

Wage Chronology: The Anaconda Co. [Montana Mining Div.] and the Steelworkers, 1941-77



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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 The Anaconda Co. (Montana Mining Div.) and the United Steelworkers of America (AFL-CIO) since October 1941. This bulletin replaces *Wage Chronology: The Anaconda Co., 1941-58*, published as BLS Report 197. Materials previously published have been supplemented in this bulletin by contract changes negotiated for the 1959-77 period. It is limited to the results of contract negotiations between Anaconda and the former International Union of Mine, Mill and Smelter Workers and the Steelworkers, except for some references in the text to other unions previously included in this chronology, when such information was relevant to the overall framework of negotiations in the Montana Mining Div. operations.

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 1959-77 period was prepared in the Division of Trends in Employee Compensation by William M. Davis.

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Introduction

The Anaconda Company is one of the world's leaders in the mining and processing of nonferrous metals and in the fabrication of nonferrous metals products. The company was incorporated in Montana on June 18, 1895, as the Anaconda Copper Mining Company, and thereupon purchased all properties owned by the former Anaconda Mining Company. Its present name was adopted on June 18, 1955.

Production. Over the years, the company has diversified into all phases of nonferrous metals and products, the most important of which in terms of sales is copper. In 1975, the production of copper and copper products accounted for 57.5 percent and aluminum and aluminum products, 30.9 percent of sales.¹ In 1974, Anaconda was the third largest producer of primary refined copper and fourth largest producer of aluminum and aluminum products in the United States.² Anaconda also is a major producer of uranium, brass, lead, zinc, nickel and molybdenite concentrates. Practically all industries use its many products. Copper and aluminum wire and cable and brass products are important in the manufacture of electrical, automotive, and industrial machinery and equipment products, and in the utilities, telecommunications, construction, and mining industries. Uranium is sold in the form of oxide concentrates and is used in the electric utility industry.

Operations. Anaconda's principal operations are in the United States, but it also has major investments in Canada, Mexico, Jamaica, Brazil, Australia, and The Netherlands. The company's operational structure is divided into two groups—the Manufacturing Group, which consists of the Brass, Wire and Cable, Aluminum and Walworth Divisions; and the Natural Resources Group, consisting of the General Mining, Uranium, and Montana Mining Divisions.

This chronology is limited to the Montana Mining Division. Its activities include open-pit mining, copper concentrating, leaching and precipitation, and under-

ground and geological exploration at Butte, Montana; smelting, copper converting and casting, and an Arbiter hydrometallurgical processing plant that produces cathode copper from copper concentrates at Anaconda, Montana; and copper refining³ and casting at Great Falls, Montana.

Unions. Production workers in the Montana Mining Division currently are represented by several labor unions. At each location, some workers are represented by craft unions which are members of the AFL-CIO's Building and Construction Trades Department (BCTD) or the Metal Trades Department (MTD). In Butte, many are represented by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (IBT) or the International Union of Operating Engineers (IUOE). At each of the 3 Montana locations, however, the largest numbers are represented by the United Steelworkers of America (USA).

The USA represents production workers in mining, crushing, flotation, and smelting of copper and other ores and in by-product recovery, and also service and assigned maintenance (noncraft) workers. A small number of miners and wire mill employees (less than 5 percent) are paid under an incentive system. All others are paid straight-time hourly or daily rates. This chronology essentially is confined to results of collective bargaining between the Steelworkers and the Butte, Anaconda, and Great Falls facilities. Approximately 1,080 workers are involved.

A forerunner to the Steelworkers at these locations was the former International Union of Mine, Mill and Smelter Workers (MMSW), which merged into the Steelworkers on July 1, 1967. (See p. 7.) One major development that led to the merger ending a rivalry between the two unions came in 1962 when the Steelworkers won an NLRB election and replaced the MMSW as bargaining agent for about 1,400 workers in Anaconda, Mont. (For a brief history of the USA

³ Excluded from this chronology are a second refinery in Perth Amboy, N.J. which was incorporated into the Montana Mining Division in Mar. 1975 but was closed in mid-summer, and a lead slag fuming plant in East Helena, Mont. which was closed in May 1974.

¹ Anaconda Co., 1975 Annual Report.

² Standard & Poor's Corp. Descriptions, A-B, Jan. 1976, p. 4332.

before the merger, see *Wage Chronology: United States Steel Corporation and United Steelworkers of America*, March 1937–April 1974, BLS Bulletin 1814, p. 1).

Roots of the MMSW can be traced back to 1893, when the Western Federation of Miners (WFM) was formed. Although several local employee organizations had existed for many years, this was the first major formal union in the nonferrous metals industry. The WFM remained an independent union until 1911, when it affiliated with the American Federation of Labor (AFL). In 1916, the name was changed to the International Union of Mine, Mill and Smelter Workers.

Unionism in the nonferrous industry, until recent years, has had a militant and turbulent history, much isolated from the mainstream of the whole labor movement. The predominant union, WFM, fearful of the trustworthiness of employers, rejected collective bargaining until its affiliation in 1911 with the AFL. Management also was hesitant to enter into written agreements with unions. A continuation of the industry's refusal to sign written agreements, union leadership disputes, and economic decline resulted in near disintegration of the MMSW in the 1920's and, by the depression years of the early 1930's, the union was reduced to six charter locals.⁴

The MMSW and some smaller craft unions were formally recognized in the nonferrous industry in 1934, when the Anaconda Copper Mining Co. in Butte agreed to bargain after a 2-month strike.⁵ Before the subsequent local negotiations could produce a signed agreement, however, national AFL craft union leaders in New York City and Washington, D.C. signed a contract with the company for the craft groups. An agreement with the MMSW covering the miners was signed later. Such conflicts between unions for signed agreements were part of the broad rivalry between industrial and AFL craft-oriented unions in various industries that led to the formation of the CIO,⁶ of which the MMSW was one of the original members.

MMSW was affiliated with the CIO until 1950 when it was expelled, along with a number of other unions, on charges of Communist domination. After the expulsion, the CIO gave jurisdiction over workers in mining, milling, smelting, and refining of nonferrous

metals to the Steelworkers, and workers in metal fabrication to the Automobile Workers. The USA-MMSW rivalry subsequently developed, and ended with the July 1, 1967 merger.

At the time of its expulsion from the CIO, the MMSW had approximately 90,000 members in about 325 locals;⁷ when the USA and MMSW merged, it had about 46,000 in 121 locals.

Collective bargaining in the nonferrous metals industry generally is conducted on a company-by-company basis. The USA, the former MMSW, and various industrial and craft unions have long pressed for industry-wide negotiations and contracts. Major companies made some concessions in the 1967 negotiations (p. 9), but unions continued to strive for negotiations on a broader scale.

Ad hoc coalitions of the unions were organized during bargaining years in the 1950's on a company-wide basis, and many craft unions, at least those at Anaconda, have been represented as a group in bargaining by the Building and Construction Trades Department or the Metal Trades Department of the AFL-CIO. Since 1967, however, the USA and other industrial and craft unions (including the independent Teamsters union) with contracts in the nonferrous industry have negotiated as a coalition with the respective companies. (See p. 7.) Although copper agreements usually are signed on a company-by-company basis, one large firm usually sets the pattern for the industry. These companywide settlements then are incorporated in plant agreements. Also, USA's bargaining in other metal industries (steel, aluminum, and containers) often has set a framework for settlements in copper and other nonferrous metals.

Before 1966, the Steelworkers' general goals were presented in a Wage Policy Statement and were applied to the basic steel, container, aluminum, and nonferrous contracts as they expired during the negotiation year. The Statement was prepared by the Wage Policy Committee whose membership from various industries was selected by district conferences generally held immediately after the constitutional convention.

At its 13th Constitutional Convention in 1966, the USA created conferences for each of the four major industries organized by the USA—steel, nonferrous, aluminum, and containers—to involve more of the local membership in decisionmaking. Industry conferences can recommend the calling of strikes (if authorized by the membership) and can ratify or reject contracts, functions formerly performed by the Wage Policy Committee. Membership in the conferences

⁴ Vernon H. Jensen, *Collective Bargaining in the Nonferrous Metals Industry* (Institute of Industrial Relations, University of California, Berkeley), p. 9.

⁵ *Ibid.*, p. 17.

⁶ For a brief description of the formation of the CIO, see *Wage Chronology: Martin Marietta Aerospace and the Auto Workers, Mar. 1944–Nov. 1975*, BLS Bulletin 1884, p. 1.

⁷ *Directory of Labor Unions in the United States, 1950*, BLS Bulletin 980, p. 34.

normally is composed of presidents from each of the local unions in the conference and they use the National Wage Policy Statement and other industry settlements to formulate specific industry bargaining goals.

This chronology describes the major contract changes since the 1941 collective bargaining agreements. Provisions shown for that date do not necessarily indicate changes in prior conditions of employment.

Summary of Contract Negotiations

October 1941 - June 1951

During this period, Anaconda and the former International Union of Mine, Mill and Smelter Workers (MMSW) negotiated 6 agreements affecting wages and working conditions. A National War Labor Board Directive Order granted a wage increase in 1943 when the parties were unable to reach agreement. In addition to wage increases, contracts negotiated in this period established or improved shift premiums, paid holidays, vacations, reporting time and travel, and health and welfare benefits.

July 1951 - June 1954

The 1951 contracts between the MMSW and Anaconda and other major nonferrous producers provided for July 1, 1951 wage increases and wage reopeners on June 30, 1952. When negotiations under the reopeners were stalemated, the national union called for an industrywide strike vote. Before the strike materialized, however, agreement was reached with Anaconda. This agreement, negotiated on August 31, 1952, provided for a general wage increase, a third week of vacation after 15 years of service, and increased company contributions to the hospital and medical plan. The War Stabilization Board approved these changes on November 21, 1952; changes in vacations and wage rates were made retroactive to April 1 and July 1, respectively. New basic contracts incorporating these revisions and permitting reopening of clauses dealing with wages, holidays, and overtime on July 30, 1953, were signed in February 1953.

In the summer of 1953, bargaining between major nonferrous companies and the MMSW was unsuccessful, and a vote for an industrywide strike to begin on August 31 was conducted in July. A work stoppage was averted at the Anaconda locations by an agreement reached on August 28. The amended contracts, to run until June 30, 1954, provided for a retroactive hourly wage increase, liberalized hospital and holiday clauses, and integration of the hourly increase into contract mining prices.

July 1954 - June 1956

The contracts between The Anaconda Co. and the MMSW, as amended in 1953, were terminated by the parties during the summer of 1954. When negotiations failed, a strike began on August 23 and continued for 54 days until a settlement was reached on October 15.

The 2-year agreements negotiated at that time called for a general wage increase of 2 cents an hour, increased shift differential pay, liberalized holiday pay and vacation provisions, increased company contributions for hospital and medical benefits, improved pension benefits, and a reopening in 1955. Negotiations under this reopening resulted in a general wage advance of 11½ cents an hour plus a one-half cent widening of the increments among job classes.

July 1956 - June 1959

Three-year contracts providing an across-the-board wage-rate increase of 10 cents an hour, effective July 1, 1956, and 6-cent general wage increases, plus a 0.25-cent-an-hour increase in increments between job classifications, on July 1 of both 1957 and 1958, were negotiated during the summer of 1956. These agreements also liberalized paid holiday, vacation, and pension provisions, and increased the company's contributions for health and welfare insurance.

Contracts negotiated by other unions at the three locations (Great Falls, Anaconda, and Butte, Mont.) generally provided the same changes in fringe benefits. The International Union of Operating Engineers (IUOE), which was certified to represent many of the workers in open-pit operations at Butte after a representation election in 1956, negotiated wage-rate changes similar to those of the MMSW. However, the Metal Trades Department (MTD) and the Building and Construction Trades Department (BCTD), representing a number of crafts,⁸ negotiated somewhat different changes in wage

⁸ These Departments represented the following unions: Boilermakers; Bricklayers; Carpenters; Iron Workers; Machinists; Molders; Operating Engineers; Painters; Pattern Makers; Plumbers; Sheet Metal Workers; and Teamsters.

rates in both 1954 and 1956. In 1954, these departments negotiated 5-cent-an-hour wage increases; in 1957 and 1958 increases were 6½ cents for all workers affected, instead of varying by labor grade.

July 1959 - June 1962

Negotiations between The Anaconda Co. and unions representing its employees at three Montana locations opened on June 1, 1959, about 1 month before the existing agreements terminated. At that time, the company's 6,900 unionized workers were represented by Locals 1 (Butte), 16 (Great Falls), and 117 (Anaconda) of the MMSW; a council representing 10 international unions affiliated with the Building and Construction Trades or the Metal Trades Department (BCTD-MTD) of the AFL-CIO; the International Union of Operating Engineers (IUOE); and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers (IBT-Ind.).

At the June 1, 1959 bargaining session, the MMSW proposed a 33-cent package consisting of 15- to 17-cents-an-hour wage-rate increases in a 2-year agreement, a 32-hour workweek with 40 hours' pay, time and one-half for Saturday work, and double time for work on Sundays as well as vacation, holiday and health and welfare improvements. The company proposed extending the old agreement without change.

Negotiations continued into August without substantial progress. On August 19, the longest strike (up to that time) in the nonferrous mining industry's history (181 days) began. During the early weeks of the strike, the union reduced its demands to the level provided in agreements reached earlier with the Climax Molybdenum Co., Division of the American Metal Climax Inc., and the Anaconda American Brass Co.⁹ The company rejected these demands on the grounds that conditions at Anaconda were not comparable to those of other metal producers.

In mid-October the company's first contract offer, which was valued at 6 cents an hour, consisted of a 4-cent-an-hour wage increase, 1.9 cents an hour for health and welfare benefits, and 0.1 cent an hour for

⁹ The American Metal Climax Inc. agreement provided a 7-cent wage increase, a wage reopener, an improved company-paid pension plan with vesting and disability provisions, and full retirement at age 60, in a package estimated to equal 21.6 cents an hour over the 2-year contract.

The Anaconda American Brass Co. contract provided a 7-cent wage increase plus a reopener on wages and pensions, an improved incentive plan, increased holiday pay, and the establishment of a family major medical plan. The total package was estimated at 13.4 cents an hour over the life of the 2-year contract.

Sunday overtime pay. This offer, which the union valued at 4.1 cents an hour, was rejected. The company refused a union proposal, sponsored by Anaconda Local 117, that operations resume during negotiations.

By mid-November relations had deteriorated sufficiently to warrant assistance by the Federal Mediation and Conciliation Service. When it appeared that a settlement was not imminent, Local 117 opened separate negotiations with the company by offering to settle for a 22.18-cent-an-hour package over a 2-year period. Included were two 8-cent-an-hour wage-rate increases; an additional 5.32 cents an hour for health and welfare benefits for employees, dependents, and pensioners; and 0.86 cent for an additional paid holiday. Anaconda countered with a package that it valued at 17.46 cents an hour in a 2-year agreement. The settlement on December 22, 1959 was valued by the local at 22½ cents an hour.¹⁰ It consisted of wage-rate increases totaling 15 cents an hour and an additional 7½ cents in fringe benefits.

On February 11, 1960, MMSW affiliates at Butte and Great Falls accepted a settlement similar to the one negotiated at Anaconda, Mont. and returned to work the following day. The agreements provided for wage-rate and fringe benefit changes averaging 23 cents an hour. Under these agreements, Butte and Great Falls workers received somewhat higher general wage increases than were provided earlier to Anaconda workers. Both provided for two 7½-cent-an-hour wage increases but the timing of the increases differed. At Butte and Great Falls the entire increase was retroactive to July 1, 1959; at Anaconda 5 cents an hour was effective on July 1, 1959 and an additional 2½ cents on April 1, 1960. Other improvements included rate adjustments in some job classifications, an improved health and welfare program, 1 additional paid holiday (making a total of 8), and a liberalized pension plan. At Butte, interpretation of the paid holiday clause was not settled until June and the agreement was not signed formally until June 9, 1960. The contracts terminated on June 30, 1962.

The BCTD and MTD did not take part in the walk-out that began on August 19, 1959, although they were idled by it. During the latter part of January 1960, their membership voted to support the strike. Early in April the crafts rejected a company offer which the crafts

¹⁰ The International valued the package at 18.5 cents and in an unfair practice charge before the NLRB requested that the agreement be invalidated. The union contended that the company attempted to bypass the International and deal solely with the local union. The Board rejected the request. The contract finally was signed on Jan. 13, 1961.

valued at 18 cents. It consisted of a 5-cent-an-hour general wage increase retroactive to July 1, 1959, 2½ cents effective January 1, 1960, and 7½ cents effective January 1, 1961, as well as fringe benefits equal to a 3-cent-an-hour wage increase.

The company and craft negotiators reached agreement on a new contract¹¹ on April 15, 1960, but it was rejected by the membership. Negotiations again resumed on June 9 under the auspices of the Federal Mediation and Conciliation Service. A 2-year contract reached on the 23rd provided a 7½-cent-an-hour wage increase retroactive to July 1, 1959; a deferred increase on November 1, 1960; as well as an increase in employer health and welfare contributions to \$15.18 a month, retroactive to January 1, 1960, and to \$16.61 on April 1, 1961. The contract was to expire on April 1, 1962. The IUOE and the IBT negotiated similar contracts.

July 1962 - June 1964

Before negotiations for 1962 contracts began, the USA and the International Chemical Workers Union (ICW) challenged the affiliation of Local 117 with the MMSW. Members were offered the alternatives of remaining with the MMSW, joining the United Steelworkers of America (USA), joining the International Chemical Workers Union (ICW), or rejecting union affiliation. At the NLRB election on April 17, 1962, the USA received 496 votes; MMSW, 480; no union, 329; and ICW, 139. Because there was no clear majority, a run-off election was held on April 19 and 20. It was won by the USA over the MMSW by 889 votes to 532. Results of the election were certified on May 17.

Meanwhile, the BCTD and MTD agreements were extended a month, to May 1, 1962, to provide additional time for negotiations. Further extensions carried the negotiations into June when the membership authorized a strike. Local unions rejected an agreement reached on July 17, 1962, which would have increased (1) wage rates 2½ cents an hour retroactive to April 1; (2) increments between job classifications one-eighth cent; and (3) shift differentials for work on the second, intermediate, and third shifts to 6, 9, and 12 cents an hour respectively. The company contribution to the welfare fund would have gone up \$1 a month and pension benefits would have been improved. In addition, the proposed agreement provided for a 5½-cent-an-hour wage-rate increase on July 1, 1963, and in the second year, an additional one-fourth-cent spread in job classification

wage rates and another \$1 a month contribution for health and welfare benefits.

A new agreement was reached by the company with the BCTD and MTD in late July and approved by the locals on August 1. It differed from the rejected pact in that: Effective August 1, 1962, the company contribution for health and welfare was increased by \$6 a month; and effective July 1, 1963, wage rates were increased 6 cents an hour, and the increment between job classifications was advanced by 0.25-cent an hour.

After extended but unsuccessful negotiations, the Teamsters struck on July 16, 1962. One major issue centered on the union's insistence that its members be covered by the international union's pension plan. On September 21, the parties agreed to a 2-year contract; many changes were retroactive to July 1, 1962. The agreement provided for two 5-cent-an-hour wage increases on July 1, 1962, and July 1, 1963; higher shift differentials; increased vacation benefits; an improved pension plan; larger company contributions to the health and welfare fund; and higher disability payments.

MMSW and IUOE members approved settlements with the company on July 31 and August 23, 1962, respectively. The IUOE agreement followed the pattern of the BCTD and MTD contracts. MMSW obtained a wage increase of 7½ cents on July 1, 1963, added vacation benefits, improved pensions, and a retroactive increase in company health and welfare contributions. The settlement also increased work premiums on the night shift and holidays and established a meal allowance.

Smeltermen in Anaconda, Mont., now represented by the USA, reached an agreement with the company on August 28, 1962, retroactive to July 1. The agreement provided for a 7½-cent wage increase on July 1, 1963, an increased company contribution to the health and welfare plan, and an improved pension plan.

The USA contract expired on July 31, 1964; the others on June 30, 1964.

July 1964 - June 1967

Although no union representing workers at Anaconda's Mont. operations agreed on new contracts with the company before contracts terminated in 1964, work continued on a day-to-day basis until new agreements were negotiated. The first union to conclude negotiations with the company in 1964 was the IBT. Terms of the 3-year pact, agreed to on July 18, included a 0.25-cent increase in increments between job classifications. General wage increases of 6 and 8 cents an hour were deferred until the second and third contract years, respectively. Effective January 1, 1965, an additional day's vacation was provided for each year of service

¹¹ Details of the agreement were not made public.

between 20 and 25 and a fourth week of vacation was provided after 25 years' service.

Holiday pay was increased from $2\frac{1}{4}$ to $2\frac{1}{2}$ times the regular rate and second, intermediate, and third shift premiums were increased to 8, 12, and 16 cents an hour, respectively, effective July 1, 1965. Beginning January 1, 1966, the service requirement for 3 weeks' vacation was reduced to 12 years from 15. The company's payment to the health and welfare fund was increased by \$4 a month per employee.

Negotiations between Anaconda and the MMSW culminated on August 20, 1964, in a new 3-year agreement. Wage changes provided by the settlement totaled 23 cents an hour, 8 cents retroactive to July 1, 7 cents a year later, and 8 cents in the final contract year. In addition, a number of jobs were reclassified in the third contract year.

Other highlights included the same improved vacation benefits and increased shift differentials as the IBT agreement, and a 25-cent-an-hour premium for nonovertime work on Sunday was added.

Representatives of the IUOE and the company concluded negotiations on a 3-year pact on September 3, 1964. Changes consisted of across-the-board wage raises of $8\frac{3}{4}$ cents an hour retroactive to July 1, 1964, an additional 5 cents July 1, 1965, and 8 cents more July 1, 1966. In addition, increments between job grades were increased by 0.25-cent in each contract year.

Besides vacation and shift differential revisions described in the IBT agreement, the settlement liberalized jury duty pay, and paid holiday provisions. Improvements also were made in the clause governing reporting time pay, and employees were provided meals at specified intervals of overtime work. The company also increased its contribution to the health and welfare fund by \$4 a month, to \$22.61.

Anaconda and the BCTD and MTD agreed on a 3-year contract on October 2, 1964. The pact did not include a general wage increase during the first or second contract years. However, an $8\frac{1}{2}$ -cent-an-hour general wage increase became effective July 1, 1966. All job classifications in craft wage scales were raised one labor grade, retroactive to July 1, and again a year later. Increments between labor grades were increased by 0.5-cent immediately and an additional 0.25-cent effective July 1, of both 1965 and 1966. Changes in vacations and shift differential provisions were identical to those negotiated with the IBT. Company payments for health and welfare benefits were increased by \$1 a month, to \$23.61.

On October 8, 1964, after more than 3 months of negotiations, the USA and the company reached accord on a 3-year contract. The settlement provided for wage

increases of 6 cents an hour retroactive to August 1, and additional increases of 8 cents an hour effective August 1, of both 1965 and 1966. USA members also received the same increased shift differentials and improved vacation benefits as were negotiated with the IBT. New supplementary benefits included 3 days' paid funeral leave and double-time after 12 consecutive hours worked in a 24-hour period. Company contributions for health and welfare benefits were increased in 3 steps from \$23.46 to \$31.12 per month during the life of the contract.

The MMSW contracts expired on June 30, 1967, and the USA contract on July 31, 1967.

July 1967 - June 1971

Collective bargaining objectives for the 1967 round of negotiations in the nonferrous metals industry were adopted by the USA and its affiliate, the MMSW, at the first Nonferrous Industry Conference, held in March 1967.¹² Approximately 325 delegates of the two unions attended the 3-day meeting. More than 75 others, representing 16 additional craft and industrial unions which held contracts with nonferrous companies, plus the Building and Construction Trades and the Metal Trades Departments of the AFL-CIO, also participated at the invitation of the USA and MMSW.

For the first time, the USA and MMSW planned to coordinate their negotiation efforts. The once rival unions became affiliates in February 1967 and formally merged on July 1, 1967—the Steelworkers named being retained. Together they held contracts with over 100 companies and represented approximately 45,000 workers, or about 80 percent of all hourly workers in the basic nonferrous industry, excluding fabricating operations. Most contracts were to expire near mid-year, many on June 30. The smaller craft and industrial unions which participated in the conference planned to negotiate with the USA-MMSW as a coalition.

Conference delegates adopted many goals for the forthcoming negotiations, among which were the establishment of a cost-of-living escalator clause, substantial general increases in rates of pay, and increases in increments between job classes. Demands also included industrywide wage uniformity; an improved pension plan; liberalized supplemental unemployment benefits where a SUB plan was in effect, and extension of these benefits to workers in other companies; improvements in shift differentials, group insurance, sick leave, vaca-

¹² The conference was one of four new industry policy conferences created by the Steelworkers at the union's convention in Sept. 1966. The others were in basic steel, aluminum, and can manufacturing.

tions, holidays, and severance benefits; and an increase in pay for overtime, reporting, call-in and call-out, bereavement, jury-duty, and military encampment.

USA and MMSW delegates also unanimously approved a resolution creating a 28-member Continuations Committee to make decisions concerning negotiations, to authorize the holding of membership strike votes, and to carry out the general settlement policy set by the Conference.

Kennecott Copper Corp. was the first major copper producer to hold talks, on May 8, followed on May 10 by Phelps Dodge Corp. and on May 15 by the American Smelting and Refining Co. Talks began at the Anaconda Co. on May 22 when union demands were presented. Kennecott made a formal 3-year agreement proposal on June 7, but it was rejected by the union.

When a month of negotiations failed to produce an agreement at any company, the Continuations Committee called for a strike authorization vote among some 70 locals on June 20. The vote was overwhelmingly in favor of a strike upon termination of the contract. Contracts with the Anaconda Co. expired at midnight on June 30, except for USA Local 6002's contract for the company's Anaconda, Mont., operations, which expired on July 31.

On June 27, the Continuations Committee extended the strike deadline to July 15, and the Steelworkers executive board approved the strike if agreement could not be reached. Negotiations continued, but no significant progress was made. Union negotiators rejected Anaconda's first contract offer for its Montana properties, made on July 13. The offer included general wage increases of 7.5, 9, and 12 cents an hour, respectively, over the 3 years of the contract, with additional increases to certain crafts, and a 5-year pension plan, which would raise normal pensions to \$4 a month per year of service. It also called for a reduction in some benefits. On the 15th, approximately 40,000 workers throughout the industry walked off the job and idled more than 90 percent of the Nation's copper production.

When the parties were still at an impasse nearly 2 months later, President Johnson called a series of meetings between company and union negotiators and the Secretaries of Labor and Commerce. Telegrams to the parties were evidence of the Administration's growing concern over the impact of the strike on dwindling defense supplies. After the meetings on September 6 and 7, the Secretary of Labor announced that the parties were "deplorably far apart," and raised "prospects of an exceedingly serious and prolonged strike."

At this stage, the companies reportedly had made offers which two of them valued at 48 cents (Phelps Dodge) and 51 cents (Kennecott) including "impact"

costs and 5-year pension costs. Union officials valued the offers at no more than 35 cents an hour in terms of 3-year value to the employees.

Also, a key controversy in the dispute was the level on which negotiations would be held and to whom the settlement would apply. From the beginning, the 26-union coalition, led by the USA, pushed for company-wide negotiations with common termination dates and with extension of the eventual settlement to all properties of each company, while company representatives insisted on separate negotiations with each branch of the company and, in some cases, at the local union level. The Steelworkers were willing to negotiate either a master agreement with each company for all unions which wished to be a party to such, or companywide contracts only for USA units involved.

Negotiations were held sporadically over the next 3 months, but little progress was made to end the strike which now involved more than 50,000 workers at more than 60 plants in 23 states. With bargaining remaining at a stalemate, Congressional leaders submitted a fact-finding proposal to the parties in early December. It called for the establishment of a seven-person fact-finding board, consisting of two members chosen by the companies, two by the unions, and three selected jointly to represent the public; the board would be empowered to examine the situation and make recommendations to the Secretaries of Labor, Commerce, and Defense. The proposal was agreed to by union negotiators, but rejected by the companies who were opposed to a factfinding panel on a national basis. As an alternative, they proposed a series of local factfinding boards, which in turn was rejected by union officials.

After another 2 months of negotiations with no significant movement toward agreement, in late January 1968, the Secretary of Labor and the Acting Secretary of Commerce appointed a three-member Federal panel to mediate the discussions. The dispute still included the issue of companywide versus local negotiations and settlement agreements, and as a compromise, the panel recommended that negotiations and the eventual contracts between the union coalition and each company be established on three levels: (1) Copper mining, smelting, and refining; (2) copper wire and cable, and brass fabrication; and (3) production of other non-ferrous metals. The unions rejected the proposal.

President Johnson expressed his concern over the lingering strike's effect on the National economy, the balance of payments, and defense supplies. On March 2, 1968, he asked the parties to conduct round-the-clock negotiations at the White House, beginning March 4. Representatives of the four major companies

— Anaconda Co., American Smelting and Refining Co., Kennecott Copper Corp., and Phelps Dodge Corp.— and the 26-union coalition began a series of meetings with the Secretaries of Labor, Commerce, and Defense and the three-member Federal mediation panel.

The White House talks proved effective. A break in the 8-month strike came on March 16 when the Phelps Dodge Corp. and the unions came to terms on a tentative 39-month plus agreement for its copper operations, which set the pattern for the industry.¹³ Similar agreements for Anaconda's copper operations in Montana were reached over the March 23-24 weekend, and by the end of March, agreements were concluded for most operations of the "Big Four" producers.

The unions did not achieve their primary goal of companywide contracts with common expiration dates, but settlements generally followed the three-level agreement structure recommended earlier by the Federal panel. Contracts were patterned after the Phelps-Dodge agreement.

For Anaconda's Montana operations, separate agreements for the various units were continued as in the past, but the provisions of each were generally similar. Together, the 39-month contracts covered approximately 4,450 workers in mining, smelting, and refining operations, in Butte, Anaconda, and Great Falls.

Contracts provided for a 17-cent-an-hour general wage increase effective April 1, 1968, and additional general increases of 14 and 17 cents effective April 1, 1969 and April 1, 1970, respectively. Wage restructuring resulted in additional increases averaging about 2 cents an hour for USA- and former MMSW-represented employees. On both April 1, 1969 and April 1, 1970, the spread between job grade rates was increased by 0.25 cent, or up to an additional 1.5 cents an hour for workers in the top labor grade.

Vacation improvements provided for a standard vacation schedule for all employees by 1970: 1 week after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, and 4 weeks after 20 years or more. The company increased its contributions for non-industrial accident and sickness and health and welfare benefits by \$7 a month on April 1, 1968, and by \$3.50 a month on both April 1, 1969 and April 1, 1970. Monthly company contributions for health and welfare benefits were increased in each of the 3 years. The normal monthly pension benefit was doubled to \$5 per year of service and widow's pensions were instituted. A supplemental unemployment benefits plan was established to provide \$25 a week for the 2nd through 27th weeks

¹³ A few smaller copper producers had settled earlier, including the Magma Copper Co. on March 13.

and \$50 a week for the 28th through 53rd week, and a retirement, death and disability benefits plan was established to supplement benefits paid under the pension plan.

The agreements were to expire on June 30, 1971, with no provision for reopening.

July 1971 - June 1974

In May 1970, more than a year in advance of contract expirations, representatives of labor unions in the nonferrous metals industry convened the National Nonferrous Bargaining Coordinating Committee in Tucson, Arizona to strengthen their unified approach to the impending negotiations with major producers. Two subsequent meetings were held before the National Nonferrous Metals Industry Conference in February 1971.

Some 700 delegates from 26 international unions attended the Conference in Denver, Colorado, on February 24-26 to develop a uniform, coordinated bargaining program for the 1971 round of negotiations. Some 400 contracts with about 155 companies in the United States and Canada were up for renegotiation. About 70,000 workers were involved—30,000 of which were in the western copper mining, smelting and refining industry, where contracts at The Anaconda Co. and other companies were to expire June 30, 1971.

Among the contract proposals set by the delegates were "unprecedented and very substantial" wage increases, a cost-of-living escalator clause, improved pensions, insurance, hospitalization, vacations, and job classification systems, and a common contract termination date at all operations of a given company.

Negotiators for the Steelworkers (leading a coalition of 26 unions) presented the Conference's proposals to The Anaconda Co. on April 22, American Smelting and Refining Co. on May 3, Phelps Dodge Corp. on May 6-7 and 11-12, and Kennecott Copper Corp. on May 13. The last week in June, American Smelting made a counter-proposal including a 75-cent-an-hour wage increase over 3 years. Others made similar offers but the unions' negotiating committees rejected all offers as inadequate and inferior to earlier 1971 settlements in the aluminum and metal containers industries.

Negotiations broke down on the eve of contract terminations, and on July 1, more than 30,000 workers struck various units of eight major copper producers, including the "Big Four." The disagreement reportedly centered around the cost-of-living escalator provision. Most company offers placed a ceiling on the amount of increases the formula could generate, while the unions pressed for unlimited increases.

A break in the 2½-week strike occurred on July 18 when the Magma Copper Co. reached tentative agreement with the unions. Two days later, The Anaconda Co. tentatively negotiated a similar agreement. Workers at Magma returned to work by July 27, but hopes of a final settlement at Anaconda were premature. Conference members rejected the tentative 3-year agreement because it was conditioned on the acceptance of certain work-rule and productivity changes, which the union refused to accept. Magma's contract was similar to agreements reached earlier in the aluminum and metal containers industries, except that minimum increases were not included in the second and third contract years under the cost-of-living escalator clause at Magma.

Meanwhile, over the July 24-25 weekend, Kennecott Copper Corp. and the unions tentatively agreed to a 3-year contract similar to the Magma contract and the rejected Anaconda agreement. By July 29, all Kennecott workers were back on the job.

By the end of August, all major firms that were struck on July 1 had signed contracts with the unions and workers had returned to their jobs, except at Anaconda, where the strike continued. Economic terms were not so much at issue as were work-rule changes which the tentative agreement provided in July. The changes were acceptable to the Steelworkers but not to several other craft unions more severely affected by them.

After 9 days of round-the-clock negotiations at the Federal Mediation and Conciliation Service in Washington, D.C., 3-year contracts between Anaconda and the unions were reached on September 17. More than 6,000 workers represented by 12 unions in Anaconda, Butte, and Great Falls, Montana, were involved. The agreements were signed on September 17 and most workers returned to their jobs by September 22.

Provisions of the contracts were similar to those in agreements signed earlier with other major copper producers, except for a 5-cent wage catch-up increase and a major job restructuring. They provided a 55-cent general wage increase effective July 1, 1971, including the 5-cent "catch-up" (previous settlements provided 50 cents the first year), and 12½ cents more on July 1, 1972 and July 1, 1973, the same as in earlier contracts. The increment spread between job grade rates was to be increased by an average cost of 3 cents and 1.5 cents an hour on July 1, 1972 and July 1, 1973, respectively; 20 cents an hour (plus the 3 cents increment increase due in 1972) was allocated for a job study and reclassification program, to be effective July 1, 1972.¹⁴ These ad-

¹⁴ See p. 13 for provisions of the job study and reclassification agreement dated June 11, 1973.

justments brought the total wage package well above those in Steel, Aluminum, and Can in 1971. A cost-of-living escalator clause was established, like those adopted at other copper companies, which provided for quarterly adjustments, beginning in July 1972, of 1 cent for each 0.4-point change in the BLS-CPI (1957-59=100), with no minimum and maximum amounts. Other provisions included increased shift differentials in 1972; increased normal monthly pension benefits to \$7.50 for each year of continuous service, effective August 1, 1972, and other pension improvements; increased "retirement, death, and disability" benefits—to a flat \$3,500; and increased company contributions toward premium costs for nonindustrial sickness and accident insurance and hospital, medical, and surgical insurance in 1971, 1972 and 1973.

The 3-year contracts were to remain in effect until June 30, 1974, with no provision for reopening.

July 1974 - June 1977

Union collective bargaining objectives for the 1974 round of negotiations in the nonferrous industry were established in March 1974 at a 3-day meeting of the National Nonferrous Metals Industry Conference in Tucson, Ariz. The more than 600 delegates, representing a coalition of 26 unions led by the Steelworkers, approved a list of demands which included those benefits negotiated in aluminum and metal container contracts earlier in the year. Included in those contracts were wage increases in each of the 3 years, improved shift differentials, holidays, vacations, supplemental unemployment benefits, and insurance provisions, including the establishment of a dental plan, and increased pension benefits. A feature of the pension plan was the adoption of a cost-of-living escalator clause for adjusting pensions.

A key proposal among other goals in nonferrous metals was standardization of pay rates among the companies for similar types of work. The unions stressed the need for adopting one "job manual" at each company. More than one manual existed at some companies and others had none. Common contract expiration dates at the various units of each company again was proposed.

On April 30, a coalition of 26 unions presented contract proposals to the Magma Copper Co. and on May 1 they presented proposals to the other major nonferrous producers. Approximately 26,000 workers in copper mining and smelting operations were under agreements scheduled to expire June 30, including those at the "Big Four"—The Anaconda Co., American Smelting and Refining Co., Kennecott Copper Corp.,

and Phelps Dodge Corp.—and contracts for an additional 28,000 in other nonferrous operations would expire between June 30 and December 31.

Little progress in bargaining was made until June 25, when tentative 3-year agreements were reached between Anaconda and a coalition of eight unions, including the Steelworkers. Details of the contracts were not immediately released, but the economic terms, except for much higher job increment adjustments, were said to be on a par with earlier settlements in aluminum, metal containers, and steel industries. Agreements in the latter were negotiated in April, 3½ months in advance of August 1 expiration dates. Negotiations were less successful at other nonferrous companies, but on the day of contract expiration, representatives of the nonferrous industry conference ratified the Anaconda contract and extended the strike deadline at other major companies by 2 weeks.

Except at Anaconda, negotiations continued but failed to produce any agreements by the July 14 deadline, but on the 15th, about 20,000 workers walked off their jobs. Some settlements were reached shortly thereafter while others were not concluded for several weeks. By the end of August, most negotiations were complete and the strike was virtually over.

The new agreements generally were similar in cost to the total package cost of the Anaconda contracts. However, specifics varied by company, especially in wage increases, primarily because of the unions' attempt to gain a standardized wage structure throughout the industry. That goal was not achieved, but some gaps in wage rates were narrowed.

The pattern-setting agreements at Anaconda, for about 7,000 workers at the Montana locations included in this chronology and in Yerington, Nev., and Perth Amboy, N.J., provided for Montana: A 28-cent-an-hour general wage increase plus an additional 1-cent increase in increments between job grade rates effective July 1, 1974, an additional 16-cent general and 0.8-cent increment increase on July 1, 1975, and a 17-cent general and 0.75-cent increment increase on July 1, 1976; a revised cost-of-living escalator clause providing 1-cent adjustments for each 0.3-point change in the BLS-CPI (1967=100); a 9th paid holiday; improved vacations, shift differentials, sickness and accident benefits, and health insurance provisions including the establishment of a company-financed dental plan, and improved pensions including an increase in the normal benefit to \$11 a month for each of the first 15 years of service, \$12.50 for the 16th through 30th years, \$14 for each year over 30, and a 5-percent "inflation adjustment" applied to monthly pensions from July 1976 through June 1977 for those who retired on or after July 1, 1974. The maximum retirement benefit (pension, disregarding the supplement, plus social security benefits) that a retiree could receive amounted to 85 percent of the average W-2 earnings in the best 2 of the final 5 calendar years of employment. As in 1971, the total wage package, because of the larger increment adjustments, exceeded the 1974 wage packages in Steel, Aluminum, and Can.

Agreements were to expire on June 30, 1977, with no provisions for reopening. The following tables are up to date through the expiration date of the contracts.

Table 1. General wage changes¹

Effective date	Increase per hour ²	Applications, exceptions, and other related matters
Oct. 1, 1941 (agreement of same date). ³	\$0.094 (approx.)	
Oct. 1, 1942 (NWLB Directive Order of Jan. 15, 1943).	.125	
Apr. 1, 1946 (agreement of Apr. 19, 1946).	.185	Half of the increase was retroactive to Oct. 1, 1945. Increase was in accordance with recommendations of the Nonferrous Metals Fact Finding Board, Apr. 29, 1946.
Apr. 1, 1947 (agreements of June 10, 1947, Great Falls and Anaconda; and June 12, 1947, Butte).	.115	
July 1, 1948 (agreements of July 7, 1948).	.12	
Mar. 1, 1950 (agreements of Apr. 10, 1950).	.05	
Oct. 16, 1950 (agreements of Oct. 17, 1950).	.10	
July 1, 1951 (agreements of Nov. 13, 1951).	.08	Approved by Wage Stabilization Board, Dec. 7, 1951. Settlement included an additional average 7½ cents an hour for increment increases. These adjustments ranged from 2 to 17¼ cents an hour and provided for a spread of 5½ cents among the various job levels. In addition, incentive earnings were increased approximately 14.5 cents an hour.
July 1, 1952 (agreements of Feb. 4, 1953, Butte; Feb. 6, 1953, Anaconda; and Feb. 18, 1953, Great Falls).	.08	Negotiated Aug. 31, 1952; approved by Wage Stabilization Board, Nov. 21, 1952.
July 1, 1953 (agreements of Sept. 4, 1953).	.075	Negotiated Aug. 28, 1953.
July 1, 1954 (agreements of Oct. 15, 1954).	.02	
July 1, 1955 (agreements of same date).	.115	Settlement included an additional average of 1½ cents an hour resulting from increasing increments between most job classes from 5½ to 5¾ cents an hour. These adjustments ranged from ½ to 6 cents an hour.
July 1, 1956 (agreements of June 29, 1956).	.10	The agreements provided for additional deferred increases of 6 cents an hour, plus a ¼-cent increase in increments between job classes, effective July 1 of both 1957 and 1958.
July 1, 1957 (agreements of June 29, 1956).	.06	Deferred increase. In addition, spread between most job classes increased by 0.25 cent, resulting in additional increases ranging up to 3 cents an hour for top labor grade, and averaging about 0.8 cent an hour.
July 1, 1958 (agreements of June 29, 1956).	.06	Deferred increase. In addition, spread between most job classes increased by 0.25 cent, resulting in additional increases ranging up to 3 cents an hour for top labor grade, and averaging about 0.8 cent an hour.
July 1, 1959 (agreements dated July 1, 1959, Great Falls and Feb. 15, 1960, Butte).	.075	Across-the-board increase. The agreements also provided for deferred increases on May 1, 1961. All contract miners upgraded from grade 4 to 7. New underground employees classified in grade 3 for a probationary period of 40 weeks.
July 1, 1959 (agreement dated Jan. 13, 1961, Anaconda).	.05	Eliminated: Grades 1 and 2 for new underground employees. Across-the-board increase. The agreement also provided deferred increases on Apr. 1, 1960 and Apr. 1, 1961.
Apr. 1, 1960 (agreement dated Jan. 13, 1961, Anaconda).	.025	Deferred increase.
Apr. 1, 1961 (agreement dated Jan. 13, 1961, Anaconda).	.075	Deferred increase.
May 1, 1961 (agreements dated July 1, 1959, Great Falls and Feb. 15, 1960, Butte).	.075	Deferred increase.

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Increase per hour ²	Applications, exceptions, and other related matters
July 1, 1963 (agreements dated July 1, 1962). ⁴	\$0.075	Across-the-board increase, the only wage increase provided by the 1962 agreements.
July 1, 1964 (agreements of same date—MMSW). ⁴	.08	Across-the-board increase. The agreements also provided for deferred increases effective July 1, 1965, and 1966.
Aug. 1, 1964 (agreement of same date—USA). ⁴	.06	Across-the-board increase. Agreement also provided for deferred increases effective Aug. 1, 1965, and 1966.
July 1, 1965 (agreements of July 1, 1964—MMSW). ⁴	.07	Deferred increase.
Aug. 1, 1965 (agreements of Aug. 1, 1964—USA). ⁴	.08	Deferred increase.
July 1, 1966 (agreements of July 1, 1964—MMSW). ⁴	.08	Deferred increase.
Aug. 1, 1966 (agreement of Aug. 1, 1964—USA). ⁴	.08	Deferred increase.
Apr. 1, 1968 (agreements of same date). ^{4,5}	.17	Across-the-board increase. Additional increases resulting from wage restructuring averaging approximately 2 cents an hour. The agreements also provided for deferred increases, effective Apr. 1, 1969 and Apr. 1, 1970.
Apr. 1, 1969 (agreements dated Apr. 1, 1968).	.14	Deferred increase. In addition, spread between job grade rates increased by 0.25 cent, resulting in additional increases ranging up to 1.2 cents (6 cents if "helmet jobs" are included) for the top labor grade, and averaging about 0.85 cent an hour.
Apr. 1, 1970 (agreements dated Apr. 1, 1968).	.17	Deferred increase. In addition, spread between job grade rates increased by 0.25 cent, resulting in additional increases ranging up to 1.2 cents (6 cents if "helmet jobs" are included) for the top labor grade, and averaging about 0.85 cent an hour.
July 1, 1971 (agreements of same date).	.55	Across-the-board increase. The agreement also: (1) Provided for deferred general wage increases of 12.5 cents an hour, effective both July 1, 1972 and July 1, 1973, and allocated average amounts of 3 cents and 1.5 cents an hour for 1972 and 1973 for increases in the spread between job grade rates; (2) allocated 20 cents an hour for a job study and reclassification program and the establishment of standard daily rates for all jobs in the bargaining units at Butte, Anaconda, and Great Falls, to be effective July 1, 1972, pursuant to the Procedural Agreement for Job Reclassification; and (3) established a cost-of-living escalator clause providing for unlimited quarterly adjustments, beginning in July 1972, of 1 cent for each 0.4-point change in the BLS-CPI (1957-59=100) above the index for May 1972 (except the July 1972 adjustment was to be based on the change between Apr. and May 1972). ⁶
July 1, 1972 (agreements dated July 1, 1971).	.125	Deferred increase.
July 1, 1972 (agreements of June 11, 1973).	0 to .749 (averaging .23)	A new 20-grade rate structure with 7.4-cent increments was installed on July 1, 1973, with payment retroactive to July 1, 1972, pursuant to the Procedural Agreement for Job Reclassification provided in the 1971 contracts. Reclassifications and increment increases resulted in total increases ranging up to 75.3 cents for the top labor grade (74.9 cents for Steelworkers, as there were no Steelworkers' jobs in Grades 19 and 20). Workers whose revised July 1, 1972 job rates were above those already put into effect received a retroactive lump-sum payment as soon as practical after July 1, 1973.
		The 1973 job reclassification agreement also provided for a 12.5-cent general increase and a 0.15-cent increase in the spread between job grade rates, effective July 1, 1973, superseding the increases negotiated under the 1971 agreements.

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Increase per hour ²	Applications, exceptions, and other related matters
July 3, 1972.	\$0.01	An interim quarterly cost-of-living increase based on the Apr. - May BLS-CPI change.
Oct. 2, 1972	.03	Quarterly adjustment of cost-of-living allowance, based on the May - Aug. BLS-CPI change.
Jan. 1, 1973	.02	Quarterly adjustment of cost-of-living allowance. An additional 1 cent was used to offset the interim increase of July 1, 1972.
Apr. 2, 1973	.05	Quarterly adjustment of cost-of-living allowance.
July 1, 1973 (agreements of June 11, 1973).	.125	Across-the-board increase. In addition, spread between job grade rates increased by 0.15 cent, to 7.55 cents, resulting in additional increases ranging up to 2.4 cents for the top labor grade, and averaging about 1.05 cents an hour.
July 2, 1973	.09	Quarterly adjustment of cost-of-living allowance.
Oct. 1, 1973	.10	Quarterly adjustment of cost-of-living allowance.
Jan. 7, 1974	.07	Quarterly adjustment of cost-of-living allowance.
Apr. 1, 1974	.12	Quarterly adjustment of cost-of-living allowance.
July 1, 1974 (agreements of same date).	.28	Across-the-board increase. In addition, spread between job grade rates increased by 1 cent, to 8.55 cents, resulting in additional increases ranging up to 16 cents for the top labor grade, and averaging about 7 cents an hour. The agreement also: (1) Provided for deferred increases effective July 1, 1975 and July 1, 1976; (2) incorporated 62 cents an hour (49 cents accumulated under the cost-of-living escalator formula during the 1971-74 agreement and 13 cents effective July 1, 1974—the first adjustment under the 1974-77 agreement) into base rates for non-incentive jobs and included as an hourly additive for incentive jobs; and (3) revised the escalator formula to provide adjustments, beginning July 1, 1974, and quarterly thereafter effective on the first day of the first full pay period in the month through Apr. 1, 1977, of 1 cent for each 0.3-point quarterly change in the BLS-CPI (1967=100) above the index for Feb. 1974. ⁶
Oct. 7, 1974	.13	Quarterly cost-of-living increase.
Jan. 6, 1975	.15 or .16 ⁷	Quarterly adjustment of cost-of-living allowance.
Apr. 7, 1975	.13 or .14 ⁷	Quarterly adjustment of cost-of-living allowance.
Apr. 7, 1975	.10	Quarterly adjustment of cost-of-living allowance.
July 1, 1975 (agreements of same date).	.16	Deferred increase. In addition, spread between job grade rates was increased by 0.8 cent, to 9.35 cents, resulting in additional increases ranging up to 12.8 cents for the top labor grade, and averaging about 5.6 cents an hour.
Oct. 7, 1975	.07	Quarterly adjustment of cost-of-living allowance. In addition, total accumulated allowance of 46 cents an hour incorporated into base rates for non-incentive jobs and included as an hourly additive for incentive jobs.
Oct. 6, 1975	.12	Quarterly adjustment of cost-of-living allowance.
Jan. 5, 1976	.09	Quarterly adjustment of cost-of-living allowance.
Apr. 5, 1976	.05	Quarterly adjustment of cost-of-living allowance.
July 1, 1976 (agreements of same date).	.17	Deferred increase. In addition, spread between job grade rates increased by 0.75 cent, to 10.1 cents, resulting in additional increases ranging up to 12 cents for the top labor grade, and averaging about 5.25 cents an hour.
Oct. 6, 1976	.07	Quarterly adjustment of cost-of-living allowance. In addition, total accumulated allowance of 33 cents

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Increase per hour ²	Applications, exceptions, and other related matters
July 1, 1976—continued		an hour incorporated into base rates for non-incentive jobs and included as an hourly additive for incentive jobs.
Oct. 4, 1976	.09	Quarterly adjustment of cost-of-living allowance.
Jan. 3, 1977	.06	Quarterly adjustment of cost-of-living allowance.
Apr. 4, 1977	.11	Quarterly adjustment of cost-of-living allowance.

¹ General wage changes are upward or downward adjustments that affect an entire bargaining unit or establishment. They exclude individual rate adjustments (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates or incentive rates and hours worked) that do not affect noticeably or immediately the average wage level.

Major adjustments in the general wage level during the period covered were listed. Because of fluctuations in incentive earnings, changes in the grade of ore mined, and other factors, the sum of the general changes will not necessarily coincide with the amount of change in average hourly earnings over the same period.

² Increases negotiated during the first 2 years of this chronology were in the form of daily rates, which were converted to hourly rates based on an 8-hour day. After 1942, all increases were hourly. During the entire period, rate schedules for specified occupations showed daily rates rather than hourly rates. (See tables 2a, 2b, and 2c.)

³ Before Oct. 1, 1941, minimum daily rates for all occupations changed as the price of electrolytic copper changed. For example, after Oct. 1, 1939, the minimum daily wage for an 8-hour day for underground miners was \$5 and the following schedule was agreed to:

<i>Price of copper for 30 consecutive days</i>	<i>Wage per day</i>
At least 9 cents per pound	\$5.25
At least 9½ cents per pound	5.75
At least 11¼ cents per pound	6.00
At least 13 cents per pound	6.25

For each rise in price of 1½ cents beyond 13 cents a pound, the rate increased 25 cents. Decreases in wages followed declines in the price of copper in the same manner. This practice was discontinued in the 1941 agreement.

⁴ The USA replaced the MMSW as bargaining agent at Anaconda, Montana, on May 17, 1962. The MMSW continued to represent workers at Butte and Great Falls.

⁵ The USA replaced the MMSW as bargaining agent at Butte and Great Falls on Apr. 1, 1968. This and subsequent entries apply to USA negotiations at Butte, Great Falls, and Anaconda, Montana.

⁶ Until incorporated into base rates, the cost-of-living allowance was an "add-on," and payable only for hours actually worked, overtime, call-in pay, and reporting pay.

⁷ Because of a revision in the published BLS-CPI for the months of Apr.-Oct. 1974, the company and union are still in dispute over the amounts of these increases.

Table 2a. Basic daily rates for selected occupations,¹ 1941-58

Location and occupation	Effective date							
	Oct. 1, 1941	Oct. 1, 1942	Oct. 1, 1945	Apr. 1, 1946	Apr. 1, 1947	July 1, 1948	Mar. 1, 1950	Oct. 16, 1950
Butte:								
Miners, regular ²	\$ 6.75	\$ 7.75	\$ 8.49	\$ 9.23	\$10.15	\$11.11	\$11.51	\$12.31
Miners, shaft ²	7.25	8.25	8.99	9.73	10.65	11.61	12.01	12.81
Anaconda and Great Falls:								
Dinkey engineers	7.25	8.25	8.99	9.73	10.65	11.61	12.01	12.81
Operators ³	6.75	7.75	8.49	9.23	10.15	11.11	11.51	12.31
Suboperators ³	6.50	7.50	8.24	8.98	9.90	10.86	11.26	12.06
Truckdrivers:								
Under 2 tons	7.00	8.00	8.74	9.48	10.40	11.36	11.76	12.56
2 to 5 tons	7.25	8.25	8.99	9.73	10.65	11.61	12.01	12.81
Over 5 tons	7.50	8.50	9.24	9.98	10.90	11.86	12.26	13.06
Anaconda, Butte, and Great Falls:								
Laborers, boss	6.75	7.75	8.49	9.23	10.15	11.11	11.51	12.31
Laborers, regular	6.25	7.25	7.99	8.73	9.65	10.61	11.01	11.81
Laborers, helper	6.00	7.00	7.74	8.48	9.40	10.36	10.76	11.56
	July 1, 1951	July 1, 1952	July 1, 1953	July 1, 1954	July 1, 1955	July 1, 1956	July 1, 1957	July 1, 1958
Butte:								
Dispatchers (train)	\$14.33	\$14.97	\$15.57	\$15.73	\$16.85	\$17.65	\$18.23	\$18.81
Miners, regular ²	13.47	14.11	14.71	14.87	15.91	16.71	17.25	17.79
Miners, shaft ²	14.33	14.97	15.57	15.73	16.85	17.65	18.23	18.81
Anaconda and Great Falls:								
Cranemen (small)	13.90	14.54	15.14	15.30	16.38	17.18	17.74	18.30
Engineers (dinkey), large engine drivers and helpers	14.33	14.97	15.57	15.73	16.85	17.65	18.23	18.81
Operators ³	13.47	14.11	14.71	14.87	15.91	16.71	17.25	17.79
Suboperators ³	13.04	13.68	14.28	14.44	15.44	16.24	16.76	17.28
Truckdrivers:								
Under 2 tons	13.90	14.54	15.14	15.30	16.38	17.18	17.74	18.30
2 to 5 tons	14.33	14.97	15.57	15.73	16.85	17.65	18.23	18.81
Over 5 tons	14.76	15.40	16.00	-	-	-	-	-
Anaconda, Butte, and Great Falls:								
Laborers, boss	13.47	14.11	14.71	-	-	-	-	-
Laborers, regular	12.61	13.25	13.85	14.01	14.97	15.77	16.27	16.77
Laborers, helper	12.20	12.84	13.44	-	-	-	-	-

¹ Excluding shift differentials and overtime premium payments.

² The rates shown are for mines paid by the day.

³ Operators handle the various machines and equipment,

such as the flotation machines in the concentrator, the reverberatory furnaces and the converters, the manganese kiln or any other department equipment. Suboperators assist operators.

Table 2b. Basic daily rates for selected occupations,¹ 1959-71

Location and occupation	Effective date										
	July 1, 1959	Apr. 1, 1960	May 1, 1961 ²	July 1, 1963	July 1, 1964 ³	July 1, 1965 ³	July 1, 1966 ³	April 1, 1968	April 1, 1969	April 1, 1970	July 1, 1971
Anaconda:											
Cranemen (small).....	\$18.70	\$18.90	\$19.50	\$20.10	\$20.58	\$21.22	\$21.86	\$23.60	\$24.78	\$26.20	\$30.60
Engine drivers (large) ⁴	19.21	19.41	20.01	20.61	21.09	21.73	22.37	24.16	25.36	26.80	31.20
Operators (grade 4) ⁴	18.19	18.39	18.99	19.59	20.07	20.71	21.35	23.04	24.20	25.60	30.00
Repair helpers (grade 3) ⁴	17.68	17.88	18.48	19.08	19.56	20.20	20.84	22.48	23.62	25.00	29.40
Truckdrivers:											
Under 2 tons.....	18.70	18.90	19.50	20.10	20.58	21.22	21.86	23.60	24.78	26.20	30.60
2 to 5 tons.....	19.21	19.41	20.01	20.61	21.09	21.73	22.37	24.16	25.36	26.80	31.20
Laborers.....	17.17	17.37	17.97	18.57	19.05	19.69	20.33	21.92	23.04	24.40	28.80
Butte:											
Dispatchers (train).....	19.41	-	20.01	20.61	21.25	21.81	22.45	24.16	25.36	26.80	31.20
Miners, regular.....	18.39	-	18.99	19.59	20.23	20.79	21.43	23.04	24.20	25.60	30.00
Miners, gun runners ⁴	19.41	-	20.01	20.61	21.25	21.81	22.45	24.16	25.36	26.80	31.20
Laborers (regular).....	17.37	-	17.97	18.57	19.21	19.77	20.41	21.92	23.04	24.40	28.80
Great Falls:											
Cranemen (small).....	18.90	-	19.50	20.10	20.74	21.30	21.94	23.60	24.78	26.20	30.60
Engine drivers (large).....	19.41	-	20.01	20.61	21.25	21.81	22.45	24.16	25.36	26.80	31.20
Operators (grade 4).....	18.39	-	18.99	19.59	20.23	20.79	21.43	23.04	24.20	25.60	30.00
Repair helpers (grade 3).....	17.88	-	18.48	19.08	19.72	20.28	20.92	22.48	23.62	25.00	29.40
Truckdrivers:											
Under 2 tons.....	18.90	-	19.50	20.10	20.74	21.30	21.94	23.60	24.78	26.20	30.60
2 to 5 tons.....	19.41	-	20.01	20.61	21.25	21.81	22.45	24.16	25.36	26.80	31.20
Laborers.....	17.37	-	17.97	18.57	19.21	19.77	20.41	21.92	23.04	24.40	28.80

¹ Excluding shift differentials and premium payments.

² Effective Apr. 1, 1961, at Anaconda, Mont., only.

³ At the Anaconda location, increases were effective on

Aug. 1, 1964, 1965, and 1966.

⁴ Other jobs in the same grade level have been substituted for jobs no longer listed in the contract.

NOTE: Dashes indicate no change in daily rates.

Table 2c. Basic daily rates by job grade, 1972-76

Job grade	July 1, 1972 ¹	July 1, 1973 ¹	July 1, 1974 ²	July 1, 1975 ³	July 1, 1976 ⁴
1-2	\$28.92	\$29.92	\$37.12	\$42.08	\$46.08
3	29.51	30.52	37.80	42.83	46.89
4	30.10	31.13	38.49	43.58	47.70
5	30.70	31.73	39.17	44.32	48.50
6	31.29	32.34	39.86	45.07	49.31
7	31.88	32.94	40.54	45.82	50.12
8	32.47	33.54	41.22	46.57	50.93
9	33.06	34.15	41.91	47.32	51.74
10	33.66	34.75	42.59	48.06	52.54
11	34.25	35.36	43.28	48.81	53.35
12	34.84	35.96	43.96	49.56	54.16
13	35.43	36.56	44.64	50.31	54.97
14	36.02	37.17	45.33	51.06	55.78
15	36.62	37.77	46.01	51.80	56.58
16	37.21	38.38	46.70	52.55	57.39
17	37.80	38.98	47.38	53.30	58.20
18	38.39	39.58	48.06	54.05	59.01
19	38.98	40.19	48.74	54.80	59.82
20	39.58	40.79	49.43	55.54	60.62

¹ Rates for 1972 and 1973 reflect a new 20-grade rate structure, effective July 1, 1973, and retroactive to July 1, 1972, rather than rate increases negotiated under the 1971 agreements. (See table 1.)

² Rates reflect a 62-cent-an-hour cost-of-living allowance incorporated into base rates on this date—49 cents accumu-

lated under the 1971-74 agreements and 13 cents effective July 1, 1974, the first adjustment under the 1974-77 agreements.

³ Rates reflect a 46-cent-an-hour cost-of-living allowance incorporated into base rates on this date.

⁴ Rates reflect a 33-cent-an-hour cost-of-living allowance incorporated into base rates on this date.

Table 2d. Selected occupations¹ by grade and location, July 1, 1972

Job grade	Anaconda, Mont.	Butte, Mont.	Great Falls, Mont.
1-2	Janitors; general laborers; clay mill laborers	Drymen; laborers	Janitors (except Aluminum Mill); wire sling makers; laborers
3	Laborers (maintenance); floormen (swampers)	Lime kiln slakers	Laborers (furnace refinery); utilitymen (surface and electrolytic copper refinery)
4	Gardeners; laborers (mason, trackmen, salvage, crusher); Cat helpers; jackhammer men	Lamp and drymen (Berkeley); ditch cleaners; dumpmen	Laborers (rolling mills department—aluminum rod mill, copper rod mill, wire mill and shipping); janitors, Aluminum Mill; conveyormen (reverb furnace)
5	Utilitymen (laboratory, surface); purification helpers; tram oilers; feed belt operators; crane helpers-labor; boiler cleaners	Truck swampers; cement testers; feeder men	Coil tier; laborers (anode furnace); tank cleaners, cranechasers (wire mill shipping)
6	Oilers; scalemen; helpers (repairmen, surveyor, machinist); dust pullers; cranechasers (converter dept.)	Utilitymen; greasemen; car unloaders; leach dump drill hole slakers	Oilers-furnace tenders; leadburner helpers (electrolytic copper refinery); ² carpenter helpers; ² bar hoist operators (copper rod mill); trackmen; copper rod inspector (copper rod mill)
7	Helpers (brickmason, environmental technician, hand tapper); salvage attendants; greasemen	Belt and spreader men; salvage men; jackhammer men	Scrap baler operators; copper loaders; leadpot operators; tankmen (electrolytic copper refinery); mould painters; cranechasers (electrolytic copper refinery); sheetroom operators (electrolytic copper refinery); concrete finishers
8	Samplers; mason operators; crusher operators; sawyers; truckdrivers (1 ton and under); payloaders (small); tailings pumpmen	Trackmen (underground); lift truck operators	Coil bundlers; labor leadmen; gluemen (electrolytic copper refinery); furnace helpers; brickmason helpers; ² fork truck operators; strippers (electrolytic copper refinery)

Table 2d. Selected occupations¹ by grade and location, July 1, 1972—Continued

Job grade	Anaconda, Mont.	Butte, Mont	Great Falls, Mont.
9	Crane operators; chippers; helpers (foundry, machinist, molder); hoistmen (small); assistant melters; crane men (power house); tractormen (under 50 HP); truckdrivers (over 1 ton through 20 tons); mobile sweeper operators; warehousemen; pneumatic puncher operators (converter dept.)	Warehousemen; primer men; sweeper operators; treating plant operators; powdermen (open pit); auxiliary crusher operators; sample buckers; sawyers	Dock cranemen; truckdrivers; mill attendants; ³ bluestone operators; fishers; ladle repairmen (shaft furnace); Anode hoistmen; warehousemen; inspectors (electrolytic copper refinery)
10	Head samplers; powdermen; lime operators; hand tappers; machine tappers; cranemen (casting); operators (crusher; ball mill); trailer truckdrivers	Topmen; nitrate plant operators	Cranemen, copper mill, billet; ⁴ weighers; inspector instructors (electrolytic copper refinery); charge operators (shaft furnace); testers; samplers; concrete leadmen; inspectors (furnace refinery)
11	Radial drill operators; cranemen (foundry shop); truckdrivers (over 2 tons); tractormen (over 50 HP); payloaders operators (large); grader operators; Cat operators	Motormen (underground); pipemen (underground); mine fill runners; lime kiln operators	Cranemen (electrolytic copper refinery); lift, scrap, pulpit-furnace men; finishers; locomotive engineers (electrolytic copper refinery); spray painters; ropemen (rigger); cranemen (electrolytic copper refinery); plastic vulcanizers (electrolytic copper refinery)
12	Repairmen; pipeline inspectors; engine drivers; turnapull operators; vac all drivers; slag runners; ropemen (rigger)	Switchmen (surface); ⁵ engine drivers (surface); gun runners; ⁶ miners (surface); repairmen (underground)	Refinery cranemen; repairmen; circulators; service equipment operators; engine drivers, large; ⁷ repairmen (copper rod mill)
13	Brass melters; iron melters; pourers; roaster repairmen; outside crane operators	None	Anode stripper leadmen; reverb furnacemen; outside crane operators; tappers
14	Flotation operators	Pit shaftmen; miners, day's pay (contract) ⁸	Repair leadmen; rougher-furnacemen; anode ladlemen; maintenance chiefs (steam and compressor plant); charge cranemen (reverb and billet)
15	Refiners; head repairmen	Crusher operators	Billet ladlemen
16	Converter cranemen; reverberatory skimmers; acid plant operators	None	Leadburners; furnace wheel cablemen; refiners (reverb furnace)
17	None	None	None
18	Converter skimmers	None	Dock leadmen
19	None	None	None
20	None	None	None

¹ The July 1, 1972 job reclassification program resulted in many restructured jobs and revised occupational titles. The former titles of "cranemen (small)" and "operators" (grade 4) at Anaconda, Mont., listed in Table 2b, were deleted, and comparable job titles are not available.

² Formerly "repair helpers".

³ Formerly "operators (grade 4)".

⁴ Formerly "cranemen (small)".

⁵ Comparable to the former "dispatchers, train" title.

⁶ Formerly "miners, gun runners".

⁷ Formerly "engine driver".

⁸ Formerly "miners, regular."

Table 3. Supplementary compensation practices¹

Effective date	Provision	Applications, exceptions, and other related matters	
Shift premium pay			
Oct. 1, 1941	No provision for shift premium pay.	In accordance with National War Labor Board Directive Order, July 27, 1944.	
Oct. 1, 1943	4 cents an hour for work on second shift; 8 cents an hour for third shift; and 6 cents an hour for intermediate shift.		
July 1, 1954 (agreements of Oct. 15, 1954).	Increased to: 5 cents an hour for work on second shift; 10 cents an hour for third shift; and 7½ cents an hour for intermediate shift.		
July 1, 1962 (agreements of same date).	Increased to: 6 cents an hour for work on second shift; 12 cents for third shift; and 9 cents for intermediate shift.		
July 1, 1962 (agreement of same date—Anaconda). ²		Changed: Overtime not paid employee given 16 hours' notice of change in shift starting time.
Aug. 1, 1964 (agreement of same date—Anaconda); and July 1, 1966 (agreement dated July 1, 1964—Butte and Great Falls).	Increased to: 8 cents an hour for work on second shift; 16 cents for third shift; and 12 cents for intermediate shift.		
July 1, 1972 (agreements dated July 1, 1971).	Increased to: 10 cents an hour for work on second shift; 20 cents for third shift; and 15 cents for intermediate shift.		
July 1, 1975 (agreements dated July 1, 1974).	Increased to: 20 cents an hour for work on second shift; 30 cents for third shift; and 25 cents for intermediate shift		
Overtime pay			
Oct. 1, 1941	Time and one-half for hours worked over 8 a day or 40 a week.		
Aug. 1, 1966 (agreement dated Aug. 1, 1964—Anaconda); and Apr. 1, 1968 (agreements of same date—Butte and Great Falls). ²	Added: Double-time after 12 consecutive hours' work in any 24-hour period.		
Premium pay for weekend work			
Oct. 1, 1941	Time and one-half paid for work on Sunday.	Applied to craftsmen helpers, not assigned regularly to continuous operations, and to any work except when Sunday was worked in lieu of a holiday. Overtime pay for Sunday work based on the increased rates.	
July 1, 1966 (agreement dated July 1, 1964—Butte and Great Falls).	25 cents an hour premium for all Sunday work.		
Holiday pay			
Oct. 1, 1941 ³	Double time for work on specified holidays; no pay for holidays not worked.	Holidays were Fourth of July, Labor Day, Christmas, and either Miners' Union Day (June 13) or Memorial Day. In Butte, all 5 were premium holidays.	
Oct. 1, 1942	Changed to: Time and one-half for work on 6 holidays.	Holidays were New Year's Day, Fourth of July, Labor Day, Thanksgiving, Christmas, and either Memorial Day or a local holiday.	
Aug. 21, 1945	Changed to: Double time for work on 4 specified holidays; 5 holidays in Butte.	Holidays in Great Falls and Anaconda were: Fourth of July, Labor Day, Christmas, and either Smeltermen's Union Day (Aug. 8) or Memorial Day. In Butte, both June 13 and Memorial Day were holidays.	
Apr. 1, 1947	5 paid holidays established for which employees received 8 hours' straight-time pay; double time for holidays worked.	Holidays were New Year's Day, Fourth of July, Labor Day, Christmas, and Memorial Day. In Butte, Miners' Union Day was substituted for New Year's Day. To qualify for holiday pay, an employee must have	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
Apr. 1, 1947—Continued		worked in the 26 weeks preceding the week of the holiday, 117 shifts if on a 6-day week or 97 if on a 5-day week. Holiday pay provided employee laid off 7 days or less before holiday.
July 1, 1948	Added: 1 paid holiday (total 6).	Holiday: New Year's Day in Butte; Thanksgiving in Great Falls; Aug. 8, a local holiday, in Anaconda.
Apr. 10, 1950		To qualify for pay for holidays not worked, employees on a 5-day week required to work at least 2 shifts; those on a 6-day workweek, 3 shifts during the week in which the holiday fell.
Sept. 4, 1953	Added: Additional day's pay at straight-time rate when a holiday fell within an employee's vacation period on a day that would otherwise have been a scheduled workday.	Qualification for holiday pay reduced to (a) 13 weeks (Anaconda and Great Falls), or (b) 20 weeks (Butte) of continuous employment immediately preceding the holiday. ⁴
July 1, 1954 (agreements of Oct. 15, 1954).		Eliminated: Requirement that holiday must fall on scheduled day of work in order for employee to receive holiday pay.
July 1, 1956 (agreements of June 29, 1956).	Added: 1 paid holiday (total 7).	Failure to report to work because of death in immediate family did not disqualify employee for holiday pay.
July 1, 1959 (agreement of same date—Great Falls);	Added: 1 paid holiday (total 8).	Holiday was employee's birthday. If an employee's birthday fell on one of the other enumerated holidays, birthday holiday was taken on same day the next week.
Feb. 15, 1960 (agreement of same date—Butte); and		Holidays in effect and continued were: New Year's Day, Memorial Day, Independence Day, Labor Day, Christmas Day, and employee's birthday at all locations; Smeltermen's Union Day (Aug. 8) at Anaconda; Miner's Union Day (June 13) at Butte; and Thanksgiving Day at Great Falls.
Jan. 13, 1961 (agreement of same date—Anaconda).		Holiday added was: Thanksgiving Day at Anaconda and Butte and Commercial Day at Great Falls.
Jan. 13, 1961 (agreement of same date—Anaconda); and	Increased to: Double time and one-quarter for work on 8 holidays.	
May 1, 1961 (agreements dated July 1, 1959—Great Falls, and Feb. 15, 1960—Butte).		
July 1, 1962 (agreements of same date).	Increased to: Double time and one-half for work on 8 holidays.	Holidays that fell on Sunday observed the following Monday.
July 1, 1964 (agreements of same date—Butte and Great Falls); and		Eliminated: Provision to celebrate Sunday holidays on Monday.
Aug. 1, 1964 (agreement of same date—Anaconda).		Added: Holiday pay provided for sick or injured employee who worked one shift in holiday workweek, if disability occurred during week of holiday.
Apr. 1, 1968 (agreement of same date—Anaconda).		Changed: If an employee's birthday fell on one of the other enumerated holidays, birthday holiday was taken the following day.
Apr. 1, 1968 (agreements of same date—Anaconda, Butte, and Great Falls).		Added: An employee called to work on a holiday for which employee was entitled to receive holiday pay, would receive full holiday pay plus time and one-half for the call-out hours worked.
July 1, 1971 (agreements of same date).		Added: Employee who was scheduled to work but who did not report on a holiday because of disabling accident or physical impossibility on employee's part resulting from no fault of employee, would not be disqualified for holiday pay.
		Added: Attendance in court as a juror or witness considered as time worked in determining holiday eligibility.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
July 1, 1974 (agreements of same date).	Added: 1 paid holiday (total 9).	Holiday was Dec. 31. Added: National holidays which also were holidays specified under the contracts were observed on the day designated by the Federal Government.
July 1, 1974 (agreement of same date—Anaconda).	.....	Changed: If an employee's birthday fell on one of the other enumerated holidays, birthday holiday was taken the following day.
Paid vacations		
Oct. 1, 1941	1 week's vacation with 5 days' pay, based on average daily earnings in the 3 months preceding the vacation.	To be eligible employees must have worked in the preceding year as follows: 230 days, if employed by the company less than 10 years; 215 days, if employed 10 years but less than 20; or 200 days, if employed 20 years or more.
Oct. 1, 1942	Added: 6 days' paid vacation for employees on scheduled 6-day workweek.	Eligibility requirements changed to: Butte—267 days, if employed less than 10 years; 250 days, if employed 10 years but less than 20; and 232 days, if employed 20 years or more; Great Falls—247 days, if employed less than 10 years; 231 days, if employed 10 years but less than 20; and 214 days, if employed 20 years or more. Anaconda—276 days, if employed less than 10 years; 258 days, if employed 10 years but less than 20; and 240 days, if employed 20 years or more.
Oct. 1, 1943	Changed to: 1 week's paid vacation for employees with 1 but less than 5 years' service; 2 weeks' paid vacation for employees with 5 years' service or more. Pay based on straight-time earnings in 12 weeks preceding vacation.	Pursuant to NWLB Order of July 27, 1944, eligibility requirements were as follows: Anaconda and Great Falls—to receive credit for a year of service, an employee must have worked on a required number of shifts in each such year; ⁵ Butte—(a) 1 week's vacation, 75 percent of scheduled shifts in the preceding year; (b) 2 weeks' vacation, 75 percent of scheduled shifts in 5 years preceding Oct. 1, 1943.
Oct. 1, 1945 .....	.....	Eligibility requirements changed to: Butte—2 weeks' vacation, 60 percent of scheduled shifts in any 3 of the previous 4 years and 75 percent of the scheduled shifts in the last 2 years. Anaconda and Great Falls changed to conform to practice in Butte.
Apr. 1, 1947 .....	.....	Anaconda and Great Falls: Eligibility requirements changed back to a specified number of shifts in each year of service. ⁵
Apr. 1, 1952	Added: 3 weeks' paid vacation for employees with 15 years of service or more.	
Sept. 4, 1953	Added: Employees who are qualified for vacation and who applied for pension to receive their vacations before commencement of pension.	
July 1, 1954 (agreements of Oct. 15, 1954).	Added: Vacation pay for otherwise qualified employees who quit or were discharged.	Pay based on average straight-time rate earned during final 12 weeks of employment.
Apr. 1, 1956 (agreements of June 29, 1956).	Added: Additional one-half week of vacation pay for employees with 10 but less than 15 years' service.	
July 1, 1956 (agreements dated June 29, 1956).	Added: Employee who qualified for a vacation and died before taking it would have vacation pay paid to his estate provided	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
July 1, 1956 (agreements dated June 29, 1956)—Continued	letters testamentary or letters of administration were delivered to company within 60 days after death. If letters not delivered within such time limit, then vacation pay paid to widow, if any; otherwise liability of company would terminate.	
Apr. 1, 1959 (agreements dated July 1, 1959—Great Falls, and Feb. 15, 1960—Butte).	Changed: Eligibility requirements: For employees with less than 5 years' continuous service—190 shifts in preceding year; employees with 5 but less than 10 years' service—specified number of shifts in each of immediately preceding 5 years; ⁸ employees with 10 but less than 15 years' continuous service—10 years' plant seniority or 150 or more shifts in each of 5 of the 6 years immediately preceding the years used to qualify for 2 weeks; employees with 15 years' or more continuous service—15 years' plant seniority or 150 or more shifts in each of 10 of the 12 years immediately preceding the years used to qualify for 2 weeks.	Changed: Butte—requirement for employee on 6-day week with less than 5 years' service—to 230 shifts in preceding year.
Jan. 1, 1960 (agreement dated Jan. 13, 1961—Anaconda).		Changed: Vacation pay determined by length of service and shifts worked. ⁷ Total annual earnings to include (1) shift differentials, vacation pay, holiday pay, overtime, and other earnings subject to Federal income tax, in addition to the base hourly rate of pay; (2) regular hourly earnings for (a) up to 90 days for work-connected disability, (b) up to 30 days for State or Federal jury, (c) all time spent as member of general negotiating or local industrial relations committee, and (d) up to 10 days as a delegate to International or Federation conventions.
July 1, 1962 (agreements of same date—Butte and Great Falls).	Changed to: 1 calendar week's vacation for employees with 1 but less than 3 years' service; 2 weeks for 3 but less than 15 years. Other eligibility requirements unchanged except for employees with (1) 3 but less than 10 years' service—years in which specified number of shifts required reduced to 4; ⁹ (2) 10 but less than 15 years—150 shifts required in each of 3 of 4 years (Butte) and 7 of 8 years (Great Falls) preceding years used to qualify for 2 weeks' vacation; and (3) 15 years or more—150 shifts required in each of 10 of 12 years (Butte) and 12 of 14 years (Great Falls) preceding years used to qualify for 2 weeks' vacation.	Pro rata vacation provided employees who retired at 68.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
July 1, 1962 (agreement of same date—Anaconda).	.....	Increased: To 15, maximum number of days credited toward annual earnings as delegate to International, State, or Federation conventions, district conference, or time spent in contract negotiations.
Jan. 1, 1965 (agreement dated Aug. 1, 1964—Anaconda); and Apr. 1, 1965 (agreements dated July 1, 1964—Butte and Great Falls).	Changed to: 3 weeks' paid vacation for employees with 12 but less than 25 years' continuous service; 4 weeks for 25 or more. One additional day's vacation pay, for each year's service between 20 and 25. ⁹	Changed: Butte and Great Falls—full vacation provided employee who has required service or seniority but who did not work the required number of shifts to qualify for full vacations, if he worked 75 percent of the available shifts. (Formerly employee required to work varying number of shifts.)
Apr. 1, 1968 (agreement of same date—Anaconda).	Changed to: 2 weeks' paid vacation for employees with 3 but less than 10 years' continuous service. ⁹	
Apr. 1, 1968 (agreements of same date—Anaconda and Great Falls).	Changed: Employees eligible for 2 weeks or more could split their vacation. Previously, only employees who were eligible for 3 weeks at Anaconda, Mont., and employees eligible for 4 weeks at Great Falls could split vacations.	Vacation could be split only once during the year and was to be on a full-week basis.
Apr. 1, 1969 (agreements of Apr. 1, 1968).	Changed to: 3 weeks' paid vacation for employees with 10 but less than 25 years' continuous service.	
Apr. 1, 1970 (agreements of Apr. 1, 1968).	Changed to: 4 weeks' paid vacation for employees with 20 years or more of continuous service.	
July 1, 1971 (agreement of same date—Butte).	Changed: Employees eligible for 2 weeks (was 4 weeks) or more were permitted a split vacation.	Vacation could be split only once during the year and was to be on a full-week basis.
July 1, 1971 (agreements of same date).	Changed: Employee who worked the required number of shifts to qualify for a vacation and who died in the tenth month or later of the qualifying vacation period, would have vacation pay paid to surviving spouse, if any; otherwise to the estate.	Added: Time spent in armed service considered as time worked in determining vacations and employee to receive a full vacation in vacation year of return to company provided certain requirements were fulfilled.
July 1, 1974 (agreements of same date—Butte and Great Falls).	.....	Added: Up to 20 days attendance in court on active jury duty as a juror or witness considered as time worked in determining vacation eligibility. Changed: Eligibility requirements to 150 shifts in qualifying year and no break in seniority—to conform to practice in Anaconda, Mont.
July 1, 1975 (agreements dated July 1, 1974).	Changed to: 4 weeks' paid vacation for employees with 17 years or more of continuous service.	
July 1, 1976 (agreements dated July 1, 1974).	Added: 5th week of paid vacation for employees with 25 years or more of continuous service. ¹⁰ Added: \$50 week vacation bonus for vacations taken in months of October through May.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting time		
Oct. 1, 1941	No provision for reporting time.	Not applicable when failure to provide work was beyond control of the company. For this kind of failure, employees were permitted to work at other than their regular jobs.
Oct. 1, 1945	Minimum of 4 hours' straight-time pay guaranteed employees reporting to work.	
July 1, 1964 (agreements of same date—Butte and Great Falls; Aug. 1, 1964—Anaconda).	.....	Changed: Reporting pay guaranteed unless public notice of shutdown was made at least 1 hour before start of shift. Company could require employee to work during 4-hour guarantee or forfeit pay.
Apr. 1, 1968 (agreement of same date—Anaconda).	Increased to: Minimum of 8 hours' straight-time pay for employees reporting to work.	
Call-out pay		
Oct. 1, 1941	Time and one-half paid to employees called to work between regular shifts.	Minimum payment was 4 hours at straight-time.
Jan. 13, 1961 (agreement of same date—Anaconda).	.....	Increased to: 6 hours at straight-time guaranteed employees called to work between regular shifts.
July 1, 1964 (agreement of same date—Butte and Great Falls).	.....	Changed: Employee required to report to work before scheduled starting time, to receive call-out premium for unscheduled hours only on first day of new arrangement.
Aug. 1, 1964 (agreement of same date—Anaconda).	.....	Employee who did not receive 16 hours' advance notice of changed work schedule to receive time and one-half for entire shift on first day of new arrangement.
Travel pay		
Apr. 1, 1941	Straight-time paid Butte employees for 10 minutes (total) travel to and from surface of mine.	Pursuant to regulations of the Fair Labor Standards Act, time worked plus travel and surface time paid at Butte to employees who quit or were laid off while at work.
Oct. 1, 1941 .....	.....
Mine accident pay		
Oct. 1, 1941	Time and one-half paid employees kept underground by causes beyond their control.	Applicable in Butte only.
Injury pay		
Oct. 1, 1941	Full day's pay guaranteed to workers injured at work.	Applicable in Butte only. Contract miners paid day rate for hours not worked on day of injury.
July 1, 1964 (agreement of same date—Great Falls).	.....	Added: Workers injured at work guaranteed 1 day's pay.
Overtime meal pay		
July 1, 1962 (agreements of same date—Butte and Great Falls; Aug. 28, 1962—Anaconda).	Established: Anaconda—Free meal (maximum cost, \$2.50) to employee after second hour of overtime and each 6 hours thereafter. Established: Great Falls—Free meal for: (1) day shift workers	Previously governed by local rules.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Overtime meal pay—Continued		
July 1, 1962 (agreements of same date—Butte and Great Falls; Aug. 28, 1962—Anaconda)—Continued.	<p>after 6 p.m. and again after 12 p.m. (midnight); (2) afternoon shift after 12 p.m. (midnight) and again after 4 a.m.; (3) night shift after 8 a.m. and again after 12 noon.</p>	
<p>Established: Butte—free meal (maximum cost, \$2.50), to employees after second overtime hour and each 6 hours thereafter. Free meal after each 4 consecutive hours to workers called out for emergency work and not given lunch period.</p>	<p>Established: Butte—free meal (maximum cost, \$2.50), to employees after second overtime hour and each 6 hours thereafter. Free meal after each 4 consecutive hours to workers called out for emergency work and not given lunch period.</p>	<p>Meal provided if work extended for more than 3 hours; meal ticket if between 2 and 3 hours.</p>
July 1, 1964 (agreements of same date).	<p>Changed: Great Falls—free meal provided for employee required to work overtime past 6 p.m., over 2 hours, or, if called out between shifts, after 4 hours. Another meal provided each 4 hours thereafter.</p>	
Apr. 1, 1968 (agreements of same date).	<p>Established: Great Falls—maximum cost of meals, at \$3; employee was paid \$3 if meal not received.</p> <p>Increased: Anaconda—maximum on meal cost—to \$3.</p>	
July 1, 1971 (agreement of same date—Butte).	<p>Changed: Butte—free meal (maximum cost, \$2.50) to employee after second overtime hour and each 4 hours thereafter. Free meal to employee called to work on day employee was not scheduled to work, unless at least 2 hours advance notice to report was given.</p>	
July 1, 1974 (agreements of same date).	<p>Added: Employees of the Berkely Pit who were not allowed to start lunch from 3½ to 5 hours (4 to 5 hours for warehousemen) after start of their shift, were paid for one-half hour at time and one-half. In such cases, within a reasonable time, employees were given a 20-minute lunch break on company time.</p>	
July 1, 1974 (agreements of same date).	<p>Changed: Overtime meal provisions standardized at Anaconda, Butte, and Great Falls as follows: Free meal (maximum cost, \$5.50) to employee after second hour of overtime at beginning of a given shift and for each 4 hours worked thereafter; meal ticket to employee after second hour of overtime at end of a given shift, unless employee continued working overtime, in which case, employee would receive a meal and an addi-</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Overtime meal pay—Continued		
July 1, 1974 (agreements of same date)—Continued	tional meal each 4 hours worked thereafter. Free meal to employees called out to work between shifts after working 4 hours and for each 4 hours worked thereafter. Free meal to employees working a rescheduled shift with less than 2 hours notice after working 4 hours and for each 4 hours worked thereafter.	
Bereavement pay		
Aug. 1, 1965 (agreement dated Aug. 1, 1964—Anaconda).	Established: Up to 3 days' leave at regular hourly rate for employee attending funeral of member of immediate family.	Immediate family defined as parent, parent-in-law, brother, sister, spouse, or child. Eligibility limited to employee with at least 6 months of seniority.
July 1, 1971 (agreements of same date).	Changed for Anaconda, Mont. and established at other units: 3 days' paid leave at regular straight-time rate of pay for employee attending funeral of member of immediate family.	Immediate family defined as parent, stepparent, parent-in-law, brother, brother-in-law, sister, sister-in-law, spouse, child, stepchild or grandparent. Leave to be taken during period beginning with date of death and ending 3 days beyond date of funeral.
July 1, 1974 (agreements of same date).	.....	Changed: Definition of immediate family to include grandchild.
Jury duty and witness pay		
July 1, 1964 (agreements of same date—Butte and Great Falls).	Established: Worker paid difference between 8 hours' straight-time earnings, including shift differentials, and payment for jury duty service provided for each day employee otherwise would have worked.	Employee to present proof of service and amount of pay received.
July 1, 1971 (agreements of same date).	Established for Anaconda, Mont. and changed for other units: Workers on jury duty paid difference between pay for 8 hours' straight-time earnings (including shift differentials), and pay for court service as a juror, witness, or prospective juror or witness.	Employee to present proof of service and amount of pay received.
Health and welfare benefits		
Oct. 1, 1941.....	Equal contributions by company and employees up to a maximum company contribution of \$1 a month per family for hospital and medical insurance.	Applicable in Butte and Anaconda only.
Oct. 1, 1942.....	.....	For sickness or injury, company contribution to continue for a maximum of 6 months.
Apr. 10, 1950.....	Increased to: Company contribution, \$1.75 a month; employee, \$1.50 a month. Plan provided for necessary medical, hospital,	Not applicable to venereal disease and sickness and injury caused by intoxication. Plan applicable to all three locations.

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		
Apr. 10, 1950—Continued	<p>and surgical services required to treat occupational and non-occupational injuries and sickness.</p> <p>Dependents: Maximum of \$1.50 each contributed by company and employee for necessary family medical care and hospital treatment.</p>	Benefits provided by several commercial companies of the union's choice.
July 1, 1951	Nonindustrial sickness and accident benefits: Engineers, \$28 a week for 26 weeks; miners, \$28 a week for 13 weeks.	Monthly contributions: Company \$1.00; employee \$1.28 to \$1.37, depending on plan. Included in union contract approved by Wage Stabilization Board (WSB), Dec. 7, 1951.
Jan. 1, 1953	Hospital and medical insurance: Company contribution for employee's insurance increased 50 cents a month (to \$2.25).	Approved by WSB, Jan. 1, 1953.
Sept. 4, 1953	Changed to: Company contribution for employee's insurance increased 50 cents a month (to \$2.75); employee contribution reduced 50 cents a month (to \$1, Butte, and to 75 cents, Anaconda and Great Falls).	
July 1, 1954 (agreements of Oct. 15, 1954).	Dependents: Company contributions increased by 50 cents a month (to \$2) plus sum equal to amount contributed by employee up to maximum of \$1.50 a month—total \$3.50—for family hospital and medical coverage.	
July 1, 1956 (agreements of June 29, 1956).	Employees: Company contribution for hospital and medical insurance changed to average of \$2.76 a month.	Employees to contribute minimum of \$1 a month.
	Nonindustrial sickness and accident benefits: Increased to weekly maximum of \$32.50.	Company contribution of \$1 a month per employee continued.
Feb. 1, 1960 (agreements dated July 1, 1959—Great Falls, and Feb. 15, 1960—Butte).	Increased: Company contributions to the health and welfare plan, to average of \$15.18 a month per employee.	Agreements also provided for deferred increases in contributions in April or May 1961.
1960 ¹¹	Following plans in effect for employees: \$1,000 noncontributory life insurance.	Full-time employees to qualify on first day of month following 30 days of employment (1) if actively at work on July 1, 1960, or (2) if not actively at work but on authorized leave of absence, off the job because of industrial accident or occupational disease, on vacation, or on layoff but not employed elsewhere.
	Contributory life insurance available to employees after 2 months of active service based upon normal annual earnings. ¹²	Plan not included in contract. Employees to contribute 60 cents a month per \$1,000 of life insurance; company paid remainder. Employee whose services were terminated because of total disability could continue life insurance for 1 year or the period equal to the time insured if less than 1 year, if employee paid premium of 60 cents a month for \$1,000. Laid-off employees could continue insurance for up to 12 months if they paid regular monthly premiums.
	Accidental death and dismemberment: One-half to full face value of primary life insurance.	

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		
1960 ¹¹ —Continued	<p>Accident and sickness benefits: Payment for maximum of 26 weeks from first day of accident or fourth day of illness for non-occupational disability—\$32 a week for single employees, \$37 for those with 2 dependents or fewer and \$42 for 3 dependents or more (maximum of 70 percent of employee's average weekly earnings).</p> <p>Hospital room and board: For employees—3-bed ward rate, plus private room allowance of 80 percent of difference between private and ward accommodations; for dependents—\$12 a day plus private room allowance up to 180 days per period of disability.</p> <p>Hospital extras: Paid in full for employees; \$500 plus 80 percent of balance for dependents.</p> <p>Emergency room: Paid in full for employees; up to \$100 for dependents.</p> <p>Ambulance: \$25 for employees and dependents in case of accident.</p> <p>Maternity (wife only): \$90 for hospital charges.</p> <p>Medical benefits: For employees—office services and home and hospital visits paid in full; for dependents—up to 50 home and office calls a year, and up to 180 hospital calls for each period of disability. Dependents received benefits for first call for accident; fourth call for illness.</p> <p>Surgical benefits: Paid in full for employees and dependents.</p> <p>Diagnostic X-ray and laboratory examination: Paid in full for employees and 50 percent a year for dependents.</p> <p>Prescription drugs: After \$1 deductible per prescription, paid in full for employees and up to \$100 maximum per year for dependents.</p> <p>Obstetrical benefits: Paid in full (except for X-ray and laboratory) for dependents only.</p> <p>Major medical benefits: 80 percent of (a) reasonable cost of supplemental payment for physician's services over allowable fee for medical-surgical</p>	<p>Dependents defined as spouse, unmarried children between the ages of 14 days and 19 years, and wholly dependent unmarried students under 24.</p> <p>"Period of disability" defined as unbroken succession or 180 days during which benefits were paid, or a series of shorter terms of successive days totaling 180 days which were not separated by more than 7 days.</p> <p>Payable for treatment of accidental injuries within 48 hours of time injuries were sustained and for outpatient surgery.</p> <p>Ectopic pregnancy or caesarean section not subject to \$90 limit.</p> <p>Payments in full for doctor's services, X-ray and laboratory examinations, surgical benefits, and obstetrical benefits made only to families with incomes less than \$6,000 a year and not more than \$20,000 in net assets. Families could be charged extra by member physicians, in which event they received 80 percent of the customary and reasonable charges of member doctors over the allowable fee, up to \$1,000 per period of disability.</p> <p>Benefits not available for: Insanity, neuropsychiatric or mental conditions, idiopathic epilepsy, and alcoholism.</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		
1960 ¹¹ —Continued	<p>benefits for employee or dependent of employee not entitled to service benefits because of family income or net assets; (b) cost of private room over regular room allowance, up to maximum of \$1,000 in each period of disability for dependents; and (c) customary and reasonable charges for physician's and hospital treatment of mental and nervous conditions for dependents, each up to maximum of \$1,000 for each period of disability. Regular benefits for mental and nervous conditions available for employees.</p>	
<p>Jan. 13, 1961 (agreement of same date—Anaconda); and May 1, 1961 (agreements of July 1, 1959—Great Falls, and Feb. 15, 1960—Butte).</p>	<p>Increased: Company contributions, to average of \$16.61 a month per employee.</p>	
<p>July 1, 1962 (agreement of same date—Butte and Great Falls).</p>	<p>Increased: Company contributions to \$22.61 a month.</p>	
<p>July 1, 1962 (agreement of Aug. 28, 1962—Anaconda).</p>	<p>Increased: Company contributions to \$23.46 a month. Accident and sickness benefits to \$50 a week.</p>	
<p>Sept. 1, 1962—Anaconda.</p>	<p>Changed (for employees and dependents): Hospital benefits— Room and board: Full coverage for ward accommodations (3 beds or more) for as long as hospitalization was required for employees; up to \$12 a day for maximum 180 days per disability for dependents. Hospital extras: Full coverage for as long as hospitalization was required for employees; up to \$500, plus 80 percent of additional charges per disability for dependents. Emergency care: Full coverage in out-patient department of hospital for an accidental injury or for surgery for employees; up to \$100 for treatment rendered within 48 hours of an accident or for surgery for dependents. Ambulance services: Up to \$25 for accidental injury. Maternity benefits (wife only): Regular room and board benefits plus up to \$90 for hospital services for each pregnancy. Anesthesia benefits: Full coverage when administered for care of a condition for which medical benefits were payable for employees and dependents.</p>	<p>Dependents defined as spouse, unmarried children under age 19, and unmarried children between 19 and 23 enrolled as students in a recognized institution of higher education, and dependent on employee for support. Plan to pay 80 percent of amount over \$12 a day toward private room accommodation, maximum \$1,000 per disability for dependents.</p> <p>Benefits limited to use of operating room, surgical and anesthetic supplies, anesthesia services, laboratory services, splints, casts, dressings, approved drugs and medication regularly furnished by hospital and—for employee—diagnostic X-rays.</p> <p>Not payable when anesthesia was administered by operating physician.</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		
Sept. 1, 1962—Anaconda—Continued	<p>Medical benefits— Doctor's services: Hospital calls paid for in full for employees and dependents; home and office calls paid for in full for employee, up to 50 home and office calls per year for dependents. Dependents received benefits for first call for accidents; for fourth call for illness.</p> <p>Surgical benefits: In full for employees and dependents. Diagnostic X-ray and laboratory examination: In full for employees; \$50 a membership year for dependents. Radiation therapy: Full coverage for employees and dependents. Prescription drugs: In full less \$1 per prescription. Maximum \$100 for each membership year for dependents. Obstetrical benefits: In full for dependents only.</p>	<p>Payments in full for member doctors' services, outpatient X-ray and laboratory benefits, surgical, obstetrical, radiation therapy, and anesthesia benefits for families with incomes of less than \$6,000 a year and not more than \$20,000 in net assets. Member doctors could make additional charges to employees with a family income over limits.</p> <p>Employees who used services of a member doctor or a nonparticipating physician and whose family income or net assets exceeded plan limitations, reimbursed up to 80 percent for reasonable and customary charges of a doctor over the allowable fee, up to \$1,000 per period of disability.</p> <p>For service of a nonparticipating doctor, employee reimbursed up to the amount that would have been paid to a member doctor for the same service.</p>
July 1, 1963—Butte and Great Falls.	<p>Increased: Accident and sickness benefits to \$45 a week for employees with three dependents or more. Eliminated: 70 percent maximum on accident and sickness benefits.</p>	<p>Excluded payment for medicines, X-rays, laboratory services, diagnostic services, or blood transfusions. Changed: Union to select and administer health and welfare plans.</p>
Sept. 1, 1963—Anaconda.	<p>Changed (for employees and dependents): Hospital benefits— Room and board: Full coverage for ward accommodations (3 beds or more), plus 80 percent of additional charges for room and board and general nursing, as long as medically indicated for employees, up to 180 days for dependents, for each confinement. Hospital extras: Full coverage as long as medically indicated for employees, up to 180 days for dependents, for each confinement. Anesthesia benefits: \$17.50 for first half hour or fraction thereof; \$7.50 each for the third and fourth one-quarter hour or fraction thereof; \$5 plus 80 percent of additional</p>	<p>Plan to pay hospital's average ward charges as the allowance toward private or semiprivate rooms. Coverage for employee hospitalized on date plan terminated to be continued until the earlier of—discharge, maximum benefits exhausted, or 6 months elapsed. Premiums waived after 30 days of continuous disability for employees totally disabled until available for work, or 12 months, whichever occurred first. For occupational disability, coverage could be continued an additional 12 months if employee paid premiums. Employee on lay-off or leave of absence could continue coverage for up to 6 months, by paying full premiums.</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		
Sept. 1, 1963—Anaconda—Continued	<p>charges made by physician-anesthesiologist for each succeeding one-quarter hour or fraction thereof.</p> <p>Medical benefits—</p> <p>Doctor's services in hospital: \$4 for each day of confinement, plus 80 percent of additional charges made by doctor. Out of hospital—up to \$3 for office visits and up to \$5 for home visits, over \$50 deductible, plus 80 percent of additional charges.</p> <p>Surgical benefits: surgical schedule—up to \$300 plus 80 percent of any additional charges.</p> <p>Diagnostic X-ray and laboratory examinations: Full coverage for schedule of benefits, plus 80 percent additional charges. Maximum \$100 for each dependent.</p>	<p>Benefits not available for surgery or during periods preceded or followed by surgery, or for conditions resulting from pregnancy.</p> <p>Benefits limited to one visit a day; for dependents, limited to 50 visits each contract year. Maximum family deductible \$100.</p> <p>Benefits available on an outpatient basis.</p> <p>Benefits not available for treatments, except X-rays resulting from injuries sustained in an accident; eye examinations, premarital examinations, and routine physical check-ups including examinations required by employment or governmental authority, medical services rendered by pregnancy, or any conditions resulting therefrom.</p> <p>For dependents—benefits also not available for nervous and mental disorders, and alcoholism.</p>
<p>July 1, 1964 (agreements of same date—Butte and Great Falls).</p> <p>Aug. 1, 1964 (agreement of same date—Anaconda).</p> <p>Oct. 1, 1964—Butte and Great Falls.</p>	<p>X-ray and radioactive therapy benefits: Up to \$300 for X-ray, radium, or radioactive isotope treatment, in any contract year, plus 80 percent of additional charges.</p> <p>Increased: Company contribution to \$26.21 a month.</p> <p>Increased: Company contributions to \$27.46 a month.</p> <p>Increased: Accident and sickness benefits—to \$40 a week for single employees, \$50 for those with 1 or 2 dependents, and \$60 for 3 dependents or more.</p>	
Oct. 1, 1964—Butte and Great Falls.	<p>Changed (for dependents): Hospital room and board—Ward rate (3 beds or more) plus allowance of 80 percent of difference, maximum \$1,000, between private and ward accommodations.</p> <p>Added (for employees and dependents): Physical therapy—outpatient treatment when prescribed by a doctor and rendered by a physical therapist.</p> <p>Increased (for dependents): Diagnostic x-ray and laboratory examination—to \$75.</p>	Added: Room and board to include intensive care units.
Jan. 1, 1965—Anaconda.	<p>Added: Medical benefits—doctor's services. Home and office calls and prescription drugs subject to \$50 deductible.</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		
July 1, 1965 (agreements dated July 1, 1964—Butte and Great Falls).	Increased: Company contributions to \$27.61 a month.	
Aug. 1, 1965 (agreement dated Aug. 1, 1964—Anaconda).	Increased: Company contribution to \$29.46 a month.	
Aug. 1, 1965 (agreement dated July 1, 1964—Butte).	Added: Dependents of employees who qualified for insurance coverage after Aug. 1, 1965, or of employees hired on or after Aug. 1, 1965, become eligible for benefits 2 calendar months after employee became eligible.	
July 1, 1966 (agreements dated July 1, 1964—Butte and Great Falls).	Increased: Company contributions to \$29.61 a month.	
Aug. 1, 1966 (agreement dated Aug. 1, 1964—Anaconda).	Increased: Company contributions to \$31.12 a month.	
Apr. 1, 1968 (agreements of same date).	Increased: Monthly company contributions to \$38.12—Anaconda and \$36.61—Butte and Great Falls.	
Apr. 1, 1968 (agreement of same date—Anaconda).	Increased: Accident and sickness benefits—to maximum \$70 a week.	
Apr. 1, 1968—Anaconda.	Added: \$50 deductible for each member per contract year for inpatient hospital admissions except for accidental injury and maternity cases.	
Apr. 1, 1969 (agreements dated Apr. 1, 1968).	Increased: Monthly company contributions to \$41.62—Anaconda and \$40.11—Butte and Great Falls.	
Oct. 1, 1969—Butte and Great Falls.	<p>Employees and dependents: Changed: Hospital room and board—maximum to 120 days for employees and dependents. Surgeon and anesthetist benefits—determined by fee schedule. Assistant surgeon benefits—\$35 or 20 percent of surgeon's benefit, whichever is greater. Doctor call benefits—determined by fee schedule. Employee received benefits from first day, and dependents received benefits from first day for accident and for sickness in hospital, and from 4th day for sickness treatment at home or in a doctor's office. Maximum of 100 calls for treatment at hospital during any disability, and maximum of 50 calls for dependent treatment at home or in doctor's office; no maxi-</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		
Oct. 1, 1969—Butte and Great Falls.—Continued	<p>imum for treatment of employee at home or in office. Diagnostic laboratory, X-ray and injection benefits—to full payment for accidents and maximum \$300 for all sickness during any 12 consecutive month period.</p> <p>Prescription drug benefits—for prescriptions of less than \$5, full payment over \$1 deductible; for prescriptions of \$5 or more, amount over \$1 to a maximum of \$1.35 plus 150 percent of the wholesale price listed in the most recent issue of the <i>American Druggist Blue Book</i> or <i>Drug Topics Red Book</i>.</p> <p>Increased:</p> <p>Other hospital benefits—to full payment for dependents on all days for which room and board benefits were payable, and for emergency accident treatment within 24 hours after the accident or for a surgical procedure.</p> <p>Ambulance benefits—to maximum \$35 per trip for employees and dependents.</p> <p>Maternity benefit—to \$300 maximum (with hospital confinement only) for employees and dependents.</p> <p>Added:</p> <p>Radiotherapy, radium, and radioactive isotopes treatment benefits—determined by fee schedule to maximum \$300 during any 12 consecutive month period, except no maximum amount for treatment of malignancies.</p> <p>Additional accident expense benefit—to maximum \$500 per accident.</p>	<p>Other hospital expense maximum to include payment of expense incurred by employee or dependent for physical therapy authorized by doctor.</p>
Apr. 1, 1970 (agreements dated Apr. 1, 1968).	<p>Increased: Monthly company contributions to \$45.12—Anaconda and \$43.61—Butte and Great Falls.</p>	
Sept. 1, 1971 (agreements dated July 1, 1971).	<p>Increased: Monthly company contributions to \$49.42—Anaconda and \$47.91—Butte and Great Falls.</p>	
Oct. 1, 1971—Great Falls.	<p>For employees and dependents:</p> <p>Increased: Number of doctors' hospital visits—to 120 per period of disability.</p> <p>Changed: Surgical and obstetrical benefits—payment in full (ex-</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		
Oct. 1, 1971—Great Falls.—Continued	<p>cept laboratory and X-ray for obstetrical) rather than by fee schedule.</p> <p>Increased: Accident and sickness benefits—to \$50 a week for single employees, \$60 for those with 2 dependents, and \$70 for 3 dependents or more.</p>	
Oct. 1, 1971—Butte.	<p>For employees only:</p> <p>Increased: Accidental death and dismemberment—to \$2,000.</p> <p>Changed:</p> <p>Accident and sickness benefits—to flat \$60 a week (was range of \$40 to \$60).</p> <p>For employees and dependents:</p> <p>Changed:</p> <p>Hospital room and board—to \$40 a day for up to 180 days.</p> <p>Special hospital services—up to \$1,000 maximum.</p> <p>In-hospital doctors' visits—to \$7 a day for up to 180 days.</p> <p>Increased: Surgical benefits maximum—to \$1,150.</p> <p>Reduced: Diagnostic laboratory and X-ray benefits maximum—to \$100 per year.</p> <p>Increased: Maternity benefits—to \$400 for normal delivery, \$800 for caesarean section, and up to \$200 for miscarriage.</p> <p>Increased: Major medical maximum—to \$40,000 per calendar year.</p>	
July 1, 1972 (agreements dated July 1, 1971).	<p>Increased: Monthly company contributions to \$52.92—Anaconda and \$51.41—Butte and Great Falls.</p>	
July 1, 1973 (agreements dated July 1, 1971).	<p>Increased: Monthly company contributions to \$56.42—Anaconda and \$54.91—Butte and Great Falls.</p>	
July 1, 1974 (agreements of same date).	<p>Company assumed full cost of hospital, medical, surgical insurance for employees in bargaining units participating in the company plan.</p> <p>Increased: Accident and sickness benefits—to \$75 a week.</p>	
July 1, 1974 (agreement of same date—Anaconda).	<p>Changed: Dependents' benefits to equal those of employees, as follows:</p> <p>Hospital benefits—</p> <p>Room and board: \$50 a day for up to 120 days.</p> <p>Hospital extras: Unlimited coverage.</p> <p>Intensive care: \$50 a day.</p>	Benefits discontinued when pension benefits began.

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		
<p>July 1, 1974 (agreement of same date—Anaconda).—Continued</p>	<p>Medical benefits— Doctor's services in hospital: \$4 for each day of confinement. Surgical: Maximum on schedule increased to \$1,200. X-ray and laboratory: Maximum \$100 a year. Additional accident expense: Maximum \$500 a year. Radiation therapy: Maximum \$300 a year. Major medical: \$25,000 lifetime benefit.</p>	
<p>Jan. 1, 1975 (memorandum of agreement dated June 25, 1974).</p>	<p>Employees in bargaining units previously not enrolled in company-paid hospital, medical, surgical insurance plan to be included. Changed (for employees and dependents): Hospital room and board—full payment for semi-private room for up to 180 days. Surgical benefits—fee schedule based on 1969 California Relative Value using the current Guideline Conversion Factor approved by the M.M.A. Maternity benefits—\$400 plus 50 percent of reasonable and customary charges for semi-private room, obstetrical fees, and charges for well baby care during the first 3 months after birth. Diagnostic X-ray and laboratory benefits—maximum increased to \$150 a year. Miscellaneous medical benefits—coverage extended to sterilization, abortion, or transplant procedures, including the expense of organ transplant procedures—subject to normal surgical fee schedules. Major medical—80 percent payment after \$50 deductible per individual, \$100 per family, up to \$75,000 lifetime maximum, with automatic renewal of \$1,000 per year. Hospital extras—\$1,500 maximum, excluding maternity benefits. Doctors' visits—up to \$7 a day, 180-day maximum for hospital visits only. Ambulance—up to \$35 for emergency service.</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		
<p>July 1, 1975 (memorandum of agreement dated June 25, 1974).</p>	<p>Established (for employees and dependents): Company-paid dental plan providing benefits based on a participating dentist's usual, customary, and reasonable (UCR) charge for services and supplies.</p> <p>Maximum benefit payable for all covered dental expenses (except orthodontic services) incurred during any 12-month period would be \$750 for employee and each eligible dependent.</p> <p>Maximum benefit payable for orthodontic services, including related oral examinations, surgery, and extractions, would be \$500 during lifetime of each eligible dependent child while under age 19.</p> <p>Increased: Accident and sickness benefits—to \$90 a week.</p> <p>Changed: Company-paid hospital, medical, surgical benefits for employees retiring on or after July 1, 1975.</p> <p>Increased: Life insurance for employees retiring on or after July 1, 1975—to \$3,000.</p>	<p>Eligibility: 8 months of continuous employment.</p> <p>When nonparticipating dentist rendered service, benefits based on predetermined fee or dentist's charge, whichever was less.</p> <p>Dental expenses paid at 100 percent of the UCR included: Routine oral examinations and prophylaxis, but not more than once each in any 6-month period; topical application of fluoride; space maintainers; and emergency palliative treatment.</p> <p>Dental expenses paid at 85 percent of the UCR included: Dental X-rays; extractions; oral surgery; fillings to restore diseased or accidentally broken teeth; general anesthetics; treatment of periodontal and other gum and mouth tissue diseases; endodontic treatment, including root canal therapy; injection of antibiotic drugs; and repair or recementing of crowns and other bridgework.</p> <p>Dental expenses paid at 50 percent of the UCR included: Initial installation of fixed bridgework and partial or full removable dentures; replacement of partial or full removable denture or fixed bridge-work; and orthodontic diagnostic procedures and treatment.</p>
<p>July 1, 1976 (memorandum of agreement dated June 25, 1974).</p>	<p>Increased: Accident and sickness benefits—to \$105 a week.</p> <p>Increased: Accidental death and dismemberment insurance—to \$5,000.</p>	
Pension plan		
<p>Jan. 1, 1952</p>	<p>Noncontributory plan made available to employees, 65 years of age with 15 or more years of service, providing annuities equal to 1 percent of average monthly earnings times years</p>	<p>Plan subject to approval of Bureau of Internal Revenue and the Wage Stabilization Board. Plan was included in union contract.</p> <p>Average monthly earnings computed by dividing total compensation paid during 10 calendar years preceding retirement by 120.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
Jan. 1, 1952—Continued.	<p>of continuous service, less statutory benefits.</p> <p>Early retirement: Reduced annuity of ½ percent for each month preceding normal retirement date paid employees retiring at age 60 with 15 years' service.</p> <p>Minimum annuities: \$100 a month after 25 years' or more service; for 15 but less than 25 years' service benefits prorated for length of service.</p> <p>Disability benefits (total and permanent): Minimum of \$50 a month up to normal retirement date, and applicable minimum annuity thereafter, paid employees with 15 years' service and 50 years of age.</p>	<p>Butte: Continuous-service credit before May 1, 1952, based on date of employment or number of shifts worked; after May 1, 1952, continuous-service credit given at rate of 1 year for each year of service in which a minimum of 150 shifts was worked.</p> <p>Payable after 6 months or when disability was established, whichever was later.</p>
Nov. 1, 1954 (agreements of Oct. 15, 1954).	<p>Normal retirement: Monthly pension at age 65 changed to \$1.75 for each year's continuous service up to 30 years, plus social security benefits.</p> <p>Early retirement: Added employee option of choosing deferred normal pension starting at age 65.</p> <p>Increased: Disability benefits—to \$70 a month reduced by statutory benefits, other than fixed payment for loss of bodily member.</p>	
July 1, 1957 (agreements of June 29, 1956).	<p>Increased: Normal monthly pension at age 65—to \$2.25 for each year's continuous service up to 35 years, plus social security benefits.</p> <p>Increased: Disability benefits—to \$90 a month.</p>	
July 1, 1960 (amendment by Board of Directors on June 23, 1960).	<p>Increased: Normal monthly pension for employees retiring on or after July 1, 1958, and before July 1, 1960—to \$2.35 for each year's continuous service up to 35, plus social security benefits. For employees retiring after June 30, 1960, monthly pension at age 65 to \$2.40 a month for each year of service before July 1, 1960, and \$2.50 a month for each year of service thereafter.</p> <p>Increased: Disability benefits—to \$100 a month.</p>	
July 1, 1962 (amendment by Board of Directors on Dec. 3, 1962—Butte and Great Falls).	<p>Added: Vested rights—deferred benefits at age 65 provided employees terminated, for any</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
July 1, 1962 (amendment by Board of Directors on Dec. 3, 1962—Butte and Great Falls).—Continued	reason, at age 40 but before age 60 with 15 years' continuous service or more, 10 or more of which were completed after age 30.	
July 1, 1962 (agreement of Jan. 10, 1963—Anaconda).	Increased: Normal monthly pension—to \$2.50 for each year of continuous service up to 35 years, plus social security benefits. Increased: Disability benefits—to \$100 a month. Added: Vested rights—deferred normal benefits at age 65 provided employees terminated for any reason, at age 40 but before age 60 with 15 years' continuous service or more, 10 or more of which were completed after age 30.	Applicable to retirements on or after July 1, 1962. Only service after age 30 added to credited service of reemployed workers eligible for deferred benefits and those retired at or after age 60 who elected early retirement or became totally and permanently disabled.
July 1, 1967 (agreements of same date).	Increased: Normal monthly pension—to \$5 for each year of continuous service. 35-year maximum eliminated. Changed: Monthly total and permanent disability benefits—\$5 times years of continuous service (minimum \$100) up to normal retirement date; after which it would be calculated as a normal monthly pension based on continuous years of service accrued up to date of disability retirement. 50-year age requirement eliminated. Added: Surviving spouse's benefits equal to 50 percent of normal benefits based on employee's continuous service to date of death. Increased: Vested benefits—to \$5 per month for each year of continuous service for ex-employees and prior ex-employees who left company after July 1, 1967 and who were eligible for a deferred benefit at age 65. Deferred benefits for those who left company before July 1, 1967 continued to be \$2.50 per month for each year of continuous service, to a maximum of 35 years.	Applicable to employees who retired on or after July 1, 1967. Applicable to employees who retired on or after July 1, 1967. Changed: Pension benefits for prior pensioners on disability retirement under age 65 not reduced because of subsequent increase in Workmen's Compensation benefits or in any disability pension or benefit paid to any such pensioner under any law of the United States or any political subdivision. Applicable to spouse of employee who died before retirement if employee was age 55 or more and had 10 or more years of continuous service. First payment due for month following month in which employee died, and last payment due for month in which spouse died.
Apr. 1, 1968 (agreements of July 1, 1967).	Changed: Eligibility requirements—to age 65 and 10 years of continuous service for normal retirement benefits; to age 60 and 10 years of continuous ser-	Applicable to retirements on or after Apr. 1, 1968.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
<p>Apr. 1, 1968 (agreements of July 1, 1967).—Continued</p>	<p>vice for early retirement benefits; and to 10 or more years of continuous service for disability retirement benefits.</p> <p>Changed: Early retirement—option of choosing (1) a deferred normal pension starting at age 65 or (2) an annuity reduced by 1/3 percent for each month preceding normal retirement date.</p> <p>Added: "75/80" retirement—employee under age 65 who was laid off for continuous period of 6 months or more, and (1) was age 55 at date of layoff and age plus continuous service totaled 75 years or more, or (2) had not reached age 55 but age plus years of continuous service totaled 80 years or more, could retire and receive a monthly pension of \$5 for each year of continuous service plus a temporary monthly supplement of \$130.</p> <p>Increased: Monthly pension for prior pensioners (except those under age 65 on a disability pension)—to \$3.50 for each year of continuous service, to a maximum of 35 years.</p> <p>Added: Joint and survivor options—employee could receive, at or after normal retirement date, a reduced annuity for both employee and a designated beneficiary payable as long as both lived. The amount of the reduced annuity that would be continued to the employee (or survivor) and employee's designated beneficiary after death of either employee or beneficiary determined by one of two employee options: (1) Payment of 100 percent of such reduced annuity to both employee (or survivor) and beneficiary; or (2) payment of 100 percent of such reduced annuity if employee was the survivor and 50 percent if beneficiary was survivor.</p>	<p>Applicable to retirements on or after Apr. 1, 1968.</p> <p>Temporary supplement payable until earlier of: (1) Death of pensioner; (2) age 65; (3) eligibility for an unreduced Social Security disability pension; or (4) eligibility for an unreduced normal Social Security pension.</p> <p>Layoff must have occurred on or after Apr. 1, 1966.</p> <p>Prior pensioners under age 65 on disability pension as of June 30, 1967 whose disability continued until age 65 would receive the benefit on Apr. 1, 1968 or the month following the month of pensioner's 65th birthday, whichever was later.</p> <p>Applicable to elections after Apr. 1, 1968 but before age 64.</p>
<p>Apr. 1, 1969 (agreements dated July 1, 1967).</p>	<p>Added: "60/30" retirement—employee who was age 60 with 30 years or more of continuous service could retire and receive a monthly pension of \$5 for each year of continuous service plus a temporary monthly supplement of \$130.</p>	<p>Temporary supplement payable until earlier of (1) age 62; or (2) death.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
Aug. 1, 1971 (agreements of same date).	.....	<p>Changed: Eligibility for surviving spouse's benefits—to require that spouse be married to employee at least 2 years before employee's death and be partially or wholly dependent on employee during calendar year before employee's death (i.e., that employee's earned income during such year was greater than spouse's).</p>
Aug. 1, 1972 (agreements dated Aug. 1, 1971).	<p>Increased: Normal monthly pension—to \$7.50 for each year of continuous service.</p> <p>Increased: Monthly total and permanent disability benefits—to equal \$7.50 times years of continuous service (minimum \$100) until normal retirement date, plus temporary monthly supplement of \$130.</p> <p>Increased: Vested benefits—to \$7.50 a month for each year of continuous service for ex-employees who left company after Aug. 1, 1972 and who were eligible for a deferred benefit at age 65.</p> <p>Increased: "75/80" retirement or "60/30" retirement—basic monthly benefit to \$7.50 for each year of continuous service plus a temporary monthly supplement of \$130.</p> <p>Increased: Monthly pension for prior pensioners retired between July 1, 1967 and Aug. 1, 1971 (except those under age 65 on a disability pension)—by \$15 for normal retirement and reduced by the reduction factors for those on early retirement and for those who elected a joint and survivor option.</p> <p>Increased: Surviving spouse's benefit—by \$7.50 a month.</p> <p>Increased: Monthly pension for certain pensioners or eligible surviving spouses who became entitled to benefits between Aug. 1, 1971 and July 31, 1972 and certain ex-employees whose continuous service was broken during this period—to either (1) \$7.50 for each year of continuous service; or (2) by \$15 a month.</p>	<p>Applicable to employees who retired on or after Aug. 1, 1972.</p> <p>Applicable to employees who retired on or after Aug. 1, 1972.</p> <p>Temporary supplement payable until earlier of: (1) Death of pensioner; (2) age 65; (3) eligibility for a social security disability pension; or (4) eligibility for an unreduced normal social security pension.</p> <p>Changed: Eligibility for surviving spouse's benefits—age requirement of employee who died on or after Aug. 1, 1972 reduced to 50 years.</p> <p>Eliminated: Social Security or Workmen's Compensation offset to pensions in effect before 1967.</p> <p>Eliminated: Age requirement for vesting for all purposes.</p> <p>Applicable to employees whose layoff date or last day worked was on or after Aug. 1, 1972.</p> <p>Increase in the pension payable to age 65 for a prior pensioner who was under age 65 and receiving a disability pension as of Aug. 1, 1972, would not exceed smaller of \$15 or an amount equal to (1) the product of \$7.50 times years of continuous service, less (2) the amount of the disability pension then payable.</p> <p>Increase applied also to benefits of designated beneficiary of a prior pensioner (retired between July 1, 1967 and Aug. 1, 1971) who had elected a joint and survivor option and died before Aug. 1, 1972.</p> <p>Applicable to those who were receiving benefits between July 1, 1967 and Aug. 1, 1971.</p> <p>The \$7.50 rate applied to ex-employees and pensioners retired as the result of a layoff because of a permanent shutdown of any operation, department, or subdivision, or being laid off for a continuous period of 6 months or more, or if retired on disability or had to retire because of age. The increase of \$15 a month in pensions applied to retirement during this period for all other reasons (such increase reduced by the reduction factors for early retirement and for those who elected a joint and survivor option).</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
<p>July 1, 1975 (agreements of same date).</p>	<p>Increased: Normal monthly pension—to \$11 for each of first 15 years of service, \$12.50 for 16th through 30th year of service, and \$14 for each year of service over 30.</p> <p>Changed: Unreduced pension for early retirement at age 62.</p> <p>Added: Unreduced pension (no supplement, however) for retirement at any age after 30 years of service.</p> <p>Changed: "75/80" retirement to "70/80," and temporary supplement increased to \$230, to age 62.</p> <p>Increased: Monthly temporary supplement for total and permanent disability—to \$230.</p> <p>Changed: Eligibility for vested benefits—to age 62, reduced by 1/3 percent for each month under age 65.</p> <p>Changed: Surviving spouse option—employee who was married to spouse for at least 1 year at date of retirement was deemed to have elected automatically at retirement to receive pension in a reduced amount. Pensioner would receive 90 percent of pension otherwise payable until death, at which time designated surviving spouse would receive 55 percent of the reduced pensioner's amount, until spouse's death. If spouse predeceased pensioner, the pension would be amount payable had pensioner not elected surviving spouse option.</p> <p>Increased: Monthly temporary supplement for "60/30" retirement—to \$230 until age 62 or death, whichever occurred first.</p>	<p>Total retirement benefit (pension, disregarding supplement, plus social security benefits) limited to 85 percent of average of the W-2 earnings in best 2 of the final 5 calendar years of employment. Increases in social security benefits after retirement would not reduce pension benefits.</p> <p>All increased benefits effective July 1, 1975 applicable to retirees and surviving spouses as of July 1, 1974.</p> <p>Temporary supplement payable until earlier of (1) death of pensioner; (2) age 62; (3) eligibility for a social security disability pension; or (4) eligibility for an unreduced normal social security pension. Waiting period for total and permanent disability pension reduced to 5 months.</p> <p>Noncontributory hospital, medical, and surgical benefits provided employees (and dependents and surviving spouse) who retired on or after July 1, 1975. 90 percent factor reduced ½ percent for each full year over 5 that spouse was younger than employee and increased ½ percent (to maximum 100 percent) for each full year over 5 that spouse was older than employee.</p> <p>Option did not apply to any temporary supplement.</p> <p>Changed: Eligibility for surviving spouse benefits (for spouse of employee who died before retirement)—to require only that spouse be married to employee at least 1 year before employee's death and that employee have 10 years of service.</p>
<p>July 1, 1976 (agreements dated July 1, 1975).</p>	<p>Added: 5-percent "inflation adjustment" applied to all pension payments (excluding temporary supplements) for July 1976 through June 1977 to pensioners who retired on or after July 1, 1974.</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement, death, and disability benefits		
Apr. 1, 1968 (agreements of same date).	<p>Established: Retirement, death, and disability plan to supplement benefits paid under the pension plan. Company to contribute 2 cents per employee-hour compensated to a benefit fund.</p> <p>Size of benefits: Eligible employee who retired on or after Apr. 1, 1968 on account of age or permanent and total disability or beneficiary of employee who died on or after Apr. 1, 1968 would receive a lump-sum payment of 867 times employee's average straight-time hourly earnings for the 8 weeks before retirement or death (equivalent to 5-months' pay).</p>	<p>To be eligible for retirement or disability benefits, employee must have: (1) Worked 2 or more years continuously in one or more bargaining units represented by the union; (2) retired in one of said bargaining units on or after Apr. 1, 1968 while still an employee or on layoff status and (a) was eligible for pension under pension plan (except deferred vested pension), (b) attained age 65 although not eligible for pension, or (c) became permanently and totally disabled on or after Apr. 1, 1968 as defined in pension plan although not eligible for a pension thereunder; and (3) applied for retirement or disability benefits within 6 months after retirement. Employee's designated beneficiary was eligible for death benefits if employee died on or after Apr. 1, 1968 while employed in one of the bargaining units represented by the union or died while on layoff, and had 2 or more years of continuous service in one or more of said bargaining units.</p>
Aug. 1, 1971 (agreements of same date).	<p>Increased: Company payment to fund—to 5 cents per employee-hour compensated.</p> <p>Changed: Size of benefits—to flat \$3,500.</p>	<p>Company would promptly make additional payments any time fund was unable to pay benefits.</p>
July 1, 1974 (agreements of same date).	<p>Changed: Company payment to fund—payments made irregularly in amounts at least sufficient to meet the minimum funding requirements of Internal Revenue Service for qualified pension plans, as determined by a company actuary.</p>	
Supplemental unemployment benefits		
Apr. 1, 1969 (agreements dated Apr. 1, 1968).	<p>Established: Supplemental unemployment benefit plan to provide supplemental benefits for laid-off employees. Company was to pay one and one-half cents per employee-hour compensated to establish a benefit fund.</p> <p>Size of benefits: For eligible employee who was laid-off on or after Apr. 1, 1969 —\$25 per week for the 2nd through the 27th full calendar weeks of layoff, and \$50 per week for each of the next successive 26 full calendar weeks of layoff.</p>	<p>Eligibility: Employee must have (1) completed 2 or more years of continuous service in one or more of the bargaining units represented by the union; and (2) been laid-off, on or after Apr. 1, 1968, in one of said bargaining units.</p> <p>Benefits would terminate at end of calendar week immediately preceding any of the following events: (1) Date that employee returned to work with company; (2) week following receipt of a notice of re-</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Supplemental unemployment benefits—Continued		
Apr. 1, 1969 (agreements dated Apr. 1, 1968).—Continued	For eligible employee who was laid-off on or after Apr. 1, 1968 but before Apr. 1, 1969 and whose layoff continued after Apr. 1, 1969—(1) no benefits before Apr. 1, 1969, (2) if employee had exhausted State unemployment benefits on or before Mar. 31, 1969, \$50 per week for subsequent successive weeks of layoff up to 26 weeks, and (3) if employee had not exhausted State benefits on or before Mar. 31, 1969, \$25 per week for subsequent successive weeks of layoff that employee received State benefits (up to 26 weeks) and \$50 per week for each of next 26 full calendar weeks of layoff.	call; (3) employee's death; or (4) first of the month that employee initially received a pension under pension plan or first of the month next following payment of a benefit under the retirement, death and disability plan, whichever occurred first. Benefits would be suspended for any full calendar week (1) that funds of the plan were insufficient to pay all benefits otherwise payable in such week—after Apr. 1, 1969; (2) that a laid-off employee was entitled to weekly accident and sickness benefits under group insurance; (3) that vacation was paid; and (4) that employee earned more elsewhere than weekly benefits provided under this plan.
Aug. 1, 1971 (agreements of same date).	Reduced: Company payment to fund—to ½-cent per employee-hour compensated.	
Aug. 1, 1973 (agreements dated Aug. 1, 1971).	Increased: Company payment to fund—to 1-cent per employee-hour compensated.	
July 1, 1974 (agreements of same date).	Increased: Company payment to fund—to 1½-cent per employee-hour compensated. Increased: Size of benefits—to \$42.50 per week for the 2nd through 27th full calendar weeks of layoff, and \$75 per week for each of the next successive 26 full calendar weeks of layoff.	

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

² The USA replaced the MMSW as bargaining agent at Anaconda, Montana, on May 17, 1962, and at Butte and Great Falls on Apr. 1, 1968.

³ During the period covered by Executive Order No. 9240 (Oct. 1, 1942, to Aug. 21, 1945), this provision was modified to conform to that order.

⁴ Continuous employment defined as (a) Anaconda and Great Falls—on payroll at the beginning of such period and continuing thereon throughout such period, and (b) Butte—on payroll at the beginning of such period or within 14 days immediately before, and for those working on a 6-day week, a minimum of 90 shifts, and for those on a 5-day week, a minimum of 75 shifts during the 20-week period.

⁵ The following tabulation shows, as an example, the number of shifts that employees in Great Falls and Anaconda were required to work in each year to qualify for 2 weeks of vacation:

Year beginning	Location and shifts	
	Anaconda	Great Falls
Oct. 1, 1939	154	154
Oct. 1, 1940	165	154
Oct. 1, 1941	185	162
Oct. 1, 1942	232	234
Oct. 1, 1943	231	231

Footnotes - Table 3—Continued

⁶ The number of shifts required in each year were as follows:

Year	Location and shifts	
	Butte	Great Falls
Apr. 1, 1953 - Mar. 31, 1954	179	179
Apr. 1, 1954 - Mar. 31, 1955	131	131
Apr. 1, 1955 - Mar. 31, 1956	178	173
Apr. 1, 1956 - Mar. 31, 1957	172	172
Apr. 1, 1957 - Mar. 31, 1958	190	190
Apr. 1, 1958 - Mar. 31, 1959	190	190

⁷ Vacation pay determined as follows:

Continuous service	Shifts worked in qualifying year	Weeks of vacation pay	Vacation pay as a percent of total earnings
1 but less than 5 years	150 - 189	1	2.0
	190 or more		2.25
5 but less than 10 years	150 - 189	2	4.0
	190 or more		4.5
10 but less than 15 years	150 - 189	2	5.0
	190 or more		5.625
15 years or more	150 - 189	3	6.0
	190 or more		6.75

⁸ The number of shifts required in each year were as follows:

Year	Location and shifts	
	Butte	Great Falls
Apr. 1, 1958 to Mar. 31, 1959	152	152
Apr. 1, 1959 to June 30, 1960	117	117
July 1, 1960 to June 30, 1961	190	190
July 1, 1961 to June 30, 1962	190	189

⁹ Vacation pay determined as follows:

Continuous service	Shifts worked in qualifying year	Weeks of vacation pay	Vacation pay as a percent of total earnings
1 but less than 3 years	150 - 189	1	2.0
	190 or more		2.25
*3 but less than 10 years	150 - 189	2	4.0
	190 or more		4.5
10 but less than 12 years	150 - 189	2	5.0
	190 or more		5.625
12 but less than 21 years	150 - 189	3	6.0
	190 or more		6.75
21 years	150 - 189	3	6.4
	190 or more		7.2
22 years	150 - 189	3	6.8
	190 or more		7.65
23 years	150 - 189	3	7.2
	190 or more		8.1
24 years	150 - 189	3	7.6
	190 or more		8.55
25 years or more	150 - 189	4	8.0
	190 or more		9.0

*At Anaconda, Mont., 5 years of service was required for 2 weeks of vacation until Apr. 1, 1968, when required service was reduced to 3 years.

¹⁰ Vacation pay determined as follows:

Continuous service	Shifts worked in qualifying year	Weeks of vacation pay	Vacation pay as a percent of total earnings
1 but less than 3 years	150	1	2.25
3 but less than 10 years	150	2	4.5
10 but less than 17 years	150	3	6.75
17 but less than 25 years	150	4	9.0
25 years or more	150	5	11.25

Footnotes - Table 3—Continued

¹¹ The Anaconda Company's health and welfare plans have been in effect for many years. The benefits listed here constitute the entire plans, including some benefits that became effective on Jan. 1, 1960, at Anaconda and Mar. 1, 1960, at Butte and Great Falls.

¹² Schedule of insurance provided was as follows:

<i>Normal annual earnings</i>	<i>Amount of insurance*</i>
Less than \$2,000	\$1,750
\$2,000 but less than \$2,500	2,250
\$2,500 but less than \$3,000	2,750
\$3,000 but less than \$3,500	3,250
\$3,500 but less than \$4,000	3,750
\$4,000 but less than \$4,500	4,250
\$4,500 but less than \$5,000	4,750
\$5,000 but less than \$6,000	6,000
\$6,000 but less than \$7,000	7,000
\$7,000 but less than \$8,000	8,000
\$8,000 but less than \$9,000	9,000
\$9,000 but less than \$10,000	10,000
\$10,000 and over	Increases progressively up to the maximum amount of insurance.

*If normal annual earnings decreased, the amount of life insurance was not to be reduced.

Wage Chronologies Available

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

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

- Aluminum Company of America with United Steelworkers of America and Aluminum Workers International Union—
 - November 1939-January 1974, BLS Bulletin 1815.
 - February 1974-May 1977, Supplement to BLS Bulletin 1815.
- The Anaconda Co. (Montana Mining Div.) and the Steelworkers—
 - 1941-77, BLS Bulletin 1953.
- Armour and Company—
 - 1941-72, BLS Bulletin 1682.
 - September 1973-August 1976, Supplement to BLS Bulletin 1682.
- A.T.&T.-Long Lines Department and Communication Workers of America (AFL-CIO)—
 - October 1940-July 1974, BLS Bulletin 1812.
 - July 1974-August 1977, Supplement to BLS Bulletin 1812.
- Atlantic Richfield and the Oil Workers (Former Sinclair Oil Facilities)—
 - 1941-77, BLS Bulletin 1915.
- 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.
 - 1975-78, Supplement to BLS Bulletin 1866.
- Bituminous Coal Mine Operators and United Mine Workers of America—
 - October 1933-November 1974, BLS Bulletin 1799.
 - 1974-77, Supplement to BLS Bulletin 1799.
- The Boeing Co. (Washington Plants) and the International Association of Machinists—
 - June 1936-September 1977, BLS Bulletin 1895.
- Commonwealth Edison Co. and the Electrical Workers (IBEW)—
 - October 1945-March 1974, BLS Bulletin 1808.
 - 1974-77, Supplement to BLS Bulletin 1808.
- Dan River Inc. and the Textile Workers (UTWA)—
 - 1943-76, BLS Bulletin 1934.
- FMC Corp., Chemical Group—Fiber Division and the TWUA—
 - 1945-77, BLS Bulletin 1924.

Federal Employees under the General Schedule Pay System—
 July 1924-October 1974, BLS Bulletin 1870.
 1975, Supplement to BLS Bulletin 1870.
 1976, Supplement to 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.
 1945-74, BLS Bulletin 1718.
 October 1974-September 1976, Supplement to BLS Bulletin 1718.

Lockheed-California Company (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.—
 1943-72, BLS Bulletin 1761.
 1972-76, Supplement to BLS Bulletin 1761.

Pacific Maritime Association and the ILWU—
 1934-78, BLS Bulletin 1960.

Railroads—Nonoperating Employees—
 1920-62, BLS Report 208.¹

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

United States Steel Corporation and United Steelworkers of America (AFL-CIO)—
 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 Telegraph Workers and the Communications Workers—
 1943-76, 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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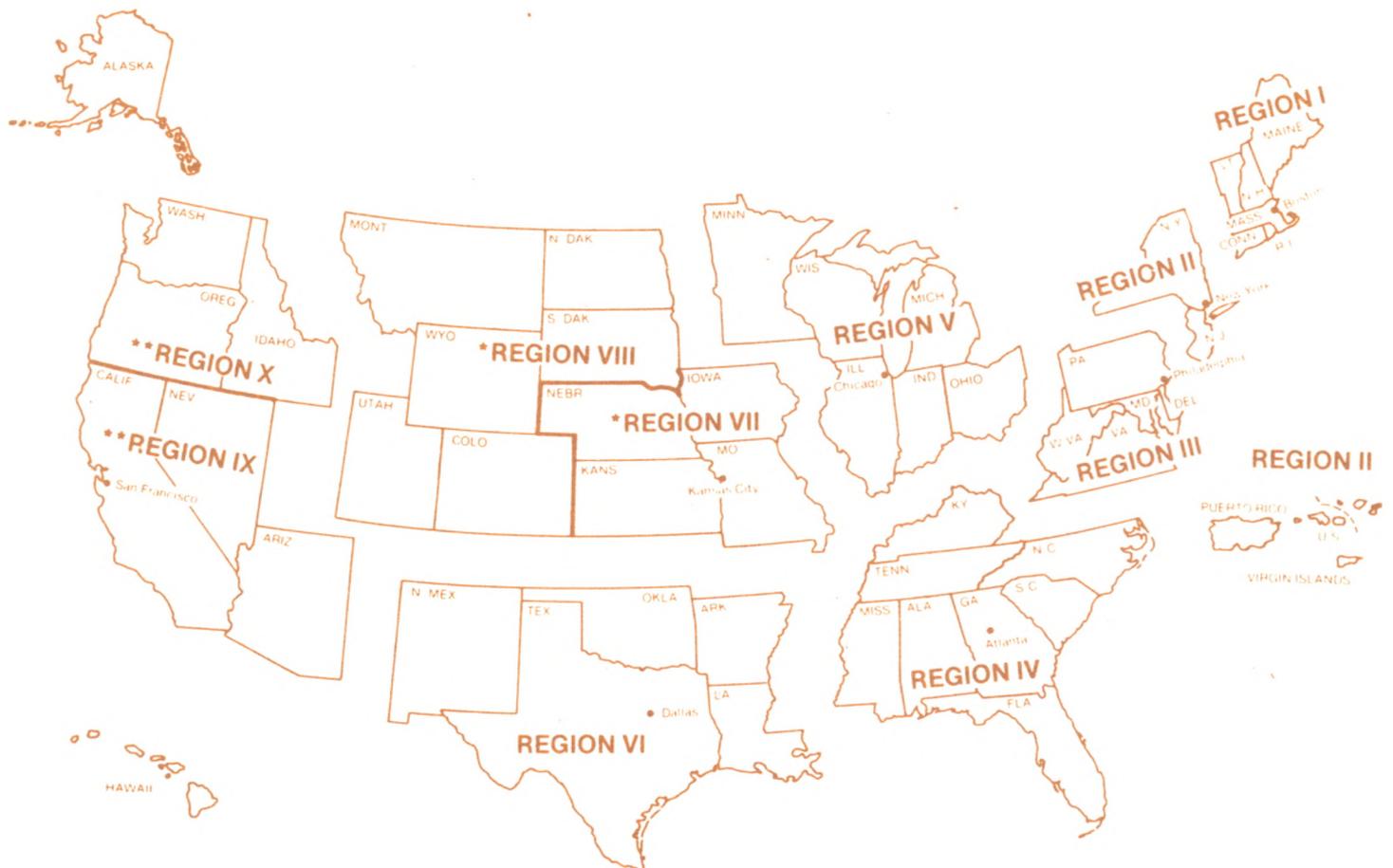
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<input type="checkbox"/> Subcontracting	1425-8	1969	1.10
<input type="checkbox"/> Paid Vacation and Holiday Provisions	1425-9	1969	1.90
<input type="checkbox"/> Plant Movement, Transfer, and Relocation Allowances	1425-10	1969	1.55
<input type="checkbox"/> Seniority in Promotion and Transfer Provisions	1425-11	1970	1.25
<input type="checkbox"/> Administration of Negotiated Pension, Health, and Insurance Plans	1425-12	1970	1.00
<input type="checkbox"/> Layoff, Recall, and Worksharing Procedures	1425-13	1972	1.75
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