$8 per week beginning with their fourth year of participation and \$10 beginning with their fifth year (the company matched 50 percent of the employee's amount).

Other contract improvements included increased shift premiums, field duty pay, and life insurance benefits, and an additional paid holiday (total 10).

The agreement, effective July 24, 1968, covered approximately 13,500 workers and was to remain in effect until July 23, 1971.

December 1971–October 1974

Some 150 IAM negotiators gathered March 1-5, 1971, in Los Angeles to draft proposals for the 1971 round of talks in the aerospace industry. The Committee on Wages and Other Economic Benefits called for wage and benefit gains comparable to the pattern set in the auto industry the previous year. These included a wage "catch-up" increase to compensate for what the union felt were inadequate pay increases since the last contract was signed. The argument for a catch-up increase centered on the existence of a 16-cent cost-of-living cap on the escalator clause which the union claimed had cost the membership approximately 27 cents from 1968 to 1971, the payment of which the union felt was implied in the contract.⁹

Delegates agreed that catch-up money would be placed on the table before consideration of what they termed "new money" wage hikes. Other conference goals were a union shop; a work week of 35 hours without reduction in pay; 12 holidays a year (the current number was 10) with some rearrangement to provide a week off at Christmas; 3 weeks of vacation after 5 years, 4 weeks after 10 years, and 1 day of additional vacation per year after 10; a vacation bonus (in addition to regular vacation pay); earlier retirement without actuarial reduction; and a minimum pension benefit of \$12 a month per year of service.

On April 23, IAM representatives met with Lockheed officials in a preliminary session. Discussed were the upcoming negotiations and financial condition of the company. Lockheed negotiators reviewed both government and commercial work contracts, with particular emphasis being given to the future of the L-1011 Tri Star airplane. The continuance of this project was contingent upon Congressional approval of a federally backed loan for Lockheed. If the loan was not approved, layoffs would be substantial and the company would have to reassess its bargaining position. It was agreed at the meeting to exchange contract proposals on May 10 and to begin formal 2-day-a-week talks on May 17.

In the initial talks which began on the 17th, both sides explained their respective contract proposals but bargained only on noneconomic items. By June 22, the bargaining had gone to 3-day-a-week sessions covering, among other things, the retirement plan and the employee savings plan. However, uncertainty over the fate of the Tri Star kept serious economic bargaining at Lockheed to a minimum.

⁹The 1967 automobile agreements specifically provided for an end-of-contract pay increase equal to the additional amount the employees would have received during the term of the contract if the escalator clause had not had a maximum. The 1968 UAW agreements with aerospace firms also had "catch-up" provisions. Although the 1968 IAM agreement with Lockheed lacked such provision, the union held that it was implied.

With the approval of the Lockheed loan by Congress and its signing by President Nixon, the bargaining pace quickened. In a July 19 letter, the company agreed to follow any settlements between the Auto Workers and the aerospace industry on catch-up money. At this time the UAW was claiming 34 cents. This renewed activity was short-lived, though, as the President, acting under the Economic Stabilization Act of 1970, imposed on August 15, 1971, a wage-price-rent freeze which extended through November 15. Because of uncertainty over what would come after the freeze, negotiations came to a virtual standstill. Accordingly, the contract at Lockheed was extended (as were others in the industry) to November 15.

After the freeze, a Federal Pay Board was established to review wage increases and provide a more flexible form of controls. On November 15, the IAM and Lockheed once again agreed to a contract extension with full-scale bargaining to continue mainly on noneconomic matters. The first break in aerospace bargaining came on December 5, when the UAW reached an accord with the North American Rockwell Corp. which was expected to set the pattern for the rest of the industry. First-year wage increases in the North American pact averaged 51 cents an hour; second and third year raises were 3 percent each. In addition, the cost-of-living cap was removed with future adjustments to be made quarterly.

A Lockheed agreement, similar to that at North American Rockwell, was reached on December 11, 1971, and ratified on December 12. The pact, which was subject to Pay Board approval, provided for a first-year hike in wages of 51 cents an hour retroactive to July 26, 1971, of which 34 cents was a "catch-up" amount in accord with the July 19 letter of agreement. Two deferred increases of 3-percent were provided in 1972 and 1973. The existing 16-cent cost-of-living allowance was "folded" or incorporated into base rates and the escalator clause was revised. The new clause called for adjustments (with no minimum or maximum) beginning August 1972, and quarterly (instead of annually) thereafter based on comparisons of 3-month averages of the BLS-CPI's. The first 1 cent of the allowance was diverted to the dental insurance fund.

Provision of 3 additional holidays spread over the contract term and a rescheduling of holidays resulted in a week-long vacation at Christmas. This required an uneven distribution of holidays for each of the contract years, depending upon when Christmas and New Year's Day fell.

Group insurance benefit changes included improved hospital benefits for room and board up to the hospital's actual charge for a semiprivate room; a 20-percent increase in X-ray and laboratory test schedules; a \$25,000 major medical maximum; \$8 in the first year, \$8.75 in the second, and \$9.50 in the third for the maximum unit Relative Value Schedule for surgical benefits schedule; \$280 for normal maternity benefits and \$120-\$400 for other obstetrical procedures; and a new dental program.

Retirement benefits were increased to \$8 a month for each year of credited service for those retiring after August

1, 1971. Employees who had retired before this date were to receive \$1 more per year of credited service (subject to any actuarial reductions in force at the time of their retirement).

A military leave clause was added which provided for up to 8 hours' straight-time pay for any employee who was ordered to report for a pre-induction physical examination.

Other changes increased the flight pay bonus to \$5 an hour and obligated the company to reinstate employees absent up to 24 months because of sickness or injury.

A union shop clause was adopted in modified form. The clause gave employees hired before a specified date the choice of joining the union but made membership mandatory for anyone hired later.

The North American Rockwell pact was the first submitted for Pay Board approval, but a ruling was deferred until the Board could review presentations on the UAW aerospace pact with McDonnell Douglas and the IAM settlements with McDonnell Douglas, Lockheed, Boeing, LTV Aerospace, and United Aircraft. All of these settlements included catch-up increases, except at United Aircraft, where the 1968 contract did not provide for an "overage" provision. The UAW argued before the Pay Board that its catch-up amount of 34 cents was provided under "overage" letters in previous agreements and should not be used by the Pay Board in calculating the value of the new contracts' first-year wage increases, and that its pacts were in "tandem" with settlements reached earlier in the auto industry which had included catch-up increases. (Board regulations permitted settlements over guidelines if a tandem relationship could be proved with earlier settlements in the same or other industries.) The IAM also argued that the Lockheed overage letter was signed before establishment of the Pay Board and thus beyond the Board's authority.

The Board ruled against the unions on January 5, 1972, finding the contracts' first-year hikes excessive, except for the United Aircraft pact which provided for a first-year hike of 8 percent with no provision for a catch-up increase. On January 13, the Board decided to allow the catch-up amounts (34 cents at Lockheed) in the first year if the parties would defer the remaining portion of the first-year hike (17 cents at Lockheed) to the second year. The unions then appealed the ruling in Federal District Court and in court in mid-1972 won restoration of the amounts cut by the Pay Board.

The Board then appealed the lower court findings to the Temporary Court of Emergency Appeals (set up by the Economic Stabilization Act amendments of 1972 for such purposes) on the grounds that the 1968 agreements lacked specific language to set up back payments and that any catch-up letters were not valid and binding documents. The Temporary Court of Emergency Appeals upheld the lower court ruling and remanded the issue to the Cost of Living Council, which had succeeded the Pay Board, for reconsideration. Following recommendations of a three-member Aerospace Special Panel appointed by the Council, the

Council ruled on December 12, 1973, that the five aerospace companies had to pay workers the amount they would have received had the Pay Board not deferred part of the wage hike payable in the first year to the second; the back pay was to be paid in quarterly installments. At Lockheed, this amounted to 17 cents for each hour worked plus overtime premium from July 26, 1971 through July 30, 1972. Workers at some companies, however, were allowed only 40 hours per week in computation of the back pay with no provisions for overtime premium. The back pay award did not apply to employees who had been fired or quit their jobs. The unions were given 60 days to locate eligible laid-off workers.

The Machinists, dissatisfied with the order, petitioned the Council to reconsider its decision regarding the computation of and eligibility for the back payments.

In early February, the Council revised the ruling to permit all aerospace workers covered by its December ruling to receive the payment based on hours worked including overtime premium payments.

The Lockheed agreement, which covered 17,000 workers, was to remain in effect until October 1, 1974.

October 1974–October 1977

The second major agreement¹⁰ in the 1974 round of aerospace bargaining was reached between Lockheed-California Co. and the IAM on October 19 and was ratified by the union membership the following day. The main features of the 3-year contract for 15,000 workers as described by an IAM publication were “greater protection against the ever-rising cost of living and a 50-percent improvement in retirement benefits.”

Talks had begun in mid-July with an exchange of contract proposals between the IAM and company (and also between the union and Lockheed-Georgia Co. and Lockheed Missiles & Space Co.). Key union demands included substantial wage hikes; an improved escalator formula “to bring it more closely in line with actual supermarket prices,” and with annual incorporations; additional labor grades; a 35-hour week; increased shift and overtime premium pay; additional holidays with triple time for holiday work; and increased sick leave and vacation pay

¹⁰ Boeing and the IAM had reached agreement on September 30.

plus a vacation bonus. Other demands included improved group insurance benefits; improved pensions providing cost-of-living protection, a lower normal retirement age, and early retirement similar to the “30 (years) and out” in the auto industry; a full union shop; and limits on subcontracting work.

Terms of the agreement reflected many of the union’s major concerns. Wages were increased by 5.5 percent retroactive to October 2, 1974, by 3 percent on October 4, 1975, and by 3 percent on October 2, 1976. Additional wage increases which resulted from upgrading were also retroactive to October 2. The existing 71-cent cost-of-living allowance was incorporated into base rates. Beginning in January 1975, workers were to receive a 1-cent cost-of-living adjustment for each 0.3-point change in the BLS-CPI (1967=100) instead of for each 0.4-point change in the index (1957-59=100). The second shift and nonstandard workweek premiums were increased as were per diem and mileage. A total of 37 paid holidays were scheduled over the contract term compared with 34 over the previous pact and vacations could be taken in 1-day increments. Military training duty pay was established.

Group insurance improvements included increased surgical and X-ray and laboratory benefits and an increase to \$250,000 from \$25,000 in the major medical maximum per disability. Coverage of care in a convalescent facility was established. The company increased its contribution to the dental plan.

For those retiring on or after October 1, 1974, the normal monthly retirement benefit was increased to \$12 a month (from \$8) per year of service. Those retired before that date received a flat 5-percent increase in their monthly benefit.

Under the savings portion of the income security plan, employees were allowed to contribute up to \$12 (was \$10) a week with the company matching 50 percent of the amount contributed by the employee.

Other provisions limited subcontracting, strengthened seniority, and established a joint committee to study possible establishment of day-care centers for preschool children of employees.

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

Table 1. General wage changes¹

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 16, 1937 (agreement of Mar. 30, 1937).	6 cents an hour increase.	
Aug. 31, 1940 (agreement of Aug. 19, 1940).	.....	Some new minimum rates of pay established and rates in higher classifications adjusted accordingly.
July 1, 1941 (agreement of Sept. 15, 1941).	10 cents an hour increase.	
Mar. 3, 1943 (Directive Order of National War Labor Board, Mar. 3, 1943).	Increases averaging 7 cents an hour.	Order established 10 labor grades with minimum and maximum rates into which all occupations were classified. Specialists' rates, 10 and 15 cents higher than the maximum of the 4 highest grades, were also established.
Nov. 5, 1945 (agreement of Nov. 7, 1945, approved by National Wage Stabilization Board, Jan. 16, 1946).	15-percent increase, averaging 18 cents an hour.	Applicable to minimum and maximum of rate ranges.
Nov. 18, 1946 (agreement of Feb. 10, 1947).	.....	New classification and rate structure established.
June 16 and Sept. 15, 1947 (agreement of June 16, 1947).	5 cents an hour increase.	3 cents effective on June 16, 1947, and 2 cents effective Sept. 15, 1947. Increase applicable only to employees on payroll on effective dates; no change in established base rates.
May 10, 1948 (agreement of May 11, 1948).	5 cents an hour increase.	Minimum of rate ranges increased 5 cents; maximum, 10 cents. Agreement also provided for retroactive payment of June 16 and Sept. 15, 1947 increases to employees who did not qualify at the time.
Aug. 22 and Dec. 12, 1949 (agreement of Aug. 22, 1949).	10 cents an hour increase.	5 cents effective Aug. 22, and 5 cents on merit basis 16 weeks later. Minimum and maximum of rate ranges increased 10 cents an hour. Additional 2 cents an hour allotted to correct intraplant inequities effective Nov. 28, 1949. Number of labor grades increased.
Oct. 9, 1950 (agreement of Oct. 2, 1950).	6-percent increase, averaging approximately 10 cents an hour.	Minimum rates above \$1.30 an hour increased 5 to 10 cents. Maximum rates in rate range increased 6 percent but not less than 8 cents an hour.
Aug. 13, 1951 (agreement of Aug. 10, 1951).	8-percent increase, averaging approximately 13 cents an hour.	Minimum of rate ranges increased approximately 10 percent; maximum increased approximately 8 percent. 51 jobs reclassified to a higher grade. Approved by the Wage Stabilization Board, Oct. 2, 1951.
Aug. 25, 1952 (by agreement of Nov. 9, 1952).	9 cents an hour increase.	Additional increases ranging from 5 to 7 cents resulted from upgrading some occupations in several intermediate labor grades. An escalator clause provided quarterly adjustments of 1 cent an hour for every 1.14-point change in the Bureau of Labor Statistics Consumer Price Index (adjusted series) from the Sept. 15, 1952, index. Wage rates were not to be reduced below the 188.9 level of the index. ² Approved by Regional Wage Stabilization Board, Dec. 5, 1952.
Nov. 10, 1952	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. An additional 5 cents an hour increase in the maximum rate for labor grade I was approved by the National Wage Stabilization Board on Jan. 23, 1953.
Feb. 2, 1953	No change.	Quarterly review of cost-of-living allowance.
May 4, 1953	1 cent an hour decrease.	Quarterly adjustment of cost-of-living allowance.
Aug. 3, 1953	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 2, 1953	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance (based on the adjusted series CPI).
Nov. 9, 1953 (by agreement of Dec. 14, 1953).	5 cents an hour general wage increase.	The new agreement also retained in the basic wage structure 2 cents of the previous 3-cent cost-of-living allowance and provided for quarterly adjustments of a cost-of-living bonus in accordance with the movement of the revised CPI. When the CPI falls below 114.2, the cost-of-living bonus will be zero. ³ Additional increases ranging from 5 to 12 cents in 14 job classifications resulted from upgrading to the next highest labor grade. Differential for leadmen increased by 5 cents.
	1 cent an hour increase.	Adjustment of cost-of-living bonus (based on the revised CPI) bringing total bonus to 2 cents.
Feb. 8, 1954	No change.	Quarterly review of cost-of-living bonus.
May 10, 1954	No change.	Quarterly review of cost-of-living bonus.
Aug. 9, 1954	No change.	Quarterly review of cost-of-living bonus.
Nov. 8, 1954	1 cent an hour decrease.	Quarterly adjustment of cost-of-living bonus.

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 13, 1954 (by agreement dated Dec. 20, 1954).	5 to 7 cents an hour increase, ⁴ averaging 6 cents.	In addition, 13 factory job classifications upgraded ⁵ and the current 1-cent cost-of-living bonus incorporated into base rates.
Feb. 20, 1956 (by agreement dated Mar. 5, 1956).	4- to 6-percent increase, ⁶ averaging 10.6 cents an hour.	Dropped: Escalator clause.
Feb. 18, 1957 (by agreement dated Mar. 5, 1956).	7 cents an hour increase.	Additional 5- to 18-cent inequity adjustments for certain occupations. ⁷
May 12, 1958 (agreement dated May 16, 1958).	18 to 22 cents an hour general increase ⁸ (increases, including additional adjustments for maintenance and skilled workers shown in column 3, averaged approximately 19 cents).	Includes 16 cents across-the-board retroactive to Mar. 10, 1958.
Sept. 15, 1958	1 cent an hour increase.	In addition:
Dec. 15, 1958	No change.	6 maintenance jobs removed from labor grade structure and given 5-cent additional increase.
Mar. 16, 1959	No change.	8 skilled jobs removed from labor grade structure and given 8-cent additional increase.
May 11, 1959 (agreement dated May 16, 1958).	3-percent increase, or 7 cents an hour, whichever was greater, ranging up to 9 cents and averaging approximately 7.4 cents an hour.	Some job classifications upgraded.
June 15, 1959	No change.	Deferred increase of 3 percent, or 7 cents an hour, whichever was greater, effective May 11, 1959.
Sept. 14, 1959	2 cents an hour increase.	Cost-of-living escalator clause established, providing quarterly adjustment of 1 cent for each 0.5-point change in the BLS-CPI above a level of 123.0 (1947-49 = 100); first adjustment effective Sept. 15, 1958. ⁹
Dec. 14, 1959	2 cents an hour increase.	Quarterly adjustment of cost-of-living bonus.
Mar. 14, 1960 (agreement dated May 16, 1958).	1 cent an hour decrease.	Quarterly review of cost-of-living bonus.
June 13, 1960	2 cents an hour increase.	Deferred increase.
June 13, 1960 (agreement dated Aug. 8, 1960).	4 cents an hour increase.	Quarterly review of cost-of-living bonus.
June 15, 1959	No change.	Quarterly adjustment of cost-of-living bonus.
Sept. 14, 1959	2 cents an hour increase.	Quarterly review of cost-of-living bonus.
Dec. 14, 1959	2 cents an hour increase.	Deferred increase.
Mar. 14, 1960 (agreement dated May 16, 1958).	1 cent an hour decrease.	Quarterly review of cost-of-living bonus.
June 13, 1960	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 13, 1960 (agreement dated Aug. 8, 1960).	4 cents an hour increase.	Deferred increase of 3 cents an hour effective July 10, 1961.
June 15, 1959	No change.	In addition, previous 6-cent cost-of-living allowance incorporated into basic wage rates, and future adjustments deferred until July 10, 1961.
Sept. 14, 1959	2 cents an hour increase.	Escalator provision continued, with quarterly adjustments in cost-of-living allowance of 1 cent for each 0.5-point change in the BLS-CPI above 126.4 (1947-49 = 100). If the CPI fell below 126.9, the cost-of-living allowance would be zero. ¹⁰
Dec. 14, 1959	2 cents an hour increase.	Deferred increase.
Mar. 14, 1960 (agreement dated May 16, 1958).	1 cent an hour decrease.	Quarterly review of cost-of-living allowance.
June 13, 1960	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
June 13, 1960 (agreement dated Aug. 8, 1960).	4 cents an hour increase.	Deferred increase of 3 cents an hour effective July 10, 1961.
July 10, 1961 (agreement dated Aug. 8, 1960).	3 cents an hour increase.	In addition, previous 6-cent cost-of-living allowance incorporated into basic wage rates, and future adjustments deferred until July 10, 1961.
July 10, 1961	2 cents an hour increase.	Escalator provision continued, with quarterly adjustments in cost-of-living allowance of 1 cent for each 0.5-point change in the BLS-CPI above 126.4 (1947-49 = 100). If the CPI fell below 126.9, the cost-of-living allowance would be zero. ¹⁰
Oct. 9, 1961	1 cent an hour increase.	Deferred increase.
Jan. 8, 1962	No change.	Quarterly adjustment of cost-of-living allowance.
Apr. 9, 1962	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 9, 1962	1 cent an hour increase.	Quarterly review of cost-of-living allowance.
July 23, 1962 (agreement dated Jan. 28, 1963).	5 to 8 cents an hour increase, averaging 6.3 cents. ¹¹	Quarterly adjustment of cost-of-living allowance.
July 10, 1961 (agreement dated Aug. 8, 1960).	3 cents an hour increase.	Deferred increases of 6 to 8 cents an hour effective July 22, 1963, and 6 to 9 cents effective July 20, 1964.
July 10, 1961	2 cents an hour increase.	In addition, existing 7-cent cost-of-living allowance (including 1 cent effective Oct. 8, 1962, and Jan. 7, 1963) incorporated into basic wage rates.
Oct. 9, 1961	1 cent an hour increase.	Escalator provision continued, with quarterly adjustments in cost-of-living allowance of 1 cent for each 0.4-point change in the BLS-CPI above 105.9 (1957-59 = 100). If the CPI fell below 106.3, the cost-of-living allowance would be zero. ¹²
Jan. 8, 1962	No change.	In addition, inequity adjustments of 3 to 15 cents an hour for 1,450 employees in 43 occupations amounted to 0.6 cent when averaged over all employees in the bargaining unit.
Apr. 9, 1962	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 9, 1962	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 23, 1962 (agreement dated Jan. 28, 1963).	5 to 8 cents an hour increase, averaging 6.3 cents. ¹¹	Deferred increases of 6 to 8 cents an hour effective July 22, 1963, and 6 to 9 cents effective July 20, 1964.
July 10, 1961 (agreement dated Aug. 8, 1960).	3 cents an hour increase.	In addition, existing 7-cent cost-of-living allowance (including 1 cent effective Oct. 8, 1962, and Jan. 7, 1963) incorporated into basic wage rates.
July 10, 1961	2 cents an hour increase.	Escalator provision continued, with quarterly adjustments in cost-of-living allowance of 1 cent for each 0.4-point change in the BLS-CPI above 105.9 (1957-59 = 100). If the CPI fell below 106.3, the cost-of-living allowance would be zero. ¹²
Oct. 9, 1961	1 cent an hour increase.	In addition, inequity adjustments of 3 to 15 cents an hour for 1,450 employees in 43 occupations amounted to 0.6 cent when averaged over all employees in the bargaining unit.
Jan. 8, 1962	No change.	Quarterly adjustment of cost-of-living allowance.
Apr. 9, 1962	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 9, 1962	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 23, 1962 (agreement dated Jan. 28, 1963).	5 to 8 cents an hour increase, averaging 6.3 cents. ¹¹	Deferred increases of 6 to 8 cents an hour effective July 22, 1963, and 6 to 9 cents effective July 20, 1964.
July 10, 1961 (agreement dated Aug. 8, 1960).	3 cents an hour increase.	In addition, existing 7-cent cost-of-living allowance (including 1 cent effective Oct. 8, 1962, and Jan. 7, 1963) incorporated into basic wage rates.
July 10, 1961	2 cents an hour increase.	Escalator provision continued, with quarterly adjustments in cost-of-living allowance of 1 cent for each 0.4-point change in the BLS-CPI above 105.9 (1957-59 = 100). If the CPI fell below 106.3, the cost-of-living allowance would be zero. ¹²
Oct. 9, 1961	1 cent an hour increase.	In addition, inequity adjustments of 3 to 15 cents an hour for 1,450 employees in 43 occupations amounted to 0.6 cent when averaged over all employees in the bargaining unit.
Jan. 8, 1962	No change.	Quarterly adjustment of cost-of-living allowance. (Incorporated into base rates—see the preceding entry.)
Apr. 9, 1962	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. (Incorporated into base rates—see the preceding entry.)
July 9, 1962	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. (Incorporated into base rates—see the preceding entry.)
July 23, 1962 (agreement dated Jan. 28, 1963).	5 to 8 cents an hour increase, averaging 6.3 cents. ¹¹	Deferred increases of 6 to 8 cents an hour effective July 22, 1963, and 6 to 9 cents effective July 20, 1964.
Oct. 8, 1962	1 cent an hour increase.	Deferred increase.

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Jan. 7, 1963	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance. (Incorporated into base rates—see the preceding entry.)
Apr. 8, 1963	No change.	Quarterly review of cost-of-living allowance.
July 8, 1963	No change.	Quarterly review of cost-of-living allowance.
July 22, 1963 (agreement dated Jan. 28, 1963).	6 to 8 cents an hour increase, averaging 6.6 cents. ^{1 3}	Deferred increase.
Oct. 14, 1963	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 13, 1964	No change.	Quarterly review of cost-of-living allowance.
Apr. 13, 1964	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 13, 1964	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 20, 1964 (agreement dated Jan. 28, 1963).	6 to 9 cents an hour increase.	Deferred increase.
Oct. 12, 1964	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 11, 1965	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 12, 1965	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 12, 1965	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 26, 1965 (agreement dated July 24, 1965).	8 cents an hour increase.	Agreement also: (1) Provided two deferred general wage increases of 8 cents an hour effective July 25, 1966, and July 24, 1967; ^{1 4} (2) incorporated the existing 9-cent-an-hour cost-of-living allowance into base rates; (3) continued the cost-of-living escalator clause, with quarterly adjustments in the allowance 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 zero; ^{1 5} (4) upgraded 24 job classifications, which resulted in additional increases of 0.3 cents an hour when averaged over all employees in the bargaining unit.
Oct. 11, 1965	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 10, 1966	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 11, 1966	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 11, 1966	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 25, 1966 (agreement dated July 24, 1965).	8 cents an hour increase.	Deferred increase.
Oct. 10, 1966	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 9, 1967	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 1967	No change.	Quarterly review of cost-of-living allowance.
July 10, 1967	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 24, 1967 (agreement of July 24, 1965).	8 cents an hour increase.	Deferred increase.
Oct. 9, 1967	4 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 8, 1968	2 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Apr. 8, 1968	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 8, 1968	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 29, 1968 (agreement of same date).	6-percent increase rounded to nearest cent and averaging 21 cents an hour, ^{1 6} which ranged from 15 to 24 cents an hour for workers in the factory labor grades (which include the previous out-of-structure jobs) and from 15 to 25 cents for workers in the office and technical labor grades.	Agreement also: (1) Provided for additional increases to top 5 factory labor grades (ranging from 5 to 26 cents) and top 3 office and technical labor grades (ranging from 5 to 25 cents), amounting to approximately 5.3 cents an hour when averaged over all employees in the bargaining unit; (2) provided two deferred general wage increases of 3 percent each, effective July 28, 1969 and Aug. 3, 1970; (3) incorporated the existing 27-cent-per-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 28, 1969 and Aug. 3, 1970, of 1 cent for each 0.4-point increase in the BLS-CPI (1957–59 = 100) from the average index for Apr., May, and June of 1968 to the average indexes for the same months of 1969 and 1970 but allowances not less than 3 cents an hour or more than 8 on first adjustment date nor less than 6 cents or more than 16 on second adjustment date ^{1 7} ; and (5) provided additional increases as a result of upgrading of selected jobs.
July 28, 1969 (agreement of July 24, 1968).	3-percent increase averaging 12 cents an hour, ranging from 9 to 14 cents an hour for workers in the factory labor grades and 9 to 15 cents for workers in the office and technical labor grades. ^{1 6}	Deferred increases.
	8 cents an hour increase.	Annual adjustment of cost-of-living allowance.

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Aug. 3, 1970 (agreement of July 24, 1968).	3-percent increase averaging 12.7 cents an hour, ranging from 9 to 14 cents an hour for workers in the factory labor grades and 9 to 15 cents for workers in the office and technical labor grades. ^{1 6} 8 cents an hour increase.	Deferred increases.
July 26, 1971 (agreement of Dec. 13, 1971 and letter of agreement of July 19, 1971).	34 cents an hour added to base rates.	Annual adjustment of cost-of-living allowance. “Catch-up” amount retroactive to July 26, 1971 under 1971 agreement in accord with letter of agreement dated July 19, 1971. ^{1 8} Agreement also: (1) Provided an additional 17 cents an hour as a general increase effective July 26, 1971, but the Pay Board subsequently deferred that amount to July 31, 1972; ^{1 9} (2) provided 2 deferred increases effective July 29, 1972 and July 28, 1973; (3) incorporated the existing 16-cent cost-of-living allowance into base rates and (4) revised the escalator formula to provide adjustments (with no minimum or maximum) of 1 cent for each 0.4-point change in the BLS-CPI (1957–59 = 100) beginning Aug. 5, 1972, and quarterly thereafter, based on the 3-month average of the Indexes for Apr., May, and June of 1972, and for the respective 3-month periods thereafter, over 140.5 ^{2 0} ; and (7) provided additional increases as a result of upgrading selected jobs.
July 29, 1972 (agreement of Dec. 13, 1971).	Increases ranging from 29 to 34 cents an hour for workers in the factory labor grades and from 28 to 35 cents for workers in the office and technical labor grades, which averaged 30.8 cents. ^{1 6} (Included 17 cents originally scheduled for July 26, 1971, but deferred by the Pay Board to July 31, 1972.) ^{1 9}	Deferred increases.
Aug. 5, 1972	10 cents an hour increase.	Cost-of-living adjustment. An additional 1 cent was diverted to the Dental Fund.
Nov. 4, 1972	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Feb. 3, 1973	3 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
May 5, 1973	5 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
July 28, 1973 (agreement of Dec. 13, 1971).	3-percent increase averaging 14.6 cents, ranging from 12 to 17 cents an hour for workers in the factory labor grades and 12 to 18 cents for workers in the office and technical labor grades. ^{1 6}	Deferred increases.
Aug. 4, 1973	9 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 3, 1973	8 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Feb. 2, 1974	9 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
May 4, 1974	12 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 3, 1974	12 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Oct. 2, 1974 (agreement dated Oct. 21, 1974).	5.5-percent increase, averaging 28 cents an hour, ranging from 22 to 33 cents an hour for workers in factory labor grades and from 22 to 35 cents for workers in office and technical labor grades. ^{1 6}	Agreement also: (1) Provided deferred increases effective October 4, 1975 and October 2, 1976; (2) incorporated the existing 71-cent cost-of-living allowance into base rates; (3) revised the escalator formula to provide adjustments of 1 cent for each 0.3-point change (from a base of 149.1) in the BLS-CPI (1967=100) beginning Jan. 4, 1975, and quarterly thereafter, based on the 3-month average of the Indexes for Sept., Oct., and Nov. 1974, and for the respective 3-month periods thereafter (1 cent of each upward quarterly adjustment was to be diverted to partly finance improvements in fringe benefits) ^{2 1} ; and (4) provided additional increases as a result of upgrading for about 750 workers which amounted to 0.5 cent an hour when averaged over all factory and office and technical workers.
Jan. 4, 1975	12 cents an hour increase.	Cost-of-living adjustment. An additional 1 cent was diverted to finance fringe benefits.

See footnotes at end of table.

Table 1. General wage changes¹ --Continued

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 5, 1975	9 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. An additional 1 cent (total 2) was diverted to finance fringe benefits.
July 5, 1975	7 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. An additional 1 cent (total 3) was diverted to finance fringe benefits.
Oct. 4, 1975 (agreement dated Oct. 21, 1974).	3-percent increase, averaging 18 cents an hour, ranging from 15 to 21 cents an hour for workers in factory labor grades and from 15 to 22 cents for workers in office and technical labor grades. ^{1 6} 10 cents an hour increase.	Deferred increases.
Jan. 3, 1976	8 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. An additional 1 cent (total 5) was diverted to finance fringe benefits.
Apr. 3, 1976	6 cents an hour increase.	Quarterly adjustment of cost-of-living allowance. An additional 1 cent (total 6) was diverted to finance fringe benefits.
July 3, 1976 .....	.....	Possible adjustment of cost-of-living allowance based on BLS-CPI's for Mar., Apr., and May 1976. ^{2 1}
Oct. 2, 1976 (agreement dated Oct. 21, 1974).	3-percent increase, averaging 18.5 cents an hour, ranging from 16 to 22 cents an hour for workers in factory labor grades and from 15 to 23 cents for workers in office and technical labor grades. ^{1 6}	Deferred increases.
Jan. 1, 1977 .....	.....	Possible adjustment of cost-of-living allowance based on BLS-CPI's for June, July, and Aug. 1976. ^{2 1}
Apr. 2, 1977 .....	.....	Possible adjustment of cost-of-living allowance based on BLS-CPI's for Sept., Oct., and Nov. 1976. ^{2 1}
July 2, 1977 .....	.....	Possible adjustment of cost-of-living allowance based on BLS-CPI's for Dec. 1976 and Jan. and Feb. 1977. ^{2 1}
.....	.....	Possible adjustment of cost-of-living allowance based on BLS-CPI's for Mar., Apr., and May 1977. ^{2 1}

See footnotes on next page.

FOOTNOTES:

¹General wage changes are upward or downward adjustments that affect an entire establishment, bargaining unit, or substantial group of employees at one time. Not included within the term are adjustments in individual rates (promotions, classification and merit increases, etc.) and minor adjustments in wage structure that do not have an immediate effect on the general wage level.

The changes listed are the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by changes in classification systems and other factors, the total of the general changes listed will not necessarily coincide with changes in straight-time average hourly earnings over the period.

²The escalator clause provided the following adjustments:

<i>Consumer Price Index (Adjusted series 1935-39=100)</i>	<i>Cost-of-living adjustment (in cents per hour)</i>
188.9 and under 190.1	None
190.1 and under 191.2	1
191.2 and under 192.3	2
192.3 and under 193.5	3
193.5 and under 194.6	4
and so forth, with a 1-cent change for each 1.14-point change in the index.	

³The new agreement provided that cost-of-living bonuses be based on the revised series CPI (1947-49=100), as follows:

<i>Consumer Price Index</i>	<i>Cost-of-living bonus (in cents per hour)</i>
113.6 to 114.1	None
114.2 to 114.7	1
114.8 to 115.3	2
115.4 to 115.9	3
116.0 to 116.5	4
116.6 to 117.1	5
and so forth, with a 1-cent change for each 0.6-point change in the index.	

⁴Employees in labor grades 1-5 received increases of 7 cents an hour; grades 6-10, 6 cents; and grades 11-16, 5 cents.

⁵These amounted to an average increase of 0.1 cent an hour when averaged over all factory employees of the company represented by the union.

⁶Employees in labor grades 1-3 received increases of 6 percent; grades 4-10, 5 percent; and grades 11-16, 4 percent.

⁷These amounted to an average increase of 0.2 cent an hour when averaged over all factory employees of the company represented by the union.

⁸Factory labor grade 1, 22 cents an hour; grade 2, 21 cents; grades 3 and 4, 20 cents; grades 5-9, 19 cents; and grades 10-16, 18 cents. Increases for clerical workers ranged from 18 to 27 cents.

⁹The agreement provided that quarterly cost-of-living adjustments effective in September, December, March, and June be based on the BLS-CPI for July, October, January, and April as follows:

<i>Consumer Price Index (1947-49=100)</i>	<i>Cost-of-living allowance (in cents per hour)</i>
123.4 or less	None
123.5 to 123.9	1
124.0 to 124.4	2
124.5 to 124.9	3
125.0 to 125.4	4
125.5 to 125.9	5
and so forth, with a 1-cent adjustment for each 0.5-point change in the index.	

The cost-of-living bonus was included in computing only overtime, vacation, sick leave, and holiday payments.

¹⁰The agreement provided that quarterly cost-of-living adjustments effective in 1961 and thereafter in July, October, January, and April be based on the BLS-CPI for May, August, November, and February as follows:

<i>Consumer Price Index (1947-49=100)</i>	<i>Cost-of-living allowance (in cents per hour)</i>
126.8 or less	None
126.9 to 127.3	1
127.4 to 127.8	2
127.9 to 128.3	3
128.4 to 128.8	4
128.9 to 129.3	5
and so forth, with a 1-cent adjustment for each 0.5-point change in the index.	

The cost-of-living allowance was included in computing only overtime, vacation, sick leave, and holiday payments.

FOOTNOTES—Continued

¹¹Employees in office and technical labor grades 1–3 received 8 cents an hour; grades 4–6, 7 cents; grades 7–10, 6 cents; and grades 11–18, 5 cents. Employees in factory labor grade 1 received 8 cents an hour; grades 2–4, 7 cents; grades 5–8, 6 cents; and grades 9–16, 5 cents.

¹²The 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.

<i>Consumer Price Index (1957–59=100)</i>	<i>Cost-of-living allowance (in cents per hour)</i>
106.2 or less	None
106.3 to 106.6	1
106.7 to 107.0	2
107.1 to 107.4	3
107.5 to 107.8	4
107.9 to 108.2	5
and so forth, with 1-cent adjustment for each 0.4-point change in the index.	

The parties converted the index ranges to a 1957–59 base by the use of the standard conversion factor (.8149959).

The cost-of-living allowance was included in computing overtime, vacation, and sick leave payments, and pay for unused sick and injury leave. The 1963 agreement provided for the cost-of-living allowance to be included in computing jury duty pay.

¹³Employees in office and technical labor grades 1–3 received 8 cents an hour; grades 4–6, 7 cents; and grades 7–18, 6 cents. Employees in factory labor grade 1 received 8 cents an hour; grades 2–4, 7 cents; grades 5–16, 6 cents.

¹⁴In addition, employees' take-home pay increased by 2.2 cents an hour on July 25, 1966, and by 2.2 cents an hour on July 24, 1967, as a result of the company's assumption of the remaining costs of dependents' insurance in 2 steps.

¹⁵The agreement provided that quarterly cost-of-living adjustments, effective in January, April, July, and October, be based on the BLS CPI for the months of November, February, May, and August, respectively.

<i>Consumer Price Index (1957–59=100)</i>	<i>Cost-of-living allowance (in cents per hour)</i>
109.6 or less	None
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.	

¹⁶See tables 2c and 3c for resulting wage rates.

¹⁷Cost-of-living adjustments effective July 28, 1969 and Aug. 3, 1970 were based on average indexes for April, May, and June of 1969 and 1970 over the average of the indexes for the same months in 1968 and calculated as follows:

<i>3-month average (not rounded) Consumer Price Index (1957–59=100)</i>	<i>Cost-of-living allowance (in cents per hour)</i>
121.9 or less	3 ^a
122.3–122.6	4
122.7–123.0	5
123.1–123.4	6 ^b
123.5–123.8	7
123.9–124.2	8 ^c
124.3–124.6	9
124.7–125.0	10
125.1–125.4	11
125.5–125.8	12
125.9–126.2	13
126.3–126.6	14
126.7–127.0	15
127.1 and over	16 ^d

^aMinimum allowance on July 28, 1969.

^bMinimum allowance on Aug. 3, 1970, and for remainder of contract.

^cMaximum allowance on July 28, 1969.

^dMaximum allowance on Aug. 3, 1970, and for remainder of contract.

The cost-of-living allowance was included in computing pay for overtime work, vacations, sick and injury leave, holidays, and jury duty and jury examination.

¹⁸The letter provided that workers at Lockheed would receive any "catch-up" increases received by UAW workers in their aerospace pacts.

¹⁹As a result of subsequent court rulings, workers at Lockheed received 17 cents for each hour worked between July 26, 1971, and July 31, 1972, plus overtime. These back payments were to be made in four quarterly installments: Apr., June, Sept., and Dec. 1974.

FOOTNOTES—Continued

²⁰The agreement provided for adjustments (with no minimum or maximum) beginning Aug. 1, 1972, and quarterly thereafter beginning Nov. 1, 1972 (through Aug. 1, 1974) as follows:

<i>3-month average Consumer Price Index* (1957-59=100)</i>	<i>Cost-of-living allowance (in cents)</i>
140.8 or less	0
140.9-141.2	1 cent diverted to Dental Plan
141.3-141.6	1
141.7-142.0	2
142.1-142.4	3
142.5-142.8	4
142.9-143.2	5
143.3-143.6	6
143.7-144.0	7
144.1-144.4	8
144.5-144.8	9
144.9-145.2	10
145.3-145.6	11
145.7-146.0	12
and so forth, with a 1-cent adjustment for each 0.4-point change in the average index.	

*The cost-of-living review in Aug. 1972 was based on the average of the BLS-CPI's for Apr., May, and June 1972. Quarterly reviews beginning in Nov. 1972 were based on the 3-month averages for July, Aug., and Sept. 1972, and at 3-calendar month intervals thereafter, respectively. (The 3-month average Index was rounded to the nearest 0.1 of a point.)

The cost-of-living allowance was included in computing payments for overtime, vacation and sick leave, unused sick and injury leave, holiday and jury duty, and jury examination and witness service.

²¹The agreement provided for adjustments beginning Jan. 4, 1975, and quarterly thereafter, determined as follows:

<i>3-month average Consumer Price Index* (1967=100)</i>	<i>Cost-of-living allowance** (in cents)</i>
149.3 or less	0
149.4-149.6	1
149.7-149.9	2
150.0-150.2	3
150.3-150.5	4
150.6-150.8	5
150.9-151.1	6
151.2-151.4	7
151.5-151.7	8
151.8-152.0	9
152.1-152.3	10
and so forth, with a 1-cent adjustment for each 0.3-point change in the average Index.	

*The cost-of-living review in Jan. 1975 was based on the average of the BLS-CPI's for Sept., Oct., and Nov. 1974, and the quarterly reviews beginning Apr. 1975 were based on the 3-month averages for Dec. 1974 and Jan. and Feb. 1975, and on 3-calendar-month intervals thereafter, respectively. (The 3-month average Index was rounded to the nearest 0.1 of a point.)

**One cent of each upward quarterly adjustment was diverted to partially finance fringe benefits and the allowance shown in schedule therefore would be reduced by the amount of the cumulative diversions.

The cost-of-living allowance (less diversions to finance improvements in fringe benefits) was included in computing payments for overtime, vacation and sick leave, unused sick and injury leave, military leave, holiday and jury duty, and jury examination and witness service.

Table 2a. Hourly rate ranges¹ by factory labor grade, 1949-64

Labor grade and typical occupation	Nov. 28, 1949		Oct. 9, 1950		Aug. 31, 1951		Aug. 25, 1952		Nov. 9, 1953 ²	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1—Machinists, general; mechanics, electrical and electronic, fabrication and structures development, flight test; jig and fixture (wood) builders, A; patternmakers, wood; tool and die makers	\$1.70	\$1.95	\$1.80	\$2.07	\$2.00	\$2.24	\$2.13	\$2.33	\$2.20	\$2.45
Grade 2—Machinists, duplicating and profiling, horizontal boring mill, jig borer; setup men, machine tool; template makers, A	1.65	1.90	1.75	2.01	1.93	2.17	2.06	2.26	2.13	2.33
Grade 3—Heat treaters, steel-tooling; machinists, lathe, milling-machine planer, shaper; set-up men, welding-tooling	1.60	1.85	1.70	1.96	1.87	2.12	1.99	2.21	2.06	2.28
Grade 4—Carpenters, maintenance, A; die makers, cast multiple acting; molders, aluminum pattern; operators, drop hammer	1.55	1.80	1.65	1.91	1.82	2.06	1.94	2.15	2.01	2.22
Grade 5—Mechanics, electrical check-out, flight armament, hydraulic and plumbing check out; fitters, metal, A; operators, power hammer, A; welders, aircraft aluminum, arc, gas, inert gas-arc	1.50	1.75	1.60	1.86	1.76	2.01	1.88	2.10	1.95	2.17
Grade 6—Operators, horizontal boring-mill; welders, flash	1.45	1.70	1.55	1.80	1.71	1.94	1.83	2.03	1.90	2.10
Grade 7—Assemblers, final, general structures, hydraulic, precision and sheet metal; mechanics, electrical bench; molders, aircraft; operators—grinder, A; milling machine, A, power brake, A, punch press, A, turret lathe, A; template makers, B	1.40	1.65	1.50	1.75	1.65	1.89	1.77	1.98	1.84	2.05
Grade 8—Platers, chrome; repairmen, portable tool and equipment; truckdrivers, general	1.35	1.60	1.45	1.70	1.60	1.84	1.72	1.93	1.79	2.00
Grade 9—Operators, circular saw, forming roll, profile cutting torch; painters, aircraft, A; riveters, machine; tube benders, power; welders, spot, A	1.35	1.55	1.40	1.64	1.54	1.77	1.67	1.86	1.74	1.93
Grade 10—Assemblers installers; buffers and grinders; fitters, metal, B; operators—drill press, A, power hammer, B, straightening press, B; truckers, power, A	1.30	1.50	1.35	1.59	1.49	1.72	1.62	1.81	1.69	1.88
Grade 11—Assemblers, electrical bench; operators, router radial arm, sawtooling, square-shear	1.30	1.45	1.30	1.54	1.43	1.66	1.57	1.75	1.64	1.82
Grade 12—Assemblers, cable, detail-bench; oilers, maintenance; operators—grinder, B, milling machine, B, power brake, B, punch press, B, turret lathe, B	1.25	1.40	1.25	1.48	1.38	1.60	1.52	1.69	1.59	1.76
Grade 13—Helpers, maintenance; operators—drill press, B, forming roll, B, sewing machine; painters, aircraft, B; repairmen, portable tool and equipment, B; welders, spot, B	1.20	1.35	1.20	1.43	1.32	1.54	1.47	1.63	1.54	1.70
Grade 14—Burrers, power (machine parts); janitors, heavy; truckers, power, B	1.15	1.30	1.15	1.38	1.28	1.49	1.43	1.58	1.50	1.65
Grade 15—Helpers, processing (fabrication)	1.10	1.25	1.10	1.33	1.25	1.44	1.41	1.53	1.48	1.60
Grade 16—Helpers, assembly	1.05	1.20	1.05	1.28	1.25	1.38	1.37	1.47	1.44	1.54

See footnotes at end of table.

Table 2a. Hourly rate ranges¹ by factory labor grade, 1949-64-Continued

Labor grade and typical occupation	Dec. 13, 1954		Feb. 20, 1956		Feb. 18, 1957		May 12, 1958 ^a		May 11, 1959	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1-Machinists, general; mechanics, electrical and electronic, fabrication and structures development, flight test; jig and fixture (wood) builders, A; patternmakers, wood; tool and die makers	\$2.28	\$2.53	\$2.42	\$2.68	\$2.49	\$2.75	\$2.71	\$2.97	\$2.79	\$3.06
Grade 2-Machinists, duplicating and profiling, horizontal boring mill, jig borer; setup men, machine tool; template makers, A	2.21	2.41	2.34	2.55	2.41	2.62	2.62	2.83	2.70	2.91
Grade 3-Heat treaters, steel-tooling; machinists, lathe, milling-machine planer, shaper; set-up men, welding-tooling	2.14	2.36	2.27	2.50	2.34	2.57	2.54	2.77	2.62	2.85
Grade 4-Carpenters, maintenance, A; die makers, cast multiple acting; molders, aluminum pattern; operators, drop hammer	2.09	2.30	2.19	2.42	2.26	2.49	2.46	2.69	2.53	2.77
Grade 5-Mechanics, electrical check-out, flight armament, hydraulic and plumbing check out; fitters, metal, A; operators, power hammer, A; welders, aircraft aluminum, arc, gas, inert gas-arc	2.03	2.25	2.13	2.36	2.20	2.43	2.39	2.62	2.46	2.70
Grade 6-Operators, horizontal boring-mill; welders, flash	1.97	2.17	2.07	2.28	2.14	2.35	2.33	2.54	2.40	2.62
Grade 7-Assemblers, final, general structures, hydraulic, precision and sheet metal; mechanics, electrical bench; molders, aircraft; operators-grinder, A, milling machine, A, power brake, A, punch press, A, turret lathe, A; template makers, B	1.91	2.12	2.01	2.23	2.08	2.30	2.27	2.49	2.34	2.56
Grade 8-Platers, chrome; repairmen, portable tool and equipment; truckdrivers, general	1.86	2.07	1.95	2.17	2.02	2.24	2.21	2.43	2.28	2.50
Grade 9-Operators, circular saw, forming roll, profile cutting torch; painters, aircraft, A; riveters, machine; tube benders, power; welders, spot, A	1.81	2.00	1.90	2.10	1.97	2.17	2.16	2.36	2.23	2.43
Grade 10-Assemblers installers; buffers and grinders; fitters, metal, B; operators-drill press, A, power hammer, B, straightening press, B; truckers, power, A	1.76	1.95	1.85	2.05	1.92	2.12	2.10	2.30	2.17	2.37
Grade 11-Assemblers, electrical bench; operators, router radial arm, sawtooling, square-shear	1.70	1.88	1.77	1.96	1.84	2.03	2.02	2.21	2.09	2.28
Grade 12-Assemblers, cable, detail-bench; oilers, maintenance; operators-grinder, B, milling machine, B, power brake, B, punch press, B, turret lathe, B	1.65	1.82	1.72	1.89	1.79	1.96	1.97	2.14	2.04	2.21
Grade 13-Helpers, maintenance; operators-drill press, B, forming roll, B, sewing machine; painters, aircraft, B; repairmen, portable tool and equipment, B; welders, spot, B	1.60	1.76	1.66	1.83	1.73	1.90	1.91	2.08	1.98	2.15
Grade 14-Burrers, power (machine parts); janitors, heavy; truckers, power, B	1.56	1.71	1.62	1.78	1.69	1.85	1.87	2.03	1.94	2.10
Grade 15-Helpers, processing (fabrication)	1.54	1.66	1.60	1.73	1.67	1.80	1.85	1.98	1.92	2.05
Grade 16-Helpers, assembly	1.50	1.60	1.56	1.66	1.63	1.73	1.81	1.91	1.88	1.98

See footnotes at end of table.

Table 2a. Hourly rate ranges¹ by factory labor grade, 1949-64-Continued

Labor grade and typical occupation	June 13, 1960 ⁵		July 10, 1961		July 23, 1962 ⁶		July 22, 1963		July 20, 1964	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Grade 1—Machinists, general; mechanics, electrical and electronic, fabrication and structures development, flight test; jig and fixture (wood) builders, A; patternmakers, wood; tool and die makers	\$2.89	\$3.16	\$2.92	\$3.19	\$3.07	\$3.34	\$3.15	\$3.42	\$3.24	\$3.51
Grade 2—Machinists, duplicating and profiling, horizontal boring mill, jig borer; setup men, machine tool; template makers, A	2.80	3.01	2.83	3.04	3.02	3.23	3.09	3.30	3.17	3.38
Grade 3—Heat treaters, steel-tooling; machinists, lathe, milling-machine planer, shaper; set-up men, welding-tooling	2.72	2.95	2.75	2.98	2.89	3.12	2.96	3.19	3.04	3.27
Grade 4—Carpenters, maintenance, A; die makers, cast multiple acting; molders, aluminum pattern; operators, drop hammer	2.63	2.87	2.66	2.90	2.80	3.04	2.87	3.11	2.95	3.19
Grade 5—Mechanics, electrical check-out, flight armament, hydraulic and plumbing check out; fitters, metal, A; operators, power hammer, A; welders, aircraft aluminum, arc, gas, inert gas-arc	2.56	2.80	2.59	2.83	2.72	2.96	2.78	3.02	2.85	3.09
Grade 6—Operators, horizontal boring-mill; welders, flash	2.50	2.72	2.53	2.75	2.66	2.88	2.72	2.94	2.79	3.01
Grade 7—Assemblers, final, general structures, hydraulic, precision and sheet metal; mechanics, electrical bench; molders, aircraft; operators—grinder, A, milling machine, A, power brake, A, punch press, A, turret lathe, A; template makers, B	2.44	2.66	2.47	2.69	2.60	2.82	2.66	2.88	2.73	2.95
Grade 8—Platers, chrome; repairmen, portable tool and equipment; truckdrivers, general	2.38	2.60	2.41	2.63	2.54	2.76	2.60	2.82	2.67	2.89
Grade 9—Operators, circular saw, forming roll, profile cutting torch; painters, aircraft, A; riveters, machine; tube benders, power; welders, spot, A	2.33	2.53	2.36	2.56	2.48	2.68	2.54	2.74	2.60	2.80
Grade 10—Assemblers installers; buffers and grinders; fitters, metal, B; operators—drill press, A, power hammer, B, straightening press, B; truckers, power A	2.27	2.47	2.30	2.50	2.42	2.62	2.48	2.68	2.54	2.74
Grade 11—Assemblers, electrical bench; operators, router radial arm, sawtooling, square-shear	2.19	2.38	2.22	2.41	2.34	2.53	2.40	2.59	2.46	2.65
Grade 12—Assemblers, cable, detail-bench; oilers, maintenance; operators—grinder, B, milling machine, B, power brake, B, punch press, B, turret lathe, B	2.14	2.31	2.17	2.34	2.29	2.46	2.35	2.52	2.41	2.58
Grade 13—Helpers, maintenance; operators—drill press, B, forming roll, B, sewing machine; painters, aircraft, B; repairmen, portable tool and equipment, B; welders, spot, B	2.08	2.25	2.11	2.28	2.23	2.40	2.29	2.46	2.35	2.52
Grade 14—Burrers, power (machine parts); janitors, heavy; truckers, power, B	2.04	2.20	2.07	2.23	2.19	2.35	2.25	2.41	2.31	2.47
Grade 15—Helpers, processing (fabrication)	2.02	2.15	2.05	2.18	2.17	2.30	2.23	2.36	2.29	2.42
Grade 16—Helpers, assembly	1.98	2.08	2.01	2.11	2.13	2.23	2.19	2.29	2.25	2.35

¹ Rates do not include cost-of-living allowances in effect until they are incorporated into base rates. For cost-of-living allowances paid in addition to these rates, see table 1.

In 1959 and earlier, progression from minimum to maximum rates in a grade was based on a review of the employee's record each 16 weeks, with adjustment in accordance with the employee's ability and production record. Starting in 1960, progression for nonprobationary employees on the active payroll was automatic. The agreement provided for a 5-cent-an-hour increase on the first Monday of November and March and a 6-cent increase on the first Monday of July, until the maximum rate was reached. Increases resulting in a rate above or no more than 2 cents below the maximum were adjusted to provide exactly the maximum rate.

In 1961 and 1962, employees received automatic increases of 5 cents an hour on the first Monday of November and March and a 6-cent increase on the first Monday of July, until the maximum rate was reached. The Jan. 28, 1963 agreement provided for a 5-cent-an-hour increase on the second Monday of the fourth month of employment and of each fourth month thereafter, unless the fourth month was May, June, July, or August, when the increase was 6 cents, until the maximum rate was reached. Increases resulting in an amount above or no more than 2 cents below the maximum were adjusted to provided the maximum rate.

² Rates reflect incorporation of 2 cents of the previous 3-cent cost-of-living allowance into base rates, in addition to the 5-cent general wage increase.

³ This was the maximum rate for factory labor grade 1 from Aug. 25 until Nov. 10, 1952. On Jan. 23, 1953, the National Wage Stabilization Board revealed the decision of the Regional Board and allowed an additional 5 cents, retroactive to Nov. 10, 1952. (See table 1)

⁴ The 1958 contract removed some maintenance and skilled workers (e.g., tool and die makers, jig and fixture builders, and grade A maintenance carpenters) from the labor grade structure.

⁵ Rates reflect incorporation of the 6-cent cost-of-living allowance into base rates, in addition to the 4-cent general wage increase.

⁶ Rates reflect incorporation of 7-cent cost-of-living allowances into base rates, as well as general wage rate changes which varied from 5 to 8 cents, depending upon labor grade, and inequity adjustments. (See footnote 11, table 1.)

Table 2b. Hourly rate ranges¹ by factory labor grade, 1965–67

Labor grade and typical occupation	July 24, 1965 ²		July 25, 1966		July 24, 1967	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 1—Machinists, jig borer; mechanics, electrical and electronics, fabrication and structures development, flight test; jig and fixture (wood) builders; patternmakers, wood	\$3.41	\$3.68	\$3.49	\$3.76	\$3.57	\$3.84
Grade 2—Machinists, duplicating and profiling, horizontal boring mill, lathe, milling machine; setup men, machine tools; template makers, senior	3.34	3.55	3.42	3.63	3.50	3.71
Grade 3—Carpenters, maintenance, senior; diemakers, cast; heat treaters, steel-tooling; machinists, planer, shaper	3.21	3.44	3.29	3.52	3.37	3.60
Grade 4—Mechanics, electrical checkout, ³ hydraulic and plumbing checkout, ³ molders, closed sand; operators, drop hammer; truckdrivers, general ³	3.12	3.36	3.20	3.44	3.28	3.52
Grade 5—Diemakers—steel rule; ⁴ fitters, metal, senior; operators, power hammer, senior, truck crane ⁴ ; tube benders, general ⁴	3.02	3.26	3.10	3.34	3.18	3.42
Grade 6—Die finishers—cast; ⁴ operators, horizontal boring-mill, milling machine, senior, turret lathe, senior; welders, flash	2.96	3.18	3.04	3.26	3.12	3.34
Grade 7—Assemblers, final, general structures, hydraulic, precision and sheet metal; mechanics, electrical bench; molders, open sand; operators, power brake, senior, punch press, senior; repairmen, portable tool and equipment, senior; ³ template makers	2.90	3.12	2.98	3.20	3.06	3.28
Grade 8—Platers, chrome; operators, profile cutting torch, straightening press; tube benders, senior	2.84	3.06	2.92	3.14	3.00	3.22
Grade 9—Operators, circular saw, drill press, senior ⁵ ; forming roll, senior; ⁵ painters, senior; welders, spot, senior	2.77	2.97	2.85	3.05	2.93	3.13
Grade 10—Assemblers installers; buffers and grinders, senior; metal fitters; oilers, maintenance; ⁵ operators, power brake, power hammer, punch press; truckers, power, senior	2.71	2.91	2.79	2.99	2.87	3.07
Grade 11—Assemblers, cable; operators, grinder, ⁵ milling machine, saw (tooling), sewing machine, turret lathe	2.63	2.82	2.71	2.90	2.79	2.98
Grade 12—Assemblers, detail bench; burrers—tumbling barrel; ⁴ operators, drill press; painters; ⁵ sharpeners—drill ⁴	2.58	2.75	2.66	2.83	2.74	2.91
Grade 13—Helpers, maintenance; operators, drill, sheet metal, forming roll; repairmen, portable tool and equipment	2.52	2.69	2.60	2.77	2.68	2.85
Grade 14—Burrers, power; helpers—processing, ⁵ tooling ⁴ ; janitors, heavy; sorters—material; ⁴ truckers, power	2.48	2.64	2.56	2.72	2.64	2.80
Grade 15—Fabricators—wiring; ⁴ janitors, light	2.46	2.59	2.54	2.67	2.62	2.75
Grade 16—Helpers, assembly; wrappers	2.42	2.52	2.50	2.60	2.58	2.68

¹ Rates do not include cost-of-living allowances in effect until they are incorporated into base rates. For cost-of-living allowances paid in addition to these rates, see table 1.

Employees received automatic increases of 5 cents an hour on the second Monday of the 4th month of employment and of each 4th month thereafter, unless the 4th month was May, June, July, or August, when the increase was 6 cents, until the maximum rate was reached. Scheduled increases resulting in an amount above or no more than 2 cents below the maximum were adjusted to provide the maximum rate.

² Rates reflect incorporation of the 9-cent cost-of-living allowance into base rates as well as the 8-cent-an-hour general wage increase.

³ Upgraded in 1965. Some occupations not listed here also were upgraded.

⁴ Occupation shown for the first time in 1965, although included in grade previously.

⁵ Upgraded before 1965.

Table 2c. Hourly rate ranges¹ by factory labor grade, 1968–1976

Labor grade ² and typical occupation	July 29, 1968 ³		July 28, 1969		Aug. 3, 1970	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 18 ² —Technicians—communications systems, electronic maintenance, standards laboratory (electrical, electronics); inspector—tooling; tool and die maker	\$4.42	\$4.69	\$4.55	\$4.83	\$4.69	\$4.97
Grade 17 ² —Machinists—general; machine tool builder	4.31	4.60	4.44	4.74	4.57	4.88
Grade 16—Machinists—jig borer, horizontal boring mill ⁴ ; mechanics—electrical and electronics development, fabrication and structures development, flight test; jig and fixture (wood) builders; pattern-makers—wood	4.16	4.45	4.28	4.58	4.41	4.72
Grade 15—Machinists—duplicating and profiling, lathe, milling machine; setup men—machine tools; template makers (senior)	4.06	4.28	4.18	4.41	4.31	4.54
Grade 14—Carpenters—maintenance (senior); die-makers—cast; heat treaters—steeltooling; machinists—planer, shaper	3.89	4.14	4.01	4.26	4.13	4.39
Grade 13—Mechanics—electrical checkout, hydraulic and plumbing checkout; molders—closed sand; operators—drop hammer; truckdrivers—general ...	3.75	4.00	3.86	4.12	3.98	4.24
Grade 12—Fitters—metal (senior); operators—power hammer (senior), truck crane; tube benders—general	3.64	3.90	3.75	4.02	3.86	4.14
Grade 11—Die finishers—cast; operators—horizontal boring—mill, milling machine (senior), turret lathe (senior); welders—flash; repairmen—portable tool and equipment (senior) ⁴	3.58	3.81	3.69	3.92	3.80	4.04
Grade 10—Assemblers—final, general structures, hydraulic; mechanics—electrical bench; molders—open sand; operators—power brake (senior), punch press (senior), template makers	3.51	3.75	3.62	3.86	3.73	3.98
Grade 9—Platers—chrome; operators—profile cutting torch, straightening press; tube benders (senior) ...	3.45	3.68	3.55	3.79	3.66	3.90
Grade 8—Operators—circular saw, drill press (senior), forming roll (senior); truckers—power (senior) ⁴ ; painters (senior); welders—spot (senior); oilers—maintenance ⁴	3.38	3.59	3.48	3.70	3.58	3.81
Grade 7—Assemblers installers; buffers and grinders (senior); metal fitters; operators—power brake, power hammer, punch press, sewing machine ⁴ ...	3.31	3.52	3.41	3.63	3.51	3.74
Grade 6—Assemblers—cable; operators—grinder, milling machine, saw (tooling), turret lathe	3.23	3.43	3.33	3.53	3.43	3.64
Grade 5—Assemblers—detail bench; burrs—tumbling barrel; operators—drill press; painters; sharpeners—drill	3.17	3.35	3.27	3.45	3.37	3.55
Grade 4—Helpers—maintenance; operators—(drill sheet metal), forming roll; repairmen—portable tool and equipment	3.11	3.29	3.20	3.39	3.30	3.49
Grade 3—Burrers—power; helpers—processing, tooling; sorters—material; truckers—power	3.07	3.24	3.16	3.34	3.25	3.44
Grade 2—Fabricators—wiring; janitors—light	3.05	3.19	3.14	3.29	3.23	3.39
Grade 1—Helpers—assembly; wrappers	3.00	3.11	3.09	3.20	3.18	3.30

See footnotes at end of table.

Table 2c. Hourly rate ranges¹ by factory labor grade, 1968–1976—Continued

Labor grade and typical occupation	July 26, 1971 ⁵		July 29, 1972		July 28, 1973	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 18—Technicians—communications systems, electronic maintenance, standards laboratory (electrical, electronics); inspector-tooling; tool and die maker	\$5.19	\$5.47	\$5.52	\$5.81	\$5.69	\$5.98
Grade 17—Machinists—general; machine tool re-builder	5.07	5.38	5.40	5.72	5.56	5.89
Grade 16—Machinists—jig borer, horizontal boring mill; mechanics—electrical and electronics development, fabrication and structures development, flight test; jig and fixture (wood) builders; pattern-makers—wood	4.91	5.22	5.23	5.55	5.39	5.72
Grade 15—Machinists—duplicating and profiling, lathe, milling machine; setup men—machine tools; template makers (senior); carpenters—maintenance (senior) ⁶	4.81	5.04	5.13	5.37	5.28	5.53
Grade 14—Diemakers—cast; heat treaters—steeltooling; machinists—planer, shaper	4.63	4.89	4.94	5.21	5.09	5.37
Grade 13—Mechanics—electrical checkout, hydraulic and plumbing checkout; molders—closed sand; operators—drop hammer; truckdrivers—general ...	4.48	4.74	4.79	5.06	4.93	5.21
Grade 12—Fitters—metal (senior); operators—power hammer (senior), truck crane; tube benders—general	4.36	4.64	4.67	4.95	4.81	5.10
Grade 11—Die finishers—cast; operators—horizontal boring-mill, milling machine (senior), turret lathe (senior); welders—flash; repairmen—portable tool and equipment (senior)	4.30	4.54	4.60	4.85	4.74	5.00
Grade 10—Assemblers—final, general structures, hydraulic; mechanics—electrical bench; molders—open sand; operators—power brake (senior), punch press (senior), profile cutting torch ⁶ ; template makers	4.23	4.48	4.53	4.79	4.67	4.93
Grade 9—Platers—chrome; operators—straightening press; tube benders (senior)	4.16	4.40	4.46	4.71	4.59	4.85
Grade 8—Operators—circular saw, drill press (senior), forming roll (senior); truckers—power (senior); painters (senior); welders—spot (senior); oilers—maintenance	4.08	4.31	4.38	4.61	4.51	4.75
Grade 7—Assemblers installers; buffers and grinders (senior); metal fitters; operators—power brake, power hammer, punch press, sewing machine ...	4.01	4.24	4.31	4.54	4.44	4.68
Grade 6—Assemblers—cable; operators—grinder, milling machine, saw (tooling), turret lathe	3.93	4.14	4.22	4.44	4.35	4.57
Grade 5—Assemblers—detail bench; burrs—tumbling barrel; operators—drill press; painters; sharpeners—drill	3.87	4.05	4.16	4.35	4.28	4.48
Grade 4—Helpers—maintenance; operators—(drill sheet metal), forming roll; repairmen—portable tool and equipment	3.80	3.99	4.09	4.28	4.21	4.41
Grade 3—Burrers—power; helpers—processing, tooling; sorters—material; truckers—power	3.75	3.94	4.04	4.23	4.16	4.36
Grade 2—Fabricators—wiring; janitors—light	3.73	3.89	4.02	4.18	4.14	4.31
Grade 1—Helpers—assembly; wrappers	3.68	3.80	3.97	4.09	4.09	4.21

See footnotes at end of table.

Table 2c. Hourly rate ranges¹ by factory labor grade, 1968–1976—Continued

Labor grade and typical occupation	Oct. 2, 1974 ⁷		Oct. 4, 1975		Oct. 2, 1976	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 18—Technicians—communications systems, electronics maintenance, standards laboratory (electrical, electronics); inspector—tooling; tool and diemaker; machinists—general ⁶	\$6.71	\$7.02	\$6.91	\$7.23	\$7.12	\$7.45
Grade 17—Machine tool rebuilder	6.58	6.92	6.78	7.13	6.98	7.34
Grade 16—Machinists—jig borer, horizontal boring mill; mechanics—electrical and electronics development, fabrication and structures development, flight test; jig and fixture (wood) builders; patternmakers—wood; carpenters—maintenance (senior) ⁸	6.40	6.74	6.59	6.94	6.79	7.15
Grade 15—Machinists—duplicating and profiling, lathe, milling machine; setup men—machine tools; template makers (senior)	6.28	6.54	6.47	6.74	6.66	6.94
Grade 14—Diemakers—cast; heat treaters—steeltooling; machinists—planer, shaper; truckdrivers—highway transportation ⁸ ⁹	6.08	6.38	6.26	6.57	6.45	6.77
Grade 13—Mechanics—electrical checkout, hydraulic and plumbing checkout; molders—closed sand; operators—drop hammer	5.91	6.21	6.09	6.40	6.27	6.59
Grade 12—Fitters—metal (senior); operators—power hammer (senior), truck crane; tube benders—general	5.78	6.09	5.95	6.27	6.13	6.46
Grade 11—Die finishers—cast; operators—horizontal-boring mill, milling machine (senior), turret lathe (senior); welders—flash; repairmen—portable tool and equipment (senior)	5.71	5.99	5.88	6.17	6.06	6.36
Grade 10—Assemblers—final, general structures, hydraulic; mechanics—electrical bench; molders—open sand; operators—power brake (senior), punch press (senior), profile cutting torch; template makers	5.64	5.91	5.81	6.09	5.98	6.27
Grade 9—Platers—chrome; operators—straightening press; tube benders (senior); painters (senior) ⁸ . . .	5.55	5.83	5.72	6.00	5.89	6.18
Grade 8—Operators—circular saw, drill press (senior), forming roll (senior); truckers—power (senior); welders—spot (senior); oilers—maintenance	5.47	5.72	5.63	5.89	5.80	6.07
Grade 7—Assemblers installers; buffers and grinders (senior); metal fitters; operators—power brake, power hammer, punch press, sewing machine	5.39	5.65	5.55	5.82	5.72	5.99
Grade 6—Assemblers—cable; operators—grinder, milling machine, saw (tooling), turret lathe	5.30	5.53	5.46	5.70	5.62	5.87
Grade 5—Assemblers—detail bench; burrs—tumbling barrel; operators—drill press; painters; sharpeners—drill	5.23	5.44	5.39	5.60	5.55	5.77
Grade 4—Helpers—maintenance; operators—(drill sheet metal), forming roll; repairmen—portable tool and equipment; truckers—power ⁸	5.15	5.36	5.30	5.52	5.46	5.69
Grade 3—Burrers—power; helpers—processing, tooling; sorters—material	5.10	5.31	5.25	5.47	5.41	5.63
Grade 2—Fabricators—wiring; janitors—light	5.08	5.26	5.23	5.42	5.39	5.58
Grade 1—Helpers—assembly; wrappers	5.02	5.15	5.17	5.30	5.33	5.46

¹ Rates do not include cost-of-living allowances in effect until they are incorporated into base rates. For cost-of-living allowances paid in addition to these rates, see table 1.

Employees received automatic increases of 5 cents an hour on the second Monday of the fourth month of employment and of each fourth month thereafter, unless the fourth month was May, June, July, or August (when the increase was 6 cents), until the maximum rate was reached. Scheduled increases resulting in an amount above or no more than 2 cents below the maximum were adjusted to provide the maximum rate.

² Grade order was reversed in 1968 so that the old grade 1 was the new grade 16. Labor grades 17 and 18 which were added in 1968 were out of structure (O.S.) before 1968 agreement.

³ Rates reflect incorporation of the 27-cent cost-of-living allowance into base rates on this date as well as the 6-percent general wage increase, and additional increases to certain job grades.

⁴ Upgraded in 1968 to grade shown from next lower grade. Some occupations not listed here also were upgraded.

⁵ Rates reflect incorporation of 16-cent cost-of-living allowance into base rates.

⁶ Upgraded in 1971 to grade shown from next lower grade. Some occupations not listed also were upgraded.

⁷ Rates reflect incorporation of the 71-cent cost-of-living allowance into base rates, in addition to the 5.5-percent general wage increase.

⁸ Upgraded in 1974 to grade shown from next lower grade. Some occupations not shown also were upgraded.

⁹ Shown as *Truckdrivers-general* before 1974 agreement.

Table 3a. Hourly rate ranges¹ by office and technical labor grade, 1959–64

Labor grade and typical occupation	May 11, 1959		June 13, 1960 ²		July 10, 1961	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 1—Liaison man—tool fabrication or tool inspection; tool planner	\$2.93	\$3.37	\$3.03	\$3.47	\$3.06	\$3.50
Grade 2—Illustrator—technical senior; instructor—aircraft electronics; photographer—motion picture ..	2.76	3.19	2.86	3.29	2.89	3.32
Grade 3—Analyst—spare parts or tool procurement; clerk—traffic rate; illustrator—technical; liaison man—experimental; typography man	2.70	3.01	2.80	3.11	2.83	3.14
Grade 4—Photographer—technical; specialist—photographic	2.63	2.91	2.73	3.01	2.76	3.04
Grade 5—Analyst—commercial, spares procurement, or standard tool reconditioning; photographer; scheduler—manufacturing	2.56	2.85	2.66	2.95	2.69	2.98
Grade 6—Operator—senior tabulating; planner—material; technician—medical laboratory	2.47	2.77	2.57	2.87	2.60	2.90
Grade 7—Assistant—engineering operations; checker—advance materials; estimator—price; nurse—industrial and X-ray technician	2.41	2.70	2.51	2.80	2.54	2.83
Grade 8—Accountant—cost, general, payroll, or property; expeditor; nurse—industrial; statistician ...	2.34	2.62	2.44	2.72	2.47	2.75
Grade 9—Checker—price; delivery man—aircraft; estimator—material; operator—multilith or tabulating	2.28	2.56	2.38	2.66	2.41	2.69
Grade 10—Dispatcher—aircraft flight, motortruck, passenger vehicles, procured parts, or tool; illustrator; scheduler—production or tool	2.22	2.50	2.32	2.60	2.35	2.63
Grade 11—Cashier; clerk—order writing, parts sales order, or wire card control; dispatcher—area or assembly; secretary; timekeeper	2.17	2.43	2.27	2.53	2.30	2.56
Grade 12—Clerk—accounts, identification, material records, price estimating, records center, shipping and receiving, spares requirements, or tool planning; crib man—perishable tool	2.09	2.37	2.19	2.47	2.22	2.50
Grade 13—Clerk—billing, invoice processing, material control, payroll, personnel, spare parts records, statistical, stock reconciler, or stock tabulating; typist—layout	2.02	2.28	2.12	2.38	2.15	2.41
Grade 14—Clerk—blueprint control, central files, production control, tool control, typist department, or U.S. mail; operator—calculating machine or switchboard	1.93	2.21	2.03	2.31	2.06	2.34
Grade 15—Clerk—duplicator, ledger, or mail; messenger—package; operator—addressing machine; stenographer	1.88	2.15	1.98	2.25	2.01	2.28
Grade 16—Operator—keypunch or teleplate printer helper	1.83	2.10	1.93	2.20	1.96	2.23
Grade 17—Attendant—tabulating; clerk—general; typist—general clerk	1.80	2.05	1.90	2.15	1.93	2.18
Grade 18—Clerk—file; messenger—mail; operator—duplicator; trimmer and folder—blueprint	1.78	1.98	1.88	2.08	1.91	2.11

See footnotes at end of table.

Table 3a. Hourly rate ranges¹ by office and technical labor grade, 1959–64—Continued

Labor grade and typical occupation	July 23, 1962 ³		July 22, 1963		July 20, 1964	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 1—Liaison man—tool fabrication or tool inspection; tool planner	\$3.26	\$3.70	\$3.34	\$3.78	\$3.43	\$3.87
Grade 2—Illustrator—technical senior; instructor—aircraft electronics; photographer—motion picture ..	3.04	3.47	3.12	3.55	3.21	3.64
Grade 3—Analyst—spare parts or tool procurement; clerk—traffic rate; illustrator—technical; liaison man—experimental; typography man	2.98	3.29	3.06	3.37	3.15	3.46
Grade 4—Photographer—technical; specialist—photographic	2.90	3.18	2.97	3.25	3.05	3.33
Grade 5—Analyst—commercial, spares procurement, or standard tool reconditioning; photographer; scheduler—manufacturing	2.83	3.12	2.90	3.19	2.98	3.27
Grade 6—Operator—senior tabulating; planner—material; technician—medical laboratory	2.74	3.04	2.81	3.11	2.89	3.19
Grade 7—Assistant—engineering operations; checker—advance materials; estimator—price; nurse—industrial and X-ray technician	2.67	2.96	2.73	3.02	2.80	3.09
Grade 8—Accountant—cost, general, payroll, or property; expeditor; nurse—industrial; statistician ...	2.60	2.88	2.66	2.94	2.73	3.01
Grade 9—Checker—price; delivery man—aircraft; estimator—material; operator—multilith or tabulating	2.54	2.82	2.60	2.88	2.67	2.95
Grade 10—Dispatcher—aircraft flight, motortruck, passenger vehicles, procured parts, or tool; illustrator; scheduler—production or tool	2.48	2.76	2.54	2.82	2.61	2.89
Grade 11—Cashier; clerk—order writing, parts sales order, or wire card control; dispatcher—area or assembly; secretary; timekeeper	2.42	2.68	2.48	2.74	2.54	2.80
Grade 12—Clerk—accounts, identification, material records, price estimating, records center, shipping and receiving, spares requirements, or tool planning; crib man—perishable tool	2.34	2.62	2.40	2.68	2.46	2.74
Grade 13—Clerk—billing, invoice processing, material control, payroll, personnel, spare parts records, statistical, stock reconciler, or stock tabulating; typist—layout	2.27	2.53	2.33	2.59	2.39	2.65
Grade 14—Clerk—blueprint control, central files, production control, tool control, typist department, or U.S. mail; operator—calculating machine or switchboard	2.18	2.46	2.24	2.52	2.30	2.58
Grade 15—Clerk—duplicator, ledger, or mail; messenger—package; operator—addressing machine; stenographer	2.13	2.40	2.19	2.46	2.25	2.52
Grade 16—Operator—keypunch or teleplate printer helper	2.08	2.35	2.14	2.41	2.20	2.47
Grade 17—Attendant—tabulating; clerk—general; typist—general clerk	2.05	2.30	2.11	2.36	2.17	2.42
Grade 18—Clerk—file; messenger—mail; operator—duplicator; trimmer and folder—blueprint	2.03	2.23	2.09	2.29	2.15	2.35

¹ Rates do not include cost-of-living allowances until incorporated into base rates. For cost-of-living allowances paid in addition to these rates, see table 1.

Progress from the minimum to the maximum rate in a grade was the same as that for factory labor grades. (See footnote 1, table 2a.)

² Rates reflect incorporation of the 6-cent cost-of-living allowance into base rates in addition to the 4-cent general wage increase.

³ See footnote 6, table 2a.

Table 3b. Hourly rate ranges¹ by office and technical labor grade, 1965–67

Labor grade and typical occupation	July 24, 1965 ²		July 25, 1966		July 24, 1967	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 1—Liaison men—tool inspection; tool planners, processors—tool and manufacturing—ADP ³	\$3.60	\$4.04	\$3.68	\$4.12	\$3.76	\$4.20
Grade 2—Illustrators—technical senior; photographers—motion picture	3.38	3.81	3.46	3.89	3.54	3.97
Grade 3—Analysts—spare parts, tool procurement; clerks—traffic rate; illustrators—technical; liaison men—experimental; photographers—technical ⁴ . . .	3.32	3.63	3.40	3.71	3.48	3.79
Grade 4—Specialists—photographic	3.22	3.50	3.30	3.58	3.38	3.66
Grade 5—Analysts—spare parts procurement, standard tool reconditioning; photographers; schedulers—manufacturing	3.15	3.44	3.23	3.52	3.31	3.60
Grade 6—Operators—senior tabulating; planners—material; technicians—medical laboratory; checkers—advance material ⁵	3.06	3.36	3.14	3.44	3.22	3.52
Grade 7—Assistants—engineering operations; estimators—price; nurses—industrial and X-ray technician	2.97	3.26	3.05	3.34	3.13	3.42
Grade 8—Accountants—general; dispatchers—outside production; expeditors; ³ nurses—industrial; statisticians	2.90	3.18	2.98	3.26	3.06	3.34
Grade 9—Checkers—price, delivery—aircraft; estimators—material; operators, multilith, tabulating . . .	2.84	3.12	2.92	3.20	3.00	3.28
Grade 10—Dispatchers—aircraft flight, motortruck, passenger vehicles, procured parts, tool; illustrators; schedulers—production	2.78	3.06	2.86	3.14	2.94	3.22
Grade 11—Cashiers; clerks—order writing, parts sales order, wire card control; dispatchers—area, assembly; secretaries; timekeepers	2.71	2.97	2.79	3.05	3.87	3.13
Grade 12—Clerks—accounts, identification, material record, ³ price estimating, shipping and receiving, tool planning, crib men—perishable tool	2.63	2.91	2.71	2.99	2.79	3.07
Grade 13—Clerks—billing, invoice processing, payroll, personnel, production load and control, ⁶ spare parts record, statistical, stock, tabulating; storekeepers ³	2.56	2.82	2.64	2.90	2.72	2.98
Grade 14—Clerks—blueprint control, central files, tool control, typists, department, U.S. mail; operators—calculating machine, switchboard	2.47	2.75	2.55	2.83	2.63	2.91
Grade 15—Clerks—duplicator, ledger, mail; messengers—package; operators—addressing machine, stenographers	2.42	2.69	2.50	2.77	2.58	2.85
Grade 16—Operators—keypunch	2.37	2.64	2.45	2.72	2.53	2.80
Grade 17—Clerks—general; typists—general clerk; trainees—data processing ⁷	2.34	2.59	2.42	2.67	2.50	2.75
Grade 18—Clerks—file; operators—duplicator; trimmers and folders—blueprint; typists	2.32	2.52	2.40	2.60	2.48	2.68

¹ Rates do not include cost-of-living allowances in effect until they are incorporated into base rates. For cost-of-living allowances paid in addition to these rates, see table 1.

Progress from the minimum to the maximum rate in a grade was the same as that for factory labor grades. (See footnote 1, table 2a.)

² Rates reflect incorporation of the 9-cent cost-of-living allowance into base rates as well as the 8-cent-an-hour general wage increase.

³ Occupation shown for the first time in 1965, although included in grade previously.

⁴ Upgraded in 1965. Some occupations, not listed, also were upgraded.

⁵ Upgraded before 1965.

⁶ Formerly 2 occupations, *Production control clerk* and *Production load clerk*.

⁷ Formerly *Tabulating attendant*.

Table 3c. Hourly rate ranges¹ by office and technical labor grade, 1968–76

Labor grade ² and typical occupation	July 29, 1968 ³		July 28, 1969		Aug. 3, 1970	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 18—Liaisonmen—tool inspection; tool planners—tool and manufacturing	\$4.51	\$4.97	\$4.65	\$5.12	\$4.79	\$5.27
Grade 17—Photographers—motion picture; technicians—medical laboratory ⁴	4.12	4.58	4.24	4.72	4.37	4.86
Grade 16—Analysts—spare parts, tool procurement; clerks—traffic rate; illustrators—technical; photographers—technical	4.01	4.34	4.13	4.47	4.25	4.60
Grade 15—Specialists—photographic	3.85	4.15	3.97	4.27	4.09	4.40
Grade 14—Analysts—spares procurement, standard tool reconditioning; photographers; schedulers—manufacturing	3.78	4.09	3.89	4.21	4.01	4.34
Grade 13—Operators—senior tabulating; planners—material; checkers—advance material	3.68	4.00	3.79	4.12	3.90	4.24
Grade 12—Assistants—engineering operations; estimators—price	3.59	3.90	3.70	4.02	3.81	4.14
Grade 11—Accountants—general; dispatchers—outside production; expeditors; statisticians	3.51	3.81	3.62	3.92	3.73	4.04
Grade 10—Checkers—price, delivery—aircraft; estimators—material; operators—multilith, tabulating	3.45	3.75	3.55	3.86	3.66	3.98
Grade 9—Dispatchers—aircraft flight, motortruck; passenger vehicles, procured parts, tool; illustrators; schedulers—production	3.39	3.68	3.49	3.79	3.59	3.90
Grade 8—Cashiers; clerks—order writing, parts sales order, wire card control; dispatchers—area, assembly; secretaries; timekeepers	3.31	3.59	3.41	3.70	3.51	3.81
Grade 7—Clerks—accounts, identification, material record, price estimating, shipping and receiving, tool planning, U.S. mail; crib men—perishable tool	3.23	3.52	3.33	3.63	3.43	3.74
Grade 6—Clerks—billing, invoice processing, payroll, personnel, production load and control, spare parts record, statistical, stock, tabulating; storekeepers	3.15	3.43	3.24	3.53	3.34	3.64
Grade 5—Clerks—blueprint control, central files, tool control, department; clerk-typists—department; operators—calculating machine, switchboard	3.06	3.35	3.15	3.45	3.24	3.55
Grade 4—Clerks—duplicator, ledger, mail; messengers—package; operators—addressing machine; stenographers	3.00	3.29	3.09	3.39	3.18	3.49
Grade 3—Operators—keypunch	2.95	3.24	3.04	3.34	3.13	3.44
Grade 2—Clerks—general; clerk-typist—general; trainees—data processing; trimmers and folders—blueprint	2.92	3.19	3.01	3.29	3.10	3.39
Grade 1—Clerks—file; operators—duplicator; typists	2.90	3.11	2.99	3.20	3.08	3.30

See footnotes at end of table.

Table 3c. Hourly rate ranges¹ by office and technical labor grade, 1968–76—Continued

Labor grade and typical occupation	July 26, 1971 ⁵		July 29, 1972		July 28, 1973	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 18—Liaison men—tool inspection; tool planners—tool and manufacturing	\$5.29	\$5.77	\$5.62	\$6.12	\$5.79	\$6.30
Grade 17—Photographers—motion picture; technicians—medical laboratory	4.87	5.36	5.19	5.70	5.35	5.87
Grade 16—Analysts—spare parts, tool procurement; clerks—traffic rate; illustrators—technical; photographers—technical	4.75	5.10	5.07	5.43	5.22	5.59
Grade 15—Specialists—photographic	4.59	4.90	4.90	5.22	5.05	5.38
Grade 14—Analysts—spare procurement, standard tool reconditioning; photographers; schedulers—manufacturing	4.51	4.84	4.82	5.16	4.96	5.31
Grade 13—Operators—senior tabulating; planners—material; checkers—advance material	4.40	4.74	4.71	5.06	4.85	5.21
Grade 12—Assistants—engineering operations; estimators—price; expeditors ⁶	4.31	4.64	4.61	4.95	4.75	5.10
Grade 11—Accountants—general; dispatchers—outside production; statisticians	4.23	4.54	4.53	4.85	4.67	5.00
Grade 10—Checkers—price, delivery—aircraft; estimators—material; operators—multilith, tabulating ...	4.16	4.48	4.46	4.79	4.59	4.93
Grade 9—Dispatchers—aircraft flight, motortruck, passenger vehicles, procured parts, tool; illustrators; schedulers—production	4.09	4.40	4.39	4.71	4.52	4.85
Grade 8—Cashiers; clerks—order writing, parts sales order, wire card control; dispatchers—area, assembly; secretaries; timekeepers	4.01	4.31	4.31	4.61	4.44	4.75
Grade 7—Clerks—accounts, identification, material record, price estimating, shipping and receiving, tool planning, U.S. mail; crib men—perishable tool	3.93	4.24	4.22	4.54	4.35	4.68
Grade 6—Clerks—billing, blueprint control, ⁶ invoice processing, payroll, personnel, production load and control, spare parts record, statistical, stock, tabulating; storekeepers	3.84	4.14	4.13	4.44	4.25	4.57
Grade 5—Clerks—central files, tool control, department; clerk-typists—department; operators—calculating machine, switchboard	3.74	4.05	4.03	4.35	4.15	4.48
Grade 4—Clerks—duplicator, ledger, mail; messengers—package; operators—addressing machine; stenographers	3.68	3.99	3.97	4.28	4.09	4.41
Grade 3—Operators—keypunch	3.63	3.94	3.91	4.23	4.03	4.36
Grade 2—Clerks—general; clerk-typists—general; trainees—data processing; trimmers and folders—blueprint	3.60	3.89	3.88	4.18	4.00	4.31
Grade 1—Clerks—file; operators—duplicator; typists ..	3.58	3.80	3.86	4.09	3.98	4.21

See footnotes at end of table.

Table 3c. Hourly rate ranges¹ by office and technical labor grade, 1968-76-Continued

Labor grade and typical occupation	Oct. 2, 1974 ⁷		Oct. 4, 1975		Oct. 2, 1976	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 18-Liaisonmen-tool inspection; tool planners-tool and manufacturing	\$6.82	\$7.36	\$7.02	\$7.58	\$7.23	\$7.81
Grade 17-Photographers-motion picture; technicians-medical laboratory	6.35	6.90	6.54	7.11	6.74	7.32
Grade 16-Analysts-spare parts, tool procurement; clerks-traffic rate; illustrators-technical; photographers-technical	6.22	6.61	6.41	6.81	6.60	7.01
Grade 15-Specialists-photographic	6.04	6.39	6.22	6.58	6.41	6.78
Grade 14-Analysts-spares procurement, standard tool reconditioning; photographers; schedulers-manufacturing; planners-material; ⁸ checkers-advance material ⁸	5.94	6.31	6.12	6.50	6.30	6.70
Grade 13-Operators-senior tabulating	5.83	6.21	6.00	6.40	6.18	6.59
Grade 12-Assistants-engineering operations; estimators-price; expeditors	5.72	6.09	5.89	6.27	6.07	6.46
Grade 11-Accountants-general; dispatchers-outside production; statisticians	5.64	5.99	5.81	6.17	5.98	6.36
Grade 10-Checkers-price, aircraft delivery; estimators-material; operators-multilith, tabulating; dispatchers-motortruck; ⁸ schedulers-production ⁸ ..	5.55	5.91	5.72	6.09	5.89	6.27
Grade 9-Dispatchers-aircraft flight, passenger vehicles, procured parts, tool; illustrators	5.48	5.83	5.64	6.00	5.81	6.18
Grade 8-Cashiers; clerks-order writing, parts sales order ⁴ , wire card control; dispatchers-area, assembly; secretaries; timekeepers	5.39	5.72	5.55	5.89	5.72	6.07
Grade 7-Clerks-accounts, identification, material record, price estimating, shipping and receiving, tool planning, U.S. mail, payroll ⁸ ; attendant-perishable tool crib (senior) ⁹	5.30	5.65	5.46	5.82	5.62	5.99
Grade 6-Clerks-billing, blueprint control, invoice processing, personnel, production load and control, spare parts record, statistical, stock, tabulating; storekeepers	5.19	5.53	5.35	5.70	5.51	5.87
Grade 5-Clerks-central files, tool control, department, mail (messenger) ^{8 10} ; clerk-typists-department; operators-calculating machine, switchboard	5.09	5.44	5.24	5.60	5.40	5.77
Grade 4-Clerks-duplicator, ledger; operators-addressing machine; stenographers	5.02	5.36	5.17	5.52	5.33	5.69
Grade 3-Operators-keypunch	4.96	5.31	5.11	5.47	5.26	5.63
Grade 2-Clerks-general; clerk-typists-general; trainees-data processing; trimmers and folders-whiteprint ¹¹	4.93	5.26	5.08	5.42	5.23	5.58
Grade 1-Clerks-file; operators-duplicator; typists ..	4.91	5.15	5.06	5.30	5.21	5.46

¹ Rates do not include cost-of-living allowances in effect until they are incorporated into base rates. For cost-of-living allowance paid in addition to these rates, see table 1.

Progress from the minimum to the maximum rate in a grade was the same as for factory labor grades. (See footnote 1, table 2c.)

² Grade order was reversed in 1968 so that old grade 1 is the new grade 18.

³ Rates reflect incorporation of the 27-cent cost-of-living allowance into base rates, as well as the 6-percent general wage increase and additional increases to certain job grades.

⁴ Upgraded in 1968 to grade shown from next lower grade. Some occupations not listed also were upgraded.

⁵ Rates reflect incorporation of the 16-cent accumulated cost-of-living allowance into base rates.

⁶ Upgraded in 1971 to grade shown from next lower grade. Some occupations not listed also were upgraded.

⁷ Rates reflect incorporation of the 71-cent cost-of-living allowance into base rates, in addition to 5.5 percent general wage increase.

⁸ Upgraded in 1974 to grade shown from next lower grade. Some occupations not listed also were upgraded.

⁹ Shown in this table as *Cribmen-perishable tool* before 1974 contract.

¹⁰ New title reflects former jobs of *Mail clerk* and *Package messenger* which were combined by the 1974 contract.

¹¹ Shown as *Trimmers and folders-blueprint* before 1974 contract.

Table 4. Supplementary compensation practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift premium pay		
Mar. 30, 1937	No provision for shift premium pay.	
Aug. 19, 1940	6 cents an hour premium pay for work on second shift; 6 cents an hour and 8 hours' pay for 6½ hours' work on third shift.	3 cents an hour bonus paid employees required to work a nonstandard workweek. Standard workweek defined as consisting of 5 days, Monday through Friday inclusive.
Aug. 22, 1949	Increased to: 8 cents for second shift.	5 cents an hour bonus paid employees on nonstandard workweek.
Dec. 8, 1952	Increased to: 8 cents an hour and 8 hours' pay for 6½ hours' work on third shift.	8-cent premium for second shift unchanged.
Mar. 12, 1956 (by agreement dated Mar. 5, 1956).	Increased to: 12 cents an hour for work on second shift.	
Aug. 8, 1960 (agreement of same date).	.....	Increased to: 10 cents an hour bonus paid employees required to work nonstandard workweek.
July 24, 1965 (agreement of same date).	.....	Increased to: 12 cents an hour bonus paid employees required to work nonstandard workweek.
July 24, 1968 (agreement of same date).	Increased to: 18 cents an hour for work on second shift.	
Oct. 2, 1974 (agreement dated Oct. 21, 1974).	Increased: 25 cents an hour for work on second shift.	Increased to: 20-cent-an-hour bonus paid employees required to work nonstandard workweek.
Overtime pay		
Mar. 30, 1937	Time and one-half for work over 8 hours a day or 5 days a week.	
Aug. 19, 1940	Changed to: Time and one-half for work over 8 hours a day and 40 hours a week.	
July 24, 1965 (agreement of same date).	Added: Double time for work over 12 hours a day, Monday through Saturday.	
Premium pay for Saturday and Sunday		
Mar. 30, 1937	Time and one-half for work on Saturday or Sunday.	
Aug. 1, 1937 ² .....	.....	Normal workweek defined as Monday to Friday inclusive but company reserved right to alter work schedule for maintenance and personnel-service employees. These employees received premium pay for work on sixth and seventh consecutive days.
Nov. 5, 1945	Changed to: Time and one-half for work on Saturday, double time for Sunday.	
June 16, 1947	Changed to: Time and one-half for work on sixth consecutive day and double time for seventh consecutive day.	
Holiday pay		
Mar. 30, 1937	Time and one-half for work on 6 holidays. No pay for holidays not worked.	Holidays were: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas.
July 26, 1937	Added: 1 premium holiday (total, 7).	Washington's Birthday.
July 14, 1938	Washington's Birthday revoked as a premium day (total, 6).	
Aug. 19, 1940 ²	Changed to: 6 paid holidays for which all workers received their regular rate of pay. Double time (total) for holidays worked.	Double time and one-half (total) paid after 8 hours' work on a holiday.
Dec. 5, 1952 .....	.....	Holidays paid for regardless of the day of the week on which they fell.
Dec. 20, 1954 .....	.....	Holiday pay to include any shift and odd ³ workweek bonuses except when holiday fell within employee's vacation.

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
May 12, 1958 (agreement dated May 16, 1958).	Added: 7th paid holiday.	Holiday was Dec. 24. When day observed as Christmas holiday fell on Monday, Christmas Eve holiday observed on preceding Friday; and when Christmas holiday observed on Friday, Dec. 24 holiday observed on Thursday. Also applied to employees on odd ³ work-week, to provide 4 continuous days off.
Nov. 29, 1962 (agreement dated Jan. 28, 1963).	Added: 1 paid holiday (total 8). Changed: Double time, plus holiday pay, for work on holidays.	Holiday was day after Thanksgiving. Changed: Holiday pay to include cost-of-living allowance, and shift and odd workweek bonuses for holidays occurring during employee's vacation.
July 24, 1965 (agreement of same date).	Added: 1 paid holiday (total 9).	Good Friday.
July 24, 1968 (agreement of same date).	Added: 1 holiday (total 10).	Specified as Dec. 23 in 1968, Dec. 26 in 1969, and Jan. 2 in 1970.
Dec. 13, 1971 (agreement of same date).	Changed: Paid holidays were revised to give employees Christmas week off each year.	Holidays consisted of 5 core holidays—Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and the Friday after Thanksgiving—and a holiday period during the Christmas season as follows: (a) 1st period—Dec. 27, 28, 29, 30 and 31, 1971; (b) 2nd period—Dec. 25, 26, 27, 28, and 29, 1972 and Jan. 1, 1973; and (c) 3rd period—Dec. 24, 25, 26, 27, 28, and 31, 1973 and Jan. 1, 1974.
Oct. 2, 1974 (agreement dated Oct. 21, 1974).	Added: 3 additional paid holidays (total 37) over term of contract as a result of scheduling Christmas holiday periods. (See opposite paragraph for Christmas period holidays.)	In addition, Good Friday was eliminated as holiday. In addition to the existing 5 paid core holidays each year, the Christmas period paid 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.
Paid vacations		
Mar. 30, 1937	No provision for paid vacations.	
May 1, 1938	1 week's paid vacation after 2 years of continuous service.	Vacation pay to equal 40 hours at regular rate of pay. Employees absent for 60 consecutive days or more in a 2-year period or 10 days during 12 months preceding vacations disqualified from benefits unless excused. Employees allowed to elect second week of vacation without pay.
May 1, 1940	Changed to: 1 week's paid vacation after 1 year of continuous service.	60-day disqualification period eliminated.
Aug. 19, 1940		Basis of vacations changed to 1 day of paid vacation and 1 of unpaid vacation for each 2-month period of employment. 2 days of unauthorized leave during 2-month period disqualified employee from receiving vacation credit.
Sept. 15, 1941	Changed to: 1 week's paid vacation for employees with 1 year but less than 5 years' service; 2 weeks, after 5 years.	Vacation pay to equal 40 hours at straight-time basic rates for 1-year employees and 80 hours for 5-year employees.
Aug. 22, 1949	Pro rata vacation pay for employees being laid off.	Employees laid off with 1 or more years' seniority to receive 10 hours' vacation pay for 3 but less than 6 months' vacation credits; 20 hours for 6 but less than 9 months' vacation credits; 30 hours for 9 but less than 12 months' vacation credits. Employees with 5 years or more of service to be paid double pro rata schedule.
Dec. 1, 1952	Changed to: 2 weeks' vacation with pay for employees with 1 year or more of service.	Vacation pay to equal 80 hours' pay at straight-time basic rates. Employees with 1 year's seniority laid off or entering the Armed Forces paid 1/12 of vacation pay for each month of service credited toward vacation period. Part-time employees paid on a pro rata basis.
Dec. 1, 1953	Added: 3 weeks' paid vacation for 15 years or more of service.	Vacation pay to equal 120 hours' pay at straight-time basic rates.
Apr. 1, 1956 (by agreement dated Mar. 5, 1956).	Changed to: 3 weeks' paid vacation for 12 years or more of service.	

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
Aug. 8, 1960 (agreement of same date).	.....	Added: For retirees and dependents of deceased employees, same pro rata vacation pay as provided laid-off employees.
Feb. 1, 1963 (agreement dated Jan. 28, 1963).	Changed: 3 weeks' paid vacation for 10 years or more of service. Added: 4 weeks' paid vacation for 25 years or more of service.	In effect and continued: Vacation pay continued to include cost-of-living allowance. Vacation pay to equal 160 hours' pay at straight-time rates plus the cost-of-living allowance in effect.
July 24, 1965 (agreement of same date).	.....	Added: Vacation pay to include second-shift bonus.
Jan. 1, 1966 (agreement dated July 24, 1965).	Changed: 4 weeks' paid vacation for 20 years of service or more.	
Jan. 1, 1969 (agreement of July 24, 1968).	.....	Changed: Employee could accumulate all but one week of a vacation earned in an eligibility year to a maximum of two years' accumulation.
Jan. 1, 1975 (agreement dated Oct. 21, 1974).	.....	Added: Vacations could be taken in 1-day increments (maximum five 1-day vacations per year), except on a day before or after holiday.
Sick and injury leave pay		
Mar. 30, 1937	No provision for sick and injury leave pay.	
Sept. 15, 1941	Up to 5 days' paid sick leave at straight-time rates allowed in 1 year.	Maximum of 3 days allowed at one time.
Nov. 5, 1945	Changed to: 6 days' paid leave.	Employees with 1 and less than 5 years' seniority who did not use leave during year of service preceding vacation entitled to elect: (1) 1 additional week of vacation with pay for unused leave or (2) pay for unused leave without additional vacation time. Paid leave extended to cover death in immediate family.
June 16, 1947 .....	.....	Payment for unused leave eliminated, but employees were entitled to use any portion of unused leave granted during previous year.
Aug. 22, 1949 .....	.....	Unused leave allowed to accumulate without limit. Maximum of 12 days could be used in any 1 year.
Feb. 1, 1953 .....	.....	Sick leave not used by end of year to be paid for.
Dec. 20, 1954 .....	.....	Except for pay for unused sick leave, base rate of pay for sick and injury leave included shift and odd ³ workweek bonuses.
Jan. 28, 1963 (agreement of same date).	.....	In effect and continued: Pay for unused sick and injury leave continued to include cost-of-living allowance and shift and odd workweek bonuses. Changed: Employee disabled up to 12 months (was 6) must be reinstated.
Jan. 1, 1969 (agreement of July 24, 1968).	.....	Added: Employee could defer unused sick and injury leave up to one year. Leave could be used in subsequent year as sick and injury leave, payable at current rate, or employee could elect to receive pay for leave during the subsequent year at one of either (a) time vacation was taken; (b) any time with administration approval; (c) a reasonable amount of time after termination for any reason; or (d) end of such service year if still accumulated and unused.
Dec. 13, 1971 (agreement of same date).	.....	Eliminated: Provision allowing employees to defer unused sick and injury pay for one year and elect to receive it in subsequent year at specified times. Changed: Prolonged disability leave increased from 12 to 24 months.
Reporting time pay		
Mar. 30, 1937	No provision for reporting time pay.	
Aug. 19, 1940	Minimum of 4 hours' pay guaranteed to employees called to work.	
Aug. 22, 1949 .....	.....	If lack of work was beyond control of management, 4-hour guarantee did not apply.

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting time pay—Continued		
Nov. 9, 1952 .....	.....	Employees called to work outside of regular shift hours and finishing work before start of regular shift to be paid for 4 hours at regular rate or time and one-half for hours actually worked, whichever was greater.
May 12, 1958 (agreement of same date).	.....	Reporting time guarantee continued to include odd work-week premium, assigned shift bonus, and appropriate premium pay for 6th and 7th day.
Jan. 28, 1963 (agreement of same date).	.....	Added: Holiday premium included in minimum guarantee for employee called to work on holidays.
Rest period pay		
Nov. 9, 1952	Two 10-minute paid rest periods a shift provided first and second shift employees.	Previous company practice incorporated in contract.
Jury-duty pay		
Nov. 9, 1952	Up to 20 workdays a year with pay allowed employees called for jury service.	Pay to equal regular basic rate minus fee or other compensation paid for jury service. Previous company practice incorporated in contract.
Jan. 28, 1963 (agreement of same date).	.....	Added: Jury-duty pay to include cost-of-living allowance.
July 24, 1965 (agreement of same date).	.....	Added: Jury-duty pay to include premium for work on second shift.
July 24, 1968 (agreement of same date).	.....	Added: Employee granted pay on same basis as for jury duty for those hours absent, less any compensation received for subpoenaed service as a witness in a court case to which employee was not a party. Combined pay for work time lost for jury duty or witness service was not to exceed 20 regular 8-hour days in a calendar year, less the court payment for such service (was jury duty only).
Educational pay		
Jan. 28, 1963 (agreement of same date).	Established: 75 percent of tuition paid employee satisfactorily completing training in company-approved school.	
Field duty pay		
Nov. 9, 1952	Up to 15 percent of basic rate in addition to regular rate, plus subsistence and mileage paid employees assigned to field duty for a period exceeding 7 consecutive calendar days. Subsistence not to exceed \$10 a day; mileage of 8 cents provided if employee's automobile was used.	Pay to start on 1st day of travel and to end on day before employee returned to work. Additional amount to be determined by company on basis of increased responsibility, and nature and conditions of work. Time and one-half or double time paid for travel on 6th or 7th day of workweek. Previous company practice incorporated in contract.
Mar. 5, 1956	Changed to: Flat 15 percent of base rate in addition to regular rate, plus subsistence and mileage paid employees assigned to field duty for a period exceeding 7 consecutive calendar days.	Extra pay to start on 7th day after departure and end on day before return to regular work. On days of departure and arrival, pay at straight-time (or overtime rate, when applicable) for 8 hours when no work performed or minimum of 8 hours for combined travel and work time. (Formerly, no pay provided for travel on day of departure on which 8 hours or more of work performed; maximum of 8 hours paid for combined work and travel.) Eliminated: Additional amount determined by company on basis of increased responsibility, and nature and conditions of work.
May 12, 1958 (agreement dated May 16, 1958).	.....	Changed: Pay for day of departure or arrival occurring on 6th or 7th day of workweek, to actual hours of travel, with minimum of 4 and maximum of 8 hours, if no work performed on that date. Pay continued at applicable premium overtime rate. Pay for days of travel other than day of departure or arrival to flat 8 hours (formerly maximum of 8 hours).

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Field duty pay—Continued		
Aug. 8, 1960 (agreement of same date).	Increased to: Subsistence to maximum of \$12 a day, plus hotel charges in excess of \$6 a day.	Employees using own auto for field-duty assignment or occasional company business provided with personal liability insurance for such assignments up to \$50,000 per person to \$300,000 per accident. Company coverage to apply to judgments over employee's own personal liability insurance.
Aug. 2, 1965 (agreement dated July 24, 1965).	<p>Changed: Subsistence, to flat \$15 a day for first 90 days, \$13 a day thereafter.</p> <p>Increased: Automobile allowance, to 10 cents a mile.</p> <p>Changed: Regular hourly rate increased by 45 cents, starting on 8th day and ending on return from field duty assignment.</p>	Added: Subsistence could be increased or decreased under specified conditions. Minimum subsistence \$2.50 a day.
July 24, 1968 (agreement of same date).	Increased: To \$17 per day for first 90 days of field duty.	
Oct. 2, 1974 (agreement dated Oct. 21, 1974).	<p>Increased: Subsistence—\$22 a day for first 90 days, \$18 a day thereafter.</p> <p>Increased: Automobile allowance, to 12 cents a mile.</p>	
Downgrade pay		
July 24, 1965 (agreement of same date).	Established: Rate of pay of downgraded employee reduced up to a maximum of 10 cents an hour and further reduced, up to 10 cents an hour, every 3 weeks to appropriate maximum rate for new job.	Applicable to employees downgraded under "surplus and layoff" procedures.
Flight pay bonus		
Nov. 9, 1952	<p>\$3 an hour, in addition to regular rate, paid employees assigned to duties on propeller aircraft, with minimum of 1 hour's pay for first flight on each day.</p> <p>Weekly bonus of 33 1/3 percent of base rate paid employees assigned to duties on jet aircraft.</p>	Basic rate defined as hourly basic rate of pay (exclusive of shift, odd workweek, or overtime premiums) times 40. Employees not flying 1 week during a 4-week period to receive (a) 33 1/3 percent bonus for each of 4 weeks if 8 flights or more were made during the period or (b) 33 1/3 percent bonus for 3 weeks of 4-week period if 6 but fewer than 8 flights were made. Previous company practice incorporated in contract.
December 13, 1971 (agreement of same date).	Changed: Employee assigned to flight duties in a jet propelled aircraft to receive bonus of \$5 per hour in addition to regular pay.	<p>Added: One-hour minimum allowance for first flight in day in jet propelled aircraft.</p> <p>Changed: Bonus for flights in propeller or jet propelled aircraft after first flight in day computed to nearest 1/5 hour.</p>
Flight-time insurance		
Dec. 14, 1953	Life insurance: \$25,000 in effect during flight-time.	Applied to employees assigned to duty in propeller or jet aircraft. Previously, the company had provided flight-time insurance, but the \$25,000 amount was incorporated in the contract for the first time.
Military Leave		
July 24, 1968 (agreement of same date).	Established: Any employee ordered by the Selective Service or Military Reserve to report for a physical examination preparatory to and in connection with being	

See footnotes at end of table.

Table 4. Supplementary compensation practices¹ –Continued

Effective date	Provision	Applications, exceptions, and other related matters
Military Leave—Continued		
July 24, 1968—Continued	<p>ordered to military training and service would be granted pay for lost time not to exceed 8 hours at his straight-time rate, provided (1) the absence was necessary for employee to report to Selective Service Board or military reserve station as ordered; (2) the absence fell within employee's regular work shift; (3) the absence was temporary after which employee would return to work; and (4) the absence did not involve an overtime day.</p>	
Oct. 2, 1974 (agreement dated Oct. 21, 1974).	<p>Established: An employee required to engage annually in 2 consecutive weeks (up to 14 days) of military reserve training, including the National Guard, paid difference between pay received for training period (excluding subsistence, travel, and quarters allowance) and wages employee would have received had normal schedule been worked (excluding overtime). Wages that would have been received were determined on the basis of a 40-hour week (32½ hours if normal schedule was the graveyard shift) at employee's regular rate (base rate plus shift bonus, nonstandard workweek bonus, lead premium, and cost-of-living allowance to the extent applicable).</p>	
Insurance benefits		
<p>April 1935</p> <p>Jan. 1, 1949</p>	<p>Company-initiated plan. Employees could participate in purchase of insurance benefits providing:</p> <p>Life insurance—\$500 to \$25,000.</p> <p>Accidental death and dismemberment—\$500 to \$10,000.</p> <p>Unemployment disability benefits—\$10 to \$30 a week for maximum of 26 weeks.</p> <p>Hospitalization—\$9 a day for maximum of 70 days.</p> <p>Special hospital expenses—Up to \$180.</p> <p>Surgical expenses—Up to \$250.</p> <p>Nonsurgical medical expenses—Up to \$75.</p> <p>Laboratory expenses—Up to \$25.</p> <p>Employees could also purchase dependents' benefits providing:</p> <p>Hospitalization—\$7 a day for maximum of 31 days.</p> <p>Special hospital charges—Up to \$140.</p> <p>Surgical expenses—Up to \$225.</p>	<p>Not covered by union agreement.</p> <p>Weekly cost to employee ranged from 64 cents to \$4.25 depending on earnings.</p> <p>If dependents' benefits included, weekly cost to employee ranged from \$1.46 to \$5.07.</p>
Aug. 22, 1949		<p>Plan made part of agreement and benefits made available to employees covered by agreement.</p> <p>Changes to be discussed with union but not subject to grievance or arbitration procedure.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Jan. 1, 1950	<p>Changed to:</p> <p>Unemployment disability benefits—\$10 to \$30 a week for maximum of 26 weeks plus \$9 a day for each day of hospital confinement.</p> <p>Surgical expenses—Up to \$300.</p> <p>Nonsurgical medical expenses—Up to \$225.</p> <p>Dependents' benefits: Surgical expenses—Up to \$300.</p> <p>Added: Supplemental accident expenses—Up to \$300.</p>	Weekly cost to employees in some wage classes increased.
Jan. 1, 1952	<p>Changed to:</p> <p>Life insurance—\$4,000 for all affected employees.</p> <p>Hospital expenses—Full cost of ward room or \$10 a day.</p> <p>Polio—\$2,500 maximum for treatment over 3-year period.</p>	Cost of benefits: Company paid one-half the premium cost (after deduction of 1 percent of the first \$3,000 of wages levied on the employee by State law) and cost of administration of the plan. Employee paid entire cost of dependents' insurance.
Jan. 1, 1953	<p>Changed to:</p> <p>Life insurance—\$4,000 for employees earning less than \$95 a week; \$5,000 for those earning \$95 but less than \$120 a week.</p> <p>Unemployment disability benefits—\$10 to \$35 a week for maximum of 26 weeks.</p> <p>Polio—\$5,000 maximum.</p> <p>Dependents' benefits:</p> <p>Hospital expenses—Up to \$10 a day for maximum of 31 days.</p> <p>Polio—\$5,000 maximum.</p>	Company pair all administrative costs of the plan, and premiums for employee benefits after deduction of 1 percent of first \$3,000 of wages levied on the employee by State law. Employee paid entire cost of dependents' benefits.
Jan. 1, 1954	<p>Changed to:</p> <p>Surgical expenses—Amounts payable in the schedule of surgical benefits increased by 1/6; maximum increased to \$350.</p> <p>Hospital expenses—Up to \$16 a day.</p> <p>Laboratory expenses—Maximum allowable for laboratory or X-ray examination increased to \$50.</p>	
Jan. 1, 1955 (by agreement dated Dec. 20, 1954).	<p>Life insurance and accidental death and dismemberment insurance—Each type increased to \$5,000 for employees earning under \$95 weekly.</p> <p>Surgical expenses—Schedule of benefits increased by 1/7; maximum increased to \$400.</p> <p>Increased to: Unemployment disability benefits—Maximum of \$40 weekly.</p> <p>Added: Major medical expense benefits—Payment, for employees only, of 80 percent of designated expenses (incurred during any one period of nonoccupational sickness or injury) over \$100 and any other benefits payable under the Basic Group Insurance Plan. Maximum benefits \$5,000.</p>	<p>Dependent coverage extended to husbands of female employees.</p> <p>Entire cost of plan paid by company. After payment of \$2,500 or more total benefits, full maximum of \$5,000 could be restored 6 months after recovery if insurance company accepted evidence of insurability.</p>
Apr. 1, 1956 (agreement dated Mar. 5, 1956).	Dependents' benefits: Surgical expenses—Schedule of surgical benefits increased by 1/3.	

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Jan. 1, 1958	Increased: Unemployment disability benefits—To \$12 to \$50 a week for maximum of 26 weeks.	Company continued to pay entire cost of plan after deduction of 1 percent of first \$3,600 (formerly \$3,000) of wages, as required under State Unemployment Compensation Disability Benefits Law.
May 12, 1958 (agreement dated May 16, 1958).	Increased: Life insurance—By \$1,000 to \$7,000, depending upon basic weekly wage. ⁴	Applicable to employees with at least 5 years' seniority, but not to employees after age 65.
Jan. 1, 1960 (agreement dated Aug. 8, 1960).	Increased: Unemployment disability benefits (accident and sickness)—Maximum \$65 a week.	In accordance with amendment to California Unemployment Compensation Disability Benefits Act.
Sept. 1, 1960 (agreement dated Aug. 8, 1960).	Plan in effect for employees: ⁵	Entire cost of employee benefits borne by company. Dependents' benefits also available (but not listed here), with costs borne by employee.
	Life insurance—\$5,000 to \$7,500 plus additional \$1,000 to \$7,000, depending on weekly earnings, for employees with 5 years or more of seniority. ⁶	Insurance continued for employees under age 60, during entire period of disability, if totally disabled for 9 months or more.
	Accidental death and dismemberment—One-half to full face value of primary life insurance.	Payable for injuries resulting from occupational and non-occupational accidents.
	Accident and sickness benefits—\$10 to \$65 a week for maximum of 26 weeks plus hospitalization benefits of \$12 a day for maximum of 20 days, for any one disability benefit period. Payable from 1st day of disability caused by accident or illness requiring hospitalization, 4th day if caused by other illness.	Employees contributed 1 percent of first \$3,600 of annual earnings as required by California Unemployment Compensation Disability Benefits Act.
	Hospital benefits—Maximum per disability for room and board and special and ambulance services, \$1,500.	Benefits continued for 3 months from date insurance was terminated, provided disability was total and continuous from date of insurance termination.
	Room and board—Up to *\$23 a day, reduced by hospital benefits paid under California Unemployment Compensation Disability Benefits Act.	See footnote 5 for significance of asterisks.
	Special services—regular medical care and treatment charges.	
	Ambulance services—Up to \$25 for one disability.	
	Maternity—Up to *\$23 a day for maximum of 14 days plus up to \$220 for hospital special services.	Benefits available for 9 months from date insurance was terminated.
	Emergency care—Up to \$110 including \$25 for ambulance service, for emergency care and treatment in hospital within 24 hours of (1) non-occupational accident or *(2) surgical operation.	Available to employees not eligible for regular hospital services.
	Surgical benefits:	
	Surgical schedule—Up to *\$500 during one period of disability.	Benefits continued for 3 months from date insurance was terminated provided disability was total and continuous from date of insurance termination.
	Anesthesia—Up to \$125 per procedure or where amount was not specified, \$20 for 1st half hour, \$7.50 for 3rd and 4th quarter hours, and \$5 each succeeding quarter hour.	

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Sept. 1, 1960—Continued	<p>Surgical assistants—For minor operations, \$10; for major operations, 15 percent of surgical fee or \$25, whichever was greater.</p> <p>Oral surgery—Up to \$75.</p> <p>Obstetrical benefits—Up to \$100 for normal delivery, \$50 to \$200 for other procedures.</p> <p>Medical benefits:</p> <p>Doctor's services—Up to \$4.50 for each home or hospital visit by doctor, \$3 for office visit, maximum \$225 for one disability.</p> <p>Diagnostic X-ray and laboratory examinations—Up to \$50 for one disability.</p> <p>Supplemental nonoccupational accident expenses—Up to \$300 for charges over other plan benefits incurred within 90 days of accident.</p> <p>Polio insurance—Up to \$5,000 for charges incurred within 3 years of inception of disease.</p> <p>Radiotherapy*—Up to \$350 for one disability.</p> <p>Major medical expense benefits—80 percent of designated expenses (incurred during one period of nonoccupational disability) over \$100 and benefits paid under the Basic Group Insurance Plan, up to \$5,000.</p>	<p>Available for dental care as well as surgery required as result of accident.</p> <p>Limited to 1 treatment per day, starting with 3d visit for nonoccupational accident or sickness. Not available for surgical, postoperative, or maternity care; dental work; eye examinations; fitting glasses; diagnostic X-rays; or drugs or medicines.</p> <p>Not available for X-ray examinations without film or examinations required for dental or maternity cases or disabilities for which hospital benefits were provided.</p> <p>Available for doctors' and nurses' fees, hospital charges, and diagnostic X-ray and laboratory expenses.</p> <p>Available for hospital room and board and special services, doctors' and nurses' fees, and transportation to hospital or sanitarium.</p> <p>Included X-ray, radium, and radioactive isotope treatments administered by doctor in own office or hospital outpatient department. Benefit reduced by charges for doctor's visits.</p>
Oct. 1, 1960 (agreement dated Aug. 8, 1960).	<p>Accident and sickness benefits—Coverage required by California Unemployment Disability Benefits Act transferred from private insurer to State Disability Insurance Fund.</p> <p>Added: Supplemental disability benefits—Employees ineligible for State plan accident and sickness benefits to receive supplemental benefits ranging from \$44 to \$65 a week during first 26 weeks of disability.⁸</p>	<p>Statutory employee contribution of 1 percent of the first \$3,600 of annual earnings continued.⁷</p> <p>Employee eligible, by reason of earnings, for lower State benefits to receive difference between supplemental plan and State plan benefits.</p> <p>Benefits provided only for disabilities resulting from non-occupational accidents or sickness.</p> <p>Benefits not provided for disability resulting from pregnancy.</p>
Jan. 1, 1962	<p>Increased: Accident and sickness benefits—Maximum to \$70 a week.</p>	<p>By California Unemployment Compensation Disability Benefits Act.</p> <p>Changed to: Statutory employee contribution of 1 percent of the first \$4,100 of annual earnings.</p>
Jan. 1, 1963	<p>Changed: Accident and sickness benefits—Maximum to greater of \$70 or 2/3 of the average weekly wage paid all covered employees during second calendar quarter of each year.</p>	<p>By California Unemployment Compensation Disability Benefits Act.</p> <p>Increased: Statutory taxable maximum earnings to \$4,600.</p>
Jan. 28, 1963 (agreement of same date).	<p>Added: Life insurance—Employee could elect, not later than 31 days after attaining age 65, to continue additional life insurance in force immediately before reaching age 65, up to age 68, at employee's expense.</p>	

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Feb. 1, 1963 (agreement dated Jan. 28, 1963).	<p>Increased: For employee and dependents:</p> <p>Hospital benefits: Room and board—Up to \$30 a day, reduced by hospital benefits paid (\$20 a day for 10 days) under California Unemployment Compensation Disability Benefits Act.</p> <p>Surgical benefits: Surgical schedule—Up to \$825 during one period of disability.</p>	
Jan. 1, 1964	<p>Added: For dependents—Hospital and surgical coverage identical with that provided employee; maternity benefits excluded.</p>	<p>Added: Company to contribute first \$2 of weekly premium for dependent.</p> <p>Changed: Dependent coverage to children 19 through 23 years of age living with employee.</p>
Jan. 1, 1965	<p>Increased: Accident and sickness benefits—Maximum to \$77 a week.</p>	<p>By California Unemployment Compensation Disability Benefits Act.</p>
Jan. 1, 1965	<p>Changed: Accident and sickness benefits—Maximum to \$80 a week.</p>	<p>Increased: Statutory taxable maximum earnings to \$5,100. By California Unemployment Compensation Disability Benefits Act.</p>
Apr. 1, 1965	<p>Suspended: Hospital benefits under California Unemployment Compensation Disability Benefits Act.</p>	<p>Increased: Statutory taxable maximum earnings to \$5,600.</p>
June 25, 1965	<p>Reinstated: Hospital benefits under California Unemployment Compensation Disability Benefits Act.</p>	<p>Benefits made retroactive to Apr. 1, 1965.</p>
Aug. 1, 1965 (agreement dated July 24, 1965).	<p>Increased: For employees and dependents:</p> <p>Hospital benefits: Room and board—Up to \$31 a day, reduced by hospital benefits paid (\$12 a day for 20 days) under California Unemployment Compensation Disability Benefits Act.</p> <p>Surgical benefits: Surgical schedule—Up to \$1,100 during one period of disability.</p> <p>Major medical expense benefits: Maximum to \$15,000 for each participant during one period of disability.</p> <p>Accident and sickness benefits.</p>	<p>No change in \$1,500 maximum per disability for room and board, special, and ambulance services.</p> <p>Added: In case of layoff, medical, surgical and hospital benefits extended for 7 calendar days after last day worked. Applicable to dependents on payment of premium.</p>
Jan. 1, 1966	<p>.....</p>	<p>Increased: Statutory employee contribution to 1.1 percent of 1st \$7,400 of wages a year.</p>
Jan. 1, 1966 (agreement for amendment of the retirement plan dated Aug. 17, 1965).	<p>Added: For early retirees and their dependents: Major medical expense benefits—Plan to pay 80 percent of designated expenses over \$50 per calendar year up to \$10,000 per participant. Benefits terminate at age 65.</p>	<p>Decreased: Statutory employee contribution to 1 percent. Applicable to employees who began receiving early retirement annuities after July 31, 1965. Employees to contribute \$10 a month for coverage of self; \$20 a month for self and dependents. Company to pay balance of cost. If, in any year, retirees' contributions exceeded one-half the total cost of the plan, contributions for the following year were to be proportionately reduced.</p>
July 25, 1966 (agreement dated July 24, 1965).	<p>For dependents: Hospital and surgical benefits.</p>	<p>Increased to: Company to contribute \$2 plus one-half the remaining weekly premium for dependents.</p>
Aug. 1, 1966 (agreement dated July 24, 1965).	<p>Increased: For employees and dependents:</p> <p>Hospital benefits: Room and board—Up to \$32 a day, reduced by hospital benefits paid under California Unemployment Compensation Disability Benefits Act.</p>	<p>No change in \$1,500 maximum per disability for room and board, special, and ambulance services.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
<p>July 24, 1967 (agreement dated July 24, 1965). Aug. 1, 1967 (agreement dated July 24, 1965).</p>	<p>For dependents: Hospital and surgical benefits. Increased: For employees and dependents: Hospital benefits: Room and board—Up to \$33 a day, reduced by hospital benefits paid under California Unemployment Compensation Disability Benefits Act.</p>	<p>Increased: Company to assume full cost of dependents' insurance. No change in \$1,500 maximum per disability for room and board, special, and ambulance services.</p>
<p>July 24, 1968 (agreement of same date).</p>	<p>Increased: Daily hospital room and board expenses to \$46 per day. Replaced: The \$1,500 combined maximum limit on both hospital room and board and miscellaneous charges, by a limit of 365 days maximum confinement for each disability.</p>	
<p>Aug. 1, 1968 (agreement of July 24, 1968).</p>	<p>Increased: The schedule for surgical expense benefits was revised to place in effect a Relative Value Schedule using a \$6 maximum unit schedule (maximum \$1,200 per disability). Increased: The maximum ambulance expense benefit to \$75.</p>	<p>Eliminated: 14-day waiting period after delivery of a newborn before coverage under the plan would begin. Changed: The requirement for total disability for major medical expense benefit eligibility was eliminated and benefit coverage was extended for 3 years from the date the deductible was first satisfied.</p>
	<p>Added: Dental supplement which provided for benefits involving various oral surgical services and extended coverage for accidental damage to natural teeth to dependents according to a schedule of maximum allowances for each covered procedure.</p>	<p>Added: The cost of doctor visits not included under the basic benefit, excess room costs (not over that charged for a semi-private room), and charges over those found in the schedule of diagnostic X-rays and laboratory examinations were covered under major medical.</p>
	<p>Increased: Supplemental disability benefits for employees ineligible for Unemployment Compensation Disability Benefits under the California Unemployment Insurance Code to \$75 per week. (For employees eligible for State plan benefits, \$75 less amount receivable under State benefit if latter was less than \$75 per week.)</p>	
<p>Jan. 1, 1969</p>	<p>Changed: Insurance benefits were computed on a seniority rather than wage basis.⁹ Increased: Most benefits in basic life and accident insurance plan.⁹ Increased: Accident and sickness benefits—to maximum \$87 a week.</p>	<p>By California Unemployment Compensation Disability Benefits Act.</p>
<p>July 24, 1969 (agreement of July 24, 1968).</p>	<p>Increased: Daily hospital room and board expense to \$48.</p>	
<p>July 24, 1970 (agreement of July 24, 1968).</p>	<p>Increased: Daily hospital room and board expense to \$50.</p>	

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Feb. 1, 1972 (agreement of Dec. 13, 1971).	<p>Increased for employees and dependents:</p> <p>Hospital benefits:</p> <p>Room and board—up to hospital's actual charge for semi-private room (maximum of 365 days).</p> <p>Intensive care benefits: To actual charges during periods of necessary confinement; subject to 365 day maximum.</p> <p>X-ray and laboratory schedules: By 20 percent (of schedule of maximum allowances for each covered expense).</p> <p>Radiotherapy: Up to \$480 for one disability (was \$440 in 1966).</p> <p>Surgical benefits: The maximum unit value of the Relative Value Schedule for surgical expense benefits to \$8 (maximum \$1,600 per disability).</p> <p>Major medical benefits: Up to \$25,000 for any one accident or sickness.</p> <p>Increased for female employees:</p> <p>Obstetrical benefits: \$280 for normal delivery, \$400 for Caesarean Section and abdominal operation for extra-uterine pregnancy and \$120 for miscarriage.</p>	<p>Subject to following provisions for those employees or dependents who had used up the previous \$15,000 maximum: (a) If individual's benefit period would have continued except that maximum benefits had been paid, payment could be made for expenses incurred after date new benefit maximum became effective, without a new deductible; (b) if the earlier benefit period had terminated, due either to 3-year limit or no expenses (that would ordinarily be covered) had been incurred for a period of six months or more, payment could be made for expenses incurred after new benefit maximum became effective, with a \$100 deductible; and (c) expenses incurred between time the \$15,000 maximum was reached and date new maximum was established, could not be paid or applied toward the deductible amount.</p>
Apr. 1, 1972	<p>Increased: Accident and sickness benefits—to maximum \$105 a week.</p>	<p>By California Unemployment Compensation Disability Benefits Act.</p> <p>Increased: Statutory employee contribution to 1 percent of 1st \$8,000 wages a year.</p>
July 29, 1972 (agreement of Dec. 13, 1971).	<p>Established: Dental plan for employees and dependents which paid 60 percent of usual and customary charges for basic benefits (X-rays, cleaning and scaling, oral surgery, fillings, single crowns, endodontics, etc.) and 50 percent of charges for prosthodontics (bridges, partial and complete dentures) with maximum \$600 per person per calendar year.</p> <p>Increased for employees and dependents:</p> <p>Surgical benefits—the maximum unit value of the Relative Value Schedule for surgical expense benefits to \$8.75 (maximum \$1,750 per disability).</p>	<p>Replaced the former dental supplement to the Group Insurance Plan and had a guaranteed 2-year premium rate of 6 cents per hour. Of this sum, company contributed 5 cents; additional 1 cent diverted from first cost-of-living adjustment. (See table 1.)</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Jan. 1, 1973 .....	.....	Increased: Statutory employee contribution to 1 percent of 1st \$8,500 of wages a year.
July 28, 1973 (agreement of Dec. 13, 1971).	Increased for employees and dependents: Surgical benefits—the maximum unit value of the Relative Value Schedule for surgical expense benefits to \$9.50 (maximum \$1,900 per disability).	
Jan. 1, 1974	Increased: Accident and sickness benefits—to maximum \$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.
Dec. 1, 1974 (agreement dated Oct. 21, 1974).	Increased: For employees and dependents: Surgical benefits: The maximum unit value of the Relative Value Schedule for surgical expense benefits to \$10 (maximum \$2,000 per disability). X-ray and laboratory schedules: By 10 percent (of schedule of maximum allowances for each covered expense). Dental benefits: To provide 75 percent for basic benefits and yearly maximum per person of \$1,000. Major medical benefits: Maximum to \$250,000 for any one sickness or accident. Added: For employees and dependents: Convalescent facility care: For confinement to convalescent facility within 14 days of release from hospital confinement of at least 3 days, convalescent facility charges for room, board, services and supplies for a continuous period of up to 365 days paid for (up to 50 percent of semi-private room and board rate that was charged at hospital where previously confined).	Increased: Company contribution for dental plan to 8 cents per hour. In addition, an alternate prepaid dental program was offered covering general dentistry at no cost at specified locations with orthodontics available at 80 percent of cost. Subject to following provisions for those employees or dependents who had used up the previous \$25,000 maximum: (a) If individuals' benefit period would have continued except that maximum benefit had been paid, payment could be made for expenses incurred after date new benefit maximum became effective, without a new deductible; (b) if the earlier benefit period had terminated, due either to 3-year limit or no expenses (that would ordinarily be covered) had been incurred for a period of 6 months or more, payment could be made for expenses incurred after new benefit maximum became effective, with a \$100 deductible; (c) expenses incurred between time the \$25,000 maximum was reached and date new maximum was established could not be paid or applied toward the deductible amount.
Retirement benefits		
Dec. 31, 1942	Company-initiated plan.	Retirement plan not covered by union agreement.
Dec. 31, 1947	Company-financed pensions available to employees at 65 years of age earning at an annual rate over	Benefits paid at retirement age even though employee continued to work.

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
Dec. 31, 1947—Continued	<p>\$3,000 and with 5 years' continuous employment. Life annuity for employees with 15 years or more of service to equal 25 percent of average annual earnings over \$3,000 during 10 years preceding retirement, increased by 1/4 of 1 percent for each year of employment since Dec. 31, 1941. Employees with less than 15 years' service to have benefits proportionately reduced.</p> <p>Optional annuities—Provision made for election by employee of benefits after retirement, with an actuarially reduced annuity. Employee could have payments made for 120 months to himself or to survivor, if the employee died before the 120th payment or could arrange for a monthly income to continue after death for the lifetime of joint annuitant.</p> <p>Death benefits—In event of death before retirement, beneficiary to receive \$1,000 for each \$480 of annual earnings of over \$3,000 (consisting of employee's vested interest in contributions paid to his annuity account), plus Supplemental Group Term insurance.</p> <p>Separation benefits—Employee to receive paidup endowment contracts provided by company before Dec. 31, 1947, plus a percentage of accumulated contributions to employee's annuity account; beginning with 10 percent after 6 years in the plan, increasing 10 percent per year to 100 percent after 15th year.</p>	<p>Not applicable for temporary layoff or transfer within the corporation.</p>
Aug. 22, 1949 .....	.....	<p>Plan made part of agreement. Changes to be discussed with union but not subject to grievance or arbitration procedure.</p>
Dec. 16, 1957 (agreement dated Mar. 27, 1957).	<p>New noncontributory plan established, providing following benefits (in addition to Federal old-age, survivors, and disability insurance):</p> <p>Normal retirement benefits—Employees age 65 or older with at least 10 years' credited service¹⁰ to receive: (1) \$2 a month for each year of service from July 1, 1932, to Dec. 25, 1956; and (2) a minimum of \$2 a month for each year of service beginning on or after Dec. 25, 1956, with benefits varying with earnings.¹¹ Years of service credited for pension limited to 30.</p>	<p>Eliminated: Company initiated plan for employees in bargaining unit.</p> <p>Automatic retirement at age 68, except for employees who were age 66 or before Dec. 16, 1957, who were not required to retire until at least 2 years after that date,¹² but who were required to retire Dec. 31, 1959.</p> <p>Applicable to employees whose service was terminated between Mar. 5, 1956, and Dec. 15, 1957, at age 65 or older and who would have been eligible for benefits had the plan been in effect at time of termination. Any benefits being paid under previous plan to continue and if the benefit computed under the new plan was greater, payment of the additional benefit to begin Jan. 1, 1958. Employees retiring before Dec. 31, 1961, to receive benefits provided under former plan for period prior to Dec. 16, 1957, if such benefits would exceed those under new plan. Those still employed by company on Dec. 16, 1957, but receiving retirement benefits under former plan, to continue to receive such benefits but, upon actual retirement, to become eligible for any greater benefits due under new plan.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
December 16, 1957—Continued	<p>Early retirement—Employees age 55 but under 65 with at least 10 years of credited service¹⁰ could retire at own option, with pensions reduced 0.6 percent for each full month under 65.</p> <p>Vested rights—Employees whose continuous service is broken (except by early retirement) at age 40 or over with 10 years or more of credited service eligible to receive deferred monthly benefits at age 65 based on 50 percent of normal benefits for 10 but less than 11 years of service, plus 10 percent for each additional year of service to 100 percent for 15 years or more.</p> <p>Joint and survivorship option—Providing actuarially reduced benefits for life to employees and spouse.</p>	<p>Monthly retirement benefits could either remain unchanged so long as either pensioner or spouse was alive or be reduced by one-third or one-half upon death of either. Death of employee or spouse before retirement voided option.</p> <p>Retiree could request indefinite suspension of part or all of benefits but forfeited all rights to such suspended benefits.</p>
Jan. 2, 1962 (agreement dated Dec. 6, 1961),	<p>Added: Death benefits—\$1,000 to designated beneficiary on death of retiree.</p>	
Feb. 19, 1962 (agreement of Feb. 6, 1962).	<p>Changed:</p> <p>Normal retirement benefits—To a minimum of \$2.25 a month for each year of service beginning on or after Dec. 25, 1961, with benefits varying according to earnings.¹³ Years of credited service limited to 35.</p> <p>Early retirement—Monthly benefit to be actuarially equivalent to normal retirement amount to which employee would be entitled with years of credited service he had at time of early retirement.</p> <p>Eliminated: Vesting rights—40-year age requirement for full vesting after 15 years' service and for partial vesting for laid-off employee with 10 but less than 15 years' service.</p> <p>Added:</p> <p>Disability benefits—Employee totally and permanently disabled for 6 consecutive months or more between ages 45 and 65 with credited service of 10 years or more to receive, if eligible for social security, normal benefits based on length of credited service; if ineligible for social security benefits, greater of \$70 a month or \$5 times years of continuous service.</p> <p>Deferred disability benefits—Employee disabled prior to age 45 and meeting all qualifications for disability benefits except age to receive deferred benefits at age</p>	<p>Employee to receive service credit for up to 2 years while on layoff.</p> <p>Benefits reduced by amount of workmen's compensation or other disability benefits (except those provided by the Federal Social Security Act) received if company contributed to the cost of such benefits.</p> <p>Normal benefits payable at age 65.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
Feb. 19, 1962—Continued	<p>45, providing he had been totally and permanently disabled for 6 consecutive months or more at that time.</p> <p>Social security adjustment option—Employee retiring under early retirement provision could elect to receive actuarially adjusted payments providing larger benefits before age 62 and reduced benefits on receipt of social security allowance.</p>	<p>Employee required to make election before retirement. Option not applicable if it reduced monthly benefit below \$15.</p> <p>Larger monthly benefits not to exceed the reduced benefits by more than employee's estimated social security payments.</p>
Aug. 1, 1965 (amendment to pension plan dated Aug. 17, 1965).	<p>Changed: Normal retirement benefits—To a minimum of \$4.25 for each year of service beginning after Dec. 25, 1965, with benefits varying according to earnings.¹⁴</p> <p>Early retirement: Full pension based on years of credited service provided employees between ages 55 and 64, retiring at own option and whose age plus service totaled 85 or more.</p>	<p>Applicable to employees who began receiving benefits after July 31, 1965.</p> <p>Benefits reduced 2.5 percent for (1) each unit age plus service was less than 85, or (2) each year employee was under 65 at time of retirement, whichever was less.</p>
<p>Dec. 26, 1965 (amendment to pension plan dated Aug. 17, 1965). Jan. 1 1966 (amendment to pension plan dated Aug. 17, 1965).</p>	<p>.....</p> <p>Added: Special early retirement: Full pension based on years of service, supplemented by \$5 a month for each year of credited service up to 25 (maximum \$125), provided employee between ages 55 and 65 retiring under mutually acceptable conditions because of permanent partial disability.</p>	<p>Changed to: Service after age 65 not to be used in computing retirement benefits. Benefits payable until age 65. Retirement must be approved by a joint union management board.</p>
Jan. 1, 1969 (agreement dated July 24, 1968).	<p>Death benefits: For early retirees—\$2,000 to designated beneficiary if retiree died before age 60; \$1,500 if death occurred between ages 60 and 65.</p> <p>Changed to: Vested rights—Full vesting after 10 years of service or more, regardless of age.</p> <p>Eliminated: Disability benefits—Minimum age requirement.</p> <p>Increased: Normal monthly retirement benefits to (a) for those retiring on or after Dec. 25, 1968—\$5.50, \$5.75, or \$6 per year of service, depending on employee's labor grade in 24 months before retirement;¹⁵ (b) for employees who retired before Aug. 1, 1965—\$4.25 per year of service; and (c) for employees who retired on or after Aug. 1, 1965 but before Dec. 25, 1968—amount 10 percent above what retiree had been receiving. Early and disability pensions were increased proportionately.</p> <p>Added: Optional 10 years certain life annuity clause.</p>	<p>Applicable to employee who began receiving early retirement benefits after July 31, 1965.</p> <p>In the event retiree died after pension benefits started but before 120 monthly retirement payments had been made, monthly payments would be made to designated beneficiary until the remainder of the 120 payments had been completed.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices¹ --Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits--Continued		
Aug. 1, 1971 (agreement of Dec. 13, 1971).	Increased: Normal monthly retirement benefits for retirement on or after Aug. 1, 1971--to \$8 for each year of service. Early and disability pensions were increased proportionately.	Employees retired before Aug. 1, 1971 to receive increase in monthly benefits of \$1 per year of service.
Oct. 1, 1974 (agreement dated Oct. 21, 1974).	Increased: Normal monthly retirement benefits for retirement on or after Oct. 1, 1974 to \$12 for each year of service. Early and disability benefits were increased proportionately.	
Jan. 1, 1975 (agreement dated Oct. 21, 1974).	.....	Employees retired before Oct. 1, 1974 to receive 5-percent increase in monthly benefit.
Extended layoff benefits		
Sept. 5, 1960 (agreement dated Aug. 8, 1960).	<p>Plan established to provide payments for workers laid off for indeterminate period, providing:</p> <p>Company liability--Company to accrue liability at rate of \$5.20 a month per employee on active payroll (excluding employees on layoff or formal leave of absence), but not to exceed \$100 per employee on active payroll, including employees on layoff who are eligible for benefits and have applied but not received them.</p> <p>Size of benefits--Lump sum of \$50 to be paid for each full year of qualifying service up to 10 (maximum benefit \$500). Benefits reduced if payments to all eligible employees would exceed company's accrued maximum liability, with each eligible employee to receive a proportionately reduced benefit from the available fund. In the event of subsequent layoff, employee who received reduced benefits could, if eligible after 4-week waiting period and if position of fund permitted, apply for benefits equal to difference between reduced benefit and amount under maximum formula. No benefits to be paid if total payments would be less than \$25 (per eligible employee).</p> <p>Benefits to be first payable when company's total liability exceeded \$20 per employee.</p> <p>Eligibility--Employees with a full year's qualifying service laid off as a result of reduction in force for indeterminate period to be eligible for benefits after a 4-week waiting period, on written application.</p>	<p>First monthly increment of liability to be computed as of first Monday in September.</p> <p>Benefits not to be paid more than once for any year of service.</p> <p>Benefits not payable to employees who during waiting period: (1) forfeited recall rights or lost seniority rights by refusal or failure to return to work; or (2) received, were eligible for, or claimed (a) workmen's compensation benefits or other accident, sickness, or disability benefits (except survivor's allowance or benefits employee would be eligible for if in full-time active employment), (b) unemployment benefits under an arrangement with any other employer, (c) retirement benefits (except vested rights payable in the future) from plan to which the company or subsidiary companies had contributed.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Extended layoff benefits—Continued		
Sept. 5, 1960—Continued		<p>Plan contingent on obtaining Government rulings that: (1) benefits provided under plan, (a) did not constitute income to employee until paid, (b) would be reimbursable cost on Government contracts, (c) could be deducted as ordinary business expenses at time of payment for income purposes; and (2) no part of liability or benefit would be included in any employee's regular rate of pay. If such rulings were subsequently revoked or modified so as to be unsatisfactory to company, obligation for liability under plan ceased and employees in the bargaining unit at that time would receive a 3-cent-an-hour general wage increase, effective from the 1st Monday following the plan's termination. If simultaneous payment of benefits would result in disqualification for or reduction in California unemployment benefits, parties were to amend the plan to eliminate basis for disqualification or benefit reduction. If mutual agreement on such amendment was not reached by Dec. 31, 1960, a 3-cent-an-hour general wage increase would be effective, retroactive to Sept. 5, 1960.</p>
Jan. 28, 1963 (amendment dated Mar. 14, 1963).	<p>Increased: Company liability—By 50 percent to \$150 per employee on payroll. Size of benefits—To \$75 for each full year of qualifying service up to 15 years (was \$50 a year for 10 years), maximum benefit \$1,125. Benefits reduced when accrued liability was less than \$75 for each active employee.¹⁶</p>	
Dec. 27, 1965 (agreement dated July 24, 1965).	<p>Plan discontinued: To be replaced by one to provide layoff benefits to supplement basic benefits under income security plans.</p>	<p>See income security plans.</p>
Income security plans		
Dec. 27, 1965 (agreement dated July 24, 1965).	<p>Established: New two-part income security program providing:</p> <p>I. Basic Benefits</p> <p>A. Plan to provide payments for eligible employees whose services were terminated for any reason.</p> <p>Contributions: Company to contribute \$20 a quarter for each employee on active status.</p> <p>Investment options: Company contributions to be invested in accordance with employee's election among the following options: (1) Solely in a bond fund, (2) solely in a securities fund, or (3) one-half in each fund.¹⁷</p> <p>Benefits: Total amount in individual account, including interest and dividends, paid employee whose service was terminated for specified reasons.</p> <p>Employee whose services were terminated after 10 years or more of service for reasons other than those listed under "Eligibility," to receive 50 percent of amount in account, plus 10 percent for each additional year, to 100 percent, for 15 years or more.</p> <p>Eligibility: Benefits provided employee with at least 1 year's service, (1) who was credited with units in 4 quarters or more, or</p>	<p>Company contribution paid into individual accounts. Employees to be credited each quarter with the number of units equivalent to the unit value of \$20.</p> <p>Brokerage fees, commissions, taxes and other charges, and expenses incident to the purchase of bonds or securities charged to the respective fund. Other expenses, including trustee's fee, paid by company.</p> <p>Size of payments determined by dollar value of units on the evaluation date immediately preceding termination.¹⁸ In the event of death, employee's beneficiary to receive benefits.</p> <p>Balance in employee's account after the applicable percentage has been paid to the employee, forfeited.</p> <p>Benefits forfeited if employee's service was terminated while ineligible for payments. Forfeited amounts to be used to reduce future company contributions.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices¹ –Continued

Effective date	Provision	Applications, exceptions, and other related matters
Income security plans—Continued		
Dec. 27, 1965—Continued	<p>who (2) retired under company pension plan, or (3) was laid off for a period of 4 weeks or more, (4) entered the Armed Forces, or (5) was totally and permanently disabled for 6 months or more.</p> <p>B. Supplemental Layoff Benefits: Plan to supplement basic benefits for workers laid off for indeterminate period, providing— Company liability—“Total and only liability” was an amount computed by multiplying the number of active employees on the payroll on effective date of plan by \$150. Size of benefits and eligibility— Identical to former extended layoff benefits plan.</p> <p>II. Employee Savings Plan Plan to supplement basic, layoff, and retirement benefits available to employee with 1 year’s service or more.</p> <p>Contributions: Employee could elect to allot either \$2 or \$4 a week during first and second years of participation and either \$2, \$4, or \$6 a week thereafter. Company to contribute amount equal to one-half of employee’s weekly savings.</p> <p>Investment options—Same as those for basic benefits.</p> <p>Benefits: Total amount in individual account, including interest and dividends, paid employee whose service was terminated for specified reasons.</p> <p>Employee whose service was terminated for reasons other than those listed under eligibility or who voluntarily withdrew from plan, to receive own allotment and accumulated income plus following portions of the value of the company’s contributions made during the quarters immediately preceding termination of employment or voluntary withdrawal of funds; 5th through 8th preceding quarter, 25 percent; 9th through 12th quarter, 50 percent; 13th through 16th quarter, 75 percent; earlier quarters, 100 percent.</p> <p>Partial withdrawals: Participants permitted to make partial withdrawals, minimum \$300, in case of certain emergencies. Larger amounts could be withdrawn in increments of \$50, up to the maximum amount payable if employment was terminated for reasons listed under regular benefits.</p>	<p>Plan replaced former extended layoff benefits plan.</p> <p>Company liability ceased when sum of all benefits paid equaled company’s total liability or termination of plan, whichever occurred first. In no event would company liability continue beyond 15 years.</p> <p>Participation in plan voluntary.</p> <p>Participant who voluntarily withdrew from plan to wait at least 52 weeks and meet eligibility requirements before rejoining plan.</p> <p>Brokerage fees, commissions, taxes and other charges, and expenses incident to the purchase of bonds or securities charged to the respective fund. Other expenses, including trustee’s fees, paid by company.</p> <p>In the event of death of employee, beneficiary to receive balance in his account.</p> <p>Size of payment determined by dollar value of units on the valuation date coincident with or immediately preceding date employment was terminated.^{1 9}</p> <p>Unused portions of company contributions forfeited.^{2 0}</p> <p>Participants who made partial withdrawals to wait 13 weeks before resuming contributions.</p> <p>At least 26 weeks to elapse between withdrawals.</p> <p>Partial withdrawals deducted from payments made by participant, from company contributions if participant’s account was insufficient.</p> <p>Partial withdrawal approved by a committee as necessary to relieve hardships caused by illness or disability of participant or a dependent member of this immediate family, or a serious financial loss beyond control of participant.</p>

See footnotes at end of table.

Table 4. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Income security plans—Continued		
Dec. 27, 1965—Continued	Eligibility: Benefits provided employee who (1) retired under company pension plan, or (2) was laid off for a period of 4 weeks or more, or (3) entered the Armed Forces, or (4) was totally and permanently disabled for 6 months or more.	
July 24, 1968 (agreement of same date).	Added: Employee could contribute \$8 per week during and after 4th year of participation in plan and \$10 per week during and after 5th year of participation with company contributing amount equal to 50 percent of employee's savings contributions.	
Jan. 1, 1975 (agreement dated Oct. 21, 1974).	Employee could contribute up to \$12 a week with company matching 50 percent of amount.	

¹ The last item under each entry represents the most recent change.

² 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.

³ Nonstandard.

⁴ Insurance benefits were as follows:

<i>Life insurance *</i>		
<i>Basic weekly wage</i>	<i>Added to basic minimum of \$5,000 payable to all employees</i>	<i>Total death benefit for employees with 5 years or more of service</i>
\$57.69—\$66.92 ..	\$1,000	\$6,000
\$66.93—\$76.15 ..	2,000	7,000
\$76.16—\$85.38 ..	3,000	8,000
\$85.39—\$94.62 ..	4,000	9,000
\$94.63—\$103.85 .	5,000	10,000
\$103.86—\$113.08	6,000	11,000
\$113.09 and up ..	7,000	12,000

*The amounts set forth in the above schedule reduced by the amount of any death benefit payable to an employee under a paidup policy and/or group annuity which was purchased on his account on or before Dec. 16, 1957, under the Lockheed Retirement Income Plan for Employees.

⁵ The benefits listed constitute the entire plan (including some benefits not previously reported) in effect on Sept. 1, 1960. An asterisk (*) indicates changes provided by the agreement dated Aug. 8, 1960.

⁶ Benefits were as follows:

<i>Basic benefits</i>		<i>Additional benefits (provided employees with 5 years or more of seniority)</i>	
<i>Basic weekly wage</i>	<i>Life Insurance</i>	<i>Basic weekly wage</i>	<i>Life Insurance</i>
Up to \$96	\$5,000	\$57.69 and under \$66.93	\$1,000
\$96 and under \$106	*5,500	\$66.93 and under \$76.16	2,000
\$106 and under \$120	*6,500	\$76.16 and under \$85.39	3,000
\$120 and under \$145	7,500	\$85.39 and under \$94.63	4,000
		\$94.63 and under \$103.86 ...	5,000
		\$103.86 and under \$113.09 ..	6,000
		\$113.09 and over	7,000

*Changes provided by agreement dated Aug. 8, 1960.

⁷ 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, through 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 at least equal in all respects and superior in at least one respect to statutory benefits. The act became effective May 21, 1946.

FOOTNOTES—Continued

⁸ Benefits were:

Weekly wage	Amount of weekly disability benefit when ineligible for State plan benefit	
	In 1st 7 days of disability caused by accident or 4th through 7th day caused by disease if not hospitalized	On 8th day of disability or 1st day if hospitalized
\$75.00 and under \$76.92	\$44	\$44
\$76.92 and under \$78.85	45	45
\$78.85 and under \$80.77	46	46
\$80.77 and under \$82.69	47	47
\$82.69 and under \$84.62	48	48
\$84.62 and under \$86.54	49	49
\$86.54 and under \$88.46	50	50
And so forth for each \$1.92 or \$1.93 increase up to \$115.38 and over	50	And so forth with an additional \$1 increase for each earnings step up to \$65.

⁹ The following is the schedule of insurance benefits:

Seniority after completion of 90-day waiting period	Basic life	Additional life	Total life	Accidental death and dismemberment
After end of waiting period	\$7,500	\$ —	\$7,500	\$7,500
1	7,500	1,500	9,000	7,500
2	7,500	3,000	10,500	7,500
3	7,500	4,500	12,000	7,500
4	7,500	6,000	13,500	7,500
5	7,500	7,500	15,000	7,500

¹⁰ Employees with fewer than 10 years' credited service eligible to receive benefits providing they had at least 10 years' continuous service immediately preceding retirement.

¹¹ Benefits for years beginning on or after Dec. 25, 1956, computed according to the following formula:

- (a) \$1.75 plus
- (b) 1-1/2 percent of 1/12 of the amount determined by computing for each such plan year the product of—
 - (1) the excess, if any, of the member's base wage rate for the plan year over a rate determined by dividing 2,080 into the maximum amount of wages which may be subjected to tax under the Federal Insurance Contributions Act for the calendar year beginning during such plan year, and
 - (2) the number of hours worked in such plan year not to exceed 2,080, except that the amount under this subsection (b) shall in no event be less than 25 cents for such plan year.

In any year in which member had less than a full year of credited service, benefits computed in same manner using 1,800 as the number of hours worked and then reduced by 1/12 for each 150 hours (or 1/2 or greater fraction of 150 hours) less than 1,800 hours worked in year.

¹² Employees age 59 or over on Dec. 16, 1957 who are required to retire and have 5 or more but less than 10 years of credited service, entitled to receive monthly benefit based on credited service plus \$2 a month for each year of credited service less than 10,

¹³ Benefits for years beginning on or after Dec. 25, 1961, computed according to the following formula:

- (a) \$2 plus
- (b) 1-1/2 percent of 1/12 of the amount determined by computing for each such plan year the product of—
 - (1) the excess, if any, of the member's base wage rate for the plan year over a rate determined by dividing 2,080 into the maximum amount of wages subject to tax under the Federal Insurance Contributions Act for the calendar year beginning during such plan year, and
 - (2) the number of hours worked in such plan year not to exceed 2,080 except that the amount under this subsection (b) shall not be less than 25 cents for such plan year.

In any year in which member had less than a full year of credited service, benefits computed in same manner using 1,800 as the number of hours worked, reduced by 1/12 for each 150 hours (or 1/2 or greater fraction of 150 hours) less than 1,800 hours worked in year.

¹⁴ Monthly benefits for years beginning on or after Dec. 25, 1965, to equal (1) 9/10 of 1 percent of the first \$3.52 of employee's base wage rate for each hour worked in plan year, maximum 2,080, plus (2) 5/10 of 1 percent of any amount over \$3.52.

¹⁵ Benefit rates were determined as follows:

Labor grade	Rate
7 or below	\$5.50
8 through 13	5.75
14 or above	6.00

¹⁶When fund was insufficient to pay full benefits, individual payments were reduced as follows:

<i>Company's maximum liability per employee</i>	<i>Employee's seniority</i>	<i>Percent by which benefits were reduced</i>
\$50 but less than \$75 .	Less than 5 years	25
\$25 but less than \$50 .	Less than 5 years	50
	5 but less than 10 years . . .	25
Less than \$25	Less than 5 years	75
	5 but less than 10 years . . .	50
	10 but less than 15 years . .	25

¹⁷Contributions for new employees allocated entirely to the bond fund for the first 4 quarters.

¹⁸The value of a unit was determined for each fund by dividing the total amount in the bond or securities fund, less expenses, on the applicable valuation date by the total number of units allocated to such fund.

¹⁹Employee credited with 1 unit for each dollar contributed to his account before the first valuation date. Thereafter, the value of a unit determined for each fund by dividing the total amount in the bond or securities fund, less expenses, on the applicable valuation date by the total number of units allocated to such fund.

²⁰For voluntary withdrawal, the tax law required that the amount forfeited be at least equal to the value of the units credited to each account because of company contributions during the first 8 quarters immediately preceding voluntary withdrawal.

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 Co. 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 1560¹
 - June 1968–June 1974, Supplement to BLS Bulletin 1560
- The Anaconda Co.—
 - 1941–58, BLS Report 197¹
- Armour and Co.—
 - 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 Co.'s 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 Corp. (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, BLS Bulletin 1799
- The Boeing Company (Washington Plants) and International Association of Machinists—
 - June 1936–Oct. 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
 - Nov. 1974–Dec. 1975, Supplement to 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 Co.—
 - 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 Interco, Inc.)—
 1945–74, BLS Bulletin 1718

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 1605¹

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

Pacific Longshore Industry—
 1934–70, BLS Bulletin 1568¹
 Aug. 1969–July 1975, Supplement to BLS Bulletin 1568

Railroads–Nonoperating Employees—
 1920–62, BLS Report 208¹

Rockwell International (Electronics, North American Aircraft/Space Operations) and UAW—
 May 1941–Sept. 1977, BLS Bulletin 1893

Swift & Co.—
 1942–73, BLS Bulletin 1773¹

United States Steel Corporation and United Steelworkers of America—
 Mar. 1937–Apr. 1974, BLS Bulletin 1814
 May 1974–July 1977, Supplement to BLS Bulletin 1814

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¹ Out of print. See *Directory of Wage Chronologies, 1948–June 1975*, for *Monthly Labor Review* in which reports and supplements issued before July 1965 appeared.

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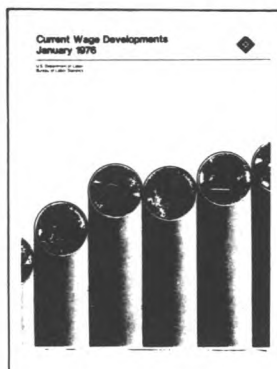
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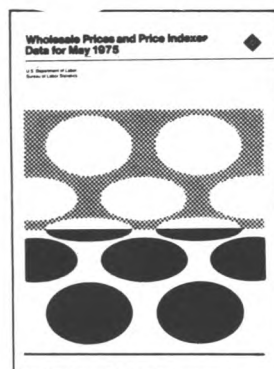
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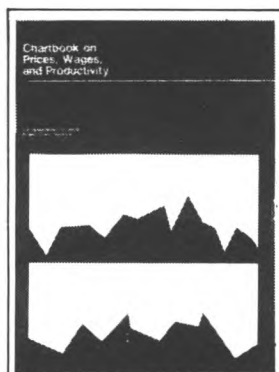
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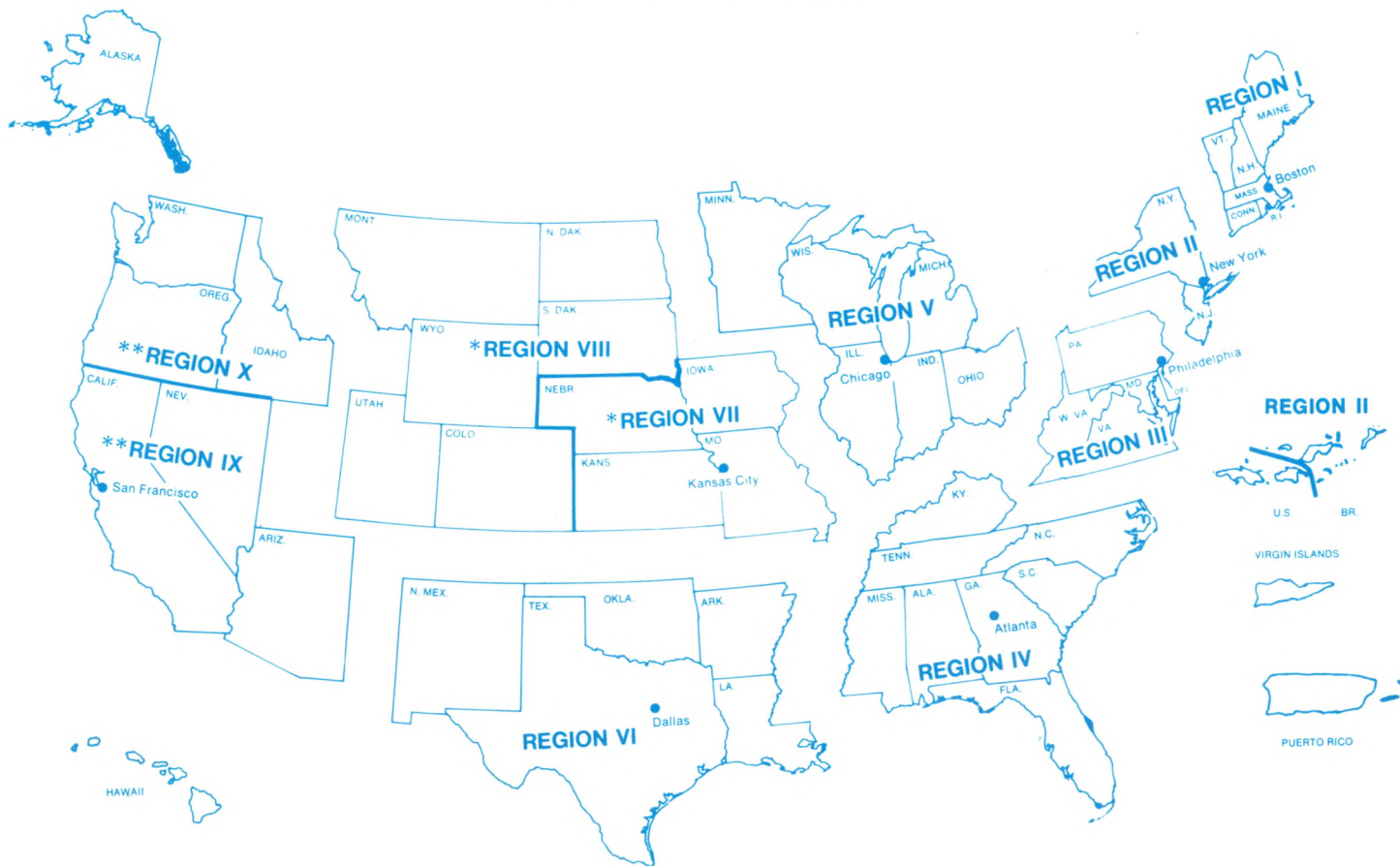
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