

Wage Chronology: FMC Corp., Chemical Group – Fiber Division and the TWUA, 1945-77



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U.S. Department of Labor
W. J. Usery, Jr., Secretary

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Preface

This bulletin is prepared by the Bureau of Labor Statistics as part of a series that traces changes in wage scales and related benefits negotiated by individual employers or combinations of employers with a union or group of unions. Benefits unilaterally introduced by an employer generally are included. The information is obtained largely from collective bargaining agreements and related documents voluntarily filed with the Bureau. Descriptions of the course of collective bargaining are derived from the news media and confirmed and 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 procedure, methods of piece-rate adjustments, and similar matters are omitted. For a detailed explanation of the purpose and scope of the chronology program, see "Wage Chronologies and Salary Trend Reports," *BLS Handbook of Methods*, Bulletin 1910 (Bureau of Labor Statistics, 1976), Chapter 22.

This chronology summarizes changes in wage rates and related compensation practices negotiated by FMC Corporation, Chemical Group—Fiber Division (formerly American Viscose Corp.), and the Textile Workers Union of America since November 1945. This bulletin replaces *Wage Chronology: American Viscose, 1945–67*, published as BLS Bulletin 1560, and the supplement to Bulletin 1560 which covered the 1968–74 period. Materials previously published have been supplemented in this bulletin by contract changes negotiated for the 1974–77 period. Except for a revised introduction and other minor changes, earlier texts are included as they were originally published.

On June 3, 1976, the Textile Workers Union of America merged with the Amalgamated Clothing Workers of America to become the Amalgamated Clothing and Textile Workers Union. On August 2, 1976, FMC Corporation's Chemical Group, Fiber Division was sold to Avtex Fibers Inc. These developments occurred after this chronology was prepared, and, hence, the parties are identified as those which negotiated the most recent collective bargaining agreement.

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

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The analysis for the 1968–77 period was prepared in the Division of Trends in Employee Compensation by Milfred W. Ellis and Joan D. Borum.

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Introduction

This wage chronology traces the collective bargaining relationship between the Textile Workers Union of America (TWUA-AFL-CIO) and the Fiber Division of FMC Corporation's Chemical Group. The Fiber Division has evolved through a number of changes in corporate structure since the American Viscose Co., a subsidiary of the British firm, Samuel Courtauld, Ltd., was founded in Marcus Hook, Pa., in 1910. Samuel Courtauld, Ltd., pioneered in the production of viscose rayon and its American Viscose plant became the first successful producer of the fiber in the United States.

On December 29, 1922, the American Viscose Corp. incorporated as a holding company in Delaware; on May 31, 1937, it became an operating company when it purchased its two operating subsidiaries—the Viscose Co. (successor to American Viscose Co.) and Viscose Corp. of Virginia. To finance its war effort, the British government in 1941 took control of Courtauld's shares in American Viscose and sold them in the United States. On August 5, 1963, FMC Corp. purchased American Viscose Corp. and designated it as the American Viscose Division. On November 17, 1972, it was redesignated as the Fiber Division, within FMC's Chemical Group.

Operations of the Fiber Division have expanded from the single viscose rayon plant opened in 1910 to several plants producing many related products. Included are rayon staple fibers, rayon filament yarns, acetate filament yarns, and polyester yarns. These fiber products are used to manufacture apparel and home furnishings, tires, and nonwoven hospital surgical and hygienic supplies. The six plants covered by the 1974 negotiations with the TWUA were located in Front Royal, Va.; Nitro and Parkersburg, W. Va.;¹ and Meadville, Lewistown, and Marcus Hook, Pa.²

The first major strike in the textile industry took place in 1834, when 2,000 women employees in Lowell, Mass., protested a wage cut. A number of local craft unions subsequently were founded but employees did not attain a relatively strong bargaining position until 1901, when the craft unions combined to form a national union, the United Textile Workers of America (UTWA), which was affiliated with the American Federation of Labor (AFL).

Nevertheless, progress in organizing the industry was sporadic. On September 4, 1934, the UTWA initiated a 3-week strike by 400,000 union and nonunion employees

to force employers to bargain with the union. Although the union did not gain this objective, the walkout did focus public attention on wages, hours, and working conditions in the industry.

In 1935, the UTWA joined the Committee for Industrial Organization (CIO),³ which was formed within the AFL, and in 1938 participated in an intensive organizing campaign. The campaign succeeded in New England but failed in the South. In March 1937, the Textile Workers Organizing Committee (TWOC) was established within the CIO. Subsequent differences between the UTWA and the TWOC, however, resulted in some locals of the UTWA returning to the AFL. The Executive Council of the AFL reinstated its charter in February 1939. Other locals remained with the TWOC, which in May 1939 was chartered as the Textile Workers Union of America (TWUA).

Although the American Federation of Labor and the Congress of Industrial Organizations merged in 1955, the two separate textile unions continued. In 1939, the TWUA had 160,000 reported members and the UTWA had 2,000. At the beginning of 1973, the TWUA had a reported membership of 174,000 in 718 locals and the UTWA had 52,000 in 253 locals.

The first master agreement between the American Viscose Corp. and the TWOC was negotiated in 1937. However, this chronology is limited to major contract changes beginning with the November 1945 agreement. Provisions of that agreement as reported in this chronology do not necessarily represent changes from prior conditions of employment.

The TWUA now holds bargaining rights for about 6,800 workers in the Fiber Division. The current collective bargaining agreement covers all hourly and piece work production and maintenance employees with more than 3 months' service but excludes all supervisors, chemists, laboratorians,⁴ general office employees, department clerks, and uniformed guards.

Virtually all of the workers are paid on an hourly basis, with incentive work limited to some employees at the

³ A number of AFL unions formed the CIO in 1935 to organize unskilled industrial workers. All but one of these unions subsequently were expelled from the AFL. Those expelled, together with several other unions, formed the Congress of Industrial Organizations in Nov. 1938.

⁴ The TWUA organized technicians in 1968 and a separate multi-plant contract now covers hourly rated technicians in plant laboratories at Front Royal, Va., Nitro, W. Va., and Lewiston and Meadville, Pa.

¹ The Parkersburg plant was closed in November 1974.

² Includes only the Division Services Departments at Marcus Hook because the viscose rayon plant was closed in May 1954; a plant in Roanoke, Va. was closed in August 1958.

Meadville and Lewistown plants. Provisions of the contract dealing with the day-to-day administration of the incentive plans are omitted from this chronology. A uniform wage structure prevails among all the plants, except for the Nitro plant, where hourly wages are about 6 percent higher.

There is a degree of pattern bargaining in the fiber pro-

duction industry, with the first TWUA settlement with a major firm influencing subsequent TWUA accords with other firms. There is also some cross influence between settlements negotiated by the TWUA and those negotiated by the other major union in the industry—the United Textile Workers of America.

Summary of contract negotiations

November 1945–January 1953

The American Viscose Corp. and the TWUA negotiated eight settlements from November 30, 1945 to January 30, 1953. Each settlement provided for general wage increases: 10 cents in 1945; 8 cents and 12 cents in 1946; 15 cents in 1948; 7 percent, averaging about 10 cents, for hourly-rated workers, and 7 percent less 1 cent for incentive workers in 1950; two 3-cent increases in 1951 plus 5 cents and 6 cents for hourly-rated and incentive workers, respectively, later in that year; and 5 cents and 3 cents for hourly-rated and incentive workers, respectively, effective in 1952.

During this period paid holidays and a noncontributory group insurance plan were established, and improvements were made in shift premiums, weekend premiums, holiday and vacation pay, and pension benefits.

The 1951 agreement had been scheduled to expire November 30, 1952, but subsequently was extended to January 30, 1953.

January 1953–May 1959

Negotiations for a new contract between American Viscose and the TWUA were concluded on January 16, 1953, after the previous contract was extended to January 30, 1953. The agreement, which provided a 5-cent-an-hour raise for nonincentive workers and a 3-cents-an-hour raise in base rates for incentive employees retroactive to November 30, 1952, was to continue until November 30, 1954, with provision for two wage reopenings.

Late in the fall of 1953, the TWUA voted to discontinue bargaining for a wage increase because of "the poor condition of the rayon industry at the present time" and to continue working under the existing contract until it expired on November 30, 1954. However, the union obtained a stipulation from the company that it could reopen wage negotiations any time on 30 days' notice. Wage rates were not changed during 1954 and the existing contract was extended to June 1, 1955.

In the spring of 1955, the parties agreed on a 5-cents-an-hour across-the-board advance as well as job classification adjustments, effective May 1, 1955.

In June 1956, the parties agreed on a 3-year contract which included a deferred 4-percent general wage raise, effective June 1, 1957; provided for specific job classification adjustments costing \$260,000 by the third contract year; established a joint committee which met late in the fall of 1956 to determine the classification adjustment

details; and liberalized the pension plan and health and welfare benefits. Pension plan changes (1) eliminated employee contributions, retroactive to January 1, 1956, which increased earnings an average of 3.5 percent per member of the plan, and (2) liberalized benefits, including those for employees retired before January 1, 1956.

The collective bargaining agreement was to continue through June 1, 1959, with a wage reopening permitted after January 1, 1959, upon 60 days' written notice by either party. The separate pension agreement was to continue without change until January 1, 1966.

May 1959–May 1965

American Viscose and the TWUA amended the pension agreement in December 1958, to provide benefits for workers whose employment was terminated by shutdowns, although the parties had agreed in 1956 that the pension plan would not be changed for 10 years.

A 3-year contract on wages and related provisions, negotiated in June 1959, covered about 7,000 workers in five synthetic yarn plants. It increased pay by 10 to 14 cents an hour, effective May 31; provided deferred wage increases of 5 cents an hour on May 29, 1960 and June 4, 1961; liberalized eligibility for holiday and disability pay; added a 4th week of paid vacation for employees having 25 years' service, effective in 1960; and established funeral leave of up to 3 days, effective in 1961.

When it was apparent that a new agreement could not be reached and ratified by June 1, 1962, the expiration date of the 1959 contract, the parties extended the contract through July 1. Agreement was reached early in June on a contract that included no 1962 wage changes but provided deferred 5-cent-an-hour increases in 1963 and 1964. Immediate changes in fringe benefits included liberalized paid holidays, paid vacations, and funeral leave, and revised technological pay provisions. In addition, the company increased early retirement benefits and weekly sickness and accident benefits and assumed the cost of hospital and surgical benefits for dependent children under 19.

In 1963, for the first time, employees received pay for holidays falling during their vacation. In January 1964, a seventh paid holiday was added, and all 7 holidays were paid for regardless of the date they occurred. Effective in 1963, the requirement for 3 weeks' vacation was reduced from 15 to 12 years' service and for 4 weeks' vacation, from 25 to 20 years.

By company letter dated November 7, 1963, about 1,500 employees in the engineering department were provided three 5-percent increases, effective in November 1963, July 1964, and April 1965.

June 1965–May 1968

On March 12, 1965, the TWUA opened negotiations with the American Viscose Division of FMC Corp.⁵ with a series of demands that would have improved the contract that was to expire June 1, 1965. The TWUA's proposed provisions, in a 3-year contract, would have increased hourly rates by 40 cents, adjusted the rates of some occupations, provided an additional paid holiday, reduced the service requirements for paid vacations, and improved the benefits of insurance and pension plans.

After 2 months of negotiations, the parties agreed on contract improvements, and on May 19, the company submitted a proposed contract to the union.

Negotiations were concluded June 2, 1965, when the union accepted the proposed 3-year contract covering over 7,500 employees. Hourly rates were increased 10 cents in 1965 and 9 cents in 1966, and additional increases were made in rates of some job classifications and operations. Veterans Day was added as a paid holiday for 1967 and service requirements were lowered to 3 years for 2 weeks' paid vacation and 10 years for 3 weeks'.

Life insurance benefits were increased and health insurance was improved to include hospital room and board allowance when intensive care charges exceeded semiprivate room rates; radiation and physical therapy were added for outpatients; maternity benefits were increased to the level of regular in-hospital benefits; and eligibility requirements were liberalized to provide basic hospital and surgical care for certain disabled children beyond the age of 19.

Eligibility requirements for benefits under the company's disability plan were lowered to 15 years' service for employees at age 50 and 10 years at age 60. Totally and permanently disabled employees under age 60 were to receive a lump-sum payment equal to their disability insurance, and those over 60, depending on their age, were to receive \$1,000 to \$3,000. Normal retirement benefits were increased substantially for past and future service. The age requirement for participation in the pension plan was eliminated. The contract was scheduled to remain in effect until June 1, 1968.

June 1968–May 1971

The American Viscose Division of FMC Corporation and the TWUA opened 1968 contract negotiations on March 26. Union demands included increased wages and fringe benefits, particularly insurance improvements. The original

⁵FMC Corp. purchased American Viscose Corp. on August 5, 1963.

company offer, made on May 16, 1968, provided for 45 cents in wage increases over 3 years and vacation adjustments for a total package cost of approximately 50 cents an hour. When negotiations appeared deadlocked, the existing contract was extended past its June 1 expiration date.

A 3-year contract, which was signed on June 21 and ratified on June 28, called for general wage increases of 22 cents an hour retroactive to June 1, 1968, 13 cents on June 1, 1969, and 14 cents on June 1, 1970 plus special adjustments in each of the 3 years. Wage gains in the American Viscose agreement were similar to those the Fibers Division of the Celanese Corporation of America negotiated with the TWUA earlier in the month. The Celanese agreement, which had been preceded by a 2-month strike, provided for an initial increase of 22 cents an hour in 1968 and 11 cents an hour in both 1969 and 1970.

In addition to wage gains, American Viscose workers received improved holiday pay, paid vacations, rest periods, and funeral leave provisions plus increased health and welfare benefits. The holiday provision was revised to provide pay for holidays missed while employees were on military duty and to grant a 5th week of vacation to employees with 25 years of service, effective December 1, 1969. On December 1, 1970, requirements for 4 weeks of vacation were reduced to 16 from 20 years of service. Also, employees would receive premium pay, in addition to overtime, for the 30-minute rest period provided for during their 1st hour of overtime.

Life insurance and accidental death and dismemberment benefits, based on length of continuous service, were raised from a range of \$1,000 to \$3,500 to a range of \$2,000 to \$5,000, effective January 1, 1969. The maximum surgical expense benefit was increased to \$350, from \$300, and the maximum duration of sickness and accident benefits was raised to 26 weeks, from 15. Effective in 1968, dependent health benefits were extended to husbands of women employees, and diagnostic laboratory and X-ray examination coverage was extended to dependents.

June 1971–May 1973

The 1968 contract expired June 1, 1971 when new 5-year pension and 2-year basic agreements went into effect. The main bargaining points in the negotiations, which began in late March, were wages, pensions, and other fringe benefits. The 2-year agreement ended a pattern of 5 consecutive 3-year agreements between the TWUA and FMC Corporation.

The 1971 agreement called for wage increases of 15 cents on June 1, 1971, 6 cents on December 1, 1971, and 14 cents on June 1, 1972, plus special adjustments in each year. Improvements were made in funeral leave, premium pay, rest periods, and jury-duty pay. A 5-cents-an-hour premium, which was raised to 10 cents in June 1972, was instituted for work on Sundays as part of a regular work-week.

The funeral leave provisions were modified and a new jury duty provision reimbursed employees for the difference between regular straight-time pay and jury pay. It was agreed that holidays would be celebrated on dates prescribed by the Uniform Monday Holiday Act or similar State legislation. Also, employees who were injured on the job and who visited the plant dispensary or an outside physician on their own time were entitled to a minimum of 1 hour's pay. Health and welfare benefit changes included an increase in minimum accidental death and dismemberment and life insurance benefits from \$2,000 to \$3,000, and the maximum weekly sickness and accident payment was raised to \$60, from \$50.

The pension agreement increased the normal retirement benefit to \$3.75 a month for each year of past service and to \$4 for each year of future service. The future service benefit rate was to increase to \$4.50 on June 1, 1973 and to \$5 on June 1, 1975, and vesting requirements were changed to age 40 after 15 years of creditable service.

The 1971 agreement (except for pension), which covered 9,000 workers in six plants in Pennsylvania, Virginia, and West Virginia, expired June 1, 1973, with no reopening provisions. The pension agreement was to expire June 1, 1976.

June 1973–May 1974

In mid-March 1973, FMC Corporation's Chemical Group-Fiber Division and the TWUA opened negotiations to replace a contract expiring on June 1. Union demands included wage increases, the establishment of a cost-of-living escalator clause, and improved holiday, vacation, and insurance provisions.

In late May, the parties agreed on a 3-year contract which the union membership rejected on May 30. The Parkersburg and Nitro, W.Va. plants were struck on June 3, but workers at the Lewistown, Marcus Hook, and Meadville, Pa. and Front Royal, Va. plants remained on the job.

A new 1-year contract similar to the 1st year of the rejected contract was negotiated the 1st week in June and ratified on June 7. It did not cover pensions, which were not at issue. The contract provided for a 20-cents-an-hour general wage increase retroactive to June 1, and an additional 5-cents-an-hour tool allowance for second class mechanics and servicemen. A pay allowance for safety shoes (\$5 a pair and two pairs a year) became effective January 1, 1974. A new vacation schedule provided 2 weeks after 3 years of service, 3 weeks after 8 years, and 4 weeks after 15 years. Surgical and obstetrical benefits were

paid on a "reasonable and customary" basis, and weekly sickness and accident benefits were increased to \$65, from \$60, for up to 26 weeks. Effective January 1, 1974, benefits for X-ray and laboratory examinations were increased to \$150 a year per person, from \$100, for examinations outside the hospital, and life insurance for future retirees was increased to \$1,500, from \$1,000.

The agreement, which covered some 7,200 workers, expired June 1, 1974. The 1971 pension agreement was to expire June 1, 1976.

June 1974–May 1977

Representatives of the Fiber Division of FMC Corp.'s Chemical Group and the TWUA met on April 4, 1974, to negotiate a contract which would replace the 1-year agreement scheduled to expire June 1, 1974. Union demands included increases in wages; adoption of a cost-of-living wage escalator clause; adjustments for several job classifications; and improved holiday, vacation, hospitalization, and severance provisions.

On May 23, 1974, the parties agreed on a 3-year contract covering 7,500 workers in the Division's 6 plants.⁶ The contract was ratified on May 28, 1974.

The contract provided for a general wage increase of 40 cents an hour on June 1, 1974; 25 cents June 1, 1975; 10 cents Oct. 15, 1975; and 25 cents June 1, 1976. It also increased to 10 cents the 5-cents-an-hour tool allowance for second-class mechanics and servicemen and extended the allowance to some other job classifications. A cost-of-living escalator clause provided quarterly adjustments, from September 1, 1976 to June 1, 1977, of 1 cent-an-hour for each 0.5-point increase in the BLS-CPI (1967 = 100). Premium pay was increased 5 cents an hour for all Sunday work. Improved health and welfare benefits increased hospitalization coverage to 365 days; paid intensive care for a maximum of 365 days; and increased outpatient doctors' fees, within 24 hours of accident, to \$50. Weekly sickness and accident benefits were increased to \$70 for the first 8 weeks and \$65 for the succeeding 18 weeks. Accidental death and dismemberment insurance was increased to \$6,000 after 3 years of service effective June 1, 1975, to \$5,000 after 1 year, and to \$7,000 after 3 years of service effective June 1, 1976.

The following tables bring the wage chronology up to date through the June 1, 1977, termination date of the agreement, except for possible cost-of-living adjustments.

⁶ The Parkersburg, W. Va. plant was closed in November 1974.

Table 1. General wage changes¹

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 2, 1945 (by agreement of Nov. 30, 1945).	10 cents an hour increase.	
Apr. 28, 1946 (by agreement of July 8, 1946).	8 cents an hour increase.	
Dec. 1, 1946 (by agreement of Nov. 30, 1946).	12 cents an hour increase.	
June 27, 1948 (by agreement of Aug. 5, 1948).	15 cents an hour increase.	
July 2, 1950 (by agreement of July 20, 1950).	Hourly-rated jobs, 7 percent increase, averaging approximately 10 cents an hour; incentive jobs, 7 percent minus 1 cent.	Additional adjustments in certain job classifications were agreed upon to correct intraplant inequities.
Mar. 4, 1951 (by agreement of same date).	3 cents an hour increase.	Permissible under General Wage Regulation 6 of Wage Stabilization Board.
July 1, 1951 (by agreement of July 20, 1950).	3 cents an hour increase.	Deferred increase designated by parties as compensation for productivity improvement. Approved by WSB Sept. 18, 1951.
Dec. 2, 1951 (by agreement of Nov. 30, 1951).	Increased: Hourly-rated jobs, 5 cents an hour; incentive jobs, 6 cents an hour.	Approved by WSB April 14, 1952.
Nov. 30, 1952 (agreement of Jan. 16, 1953).	Hourly-rated jobs, 5 cents an hour; incentive base rates, 3 cents an hour, resulting in increase in average earnings of more than 4 cents an hour.	
May 1, 1955 (agreement dated June 1, 1955).	5 cents an hour increase.	Additional increases averaging 0.3 cent per hour, consisting of: 3 cents an hour to top-rated mechanics and operating engineers:
Jan. 1, 1956 (agreement dated June 1, 1956).	.....	3 to 8 cents an hour for other small groups of workers.
June 1, 1956 (agreement of same date).	.....	Earnings of workers covered by contributory pension plan increased an average of about 3.5 percent, retroactive to Jan. 1, 1956, when the company assumed full cost of pensions (see "retirement plan").
June 1, 1957 (agreement dated June 1, 1956, and wage adjustment agreement of May 1957).	4 percent deferred general wage increase ranging from 5 to 9 cents an hour, averaging approximately 7 cents an hour.	Deferred wage increases: 4 percent general increase effective June 1, 1957. Inequity adjustments averaging 1.2 cents per manhour effective in part June 1, 1957, and in part June 1, 1958. Plus inequity adjustments of 1 to 3 cents for specified production and of 2 to 8 cents an hour for specified engineering jobs, amounting to 0.9 cent an hour if averaged over all workers.
June 1, 1958 (agreement dated June 1, 1956, and wage adjustment of May 1957).	.....	Inequity adjustments of 2 cents for specified production jobs and of 3 to 7 cents for specified engineering jobs, amounting to 0.3 cents an hour if averaged over all workers.
May 31, 1959 (agreement dated June 2, 1959).	10 to 14 cents an hour increase, averaging 10.6 cents. ²	Agreement also deferred increases to June 1 of 1960 and 1961. ³
May 29, 1960 (agreement dated June 2, 1959).	5 cents an hour increase.	Deferred wage increase.
June 4, 1961 (agreement dated June 2, 1959).	5 cents an hour increase.	Deferred wage increase.
June 1, 1962 (agreement of same date).	.....	Agreement provided deferred wage increases effective June 1 of 1963 and 1964. ³
June 2, 1963 (agreement dated June 1, 1962).	5 cents an hour increase.	Deferred wage increase.
Nov. 17, 1963 (Company letter dated Nov. 7, 1963).	.....	Established: Company plan to provide three 5 percent increases for approximately 1,500 engineering department employees not participating in an additive or premium pay plan. The total amount was to be incorporated into base wage rates after the last increase. On the effective date, the plan provided increases of 8 to 13 cents an hour for engineering department employees, or 2.7 cents an hour when averaged over all employees in the bargaining unit. Deferred increases of 5 percent each, were to be provided on July 12, 1964, and April 4, 1965.
May 31, 1964 (agreement dated June 1, 1962).	5 cents an hour increase.	Deferred wage increase.
July 12, 1964 (company letter dated Nov. 7, 1963).	.....	Deferred increase of 5 percent (9 to 13 cents an hour) for engineering department employees, or 2.6 cents an hour if averaged over all employees in the bargaining unit.

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
April 4, 1965 (Company letter dated Nov. 7, 1963).	.....	Deferred increase of 5 percent (8 to 14 cents an hour) for engineering department employees, or 2.6 cents an hour if averaged over all employees in the bargaining unit.
June 1, 1965 (agreement of same date).	10 cents an hour increase.	In addition, adjustments in the hourly rates of several occupations ⁴ and certain incentive operations of 0.53 cents an hour if averaged over all employees in the bargaining unit. Deferred increase was to be effective Dec. 1, 1966.
Dec. 1, 1966 (agreement dated June 1, 1965).	9 cents an hour increase.	Deferred increase.
June 1, 1968 (agreement of same date).	22 cents an hour increase.	In addition, adjustments in the hourly rates of several occupations ⁵ plus changes in incentive payments amounted to 0.17 cents an hour if averaged over all employees in the bargaining unit. Deferred increases were to be effective June 1, 1969 and June 1, 1970.
June 1, 1969 (agreement of June 1, 1968).	13 cents an hour increase.	Deferred increase. In addition, special adjustments were made which amounted to 0.06 cents if averaged over all employees in the bargaining unit.
June 1, 1970 (agreement of June 1, 1968).	14 cents an hour increase.	Deferred increase. In addition, special adjustments were made which amounted to 0.02 cents if averaged over all employees in the bargaining unit.
June 1, 1971 (agreement of same date).	15 cents an hour increase.	In addition, adjustments in the hourly rates of several occupations ⁶ plus changes in incentive payments amounted to 0.99 cents an hour if averaged over all employees in the bargaining unit. Deferred increases were to be effective December 1, 1971 and June 1, 1972.
December 1, 1971 (agreement of June 1, 1971).	6 cents an hour increase.	Deferred increase.
June 1, 1972 (agreement of June 1, 1971).	14 cents an hour increase.	Deferred increase. In addition, special adjustments were made which amounted to 0.66 cents if averaged over all employees in the bargaining unit.
June 1, 1973 (agreement of same date).	20 cents an hour increase.	
June 1, 1974 (agreement of same date).	40 cents an hour increase.	Agreement also: (1) Deferred increases to June 1, 1975, Oct. 15, 1975, and June 1, 1976; and (2) established a cost-of-living escalator clause to provide quarterly adjustments from Sept. 1, 1976 to June 1, 1977 of 1 cent an hour for each 0.5-point increase in the BLS-CPI (1967 = 100). ⁷
June 1, 1975 (agreement of June 1, 1974).	25 cents an hour increase.	Deferred wage increase.
Oct. 15, 1975 (agreement of June 1, 1974).	10 cents an hour increase.	Deferred wage increase.
June 1, 1976 (agreement of June 1, 1974).	25 cents an hour increase.	Deferred wage increase.
Sept. 1, 1976	5 cents an hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 1, 1976	.....	Possible adjustment in cost-of-living allowance.
March 1, 1977	.....	Possible adjustment in cost-of-living allowance.
June 1, 1977	.....	Possible adjustment in cost-of-living allowance.

¹General wage changes are increases or decreases in basic rates of pay that affect a substantial number of workers. Excluded are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in the wage rates for individual occupations) that do not affect the average wage level noticeably.

Changes listed were the major adjustments in wage rates during the period covered. Because of fluctuations in earnings, omission of nongeneral changes in rates, and changes in production methods and composition of the labor force, the sum of general changes may not coincide with changes in straight-time average hourly earnings over the period of this chronology.

²Increases were as follows:

<i>Base hourly rates</i>	<i>Increase per hour</i>
\$1.40–\$1.81	10 cents
\$1.82–\$2.00	11 cents
\$2.01 and over	14 cents

³The contracts specified that when the effective date of an increase was a Monday, Tuesday, or Wednesday, the increase became effective the beginning of that pay week; when the effective date was a Thursday, Friday, or Saturday, the increase became effective the beginning of the next pay week.

⁴These occupations were: Painters, forklift truck operators in the engineering department; material handlers in the processing departments; jet fabricators and technicians, jet metal workers in the jet department; and maintenance mechanics and servicemen in the fibers technical department, Marcus Hook, Pa.

⁵ Plants and occupations affected were: Lewistown—avistrap operator; Marcus Hook—jet fabricator, jet fabricator—technician, inspector, jet development artisan leader, maintenance, mechanics, jet development artisan, jet machinists—senior, jet machinists—junior, spinneret punch grinder technician—senior, spinneret punch grinder technician; Front Royal—twisting operators, adhesive dip operators; All Plants—stores attendant—window checker.

⁶ Plants and occupations affected were: All plants—first class tradesmen, mechanics and other engineering trades and operating classifications receiving \$3.44 an hour or more on May 19, 1971, charge hands, #1 men, leaders, heavy equipment operators, tournapull operators, coal truckdrivers (20 ton and above), dock men, shovel operators, bulldozer operators, hy-lift operators, air hammer operators and asphalt finishers; Marcus Hook only—Jet Department—utility man; Coke Cover Department—utility man, utility worker; Glass Department—janitors, glass production workers: R&D Department—janitress, janitor; Fiber Technical Department—general servicemen.

⁷ Quarterly cost-of-living adjustments, effective September, December, March and June, were based on quarterly changes in the BLS-CPI for Aug., Nov., Feb., and May as follows:

<i>Consumer Price Index point change (1967 = 100)</i>	<i>Cost-of-living allowance</i>
0.0–0.4	none
0.5–0.9	1 cent
1.0–1.4	2 cents
1.5–1.9	3 cents
2.0–2.4	4 cents
2.5–2.9	5 cents
3.0–3.4	6 cents
3.5–3.9	7 cents
4.0–4.4	8 cents
and so forth, with a 1-cent adjustment for each 0.5-change in the index.	

The cost-of-living allowance was added to each employee's straight-time earnings, but not to the employee's base rate. It was also taken into account when computing overtime, holiday, incentive and call-in pay, and pay for vacations, unworked holidays, jury duty, and funeral leave.

Table 2. Plant common labor rates¹

Effective date	Men	Women
Dec. 2, 1945	\$0.83	\$0.72
Apr. 28, 1946	.91	.80
Dec. 1, 1946	1.03	.92
June 27, 1948	1.18	1.07
July 2, 1950	1.26	1.14
Mar. 4, 1951	1.29	1.17
July 1, 1951	1.32	1.20
Dec. 2, 1951	1.37	1.25
Nov. 30, 1952	1.42	1.30
May 1, 1955	1.47	1.35
June 2, 1957	1.53	1.40
May 31, 1959	1.63	1.50
May 29, 1960	1.68	1.55
June 4, 1961	1.73	1.60
June 2, 1963	1.87	1.65
May 31, 1964	2.02	1.70
April 4, 1965 ²	2.10	1.95
June 1, 1965	2.20	2.05
December 1, 1966	2.29	2.14
June 1, 1968		2.51
June 1, 1969		2.64
June 1, 1970		2.78
June 1, 1971		2.93
December 1, 1971		2.99
June 1, 1972		3.13
June 1, 1973		3.33
June 1, 1974		3.73
June 1, 1975		3.98
Oct. 15, 1975		4.08
June 1, 1976		4.33

¹ Until June 1, 1968, rates were effective immediately for men and after 6 months' service for women. The rates for women hired for common labor were 90 percent of the base rate for the first 3 months and 95 percent for the following 3 months.

² In November 1973, the company instituted a plan to provide 5 percent increases in November 1963, July 1964, and April 1965 for engineering department employees not participating in an additive or premium pay plan. The accumulated amounts (laborer—27 cents, janitress—25 cents) were incorporated into base wage rates on June 1, 1965.

Table 3. Supplementary compensation practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift premium pay		
Nov. 30, 1945	Day rate plus 3 percent for workers who rotated between day and evening shifts on a 5- or 6-day schedule. Day rate plus 5 percent for workers who rotated among 3 shifts but who did not work Sunday. Day rate plus 10 percent for workers who rotated among 3 or 4 shifts including Sunday and workers on frozen evening or night shift. Day rate plus 15 percent for workers alternating on evening or night shifts and working every Saturday and Sunday.	
June 27, 1948	Average shift premium formula based on premium point system adopted. ²	Formula incorporated premium for all undesirable hours including Saturday and Sunday.
Overtime pay		
Nov. 30, 1945	Time and one-half for work: (1) Over 8 hours a day; (2) beyond 40 hours a week; or (3) outside of scheduled daily hours if less than 8.	
Shifted schedule pay		
Nov. 30, 1945	Time and one-half paid to employees: (1) For all work while assigned to another work schedule for less than 1 full workweek; (2) for 1st day if transferred or assigned temporarily to another work schedule for a week or more with fewer than 16 hours' notice; or (3) if called in on a scheduled "break day" (day off).	Double time for unscheduled work if premium work described in (1), (2), or (3) fell on a specified holiday.
Aug. 20, 1947 .....	.....	Term "1 full workweek" changed to "7 calendar days" to clarify intention of parties. Special reference to double time on holidays eliminated, since it duplicated holiday provision.
Premium pay for Saturday and Sunday work		
Nov. 30, 1945	Time and one-half for work on 6th day in any one workweek. No premium pay for Saturday or Sunday as such.	Applicable unless schedules were otherwise negotiated or in effect. Double time if 6th day was a "break day" and a holiday.
Aug. 20, 1947	Premium pay provisions for work on 6th day eliminated.	
June 27, 1948 .....	.....	Saturday and Sunday premiums incorporated into average shift premium formula based on premium point system. ²
June 1, 1971 (agreement of same date).	5-cent-an-hour "attendance" premium for work on Sunday as part of a regular workweek.	
June 1, 1972 (agreement of June 1, 1971).	Increased: Attendance premium to 10 cents an hour.	
June 1, 1974 (agreement of same date).	Increased: Attendance premium for work on Sunday as part of a regular workweek to 15 cents an hour.	Applied to hours worked, rather than hours scheduled.
Holiday pay		
Nov. 30, 1945	Time and one-half for work on 6 specified holidays falling on	Holidays were: Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹ –Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay –Continued		
Nov. 30, 1945 –Continued	employees regularly scheduled workdays. Double time for holiday work over 8 hours or over scheduled hours, if fewer than 8, and for work when the holiday occurred on scheduled “break day.” No pay for holidays not worked.	
Aug. 20, 1947	Changed to: 6 paid holidays for which workers received 8 hours’ straight-time pay plus shift premium, if holiday fell on scheduled workday. Double time (total) for holidays worked.	Holidays same as above. To receive holiday pay, employee must have been scheduled to work on holiday and must have worked his last regularly scheduled shift before and first regularly scheduled shift after the holiday.
Nov. 30, 1950	Changed to: Double time and one-half for first shift worked on 6 specified holidays, whether scheduled workday or not.	Double time paid for any additional hours worked.
Nov. 30, 1951	Changed to: Double time and one-half for all work on 6 specified holidays, whether scheduled workday or not.	Changed: Monday after Easter substituted for Easter Sunday as a paid holiday.
June 1, 1960 (agreement dated June 2, 1959).	.....	Added: Holiday pay for incentive workers based on straight-time average hourly earnings during week in which holiday occurred.
Mar. 31, 1961 (agreement dated June 2, 1959).	.....	Employee to receive holiday pay (1) if absence on day before or after holiday was caused by (a) death in immediate family (unless funeral was on holiday) or (b) jury duty, and employee reported for work on shift after termination of such duty or (2) if absence on day after holiday was caused by hospitalization.
June 1, 1962 (agreement of same date).	.....	Changed: Good Friday substituted for Easter Monday as a paid holiday.
Feb. 1, 1963 (agreement dated June 1, 1962).	.....	Added: Employee paid for 4 holidays if they fell on a scheduled day off. Holidays were Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day.
Jan. 1, 1964 (agreement dated June 1, 1962).	Added: 1 paid holiday (total 7).	Holidays that fell on scheduled workday considered as time worked for overtime purposes; holidays on scheduled days off not included in overtime computation.
June 1, 1967 (agreement dated June 1, 1965).	Added: 1 paid holiday (total 8).	Holiday pay provided employee who reported to work on last scheduled shift but was excused before end of shift or who did not work on last scheduled shift because of scheduled grievance meeting with company.
Feb. 1, 1963 (agreement dated June 1, 1962).	.....	Added: Holiday pay provided employee on vacation during the week in which scheduled holiday fell, regardless of whether he would have been scheduled to work on holiday.
Jan. 1, 1964 (agreement dated June 1, 1962).	Added: 1 paid holiday (total 7).	Holiday was New Year’s Day.
June 1, 1967 (agreement dated June 1, 1965).	Added: 1 paid holiday (total 8).	Added: Employee paid for 3 holidays (total 7) if they fell on a scheduled day off.
June 1, 1968 (agreement of same date).	.....	Veterans day in 1967.
June 1, 1967 (agreement dated June 1, 1965).	Added: 1 paid holiday (total 8).	Added: Holiday pay provided employee on vacation during the week in which scheduled holiday fell, regardless of whether he would have been scheduled to work on holiday.
June 1, 1968 (agreement of same date).	.....	Holiday was New Year’s Day.
June 1, 1968 (agreement of same date).	.....	Added: Employee paid for 3 holidays (total 7) if they fell on a scheduled day off.
June 1, 1968 (agreement of same date).	.....	Veterans day in 1967.
June 1, 1968 (agreement of same date).	.....	Added: An employee who was absent on last regularly scheduled shift before and/or next regularly scheduled shift after the holiday(s) and who continued to be absent, due to either non-industrial illness for which employee received weekly indemnity, non-industrial injury, industrial injury, or occupational illness would be paid for any holidays falling within the first 21 weeks of absence, offset by any indemnity and/or workmen’s compensation payments applicable to the same day. No holiday pay during formal leave.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹ --Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay--Continued		
June 1, 1968--Continued	.....	Added: Employees paid for holidays missed during the first 18 days of active military duty or emergency call-up or during absence resulting from illness or hospital confinement for shifts both before and immediately after the holiday.
June 1, 1971 (agreement of same date).	.....	Paid holidays which previously were in effect were to be celebrated on dates prescribed by Uniform Monday Holiday Act or similar State legislation.
June 1, 1974 (agreement of same date).	.....	Extended: Illness or injury absence period during which holiday pay would be paid--to 26 weeks.
June 1, 1976 (agreement of June 1, 1974).	Added: 1 additional paid holiday (total 9).	Holiday determined locally.
Paid vacations		
Nov. 30, 1945	1 week of vacation with pay after 1 and less than 5 years' service; 2 weeks after 5 years' service. Service must have been before Apr. 1 of the current vacation year.	Vacation pay computed on basis of 2½ percent of total earnings during preceding Federal income tax year for employees entitled to 1 week's vacation and 5 percent for those entitled to 2 weeks' vacation.
Nov. 30, 1946	Changed to: Eligible for 1 week if on active payroll 3 months during preceding calendar year, hired before Oct. 1 of preceding calendar year, and on payroll, furlough, or recognized leave on Dec. 31 of that year; 2 weeks if qualified in 4 prior years and eligible in current year.	
Nov. 30, 1951	Added: 3 weeks of vacation with pay after 15 years' service.	Vacation pay for employees entitled to 3 weeks based on 120 hours' pay at regular rate (126 hours if on 42-hour week).
Jan. 1, 1960 (agreement dated June 2, 1959).	Added: Fourth week of vacation with pay after 25 years' service.	Changed: Pay for each week of vacation to which employee was entitled to equal 2 percent of total earnings during preceding income tax year.
June 1, 1962 (agreement of same date).	.....	Vacation pay for employee hired before Dec. 1, 1958, determined by previous formula until employee became eligible for the next higher level of vacation benefits.
Feb. 1, 1963 (agreement dated June 1, 1962).	Changed: Requirement for 3 weeks' vacation reduced to 12 years' service and for 4 weeks' vacation, to 20 years' service.	Added: Vacation pay accrued during current vacation year provided employee who received permanent disability settlement or was technologically displaced during the year. Continued: Above provision for employee who retired during year.
Feb. 1, 1966 (agreement dated June 1, 1965).	Changed: Requirement for 2 weeks' vacation reduced to 3 years' service.	Added: Earned vacation pay, without time off, for employee who was on the active payroll 3 months or less in qualifying year, and had qualified for 1 or more weeks' vacation in prior years.
Feb. 1, 1967 (agreement dated June 1, 1965).	Changed: Requirement for 3 weeks' vacation reduced to 10 years' continuous service.	
Dec. 1, 1969 (agreement of June 1, 1968).	Added: 5 weeks' vacation with pay after 25 years of service.	Employee could receive, in lieu of 5th week of vacation, a payment equal to 2 percent of previous year's earnings. Added: Vacation for employees entitled to 5 weeks of vacation to equal 10 percent of employees' total earnings in Federal income tax year preceding year in which vacation was taken.
Dec. 1, 1970 (agreement of June 1, 1968).	Changed: Requirements for 4 weeks' vacation reduced to 16 years' service.	
Jan. 1, 1974 (agreement dated June 1, 1973).	Changed: Requirements for 2 weeks' vacation reduced to 3 years' service. 3 weeks to 8 years' service, and 4 weeks to 15 years' service.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹ –Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting time		
Nov. 30, 1945	Minimum of 4 hours' pay at regular rate guaranteed to employee not notified of lack of work. Employee reporting for regular shift work between 10 p.m. and 7 a.m. guaranteed full shift pay.	Guarantee did not apply when employee voluntarily left before expiration of the guaranteed hours or when time worked began 2 hours or less before employee's scheduled hours and continued into or after the shift.
Nov. 30, 1951		Added: Company not liable for reporting pay for "acts of God" occurring 1 hour or more before shift began.
Call-in pay		
Nov. 30, 1945	Time and one-half paid to employee called for emergency work.	Double time when called on a holiday.
Nov. 30, 1950		Changed to: Double time and one-half when called on a holiday.
Guaranteed rates for incentive operations		
Nov. 30, 1945	Guaranteed minimum was the hourly rate prescribed for incentive jobs by prevailing wage agreement, plus applicable shift premium.	
Down time		
Nov. 30, 1945	Hourly rate (plus applicable shift premium) paid for all time lost on incentive jobs if accumulated stoppages exceed 10 minutes per shift.	Applied to stoppages caused by waiting for supplies, machine breakdown, power failures, visits to dispensary, required attendance at meetings and classes, and travel time when such time must be paid.
Nov. 30, 1946		Last item changed to: Travel time to and from cafeteria when such time must be paid.
Paid rest period (personal time allowance)		
Nov. 30, 1945	30-minute paid absence from work within the first hour of the overtime period allowed to employee required to work 3 or more hours overtime.	Two paid 10-minute rest periods provided women incentive workers on shifts of 7 hours or more. One 10-minute rest period for women incentive workers on shifts of fewer than 7 hours.
June 1, 1968 (agreement of same date).		Employee who worked during 30-minute rest period (provided during 1st hour of overtime) would receive an additional 30 minutes at premium pay in addition to overtime hours actually worked.
June 1, 1971 (agreement of same date).	Added: Employee who worked 3 hours immediately preceding his regular shift would receive a 30-minute break with pay either in the first hour of regular shift or in the last hour of overtime. Employee who worked 11 straight off-scheduled hours would receive 30-minute paid rest period between end of 8th and end of 9th hours of work.	Employee could work during 30-minute rest period and be paid extra 30 minutes premium pay.
Paid lunch period		
Nov. 30, 1945	30-minute paid lunch period provided employees on 24-hour operating schedules.	Also allowed travel time to and from cafeteria.
Pay for occupational injury time loss		
Nov. 30, 1945	Full rate, less workmen's compensation payments, paid (1) for time lost because of "fume	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pay for occupational injury time loss—Continued		
Nov. 30, 1945—Continued	eyes” or “sore hands” resulting from contact with chemicals used in manufacturing process; (2) to the end of the shift when employee went to plant dispensary, at company request, for examination or treatment of occupational injury; (3) for minimum of 1 hour when employee—absent from plant because of industrial injury—reported, at company request, subsequent to the injury, for examination or treatment at company dispensary; (4) for time lost in any shift when instructed by company physician to report to an outside physician; (5) up to 1 hour when reporting to the dispensary for treatment during a shift.	
June 1, 1971 (agreement of same date).	Employee who suffered industrial injury and visited plant dispensary or outside physician on his own time received minimum of 1 hour’s pay.	
Tool and clothing allowance		
June 1, 1973 (agreement of same date).	Established: 5-cent increase in hourly wage rate of second class mechanics and serviceman for tool allowance.	
Jan. 1, 1974 (agreement dated June 1, 1973).	Established: \$5 subsidy for each of two pairs of safety shoes a year.	
June 1, 1974 (agreement of same date).	Increased: Additional 5-cent increase in hourly wage rate for second class mechanics and servicemen for tool allowance (total 10). Established: 10-cent increase in hourly wage rate for second class operating jobs in engineering (for tools and job related accessories).	
Funeral leave		
June 1, 1961 (agreement dated June 2, 1959).	Established: Up to 3 days of paid absence at regular rate (guaranteed rate for incentive workers), for scheduled hours on assigned workdays, allowed because of death in immediate family.	Immediate family included father, mother, father-in-law, mother-in-law, spouse, sister, brother, son, and daughter. No payment for days during employee’s vacation if funeral was not attended or if employee failed, on request, to provide proof of death and funeral attendance.
June 1, 1962 (agreement of same date).	.....	Definition of immediate family extended to include stepparent or stepchild under specified circumstances.
June 1, 1968 (agreement of same date).	.....	Changed: Definition of immediate family extended to include son-in-law and daughter-in-law.
June 1, 1971 (agreement of same date).	.....	Changed: Definition of immediate family extended to include grandparents and grandchildren.
Jury duty pay		
May 20, 1971 (company letter dated May 20, 1971).	Established: Employee to receive difference between straight-time regular pay and daily jury pay.	Provision excluded long duty on State or Federal Grand Juries. Employee could be required to work any scheduled shift if jury recessed for 24 hours.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹ –Continued

Effective date	Provision	Applications, exceptions, and other related matters
Technological displacement pay		
Nov. 30, 1945	Employee displaced by technological change given 1 week's pay, at average hourly rate earned during preceding year, for each year of continuous service.	Employee paid for 42 hours a week in continuous 4-shift operating departments and for 40 hours in all other departments.
Nov. 30, 1952 (agreement of same date).	6 months or more in excess of full years of service counted as a year for purposes of payment.	
June 1, 1955 (agreement of same date).	.....	Period for technologically displaced employee to elect to be placed on plant furlough list or accept displacement wage reduced from 60 to 30 days.
June 1, 1962 (agreement of same date).	.....	Eligibility for technological displacement pay to apply to employees with more than 6 months' service (was 60 days). Continued: Technological change defined as any change or increase in productivity that reduced total number of employees (eligible for technological displacement pay) required to operate department affected by change. Any eligible employee displaced from related department as result of technological change considered to be displaced by technological change.
Health and welfare benefits		
Effective June 1, 1946 and including Dec. 1, 1947 revisions.	<p>Noncontributory group insurance plan installed for employees with 60 days' service, providing:</p> <p>Life Insurance—\$500 to \$2,000, depending on length of service, paid on death or permanent and total disability before age 60; after retirement, \$1,000.</p> <p>Sickness and accident benefits—\$12.50 to \$22 a week depending on earnings—for maximum of 13 weeks for any one period of disability, starting on 1st day of absence because of occupational or non-occupational accident and on 8th day of absence because of sickness. Up to 6 weeks for pregnancy.</p> <p>Surgical expense benefits—maximum of \$150 for surgeon's fee for each period of disability resulting from pregnancy, accident, or sickness not compensable under workmen's compensation or similar laws.</p> <p>Hospital service benefits—all employees covered by Blue Cross hospitalization plan providing care for 21 to 30 days, depending on length of membership.</p>	<p>Complete cost borne by company.</p> <p>Employees with more than 60 days but less than 1 year of service received \$500; with 1 year but less than 5 years' service, \$1,000; with 5 or more years' service, \$2,000. Employees were not eligible for disability benefits if disability commenced after they became 60 or after insurance was terminated.</p> <p>Benefit paid in addition to workmen's compensation for disability caused by accident.</p> <p>Workers' wives covered at company cost; dependent children could be covered at workers' expense.</p> <p>Workers' wives covered at company cost; workers' husbands and dependent children could be covered at workers' expense.</p>
Dec. 1, 1951 (by agreement of Nov. 30, 1951).	<p>Added: Life insurance—double indemnity for accidental death.</p> <p>Changed to: Sickness and accident benefits—\$20 to \$30 a week, depending on earnings.</p>	
June 1, 1956 (agreement of same date).	<p>Changed to:</p> <p>Hospital service benefits—Standardized in all areas to provide comprehensive Blue Cross benefits, including 120 days'</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
June 1, 1956—Continued	hospitalization. Limitations removed on laboratory and X-ray benefits and emergency outpatient care existing in some areas.	
June 1, 1957 (agreement dated June 1, 1956).	<p>Changed to: Life insurance—\$500 to \$3,000, depending on length of service.</p>	<p>Employees with 1 but less than 5 years' service, \$1,500; with 5 or more years, \$3,000; no change for employees with 60 days but less than 1 year of service or for retired employees. (For extension of payment of face value of life insurance to employees totally and permanently disabled between ages 60 and 65 and with 20 years' service, see section on disability benefit plan.)</p>
June 2, 1959 (agreement of same date).	<p>Sickness and accident benefits—\$30 to \$45 a week depending on earnings, for maximum of 15 weeks. Surgical expense benefits—Maximum increased to \$300.</p>	<p>Changed: Sum of payments from sickness and accident benefits and workmen's compensation for same period limited to 110 percent of normal weekly pay.</p>
Feb. 1, 1961 (agreement of same date).	<p>Changed: For employees and dependents: Hospital benefits—To insured-service type of plan. Benefits in effect and continued: Room and board—Up to maximum semi-private-room rate for maximum of 120 days per disability. Special services—Full hospital charges for laboratory and X-ray examinations, electrocardiograms, drugs, and medicines, etc.</p> <p>Maternity—Up to 10 days' hospitalization. Emergency care—Full charges for emergency medical care and treatment within 24 hours of accident, or for medical care and treatment within 24 hours for surgical operation. Added: Major medical expense benefits—80 percent of \$2,000 for designated expenses (incurred during one period of total disability or within 6 months thereafter) over \$100 and benefits paid by basic plan plus all allowable expenses above \$2,000; up to \$20,000.</p> <p>Expenses covered were: Hospitalization, highest daily rate for semiprivate room plus \$4; necessary care and treatment</p>	<p>Noncontributory for employees and wives. Dependent children and nonemployee husbands could be covered through payroll deductions. Benefits could be continued at employee's expense for 12 months after month in which he was furloughed. Plan available to retired employees at group rates. Dependent defined as spouse; unmarried children under 19 or fully dependent, and full-time students at certain types of schools.</p> <p>Excluded: Nursing care and doctor's visits, charges covered by workmen's compensation or other law, charges for dependent entitled to benefits as employee or former employee, hospitalization or medical care if begun before employee was covered by policy, treatment not approved by physician. Successive periods of hospital confinement considered one period of disability unless (a) employee returned to work for 1 full day between periods of hospitalization or (b) dependent's later hospitalization was not related to causes of earlier stay or followed earlier stay by at least 6 months.</p> <p>Available only for pregnancies that began after coverage or terminated within 9 months of cessation of coverage.</p> <p>Not available to nonemployee husbands. Company paid half of cost for employees and wives. Maximum benefits could be reinstated after employee or dependent collected \$1,000 or more in benefits, provided medical evidence of insurability was satisfactory to the insurance company. Benefits extended for 3 months during total disability continuous from date of termination of insurance. Benefits for psychiatric outpatient treatment were 50 percent of covered expenses over deductible amount or regular benefits. Did not cover dentist's charges (except costs of specified oral surgery), dental appliances, eye glasses, or hearing aids, unless required because of accidental injury; costs of war injuries, costs of injuries received while working for another employer</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
Feb. 1, 1961—Continued	by doctor or oral surgeon; private nurse; ambulance service; X-ray and diagnostic laboratory procedures; X-ray, radium, or radioactive isotope therapy; anesthesia and its administration; prescription drugs; dressings; surgical supplies; oxygen; rental of durable equipment for treatment.	or for which statutory compensation was received; costs of care in government hospital or for which no charge was made; costs for dependent who was covered employee; maternity costs (covered by hospital benefit plan); expenses (except surgical) for child during first 7 days after birth. Extended benefits—Benefits were payable for any portion of benefit period after coverage had ended if: (a) Expenses resulted from disability that was in effect when coverage ended and continued to date expenses were incurred, and (b) benefits were not duplicated by any other group or employer-sponsored insurance plan in effect when expenses were incurred.
June 1, 1962 (agreement of same date).	..... Increased: Sickness and accident benefits—\$35 to \$50 per week depending on earnings (was \$30 to \$45).	Surgical and hospital service benefits—Company to pay for coverage of dependent children under 19.
Jan. 1, 1963 (agreement of June 1, 1962).	Added: Outpatient benefits—Annual limit of \$50 each for husband and wife.	When \$50 was depleted, eligibility regained only after lapse of 12 months. Benefits not applicable to diagnostic examinations (a) to which employee was entitled as outpatient under hospital expense insurance, (b) that were made while he was an inpatient, or (c) that were required for (1) childbirth or miscarriage or (2) dental work, unless required because of accidental injury to natural teeth.
June 1, 1965 (agreement of same date).	For employees only: Increased: Life insurance—\$1,000 to \$3,500 depending on length of service. ³ Accidental death and dismemberment—One-half to full face value of primary life insurance. ³ Permanent and total disability—\$500 to \$3,000 depending on length of service, provided employees disabled before age 60. ³ For employees and dependents . . . Added: Hospital benefits: Room and board—For intensive care—up to \$20 a day for charges that exceeded the semiprivate room rate. Maximum of \$100 for each hospital confinement. Changed: Maternity—All services provided for regular hospitalization for extended confinement. Changed: Emergency care—Full hospital charges for emergency medical care and treatment within 48 hours of accident, or for medical care and treatment within 48 hours and in connection with surgical operation. Added: Outpatient benefits: For radiation and physical therapy treatments—up to \$10 a treat-	Added: Coverages, except sickness and accident benefits, could be continued at employees' expense for 12 months after furlough. Except for major medical expense benefits, where company paid one-half of the premium cost, cost of employee and dependent benefits to be borne by company. Added: Basic hospital and surgical expense benefits only, could be continued for disabled children beyond age 19 who met specified requirements. Intensive care allowance paid only when such care was recommended by the attending physician, and was provided in an intensive care unit of the hospital. Changed: For dependents—successive periods of hospital confinement considered 1 period of disability unless later hospitalization followed earlier stay by at least 60 days. Available to female employees and dependent wives, provided employee and spouse were plan members before pregnancy. Added: Up to \$30 for nonsurgical charges of a physician for treatment other than at a hospital provided within 24 hours of accident. Added: Outpatient benefits to include X-ray therapy, radiation therapy, radioactive isotopic therapy, and physiotherapy treatments.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
June 1, 1965—Continued	ment for covered hospital charges, when recommended by a physician—maximum of \$200 per calendar year per person.	
Jan. 1, 1966 (agreement dated June 1, 1965).	Increased: Diagnostic X-ray and laboratory expenses—Up to \$100 each for husband and wife per calendar year.	
Aug. 1, 1968 (agreement of June 1, 1968).	.....	Changed: Definition of dependent expanded to include husband of woman employee.
Jan. 1, 1969 (agreement of June 1, 1968).	Increased: Life insurance and accidental death and dismemberment—\$2,000 to \$5,000, depending on length of service. ⁴ Sickness and accident benefits—\$35 to \$50 a week for a maximum of 26 weeks (was 15 weeks). Surgical expense benefits—maximum to \$350. Changed: Diagnostic laboratory and X-ray examination coverage extended to dependents.	
June 1, 1971 (agreement of same date).	Increased: Life insurance and accidental death and dismemberment—to from \$3,000 to \$5,000 depending on length of service. ⁵ Sickness and accident benefits—to maximum \$60 a week for up to 26 weeks.	
June 1, 1973 (agreement of same date).	Increased: Sickness and accident benefits to \$65 for a maximum of 26 weeks.	Benefits provided from the first day in hospital, if sick over 7 days and hospitalized within first week.
Jan. 1, 1974 (agreement dated June 1, 1973).	Changed: Surgical and obstetrical benefits to be on “reasonable and customary” basis. Increased: Life insurance for future retirees by \$500, to \$1,500. Increased: Diagnostic laboratory and X-ray examination expense to \$150 per calendar year per person for examination outside hospital.	
June 1, 1974 (agreement of same date).	Increased: Hospitalization coverage extended to 365 days. Increased: Full payment for intensive care, for up to 365 days. Increased: Outpatient doctor’s fees to \$50 for emergency medical care and treatment within 24 hours of accident. Added: Payment for prenatal lab tests. Increased: Sickness and accident benefits to \$70 a week for the first eight weeks, and \$65 for succeeding 18 weeks. Increased: Major medical coverage for outpatient psychiatric professional fees to 80 percent.	
June 1, 1975 (agreement dated June 1, 1974).	Increased: Life insurance and accidental death and dismemberment to \$6,000 after three years of service.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹ –Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and welfare benefits—Continued		
June 1, 1976 (agreement dated June 1, 1974).	<p>Increased: Life insurance and accidental death and dismemberment insurance to \$5,000 after one year of service and to \$7,000 after three years.</p> <p>Increased: Sickness and accident benefits to \$75 a week for the first eight weeks and \$65 for succeeding 18 weeks.</p>	
Retirement plan		
Dec. 26, 1943	<p>Retirement plan established providing:</p> <p>Company-paid pension for employee with service before Dec. 26, 1943. Monthly pension was equal to one-half percent of monthly earnings as of Dec. 26, 1943, for each year of service at ages 35 up to 45, and three-fourth percent at 45 and over.</p> <p>Contributory retirement plan for employee aged 25 but under 65 with 2 years' service on and after Dec. 26, 1943. Annuity at 65 based on earnings and length of service, in addition to Federal old age benefits. Besides full annuities, other provisions of the contributory plan were:</p> <p>Death benefits: If employee died before retirement, beneficiary received employee's contribution plus 4 percent compound interest. If death was after retirement, beneficiary received difference between employee's contribution plus interest and amount paid to employee.</p> <p>Termination benefits: On termination before 10 years of membership, employee could (1) withdraw his contributions plus 2 percent interest, or (2) accept the paid-up retirement income provided by his contribution if such income was at least \$3.34 a month. After 10 years of membership, employee could (1) withdraw his contributions plus 2 percent, or (2) on his retirement date accept the paid-up retirement income provided by his contribution and that of the employer for service after Dec. 26, 1943; after 15 years, employee could (1) withdraw his contributions plus 2 percent interest, or (2) receive at age 65 company-paid pension for service before Dec. 26, 1943, plus the paid-up retirement income provided by his and company contributions since that date, or (3) accept reduced retirement benefits</p>	<p>Annuity computed by multiplying regular hourly rate by 2,000 and dividing by 12. Plan was separately financed.</p> <p>Employee contributed 2 percent of weekly earnings up to \$35, plus 4 percent of over \$35 up to \$60, plus 6 percent of over \$60. Employer contributed 1¼ times amount paid by employee. Benefits paid at retirement age even though employee continued to work.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
Dec. 26, 1943—Continued	starting up to 10 years before age 65.	
	Optional benefits: Employee could (1) elect reduced retirement income during retirement, with continuance of such payments, or specified fraction thereof, to designated joint annuitant, or (2) if retiring before Federal old age benefits were payable, have retirement benefits adjusted to provide same total amount, including Federal benefit, before and after the Federal benefit was payable.	
Dec. 26, 1943 (including amendments of Dec. 1, 1947).	.....	Eligibility for company-paid pension for service before Dec. 26, 1943, contingent on membership in plan by Dec. 31, 1947. Rates for computing pensions for service before Dec. 26, 1943, changed to: One-fourth percent of weekly earnings at ages 25 and under 35; one-half percent at 35 and under 45; three-fourths percent at 45 and over.
Aug. 20, 1947 Jan. 1, 1951 (by agreement of July 20, 1950).	..... Changed to: Minimum annuity of \$1,200, including social security, guaranteed on retirement at 65 with 25 years' service; proportionate guarantees for 10 to 25 years' service.	Membership in plan to be a condition of employment. Eligibility for company-paid pension for service before Dec. 26, 1943, contingent on membership in plan by Dec. 31, 1951. Company contribution increased to 1½ times amount paid by employees. Interest on refunded contributions changed from 2 percent to "the rate allowed by the insurance company."
Jan. 1, 1956 (agreement dated June 1, 1956).	Changed to: Noncontributory plan, providing following benefits (in addition to old-age and survivors' insurance): Normal monthly benefits at age 65—\$1.75 times years of plan membership from Jan. 1, 1956, to Dec. 31, 1960, plus 55/100 of 1 percent of annual earnings divided by 12 for each year of plan membership after Dec. 31, 1960, plus benefits accrued under former contributory plan in effect from Dec. 26, 1943, to Dec. 31, 1955, and under prior noncontributory plan. Those withdrawing contributions received only amount purchased by company. Early retirement—Employees aged 55 with 15 years' service, retiring at own option, to receive immediate, actuarially reduced pension. Eligibility—Employees automatically became plan members upon completing 2 years' continuous service and reaching age 25. Vesting rights (termination benefits)—Employees with at least 20 years' service and age 40 and over, on leaving company, to receive normal retirement benefits credited to time of termination upon reaching age 65. Age requirement, 50 for those hired after Jan. 1, 1956.	Between Sept. 1 and Sept. 30, 1956, employees could withdraw their pension contributions (with interest) for years before 1956, minus service charge of 2 percent of refund. ⁶ Minimum monthly benefits for service from Dec. 26, 1943, to Dec. 31, 1955; (1) For members not withdrawing contributions, \$1.75 times years of service during period in which employee contributed to plan and \$1.25 for each year employee was eligible but did not belong to plan; (2) for employee withdrawing contributions, benefits purchased by company contributions; and (3) no benefits for this period for those who never joined plan.
		Minimum monthly benefit for employees retired before Jan. 1, 1956, and whose retirement was identified with contributory plan changed to \$1.50 for each year of service up to 30 (\$1 a month for each year in which employee was eligible to join plan and did not join) but not less than \$10.
		Employees who did not withdraw contributions to plan eligible for benefits based on service after Dec. 26, 1943, after 10 years' membership in plan regardless of age or length of service and to full benefits (for service both before and after Dec. 26, 1943) after 15 years' membership.
		Employees could withdraw contributions, with 2 percent interest, at time of leaving company.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
Jan. 1, 1956 (trust agreement dated Dec. 3, 1958).	Added: Termination benefits—Employee terminated because of plant closing or conversion and eligible for past service benefits (i.e., for service before Dec. 26, 1943, under plan in effect on Dec. 31, 1955) at normal retirement date could receive immediately an amount equal to employer's contribution to past service fund and could have his past service pension reduced by proportion that termination benefit bore to actuarial value of past service pension due employee.	
June 1, 1962 (agreement of same date).	Changed: Early retirement deductions to 4 percent for each year of retirement before 65 (had ranged from 8.4 percent at age 64 to 51.6 percent at age 55).	
June 1, 1965 (agreement of same date).	Increased: Normal monthly benefits at age 65—for employees who retired on or after effective date, for credited service from (1) date of eligibility to Dec. 31, 1955, by \$1.25 for each year of service; (2) Jan. 1, 1956, through Dec. 31, 1960, by 35 cents, to \$2.10 for each year of service; (3) Jan. 1, 1961, through Dec. 31, 1965, no change.	
Jan. 1, 1966 (agreement dated June 1, 1965).	Changed: Normal monthly benefits at age 65—for service after effective date, to a flat \$3 for each year of credited service in plan. Changed: Eligibility—to 2 years' continuous service.	Changed: 1,440 hours or more of work in calendar year required to receive full credit; fractional credit given for fewer hours.
June 1, 1971 (agreement of same date).	Increased: Normal monthly benefits—to \$3.75 per month per year of past service and \$4 per month per year of future service. Changed: Vesting requirements—to age 40 with 15 years of creditable service.	Past service defined as service before June 1, 1971.
June 1, 1973 (agreement of June 1, 1971).	Increased: Normal monthly benefits—to \$4.50 per month per year of future service.	
June 1, 1975 (agreement of June 1, 1971).	Increased: Normal monthly benefits—to \$5 per month per year of future service.	
Temporary policy payment		
June 1, 1965 (agreement of same date).	Provided: Temporary benefit—for employees who retired before June 1, 1965, a temporary \$5 a month benefit in addition to regular monthly pension.	Payments were provided in 4 equal \$15 installments, payable on July 1, 1965, Oct. 1, 1965, Jan. 1, 1966, and Apr. 1, 1966. Installments terminated if Medicare became effective before Apr. 1, 1966.
Disability benefit plan		
June 1, 1956 (by agreement of same date).	Noncontributory plan established providing benefits of \$45 a month, less any statutory disability benefits, to employees totally and permanently dis-	Disability determined by company. Plan made effective through June 1, 1959. Benefits also applied to those age 55 but less than 60 with 20 years' service already declared totally and permanently disabled by insurance carrier.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹ –Continued

Effective date	Provision	Applications, exceptions, and other related matters
Disability benefit plan—Continued		
June 1, 1956—Continued	abled between ages 55 and 65 with 20 years' service (continuous service required after Jan 1, 1952). Normal benefits accrued under pension plan payable at age 65. Provision for payment of face value of life insurance extended to employees totally and permanently disabled between ages 60 and 65 and also eligible for disability benefit under new plan.	Insurance payable in monthly installments, in a lump-sum, or a combination thereof. Employee could choose a paid-up life insurance policy of \$500 to \$1,000 in lieu of part of cash benefits.
June 1, 1960 (agreement dated Apr. 22, 1960).	Changed: Benefits provided totally and permanently disabled employee between ages 50 and 63 with 20 years' service, including continuous service after Jan. 1, 1952. Added: Employee disabled between ages 50 and 65 could elect early retirement at age 63.	Changed: Age at which employee with 20 years' service, already declared totally and permanently disabled by insurance carrier, was eligible for benefits was reduced to 50. Plan benefits for employee with 20 years' service, including continuous service after Jan. 1, 1952, and totally and permanently disabled from industrial injury for which workmen's compensation was due, extended to cover ages 50 but less than 65.
Dec. 8, 1960 (agreement of same date).	.....	Eliminated: Options of receiving (1) all or any part of insurance in monthly installments, (2) paid-up life insurance policy of \$500 to \$1,000 in lieu of part of cash benefits.
June 1, 1965 (agreement of same date).	Changed: For employees at age 50 with 15 years' service, or age 60 with 10 years' service; service after Jan. 1, 1952 to be continuous.	Employees under age 60 to receive, in addition to regular benefits, lump-sum payment equal to disability benefit of life insurance. Those over 60 years of age to receive a lump-sum payment related to age at time of disability. ⁷

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

² Shift premium was determined by counting total number of points earned per hour during hours scheduled in each week or pay period as shown below. The total premium points were divided by total hours scheduled to secure the average shift premium for the entire schedule using the nearest one-tenth of 1 percent. The average premium was applied to the day base rate to determine the shift rate applicable, adjusted to nearest full cent. Premium applied to total paid hours in schedule.

Hours	Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
7 a.m. to 5 p.m.	20	0	0	0	0	0	15
5 p.m. to 12m	27	7	7	7	7	7	22
12m. to 7 a.m.	30	10	10	10	10	10	25

³ Schedule of benefits were as follows:

Period of continuous service from last date of employment	Life insurance	Accidental death and dismemberment (principal sum)	Permanent and total disability
61 days to 1 year	\$1,000	\$1,000	\$500
1 year to 3 years	2,000	2,000	1,500
3 years and over	3,500	3,500	3,000

⁴ Schedule of benefits was as follows:

Period of continuous service from last date of employment	Life insurance	Accidental death and dismemberment
61 days to 1 year	\$2,000	\$2,000
1 year to 5 years	3,500	3,500
5 years and over	5,000	5,000

⁵ Schedule of benefits was as follows:

Period of continuous service from last date of employment	Life insurance	Accidental death and dismemberment
61 days to 1 year	\$3,000	\$3,000
1 year to 3 years	4,000	4,000
3 years and over	5,000	5,000

⁶ Contributions paid for 1956 automatically refunded without service charge.

⁷ The lump-sum payment determined as follows:

Age (date of application)	Amount
60 and under 63	\$3,000
63 and under 63½	2,500
63½ and under 64	2,000
64 and under 64½	1,500
64½ and over	1,000

Wage Chronologies Available

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

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

Aluminum Company of America with United Steelworkers of America and Aluminum Workers International Union—
November 1939–January 1974, BLS Bulletin 1815.

February 1974–May 1977, Supplement to BLS Bulletin 1815.

The Anaconda Co.—

1941–58, BLS Report 1970.¹

Armour and Company—

1941–72, BLS Bulletin 1682.

September 1973–August 1976, Supplement to BLS Bulletin 1682.

A. T. & T.—Long Lines Department and Communications Workers of America (AFL-CIO)—

October 1940–July 1974, BLS Bulletin 1812.

July 1974–August 1977, Supplement to BLS Bulletin 1812.

Atlantic Richfield Co. (former facilities of Sinclair Oil Companies)—

1941–72, BLS Bulletin 1771.

January 1973–January 1975, Supplement to BLS Bulletin 1771.

Berkshire Hathaway Inc. and the Textile Workers—

June 1943–April 1975, BLS Bulletin 1849.

Bethlehem Steel Corporation (Shipbuilding Department) and the IUMSW—

June 1941–August 1975, BLS Bulletin 1866.

Bituminous Coal Mine Operators and United Mine Workers of America—

October 1933–November 1974, BLS Bulletin 1799.

The Boeing Co. (Washington Plants) and the International Association of Machinists—

June 1936–September 1977, BLS Bulletin 1895

Commonwealth Edison Co. of Chicago and International Brotherhood of Electrical Workers—

October 1945–March 1974, BLS Bulletin 1808.

Dan River Inc.—

May 1943–January 1972, BLS Bulletin 1767.

January 1973–June 1974, Supplement to BLS Bulletin 1767.

FMC Corp., Chemical Group—Fiber Division and the TWUA—

November 1945–May 1977, BLS Bulletin 1924.

Federal Employees under the General Schedule Pay System
(formerly Federal Classification Act Employees)—

July 1924–October 1974, BLS Bulletin 1870.

Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants)—

1937–73, BLS Bulletin 1762.

April 1973–April 1976, Supplement to BLS Bulletin 1762.

Ford Motor Company—

June 1941–September 1973, BLS Bulletin 1787.

October 1973–September 1976, Supplement to BLS Bulletin 1787.

International Harvester Co. and the Auto Workers
 February 1946–September 1976, BLS Bulletin 1887.

International Paper Co., Southern Kraft Division–
 December 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.
 October 1974–September 1976, Supplement to BLS Bulletin 1718.

Lockheed-California Company (a division of Lockheed Aircraft Corp.) and Machinists' Union–
 March 1937–October 1977, BLS Bulletin 1904.

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

Massachusetts Shoe Manufacturers and United Shoe Workers of America (AFL-CIO)–
 January 1945–January 1975, BLS Bulletin 1800.
 January 1975–January 1977, Supplement to BLS Bulletin 1800.

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

North Atlantic Longshoremen–
 1934–71, BLS Bulletin 1736.
 1971–77, Supplement to 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
 August 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 the Auto Workers–
 May 1941–September 1977, BLS Bulletin 1893.

Swift & Co.–
 1942–73, BLS Bulletin 1773.¹

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

Western Greyhound Lines–
 1945–67, BLS Bulletin 1595.¹
 1968–72, Supplement to BLS Bulletin 1595.

Western Union Telegraph Co. and the United Telegraph Workers and the Communications Workers–
 November 1943–July 1976, BLS Bulletin 1927

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

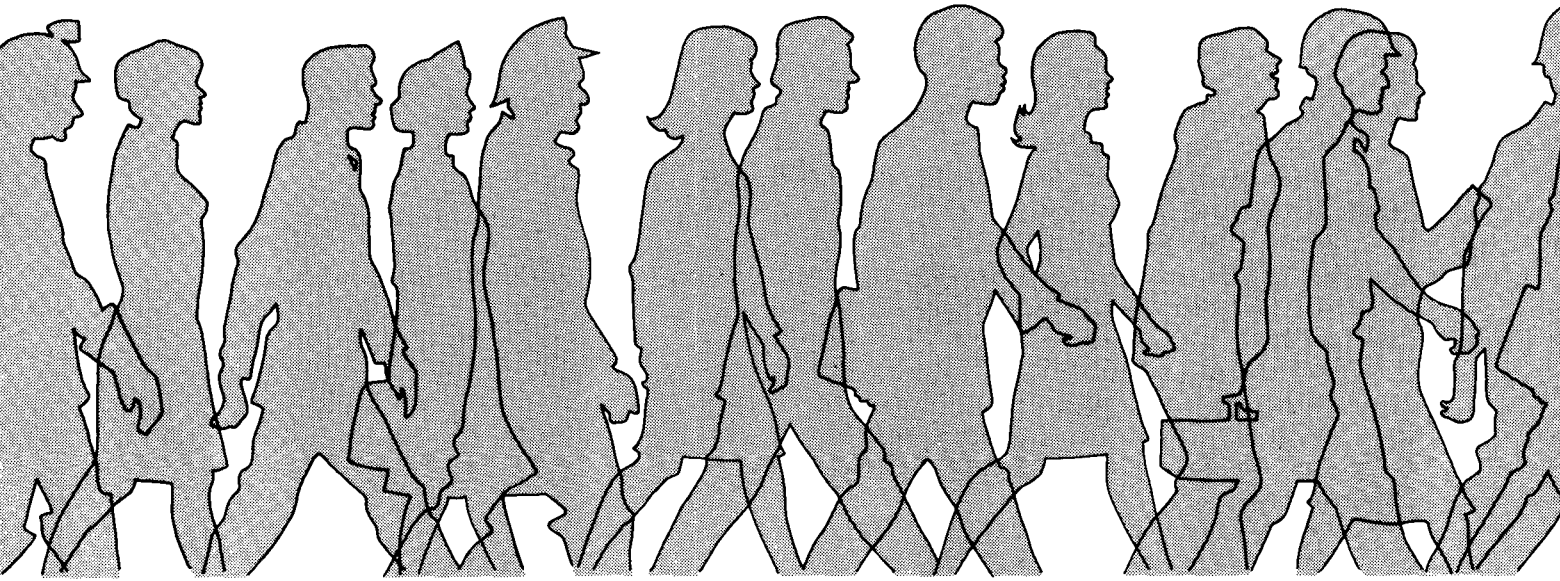
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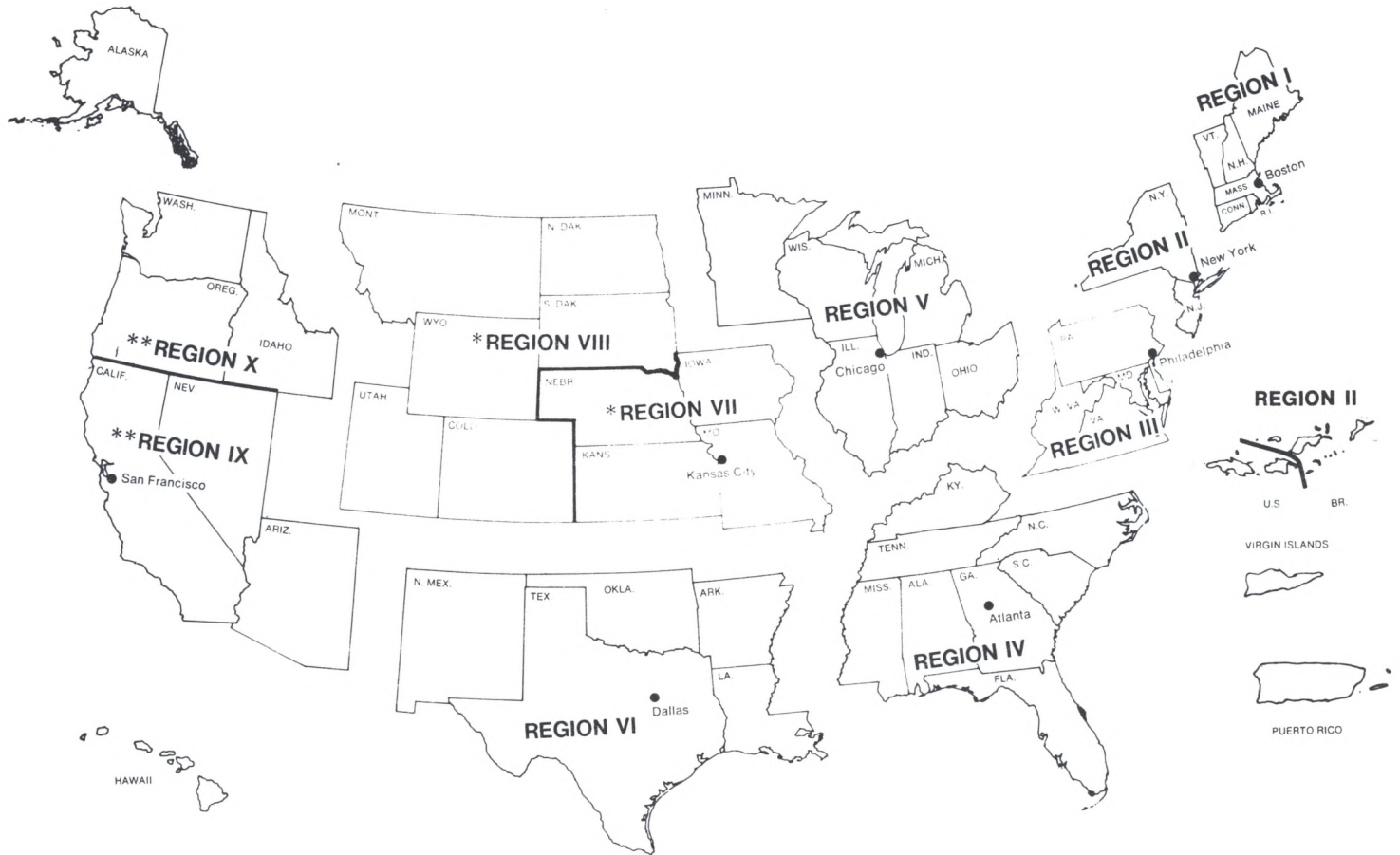
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