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Wage Chronology: 1941-77
Atlantic Richfield and the Oil Workers

(Former Sinclair Oil Facilities)

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

Bulletin 1915

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

This bulletin 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, dealing only with selected features of collective bargaining or wage determination, 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.

This chronology summarizes changes in wage rates and related compensation practices negotiated by the Sinclair Oil Companies with the Oil Workers International Union until March 1955, and with the Oil, Chemical and Atomic Workers International Union (OCAW) from 1955 until March 4, 1969. At this time, Sinclair merged with the Atlantic Richfield Co. The chronology now is limited to the agreement between Atlantic Richfield and the OCAW covering the former Sinclair facilities. This bulletin replaces *Wage Chronology: Atlantic Richfield Co. (former facilities of Sinclair Oil Companies) 1941-72* published as BLS Bulletin 1771, and incorporates the supplement covering the 1973-75 period. Materials previously published have been supplemented in this report by contract changes negotiated in 1975, which brings the chronology up to date through January 7, 1977. The tables and those parts of the earlier texts which described the bargaining process are, with minor corrections, included as they were originally published. The analysis for the 1973-77 period was prepared in the Division of Trends in Employee Compensation by Richard E. Schumann and Joan D. Borum.

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

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Introduction

The Sinclair Consolidated Oil Corp. was organized in 1919. A reorganization in 1932 resulted in a name change, to the Consolidated Oil Corp.; a further change was effected in May 1943, when the name Sinclair Oil Corp. was adopted. The corporation was the sole owner of the Sinclair Refining Co., Sinclair Oil and Gas Co., Sinclair Pipe Line Co., and Sinclair Research Laboratories, Inc. as they were established. The company employed about 10,000 unionized workers to which this chronology makes reference. The Sinclair Refining Co. operated plants at Wellsville, N.Y. (closed in 1959); Houston and Corpus Christi, Tex. (the Corpus Christi plant was sold in 1962); East Chicago, Ind.; Marcus Hook, Pa.; Sinclair Wyo.; and Wood River, Ill. (not covered under the master labor agreement), while the oil and gas company operated oil and gas wells across the country.

On October 1, 1968, a consolidation took place which merged the Sinclair Refining Co., Sinclair Oil and Gas Co., and Sinclair Research Laboratories, Inc., into the parent Sinclair Oil Corp. The company employed about 5,000 unionized workers at that time.

The Atlantic Richfield Co. acquired all Sinclair facilities late in 1968 and executed a formal merger on March 4, 1969. In consummating the merger, Atlantic Richfield was obligated to divest itself of two refineries (its Port Arthur, Tex., plant and the Sinclair plant at Marcus Hook, Pa.) and all former Sinclair marketing properties and related activities[1] in the Southeastern and Northeastern States. These were sold, along with certain pipeline and terminal facilities, to the BP Oil Corp. On June 23, 1969, the name of the Sinclair Pipe Line Co. was changed to the ARCO Pipe Line Co.

Atlantic Richfield's holdings of former Sinclair properties were reduced on January 1, 1973, when it sold the Sinclair, Wyo., refinery and certain other properties engaged in oil and gas, pipeline, and marketing operations. An additional reduction occurred when the East Chicago, Ind., refinery was sold on May 26, 1976. As a result of these sales and earlier changes in corporate holdings and structure, this chronology refers only to the former Sinclair refinery in Houston, Tex.

When the first master contract between the Sinclair companies and the Oil Workers was negotiated in 1934, the union, then affiliated with the American Federation of Labor, was called the International Association of Oil Field, Gas Well, and Refinery Workers of America. Later, in 1937, the name was changed to the Oil Workers International Union. In 1938, when the Congress of Industrial Organizations was formed, the OWIU was one of the first unions to affiliate with it. On March 4, 1955, the Oil Workers International Union (CIO) and the United Gas, Coke and Chemical Workers of America (CIO) merged to form the Oil, Chemical and Atomic Workers International Union.

The relatively long series of agreements between Sinclair Oil Corp. subsidiaries and the Oil, Chemical and Atomic Workers constituted an unusual collective bargaining approach in the petroleum industry. Generally, firms have negotiated their agreements on a plant-by-plant basis but in the case of Sinclair, the master contract covered the major part of the companies' operations. A substantial number of production workers employed at the oil wells and in the pipeline segment of the corporation, and some in the research departments as well as those in most of the refining occupations, were in the same bargaining unit.[2] The 1969 merger did not alter this situation in regard to the former Sinclair facilities.[3]

Until recently, agreements on wages and working conditions for employees covered by this chronology were negotiated separately, often at different times. Pension and insurance plans were contained in supplemental agreements. This practice, however, has been changing and, although there are still separate documents covering wages, working conditions, and supplemental benefits, these items are negotiated concurrently in one package.

The method of negotiation in the industry has also been changing. In earlier years, the union's National Oil Bargaining Policy Committee[4] would set goals for upcoming

[1] Employees of the marketing properties and related activities, which were part of the Sinclair Refining Co. before the 1968 consolidation, were never part of the bargaining relationship traced in this chronology.

[2] Excluded from the bargaining unit were the following classifications: Supervisory, executive, administrative, professional, technical, and clerical.

[3] Labor agreements for operations owned by Atlantic Richfield before the merger are still negotiated separately from the contract covering the former Sinclair facilities and are not included in this chronology.

[4] The 17-member National Oil Bargaining Policy Committee currently consists of the eight U. S. district directors, one rank-and-file member elected by each of the district councils, and the OCAW president as chairperson. Its purpose is to unify and refine the proposals made by local representatives at Oil Bargaining Conferences held before each bargaining round. Subsequently, the program is submitted to the membership for ratification; if 75 percent of the bargaining units approve the program, it becomes binding on all OCAW bargainers in the industry.

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bargaining with the various unionized firms, but would be faced with a multitude of contract expiration dates, which in effect ruled out coordinated bargaining. At the present time, however, common expiration dates for OCAW contracts are almost universal throughout the petroleum refining industry, allowing the union to press its demands with all the oil companies and to use the first settlement as a pattern for the rest of the industry. Neither the former Sinclair Oil Corp. nor the present Atlantic Richfield Co. has necessarily been the pattern setter but both have substantially followed the pattern once it was determined. In 1975, approximately 3,100 workers were covered under the master agreement with the Atlantic Richfield Co. for former Sinclair Oil Companies' facilities.

Provisions recorded in this chronology for July 1, 1941, do not necessarily indicate changes from previous conditions of employment, since written agreements governing wage rates and related conditions of employment have been in effect since 1934.

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Summary of Contract Negotiations

January 1941–June 1952

During this period, agreements negotiated between the company and union provided for ten general wage increases which totaled $1.385, and automatic cost-of-living adjustments totaling 31 cents. Benefits established during this period were shift premium pay, subsistence pay, and severance and clothing allowances; moving expenses, bereavement pay, and jury-duty pay; health and welfare and sickness and accident benefits; a retirement plan; and an employee savings plan. Improved benefits included vacations, shifted-tour pay, demotion pay allowances, paid holidays, and an overtime premium.

July 1952–May 1957

The July 1, 1952 contract, scheduled to remain in force until June 30, 1953, contained significant changes in the employees' benefit plan. An agreement to bargain on the plan during the life of the contract was also reached in the 1952 negotiations.

In accordance with the provisions of the contract, the Oil Workers International Union (CIO) and the Sinclair Oil Corp. subsidiaries negotiated a voluntary savings plan early in 1953 under which the company would match half of the monthly savings elected by employees. The plan, effective July 1, 1953, gave participating employees a choice of several types of investment for their savings.

On August 1, 1953, a supplemental wage agreement providing for a 4-percent general wage increase retroactive to July 1 was concluded. Both basic and supplemental agreements were extended without change or reopening for at least 13 months, after which they could be reopened or terminated upon 60 days' notice.

In June 1955, the companies and the union—now the AFL-CIO Oil, Chemical and Atomic Workers (OCAW)—agreed to a general wage increase of 10 cents an hour, retroactive to March 1, 1955, and reached tentative agreement on liberalized sickness and accident disability benefits and amendments to the hospitalization and surgical plan as well as on other contract provisions. The supplemental benefit changes were embodied in agreements dated August 22, 1955. The pension plan was also amended as a result of the 1955 negotiations.

In March 1956, the companies and the union concluded negotiations on a supplemental wage agreement providing for a general wage raise of 6 percent or 15 cents an hour, whichever was greater, retroactive to February 1. In addition, increases in night-shift premiums were made effective June 15, 1956.

Negotiations in the spring of 1956 resulted in agreement on a 1-year contract on June 15, 1956. The settlement provided for 3 weeks' vacation after 10 years' service, an additional paid holiday (Good Friday), an increase in moving expenses, and, effective October 1, 1956, a liberalized employee savings plan. Wages were not an issue in these negotiations.

June 1957–December 1963

Under the terms of a wage agreement concluded in June 1957 by the Sinclair Oil Companies and the OCAW, over 9,000 workers received a general wage increase of 5 percent retroactive to April 1 and an additional 1 percent retroactive to May 1, 1957.

A separate 2-year working agreement, signed by the companies and the union on August 8, 1957, increased premium pay for holiday work, reduced the service requirement for 4 weeks' vacation to 20 years, and increased allowances for employees required to spend the night away from home or to move to another location. Hospital and surgical benefits were improved by a supplemental agreement signed on the same day.

Under the terms of the 1957 master agreement which permitted new negotiations on wages at the request of one of the parties, the union in June 1958 proposed the wage increase set forth in its 1958 bargaining program for the oil industry. The OCAW's 1958 program called for wage increases to compensate for increases in the cost of living and in productivity, and a reduction of the workweek from 40 to 36 hours (with no change in take-home pay) to provide jobs for workers laid off because of increasing automation. The union also sought from the Sinclair Companies liberalization of pension benefits, particularly with regard to early retirement; improvements in sickness and accidents benefits; and changes in the employee savings plan. In reply, the companies offered to improve pensions. After almost 5 months of negotiations, the OCAW revised its industry bargaining program at its October 1958 annual convention and, in November, proposed a 25-cent-an-hour pay increase. This proposal was also rejected by Sinclair's representatives, who maintained that economic conditions in the oil industry did not justify a pay increase at that time. In mid-January 1959, a 5-percent general pay increase

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was offered by Sinclair to the OCAW and on January 18—the Sinclair strike deadline—the union's National Bargaining Policy Committee accepted that offer, subject to ratification by the membership. This wage settlement became the industry pattern.

Concurrent with the January 1959 wage settlement, the companies agreed to amend the employee savings plan. Under the terms of a memorandum of understanding signed February 27, 1959, participants in the jointly financed plan were given vested rights to company contributions if their employment was terminated because of lack of work. In addition, provisions regarding withdrawals of employee allotments and company contributions were liberalized. Benefit coverage was also improved under the sickness and accident benefits plan in January 1959, but the pension plan issue was referred to a study committee.

Negotiations on contract provisions covering working conditions, pensions, and insurance began again in May 1959. The union demands for a shorter workweek and improvements in the pension, insurance, and severance pay plans, as well as other proposals, were countered by a company proposal to eliminate "restrictive and costly provisions" from the contracts. Settlement was reached just prior to June 14, 1959, the expiration date of the 1957 agreements. The new contracts increased allowances for moving and overnight living expenses. For the first time in the 25 years since the companies and the union had signed a nationwide contract, a supplemental agreement on life insurance—designed to replace a plan established earlier by the companies—was negotiated by the parties; the revised plan substantially increased benefits. The retirement plan was also improved by a supplemental agreement: the improvements, effective January 1, 1960, included increased normal and minimum annuities, a wider choice of annuity options, and elimination of the $600 annual earnings minimum previously necessary to qualify under the plan. No changes were made in the hospital and surgical plan when the union members failed to ratify the proposed substitution of comprehensive medical insurance for the hospital and surgical program in effect. The new basic working agreement was to continue until June 14, 1961. The life insurance plan was to remain in effect until September 1, 1964, and the retirement plan until January 1, 1965; both plans could have been reopened on or after April 15, 1964.

Early in June 1960, the parties reached agreement on an employee-financed extended medical expense plan which would be available to participants in the basic hospital-surgical insurance program, effective December 1, 1960.

In July 1960, the National Bargaining Policy Committee of the OCAW, after considering the rise in the Consumer Price Index and the estimated increase in productivity in the industry since the last wage increase in January 1959, established general wage increases of 18 cents an hour and agreements lasting 1 year as bargaining goals for all negotiations scheduled during the year. By mid-November, subsequent to the recess of negotiations with Sinclair, several major producers other than Sinclair had offered their workers 5-percent wage increases in 2-year agreements. After resuming negotiations, Sinclair and the OCAW, on December 15, agreed to a 14-cent-an-hour general wage increase, effective December 19. This was the union's first settlement in the 1960 round of wage negotiations with a major petroleum company.

On July 12, 1961, a 1-year working agreement was announced by the parties. The settlement, affecting about 9,000 workers, was ratified on July 27, ending a strike by some 4,000 workers at four refineries that had begun on June 16. Workers at other operations covered under the master agreement continued on the job after the previous contract expired on June 14. Severance pay was the key issue. Under the settlement, the severance benefits of the previous contract (a maximum of 4 weeks' pay for laid-off workers with 10 or more years' service) were left unchanged; should major layoffs be required at any time in the future, the parties agreed to review conditions existing at that time. Allowances for moving and overnight living expenses were increased, however, as proposed by the companies before the strike. This agreement was to be in effect through July 26, 1962.

Following wage settlements in petroleum refining in the winter of 1960-61, no major bargaining over wages occured in the industry until the second half of 1962. In June of that year, the National Bargaining Policy Committee of the Oil, Chemical and Atomic Workers International Union set as a bargaining goal a 6½ percent increase in earnings and/or benefits, with a minimum increase of 17 cents an hour. The proposal was approved by the union membership in the following month. The union sought also a common termination date of December 31, 1963, for all of its contracts. In December 1962, as a result of West Coast settlements in the industry, the committee voted to reduce its wage demand and to approve the pattern of 5-percent wage increases that had developed in those settlements.

Negotiations with the Sinclair Companies began on January 3, 1963, after preliminary discussions in October 1962. A 5-percent wage increase in a 1-year contract was agreed to on January 11, 1963, retroactive to January 1. Some 6,500 Sinclair refinery, pipeline, production, and research employees were covered. The sickness and accident benefit and the employees' savings plan agreements were each extended without change for a 3-year period, beginning February 1. To meet increases in hospital costs, the parties worked out a new schedule of employee contributions – averaging $5.33 a month – to the hospital and surgical plan, which was extended without other changes for 2 years, also beginning February 1.

January 1964–June 1966

Bargaining goals for 1964 negotiations in the oil industry were adopted by the National Bargaining Policy Committee of the union in January. The principal objective developed

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by the Committee and approved by the membership in March was the equivalent of a 5-percent wage increase to be applied entirely to fringe benefits.

In mid-July, negotiators for the OCAW and Sinclair Oil Companies announced agreement on a 2-year contract covering approximately 6,000 Sinclair refinery, pipeline, production, and research employees. Retroactive to July 1, the agreement provided fringe benefits approximately equivalent to a 4½-percent wage increase. The major improvements were the establishment of a flexible normal retirement age, with the minimum age set at 62; elimination of the 40-year maximum on service credited in computing minimum annuities (by allowing credit for service before age 25); and an additional week's vacation, bringing the total to 5, for workers with 25 years or more of service. Other changes included increases in subsistence pay and moving expenses, and modified life insurance benefits for retirees.

While the Sinclair agreement allocated the entire increase in 1964 to fringe benefits, most other oil companies negotiating with the union subsequently agreed to a 2-percent wage increase which, with improvements in paid vacations and pensions, approximated a 4½-percent package settlement. The Sinclair contract was to remain in effect through June 30, 1966, and had provisions for reopening on wages on or after July 1, 1965; on hospital and surgical and extended medical expense benefits at any time; and on supplemental agreements applicable to the employees' savings plan and the sickness and accident disability benefit plan.

On July 1, 1965, the OCAW notified the company of its desire to reopen the wage agreement. The subsequent negotiations resulted in a 4½-percent wage increase effective October 8, 1965, which was set forth in a memorandum of understanding of the same date. The new base rates of pay were to remain in effect through December 31, 1966. At the same time the parties to the contract agreed to extend the master agreement from its scheduled June 30, 1966, expiration date through October 1, 1966.

Negotiations already had been under way on the supplemental agreement covering the employee hospital and surgical plan and the extended medical expense plan.[5] Under a memorandum of understanding dated October 11, 1965, increased benefits under both the hospital and surgical plan and the extended medical expense plan became effective January 1, 1966, and the term of the amended supplemental agreement was extended through December 31, 1968.

June 1966–December 1968

On June 29, 1966, the National Bargaining Policy Committee of the Oil, Chemical and Atomic Workers adopted bargaining proposals which included job security and increased shift differentials. Wage increases of 18 cents (6 cents to be applied to medical-hospitalization insurance) effective January 1, 1967, and 18 cents an hour on January 1, 1968, were proposed. The Job security proposals included the guarantee of employment for all regular employees at existing or higher wage rates until retirement. In addition, the committee included proposals for giving employees of petroleum companies other than Sinclair pension plan improvements equivalent to those negotiated with Sinclair in 1964. Committee proposals included, for Sinclair employees only, reduced service requirements for vacations and an additional 2-percent increase in wages which had been negotiated with the rest of the industry in 1964.

Prior to the October 1 termination of their master agreement, Sinclair and representatives of the union reached a settlement, on August 4, that liberalized vacations in 1966, established a joint committee to study job security, and extended the contract to June 1, 1967.

Shortly thereafter, this agreement was rejected by the union, whose offficials asserted that the union negotiators had violated the OCAW constitution by negotiating a pact that conflicted with the bargaining program adopted by the National Bargaining Policy Committee. The company maintained that the contract was valid and under the Labor-Management Relations (Taft-Hartley) Act, filed suit in a Federal district court. The suit asked for enforcement of the agreement or alternative damages. The union filed charges with the National Labor Relations Board; it alleged that the company had refused to bargain and had interfered with employee rights.

Although the validity of the August 4 settlement was in dispute, the parties began discussions on the terms of a new wage agreement on October 26 to replace the one expiring December 31, 1966. The union, refusing to acknowledge the August 4 settlement, sought consideration of the full bargaining program developed by its National Bargaining Policy Committee; Sinclair sought to limit negotiations to the wage issue.

When negotiations did not produce an agreement before December 31, 1966, the union served a 15-day notice of its intent to strike. Discussions continued. After a number of settlements between the union and other petroleum companies, an agreement with Sinclair was announced on January 16, 1967, and was ratified by the workers on February 13.

The new Sinclair agreement resolved the dispute over the August 4 settlement; the latter was rescinded and deemed not to have had any force or effect at any time, and the parties were released from any liability or legal obligation under it. The effective date of the master agreement was extended through December 31, 1968. Base rates of pay of approximately 5,000 refinery, pipeline, production, and research employees were increased 2 percent plus an additional 14 cents (a total averaging 20.5 cents an hour) effective January 1, 1967. Pay differentials for the second and third shifts were raised and paid vacations were

[5]The union did not exercise options to reopen supplemental agreements applicable to the employees' savings plan and the sickness and accident disability benefit plan.

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improved effective January 1, 1967. The pact included a wage increase of 4 percent, averaging 14 cents an hour effective January 1, 1968, and permitted wage changes after December 31, 1968.

The agreement further provided that a 60-day written notice would be given of the company's intent to lay off regular employees in any reduction of the work force. At the union's request, the parties would meet during that period to consider ways of lessening the effect of, or averting, the layoff. If satisfactory terms could not be reached during the meeting, the union could exercise the right to strike by serving a 60-day written notice within 30 days after the layoff date.

January 1969–December 1970

Bargaining proposals for negotiations in the petroleum industry in 1968 were adopted by the National Bargaining Policy Committee of the OCAW in July of that year. Approximately 350 agreements covering 60,000 employees of various oil companies were to expire on December 31, with negotiations on most contracts scheduled to begin 60 days in advance. (At least one OCAW contract in petroleum refining was to expire after December 31, 1968.) Contract demands included general wage increases of 72 cents an hour over 23 months (12 cents retroactive to October 1, 1968, 32 cents on January 1, 1969, and 28 cents on December 1, 1969) and an additional 15 cents for craftsmen on January 1, 1969, and 10 cents on December 1, 1969. Also proposed were: An increase in premium pay for the second and third shifts; improved pensions for those already retired; company assumption of the full cost of the pension and insurance-hospitalization plans; 2 additional paid holidays; and improved vacation and Sunday-work pay.

Contract negotiations, conducted locally by the individual bargaining units, began around November 1, 1968, at most firms, including the Sinclair Oil Companies. (A few firms where contracts provided for a reopening 90 days in advance of the expiration date began negotiating on October 1.)

As the midnight-December 31 deadline drew near, little progress was reported in narrowing substantially the difference between offers made by the various companies and union demands; OCAW President A. F. Grospiron said there was every indication that an industrywide strike would occur.

The strike was postponed when, according to union officials, there were signs of movement in the position of company negotiators on December 31. Workers remained on the job without a contract as bargaining continued.

However, the union struck on January 4 when the parties reportedly remained far apart on major issues, thus ending a series of peaceful negotiations between the OCAW and the industry dating back to 1952, when the last industrywide strike had occurred. Because the industry is highly automated, many plants (including Sinclair's) continued operations with supervisory personnel.

A break occurred in the strike when the union reached agreement on January 12 with Union Oil Co. of California on a 2-year contract scheduled to expire December 31, 1970. This contract became the pattern for negotiations with other companies. Similar agreements soon were reached with many firms, and on January 24, Sinclair signed with the union.

The contract with Sinclair Oil Companies, ratified by union members on January 25 and 26, followed closely the pattern settlement at Union Oil. Wages for the approximately 4,000 refinery, pipeline, production, and research employees were increased by 6 percent (with a minimum of 22 cents an hour) on January 27, 1969, and an additional 4½ percent on January 1, 1970. The rates for certain crafts were increased by an additional 5 cents an hour on each date. Benefit changes in the first year included an increase in the allowance for moving expenses, higher subsistence pay, an increase in shift premiums, and liberalized demotion pay.

Under supplemental agreements, changes were made in health and welfare, retirement, and employee savings plans. An improved basic hospital and surgical plan, effective February 1, 1969, included an increase in hospital room and board and surgical benefits for employees, retirees, and dependents. To finance the improvements, monthly contributions to the plan for both the company and the employee, or annuitant, were increased. Employee contributions to the retirement fund, however, were reduced. The employee savings plan was amended on October 1, 1969, to allow a retiree to defer receipt of the account's proceeds for 365 days following retirement.

January 1971–December 1972

OCAW delegates met in Denver in April 1970 for the union's National Oil Bargaining Planning Conference to discuss the union's position in the upcoming negotiations with the petroleum industry. Delegates voiced concern over the rise in the cost of living and proposed substantial wage increases and improved fringe benefits, including increased health insurance coverage. It also was proposed that the union should not hold as negotiable those contract provisions which had been attained under prior agreements, such as job security and rate retention.

In meetings held June 24-26, the OCAW's National Oil Bargaining Policy Committee set the following goals:

1. General wage increases of 50 cents an hour on Jan. 1, 1971, and another 50 cents on January 1, 1972;
2. Company-financed uniform hospital-medical insurance and major medical plans guaranteeing a specific schedule of benefits for employees and dependents, rather than benefits based on actual cost;
3. Substantial pension improvements including minimum annual annuities equal to 1.7 percent of final

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earnings times years of service, elimination of all social security "offsets", optional retirement at age 62 with no actuarial reduction in pensions, full company payment of pension costs, and a 10-percent improvement in pensions of workers already retired;
4. Comprehensive health and safety clauses providing for joint labor-management procedures to protect health and promote safety on the job, and the establishment of company-financed fund to be used for research into health and safety hazards associated with the oil and gas industry;
5. Provisions to protect employees in case of total or partial plant shutdowns which would include arrangements for transfer to other plants in the same company or for severance pay; and
6. Three additional holidays, with triple-time pay for those working on holidays.

By September, these proposals had been ratified by the necessary three-fourths majority of locals. Many locals reemphasized their concern over the state of the economy and urged the union to place highest priority on protection for members affected by plant closures.

Negotiations, conducted locally at most firms, started in the first week of November. Early in December, Texaco, Inc. offered a 2-year contract providing general wage increases of 7 percent the first year and 5 percent the second, increases in its contributions to the hospitalization plan, and pension improvements. The offer was rejected as inadequate.

On December 17, the Gulf Oil Corp. offered wage increases of 8 percent the first year and 6 percent the second with pension improvements, but this also was rejected. A day before the December 31 contract expiration, however, Gulf submitted another proposal which was accepted by the Union Policy Committee and adopted as the pattern to be sought from other firms.

The Gulf contract reportedly provided for an 8.5-percent increase on January 1, 1971, followed by a 7.5-percent increase a year later. It added a ninth paid holiday and increased the annual pension for service subsequent to January 1, 1971 from 1.2 percent to 1.6 percent of average base wages for the highest 5 consecutive years of the last 10 employed times years of credited service (less 1.5 percent of the primary social security benefit per year of service, with a maximum social security offset of 50 percent). The age for an unreduced pension was lowered from 65 to 62. The company agreed to increase its contribution toward hospitalization insurance for family coverage to $20 per month in 1971, and to $25 per month in 1972. Finally, the company agreed to give the union 6 months' notice of plant closings and to negotiate on benefits for displaced and transferred workers.

Contracts at most companies followed the Gulf settlement, with some deviation in pension provisions due to existing differences in plans. Several smaller companies failed to come to terms and were struck, affecting a total of about 1,700 workers, but on January 14, A. F. Grospiron, President of the OCAW, said negotiations were substantially concluded.

The Atlantic Richfield Co. continued the practice of the former Sinclair Oil Corp. and negotiated a single master agreement with the OCAW for the 3,700 Sinclair workers affected by the March 4, 1969, merger of the two firms. The new contract followed the Gulf lead in most respects except for the substitution of the company's pension, thrift, and group life plans for the former Sinclair plans.

The master and supplemental agreements were to expire December 31, 1972.

January 1973–January 1975

On March 20-21, 1972, OCAW delegates convened at the National Oil Bargaining Planning Conference in Denver to adopt bargaining proposals for negotiations in the petroleum industry. Contracts were to expire on December 31. The proposals included improved pensions, company-paid hospital-medical insurance, substantial wage increases, and improved health and safety conditions.

After reviewing these proposals, the OCAW's National Oil Bargaining Policy Committee met June 28-29 and set the following goals:

1. Fifty-cent wage increases on January 1, 1973, and January 1, 1974;
2. Improved pension benefits, including minimum annual benefits equal to 1.7 percent of final earnings times years of credited service, elimination of social security offsets, optional retirement at age 60 with no actuarial reduction, full company payment of pension cost, and a 10-percent increase in pensions of workers already retired;
3. Company payment of the total cost of hospital-surgical insurance;
4. Establishment of labor-management health and safety committees at each company, with company contributions of 2 cents for health and safety research; and
5. Shift differentials of 5 percent for the second shift and 10 percent for the midnight shift, instead of the existing cents per hour amounts.

By September, about 97 percent of the locals had ratified these proposals.

Contract negotiations, conducted locally by individual bargaining units, began in early November. Many of the companies' initial offers included wage increases of 5 percent in 1973 and 4 percent in 1974, and a $5-a-month increase in company payments for family hospital insurance coverage and a $2.50-increase for single-worker coverage.

Union bargaining committees rejected all offers until December 31, 1972, when a settlement was reached at American Oil Company. This contract set a pattern for other companies including Atlantic Richfield, which settled January 5, 1973. The settlement covered all Atlantic Richfield operations, but the parties continued to draw up a separate contract (under a so-called master agreement) for the former Sinclair Oil facilities covered in this chronology.

An important feature of the new contracts was adoption of improved health and safety plans.

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The plan negotiated at most major companies, including Atlantic Richfield, established a joint committee at each company consisting of an equal number (not less than two nor more than four each) of company and union representatives. Among other stipulations in the contract was a provision for independent health consultants available to the committees for industrial health research surveys. The joint committees would review the findings of the surveys to determine if corrective measures were necessary, including employees' physical examinations and tests at company expense.

The Atlantic Richfield settlement also provided for general wage increases of 6 percent on January 1, 1973, and 27 cents on January 1, 1974. Differentials were increased, effective January 1, 1974, to 20 cents an hour on the afternoon shift and 40 cents on the midnight shift. The Atlantic Richfield Medical Insurance Plan and the Atlantic Richfield Medicare Supplement Plan replaced the previous medical plans, effective April 1, 1973, and the company increased its monthly contribution toward hospital and surgical insurance to $15 for employee-only and $30 for family coverage, effective January 1, 1973, and to $17.50 and $35, respectively, effective January 1, 1974. Normal pensions were increased for retirement on or after December 31, 1972, by changing from 1 to 1.125 percent that portion of the normal allowance formula applicable to the member's base pay that did not exceed his average annual social security base. Subsistence pay was increased to $15 a day, a liberalized definition of "family" was adopted for bereavement pay, and group life insurance and the savings plan were improved.

The master and supplemental agreements were to remain in effect until January 7, 1975.

January 1975–January 1977

The National Oil Bargaining Planning Conference of OCAW met on April 29-30, 1974, in Denver to set bargaining goals for the petroleum industry, where contracts were due to expire on January 7, 1975. The Conference proposed that the union seek substantial wage increases, establishment of a cost-of-living escalator clause with no ceiling on adjustments, total company payment of hospital-medical insurance, and improved pensions.

On June 1, 1974, many of the Nation's major oil companies announced unscheduled wage increases, reportedly because of the rapid increase in the cost of living. At Atlantic Richfield, the increase was granted to all nonunion employees and offered to employees represented by the OCAW, which accepted in a June 5 memorandum of agreement. The increase, which was effective June 24, was 6 percent of the first $12,000 of annual base pay and 2 percent of any excess. In addition, the company agreed to eliminate the employee pension contribution of 4 percent of annual base pay in excess of $12,000.

On June 4-5, 1974, the OCAW National Oil Bargaining Policy Committee convened to formulate a specific bargaining program. The following goals were established:

1. Three-year contracts, expiring on January 7, 1978;
2. No retrogression of previous terms and conditions;
3. Standardization of the unilateral wage increase granted by many companies earlier to a flat 50 cents an hour, retroactive to May 1, 1974;
4. $1.50-an-hour general wage increase on January 7, 1975, January 7, 1976, and January 7, 1977;
5. Establishment of a cost-of-living escalator clause with unlimited adjustments every 2 months beginning in March 1975 equal to the percentage increase in the Bureau of Labor Statistics Consumer Price Index;
6. Full company payments of hospital-surgical insurance cost;
7. Company-paid retirement plans independent of social security benefits; and
8. Improved vacation benefits.

The program was ratified by the union membership in September.

Contract negotiations, conducted locally by individual bargaining units, began in early November. Counteroffers made by some companies generally included a 60-cent-an-hour wage increase in the first year and 50 cents in the second year of a 2-year contract, and changes in the pension program.

On December 19, 1974, Atlantic Richfield offered the union a 2-year contract, with a 10.5-percent wage increase effective January 8, 1975, and a wage reopener in the second year of the contract. The proposal also included increased company medical insurance contributions of $5 a month for family coverage and $2.50 a month for employee-only coverage and improvements in the retirement plan.

On January 10, 1975, 3 days following expiration of the industry's contracts, the union and Gulf Oil Corp. reached agreement on a 2-year contract which essentially set the pattern for negotiations throughout the industry, including those at Atlantic Richfield, which concluded with a settlement on January 14. There were scattered local walkouts at a few companies but not at Atlantic Richfield. The Atlantic Richfield accord provided substantially the same terms for all company operations with OCAW-represented employees, but, as in the past, a separate agreement was signed for the former Sinclair facilities.

The pattern settlement at Gulf called for wage increases of 75 cents an hour on January 8, 1975, 4 percent on July 8, 1975, and 8 percent on January 8, 1976. Additionally the agreement provided for a wage reopener if, during the contract term, the BLS Consumer Price Index increased more than 5 percent above the January 1, 1976, level. The agreement also added a 10th paid holiday. On January 8, 1975, the company's contributions toward hospitalization insurance were increased to $42.50 a month per employee for family coverage, from $35, and to $20, from $17.50, for employee-only coverage. These contributions were raised to $50 and $22.50, respectively, on January 8, 1976.

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The settlement also included an increase in the minimum monthly pension to $10 per year of credited service, and undiscounted retirement at age 60, with a 5-percent per year actuarial reduction for retirement under age 60. The Atlantic Richfield settlement followed the pattern except for retention of age 62 as the minimum age for undiscounted retirement and adoption of revisions in the benefits reduction schedule for retirements prior to age 62.

The following tables bring the wage chronology up to date through January 7, 1977, the expiration date of the current master and supplemental agreements.

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Table 1. General wage changes[1]

Effective date	Provision	Applications, exceptions, and other related matters
Apr. 1, 1941 (by agreement of June 27, 1941).	5 cents an hour increase.	
Sept. 1, 1941	10 cents an hour increase.	
Sept. 1, 1942	5.5 cents an hour increase.	
Jan. 1, 1946 (by agreement of Dec. 17, 1945).	18-percent increase, averaging approximately 25 cents an hour.	
Oct. 1, 1946 (by agreement of Nov. 15, 1946).	18 cents an hour increase.	The increase ($31.20 a month) was a cost-of-living adjustment based on the Bureau of Labor Statistics Consumer Price Index during the 9-month period ending Sept. 30, 1946. Thereafter, adjustments were to be based on a quarterly review of the CPI. No changes were to be made unless the index increased or decreased 3 points. None of the cost-of-living changes were incorporated in base rates. No reduction below the base period rates was permitted.[2]
Jan. 1, 1947	7 cents an hour increase (total 25 cents).	Quarterly adjustment of cost-of-living allowance.
Apr. 1, 1947	3 cents an hour increase (total 28 cents).	Quarterly adjustment of cost-of-living allowance.
June 30, 1947	28 cents an hour cost-of-living allowance abolished.	Escalator provision discontinued.
July 1, 1947 (by agreement of Aug. 1, 1947).	25 cents an hour increase.	The 25 cents consisted of a 15-cent increase in base rates and a 10-cent bonus payment which was not made a part of the wage structure.
June 30, 1948 (by agreement of May 8, 1948).		10-cent bonus incorporated into wage structure.
July 1, 1948 (by agreement of May 8, 1948).	17.5 cents an hour increase.	
July 1, 1949, to Sept. 30, 1950.		Inequity adjustments, averaging 2.5 cents an hour, granted by geographic location.
Oct. 1, 1950 (by agreement of Nov. 25, 1950).	6-percent or 10 cents an hour increase, whichever was greater. Average 11.4 cents an hour.	
Oct. 1, 1950, to Mar. 31, 1951.		Inequity adjustments, averaging 2 cents an hour, granted by geographic location.
Apr. 1, 1951 (by agreement of Apr. 20, 1951.)	3.7-percent increase, averaging 7.5 cents an hour.	Balance of amount allowable during Wage Stabilization Board regulations.
July, 1, 1951	No change	First quarterly review in accordance with escalator clause in 1951 contract, providing for 1-cent adjustment for each 1-point change in CPI; wage rates not to go below Apr. 1, 1951, levels. Approved by WSB in Sept. 1951.[2]
Oct. 1, 1951	1 cent an hour increase.	Quarterly adjustment of cost-of-living allowance.
Jan. 1, 1952	3 cents an hour increase (total 4 cents).	Quarterly adjustment of cost-of-living allowance.
Apr. 1, 1952	1 cent an hour decrease (total 3 cents).	Quarterly adjustment of cost-of-living allowance.
Apr. 30, 1952	3 cents an hour cost-of-living allowance abolished.	Escalator provision discontinued.
May 1, 1952 (by agreement of May 19, 1952).	15 cents an hour increase.	$36.50 flat amount of retroactive pay representing 9-cent hourly increase for the period Jan. 1, 1952, through Apr. 30, 1952, only, less cost-of-living allowances received during such period.
July 1, 1953 (by amount of Aug. 1, 1953).	4-percent increase.	
Mar. 1, 1955 (by agreement of June 16, 1955).	10 cents an hour increase.	
Feb. 1, 1956 (by agreement of Mar. 5, 1956).	6-percent or 15 cent an hour increase, whichever was greater.	
May 1, 1957 (agreement of June 14, 1957).	6-percent increase, averaging 15 cents an hour.	5 percent retroactive to Apr. 1, 1957.
Jan. 18, 1959 (agreement of Feb. 27, 1959).	5-percent increase, averaging 13.5 cents an hour.	Some additional rate increase, effective Feb., resulted from adjustment of classification inequities.[3]
Dec. 19, 1960 (agreement of Dec. 15, 1960).	14 cents an hour increase.	
Jan. 1, 1963 (memorandum of understanding dated Jan. 11, 1963).	5-percent increase, averaging 15 cents an hour.	
Oct. 8, 1965 (memorandum of understanding of same date).	4½-percent increase.	
Jan. 1, 1967 (memorandum of understanding dated Jan. 16, 1967).	2-percent increase, and an additional 14 cents an hour, averaging 20.5 cents an hour.	Deferred increase effective Jan. 1, 1968.

See footnotes at end of table.

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Table 1. General wage change[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
Jan. 1, 1968 (memorandum of understanding dated Jan. 16, 1967).	4-percent increase, averaging 14 cents an hour.	Deferred increase.
Jan. 27, 1969 (memorandum of understanding dated Jan. 24, 1969).	6-percent increase (minimum of 22 cents an hour), averaging 23 cents an hour.	Additional 5-cent-an-hour increase (averaging 2 cents an hour over all workers in the bargaining unit) in base rates of following classifications and all other classifications at the specified operations who had equal or higher base rates as of Dec. 31, 1968: (a) 1st-class craftsmen in each refinery; (b) Mechanic II in the pipeline company; (c) Electrician II in the producing division; and (d) Senior mechanician in the research division. Additional 5-cent-an-hour increase to welders in the pipeline division. In addition, agreement providied for deferred wage increases, effective Jan. 1, 1970.
Jan. 1, 1970 (memorandum of understanding dated Jan. 24. 1969).	4½-percent increase, averaging 18 cents an hour.	Deferred increase. Additional 5-cent-an-hour increase (averaging 2 cents an hour over all workers in the bargaining unit) in base rates of the above classifications and all other classifications at the specified operations who had equal or higher base rates as of Dec. 31, 1968.
Jan. 1, 1971 (memorandum of understanding dated Jan. 9, 1971).	8½-percent increase, averaging 34 cents an hour.	Agreement also provided for a deferred increase, effective Jan. 1, 1972.[4]
Jan. 1, 1972 (memorandum of understanding dated Jan. 9, 1971).	7½-percent increase, averaging 33 cents an hour.	Deferred increase.
Jan. 1, 1973 (memorandum of understanding dated Jan. 4, 1973).	6-percent increase, averaging 29 cents an hour.	Agreement also provided for a deferred increase, effective Jan. 1, 1974.
Jan. 1, 1974 (memorandum of understanding dated Jan. 4, 1973).	27 cents an hour increase.	Deferred increase.
June 24, 1974 (memorandum of agreement dated June 5, 1974).	6-percent increase on base hourly rates of $5.77 or less and 2 percent on that portion of base hourly rates in excess of $5.77, averaging 31.5 cents an hour.	Unscheduled increase offered by company and accepted by the union.
Jan. 8, 1975 (memorandum of understanding dated Jan. 14, 1975).	75 cents an hour increase.	Agreement also provided for deferred increases effective July 8, 1975, and Jan. 8, 1976, and for a cost-of-living reopener if, during the contract term, the BLS-CPI increased 5 percent above the Jan. 1976 level.
July 8, 1975 (memorandum of understanding dated Jan. 14, 1975).	4-percent increase, averaging 25 cents an hour.	Deferred increase.
Jan. 8, 1976 (memorandum of understanding dated Jan. 14, 1975).	8-percent increase, averaging 52.5 cents an hour.	Deferred increase.

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

The changes listed were the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by premium rates and other factors, the total of the general changes listed will not necessarily coincide with the changes in average hourly earnings over the period of the chronology.

[2] Only base rates used in determining payments under certain fringe benefits.

[3] Since 1949, the master agreement between the Sinclair companies and the OCAW has provided that the union could request adjustment of classification rate inequities resulting from a comparison with the average rates of pay for jobs having comparable duties and responsibilities in agreed-upon major competitive companies in the local area. Requests by the union for adjustments in basic wage rates could be made no more than twice annually, to be effective Feb. 1 and Aug. 1.

[4] Since 1971, the contracts have also included a provision to preclude individual classification adjustments based upon comparisons with area competitors, if differences in rates were the result of different general wage increases or applications thereof.

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Table 2. Basic hourly rates for selected refinery occupations on specified dates, 1941–76

Occupation	Corpus Christi, Tex.[1,2]	East Chicago, Ind.	Houston, Tex.	Marcus Hook, Pa.	Sinclair, Wyo.	Wellsville, N.Y.
	Jan. 1, 1941					
Boilermakers	–	$1.16	$1.15	$1.15	–	–
Boilermakers' helpers	–	.935	.86	.975	–	–
Firemen	–	1.015	1.04	–	–	$0.975
Light oil treaters	–	1.315	1.155	1.135	$1.18	1.10
Laborers, common	–	.755	.58	.74	.72	.63
Laborers, entrance	–	.65	.48	.65	.65	.63
Laborers, skilled	–	.755	.63	.80	.85	.70
Machinists	–	1.16	1.15	1.15	1.18	1.08
Machinists' helpers	–	.935	.86	.975	.93	.83
Pipefitters	–	1.16	1.15	1.15	1.06	1.08
Pipefitters' helpers	–	.935	.85	.975	.85	.83
Pumpers	–	1.315	1.10	1.05	1.18	.92
Stillmen	–	1.315	1.315	1.314	1.315	1.27
Stillmen's helpers	–	1.125	1.05	1.11	1.11	1.20
	Jan. 1, 1945					
Boilermakers	$1.395	$1.365	$1.395	$1.355	$1.355	$1.145
Boilermakers' helpers	1.075	1.14	1.08	1.18	1.085	1.035
Firemen	1.205	1.22	1.205	1.315	1.315	1.125
Light oil treaters	1.255	1.52	1.36	1.34	1.435	1.305
Laborers, common	.785	.96	.785	.945	.925	.835
Laborers, entrance	.685	.855	.685	.855	.855	.835
Laborers, skilled	.835	–	.835	1.005	1.055	.905
Machinists	1.395	1.365	1.395	1.355	1.385	1.285
Machinists' helpers	1.075	1.14	1.08	1.18	1.085	1.035
Pipefitters	1.395	1.365	1.395	1.355	1.355	1.285
Pipefitters' helpers	.985	1.19	1.08	1.18	1.085	1.035
Pumpers	1.305	1.52	1.305	1.34	1.435	1.18
Stillmen	1.52	1.52	1.52	1.52	1.52	1.475
Stillmen's helpers	1.305	1.33	1.305	1.315	1.315	1.255
	Jan. 1, 1950					
Boilermakers	$2.085	$2.035	$2.085	$2.025	$2.025	$1.815
Boilermakers' helpers	1.70	1.77	1.70	1.815	1.705	1.645
Firemen	1.88	1.865	1.88	1.975	1.975	1.755
Light oil treaters	1.945	2.22	2.205	2.005	2.12	1.965
Laborers, common	1.425	1.56	1.425	1.54	1.515	1.41
Laborers, entrance	1.235	1.435	1.235	1.435	1.435	1.41
Laborers, skilled	1.485	1.70	1.485	1.61	1.67	1.495
Machinists	2.085	2.035	2.085	2.025	2.06	1.815
Machinists' helpers	1.70	1.77	1.70	1.815	1.705	1.645
Pipefitters	2.085	2.035	2.085	2.025	2.025	1.94
Pipefitters' helpers	1.70	1.77	1.70	1.815	1.765	1.645
Pumpers	2.075	2.22	2.075	1.975	2.12	1.815
Stillmen	2.27	2.22	2.255	2.22	2.22	2.165
Stillmen's helpers	1.965	1.995	1.965	1.975	1.975	1.905
	Jan. 1, 1951					
Boilermakers	$2.21	$2.18	$2.21	$2.205	$2.145	$1.925
Boilermakers' helpers	1.80	1.895	1.80	1.925	1.805	1.745
Firemen	1.995	2.00	1.995	2.095	2.095	1.86
Light oil treaters	2.06	2.375	2.335	2.225	2.245	2.085
Laborers, common	1.525	1.68	1.525	1.64	1.615	1.51
Laborers, entrance	1.335	1.555	1.335	1.535	1.535	1.51
Laborers, skilled	1.585	1.825	1.585	1.71	1.77	1.595
Machinists	2.21	2.18	2.21	2.205	2.185	1.925
Machinists' helpers	1.80	1.895	1.80	1.925	1.805	1.745
Pipefitters	2.21	2.18	2.21	2.205	2.145	2.055
Pipefitters' helpers	1.80	1.895	1.80	1.925	1.87	1.745
Pumpers	2.20	2.375	2.20	2.12	2.245	1.925
Stillmen	2.405	2.375	2.405	2.44	2.355	2.295
Stillmen's helpers	2.085	2.135	2.085	2.095	2.095	2.02

See footnotes at end of table.

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Table 2. Basic hourly rates for selected refinery occupations on specified dates, 1941–76–Continued

Occupation	Corpus Christi, Tex.[2]	East Chicago, Ind.	Houston, Tex.	Marcus Hook, Pa.	Sinclair, Wyo.	Wellsville, N.Y.
	May 1, 1951					
Boilermakers	$2.29	$2.26	$2.30	$2.29	$2.265	$1.995
Boilermakers' helpers	1.865	1.965	1.865	1.995	1.87	1.81
Firemen	2.07	2.075	2.07	2.175	2.175	1.93
Light oil treaters	2.135	2.465	2.42	2.305	2.33	2.16
Laborers, common	1.595	1.74	1.595	1.70	1.675	1.565
Laborers, entrance	1.45	1.615	1.45	1.59	1.59	1.565
Laborers, skilled	1.645	1.895	1.645	1.775	1.835	1.655
Machinists	2.29	2.26	2.30	2.305	2.265	1.995
Machinists' helpers	1.865	1.965	1.865	1.995	1.87	1.81
Pipefitters	2.29	2.26	2.30	2.29	2.265	2.13
Pipefitters' helpers	1.865	1.965	1.865	1.995	1.94	1.81
Pumpers	2.28	2.465	2.29	2.20	2.33	1.995
Stillmen	2.495	2.465	2.495	2.545	2.44	2.38
Stillmen's helpers	2.16	2.245	2.16	2.175	2.175	2.095
	May 1, 1952					
Boilermakers	$2.45	$2.41	$2.45	$2.44	$2.415	$2.145
Boilermakers' helpers	2.015	2.115	2.015	2.145	2.02	1.96
Firemen	2.22	2.225	2.22	2.325	2.325	2.08
Light oil treaters	2.455	2.615	2.59	2.455	2.48	2.31
Laborers, common[3]	1.745	1.89	1.745	1.85	1.825	1.715
Laborers, entrance	1.60	1.765	1.60	1.74	1.74	1.715
Laborers, skilled	1.795	2.045	1.795	1.925	1.985	1.805
Machinists	2.45	2.41	2.45	2.455	2.415	2.145
Machinsts' helpers	2.015	2.115	2.015	2.145	2.02	1.96
Pipefitters	2.45	2.41	2.45	2.44	2.415	2.28
Pipefitters' helpers	2.015	2.115	2.015	2.145	2.09	1.96
Pumpers	2.44	2.615	2.44	2.35	2.48	2.145
Stillmen	2.645	2.615	2.645	2.695	2.59	2.53
Stillmen's helpers	2.31	2.395	2.31	2.325	2.325	2.245
	July 1, 1953					
Boilermakers	$2.55	$2.505	$2.55	$2.575	$2.51	–
Boilermakers' helpers	2.11	2.20	2.11	2.23	–	–
Firemen	–	2.315	2.335	–	2.42	$2.165
Light oil treaters	–	2.72	2.705	2.67	2.58	2.40
Laborers, entrance	1.815	1.855	1.665	1.81	1.81	1.875
Laborers, skilled	1.815	1.965	1.745	1.925	1.90	1.875
Machinists	2.55	2.505	2.55	2.59	2.51	2.23
Machinists' helpers	–	2.20	2.11	2.23	–	2.04
Pipefitters	2.55	2.505	2.55	2.575	2.51	2.37
Pipefitters' helpers	2.11	2.20	2.11	2.23	2.175	2.04
Pumpers	2.58	2.72	2.58	2.60	2.58	2.23
Stillmen	2.75	2.72	2.75	2.84	2.695	2.63
Stillmen's helpers	2.40	2.49	2.40	2.42	2.42	2.335
	Mar. 1, 1955					
Boilermakers	$2.65	$2.605	$2.65	$2.675	$2.61	–
Boilermakers' helpers	2.21	2.30	2.21	2.33	–	–
Firemen	–	2.415	2.435	–	2.52	$2.265
Light oil treaters	–	2.82	2.805	2.77	2.68	2.50
Laborers, entrance	1.915	1.955	1.765	1.91	1.91	1.975
Laborers, skilled	1.915	2.065	1.845	2.025	2.00	1.975
Machinists	2.65	2.605	2.65	2.69	2.61	2.33
Machinists' helpers	2.21	2.30	2.21	2.33	–	2.14
Pipefitters	2.65	2.605	2.65	2.675	2.61	2.47
Pipefitters' helpers	2.21	2.30	2.21	2.33	2.275	2.14
Pumpers	2.68	2.82	2.68	2.70	2.68	2.33
Stillmen	2.85	2.82	2.85	2.94	2.795	2.73
Stillmen's helpers	2.50	2.59	2.50	2.52	2.52	2.435

See footnotes at end of table.

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Table 2. Basic hourly rates for selected refinery occupations on specified dates, 1941–76–Continued

Occupation	Corpus Christi, Tex.[2]	East Chicago, Ind.	Houston, Tex.	Marcus Hook, Pa.	Sinclair, Wyo.	Wellsville, N.Y.
	Feb. 1, 1956					
Boilermakers	$2.81	$2.76	$2.81	$2.835	$2.765	–
Boilermakers' helpers	2.36	2.45	2.36	2.48	–	–
Firemen	–	2.565	2.585	–	2.67	$2.415
Light oil treaters	–	2.99	2.975	2.935	2.84	2.65
Laborers, entrance	1.915	2.105	1.915	2.06	2.06	2.125
Laborers, skilled	1.995	2.215	1.995	2.175	2.15	2.125
Machinists	2.81	2.76	2.81	2.85	2.765	2.48
Machinists' helpers	2.36	2.45	2.36	2.48	–	2.29
Pipefitters	2.81	2.76	2.81	2.835	2.765	2.62
Pipefitters' helpers	2.36	2.45	2.36	2.48	2.425	2.29
Pumpers	2.84	2.99	2.84	2.86	2.84	2.48
Stillmen	3.02	2.99	3.02	3.12	2.965	2.895
Stillmen's helpers	2.65	2.745	2.65	2.67	2.67	2.585
	May 1, 1957					
Boilermakers	$2.98	$2.925	$2.98	$3.005	$2.93	–
Boilermakers' helpers	2.50	2.595	2.50	2.63	–	–
Firemen	–	2.72	2.74	–	2.83	$2.56
Light oil treaters	–	3.17	3.155	3.11	3.01	2.81
Laborers, entrance	2.03	2.23	2.03	2.185	2.185	2.255
Laborers, skilled	2.115	2.35	2.115	2.305	2.28	2.255
Machinists	2.98	2.925	2.98	3.02	2.93	2.63
Machinists' helpers	2.50	2.595	2.50	2.63	–	2.425
Pipefitters	2.98	2.925	2.98	3.005	2.93	2.775
Pipefitters' helpers	2.50	2.595	2.50	2.63	2.57	2.425
Pumpers	3.01	3.17	3.01	3.03	3.01	2.63
Stillmen	3.20	3.17	3.20	3.31	3.145	3.07
Stillmen's helpers	2.81	2.91	2.81	2.83	2.83	2.74
	Jan. 18, 1959[4, 5]					
Boilermakers	$3.235	$3.08	$3.13	$3.165	$3.075	–
Boilermakers' helpers	2.625	2.735	2.625	2.76	–	–
Firemen	–	2.855	2.865	–	2.97	–
Light oil treaters	–	3.345	3.315	3.28	3.16	–
Laborers, entrance	2.13	2.34	2.13	2.295	2.295	–
Laborers, skilled	2.22	2.47	2.22	2.42	2.395	–
Machinists	3.13	3.08	3.13	3.18	3.075	–
Machinists' helpers	2.625	2.735	2.625	2.76	–	–
Pipefitters	3.13	3.08	3.13	3.165	3.075	–
Pipefitters' helpers	2.625	2.735	2.625	2.76	2.70	–
Pumpers	3.16	3.345	3.16	3.14	3.16	–
Stillmen	3.36	3.345	3.36	3.485	3.30	–
Stillmen's helpers	2.95	3.055	2.95	3.065	2.97	–
	Dec. 19, 1960					
Boilermakers	$3.375	$3.22	$3.27	$3.305	$3.215	–
Boilermakers' helpers	2.765	2.875	2.775	2.90	–	–
Firemen	–	2.995	3.005	–	3.11	–
Light oil treaters	–	3.485	3.455	3.42	3.30	–
Laborers, entrance	2.27	2.48	2.27	2.435	2.435	–
Laborers, skilled	2.36	2.61	2.36	2.56	2.535	–
Machinists	3.27	3.21	3.27	3.32	3.215	–
Machinists' helpers	2.765	2.865	2.775	2.90	–	–
Pipefitters	3.27	3.21	3.27	3.305	3.215	–
Pipefitters' helpers	2.765	2.865	2.775	2.90	2.84	–
Pumpers	3.30	3.485	3.30	3.28	3.30	–
Stillmen	3.50	3.485	3.50	3.625	3.44	–
Stillmen's helpers	3.09	3.195	3.09	3.205	3.11	–

See footnotes at end of table.

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Table 2. Basic hourly rates for selected refinery occupations on specified dates, 1941–76–Continued

Occupation	East Chicago, Ind.	Houston, Tex.	Marcus Hook, Pa.	Sinclair, Wyo.	East Chicago, Ind.	Houston, Tex.	Marcus Hook, Pa.	Sinclair, Wyo.
	Jan. 1, 1963[6]				Oct. 8, 1965[7]			
Boilermakers	$3.38	$3.435	$3.47	$3.375	$3.53	$3.59	$3.625	$3.525
Boilermakers' helpers	3.02	2.915	3.045	–	3.155	3.045	3.18	–
Firemen	3.145	3.155	–	3.265	3.285	3.295	–	3.41
Light oil treaters	3.66	3.63	3.59	3.465	3.825	3.79	3.75	3.62
Laborers, entrance	2.605	2.385	2.555	2.555	2.72	2.49	2.67	2.67
Laborers, skilled	2.74	2.48	2.69	2.66	2.865	2.59	2.81	2.78
Machinists	3.38	3.435	3.485	3.375	3.53	3.59	3.64	3.525
Machinists' helpers	3.02	2.915	3.045	–	3.155	3.045	3.18	–
Pipefitters	3.38	3.435	3.47	3.375	3.53	3.59	3.625	3.525
Pipefitters' helpers	3.02	2.915	3.045	2.98	3.155	3.045	3.18	3.115
Pumpers	3.66	3.465	3.445	3.465	3.825	3.62	3.60	3.62
Stillmen	3.66	3.675	3.805	3.61	3.825	3.84	3.975	3.77
Stillmen's helpers	3.355	3.245	3.365	3.265	3.505	3.39	3.515	3.41
	Jan. 1, 1967[7]				Jan. 1, 1968[7]			
Boilermakers	$3.74	$3.80	$3.84	$3.735	$3.89	$3.95	$3.995	$3.885
Boilermakers' helpers	3.36	3.245	3.385	–	3.495	3.375	3.52	–
Firemen	3.49	3.40	–	3.62	3.63	3.64	–	3.765
Light oil treaters	4.04	4.005	3.965	3.83	4.20	4.165	4.125	3.985
Laborers, entrance	2.915	2.68	2.865	2.865	3.03	2.785	2.98	2.98
Laborers, skilled	3.06	2.78	3.005	2.975	3.18	2.89	3.125	3.095
Machinists	3.74	3.80	3.855	3.735	3.89	3.95	4.01	3.885
Machinists' helpers	3.36	3.245	3.385	–	3.495	3.375	3.52	–
Pipefitters	3.74	3.80	3.84	3.735	3.89	3.95	3.995	3.885
Pipefitters' helpers	3.36	3.245	3.385	3.315	3.495	3.375	3.52	3.45
Pumpers	4.04	3.83	3.81	3.83	4.20	3.985	3.96	3.985
Stillmen	4.04	4.055	4.195	3.985	4.20	4.215	4.365	4.145
Stillmen's helpers	3.715	3.595	3.725	3.62	3.865	3.74	3.875	3.765
	Jan. 27, 1969[7]				Jan. 1, 1970[7, 8]			
Boilermakers	$4.175	$4.235	$4.29	$4.17	$4.415	$4.475	–	$4.41
Boilermakers' helpers	3.715	3.595	3.74	–	3.88	3.755	–	–
Firemen	3.85	–	–	–	4.025	–	–	–
Light oil treaters	4.50	4.47	4.445	–	4.755	4.72	–	–
Laborers, entrance	3.25	3.005	3.20	3.20	3.395	3.14	–	3.345
Laborers, skilled	3.40	3.11	3.345	3.315	3.555	3.25	–	3.465
Machinists	4.175	4.235	4.30	4.17	4.415	4.475	–	4.41
Machinists' helpers	3.715	3.595	3.74	–	3.88	3.755	–	–
Pipefitters	4.175	4.235	4.29	4.17	4.415	4.475	–	4.41
Pipefitters' helpers	3.715	3.595	3.74	3.67	3.88	3.755	–	3.835
Pumpers	4.50	4.275	4.275	4.275	4.755	4.515	–	4.515
Stillmen	4.50	4.54	4.68	4.445	4.755	4.795	–	4.695
Stillmen's helpers	4.095	3.97	4.13	3.99	4.28	4.15	–	4.17
	Jan. 1, 1971[9]				Jan. 1, 1972[9]			
Boilermakers	$4.80	$4.86	–	–	$5.16	$5.22	–	–
Boilermakers' helpers	4.21	4.07	–	–	4.53	4.38	–	–
Firemen	4.37	–	–	–	4.70	–	–	–
Light oil treaters	5.17	–	–	–	5.56	–	–	–
Laborers, entrance	3.68	3.41	–	$3.63	3.96	3.67	–	$3.90
Laborers, skilled	3.86	3.53	–	3.76	4.15	3.79	–	4.04
Machinists	4.80	4.86	–	–	5.16	5.22	–	–
Machinists' helpers	4.21	4.07	–	–	4.53	4.38	–	–
Pipefitters	4.80	4.86	–	–	5.16	5.22	–	–
Pipefitters' helpers	4.21	4.07	–	–	4.53	4.38	–	–
Pumpers	5.17	4.90	–	4.90	5.56	5.27	–	5.27
Stillmen	5.17	5.20	–	5.09	5.56	5.59	–	5.47
Stillmen's helpers	4.64	4.50	–	4.52	4.99	4.84	–	4.86

See footnotes at end of table.

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Table 2. Basic hourly rates for selected refinery occupations on specified dates, 1941–76–Continued

Occupation	East Chicago, Ind.	Houston, Tex.	East Chicago, Ind.	Houston, Tex.	East Chicago, Ind.	Houston, Tex.
	Jan. 1, 1973[10]		Jan. 1, 1974		June 1, 1974	
Boilermakers	$5.47	$5.53	$5.74	$5.80	$6.08	$6.15
Boilermakers' helpers, 1st class	4.80	4.64	5.07	4.91	5.37	5.20
Firemen	4.98	–	5.25	–	5.57	–
Light oil treater	5.89	–	6.16	–	6.51	–
Laborers, entrance	4.20	3.89	4.47	4.16	4.74	4.41
Laborers, skilled (120 days)	4.40	4.02	4.67	4.29	4.95	4.55
Machinists	5.47	5.53	5.74	5.80	6.08	6.15
Machinists' helpers, 1st class	4.80	4.64	5.07	4.91	5.37	5.20
Pipefitters	5.47	5.53	5.74	5.80	6.08	6.15
Pipefitters' helpers, 1st class	4.80	4.64	5.07	4.91	5.37	5.20
Pumpers	5.89	5.59	6.16	5.86	6.51	6.21
Stillmen	5.89	5.93	6.16	6.20	6.51	6.55
Stillmen's helpers	5.29	5.13	5.56	5.40	5.89	5.72
	Jan. 8, 1975		July 8, 1975		Jan. 8, 1976[11]	
Boilermakers	$6.83	$6.90	$7.10	$7.18	$7.67	$7.75
Boilermakers' helpers, 1st class	6.12	5.95	6.36	6.19	6.87	6.69
Firemen	6.32	–	6.57	–	7.10	–
Light oil treater	7.26	–	7.55	–	8.15	–
Laborers, entrance	5.49	5.16	5.71	5.37	6.17	5.80
Laborers, skilled (120 days)	5.70	5.30	5.93	5.51	6.40	5.95
Machinists	6.83	6.90	7.10	7.18	7.67	7.75
Machinists' helpers, 1st class	6.12	5.95	6.36	6.19	6.87	6.69
Pipefitters	6.83	6.90	7.10	7.18	7.67	7.75
Pipefitters' helpers, 1st class	6.12	5.95	6.36	6.19	6.87	6.69
Pumpers	7.26	6.96	7.55	7.24	8.15	7.82
Stillmen	7.26	7.30	7.55	7.59	8.15	8.20
Stillmen's helpers	6.64	6.47	6.91	6.73	7.46	7.27

[1] Refinery not acquired by Sinclair Refining Co. until 1943.
[2] Houston rates used when classification not shown in force report.
[3] This classification did not appear after the 1952 agreement.
[4] Includes inequity adjustments effective Feb. 1, 1959.
[5] Wellsville plant closed prior to Jan. 18, 1959.
[6] The Corpus Christi refinery was sold by Sinclair on June 1, 1962.
[7] Since application of the general wage increases resulted in fractions of a cent adjustments, the agreement provided that basic hourly rates of pay would be increased or decreased to the nearest ½ cent.
[8] The Marcus Hook refinery was sold to B.P. Oil Corporation on Mar. 4, 1969.
[9] The agreement provided that hourly rates would be rounded to the nearest cent after application of the general wage increases.
[10] The Sinclair, Wyo. refinery was sold to Pasco, Inc. on January 1, 1973.
[11] The East Chicago, Ind., refinery was sold to CF Petroleum Co. on May 26, 1976.

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Table 3. Supplementary compensation practices[1]

Effective date	Provision	Applications, exceptions, and other related matters
	Shift premium pay	
July 1, 1941	No provision for shift premium pay.	
June 1, 1946	4 cents an hour for second shift; 6 cents an hour for third shift.	Applicable also to hourly workers who were not regular shift employees but who worked more than 4 hours during or into the second or third shift; and to employees who had completed their regular scheduled work hours and were held over or assigned to work another shift within 24 hours from the start of the regularly scheduled hours.
July 1, 1951	Increased to: 5 cents an hour for second shift; 7 cents an hour for third shift.	
May 1, 1952	Increased to: 6 cents an hour for second shift; 12 cents an hour for third shift.	
July 1, 1952	.....	New shift premiums applied to hourly workers who were not regular shift employees but who worked more than 1 hour during or into the second or third shift.
June 15, 1956 (by supplemental agreement of Mar. 5, 1956).	Increased to: 8 cents an hour for second shift; 16 cents an hour for third shift.	
Jan. 1, 1967 (memorandum of understanding dated Jan. 16, 1967).	Increased to: 10 cents an hour for second shift; 20 cents an hour for third shift.	
Jan. 27, 1969 (memorandum of understanding dated Jan. 24, 1969).	Increased to: 15 cents an hour for second shift; 30 cents an hour for third shift.	
Jan. 1, 1974 (memorandum of understanding dated Jan. 4, 1973).	Increased to: 20 cents an hour for second shift; 40 cents an hour for third shift.	
	Overtime pay	
July 1, 1941	Time and one-half for work outside regular hours. (Employers and union were at this time in agreement as to a 36-hour work week.)	Applicable to: Day men required to work beyond quitting time; shift men[2] required to work overtime when relief men failed to appear if employer had 10 hours' notice that the relief shift man would not report. Other overtime for shift men paid at rate of time and one-half and the equivalent of actual overtime worked had to be taken off without pay.
June 1, 1942	.....	Agreement that, for the duration of the war emergency, the 36-hour week be extended to 40 hours without premium overtime pay for the extra 4 hours.
June 1, 1944	Changed to: Time and one-half for work in excess of 8 hours a day or 40 hours a week, and for all work outside of regularly scheduled hours.	Applicable to all employees. No employee required to take time off to offset overtime.
July 1, 1949	.....	Time and one-half paid for the following types of work: Call-out work; work before regular starting time or beyond regular quitting time; work in excess of 8 hours a day; employer-called conferences outside of regular working hours. No additional payments made if these categories of work extended the workweek beyond 40 hours. Premium payments for work in the following cases did not cancel overtime payment for hours in excess of 40 in the workweek: Change of hours; work on paid holidays; double time payable on seventh day; work on regular day off.
	Premium pay for weekend work	
July 1, 1941	Time and one-half for work on Sunday as such, unless it was a regularly scheduled workday.	Applicable to day employees, but not to shift workers.
June 1, 1944 (by Directive Order of NWLB, Aug. 17, 1944).[3]	Changed to: Time and one-half for work on Sunday provided it was the sixth day of work in any regularly scheduled week. Added: Double time for work on the 7th day within the workweek.	Applicable to all employees.

See footnotes at end of table.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Premium pay for weekend work–Continued	
June 1, 1946	. . . . .	Unworked holidays, unless they fell on an employee's regularly scheduled day off, included as days worked, and double-time rate for seventh day applied when 48 hours or 6 days of work had been performed.
July 1, 1949	. . . . .	Added: Each day during which more than 4 hours was worked included in the account of days worked, unless an employee was absent for a portion of a day without justifiable cuase. In case of unexcused absence that day was not counted in the computation of 7 consecutive days of work.
	Holiday Pay	
July 1, 1941	Time and one-half for hourly day employees if they worked on 6 specified holidays; straight-time pay for Fourth of July and Christmas if not worked, unless they fell on regular days off; no payment for other 4 holidays if not worked.	Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. Day workers allowed to lay off Washington's Birthday and Armistice Day without pay if they wished (not applicable to shift employees). Time and one-half for shift workers who worked Fourth of July and Christmas.
June 1, 1944[3]	Provision extended to include all hourly employees.	Any employee allowed to lay off Washington's Birthday and Armistice Day without pay if desired.
	Added: Straight-time pay for Labor Day when not worked, unless it fell on regular day off.	
June 1, 1945	Changed to: Straight-time pay for all 6 holidays if not worked unless they fell on regular days off.	
July 1, 1948	Changed to: Double-time for work on 6 holidays.	To be paid for holiday not worked, employee must have worked last regularly scheduled workday before the holiday and the first one thereafter, unless excused, ill, or injured. Employee requested to work on a holiday, but who did not work, received no pay for holiday.
July 1, 1949	Added: In national election years, straight-time pay for Presidential Election Day and General National Congressional Election Day if not worked or if holiday fell on a regular day off, except Saturday. Double-time paid for hours worked on these holidays.	
July 1, 1951	Added: Armistice Day as a paid holiday (total 7) in years when neither Presidential nor Congressional Election was held.	Employees allowed to lay off without pay on Armistice Day in years when it was not a paid holiday.
July 1, 1952	. . . . .	Straight-time paid for any holiday that fell on a regular day off. To be eligible for unworked holiday pay, employee must work last regularly scheduled workday before the the holiday or the first one thereafter, unless excused, ill, or injured.
June 15, 1956 (by agreement dated July 17, 1956).	Added: 1 paid holiday (total 8).	Holiday was Good Friday.
June 15, 1957 (agreement dated Aug. 8, 1957).	Increased to: 8 hours at straight-time plus time and one-half for hours worked up to normal daily hours, and double-time for work after normal daily hours.	
Jan. 1, 1971 (memorandum of understanding dated Jan. 9, 1971).	Added: 1 holiday (total 9).	Holiday was Washington's Birthday.
Jan. 8, 1975 (memorandum of understanding dated Jan. 14, 1975).	Added: 1 paid holiday (total 10).	Holiday was day after Thanksgiving Day.
	Paid vacations	
July 1, 1941	One week with pay for employees with 1 year's service; 2 weeks for employees with 2 or more years' service.	Pay based on full-time weekly pay in 3 months prior to vacation. Employees laid off for reason beyond their control and reemployed within 180 days retained vacation rights but forfeited 1/12 of vacation pay for each month lost. No employee forced to take vacation because of shutdown.

See footnotes at end of table.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Paid vacations–Continued	
June 1, 1945		Employees whose services were terminated received earned vacation pay on pro rata basis of 1/12 for each month beyond anniversary date of employment. During the national emergency, employer could give vacation pay in lieu of vacation.
June 1, 1946	Added: 3 weeks after 15 years.	
July 1, 1948	Added: 4 weeks after 25 years.	Additional day of vacation allowed if 1 of the 6 paid holidays fell within vacation.
July 1, 1949	Changed to: 2 weeks' vacation for employees with 1 year's service.	For refineries and research and development department: Based on average hourly straight-time earnings in 4 workweeks preceding the vacation. For pipeline and producing operations: Based on average hourly straight-time earnings in 2 preceding pay periods. Time lost through unpaid absences was accumulated, and if the total was 22 or more scheduled workdays, the vacation allowance was reduced 1/12 for each 22 days. Not applicable to time spent in approved absence on personal or union business, or the 2-day waiting period for sick benefit payments.
June 15, 1956 (by agreement dated July 17, 1956).	Changed to: 3 weeks' vacation for employees with 10 years' service.	
June 15, 1957 (agreement dated Aug. 8, 1957).	Changed to: 4 weeks' vacation for employees with 20 or more years' service.	In effect: Additional day's pay provided when paid holiday fell in vacation period. Employees rehired within 1 year of layoff because of force reduction or any reason beyond their control retained vacation rights, but forfeited 1/12 of vacation pay for each month lost during year.
July 1, 1964 (memorandum of understanding dated July 11, 1964).	Added: 5 weeks' vacation after 25 years or more of service.	
Jan. 1, 1967 (memorandum of understanding dated Jan. 16, 1967).	Changed to: 3 weeks' vacation after 5 years' service; 4 weeks after 10 years; 5 weeks after 20 years.	
	Reporting time or call-in pay	
July 1, 1941	4 hours' pay if called for work as scheduled and no work or less than 3 hours' work were available; full day's pay if 3 hours or more were worked. Time and one-half paid for actual time worked if called in emergency outside of regular working hours, with minimum guarantee of 3 hours' pay at regular rate; minimum guarantee of 4 hours' pay at regular rate, whether worked or not, if called outside regular hours, except in emergency.	
June 1, 1944	Changed to: Minimum guarantee increased to 4 hours' pay at straight-time rate.	Not applicable in case of emergencies when no work was performed.
	Travel pay	
July 1, 1941	For production employees: Transportation paid if employee was instructed to report for work at other than regular place of employment.	
June 1, 1944	Added: For production employees, transportation supplied or paid for by employer, and travel time considered as hours worked; for pipeline employees, paid for travel to job from place where they were required to report for work, but return was paid for, at straight-time rates, only if it was over 1 hour.	Not applicable to truck drivers, who were paid for all time worked.
June 1, 1945	Added: For pipeline employees, transportation supplied or paid for by employer, and travel time considered as hours worked.	

See footnotes at end of table.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Subsistence pay	
July 1, 1941	No provision for subsistence pay.	
June 1, 1945	$3.50 a day and all necessary transportation charges paid to employee compelled to remain overnight on job away from headquarters.	
July 1, 1948	Changed to: Actual living expense up to but not to exceed $5 a day.	
July 1, 1949	Changed to: Flat rate of $5 a day.	
July 1, 1951	Increased to: $6 a day.	
July 1, 1952	Increased to: $6.50 a day.	
June 15, 1955 (by agreement dated Aug. 22, 1955).	Increased to: $7 a day.	
June 15, 1957 (agreement dated Aug. 8, 1957).	Increased to: $7.25 a day.	
June 15, 1959 (agreement dated Nov. 12, 1959).	Increased to: $7.50 a day.	
July 27, 1961 (agreement dated Aug. 10, 1961).	Increased to: $7.75 a day.	
July 1, 1964 (memorandum of understanding dated July 11, 1964).	Increased to: $8 a day.	
Jan. 27, 1969 (memorandum of understanding dated Jan. 24, 1969).	Increased to: $12 a day.	
Jan. 1, 1971 (memorandum of understanding dated Jan. 9, 1971).	Increased to: $13 a day.	
Jan. 1, 1973 (memorandum of understanding dated Jan. 4, 1973).	Increased to: $15 a day.	
Jan. 8, 1975 (memorandum of understanding dated Jan. 14, 1975).	Increased to: $20 a day.	
	Meals and meal time	
July 1, 1941	Meal supplied to employee required to work overtime past regular meal time; additional meals supplied at 5-hour intervals as long as the employee worked overtime.	Meals eaten on company time.
	Severance allowance	
July 1, 1941	No provision for severance allowance.	
June 1, 1942	Employees separated through no fault of their own received 1 week's pay for 1 year's service; 2 weeks pay for 2 or more years' service.	
June 1, 1944 (by NWLB ruling, Sept. 28, 1944).[4]	Changed to: 1 week's pay for 1 year's service; 2 weeks' pay for 2 but less than 5 years; 3 weeks' pay for 5 but less than 10 years; 4 weeks' pay for 10 or more years' service.	
June 1, 1946	. . . . .	Employees laid off and granted severance pay, then rehired and laid off again, received second severance payment only if service since reemployment was 1 year or more.
July 1, 1951	. . . . .	Severance pay not allowed employees separated because of retirement under the retirement plan.
	Tools and equipment	
July 1, 1941	No provision covering tools and equipment.	
July 1, 1949	Company to provide tools it deemed necessary to carry on operations.	Excluded: Ordinary hand tools used by craft workers in their trades.

See footnotes at end of table.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Clothes allowance	
July 1, 1941	No provision for clothes allowance.	
July 1, 1949	Clothing destroyed or rendered unfit for use, while on job, by acid, caustic, other chemicals, or fire to be replaced.	Applicable only if: (1) the accident was not due to employee's negligence, (2) the employee was using available protective clothing or devices, (3) the loss was immediately reported to the foreman, (4) the clothing was surrendered to the foreman when the claim was made. Gloves were supplied for welders.
July 1, 1951	.....	Gloves were supplied for welders' servicing crews.
	Moving expense	
July 1, 1941	No provision covering moving expenses.	
June 1, 1945	Expense, up to $25, of moving personal effects and household goods paid pipeline and production employees.	Applicable if employee was compelled to move because of demotion, promotion, or displacement because of seniority rules.
June 1, 1946	Added: Refinery employees in case of permanent shut-down. Maximum payment increased to $50.	
July 1, 1949	Maximum payment increased to $65.	When employee was transferred at request of the employer, the necessary ordinary and usual moving expenses were borne by the company, and the employee lost no pay for time lost in making the move.
July 1, 1951	Maximum payment increased to $75.	
July 1, 1952	Maximum payment increased to $85.	
June 15, 1955 (agreement dated Aug. 22, 1955).	Maximum payment increased to $100.	
June 15, 1956 (agreement dated July 17, 1956).	Maximum payment increased to $110.	
June 15, 1957 (agreement dated Aug. 8, 1957).	Increased to: $120 maximum.	
June 15, 1959 (agreement dated Nov. 12, 1959).	Increased to: $130 maximum.	
July 27, 1961 (agreement dated Aug. 10, 1961).	Increased to: $140 maximum.	
July 1, 1964 (memorandum of understanding dated July 11, 1964).	Increased to: $150 maximum.	
Jan. 27, 1969 (memorandum of understanding dated Jan. 24, 1969).	Increased to: $200 maximum.	
Jan. 1, 1971 (memorandum of understanding dated Jan. 9, 1971).	Increased to: $300 maximum.	
Jan. 8, 1975 (memorandum of understanding dated Jan. 14, 1975).	Increased to: $350 maximum.	
	Shifted-tour pay	
July 1, 1941	Time and one-half paid for first day of temporary work outside of regular hours when working hours were changed and if employee was kept off regular schedule 7 or more calendar days and on first day of return to regular hours or change to different schedule.	Not applicable to usual shift changes. Work beginning more than 3 hours before regular starting time was considered a change in hours rather than overtime work.
June 1, 1942	Added: Employee compensated for net amount of time and pay lost as a result of shifted tour.	Not applicable if change was because of permanent promotion to a higher-paid job.
June 1, 1945	.....	Not applicable if change was due to substituting for employee on vacation or when change due to change in lunch period did not alter quitting time by more than 1 hour.

See footnotes at end of table.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Demotion pay allowance	
July 1, 1941	Regular rate of pay allowed for first 40 hours after demotion, if caused by temporary or permanent closing of unit or department.	
June 1, 1944	Extended to: 2 weeks from date of demotion.	Not applicable if demotion was at employee's request, or incidental to extension of workweek.
June 1, 1946	. . . . .	Not applicable if demotion was for cause.
Jan. 27, 1969 (memorandum of understanding dated Jan. 24, 1969).	Changed to: Minimum of 1 year's service in classification from which demoted to be eligible for demotion pay. Pay was based on length of service, as follows: 1 but less than 15 years, 18 consecutive weeks of pay; 15 years or more, 18 consecutive weeks plus an additional 1 week for each year of service, not to exceed a total of 52 consecutive weeks.	Employee to receive demotion pay for the full demotion period, even if subsequently demoted to a lower rated classification or promoted to a higher rated classification (except one at a rate equivalent to that from which the employee was demoted). Provisions not applicable if: 1. Employee was demoted for cause or at own request; 2. Employee was displaced by an employee who was absent during the time the job was open and who was later awarded the job; or 3. Employee was demoted from a classification held on temporary assignment or temporary promotion as a leave replacement regardless of its duration. Upon exhaustion of one demotion pay period, employee can requalify for another if subsequently demoted.
	Absence due to death in family	
July 1, 1941	No provision for absence caused by death in family.	
June 1, 1946	Time off, up to 3 scheduled workdays, paid at straight-time in case of death in immediate family.	Immediate family defined as including wife, child, mother, father, brother, sister, mother-in-law and father-in-law.
July 1, 1949	. . . . .	Grandchild included in immediate family.
Jan. 27, 1969 (memorandum of understanding dated Jan. 24, 1969).	. . . . .	Changed: The word "spouse" substituted for "wife" in the definition of immediate family.
Jan. 1, 1971 (memorandum of understanding dated Jan. 9, 1971).	. . . . .	Changed: Definition of immediate family to include grandparent, son-in-law, and daughter-in-law.
Jan. 1, 1973 (memorandum of understanding dated Jan. 4, 1973).	. . . . .	Changed: Definition of immediate family to include brother-in-law and sister-in-law.
	Jury-duty pay	
July 1, 1941	No provision for jury-duty pay.	
July 1, 1949	Straight-time pay, without deduction for jury fees, for time lost while serving on juries.	
	Group life insurance	
July 1, 1941 (in effect)	*Noncontributory life insurance*: Made available to employees after 6 months' service, providing 1-year renewable term life insurance of $1,000.	Not included in contracts; established by employer on May 1, 1929. Cost to employer about $1.40 a month per $1,000 insurance.
	Contributory insurance: $1,000 to $9,000 depending on annual earnings and payable to beneficiary on death of employee from any cause.[5]	Employee paid 60 cents per $1,000 and employer paid 80 cents.
	Disability benefits: Insurance premium waived and face value of the life insurance (including noncontributory insurance) paid in monthly installments to employee permanently and totally disabled prior to age 60; the balance paid to employee's beneficiary if the employee died before all installments had been paid.	

See footnotes at end of table.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Group life insurance–Continued	
Aug. 22, 1955 (stipulation of same date).	.....	Companies agreed that union could strike if insurance plan was unilaterally changed. In effect: For participants in retirement plan, face value of noncontributory term life insurance policy continued on retirement, without cost to employee.
Sept. 1, 1959 (supplemental agreement dated Sept. 9, 1959).	Revised and expanded plan made available. Changed to: *Total insurance* (including $1,000 noncontributory insurance) equal to 2 years' base salary.	Voluntary plan for which employee pays 55 cents per month per $1,000 in excess of first $1,000 and employer pays balance. On retirement, insurance to equal (a) 50 percent of total life insurance or (b) total life insurance in force on Aug. 31, 1959 (maximum $10,000), whichever was greater. Insurance continued during leave of absence for sickness or injury, providing employee continued contributions. Insurance continued only 1 month during leave of absence for reasons other than sickness or injury, unless company permitted extension. Noncontributory accidental death and dismemberment insurance, providing up to $1,000 for any one occupational or nonoccupational accident within 90 days after injury, for active employee with at least 6 months' service, added to Group Life Insurance Plan; formerly in Hospital and Surgical Plan.
Jan. 1, 1965 (memorandum of understanding dated July 11, 1964).	.....	Changed: Retiree's life insurance coverage–Retirees to receive greater of (1) at age 62 but under 65–regular insurance (equal to 2 years' basic salary); from age 65–80 percent of basic salary; or (2) insurance with face value of $1,000.
Jan. 1, 1971 (memorandum of understanding dated Jan. 9, 1971).	Increased: Noncontributory insurance–to $5,000. Increased: Noncontributory accidental death and dismemberment insurance to $5,000.	Employee contribution for voluntary insurance (in excess of $5,000 noncontributory insurance) approximating in total two times annual salary, reduced to 50 cents per month per $1,000 with company paying balance. In event of early retirement on or after Jan. 1, 1971, employee permitted to continue all or half of life insurance to age 65. In either case the first $5,000 was company-paid and the excess was to be paid as provided for in the above voluntary plan. At age 65 (following termination or early or normal retirement), noncontributory $5,000 coverage continued for life.Normal and early retirees could continued at same rate–insurance equal to approximately one times annual salary (including the $5,000 noncontributory insurance), such insurance to be reduced to 10 percent a year to age 70 with no reduction below the $5,000 noncontributory level.
Jan. 1, 1973 (memorandum of understanding dated Jan. 4, 1973).	Increased: Noncontributory accidental death and dismemberment insurance to $10,000.	
	Health and welfare benefits [6]	
July 1, 1941	No provision for an employees' benefit plan.	
July 1, 1950	Employees' benefit plan established for employees with 6 months' service. Plan provided following compensation for accidents to employees occuring on or off the job: *Accidental death insurance*, $1,000. *Dismemberment*, up to $1,000 depending on the type of loss.	Employees paid $1.55 to $2.50 a month, depending on earnings, for personal coverage; additional $1.60 a month for coverage of children or $2.10 for coverage of spouse or spouse and children. Companies paid the difference between the net cost of the plan and the fixed amount paid by employees.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Health and welfare benefits[6] –Continued	
July 1, 1950–Continued	Plan provided following benefits for off-the-job accidents and sickness; *Sickness and accident insurance,* $10 to $60 a week for employees depending on earnings, for a maximum of 52 weeks. *Hospital room and board,* $8 a day for maximum of 70 days for employees; $6 a day for maximum of 70 days for dependents. *Hospital special service,* up to $80 for employees, up to $60 for dependents. *Physician's attendance,* $3 a day up to maximum of $93 for employees and dependents. *Surgical benefits,* up to $225 for employees; up to $180 for dependents. *Maternity benefits..* $100 flat allowance (normal delivery) for employees and dependents.	In addition to these insured weekly sickness and accident benefits, participants eligible for contract sickness and accident benefits received the difference between the insured benefits and the contract benefits.
Sept. 1, 1952	Increased to, for both employees and dependents: *Hospital room and board,* $10 a day for maximum of 120 days. *Hospital special services,* full reimbursement up to $200 plus 75 percent of next $2,000. *Physician's attendance,* $3 a day up to $250. *Surgical benefits,* up to $250.	No increase in employee contributions. Employee retiring on or after Sept. 1, 1952, could continue hospital, medical, surgical and maternity coverage on basis of standard-type "one shot" plan by payment of $1 a month for personal coverage, $2.60 a month for self and children, or $3.10 a month for self and spouse or self, spouse and children.
Aug. 1, 1955 (by agreement dated Aug. 22, 1955).	Increased to, for both employees and dependents: *Hospital room and board,* maximum of $12 a day. *Hospital special services,* full reimbursement up to $200 plus 75 percent of next $5,000. *Maternity benefits,* $150 flat allowance (normal delivery). Eliminated: *sickness and accident insurance.*	For active employees, contributions changed to flat monthly amount of $1.55 for personal coverage; $3.65 to include children; $4.15 to include spouse or spouse and children. For retired employees, no change in contributions. Daily and special hospital services similarly improved on basis of standard-type "one shot" plan.[7] Maternity coverage eliminated.
Aug. 1, 1957 (supplemental agreement dated Aug. 8, 1957).	Increased to, for employees and dependents: *Hospital room and board,* maximum of $13 a day up to 120 days.	For active employees, contributions increased to $1.70 for personal coverage; $4.05 to include children; $4.55 to include spouse or spouse and children. For retired employees, contributions increased to $1.15 for personal coverage; $3 to include children; $3.50 to include spouse or spouse and children. Daily hospital services similarly improved on basis of standard-type "one shot" plan.[7]
	Added, for employees and dependents: *Diagnostic laboratory and X-ray benefits,* up to $50 for all sickness during 12 consecutive months and for each accident.	Benefits applicable to retired employees and dependents. Applicable to any examination made in hospital outpatient department in diagnosis of accidental injury or sickness. Excluded benefits related to pregnancy, occupational injury or sickness, denistry, radiation therapy, or ordinary physical checkup.
Sept. 1, 1959 (supplemental agreement dated Sept. 9, 1959).	Deleted: *Accidental death and dismemberment* provision	Transferred to groups life insurance plan.
Feb. 1, 1963 (memorandum of understanding dated Jan. 11, 1963).	.....	Increased: Monthly contribution of active employee to $2.25 for personal coverage; $5.45 to include children; and $6.02 to include spouse or spouse and children. Monthly contribution of employees retiring on or after Feb. 1, 1963, to $1.70 for personal coverage; $4.40 to include children; and $4.97 to include spouse or spouse and children.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Health and welfare benefits[6] –Continued	
Jan. 1, 1966 (memorandum of understanding dated Oct. 11, 1965).	Increased for employees and dependents: *Hospital room and board,* maximum of $15 a day up to 120 days. Surgical benefits, up to $275.	Benefits similarly improved for annuitants and their dependents on basis of standard-type "one shot" plan.[7] Basic and extended medical plan revised to include expenses not provided for under the basic and supplemental Medicare plans.
Feb. 1, 1969 (memorandum of understanding dated Jan. 24, 1969).	Increased for employees and dependents: *Hospital semiprivate room and board* up to 120 days. Surgical benefits up to $350. Added for employees and dependents: Provision for coordination of insurance benefits which would reduce reimbursable expenses by the amount of benefits paid under a group program with another employer or any governmental program, the objective being to pay 100 percent of covered expenses incurred on a combined basis.	Benefits similarly improved for annuitants and their dependents (except $40 per day maximum, instead of semiprivate rate, on hospital room and board) on basis of standard-type "one shot" plan.[7] Monthly contributions of active employees increased to $3.42 for personal coverage; $7.53 to include children; and $8.36 to include spouse or spouse and children. Employee contribution adjustable not more frequently than semiannually and based on experience. Monthly company contributions set at $6.39, $15, and $16 for personal, employee and child, family coverage, respectively, through Dec. 31, 1970. For annuitants retiring on or after Feb. 1, 1969, monthly contributions increased to $2.56 for personal coverage; $6.77 to include children; and $7.76 to include spouse or spouse and children. Changed: Employees eligible for participation in the plan on the first day of the month following employment.
Jan. 1, 1971 (memorandum of understanding dated Jan. 9, 1971).	.....	Employee monthly contributions decreased to $2.26 for employee-only coverage, and increased to $9.16 for employee and children, and to $10.45 for employee, spouse and children. Company's monthly contribution increased to $10, $19, and $20 respectively. Employee monthly contributions for Extended Medical Expense Plan increased to $1.88 for employee-only coverage and to $4.38 for employee and dependents.
Jan. 1, 1972 (memorandum of understanding dated Jan. 9, 1971).	.....	Employee monthly contributions eliminated for employee-only coverage, and decreased to $4.16 to include children and to $5.45 to include spouse or spouse and children. Company's monthly contribution increased to $12, $24, and $25, respectively.
Jan. 1, 1973 (memorandum of understanding dated Jan. 4, 1973).		Employee monthly contributions for Hospital and Surgical Plan increased to $4.37 for employee and children and $6.09 for employee, spouse, and children. Company's monthly contributions increased to $15 for employee only, $29 for employee and children, and $30 for employee, spouse, and children. Employee monthly contributions for Extended Medical Expense Plan increased to $2.23 for employee only and to $5.19 for employee and dependents.
Apr. 1, 1973 (memorandum of understanding dated Jan. 4, 1973).	Atlantic Richfield Medical Insurance Plan and Atlantic Richfield Medicare Supplement Plan substituted for the previous Employees Hospital and Surgical Plan and the Extended Medical Expense Plan.	Employee monthly contributions increased to $12.76 for employee and dependent. Company's monthly contributions were $15 for employee only and $30 for employee and dependents.
October 1, 1973 (memorandum of understanding dated Jan. 4, 1973).	.....	Employee monthly contribution increased to $14.52 for employee and dependent coverage.
Jan. 1, 1974 (memorandum of understanding dated Jan. 4, 1973).	.....	Employee monthly contributions decreased to $9.52 for employee and dependent. Company's monthly contributions increased to $17.50 for employee only and $35 for employee and dependents.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Health and welfare benefits[6] –Continued	
Jan. 1, 1975 (memorandum of understanding dated Jan. 14, 1975).	.....	Company's monthly contribution increased to $20.00 for employee only and $42.50 for employee and dependents. Employee monthly contribution decreased to $8.26 for family coverage. No employee contribution for employee-only coverage.
July 1, 1975 (memorandum of understanding dated June 12, 1975).	Increased: Duration of benefits for hospital expenses and for in hospital physicians' expenses to 365 days per disability. Increased: Convalescent facility expenses to $40 a day and $1,200 maximums (was $25 a day with maximum of $750). Extended: Pregnancy expense benefits to female employees enrolled for "employee only" coverage. Increased maternity benefits to provide hospital expenses for up to 10 days at semiprivate rates and physicians' expenses of $200 for normal delivery, $400 for Caesarean Operation or Ectopic Pregnancy, and $100 for miscarriage. Increased: Major medical lifetime maximums to $250,000 for each insured person.	After employee obligation under 80/20 percent co-insurance provision of major medical plan reaches $500 for self or a dependent in a calendar year, plan pays that person's full costs for the balance of that year and all of the next (except for $100 deductible each year). Surgical expense benefits extended to voluntary sterilization operations (vasectomies and tubal ligations), but hospital expense benefits extended to tubal ligations only. Coverage of emergency outpatient hospital and emergency medical expenses for treatment of an accidental injury extended to 96 hours after injury. Employee contribution increased to $14.30 for family coverage and to $0.96 for employee-only coverage.
January 1, 1976 (memorandum of understanding dated Jan. 14, 1975).	.....	Company contribution increased to $22.50 for employee only and $50 for family coverage. Employee contribution increased to $21.00 for family coverage and $3.70 for employee-only coverage.
	Layoff notice	
Jan. 1, 1967 (memorandum of understanding dated Jan. 16, 1967).	Established: Employer to give union 60 days' written notice of decision to reduce work force of refinery, pipeline, or production and research employees upon request, employer to meet with the union during that period to consider ways of lessening the impact of, or averting, the layoff.	If dissatisfied with determinations made in the meeting with the employer, the union could exercise the right to strike by serving a 60-day written notice within 30 days after the layoff date.
	Sickness and accident disability benefits plan	
July 1, 1941	No provision for accident and sickness benefits.	

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Sickness and accident disability benefits plan–Continued	
June 1, 1945	For hourly employees with 6 months' continuous service, minimum payments equivalent to 3 weeks' full-time and 12 weeks' half-time pay during a calendar year; payments to begin on the third day of illness and first day of occupational injury.	Payments based on normal work schedule and rate at the time absence began. Full cost borne by employer. Not applicable if illness or accident occured during vacation, leave of absence, or lay-off, unless illness occurring during vacation carried over the date of scheduled return to work; in such case, provision applied. Not applicable if illness or accident was due to use of drugs, intemperance, etc. Payments ceased on death or termination of employment. Sick benefits paid in addition to workmen's compensation.
July 1, 1948	.....	In exceptional cases where illness exceeded 15 weeks, additional sick payments could be considered.
July 1, 1949	Added: Maximum benefits based on length of service, as follows: 1 year but less than 10 years, full pay for 3 weeks, half pay for 15 weeks; 10 years but less than 20 years, full pay for 4 weeks, half pay for 22 weeks; 20 years and over, full pay for 5 weeks, half pay for 25 weeks.	In exceptional cases where illness exceeded the maximum, additional sick payment could be allowed.
July 1, 1951	Changed to: Maximum benefits based on length of service, as follows: 6 months but less than 1 year, full pay for 1 week, half pay for 2 weeks; 1 year but less than 5 years, full pay for 3 weeks, half pay for 15 weeks; 5 years but less than 10 years, full pay for 4 weeks, half pay for 20 weeks; 10 years but less than 15 years, full pay for 5 weeks, half pay for 22 weeks; 15 years but less than 20 years, full pay for 6 weeks, half pay for 24 weeks; 20 years and over, full pay for 7 weeks, half pay for 26 weeks.	In case of industrial accident, if absence continued after the period when full pay was allowable, employee could, when entitled to half pay, receive in its stead the difference between full pay and workmen's compensation payments. Not applicable unless employee received workmen's compensation, or if the employee accepted a lump-sum settlement of workmen's compensation claim.
July 1, 1952	No change in benefits based on service up to 5 years; thereafter, 5 years but less than 10 years, full pay for 6 weeks, half pay for 24 weeks; for all over 10 years, full pay for 8 weeks, half pay for 26 weeks.	
Aug. 1, 1955 (by agreement dated Aug. 22, 1955).	Changed to: Maximum benefits based on length of service as follows: 6 months but less than 1 year, full pay for 1 week; 1 but less than 5 years, full pay for 4 weeks and half pay for 10 weeks; 5 but less than 10 years, full pay for 8 weeks and half pay for 28 weeks; 10 years and over, full pay for 12 weeks and half pay for 40 weeks. Added: 2-day waiting period not applicable for nonoccupational disability when (a) employee was hospitalized during any part of his absence or (b) if physician's certificate showed that he had been under care from the first day of illness or injury.	Benefits reduced by the amount of any Federal or State statutory disability benefits or other employer payments to the employee in connection with the disability.
Jan. 18, 1959 (supplemental agreement dated Feb. 27, 1959).	.....	Benefits applicable for oral surgery when company accepted certification of employee's surgeon that dental surgery had been performed.
	Retirement benefits	
July 1, 1941	No provision for retirement benefits.	
July 1, 1942	Contributory plan established to provide past and future service annuities for participants. Employee's contributions plus 2 percent compound interest paid to beneficiary if employee died before re-	Participation voluntary. Minimum employee contribution, $1 a month; increased contributions related to annual earnings; balance of cost (approximately 75 percent of total cost of plan) paid by employer. Not included in contract.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Retirement benefits–Continued	
July 1, 1942–Continued	tirement; if death was after retirement, beneficiary received the difference between the amount payable just prior to retirement date and any annuities received by the employee. On termination of service before retirement age, the employee could elect to receive (a) cash payment equal to his own contributions or (b) annuity at retirement age purchased by his contributions up to the termination date except if employee had been a participant for 10 years or more and had attained age 45 or more, the annuity at age 65 would include that purchased by company contributions in addition to his own. Reduced annuity payable to employee retiring between age 55 and 65 at request of the company or at the request of the employee with the consent of the company. Retirement delayed after age 65 only at company request.	Employee in service July 1, 1942, who was 46 years old, had 1 year or more of service, and was receiving over $600 a year salary, could participate on that date and receive past service credit for the period prior to July 1, 1942, but not prior to June 30, 1922. Employee in service July 1, 1942, who was 35 years old but not yet 65, had 1 year or more of service, and was receiving over $3,000 a year salary, could participate on that date and receive credit for service after that date.
July 1, 1947	Section (b) changed to: On termination of service before the retirement age, if the employee had 20 years or more of continuous service and had 10 years of participation in the plan, an annuity at retirement age 65 would include that purchased by his contributions up to the termination date and that purchased by company contributions in addition to his own. Added: Participants in the plan on July 1, 1947, who became 65 after July 1, 1942, or would become 65 before July 1, 1957, eligible, on retirement, for company-paid supplemental annuity up to $10 a month if past and future service annuities at 65 plus supplemental annuity did not exceed $50 a month.	Employee in service July 1, 1947, who was 35 years old but not yet 65, had 1 year or more of service, and was receiving over $600 a year salary, could participate on that date and receive credit for service after that date.
July 1, 1950	Changed to: Mimimum annuity on retirement at 65 with 20 years or more of service, $125 a month including Social Security; proportionately reduced annuity for retirement at 65 with 15 but less than 20 years' service. Employee totally and permanently disabled before 65 eligible for retirement with reduced annuities after 15 or more years of service.	Eligibility requirements for service credit after July 1, 1950, changed to: (a) 5 or more years of service and 25 years old, or 1 year or more of service and 35 years old; (b) salary over $600 a year; and (c) not yet 65 years old.
July 1, 1956 (by memorandum of understanding of July 1955).	Increased future service annuities.[8] Minimum monthly annuity on retirement at age 65 after 15 or more years' service to be the greater of (a) $3 for each year of credited service up to 25 years, supplemented by social security benefits, or (b) 1 percent of the highest average monthly base salary for any 5 of the 10 years immediately preceding retirement multiplied by years of service (to a maximum of 40), and reduced by $108.50.[9]	Employees' contributions also increased.[8] Changes in minimum benefits applicable to employees retiring on or after July 1, 1955.
Jan. 1, 1960 (supplemental agreement dated Sept. 9, 1959).	Plan amended to provide: for *normal retirement* at age 65 or later, the greater of (a) minimum annuity–for participants with 15 or more years service, 1 percent per month of highest average monthly salary per year of service after age 25, maximum 40 years, reduced by benefits	Eligibility changed to eliminate previous earnings requirement. Highest average salary defined as highest average salary for any 5 years during 10-year period preceding retirement. Employee's monthly contribution changed to equal 2.4 percent of first $400 of monthly salary rate

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Retirement benefits–Continued	
Jan. 1, 1960 (supplemental agreement dated Sept. 9, 1959)–Continued	to which employee would have been entitled under other company plans for periods during which he refused to participate in pension plan, or (b) normal annuity–1/12 of 62.5 percent per month of participant's total contributions on or after Jan. 1, 1960, plus future and past service annuities due under earlier plans.	on November 1 of preceding calendar year, plus 3.2 percent of excess. Company contributed balance required to provide plan benefits and cost of administration.
	Early retirement at or after age 55 but less than 65, on request of either employee or company–greater of minimum or normal annuity reduced by a specified amount for each year under 65.[10]	Employee could elect to defer annuity to any date up to age 65 and receive benefits based on age at early retirement.
	Total and permanent disability–employee with 15 or more years' service permanently and totally disabled received (a) if age 55 but less than 65–greater of minimum or normal annuity, (b) if age 50 but less than 55–normal annuity (c) if less than 50 years of age–normal annuity reduced by 5 percent for each year under 50.	To qualify for annuity, employee must be unable to work for wages or profit. Employees below 60 years of age considered disabled only if qualified for total and permanent disability benefits under group life insurance plan. Employees 60 or over must (a) qualify for disability social security benefits or (b) provide medical evidence of total and permanent disability if not covered under disability social security provisions. Employee could elect to defer annuity to any date up to age 65 and receive benefits based on age at such date.
	Added: *10-year certain option*–minimum 120 monthly actuarially reduced payments guaranteed employee and dependent if employee died less than 10 years after retirement.	Employee required to have made election (a) before Mar. 1, 1960, or (b) not later than normal retirement date but at least 2 years before first payment, or to submit evidence of good health at time of election. Applicable to deferred and early retirement provisions.
	Social security adjustment option–employee retiring before becoming eligible for primary social security benefits received actuarially adjusted payment providing larger than normal plan benefits before commencement of Federal payments and reduced plan benefits thereafter.	Employee required to make election before retirement.
	In effect: *Joint and survivorship option* – providing actuarially reduced benefits for life to employee and spouse or child.	Spouse's or child's benefits to begin after annuitant died and to be equal to or less than employee's benefits. Employee required to have made election (a) before Oct. 1, 1942, or (b) 5 years before retirement, but not later than 60th birthday, or to submit evidence of good health at time of election. Election could be modified under certain circumstances.
Jan. 1, 1965 (memorandum of understanding dated July 11, 1964).	Changed: Flexible normal retirement–ages 62-65.	Employee continues to receive greater of normal or revised minimum annuity. Added: Employees already participating in pension plan and continuing to participate up to age 65 to receive benefits at least as large as under previous plan. Contributions and benefit accrual for new participants to terminate at age 62; for others, at age 65.
	Changed: *Normal annuity* formula for participation after Jan. 1, 1965–1.5 percent of social security base, plus 2 percent of excess earnings, times years of service.	Was 1.5 percent of $400 a month, plus 2 percent of excess, times years of service.
	Changed: Employee contribution formula for participation after Jan. 1, 1965, to 2.4 percent of social security base, plus 3.2 percent of excess.	Was 2.4 percent of $400 a month, plus 3.2 percent of excess. New normal annuity and contribution formulas to be effective only if social security benefits increased.
	Added: To minimum annuity–0.5 percent of final average salary for each year of service prior to age 25; 40-year maximum on credited service thus eliminated.	The minimum annuity of employees who were nonparticipants (or suspended participants) as of Jan. 1, 1965, to be reduced by the greater of the minimum or normal annuity otherwise accruable during periods of nonparticipation.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, annd other related matters
	Retirement benefits–Continued	
Jan. 1, 1965 (memorandum of understanding dated July 11, 1964)–Continued	Changed: *Early retirement* annuity–to 50 to 92 percent of accrued normal or minimum annuity, whichever is greater.[11]	Changed: *Joint and survivorship option*–employee required to exercise option 3 years before retirement, but not later than 62d birthday.
Jan. 1, 1970 (memorandum of understanding dated Jan. 24, 1969).	Changed: Employee contribution for participation after Dec. 31, 1969, reduced to 1.2 percent of social security base, plus 3.2 percent of excess.	
Dec. 1, 1970 (memorandum of understanding dated Jan. 24, 1969).	Changed: Employee contribution for participation after Nov. 30, 1970, reduced to 3.2 percent of amount in excess of social security base.	
Jan. 1, 1971 (memorandum of understanding dated Jan. 9, 1971).	. . . . .	Changed: Employee contribution and benefit accrual could not be discontinued at age 62 while employed.
		Changed: No contribution required of member with respect to that portion of annual base pay up to $12,000. Employee required to contribute 4 percent of annual base pay in excess of $12,000.
	Changed: *Normal allowance* formula to–(a) 1 percent of employee's final average base pay up to his average annual social security tax base, plus (b) 1½ percent of final average base pay in excess of average annual social security tax base, and (c) the resulting amount multiplied by the number of the employee's years of combined membership service in both the Sinclair Plan and the Amended Plan.	Added: Employee permitted to make voluntary additional contribution of from 1 to 6 percent of base pay.
		Changed: Employee's average annual social security tax base was defined as the average amount of the social security tax base in effect during all years of service under both the Sinclair and Amended Plans, except that for all years before 1966, $4,800 was to be used as the social security tax base.
	The normal retirement allowance of a member as calculated above was not to be less than $3 a month for each year of membership service to a maximum 25 years.	
	Changed: *Early retirement* plan to provide 70 percent of accrued benefits payable at age 55, ranging to 100 percent at age 62.[12] For those who retired before age 62, the benefit would be supplemented (until individual first meets age or disability requirements for any social security benefits, or death, if earlier) by a payment equal to ½ of 1 percent of average final base pay up to average annual social security tax base, multiplied by years of combined membership service, and discounted by any applicable percentage for age at early retirement.	
	Added: Employee with 10 years of membership service in the Amended Plan and totally and permanently disabled for company service eligible to receive a *disability retirement* allowance; service requirement inapplicable if disability resulted from occupational accident.	Employee age 49 or over at time disability allowance began to receive 100 percent of accrued benefits; if under age 49, then 90 percent of benefits. In addition, employee to receive a supplemental payment equal to 100 percent of the supplemental allowance payable in case of early retirement if over age 49, and 90 percent if under 49 until meeting the age or disability requirements for any social security benefits, or until death, if earlier.
Jan. 1, 1973 (memorandum of understanding dated Jan. 4, 1973).	Changed: That portion of the *normal allowance* formula applicable to base pay that does not exceed the member's average annual social security tax base–to 1.125 percent.	Applicable to retirees who retired on or after Dec. 31, 1972.
	Changed: Vesting schedule to provide 100 percent vesting after 15 years of membership service (was 20 years).[13]	
June 24, 1974 (memorandum of agreement dated June 5, 1974).	. . . . .	Company offered and union accepted elimination of employee contributions to plan, which was 4 percent of annual base pay in excess of $12,000.

See footnotes at end of table.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Retirement benefits–Continued	
Jan. 8, 1975 (memorandum of understanding dated Jan. 14, 1975).	Increased: Minimum pension of $10 a month per year of credited service. Changed: Pension benefit formula based on 3 highest paid consecutive years of service in last 10 years employed. Changed: That portion of the *normal allowance* formula applicable to base pay that does not exceed the member's average annual social security tax base-to 1.15 percent. Established: Survivor benefit upon death of plan member who was eligible for early retirement on date of death.	Changed: Actuarial reduction for early retirement under age 62.[14] Eliminated: 10-percent discount on disability retirement under age 49. Eliminated: Age 25 requirement for plan membership.
	Savings plan	
July 1, 1953 (by agreement of Jan. 22, 1953).	Plan established as supplement to employees' retirement benefits. *Contributions:* Employee could elect to allot any amount from $2 a month up to 5 percent of base salary. Company to contribute amount equal to one-half the employee's monthly allotment. *Investment options:* Total amount to be invested by trustee in accordance with employee's election of one or more of the following options: (1) Solely in Sinclair Oil Corp. common stock held in name of trustee; (2) in a diversified portfolio of stocks and other securities selected by and held in name of trustee; (3) in U.S. Government securities selected by and held in name of trustee; (4) in U.S. Savings Bonds, Series E, registered in name of employee and held by trustee. *Vested rights*: Employee (or estate) to obtain vested right to company contributions upon completion of 5 years of credited participation from latest date of entry into plan, or upon death, total and permanent disability, mental incompetency, or retirement. Vesting also provided if plan discontinued.	Participation in plan voluntary. All costs and expenses incurred in connection with the purchase, sale, and transfer of securities, and taxes and other governmental levies in connection with the operation of the plan, charged to the respective funds. Other expenses paid by company.
	Eligibility: Employees with 1 year's service, provided they are either participants in the retirement plan or have applied to become members as soon as they meet the age and length-of-service requirements of retirement plan.	Employees failing to join retirement plan as soon as eligible for it must withdraw from savings plan.
	Withdrawals[15]: Prior to vesting, employee could withdraw two-thirds of value of account (the part attributable to employee's payments into the fund). This amount also paid when employment terminated prior to vesting except for retirement, death, mental incompetency, or total and permanent disability. After vesting rights established, employee could elect to withdraw either the full value of account, or not more than one-third of this value.	Participation in plan terminated for employees withdrawing from fund prior to vesting or withdrawing full amount after vesting. Employees must wait at least 1 year before rejoining. Employee allotments and company contributions suspended for 6 months for employee withdrawing up to one-third of account after vesting. At least 24 months must elapse between 2 such partial withdrawals.

See footnotes at end of table.

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Table 3. Supplementary compensation practices[1] –Continued

Effective date	Provision	Applications, exceptions, and other related matters
	Savings plan–Continued	
July 1, 1953 (by agreement of Jan. 22, 1953)–Continued	*Suspension of allotments*: Employees could suspend allotments for periods of at least 6 months, or for periods of sick leave or other authorized leave. Allotments automatically suspended for months in which worker was not paid during period in which allotment would have been deducted. Laid-off employee could elect to remain in plan on suspended status for not more than 365 days.	Company contributions also suspended for same periods. Suspended allotments could not be made up later.
Oct. 1, 1956 (by memorandum of understanding of June 15, 1956).	Changed to: Maximum employee contribution increased to 6 percent of base salary.	
May 1, 1959 (memorandum of understanding dated Feb. 27, 1959).	*Vested rights:* Added: Employee obtained vested right to company contributions on involuntary termination because of lack of work.	Nonvested company contributions relinquished by employees terminating participation held by trustee as uninvested cash for proportionate distribution to respective funds at end of each plan year.
	Withdrawals: Changed: Prior to vesting, employee could withdraw (a) full value of account less company contributions or (b) two-thirds of value of account including company contributions. Added: After vesting, employee given option of withdrawing not more than half of total amount of employee's allotments reduced by any prior withdrawals. Alternatives of withdrawing one-third or full value of account including company contributions continued. Participant's allotments or company contributions were not suspended when employee withdrew not more than 50 percent of allotment. When more than 50 percent was withdrawn, allotments and contributions were suspended for 6 months.	
Oct. 1, 1969 (memorandum of understanding dated Jan. 24, 1969).	Changed: Upon withdrawal of participation in plan at retirement, retiree given option to defer receipt of proceeds of account for 365 days.	
Jan. 1, 1971 (memorandum of understanding dated Jan. 9, 1971).	. . . . .	Changed: Company to match employee's contribution to plan, up to 3 percent of base pay. Company contributions became vested after 36 months of combined membership in Sinclair and Amended Plan. Members could elect to have their contributions to account held in either Atlantic Richfield common stock, "E" bonds, or cash. Company contribution to be in either common stock or cash.
	Changed: A member of the amended plan could not make a partial withdrawal of items in the account until a member for 36 months. Any earlier withdrawal was to be total, and meant loss of company contributions and ineligibility to rejoin for one year.	After 36 months employee could elect to be in withdrawal or nonwithdrawal class. If in withdrawal class, employee then could make the following partial withdrawals: (a) Items representing own contributions and earnings thereon in account on the preceding Dec. 31; (b) items representing company contributions and earnings thereon which were in account for at least 2 years on the preceding Dec. 31. If in nonwithdrawal class, employee then had the same rights as members in withdrawal class in reference to own funds but could not withdraw without penalty items representing company contributions and earnings.
Jan. 1, 1973 (memorandum of understanding dated Jan. 4, 1973).	. . . . .	Increased: Company to match employee's contribution to plan, up to 4 percent of base pay.

See footnotes at end of table.

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Footnotes for table 3

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

[2] The term "shift men" applies to workers employed for specific periods in the course of continuous operations (regularly carried on during 2 or more shifts per day for 7 days a week); all other employees are considered "day men".

[3] During the period covered by Executive Order 9240 (Oct. 1, 1942, to Aug. 21, 1945), practices relating to premium pay for weekend and holiday work were modified where necessary to conform to that order.

[4] Denied by NWLB rulings of Aug. 8, 1944, and Aug. 17, 1944; subsequently the Board accepted a petition for review of the rulings in the case (No. 13–623), and on Sept. 28, 1944, approved the change.

[5] Schedule of contributory group life insurance was as follows:

Annual earnings	*Amount of insurance*
$1,000 but less than $2,000	$1,000
$2,000 but less than $3,000	2,000
$3,000 but less than $4,000	3,000
$4,000 but less than $5,000	4,000
$5,000 but less than $7,500	6,500
$7,500 and over	9,000

[6] A "good and welfare" meeting held in Kansas City, Mo., in early June 1960 resulted in agreement on an extended medical expense plan to supplement basic hospital insurance. By agreement dated Aug. 31, 1960, the plan was made available to participants in the basic employee hospital and surgical plan, effective Dec. 1, 1960. Since the program was supported entirely by employee contributions, and the companies assumed only the administrative expenses, details of the program are not provided here.

[7] All periods of hospital confinement after retirement considered as 1 period and benefits limited to payment for 120 days' hospitalization or maximum special service benefits.

[8] Retirement benefits for service since 1942, payable at age 65, computed as follows:

Annual salary rate on July 1 concurrent with or prior to the beginning of accounting year	*Monthly future service annuity for each 12 employee monthly contributions* for participating service during accounting years*		
	1942-46	*1947-55*	*1956 and thereafter*
$600.01–$1,200	–	$0.50	$0.65
$1,200.01–$1,500	–	.75	.95
$1,500.01–$1,800	–	1.00	1.25
$1,800.01–$2,100	–	1.25	1.55
$2,100.01–$2,400	–	1.50	1.90
$2,400.01–$2,700	–	1.75	2.20
$2,700.01–$3,000	–	2.00	2.50
$3,000.01–$3,400	$0.50	2.50	3.00
$3,400.01–$3,800	1.00	3.00	3.50
$3,800.01–$4,200	1.50	3.50	4.00
$4,200.01–$4,600	2.00	4.00	4.50
$4,600.01–$5,000	2.50	4.50	5.00
$5,000.01–$5,400	3.00	5.00	5.50
$5,400.01–$5,800	3.50	5.50	6.00
$5,800.01–$6,200	4.00	6.00	6.50
$6,200.01–$6,600	4.50	6.50	7.00
$6,600.01–$7,000	5.00	7.00	7.50
$7,000.01–$7.400	5.50	7.50	8.00
$7,400.01–$8,200	6.00	8.00	8.50
Increasing at the rate of $800 per class		Increasing at the rate of $1 per class.	

*Employee's monthly contribution was twice the monthly future service annuity. The company was to pay the balance required to provide the indicated annuities.

[9] Under the 1954 amendment to the Social Security Act, maximum primary old age and survivors' insurance benefits were to rise to $108.50 by July 1, 1956; this amount was to be deducted from monthly annuities regardless of amount of OASI benefits actually paid.

[10] For men, 5 percent for each year; for women, 3 percent at age 64 and 5 percent for each additional year.

[11] New and previous early retirement annuities were as follows:

Age at early retirement	*Percent of normal or minimum annuity*		
	Revised plan	*Previous plan*	
	Men and women	*Men*	*Women*
64	–	95	97
63	–	90	92
62	–	85	87
61	92	80	82
60	84	75	77
59	76	70	72
58	68	65	67
57	60	60	62
56	55	55	57
55	50	50	52

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Footnotes for table 3—Continued

[12] Early retirement discount schedule:

Minimum years of membership service	*Age*	*Percent of accrued benefits payable*
12	62 and over	100
15	61	92
15	60	85
15	59	82
15	58	79
15	57	76
15	56	73
15	55	70

[13] Vesting schedule:

Years of membership service	*Percent of normal retirement allowance*
10	50
11	60
12	70
13	80
14	90
15	100

[14] Actuarial reduction schedule:

Age	*Percent of accured benefits payable**
62 and over	100
61	95
60	90
59	85
58	80
57	76
56	73
55	70

*Prorated to reflect age to the nearest month.

[15] Payment covering withdrawals made as follows: Option 1—In cash or, at employee's request, in full shares of Sinclair Oil Corp. common stock and cash, less transfer taxes; Option 2—Cash; Option 3—Cash; or Option 4—by delivery of bonds and cash for any uninvested balance.

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Wage Chronologies

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 - Jan. 1974, BLS Bulletin 1815.
Feb. 1974 - May 1977, Supplement to BLS Bulletin 1815.

American Telephone and Telegraph Co. - Long Lines Dept., and Communications Workers of America–
Oct. 1940 - July 1974, BLS Bulletin 1812.
July 1974 - Aug. 1977, Supplement to BLS Bulletin 1812.

American Viscose (a division of FMC Corp.)–
1945-67, BLS Bulletin 1560.[1]
June 1968-June 1974, Supplement to BLS Bulletin 1560.

The Anaconda Co.–
1941-58, BLS Report 197.[1]

Armour and Co.–
1941-72, BLS Bulletin 1682.
Sept. 1973-Aug. 1976, Supplement to BLS Bulletin 1682.

Atlantic Richfield Co. (former Sinclair Oil facilities) and the Oil Workers–
Jan. 1941-Jan. 1977, BLS Bulletin 1915.

Berkshire Hathaway Inc. and the Textile Workers (TWUA)–
June 1943-Apr. 1975, BLS Bulletin 1849.

Bethlehem Steel Corp. (Shipbuilding Dept.) and the Marine and Shipbuilding Workers–
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 Co. (Washington Plants) and International Association of Machinists–
June 1936-Sept. 1977, BLS Bulletin 1895.

Commonwealth Edison Co. of Chicago and International Brotherhood of Electrical Workers–
Oct. 1945-Mar. 1974, BLS Bulletin 1808.

Dan River Inc.–
May 1943-Jan. 1972, BLS Bulletin 1767.
Jan. 1973-June 1974, Supplement to BLS Bulletin 1767.

Federal Employees under the General Schedule Pay System–
July 1924-Oct. 1974, BLS Bulletin 1870.

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

Ford Motor Co.–
June 1941-Sept. 1973, BLS Bulletin 1787.
Oct. 1973-Sept. 1976, Supplement to BLS Bulletin 1787.

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International Harvester Co. and the Auto Workers–
Feb. 1946-Sept. 1976, BLS Bulletin 1887.
International Paper Co., Southern Kraft Div.–
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.
Lockheed-California Co. (a division of Lockheed Aircraft Corp.) and Machinists Union–
Mar. 1937-Oct. 1977, BLS Bulletin 1904.
Martin Marietta Aerospace and the Auto Workers–
Mar. 1944-Nov. 1975, BLS Bulletin 1884.
Massachusetts Shoe Manufacturers and United Shoe Workers of America (AFL-CIO)–
Jan. 1945-Jan. 1975, BLS Bulletin 1800.
New York City Laundries and the Clothing Workers–
Nov. 1945-Nov. 1975, BLS Bulletin 1845.
North Atlantic Longshoremen–
1934-71, BLS Bulletin 1736.
Pacific Coast Shipbuilding–
1941-67, BLS Bulletin 1605.[1]
Pacific Gas and Electric Co.–
1943-73, BLS Bulletin 1761.
Pacific Longshore Industry–
1934-70, BLS Bulletin 1568.[1]
Aug. 1969-July 1975, Supplement to BLS Bulletin 1568.
Railroads - Nonoperating Employees.–
1920-62, BLS Report 208.[1]
Rockwell International (Electronics, North American Aircraft/Space Operations) and UAW–
May 1941-Sept. 1977, BLS Bulletin 1893.
Swift & Co.–
1942-73, BLS Bulletin 1773.
United States Steel Corp. and the United Steelworkers of America–
Mar. 1937-Apr. 1974, BLS Bulletin 1814.
May 1974-July 1977, Supplement to BLS Bulletin 1814.
Western Greyhound Lines–
1945-67, BLS Bulletin 1595.[1]
1968-72, Supplement to BLS Bulletin 1595.
Western Union Telegraph Co.–
1943-67, BLS Bulletin 1545.[1]
1968-71, Supplement to BLS Bulletin 1545.

[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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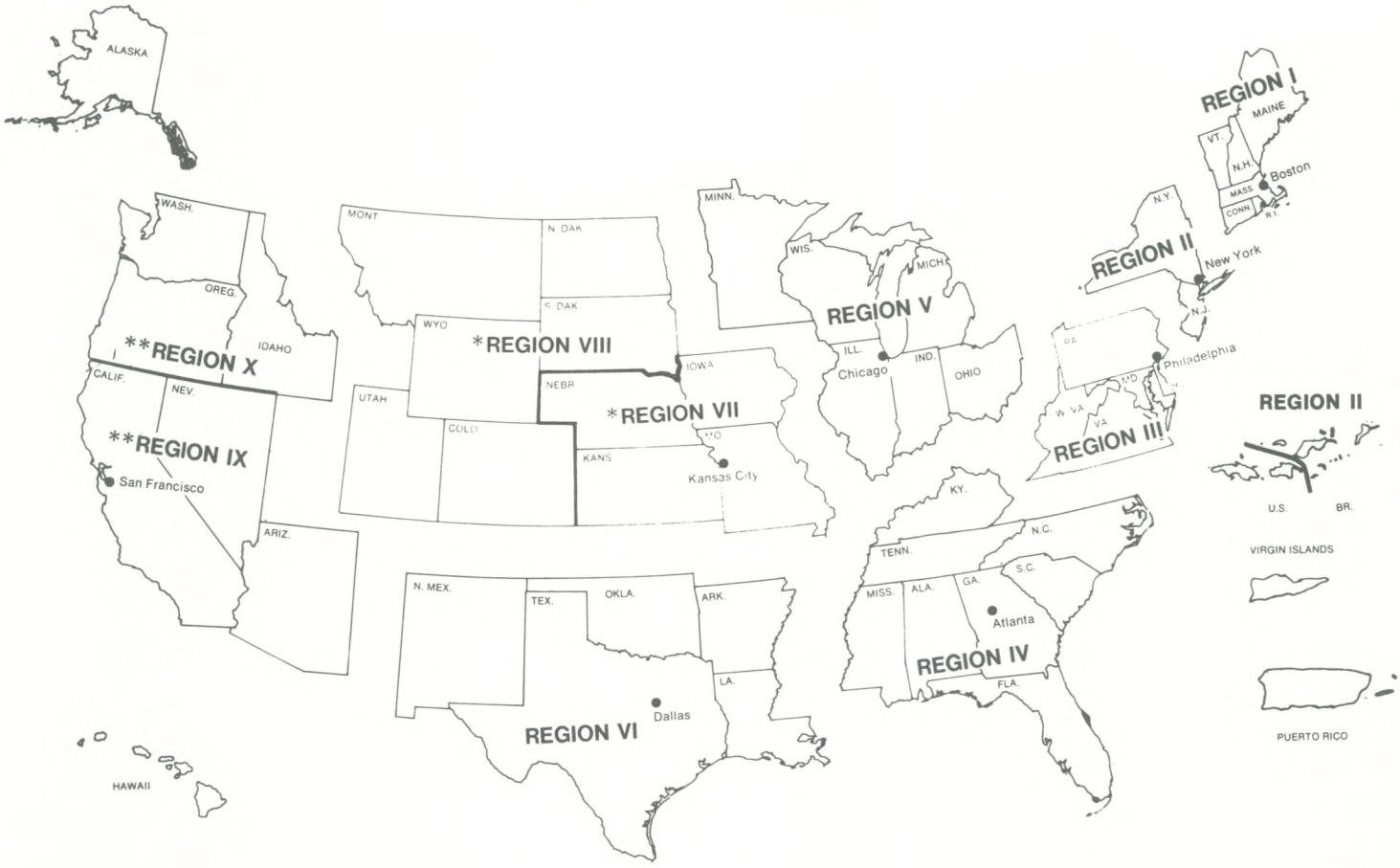

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