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# Wage Chronology: Dan River Inc. and the Textile Workers (UTWA), 1943-76



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

Bulletin 1934

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U.S. Department of Labor  
W. J. Usery, Jr., Secretary  
Bureau of Labor Statistics  
Julius Shiskin, Commissioner  
1976

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## Preface

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

Summarized in this wage chronology are changes in wage rates and related compensation practices negotiated by Dan River Inc. with the Textile Workers of America between 1943 and 1950, and with the United Textile Workers of America from 1953. Also included are changes instituted by company action. This bulletin replaces *Wage Chronology: Dan River Inc., 1943-72*, published as BLS Bulletin 1767, and incorporates the supplement covering the 1973-74 period. Materials previously published have been supplemented in this bulletin by contract changes negotiated in 1975 and 1976. The tables and those parts of the earlier texts which described the bargaining processes are, with minor revisions, included as they were originally published.

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

The section for the 1972-76 period was prepared in the Division of Trends in Employee Compensation by Richard E. Schumann and John J. Lacombe II.

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## Introduction

Dan River, Inc. began its corporate life August 20, 1909, as Riverside and Dan River Cotton Mills, Inc., the product of a merger of the Riverside Cotton Mills Co. (incorporated in 1882) and the Dan River Power and Manufacturing Co. (incorporated in 1895). In August 1946 the name was changed to Dan River Mills, Inc. and in July 1970 to its present form.

In addition to its largest production facilities in the Danville, Virginia area, the company currently operates plants in Wetumpka, Alabama; Greenville, South Carolina; Morganton and Burlington, North Carolina; and Chickamauga, Georgia. It manufactures a broad line of cotton and synthetic fiber textiles including woven and knit fabrics for apparel and industrial applications, and sheets, pillowcases, hosiery, and carpeting for consumer use.

Groundwork for collective bargaining was laid in July 1942 when the Textile Workers Union of America, then an affiliate of the Congress of Industrial Organizations, won the right to represent production and maintenance workers in the company's Danville Division. The TWUA continued

to represent these employees until July 31, 1951, when the union's contract was not renewed. In October of the following year the National Labor Relations Board certified the United Textile Workers of America, then affiliated with the American Federation of Labor, as official bargaining agent for the Danville facilities. The UTWA has continued in this capacity to the present time.

This wage chronology covers only the operations in Danville, which in 1976 employed about 7,500 workers. A large proportion of the workers are paid under production incentive plans, and the changes reported in this chronology relate to these employees as well as to those paid on an hourly basis. However, special provisions of the contracts dealing with day-to-day administration of the incentive plans are omitted.

Since the early 1950's, wage changes in the southern textile industry have been similar in size and timing among the major firms. The changes at Dan River generally have corresponded to the pattern.

## Summary of Contract Negotiations

### May 1943<sup>1</sup>-June 1965

Negotiations for an agreement between Dan River and the Textile Workers Union of America (TWUA) began shortly after certification of the union by the National Labor Relations Board in July 1942, but conferences during July and August failed to bring the parties to complete agreement. By September, a number of issues remained, and these were referred to the National War Labor Board. The Board issued its order in May 1943; findings and conclusions, together with the provisions agreed upon by the parties, formed the basis for the firm's first collective bargaining agreement.

The last agreement between the company and the TWUA, signed August 5, 1950, was to run for 1 year. It provided for a reopening after 6 months for negotiation of wages and related benefits. Informal discussions were held in the autumn of 1950, and as a result, the company agreed to a wage increase following the pattern which was developing in southern textile mills.

Negotiations under a contract provision that permitted wages and benefits to be reopened began on March 6, 1951. The parties were unable to resolve their differences and a strike began at midnight of March 31. This strike, part of a regionwide stoppage, eventually involved over 40,000 textile workers in six States. The company unilaterally granted a wage increase on April 17, and early in May the TWUA voted at Dan River and many other southern mills to end the 5-week strike.

When the TWUA contract expired on July 31, 1951, it was not renewed, and until late 1952 the workers were not represented by any union. Late in October of that year, the United Textile Workers of America was recognized as the representative of Dan River workers after an election and certification of the union as bargaining agent by the National Labor Relations Board. Negotiations were opened on November 21, 1952, and informal agreement was reached on April 19, 1953, on a 1-year contract which was substantially the same as the firm's former agreement with the TWUA.

Eight wage-rate increases averaging a total of approximately 55 cents an hour were negotiated by the parties from 1953 through 1964. A number of work and health benefits were also instituted or changed.

In June 1965, the company, following an impasse in bar-

gaining, increased hourly rates of pay for the 9,000-member bargaining unit by 5 percent and provided an additional paid holiday. At about the same time, various provisions of the pension plan were liberalized (the pension plan had not been included in the collective bargaining agreement). Eligibility standards for participation in the plan were lowered, and employees' contributions were decreased.

### November 1966-October 1969

An 18-month period during which workers were not covered by a collective bargaining contract ended on November 25, 1966, when the United Textile Workers of America (UTWA) and the Dan River Mills, Inc. agreed on a 3-year pact covering approximately 9,000 workers. The previous agreement had expired on May 31, 1965. In June 1966, the company unilaterally had increased hourly wage rates by 4.2 percent, raised the minimum wage, and added a third paid holiday. These changes were incorporated into the November agreement, which also established bereavement pay and increased payments for hospital room and board, maternity, and special services. The pact was ratified by the workers on November 25, 1966, and provided for possible reopenings on wages and benefits at 6-month intervals.

In September 1967, under a reopening of the 1966 agreement, hourly wage rates were increased by 5.052 percent and the minimum wage was raised to \$1.63. Union negotiators had sought a 6.5-percent wage boost and a higher minimum than the \$1.60 Federal rate effective in February 1968. Other improvements in the settlement included increases in hospital room and board and maternity benefits.

Under a second reopening of the 1966 settlement, workers twice rejected company offers because of what the union termed "job inequities." Following the second rejection, the workers gave the union's negotiating committee the authority to make the best settlement that could be reached. The agreement ratified July 26, 1968, covering approximately 8,000 workers, increased hourly wage rates by 5.509 percent and raised the minimum wage to \$1.72 effective August 12. The contract also increased allowances for hospital room and board and maternity benefits, and added a fourth paid holiday.

On July 7, 1969, the UTWA again invoked the reopening clause of the November 1966 contract and negotiated a 6.619-percent increase in wages, which raised the minimum plan wage to \$1.83 an hour. Also provided was an addi-

<sup>1</sup>The provisions reported for 1943 in this chronology do not necessarily indicate changes from prior conditions of employment.

tional paid holiday—Thanksgiving Day. The changes were made effective as of the negotiation date.

#### **November 1969-January 1973**

Although the amended 1966 agreement expired on **November 25, 1969, workers remained on the job. A new contract was not negotiated until 4 months later, on April 3, 1970.** It incorporated the July 1969 gains but made no significant additions. This 3-year agreement covered 9,500 workers and, similar to previous pacts with the company, contained a provision for possible periodic reopening.

The union exercised its reopening prerogative on November 23, 1971. On December 16, the parties agreed to a **4.972-percent** general increase in wages; the increase became effective January 3, 1972, and raised the minimum plant wage to \$1.92. Hospital-surgical-medical benefits also were improved, by increasing hospital room and board to a maximum of \$30 a day for up to 70 days, and maternity benefits to a maximum of \$300.

#### **January 1973-March 1973**

Under a second reopening of the 1970 contract, Dan River Inc. and the UTWA reached agreement on November 16, 1972, on a 5.5-percent wage increase effective January 8, 1973. The increase raised the minimum plant wage rate to \$2.03. Wage increases in the rest of the southern textile industry in late 1972 also had amounted to 5.5 percent. This amount conformed to guidelines set under the Government's economic stabilization program.

Substantial health and insurance benefit improvements also were agreed upon. A major medical expense plan was established for employees and dependents to cover extraordinary expenses due to prolonged illness or injury. The plan had a \$100 deductible and paid up to \$25,000 per lifetime with a \$1,000 annual restoration clause. Maternity and obstetrical benefits were increased, and laboratory, X-ray, and anesthesia benefits were added for employees and dependents. The sickness and accident benefit was increased for employees, as was life insurance for dependents.

#### **April 1973-May 1974**

Talks on a contract to replace the amended 1970 pact, scheduled to expire on April 2, 1973, began in mid-February 1973. The union wanted a revised craft progression system, liberalized vacations, paid-up life insurance at retirement, and company checkoff of union dues.

On March 23, Dan River Inc. and the UTWA reached agreement on a 3-year contract, providing for a reduction in the length of time required to progress from the minimum plant rate to the job rate for hires and rehires, liberalized computation of holiday pay for incentive workers, eased holiday eligibility requirements for all workers, and

an "optional vacation week" without pay for employees with 5 years of service or more. The pact was ratified by the union membership on April 1, and provided for possible periodic reopenings on wages and other benefits.

Under a reopening of the April 1973 contract, Dan River Inc. and the UTWA agreed on August 31, 1973 on an 8.25-percent wage increase effective September 10, 1973, raising the minimum plant wage rate to \$2.20. The settlement was ratified shortly thereafter.

#### **June 1974-August 1975**

The UTWA notified the company on April 1, 1974, that it would exercise its option to reopen the 1973 contract. In talks which began on April 16, the union made little progress toward its goals of a 16½-percent package increase in wage and fringe items plus company checkoff of union dues.

On May 22 the company made a "final" offer with changes to be effective June 3, 1974. The offer provided for a 10-percent general wage increase which the company said was the "going rate." This would raise the minimum plant rate to \$2.42. Other southern textile workers generally had been receiving wage increases of 8 to 10 percent. Vacation pay would be increased for 15-year-or-more employees, and the hospitalization room and board allowance for employees and dependents would be increased. Life insurance for employees also would be raised. These changes were implemented unilaterally by the company on June 3.

The union continued its original demands, except for the demand for dues checkoff, which was dropped. On July 8, workers represented by the union went on strike to back their demands. Although many nonunion workers remained on the job. The strike continued until September 8 when the union membership accepted further company offers of a New Year's Day holiday, a further increase in life insurance, and reduced employee contributions to the pension plan, in addition to June 3 changes.

#### **August 1975-June 1976**

On August 1, 1975, the UTWA notified Dan River Inc. that it would exercise its option to reopen the April 1973 contract to discuss wages. The talks concluded on August 15, 1975, with agreement on a 7-percent general wage increase effective September 15, 1975, which was ratified by the union members on August 17, 1975. The plant minimum wage rate was increased to \$2.59 an hour, from \$2.42. Wage increases in most nonunion southern textile mills in August and September of 1975 also averaged about 7 percent.

Negotiations to replace the 3-year contract due to expire on April 3, 1976, began on March 5, 1976. Agreement was reached on a 1-year contract on April 2, 1976, and ratified

by the union on April 4. The contract, effective April 3, provided for a 7th paid holiday, Christmas Eve, improved maternity benefits, a second week of optional unpaid vacation for employees with 15 years of service or more, improved reporting pay and bereavement pay, and possible periodic reopenings on wages and benefits.

Under a reopening of the April 1976 contract on May 21, 1976, the company and the union agreed to a wage increase of 9.5 percent, effective June 21, 1976. The settlement, which raised the plant minimum to \$2.84, was rati-

fied on May 24. The increase was similar to those announced in June by most nonunion mills in the southern textile industry.

The agreement, covering 7,500 workers and scheduled to expire April 3, 1977, was subject to reopening at any time on wages and benefits, with any resulting changes to be effective at not less than 6-month intervals.

The following tables bring the chronology up to date through June 21, 1976, the effective date of the last wage increase under the reopening provision.

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

Effective date	Provision	Applications, exceptions, and other related matters
June 25, 1943 (TWUA agreement of same date).	No general wage change.	
Nov. 8, 1943 (TWUA agreement dated Oct. 30, 1943).	.....	Minimum wage rate for 1,200 workers increased 5 cents an hour, by order of National War Labor Board dated Oct. 30, 1943. This increase amounted to 1.6 cents an hour when averaged over all employees in the bargaining unit.
Nov. 13, 1944 (TWUA agreement). <sup>2</sup>	.....	Minimum wage rate increased 2.5 cents an hour.
May 7, 1945 (Directive Order of NWLB, May 7, 1945).	5 cents an hour increase.	
Mar. 4, 1946 (TWUA agreement dated Feb. 28, 1946).	10 cents an hour increase.	In addition, increases of 5 percent for hours worked between Mar. 3 and Apr. 30, 1946, were provided in accordance with a NWLB order dated Apr. 25, 1945.
Sept. 30, 1946 (TWUA agreement of same date).	8 cents an hour increase.	Applicable to hourly rated jobs and average hourly earnings of piece-rate workers. Base rates of piece-rate workers increased 7 cents an hour.
Feb. 10, 1947 (TWUA agreement of same date).	10 percent increase, averaging approximately 9 cents an hour.	
Nov. 10, 1947 (TWUA agreement). <sup>2</sup>	9 percent increase, averaging approximately 10 cents an hour.	
Aug. 2, 1948 (TWUA agreement dated July 31, 1948).	8 percent increase, averaging approximately 10 cents an hour.	
Oct. 9, 1950 (TWUA agreement of same date).	8 percent increase, averaging approximately 10.5 cents an hour.	
Apr. 2, 1951.....	2 percent increase, averaging approximately 2.5 cents an hour.	Unilateral company action.
Apr. 30, 1953 (UTWA agreement of same date).	No change.	United Textile Workers of America, South Virginia Joint Board, certified as collective bargaining agent for the company's employees. The first agreement did not provide a general wage change.
Aug. 29, 1955 (agreement of same date).	3.75 percent increase, averaging approximately 5 cents an hour.	
Oct. 22, 1956 (agreement of same date).	7 percent increase, averaging approximately 10 cents an hour.	
Mar. 9, 1959 (agreement dated Mar. 11, 1959).	5 percent increase, averaging approximately 7.5 cents an hour.	
Mar. 21, 1960 (agreement dated Mar. 16, 1960).	4.53 percent increase, averaging approximately 7 cents an hour.	
Apr. 2, 1962 (agreement dated Apr. 26, 1962).	2.5 percent increase, averaging approximately 4 cents an hour.	
Nov. 11, 1963 (agreement dated Nov. 12, 1963).	5 percent increase, averaging approximately 8 cents an hour.	
Sept. 14, 1964 (agreement of same date).	4.7 percent increase for most employees, 7.5 percent for craft workers and other skilled workers, averaging 5 percent or approximately 8 cents an hour.	
June 21, 1965.....	5 percent increase, averaging 9.1 cents an hour.	Unilateral company action.
June 6, 1966.....	4.2 percent increase, averaging approximately 8 cents an hour.	Unilateral company action.
Sept. 4, 1967 (agreement of same date).	5.052 percent increase, averaging approximately 10 cents an hour.	
Aug. 12, 1968 (agreement dated July 26, 1968).	5.509 percent increase, averaging approximately 11.5 cents an hour.	
July 7, 1969 (agreement of same date).	6.619 percent increase, averaging approximately 14 cents an hour.	
Jan. 3, 1972 (agreement of Dec. 16, 1971).	4.974 percent increase, averaging approximately 12 cents an hour.	
Jan. 8, 1973 (agreement dated Jan. 4, 1973).	5.5 percent increase, averaging approximately 15 cents an hour.	
Sept. 10, 1973 (agreement dated Apr. 3, 1973).	8.25 percent increase, averaging approximately 23 cents an hour.	
June 3, 1974 (agreement dated Sept. 9, 1974).	10 percent increase, averaging approximately 30 cents an hour.	
Sept. 15, 1975 (agreement of same date).	7 percent increase, averaging approximately 22 cents an hour.	Negotiated under reopening of Apr. 1973-Apr. 1976 agreement.
June 21, 1976 (agreement dated May 21, 1976).	9.5 percent increase, averaging approximately 33 cents an hour.	Negotiated under reopening of Apr. 1976-Apr. 1977 agreement.

See footnotes next page.

<sup>1</sup> General wage changes are upward or downward adjustments affecting an entire establishment, bargaining unit or plant at one time. They do not include adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates or incentive rates) that do not immediately or noticeably affect the average wage level.

<sup>2</sup> The wage changes listed in this table were the major adjustments

**Table 2. Minimum plant wage rates<sup>1</sup>**

Effective date	Minimum hourly rate	Effective date	Minimum hourly rate
June 25, 1943 . . . . .	\$0.425	November 11, 1963 . . . . .	1.32
November 8, 1943 . . . . .	.475	September 14, 1964 . . . . .	1.38
November 13, 1943 . . . . .	.50	June 21, 1965 . . . . .	1.45
May 7, 1945 . . . . .	.55	June 6, 1966 . . . . .	1.51
March 4, 1946 . . . . .	.65	September 4, 1967 . . . . .	1.63
September 30, 1946 . . . . .	.73	August 12, 1968 . . . . .	1.72
February 10, 1947 . . . . .	.80	July 7, 1969 . . . . .	1.83
November 10, 1947 . . . . .	.87	January 3, 1972 . . . . .	1.92
August 2, 1948 . . . . .	.94	January 8, 1973 . . . . .	2.03
October 9, 1950 . . . . .	1.015	September 10, 1973 . . . . .	2.20
April 2, 1951 . . . . .	1.035	June 3, 1974 . . . . .	2.42
August 29, 1955 . . . . .	1.075	September 15, 1975 . . . . .	2.59
October 22, 1956 . . . . .	1.12	June 21, 1976 . . . . .	2.84
March 9, 1959 . . . . .	1.175		
March 21, 1960 . . . . .	1.23		
April 2, 1962 . . . . .	1.26		

<sup>1</sup> Minimum plant wage rates did not apply to learners until 1963. The Sept. 6, 1963 agreement provided that new workers and rehired workers on hourly rated jobs would be hired at the minimum plant rate and would remain at this level for 8 and 4 weeks, respectively, and then receive an increase of 1 cent an hour for each additional week

in the general level made during the period covered. Because of fluctuations in earnings, changes in products, production methods, and employment practices, the omission of nongeneral changes in rates, changes in the composition of the labor force, and other factors, the sum of the general changes listed will not necessarily coincide with the changes in straight-time average hourly earnings over the period of this chronology.

worked until they reached the job rate. The 1966 settlement provided for the 1 cent progression increase to be effective after the first week of employment and after each succeeding week. In the Sept. 4, 1967 agreement the progression rate was raised to 2 cents.

The progression rate was raised to 2 cents in the Sept. 4, 1967 agreement and to 4 cents in the April 1, 1973 agreement.

**Table 3. Supplementary compensation practices**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Shift premium pay</b>		
June 25, 1943 (agreement of same date).	No provision.	
Sept. 30, 1946 (agreement of same date).	Added: 5 cents an hour on third shift; no premium on second shift.	
<b>Overtime pay</b>		
June 25, 1943 (agreement of same date).	Time and one-half for work in excess of 8 hours a day or 40 hours a week.	
Sept. 30, 1946 (agreement of same date).	Added: Time and one-half for hours worked outside regular shift at employer's request when scheduled shift was disrupted.	
<b>Equal pay</b>		
June 25, 1943 (agreement of same date).	Women to receive same basic hourly rates as men and in the case of incentive workers, same guarantees for performing same work.	
<b>Individual minimum earnings<sup>1</sup></b>		
June 25, 1943 (agreement of same date).	No provision.	
Sept. 30, 1946 (agreement of same date).	Added: Higher of 90 percent of daily straight-time average hourly earnings or plant minimum guaranteed piece-rate workers. Higher of base rate or plant minimum guaranteed other incentive workers daily.	To qualify, employee must have earned 90 percent of straight-time average hourly earnings—or, in the case of occupations not on piece rates, the base rate—for any 2 consecutive weeks.
May 31, 1956 (agreement of same date).	Eliminated: Piece-rate work.	

See footnotes at end of table.

**Table 3. Supplementary compensation practices—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Premium pay for weekend work		
June 25, 1943 <sup>2</sup> (agreement of same date). Sept. 30, 1946 (agreement of same date).	Double time for work on seventh consecutive day. Added: Time and one-half for work on sixth consecutive day.	Days when work was not available to be included in determining eligibility for sixth and seventh day premium.
Holiday pay		
June 25, 1943 <sup>2</sup> (agreement of same date).	Time and one-half for work on 6 holidays. No pay for holidays not worked.	Holidays were: New Year's Day, Fourth of July, Labor Day, Thanksgiving, Christmas, and Easter Monday.
Sept. 30, 1946 (agreement of same date).	Added: 1 holiday, Christmas, for which employee received 8 hours' straight-time pay when not worked or double time when worked.	To be eligible for holiday pay, employee must have worked day before and day after Christmas.
July 31, 1948 (agreement of same date).	.....	To be eligible for holiday premium pay, employee must work 3 days or more during holiday week.
Aug. 5, 1950 (agreement of same date).	.....	Eliminated: Three-day requirement.
June 1, 1965. ....	Added: 1 paid holiday, July 4 (total 2).	Unilateral company action.
June 6, 1966. ....	Added: 1 paid holiday, Labor Day, for which employee received 8 hours' straight-time pay when not worked, or double time when worked (total 3).	Unilateral company action.
Nov. 25, 1966 (agreement of same date).	.....	Added: When holiday fell on Sunday, succeeding Monday considered holiday.
July 26, 1968 (agreement of same date).	Added: 1 paid holiday, Easter Monday (total 4).	
July 7, 1969 (agreement of same date).	Added: 1 paid holiday, Thanksgiving Day (total 5).	
Apr. 3, 1973 (agreement of same date).	.....	Added: Employee provided holiday pay if unable to work on last scheduled day before of first scheduled day after holiday (a) because of hospitalization, jury duty, death in immediate family, or injury on job on such days provided he worked at least 1 day in the 7-day period before holiday or (b) because holiday fell during 2d week of vacation ("optional vacation week") provided last scheduled day before and first scheduled day after such vacation was worked.
		Added: No holiday pay provided for any day for which bereavement pay was received.
		Changed: Holiday pay for incentive workers to be based on average earnings instead of on base rate.
Jan. 1, 1975 (agreement dated Sept. 9, 1974).	Added: 1 paid holiday, New Year's Day (total 6).	
Apr. 3, 1976 (agreement of same date).	Added: 1 paid holiday, Christmas Eve (total 7).	Changed: Provision which provided holiday pay for a holiday falling during the week of unpaid vacation ("optional vacation week") extended to cover holidays falling in the second week of such vacation established for 15-year employees—see entry ("optional vacation week") below.
Vacation pay		
June 25, 1943 (agreement of same date).	One week's vacation with 40 hours' pay at average hourly earnings (including premium payments), provided employee with 1 year or more of service	
July 3, 1944 (agreement of same date).	Changed to: In lieu of vacation, 2 percent of earnings in previous year provided employee with 12 months but less than 5 years of continuous service; 4 percent provided employee with 5 years or more of service.	Employee required to be on payroll the week ending July 2, 1944, and at time of payment of allowance. Allowance paid employee otherwise qualified, but not on payroll July 2, 1944 who:
		1. 90 days or less before that date had been excused for illness or entered military service, or
		2. 60 days or less before that date had excused leave of absence or had been laid off.

See footnotes at end of table.

**Table 3. Supplementary compensation practices—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Vacation pay—Continued</b>		
July 3, 1944—Continued		Employee with 5 or more years of service could qualify for vacation pay with up to 6 months' sick leave in each of first 4 of 5 years.
June 1, 1945 (agreement dated June 3, 1944).	.....	Changed: Employee with 5 years or more of service could qualify for vacation pay with up to 6 months' sick leave in each of first 3 of 5 years.
Sept. 3, 1945 (agreement of same date).	.....	Changed: Grace period during which employee remained eligible to receive vacation pay extended 1. <b>Additional 90 days</b> in case of illness, 2. <b>To 90 days</b> while on layoff.
Sept. 30, 1946 (agreement of same date).	Changed to: Vacations with pay, from pay in lieu of vacation.	Eliminated: Grace period during which employee could retain eligibility for vacation pay although ill, in military service, on personal leave of absence, or layoff during qualifying period.
Aug. 5, 1950 (agreement of same date).	.....	Added: Employee inducted into or discharged from military service and reemployed by company before vacation period to receive vacation pay.
May 30, 1962 (agreement of same date).	.....	Added: Vacation pay provided employee retired under company plan prior to vacation qualifying date.
Apr. 3, 1973 (agreement of same date).	.....	Added: Vacation pay provided surviving spouse or dependent of deceased eligible employee.
June 3, 1974 (agreement dated Sept. 9, 1974).	Increased: Vacation pay for the 1 week of vacation to 6 percent of earnings in previous year for employee with 15 years or more of continuous service. <sup>3</sup>	Added: 1 week of vacation without pay ("optional vacation week") for employees with 5 years or more of continuous service.
Apr. 3, 1976 (agreement of same date).	.....	Added: A 2d week of vacation without pay ("optional vacation week") for employees with 15 years or more of continuous service. After this change, the schedule was 1 week of paid vacation (pay equal to 2 percent of annual earnings) for employees with 12 months but less than 5 years' service, 1 week with 4 percent pay plus an optional unpaid week for employees with 5 but less than 15 years' service, and 1 week with 6 percent pay plus 2 optional unpaid weeks for employees with 15 years' service. Changed: Vacation pay paid to surviving beneficiary if no surviving spouse, or to estate if no surviving beneficiary.
<b>Reporting time</b>		
June 25, 1943 (agreement of same date).	Minimum of 2 hours' pay at regular rate guaranteed employees not notified of lack of work.	Not applicable if failure to furnish work was due to cause beyond control of company.
July 3, 1944 (agreement of same date).	Changed: Employee guaranteed 2 hours at higher of regular rate or rate of job assigned.	Applicable to extra employee who had worked for 3 consecutive weeks preceeding occurrence.
Sept. 6, 1945 (agreement of same date).	.....	Company, in lieu of paying guarantee, could assign employee any available work for minimum of 4 hours at higher of regular rate or rate of assigned job.
Apr. 3, 1976 (agreement of same date).	Changed: Employee guaranteed 3 hours at higher of regular rate or rate of job assigned.	
<b>Down time</b>		
June 25, 1943 (agreement of same date).	No provision.	
July 3, 1944 (agreement of same date).	Added: Hourly rate paid day workers, base rate paid piece workers, during stoppages exceeding 15 minutes.	Applied to all stoppages for which employee was not responsible that substantially affected earnings. Employer permitted to require employee to punch out for day without liability for remaining down time.

See footnotes at end of table.

**Table 3. Supplementary compensation practices—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Down time—Continued		
June 16, 1947 (agreement of same date).	Changed to: 90 percent of straight-time average hourly earnings paid piece-rate workers. Stipulated guarantees for incentive workers.	Applied to stoppages of 5 minutes or more on single machine assignments, and 15 minutes or more on assignments of more than 1 machine.
May 31, 1966 (agreement of same date).	Eliminated: Piece-rate work.	
Technological change pay		
June 25, 1943 (agreement of same date).	No provision.	
Aug. 25, 1944 (by order of NWLB dated June 29, 1944).	Average hourly earnings for previous 4- to 6- week period guaranteed employee assigned to work on new technical process.	
Jury-duty pay		
June 25, 1943 (agreement of same date).	No provision.	
Sept. 6, 1943 (agreement of same date).	Difference between jury service fee and average straight-time earnings paid employee for each day he otherwise would have worked.	No limit on number of days for which company would pay.
Bereavement pay		
Nov. 25, 1966 (agreement of same date).	Established: Up to 3 days' paid leave provided employee attending funeral of member of immediate family.	Immediate member of family included mother, father, husband, wife, daughter, son, brother, sister, or relative residing with employee. Limited to employees having 1 year or more of continuous service.
Apr. 3, 1976 (agreement of same date).	.....	Changed: Definition of immediate family to include father-in-law and mother-in-law.
Health and insurance plan		
June 25, 1946 (agreement of same date).	No provision.	
Oct. 1, 1946 (agreement of June 30, 1946).	<p>Noncontributory plan established* for employees with 3 months or more of service and their dependents, providing:</p> <p><i>Medical benefits:</i> Doctors' visits—the lesser of \$3 for each day's hospitalization or \$150.</p> <p><i>Surgical benefits:</i> Surgical schedule—up to \$150.</p> <p><i>Obstetrical schedule:</i> Normal delivery—\$50, other conditions—\$25 to \$100.</p> <p>Added: <i>Life insurance</i>—\$1,000.</p>	<p>Not available to workers regularly scheduled to work less than 32 hours a week.</p> <p>Dependent defined as wife and unmarried children from 3 months to 19 years of age.</p> <p>Available for hospitalization for surgery or emergency care of 6 hours or more, or nonoccupational illness or injury of 18 hours or more.</p> <p>Not available for treatment covered by surgical benefits, pregnancy, or related conditions, eye refractions; and in case of dependents, while confined in mental institution or, if in hospital, on date plan became effective.</p> <p>Available only for nonoccupational disabilities.</p> <p>Coverage after termination of plan extended</p> <ol style="list-style-type: none"> <li>1. Up to 3 months for employee continuously disabled;</li> <li>2. Up to 9 months for employee or dependent requiring obstetrical care.</li> </ol> <p>Employee to contribute 12 cents a week, company to pay remainder.</p> <p>Extended coverage: On termination of employment—31 days from last day worked.</p> <p>While on layoff, approved personal leave, sick leave, or maternity leave—3 months without cost to employee.</p> <p>While on sick or maternity leave—coverage could be extended additional 12 months with advance payment of premium by employee.</p> <p>While totally and permanently disabled:</p> <ol style="list-style-type: none"> <li>1. Before age 60—for duration of disability without cost to employee.</li> <li>2. After age 60—for 3 months without cost to employee, thereafter up to 12 additional months with advance payment by employee.</li> </ol>
Apr. 30, 1955 (agreement dated Feb. 26, 1955).		

See footnotes at end of table.

**Table 3. Supplementary compensation practices—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health and insurance plan—Continued</b>		
<p>July 1, 1962 (agreement of same date).</p>	<p>Changed: To contributory plan providing following benefits for employees and dependents:</p> <p>Employees only:  <i>Life insurance</i>—\$2,000.  <i>Accidental death or dismemberment</i>: Up to \$1,000.  <i>Sickness and accident benefits</i>—\$20 a week for maximum of 13 weeks; payable from first day of accident or eighth day of illness. Maternity benefits, up to 6 weeks.</p> <p>Dependents only:  <i>Life insurance</i>—\$500 for spouse, \$100 to \$500 for children, depending on age.</p> <p>Employees and dependents:  <i>Hospitalization</i>:  <i>Room and board</i>—up to \$10 a day for maximum of 70 days.  <i>Special services</i>—up to \$100.  <i>Emergency care</i>—standard maximum for emergency care and treatment within 24 hours of accident.  <i>Maternity</i>—up to \$100.</p> <p><i>Surgical benefits</i>:  <i>Surgical schedule</i>—up to \$300.  <i>Obstetrical benefits</i>:                      Up to \$75 normal delivery, \$25 to \$180 for other procedures.  <i>Medical benefits</i>:  <i>Doctor's services</i>—the lesser of \$4 for each hospital visit or \$150.</p>	<p>Voluntary Employee Benefit Association dissolved.<sup>4</sup> Employee to contribute \$3.50 a month for individual coverage, \$5.38 for self and dependents. Dependents defined as spouse and unmarried children under 19, or, if attending accredited school full-time, under 23.</p> <p>Coverage extended during period of total disability occurring prior to age 60 without cost to employee.</p> <p>Coverage extended 3 months for employees totally disabled by accidental injury or illness occurring prior to termination of coverage.</p> <p>Added: Plan for retired employees and their dependents, formerly members of Employee Benefit Association, providing same hospitalization (other than maternity) benefits available to employees. Retirees to contribute \$2.17 a month for individual coverage, \$4.34 for self and dependents.</p> <p>Surgical and medical coverage extended 3 months under same terms as hospitalization.</p>
<p>July 1, 1964 . . . . .</p>	<p>Increased: Employees and dependents:  <i>Hospitalization</i>:  <i>Special services</i>—up to \$100 plus 75 percent of next \$400.</p>	<p>Retirees' maximum increased to same level.</p>
<p>Nov. 25, 1966 (agreement of same date).</p>	<p>Increased: Employees and dependents:  <i>Hospitalization</i>:  <i>Room and board</i>—up to \$14 a day for maximum of 70 days.  <i>Maternity</i>—up to \$140.  <i>Special services</i>—up to \$400.</p>	
<p>Sept. 1, 1967 (agreement dated Sept. 4, 1967).</p>	<p>Increased: Employees and dependents:  <i>Hospitalization</i>:  <i>Room and board</i>—up to \$18 a day for maximum of 70 days.  <i>Maternity</i>—up to \$180.</p>	
<p>Aug. 1, 1968 (agreement dated July 26, 1968).</p>	<p>Increased: Employees and dependents:  <i>Hospitalization</i>:  <i>Room and board</i>—up to \$24 a day for maximum of 70 days.  <i>Maternity</i>—up to \$180.</p>	

See footnotes at end of table.

**Table 3. Supplementary compensation practices—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health and insurance plan—Continued</b>		
Jan. 1, 1972 (agreement of Dec. 16, 1971).	<p>Increased: Employees and dependents:</p> <p><i>Hospitalization:</i>  <i>Room and board</i>—up to \$30 a day for maximum of 70 days.</p> <p><i>Maternity</i>—up to \$300.</p>	
Mar. 1, 1973 (agreement dated Jan. 4, 1973).	<p>Established: Employees and dependents:</p> <p><i>Major medical expense benefits</i> with \$100 deductible and \$25,000 maximum per lifetime subject to reinstatement of \$1,000 per year which provided for—</p> <p><i>Hospitalization:</i>  <i>Room and board</i>—semiprivate room rate plus \$5  <i>Miscellaneous expenses</i>—80 percent of covered expenses.</p> <p><i>Outpatient psychiatric care:</i>                      50 percent of expenses with maximum \$10 per visit (maximum 50 visits per calendar year).</p>	
	<p>Increased: Employees and dependents:</p> <p><i>Hospitalization:</i>  <i>Maternity</i>—up to \$400 (maximum 10 days).</p> <p>Added: Employees and dependents:  <i>Laboratory and X-ray benefits:</i>                      Up to \$50.</p> <p><i>Surgical benefits:</i>  <i>Anesthesia expense</i>—20 percent of surgical schedule (maximum \$60).</p> <p>Changed: Employees and dependents:  <i>Obstetrical benefits:</i>                      Up to \$75 for normal pregnancy, \$37.50 to \$150 for other procedures.</p>	
June 3, 1974 (agreement dated Sept. 9, 1974).	<p>Increased: Employees only:  <i>Sickness and accident benefits:</i>                      To \$30 per week.</p> <p>Increased: Dependents only:  <i>Life insurance:</i>                      To \$1,000 for spouse; \$100 to \$1,000 for children, depending on age.</p>	<p>Children's life insurance also applicable for unmarried children age 19 to 25 attending school on full-time basis.</p>
Sept. 9, 1974 <sup>5</sup> (agreement of same date).	<p>Increased: Employees and dependents:</p> <p><i>Hospitalization:</i>  <i>Room and board</i>—to \$30 a day plus 80 percent of remaining semiprivate room rate.</p> <p>Increased: Employees only:  <i>Life insurance:</i>                      To \$3,000 (\$4,200 for lead workers).</p>	<p>Previously \$3,200 for lead workers.</p>
Apr. 3, 1976 (agreement of same date).	<p>Increased: Employees only:  <i>Life insurance.</i>                      To \$4,000.</p> <p>Increased: Employees and dependents:</p>	<p><b>Added: Coverage (\$250) for extra-uterine pregnancy.</b></p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Health and insurance plan—Continued</b>		
Apr. 3, 1976—Continued	<p><i>Obstetrical benefits:</i> \$200 for normal delivery and \$150 to \$250 for other procedures, with hospital coverage for maximum 70 days.</p>	
<b>Pension plan</b>		
June 25, 1943 (agreement of same date).	No provision.	
May 1, 1948 . . . . .	<p>Contributory plan providing benefits, in addition to Federal old-age and survivors' benefits, based on earnings and length of service available to employees age 30 but less than 65 with 5 years of more of continuous service.</p> <p><i>Normal benefits:</i> Annual annuity at age 65 to equal years of service multiplied by</p> <ol style="list-style-type: none"> <li>1. for service from May 1, 1948—3/4 of 1 percent of first \$1,800 annual earnings, 1 percent of next \$1,200, 1½ percent of remainder, plus</li> <li>2. for service before May 1, 1948—6/10 of 1 percent of first \$1,800, 8/10 of 1 percent of next \$1,200, and 1.2 percent of remainder.</li> </ol> <p><i>Early retirement benefits:</i> Immediate reduced annuity provided employees retiring within 10 years of normal retirement date with consent of company.</p> <p><i>Death benefits:</i> Beneficiary to receive excess of employee's contributions plus 2 percent compound interest over retirement benefits paid before employee's death.</p> <p><i>Vested benefits:</i> On termination after 15 years in plan or after age 50 with 20 years of continuous service, employee</p> <ol style="list-style-type: none"> <li>1. could receive, at age 65, normal annuity based on past and future service credits or</li> <li>2. could elect reduced annuity starting up to 10 years before normal retirement age.</li> </ol> <p><i>Optional benefits:</i> Employee could elect</p> <ol style="list-style-type: none"> <li>1. reduced annuity during retirement with continuance of such payment, or a specified fraction thereof, to designated survivor or</li> <li>2. if retiring before Federal old age and survivors' benefits were payable, to have annuity adjusted to provide approximately the same total amount before and after Federal benefit was payable.</li> </ol>	<p>Plan not covered by union agreement. Employee contributed 2½ percent of first \$1,800 annual earnings, 3 percent of next \$1,200, and 4½ percent of remainder. Company to contribute as necessary to finance past service and to make fund actuarially sound.</p> <p>Benefits to be paid on reaching age 65, even though employee continued working.</p> <p>Employee could elect survivor's option or, if eligible, deferred annuity.</p> <p>Contributions plus 2 percent compound interest returned to employees who did not meet service or age requirements, or both.</p>
Oct. 1, 1953 . . . . .	Eliminated: <i>Normal benefits</i> —Credit for service before May 1, 1948.	
May 1, 1960 . . . . .		Increased: Interest paid beneficiary of deceased employee or terminated employee not eligible for vested benefit, to 3 percent.

See footnotes at end of table.

**Table 3. Supplementary compensation practices—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
June 1, 1965. . . . .	Reduced: Requirement for participation in plan, to age 25 with 2 years of continuous service.	Reduced: Employee contribution, to 1½ percent of first \$4,800 annual earnings and 4½ percent of earnings in excess of \$4,800. Company assumed remaining cost of plan.
Jan. 1, 1975 (agreement dated Sept. 9, 1974).	. . . . .	Changed: No employee pension contribution required for 1st \$4,800 of annual earnings. Employee to contribute 3 percent of earnings over \$4,800 annually. Increased: Interest on employees pension contribution to 5 percent (was 3 percent).

<sup>1</sup> This guarantee did not apply to learners on piecework.

<sup>2</sup> During the period covered by Executive Order No. 9240 (Oct. 1, 1942, to Aug. 21, 1945), these provisions were modified in practice to conform to that order.

<sup>3</sup> Since Sept. 30, 1946, the practice has been to provide 1 week vacation with pay of 2 percent of earnings in previous year for employees with 12 months, but less than 5 years of continuous service, and 4 percent of earnings for employees with 5 years or more of continuous service.

<sup>4</sup> A voluntary contributions plan sponsored by an Employee Benefit Association had been available since 1938. Plan provided: Life insurance, employee \$800, dependents \$100-\$500; accidental death or dismemberment, employee \$200-\$400; accident and sickness insurance, employee \$7.25 a week for up to 13 weeks, from 1st day for accident, 8th day for illness; pregnancy, employee \$7.25 a week for up to 6 weeks; funeral benefits, dependents \$12.50-\$100.

<sup>5</sup> Effective upon employees return to work on or after Sept. 9, 1974.\*

## Wage Chronologies Available

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

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

- Aluminum Co. of America with United Steelworkers of America and Aluminum Workers International Union—  
Nov. 1939-May 1974, BLS Bulletin 1815  
Feb. 1974-May 1977, Supplement to BLS Bulletin 1815
- The Anaconda Co.—  
1941-58, BLS Report 197<sup>1</sup>
- Armour and Co.—  
1941-72, BLS Bulletin 1682  
Sept. 1973-Aug. 1976, Supplement to BLS Bulletin 1682
- A. T. & T.—Long Lines Department and Communications Workers of America (AFL-CIO)—  
Oct. 1940-July 1974, BLS Bulletin 1812  
July 1974-Aug. 1977, Supplement to Bulletin 1812
- Atlantic Richfield (former Sinclair Oil facilities) and the Oil Workers—  
1941-77 BLS Bulletin 1915
- Berkshire Hathaway Inc. and the Textile Workers—  
June 1943-Apr. 1975, BLS Bulletin 1849
- Bethlehem Steel Corp. (Shipbuilding Department) and the IUMSW—  
June 1941-Aug. 1975, BLS Bulletin 1866
- Bituminous Coal Mine Operators and United Mine Workers of America—  
Oct. 1933-Nov. 1974, BLS Bulletin 1799
- The Boeing Company (Washington Plants) and International Association of Machinists—  
June 1936-Oct. 1977, BLS Bulletin 1895
- Commonwealth Edison Co. of Chicago and the IBEW—  
Oct. 1945-Mar. 1974, BLS Bulletin 1808  
1974-77, Supplement to BLS Bulletin 1808
- Dan River Inc. and the Textile Workers—  
1943-1976, BLS Bulletin 1934
- Federal Employees under the General Schedule Pay System—  
July 1924-Oct. 1974, BLS Bulletin 1870  
Nov. 1974-Dec. 1975, Supplement to BLS Bulletin 1870
- Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants)—  
1937-73, BLS Bulletin 1762  
Apr. 1973-Apr. 1976, Supplement to BLS Bulletin 1762
- FMC Corp., Chemical Group—Fiber Div. and the TWUA—  
1945-1977, BLS Bulletin 1924
- Ford Motor Co.—  
June 1941-Sept. 1973, BLS Bulletin 1787  
Oct. 1973-Sept. 1976, Supplement to BLS Bulletin 1787
- International Harvester Co. and the Auto Workers—  
Feb. 1946-Sept. 1976, BLS Bulletin 1887
- International Paper Co., Southern Kraft Division—  
Dec. 1937-May 1973, BLS Bulletin 1788  
June 1973-May 1977, Supplement to BLS Bulletin 1788
- International Shoe Co. and the Shoe Workers and the Boot and Shoe Workers—  
1945-74, BLS Bulletin 1718  
1972-76, Supplement to BLS Bulletin 1718
- Lockheed-California Company, Div. 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  
Jan. 1975-Jan. 1977, Supplement to 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  
1971-77, Supplement to BLS Bulletin 1736

Pacific Coast Shipbuilding—  
1941-67, BLS Bulletin 1605<sup>1</sup>

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

Pacific Longshore Industry—  
1934-70, BLS Bulletin 1568<sup>1</sup>  
Aug. 1969-July 1975, Supplement to BLS Bulletin  
1568

Railroads—Nonoperating Employees—  
1920-62, BLS Report 208<sup>1</sup>

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

Swift & Co.—  
1942-73, BLS Bulletin 1773<sup>1</sup>

United States Steel Corporation and United Steel-  
workers 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<sup>1</sup>  
1968-72, Supplement to BLS Bulletin 1595

Western Union Telegraph Co. and the Telegraph Workers  
and the Communications Workers  
1943-76, BLS Bulletin 1927

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

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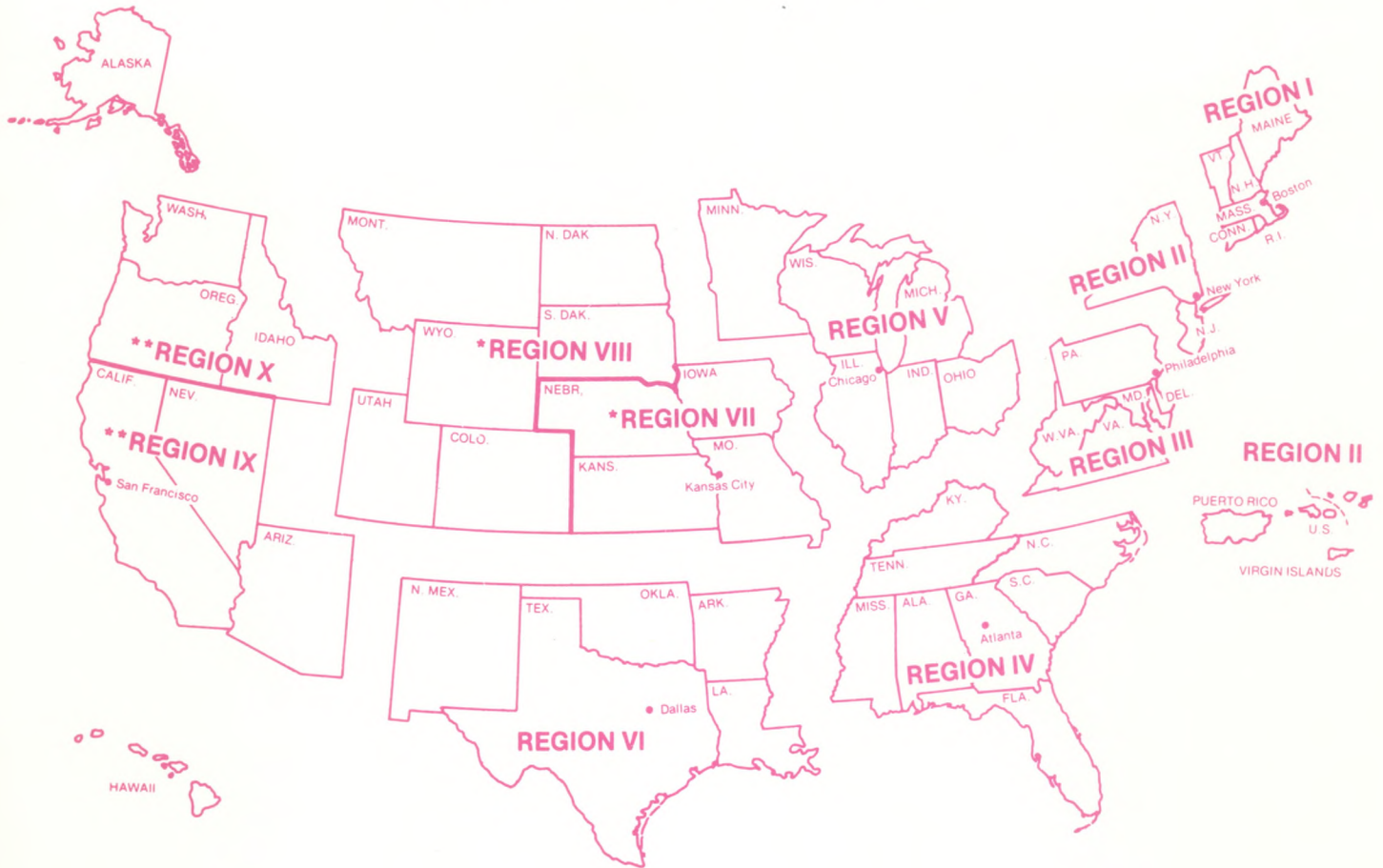
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