



Characteristics of Major Collective Bargaining Agreements, July 1, 1975

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Preface

This is the sixth in a series of bulletins presenting a wide array of data on major collective bargaining agreements, classified by identifying characteristics and substantive provisions. As in the five previous bulletins, this study covers all manufacturing and nonmanufacturing industries, exclusive of airlines, railroads, and government, and is limited solely to noting the prevalence of provisions, without providing analytical comments or illustrative clauses. In-depth studies of collective bargaining agreements are presented in the Bureau's traditional 1425 series, *Major Collective Bargaining Agreements*. All agreements in this study were in effect on or after July 1, 1975.

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Introduction

This bulletin, the sixth in a series, provides statistical data on the prevalence of over 100 different collective bargaining provisions, primarily on an industry basis. This is the fourth bulletin to cover agreements involving 1,000 workers or more. (The first study, for 1970, analyzed agreements covering 5,000 workers or more; the 1971 study, 2,000 workers or more.)

For this study, the Bureau analyzed 1,514 agreements in its file which were in effect on or after July 1, 1975, with a total coverage of 7 million workers.¹ These agreements represent about three-quarters of all contracts of this size on file with the Bureau. Future bulletins will continue to expand the number of agreements covered until all those in effect on the reference date involving 1,000 workers or more are included, except for railroad, airline, and government agreements.

The substantive scope of the study will shift from time to time. New clauses will be added and tabulated, and others removed from the study as collective bargaining issues change.

As in all agreement studies, the Bureau must caution the reader that the data reflect the Bureau's understanding of the written provisions and not necessarily that of the parties. Contract language is complicated and elusive, and often is submitted to arbitration for interpretation. Furthermore, what is carried out in practice may at times differ from written provisions. Under these circumstances, the Bureau can only analyze the specific language of the agreement in the hope that it closely reflects the rules under which the parties operate.

All tables in the bulletin have been printed out by Bureau computer. As a service to users, computer listing printouts are available, identifying collective bargaining agreements which have specific provisions appearing in Bureau tabulations. The cost of the printouts will be determined by the amount of computer use that is involved. Inquiries should be directed to the Project Director, Collective Bargaining Studies, Division of Industrial Relations, Bureau of Labor Statistics, U.S. Department of Labor, Washington, D.C. 20212 (Telephone: 202-523-1320). In addition, visitors are welcome to use our contract files at 441 G Street, N.W., Washington, D.C., Room 4062, or to obtain copies of the agreements on file at cost.

The tables which follow are grouped to help users of this bulletin find the specific information they seek, and related information. Part I sets forth the identifying characteristics of the 1,514 agreements in the study. Part II deals with union security, management rights, and other noneconomic matters; Part III, with wages and related provisions. Hours, overtime, and premium pay provisions are tabulated in Part IV; paid and unpaid leave in Part V. Part VI covers seniority and related provisions; Part VII, job security issues. In Part VIII, dispute settlement provisions are covered.

An alphabetical finder's index for contract provisions follows the tables.

¹ Contracts expiring June 29-30, 1975, were considered in effect as of July 1, 1975.

Part I. Identifying Characteristics of Agreements Studied

Worker coverage
Industry
Size group
Expiration
Duration
Region and State
Union
Employer unit
Occupational coverage

Table 1.1 Agreements by industry and size group

(Covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		1,000-1,999 WORKERS		2,000-2,999 WORKERS		3,000-3,999 WORKERS		4,000-4,999 WORKERS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	726	988,650	278	639,250	146	485,050	65	276,250
MANUFACTURING.....	815	3,750,950	444	596,550	140	320,050	77	257,200	25	108,650
ORDNANCE, ACCESSORIES.....	12	32,250	8	13,550	1	2,950	-	-	1	4,200
FOOD, KINDRED PRODUCTS.....	105	293,550	64	85,400	21	46,950	8	27,000	1	4,500
TOBACCO MANUFACTURING.....	8	26,350	2	3,350	2	5,350	1	3,850	2	8,300
TEXTILE MILL PRODUCTS.....	13	38,850	7	10,200	3	7,000	-	-	-	-
APPAREL.....	50	435,400	13	17,400	9	20,450	8	26,200	1	4,500
LUMBER, WOOD PRODUCTS.....	6	11,000	3	3,800	3	7,200	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	16	20,550	4	9,400	1	3,500	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	39	54,800	9	21,200	3	9,000	-	-
PRINTING AND PUBLISHING.....	23	47,200	18	23,700	1	2,200	1	3,500	1	4,000
CHEMICALS.....	47	108,750	29	34,650	11	25,300	3	10,250	1	4,050
PETROLEUM REFINING.....	13	25,000	9	12,650	2	4,700	1	3,100	1	4,550
RUBBER AND PLASTICS.....	19	94,950	11	14,050	1	2,100	3	10,550	-	-
LEATHER PRODUCTS.....	14	39,800	7	8,700	2	4,500	1	3,150	1	4,000
STONE, CLAY, AND GLASS.....	29	70,750	16	22,950	4	9,400	4	13,950	3	13,450
PRIMARY METALS.....	84	492,000	45	57,350	8	18,250	8	27,500	4	16,800
FABRICATED METALS.....	32	85,500	22	30,150	3	7,100	4	13,650	-	-
MACHINERY.....	90	278,950	55	72,600	15	34,300	11	36,000	2	9,100
ELECTRICAL MACHINERY.....	95	437,550	41	55,850	21	46,800	10	33,850	4	17,900
TRANSPORTATION EQUIPMENT.....	84	1,058,300	28	39,850	17	38,300	9	29,000	3	13,300
INSTRUMENTS.....	9	20,050	6	7,900	1	2,000	1	3,150	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	5	7,100	2	4,600	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	282	392,100	138	319,200	69	227,850	40	167,600
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	7	10,250	2	4,500	2	6,900	1	4,100
TRANSPORTATION ¹	65	572,750	20	26,100	12	27,150	8	26,300	3	13,050
COMMUNICATIONS.....	65	495,750	19	28,650	5	12,650	7	25,450	-	-
UTILITIES, ELECTRIC AND GAS.....	47	134,100	25	35,700	11	27,000	5	16,350	-	-
WHOLESALE TRADE.....	12	22,250	9	11,900	-	-	2	6,350	1	4,000
RETAIL TRADE.....	92	298,750	36	52,250	25	56,050	7	22,850	9	37,850
HOTELS AND RESTAURANTS.....	42	187,900	15	19,400	9	19,200	2	7,100	3	13,100
SERVICES.....	70	369,350	26	36,000	10	23,450	8	24,750	10	42,400
CONSTRUCTION.....	291	1,084,650	123	169,300	64	149,200	28	91,800	13	53,100
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	-	-	-	-	-	-

See footnote at end of table.

Table 1.1 Agreements by industry and size group—Continued

(Covering 1,000 workers or more, July 1, 1975)

INDUSTRY	5,000-9,999 WORKERS		10,000-24,999 WORKERS		25,000-49,999 WORKERS		50,000-99,999 WORKERS		100,000 WORKERS OR MORE	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL INDUSTRIES.....	174	1,162,650	88	1,299,150	27	830,050	3	208,700	7	1,180,000
MANUFACTURING.....	80	542,650	30	444,500	11	337,650	3	208,700	5	935,000
ORDNANCE, ACCESSORIES.....	2	11,550	-	-	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS.....	10	74,700	-	-	-	-	1	55,000	-	-
TOBACCO MANUFACTURING.....	1	5,500	-	-	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	3	21,650	-	-	-	-	-	-	-	-
APPAREL.....	11	69,450	2	27,000	5	145,400	-	-	1	125,000
LUMBER, WOOD PRODUCTS.....	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES.....	-	-	-	-	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS.....	1	6,000	1	10,600	-	-	-	-	-	-
PRINTING AND PUBLISHING.....	2	13,800	-	-	-	-	-	-	-	-
CHEMICALS.....	2	12,000	1	22,500	-	-	-	-	-	-
PETROLEUM REFINING.....	-	-	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS.....	-	-	4	68,250	-	-	-	-	-	-
LEATHER PRODUCTS.....	3	19,450	-	-	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	2	11,000	-	-	-	-	-	-	-	-
PRIMARY METALS.....	9	62,250	7	101,150	1	35,000	1	68,700	1	105,000
FABRICATED METALS.....	1	5,600	2	29,000	-	-	-	-	-	-
MACHINERY.....	3	22,000	2	32,400	2	72,550	-	-	-	-
ELECTRICAL MACHINERY.....	13	91,550	3	48,600	2	58,000	1	85,000	-	-
TRANSPORTATION EQUIPMENT.....	15	101,150	8	105,000	1	26,700	-	-	3	705,000
INSTRUMENTS.....	1	7,000	-	-	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	1	8,000	-	-	-	-	-	-	-	-
NONMANUFACTURING.....	94	620,000	58	854,650	16	492,400	-	-	2	245,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	-	-	-	-	-	-	-	-	1	125,000
TRANSPORTATION ¹	7	50,450	8	111,300	6	198,400	-	-	1	120,000
COMMUNICATIONS.....	13	93,200	19	280,800	2	55,000	-	-	-	-
UTILITIES, ELECTRIC AND GAS.....	4	21,650	2	33,400	-	-	-	-	-	-
WHOLESALE TRADE.....	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE.....	11	79,550	4	50,200	-	-	-	-	-	-
HOTELS AND RESTAURANTS.....	9	60,000	4	69,100	-	-	-	-	-	-
SERVICES.....	6	36,750	7	110,000	3	96,000	-	-	-	-
CONSTRUCTION.....	44	278,400	14	199,850	5	143,000	-	-	-	-
MISCELLANEOUS NONMANUFACTURING.....	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 1.2 Expiration of agreements by year and month

(Covering 1,000 workers or more, July 1, 1975)

EXPIRATION DATE	AGREEMENTS	WORKERS	EXPIRATION DATE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750			
1975.....	80	340,250	1977--CONTINUED		
JULY.....	15	60,750	NOVEMBER.....	17	42,800
AUGUST.....	10	20,650	DECEMBER.....	20	179,500
SEPTEMBER.....	12	44,600	1978.....	154	427,550
OCTOBER.....	16	67,050	JANUARY.....	10	33,200
NOVEMBER.....	11	110,350	FEBRUARY.....	7	17,900
DECEMBER.....	16	36,850	MARCH.....	22	47,250
1976.....	624	3,269,950	APRIL.....	31	83,500
JANUARY.....	15	90,900	MAY.....	10	26,600
FEBRUARY.....	30	81,700	JUNE.....	32	105,400
MARCH.....	82	582,800	JULY.....	8	26,200
APRIL.....	85	278,750	AUGUST.....	14	32,100
MAY.....	110	419,700	SEPTEMBER.....	8	12,050
JUNE.....	80	365,500	OCTOBER.....	6	13,250
JULY.....	52	168,600	NOVEMBER.....	4	5,900
AUGUST.....	31	83,450	DECEMBER.....	2	24,200
SEPTEMBER.....	55	950,400	1979.....	8	37,500
OCTOBER.....	29	66,850	JANUARY.....	2	2,600
NOVEMBER.....	32	77,650	FEBRUARY.....	1	1,600
DECEMBER.....	23	103,650	APRIL.....	1	2,300
1977.....	642	2,949,650	MAY.....	2	25,000
JANUARY.....	37	119,000	JUNE.....	1	5,000
FEBRUARY.....	27	101,000	JULY.....	1	1,000
MARCH.....	70	228,450	1980.....	4	38,800
APRIL.....	68	169,050	FEBRUARY.....	1	6,500
MAY.....	56	281,350	MARCH.....	1	9,000
JUNE.....	86	439,400	MAY.....	1	3,300
JULY.....	40	120,150	JUNE.....	1	20,000
AUGUST.....	127	944,900	OPEN-ENDED ¹	2	6,050
SEPTEMBER.....	47	140,600			
OCTOBER.....	47	183,450			

¹ An open-ended agreement has no definite termination date. It is usually subject to reopening for negotiation of wages and other terms or to termination at any time upon proper notification by one party to the other.

Table 1.3 Expiration of agreements by industry

(Covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		1975		1976		1977		1978 OR LATER ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	80	340,250	624	3,269,950	642	2,949,650	168	509,900
MANUFACTURING.....	815	3,750,950	37	96,900	328	2,018,600	369	1,438,850	81	196,600
ORDNANCE, ACCESSORIES.....	12	32,250	3	6,700	3	5,450	4	17,550	2	2,550
FOOD, KINDRED PRODUCTS....	105	293,550	5	11,850	43	158,200	45	102,200	12	21,300
TOBACCO MANUFACTURING.....	8	26,350	-	-	1	1,550	7	24,800	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	2	2,950	7	25,300	4	10,600	-	-
APPAREL.....	50	435,400	5	20,700	35	271,050	5	135,200	5	8,450
LUMBER, WOOD PRODUCTS....	6	11,000	-	-	2	2,600	3	7,200	1	1,200
FURNITURE, PICTURES.....	21	33,450	2	2,600	9	14,600	8	13,150	2	3,100
PAPER, ALLIED PRODUCTS....	53	101,600	4	6,950	27	59,850	17	27,650	5	7,150
PRINTING AND PUBLISHING...	23	47,200	-	-	12	29,350	8	10,550	3	7,300
CHEMICALS.....	47	108,750	1	1,000	23	38,250	16	33,600	7	35,900
PETROLEUM REFINING.....	13	25,000	-	-	1	2,000	11	21,500	1	1,500
RUBBER AND PLASTICS.....	19	94,950	-	-	14	88,550	5	6,400	-	-
LEATHER PRODUCTS.....	14	39,800	1	1,300	4	19,600	8	17,300	1	1,600
STONE, CLAY, AND GLASS....	29	70,750	-	-	8	13,700	18	45,800	3	11,250
PRIMARY METALS.....	84	492,000	1	2,500	8	10,200	68	468,800	7	10,500
FABRICATED METALS.....	32	85,500	1	1,200	9	20,750	17	56,650	5	6,900
MACHINERY.....	90	278,950	3	5,350	36	160,100	43	96,600	8	16,900
ELECTRICAL MACHINERY.....	95	437,550	5	11,000	46	277,250	40	137,800	4	11,500
TRANSPORTATION EQUIPMENT..	84	1,058,300	3	21,700	32	800,450	36	189,350	13	46,800
INSTRUMENTS.....	9	20,050	1	1,100	3	4,000	4	13,450	1	1,500
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	5	15,800	2	2,700	1	1,200
NONMANUFACTURING.....	699	3,318,800	43	243,350	296	1,251,350	273	1,510,800	87	313,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	-	-	2	2,900	11	147,850	-	-
TRANSPORTATION ²	65	572,750	-	-	51	479,200	13	82,550	1	11,000
COMMUNICATIONS.....	65	495,750	7	65,950	7	21,500	49	404,650	2	3,650
UTILITIES, ELECTRIC AND GAS.....	47	134,100	5	12,400	27	73,000	14	47,650	1	1,050
WHOLESALE TRADE.....	12	22,250	1	1,000	6	12,150	3	4,500	2	4,600
RETAIL TRADE.....	92	298,750	2	11,400	37	94,600	43	147,650	10	45,100
HOTELS AND RESTAURANTS....	42	187,900	5	11,200	16	63,800	11	36,700	10	76,200
SERVICES.....	70	369,350	9	101,250	26	119,150	26	131,850	9	17,100
CONSTRUCTION.....	291	1,084,650	14	40,150	123	384,000	103	507,400	51	153,100
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	1	1,050	-	-	1	1,500

¹ Includes 8 agreements covering 37,500 workers, which expire in 1979; 4 agreements, covering 38,800 workers, which expire in 1980; and 2 agreements covering 6,050 workers, which are open-ended.
² Excludes railroads and airlines.

Table 1.4 Duration of agreements by industry

(Covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		11 MONTHS ¹		12 MONTHS		13-23 MONTHS		24 MONTHS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	2	8,300	47	160,150	34	90,950	214	577,850
MANUFACTURING.....	815	3,750,950	-	-	18	52,200	10	18,850	99	204,850
ORDNANCE, ACCESSORIES.....	12	32,250	-	-	-	-	1	1,800	2	3,600
FOOD, KINDRED PRODUCTS.....	105	293,550	-	-	2	10,950	2	6,100	14	34,800
TOBACCO MANUFACTURING.....	8	26,350	-	-	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	1	2,000	-	-	3	4,600
APPAREL.....	50	435,400	-	-	7	24,950	-	-	1	3,500
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	-	-	-	-	2	5,000
FURNITURE, FIXTURES.....	21	33,450	-	-	-	-	-	-	1	1,200
PAPER, ALLIED PRODUCTS.....	53	101,600	-	-	1	2,200	2	2,750	15	24,850
PRINTING AND PUBLISHING.....	23	47,200	-	-	2	2,700	1	1,250	8	17,100
CHEMICALS.....	47	108,750	-	-	1	3,250	1	2,500	11	15,050
PETROLEUM REFINING.....	13	25,000	-	-	-	-	1	1,550	10	19,950
RUBBER AND PLASTICS.....	19	94,950	-	-	-	-	-	-	1	1,100
LEATHER PRODUCTS.....	14	39,800	-	-	1	1,300	-	-	6	23,100
STONE, CLAY, AND GLASS.....	29	70,750	-	-	-	-	-	-	2	3,200
PRIMARY METALS.....	84	492,000	-	-	-	-	-	-	1	1,200
FABRICATED METALS.....	32	85,500	-	-	1	1,800	-	-	3	8,200
MACHINERY.....	90	278,950	-	-	-	-	-	-	6	9,150
ELECTRICAL MACHINERY.....	95	437,550	-	-	-	-	2	2,900	6	17,500
TRANSPORTATION EQUIPMENT.....	84	1,058,300	-	-	2	3,050	-	-	-	-
INSTRUMENTS.....	9	20,050	-	-	-	-	-	-	4	7,150
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	-	-	-	-	3	4,600
NONMANUFACTURING.....	699	3,318,800	2	8,300	29	107,950	24	72,100	115	373,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	-	-	-	-	-	-	1	1,400
TRANSPORTATION ²	65	572,750	-	-	-	-	-	-	2	4,250
COMMUNICATIONS.....	65	495,750	-	-	-	-	4	7,250	2	3,450
UTILITIES, ELECTRIC AND GAS.....	47	134,100	1	1,000	6	12,200	3	4,200	17	55,000
WHOLESALE TRADE.....	12	22,250	-	-	-	-	-	-	1	1,400
RETAIL TRADE.....	92	298,750	-	-	-	-	1	7,500	13	43,150
HOTELS AND RESTAURANTS.....	42	187,900	-	-	-	-	-	-	3	10,200
SERVICES.....	70	369,350	-	-	2	4,500	2	6,700	15	75,500
CONSTRUCTION.....	291	1,084,650	1	7,300	21	91,250	14	46,450	61	178,650
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1.4 Duration of agreements by industry—Continued

(Covering 1,000 workers or more, July 1, 1975)

INDUSTRY	25-35 MONTHS		36 MONTHS		37-47 MONTHS		48 MONTHS		OVER 48 MONTHS ³	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	202	1,712,900	819	3,602,150	142	676,750	21	94,950	33	145,750
MANUFACTURING.....	94	962,300	485	2,074,350	102	418,000	5	14,150	2	6,250
ORDNANCE, ACCESSORIES.....	2	7,300	4	15,150	3	4,400	-	-	-	-
FOOD, KINDRED PRODUCTS.....	3	4,200	68	205,350	16	32,150	-	-	-	-
TOBACCO MANUFACTURING.....	-	-	6	19,750	2	6,600	-	-	-	-
TEXTILE MILL PRODUCTS.....	-	-	5	12,000	4	20,250	-	-	-	-
APPAREL.....	7	43,700	31	349,300	4	13,950	-	-	-	-
LUMBER, WOOD PRODUCTS.....	-	-	3	3,800	-	-	1	2,200	-	-
FURNITURE, FIXTURES.....	3	4,650	13	18,500	4	9,100	-	-	-	-
PAPER, ALLIED PRODUCTS.....	7	15,050	26	53,300	-	-	2	3,450	-	-
PRINTING AND PUBLISHING.....	3	3,150	5	16,700	2	3,000	1	1,100	1	2,200
CHEMICALS.....	4	8,850	22	64,250	7	10,800	-	-	1	4,050
PETROLEUM REFINING.....	-	-	1	2,000	1	1,500	-	-	-	-
RUBBER AND PLASTICS.....	9	50,050	9	43,800	-	-	-	-	-	-
LEATHER PRODUCTS.....	1	2,000	6	13,400	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	2	3,000	24	63,550	1	1,000	-	-	-	-
PRIMARY METALS.....	3	4,650	66	432,650	14	53,500	-	-	-	-
FABRICATED METALS.....	2	4,250	24	67,900	2	3,350	-	-	-	-
MACHINERY.....	12	56,600	64	187,650	8	25,550	-	-	-	-
ELECTRICAL MACHINERY.....	18	91,550	47	128,850	21	189,350	1	7,400	-	-
TRANSPORTATION EQUIPMENT.....	17	661,800	53	351,950	12	41,500	-	-	-	-
INSTRUMENTS.....	1	1,500	4	11,400	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	-	-	4	13,100	1	2,000	-	-	-	-
NONMANUFACTURING.....	108	750,600	334	1,527,800	40	258,750	16	80,800	31	139,500
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	1	2,000	9	144,450	2	2,900	-	-	-	-
TRANSPORTATION ²	42	457,700	20	102,800	1	8,000	-	-	-	-
COMMUNICATIONS.....	1	3,450	32	271,900	21	186,900	1	1,400	4	21,400
UTILITIES, ELECTRIC AND GAS.....	7	33,900	12	26,750	1	1,050	-	-	-	-
WHOLESALE TRADE.....	3	3,550	7	15,800	-	-	1	1,500	-	-
RETAIL TRADE.....	13	51,350	58	181,250	4	6,300	2	6,200	1	3,000
HOTELS AND RESTAURANTS.....	3	3,900	18	67,600	1	5,500	9	49,800	8	50,900
SERVICES.....	5	50,650	38	198,650	2	2,800	2	19,600	4	10,950
CONSTRUCTION.....	33	144,100	139	517,100	8	45,300	1	2,300	13	52,200
MISCELLANEOUS NONMANUFACTURING.....	-	-	1	1,500	-	-	-	-	1	1,050

¹ Includes 1 agreement for 10 months and 1 for 11 months.

² Excludes railroads and airlines.

³ Includes 1 agreement in effect for 49 months; 1 for 51

months; 1 for 56 months; 1 for 59 months; 13 for 60 months; 1 for 64 months; 3 for 65 months; 3 for 72 months; 1 for 78 months; 2 for 79 months; 1 for 80 months; 2 for 83 months; 1 for 96 months; and 2 open-ended agreements.

Table 1.5 Agreements by region and State

(Covering 1,000 workers or more, July 1, 1975)

REGION AND STATE	AGREEMENTS	WORKERS	REGION AND STATE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750	SOUTH ATLANTIC--CONTINUED		
INTERSTATE ¹	256	3,108,150	FLORIDA.....	20	64,950
NEW ENGLAND.....	68	180,400	GEORGIA.....	9	20,900
MORE THAN 1 STATE ¹	12	56,250	MARYLAND.....	12	26,950
CONNECTICUT.....	20	49,100	NORTH CAROLINA.....	13	24,050
MAINE.....	5	8,600	SOUTH CAROLINA.....	2	3,000
MASSACHUSETTS.....	25	58,400	VIRGINIA.....	21	60,250
NEW HAMPSHIRE.....	1	1,550	WEST VIRGINIA.....	7	9,400
RHODE ISLAND.....	5	6,500	EAST SOUTH CENTRAL.....	49	89,500
VERMONT.....	-	-	MORE THAN 1 STATE ¹	1	1,400
MIDDLE ATLANTIC.....	306	992,500	ALABAMA.....	15	28,450
MORE THAN 1 STATE ¹	31	140,300	KENTUCKY.....	9	17,500
NEW JERSEY.....	39	96,900	MISSISSIPPI.....	3	4,150
NEW YORK.....	151	506,500	TENNESSEE.....	21	38,000
PENNSYLVANIA.....	85	248,800	WEST SOUTH CENTRAL.....	57	148,150
EAST NORTH CENTRAL.....	341	945,750	MORE THAN 1 STATE ¹	3	25,500
MORE THAN 1 STATE ¹	15	90,450	ARKANSAS.....	9	14,200
ILLINOIS.....	110	278,050	LOUISIANA.....	12	25,300
INDIANA.....	30	83,000	OKLAHOMA.....	2	5,550
MICHIGAN.....	52	164,400	TEXAS.....	31	77,600
OHIO.....	87	212,850	MOUNTAIN.....	48	128,350
WISCONSIN.....	47	117,000	MORE THAN 1 STATE ¹	-	-
WEST NORTH CENTRAL.....	76	209,550	ARIZONA.....	13	42,650
MORE THAN 1 STATE ¹	7	32,600	COLORADO.....	15	38,850
IOWA.....	9	20,900	IDAHO.....	3	4,900
KANSAS.....	3	12,750	MONTANA.....	-	-
MINNESOTA.....	22	54,150	NEVADA.....	6	24,550
MISSOURI.....	31	81,050	NEW MEXICO.....	6	9,100
NEBRASKA.....	3	6,600	UTAH.....	5	8,300
NORTH DAKOTA.....	-	-	WYOMING.....	-	-
SOUTH DAKOTA.....	1	1,500	PACIFIC.....	202	899,200
SOUTH ATLANTIC.....	111	368,200	MORE THAN 1 STATE ¹	12	53,250
MORE THAN 1 STATE ¹	23	148,400	ALASKA.....	5	11,050
DELAWARE.....	1	1,050	CALIFORNIA.....	154	743,200
DISTRICT OF COLUMBIA.....	3	9,250	HAWAII.....	4	29,000
			OREGON.....	5	12,600
			WASHINGTON.....	22	50,100

¹ Worker distribution by State not available.

Table 1.6 Agreements by Federal administrative region and State

(Covering 1,000 workers or more, July 1, 1975)

REGION AND STATE	AGREEMENTS	WORKERS	REGION AND STATE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750	REGION V--CONTINUED		
INTERSTATE ¹	258	3,085,600	MINNESOTA.....	22	54,150
REGION I.....	68	180,400	OHIO.....	87	212,850
MORE THAN 1 STATE ¹	12	56,250	WISCONSIN.....	47	117,000
CONNECTICUT.....	20	49,100	REGION VI.....	63	157,250
MAINE.....	5	8,600	MORE THAN 1 STATE ¹	3	25,500
MASSACHUSETTS.....	25	58,400	ARKANSAS.....	9	14,200
NEW HAMPSHIRE.....	1	1,550	LOUISIANA.....	12	25,300
RHODE ISLAND.....	5	6,500	NEW MEXICO.....	6	9,100
VERMONT.....	-	-	OKLAHOMA.....	2	5,550
REGION II.....	211	709,700	TEXAS.....	31	77,600
MORE THAN 1 STATE ¹	21	106,300	REGION VII.....	49	126,800
NEW JERSEY.....	39	96,900	MORE THAN 1 STATE ¹	3	5,500
NEW YORK.....	151	506,500	IOWA.....	9	20,900
PUERTO RICO.....	-	-	KANSAS.....	3	12,750
VERGIN ISLANDS.....	-	-	MISSOURI.....	31	81,050
REGION III.....	146	454,150	NEBRASKA.....	3	6,600
MORE THAN 1 STATE ¹	17	98,450	REGION VIII.....	21	48,650
DELAWARE.....	1	1,050	MORE THAN 1 STATE ¹	-	-
DISTRICT OF COLUMBIA.....	3	9,250	COLORADO.....	15	38,850
MARYLAND.....	12	26,950	MONTANA.....	-	-
PENNSYLVANIA.....	85	248,800	NORTH DAKOTA.....	-	-
VIRGINIA.....	21	60,250	SOUTH DAKOTA.....	1	1,500
WEST VIRGINIA.....	7	9,400	UTAH.....	5	8,300
REGION IV.....	105	273,750	WYOMING.....	-	-
MORE THAN 1 STATE ¹	13	72,750	REGION IX.....	180	850,100
ALABAMA.....	15	28,450	MORE THAN 1 STATE ¹	3	10,700
FLORIDA.....	20	64,950	ARIZONA.....	13	42,650
GEORGIA.....	9	20,900	CALIFORNIA.....	154	743,200
KENTUCKY.....	9	17,500	GUAM.....	-	-
MISSISSIPPI.....	3	4,150	HAWAII.....	4	29,000
NORTH CAROLINA.....	13	24,050	NEVADA.....	6	24,550
SOUTH CAROLINA.....	2	3,000	REGION X.....	48	179,400
TENNESSEE.....	21	38,000	MORE THAN 1 STATE ¹	13	100,750
REGION V.....	365	1,003,950	ALASKA.....	5	11,050
MORE THAN 1 STATE ¹	17	94,500	IDAHO.....	3	4,900
ILLINOIS.....	110	278,050	OREGON.....	5	12,600
INDIANA.....	30	83,000	WASHINGTON.....	22	50,100
MICHIGAN.....	52	164,400			

¹ Worker distribution by State not available.

Table 1.7 Agreements by union

(Covering 1,000 workers or more, July 1, 1975)

UNION	AGREEMENTS	WORKERS	UNION	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750	AFL-CIO--CONTINUED		
AFL-CIO.....	1,185	4,745,100	MUSICIANS.....	4	48,000
TWO OR MORE AFL-CIO UNIONS.....	25	103,200	NEWSPAPER GUILD; AMERICAN.....	3	3,550
DIRECTLY AFFILIATED LOCAL UNIONS.....	7	13,950	OFFICE AND PROFESSIONAL EMPLOYEES...	3	4,550
ACTORS.....	6	122,000	OIL, CHEMICAL, AND ATOMIC WORKERS...	21	32,850
AIR TRAFFIC CONTROLLERS (HEBA).....	1	2,000	PAINTERS.....	15	41,250
ALUMINUM WORKERS.....	2	12,450	PAPERWORKERS.....	32	52,750
ASBESTOS WORKERS.....	1	1,100	PLASTERERS.....	4	15,400
BAKERY WORKERS.....	7	21,300	PLUMBERS AND PIPEFITTERS.....	30	73,650
BOILERMAKERS.....	14	38,300	POTTERS.....	3	6,900
BRICKLAYERS.....	11	20,000	PRINTING AND GRAPHIC.....	4	10,050
BROADCAST EMPLOYEES AND TECHNICIANS.....	2	2,700	RETAIL CLERKS.....	42	165,200
CARPENTERS.....	75	341,050	RETAIL, WHOLESALE.....	14	70,150
CEMENT WORKERS.....	2	2,850	ROOFERS.....	1	1,500
CHEMICAL WORKERS.....	10	14,250	RUBBER WORKERS.....	22	104,850
CLOTHING AND TEXTILE WORKERS ¹	34	216,800	SEAFARERS.....	5	8,400
COMMUNICATIONS WORKERS.....	41	315,500	SEVICE EMPLOYEES.....	29	102,900
DISTILLERY WORKERS.....	6	10,600	SHEET METAL WORKERS.....	9	21,900
ELECTRICAL WORKERS (IBEW).....	102	299,800	SHOE WORKERS; BOOT AND.....	3	10,450
ELECTRICAL WORKERS (IUE).....	19	185,050	SHOE WORKERS; UNITED.....	4	13,950
ELEVATOR CONSTRUCTORS.....	3	20,500	STAGE EMPLOYEES.....	3	17,300
ENGINEERS; OPERATING.....	33	162,450	STEELWORKERS.....	123	579,300
FURNITURE WORKERS.....	3	4,250	STOVE WORKERS.....	1	1,200
GARMENT WORKERS; LADIES ¹	35	278,350	TELEGRAPH WORKERS.....	1	11,250
GARMENT WORKERS; UNITED.....	1	2,000	TEXTILE WORKERS; UNITED.....	6	18,800
GLASS BOTTLE BLOWERS.....	8	23,250	TOBACCO WORKERS.....	8	26,350
GLASS AND CERAMIC WORKERS.....	3	12,000	TOYS, PLAYTHINGS.....	2	9,300
GLASS WORKERS; FLINT.....	8	17,650	TRANSIT.....	3	19,250
GRAIN MILLERS.....	5	9,700	TYPOGRAPHICAL UNION.....	5	10,200
GRANITE CUTTERS.....	1	2,300	UPHOLSTERERS.....	8	14,800
GRAPHIC ARTS.....	14	24,450	UTILITY WORKERS.....	5	26,500
HATTERS.....	1	3,500	WOODWORKERS.....	4	6,300
HOTEL AND RESTAURANT EMPLOYEES.....	38	137,650	UNAFFILIATED.....	308	2,248,150
INDUSTRIAL WORKERS; ALLIED.....	14	29,050	SINGLE FIRM INDEPENDENT UNIONS.....	51	194,950
INSURANCE WORKERS.....	2	20,150	AUTO WORKERS.....	81	1,025,100
IRON WORKERS.....	22	38,600	DIRECTORS' GUILD.....	1	3,000
JEWELRY WORKERS.....	1	2,600	DISTRIBUTIVE WORKERS.....	2	3,500
LABORERS.....	56	243,250	ELECTRICAL WORKERS (UE).....	6	35,450
LATHERS.....	3	7,000	INSURANCE AGENTS.....	1	2,000
LAUNDRY AND DRYCLEANING UNION.....	3	6,300	LAUNDRY, DRYCLEANING AND DYEHOUSE WORKERS.....	3	10,250
LEATHER GOODS, PLASTIC AND NOVELTY WORKERS.....	3	9,600	LONGSHOREMEN AND WAREHOUSEMEN.....	5	30,200
LEATHER WORKERS.....	1	1,200	MINE WORKERS.....	1	125,000
LONGSHOREMEN'S ASSOCIATION.....	9	61,350	NURSES' ASSOCIATION; AMERICAN.....	4	7,150
MACHINISTS.....	63	187,950	PULP AND PAPER; WESTERN.....	4	8,300
MARINE AND SHIPBUILDING WORKERS.....	7	17,700	TEAMSTERS.....	137	715,850
MARINE ENGINEERS.....	1	2,000	TELEPHONE UNIONS; INDEPENDENT.....	9	68,300
MARITIME UNION; NATIONAL.....	2	3,000	TRUCK DRIVERS; CHICAGO.....	1	10,000
MATCH WORKERS COUNCIL.....	1	2,300	WATCHMEN'S ASSOCIATION.....	1	4,500
MEAT CUTTERS.....	57	152,250	WRITERS GUILD (EAST AND WEST).....	1	4,600
MECHANICS EDUCATIONAL SOCIETY.....	2	2,650	TWO OR MORE UNIONS--DIFFERENT AFFILIATIONS.....	21	76,500
MOLDERS.....	4	10,400			

¹ The Amalgamated Clothing Workers of America and the Textile Workers Union of America merged June 3, 1976 to form the

Amalgamated Clothing and Textile Workers Union.

Table 1.8 Employer unit by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		SINGLE EMPLOYER						MULTIEMPLOYER	
			TOTAL		SINGLE PLANT		MULTIPLANT			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	861	3,829,700	440	1,040,050	421	2,789,050	653	3,240,650
MANUFACTURING.....	815	3,750,950	661	3,002,750	390	930,850	271	2,071,900	154	748,200
ORDNANCE, ACCESSORIES.....	12	32,250	12	32,250	8	16,550	4	15,700	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	61	132,800	37	65,850	24	66,950	44	160,750
TOBACCO MANUFACTURING.....	8	26,350	8	26,350	4	11,000	4	15,350	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	10	23,350	8	19,650	2	3,700	3	15,500
APPAREL.....	50	435,400	11	26,600	1	1,300	10	25,300	39	408,800
LUMBER, WOOD PRODUCTS.....	6	11,000	3	5,700	2	2,600	1	2,500	3	5,900
FURNITURE, FIXTURES.....	21	33,450	12	19,150	7	9,300	5	9,850	9	14,300
PAPER, ALLIED PRODUCTS.....	53	101,600	47	87,950	33	50,800	14	37,150	6	13,650
PRINTING AND PUBLISHING.....	23	47,200	5	5,950	4	4,950	1	1,000	18	41,250
CHEMICALS.....	47	108,750	47	108,750	40	88,850	7	19,900	-	-
PETROLEUM REFINING.....	13	25,000	12	23,000	3	5,650	9	17,350	1	2,000
RUBBER AND PLASTICS.....	19	94,950	19	94,950	11	17,600	8	77,350	-	-
LEATHER PRODUCTS.....	14	39,800	7	24,500	4	12,500	3	12,000	7	15,300
STONE, CLAY, AND GLASS.....	29	70,750	25	60,650	8	10,900	17	49,750	4	10,100
PRIMARY METALS.....	84	492,000	83	490,950	46	86,300	37	404,650	1	1,050
FABRICATED METALS.....	32	85,500	25	68,400	14	27,050	11	41,350	7	17,100
MACHINERY.....	90	278,950	88	275,750	59	111,000	29	164,750	2	3,200
ELECTRICAL MACHINERY.....	95	437,550	93	433,650	60	257,550	33	176,100	2	3,900
TRANSPORTATION EQUIPMENT.....	84	1,058,300	79	1,034,800	37	123,800	42	911,000	5	23,500
INSTRUMENTS.....	9	20,050	9	20,050	1	3,150	8	16,900	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	5	7,800	3	4,500	2	3,300	3	11,900
NONMANUFACTURING.....	699	3,318,800	200	826,350	50	109,200	150	717,150	499	2,492,450
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	11	21,950	8	13,550	3	8,400	2	128,800
TRANSPORTATION ¹	65	572,750	14	37,850	4	4,750	10	33,100	51	538,900
COMMUNICATIONS.....	65	495,750	63	440,750	4	7,350	59	433,400	2	55,000
UTILITIES, ELECTRIC AND GAS.....	47	134,100	46	132,850	13	40,250	33	92,600	1	1,250
WHOLESALE TRADE.....	12	22,250	2	2,550	1	1,200	1	1,350	10	19,700
RETAIL TRADE.....	92	298,750	41	120,100	5	9,700	36	110,400	51	178,650
HOTELS AND RESTAURANTS.....	42	187,900	4	6,000	4	6,000	-	-	38	181,900
SERVICES.....	70	369,350	13	50,700	7	18,800	6	31,900	57	318,650
CONSTRUCTION.....	291	1,084,650	5	12,100	3	6,100	2	6,000	286	1,072,550
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	1	1,500	-	-	1	1,050

¹ Excludes railroads and airlines.

Table 1.9 Occupational coverage by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		PRODUCTION WORKERS		PROFESSIONAL ¹		CLERICAL		SALES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	1,215	5,584,700	24	219,350	23	121,250	48	156,800
MANUFACTURING.....	815	3,750,950	691	3,213,700	4	15,050	1	7,500	8	13,700
ORDNANCE, ACCESSORIES.....	12	32,250	8	18,150	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	79	244,050	-	-	1	7,500	8	13,700
TOBACCO MANUFACTURING.....	8	26,350	7	23,950	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	13	38,850	-	-	-	-	-	-
APPAREL.....	50	435,400	50	435,400	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	6	11,000	-	-	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	21	33,450	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	48	94,450	-	-	-	-	-	-
PRINTING AND PUBLISHING.....	23	47,200	19	42,050	-	-	-	-	-	-
CHEMICALS.....	47	108,750	34	85,450	1	2,200	-	-	-	-
PETROLEUM REFINING.....	13	25,000	10	19,350	-	-	-	-	-	-
RUBBER AND PLASTICS.....	19	94,950	17	89,650	-	-	-	-	-	-
LEATHER PRODUCTS.....	14	39,800	13	38,200	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	29	70,750	27	67,950	-	-	-	-	-	-
PRIMARY METALS.....	84	492,000	73	346,900	-	-	-	-	-	-
FABRICATED METALS.....	32	85,500	25	47,450	-	-	-	-	-	-
MACHINERY.....	90	278,950	84	267,600	-	-	-	-	-	-
ELECTRICAL MACHINERY.....	95	437,550	85	398,250	-	-	-	-	-	-
TRANSPORTATION EQUIPMENT.....	84	1,058,300	59	882,700	3	12,850	-	-	-	-
INSTRUMENTS.....	9	20,050	6	10,350	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	7	18,500	-	-	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	524	2,371,000	20	204,300	22	113,750	40	143,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	11	146,850	-	-	-	-	-	-
TRANSPORTATION ²	65	572,750	55	528,950	-	-	2	15,800	2	2,700
COMMUNICATIONS.....	65	495,750	16	141,250	3	56,250	18	95,500	1	3,450
UTILITIES, ELECTRIC AND GAS.....	47	134,100	26	54,000	1	2,000	1	1,450	-	-
WHOLESALE TRADE.....	12	22,250	6	12,100	-	-	-	-	5	8,650
RETAIL TRADE.....	92	298,750	47	135,350	-	-	-	-	29	106,150
HOTELS AND RESTAURANTS.....	42	187,900	39	160,400	-	-	-	-	-	-
SERVICES.....	70	369,350	32	105,950	16	146,050	1	1,000	3	22,150
CONSTRUCTION.....	291	1,084,650	291	1,084,650	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	-	-	-	-	-	-

See footnotes at end of table.

Table 1.9 Occupational coverage by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	PRODUCTION AND CLERICAL		PRODUCTION AND PROFESSIONAL ¹		PRODUCTION AND SALES		PRODUCTION, PROFESSIONAL, ¹ AND CLERICAL		OTHER ³	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	54	373,900	53	159,700	12	48,500	48	212,050	37	193,500
MANUFACTURING.....	26	229,600	38	93,950	5	10,100	27	112,700	15	54,650
ORDNANCE, ACCESSORIES.....	-	-	2	7,400	-	-	2	6,700	-	-
FOOD, KINDRED PRODUCTS.....	3	4,750	4	5,300	5	10,100	3	4,250	2	3,900
TOBACCO MANUFACTURING.....	-	-	1	2,400	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	-	-	-	-	-	-	-	-	-	-
APPAREL.....	-	-	-	-	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES.....	-	-	-	-	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS.....	-	-	4	5,950	-	-	-	-	1	1,200
PRINTING AND PUBLISHING.....	-	-	2	2,900	-	-	2	2,250	-	-
CHEMICALS.....	1	2,000	8	14,550	-	-	2	3,350	1	1,200
PETROLEUM REFINING.....	-	-	2	2,950	-	-	1	2,700	-	-
RUBBER AND PLASTICS.....	1	1,500	1	3,800	-	-	-	-	-	-
LEATHER PRODUCTS.....	-	-	-	-	-	-	1	1,600	-	-
STONE, CLAY, AND GLASS.....	1	1,800	1	1,000	-	-	-	-	-	-
PRIMARY METALS.....	5	123,050	1	1,150	-	-	3	10,700	2	10,200
FABRICATED METALS.....	4	33,950	1	1,600	-	-	1	1,200	1	1,300
MACHINERY.....	1	1,700	-	-	-	-	3	4,950	2	4,700
ELECTRICAL MACHINERY.....	5	13,650	3	4,650	-	-	1	7,400	1	13,600
TRANSPORTATION EQUIPMENT.....	5	47,200	6	37,700	-	-	6	59,300	5	18,550
INSTRUMENTS.....	-	-	1	1,400	-	-	2	8,300	-	-
MISCELLANEOUS MANUFACTURING.....	-	-	1	1,200	-	-	-	-	-	-
NONMANUFACTURING.....	28	144,300	15	65,750	7	38,400	21	99,350	22	138,850
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	-	-	1	1,400	-	-	1	2,500	-	-
TRANSPORTATION ²	5	23,300	1	2,000	-	-	-	-	-	-
COMMUNICATIONS.....	10	58,450	2	2,700	-	-	7	44,350	8	93,800
UTILITIES, ELECTRIC AND GAS.....	4	23,550	2	3,800	-	-	10	42,900	3	6,400
WHOLESALE TRADE.....	1	1,500	-	-	-	-	-	-	-	-
RETAIL TRADE.....	2	5,000	-	-	6	23,400	-	-	8	28,850
HOTELS AND RESTAURANTS.....	3	27,500	-	-	-	-	-	-	-	-
SERVICES.....	2	3,950	9	55,850	1	15,000	3	9,600	3	9,800
CONSTRUCTION.....	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING.....	1	1,050	-	-	-	-	-	-	-	-

¹ Includes technical employees.

² Excludes railroads and airlines.

³ Includes 11 agreements covering 61,250 professional and clerical employees; 1 agreement covering 1,300 policemen; 1 agreement covering 22,700 production, professional, and police employees; 1 agreement covering 1,200 production, professional, and fire-fighting employees; 1 agreement covering 1,950 production, professional, clerical, and fire-fighting employees; 2 agreements covering 6,300 production, professional,

and sales employees; 5 agreements covering 25,850 clerical and sales employees; 5 agreements covering 33,450 production, clerical, and sales employees; 2 agreements covering 18,250 professional, clerical, and sales employees; 4 agreements covering 6,550 production, professional, clerical, and sales employees; 2 agreements covering 8,500 plant guards; 1 agreement covering 1,200 production, professional, and plant guard employees; and 1 agreement covering 5,000 production, professional, clerical, fire-fighting, and plant guard employees.

Part II. Union Security, Management Rights, and Other Noneconomic Provisions

Union security
Checkoff
Management rights
“Favored nations” clauses
Antidiscrimination clauses
Older workers
Industrial relations committees
Safety committees
Productivity committees
Union literature
Moonlighting
Environmental provisions
Worker protection
Selected safety provisions
Absenteeism and tardiness

Table 2.1 Union security provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		REFERRING TO UNION SECURITY									
			TOTAL		UNION SHOP ¹		MODIFIED UNION SHOP ²		AGENCY SHOP ³		MODIFIED AGENCY SHOP	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	1,251	6,193,600	945	4,441,350	93	313,650	89	492,250	9	52,700
MANUFACTURING.....	815	3,750,950	654	3,226,000	475	2,188,350	61	230,550	34	118,450	2	7,900
ORDNANCE, ACCESSORIES.....	12	32,250	8	21,100	4	9,100	-	-	1	1,700	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	89	256,750	77	220,950	1	1,150	3	11,650	1	1,850
TOBACCO MANUFACTURING.....	8	26,350	3	8,350	2	5,400	1	2,950	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	39,850	6	22,100	5	20,500	-	-	-	-	-	-
APPAREL.....	50	435,400	45	427,150	42	416,550	1	1,400	-	-	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	4	8,400	3	5,900	-	-	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	16	26,500	12	20,200	2	4,200	1	1,100	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	37	68,250	33	61,450	2	3,600	-	-	-	-
PRINTING AND PUBLISHING.....	23	47,200	22	46,200	20	43,750	1	1,200	-	-	-	-
CHEMICALS.....	47	108,750	28	49,450	16	32,950	4	7,050	1	1,050	-	-
PETROLEUM REFINING.....	13	25,000	5	7,300	1	2,000	-	-	-	-	-	-
RUBBER AND PLASTICS.....	19	94,950	16	88,350	13	46,500	-	-	-	-	-	-
LEATHER PRODUCTS.....	14	39,800	12	36,600	12	36,600	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	29	70,750	28	69,750	20	44,900	1	1,200	1	5,000	-	-
PRIMARY METALS.....	84	492,000	72	461,450	35	83,850	20	90,300	5	18,650	-	-
FABRICATED METALS.....	32	85,500	27	74,000	18	33,800	4	17,250	-	-	-	-
HACHINERY.....	90	278,950	81	263,500	63	222,200	11	23,800	2	4,200	-	-
ELECTRICAL MACHINERY.....	95	437,550	74	268,900	40	130,700	7	47,400	16	62,800	-	-
TRANSPORTATION EQUIPMENT.....	84	1,058,300	68	989,900	48	721,550	5	27,650	4	12,300	1	6,050
INSTRUMENTS.....	9	20,050	7	15,400	5	12,900	1	1,400	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	6	16,600	6	16,600	-	-	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	597	2,967,600	470	2,253,000	32	83,100	55	373,800	7	44,800
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	8	143,050	5	134,450	2	7,200	-	-	-	-
TRANSPORTATION ⁴	65	572,750	49	477,750	38	370,450	1	1,000	1	1,500	-	-
COMMUNICATIONS.....	65	495,750	62	487,200	5	58,950	3	19,600	43	350,650	3	20,600
UTILITIES, ELECTRIC AND GAS.....	47	134,100	41	119,450	24	66,000	7	15,000	3	5,100	3	22,250
WHOLESALE TRADE.....	12	22,250	11	20,900	11	20,900	-	-	-	-	-	-
RETAIL TRADE.....	92	298,750	86	287,650	82	281,100	4	6,550	-	-	-	-
HOTELS AND RESTAURANTS.....	42	187,900	38	160,700	37	159,500	-	-	1	1,200	-	-
SERVICES.....	70	369,350	63	348,600	57	321,700	-	-	2	2,950	1	1,950
CONSTRUCTION.....	291	1,084,650	238	921,250	211	839,950	14	32,700	5	12,400	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,050	-	-	1	1,050	-	-	-	-

See footnotes at end of table.

Table 2.1 Union security provisions by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	REFERRING TO UNION SECURITY—CONTINUED										SOLE BARGAINING ⁷	
	MAINTENANCE OF MEMBERSHIP ⁵		UNION SHOP AND AGENCY SHOP		MODIFIED UNION SHOP AND AGENCY SHOP		MAINTENANCE OF MEMBERSHIP AND AGENCY SHOP		OTHER ⁶			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	51	153,700	24	366,950	24	231,300	7	21,150	9	120,550	263	876,150
MANUFACTURING.....	38	99,300	13	243,050	19	204,050	5	18,050	7	116,300	161	524,950
ORDNANCE, ACCESSORIES.....	2	7,350	-	-	-	-	-	-	1	2,950	4	11,150
FOOD, KINDRED PRODUCTS.....	-	-	1	1,400	-	-	5	18,050	1	1,700	16	36,800
TOBACCO MANUFACTURING.....	-	-	-	-	-	-	-	-	-	-	5	18,000
TEXTILE MILL PRODUCTS.....	1	1,600	-	-	-	-	-	-	-	-	7	16,750
APPAREL.....	1	2,000	1	7,200	-	-	-	-	-	-	5	8,250
LUMBER, WOOD PRODUCTS.....	-	-	-	-	1	2,500	-	-	-	-	2	2,600
FURNITURE, FIXTURES.....	-	-	-	-	1	1,000	-	-	-	-	5	6,950
PAPER, ALLIED PRODUCTS.....	-	-	-	-	1	1,350	-	-	1	1,850	16	33,350
PRINTING AND PUBLISHING.....	1	1,250	-	-	-	-	-	-	-	-	1	1,000
CHEMICALS.....	7	8,400	-	-	-	-	-	-	-	-	19	59,300
PETROLEUM REFINING.....	4	5,300	-	-	-	-	-	-	-	-	8	17,700
RUBBER AND PLASTICS.....	-	-	1	16,000	2	25,850	-	-	-	-	3	6,600
LEATHER PRODUCTS.....	-	-	-	-	-	-	-	-	-	-	2	3,200
STONE, CLAY, AND GLASS.....	-	-	3	11,350	1	3,500	-	-	2	3,800	1	1,000
PRIMARY METALS.....	5	7,950	-	-	6	155,700	-	-	1	105,000	12	30,550
FABRICATED METALS.....	-	-	2	18,300	3	4,650	-	-	-	-	5	11,500
MACHINERY.....	1	2,800	1	7,000	2	2,500	-	-	1	1,000	9	15,450
ELECTRICAL MACHINERY.....	9	23,400	1	3,600	1	1,000	-	-	-	-	21	168,650
TRANSPORTATION EQUIPMENT.....	6	38,150	3	178,200	1	6,000	-	-	-	-	16	68,400
INSTRUMENTS.....	1	1,100	-	-	-	-	-	-	-	-	2	4,650
MISCELLANEOUS MANUFACTURING.....	-	-	-	-	-	-	-	-	-	-	2	3,100
NONMANUFACTURING.....	13	54,400	11	123,900	5	27,250	2	3,100	2	4,250	102	351,200
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	-	-	-	-	1	1,400	-	-	-	-	5	7,700
TRANSPORTATION ⁴	-	-	9	104,800	-	-	-	-	-	-	16	95,000
COMMUNICATIONS.....	6	25,150	-	-	1	11,000	-	-	1	1,250	3	8,550
UTILITIES, ELECTRIC AND GAS.....	2	3,250	-	-	2	7,850	-	-	-	-	6	14,650
WHOLESALE TRADE.....	-	-	-	-	-	-	-	-	-	-	1	1,350
RETAIL TRADE.....	-	-	-	-	-	-	-	-	-	-	6	11,100
HOTELS AND RESTAURANTS.....	-	-	-	-	-	-	-	-	-	-	4	27,200
SERVICES.....	2	19,000	-	-	-	-	-	-	1	3,000	7	20,750
CONSTRUCTION.....	3	7,000	2	19,100	1	7,000	2	3,100	-	-	53	163,400
MISCELLANEOUS NONMANUFACTURING.....	-	-	-	-	-	-	-	-	-	-	1	1,500

¹ A union shop requires all employees to become members of the union within a specified time after being hired, or after a new provision is negotiated, and to remain members of the union as a condition of continued employment.

² A modified union shop is the same as a union shop except that certain employee groups may be exempted—for example, those already employed at the time the provision was negotiated who had not as yet joined the union.

³ An agency shop requires all employees to the bargaining unit who do not join the union to pay a fixed amount monthly, usually the equivalent of union dues, as a condition of employment, to help defray the union's expenses in acting as a bargaining agent.

⁴ Excludes railroads and airlines.

⁵ Maintenance of membership describes an arrangement whereby

employees who are members of the union at the time the agreement is negotiated, or who voluntarily join subsequently, must maintain their membership, usually for the duration of the agreement, as a condition of continued employment.

⁶ Includes 1 agreement that provides a combination of modified union shop and modified agency shop; 2 agreements that provide a combination of modified union shop and maintenance of membership; 4 that provide a combination of agency shop and modified agency shop; 1 that provides a combination of modified agency shop and maintenance of membership, and 1 that is subject to local negotiation.

⁷ Sole bargaining describes the arrangement whereby the union is recognized as the exclusive bargaining agent for all employees, union and nonunion, in the bargaining unit, but union membership is not required as a condition of employment.

Table 2.2 Checkoff provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		REFERRING TO CHECKOFF					
			TOTAL		DUES CHECKOFF ONLY		DUES AND ASSESSMENTS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	1,228	5,789,650	348	1,318,450	23	53,800
MANUFACTURING.....	815	3,750,950	761	3,519,450	144	450,700	10	28,050
ORDNANCE, ACCESSORIES.....	12	32,250	12	32,250	1	1,800	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	93	261,100	6	12,100	2	4,500
TOBACCO MANUFACTURING.....	8	26,350	8	26,350	3	11,500	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	11	28,850	2	2,400	-	-
APPAREL.....	50	435,400	37	313,400	1	2,450	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	4	7,300	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	20	31,650	-	-	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	51	97,300	22	46,500	-	-
PRINTING AND PUBLISHING.....	23	47,200	17	39,350	3	3,850	5	18,700
CHEMICALS.....	47	108,750	47	108,750	19	62,750	-	-
PETROLEUM REFINING.....	13	25,000	13	25,000	6	14,500	-	-
RUBBER AND PLASTICS.....	19	94,950	19	94,950	15	86,400	-	-
LEATHER PRODUCTS.....	14	39,800	13	38,600	4	7,400	-	-
STONE, CLAY, AND GLASS.....	29	70,750	27	64,450	1	1,750	-	-
PRIMARY METALS.....	84	492,000	82	488,300	5	18,350	-	-
FABRICATED METALS.....	32	85,500	30	80,500	-	-	-	-
MACHINERY.....	90	278,950	88	275,750	8	10,400	1	1,350
ELECTRICAL MACHINERY.....	95	437,550	95	437,550	35	107,950	-	-
TRANSPORTATION EQUIPMENT.....	84	1,058,300	78	1,029,800	10	56,000	2	3,500
INSTRUMENTS.....	9	20,050	8	18,550	1	1,500	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	8	19,700	2	3,100	-	-
NONMANUFACTURING.....	699	3,318,800	467	2,270,200	204	863,750	13	25,750
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	13	150,750	2	5,300	-	-
TRANSPORTATION ¹	65	572,750	57	546,850	7	56,450	-	-
COMMUNICATIONS.....	65	495,750	63	440,750	44	312,000	-	-
UTILITIES, ELECTRIC AND GAS.....	47	134,100	41	107,050	29	82,400	1	1,900
WHOLESALE TRADE.....	12	22,250	7	11,250	-	-	-	-
RETAIL TRADE.....	92	298,750	74	245,300	10	43,850	2	5,000
HOTELS AND RESTAURANTS.....	42	187,900	27	121,500	4	21,200	-	-
SERVICES.....	70	369,350	48	198,250	14	40,250	4	5,700
CONSTRUCTION.....	291	1,084,650	136	447,000	94	302,300	6	13,150
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	-	-	-	-

See footnotes at end of table.

Table 2.2 Checkoff provisions by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	REFERRING TO CHECKOFF—CONTINUED						NO REFERENCE TO CHECKOFF	
	DUES AND INITIATION FEES		DUES, ASSESSMENTS, AND INITIATION FEES		OTHER ²		NO REFERENCE TO CHECKOFF	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	568	2,711,950	283	1,696,350	6	13,100	286	1,280,100
MANUFACTURING.....	420	2,097,250	185	938,750	2	4,700	54	231,500
ORDNANCE, ACCESSORIES.....	10	29,100	1	1,350	-	-	-	-
FOOD, KINDRED PRODUCTS.....	59	185,650	25	55,550	1	3,300	12	32,450
TOBACCO MANUFACTURING.....	5	14,850	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	7	18,950	2	7,500	-	-	2	10,000
APPAREL.....	11	32,700	25	278,250	-	-	13	122,000
LUMBER, WOOD PRODUCTS.....	3	5,100	1	2,200	-	-	2	3,700
FURNITURE, FIXTURES.....	13	22,600	7	9,050	-	-	1	1,800
PAPER, ALLIED PRODUCTS.....	28	49,450	1	1,350	-	-	2	4,300
PRINTING AND PUBLISHING.....	3	3,800	6	13,000	-	-	6	7,850
CHEMICALS.....	21	33,050	7	12,950	-	-	-	-
PETROLEUM REFINING.....	7	10,500	-	-	-	-	-	-
RUBBER AND PLASTICS.....	3	6,450	1	2,100	-	-	-	-
LEATHER PRODUCTS.....	5	26,600	4	4,600	-	-	1	1,200
STONE, CLAY, AND GLASS.....	22	57,550	3	3,750	1	1,400	2	6,300
PRIMARY METALS.....	25	64,500	52	405,450	-	-	2	3,700
FABRICATED METALS.....	19	39,600	11	40,900	-	-	2	5,000
MACHINERY.....	56	212,350	23	51,650	-	-	2	3,200
ELECTRICAL MACHINERY.....	55	317,850	5	11,750	-	-	-	-
TRANSPORTATION EQUIPMENT.....	55	932,950	11	37,350	-	-	6	28,500
INSTRUMENTS.....	7	17,050	-	-	-	-	1	1,500
MISCELLANEOUS MANUFACTURING.....	6	16,600	-	-	-	-	-	-
NONMANUFACTURING.....	148	614,700	98	757,600	4	8,400	232	1,048,600
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	3	4,550	8	140,900	-	-	-	-
TRANSPORTATION ¹	8	16,250	41	473,150	1	1,000	8	25,900
COMMUNICATIONS.....	17	123,650	2	5,100	-	-	2	55,000
UTILITIES, ELECTRIC AND GAS.....	7	13,100	4	9,650	-	-	6	27,050
WHOLESALE TRADE.....	5	7,150	2	4,100	-	-	5	11,000
RETAIL TRADE.....	44	149,550	18	46,900	-	-	18	53,450
HOTELS AND RESTAURANTS.....	20	89,100	2	10,000	1	1,200	15	66,400
SERVICES.....	23	131,500	7	20,800	-	-	22	171,100
CONSTRUCTION.....	20	78,350	14	47,000	2	6,200	155	637,650
MISCELLANEOUS NONMANUFACTURING.....	1	1,500	-	-	-	-	1	1,050

¹ Excludes railroads and airlines.

² Includes 4 agreements covering 10,500 workers that refer to checkoff but give no details, and 2

agreements covering 2,600 workers that make checkoff subject to local negotiations.

Table 2.3 Checkoff provisions by type of union security

(In agreements covering 1,000 workers or more, July 1, 1975)

TYPE OF UNION SECURITY	ALL AGREEMENTS		TYPE OF CHECKOFF					
			TOTAL		DUES CHECKOFF		DUES AND ASSESSMENTS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750	1,228	5,789,650	348	1,314,450	23	53,800
UNION SECURITY.....	1,251	6,193,600	1,014	5,058,350	272	1,050,100	22	52,500
UNION SHOP.....	945	4,441,350	732	3,391,950	168	535,050	17	45,800
MODIFIED UNION SHOP.....	93	313,650	79	279,000	18	34,900	2	2,750
AGENCY SHOP.....	89	492,250	88	490,850	57	335,850	1	1,500
MODIFIED AGENCY SHOP.....	9	52,700	8	37,750	6	29,850	-	-
MAINTENANCE OF MEMBERSHIP.....	51	153,700	48	146,450	17	48,650	-	-
UNION SHOP AND AGENCY SHOP.....	24	366,950	22	347,850	1	16,000	-	-
MODIFIED UNION SHOP AND AGENCY SHOP.....	24	231,300	23	227,800	4	47,950	1	1,350
MAINTENANCE OF MEMBERSHIP AND AGENCY SHOP.....	7	21,150	6	19,150	-	-	1	1,100
SUBJECT TO LOCAL NEGOTIATION ¹	1	1,400	1	1,400	-	-	-	-
OTHER ¹	8	119,150	7	116,150	1	1,850	-	-
SOLE BARGAINING.....	263	876,150	214	731,300	76	264,350	1	1,300
TYPE OF CHECKOFF-CONTINUED								
	DUES AND INITIATION FEES		DUES ASSESSMENTS, AND INITIATION FEES		OTHER ²		NO REFERENCE TO CHECKOFF	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	568	2,711,950	283	1,696,350	6	13,100	286	1,280,100
UNION SECURITY.....	464	2,351,550	251	1,592,100	5	12,100	237	1,135,250
UNION SHOP.....	361	1,757,750	182	1,042,650	4	10,700	213	1,049,400
MODIFIED UNION SHOP.....	25	105,900	34	135,450	-	-	14	34,650
AGENCY SHOP.....	27	147,900	3	5,600	-	-	1	1,400
MODIFIED AGENCY SHOP.....	2	7,900	-	-	-	-	1	14,950
MAINTENANCE OF MEMBERSHIP.....	25	84,650	6	13,150	-	-	3	7,250
UNION SHOP AND AGENCY SHOP.....	7	197,950	14	133,900	-	-	2	19,100
MODIFIED UNION SHOP AND AGENCY SHOP.....	7	22,150	11	156,350	-	-	1	3,500
MAINTENANCE OF MEMBERSHIP AND AGENCY SHOP.....	5	18,050	-	-	-	-	1	2,000
SUBJECT TO LOCAL NEGOTIATION ¹	-	-	-	-	1	1,400	-	-
OTHER ¹	5	9,300	1	105,000	-	-	1	3,000
SOLE BARGAINING.....	104	360,400	32	104,250	1	1,000	49	144,850

¹ Includes 1 agreement that provides a combination of modified union shop and modified agency shop; 2 agreements that provide a combination of modified union shop and maintenance of membership; 4 that provide a combination of agency shop and modified agency shop, and

1 that provides a combination of modified agency shop and maintenance of membership.

² Includes 4 agreements that refer to checkoff but give no details, and 2 that make checkoff subject to local negotiations.

Table 2.4 Management rights and "favored nations" clauses by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		MANAGEMENT RIGHTS PROVISIONS		'FAVORED NATIONS' ¹ CLAUSES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	883	4,268,600	189	804,150
MANUFACTURING.....	815	3,750,950	593	2,749,350	27	96,000
ORDNANCE, ACCESSORIES.....	12	32,250	11	30,450	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	46	100,550	11	26,500
TOBACCO MANUFACTURING.....	8	26,350	4	13,300	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	8	19,250	-	-
APPAREL.....	50	435,400	13	31,000	3	37,000
LUMBER, WOOD PRODUCTS.....	6	11,000	4	7,300	-	-
FURNITURE, FIXTURES.....	21	33,450	14	21,900	2	2,300
PAPER, ALLIED PRODUCTS.....	53	101,600	37	63,800	-	-
PRINTING AND PUBLISHING.....	23	47,200	7	9,700	4	14,800
CHEMICALS.....	47	108,750	37	61,750	1	2,000
PETROLEUM REFINING.....	13	25,000	9	18,850	-	-
RUBBER AND PLASTICS.....	19	94,950	14	73,900	-	-
LEATHER PRODUCTS.....	14	39,800	8	25,400	-	-
STONE, CLAY, AND GLASS.....	29	70,750	26	62,600	-	-
PRIMARY METALS.....	84	492,000	81	475,250	-	-
FABRICATED METALS.....	32	85,500	29	75,050	1	3,100
MACHINERY.....	90	278,950	79	227,950	1	3,000
ELECTRICAL MACHINERY.....	95	437,550	84	406,300	2	3,900
TRANSPORTATION EQUIPMENT.....	84	1,058,300	71	1,001,500	2	3,400
INSTRUMENTS.....	9	20,050	7	17,150	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	4	6,400	-	-
NONMANUFACTURING.....	699	3,318,800	290	1,519,250	162	708,150
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	11	145,750	-	-
TRANSPORTATION ²	65	572,750	39	450,000	2	3,000
COMMUNICATIONS.....	65	495,750	21	148,250	1	28,000
UTILITIES, ELECTRIC AND GAS.....	47	134,100	41	126,100	-	-
WHOLESALE TRADE.....	12	22,250	8	12,750	1	1,000
RETAIL TRADE.....	92	298,750	55	183,400	7	14,150
HOTELS AND RESTAURANTS.....	42	187,900	14	78,600	10	38,400
SERVICES.....	70	369,350	31	156,700	15	104,850
CONSTRUCTION.....	291	1,084,650	69	216,200	126	518,750
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	-	-

¹ Provisions indicating that one party to the agreement (employer or union) shall have the opportunity to share in more favorable terms negotiated by the other party with another employer or union.

² Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.5 Antidiscrimination clauses by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		DISCRIMINATION BARRED BECAUSE OF--							
			TOTAL WITH ANTI-DISCRIMINATION PROVISIONS		RACE OR COLOR		CREED, RELIGION, OR RELIGIOUS BELIEF		NATIONALITY OR PLACE OF BIRTH	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	1,425	6,835,400	1,244	6,329,900	1,234	6,218,450	1,197	6,065,350
MANUFACTURING.....	815	3,750,950	775	3,657,100	711	3,484,900	709	3,481,600	696	3,449,000
ORDNANCE, ACCESSORIES.....	12	32,250	12	32,250	12	32,250	12	32,250	12	32,250
FOOD, KINDRED PRODUCTS.....	105	293,550	101	284,950	91	269,300	91	269,300	88	253,300
TOBACCO MANUFACTURING.....	8	26,350	8	26,350	6	22,400	6	22,400	6	22,400
TEXTILE MILL PRODUCTS.....	13	38,850	12	33,850	9	21,400	9	21,400	9	21,400
APPAREL.....	50	435,400	40	401,400	29	363,900	29	363,900	29	363,900
LUMBER, WOOD PRODUCTS.....	6	11,000	6	11,000	5	9,800	5	9,800	5	9,800
FURNITURE, FIXTURES.....	21	33,450	16	25,600	12	18,900	12	18,900	12	18,900
PAPER, ALLIED PRODUCTS.....	53	101,600	50	98,250	46	92,950	45	91,100	46	92,950
PRINTING AND PUBLISHING.....	23	47,200	21	43,900	17	33,900	17	33,900	17	33,900
CHEMICALS.....	47	108,750	45	106,650	38	69,100	38	69,100	35	65,500
PETROLEUM REFINING.....	13	25,000	13	25,000	13	25,000	13	25,000	13	25,000
RUBBER AND PLASTICS.....	19	94,950	19	94,950	18	93,750	18	93,750	18	93,750
LEATHER PRODUCTS.....	14	39,800	12	36,100	11	30,100	11	30,100	11	30,100
STONE, CLAY, AND GLASS.....	29	70,750	27	67,600	26	65,200	26	65,200	26	65,200
PRIMARY METALS.....	84	492,000	81	487,000	78	476,750	78	476,750	75	472,750
FABRICATED METALS.....	32	85,500	30	78,800	28	74,200	28	74,200	28	74,200
MACHINERY.....	90	278,950	89	275,950	85	269,200	85	269,200	84	268,200
ELECTRICAL MACHINERY.....	95	437,550	93	430,850	90	426,450	89	425,000	88	422,650
TRANSPORTATION EQUIPMENT.....	84	1,058,300	84	1,058,300	81	1,052,000	81	1,052,000	79	1,045,800
INSTRUMENTS.....	9	20,050	9	20,050	9	20,050	9	20,050	9	20,050
MISCELLANEOUS MANUFACTURING.....	8	19,700	7	18,300	7	18,300	7	18,300	6	17,000
NONMANUFACTURING.....	699	3,318,800	650	3,178,300	533	2,845,000	525	2,736,850	501	2,616,350
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	13	150,750	13	150,750	13	150,750	12	25,750
TRANSPORTATION ¹	65	572,750	57	552,200	50	508,950	50	508,950	49	506,450
COMMUNICATIONS.....	65	495,750	65	495,750	65	495,750	65	495,750	65	495,750
UTILITIES, ELECTRIC AND GAS.....	47	134,100	45	130,150	34	93,500	34	93,500	34	93,500
WHOLESALE TRADE.....	12	22,250	11	19,150	10	18,150	10	18,150	10	18,150
RETAIL TRADE.....	92	298,750	84	277,550	73	255,850	72	253,850	71	240,650
HOTELS AND RESTAURANTS.....	42	187,900	41	181,900	25	112,300	25	112,300	15	80,600
SERVICES.....	70	369,350	63	332,550	52	308,800	52	308,800	51	307,400
CONSTRUCTION.....	291	1,084,650	269	1,035,750	210	899,450	203	793,300	193	846,600
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	1	1,500	1	1,500	1	1,500

See footnotes at end of table.

Table 2.5 Antidiscrimination clauses by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	DISCRIMINATION BARRED BECAUSE OF--CONTINUED						DISCRIMINATION BARRED IN ACCORDANCE WITH THE LAW		DISCRIMINATION BARRED, NO REFERENCE TO SPECIFIC DISCRIMINATORY BEHAVIOR	
	UNION MEMBERSHIP OR ACTIVITY		SEX		AGE		AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS				
ALL INDUSTRIES.....	1,095	5,105,650	1,161	6,023,550	809	4,103,200	29	75,750	20	47,850
MANUFACTURING.....	574	2,526,500	692	3,421,850	491	2,422,000	13	29,650	5	8,750
ORDNANCE, ACCESSORIES.....	10	29,150	12	32,250	8	18,850	-	-	-	-
FOOD, KINDRED PRODUCTS.....	89	258,000	88	262,450	69	216,000	-	-	1	1,150
TOBACCO MANUFACTURING.....	5	15,200	6	22,400	6	22,400	2	3,950	-	-
TEXTILE MILL PRODUCTS.....	10	30,450	9	21,400	5	8,600	-	-	-	-
APPAREL.....	26	121,100	25	349,900	17	174,850	-	-	-	-
LUMBER, WOOD PRODUCTS.....	4	7,500	5	9,800	4	8,200	-	-	-	-
FURNITURE, FIXTURES.....	13	22,150	12	18,900	8	11,650	-	-	1	1,800
PAPER, ALLIED PRODUCTS.....	28	53,750	45	91,350	35	64,450	-	-	1	1,300
PRINTING AND PUBLISHING.....	12	18,250	16	25,100	12	19,650	2	4,600	-	-
CHEMICALS.....	39	97,500	36	66,650	25	44,800	1	1,150	-	-
PETROLEUM REFINING.....	9	18,250	12	23,450	8	15,850	-	-	-	-
RUBBER AND PLASTICS.....	8	12,750	18	93,750	13	47,500	1	1,200	-	-
LEATHER PRODUCTS.....	8	24,100	11	30,100	9	27,700	-	-	-	-
STONE, CLAY, AND GLASS.....	21	58,000	25	64,200	23	61,000	-	-	-	-
PRIMARY METALS.....	64	375,900	77	475,600	29	76,050	2	9,250	-	-
FABRICATED METALS.....	25	71,300	27	72,400	20	36,300	2	4,600	-	-
MACHINERY.....	68	227,300	84	267,400	59	188,050	-	-	1	2,500
ELECTRICAL MACHINERY.....	65	363,550	90	426,450	69	370,850	2	2,900	-	-
TRANSPORTATION EQUIPMENT.....	59	698,650	78	1,029,950	60	985,250	1	2,000	1	2,000
INSTRUMENTS.....	8	18,550	9	20,050	8	16,900	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	3	5,100	7	18,300	4	7,100	-	-	-	-
NONMANUFACTURING.....	521	2,579,150	469	2,601,700	318	1,681,200	16	46,100	15	39,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	9	144,700	12	148,750	8	138,850	-	-	-	-
TRANSPORTATION ¹	48	517,900	43	468,600	11	41,250	-	-	-	-
COMMUNICATIONS.....	42	294,600	65	495,750	61	463,200	-	-	-	-
UTILITIES, ELECTRIC AND GAS.....	31	85,650	33	92,250	19	60,900	1	1,550	-	-
WHOLESALE TRADE.....	9	16,550	9	16,650	9	16,650	-	-	-	-
RETAIL TRADE.....	70	240,400	69	246,550	50	173,850	1	1,650	2	3,450
HOTELS AND RESTAURANTS.....	38	175,100	19	96,300	9	46,200	-	-	3	15,500
SERVICES.....	46	227,550	47	251,100	35	169,850	2	5,200	1	2,700
CONSTRUCTION.....	226	874,150	171	784,250	115	568,950	12	37,700	9	17,450
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	1	1,500	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.6 Older worker provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		PROVISION REFERRING TO--			
			HIRING OF OLDER WORKERS		RETENTION OF OLDER WORKERS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	57	179,100	184	552,250
MANUFACTURING.....	815	3,750,950	1	1,900	122	348,450
ORDNANCE, ACCESSORIES.....	12	32,250	-	-	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	-	-	9	32,600
TOBACCO MANUFACTURING.....	8	26,350	-	-	4	16,400
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	2	2,950
APPAREL.....	50	435,400	-	-	7	32,900
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	1	1,200
FURNITURE, FIXTURES.....	21	33,450	1	1,900	7	10,900
PAPER, ALLIED PRODUCTS.....	53	101,600	-	-	3	4,400
PRINTING AND PUBLISHING.....	23	47,200	-	-	1	1,400
CHEMICALS.....	47	108,750	-	-	8	13,500
PETROLEUM REFINING.....	13	25,000	-	-	2	2,900
RUBBER AND PLASTICS.....	19	94,950	-	-	12	38,800
LEATHER PRODUCTS.....	14	39,800	-	-	2	6,000
STONE, CLAY, AND GLASS.....	29	70,750	-	-	3	7,800
PRIMARY METALS.....	84	492,000	-	-	15	36,800
FABRICATED METALS.....	32	85,500	-	-	7	30,900
MACHINERY.....	90	278,950	-	-	18	42,950
ELECTRICAL MACHINERY.....	95	437,550	-	-	4	10,600
TRANSPORTATION EQUIPMENT.....	84	1,058,300	-	-	10	37,850
INSTRUMENTS.....	9	20,050	-	-	2	3,100
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	5	14,500
NONMANUFACTURING.....	699	3,318,800	56	177,200	62	203,800
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	-	-	4	8,800
TRANSPORTATION ¹	65	572,750	1	2,800	5	18,900
COMMUNICATIONS.....	65	495,750	-	-	3	16,200
UTILITIES, ELECTRIC AND GAS.....	47	134,100	-	-	15	53,250
WHOLESALE TRADE.....	12	22,250	-	-	3	6,700
RETAIL TRADE.....	92	298,750	1	1,200	10	21,900
HOTELS AND RESTAURANTS.....	42	187,900	-	-	1	9,000
SERVICES.....	70	369,350	-	-	3	18,000
CONSTRUCTION.....	291	1,084,650	54	173,200	18	51,050
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.7 Labor-management committees on industrial relations issues, safety, and productivity by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		LABOR-MANAGEMENT COMMITTEES ON--					
			INDUSTRIAL RELATIONS ISSUES ¹		SAFETY ²		PRODUCTIVITY ³	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	58	297,400	448	2,738,300	90	1,348,100
MANUFACTURING.....	815	3,750,950	38	186,100	331	1,826,050	55	902,100
ORDNANCE, ACCESSORIES.....	12	32,250	1	1,950	7	23,750	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	4	17,950	25	131,200	6	80,850
TOBACCO MANUFACTURING.....	8	26,350	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	-	-	-	-
APPAREL.....	50	435,400	1	1,400	1	1,300	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	2	3,500	-	-
FURNITURE, FIXTURES.....	21	33,450	1	2,200	5	7,800	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	2	2,250	17	30,850	-	-
PRINTING AND PUBLISHING.....	23	47,200	3	3,950	2	3,900	3	4,350
CHEMICALS.....	47	108,750	1	1,450	27	45,600	1	2,000
PETROLEUM REFINING.....	13	25,000	-	-	8	12,350	-	-
RUBBER AND PLASTICS.....	19	94,950	4	41,550	18	93,350	2	2,750
LEATHER PRODUCTS.....	14	39,800	-	-	2	3,000	-	-
STONE, CLAY, AND GLASS.....	29	70,750	-	-	15	35,000	-	-
PRIMARY METALS.....	84	492,000	7	46,600	67	435,750	34	366,850
FABRICATED METALS.....	32	85,500	4	7,650	15	50,350	2	2,250
MACHINERY.....	90	278,950	3	5,650	52	159,750	1	3,000
ELECTRICAL MACHINERY.....	95	437,550	3	41,250	23	69,700	-	-
TRANSPORTATION EQUIPMENT.....	84	1,058,300	4	12,250	41	707,400	6	440,050
INSTRUMENTS.....	9	20,050	-	-	1	7,000	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	3	4,500	-	-
NONMANUFACTURING.....	699	3,318,800	20	111,300	117	912,250	35	446,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	1	4,100	11	145,750	2	7,200
TRANSPORTATION ⁴	65	572,750	1	11,000	28	401,900	25	382,500
COMMUNICATIONS.....	65	495,750	2	4,050	20	136,350	1	1,450
UTILITIES, ELECTRIC AND GAS.....	47	134,100	3	8,100	19	72,800	2	5,350
WHOLESALE TRADE.....	12	22,250	1	1,400	1	1,350	-	-
RETAIL TRADE.....	92	298,750	1	2,400	3	6,700	-	-
HOTELS AND RESTAURANTS.....	42	187,900	3	24,000	1	9,000	1	24,000
SERVICES.....	70	369,350	6	53,250	5	30,000	3	24,000
CONSTRUCTION.....	291	1,084,650	2	3,000	28	106,900	1	1,500
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	1	1,500	-	-

¹ A labor-management committee on industrial relations issues is a joint committee which studies issues; for example, subcontracting, seniority, and wage incentives, away from the deadlines of bargaining and makes recommendations to the negotiators. It also may be referred to as a "prebargaining" or "continuous bargaining" committee. It should not be confused with labor-management committees which meet periodically to discuss and resolve grievances and in-plant problems.

² A labor-management safety committee is a joint committee which meets periodically to discuss safety problems, to work out solutions,

and to implement safety programs in the plant.

³ A labor-management committee on productivity is a joint committee which meets periodically to discuss in-plant production problems and to work out methods of improving the quantity and quality of production.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.8 Restrictions on posting or distribution of union literature and moonlighting by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		RESTRICTION ON POSTING OR DISTRIBUTION OF UNION LITERATURE		RESTRICTION ON MOONLIGHTING ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	743	3,491,800	97	792,650
MANUFACTURING.....	815	3,750,950	547	2,340,400	24	255,300
ORDNANCE, ACCESSORIES.....	12	32,250	12	32,250	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	54	199,250	3	5,250
TOBACCO MANUFACTURING.....	8	26,350	1	5,500	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	8	19,550	-	-
APPAREL.....	50	435,400	4	11,000	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	3	4,800	-	-
FURNITURE, FIXTURES.....	21	33,450	10	15,600	3	3,800
PAPER, ALLIED PRODUCTS.....	53	101,600	38	75,700	-	-
PRINTING AND PUBLISHING.....	23	47,200	7	16,700	4	4,950
CHEMICALS.....	47	108,750	42	100,250	-	-
PETROLEUM REFINING.....	13	25,000	10	18,400	-	-
RUBBER AND PLASTICS.....	19	94,950	18	93,450	-	-
LEATHER PRODUCTS.....	14	39,800	7	21,400	1	4,000
STONE, CLAY, AND GLASS.....	29	70,750	24	59,100	1	1,200
PRIMARY METALS.....	84	492,000	49	118,100	4	6,700
FABRICATED METALS.....	32	85,500	22	66,250	-	-
MACHINERY.....	90	278,950	78	254,350	2	37,850
ELECTRICAL MACHINERY.....	95	437,550	83	408,150	1	3,800
TRANSPORTATION EQUIPMENT.....	84	1,058,300	67	798,050	5	187,750
INSTRUMENTS.....	9	20,050	6	16,150	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	4	6,400	-	-
NONMANUFACTURING.....	699	3,318,800	196	1,151,400	73	537,350
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	6	12,500	-	-
TRANSPORTATION ²	65	572,750	37	403,400	36	448,450
COMMUNICATIONS.....	65	495,750	49	388,700	-	-
UTILITIES, ELECTRIC AND GAS.....	47	134,100	31	97,700	1	1,100
WHOLESALE TRADE.....	12	22,250	5	11,150	-	-
RETAIL TRADE.....	92	298,750	25	80,850	5	8,450
HOTELS AND RESTAURANTS.....	42	187,900	11	41,000	-	-
SERVICES.....	70	369,350	27	107,300	12	42,800
CONSTRUCTION.....	291	1,084,650	5	8,800	19	36,550
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-

¹ Moonlighting refers to the simultaneous holding of more than one job.
² Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.9 Environmental and worker protection provisions by industry

(in agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		ENVIRONMENTAL PROVISIONS ¹		WORKER PROTECTION PROVISIONS ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	161	1,532,800	75	583,850
MANUFACTURING.....	815	3,750,950	114	1,372,450	20	46,600
ORDNANCE, ACCESSORIES.....	12	32,250	1	1,350	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	2	3,600	11	23,950
TOBACCO MANUFACTURING.....	8	26,350	1	3,850	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	-	-
APPAREL.....	50	435,400	1	3,500	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	1	1,000	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	2	2,750	1	1,800
PRINTING AND PUBLISHING.....	23	47,200	3	7,500	-	-
CHEMICALS.....	47	108,750	9	13,050	1	1,550
PETROLEUM REFINING.....	13	25,000	7	11,200	-	-
RUBBER AND PLASTICS.....	19	94,950	7	74,500	1	1,500
LEATHER PRODUCTS.....	14	39,800	-	-	2	10,000
STONE, CLAY, AND GLASS.....	29	70,750	6	17,200	-	-
PRIMARY METALS.....	84	492,000	35	375,950	-	-
FABRICATED METALS.....	32	85,500	3	4,650	2	4,200
MACHINERY.....	90	278,950	12	29,000	-	-
ELECTRICAL MACHINERY.....	95	437,550	7	37,800	2	3,600
TRANSPORTATION EQUIPMENT.....	84	1,058,300	17	785,550	-	-
INSTRUMENTS.....	9	20,050	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	47	160,350	55	537,250
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	3	8,400	-	-
TRANSPORTATION ³	65	572,750	3	33,600	35	437,550
COMMUNICATIONS.....	65	495,750	1	2,800	5	23,800
UTILITIES, ELECTRIC AND GAS.....	47	134,100	2	2,200	2	3,600
WHOLESALE TRADE.....	12	22,250	-	-	1	1,000
RETAIL TRADE.....	92	298,750	3	7,250	3	5,600
HOTELS AND RESTAURANTS.....	42	187,900	1	4,900	2	15,600
SERVICES.....	70	369,350	2	12,950	3	26,600
CONSTRUCTION.....	291	1,084,650	32	88,250	4	23,500
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-

¹ An environmental provision is designed to safeguard workers and the in-plant environment from health and safety hazards. Included are provisions directed to analyzing and/or correcting pollution of air or water.

² Worker protection provisions protect employees from hostile environments or criminal hazards to which

they might be exposed because of the nature of the work, the areas in which they work, or the time they leave work.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.10 Selected safety provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		TOTAL WITH SELECTED SAFETY PROVISIONS ¹		RIGHT TO REFUSE UNSAFE WORK		RIGHT TO GRIEVE UNSAFE WORK		RIGHT TO DISCIPLINE EMPLOYEES FOR VIOLATING SAFETY RULES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	876	4,415,650	319	2,023,250	241	2,154,700	255	1,243,800
MANUFACTURING.....	815	3,750,950	484	2,439,850	136	882,950	169	1,423,450	147	816,850
ORDNANCE, ACCESSORIES.....	12	32,250	11	30,450	3	13,500	3	6,100	3	12,050
FOOD, KINDRED PRODUCTS.....	105	293,550	49	121,600	7	15,750	6	17,700	11	32,000
TOBACCO MANUFACTURING.....	8	26,350	3	7,800	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	9	22,850	-	-	-	-	1	1,100
APPAREL.....	50	435,400	10	71,500	2	5,200	1	3,500	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	2	3,200	1	2,200	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	8	12,200	6	10,000	3	3,700	1	2,200
PAPER, ALLIED PRODUCTS.....	53	101,600	38	79,450	4	10,100	4	6,550	25	54,650
PRINTING AND PUBLISHING.....	23	47,200	7	13,650	2	6,250	2	3,200	-	-
CHEMICALS.....	47	108,750	36	64,900	6	8,000	7	11,100	9	17,950
PETROLEUM REFINING.....	13	25,000	11	20,300	4	7,250	6	9,450	3	7,050
RUBBER AND PLASTICS.....	19	94,950	17	92,250	2	25,000	5	56,450	6	8,400
LEATHER PRODUCTS.....	14	39,800	5	12,600	-	-	1	1,600	-	-
STONE, CLAY, AND GLASS.....	29	70,750	14	27,550	2	3,200	2	2,200	8	17,500
PRIMARY METALS.....	84	492,000	68	463,100	37	363,150	50	424,000	34	286,850
FABRICATED METALS.....	32	85,500	21	61,700	9	30,400	12	44,300	5	6,050
MACHINERY.....	90	278,950	67	224,500	18	69,900	30	149,550	15	99,700
ELECTRICAL MACHINERY.....	95	437,550	39	119,150	10	45,900	9	50,700	9	45,400
TRANSPORTATION EQUIPMENT.....	84	1,058,300	60	964,900	20	256,150	23	618,750	15	222,750
INSTRUMENTS.....	9	20,050	3	10,500	2	9,000	1	2,000	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	6	15,700	1	2,000	4	12,600	2	3,200
NONMANUFACTURING.....	699	3,318,800	392	1,975,800	183	1,140,300	72	731,250	108	426,950
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	13	150,750	8	141,900	7	138,600	3	7,600
TRANSPORTATION ²	65	572,750	51	523,350	44	488,400	32	428,500	8	83,000
COMMUNICATIONS.....	65	495,750	23	160,450	5	17,050	2	37,900	-	-
UTILITIES, ELECTRIC AND GAS.....	47	134,100	37	98,750	8	20,800	6	22,950	10	24,500
WHOLESALE TRADE.....	12	22,250	9	14,850	3	4,100	1	1,400	4	8,750
RETAIL TRADE.....	92	298,750	24	72,700	5	9,150	2	3,350	10	20,150
HOTELS AND RESTAURANTS.....	42	187,900	2	11,300	1	2,300	-	-	1	9,000
SERVICES.....	70	369,350	16	71,850	6	30,500	2	22,600	3	17,500
CONSTRUCTION.....	291	1,084,650	216	870,300	102	424,600	20	75,950	69	256,450
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	1	1,500	-	-	-	-

See footnotes at end of table.

Table 2.10 Selected safety provisions by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	REGULATION OF CREW SIZE ³		POSTING OF SAFETY RULES		RIGHT OF INSPECTION BY JOINT OR UNION SAFETY COMMITTEE		UNION/EMPLOYER PLEDGE OF COOPERATION IN SAFETY PROGRAMS		NO REFERENCE TO SELECTED SAFETY PROVISIONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	175	763,400	50	291,900	215	1,827,450	428	2,583,300	638	2,654,100
MANUFACTURING.....	47	138,450	36	112,200	186	1,567,800	272	1,707,550	331	1,311,100
ORDNANCE, ACCESSORIES.....	2	3,750	-	-	5	9,850	6	12,800	1	1,800
FOOD, KINDRED PRODUCTS.....	12	21,800	-	-	8	21,050	17	44,100	56	171,950
TOBACCO MANUFACTURING.....	2	3,950	1	3,850	-	-	-	-	5	18,550
TEXTILE MILL PRODUCTS.....	3	13,650	-	-	-	-	7	11,700	4	16,000
APPAREL.....	-	-	-	-	3	49,650	5	16,650	40	363,900
LUMBER, WOOD PRODUCTS.....	-	-	-	-	-	-	1	1,000	4	7,800
FURNITURE, FIXTURES.....	-	-	-	-	2	2,000	4	5,300	13	21,250
PAPER, ALLIED PRODUCTS.....	1	10,600	9	25,050	6	12,650	22	46,800	15	22,150
PRINTING AND PUBLISHING.....	1	1,600	-	-	-	-	2	2,600	16	33,550
CHEMICALS.....	2	3,550	1	1,200	16	21,350	29	55,100	11	43,850
PETROLEUM REFINING.....	-	-	-	-	8	12,350	5	6,400	2	4,700
RUBBER AND PLASTICS.....	-	-	1	1,300	15	90,000	10	78,450	2	2,700
LEATHER PRODUCTS.....	-	-	1	1,000	1	1,600	3	10,000	9	27,200
STONE, CLAY, AND GLASS.....	-	-	3	3,500	3	4,950	9	19,250	15	43,200
PRIMARY METALS.....	5	10,450	3	6,800	34	311,400	47	335,450	16	28,900
FABRICATED METALS.....	5	25,900	1	1,600	10	42,400	9	13,500	11	23,800
MACHINERY.....	4	13,400	5	11,950	37	123,850	36	129,450	23	54,450
ELECTRICAL MACHINERY.....	3	12,550	6	43,700	11	54,250	26	84,050	56	318,400
TRANSPORTATION EQUIPMENT.....	7	17,250	4	10,250	25	807,150	30	829,050	24	93,400
INSTRUMENTS.....	-	-	-	-	-	-	1	1,500	6	9,550
MISCELLANEOUS MANUFACTURING.....	-	-	1	2,000	2	3,300	3	4,400	2	4,000
NONMANUFACTURING.....	128	624,950	14	179,700	29	259,650	156	875,750	307	1,343,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	3	127,900	3	129,000	9	141,850	11	144,450	-	-
TRANSPORTATION ²	4	41,600	2	30,000	1	2,500	4	81,050	14	49,400
COMMUNICATIONS.....	4	39,300	-	-	1	1,250	15	70,550	42	335,300
UTILITIES, ELECTRIC AND GAS.....	19	58,950	1	1,900	5	22,750	25	74,850	10	35,350
WHOLESALE TRADE.....	1	1,350	-	-	-	-	4	8,400	3	7,400
RETAIL TRADE.....	-	-	-	-	-	-	14	52,550	68	226,050
HOTELS AND RESTAURANTS.....	-	-	-	-	-	-	1	9,000	40	176,600
SERVICES.....	3	10,700	-	-	2	20,000	7	32,750	54	297,500
CONSTRUCTION.....	94	345,150	8	18,800	11	71,300	74	400,650	75	214,350
MISCELLANEOUS NONMANUFACTURING.....	-	-	-	-	-	-	1	1,500	1	1,050

¹ For other safety-related provisions, see table 2.7, joint safety committees; table 2.9, environmental provisions; table 3.7, safety equipment; and tables 3.14 and 3.15, hazardous duty differentials.

² Excludes railroads and airlines.

³ Regulation of crew size is limited to provisions which

specifically state a safety relationship. The more general crew-size work rules, including those related to safety, appear in table 7.4.

NOTE: Nonadditive.

Table 2.11 Absenteeism and tardiness provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		REFERRING TO ABSENTEEISM OR TARDINESS								NO REFERENCE TO ABSENTEEISM OR TARDINESS	
			TOTAL		ABSENTEEISM ONLY		TARDINESS ONLY		ABSENTEEISM AND TARDINESS			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	696	3,512,550	461	2,498,550	35	111,350	200	902,650	818	3,557,200
MANUFACTURING.....	815	3,750,950	524	2,530,300	344	1,888,000	17	55,050	163	587,250	291	1,220,650
ORDNANCE, ACCESSORIES.....	12	32,250	8	22,950	4	11,500	-	-	4	11,450	4	9,300
FOOD, KINDRED PRODUCTS.....	105	293,550	57	166,900	31	99,700	3	5,550	23	61,650	48	126,650
TOBACCO MANUFACTURING.....	8	26,350	6	18,400	5	16,000	-	-	1	2,400	2	7,950
TEXTILE MILL PRODUCTS.....	13	38,850	9	20,850	8	18,350	-	-	1	2,500	4	18,000
APPAREL.....	50	435,400	12	88,200	6	66,400	1	4,500	5	17,300	38	347,200
LUMBER, WOOD PRODUCTS.....	6	11,000	4	7,300	3	5,700	-	-	1	1,600	2	3,700
FURNITURE, FIXTURES.....	21	33,450	15	20,700	12	17,350	-	-	3	3,350	6	12,750
PAPER, ALLIED PRODUCTS.....	53	101,600	38	71,100	16	34,200	1	1,450	21	35,450	15	30,500
PRINTING AND PUBLISHING.....	23	47,200	4	13,100	1	1,400	2	10,300	1	1,400	19	34,100
CHEMICALS.....	47	108,750	34	73,500	25	61,100	3	5,200	6	7,200	13	35,250
PETROLEUM REFINING.....	13	25,000	3	7,050	3	7,050	-	-	-	-	10	17,950
RUBBER AND PLASTICS.....	19	94,950	16	67,350	9	57,650	-	-	7	9,700	3	27,600
LEATHER PRODUCTS.....	14	39,800	4	10,600	4	10,600	-	-	-	-	10	29,200
STONE, CLAY, AND GLASS.....	29	70,750	15	30,300	11	25,350	1	1,000	3	3,950	14	40,450
PRIMARY METALS.....	84	492,000	65	420,650	34	194,250	1	1,150	30	225,250	19	71,350
FABRICATED METALS.....	32	85,500	22	64,750	17	57,650	-	-	5	7,100	10	20,750
MACHINERY.....	90	278,950	72	242,850	52	141,850	-	-	20	101,000	18	36,100
ELECTRICAL MACHINERY.....	95	437,550	61	178,550	42	130,000	1	4,500	18	44,050	34	259,000
TRANSPORTATION EQUIPMENT.....	84	1,058,300	67	975,600	53	913,200	3	14,400	11	48,000	17	82,700
INSTRUMENTS.....	9	20,050	6	14,400	2	3,500	1	7,000	3	3,900	3	5,650
MISCELLANEOUS MANUFACTURING.....	8	19,700	6	15,200	6	15,200	-	-	-	-	2	4,500
NONMANUFACTURING.....	699	3,318,800	172	982,250	117	610,550	18	56,300	37	315,400	527	2,336,550
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	7	137,350	5	133,600	1	2,000	1	1,750	6	13,400
TRANSPORTATION ¹	65	572,750	31	314,300	19	97,600	3	15,900	9	200,800	34	258,450
COMMUNICATIONS.....	65	495,750	20	140,750	15	106,400	2	8,700	3	25,650	45	355,000
UTILITIES, ELECTRIC AND GAS.....	47	134,100	12	49,250	9	42,850	1	1,900	2	4,500	35	84,850
WHOLESALE TRADE.....	12	22,250	6	10,200	5	8,850	-	-	1	1,350	6	12,050
RETAIL TRADE.....	92	298,750	26	84,000	16	43,150	-	-	10	40,850	66	214,750
HOTELS AND RESTAURANTS.....	42	187,900	18	91,900	16	89,700	2	2,200	-	-	24	96,000
SERVICES.....	70	369,350	18	51,950	10	22,150	3	4,100	5	25,700	52	317,400
CONSTRUCTION.....	291	1,084,650	32	100,000	21	65,200	5	20,000	6	14,800	259	984,650
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	1	1,050	1	1,500	-	-	-	-

¹ Excludes railroads and airlines.

Part III. Wages and Related Provisions

Wage administration
Methods of compensation
Rate structure
Progression plans
Travel allowances
Tools, work clothing, safety equipment
Nonproduction bonuses
Profit sharing
Thrift plans
Stock purchase plans
Differentials
Wage adjustments
Garnishment
Equal pay provisions
Red-circle rates

Table 3.1 Wage administration provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		FORMAL JOB EVALUATION SYSTEMS ¹		PRODUCTION STANDARDS ²		TIME STUDY ³	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	213	1,001,150	385	2,245,600	319	1,805,650
MANUFACTURING.....	815	3,750,950	195	830,550	375	2,210,250	313	1,777,150
ORDNANCE, ACCESSORIES.....	12	32,250	7	17,000	3	4,800	-	-
FOOD, KINDRED PRODUCTS.....	195	293,550	10	18,500	24	68,600	21	57,450
TOBACCO MANUFACTURING.....	8	26,350	1	4,100	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	1	2,500	8	19,750	7	17,900
APPAREL.....	50	435,400	1	1,500	15	40,800	9	23,500
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	2	3,800	1	2,200
FURNITURE, FIXTURES.....	21	33,450	1	2,200	10	10,200	9	12,700
PAPER, ALLIED PRODUCTS.....	53	101,600	7	14,300	5	6,750	3	4,150
PRINTING AND PUBLISHING.....	23	47,200	1	1,200	1	1,500	1	1,500
CHEMICALS.....	47	108,750	14	47,400	13	31,850	12	30,850
PETROLEUM REFINING.....	13	25,000	1	4,550	2	2,250	1	1,250
RUBBER AND PLASTICS.....	19	94,950	8	64,800	19	94,950	19	94,950
LEATHER PRODUCTS.....	14	39,800	-	-	7	12,100	7	12,100
STONE, CLAY, AND GLASS.....	29	70,750	17	39,050	13	39,200	11	30,700
PRIMARY METALS.....	84	492,000	29	260,650	53	406,650	29	88,800
FABRICATED METALS.....	32	85,500	9	46,750	18	34,200	16	30,700
MACHINERY.....	90	278,950	38	115,200	64	190,100	60	185,000
ELECTRICAL MACHINERY.....	95	437,550	29	117,200	69	364,650	63	341,900
TRANSPORTATION EQUIPMENT.....	84	1,058,300	17	67,050	37	849,450	34	819,150
INSTRUMENTS.....	9	20,050	3	4,700	8	18,750	7	17,650
MISCELLANEOUS MANUFACTURING.....	8	19,700	1	1,900	4	5,900	3	4,700
NONMANUFACTURING.....	699	3,318,800	18	170,600	10	35,350	6	28,500
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	4	134,700	3	7,500	3	7,500
TRANSPORTATION ⁴	65	572,750	-	-	-	-	-	-
COMMUNICATIONS.....	65	495,750	-	-	-	-	-	-
UTILITIES, ELECTRIC AND GAS.....	47	134,100	10	24,500	-	-	-	-
WHOLESALE TRADE.....	12	22,250	-	-	1	1,350	-	-
RETAIL TRADE.....	92	298,750	2	7,600	1	4,000	1	4,000
HOTELS AND RESTAURANTS.....	42	187,900	-	-	-	-	-	-
SERVICES.....	70	369,350	2	3,800	5	22,500	2	17,000
CONSTRUCTION.....	291	1,084,650	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-	-	-

¹ Formal job evaluation systems rank jobs by selected factors, such as skill, responsibility, and experience, for wage-setting purposes.

² Production standards refer to the expected output of a worker or group of workers, consistent with quality of workmanship, efficiency of operations, and the reasonable working capacities of normal operators.

³ Time studies analyze the time and motions involved on a job to determine standards of performance or incentive wage rates.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.2 Methods of compensation by industry

(in agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		TIME PAYMENTS									
			TOTAL		HOURLY OR DAILY ONLY		WEEKLY OR MONTHLY ONLY		HOURLY AND WEEKLY			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS		
ALL INDUSTRIES.....	1,514	7,069,750	1,471	6,902,350	1,286	5,832,650	132	757,650	53	312,050		
MANUFACTURING.....	815	3,750,950	791	3,691,250	721	3,308,750	38	192,550	32	189,950		
ORDNANCE, ACCESSORIES.....	12	32,250	12	32,250	12	32,250	-	-	-	-		
FOOD, KINDRED PRODUCTS.....	105	293,550	101	282,050	85	253,150	8	16,550	8	12,350		
TOBACCO MANUFACTURING.....	8	26,350	8	26,350	8	26,350	-	-	-	-		
TEXTILE MILL PRODUCTS.....	13	38,850	11	35,900	9	24,750	1	2,500	1	8,650		
APPAREL.....	50	435,400	49	432,600	33	306,350	9	90,200	7	36,050		
LUMBER, WOOD PRODUCTS.....	6	11,000	6	11,000	6	11,000	-	-	-	-		
FURNITURE, FIXTURES.....	21	33,450	21	33,450	21	33,450	-	-	-	-		
PAPER, ALLIED PRODUCTS.....	53	101,600	52	100,250	51	98,800	1	1,450	-	-		
PRINTING AND PUBLISHING.....	23	47,200	23	47,200	19	39,350	4	7,850	-	-		
CHEMICALS.....	47	108,750	45	102,200	44	100,200	1	2,000	-	-		
PETROLEUM REFINING.....	13	25,000	11	17,350	9	13,200	-	-	2	4,150		
RUBBER AND PLASTICS.....	19	94,950	19	94,950	19	94,950	-	-	-	-		
LEATHER PRODUCTS.....	14	39,800	14	39,800	11	28,900	2	8,400	1	2,500		
STONE, CLAY, AND GLASS.....	29	70,750	28	69,000	28	69,000	-	-	-	-		
PRIMARY METALS.....	84	492,000	84	492,000	81	478,200	1	9,000	2	4,800		
FABRICATED METALS.....	32	85,500	31	84,350	27	68,900	-	-	4	15,450		
MACHINERY.....	90	278,950	87	270,850	86	268,850	-	-	1	2,000		
ELECTRICAL MACHINERY.....	95	437,550	89	423,950	81	301,950	5	24,950	3	37,050		
TRANSPORTATION EQUIPMENT.....	84	1,058,300	83	1,056,000	77	1,030,700	4	20,350	2	4,950		
INSTRUMENTS.....	9	20,050	9	20,050	8	18,050	-	-	1	2,000		
MISCELLANEOUS MANUFACTURING.....	8	19,700	8	19,700	6	10,400	2	9,300	-	-		
NONMANUFACTURING.....	699	3,319,800	680	3,211,100	565	2,523,900	94	565,100	21	122,100		
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	13	150,750	13	150,750	-	-	-	-		
TRANSPORTATION ¹	65	572,750	62	558,750	61	544,450	1	14,300	-	-		
COMMUNICATIONS.....	65	495,750	63	470,400	19	131,750	43	327,400	1	11,250		
UTILITIES, ELECTRIC AND GAS.....	47	134,100	44	129,950	37	99,800	3	22,250	4	7,900		
WHOLESALE TRADE.....	12	22,250	12	22,250	10	17,750	1	3,100	1	1,400		
RETAIL TRADE.....	92	298,750	92	298,750	67	200,000	21	83,350	4	15,400		
HOTELS AND RESTAURANTS.....	42	187,900	40	178,900	30	130,200	7	40,300	3	8,400		
SERVICES.....	70	369,350	67	334,200	42	183,350	17	73,100	8	77,750		
CONSTRUCTION.....	291	1,084,650	285	1,064,600	284	1,063,300	1	1,300	-	-		
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	2	2,550	-	-	-	-		
							INCENTIVE WAGE PAYMENTS		COMMISSION PAYMENTS		MILEAGE PAYMENTS	
							AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....							460	2,850,150	44	171,000	31	238,800
MANUFACTURING.....							439	2,644,950	18	35,350	9	18,500
ORDNANCE, ACCESSORIES.....							2	6,000	-	-	-	-
FOOD, KINDRED PRODUCTS.....							35	158,200	17	30,350	2	2,850
TOBACCO MANUFACTURING.....							3	10,100	-	-	-	-
TEXTILE MILL PRODUCTS.....							9	28,400	-	-	1	1,350
APPAREL.....							48	430,900	-	-	1	7,200
LUMBER, WOOD PRODUCTS.....							2	4,700	-	-	-	-
FURNITURE, FIXTURES.....							11	17,900	-	-	2	2,200
PAPER, ALLIED PRODUCTS.....							9	14,150	-	-	2	3,800
PRINTING AND PUBLISHING.....							3	3,900	-	-	-	-
CHEMICALS.....							12	30,200	-	-	-	-
PETROLEUM REFINING.....							1	4,550	-	-	-	-
RUBBER AND PLASTICS.....							18	93,750	-	-	-	-
LEATHER PRODUCTS.....							14	39,800	-	-	-	-
STONE, CLAY, AND GLASS.....							26	65,550	1	5,000	-	-
PRIMARY METALS.....							59	430,350	-	-	-	-
FABRICATED METALS.....							21	53,950	-	-	1	1,100
MACHINERY.....							53	170,950	-	-	-	-
ELECTRICAL MACHINERY.....							64	343,400	-	-	-	-
TRANSPORTATION EQUIPMENT.....							35	708,550	-	-	-	-
INSTRUMENTS.....							7	11,950	-	-	-	-
MISCELLANEOUS MANUFACTURING.....							7	17,700	-	-	-	-
NONMANUFACTURING.....							21	205,200	26	135,650	22	220,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....							7	138,600	-	-	-	-
TRANSPORTATION ¹							1	20,000	2	2,700	20	203,300
COMMUNICATIONS.....							-	-	4	44,150	-	-
UTILITIES, ELECTRIC AND GAS.....							-	-	-	-	-	-
WHOLESALE TRADE.....							-	-	1	1,400	-	-
RETAIL TRADE.....							3	6,700	14	48,950	-	-
HOTELS AND RESTAURANTS.....							-	-	-	-	-	-
SERVICES.....							7	29,400	5	38,450	1	15,000
CONSTRUCTION.....							3	10,500	-	-	1	2,000
MISCELLANEOUS NONMANUFACTURING.....							-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.3 Methods of compensation by occupational coverage

(In agreements covering 1,000 workers or more, July 1, 1975)

METHODS OF COMPENSATION	ALL AGREEMENTS		PRODUCTION WORKERS		PROFESSIONAL ¹		CLERICAL		SALES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750	1,215	5,584,700	24	219,350	23	121,250	48	156,800
TIME PAYMENTS.....	1,471	6,902,350	1,181	5,485,250	22	202,050	23	121,250	46	136,650
HOURLY OR DAILY ONLY.....	1,286	5,832,650	1,107	5,031,250	8	126,500	6	18,150	29	81,800
WEEKLY OR MONTHLY ONLY.....	132	757,650	53	284,950	11	29,550	17	103,100	15	52,150
HOURLY OR DAILY AND WEEKLY OR MONTHLY.....	53	312,050	21	169,050	3	46,000	-	-	2	2,700
INCENTIVE WAGE PAYMENTS.....	460	2,850,150	418	2,594,350	-	-	-	-	-	-
COMMISSION PAYMENTS.....	44	171,000	3	7,800	-	-	-	-	19	57,200
MILEAGE PAYMENTS.....	31	238,800	26	202,000	-	-	-	-	-	-
	PRODUCTION AND CLERICAL		PRODUCTION AND PROFESSIONAL ¹		PRODUCTION AND SALES		PRODUCTION, PROFESSIONAL, ¹ AND CLERICAL		OTHER ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	54	373,900	53	159,700	12	48,500	48	212,050	37	193,500
TIME PAYMENTS.....	53	372,500	52	158,100	12	48,500	45	184,550	37	193,500
HOURLY OR DAILY ONLY.....	35	246,600	46	112,950	4	13,100	34	151,950	17	50,350
WEEKLY OR MONTHLY ONLY.....	11	101,150	3	39,650	2	6,800	7	22,350	13	117,950
HOURLY OR DAILY AND WEEKLY OR MONTHLY.....	7	24,750	3	5,500	6	28,600	4	10,250	7	25,200
INCENTIVE WAGE PAYMENTS.....	22	190,250	7	15,800	1	15,000	11	32,550	1	2,200
COMMISSION PAYMENTS.....	2	2,050	-	-	8	33,100	-	-	12	70,850
MILEAGE PAYMENTS.....	3	20,300	1	1,500	1	15,000	-	-	-	-

¹ Includes technical employees.

² Includes 11 agreements covering 61,250 professional and clerical employees; 1 agreement covering 1,300 policemen; 1 agreement covering 22,700 production, professional, and police employees; 1 agreement covering 1,200 production, professional, and firefighting employees; 1 agreement covering 1,950 production, professional, clerical, and firefighting employees; 2 agreements covering 6,300 production, professional, and sales employees; 5 agreements covering 25,850 clerical and sales

employees; 5 agreements covering 33,450 production, clerical, and sales employees; 2 agreements covering 18,250 professional, clerical, and sales employees; 4 agreements covering 6,550 production, professional, clerical, and sales employees; 2 agreements covering 8,500 plant guards; 1 agreement covering 1,200 production, professional, and plant guard employees; and 1 agreement covering 5,000 production, professional, clerical, firefighting, and plant guard employees.

Table 3.4 Basic rate structure for nonincentive jobs by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	BASIC RATE STRUCTURE							
	ALL AGREEMENTS		TOTAL		SINGLE RATES		RATE RANGES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	1,426	6,700,400	679	3,050,100	510	2,172,550
MANUFACTURING.....	815	3,750,950	743	3,446,750	358	1,754,900	319	1,334,800
ORDNANCE, ACCESSORIES.....	12	32,250	11	30,450	2	3,050	10	28,750
FOOD, KINDRED PRODUCTS.....	105	293,550	92	244,000	62	193,500	17	29,500
TOBACCO MANUFACTURING.....	8	26,350	6	21,600	4	13,650	1	4,200
TEXTILE MILL PRODUCTS.....	13	38,850	8	31,500	-	-	2	4,350
APPAREL.....	50	435,400	49	432,600	1	1,700	11	32,600
LUMBER, WOOD PRODUCTS.....	6	11,000	5	8,500	3	5,100	-	-
FURNITURE, FIXTURES.....	21	33,450	20	31,950	7	12,800	6	8,100
PAPER, ALLIED PRODUCTS.....	53	101,600	51	98,650	42	80,750	18	32,750
PRINTING AND PUBLISHING.....	23	47,200	23	47,200	11	17,500	13	19,100
CHEMICALS.....	47	108,750	39	69,950	23	42,750	21	34,750
PETROLEUM REFINING.....	13	25,000	11	17,350	7	10,200	7	11,050
RUBBER AND PLASTICS.....	19	94,950	16	71,850	9	15,100	4	8,550
LEATHER PRODUCTS.....	14	39,800	13	36,650	1	2,000	5	20,050
STONE, CLAY, AND GLASS.....	29	70,750	26	59,600	16	37,600	2	5,500
PRIMARY METALS.....	84	492,000	82	421,400	65	379,450	19	46,700
FABRICATED METALS.....	32	85,500	29	77,650	12	43,900	13	25,450
MACHINERY.....	90	278,950	85	267,550	35	140,250	55	191,300
ELECTRICAL MACHINERY.....	95	437,550	84	408,300	23	77,250	61	320,200
TRANSPORTATION EQUIPMENT.....	84	1,058,300	76	1,030,250	30	665,950	42	485,750
INSTRUMENTS.....	9	20,050	9	20,050	4	11,000	7	17,150
MISCELLANEOUS MANUFACTURING.....	8	19,700	8	19,700	1	1,400	5	9,000
NONMANUFACTURING.....	699	3,318,800	683	3,253,650	321	1,295,200	191	837,750
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	13	150,750	12	146,950	1	2,500
TRANSPORTATION ¹	65	572,750	61	564,050	24	117,250	5	9,050
COMMUNICATIONS.....	65	495,750	65	495,750	2	39,300	62	439,350
UTILITIES, ELECTRIC AND GAS.....	47	134,100	45	131,350	15	49,550	38	118,500
WHOLESALE TRADE.....	12	22,250	12	22,250	5	6,500	2	2,850
RETAIL TRADE.....	92	298,750	92	298,750	23	63,200	62	215,450
HOTELS AND RESTAURANTS.....	42	187,900	41	186,900	6	17,800	1	2,000
SERVICES.....	70	369,350	67	347,200	16	35,450	19	46,550
CONSTRUCTION.....	291	1,084,650	285	1,054,100	218	819,200	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	-	-	1	1,500

INDUSTRY	BASIC RATE STRUCTURE--CONTINUED				NO REFERENCE TO BASIC RATE STRUCTURE	
	MINIMUM RATES		SUBJECT TO LOCAL NEGOTIATION		AGREEMENTS	WORKERS
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS		
ALL INDUSTRIES.....	413	2,094,300	4	21,000	88	369,350
MANUFACTURING.....	173	766,550	3	19,750	72	304,200
ORDNANCE, ACCESSORIES.....	-	-	-	-	1	1,800
FOOD, KINDRED PRODUCTS.....	24	41,300	-	-	13	49,550
TOBACCO MANUFACTURING.....	2	7,950	-	-	2	4,750
TEXTILE MILL PRODUCTS.....	7	29,000	-	-	5	7,350
APPAREL.....	44	422,750	-	-	1	2,800
LUMBER, WOOD PRODUCTS.....	2	3,400	-	-	1	2,500
FURNITURE, FIXTURES.....	10	15,300	-	-	1	1,500
PAPER, ALLIED PRODUCTS.....	6	12,950	-	-	2	2,950
PRINTING AND PUBLISHING.....	9	25,850	-	-	-	-
CHEMICALS.....	-	-	-	-	8	38,800
PETROLEUM REFINING.....	3	5,650	-	-	2	7,650
RUBBER AND PLASTICS.....	4	37,050	1	16,000	3	23,100
LEATHER PRODUCTS.....	8	16,600	-	-	1	3,150
STONE, CLAY, AND GLASS.....	7	15,100	1	1,400	3	11,150
PRIMARY METALS.....	6	13,100	-	-	2	70,600
FABRICATED METALS.....	7	13,650	-	-	3	7,850
MACHINERY.....	10	18,400	-	-	5	11,400
ELECTRICAL MACHINERY.....	11	34,250	-	-	11	29,250
TRANSPORTATION EQUIPMENT.....	10	42,350	1	2,350	8	28,050
INSTRUMENTS.....	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	3	11,900	-	-	-	-
NONMANUFACTURING.....	240	1,327,750	1	1,250	16	65,150
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	1	3,800	-	-	-	-
TRANSPORTATION ¹	34	440,700	-	-	4	8,700
COMMUNICATIONS.....	3	30,650	-	-	-	-
UTILITIES, ELECTRIC AND GAS.....	4	5,650	-	-	2	2,750
WHOLESALE TRADE.....	5	12,900	-	-	-	-
RETAIL TRADE.....	50	147,850	1	1,250	-	-
HOTELS AND RESTAURANTS.....	37	172,500	-	-	1	1,000
SERVICES.....	38	277,750	-	-	3	22,150
CONSTRUCTION.....	67	234,900	-	-	6	30,550
MISCELLANEOUS NONMANUFACTURING.....	1	1,050	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.5 Progression plans by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	PROGRESSION PLANS											
	ALL AGREEMENTS		TOTAL		AUTOMATIC ¹		MERIT ²		AUTOMATIC AND MERIT		NO DETAILS GIVEN	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	510	2,174,450	329	1,213,100	46	268,800	115	640,050	20	52,500
MANUFACTURING.....	815	3,750,950	319	1,334,800	179	517,150	42	259,300	83	516,900	15	41,450
ORDNANCE, ACCESSORIES.....	12	32,250	10	28,750	8	25,700	-	-	2	3,050	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	17	29,500	10	17,350	-	-	4	6,700	3	5,450
TOBACCO MANUFACTURING.....	8	26,350	1	4,200	1	4,200	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	2	4,350	1	1,850	-	-	1	2,500	-	-
APPAREL.....	50	435,400	11	32,600	11	32,600	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	6	8,100	4	5,700	2	2,400	-	-	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	18	32,750	17	31,650	1	1,100	-	-	-	-
PRINTING AND PUBLISHING.....	23	47,200	13	19,100	9	13,750	1	1,200	3	4,150	-	-
CHEMICALS.....	47	108,750	21	34,750	11	17,550	5	8,350	4	7,650	1	1,200
PETROLEUM REFINING.....	13	25,000	7	11,050	6	8,350	-	-	1	2,700	-	-
RUBBER AND PLASTICS.....	19	94,950	4	8,550	1	3,750	1	2,100	2	2,700	-	-
LEATHER PRODUCTS.....	14	39,800	5	20,050	4	18,050	-	-	1	2,000	-	-
STONE, CLAY, AND GLASS.....	29	70,750	2	5,500	2	5,500	-	-	-	-	-	-
PRIMARY METALS.....	84	492,000	19	46,700	8	26,150	5	9,150	4	6,800	2	4,600
FABRICATED METALS.....	32	85,500	13	25,450	6	9,150	4	7,800	3	8,500	-	-
MACHINERY.....	90	278,950	55	191,300	26	113,350	9	38,100	18	37,150	2	2,700
ELECTRICAL MACHINERY.....	95	437,550	61	320,200	31	82,900	4	50,350	24	175,350	2	11,600
TRANSPORTATION EQUIPMENT.....	84	1,058,300	42	485,750	16	87,500	10	138,750	12	244,900	4	14,600
INSTRUMENTS.....	9	20,050	7	17,150	3	4,400	-	-	4	12,750	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	5	9,000	4	7,700	-	-	-	-	1	1,300
NONMANUFACTURING.....	699	3,318,800	191	839,650	150	695,950	4	9,500	32	123,150	5	11,050
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	1	2,500	1	2,500	-	-	-	-	-	-
TRANSPORTATION ³	65	572,750	5	9,050	5	9,050	-	-	-	-	-	-
COMMUNICATIONS.....	65	495,750	62	439,350	46	356,100	-	-	15	81,750	1	1,500
UTILITIES, ELECTRIC AND GAS.....	47	134,100	38	118,500	24	86,750	2	3,900	9	20,300	3	7,550
WHOLESALE TRADE.....	12	22,250	2	2,850	1	1,500	-	-	1	1,350	-	-
RETAIL TRADE.....	92	298,750	61	213,350	57	199,050	-	-	4	14,300	-	-
HOTELS AND RESTAURANTS.....	42	187,900	1	2,000	-	-	-	-	-	-	1	2,000
SERVICES.....	70	359,350	19	46,550	14	35,500	2	5,600	3	5,450	-	-
CONSTRUCTION.....	291	1,084,650	1	4,000	1	4,000	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	1	1,500	-	-	-	-	-	-

¹ Automatic progression plans provide for increases within rate given on the basis of workers' performance. ranges at fixed time intervals without reference to merit.

² Merit progression plans provide for increases within rate ranges

³ Excludes railroads and airlines.

Table 3.6 Travel provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		TRAVEL TIME ¹		GENERAL PER DIEM ALLOWANCE ²		MEAL ALLOWANCE	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	386	2,004,100	152	980,250	495	2,179,500
MANUFACTURING.....	815	3,750,950	78	552,300	34	316,050	189	599,700
ORDNANCE, ACCESSORIES.....	12	32,250	2	6,700	3	8,650	5	14,650
FOOD, KINDRED PRODUCTS.....	105	293,550	7	13,650	2	5,650	30	77,900
TOBACCO MANUFACTURING.....	8	26,350	-	-	-	-	2	8,450
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	-	-	-	-
APPAREL.....	50	435,400	-	-	-	-	1	7,200
LUMBER, WOOD PRODUCTS.....	6	11,000	2	3,700	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	2	2,800	2	3,000	2	2,450
PAPER, ALLIED PRODUCTS.....	53	101,600	3	5,600	-	-	38	77,600
PRINTING AND PUBLISHING.....	23	47,200	1	1,250	1	1,250	2	2,250
CHEMICALS.....	47	108,750	5	33,100	-	-	24	64,450
PETROLEUM REFINING.....	13	25,000	7	14,400	3	5,650	12	23,000
RUBBER AND PLASTICS.....	19	94,950	-	-	1	1,200	2	4,850
LEATHER PRODUCTS.....	14	39,800	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	29	70,750	-	-	-	-	8	19,850
PRIMARY METALS.....	84	492,000	2	13,000	-	-	25	59,350
FABRICATED METALS.....	32	85,500	2	20,500	2	4,200	1	17,000
MACHINERY.....	90	278,950	11	22,100	3	5,000	9	19,800
ELECTRICAL MACHINERY.....	95	437,550	6	114,750	1	1,200	8	114,950
TRANSPORTATION EQUIPMENT.....	84	1,058,300	27	299,650	16	280,250	20	85,950
INSTRUMENTS.....	9	20,050	1	1,100	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	308	1,451,800	118	664,200	306	1,579,800
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	4	9,500	1	3,800	9	138,350
TRANSPORTATION ³	65	572,750	21	153,800	9	76,300	32	229,850
COMMUNICATIONS.....	65	495,750	50	381,350	11	86,850	51	387,150
UTILITIES, ELECTRIC AND GAS.....	47	134,100	32	104,400	12	46,750	44	128,800
WHOLESALE TRADE.....	12	22,250	-	-	1	1,000	4	4,250
RETAIL TRADE.....	92	298,750	24	76,600	2	3,400	15	56,400
HOTELS AND RESTAURANTS.....	42	187,900	4	28,500	-	-	37	156,800
SERVICES.....	70	369,350	18	116,700	5	79,100	18	108,500
CONSTRUCTION.....	291	1,084,650	154	579,900	77	367,000	94	367,150
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,050	-	-	2	2,550

See footnotes at end of table.

Table 3.6 Travel provisions by industry— Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	LODGING ALLOWANCE		TRANSPORTATION ALLOWANCE ⁴		INCIDENTAL EXPENSES ⁵	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	247	1,262,750	529	2,975,050	72	356,950
MANUFACTURING.....	48	231,450	98	534,500	12	61,100
ORDNANCE, ACCESSORIES.....	2	6,700	3	10,900	1	6,050
FOOD, KINDRED PRODUCTS.....	9	18,500	16	37,900	3	7,800
TOBACCO MANUFACTURING.....	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	-	-	-	-	-	-
APPAREL.....	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	-	-	1	1,200	-	-
FURNITURE, FIXTURES.....	2	2,200	2	2,800	-	-
PAPER, ALLIED PRODUCTS.....	2	3,800	6	9,450	1	1,250
PRINTING AND PUBLISHING.....	1	1,000	2	2,250	1	1,250
CHEMICALS.....	3	3,600	12	16,350	-	-
PETROLEUM REFINING.....	3	7,700	9	17,050	-	-
RUBBER AND PLASTICS.....	-	-	-	-	-	-
LEATHER PRODUCTS.....	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	-	-	-	-	-	-
PRIMARY METALS.....	1	1,600	5	5,900	-	-
FABRICATED METALS.....	2	18,100	2	20,500	2	20,500
MACHINERY.....	4	9,100	8	17,300	2	3,250
ELECTRICAL MACHINERY.....	5	105,700	6	127,100	-	-
TRANSPORTATION EQUIPMENT.....	14	53,450	24	261,550	2	21,000
INSTRUMENTS.....	-	-	2	4,250	-	-
MISCELLANEOUS MANUFACTURING.....	-	-	-	-	-	-
NONMANUFACTURING.....	199	1,031,300	431	2,440,550	60	295,850
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	1	1,200	6	139,700	1	1,400
TRANSPORTATION ³	32	194,850	46	497,300	5	17,900
COMMUNICATIONS.....	41	300,350	65	495,750	7	79,150
UTILITIES, ELECTRIC AND GAS.....	29	86,050	36	115,900	4	9,000
WHOLESALE TRADE.....	4	4,250	2	2,050	1	1,000
RETAIL TRADE.....	10	31,800	48	170,050	1	5,750
HOTELS AND RESTAURANTS.....	3	25,900	10	46,900	3	26,200
SERVICES.....	8	69,000	23	180,700	5	35,600
CONSTRUCTION.....	71	317,900	194	791,150	32	118,800
MISCELLANEOUS NONMANUFACTURING.....	-	-	1	1,050	1	1,050

¹ Travel time refers to the payment for time spent traveling to and from a work site, and may include long-distance and overnight travel.

² A per diem allowance is a general daily payment for expenses incidental to travel and usually includes a stated allowance for room, meals, and transportation expenses, in contrast to specific payments for each.

³ Excludes railroads and airlines.

⁴ A transportation allowance is a specific payment for the cost of travel, including the cost of tickets on common carriers or a mileage allowance when the worker uses his own automobile.

⁵ Incidental expenses refer to specific payments for miscellaneous expenditures related to travel other than room, meals, and transportation.

NOTE: Nonadditive.

Table 3.7 Provisions for tools, work clothing, and safety equipment by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		PROVISION FOR-- WORK CLOTHING/UNIFORMS							
			TOOLS		FURNISHED AND/OR REPLACED		MAINTAINED		SAFETY EQUIPMENT	
	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS	AGREE- MENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	532	2,906,400	699	3,765,300	295	1,332,450	795	4,223,600
MANUFACTURING.....	815	3,750,950	215	1,569,750	322	1,904,200	85	188,450	459	2,490,900
ORDNANCE, ACCESSORIES.....	12	32,250	3	10,900	7	19,450	-	-	9	27,400
FOOD, KINDRED PRODUCTS....	105	293,550	41	148,200	82	181,600	49	104,950	55	186,050
TOBACCO MANUFACTURING.....	8	26,350	-	-	1	5,500	-	-	1	3,850
TEXTILE MILL PRODUCTS....	13	38,850	4	18,000	1	5,000	-	-	1	1,100
APPAREL.....	50	435,400	12	163,300	-	-	-	-	1	1,500
LUMBER, WOOD PRODUCTS....	6	11,000	1	2,500	-	-	-	-	2	3,800
FURNITURE, FIXTURES.....	21	33,450	6	10,700	5	6,500	1	1,100	10	14,750
PAPER, ALLIED PRODUCTS....	53	101,600	18	35,650	12	30,200	2	2,600	27	55,550
PRINTING AND PUBLISHING...	23	47,200	5	11,950	1	1,250	1	1,250	5	9,600
CHEMICALS.....	47	108,750	9	12,450	28	45,550	9	13,250	35	78,200
PETROLEUM REFINING.....	13	25,000	2	4,650	8	14,850	3	4,150	6	10,150
RUBBER AND PLASTICS.....	19	94,950	12	37,050	12	61,200	3	5,750	17	91,250
LEATHER PRODUCTS.....	14	39,800	7	29,600	-	-	-	-	3	4,800
STONE, CLAY, AND GLASS....	29	70,750	16	43,700	9	25,550	2	3,400	24	55,500
PRIMARY METALS.....	84	492,000	10	14,650	61	444,900	3	3,950	69	456,950
FABRICATED METALS.....	32	85,500	4	23,400	13	32,000	2	13,850	24	71,400
MACHINERY.....	90	278,950	20	114,550	34	128,500	2	6,400	65	232,000
ELECTRICAL MACHINERY.....	95	437,550	13	50,950	14	67,100	3	5,400	44	235,750
TRANSPORTATION EQUIPMENT..	84	1,058,300	31	834,950	29	821,450	4	15,400	55	941,700
INSTRUMENTS.....	9	20,050	-	-	2	8,500	1	7,000	2	3,100
MISCELLANEOUS MANUFACTURING.....	8	19,700	1	2,600	3	5,100	-	-	4	6,500
NONMANUFACTURING.....	699	3,318,800	317	1,336,650	377	1,861,100	210	1,144,000	336	1,732,700
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	10	142,150	10	145,850	2	6,300	13	150,750
TRANSPORTATION ¹	65	572,750	13	93,650	53	489,800	43	462,050	54	547,200
COMMUNICATIONS.....	65	495,750	14	66,000	4	53,300	2	38,250	10	49,950
UTILITIES, ELECTRIC AND GAS.....	47	134,100	24	70,850	18	54,600	6	12,200	29	80,450
WHOLESALE TRADE.....	12	22,250	1	3,100	6	9,650	6	9,650	4	7,350
RETAIL TRADE.....	92	298,750	29	97,250	71	235,350	64	226,200	9	16,100
HOTELS AND RESTAURANTS....	42	187,900	5	35,500	41	179,900	41	179,900	1	14,100
SERVICES.....	70	369,350	15	69,350	36	171,000	31	177,850	10	49,850
CONSTRUCTION.....	291	1,084,650	205	757,750	136	519,100	13	29,050	205	815,450
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,050	2	2,550	2	2,550	1	1,500

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.8 Nonproduction bonuses

(In agreements covering 1,000 workers or more, July 1, 1975)

TYPE OF BONUS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750
CHRISTMAS BONUS.....	23	149,400
YEAR END BONUS.....	6	15,350
ATTENDANCE BONUS.....	23	118,950
CONTINUOUS SERVICE BONUS.....	45	160,700

NOTE: Nonproduction bonuses are factors other than individual output. Non-extra payments to employees based on additive.

Table 3.9 Profit-sharing, thrift, and stock purchase plans by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		PROFIT-SHARING PLANS ¹		SAVINGS AND/OR THRIFT PLANS ²		STOCK PURCHASE PLANS ³	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,059,750	32	138,400	43	267,500	24	111,400
MANUFACTURING.....	815	3,750,950	26	33,100	37	242,850	21	99,000
ORDNANCE, ACCESSORIES.....	12	32,250	-	-	5	15,200	1	1,200
FOOD, KINDRED PRODUCTS.....	105	293,550	2	4,300	4	7,100	2	3,550
TOBACCO MANUFACTURING.....	8	26,350	5	16,900	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	-	-	-	-
APPAREL.....	50	435,400	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	-	-	1	1,100	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	-	-	1	1,650	-	-
PRINTING AND PUBLISHING.....	23	47,200	1	1,000	-	-	-	-
CHEMICALS.....	47	108,750	6	34,500	2	5,050	2	6,550
PETROLEUM REFINING.....	13	25,000	-	-	3	3,350	1	3,100
RUBBER AND PLASTICS.....	19	94,950	1	1,200	1	1,100	-	-
LEATHER PRODUCTS.....	14	39,800	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	29	70,750	-	-	-	-	-	-
PRIMARY METALS.....	34	492,000	3	5,350	-	-	-	-
FABRICATED METALS.....	32	85,500	2	2,800	-	-	-	-
MACHINERY.....	30	278,950	1	1,500	-	-	-	-
ELECTRICAL MACHINERY.....	95	437,550	3	7,600	12	157,100	4	8,100
TRANSPORTATION EQUIPMENT.....	34	1,058,300	2	7,950	8	51,200	9	58,200
INSTRUMENTS.....	9	20,050	-	-	-	-	2	8,300
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	6	25,300	6	24,650	3	22,400
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	1	1,500	-	-	-	-
TRANSPORTATION ⁴	55	572,750	-	-	-	-	-	-
COMMUNICATIONS.....	55	495,750	-	-	-	-	1	1,250
UTILITIES, ELECTRIC AND GAS.....	47	134,100	-	-	3	17,750	2	21,150
WHOLESALE TRADE.....	12	22,250	1	4,000	-	-	-	-
RETAIL TRADE.....	92	298,750	3	15,800	3	6,900	-	-
HOTELS AND RESTAURANTS.....	42	187,900	-	-	-	-	-	-
SERVICES.....	70	369,350	1	4,000	-	-	-	-
CONSTRUCTION.....	291	1,084,650	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-	-	-

¹ Profit-sharing plans permit workers to share business profits in addition to regular pay.

² Savings and thrift plans are payroll deductions made with each worker's consent, for investment and saving, to which the employer contributes; accumulated amounts become available to each worker, usually under a variety of conditions such as layoff, severance, and retirement.

³ Stock purchase plans permit workers to purchase shares in the company, with or without employer contributions, generally under more favorable terms than are available on the open market.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.10 Shift differentials by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		METHOD OF PAYING DIFFERENTIALS					
			TOTAL		MONEY ¹		TIME ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	1,214	5,517,950	942	4,359,050	148	638,650
MANUFACTURING.....	915	3,750,950	725	3,248,500	643	2,916,700	8	13,250
ORDNANCE, ACCESSORIES.....	12	32,250	12	32,250	7	14,600	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	89	271,550	88	268,700	-	-
TOBACCO MANUFACTURING.....	8	26,350	8	26,350	8	26,350	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	10	33,200	9	30,700	-	-
APPAREL.....	50	435,400	6	20,200	6	20,200	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	6	11,000	5	8,500	1	2,500
FURNITURE, FIXTURES.....	21	33,450	16	26,450	14	22,750	2	3,700
PAPER, ALLIED PRODUCTS.....	53	101,600	50	97,200	49	95,550	-	-
PRINTING AND PUBLISHING.....	23	47,200	21	44,800	19	34,200	-	-
CHEMICALS.....	47	108,750	45	105,950	41	94,750	-	-
PETROLEUM REFINING.....	13	25,000	13	25,000	12	23,850	-	-
RUBBER AND PLASTICS.....	19	94,950	19	94,950	16	63,450	-	-
LEATHER PRODUCTS.....	14	39,800	8	23,250	6	15,800	1	1,000
STONE, CLAY, AND GLASS.....	29	70,750	29	70,750	29	70,750	-	-
PRIMARY METALS.....	84	492,000	83	491,000	82	488,500	-	-
FABRICATED METALS.....	32	85,500	32	85,500	28	77,450	3	4,550
MACHINERY.....	90	278,950	89	277,450	78	256,700	1	1,500
ELECTRICAL MACHINERY.....	95	437,550	93	434,250	86	415,100	-	-
TRANSPORTATION EQUIPMENT.....	84	1,058,300	81	1,041,750	47	856,250	-	-
INSTRUMENTS.....	9	20,050	8	18,550	7	17,450	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	7	17,100	6	15,100	-	-
NONMANUFACTURING.....	699	3,318,800	489	2,269,450	299	1,442,350	140	625,400
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	13	150,750	13	150,750	-	-
TRANSPORTATION ³	65	572,750	17	96,850	17	96,850	-	-
COMMUNICATIONS.....	65	495,750	64	467,750	52	371,700	1	15,200
UTILITIES, ELECTRIC AND GAS.....	47	134,100	40	122,650	39	121,650	-	-
WHOLESALE TRADE.....	12	22,250	9	17,450	9	17,450	-	-
RETAIL TRADE.....	92	298,750	68	236,950	67	235,700	-	-
HOTELS AND RESTAURANTS.....	42	187,900	13	82,900	13	82,900	-	-
SERVICES.....	70	369,350	38	221,800	35	206,050	2	14,750
CONSTRUCTION.....	291	1,084,650	225	869,800	52	156,750	137	595,450
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	2	2,550	-	-

See footnotes at end of table.

Table 3.10 Shift differentials by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	METHOD OF PAYING DIFFERENTIALS-- CONTINUED				NO REFERENCE TO SHIFT DIFFERENTIALS	
	TIME AND MONEY		OTHER ⁴		AGREEMENTS	WORKERS
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS		
ALL INDUSTRIES.....	76	275,000	48	245,250	300	1,551,800
MANUFACTURING.....	31	82,350	43	236,200	90	502,450
ORDNANCE, ACCESSORIES.....	-	-	5	17,650	-	-
FOOD, KINDRED PRODUCTS.....	1	2,850	-	-	16	22,000
TOBACCO MANUFACTURING.....	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	1	2,500	-	-	3	5,650
APPAREL.....	-	-	-	-	44	415,200
LUMBER, WOOD PRODUCTS.....	-	-	-	-	-	-
FURNITURE, FIXTURES.....	-	-	-	-	5	7,000
PAPER, ALLIED PRODUCTS.....	1	1,650	-	-	3	4,400
PRINTING AND PUBLISHING.....	1	1,800	1	8,800	2	2,400
CHEMICALS.....	3	7,400	1	3,800	2	2,800
PETROLEUM REFINING.....	1	1,150	-	-	-	-
RUBBER AND PLASTICS.....	-	-	3	31,500	-	-
LEATHER PRODUCTS.....	-	-	1	6,450	6	16,550
STONE, CLAY, AND GLASS.....	-	-	-	-	-	-
PRIMARY METALS.....	1	2,500	-	-	1	1,000
FABRICATED METALS.....	1	3,500	-	-	-	-
MACHINERY.....	6	13,200	4	6,050	1	1,500
ELECTRICAL MACHINERY.....	2	3,100	5	16,050	2	3,300
TRANSPORTATION EQUIPMENT.....	11	39,600	23	145,900	3	16,550
INSTRUMENTS.....	1	1,100	-	-	1	1,500
MISCELLANEOUS MANUFACTURING.....	1	2,000	-	-	1	2,600
NONMANUFACTURING.....	45	192,650	5	9,050	210	1,049,350
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	-	-	-	-	-	-
TRANSPORTATION ³	-	-	-	-	48	475,900
COMMUNICATIONS.....	11	80,850	-	-	1	28,000
UTILITIES, ELECTRIC AND GAS.....	1	1,000	-	-	7	11,450
WHOLESALE TRADE.....	-	-	-	-	3	4,800
RETAIL TRADE.....	-	-	1	1,250	24	61,800
HOTELS AND RESTAURANTS.....	-	-	-	-	29	105,000
SERVICES.....	1	1,000	-	-	32	147,550
CONSTRUCTION.....	32	109,800	4	7,800	66	218,850
MISCELLANEOUS NONMANUFACTURING.....	-	-	-	-	-	-

¹ Includes 3 agreements that designate a money differential for the second shift and are silent as to the third shift.

² Includes 1 agreement that designates a time differential for the second shift and is silent as to the third shift.

³ Excludes railroads and airlines.

⁴ Includes 38 agreements that provide a money differential for

the second shift and a time and money differential for the third; 5, a time differential for the second shift and a time and money differential for the third; 1, a money differential for the second shift and a time differential for the third; and 4 that refer shift differentials to local negotiations.

Table 3.11 Money differentials by shift

(In agreements covering 1,000 workers or more, July 1, 1975)

TYPE AND AMOUNT OF MONEY DIFFERENTIAL	SECOND SHIFT		THIRD SHIFT		GENERAL NIGHT SHIFT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
TOTAL WITH MONEY DIFFERENTIAL.....	662	3,169,150	620	2,965,800	317	1,375,200
CENTS PER HOUR.....	480	1,646,000	449	1,487,250	165	523,600
1 TO 9.....	56	130,600	8	18,900	20	80,000
10 TO 14.....	169	515,000	62	148,500	36	116,950
15 TO 19.....	97	358,850	122	405,750	24	53,400
20 TO 24.....	109	468,100	99	306,500	25	80,600
25 OR MORE.....	49	173,450	158	607,600	60	192,650
PERCENTAGE.....	143	1,376,850	129	1,329,000	101	547,750
LESS THAN 5.....	14	78,250	-	-	-	-
5.....	35	854,300	14	104,800	1	2,700
6 TO 9.....	33	170,050	26	128,800	3	4,950
10.....	43	214,850	53	991,350	92	526,850
OVER 10.....	18	59,400	36	104,050	5	13,250
FLAT DAILY OR WEEKLY MONEY PREMIUM.....	20	88,100	21	89,200	26	181,800
OTHER MONEY DIFFERENTIALS.....	¹ 19	58,200	² 21	60,350	³ 25	122,050

¹ Includes 11 agreements that vary the money differential by occupation; 4, by level of wages; 2, by length of service; 1, by activity; and 1, by location and schedule.

² Includes 10 agreements that vary the money differential by occupation; 4, by level of wages; 2, by length of service; 2, by schedule; 1, by activity; 1 that provides a flat sum plus a percentage

of the basic hourly rate; and 1 in which the differential cannot be determined.

³ Includes 13 agreements that vary the differential by occupation; 8 that vary it by schedule; 1, by length of service; 1, by location, and 2 that provide a premium in excess of \$1.00 per hour.

Table 3.12 Time differentials by shift

(In agreements covering 1,000 workers or more, July 1, 1975)

TIME DIFFERENTIAL	SECOND SHIFT		THIRD SHIFT		GENERAL NIGHT SHIFT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
TOTAL WITH TIME DIFFERENTIAL.....	137	557,550	133	548,750	15	88,900
8 HOURS PAY FOR 7.5 HOURS WORK.....	67	219,950	11	44,500	4	18,000
8 HOURS PAY FOR 7 HOURS WORK.....	66	331,800	110	470,450	9	53,500
8 HOURS PAY FOR 6.5 HOURS WORK.....	-	-	2	16,500	-	-
8 HOURS PAY FOR 6 HOURS WORK.....	-	-	3	6,300	-	-
OTHER TIME DIFFERENTIALS.....	¹ 4	5,800	² 7	11,000	³ 2	17,400

¹ Includes 3 agreements that provide 7 hours' pay for 6 hours' work, and 1 that provides 9 hours' pay for 7 1/2 hours' work.

² Includes 3 agreements that provide 7 hours' pay for 6

hours' work, and 4 that provide 9 hours' pay for 7 hours' work.

³ Includes 1 agreement that provides 10 hours' pay for 8

Table 3.13 Time and money differentials by shift

(In agreements covering 1,000 workers or more, July 1, 1975)

TIME AND MONEY DIFFERENTIAL	SECOND SHIFT		THIRD SHIFT		GENERAL NIGHT SHIFT	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
TOTAL WITH TIME AND MONEY DIFFERENTIALS.....	59	138,150	99	329,750	17	136,850
8 HOURS PAY FOR 7.5 HOURS WORK AND MONEY.....	44	103,450	26	54,500	2	4,850
8 HOURS PAY FOR 7 HOURS WORK AND MONEY.....	11	26,000	37	97,000	5	53,000
8 HOURS PAY FOR 6.5 HOURS WORK AND MONEY.....	1	3,800	27	128,800	-	-
8 HOURS PAY FOR 6 HOURS WORK AND MONEY.....	-	-	1	1,850	-	-
OTHER TIME AND MONEY DIFFERENTIALS.....	¹ 3	4,900	² 8	47,600	³ 10	79,000

¹ Includes 3 agreements that provide 7 hours' pay for 6 1/2 hours' work plus money.

² Includes 3 agreements that provide 7 hours' pay for 6 hours' work plus money; 2 that provide 7 hours' pay for 6 1/2 hours' work plus money; 1 that provides 9 hours' pay for 7 1/2 hours' work

plus money; 1 that varies the time and money differential by the number of hours worked, and 1 that provides a time and money differential to some workers and a money differential to others.

³ Includes 9 agreements that vary the differential by schedule, and 1 that varies it by occupation.

Table 3.14 Pay differentials for hazardous work and abnormal working conditions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		WITH DIFFERENTIALS FOR HAZARDOUS OR ABNORMAL WORKING CONDITIONS								NO REFERENCE TO DIFFERENTIALS FOR HAZARDOUS OR ABNORMAL WORKING CONDITIONS	
			TOTAL		HAZARDOUS WORK ONLY ¹		ABNORMAL WORKING CONDITIONS ONLY ²		BOTH			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	296	1,444,100	226	968,000	34	274,450	36	201,650	1,218	5,625,650
MANUFACTURING.....	815	3,750,950	79	390,400	44	120,100	19	221,350	16	48,950	736	3,360,550
ORDNANCE, ACCESSORIES.....	12	32,250	2	7,400	2	7,400	-	-	-	-	10	24,850
FOOD, KINDRED PRODUCTS.....	105	293,550	15	27,850	3	4,500	11	22,050	1	1,300	90	265,700
TOBACCO MANUFACTURING.....	8	26,350	-	-	-	-	-	-	-	-	8	26,350
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	-	-	-	-	-	-	13	38,850
APPAREL.....	50	435,400	-	-	-	-	-	-	-	-	50	435,400
LUMBER, WOOD PRODUCTS.....	6	11,000	1	1,200	1	1,200	-	-	-	-	5	9,800
FURNITURE, FIXTURES.....	21	33,450	-	-	-	-	-	-	-	-	21	33,450
PAPER, ALLIED PRODUCTS.....	53	101,600	8	11,600	8	11,600	-	-	-	-	45	90,000
PRINTING AND PUBLISHING.....	23	47,200	-	-	-	-	-	-	-	-	23	47,200
CHEMICALS.....	47	108,750	5	5,600	4	4,200	1	1,400	-	-	42	103,150
PETROLEUM REFINING.....	13	25,000	3	3,850	1	1,450	-	-	2	2,400	10	21,150
RUBBER AND PLASTICS.....	19	94,950	2	3,350	2	3,350	-	-	-	-	17	91,600
LEATHER PRODUCTS.....	14	39,800	-	-	-	-	-	-	-	-	14	39,800
STONE, CLAY, AND GLASS.....	29	70,750	2	3,950	1	1,750	1	2,200	-	-	27	66,800
PRIMARY METALS.....	84	492,000	-	-	-	-	-	-	-	-	84	492,000
FABRICATED METALS.....	32	85,500	1	1,350	1	1,350	-	-	-	-	31	84,150
MACHINERY.....	90	278,950	3	4,450	1	1,500	2	2,950	-	-	87	274,500
ELECTRICAL MACHINERY.....	95	437,550	4	13,100	3	10,600	1	2,500	-	-	91	424,450
TRANSPORTATION EQUIPMENT.....	84	1,058,300	31	302,450	15	66,950	3	190,250	13	45,250	53	755,850
INSTRUMENTS.....	9	20,050	2	4,250	2	4,250	-	-	-	-	7	15,800
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	-	-	-	-	-	-	8	19,700
NONMANUFACTURING.....	699	3,318,800	217	1,053,700	182	847,900	15	53,100	20	152,700	482	2,265,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	5	8,700	4	7,500	-	-	1	1,200	8	142,050
TRANSPORTATION ³	65	572,750	20	202,250	8	129,700	4	6,200	8	66,350	45	370,500
COMMUNICATIONS.....	65	495,750	3	35,800	2	29,800	1	6,000	-	-	62	459,950
UTILITIES, ELECTRIC AND GAS.....	47	134,100	8	16,800	8	16,800	-	-	-	-	39	117,300
WHOLESALE TRADE.....	12	22,250	-	-	-	-	-	-	-	-	12	22,250
RETAIL TRADE.....	92	298,750	6	30,200	-	-	6	30,200	-	-	86	268,550
HOTELS AND RESTAURANTS.....	42	187,900	-	-	-	-	-	-	-	-	42	187,900
SERVICES.....	70	369,350	8	58,700	7	56,500	1	2,200	-	-	62	310,650
CONSTRUCTION.....	291	1,084,650	167	701,250	153	607,600	3	8,500	11	85,150	124	383,400
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-	-	-	-	-	2	2,550

¹ Pay differentials for hazardous work are extra payments for work where chances of injury are greater than normal.

² Pay differentials for abnormal working conditions are extra

payments for work which is dirty, burdensome, or oppressive; for example, jobs that involve bad odors or abnormally high or low temperatures.

³ Excludes railroads and airlines.

Table 3.15 Methods of compensating pay differentials for hazardous work and abnormal working conditions

(In agreements covering 1,000 workers or more, July 1, 1975)

METHODS OF COMPENSATING PAY DIFFERENTIALS	HAZARDOUS WORK		ABNORMAL CONDITIONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750	1,514	7,069,750
TOTAL WITH HAZARD OR ABNORMAL CONDITIONS DIFFERENTIALS.....	262	1,169,650	70	476,100
METHODS OF COMPENSATION				
CENTS PER HOUR.....	98	484,300	24	110,800
UNDER 11 CENTS.....	12	20,400	7	13,100
11 CENTS BUT UNDER 15 CENTS.....	4	10,200	1	28,000
15 CENTS.....	8	67,800	2	4,500
16 CENTS BUT UNDER 20 CENTS.....	1	5,500	1	5,500
20 CENTS.....	4	10,950	-	-
25 CENTS.....	47	221,000	9	53,050
OVER 25 CENTS.....	121	142,450	23	5,400
OTHER.....	31	6,000	11	1,250
PERCENT PER HOUR.....	20	57,250	14	62,100
FLIGHT PAY.....	11	68,500	-	-
DAILY RATE.....	25	191,700	21	90,750
VARIES WITH ACTIVITY OR WORK PERFORMED.....	101	351,300	10	211,300
VARIES WITH OCCUPATION.....	6	15,600	1	1,150
OTHER.....	51	1,000	-	-

¹ Includes 1 agreement providing 30 cents; 6 providing 35 cents; 1 providing 45 cents; 12 providing 50 cents; and 1 providing 75 cents.

² Includes 1 agreement providing 30 cents; and 2 providing 50 cents.

³ Includes 1 agreement that refers to a hazard premium, but gives no further details.

⁴ Includes 1 agreement providing 21 cents.

⁵ Includes 1 agreement that refers to a hazard premium, but gives no further details.

Table 3.16 Wage adjustments by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		ESCALATOR (COST OF LIVING) PROVISIONS ¹		DEFERRED WAGE INCREASE PROVISIONS ²		CONTRACT REOPENING PROVISIONS ³	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	653	4,208,000	1,352	6,244,150	359	1,856,550
MANUFACTURING.....	815	3,750,950	447	2,703,750	749	3,395,700	164	710,250
ORDNANCE, ACCESSORIES.....	12	32,250	8	25,500	11	30,450	1	5,500
FOOD, KINDRED PRODUCTS.....	105	293,550	43	167,000	96	272,050	19	40,300
TOBACCO MANUFACTURING.....	8	26,350	7	20,850	7	24,550	2	9,600
TEXTILE MILL PRODUCTS.....	13	38,850	2	6,850	6	21,850	5	14,100
APPAREL.....	50	435,400	9	154,750	48	404,100	14	72,150
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	6	11,000	-	-
FURNITURE, FIXTURES.....	21	33,450	10	16,800	21	33,450	2	3,500
PAPER, ALLIED PRODUCTS.....	53	101,600	2	2,900	48	93,650	10	20,300
PRINTING AND PUBLISHING.....	23	47,200	18	40,900	23	47,200	5	11,750
CHEMICALS.....	47	108,750	17	34,100	34	61,950	15	50,450
PETROLEUM REFINING.....	13	25,000	-	-	9	14,100	9	15,300
RUBBER AND PLASTICS.....	19	94,950	-	-	15	89,650	2	25,850
LEATHER PRODUCTS.....	14	39,800	-	-	14	39,800	5	11,350
STONE, CLAY, AND GLASS.....	29	70,750	19	51,150	28	69,000	-	-
PRIMARY METALS.....	84	492,000	78	482,450	82	489,100	43	308,850
FABRICATED METALS.....	32	85,500	17	54,800	31	81,700	6	13,750
MACHINERY.....	90	278,950	71	247,200	84	267,500	6	7,700
ELECTRICAL MACHINERY.....	95	437,550	75	387,900	89	424,100	7	25,600
TRANSPORTATION EQUIPMENT.....	84	1,058,300	66	995,200	80	880,750	9	54,750
INSTRUMENTS.....	9	20,050	3	4,800	9	20,050	2	10,150
MISCELLANEOUS MANUFACTURING.....	8	19,700	2	10,600	8	19,700	2	9,300
NONMANUFACTURING.....	699	3,318,800	206	1,504,250	603	2,848,450	195	1,146,300
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	10	144,050	13	150,750	3	7,250
TRANSPORTATION ⁴	65	572,750	47	492,800	57	518,750	41	463,450
COMMUNICATIONS.....	65	495,750	48	453,050	62	455,350	6	23,200
UTILITIES, ELECTRIC AND GAS.....	47	134,100	5	9,900	24	71,800	29	81,750
WHOLESALE TRADE.....	12	22,250	7	13,300	12	22,250	2	2,900
RETAIL TRADE.....	92	298,750	39	132,600	84	274,850	14	40,650
HOTELS AND RESTAURANTS.....	42	187,900	3	5,700	40	185,000	15	102,300
SERVICES.....	70	369,350	18	115,000	56	259,750	18	122,250
CONSTRUCTION.....	291	1,084,650	29	137,850	254	908,900	65	300,000
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	1	1,050	2	2,550

¹ Escalator clauses call for automatic adjustments (quarterly, semiannually, or annually) in wages and salaries that are tied to changes in the Consumer Price Index. Periodic reviews occur, and adjustments are usually made in accordance with a schedule that relates wage increases to CPI changes.

² Deferred wage increases are agreed to in negotiations which

will become effective at specified dates during the contract term.

³ Contract reopening provisions specify or permit the further negotiation of wages and other contractual matters at a designated date during the contract term. The reopener may also operate in an emergency.

⁴ Excludes railroads and airlines.

Table 3.17 Issues and timing of contract reopeners

(In agreements covering 1,000 workers or more, July 1, 1975)

ISSUES	REOPENER CLAUSE	AGREEMENTS	WORKERS	TIMING	REOPENER CLAUSE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....		1,514	7,069,750	ALL AGREEMENTS.....		1,514	7,069,750
ALL AGREEMENT REOPENERS.....		359	1,856,550	ALL AGREEMENT REOPENERS.....		359	1,856,550
WAGES ONLY.....		123	471,150	FIXED DATE REOPENER ONLY.....		141	564,850
NONWAGE ITEMS.....		77	434,100	EMERGENCY REOPENER ONLY ²		126	896,300
WAGE AND NONWAGE ITEMS.....		139	864,050	REOPENER BY MUTUAL CONSENT ONLY.....		24	87,500
AGREEMENT MAY BE REOPENED, NO REFERENCE TO SUBJECTS.....		20	87,250	AGREEMENTS MAY BE REOPENED AT ANY TIME.....		41	170,250
NO REFERENCE TO AGREEMENT REOPENERS.....		1,155	5,213,200	MAY BE REOPENED IN THE EVENT ALLIED AGREEMENTS ARE REOPENED.....		2	2,150
				COST-OF-LIVING REVIEWS.....		14	75,000
				FIXED DATE AND EMERGENCY REOPENER ²		2	3,550
				FIXED DATE AND MUTUAL CONSENT REOPENER.....		1	1,000
ALL AGREEMENT REOPENERS ¹		359	1,856,550	FIXED DATE AND AMENDED AT ANY TIME.....		3	5,800
WAGES.....		262	1,335,200	EMERGENCY AND AMENDED AT ANY TIME ²		4	45,650
NONWAGE ITEMS.....		216	1,298,150	COST-OF-LIVING REVIEWS AT ANY TIME AND EVENT.....		1	4,500
AGREEMENT MAY BE REOPENED, NO REFERENCE TO SUBJECTS.....		20	87,250	NO REFERENCE TO AGREEMENT REOPENERS.....		1,155	5,213,200

¹ Nonadditive.

² Emergency reopeners provide that the contract, or specific provisions of the contract, will be reopened if significant events

occur in the economy, society, or bargaining unit, such as war, national disaster, critical business reverses, or if wage or price controls are imposed.

Table 3.18 Wage adjustments by duration

(In agreements covering 1,000 workers or more, July 1, 1975)

WAGE ADJUSTMENT PROVISIONS	ALL AGREEMENTS		11 MONTHS ¹		12 MONTHS		13-23 MONTHS		24 MONTHS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750	2	8,300	47	160,150	34	90,950	214	577,850
COST-OF-LIVING ONLY.....	25	264,700	-	-	1	1,000	1	1,100	2	2,850
DEFERRED WAGE INCREASE ONLY.....	583	1,854,350	-	-	23	78,600	20	65,300	129	323,950
CONTRACT REOPENING ONLY...	70	309,600	-	-	3	7,650	2	4,800	22	70,300
COST-OF-LIVING AND DEFERRED WAGE INCREASE...	485	2,903,250	-	-	2	3,950	3	4,000	24	78,500
COST-OF-LIVING AND CONTRACT REOPENING.....	5	60,400	-	-	-	-	1	1,600	-	-
DEFERRED WAGE INCREASE AND CONTRACT REOPENING...	146	506,900	-	-	8	28,950	2	2,750	20	54,900
COST-OF-LIVING, DEFERRED WAGE INCREASE, AND CONTRACT REOPENING.....	138	979,650	-	-	-	-	1	1,250	6	20,000
NO REFERENCE TO WAGE ADJUSTMENTS.....	62	190,900	2	8,300	10	40,000	4	10,150	11	27,350
	25-35 MONTHS		36 MONTHS		37-47 MONTHS		48 MONTHS		OVER 48 MONTHS ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	202	1,712,900	819	3,602,150	142	676,750	21	94,950	33	145,750
COST-OF-LIVING ONLY.....	3	175,100	17	82,900	1	1,750	-	-	-	-
DEFERRED WAGE INCREASE ONLY.....	65	303,000	284	888,700	40	120,800	11	36,550	11	37,450
CONTRACT REOPENING ONLY...	7	22,450	29	170,350	4	11,950	-	-	3	22,100
COST-OF-LIVING AND DEFERRED WAGE INCREASE...	68	700,800	309	1,649,550	76	462,450	2	2,600	1	1,400
COST-OF-LIVING AND CONTRACT REOPENING.....	2	24,800	1	26,000	1	8,000	-	-	-	-
DEFERRED WAGE INCREASE AND CONTRACT REOPENING...	10	30,100	75	240,350	10	24,350	6	46,900	15	78,600
COST-OF-LIVING, DEFERRED WAGE INCREASE, AND CONTRACT REOPENING.....	39	446,500	79	453,350	10	47,450	2	8,900	1	2,200
NO REFERENCE TO WAGE ADJUSTMENTS.....	8	10,150	25	90,950	-	-	-	-	2	4,000

¹ Includes one agreement for 10 months and one for 11 months.

² Includes 1 agreement in effect for 49 months; 1 for 51 months; 1 for 56 months; 1 for 59 months; 13 for 60 months;

1 for 64 months; 3 for 65 months; 3 for 72 months; 1 for 78 months; 2 for 79 months; 1 for 80 months; 2 for 83 months; 1 for 96 months; and 2 open-ended agreements.

Table 3.19 Wage garnishment, equal pay for equal work, and red-circle rate provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		WAGE GARNISHMENT ¹		EQUAL PAY FOR EQUAL WORK		RED-CIRCLE RATES ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	111	1,247,700	127	371,700	218	992,800
MANUFACTURING.....	815	3,750,950	64	759,100	98	255,000	178	846,000
ORDNANCE, ACCESSORIES.....	12	32,250	1	5,500	4	12,600	4	11,000
FOOD, KINDRED PRODUCTS.....	105	293,550	4	7,900	17	49,700	25	130,000
TOBACCO MANUFACTURING.....	8	26,350	1	2,400	1	4,100	1	3,850
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	3	14,100	1	2,500
APPAREL.....	50	435,400	-	-	2	7,300	1	1,400
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	1	1,200	4	4,500	3	4,600
PAPER, ALLIED PRODUCTS.....	53	101,600	11	25,850	-	-	14	23,400
PRINTING AND PUBLISHING.....	23	47,200	2	3,200	2	2,550	2	2,200
CHEMICALS.....	47	108,750	3	5,300	7	12,400	8	12,550
PETROLEUM REFINING.....	13	25,000	-	-	-	-	7	14,050
RUBBER AND PLASTICS.....	19	94,950	1	1,100	5	8,700	1	1,250
LEATHER PRODUCTS.....	14	39,800	2	11,000	-	-	-	-
STONE, CLAY, AND GLASS.....	29	70,750	1	1,750	4	7,100	5	11,750
PRIMARY METALS.....	84	492,000	15	160,500	5	8,100	40	389,200
FABRICATED METALS.....	32	85,500	4	21,200	4	7,800	8	42,550
MACHINERY.....	90	278,950	7	34,650	14	24,450	22	58,400
ELECTRICAL MACHINERY.....	95	437,550	4	37,000	19	68,450	18	65,450
TRANSPORTATION EQUIPMENT..	84	1,058,300	7	440,550	4	18,950	15	67,150
INSTRUMENTS.....	9	20,050	-	-	1	1,500	3	4,700
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	2	2,700	-	-
NONMANUFACTURING.....	699	3,318,800	47	488,600	29	116,700	40	146,800
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	1	1,400	1	1,200	1	1,750
TRANSPORTATION ³	65	572,750	31	429,400	-	-	4	33,300
COMMUNICATIONS.....	65	495,750	-	-	-	-	5	29,100
UTILITIES, ELECTRIC AND GAS.....	47	134,100	3	6,150	1	6,200	13	30,750
WHOLESALE TRADE.....	12	22,250	1	1,350	-	-	1	1,400
RETAIL TRADE.....	92	298,750	6	13,700	5	16,750	9	33,600
HOTELS AND RESTAURANTS.....	42	187,900	-	-	16	78,400	3	6,100
SERVICES.....	70	369,350	3	22,100	5	13,100	3	9,300
CONSTRUCTION.....	291	1,084,650	2	14,500	-	-	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	1	1,050	1	1,500

¹ A wage garnishment provision establishes union and management policy if creditors attach an employee's wages. Usually, the policy will entail discipline of the employee.

² A red-circle rate is a rate of pay higher than the contractual or formally established rate for the job. The rate is usually attached to the incumbent worker, not to the job, and

protects the employee from a decline in earnings through no fault of his own—for example, for physical disability resulting from on-the-job injury or age.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Part IV. Hours, Overtime, and Premium Pay

Daily and weekly overtime
Graduated overtime
Equal distribution of overtime
Right to refuse overtime
Scheduled weekly hours
Scheduled days of work
Weekend work

Table 4.1 Overtime provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		DAILY OVERTIME		WEEKLY OVERTIME		OVERTIME OUTSIDE REGULARLY SCHEDULED HOURS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	1,337	6,269,250	947	4,504,150	540	2,176,250
MANUFACTURING.....	815	3,750,950	770	3,593,100	569	2,644,500	222	876,050
ORDNANCE, ACCESSORIES.....	12	32,250	12	32,250	9	23,600	5	18,900
FOOD, KINDRED PRODUCTS.....	105	293,550	95	279,850	87	196,500	16	30,900
TOBACCO MANUFACTURING.....	8	26,350	8	26,350	4	12,250	5	20,600
TEXTILE MILL PRODUCTS.....	13	38,850	12	37,750	11	28,600	3	13,000
APPAREL.....	50	435,400	37	361,950	16	111,500	25	299,850
LUMBER, WOOD PRODUCTS.....	6	11,000	5	8,500	4	7,300	3	5,900
FURNITURE, FIXTURES.....	21	33,450	20	32,200	15	24,250	8	12,800
PAPER, ALLIED PRODUCTS.....	53	101,600	52	99,350	48	92,950	11	21,550
PRINTING AND PUBLISHING.....	23	47,200	21	43,500	6	7,250	17	39,750
CHEMICALS.....	47	108,750	46	106,950	41	98,350	11	23,150
PETROLEUM REFINING.....	13	25,000	12	23,000	10	20,500	7	12,550
RUBBER AND PLASTICS.....	19	94,950	19	94,950	16	88,900	1	1,100
LEATHER PRODUCTS.....	14	39,800	13	38,600	6	8,100	4	17,450
STONE, CLAY, AND GLASS.....	29	70,750	28	69,550	24	59,450	3	5,500
PRIMARY METALS.....	84	492,000	83	489,500	73	468,300	10	14,550
FABRICATED METALS.....	32	85,500	31	84,150	22	40,200	9	16,650
MACHINERY.....	90	278,950	89	277,350	63	155,800	24	77,000
ELECTRICAL MACHINERY.....	95	437,550	93	434,200	51	271,000	25	94,450
TRANSPORTATION EQUIPMENT.....	84	1,058,300	79	1,017,400	51	898,050	30	136,600
INSTRUMENTS.....	9	20,050	9	20,050	6	15,250	1	1,100
MISCELLANEOUS MANUFACTURING.....	8	19,700	6	15,700	6	16,400	4	12,700
NONMANUFACTURING.....	699	3,318,800	567	2,676,150	378	1,859,650	318	1,300,200
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	13	150,750	13	150,750	2	2,900
TRANSPORTATION ¹	65	572,750	45	420,250	28	311,900	28	130,600
COMMUNICATIONS.....	65	495,750	54	370,400	56	340,750	19	138,950
UTILITIES, ELECTRIC AND GAS.....	47	134,100	39	111,000	34	103,450	25	72,750
WHOLESALE TRADE.....	12	22,250	12	22,250	10	17,800	5	10,700
RETAIL TRADE.....	92	298,750	86	288,450	77	261,950	30	94,900
HOTELS AND RESTAURANTS.....	42	187,900	38	168,400	31	155,400	4	12,900
SERVICES.....	70	369,350	51	255,850	45	187,400	7	31,700
CONSTRUCTION.....	291	1,084,650	227	886,250	82	327,700	198	804,800
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	2	2,550	-	-

See footnotes at end of table.

Table 4.1 Overtime provisions by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	GRADUATED OVERTIME RATES ²		EQUAL DISTRIBUTION OF OVERTIME		RIGHT TO REFUSE OVERTIME	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	375	1,672,700	654	3,007,400	269	1,437,900
MANUFACTURING.....	246	864,500	490	2,284,750	229	1,329,250
ORDNANCE, ACCESSORIES.....	6	13,650	11	28,050	9	20,750
FOOD, KINDRED PRODUCTS.....	23	109,350	34	69,300	18	37,950
TOBACCO MANUFACTURING.....	5	14,050	3	9,200	1	2,400
TEXTILE MILL PRODUCTS.....	-	-	3	5,450	2	5,000
APPAREL.....	-	-	6	20,600	3	5,250
LUMBER, WOOD PRODUCTS.....	1	1,200	3	5,000	1	2,500
FURNITURE, FIXTURES.....	5	10,400	11	16,450	5	7,650
PAPER, ALLIED PRODUCTS.....	9	17,900	19	37,550	9	14,650
PRINTING AND PUBLISHING.....	17	39,050	10	18,700	5	10,550
CHEMICALS.....	14	21,150	42	92,500	20	32,550
PETROLEUM REFINING.....	1	1,000	6	10,450	2	2,550
RUBBER AND PLASTICS.....	1	1,100	17	53,200	13	49,200
LEATHER PRODUCTS.....	-	-	7	16,400	1	2,000
STONE, CLAY, AND GLASS.....	15	37,000	14	28,300	8	15,150
PRIMARY METALS.....	9	18,300	59	303,500	21	46,300
FABRICATED METALS.....	11	42,550	23	63,100	10	30,100
MACHINERY.....	45	82,600	72	202,000	52	198,000
ELECTRICAL MACHINERY.....	57	320,350	70	331,400	18	43,400
TRANSPORTATION EQUIPMENT.....	23	122,750	66	939,250	26	796,300
INSTRUMENTS.....	3	10,100	8	18,550	3	3,800
MISCELLANEOUS MANUFACTURING.....	1	2,000	6	15,800	2	3,200
NONMANUFACTURING.....	129	808,200	164	722,650	40	108,650
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	5	7,350	9	140,950	5	8,350
TRANSPORTATION ¹	4	18,450	7	14,500	4	14,300
COMMUNICATIONS.....	46	407,350	23	159,750	5	16,400
UTILITIES, ELECTRIC AND GAS.....	29	85,800	38	101,750	6	14,500
WHOLESALE TRADE.....	1	3,250	5	8,200	3	3,850
RETAIL TRADE.....	5	8,850	16	68,700	9	23,150
HOTELS AND RESTAURANTS.....	4	25,200	7	26,500	1	4,900
SERVICES.....	13	114,250	20	99,450	4	17,450
CONSTRUCTION.....	21	136,200	38	101,350	2	4,250
MISCELLANEOUS NONMANUFACTURING.....	1	1,500	1	1,500	1	1,500

¹ Excludes railroads and airlines.

² Graduated overtime provisions establish increases in daily or weekly overtime rates when overtime hours exceed a specified limit. For example, time and one-half might be paid after 8 hours

daily and double time after 10 hours daily.

NOTE: Nonadditive.

Table 4.2 Daily overtime rates by daily overtime hours

(In agreements covering 1,000 workers or more, July 1, 1975)

DAILY OVERTIME HOURS	ALL AGREEMENTS		REFERRING TO DAILY OVERTIME RATE									
			TOTAL		TIME AND ONE-HALF		DOUBLE TIME		VARIES ¹		OTHER ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS ----	1,514	7,069,750	1,337	6,269,250	1,186	5,727,250	112	398,550	33	129,900	6	13,550
DAILY OVERTIME AFTER SPECIFIED HOURS -----	1,337	6,269,250	1,337	6,269,250	1,186	5,727,250	112	398,550	33	129,900	6	13,550
6 HOURS -----	1	11,000	1	11,000	1	11,000	-	-	-	-	-	-
7 HOURS -----	64	333,650	64	333,650	50	278,450	11	43,900	2	5,300	1	6,000
7.5 HOURS -----	30	137,050	30	137,050	28	133,850	2	3,200	-	-	-	-
8 HOURS -----	1,197	5,342,700	1,197	5,342,700	1,073	4,918,400	97	347,700	23	70,300	4	6,300
8.5 HOURS -----	2	2,000	2	2,000	2	2,000	-	-	-	-	-	-
9 HOURS -----	2	3,250	2	3,250	1	2,000	1	1,250	-	-	-	-
10 HOURS -----	6	9,250	6	9,250	6	9,250	-	-	-	-	-	-
DAILY OVERTIME HOURS VARY ³ -----	32	426,100	32	426,100	23	369,300	1	2,500	8	54,300	-	-
SUBJECT TO LOCAL NEGOTIATION -----	1	1,250	1	1,250	-	-	-	-	-	-	1	1,250
OTHER ⁴ -----	2	3,000	2	3,000	2	3,000	-	-	-	-	-	-
NO REFERENCE TO DAILY OVERTIME HOURS -----	177	800,500	-	-	-	-	-	-	-	-	-	-

¹ Agreements vary the daily overtime rate by activity, location, and schedule.

² Includes 3 agreements that refer to daily overtime hours but do not specify a daily overtime rate; 1 that refers daily overtime to local negotiation; 1 that specifies a flat sum plus time and one-half; and 1 that provides a flat sum.

³ Agreements vary the daily overtime hours by schedule, occupation, and activity.

⁴ Includes 1 agreement that refers to daily overtime but does not specify the number of hours; and 1 that provides daily overtime after 7/4 hours.

Table 4.3 Scheduled weekly hours by scheduled days of work

(In agreements covering 1,000 workers or more, July 1, 1975)

SCHEDULED WEEKLY HOURS	ALL AGREEMENTS		REFERRING TO SCHEDULED DAYS OF WORK						
	AGREEMENTS	WORKERS	TOTAL		LESS THAN 5 DAYS		5 DAYS		
			AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	
ALL AGREEMENTS.....	1,514	7,069,750	1,330	6,194,000	2	6,000	1,294	6,017,100	
TOTAL REFERRING TO SCHEDULED WEEKLY HOURS.....	1,323	6,070,850	1,306	6,023,700	2	6,000	1,275	5,912,350	
LESS THAN 35 HOURS.....	6	22,600	6	22,600	-	-	6	22,600	
35-35.5 HOURS.....	90	438,700	90	438,700	-	-	90	438,700	
36-36.5 HOURS.....	9	16,650	9	16,650	2	6,000	7	10,650	
37-37.5 HOURS.....	39	185,700	39	185,700	-	-	39	185,700	
38-38.5 HOURS.....	1	3,000	1	3,000	-	-	1	3,000	
39-39.5 HOURS.....	2	3,000	2	3,000	-	-	2	3,000	
40 HOURS.....	1,106	4,850,100	1,094	4,811,750	-	-	1,086	4,792,350	
42 HOURS.....	1	1,000	1	1,000	-	-	1	1,000	
45 HOURS.....	2	3,400	2	3,400	-	-	2	3,400	
48 HOURS OR MORE.....	7	23,350	7	23,350	-	-	1	2,100	
WEEKLY HOURS VARY ¹	51	498,850	48	493,400	-	-	37	444,650	
SUBJECT TO LOCAL NEGOTIATION..	4	15,950	4	15,950	-	-	-	-	
OTHER ²	5	8,550	3	5,200	-	-	3	5,200	
NO REFERENCE TO SCHEDULED WEEKLY HOURS.....	191	998,900	24	170,300	-	-	19	104,750	
REFERRING TO SCHEDULED DAYS OF WORK--CONTINUED							NO REFERENCE TO SCHEDULED DAYS OF WORK		
		6 DAYS		VARIES		OTHER ³			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	
ALL AGREEMENTS.....	9	82,550	20	71,400	5	16,950	184	875,750	
TOTAL REFERRING TO SCHEDULED WEEKLY HOURS.....	8	42,550	16	45,850	5	16,950	17	47,150	
LESS THAN 35 HOURS.....	-	-	-	-	-	-	-	-	
35-35.5 HOURS.....	-	-	-	-	-	-	-	-	
36-36.5 HOURS.....	-	-	-	-	-	-	-	-	
37-37.5 HOURS.....	-	-	-	-	-	-	-	-	
38-38.5 HOURS.....	-	-	-	-	-	-	-	-	
39-39.5 HOURS.....	-	-	-	-	-	-	-	-	
40 HOURS.....	1	1,300	7	18,100	-	-	12	38,350	
42 HOURS.....	-	-	-	-	-	-	-	-	
45 HOURS.....	-	-	-	-	-	-	-	-	
48 HOURS OR MORE.....	5	20,250	-	-	1	1,000	-	-	
WEEKLY HOURS VARY.....	2	21,000	9	27,750	-	-	3	5,450	
SUBJECT TO LOCAL NEGOTIATION..	-	-	-	-	4	15,950	-	-	
OTHER.....	-	-	-	-	-	-	2	3,350	
NO REFERENCE TO SCHEDULED WEEKLY HOURS.....	1	40,000	4	25,550	-	-	167	828,600	

¹ Agreements vary weekly hours by scheduled length of daily shifts, by occupation, and at employer or employee option. ² Includes 4 agreements in which weekly hours cannot be determined; and 1 agreement with a 36 1/4 hour workweek. ³ Includes 4 agreements in which workdays are subject to local negotiation, and 1 agreement with 7 workdays.

Table 4.4 Scheduled weekly hours under 40 by daily and weekly overtime

(In agreements covering 1,000 workers or more, July 1, 1975)

SCHEDULED WEEKLY HOURS	ALL AGREEMENTS		OVERTIME PROVISION							
			DAILY OVERTIME ONLY		WEEKLY OVERTIME ONLY		DAILY AND WEEKLY OVERTIME		NO REFERENCE TO DAILY OR WEEKLY OVERTIME	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750	421	1,847,700	31	82,600	916	4,421,550	146	717,900
SCHEDULED WEEKLY HOURS UNDER 40.....	147	669,650	51	229,750	8	31,000	55	273,950	33	134,950
LESS THAN 35 HOURS.....	6	22,600	4	20,000	-	-	1	1,300	1	1,300
35 HOURS.....	90	438,700	35	179,400	3	8,300	25	145,150	27	105,850
36 HOURS.....	9	16,650	1	1,800	-	-	7	13,550	1	1,300
37.5 HOURS.....	39	185,700	9	25,550	5	22,700	22	113,950	3	23,500
38 HOURS.....	1	3,000	-	-	-	-	-	-	1	3,000
39 HOURS.....	1	1,700	1	1,700	-	-	-	-	-	-
39.5 HOURS.....	1	1,300	1	1,300	-	-	-	-	-	-

Table 4.5 Daily and weekly overtime provisions

(In agreements covering 1,000 workers or more, July 1, 1975)

DAILY OVERTIME	ALL AGREEMENTS		WEEKLY OVERTIME AFTER--									
			TOTAL		LESS THAN 35 HOURS		35 AND 35.5 HOURS		36 AND 36.5 HOURS		37 AND 37.5 HOURS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750	947	4,504,150	1	1,300	22	130,050	7	13,550	25	129,050
DAILY OVERTIME AFTER SPECIFIED HOURS.....	1,337	6,269,250	916	4,421,550	1	1,300	19	121,750	7	13,550	22	109,650
6 HOURS.....	1	11,000	-	-	-	-	-	-	-	-	-	-
7 HOURS.....	64	333,650	23	132,600	1	1,300	19	121,750	2	2,600	-	-
7.5 HOURS.....	30	137,050	21	110,600	-	-	-	-	-	-	20	103,650
8 HOURS.....	1,197	5,342,700	844	3,933,950	-	-	-	-	5	10,950	2	6,000
8.5 HOURS.....	2	2,000	1	1,000	-	-	-	-	-	-	-	-
9 HOURS.....	2	3,250	1	2,000	-	-	-	-	-	-	-	-
10 HOURS.....	6	9,250	5	7,700	-	-	-	-	-	-	-	-
HOURS VARY ¹	32	426,100	19	231,050	-	-	-	-	-	-	-	-
SUBJECT TO LOCAL NEGOTIATION.....	1	1,250	1	1,250	-	-	-	-	-	-	-	-
OTHER ²	2	3,000	1	1,400	-	-	-	-	-	-	-	-
NO REFERENCE TO DAILY OVERTIME.....	177	800,500	31	82,600	-	-	3	8,300	-	-	3	19,400
			WEEKLY OVERTIME AFTER--CONTINUED									
			40 HOURS		OVER 40 HOURS		VARIES ³		OTHER ⁴		NO REFERENCE TO WEEKLY OVERTIME	
			AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....			858	3,984,700	14	31,750	18	211,100	2	2,650	567	2,565,600
DAILY OVERTIME AFTER SPECIFIED HOURS.....			835	3,933,100	14	31,750	16	207,800	2	2,650	421	1,847,700
6 HOURS.....			-	-	-	-	-	-	-	-	1	11,000
6.5 HOURS.....			-	-	-	-	-	-	-	-	-	-
7 HOURS.....			1	6,950	-	-	-	-	-	-	41	201,050
7.5 HOURS.....			1	6,950	-	-	-	-	-	-	9	26,450
8 HOURS.....			824	3,886,550	11	26,750	2	3,600	-	-	353	1,408,750
8.5 HOURS.....			1	1,000	-	-	-	-	-	-	1	1,000
9 HOURS.....			1	2,000	-	-	-	-	-	-	1	1,250
9.5 HOURS.....			-	-	-	-	-	-	-	-	-	-
10 HOURS.....			1	1,400	3	5,000	1	1,300	-	-	1	1,550
HOURS VARY.....			6	28,150	-	-	13	202,900	-	-	13	195,050
SUBJECT TO LOCAL NEGOTIATION.....			-	-	-	-	-	-	1	1,250	-	-
OTHER.....			-	-	-	-	-	-	1	1,400	1	1,600
NO REFERENCE TO DAILY OVERTIME.....			23	51,600	-	-	2	3,300	-	-	146	717,900

¹ Agreements vary the daily overtime hours by schedule, occupation, and activity.

² Includes 1 agreement that refers to daily overtime but does not specify the number of hours; and 1 that provides daily overtime after 7 1/4 hours.

³ Agreements vary weekly overtime by the scheduled length of daily shifts, by occupation, and by activity.

⁴ Includes 1 agreement that provides overtime after 36 1/4 hours, and 1, weekly overtime subject to local negotiation.

Table 4.6 Weekly overtime rate by weekly overtime hours

(In agreements covering 1,000 workers or more, July 1, 1975)

WEEKLY OVERTIME HOURS	ALL AGREEMENTS		REFERRING TO WEEKLY OVERTIME RATE									
			TOTAL		FIVE AND ONE-HALF		DOUBLE TIME		VARIES ¹		OTHER ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,369,750	947	4,504,150	898	4,347,850	30	104,600	14	39,350	5	12,350
WEEKLY OVERTIME AFTER SPECIFIED HOURS.....	947	4,504,150	947	4,504,150	898	4,347,850	30	104,600	14	39,350	5	12,350
LESS THAN 35 HOURS.....	1	1,300	1	1,300	1	1,300	-	-	-	-	-	-
35 AND 35.5 HOURS.....	22	130,050	22	130,050	18	114,950	2	7,300	1	1,800	1	5,300
36 AND 36.5 HOURS.....	7	13,550	7	13,550	2	2,600	3	7,250	2	3,700	-	-
37 AND 37.5 HOURS.....	25	129,350	25	129,350	25	129,050	-	-	-	-	-	-
40 HOURS.....	858	3,984,700	858	3,984,700	822	3,859,350	25	90,050	8	29,700	3	5,100
MORE THAN 40 HOURS.....	14	31,750	14	31,750	14	31,750	-	-	-	-	-	-
HOURS VARY ³	13	211,100	18	211,100	15	206,950	-	-	3	4,150	-	-
SUBJECT TO LOCAL NEGOTIATION.....	1	1,250	1	1,250	-	-	-	-	-	-	1	1,250
OTHER ⁴	1	1,400	1	1,400	1	1,400	-	-	-	-	-	-
NO REFERENCE TO WEEKLY OVERTIME.....	567	2,565,600	-	-	-	-	-	-	-	-	-	-

¹ Agreements vary the overtime rates by activity.

² Includes 3 agreements that refer to weekly overtime, but do not specify a rate, 1 that refers to a flat sum for weekly overtime, and 1 that refers overtime rates to local negotiation.

³ Agreements vary weekly overtime by the scheduled length of daily shifts, by occupation; and by activity.

⁴ Includes 1 agreement that provides overtime after 36¹/₄ hours.

Table 4.7 Weekly overtime hours by scheduled weekly hours

(In agreements covering 1,000 workers or more, July 1, 1975)

SCHEDULED WEEKLY HOURS	ALL AGREEMENTS		WEEKLY OVERTIME AFTER											
			TOTAL		LESS THAN 35 HOURS		35 AND 35.5 HOURS		36 AND 36.5 HOURS		37 AND 37.5 HOURS			
			AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS		
ALL AGREEMENTS.....	1,514	7,069,750	947	4,504,150	1	1,300	22	130,050	7	13,550	25	129,350		
REFERRING TO SCHEDULED WEEKLY HOURS.....	1,323	6,070,850	842	4,077,450	1	1,300	22	130,050	7	13,550	25	129,350		
LESS THAN 35 HOURS.....	5	22,500	1	1,300	1	1,300	-	-	-	-	-	-		
35 AND 35.5 HOURS.....	90	439,700	28	153,450	-	-	22	130,050	-	-	1	3,600		
36 AND 36.5 HOURS.....	9	15,550	7	13,550	-	-	-	-	7	13,550	-	-		
37 AND 37.5 HOURS.....	39	195,700	27	136,550	-	-	-	-	-	-	23	124,400		
38 AND 38.5 HOURS.....	1	3,000	-	-	-	-	-	-	-	-	-	-		
39 AND 39.5 HOURS.....	2	3,000	-	-	-	-	-	-	-	-	-	-		
40 HOURS.....	1,106	4,850,100	728	3,451,500	-	-	-	-	-	-	1	1,350		
MORE THAN 40 HOURS.....	10	27,750	7	16,200	-	-	-	-	-	-	-	-		
WEEKLY HOURS VARY ¹	51	498,850	37	285,150	-	-	-	-	-	-	-	-		
SUBJECT TO LOCAL NEGOTIATION.....	4	15,950	4	15,950	-	-	-	-	-	-	-	-		
OTHER ²	5	8,550	3	3,700	-	-	-	-	-	-	-	-		
NO REFERENCE TO SCHEDULED WEEKLY HOURS.....	191	993,900	105	426,700	-	-	-	-	-	-	-	-		
					WEEKLY OVERTIME AFTER-CONTINUED								NO REFERENCE TO WEEKLY OVERTIME	
					40 HOURS		OVER 40 HOURS		VARIES ³		OTHER ⁴			
					AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....					858	3,984,700	14	31,750	19	211,100	2	2,650	557	2,565,500
REFERRING TO SCHEDULED WEEKLY HOURS.....					763	3,577,700	5	14,700	15	208,450	2	2,650	491	1,993,400
LESS THAN 35 HOURS.....					-	-	-	-	-	-	-	-	5	21,300
35 AND 35.5 HOURS.....					5	19,800	-	-	-	-	-	-	52	295,250
36 AND 36.5 HOURS.....					-	-	-	-	-	-	-	-	2	3,100
37 AND 37.5 HOURS.....					4	12,250	-	-	-	-	-	-	12	49,050
38 AND 38.5 HOURS.....					-	-	-	-	-	-	-	-	1	3,000
39 AND 39.5 HOURS.....					-	-	-	-	-	-	-	-	2	3,000
40 HOURS.....					725	3,446,850	2	3,600	-	-	-	-	378	1,393,500
MORE THAN 40 HOURS.....					3	5,100	1	11,100	-	-	-	-	3	11,550
WEEKLY HOURS VARY ¹					21	76,700	-	-	16	208,450	-	-	14	213,700
SUBJECT TO LOCAL NEGOTIATION.....					3	14,700	-	-	-	-	1	1,250	-	-
OTHER ²					2	2,300	-	-	-	-	1	1,400	2	4,350
NO REFERENCE TO SCHEDULED WEEKLY HOURS.....					95	407,000	3	17,050	2	2,650	-	-	35	572,200

¹ Agreements vary weekly hours by scheduled length of daily shifts, by occupation, and at employer or employee option.

² Includes 4 agreements in which weekly hours cannot be determined; and 1 agreement with a 36 1/4 hour workweek.

³ Agreements vary weekly overtime by the scheduled length of daily shifts, by occupation, and by activity.

⁴ Includes 1 agreement that provides overtime after 36 1/4 hours; and 1, weekly overtime subject to local negotiation.

Table 4.8 Overtime rates for work outside regularly scheduled hours by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		REFERRING TO OVERTIME RATE FOR WORK OUTSIDE REGULARLY SCHEDULED HOURS									
			TOTAL		FIVE AND ONE-HALF		DOUBLE TIME		VARIES ¹		OTHER ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,359,750	540	2,176,250	377	1,534,900	119	412,500	31	182,000	13	46,353
MANUFACTURING.....	315	3,750,950	222	876,050	193	723,550	13	41,000	6	72,250	9	39,253
ORDNANCE, ACCESSORIES.....	12	32,250	5	18,900	3	17,100	1	1,800	-	-	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	16	30,900	15	29,600	1	1,300	-	-	-	-
TOBACCO MANUFACTURING.....	8	25,350	5	20,600	5	20,600	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	39,850	3	13,000	3	13,000	-	-	-	-	-	-
APPAREL.....	50	435,400	25	299,850	23	239,850	-	-	2	50,000	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	3	5,900	3	5,900	-	-	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	8	12,800	7	11,550	-	-	1	1,250	-	-
PAPER, ALLIED PRODUCTS.....	53	101,500	11	21,550	11	21,550	-	-	-	-	-	-
PRINTING AND PUBLISHING.....	23	47,200	17	39,750	11	22,250	1	1,500	2	9,000	3	7,000
CHEMICALS.....	47	109,750	11	23,150	11	23,150	-	-	-	-	-	-
PETROLEUM REFINING.....	13	25,000	7	12,550	7	12,550	-	-	-	-	-	-
RUBBER AND PLASTICS.....	19	94,950	1	1,100	1	1,100	-	-	-	-	-	-
LEATHER PRODUCTS.....	14	39,900	4	17,450	3	16,450	-	-	-	-	1	1,000
STONE, CLAY, AND GLASS.....	29	70,750	3	5,500	3	5,500	-	-	-	-	-	-
PRIMARY METALS.....	84	432,000	10	14,550	3	12,050	1	2,500	-	-	-	-
FABRICATED METALS.....	32	85,500	9	16,650	7	11,650	2	5,000	-	-	-	-
MACHINERY.....	90	278,950	24	77,000	23	69,550	2	2,900	-	-	2	4,650
ELECTRICAL MACHINERY.....	95	437,550	25	94,450	23	67,850	-	-	-	-	2	26,600
TRANSPORTATION EQUIPMENT.....	84	1,058,300	30	136,600	24	108,500	5	26,100	1	2,000	-	-
INSTRUMENTS.....	3	20,350	1	1,100	1	1,100	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	3	19,700	4	12,700	4	12,700	-	-	-	-	-	-
NONMANUFACTURING.....	599	3,313,800	318	1,300,200	182	811,350	106	371,500	25	109,750	5	7,600
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	2	2,900	2	2,900	-	-	-	-	-	-
TRANSPORTATION ³	65	572,750	28	130,600	23	130,600	-	-	-	-	-	-
COMMUNICATIONS.....	65	495,750	19	138,950	13	138,950	-	-	-	-	-	-
UTILITIES, ELECTRIC AND GAS.....	47	134,100	25	72,750	22	68,100	1	1,350	1	2,300	1	1,000
WHOLESALE TRADE.....	12	22,250	5	10,700	5	10,700	-	-	-	-	-	-
RETAIL TRADE.....	92	293,750	30	94,900	23	91,600	-	-	1	1,800	1	1,500
HOTELS AND RESTAURANTS.....	42	187,900	4	12,900	3	12,900	-	-	-	-	-	-
SERVICES.....	70	369,350	7	31,700	5	30,700	1	1,000	-	-	-	-
CONSTRUCTION.....	291	1,094,650	198	804,800	53	324,900	104	369,150	23	105,650	3	5,100
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-	-	-	-	-	-	-

¹ Agreements vary the rate by activity, by location, or by the time the overtime occurs.

² Includes 5 agreements in which overtime rates are graduated according to the number of hours worked; 3 that refer to overtime but

not to rate, 1 that provides for a 10% premium; 1 that allows for a flat sum premium, or an unspecified premium depending on the hour worked; and 3 that provide for a flat sum premium.

³ Excludes railroads and airlines.

Table 4.9 Graduated overtime provisions

(In agreements covering 1,000 workers or more, July 1, 1975)

GRADUATED OVERTIME PROVISION	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,059,750
TOTAL WITH GRADUATED OVERTIME PROVISIONS.....	375	1,672,700
OVERTIME RATE GRADUATED AFTER SPECIFIED DAILY HOURS.....	324	1,281,750
9 HOURS.....	13	66,650
10 HOURS.....	56	225,950
11 HOURS.....	27	142,850
12 HOURS.....	155	610,800
13 HOURS.....	2	2,500
14 HOURS.....	2	6,400
15 HOURS.....	1	1,950
16 HOURS.....	49	132,500
OVER 16 HOURS.....	3	32,850
VARIES ¹	9	33,150
RATE INCREASES AS HOURS INCREASE.....	1	1,500
SUBJECT TO LOCAL NEGOTIATION.....	1	1,250
OTHER ²	3	23,400
OVERTIME RATE GRADUATED AFTER SPECIFIED WEEKLY HOURS.....	51	390,950
LESS THAN 40 HOURS.....	6	42,600
40 HOURS.....	2	3,050
40 HOURS.....	39	312,300
OVER 40 HOURS ³	5	33,000
NO REFERENCE TO GRADUATED OVERTIME.....	1,139	5,397,050

¹ Agreements vary the hours after which the overtime rate is graduated by occupation, location, and schedule.

² Includes 1 agreement that provides double time after 10 1/4 hours; 1 that varies the number of hours by lo-

cation and provides double time; and 1 that refers to a graduated overtime rate but specifies no graduated overtime hours.

³ Includes 5 agreements that graduate the overtime rate after 52 hours.

Table 4.10 Premium pay for weekends

(In agreements covering 1,000 workers or more, July 1, 1975)

PREMIUM PAY FOR WEEKENDS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750
HAVING PREMIUM PAY FOR WEEKEND WORK.....	1,373	6,318,350
SATURDAY, NOT PART OF REGULAR WORKWEEK.....	359	4,079,950
SUNDAY, NOT PART OF REGULAR WORKWEEK.....	1,148	5,181,150
SATURDAY, PART OF REGULAR WORKWEEK.....	31	30,450
SUNDAY, PART OF REGULAR WORKWEEK.....	174	1,623,050
SIXTH DAY.....	340	2,170,600
SEVENTH DAY.....	437	2,603,750

NOTE: Nonadditive.

Table 4.11 Premium pay rates for Saturday work not part of regular workweek by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	PREMIUM PAY RATES											
	ALL AGREEMENTS		TOTAL		TIME AND ONE-HALF		DOUBLE TIME		RATE INCREASES AS HOURS INCREASE		OTHER ¹	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	859	4,079,950	513	3,168,600	177	610,350	28	102,400	36	198,600
MANUFACTURING.....	815	3,750,950	520	2,531,800	453	2,371,200	24	80,900	23	59,100	5	20,600
ORDNANCE, ACCESSORIES.....	12	32,250	9	21,200	9	21,200	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	58	196,900	54	187,800	2	2,600	1	3,200	1	3,300
TOBACCO MANUFACTURING.....	8	26,350	8	26,350	1	1,800	-	-	7	24,550	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	5	12,250	5	12,250	-	-	-	-	-	-
APPAREL.....	50	435,400	39	308,200	39	308,200	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	3	5,900	2	3,400	-	-	1	2,500	-	-
FURNITURE, FIXTURES.....	21	33,450	19	28,750	15	22,450	1	1,250	3	5,050	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	13	23,000	12	21,150	1	1,850	-	-	-	-
PRINTING AND PUBLISHING.....	23	47,200	18	40,650	3	3,950	8	22,100	7	14,600	-	-
CHEMICALS.....	47	108,750	14	24,800	13	23,300	-	-	-	-	1	1,500
PETROLEUM REFINING.....	13	25,000	1	2,000	1	2,000	-	-	-	-	-	-
RUBBER AND PLASTICS.....	19	94,950	7	20,500	5	10,000	-	-	-	-	1	10,500
LEATHER PRODUCTS.....	14	39,800	8	23,700	8	23,700	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	29	70,750	12	31,500	10	26,800	-	-	1	1,200	1	3,500
PRIMARY METALS.....	84	492,000	25	54,400	23	50,100	1	2,500	-	-	1	1,300
FABRICATED METALS.....	32	85,500	26	75,600	25	74,400	1	1,200	-	-	-	-
MACHINERY.....	90	278,950	79	217,550	75	211,250	4	6,300	-	-	-	-
ELECTRICAL MACHINERY.....	95	437,550	88	412,700	84	387,200	1	17,500	3	8,000	-	-
TRANSPORTATION EQUIPMENT.....	84	1,058,300	73	970,750	58	945,150	5	25,600	-	-	-	-
INSTRUMENTS.....	9	20,050	7	15,400	7	15,400	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	8	19,700	3	19,700	-	-	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	339	1,548,150	150	797,400	153	529,450	5	43,300	31	178,000
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	2	128,800	2	128,800	-	-	-	-	-	-
TRANSPORTATION ²	65	572,750	30	217,300	29	215,300	-	-	-	-	1	2,000
COMMUNICATIONS.....	65	495,750	5	66,800	4	39,800	-	-	-	-	1	27,000
UTILITIES, ELECTRIC AND GAS.....	47	134,100	10	17,750	10	17,750	-	-	-	-	-	-
WHOLESALE TRADE.....	12	22,250	6	12,900	5	11,900	-	-	-	-	1	1,000
RETAIL TRADE.....	92	298,750	8	15,000	5	10,550	-	-	2	3,200	1	1,250
HOTELS AND RESTAURANTS.....	42	187,900	-	-	-	-	-	-	-	-	-	-
SERVICES.....	70	369,350	20	111,350	15	45,050	2	2,300	1	35,000	2	29,000
CONSTRUCTION.....	291	1,084,650	257	976,750	79	326,750	151	527,150	2	5,100	25	117,750
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	1	1,500	-	-	-	-	-	-

¹ Includes 28 agreements that vary premium pay rates by activity, schedule, occupation, or job classification; 2 agreements that provide time and one-quarter; 1, double time and one-half; 1, time and one-half in some instances and double time in others; 2, cents per hour flat sum addition, and 2, premium subject to local negotiation.

² Excludes railroads and airlines.

Table 4.12 Premium pay rates for Sunday work not part of regular workweek by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		PREMIUM PAY RATES					
			TOTAL		TIME AND ONE-HALF		DOUBLE FINE	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,059,750	1,143	5,181,150	241	987,850	838	3,625,750
MANUFACTURING.....	815	3,750,950	539	2,774,800	127	477,200	486	2,157,900
ORDNANCE, ACCESSORIES.....	12	32,250	10	25,400	2	5,900	8	19,500
FOOD, KINDRED PRODUCTS.....	105	293,550	75	230,900	26	113,000	46	113,600
TOBACCO MANUFACTURING.....	8	26,350	8	26,350	-	-	8	26,350
TEXTILE MILL PRODUCTS.....	13	38,850	7	21,600	1	1,350	5	12,250
APPAREL.....	50	435,400	12	40,300	2	14,550	10	25,450
LUMBER, WOOD PRODUCTS.....	6	11,000	4	7,500	1	1,600	3	5,900
FURNITURE, FIXTURES.....	21	33,450	18	26,550	1	1,500	17	25,050
PAPER, ALLIED PRODUCTS.....	53	101,600	52	100,600	22	46,350	26	42,550
PRINTING AND PUBLISHING.....	23	47,200	20	43,500	1	1,250	19	42,350
CHEMICALS.....	47	108,750	19	41,250	7	19,150	11	23,600
PETROLEUM REFINING.....	13	25,000	4	8,950	2	4,250	2	4,700
RUBBER AND PLASTICS.....	19	94,950	19	94,950	2	2,350	17	92,600
LEATHER PRODUCTS.....	14	39,800	11	34,700	1	1,000	9	31,700
STONE, CLAY, AND GLASS.....	29	70,750	28	69,550	19	53,200	5	8,650
PRIMARY METALS.....	84	492,000	65	265,950	36	206,250	23	53,900
FABRICATED METALS.....	32	85,500	28	78,500	2	2,900	26	75,600
MACHINERY.....	90	278,950	80	219,250	1	1,050	77	214,900
ELECTRICAL MACHINERY.....	95	437,550	90	429,800	1	1,550	87	341,050
TRANSPORTATION EQUIPMENT.....	84	1,058,300	74	973,750	-	-	73	963,950
INSTRUMENTS.....	9	20,050	8	18,550	-	-	7	17,150
MISCELLANEOUS MANUFACTURING.....	3	19,700	7	17,100	-	-	7	17,100
NONMANUFACTURING.....	599	3,318,800	599	2,406,350	114	510,650	352	1,467,850
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	5	135,900	3	7,000	2	123,800
TRANSPORTATION.....	65	572,750	37	356,150	15	61,150	18	114,800
COMMUNICATIONS.....	65	495,750	54	395,300	43	274,250	3	39,650
UTILITIES, ELECTRIC AND GAS.....	47	134,100	31	79,950	10	37,000	20	40,500
WHOLESALE TRADE.....	12	22,250	11	21,250	5	10,850	5	9,400
RETAIL TRADE.....	92	298,750	79	256,750	17	40,450	44	140,150
HOTELS AND RESTAURANTS.....	42	187,900	1	2,400	-	-	1	2,400
SERVICES.....	70	369,350	25	147,050	8	33,250	14	45,000
CONSTRUCTION.....	291	1,084,650	255	1,011,100	13	46,700	244	946,650
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	-	-	1	1,500

See footnotes at end of table.

Table 4.12 Premium pay rates for Sunday work not part of regular workweek by industry — Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	PREMIUM PAY RATES-CONTINUED					
	TIME AND ONE-HALF IN SOME INSTANCES, DOUBLE TIME IN OTHERS		FLAT SUM ADDITION		OTHER ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	22	312,550	7	17,900	40	237,000
MANUFACTURING.....	16	119,900	2	3,200	8	15,500
ORDNANCE, ACCESSORIES.....	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS.....	2	2,900	1	1,400	-	-
TOBACCO MANUFACTURING.....	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	1	8,000	-	-	-	-
APPAREL.....	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	-	-	-	-	-	-
FURNITURE, FIXTURES.....	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS.....	2	7,100	-	-	2	4,600
PRINTING AND PUBLISHING.....	-	-	-	-	-	-
CHEMICALS.....	-	-	-	-	1	1,500
PETROLEUM REFINING.....	-	-	-	-	-	-
RUBBER AND PLASTICS.....	-	-	-	-	-	-
LEATHER PRODUCTS.....	-	-	-	-	1	2,000
STONE, CLAY, AND GLASS.....	2	3,000	-	-	2	4,700
PRIMARY METALS.....	5	7,000	1	1,800	-	-
FABRICATED METALS.....	-	-	-	-	-	-
MACHINERY.....	1	1,700	-	-	1	1,600
ELECTRICAL MACHINERY.....	1	85,000	-	-	1	2,200
TRANSPORTATION EQUIPMENT.....	1	3,800	-	-	-	-
INSTRUMENTS.....	1	1,400	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	-	-	-	-	-	-
NONMANUFACTURING.....	6	192,750	5	14,700	32	220,400
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	-	-	-	-	-	-
TRANSPORTATION ¹	3	178,200	1	2,000	-	-
COMMUNICATIONS.....	2	13,050	-	-	6	69,350
UTILITIES, ELECTRIC AND GAS.....	-	-	1	1,550	-	-
WHOLESALE TRADE.....	-	-	-	-	1	1,000
RETAIL TRADE.....	-	-	2	3,350	16	72,800
HOTELS AND RESTAURANTS.....	-	-	-	-	-	-
SERVICES.....	-	-	1	7,800	2	51,000
CONSTRUCTION.....	1	1,500	-	-	7	16,250
MISCELLANEOUS NONMANUFACTURING.....	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes 14 agreements that provide double time and one-half; 14 agreements that vary the premium by activity or range of pay; 5 agreements that provide time and one-half for the first one or two weekend days worked, double time for the second or third and subsequent consecutive weekend days; 2 that provide triple time; 2 that increase the premium with the hours worked; 1 that refers Sunday premium to local negotiation; 1 that provides time-and one-half plus 50 cents per hour; and 1 agreement that provides \$1.00 per hour, total not to exceed double time including other premiums.

Table 4.13 Premium pay rates for Saturday work as part of regular workweek by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	PREMIUM PAY RATES							
	ALL AGREEMENTS		TOTAL		TIME AND ONE-FOURTH		TIME AND ONE-HALF	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	31	90,450	13	42,450	4	6,800
MANUFACTURING.....	815	3,750,950	29	87,200	13	42,450	4	6,800
ORDNANCE, ACCESSORIES.....	12	32,250	1	1,350	-	-	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	10	35,750	10	35,750	-	-
TOBACCO MANUFACTURING.....	8	26,350	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	-	-	-	-
APPAREL.....	50	435,400	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	-	-	-	-	-	-
PRINTING AND PUBLISHING.....	23	47,200	1	1,800	-	-	-	-
CHEMICALS.....	47	108,750	7	9,600	1	1,000	-	-
PETROLEUM REFINING.....	13	25,000	-	-	-	-	-	-
RUBBER AND PLASTICS.....	19	94,950	-	-	-	-	-	-
LEATHER PRODUCTS.....	14	39,800	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	29	70,750	-	-	-	-	-	-
PRIMARY METALS.....	84	492,000	6	30,500	-	-	3	5,600
FABRICATED METALS.....	32	85,500	-	-	-	-	-	-
MACHINERY.....	90	278,950	1	1,200	-	-	1	1,200
ELECTRICAL MACHINERY.....	95	437,550	1	1,300	-	-	-	-
TRANSPORTATION EQUIPMENT.....	84	1,058,300	2	5,700	2	5,700	-	-
INSTRUMENTS.....	9	20,050	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	2	3,250	-	-	-	-
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	1	1,750	-	-	-	-
TRANSPORTATION.....	65	572,750	-	-	-	-	-	-
COMMUNICATIONS.....	65	495,750	-	-	-	-	-	-
UTILITIES, ELECTRIC, AND GAS.....	47	134,100	-	-	-	-	-	-
WHOLESALE TRADE.....	12	22,250	-	-	-	-	-	-
RETAIL TRADE.....	92	298,750	-	-	-	-	-	-
HOTELS AND RESTAURANTS.....	42	187,900	-	-	-	-	-	-
SERVICES.....	70	369,350	-	-	-	-	-	-
CONSTRUCTION.....	291	1,084,650	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	-	-	-	-

See footnotes at end of table.

Table 4.13 Premium pay rates for Saturday work as part of regular workweek by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	PREMIUM PAY RATES-CONTINUED						NO REFERENCE TO PREMIUM PAY	
	CENTS PER HOUR		FLAT SUM ADDITION		OTHER ²		AGREEMENTS	WORKERS
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS		
ALL INDUSTRIES.....	11	37,100	2	3,000	1	1,100	1,483	6,979,300
MANUFACTURING.....	9	33,850	2	3,000	1	1,100	786	3,663,750
ORDNANCE, ACCESSORIES.....	1	1,350	-	-	-	-	11	30,900
FOOD, KINDRED PRODUCTS.....	-	-	-	-	-	-	95	257,800
TOBACCO MANUFACTURING.....	-	-	-	-	-	-	8	26,350
TEXTILE MILL PRODUCTS.....	-	-	-	-	-	-	13	38,850
APPAREL.....	-	-	-	-	-	-	50	435,400
LUMBER, WOOD PRODUCTS.....	-	-	-	-	-	-	6	11,000
FURNITURE, FIXTURES.....	-	-	-	-	-	-	21	33,450
PAPER, ALLIED PRODUCTS.....	-	-	-	-	-	-	53	101,600
PRINTING AND PUBLISHING.....	-	-	1	1,800	-	-	22	45,400
CHEMICALS.....	4	6,300	1	1,200	1	1,100	40	99,150
PETROLEUM REFINING.....	-	-	-	-	-	-	13	25,000
RUBBER AND PLASTICS.....	-	-	-	-	-	-	19	94,950
LEATHER PRODUCTS.....	-	-	-	-	-	-	14	39,800
STONE, CLAY, AND GLASS.....	-	-	-	-	-	-	29	70,750
PRIMARY METALS.....	3	24,900	-	-	-	-	78	461,500
FABRICATED METALS.....	-	-	-	-	-	-	32	85,500
MACHINERY.....	-	-	-	-	-	-	89	277,750
ELECTRICAL MACHINERY.....	1	1,300	-	-	-	-	94	436,250
TRANSPORTATION EQUIPMENT.....	-	-	-	-	-	-	82	1,052,600
INSTRUMENTS.....	-	-	-	-	-	-	9	20,050
MISCELLANEOUS MANUFACTURING.....	-	-	-	-	-	-	8	19,700
NONMANUFACTURING.....	2	3,250	-	-	-	-	697	3,315,550
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	1	1,750	-	-	-	-	12	149,000
TRANSPORTATION ¹	-	-	-	-	-	-	65	572,750
COMMUNICATIONS.....	-	-	-	-	-	-	65	495,750
UTILITIES, ELECTRIC, AND GAS.....	-	-	-	-	-	-	47	134,100
WHOLESALE TRADE.....	-	-	-	-	-	-	12	22,250
RETAIL TRADE.....	-	-	-	-	-	-	92	298,750
HOTELS AND RESTAURANTS.....	-	-	-	-	-	-	42	187,900
SERVICES.....	-	-	-	-	-	-	70	369,350
CONSTRUCTION.....	-	-	-	-	-	-	291	1,084,650
MISCELLANEOUS NONMANUFACTURING.....	1	1,500	-	-	-	-	1	1,050

¹ Excludes railroads and airlines.

² Includes 1 agreement that varies the premium rate by scheduled hours.

Table 4.14 Premium pay rates for Sunday work as part of regular workweek by industry

In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	PREMIUM PAY RATE							
	ALL AGREEMENTS		TOTAL		TIME AND ONE-FOURTH		TIME AND ONE-HALF	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	174	1,623,050	30	311,700	92	671,100
MANUFACTURING.....	815	3,750,950	119	1,395,000	20	799,550	71	530,500
ORDNANCE, ACCESSORIES.....	12	32,250	2	7,400	-	-	1	6,050
FOOD, KINDRED PRODUCTS.....	105	293,550	12	40,050	-	-	11	39,050
TOBACCO MANUFACTURING.....	8	26,350	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	-	-	-	-
APPAREL.....	50	435,400	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	1	2,500	-	-	1	2,500
FURNITURE, FIXTURES.....	21	33,450	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	2	2,300	-	-	2	2,300
PRINTING AND PUBLISHING.....	23	47,200	-	-	-	-	-	-
CHEMICALS.....	47	108,750	18	29,500	-	-	3	3,200
PETROLEUM REFINING.....	13	25,000	-	-	-	-	-	-
RUBBER AND PLASTICS.....	19	94,950	-	-	-	-	-	-
LEATHER PRODUCTS.....	14	39,800	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	29	70,750	6	19,750	-	-	4	14,550
PRIMARY METALS.....	84	492,000	50	424,650	2	4,600	41	381,450
FABRICATED METALS.....	32	85,500	3	3,400	2	2,400	1	1,000
MACHINERY.....	90	278,950	11	91,150	5	36,050	5	53,900
ELECTRICAL MACHINERY.....	95	437,550	5	35,850	3	9,550	1	25,000
TRANSPORTATION EQUIPMENT.....	84	1,058,300	9	738,450	8	736,950	1	1,500
INSTRUMENTS.....	9	20,050	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	55	228,050	10	22,150	21	140,600
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	5	12,850	1	1,400	3	9,700
TRANSPORTATION.....	65	572,750	-	-	-	-	-	-
COMMUNICATIONS.....	65	495,750	13	105,600	-	-	13	105,600
UTILITIES, ELECTRIC, AND GAS.....	47	134,100	24	73,800	9	20,750	2	20,950
WHOLESALE TRADE.....	12	22,250	2	2,550	-	-	1	1,350
RETAIL TRADE.....	92	298,750	5	20,850	-	-	1	1,800
HOTELS AND RESTAURANTS.....	42	187,900	1	1,200	-	-	-	-
SERVICES.....	70	369,350	4	9,700	-	-	1	1,200
CONSTRUCTION.....	291	1,084,650	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	-	-	-	-

See footnotes at end of table.

Table 4.14 Premium pay rates for Sunday work as part of regular workweek by industry—Continued

In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	PREMIUM PAY RATE-CONTINUED						NO REFERENCE TO PREMIUM PAY	
	CENTS PER HOUR		FLAT SUM ADDITION		OTHER ²			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	40	114,100	6	10,400	6	15,750	1,340	5,446,700
MANUFACTURING.....	23	69,250	3	3,400	2	2,300	696	2,355,950
ORDNANCE, ACCESSORIES.....	1	1,350	-	-	-	-	10	24,850
FOOD, KINDRED PRODUCTS.....	-	-	1	1,000	-	-	93	253,500
TOBACCO MANUFACTURING.....	-	-	-	-	-	-	8	26,350
TEXTILE MILL PRODUCTS.....	-	-	-	-	-	-	13	38,850
APPAREL.....	-	-	-	-	-	-	50	435,400
LUMBER, WOOD PRODUCTS.....	-	-	-	-	-	-	5	8,500
FURNITURE, FIXTURES.....	-	-	-	-	-	-	21	33,450
PAPER, ALLIED PRODUCTS.....	-	-	-	-	-	-	51	99,300
PRINTING AND PUBLISHING.....	-	-	-	-	-	-	23	47,200
CHEMICALS.....	12	22,800	2	2,400	1	1,100	29	79,250
PETROLEUM REFINING.....	-	-	-	-	-	-	13	25,000
RUBBER AND PLASTICS.....	-	-	-	-	-	-	19	94,950
LEATHER PRODUCTS.....	-	-	-	-	-	-	14	39,800
STONE, CLAY, AND GLASS.....	2	5,200	-	-	-	-	23	51,000
PRIMARY METALS.....	7	38,600	-	-	-	-	34	67,350
FABRICATED METALS.....	-	-	-	-	-	-	29	82,100
MACHINERY.....	-	-	-	-	1	1,200	79	187,800
ELECTRICAL MACHINERY.....	1	1,300	-	-	-	-	90	401,700
TRANSPORTATION EQUIPMENT.....	-	-	-	-	-	-	75	319,850
INSTRUMENTS.....	-	-	-	-	-	-	9	20,050
MISCELLANEOUS MANUFACTURING.....	-	-	-	-	-	-	8	19,700
NONMANUFACTURING.....	17	44,850	3	7,000	4	13,450	644	3,090,750
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	1	1,750	-	-	-	-	8	137,900
TRANSPORTATION ¹	-	-	-	-	-	-	65	572,750
COMMUNICATIONS.....	-	-	-	-	-	-	52	390,150
UTILITIES, ELECTRIC, AND GAS.....	12	29,800	-	-	1	2,300	23	60,300
WHOLESALE TRADE.....	-	-	1	1,200	-	-	10	19,700
RETAIL TRADE.....	1	9,400	1	4,500	2	5,150	87	277,900
HOTELS AND RESTAURANTS.....	1	1,200	-	-	-	-	41	186,700
SERVICES.....	1	1,200	1	1,300	1	6,000	66	359,650
CONSTRUCTION.....	-	-	-	-	-	-	291	1,084,650
MISCELLANEOUS NONMANUFACTURING.....	1	1,500	-	-	-	-	1	1,050

¹ Excludes railroads and airlines.

² Includes 3 agreements that provide double time; 1 that provides time and two-thirds; 1 that varies the premium rate by schedule; and 1 that provides twenty percent of the hourly rate.

Table 4.15 Premium pay for sixth and seventh days of work by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		TOTAL		SIXTH DAY		SEVENTH DAY	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	523	2,938,900	440	2,170,600	437	2,603,750
MANUFACTURING.....	815	3,750,950	342	2,113,500	286	1,542,450	317	2,060,900
ORDNANCE, ACCESSORIES.....	12	32,250	9	27,250	8	25,550	8	25,350
FOOD, KINDRED PRODUCTS.....	105	293,550	47	120,450	36	95,100	38	102,150
TOBACCO MANUFACTURING.....	8	26,350	3	6,900	3	6,900	3	6,900
TEXTILE MILL PRODUCTS.....	13	38,850	5	15,500	5	15,500	5	15,500
APPAREL.....	50	435,400	3	8,700	1	1,000	3	8,700
LUMBER, WOOD PRODUCTS.....	6	11,000	2	3,500	1	2,500	1	1,200
FURNITURE, FIXTURES.....	21	33,450	5	8,400	5	8,400	5	8,400
PAPER, ALLIED PRODUCTS.....	53	101,600	6	9,100	4	6,350	5	7,900
PRINTING AND PUBLISHING.....	23	47,200	5	6,500	5	6,500	4	5,400
CHEMICALS.....	47	108,750	37	93,500	20	36,700	37	93,500
PETROLEUM REFINING.....	13	25,000	7	14,450	5	8,400	7	14,450
RUBBER AND PLASTICS.....	19	94,950	9	18,200	8	16,950	3	3,650
LEATHER PRODUCTS.....	14	39,800	2	7,200	1	1,200	2	7,200
STONE, CLAY, AND GLASS.....	29	70,750	15	40,850	12	25,350	15	40,850
PRIMARY METALS.....	84	492,000	61	444,750	56	438,100	61	444,750
FABRICATED METALS.....	32	85,500	10	14,450	9	13,450	10	14,450
MACHINERY.....	90	278,950	31	99,750	28	96,400	29	96,000
ELECTRICAL MACHINERY.....	95	437,550	48	296,850	46	293,700	46	292,700
TRANSPORTATION EQUIPMENT.....	84	1,058,300	33	869,950	29	437,150	32	867,950
INSTRUMENTS.....	9	20,050	3	6,050	3	6,050	2	2,900
MISCELLANEOUS MANUFACTURING.....	8	19,700	1	1,200	1	1,200	1	1,200
NONMANUFACTURING.....	699	3,318,800	181	825,400	154	628,150	120	542,850
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	6	14,350	5	12,600	4	10,350
TRANSPORTATION ¹	65	572,750	23	243,050	21	122,050	16	181,550
COMMUNICATIONS.....	65	495,750	19	136,700	18	135,450	9	51,750
UTILITIES, ELECTRIC, AND GAS.....	47	134,100	33	90,500	21	57,700	29	70,100
WHOLESALE TRADE.....	12	22,250	5	7,850	4	6,650	5	7,850
RETAIL TRADE.....	92	298,750	42	141,650	42	141,650	12	40,850
HOTELS AND RESTAURANTS.....	42	187,900	28	105,200	24	83,700	23	99,500
SERVICES.....	70	369,350	22	77,800	17	65,050	19	72,600
CONSTRUCTION.....	291	1,084,650	2	6,800	1	1,800	2	6,800
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	1	1,500	1	1,500

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Part V. Paid and Unpaid Leave

Leaves of absence
Vacation and absence allowances
Plant shutdown for vacations
Holidays
Other payments for time not worked
Time spent on union business

Table 5.1 Leaves of absence by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		LEAVE FOR--									
			UNION BUSINESS		EDUCATION		MILITARY SERVICE		MATERNITY PATERNITY		PERSONAL REASONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	884	4,427,000	122	885,650	907	4,686,950	573	2,274,050	746	3,428,900
MANUFACTURING.....	815	3,750,950	622	2,860,800	105	837,600	630	3,139,500	404	1,522,300	530	2,428,400
ORDNANCE, ACCESSORIES.....	12	32,250	11	30,450	3	6,250	10	27,600	9	23,600	10	28,600
FOOD, KINDRED PRODUCTS.....	105	293,550	68	219,550	5	11,050	78	179,300	50	103,750	76	237,100
TOBACCO MANUFACTURING.....	8	26,350	5	14,600	-	-	3	10,250	6	20,350	3	7,800
TEXTILE MILL PRODUCTS.....	13	38,850	13	38,850	-	-	10	34,450	13	38,850	7	21,700
APPAREL.....	50	435,400	13	65,450	-	-	29	266,450	26	128,050	23	98,250
LUMBER, WOOD PRODUCTS.....	6	11,000	4	7,300	-	-	4	7,500	1	2,200	2	3,800
FURNITURE, FIXTURES.....	21	33,450	12	21,750	2	2,500	15	22,900	8	14,450	13	20,600
PAPER, ALLIED PRODUCTS.....	53	101,600	41	81,350	3	4,450	44	84,250	24	51,550	33	67,100
PRINTING AND PUBLISHING.....	23	47,200	11	16,700	1	2,200	12	18,100	6	10,600	5	6,550
CHEMICALS.....	47	108,750	42	99,550	4	6,000	37	86,000	12	29,350	30	68,500
PETROLEUM REFINING.....	13	25,000	11	20,300	1	1,900	8	13,950	-	-	10	20,250
RUBBER AND PLASTICS.....	19	94,950	19	94,950	4	20,650	19	94,950	18	78,950	17	75,950
LEATHER PRODUCTS.....	14	39,800	9	26,500	-	-	9	25,200	8	23,900	6	17,350
STONE, CLAY, AND GLASS.....	29	79,750	25	62,400	4	17,900	22	59,950	19	43,100	17	43,050
PRIMARY METALS.....	84	492,000	70	332,800	29	284,200	74	468,750	14	152,550	45	228,700
FABRICATED METALS.....	32	85,500	26	72,300	4	4,550	24	69,850	13	49,100	19	60,050
MACHINERY.....	90	278,950	82	253,800	20	102,450	76	257,550	52	156,500	78	214,950
ELECTRICAL MACHINERY.....	95	437,550	82	395,000	8	29,350	71	372,000	73	371,300	62	217,400
TRANSPORTATION EQUIPMENT.....	84	1,058,300	65	973,950	17	344,150	70	1,003,150	41	199,600	59	953,550
INSTRUMENTS.....	9	20,050	7	17,450	-	-	8	18,950	8	18,550	7	17,450
MISCELLANEOUS MANUFACTURING.....	8	19,700	6	15,800	-	-	7	18,400	3	6,000	8	19,700
NONMANUFACTURING.....	699	3,318,800	262	1,566,200	17	48,050	277	1,547,450	169	751,750	216	1,000,500
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	12	146,950	2	7,200	9	21,350	2	3,750	8	14,650
TRANSPORTATION ¹	65	572,750	48	502,400	-	-	54	546,850	6	37,300	25	157,800
COMMUNICATIONS.....	65	495,750	61	427,450	4	10,400	42	322,700	29	216,400	32	262,400
UTILITIES, ELECTRIC AND GAS.....	47	134,100	42	123,050	2	7,000	38	113,850	9	21,600	24	84,700
WHOLESALE TRADE.....	12	22,250	6	10,350	1	1,350	7	11,550	6	12,650	7	15,250
RETAIL TRADE.....	92	298,750	49	171,800	-	-	67	231,700	71	259,750	56	173,750
HOTELS AND RESTAURANTS.....	42	187,900	10	30,300	-	-	20	92,000	16	71,900	22	130,900
SERVICES.....	70	369,350	20	97,000	8	22,100	29	153,950	30	128,400	29	137,100
CONSTRUCTION.....	291	1,084,650	13	55,400	-	-	11	53,500	-	-	11	21,700
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500	-	-	-	-	-	-	2	2,550

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 5.2 Vacation plans

(In agreements covering 1,000 workers or more, July 1, 1975)

TYPE OF PLAN	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750
TOTAL WITH VACATION PLANS.....	1,395	6,458,050
GRADUATED PLANS ¹	1,112	5,215,400
UNIFORM PLANS ²	6	40,400
RATIO-TO-WORK PLANS ³	52	189,700
FUNDED PLANS ⁴	218	932,400
SUBJECT TO LOCAL NEGOTIATION.....	-	-
OTHER ⁵	7	80,150
NO REFERENCE TO VACATION PLANS.....	119	611,700

¹ Graduated vacation plans increase the weeks of vacation with the workers' length of service.

² Uniform vacation plans provide all workers with vacations of the same length.

³ Ratio-to-work plans relate the length of vacation to the number of hours or days that an employee works during a given time period, usually the year preceding the allocation of vacation.

⁴ Funded plans require employers to contribute to a fund from

which workers subsequently draw vacation pay. The jointly or unilaterally administered plans are found most often in industries such as construction and apparel, where employees may work for more than 1 employer during the year.

⁵ Includes 2 agreements with vacations subject to local negotiation; 1 in which no maximum is stated; 1 in which a vacation bonus is granted in lieu of time off; and 3 that refer to vacations but give no details.

Table 5.3 Maximum vacation weeks allowed by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		MAXIMUM AMOUNT OF PAID VACATION TIME SPECIFIED									
			TOTAL ¹		UNDER 3 WEEKS		3 AND 3.5 WEEKS ²		4 AND 4.5 WEEKS ³		5 AND 5.5 WEEKS ⁴	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	1,116	5,248,000	25	234,250	94	241,500	351	1,408,150	481	2,898,300
MANUFACTURING.....	815	3,750,950	741	3,331,350	16	194,650	50	96,300	245	1,038,350	287	1,606,650
ORDNANCE, ACCESSORIES.....	12	32,250	10	27,500	-	-	-	-	5	16,400	3	7,900
FOOD, KINDRED PRODUCTS.....	105	293,550	101	286,450	-	-	6	9,050	38	134,350	38	90,800
TOBACCO MANUFACTURING.....	8	26,350	8	26,350	-	-	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	39,850	12	37,500	3	14,600	7	18,550	2	4,350	-	-
APPAREL.....	50	435,400	20	194,800	10	176,750	9	16,550	1	1,500	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	5	8,500	-	-	1	1,200	4	7,300	-	-
FURNITURE, FIXTURES.....	21	33,450	21	33,450	2	2,300	9	16,750	8	12,100	2	2,300
PAPER, ALLIED PRODUCTS.....	53	101,600	53	101,600	-	-	-	-	7	9,750	2	2,100
PRINTING AND PUBLISHING.....	23	47,200	7	8,950	-	-	-	-	4	5,050	3	3,900
CHEMICALS.....	47	108,750	45	83,000	-	-	-	-	5	13,100	19	34,350
PETROLEUM REFINING.....	13	25,000	13	25,000	-	-	-	-	-	-	13	25,000
RUBBER AND PLASTICS.....	19	94,950	19	94,950	-	-	-	-	-	-	3	3,450
LEATHER PRODUCTS.....	14	39,800	12	37,200	1	1,000	3	6,150	7	28,450	-	-
STONE, CLAY, AND GLASS.....	29	70,750	29	70,750	-	-	3	6,600	2	5,550	18	45,950
PRIMARY METALS.....	84	492,000	84	492,000	-	-	-	-	53	422,450	27	65,050
FABRICATED METALS.....	32	85,500	32	85,500	-	-	-	-	18	43,550	13	38,850
MACHINERY.....	90	278,950	86	266,550	-	-	3	3,650	32	124,700	38	76,000
ELECTRICAL MACHINERY.....	95	437,550	92	427,900	-	-	3	5,500	21	57,400	65	360,750
TRANSPORTATION EQUIPMENT.....	84	1,058,300	76	985,650	-	-	5	9,700	33	137,400	34	831,150
INSTRUMENTS.....	9	20,050	9	20,050	-	-	-	-	2	4,250	6	14,700
MISCELLANEOUS MANUFACTURING.....	8	19,700	7	17,700	-	-	1	2,600	3	10,700	3	4,400
NONMANUFACTURING.....	699	3,318,800	375	1,916,650	9	39,600	44	145,200	106	369,800	194	1,291,650
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	13	150,750	-	-	3	7,800	5	11,300	4	129,900
TRANSPORTATION ⁵	65	572,750	52	480,800	-	-	1	1,600	9	50,000	41	426,100
COMMUNICATIONS.....	65	495,750	63	440,750	-	-	-	-	13	37,250	49	402,250
UTILITIES, ELECTRIC AND GAS.....	47	134,100	47	134,100	-	-	1	1,250	2	3,900	34	104,900
WHOLESALE TRADE.....	12	22,250	12	22,250	-	-	1	1,500	7	14,050	3	5,300
RETAIL TRADE.....	92	298,750	84	271,950	-	-	6	7,850	32	97,800	40	146,450
HOTELS AND RESTAURANTS.....	42	187,900	40	185,200	4	14,700	23	81,900	12	86,300	1	2,300
SERVICES.....	70	369,350	54	189,750	3	6,900	7	30,100	21	60,800	21	72,950
CONSTRUCTION.....	291	1,084,650	8	38,550	2	18,000	2	13,200	3	5,850	1	1,500
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	-	-	-	-	2	2,550	-	-

See footnotes at end of table.

Table 5.3 Maximum vacation weeks allowed by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	MAXIMUM AMOUNT OF PAID VACATION TIME SPECIFIED		RATIO-TO-WORK PLANS ⁷		FUNDED PLANS ⁸		OTHER ⁹		NO REFERENCE TO PAID VACATIONS	
	6 WEEKS OR MORE ⁶									
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	165	465,800	52	189,700	218	932,400	9	87,950	119	611,700
MANUFACTURING.....	143	395,400	34	133,100	22	163,950	8	52,950	10	69,600
ORDNANCE, ACCESSORIES.....	2	3,200	1	2,950	-	-	-	-	1	1,800
FOOD, KINDRED PRODUCTS.....	19	52,250	3	5,500	-	-	-	-	1	1,600
TOBACCO MANUFACTURING.....	8	26,350	-	-	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	-	-	1	1,350	-	-	-	-	-	-
APPAREL.....	-	-	5	22,200	18	156,050	1	7,200	6	55,150
LEATHER, WOOD PRODUCTS.....	-	-	1	2,500	-	-	-	-	-	-
FURNITURE, FIXTURES.....	-	-	-	-	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS.....	44	89,750	-	-	-	-	-	-	-	-
PRINTING AND PUBLISHING.....	-	-	12	30,750	3	6,500	1	1,000	-	-
CHEMICALS.....	21	35,550	-	-	-	-	2	25,750	-	-
PETROLEUM REFINING.....	-	-	-	-	-	-	-	-	-	-
RUBBER AND PLASTICS.....	16	91,500	-	-	-	-	-	-	-	-
LEATHER PRODUCTS.....	1	1,600	-	-	1	1,400	1	1,200	-	-
STONE, CLAY, AND GLASS.....	6	12,650	-	-	-	-	-	-	-	-
PRIMARY METALS.....	4	8,500	-	-	-	-	-	-	-	-
FABRICATED METALS.....	1	3,100	-	-	-	-	-	-	-	-
MACHINERY.....	13	62,200	4	12,400	-	-	-	-	-	-
ELECTRICAL MACHINERY.....	3	4,250	1	1,850	-	-	2	7,800	-	-
TRANSPORTATION EQUIPMENT.....	4	7,400	5	51,600	-	-	1	10,000	2	11,050
INSTRUMENTS.....	1	1,100	-	-	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	-	-	1	2,000	-	-	-	-	-	-
NONMANUFACTURING.....	22	70,400	18	56,600	196	768,450	1	35,000	109	542,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	1	1,750	-	-	-	-	-	-	-	-
TRANSPORTATION ⁵	1	3,100	6	24,500	6	52,450	-	-	1	15,000
COMMUNICATIONS.....	1	1,250	-	-	-	-	-	-	2	55,000
UTILITIES, ELECTRIC AND GAS.....	10	24,050	-	-	-	-	-	-	-	-
WHOLESALE TRADE.....	1	1,400	-	-	-	-	-	-	-	-
RETAIL TRADE.....	6	19,850	2	6,400	5	19,150	-	-	1	1,250
HOTELS AND RESTAURANTS.....	-	-	1	1,200	1	1,500	-	-	-	-
SERVICES.....	2	19,000	4	9,800	3	4,200	1	35,000	8	130,600
CONSTRUCTION.....	-	-	5	14,700	181	691,150	-	-	97	340,250
MISCELLANEOUS NONMANUFACTURING.....	-	-	-	-	-	-	-	-	-	-

¹ Includes all graduated and uniform vacation plans, except 1 that provides a graduated vacation plan but varies the maximum by occupation, and 1 that varies the first five years but provides a graduated vacation plan thereafter.

² Includes 3 agreements with a maximum of 3½ weeks.

³ Includes 1 agreement with a maximum of 4 weeks and 4 days; 1 with 4 weeks and 3 days; and 11 with 4½ weeks.

⁴ Includes 1 agreement with a maximum of 5 weeks and 2 days; and 16 agreements with 5½ weeks.

⁵ Excludes railroads and airlines.

⁶ Includes 1 agreement with a maximum of 6½ weeks; 8 with 7 weeks; 1 with 7 weeks and 3 days; and 2 with 8 weeks.

⁷ Ratio-to-work plans relate the length of vacation to the number of hours or days that an employee works during a given time period, usually the year preceding the allocation of vacations.

⁸ Funded plans require employers to contribute to a fund from which workers subsequently draw vacation pay. The jointly or unilaterally administered plans are found most often in industries such as construction and apparel, where employees may work for more than 1 employer during the year.

⁹ Includes 3 agreements that refer to vacation plans but give no details; 2 in which vacations are subject to local negotiation; 1 that provides a graduated vacation plan but specifies no maximum amount; 1 that provides a graduated vacation plan but varies the maximum by occupation; 1 that varies the first five years but provides a graduated vacation plan thereafter; and 1 that provides a graduated vacation bonus but no time off.

Table 5.4 Vacation allowances at specified lengths of service under graduated plans

(In agreements covering 1,000 workers or more, July 1, 1975)

LENGTH OF SERVICE	AMOUNT OF PAID VACATION									
	ONE-HALF WEEK		1 WEEK		1.5 WEEKS		2 WEEKS		2.5 WEEKS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
6 MONTHS.....	67	185,600	137	800,950	1	1,700	6	29,750	-	-
1 YEAR.....	-	-	765	2,981,400	24	57,150	302	1,967,000	6	143,650
2 YEARS.....	-	-	396	1,390,000	37	74,300	636	3,481,300	14	163,750
3 YEARS.....	-	-	38	130,600	45	101,300	931	3,804,650	41	1,006,350
5 YEARS.....	-	-	2	40,950	2	5,050	779	3,224,150	78	454,800
10 YEARS.....	-	-	-	-	-	-	63	308,650	19	74,000
12 YEARS.....	-	-	-	-	-	-	39	268,900	16	69,500
15 YEARS.....	-	-	1	1,700	-	-	21	196,950	-	-
20 YEARS.....	-	-	-	-	-	-	19	193,850	-	-
25 YEARS.....	-	-	-	-	-	-	19	193,850	-	-
30 YEARS.....	-	-	-	-	-	-	19	193,850	-	-
			3 WEEKS		3.5 WEEKS		4 WEEKS		4.5 WEEKS	
6 MONTHS.....	-	-	-	-	-	-	-	-	-	-
1 YEAR.....	9	15,050	-	-	-	-	2	40,950	-	-
2 YEARS.....	25	57,300	-	-	-	-	2	40,950	-	-
3 YEARS.....	52	122,250	1	1,500	2	40,950	2	40,950	-	-
5 YEARS.....	224	1,390,050	5	15,750	20	76,850	-	-	-	-
10 YEARS.....	865	3,645,700	42	885,800	112	243,200	1	1,500	-	-
12 YEARS.....	857	3,451,350	43	1,010,050	145	355,350	2	3,700	-	-
15 YEARS.....	461	1,779,000	66	144,300	514	2,958,600	9	20,200	-	-
20 YEARS.....	124	442,300	12	29,050	630	2,510,700	27	61,600	-	-
25 YEARS.....	90	233,600	4	7,900	373	1,476,600	21	60,900	-	-
30 YEARS.....	90	233,600	4	7,900	340	1,381,850	13	31,900	-	-
			5 WEEKS		5.5 WEEKS		6 WEEKS		OTHER ¹	
6 MONTHS.....	-	-	-	-	-	-	-	-	-	-
1 YEAR.....	-	-	-	-	-	-	-	-	-	-
2 YEARS.....	-	-	-	-	-	-	-	-	-	-
3 YEARS.....	-	-	-	-	-	-	-	-	-	-
5 YEARS.....	-	-	-	-	-	-	-	-	-	-
10 YEARS.....	4	44,050	1	1,000	3	3,700	-	-	-	-
12 YEARS.....	4	44,050	1	1,000	2	2,200	1	1,500	-	-
15 YEARS.....	32	99,050	1	1,000	3	4,100	2	2,700	-	-
20 YEARS.....	280	1,902,400	5	7,700	8	49,700	5	10,300	-	-
25 YEARS.....	525	3,016,900	15	34,200	56	169,350	7	14,300	-	-
30 YEARS.....	471	2,890,600	21	51,950	142	395,650	10	20,300	-	-

¹ Includes 1 agreement providing 7 weeks at 12 years; 2 agreements, 7 weeks at 15 years; 3 agreements, 7 weeks at 20 years; 2 agreements, 8 weeks at 20 years; 1 agreement, 6 1/2 weeks at 25 years; 3 agreements, 7 weeks at 25 years; 1 agreement, 7 1/2 weeks at 25 years; 2 agreements, 8 weeks at 25 years; 1 agreement, 6 1/2 weeks at 30 years; 6 agreements, 7 weeks at 30 years; 1 agreement, 7 1/2 weeks at 30 years; 2 agreements, 8 weeks at 30 years.

Table 5.5 Miscellaneous vacation provisions

(In agreements covering 1,000 workers or more, July 1, 1975)

MISCELLANEOUS VACATION PROVISIONS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,369,750
EXTENDED VACATIONS ¹	77	517,650
VACATION BONUS ²	183	1,046,150
PAID ABSENCE ALLOWANCES ³	65	1,094,300
PRO-RATED VACATION FOR PART-TIME WORKERS....	220	1,251,250
TOTAL WITH PLANT SHUTDOWN FOR VACATIONS ⁴	422	1,754,550
AUTOMATIC SHUTDOWN.....	125	381,200
OPTIONAL SHUTDOWN.....	269	1,127,250
AUTOMATIC AND OPTIONAL SHUTDOWN.....	4	133,900
METHOD OF SHUTDOWN VAGUE.....	19	57,800
SUBJECT TO LOCAL NEGOTIATION.....	4	54,400

¹ Extended vacations provide additional vacations (e.g., of 10 to 13 weeks) to qualified, long-service workers at regular intervals (e.g., every 5 years), supplementing an annual paid vacation plan. Extended vacations are concentrated in primary metals industries.

² A vacation bonus is an extra payment to workers above normal vacation pay, and is usually provided in multiples of the number of weeks of vacation (e.g., a bonus of \$20 per week

for a 2-week vacation, or \$40).

³ A paid absence allowance is pay for time not worked for various types of leave not ordinarily compensated, or for vacations, usually at the employee's option.

⁴ A plant shutdown provision, in this context, closes an operation for vacation rather than schedule workers' vacations over a period of months.

NOTE: Nonadditive.

Table 5.6 Number of paid holidays and pay for time worked

(In agreements covering 1,000 workers or more, July 1, 1975)

HOLIDAY PROVISIONS	AGREEMENTS	WORKERS
NUMBER OF HOLIDAYS		
ALL AGREEMENTS.....	1,514	7,069,750
TOTAL WITH PAID HOLIDAYS.....	1,303	6,244,750
FEWER THAN 6 DAYS.....	29	118,900
6 DAYS ¹	21	100,150
7 DAYS ²	73	240,050
8 DAYS ³	129	539,000
9 DAYS ⁴	313	1,321,850
10 DAYS ⁵	358	1,415,450
11 DAYS ⁶	158	510,050
12 DAYS ⁷	55	407,050
13 DAYS.....	24	78,800
14 DAYS.....	23	86,900
15 DAYS.....	23	853,800
16 DAYS.....	2	5,100
17 DAYS.....	1	1,600
SUBJECT TO LOCAL NEGOTIATION.....	3	10,150
FUNDED HOLIDAYS.....	70	396,550
VARIES WITH LOCATION.....	9	72,300
OTHER ⁸	12	87,050
NO REFERENCE TO PAID HOLIDAYS.....	211	825,000
PAY FOR TIME WORKED ON HOLIDAYS		
ALL AGREEMENTS.....	1,514	7,069,750
TOTAL WITH WORK RATES ON PAID HOLIDAYS.....	1,271	6,064,800
TIME AND ONE-HALF.....	11	29,850
DOUBLE TIME.....	123	475,500
DOUBLE TIME AND ONE-FOURTH.....	15	132,150
DOUBLE TIME AND ONE-HALF.....	566	2,782,000
TRIPLE TIME.....	423	1,978,900
QUADRUPLE TIME.....	1	1,650
EQUAL TIME OFF ON ANOTHER DAY OR PAY ⁹	11	56,350
FUNDED HOLIDAYS.....	70	396,550
VARIES WITH HOLIDAY.....	36	120,450
VARIES ACCORDING TO SPECIFIED CRITERIA ¹⁰	4	9,900
OTHER ¹¹	11	81,500
NO REFERENCE TO PAY FOR HOLIDAYS WORKED...	32	179,950
NO REFERENCE TO PAID HOLIDAYS.....	211	825,000

¹ Includes 1 agreement having 6 full holidays and 2 half-holidays.

² Includes 3 agreements having 7 full holidays and 1 half-holiday and 2 agreements having 7 full holidays and 2 half-holidays.

³ Includes 7 agreements having 8 full holidays and 1 half-holiday and 1 agreement having 8 full holidays and 2 half-holidays.

⁴ Includes 5 agreements having 9 full holidays and 1 half-holiday and 8 agreements having 9 full holidays and 2 half-holidays.

⁵ Includes 7 agreements having 10 full holidays and 1 half-holiday and 1 agreement having 10 full holidays and 2 half-holidays.

⁶ Includes 2 agreements having 11 full holidays and 1 half-holiday and 3 agreements having 11 full holidays and 2 half-holidays.

⁷ Includes 2 agreements having 12 full holidays and 1 half-holiday.

⁸ Includes 9 agreements that

refer to paid holidays but give no details, and 3 that refer to all recognized (national) holidays.

⁹ Agreements provide premium pay for time worked and compensatory time off or pay at the option of the employer or employee.

¹⁰ Agreements vary the premium rate by the scheduled length of work shift, activity, and store schedule.

¹¹ Includes 2 agreements that pay a flat sum premium; 2 that pay straight-time plus a flat sum; 2 that provide no detail; 1 in which the rate is determined by whether the work is done on a normal day of work or a normal day off; 1 that pays one-fifth of the weekly salary or a flat sum whichever is less; 1 that pays a premium and provides a day off with pay; 1 that specifies the premium for some holidays but not others; and 1 that pays a premium of double time and three-quarters.

Table 5.7 Selected payments for time not worked by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		SICK LEAVE		FUNERAL LEAVE		JURY DUTY		COURT WITNESS		MILITARY SERVICE	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	394	1,850,700	1,024	4,870,100	961	4,318,150	354	2,201,750	406	2,741,000
MANUFACTURING.....	815	3,750,950	189	792,600	711	3,260,650	707	3,172,200	202	1,182,400	341	2,265,350
ORDNANCE, ACCESSORIES.....	12	32,250	5	17,650	11	26,750	11	30,450	3	8,700	9	25,050
FOOD, KINDRED PRODUCTS.....	105	293,550	43	160,250	99	272,850	91	255,000	12	84,850	17	53,400
TOBACCO MANUFACTURING.....	8	26,350	1	2,950	8	26,350	8	26,350	2	3,950	3	5,750
TEXTILE MILL PRODUCTS.....	13	38,850	1	5,000	9	24,800	11	27,700	-	-	6	13,650
APPAREL.....	50	435,400	1	7,500	13	159,500	8	24,400	-	-	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	1	1,200	3	6,300	3	6,300	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	2	3,000	14	20,400	10	14,850	3	3,500	2	3,500
PAPER, ALLIED PRODUCTS.....	53	101,600	10	26,150	52	100,300	49	95,900	4	7,200	17	29,800
PRINTING AND PUBLISHING.....	23	47,200	7	15,150	20	43,750	20	43,500	1	1,250	2	2,250
CHEMICALS.....	47	108,750	13	22,600	46	107,700	42	95,850	8	16,400	19	65,350
PETROLEUM REFINING.....	13	25,000	2	2,350	11	20,400	13	25,000	7	13,150	1	3,100
RUBBER AND PLASTICS.....	19	94,950	-	-	19	94,950	19	94,950	-	-	18	93,650
LEATHER PRODUCTS.....	14	39,800	-	-	10	29,200	9	27,900	-	-	1	1,600
STONE, CLAY, AND GLASS.....	29	70,750	1	2,400	27	63,350	29	70,750	-	-	13	32,800
PRIMARY METALS.....	84	492,000	10	24,850	78	470,450	83	489,500	58	449,900	56	416,150
FABRICATED METALS.....	32	85,500	2	4,200	29	78,800	32	85,500	12	43,700	14	35,500
MACHINERY.....	90	278,950	10	39,450	85	268,650	87	273,750	28	162,750	39	160,550
ELECTRICAL MACHINERY.....	95	437,550	49	303,800	93	422,250	92	431,350	45	282,700	64	376,950
TRANSPORTATION EQUIPMENT.....	84	1,058,300	27	147,900	70	996,050	74	1,016,050	19	104,350	56	940,500
INSTRUMENTS.....	9	20,050	3	4,200	9	20,050	9	20,050	-	-	2	3,100
MISCELLANEOUS MANUFACTURING.....	8	19,700	1	2,000	5	7,800	7	17,100	-	-	2	2,700
NONMANUFACTURING.....	699	3,318,800	205	1,058,100	313	1,609,450	254	1,145,950	152	1,019,350	65	475,650
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	1	125,000	11	145,550	11	144,450	6	13,300	6	137,400
TRANSPORTATION ¹	65	572,750	16	50,050	50	467,600	12	39,550	41	466,650	1	1,000
COMMUNICATIONS.....	65	495,750	50	382,600	47	335,500	49	359,350	33	295,250	28	238,550
UTILITIES, ELECTRIC AND GAS.....	47	134,100	34	102,850	41	119,250	40	119,050	24	67,300	14	50,350
WHOLESALE TRADE.....	12	22,250	9	18,000	11	20,750	8	12,650	4	5,650	1	1,350
RETAIL TRADE.....	92	298,750	41	147,700	82	280,200	81	273,750	18	65,650	10	28,850
HOTELS AND RESTAURANTS.....	42	187,900	11	56,800	16	42,000	15	54,000	3	19,200	-	-
SERVICES.....	70	369,350	41	172,550	41	170,200	33	135,750	11	49,800	5	18,150
CONSTRUCTION.....	291	1,084,650	-	-	13	26,900	4	5,900	12	36,550	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	1	1,500	1	1,500	-	-	-	-

See footnote at end of table.

Table 5.7 Selected payments for time not worked by industry – Continued

(In agreements covering 1,000 workers or more July 1, 1975)

INDUSTRY	REPORTING PAY		CALL-IN/CALL-BACK PAY		PAID HEAL PERIODS		PAID REST PERIODS		PAID WASH-UP, CLEAN-UP, AND CLOTHES-CHANGING TIME	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,200	5,515,150	789	3,167,200	431	1,949,850	604	2,949,650	348	1,167,600
MANUFACTURING.....	742	3,467,550	559	1,756,350	256	1,261,250	315	1,626,100	215	657,150
ORDNANCE, ACCESSORIES.....	12	32,250	10	28,600	5	15,200	7	20,100	6	12,750
FOOD, KINDRED PRODUCTS.....	83	246,400	61	204,100	38	101,950	70	226,200	24	67,750
TOBACCO MANUFACTURING.....	7	20,850	5	15,450	1	4,100	2	3,950	1	3,850
TEXTILE MILL PRODUCTS.....	13	38,850	4	9,950	1	1,350	2	3,850	1	5,000
APPAREL.....	42	353,250	4	7,750	1	1,300	9	26,100	1	5,000
LUMBER, WOOD PRODUCTS.....	6	11,000	3	5,100	2	4,100	3	6,300	-	-
FURNITURE, FIXTURES.....	19	31,150	12	17,350	3	4,950	13	22,000	3	3,100
PAPER, ALLIED PRODUCTS.....	51	98,450	48	94,150	27	55,850	24	44,600	10	16,150
PRINTING AND PUBLISHING.....	15	35,650	10	20,550	7	19,400	5	5,850	2	9,800
CHEMICALS.....	40	73,600	45	100,050	23	52,650	15	30,550	19	31,600
PETROLEUM REFINING.....	11	21,500	11	21,500	8	14,600	-	-	6	11,100
RUBBER AND PLASTICS.....	18	93,650	16	65,150	12	84,050	11	30,700	9	31,100
LEATHER PRODUCTS.....	12	32,150	2	3,600	1	1,600	5	14,600	1	1,600
STONE, CLAY, AND GLASS.....	28	69,050	26	58,350	12	23,300	17	45,600	7	20,750
PRIMARY METALS.....	82	481,800	55	161,400	18	34,150	10	25,150	14	43,900
FABRICATED METALS.....	31	81,700	26	77,450	11	19,550	11	45,100	7	15,150
MACHINERY.....	86	272,400	74	251,150	31	105,750	29	79,950	36	92,050
ELECTRICAL MACHINERY.....	92	417,850	78	357,850	23	74,550	49	147,350	35	172,350
TRANSPORTATION EQUIPMENT.....	77	1,016,250	57	232,000	30	639,350	26	837,750	31	109,000
INSTRUMENTS.....	9	20,050	7	17,050	1	1,500	3	3,900	1	3,150
MISCELLANEOUS MANUFACTURING.....	8	19,700	5	7,800	1	2,000	4	6,500	1	2,000
NONMANUFACTURING.....	458	2,047,600	230	1,410,850	175	688,600	289	1,323,550	133	510,450
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	10	144,150	7	11,850	3	5,200	3	5,750
TRANSPORTATION ¹	39	362,500	33	366,100	8	82,950	17	135,400	5	32,200
COMMUNICATIONS.....	8	77,250	49	364,350	17	114,500	49	357,100	2	15,050
UTILITIES, ELECTRIC AND GAS.....	16	57,300	44	129,150	31	88,100	5	10,850	1	1,550
WHOLESALE TRADE.....	8	15,250	3	6,850	1	1,000	7	12,500	1	1,500
RETAIL TRADE.....	48	148,950	15	61,450	6	18,900	80	274,700	4	17,300
HOTELS AND RESTAURANTS.....	29	147,000	5	39,500	8	40,800	17	92,500	5	29,400
SERVICES.....	31	104,650	25	158,150	6	11,350	40	232,050	5	24,500
CONSTRUCTION.....	264	981,400	44	138,600	90	317,650	70	202,200	107	383,200
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	1	1,500	1	1,050	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 5.8 Pay for time spent on union business by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		PAY FOR TIME SPENT ON UNION BUSINESS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	787	3,911,250
MANUFACTURING.....	815	3,750,950	477	2,255,150
ORDNANCE, ACCESSORIES.....	12	32,250	11	30,400
FOOD, KINDRED PRODUCTS.....	105	293,550	37	66,450
TOBACCO MANUFACTURING.....	8	26,350	1	1,550
TEXTILE MILL PRODUCTS.....	13	38,850	7	18,050
APPAREL.....	50	435,400	3	11,450
LUMBER, WOOD PRODUCTS.....	6	11,000	2	3,800
FURNITURE, FIXTURES.....	21	33,450	11	19,000
PAPER, ALLIED PRODUCTS.....	53	101,600	23	38,350
PRINTING AND PUBLISHING.....	23	47,200	2	10,000
CHEMICALS.....	47	108,750	39	89,300
PETROLEUM REFINING.....	13	25,000	8	16,150
RUBBER AND PLASTICS.....	19	94,950	16	91,250
LEATHER PRODUCTS.....	14	39,800	6	15,200
STONE, CLAY, AND GLASS.....	29	70,750	22	57,400
PRIMARY METALS.....	84	492,000	36	113,100
FABRICATED METALS.....	32	65,500	24	75,400
MACHINERY.....	90	278,950	77	249,100
ELECTRICAL MACHINERY.....	95	437,550	76	377,450
TRANSPORTATION EQUIPMENT.....	84	1,058,300	63	945,300
INSTRUMENTS.....	9	20,050	8	18,650
MISCELLANEOUS MANUFACTURING.....	8	19,700	5	7,800
NONMANUFACTURING.....	699	3,318,800	310	1,656,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	7	13,150
TRANSPORTATION ¹	65	572,750	40	471,800
COMMUNICATIONS.....	65	495,750	44	290,550
UTILITIES, ELECTRIC AND GAS.....	47	134,100	29	98,550
WHOLESALE TRADE.....	12	22,250	3	3,850
RETAIL TRADE.....	92	258,750	8	22,700
HOTELS AND RESTAURANTS.....	42	187,900	3	4,800
SERVICES.....	70	369,350	16	130,200
CONSTRUCTION.....	291	1,084,650	159	619,000
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,500

¹ Excludes railroads and airlines.

Table 5.9 Number of hours of reporting pay or work

(In agreements covering 1,000 workers or more, July 1, 1975)

	AGREEMENTS	WORKERS
GUARANTEED HOURS		
ALL AGREEMENTS.....	1,514	7,069,750
TOTAL WITH PROVISION.....	1,200	5,515,150
NUMBER OF HOURS SPECIFIED¹		
LESS THAN 2 HOURS.....	6	18,250
2 HOURS.....	270	935,050
3 HOURS.....	15	29,250
3.5 HOURS.....	31	172,200
4 HOURS.....	685	3,416,650
5 HOURS.....	5	16,650
6 HOURS.....	8	156,850
7 HOURS.....	19	50,050
7.5 HOURS.....	6	12,200
8 HOURS.....	120	504,100
VARIES ²	27	156,350
SUBJECT TO LOCAL NEGOTIATION.....	2	13,500
OTHER ³	6	34,050
NO REFERENCE TO GUARANTEED HOURS OF PAY OR WORK.....	314	1,554,600

¹ "Hours specified" refers to the initial guarantees for reporting. Some contracts graduate hours according to time worked.

² Agreements vary by activity,

occupation, location, and schedule.

³ Includes 3 agreements that refer to reporting pay but do not specify the guaranteed hours; and 3 agreements that provide a flat sum.

Table 5.10 Number of hours of call-in/call-back pay

(In agreements covering 1,000 workers or more, July 1, 1975)

GUARANTEED HOURS OF PAY OR WORK	TOTAL		AT STRAIGHT TIME		AT OVERTIME RATE		MINIMUM GUARANTEE OR OVERTIME FOR HOURS WORKED		RATE NOT SPECIFIED	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
TOTAL.....	789	3,157,200	351	1,578,500	292	1,201,000	133	338,050	13	49,650
NUMBER OF HOURS SPECIFIED ¹										
LESS THAN 2 HOURS.....	8	48,700	2	36,500	6	12,200	-	-	-	-
2 HOURS.....	121	519,500	61	271,000	51	211,950	9	36,550	-	-
2.5 HOURS.....	6	22,750	1	9,000	4	11,900	1	1,850	-	-
3 HOURS.....	51	144,700	19	65,550	30	76,900	2	2,250	-	-
3.5 HOURS.....	1	1,750	1	1,750	-	-	-	-	-	-
4 HOURS.....	500	1,752,100	231	908,700	159	564,500	110	278,900	-	-
5 HOURS.....	8	16,250	4	4,800	1	3,100	3	8,350	-	-
6 HOURS.....	16	231,300	11	206,300	3	22,500	2	2,500	-	-
9 HOURS.....	21	60,750	16	53,500	1	1,900	4	5,350	-	-
MINIMUM GUARANTEE VARIES OR OVERTIME RATE FOR TIME ACTUALLY WORKED ²	2	2,300	-	-	-	-	2	2,300	-	-
VARIES ACCORDING TO SPECIFIED CRITERIA, NO OVERTIME PROVISION.....	5	21,400	5	21,400	-	-	-	-	-	-
VARIES AND INCLUDES OVERTIME FOR TIME ACTUALLY WORKED.....	7	61,050	-	-	7	61,050	-	-	-	-
OTHER ³	11	22,300	-	-	-	-	-	-	11	22,300
OVERTIME PROVIDED HOURS UNSPECIFIED.....	30	235,000	-	-	30	235,000	-	-	-	-
SUBJECT TO LOCAL NEGOTIATION.....	2	27,350	-	-	-	-	-	-	2	27,350

¹ "Hours specified" refers to the initial guarantees for call-back. Some provisions graduate hours according to time worked.

² Agreements vary by time called in, by activity, and by time called in plus overtime.

³ Includes 2 agreements providing a minimum guarantee plus overtime for hours actually worked; 2, a flat sum; 1, a minimum guarantee

of a day's pay at overtime rates, plus a percentage of the weekly rate; 2, a flat sum plus overtime; 1, a minimum guarantee of 3/4 hours; 1, a minimum guarantee of 1/10 of the employee's basic weekly wage rate; 1, a minimum guarantee plus a flat sum; and 1, a minimum guarantee of 3 hours, at straight-time plus actual hours worked.

Table 5.11 Total daily time allowances for paid rest periods

(In agreements covering 1,000 workers or more, July 1, 1975)

TOTAL DAILY TIME ALLOWANCE	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750
TOTAL WITH REST PERIODS.....	604	2,949,650
TOTAL DAILY TIME ALLOWANCE SPECIFIED.....	496	1,998,400
FEWER THAN 10 MINUTES.....	5	9,400
10 MINUTES.....	51	139,350
OVER 10 AND UNDER 15 MINUTES.....	2	3,600
15 MINUTES.....	19	79,650
20 MINUTES.....	218	692,650
OVER 20 AND UNDER 30 MINUTES.....	18	195,750
30 MINUTES.....	155	731,500
OVER 30 AND UNDER 40 MINUTES.....	2	4,500
40 MINUTES.....	6	22,500
OVER 40 MINUTES ¹	2	5,250
VARIES ²	18	114,250
SUBJECT TO LOCAL NEGOTIATION.....	10	633,850
REFERENCE TO REST PERIODS, NO DETAILS GIVEN.....	98	317,400
NO REFERENCE TO REST PERIODS.....	910	4,120,100

¹ Includes 1 agreement that provides a total daily time allowance of 45 minutes; and 1 that provides 50 minutes.

² Agreements vary the total daily time

allowance by activity, sex, occupation, occupation and season, and length of scheduled shift.

Table 5.12 Applicability of paid meal period provisions and pay for time on union business

(In agreements covering 1,000 workers or more, July 1, 1975)

APPLICABILITY			APPLICABILITY		
	AGREEMENTS	WORKERS		AGREEMENTS	WORKERS
PAID MEAL PROVISIONS			PAY FOR TIME ON UNION BUSINESS		
ALL AGREEMENTS.....	1,514	7,069,750	ALL AGREEMENTS.....	1,514	7,069,750
TOTAL REFERRING TO PAID MEAL PERIODS.....	431	1,949,850	TOTAL REFERRING TO PAY FOR TIME ON UNION BUSINESS.....	787	3,911,250
WITHIN REGULAR WORK			GRIEVANCE AND/OR ARBITRATION.....	306	1,404,950
SCHEDULE.....	174	645,650	CONTRACT NEGOTIATIONS.....	8	16,700
OUTSIDE REGULAR WORK			OTHER UNION BUSINESS.....	182	683,550
SCHEDULE.....	193	657,950	GRIEVANCE, ARBITRATION, AND		
BOTH.....	55	173,700	CONTRACT NEGOTIATIONS.....	49	173,150
UNCLEAR.....	5	47,250	GRIEVANCE, ARBITRATION, AND OTHER		
REFERRED TO LOCAL			UNION BUSINESS ¹	161	1,293,550
NEGOTIATION.....	4	425,300	CONTRACT NEGOTIATIONS AND OTHER		
			UNION BUSINESS ¹	10	76,400
			GRIEVANCE, ARBITRATION, CONTRACT		
			NEGOTIATION, AND OTHER UNION BUSINESS ¹	32	133,350
			OTHER ²	39	129,600
NO REFERENCE TO PAID MEAL PERIODS.....	1,082	5,117,500	NO REFERENCE TO PAY FOR TIME ON UNION BUSINESS.....	727	3,158,500

¹ Other union business includes time spent collecting union dues, checking union cards, accompanying sick or injured employees to medical facilities, attending labor-management committee meetings, and similar activities.

² Includes 39 agreements that refer to no specific type of activity.

Part VI. Seniority and Related Provisions

Seniority lists
Probationary periods
Superseniority
Retention of seniority rights
Testing

Table 6.1 Selected seniority provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		MERGING SENIORITY LISTS		PROBATIONARY PERIOD FOR NEWLY HIRED EMPLOYEES		SUPERSENIORITY FOR UNION OFFICIALS ¹		RETENTION OF SENIORITY IN LAYOFF ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	110	814,700	1,035	4,670,350	644	3,318,450	1,061	5,063,300
MANUFACTURING.....	815	3,750,950	44	276,950	727	3,353,750	386	2,179,200	721	3,235,400
ORDNANCE, ACCESSORIES.....	12	32,250	-	-	12	32,250	8	22,650	10	28,650
FOOD, KINDRED PRODUCTS.....	105	293,550	15	89,800	95	271,650	24	43,200	95	277,500
TOBACCO MANUFACTURING.....	8	26,350	-	-	6	20,450	-	-	8	26,350
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	13	38,850	8	23,900	11	27,700
APPAREL.....	50	435,400	4	16,300	49	428,200	5	17,500	15	97,250
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	4	7,300	2	4,700	5	8,500
FURNITURE, FIXTURES.....	21	33,450	-	-	20	32,200	13	18,300	17	26,900
PAPER, ALLIED PRODUCTS.....	53	101,600	2	4,000	46	87,900	8	16,350	49	95,200
PRINTING AND PUBLISHING.....	23	47,200	1	4,000	7	8,700	11	16,450	12	15,500
CHEMICALS.....	47	108,750	5	11,700	44	80,550	14	24,650	45	101,500
PETROLEUM REFINING.....	13	25,000	2	3,150	10	17,400	-	-	13	25,000
RUBBER AND PLASTICS.....	19	94,950	-	-	17	77,450	6	10,100	18	78,950
LEATHER PRODUCTS.....	14	39,800	-	-	12	37,500	3	9,200	8	25,400
STONE, CLAY, AND GLASS.....	29	70,750	-	-	27	65,550	3	3,800	28	69,550
PRIMARY METALS.....	84	492,000	3	94,850	78	479,550	50	389,050	83	491,000
FABRICATED METALS.....	32	85,500	1	2,600	31	84,000	19	44,150	32	85,500
MACHINERY.....	90	278,950	6	34,300	88	275,500	64	183,400	90	278,950
ELECTRICAL MACHINERY.....	95	437,550	3	5,600	73	269,500	66	337,000	84	398,650
TRANSPORTATION EQUIPMENT.....	84	1,058,300	2	10,650	80	1,002,900	71	997,150	81	1,037,600
INSTRUMENTS.....	9	20,050	-	-	8	18,050	7	11,650	9	20,050
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	7	18,300	4	6,000	8	19,700
NONMANUFACTURING.....	699	3,318,800	66	537,750	308	1,316,600	258	1,139,250	340	1,827,900
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	-	-	11	24,550	4	11,450	13	150,750
TRANSPORTATION ³	65	572,750	44	476,650	52	487,300	19	269,800	53	495,500
COMMUNICATIONS.....	65	495,750	3	10,050	21	96,050	-	-	57	417,450
UTILITIES, ELECTRIC AND GAS.....	47	134,100	2	2,700	42	104,200	9	23,450	41	124,200
WHOLESALE TRADE.....	12	22,250	3	6,150	10	17,750	4	6,950	10	19,850
RETAIL TRADE.....	92	298,750	8	26,700	85	287,050	46	176,400	82	280,600
HOTELS AND RESTAURANTS.....	42	187,900	-	-	26	84,400	5	39,500	26	142,700
SERVICES.....	70	369,350	3	10,800	37	142,050	10	35,800	34	132,500
CONSTRUCTION.....	291	1,084,650	3	4,700	23	71,750	166	574,400	23	62,850
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	1	1,500	1	1,500	1	1,500

¹ Superseniarity refers to a relative place on the seniority list, ahead of the position which the employee would acquire solely by length of service or other general seniority factors, and usually entitles workers, such as shop stewards, to preferred consideration for layoff and recall.

² Includes 79 agreements covering 333,800 workers which refer to recall, but not to duration of seniority rights. See table 6.2.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 6.2 Retention of seniority rights during layoff and recall

(In agreements covering 1,000 workers or more, July 1, 1975)

LENGTH OF RETENTION OF SENIORITY RIGHTS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750
REFERRING TO RECALL AND RETENTION OF SENIORITY RIGHTS.....	1,061	5,063,300
LESS THAN 6 MONTHS.....	20	51,900
6 MONTHS.....	79	283,100
1 YEAR.....	213	619,150
1.5 YEARS.....	21	42,200
2 YEARS.....	141	503,750
2.5 YEARS.....	6	12,900
3 YEARS.....	76	281,800
4 YEARS.....	11	30,900
5 YEARS.....	20	98,700
MORE THAN 5 YEARS.....	1	17,000
SENIORITY RIGHTS MAY BE EXTENDED OR NO MAXIMUM RETENTION SPECIFIED.....	67	678,350
FOR A PERIOD EQUAL OR IN PROPORTION TO LENGTH OF SERVICE ¹	319	1,631,700
RETENTION OF SENIORITY RIGHTS SUBJECT TO LOCAL NEGOTIATION.....	7	475,900
REFERENCE TO RECALL BUT NOT TO RETENTION OF SENIORITY RIGHTS.....	79	333,800
OTHER ²	1	2,150
NO REFERENCE TO RECALL.....	453	2,006,450

¹ Includes agreements in primary metals industries which provide for retention of rights for 2 years. However, if the layoff continues beyond this point, an employee with more than 2 years' service can retain rights for a period related to his length of service over 2 years, up to a maximum of an additional 3 years.

² Includes 1 agreement in which recall and seniority rights expire after 9 months.

Table 6.3 Testing provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		TESTING PROVISIONS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	278	2,123,750
MANUFACTURING.....	815	3,750,950	137	1,230,050
ORDNANCE, ACCESSORIES.....	12	32,250	3	7,250
FOOD, KINDRED PRODUCTS.....	105	293,550	8	23,300
TOBACCO MANUFACTURING.....	8	26,350	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	1	8,000
APPAREL.....	50	435,400	1	1,300
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-
FURNITURE, FIXTURES.....	21	33,450	1	2,000
PAPER, ALLIED PRODUCTS.....	53	101,600	14	23,400
PRINTING AND PUBLISHING.....	23	47,200	5	9,000
CHEMICALS.....	47	108,750	11	24,300
PETROLEUM REFINING.....	13	25,000	1	1,000
RUBBER AND PLASTICS.....	19	94,950	5	17,350
LEATHER PRODUCTS.....	14	39,800	1	6,450
STONE, CLAY, AND GLASS.....	29	70,750	3	4,850
PRIMARY METALS.....	84	492,000	33	362,900
FABRICATED METALS.....	32	85,500	5	17,300
MACHINERY.....	90	278,950	13	23,250
ELECTRICAL MACHINERY.....	95	437,550	13	31,650
TRANSPORTATION EQUIPMENT.....	84	1,058,300	17	663,650
INSTRUMENTS.....	9	20,050	1	1,100
MISCELLANEOUS MANUFACTURING.....	8	19,700	1	2,000
NONMANUFACTURING.....	699	3,318,800	141	893,700
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	1	4,100
TRANSPORTATION ¹	65	572,750	39	466,150
COMMUNICATIONS.....	65	495,750	7	61,150
UTILITIES, ELECTRIC AND GAS.....	47	134,100	17	52,500
WHOLESALE TRADE.....	12	22,250	2	5,150
RETAIL TRADE.....	92	298,750	-	-
HOTELS AND RESTAURANTS.....	42	187,900	1	14,100
SERVICES.....	70	369,350	5	36,100
CONSTRUCTION.....	291	1,084,650	69	254,450
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-

¹ Excludes railroads and airlines.

Table 6.4 Applicability of testing provisions

(In agreements covering 1,000 workers or more, July 1, 1975)

TESTING PROVISION	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750
ALL AGREEMENTS WITH TESTING PROVISIONS.....	278	2,123,750
HIRING ONLY.....	55	234,000
PROMOTION AND TRANSFER ONLY.....	175	1,142,350
TRAINING ONLY.....	15	624,400
HIRING, PROMOTION, AND TRANSFER.....	8	12,250
HIRING AND TRAINING.....	1	1,500
PROMOTION, TRANSFER, AND TRAINING.....	16	83,250
HIRING, PROMOTION, TRANSFER, AND TRAINING.....	4	12,900
REFERENCE TO TESTING, NO DETAILS GIVEN.....	3	12,100
OTHER.....	1	1,000
NO REFERENCE TO TESTING PROVISIONS.....	1,236	4,946,000
ALL AGREEMENTS WITH TESTING PROVISIONS.....	278	2,123,750
HIRING.....	68	260,650
PROMOTION AND TRANSFER.....	203	1,250,750
TRAINING.....	36	722,050
REFERENCE TO TESTING, NO DETAILS GIVEN.....	3	12,100
OTHER ¹	1	1,000

¹ Includes 1 agreement that provides testing as a part of training and a special testing procedure to avoid layoff for certified welders.

NOTE: Nonadditive.

Part VII. Job Security Provisions

Slack work provisions
Subcontracting
Interplant transfers
Relocation allowances
Apprenticeship and training
Work rules
Advance notice provisions
Supplemental unemployment benefits
Severance pay
Wage-employment guarantees

Table 7.1 Measures applicable in slack work periods by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		DIVISION OF WORK		REDUCTION IN HOURS		REGULATION OF OVERTIME	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	117	710,200	307	2,032,700	63	497,750
MANUFACTURING.....	815	3,750,950	99	627,450	197	1,437,350	52	447,850
ORDNANCE, ACCESSORIES.....	12	32,250	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	6	12,350	7	14,400	1	1,000
TOBACCO MANUFACTURING.....	8	26,350	-	-	1	4,100	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	7	29,100	-	-	-	-
APPAREL.....	50	435,400	44	422,900	1	1,300	8	70,150
LUMBER, WOOD PRODUCTS.....	6	11,000	2	4,700	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	2	2,600	8	10,750	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	2	3,100	7	15,450	-	-
PRINTING AND PUBLISHING.....	23	47,200	5	18,000	2	2,900	3	11,100
CHEMICALS.....	47	108,750	3	8,800	13	54,800	2	7,700
PETROLEUM REFINING.....	13	25,000	-	-	-	-	-	-
RUBBER AND PLASTICS.....	19	94,950	3	13,000	10	67,300	1	16,000
LEATHER PRODUCTS.....	14	39,800	5	16,050	5	19,350	1	1,000
STONE, CLAY, AND GLASS.....	29	70,750	5	14,800	8	17,700	1	1,750
PRIMARY METALS.....	84	492,000	1	4,500	38	335,100	22	317,050
FABRICATED METALS.....	32	85,500	1	1,800	16	29,700	4	5,550
MACHINERY.....	90	278,950	4	41,100	28	62,950	4	6,400
ELECTRICAL MACHINERY.....	95	437,550	4	19,400	34	125,100	3	6,050
TRANSPORTATION EQUIPMENT.....	84	1,058,300	3	5,950	18	669,450	1	3,000
INSTRUMENTS.....	9	20,050	-	-	1	7,000	1	1,100
MISCELLANEOUS MANUFACTURING.....	8	19,700	2	9,300	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	18	82,750	110	595,350	11	49,900
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	-	-	4	10,450	1	4,100
TRANSPORTATION ¹	65	572,750	3	8,000	5	20,850	-	-
COMMUNICATIONS.....	65	495,750	2	16,900	38	295,500	-	-
UTILITIES, ELECTRIC AND GAS.....	47	134,100	4	27,200	-	-	1	1,100
WHOLESALE TRADE.....	12	22,250	2	2,400	-	-	1	1,350
RETAIL TRADE.....	92	298,750	-	-	41	156,750	-	-
HOTELS AND RESTAURANTS.....	42	187,900	1	1,500	3	30,100	1	24,000
SERVICES.....	70	369,350	3	20,900	8	29,700	-	-
CONSTRUCTION.....	291	1,084,650	3	5,850	11	52,000	7	19,350
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.2 Miscellaneous job security measures by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		LIMITATIONS ON SUBCONTRACTING		INTERPLANT TRANSFER AND PREFERENTIAL HIRING		RELOCATION ALLOWANCES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	815	4,818,950	457	3,386,600	167	1,910,000
MANUFACTURING.....	815	3,750,950	381	2,480,900	255	2,014,550	81	1,157,650
ORDNANCE, ACCESSORIES.....	12	32,250	7	22,050	4	15,700	2	6,700
FOOD, KINDRED PRODUCTS.....	105	293,550	32	130,400	35	153,300	10	45,800
TOBACCO MANUFACTURING.....	8	26,350	2	3,950	2	5,400	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	4	18,000	1	2,500	-	-
APPAREL.....	50	435,400	47	430,700	2	4,000	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	3	6,300	1	2,200	-	-
FURNITURE, FIXTURES.....	21	33,450	8	11,100	5	7,550	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	22	44,850	10	29,400	-	-
PRINTING AND PUBLISHING.....	23	47,200	11	29,000	6	12,750	1	1,250
CHEMICALS.....	47	108,750	21	33,350	8	18,700	-	-
PETROLEUM REFINING.....	13	25,000	9	15,150	8	13,200	4	7,400
RUBBER AND PLASTICS.....	19	94,950	13	53,500	11	81,800	-	-
LEATHER PRODUCTS.....	14	39,800	6	16,050	3	15,600	-	-
STONE, CLAY, AND GLASS.....	29	70,750	13	40,950	17	45,850	1	1,750
PRIMARY METALS.....	84	492,000	54	423,350	40	387,400	27	356,400
FABRICATED METALS.....	32	85,500	14	49,100	12	43,050	7	36,200
MACHINERY.....	90	278,950	43	174,300	27	163,900	11	94,650
ELECTRICAL MACHINERY.....	95	437,550	17	44,500	17	77,900	1	1,550
TRANSPORTATION EQUIPMENT...	84	1,058,300	46	907,800	41	927,050	17	605,950
INSTRUMENTS.....	9	20,050	4	11,400	3	3,900	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	5	15,100	2	3,400	-	-
NONMANUFACTURING.....	699	3,318,800	434	2,338,050	202	1,372,050	86	752,350
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	10	145,050	7	140,700	2	7,200
TRANSPORTATION ¹	65	572,750	47	512,750	43	480,950	31	434,000
COMMUNICATIONS.....	65	495,750	26	179,750	46	326,100	29	223,800
UTILITIES, ELECTRIC AND GAS.....	47	134,100	39	117,250	29	84,750	16	55,050
WHOLESALE TRADE.....	12	22,250	4	5,800	6	9,550	1	1,350
RETAIL TRADE.....	92	298,750	13	43,450	52	207,950	2	4,950
HOTELS AND RESTAURANTS.....	42	187,900	14	95,600	5	46,200	-	-
SERVICES.....	70	369,350	30	256,300	12	58,250	5	26,000
CONSTRUCTION.....	291	1,084,650	251	982,100	2	17,600	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.3 Apprenticeship and training provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		APPRENTICESHIP PROVISION ¹		TRAINING PROVISIONS			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	ON-THE-JOB ²		TUITION AID ³	
					AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	664	3,281,500	544	3,399,500	76	932,300
MANUFACTURING.....	815	3,750,950	360	2,175,600	313	1,919,650	59	825,750
ORDNANCE, ACCESSORIES.....	12	32,250	8	23,950	8	25,000	1	5,500
FOOD, KINDRED PRODUCTS.....	105	293,550	16	40,600	26	121,750	1	1,600
TOBACCO MANUFACTURING.....	8	26,350	1	2,400	2	3,350	1	1,500
TEXTILE MILL PRODUCTS.....	13	38,850	1	1,300	2	3,100	-	-
APPAREL.....	50	435,400	7	38,300	5	9,950	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	2	4,100	3	3,800	-	-
FURNITURE, FIXTURES.....	21	33,450	13	20,300	7	11,100	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	20	44,450	16	28,900	4	5,750
PRINTING AND PUBLISHING.....	23	47,200	20	43,750	13	31,900	1	1,000
CHEMICALS.....	47	108,750	19	35,250	19	30,700	5	13,400
PETROLEUM REFINING.....	13	25,000	4	7,400	7	11,050	-	-
RUBBER AND PLASTICS.....	19	94,950	10	79,550	9	59,050	1	1,250
LEATHER PRODUCTS.....	14	39,800	-	-	1	1,300	-	-
STONE, CLAY, AND GLASS.....	29	70,750	17	37,650	9	21,000	1	4,500
PRIMARY METALS.....	84	492,000	58	430,850	47	392,250	5	27,950
FABRICATED METALS.....	32	85,500	15	54,350	16	56,900	2	13,300
MACHINERY.....	90	278,950	51	197,250	40	147,100	6	10,350
ELECTRICAL MACHINERY.....	95	437,550	37	139,750	32	239,000	14	106,050
TRANSPORTATION EQUIPMENT.....	84	1,058,300	55	964,100	45	713,250	16	630,350
INSTRUMENTS.....	9	20,050	2	3,100	4	5,800	1	2,000
MISCELLANEOUS MANUFACTURING.....	8	19,700	4	7,200	2	3,400	-	-
NONMANUFACTURING.....	699	3,318,800	304	1,105,900	231	1,479,850	17	107,150
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	6	14,100	7	139,300	-	-
TRANSPORTATION ⁴	65	572,750	8	58,300	34	477,250	-	-
COMMUNICATIONS.....	65	495,750	2	26,250	20	144,500	9	68,500
UTILITIES, ELECTRIC AND GAS.....	37	134,100	21	64,600	16	46,050	3	18,500
WHOLESALE TRADE.....	12	22,250	3	8,600	3	6,500	-	-
RETAIL TRADE.....	92	298,750	32	84,250	13	52,250	2	13,300
HOTELS AND RESTAURANTS.....	42	187,900	10	53,400	12	68,900	-	-
SERVICES.....	70	369,350	5	21,200	22	125,300	3	6,250
CONSTRUCTION.....	291	1,084,650	215	772,650	103	418,300	-	-
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	1	1,500	-	-

¹ Apprenticeship provisions refer to formal, supervised programs of training and experience, often supplemented by off-the-job instruction, which workers enter to achieve journeyman status in skilled crafts.

² On-the-job training refers to programs of training at work during working hours designed to qualify employees for jobs requiring different or higher skills or to upgrade employees' existing skill levels. It is distinguished from

short-term familiarization activities, often connected with transfer or promotion.

³ Tuition aid refers to pay for part or all of the costs of job-related training.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.4 Selected work rules by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		LIMITING OR REGULATING CREW SIZE		WEIGHT LIMITATIONS ¹		RESTRICTIONS ON WORK BY NON-BARGAINING UNIT PERSONNEL	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	344	1,497,800	43	182,900	993	4,813,650
MANUFACTURING.....	815	3,750,950	108	332,000	15	28,600	633	3,001,000
ORDNANCE, ACCESSORIES.....	12	32,250	2	3,750	-	-	11	30,450
FOOD, KINDRED PRODUCTS.....	105	293,550	27	69,750	5	9,850	78	237,100
TOBACCO MANUFACTURING.....	8	26,350	2	3,950	-	-	5	14,950
TEXTILE MILL PRODUCTS.....	13	38,850	3	13,650	-	-	10	33,850
APPAREL.....	50	435,400	5	21,700	-	-	39	278,250
LUMBER, WOOD PRODUCTS.....	6	11,000	1	1,600	-	-	3	4,800
FURNITURE, FIXTURES.....	21	33,450	-	-	-	-	13	17,450
PAPER, ALLIED PRODUCTS.....	53	101,600	7	21,050	-	-	46	90,450
PRINTING AND PUBLISHING.....	23	47,200	11	27,400	1	1,000	12	28,750
CHEMICALS.....	47	108,750	3	4,850	2	3,700	35	63,300
PETROLEUM REFINING.....	13	25,000	3	3,950	-	-	10	19,050
RUBBER AND PLASTICS.....	19	94,950	2	2,350	-	-	16	68,450
LEATHER PRODUCTS.....	14	39,800	2	10,450	-	-	9	32,600
STONE, CLAY, AND GLASS.....	29	70,750	4	7,600	3	7,850	24	59,150
PRIMARY METALS.....	84	492,000	5	10,450	-	-	79	475,950
FABRICATED METALS.....	32	85,500	5	20,900	2	3,200	23	69,600
MACHINERY.....	90	278,950	6	37,100	1	1,000	75	247,000
ELECTRICAL MACHINERY.....	95	437,550	6	31,650	-	-	74	287,900
TRANSPORTATION EQUIPMENT.....	84	1,058,300	14	39,850	-	-	60	911,200
INSTRUMENTS.....	9	20,050	-	-	-	-	5	14,950
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	1	2,000	6	15,800
NONMANUFACTURING.....	699	3,318,800	236	1,165,800	28	154,300	360	1,812,650
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	3	127,900	-	-	10	144,150
TRANSPORTATION ²	65	572,750	32	250,350	5	53,550	45	517,650
COMMUNICATIONS.....	65	495,750	7	60,150	-	-	24	162,450
UTILITIES, ELECTRIC AND GAS.....	47	134,100	26	72,450	-	-	36	77,150
WHOLESALE TRADE.....	12	22,250	2	2,350	-	-	6	9,550
RETAIL TRADE.....	92	298,750	7	28,500	2	12,500	65	217,900
HOTELS AND RESTAURANTS.....	42	187,900	8	47,000	2	17,700	17	105,800
SERVICES.....	70	369,350	8	53,900	-	-	22	69,850
CONSTRUCTION.....	291	1,084,650	142	522,150	19	70,550	134	506,650
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	1	1,050	-	-	1	1,500

¹ Refers to contractual limits on the amount of weight an employee may lift.

² Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.5 Advance notice provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		REQUIRING ADVANCE NOTICE							
			TOTAL		LAYOFF		PLANT SHUTDOWN OR RELOCATION		TECHNOLOGICAL CHANGE	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,969,750	764	3,790,100	643	3,125,800	148	649,850	143	1,132,000
MANUFACTURING.....	815	3,750,950	532	2,594,950	462	2,190,200	113	480,900	84	809,500
ORDNANCE, ACCESSORIES.....	12	32,250	9	21,350	9	21,350	-	-	1	1,950
FOOD, KINDRED PRODUCTS.....	105	293,550	63	149,150	52	113,250	17	52,350	10	24,450
TOBACCO MANUFACTURING.....	8	26,350	8	26,350	5	16,600	6	16,650	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	7	19,800	2	3,050	1	5,000	5	16,750
APPAREL.....	50	435,400	13	158,350	-	-	6	13,400	3	147,550
LUMBER, WOOD PRODUCTS.....	6	11,000	1	2,200	1	2,200	1	2,200	-	-
FURNITURE, FIXTURES.....	21	33,450	13	21,400	12	18,900	1	2,500	-	-
PAPER, ALLIED PRODUCTS.....	53	131,600	30	62,900	15	38,650	10	18,650	13	22,700
PRINTING AND PUBLISHING.....	23	47,200	21	43,600	19	41,500	4	5,200	11	18,150
CHEMICALS.....	47	108,750	33	62,750	30	54,750	2	2,050	3	19,850
PETROLEUM REFINING.....	13	25,000	10	20,900	9	18,900	5	9,000	1	1,550
RUBBER AND PLASTICS.....	19	94,950	15	58,400	14	34,650	4	37,500	1	23,750
LEATHER PRODUCTS.....	14	39,800	4	11,500	2	3,000	1	2,500	2	8,500
STONE, CLAY, AND GLASS.....	29	70,750	24	63,650	21	53,450	10	26,700	5	13,550
PRIMARY METALS.....	84	492,000	44	212,250	39	123,450	6	87,650	2	10,200
FABRICATED METALS.....	32	85,500	23	72,750	20	65,050	6	13,750	1	1,300
MACHINERY.....	90	278,950	68	235,750	68	235,750	13	25,050	4	8,600
ELECTRICAL MACHINERY.....	95	437,550	72	392,600	70	376,400	11	125,650	2	26,500
TRANSPORTATION EQUIPMENT.....	84	1,058,300	63	946,900	63	946,900	7	25,700	3	458,550
INSTRUMENTS.....	9	20,050	7	15,800	7	15,800	2	3,400	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	4	6,500	4	6,600	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	232	1,195,150	181	935,600	35	168,950	65	382,500
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	5	133,850	3	129,850	1	1,500	2	127,500
TRANSPORTATION ¹	65	572,750	28	157,900	17	72,400	9	68,000	7	29,500
COMMUNICATIONS.....	65	495,750	47	345,350	44	331,650	3	20,750	5	8,550
UTILITIES, ELECTRIC AND GAS.....	47	134,100	29	98,950	28	80,500	2	4,200	3	24,350
WHOLESALE TRADE.....	12	22,250	8	16,750	5	10,250	1	1,000	3	6,500
RETAIL TRADE.....	92	298,750	57	199,450	41	137,500	7	20,400	27	95,550
HOTELS AND RESTAURANTS.....	42	187,900	18	90,300	15	71,100	4	9,700	5	31,400
SERVICES.....	70	363,350	28	106,000	21	78,550	4	21,100	11	55,450
CONSTRUCTION.....	291	1,084,650	12	46,600	7	23,800	4	22,300	2	4,000
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.6 Supplemental unemployment benefit plans and severance pay by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLANS ¹		SEVERANCE PAY ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	235	1,961,250	480	2,675,250
MANUFACTURING.....	815	3,750,950	207	1,866,650	340	1,934,050
ORDNANCE, ACCESSORIES.....	12	32,250	1	2,950	3	4,850
FOOD, KINDRED PRODUCTS.....	105	293,550	7	14,550	47	177,250
TOBACCO MANUFACTURING.....	8	26,350	2	7,950	7	22,150
TEXTILE MILL PRODUCTS.....	13	38,850	3	13,000	1	2,500
APPAREL.....	50	435,400	32	265,350	2	6,500
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	2	2,500	3	3,500
PAPER, ALLIED PRODUCTS.....	53	101,600	-	-	21	49,950
PRINTING AND PUBLISHING.....	23	47,200	4	15,800	11	16,950
CHEMICALS.....	47	108,750	-	-	32	80,000
PETROLEUM REFINING.....	13	25,000	-	-	10	19,950
RUBBER AND PLASTICS.....	19	94,950	15	89,900	9	75,150
LEATHER PRODUCTS.....	14	39,800	-	-	6	22,300
STONE, CLAY, AND GLASS.....	29	70,750	2	4,150	14	43,550
PRIMARY METALS.....	84	492,000	57	340,750	51	410,500
FABRICATED METALS.....	32	85,500	10	40,450	10	42,850
MACHINERY.....	90	278,950	28	160,000	28	109,950
ELECTRICAL MACHINERY.....	95	437,550	7	45,350	51	310,500
TRANSPORTATION EQUIPMENT.....	84	1,058,300	37	863,950	25	515,650
INSTRUMENTS.....	9	20,050	-	-	5	6,800
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	4	13,200
NONMANUFACTURING.....	699	3,318,800	28	94,600	140	741,200
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	5	11,900	3	8,600
TRANSPORTATION ³	65	572,750	2	3,000	6	26,550
COMMUNICATIONS.....	65	495,750	-	-	58	413,900
UTILITIES, ELECTRIC AND GAS.....	47	134,100	1	14,950	14	33,200
WHOLESALE TRADE.....	12	22,250	1	1,350	2	4,100
RETAIL TRADE.....	92	298,750	1	9,400	22	81,350
HOTELS AND RESTAURANTS.....	42	187,900	-	-	3	26,200
SERVICES.....	70	369,350	-	-	30	140,600
CONSTRUCTION.....	291	1,084,650	18	54,000	1	5,200
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	1	1,500

¹ Supplemental unemployment benefit plans provide regular weekly payments to laid-off workers through funds financed by the employer. Some plans have added short-workweek benefits and severance pay features.

² Severance pay is a monetary allowance usually graduated by length of service to displaced employees.

generally upon permanent termination of employment with no chance of recall, but often upon indefinite layoff with recall rights.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.7 Wage-employment guarantees by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		WAGE-EMPLOYMENT GUARANTEES					
			TOTAL		WEEKLY		MONTHLY	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	185	1,178,300	145	836,200	4	10,100
MANUFACTURING.....	815	3,750,950	62	308,150	37	92,850	-	-
ORDNANCE, ACCESSORIES.....	12	32,250	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	36	82,250	31	71,250	-	-
TOBACCO MANUFACTURING.....	8	26,350	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	-	-	-	-	-	-
APPAREL.....	50	435,400	2	11,850	2	11,850	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	-	-	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	-	-	-	-	-	-
PRINTING AND PUBLISHING.....	23	47,200	-	-	-	-	-	-
CHEMICALS.....	47	108,750	2	4,250	2	4,250	-	-
PETROLEUM REFINING.....	13	25,000	1	2,000	1	2,000	-	-
RUBBER AND PLASTICS.....	19	94,950	1	1,250	-	-	-	-
LEATHER PRODUCTS.....	14	39,800	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	29	70,750	-	-	-	-	-	-
PRIMARY METALS.....	84	492,000	16	182,550	-	-	-	-
FABRICATED METALS.....	32	85,500	3	20,500	-	-	-	-
MACHINERY.....	90	278,950	1	3,500	1	3,500	-	-
ELECTRICAL MACHINERY.....	95	437,550	-	-	-	-	-	-
TRANSPORTATION EQUIPMENT.....	84	1,058,300	-	-	-	-	-	-
INSTRUMENTS.....	9	20,050	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	-	-	-	-	-	-
NONMANUFACTURING.....	699	3,318,800	123	870,150	108	743,350	4	10,100
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	2	7,200	-	-	-	-
TRANSPORTATION.....	65	572,750	47	524,450	43	468,450	-	-
COMMUNICATIONS.....	65	495,750	-	-	-	-	-	-
UTILITIES, ELECTRIC, AND GAS.....	47	134,100	4	6,900	4	6,900	-	-
WHOLESALE TRADE.....	12	22,250	7	12,500	7	12,500	-	-
RETAIL TRADE.....	92	298,750	26	74,450	24	67,950	-	-
HOTELS AND RESTAURANTS.....	42	187,900	3	19,200	3	19,200	-	-
SERVICES.....	70	369,350	17	147,500	14	100,500	-	-
CONSTRUCTION.....	291	1,084,650	17	77,950	13	67,350	4	10,100
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	-	-	-	-	-	-

See footnotes at end of table.

Table 7.7 Wage-employment guarantees by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	WAGE-EMPLOYMENT GUARANTEES-CONTINUED					
	MORE THAN ONE MONTH BUT LESS THAN ONE YEAR		ANNUAL		OTHER ²	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	24	233,250	6	61,800	6	36,953
MANUFACTURING.....	19	203,050	2	5,800	4	6,450
ORDNANCE, ACCESSORIES.....	-	-	-	-	-	-
FOOD, KINDRED PRODUCTS.....	-	-	2	5,800	3	5,200
TOBACCO MANUFACTURING.....	-	-	-	-	-	-
TEXTILE MILL PRODUCTS.....	-	-	-	-	-	-
APPAREL.....	-	-	-	-	-	-
LUMBER, WOOD PRODUCTS.....	-	-	-	-	-	-
FURNITURE, FIXTURES.....	-	-	-	-	-	-
PAPER, ALLIED PRODUCTS.....	-	-	-	-	-	-
PRINTING AND PUBLISHING.....	-	-	-	-	-	-
CHEMICALS.....	-	-	-	-	-	-
PETROLEUM REFINING.....	-	-	-	-	-	-
RUBBER AND PLASTICS.....	-	-	-	-	1	1,250
LEATHER PRODUCTS.....	-	-	-	-	-	-
STONE, CLAY, AND GLASS.....	-	-	-	-	-	-
PRIMARY METALS.....	16	182,550	-	-	-	-
FABRICATED METALS.....	3	20,500	-	-	-	-
MACHINERY.....	-	-	-	-	-	-
ELECTRICAL MACHINERY.....	-	-	-	-	-	-
TRANSPORTATION EQUIPMENT.....	-	-	-	-	-	-
INSTRUMENTS.....	-	-	-	-	-	-
MISCELLANEOUS MANUFACTURING.....	-	-	-	-	-	-
NONMANUFACTURING.....	5	30,200	4	56,000	2	30,500
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	2	7,200	-	-	-	-
TRANSPORTATION ¹	-	-	4	56,000	-	-
COMMUNICATIONS.....	-	-	-	-	-	-
UTILITIES, ELECTRIC, AND GAS.....	-	-	-	-	-	-
WHOLESALE TRADE.....	-	-	-	-	-	-
RETAIL TRADE.....	1	2,000	-	-	1	4,500
HOTELS AND RESTAURANTS.....	-	-	-	-	-	-
SERVICES.....	2	21,000	-	-	1	26,000
CONSTRUCTION.....	-	-	-	-	-	-
MISCELLANEOUS NONMANUFACTURING.....	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes 6 agreements with provision existing but no details given.

Part VIII. Dispute Settlement

Grievances
Arbitration
No-strikes; no-lockouts

Table 8.1 Grievance and arbitration provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	ALL AGREEMENTS		GRIEVANCE AND ARBITRATION PROVISIONS						NO REFERENCE TO GRIEVANCE AND ARBITRATION	
			TOTAL		GRIEVANCE ONLY		GRIEVANCE AND ARBITRATION			
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	1,496	6,961,050	41	139,750	1,455	6,821,300	18	108,700
MANUFACTURING.....	815	3,750,950	815	3,750,950	17	43,200	798	3,707,750	-	-
ORDNANCE, ACCESSORIES.....	12	32,250	12	32,250	-	-	12	32,250	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	105	293,550	1	1,200	104	292,350	-	-
TOBACCO MANUFACTURING.....	8	26,350	8	26,350	1	2,950	7	23,400	-	-
TEXTILE MILL PRODUCTS.....	13	38,850	13	38,850	-	-	13	38,850	-	-
APPAREL.....	50	435,400	50	435,400	-	-	50	435,400	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	6	11,000	1	2,500	5	8,500	-	-
FURNITURE, PICTURES.....	21	33,450	21	33,450	-	-	21	33,450	-	-
PAPER, ALLIED PRODUCTS.....	53	101,600	53	101,600	1	1,850	52	99,750	-	-
PRINTING AND PUBLISHING.....	23	47,200	23	47,200	-	-	23	47,200	-	-
CHEMICALS.....	47	108,750	47	108,750	1	2,200	46	106,550	-	-
PETROLEUM REFINING.....	13	25,000	13	25,000	-	-	13	25,000	-	-
RUBBER AND PLASTICS.....	19	94,950	19	94,950	-	-	19	94,950	-	-
LEATHER PRODUCTS.....	14	39,800	14	39,800	-	-	14	39,800	-	-
STONE, CLAY, AND GLASS.....	29	70,750	29	70,750	1	1,200	28	69,550	-	-
PRIMARY METALS.....	84	492,000	84	492,000	-	-	84	492,000	-	-
FABRICATED METALS.....	32	85,500	32	85,500	1	1,850	31	83,650	-	-
MACHINERY.....	90	278,950	90	278,950	5	12,600	85	266,350	-	-
ELECTRICAL MACHINERY.....	95	437,550	95	437,550	2	2,400	93	435,150	-	-
TRANSPORTATION EQUIPMENT.....	84	1,058,300	84	1,058,300	3	14,450	81	1,043,850	-	-
INSTRUMENTS.....	9	20,050	9	20,050	-	-	9	20,050	-	-
MISCELLANEOUS MANUFACTURING.....	8	19,700	8	19,700	-	-	8	19,700	-	-
NONMANUFACTURING.....	699	3,318,800	681	3,210,100	24	96,550	657	3,113,550	18	108,700
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	13	150,750	-	-	13	150,750	-	-
TRANSPORTATION ¹	65	572,750	65	572,750	2	8,500	63	564,250	-	-
COMMUNICATIONS.....	65	495,750	65	495,750	2	19,900	63	475,850	-	-
UTILITIES, ELECTRIC AND GAS.....	47	134,100	47	134,100	-	-	47	134,100	-	-
WHOLESALE TRADE.....	12	22,250	12	22,250	-	-	12	22,250	-	-
RETAIL TRADE.....	92	298,750	90	293,750	-	-	90	293,750	2	5,000
HOTELS AND RESTAURANTS.....	42	187,900	41	186,700	1	6,500	40	180,200	1	1,200
SERVICES.....	70	369,350	67	324,350	2	6,000	65	318,350	3	45,000
CONSTRUCTION.....	291	1,084,650	279	1,027,150	17	55,650	262	971,500	12	57,500
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	-	-	2	2,550	-	-

¹ Excludes railroads and airlines.

Table 8.2 Exclusions from grievance and arbitration procedures

(In agreements covering 1,000 workers or more, July 1, 1975)

TYPE OF EXCLUSION	GRIEVANCE PROCEDURES		ARBITRATION PROCEDURES	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL AGREEMENTS.....	1,514	7,069,750	1,514	7,069,750
ALL AGREEMENTS WITH GRIEVANCE OR ARBITRATION PROCEDURES.....	1,496	6,961,050	1,455	6,821,300
ALL GRIEVANCE OR ARBITRATION EXCLUSIONS...	233	1,021,600	419	2,375,800
WAGE ADJUSTMENTS.....	123	560,900	258	1,619,750
PLANT ADMINISTRATION.....	69	241,500	187	1,359,150
ADMINISTRATION OF SUPPLEMENTARY BENEFITS.....	70	298,500	132	1,051,400
JOB SECURITY.....	18	54,000	29	126,700
ADMINISTRATION OF UNION SECURITY PROVISIONS.....	3	8,700	11	36,850
OTHER ISSUES ¹	8	25,500	16	89,150
NO REFERENCE TO GRIEVANCE OR ARBITRATION EXCLUSIONS.....	1,269	5,975,000	1,044	4,503,300
NO REFERENCE TO GRIEVANCE OR ARBITRATION PROCEDURES.....	18	108,700	59	248,450

¹ Among "other" exclusions are matters such as by-laws, constitutional provisions, and disputes over union or employer association rules; disputes over the nonpayment of contractual obligations; and administration of apprenticeship programs.

NOTE: Nonadditive.

Table 8.3 No-strikes, no-lockouts by industry

(In agreements covering 1,000 workers or more, July 1, 1975)

INDUSTRY	PROVISIONS FOR STRIKE AND LOCKOUT BANS											
	ALL AGREEMENTS		TOTAL		ABSOLUTE BANS ¹		LIMITED BANS ²		SUBJECT TO LOCAL NEGOTIATION		NO PROVISION FOR STRIKE AND LOCKOUT BANS	
	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS	AGREEMENTS	WORKERS
ALL INDUSTRIES.....	1,514	7,069,750	1,411	6,605,950	562	1,817,450	848	4,779,700	1	8,700	103	463,900
MANUFACTURING.....	915	3,750,950	778	3,635,650	382	1,135,300	395	2,491,650	1	8,700	37	115,300
ORDNANCE, ACCESSORIES.....	12	32,250	12	32,250	8	19,800	4	13,450	-	-	-	-
FOOD, KINDRED PRODUCTS.....	105	293,550	101	287,950	45	127,250	56	160,700	-	-	4	5,600
TOBACCO MANUFACTURING.....	8	26,350	7	22,500	1	4,100	6	19,400	-	-	1	3,850
TEXTILE MILL PRODUCTS.....	13	39,850	13	38,950	2	3,850	11	35,000	-	-	-	-
APPAREL.....	50	435,400	50	435,400	6	134,500	44	300,900	-	-	-	-
LUMBER, WOOD PRODUCTS.....	6	11,000	6	11,000	2	4,100	4	6,900	-	-	-	-
FURNITURE, FIXTURES.....	21	33,450	20	29,950	5	8,750	14	21,200	-	-	1	3,500
PAPER, ALLIED PRODUCTS.....	53	101,600	53	101,600	45	90,500	8	11,100	-	-	-	-
PRINTING AND PUBLISHING.....	23	47,200	19	41,600	7	8,700	12	32,900	-	-	4	5,600
CHEMICALS.....	47	108,750	40	71,200	27	43,950	13	27,250	-	-	7	37,550
PETROLEUM REFINING.....	13	25,000	13	25,000	3	8,400	10	16,600	-	-	-	-
RUBBER AND PLASTICS.....	19	94,950	18	93,350	11	44,150	7	49,200	-	-	1	1,600
LEATHER PRODUCTS.....	14	39,800	12	37,300	5	21,050	6	16,250	-	-	2	2,500
STONE, CLAY, AND GLASS.....	29	70,750	27	67,650	21	50,100	6	17,550	-	-	2	3,100
PRIMARY METALS.....	84	492,000	78	469,800	43	139,250	35	330,550	-	-	6	22,200
FABRICATED METALS.....	32	85,500	31	79,900	15	35,700	16	44,200	-	-	1	5,600
MACHINERY.....	90	278,950	88	274,500	44	87,400	44	187,100	-	-	2	4,450
ELECTRICAL MACHINERY.....	95	437,550	94	436,000	47	140,700	47	295,300	-	-	1	1,550
TRANSPORTATION EQUIPMENT.....	84	1,058,300	80	1,041,200	36	145,850	43	886,650	1	8,700	4	17,100
INSTRUMENTS.....	9	20,050	8	18,950	4	6,300	4	12,650	-	-	1	1,100
MISCELLANEOUS MANUFACTURING.....	8	19,700	8	19,700	3	11,300	5	7,800	-	-	-	-
NONMANUFACTURING.....	599	3,318,800	633	2,970,200	180	682,150	453	2,288,050	-	-	55	348,500
MINING, CRUDE PETROLEUM, AND NATURAL GAS.....	13	150,750	12	149,550	6	14,200	6	135,350	-	-	1	1,200
TRANSPORTATION ³	65	572,750	63	564,650	12	44,100	51	520,550	-	-	2	8,100
COMMUNICATIONS.....	65	495,750	36	262,800	23	171,700	13	91,100	-	-	29	232,950
UTILITIES, ELECTRIC AND GAS.....	47	134,100	45	131,650	35	104,200	10	27,450	-	-	2	2,450
WHOLESALE TRADE.....	12	22,250	11	19,000	4	4,750	7	14,250	-	-	1	3,250
RETAIL TRADE.....	92	298,750	87	279,550	39	133,950	48	145,600	-	-	5	19,200
HOTELS AND RESTAURANTS.....	42	187,900	34	158,500	7	12,200	27	146,300	-	-	8	29,400
SERVICES.....	70	369,350	66	362,250	19	99,000	47	263,250	-	-	4	7,100
CONSTRUCTION.....	291	1,084,650	277	1,039,700	33	95,500	244	944,200	-	-	14	44,950
MISCELLANEOUS NONMANUFACTURING.....	2	2,550	2	2,550	2	2,550	-	-	-	-	-	-

¹ For this study, an absolute ban is an unmodified statement prohibiting strikes or lockouts. ² For this study, a limited ban is a statement prohibiting strikes or lockouts except under given circumstances or for specific issues. ³ Excludes railroads and airlines.

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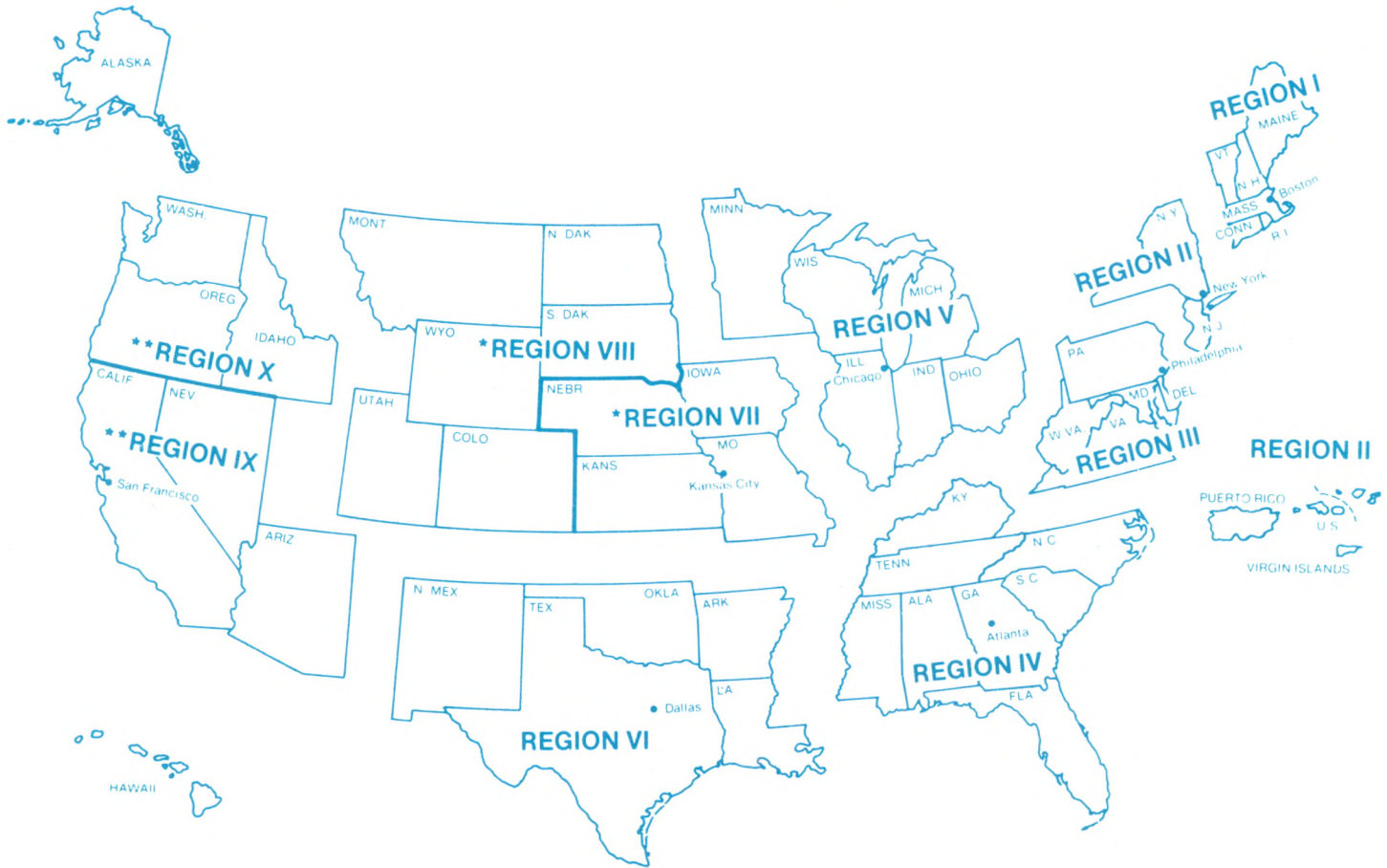
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<input type="checkbox"/> Paid Vacation and Holiday Provisions	1425-9	1969	1.90
<input type="checkbox"/> Plant Movement, Transfer, and Relocation Allowances	1425-10	1969	1.55
<input type="checkbox"/> Seniority in Promotion and Transfer Provisions	1425-11	1970	1.25
<input type="checkbox"/> Administration of Negotiated Pension, Health, and Insurance Plans	1425-12	1970	1.00
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