

# Wage Chronology: Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union, 1934-78



U.S. Department of Labor  
Bureau of Labor Statistics  
1977

Bulletin 1960

DOCUMENT COLLECTION

SEP 1 1977

Dayton & Montgomery Co.  
Public Library



# Wage Chronology: Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union, 1934-78

---

U.S. Department of Labor  
Ray Marshall, Secretary  
Bureau of Labor Statistics  
Julius Shiskin, Commissioner  
1977

Bulletin 1960



---

For sale by the Superintendent of Documents, U.S. Government Printing Office  
Washington, D.C. 20402

Stock No. 029-001-02039-2



## Preface

This bulletin is one of a series prepared by the Bureau of Labor Statistics that traces changes in wage scales and related benefits negotiated by individual employers or combinations of employers with a union or group of unions. Benefits unilaterally introduced by an employer generally are included. The information is obtained largely from collective bargaining agreements and related documents voluntarily filed with the Bureau. Descriptions of the course of collective bargaining are derived from the news media and confirmed and supplemented by the parties to the agreement. Wage chronologies deal only with selected features of collective bargaining or wage determination. They are intended primarily as a tool for research, analysis, and wage administration. References to job security, grievance procedures, methods of piece-rate adjustment, and similar matters are omitted. For a detailed explanation of the purpose and scope of the chronology program, see "Wage Chronologies and Salary Trend Reports," BLS Handbook of Methods, Bulletin 1910 (Bureau of Labor Statistics, 1976), Chapter 22.

This chronology summarizes changes in wage rates and supplementary compensation practices negotiated by the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union since 1934. This bulletin replaces Wage Chronology: Pacific Longshore Industry, 1934-70, published as BLS Bulletin 1568, and incorporates the supplement covering the 1971-75 period. Materials previously published have been supplemented in this bulletin by contract changes negotiated for the 1975-78 period. Except for a revised introduction and other minor changes, earlier texts generally are included as they were originally published.

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

Material in this publication is in the public domain and may be reproduced without permission of the Federal Government. Please credit the Bureau of Labor Statistics and cite the name and number of the publication.

The analysis for the 1971-78 period was prepared in the Division of Trends in Employee Compensation by John J. Lacombe II.



# Contents

Page

Introduction .....	1
Summary of Contract Negotiations .....	3
July 1934–December 1948 .....	3
December 1948–June 1951 .....	3
June 1951–June 1954 .....	3
June 1954–June 1959 .....	4
June 1959–June 1966 .....	5
July 1966–June 1971 .....	8
July 1971–June 1973 .....	9
June 1973–June 1975 .....	13
June 1975–June 1978 .....	15
Tables:	
1. General wage changes .....	17
2a. Basic hourly rates for selected longshore occupations and operations, 1934–66 .....	19
2b. Basic hourly rates for selected longshore occupations and operations, 1967–77 .....	21
3. Supplementary compensation practices .....	22
Premium pay for nightwork .....	22
Daily overtime pay .....	22
Premium for Saturday and Sunday work .....	22
Holiday pay .....	22
Paid vacations .....	22
Meal pay .....	23
Call-in pay .....	24
Subsistence pay .....	25
Travel pay .....	25
Stand-by pay .....	25
Welfare and insurance benefits .....	25
Pension plan .....	33
Laborsaving (mechanization and modernization) fund .....	36
Pay guarantee plan .....	38
Moving allowance .....	40
Wage Chronologies Available .....	42



## Introduction

The Pacific Maritime Association (PMA) includes all of the large firms and most of the smaller ones engaged in ship operations, terminal or other shore-side facility operations, and stevedoring operations on the West Coast. It also includes agents for foreign lines calling at U.S. Pacific ports. It negotiates and administers collective bargaining agreements with the International Longshoremen's and Warehousemen's Union (ILWU) and with several unions representing ships' officers and crews. It maintains personnel records, including payroll, holiday, vacation, and other fringe benefits for longshore workers. It also operates central pay offices in each port and participates, with the ILWU, in supervising the dispatch halls, administering the welfare, pension, and other funds, and registering the work force.

The ILWU (Ind.) represents 55,000 workers (as of September 30, 1976), including longshore workers on the U.S. Pacific Coast, and in Canada, Alaska, and Hawaii; warehousemen, mostly in California and Washington; fieldworkers, and other employees of the Hawaiian sugar and pineapple plantations and processing plants; and other miscellaneous workers mainly in Hawaii's tourist industry. U.S. Pacific Coast longshore workers, who make up about one-fifth of the total, are members of longshore, ship clerk, and walking boss/foremen locals which constitute a longshore division of the union, which is governed by a 3-member labor relations committee and by caucus which generally is held on a biennial basis. The caucus, which is composed of representatives of the locals, establishes policy, formulates contract demands, and elects officers. Longshoremen and clerks under the Pacific Coast longshore division are covered by the master agreement with the PMA. Port labor-management committees negotiate supplemental work rules dealing with conditions peculiar to each port area (dispatching rules, travel time, etc.) and port supplementary agreements covering

special categories of workers such as gearmen, sweepers, and linesmen, etc.

The first coastwise standards for wages, hours, and certain working conditions for longshore workers on the Pacific Coast were established by an October 12, 1934, arbitration award of the National Longshoremen's Board, appointed by the President of the United States. The Board also provided for the creation of port labor-management committees to set local standards on matters not specifically covered by the award. The award followed a long and bitter strike by the Pacific Coast District of the International Longshoremen's Association (ILA), which was affiliated with the AFL. The strike ended when the parties agreed to submit all issues to arbitration.

In 1937, the Pacific Coast District broke away from the ILA, affiliated with the newly formed CIO, and obtained a charter as the International Longshoremen's and Warehousemen's Union (ILWU). During the same year, employers formed the coastwise Waterfront Employers Association (WEA) to negotiate and administer longshore contracts and formulate policy, thereby replacing various organizations of stevedoring firms and terminal operators in the ports.<sup>1</sup> On June 21, 1938, taking these developments into account, the National Labor Relations Board ruled that the entire U.S. Pacific Coast should be considered as one bargaining unit, and certified the ILWU as the exclusive representative of Pacific Coast longshore workers<sup>2</sup> and entitled to administer the existing contract. The ILWU and WEA

<sup>1</sup> The head of the newly formed WEA stated in a speech in 1937 that the troublesome issues of acceptance of collective bargaining and determination of the proper agency to represent employees had been solved.

<sup>2</sup> Exceptions were made for waterfront workers in the Puget Sound ports of Tacoma, Anacortes, and Port Angeles and checkers and foremen in Seattle ports (longshoremen in Seattle belonged to the ILWU) where ILA rights continued to be recognized. Workers in these ports, however, subsequently joined the ILWU.



entered into an agreement shortly thereafter which substituted the name of the ILWU for the ILA. The ILWU was affiliated with the CIO until 1950, when it was expelled on charges of communist domination, along with a number of other unions.

On June 3, 1949, the Waterfront Employers Association and the Pacific American Shipowners Association, which bargained with offshore labor, merged to form the Pacific Maritime Association (PMA).

A major event in the history of labor-management relations in the industry was the signing, on October 18, 1960, of the PMA-ILWU Mechanization and Modernization Agreement. This pact, resulting from years of study, enabled employers to adopt new machines and new methods of cargo handling and to eliminate obsolete and restrictive work rules and practices. In return, fully registered workers only, were to receive income protection by employers' tonnage-based funding of wage guarantees, early retirement benefits, lump-sum payments at normal retirement, and additional death and disability benefits. Layoffs of fully registered workers due to increased productivity were prohibited. Longshore productivity increased sharply after the 1960 pact. The most dramatic rise occurred in the late 1960's due to handling of containerized cargo. The productivity increases caused a marked decline in work opportunities for longshore workers, especially in relation to the amount of tonnage handled. The number of ILWU longshoremen, clerks, and walking bosses on the U.S. Pacific Coast dropped from 16,428 in 1958 to 11,401 in 1975. Joint union-management restrictions on hiring and recruitment, however, eased the impact of these developments upon the regular work force.

In February 1972, following an extended strike, the first since 1948, a Pay Guarantee Plan was agreed to which guaranteed Class A (fully registered) workers 36 hours' pay a week and Class B (probationary) workers pay for half as many hours. The plan later was revised to allow Class B workers up to 24 hours' pay if funds permitted.

The Pacific Coast Longshore and Clerks Agreement consists of two documents—one for longshoremen and another for clerks. Container Freight Station

(CFS) employees involved in work related to the consolidation and deconsolidation of containers at facilities on or adjacent to the docks are covered by a supplement to the longshoremen and clerks agreement. Separate ILWU agreements cover longshore workers in Canada, Alaska, and Hawaii; warehousemen; and employees in the Hawaiian sugar and pineapple industries.

This chronology traces changes in wages and supplementary compensation practices since the 1934 National Longshoremen's Board award, as a result of collective bargaining agreements and of awards of the National War Labor Board, Pacific Coast Longshore Factfinding Board, and Coast Arbitrators. It deals with changes affecting regular and skilled longshoremen under the longshore document, who generally may be defined as those engaged in moving cargo from the vessel to its first place of rest on the dock or to the vessel from its last place of rest. It also deals with changes affecting CFS utility men, who are involved in container work at CFS facilities. CFS utility men are covered since 1969, when the first collective bargaining agreement for CFS workers was reached.<sup>3</sup> Changes affecting clerks and CFS clerks are not shown in the chronology. Since individual agreements were concluded in some ports before the 1934 award of the National Longshoremen's Board, provisions shown as of that date do not necessarily indicate changes in previous conditions of employment.

Longshoremen are paid a single rate and receive 6 hours' pay at their straight-time (basic) hourly rate plus 2 hours' overtime pay (time and one-half) for a normal daily shift. Penalty premiums for handling specified cargoes and differentials for skilled occupations are applied to the basic rate. When penalty differentials or skill differentials, or both, are paid, the overtime rate is one and one-half times the total of the basic rate and differential(s). CFS utility men are paid on an 8 hours' straight-time hourly basis (as are clerks and CFS clerks not covered by the chronology), and they also receive differentials for working penalty cargo.

<sup>3</sup> Because of the rapidity of technological change in cargo handling in the longshore industry in recent years, particularly in containerization, the importance of CFS workers is expected to grow.

## Summary of Contract Negotiations

### July 1934–December 1948

Coastwise standards on wages, hours, and certain working conditions for Pacific Coast longshore workers were established by the October 12, 1934, award of the National Longshoremen's Board appointed by the President. The Board also provided for establishment of port labor-management committees to determine local standards on matters not specifically covered by the award. This award provided the basic framework for subsequent contract changes.

As a result of arbitration awards, negotiated agreements, and a directive of the National War Labor Board, nine general wage increases were made between July 1934 and the December 1948 agreement. Premium pay for Saturday work, paid vacations, and call-in, subsistence, travel, and stand-by pay were among the supplementary compensation practices established during the period; all but the first of these items were subsequently liberalized during the same period.

### December 1948–June 1951

The coastwise agreement between the Waterfront Employers Association (predecessor to the Pacific Maritime Association)<sup>1</sup> and the ILWU, effective December 6, 1948, could be terminated on June 15, 1951. It provided for a reopening of the contract on September 30, 1949, to review wage rates and to discuss formulation of welfare and pension plans. Negotiations pursuant to the wage review led to the establishment of the ILWU–PMA welfare plan. Another review was permitted on September 30, 1950. If an agreement could not be reached, wage rates were to be referred to the Coast arbitrator for determination. Welfare

<sup>1</sup> The Waterfront Employers Association merged with the Pacific American Shipowners Association to form the Pacific Maritime Association in 1949.

and pension plans could be a matter for negotiation in any wage review, but were not to be subject to arbitration or strike action.

Pursuant to the terms of the December 6, 1948, agreement, which provided for a September 30, 1950, wage review, the PMA and the ILWU negotiated a general wage increase of 10 cents an hour. The 1948 agreement, which could be determined on June 15, 1951, did not provide for another wage reopening.

### June 1951–June 1954

Pursuant to the Pacific Coast Longshore Agreement which became effective June 16, 1951, a pension fund, to be financed by employer contributions from July 1, 1951, through June 30, 1961, was agreed to by the PMA and the ILWU. Each employer's contribution was to be determined on a tonnage basis, using a formula establishing the equivalent of 15 cents an hour for hours worked and tons handled during the base period from 1948 through 1951. The amount thus established was to remain unchanged until July 1, 1956, when the parties could negotiate a change in the amount of the assessment. The contract provided that "the contributions required by this agreement or supplement or amendment thereto shall cease July 1, 1961. The plan shall continue in effect until the then-existing Fund has been exhausted." The plan, which would be fully funded at the end of the 10-year period of contributions, was to have had sufficient reserves to continue the minimum basic payments during the lives of all employees retired by June 30, 1961, if the plan was not extended beyond that date. The fund was administered by six trustees, three designated by the association and three by the union.

The new agreement provided also for an increase in basic hourly rates and

for several changes in related wage practices. Amendment of the welfare and insurance plan extended hospital, medical, and surgical benefits to the families of those employees paid for by the welfare fund. Under the contract, five medical care plans were in effect and covered the various locals under the welfare fund program. The Permanente Health Plan covered the locals in the San Pedro, San Francisco Bay, and Portland-Vancouver areas; the Coos Bay Hospital Association covered locals in North Bend, Bandon, and Reedsport, Oreg.; the Grays Harbor Hospital Association applied to Aberdeen, Wash.; and the Seattle Group Health Cooperative covered the men in Seattle while their families were covered under the Insured Plan. The Insured Plan covered all locals in California, Oregon, and Washington that were not under any of the first four plans.

The contract first was negotiated to be effective from June 16, 1951, through June 15, 1953. In accordance with its wage-reopening provision, the 1951 agreement was reopened in May 1952 at the request of the union for a review of wages and employers' contributions to the welfare fund. Increases in basic straight and overtime rates, plus an increase in employers' contributions to the welfare fund, were negotiated and became effective June 16, 1952. The agreement was extended to June 15, 1954, with a reopening June 15, 1953, for a review of wage rates and welfare fund contributions, and for negotiation of penalty cargo rates, skill differentials, and vacations.

In May 1952, the PMA and the ILWU agreed to extend their 2-year contract, negotiated in 1951, to July 1954 with changes in wages and welfare benefits. Provision was made for a reopening on June 15, 1953, for a review of basic straight-time and overtime rates and welfare contributions, subject to arbitration, and for negotiation (not subject to arbitration) of penalty cargo rates, skill differentials, and vacations. Accordingly, union negotiators held preliminary meetings from April 12 to 15, 1953, to determine what proposals they would present to the shipowners. The first meeting of the representatives of the union and employers took place May 14, 1953.

On June 2, the parties made a joint announcement that the basic contract would be further extended to June 15, 1955, with a reopening on June 15, 1954, for review of all wage rates, vacations, and welfare contributions. The issue of straight-time and overtime rates for the year beginning June 15, 1953, was submitted to the Pacific Coast arbitrator, in accordance with the terms of the basic contract providing for arbitration in the event of failure to agree on basic straight-time and overtime rates.

The arbitrator's award, binding on both parties, was announced June 12, 1953. It provided for a 6-cent increase in straight-time hourly rates and a 9-cent increase in overtime rates.

#### June 1954-June 1959

Negotiations, held in accordance with the reopening stipulations of the agreement expiring in June 1955 between the PMA and ILWU, resulted in agreement in May 1954 on a 1-year extension of the existing contract to June 1956. The amended agreement provided for liberalized vacation provisions and established a pilot dental care program for certain minor dependents to be financed from a \$750,000 welfare fund surplus. It also contained a provision designed to permit a common expiration date for East and West Coast maritime contracts. Discussions on wages continued, and on December 2, 1954, the parties approved a settlement providing for a 5-cent-an-hour across-the-board advance, effective December 20, 1954, and a deferred hourly increase of 6 cents effective June 13, 1955, as well as increased company payments into the welfare fund. The dental care program initiated in the spring of 1954 was extended to June 1956, and the parties agreed to continue to try to arrive at a common expiration date with the East Coast.

In May 1956, the PMA and ILWU agreed to extend their contract for 2 years more, until August 1, 1958—if that became the common termination of review dates on all coasts, or otherwise until June 15, 1958. They agreed on an interim 2-cent-an-hour wage adjustment, effective June 18; revised eligibility requirements for pension benefits; continued the dental care program subject

to review in 1957; and provided for wage reopenings in September 1956 and again in the spring of 1957, when welfare contributions and two additional items selected by the union could also be reopened. Any disagreement at the time of the 1957 negotiations was to be submitted to arbitration.

The wage negotiations in the fall of 1956 were concluded on November 28, 1956, and resulted in a 16-cent-an-hour general wage raise retroactive to October 1, 1956.

The previously extended agreement was again reopened in May 1957 at the request of the union and, on June 1, 1957, when the parties failed to reach agreement, the issues were submitted to arbitration. The arbitrator's award, announced on June 14, 1957, provided hourly wage increases and increased employer contributions to the welfare fund. The union's request for a reduction in the regular workshift and for three paid holidays was denied. The union had proposed in June 1956 that the workshift be cut from 9 hours (including 3 hours' overtime) to 8 hours (including 2 hours' overtime) without a reduction in daily pay or a decrease in daily output per worker. The PMA had agreed to consider the proposal provided the union agreed to eliminate certain work practices.

About a year later, on July 3, 1958, the parties signed a memorandum of settlement providing for a general wage increase retroactive to June 16, a reduction in the regular workshift from 9 hours (including 3 at overtime rates) to 8 hours (including 2 hours at overtime), and establishment of a third shift with 9 hours' pay for 5 hours' work.<sup>2</sup> Vacation benefits were also liberalized.

The 1-year contract covering approximately 18,000 employees was to expire June 15, 1959, subject to a union proposal for a uniform expiration date with other coasts.

#### June 1959-June 1966

A 3-year agreement was negotiated

<sup>2</sup> Although there was a provision for a 90-day trial period (to determine the practical application of the new shift arrangement), the clause was to be effective throughout the remainder of the contract.

late in July 1959 and was signed on August 10. Its most unusual feature was provision for employers to contribute to a fund totaling \$1.5 million during the first contract year, to be used to give workers a share in the results of mechanization in return for union agreement to permit introduction of laborsaving devices. The method of distributing the fund among the fully registered work force and the method and amount of the employer contribution after the first year remained to be determined. It was agreed that the fully registered work force would be maintained at the 1958 level with allowance for normal attrition and that, for a period of not more than 1 year, the parties would continue to study the problem of sharing the gains of mechanization and to negotiate regarding a method for converting the fund and employer contributions to a continuing basis. The changes in work methods resulting from the introduction of labor-saving devices permitted under the contract were not to violate rules prohibiting individual speedup and unsafe operations. No other changes in work methods, such as reduction in gang size, were permitted for the first year and until final agreement was reached regarding the fund.

Provision was made for a general wage increase during the first year and, effective January 1, 1960, for an 8-hour daily guarantee. Reopenings on wages, hours, and mechanization were provided during the second and third contract years, with the second of these reopenings also including paid holidays. The 3-year agreement was scheduled to expire June 15, 1962.

Delegates to the 1960 Coast Caucus of the ILWU voted on April 7 to use the \$1.5 million mechanization fund provided under the 1959 agreement with the PMA to stabilize earnings of fully registered longshoremen at a level equal to 35 straight-time hours per week. This was to be accomplished by shifting surplus workers to other areas where work was available, encouraging early retirement, and providing supplemental unemployment benefits for fully registered longshoremen working less than 35 hours a week. The delegates determined that the expanded benefits would require an additional \$3 million and agreed to request this amount from the association

for the second contract year beginning June 15, 1960.

Under the first of two annual reopenings permitted by the 3-year agreement scheduled to expire June 15, 1962, the PMA and the ILWU, on May 17, 1960, began negotiations on wages, hours, and particularly on the introduction of labor-saving machinery and improved work methods. In accordance with the program adopted at the April caucus, union negotiators presented a series of demands including general wage increases ranging from 6 to 16 cents an hour and reduction, from 11 to 10 hours, in the maximum number of allowable shift hours preceding ship sailings. At the initial session, the employers abandoned their position on how to distribute the gains that were expected from the introduction of mechanization on the West Coast docks. Since the first discussion in the early 1950's, the employers had offered to share the gains of mechanization. Specifically, in exchange for a free hand to increase operating efficiency through the introduction and utilization of laborsaving devices and the elimination of restrictive work practices, the employers offered a guaranteed wage that would protect the workers against a reduction in job opportunities. This new approach was acceptable to the union, but the parties were unable to agree on details of what was being "bought" and what the price was to be.

In order to facilitate agreement on wages, the parties agreed to discontinue, until July 1, negotiations on mechanization and reduction in the maximum number of hours' work on shifts preceding ship sailings. They agreed that after this date either party could request arbitration of these issues. On June 13, 1960, the negotiators agreed to an 8-cent-an-hour general wage raise. Negotiations on the remaining unresolved issues continued, and on July 12, the ILWU dropped its maximum shift hours demand.

A supplemental agreement on mechanization and modernization, described by the parties as "epochal in the annals of industrial relations," was reached on October 18, 1960. The settlement established a mechanization fund totaling \$29 million, including the \$1.5 million agreed to in 1959, to be financed by employer contributions over a 5 $\frac{1}{2}$ -year period. The purpose of the fund was to indemnify

fully registered longshoremen for expected reductions in work opportunities resulting from the introduction of automated equipment and changes in loading practices.

The fund was to be used to guarantee fully registered longshoremen minimum weekly earnings when hours of work dropped below a specified level solely because of mechanization, finance early retirement or lump-sum payments at normal retirement, and provide additional death and disability benefits. The settlement also prohibited layoffs resulting from automation and protected longshoremen against "individual speedup" and infringement of safety rules.

In exchange for these benefits, the employers were relieved of some restrictions in the contract governing sling loads, multiple handling, and number and size of gangs.

The maximum weight limitations of 2,100 pounds per sling load on a number of commodities were removed where there had been a change in operations, but were continued where sling loads were hand built and manually moved. The sling load limit for commodities not specifically covered was that which was safe and practical. However, the union retained the right to file a grievance on any particular operation that in its opinion imposed an onerous workload. Multiple handling of cargoes was eliminated, permitting general cargoes to be delivered directly from the truck to the ship, or the reverse, without being depalletized and repalletized. Previously cargo had to be placed on the surface of the pier and put on another pallet before it could be loaded aboard ship. Instead of the customary eight longshoremen (four working while four rested) assigned to each hatch of a ship during loading and unloading, four men would constitute the minimum gang. However, the minimum gang was to be increased, if necessary, when mechanical equipment was being used. If manual handling of cargo was involved, six holdmen were to be used when unloading the cargo from vessel and eight holdmen when loading a vessel. These complements were exclusive of other gang members, such as hatch tenders, winch drivers, and frontmen. The settlement also permitted employers to install laborsaving machinery without union opposition.

The contract scheduled to expire June 15, 1962, was extended to July 1, 1966, with provision for annual reopenings on any item except pensions and mechanization on June 15 of each year. Pensions were reviewable on July 1, 1961.

The ILWU's bargaining program for changes in the basic contract for 1961 was adopted at its caucus in April of that year and formal negotiations began on May 17. At the initial meeting the union presented 15 proposed contract changes. Economic demands consisted of a 10-cent-an-hour raise in basic wage rates, an additional adjustment of 10 cents an hour for holdmen, and higher penalty cargo rates. Supplemental benefits sought were the establishment of 8 paid holidays, an extension of allowances for time lost because of industrial injury to 200 hours, and liberalized vacation eligibility. The PMA was also asked to guarantee the existing health and welfare benefits until July 1, 1966, extend welfare coverage to widows and dependents of deceased employees, increase contributions to the welfare plan by 2 cents an hour, and raise pensions by \$25 a month. Three days later, the employers proposed continuation of the existing contract without change.

When negotiations failed to produce agreement by June 1, all economic issues except pensions (which the parties preferred to attempt to resolve by negotiation) were submitted to arbitration.

On June 8, the arbitrator awarded an hourly wage increase of 6 cents and amended the vacation eligibility provision to include up to 100 hours of sick leave as time worked. An additional 2-cent-an-hour employer contribution to the welfare plan also was granted. All other union demands were denied. Negotiations on increased pension benefits continued until settlement was reached late in July. It provided for an increase of \$15 a month in normal and disability retirement benefits for qualified workers.<sup>3</sup>

Negotiations under the second reopening started in mid-May 1962. The union requested a substantial wage increase, a reduction in regular shift hours from 8 to 7 without loss of pay, liberalized vacations, increased subsistence pay, improved welfare benefits, an ad-

ditional employer contributions to the welfare fund. The employers offered a moderate wage raise, but asked for more control over the number of times the union could call stop-work meetings, and changes in provisions relating to the 4-hour minimum work guarantee and jobs of short duration.

After almost 6 weeks of negotiations, agreement was reached on June 22, 1962. The settlement, covering about 17,000 employees, provided a 44-cent-an-hour increase over a 3-year period, with 18 cents effective July 30, 1962, and 13 cents effective on June 17, 1963, and June 15, 1964. In addition, the agreement liberalized vacations and revised the 4-hour minimum work guarantee provision. Subsistence payments and employer contributions to the welfare plan were increased, and requirements for disability and normal pension benefits were liberalized.

Contrary to past practice, the amended 3-year contract could be reopened only on welfare contributions on June 15, of 1963 and 1964. However, on June 15, 1965, either party could reopen any contract provision except pensions and mechanization.

Preparation for the scheduled 1965 contract review was initiated by the traditional Longshore, Shipclerks and Walking Bosses caucus in mid-April. The caucus considered numerous proposals for improving earnings, working conditions and retirement benefits, developed a bargaining program, and elected a committee that was instructed to exert every effort to make the program a reality. Negotiations were opened by the union with the Pacific Maritime Association about a month later, on May 17.

Chief union demands consisted of a 21-cent-an-hour general wage raise, plus an increase in skill differentials. The union also wanted to overhaul the penalty cargo list or establish a new one to make it more compatible with changed work conditions. The employers were also asked to make a start toward eliminating extended hours of work.

Additional union proposals involved revisions in the vacation provision to increase the number of weeks of vacation and raise vacation allowances. A wide variety of changes were also sought in health and welfare benefits, including

<sup>3</sup> The terms of the award were incorporated into an agreement dated June 16, 1961.

prepaid medical care, expanded coverage under the existing medical plan, broadened insurance benefits for nonoccupational injuries; dental care for employees, and medical coverage for dependents while attending college.

Further, the union requested a reopening of the pension agreement. However, the pension agreement could be reopened before July 1, 1966, only with consent of the association. Pension improvements sought were higher monthly payments for those already retired as well as for those retiring in the future and a lifetime annuity for pensioners' widows amounting to 50 percent of their husband's normal benefit.

The association's list of demands included revisions in clauses governing travel time, the meal hour, 4-hour minimum guarantee, and continuous operations. To further assure a full work force the employers also proposed changes in the scheduled days off and vacation provisions.

Under terms of the existing contract, if agreement was not reached by June 15, all unresolved issues were to be referred to the Coast arbitrator.

After 21 days of continuous negotiations, a settlement, highlighted by a clause prohibiting "moonlighting" and a substantial increase in pension benefits, was signed on June 8. A wage boost, effective June 14, 1965, increased longshoremen's basic straight-time hourly rates by 6 cents.

Under the new provisions, longshoremen holding more than one job would be "deregistered" unless they gave up any nonlongshore jobs. Registration was required for a longshoreman to receive work. Normal pension benefits, including payments to those already retired, were raised from \$115 to \$165 a month. Payments for disability and reduced benefits were increased proportionately. Employer contributions to the health and welfare plan were increased by 0.6 cents an hour (total 21.1 cents) to provide higher hospital room and board benefits under insured plans, and welfare coverage was extended to widows of pensioners while receiving PMA-ILWU pension benefits. The settlement also called for revisions in the call-in pay provision and added two 15-minute paid relief periods. Previously relief periods

were granted but the length of the periods were not specified.

#### July 1966-June 1971

The ILWU caucus was convened on April 4, 1966, to prepare for contract negotiations in May. The caucus also met to authorize distribution of unused monies from the Mechanization and Modernization Fund (M and M) established by the 1959 agreement to guarantee at least 35 hours' pay a week to "Class A" longshoremen.<sup>4</sup> About \$1,223 in a lump-sum bonus was paid to 8,726 "Class A" longshoremen<sup>5</sup> on December 30.<sup>6</sup> The initial demands agreed to in the caucus were presented to the PMA on April 21, and formal negotiations began on May 5.

The union asked for a 50-cent-an-hour base wage increase in a 1-year contract; a reduction in the maximum hours of work on an extended shift from 11 to 10; an increase in pension benefits to \$250 a month at age 62 after 25 years of service, from \$165 at age 65 after 25 years; an M and M fund providing, in addition to pension benefits, a lump-sum payment of \$15,000 instead of \$7,920 for each "Class A" longshoreman retiring at age 63 with 25 years of service; and numerous changes in manning, i.e., size and number of work gangs designed to spread the work load and protect work opportunities.<sup>7</sup>

The PMA, on May 16, presented the following offer: A 50-cent-an-hour increase in basic wages in a 5-year contract, a \$200-a-month normal pension benefit, and one-half of the wage cost saved by improvements in tons per man-hour by removing work restrictions, flexibility of work assignments, and elimination of unnecessary men. Negotiations continued intermittently until May 25 when they were recessed.

Bargaining was resumed and

<sup>4</sup> Class A longshoremen are those who were fully registered in their particular ports.

<sup>5</sup> Although this chronology related specifically only to longshoremen, the Mechanization and Modernization Fund was applicable to Class A marine clerks as well as Class A longshoremen.

<sup>6</sup> Includes all Class A longshoremen who were registered in the industry as of June 30, 1960, and who remained on the rolls until July 1, 1966.

<sup>7</sup> For a more detailed presentation of the demands see "1966 West Coast Longshore Negotiations," Monthly Labor Review, October 1966, pp. 1,067-1,075.

intensified a week later as the contract expiration date of June 30 approached. On June 21, the ILWU revised its demands and asked for 50 cents an hour over the first 3 years (or 25 cents each year for 3 years) of a 5-year contract with provision for a wage reopener in 1969; an \$8-million-a-year M and M Fund; reduction in the retirement age to 63 from 65 years; and improved pension benefits. On June 22, the PMA proposed a 40-cent-an-hour increase over the first 3 years of a 5-year agreement, more than \$5 million but less than \$8 million for the M and M Fund, and a \$225-a-month retirement at age 63. An agreement was reached over the Independence Day weekend and signed on July 6 by the negotiating committee.

The terms agreed upon were base wage increases of 50 cents an hour on July 1, 1966, additional 20-cent-an-hour increases on both June 28, 1969, and June 27, 1970; a 10-year pension agreement with normal pension benefits of \$235 a month at age 63 with 25 years of service (the pension agreement was subject to a cost-of-living review on July 1, 1971); an M and M Fund vesting of \$13,000 for those reaching age 62 with 25 years in the industry; a new M and M Fund to which the PMA would contribute \$6.9 million a year (total \$34.5 million) over a 5-year period; and changes in manning.

The union caucus convened on July 11, and on July 20 agreed to recommend acceptance of the new contract to the membership; on August 4, the union membership ratified it. The Northern California ports accepted the pact overwhelmingly but the margin in Southern California, Oregon, and Washington ports was small. Four relatively large ports—Wilmington, Calif.; Portland, Oreg.; Seattle, Wash.; and Tacoma, Wash.—rejected the contract.

The contract was scheduled to remain in effect through June 30, 1971.

A supplemental agreement for container freight stations (CFS) was reached on August 15, 1969, between the ILWU and the PMA.<sup>8</sup> The pact specified that

<sup>8</sup> A CFS was defined as a permanent facility on a dock or in a dock area that was either specially built only for stuffing, stripping, and storing containers, or a specially constructed shed or a place set aside to stuff, strip, and store containers that was distinct from the dock itself or from a container yard.

containers other than factory loads be stuffed and stripped by ILWU labor as a condition of being loaded on ships.<sup>9</sup> All such container work was to be brought to the CFS on the dock or areas adjacent to the dock, unless there was mutual agreement to have the work done elsewhere or if some other employer or the Federal Government had a legal right to require the involved PMA members to have work done elsewhere. In addition, no PMA member was to renew, extend, or execute any new subcontracts for container work.

The CFS had a basic complement of steady men consisting of utility men and clerks. Utility men performed cargo handling activities as directed by the employer. These activities included driving forklift and other mechanical handling and lifting equipment, stockpiling, palletizing and depalletizing, loading and unloading railcars, stuffing and stripping containers in the CFS, and other cargo handling activities. Clerks were responsible for the physical checking of cargo received at, delivered from, or within the CFS area, including spotting, sorting, tallying, and tagging. The wage rate for utility men was established at \$4.30 an hour, effective January 5, 1970, and \$4.50 an hour effective January 12. No one, however, actually worked at the January 5 rate.

An agreement also was reached at the time of the CFS agreement on pension increases for all employees retired before June 30, 1966, and receiving a \$165-a-month pension, or a benefit based on the \$165 monthly pension, to bring such pensioners to parity with those receiving the \$235-a-month benefit. The increased pensions were to be \$190 in 1969, \$200 in 1970, and \$235 in 1971.

#### July 1971—June 1973

The longest longshore strike in the Nation's history was ended on February 21, 1972, when the approximately 15,000

<sup>9</sup> Only less than container lot (LCL) freight was to be covered by CFS units. Containers loaded at the point of origin or "containers of convenience" were not covered by CFS units. Containers loaded at the point of origin represented the vast majority of containers handled by the ILWU and they were to be loaded and unloaded by regular longshoremen and not CFS men as were "containers of convenience" which are odd lot shipments, stuffed and unstuffed for the convenience of the shipper.



members of the ILWU began returning to their jobs following ratification of a new 17-month agreement with the PMA, reached on February 10, 1972. The strike, which was interrupted by a Taft-Hartley Act injunction, had closed down Pacific Coast ports in the United States for a total of 134 days since July 1, 1971. It resulted in the passage of emergency legislation by Congress requiring compulsory arbitration to end the work stoppage.<sup>10</sup> At the center of the dispute was the mechanization of freight handling on the waterfront through cargo containerization, which sharply reduced work opportunities, and the resultant jurisdictional problem of who should have the right to stuff and unstuff containers—ILWU workers or non-ILWU labor, mainly warehouse workers represented by the Teamsters (IBT).

A preliminary caucus was held by the union in October 1970 to establish bargaining goals. The caucus was held earlier than usual because of the complex problems of work opportunity and also to consider a report by an ILWU container factfinding committee which had observed container operations in several Atlantic Coast ports.

Negotiations between the parties began on November 16, 1970, in hopes of settling the problem of work opportunity, as outlined at the union caucus, by the June 30, 1971, expiration date of the then-current 5-year pact. Initial union demands included a 2-year contract; \$1-an-hour wage increases in each year; an updated penalty cargo list; no further reduction in gang size; guaranteed work opportunity of a full week's work or pay; elimination of extended shifts and reduction in shifts; establishment of 10 paid holidays (the practice was no pay if a holiday was not worked); liberalized vacations; improved pensions including a maximum normal pension of \$500 a month and provision for cost-of-living adjustments in pensions; improved health benefits; expanded ILWU jurisdiction over container work; an allowance for men in distressed ports who wished to relocate; elimination of the Mechanization and Modernization Fund with outstanding claims to be paid by the employers; and inclusion

<sup>10</sup> The measure was signed after the strike was over, however, as a "symbolic gesture."

of Hawaiian workers in the coastwise agreement.

Talks continued intermittently until early June with little progress on the key items of work jurisdiction and guarantees. The shippers had turned down the union's basic demands in early April and responded with a 3-year package several days later. This was rejected mainly because it did not provide the job security sought by the union.

Union strike demands were submitted to the shippers during last-minute negotiations held June 28-30, but accord could not be reached and, on July 1, 15,000 Pacific longshore workers began the first coastwise strike in 23 years.

The parties did not resume bargaining until late August, and during the weeks that followed some significant progress was made. By the end of September the parties had narrowed the wage gap, settled on the duration of the contract (2 years), worked out the basic approach to the pay guarantee (but not total liability), and reached tentative agreement on pensions. Some progress also had been made towards resolution of the container issue by agreeing that stuffing and unstuffing of containers within port "zones" was to be performed by ILWU labor with a tonnage tax being paid by employers on containers consolidated by non-ILWU labor. The container tax approach was similar to the practice in effect on the East Coast. An impasse was reached, however, on the amount of the container tax and on work jurisdiction.

Adding to the situation created by the Pacific Coast strike, members of the International Longshoremen's Association (ILA) struck East and Gulf Coast ports and the Great Lakes Port of Chicago on October 1 as their contracts terminated. This brought about the first coast-to-coast longshore strike in U.S. history. It involved about 60,000 ILWU and ILA dockworkers, and caused President Nixon to direct the Attorney General to seek injunctions to end the Pacific Coast tie-up<sup>11</sup> and the Great Lakes dispute. (The Great Lakes dispute would have had an untimely effect on grain shipments.) It was expected that the East and Gulf Coast

<sup>11</sup> The President had indicated earlier that there would have been some question as to the necessity for an injunction as long as the strike was confined to the West Coast.

disputes could be resolved through collective bargaining since they were less than a week old. This course of action was based on recommendations made by a five-man Board of Inquiry, appointed under Taft-Hartley Act machinery on October 4. In appointing the Board, the President said a continued nationwide dock strike would "imperil the national health and safety." The Board found that the West Coast dispute was "an uncommonly difficult dispute" and that there had been some progress but no end to the strike was in sight.

On October 6, a temporary restraining order was obtained to halt the West Coast walkout pending hearings on an 80-day injunction—which was subsequently obtained and was to expire December 25. An injunction to end the Great Lakes dispute was denied. Pacific longshore workers returned to work shortly thereafter although some local disputes prevented full operation. The primary tie-up was a strike in the large Los Angeles—Long Beach port complex over which party had the right to select who would be hired from a pool of about 300 highly skilled workers called "steady men". Since steady men worked almost exclusively for a single company and were therefore familiar with its operations, the companies wanted to continue to be able to designate them. The union contended that designating men was the function of the dispatching hall. On November 4, a Federal District judge ordered the locals to send men involved in the "steady men" dispute back to work and the PMA members to stop refusing gangs that they had not designated.

In late November, longshore workers in East and Gulf Coast ports also were enjoined from striking by Taft-Hartley injunctions which would expire February 14, 1972.<sup>12</sup> Although the Pacific Coast injunction expired December 25, the parties agreed to contract extensions to last until January 17 in talks that reconvened in December. Bargaining was recessed on January 12 to allow the presidents of both the ILWU and Teamsters (IBT) to meet in an attempt to solve the jurisdictional problem. Before the

recess, the union also was demanding that wage increases be retroactive to the end of Phase 1 of the governmental economic stabilization program (November 14, 1971).

ILWU—PMA negotiations resumed on January 15 after resolution by the two unions of the division of container work, and a reported agreement for future merger of the two unions.<sup>13</sup> The ILWU then was able to argue that PMA acceptance of ILWU container jurisdiction proposals would not result in strikes by the IBT. The shippers had contended that IBT pacts held by companies forwarding freight to the shippers precluded acceptance of ILWU container proposals. Although the parties were close on most major issues by the January 17 termination date of the contract extension, agreement could not be reached on how an agreed-upon container tax of \$1 per long ton (2,240 pounds) should be used—shippers wanted the royalty to be used to finance the pay guarantee plan while the union wanted it to finance further benefits—and on the effective date of the first-year wage increase.

The strike resumed January 17, when the parties were unable to agree on the amount of money which would be committed for the pay guarantee plan. Four days later, President Nixon sent an emergency measure to Congress designed to end the Pacific Coast strike (and also bring a settlement for Hawaiian workers who had not been on strike) by requiring a return to work pending binding arbitration and to prohibit a strike or lock-out for at least 18 months.

On February 8, the parties resolved their key differences and reached tentative agreement on a 17-month contract subject to a ratification vote and Pay Board review. Longshore workers later ratified the pact in balloting which occurred February 17–19 and work resumed shortly thereafter. The pact provided for first-year wage increases retroactive to December 25, 1971, of 72 cents for longshoremen and \$1.125 for CFS utility men. Skilled rates were also to be increased by an additional 10 to 30 cents

<sup>12</sup> Settlements were subsequently reached for North Atlantic ports in January 1972 and Southern and Gulf Coast ports in March 1972.

<sup>13</sup> Later in the year, the ILWU put off scheduled action on the merger reportedly because of opposition from the ILWU rank and file.

effective February 26, 1972, which would affect about 28 percent of the longshore work force. The lodging allowance was increased to \$8 a day and the meal allowance was increased to \$3 per meal.

To protect and preserve established work of ILWU workers, the Container Freight Station Supplement (CFSS) was amended to require employers to contribute a tax of \$1 per long ton (2,240 pounds) of containerized cargo stuffed or unstuffed by non-ILWU labor within a 50-mile zone in each port (with certain exceptions).

Under the welfare and insurance program, medical-surgical-hospital benefits in small ports were to be brought up to large port standards; a prescription drug plan was established for eligible active and retired men; a dental plan was established for active men, their wives and dependent children ages 15 to 19 (dental benefits previously applied only to children under age 15) which provided 95 percent of a schedule of payments; life and accidental death and dismemberment insurance was increased to \$10,000 for Class A (fully registered) workers with at least 5 years of service; and an indemnity plan was established so that insured occupationally disabled workers could receive the difference between \$125 a week and weekly workmen's compensation.

The pension plan was revised to provide a normal basic pension of \$350 a month at age 62 after 25 years of service, plus a supplemental benefit of \$150 until age 65. New disability and pro rata benefits were provided based on the \$350 basic benefit. Employees who had 25 years of service could retire at or after age 59 with benefits until age 65 having an actuarial value equivalent to the basic and supplemental benefit otherwise payable at age 62, and at age 65, an actuarial value equivalent to the basic benefit. An employee age 55 with 25 years of service could retire with the \$350 basic benefit deferred to age 65, or on an immediate pension actuarially reduced. Workers could leave the industry at age 55 with 13 to 24 years of service with accrued benefits, and payment deferred to age 65. Pensions for past retirees were increased also, to \$300 per month. Beginning in 1973, the compulsory retirement age was to be reduced to 65 (from 68).

The PMA also agreed to pay out about \$800,000 to those who had not received the full M and M death and disability benefit.

A pay guarantee plan was established which guaranteed 36 hours per week for eligible Class A workers and 18 hours for eligible Class B workers. The PMA's contingent liability for funding the plan was set at \$5.2 million per year with the container tax funds to be applied against the cost of the guarantee. If any tax funds remained, they were to be applied toward the unfunded liability of the pension plan.

The agreement was to remain in effect until July 1, 1973, but the pact could be cancelled 30 days after submission for Pay Board review if approval required under the economic stabilization program was not obtained within that period.

At the time of the agreement, certain matters such as hours of work, grievances, scope of work, and the "steady men" issue were still to be negotiated, and if settlement could not be reached, the issues were to be submitted to binding arbitration. Most of these matters were subsequently resolved through negotiations or arbitration.<sup>14</sup>

On March 16, the Pay Board announced that it had reduced the first-year "package" (the balance of the pact was to be reviewed later). As a result, first-year wage increases were cut to 42 cents (from 72 cents) for longshoremen and to 79 cents (from \$1.125) for CFS utility men. The Board also ruled that the longshore industry's liability for the first year of the pay guarantee plan was limited to a cost equal to 9.9 cents an hour. The Board also said that if the cost of the guarantee at the end of the year was less than this amount, the difference could be applied retroactively to wage rates. If the cost exceeded this amount, the additional cost could be deducted from the second-year wage increase.

In late March, ILWU and PMA negotiators met to discuss the Pay Board cuts. According to the union, the PMA recognized in principle that it had an

<sup>14</sup> The "steady men" issue was resolved on July 5 when an arbitrator handed down a decision which limited use of a particular employee to 22 days a month and 6 days a week and specified methods of designating such men. The subject, however, continued to be discussed by the parties.

obligation to pay the money deducted from the settlement. The union proposed that the PMA escrow such monies in a special account to be payable by July 1, 1973 (contract termination) or whenever governmental approval was obtained or controls were ended, whichever was earlier. The Pay Board then instructed the PMA that such an agreement would not be allowed, and the PMA complied.

The union in turn sued to have the Pay Board enjoined from instructing the PMA on escrowing and announced that it had reserved the right to cancel the new agreement as of April 15, 1972—the date cancellation would be allowable if the pact was not approved. The union had also suggested that manning scales be increased for the life of the contract to compensate for Pay Board cuts, but the PMA rejected the proposal.

In April, the Port of Seattle (not a member of the PMA) filed suit in Federal court charging the ILWU and PMA with violation of anti-trust laws through their agreement that "containers originating at or destined for delivery to a non-PMA member facility employing ILWU labor within the Port Area CFS Zone, shall be stuffed and unstuffed by ILWU labor employed by an employer signatory to the Pacific Coast Longshore and Checkers Agreement or the Container Freight Station Supplement. . ." A hearing was scheduled for April 21. A related complaint was filed with the National Labor Relations Board against the union and shippers by several forwarders who used Teamsters to pack and unpack vans, charging that the container tax was an illegal attempt to stop steamship companies from using forwarders.

On May 3, the ILWU suit against the Pay Board was denied on the grounds that the Board's action had been "informal" (over the telephone). The Federal judge also ruled that he could see nothing to prevent the unions and shippers from reaching an agreement on the escrow of monies, but on May 5 the Pay Board formally ruled that the escrowing of the monies in question was not allowed. The Board also said that it would scrutinize other methods which might be used to circumvent its decisions.

The parties, on May 15, announced implementation of the February agreement as revised by the Pay Board. This followed an agreement dated May 11 that

if wage and price controls were eliminated on or before November 30, 1972, the pact could be terminated by 60 days' notice or by 24 hours' notice if controls were not in effect on or ended on or after January 31, 1973.

A day after the implementation announcement, as a result of the complaint before the NLRB by the freight forwarders, a Federal district court judge ruled illegal new sections of the CFSS which (1) called for the container tax, (2) provided that port zone work be performed by ILWU labor, and (3) prevented a PMA member's subcontracting of container work to non-PMA employers. The ILWU and PMA then agreed to reinstate old relevant sections of the CFSS which required the use of ILWU labor for the stuffing and stripping of nonfactory loads as a condition of loading cargo on ships. This also was ruled against, however, in mid-June by a Federal judge, thus reducing ILWU jurisdiction over container work.

On February 9, 1973, following a request from the ILWU, the Cost of Living Council denied restoration of wage cuts made by the Pay Board.

#### June 1973—June 1975

An early settlement was reached between the PMA and ILWU on June 9, 1973, for 13,000 dockworkers. The 25-month pact was made effective June 1, a month earlier than the scheduled expiration date of the previous agreement. The early settlement reportedly reflected the parties' anticipation of new stiff government wage-price controls. Workers ratified the pact by July 14.

Interim agreement on four key items was reached on May 10, following talks which had begun on May 8. This understanding paved the way for the peaceful final settlement, and provided for a 25-cent wage hike on June 1, a guarantee against layoff, and continuation of the pay guarantee plan. It also provided for formal bargaining to begin by May 15 in an attempt to attain full settlement by the end of May. The parties also agreed to discuss at that time the use of binding arbitration to resolve any stalemate. The union initially had sought a 50-cent-an-hour wage hike in a 1-year pact, adoption of a cost-of-living escalator clause, the

establishment of paid holidays, improved fringe benefits, and increased jurisdiction over container work.

Terms of the new contract included general wage increases for longshoremen of 25 cents an hour on June 2, 1973, 15 cents on June 30, 1973, and 30 cents on June 29, 1974. Because longshoremen received 6 hours' pay at their basic rate plus 2 hours at their overtime rate, while CFS utility men received 8 hours at their basic straight-time rate, the equivalent general wage increases for CFS utility men amounted to 28, 17, and 33.5 cents. An escalator clause was established which provided for cost-of-living adjustments for longshoremen in January and July of 1975 of 1 cent for each 0.3-point increase in the Bureau of Labor Statistics Consumer Price Index (1967=100) during a 6-month period preceding the adjustments. The adjustments were not to exceed 12 cents and 10 cents, respectively. Container freight station utility men were to receive equivalent adjustments. Two paid holidays were established in 1973 and three more were to be added in 1974. Vacations were to be liberalized in 1973 and 1974.

Improvements in welfare benefits included extension of coverage through age 22 for dependent children who were full-time students and to any age for previously incapacitated dependent children. Kidney dialysis treatment in a patient's home or in a nonhospital center was to be paid for. Welfare coverage was provided 1 year from death for a widow of an active man. The children's dental coverage was extended to children under age 19 (was 15) and the adult benefit was increased to 100 percent of a schedule of payments. Orthodontia services were added on a 50-percent co-insurance basis, up to a maximum benefit of \$500. A vision care program was established in 1974 with a \$5 deductible. It provided for annual eye examinations, annual replacement of lenses if the prescription changed, and frames every other year. The employee was to receive these benefits through a panel of optometrists.

Pension benefits were improved to provide employees who elected to leave the industry after attaining age 55 and 25 years of service the existing monthly benefit of \$350 deferred until age 62 (was age 65) or, for such men less than age 59, an immediate pension actuarially

reduced from age 62. Men who left the industry after attaining age 55 and had 13 years but less than 25 years of service were given the option to take an immediate pension actuarially reduced from age 65 with widows' benefit coverage of one-half the actuarially reduced pension (these men previously were limited to a deferred pension payable at age 65 of full dollar benefit accrued at time they left the industry). The widow of an active employee who died at age 59 (was age 60) or after with 25 years of service was entitled to a widow's benefit.

Substantial improvements were made in the pay guarantee plan. The companies' contribution was increased to \$6 million per contract year, and the method of allocating the guarantee pay was revised. Under the new system,  $\frac{1}{52}$  of annual funding was made available for a week's guarantee payments with reductions to be made in the weekly payments if the payments exceed  $\frac{1}{52}$  of annual funding. Total payments were to be reviewed at the end of 13-week periods—if the accumulated payments were less than  $\frac{13}{52}$  of funding, the excess monies would be distributed as "make whole" payments to employees who had received reduced weekly guarantees, up to the amount of their guarantee (36 hours' pay for Class A workers and 18 hours for Class B workers). If monies remained after such "make whole" payments, the excess would be paid to Class B workers to bring their weekly guarantee up to a maximum of 24 hours.

The pact also provided that there would be no reduction in the registered longshoremen (or clerks) work force during the term of the agreement, except due to normal attrition, unless mutual agreement was reached on a reduction because of unusual circumstance. The agreement was scheduled to remain in effect until 8 a.m. on July 1, 1975.

On May 7, 1974, the ILWU and PMA reached agreement for a June 1 general wage increase of 30 cents (an equivalent 33.5 cents for CFS utility men) following expiration of Federal wage-price controls at midnight of April 30. This hike restored the amount cut from the 1972 agreement by the Pay Board and was in addition to the already scheduled June 29 increase. The agreement did not otherwise alter the 1973 contract.

With the impending end of controls, the union had demanded a reopening of the current pact under terms of the May 11, 1972, supplemental agreement (allowing cancellation of the 1972 settlement if controls were not in effect on or after January 31, 1973) to discuss restoration of the amount cut by the Pay Board in its March 16, 1972, ruling. The PMA, however, did not consider the May 11 supplemental agreement to be applicable to the 1973 contract which had been scheduled to remain in effect until July 1, 1975.

A 1-day coastwise work stoppage by longshoremen occurred on May 1, because of the disagreement, but work resumed the next day after the parties agreed to discuss the union's demands, and the wage agreement was reached on May 7.

#### June 1975-June 1978

Concerned about rapidly rising prices, the ILWU sent a letter to the PMA, dated October 21, 1974, requesting an immediate reopening of the existing contract (not scheduled to expire until July 1, 1975) for a discussion of wage issues. This move was prompted largely by the union's concern over the possible reimposition of Federal wage-price controls. In its letter, the union proposed a cost-of-living adjustment of 30 cents per hour instead of the 12 cents per hour (maximum) scheduled to become effective in January 1975, with an equivalent hike for CFS utility men. The union also proposed continuation of the escalator clause, but without a ceiling on adjustments, and that wage increases be provided in July 1975 and July 1976. If these demands were met, the union said it would not request additional wage increases in the upcoming negotiations, thus, eliminating wages as a possible strike issue.

The PMA agreed to early negotiations as a hedge against reimposition of wage-price controls on all contract items and talks began January 6, 1975. The union abandoned the cost-of-living formula in favor of greater job and income security. Management sought to eliminate abuses of the pay guarantee plan by workers ("gimmicking").

A tentative 2-year pact was reached on February 5 which would have provided

longshoremen a 70-cent-per-hour first-year wage increase (28 cents of which was to be effective upon ratification), and a 60-cent-per-hour second-year increase; CFS utility men would have received equivalent increases. A paid holiday would be added in the second year, pensions would be increased for past and future retirees, and pay guarantee funding would be increased. The parties also agreed to the same guarantee against layoffs provided by the 1973 contract. The pact also could be cancelled in case of Federal controls by either the ILWU (for wages) or the PMA (for prices) on 30 days' notice.

In early March 1975, the pact was submitted to the union membership for ratification, but it was rejected. Workers in a Los Angeles local vetoed the pact primarily because of the continuing dispute over "steady men". A ratification procedure adopted in 1966 provided that if a major local or group of smaller locals voted against ratification, a second coastwise ballot would be held with a two-thirds majority needed for approval. A second vote was held in mid-March, but it failed to achieve the required two-thirds majority.

The union then informed the PMA that it wanted new negotiations on all issues. A new set of demands was submitted to the PMA on May 9, and talks began May 19. Improvements were sought in wages, hours, holidays, pensions, funding of guaranteed pay, manning, jurisdiction, and equalization of hours between skilled "steady men" (designated for steady work by an employer, with a minimum monthly wage guarantee) and skilled "hall men" (dispatched on a job-by-job basis through a hiring hall).

On July 1, 1975, a tentative agreement was reached on a 3-year contract, covering 12,000 workers, which built upon terms of the rejected 2-year pact. Workers ratified the pact in coastwise balloting held July 21-25. The contract provided longshoremen a 70-cent-per-hour wage increase (10 cents of which was in lieu of the July 1975 cost-of-living adjustment) effective June 28, 1975; a 60-cent-per-hour increase on July 3, 1976; and an 85-cent-an-hour increase on July 2, 1977. CFS utility men received equivalent increases. The existing 12-cent-per-hour cost-of-living

allowance (13.5 cents for CFS utility men) was incorporated into the base rates, and the escalator clause was discontinued. Four paid holidays were added, and computation of vacation pay for other than 8-hour straight-time workers was liberalized. Subsistence pay was increased, and a travel mileage allowance was established. Welfare and insurance benefits were improved. The basic pension rate upon which normal, disability, and early retirement benefits were based was increased in each year of the contract for those who retired on or after July 1, 1975. For those who retired before that date (or their widows), pensions were increased in the first and third years of the pact. Employer funding of the pay guarantee plan was increased. Workers in "low work opportunity" ports could be required to transfer to ports with greater work opportunity or face disqualification for guarantee pay.

This pact also guaranteed that there would be no reduction in the registered longshoremen (or clerks) work force during the term of the agreement, except due to normal attrition. A formula was agreed to for equalizing work opportunity between skilled "steady men" and skilled "hall men".

In addition, the parties agreed to study the feasibility of adopting a 7-hour straight-time work day and three 7-hour shifts and to develop a plan to provide "one-time" financial relief outside the collective bargaining process to certain widows whose husbands retired before July 1, 1965.

The contract was scheduled to expire at 8 a.m., July 1, 1978. It also contained a provision for cancellation if Federal wage-price controls were imposed. The following tables bring the wage chronology up to date until the expiration of the contract.

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

Effective date	Provision	Applications, exceptions, and other related matters
July 31, 1934 .....	10 cents an hour increase.	Coastwise hourly rate of 95 cents for longshoremen established by award of National Longshoremen's Board dated Oct. 12, 1934, retroactive to July 31, representing an increase of 10 cents an hour above rates prevailing in most Pacific Coast ports. Other job rates increased to maintain previous differentials.
Feb. 20, 1941 .....	5 cents an hour increase.	Negotiated.
Feb. 4, 1942 .....	10 cents an hour increase.	Arbitration award.
Oct. 1, 1944 .....	5 cents an hour increase.	Retroactive increase in accordance with directive order of National War Labor Board, Aug. 18, 1945. The order established a uniform differential of 10 cents an hour for winch drivers (affecting only San Francisco) and provided that skill differentials be added to penalty cargo rates.
Oct. 1, 1945 .....	22 cents an hour increase.	Retroactive increase negotiated on June 15, 1946, based on recommendation of Pacific Coast Longshore Fact-Finding Board, May 14, 1946.
Nov. 18, 1946 .....	15 cents an hour increase.	Additional increase of 10 cents an hour to hatch tenders in San Francisco to bring rate up to level in other ports.
Jan. 1, 1947 .....	5 cents an hour increase.	Arbitration award under wage reopening.
Dec. 16, 1947 .....	8 cents an hour increase.	Arbitration award. Award further provided for wage adjustment in Feb. 1948 or date on which BLS Consumer Price Index for Dec. 1947 became available.
Feb. 10, 1948 .....	2 cents an hour increase.	Cost-of-living increase in accordance with Dec. 1947 arbitration award.
Dec. 6, 1948 .....	15 cents an hour increase.	Negotiated.
May 2, 1949 .....	-----	5 cents an hour increase only to gang bosses in San Francisco.
Sept. 30, 1950 .....	10 cents an hour increase.	
June 18, 1951 .....	5 cents an hour increase.	
June 16, 1952 .....	13 cents an hour increase.	
June 15, 1953 .....	6 cents an hour increase.	
Dec. 20, 1954 (agreement dated Dec. 10, 1954).	5 cents an hour increase.	Arbitration award of June 12, 1953.
June 13, 1955 (agreement dated Dec. 10, 1954).	6 cents an hour increase.	
June 18, 1956 (extension agreement of May 25, 1956).	2 cents an hour increase.	Interim wage adjustment.
Oct. 1, 1956 (agreement of Nov. 29, 1956).	16 cents an hour increase.	
June 17, 1957 (arbitration award of June 14, 1957).	8 cents an hour increase.	
June 16, 1958 (memorandum of settlement dated July 3, 1958).	10 cents an hour increase.	Additional 5 cents to skilled employees including winch drivers, machine operators, and gang bosses. In addition, effective August 15, 1958, agreement provided for a reduction in maximum regular shift hours from 9 (including 3 hours' overtime) to 8 hours (including 2 hours' overtime). <sup>2</sup>
June 15, 1959 (agreement dated Aug. 10, 1959).	11 cents an hour increase.	
June 13, 1960 (memorandum of understanding dated Oct. 18, 1960).	8 cents an hour increase.	
June 12, 1961 (agreement dated June 16, 1961).	6 cents an hour increase.	By arbitration award of June 8, 1961.
July 30, 1962 (agreement dated June 22, 1962).	18 cents an hour increase.	Agreement also provided deferred increases in 1963 and 1964.
June 17, 1963 (agreement dated June 22, 1962).	13 cents an hour increase.	Deferred increase.
June 15, 1964 (agreement dated June 22, 1962).	13 cents an hour increase.	Deferred increase.
June 15, 1965 (memorandum of agreement dated June 8, 1965).	6 cents an hour increase.	
July 1, 1966 (memorandum of understanding dated July 2, 1966).	50 cents an hour increase.	
June 28, 1969 (memorandum of understanding dated July 2, 1966).	20 cents an hour increase.	Deferred increase.
June 27, 1970 (memorandum of understanding dated July 2, 1966).	20 cents an hour increase.	Deferred increase.
Jan. 5, 1970 (CFS memorandum of agreement dated Oct. 28, 1969).	Basic wage rate of \$4.30 an hour established for CFS utility men. <sup>3</sup>	
Jan. 12, 1970 (CFS memorandum of agreement dated Oct. 28, 1969).	20-cent-an-hour increase for CFS utility men.	
Dec. 25, 1971 (memorandum of understanding dated Feb. 10, 1972, and supplemental memorandum of understanding dated May 12, 1972).	42-cent-an-hour increase for longshoremen and 79-cent-an-hour increase for CFS utility men.	Retroactive increases in accordance with Pay Board ruling announced Mar. 16, 1972. The Feb. 10, 1972, memorandum of understanding originally had provided for wage increases of 72 cents for longshoremen and \$1.125 for CFS utility men retroactive to Dec. 25, 1971, but the Pay Board subsequently denied the full amounts under the economic stabilization policies of Phase 2.
Feb. 26, 1972 (memorandum of agreement dated Feb. 10, 1972).	-----	Agreement also provided for deferred general increases effective July 1, 1972.
		Increases ranging from 10 to 30 cents an hour were provided as adjustments in skilled rate differentials. These increases amounted to about 9 cents an hour when averaged over the entire bargaining unit.
		Deferred increases.
	40-cent-an-hour increase for longshoremen and 45-cent-an-hour increase for CFS utility men.	

See footnotes at end of table.



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

Effective date	Provision	Applications, exceptions, and other related matters
June 2, 1973 (memorandum of understanding dated June 24, 1973).	25-cent-an-hour increase for longshoremen and 28 cents for CFS utility men.	Agreement also provided for establishment of an escalator clause providing for semiannual cost-of-living adjustments of 1 cent for longshoremen and 1.125 cents for CFS utility men for each 0.3-point increase in the Bureau of Labor Statistics' Consumer Price Index (1967=100). The first adjustment was to be limited to a maximum 12 cents for longshoremen and 13.5 cents for CFS utility men and was to be effective the start of the 1st pay period in Jan. 1975, based on the increase in the November 1974 Index over the May 1974 Index. <sup>4</sup> The second adjustment was to be limited to a maximum of 10 cents for longshoremen and 11.25 cents for CFS utility men and was to be effective the start of the first pay period in July 1975, based on the increase in the Index for May 1975 over the Index of November 1974. <sup>4</sup> The agreement also provided for wage increases effective June 30, 1973 and June 29, 1974.
June 30, 1973 (memorandum of agreement dated June 24, 1973). June 1, 1974 (supplemental agreement dated May 7, 1974). June 29, 1974 (memorandum of agreement dated June 24, 1973). Jan. 4, 1975 (memorandum of understanding dated June 24, 1973).	15-cent-an-hour increase for longshoremen and 17 cents for CFS utility men. 30-cent-an-hour increase for longshoremen and 33.5 cents for CFS utility men. 30-cent-an-hour increase for longshoremen and 33.5 cents for CFS utility men. 12-cent-an-hour increase for longshoremen and 13.5 cents for CFS utility men.	Deferred increases. Cost-of-living "add-on" adjustment. The adjustment was not added to basic rates, but was used in calculating overtime, vacation, and holiday pay and for pay guarantee purposes. Increases included amounts which were to have been paid as cost-of-living adjustments effective July 5, 1975, under terms of memorandum of understanding dated June 24, 1973. (Such amounts were 10 cents for longshoremen and 11.25 cents for CFS utility men.) The agreement also incorporated into base rates the cost-of-living allowance of 12 cents for longshoremen and 13.5 cents for CFS utility men effective on Jan. 4, 1975 and provided for deferred increases on July 3, 1976 and July 2, 1977.
June 28, 1975 (memorandum of understanding dated July 1, 1975).	70-cent-an-hour increase for longshoremen and 79 cents for CFS utility men.	Deferred increases.
July 3, 1976 (memorandum of understanding dated July 1, 1975). July 2, 1977 (memorandum of understanding dated July 1, 1975).	60-cent-an-hour increase for longshoremen and 67.5 cents for CFS utility men. 85-cent-an-hour increase for longshoremen and 95.5 cents for CFS utility men.	Deferred increases.

<sup>1</sup> General wage changes are upward or downward adjustments that affect an entire establishment, bargaining unit, or substantial group of employees at one time. Not included are adjustments in individual rates (promotion, merit increases, etc.) and minor adjustments in the wage structure (such as changes in specific classification rates) that do not have an immediate and noticeable effect on the general wage level.

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

<sup>2</sup> The Pacific Maritime Association requested that the effective date be extended from Aug. 15 to Aug. 18 to complete necessary changes in some ports (the 18th started a payroll week). Daily earnings were reduced as a result of the reduction in maximum regular shift hours from 9 to 8—in the case of longshoremen handling general cargo on day shift, from \$27.62 (\$26.56 prior to June 16 wage increase) to \$23.67.

<sup>3</sup> CFS utility men perform functions similar to longshoremen and are included for the first time since they were first defined under the 1969 supplemental agreement. Since container freight stations were not established until Jan. 5, 1970, this rate was never actually paid to the workers.

<sup>4</sup> The cost-of-living adjustments (subject to maximums) were determined as follows:

Increase above base month* Consumer Price Index (1967=100)	Amount of cost-of-living adjustment** (cents per hour)	
	Longshoremen	CFS utility men
0.3 to 0.5	1	1.125
0.6 to 0.8	2	2.25
0.9 to 1.1	3	3.375
1.2 to 1.4	4	4.5
1.5 to 1.7	5	5.625
1.8 to 2.0	6	6.75
2.1 to 2.3	7	7.875
2.4 to 2.6	8	9.0
2.7 to 2.9	9	10.125
3.0 to 3.2	10	11.25
3.3 to 3.5	11	12.375
3.6 or over	12	13.5

\* May 1974 Index level for first adjustment and November 1974 for second adjustment.

\*\* The allowance was not part of the basic wage rate, but was used to compute overtime, holiday, vacation, and pay guarantee plan pay.

**Table 2a. Basic hourly rates for selected longshore occupations and operations in all ports, 1934-66<sup>1</sup>**

Occupation and operation	July 31, 1934	Feb. 20, 1941	Feb. 4, 1942	Oct. 1, 1944	Oct. 1, 1945	Nov. 18, 1946	Jan. 1, 1947	Dec. 16, 1947	Feb. 10, 1948	Dec. 6, 1948
<b>Longshoremen:</b>										
<b>General cargo:</b>										
Basic rate	\$0.95	\$1.00	\$1.10	\$1.15	\$1.37	\$1.52	\$1.57	\$1.65	\$1.67	\$1.82
Overtime rate <sup>2</sup>	1.40	1.50	1.65	1.725	2.055	2.28	2.355	2.475	2.505	2.73
<b>Selected penalty cargo:</b>										
Shoveling jobs <sup>3</sup>	( <sup>4</sup> )	1.20	1.30	1.35	1.57	1.72	1.77	1.85	1.87	2.02
Bulk sulfur, soda ash, and crude untreated potash	( <sup>4</sup> )	1.45	1.55	1.60	1.82	1.97	2.02	2.10	2.12	2.27
Untreated or offensive bone in bulk	( <sup>4</sup> )	1.80	1.90	1.95	2.17	2.32	2.37	2.45	2.47	2.62
Phosphate rock in bulk	( <sup>4</sup> )	1.30	1.40	1.45	1.67	1.82	1.87	1.95	1.97	2.12
Specified commodities in lots of 25 tons or more	( <sup>4</sup> )	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
Leaking or damaged cargo in faulty containers	( <sup>4</sup> )	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
<b>Creosoted products out of water:</b>										
Boom men	( <sup>4</sup> )	1.30	1.40	1.45	1.67	1.82	1.87	1.95	1.97	2.12
Hold men	( <sup>4</sup> )	1.20	1.30	1.35	1.57	1.72	1.77	1.85	1.87	2.02
Damaged cargo	( <sup>4</sup> )	1.55	1.65	2.00	2.22	2.37	2.42	2.50	2.52	2.67
Explosives	( <sup>4</sup> )	1.50	1.65	2.30	2.74	3.04	3.14	3.30	3.34	3.64
Stowing bulk grain, to boardmen	( <sup>4</sup> )	1.30	1.40	1.45	1.67	1.82	1.87	1.95	1.97	2.12
Paper and pulp, packages of 300 pounds or more (hold men only)	( <sup>4</sup> )	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
<b>Selected skilled occupations:</b>										
<b>Hatch tenders, major ports, except<sup>5</sup></b>										
San Francisco	1.05	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
Winch drivers, major ports, except <sup>5</sup>	.95	1.00	1.10	1.15	1.37	1.62	1.67	1.75	1.77	1.92
<b>Winch drivers, major ports, except<sup>5</sup></b>										
San Francisco	1.05	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
<b>Gang bosses:</b>										
San Francisco	.95	1.00	1.10	1.25	1.47	1.62	1.67	1.75	1.77	1.92
Portland (including Columbia River ports)	1.05	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	<sup>6</sup> 1.92
<b>Lift-truck-jitney drivers:</b>										
Los Angeles-Long Beach, and San Francisco	1.10	1.15	1.25	1.30	1.52	1.67	1.72	1.80	1.82	1.97
Puget Sound (Washington State), Portland (including Columbia River ports)	.95	1.00	1.10	1.15	1.37	1.52	1.57	1.65	1.67	1.92
	1.05	1.10	1.20	1.25	1.47	1.62	1.67	1.75	1.77	1.92
	Sept. 30, 1950	June 18, 1951	June 16, 1952	June 15, 1953	Dec. 20, 1954	June 13, 1955	June 18, 1956	Oct. 1, 1956	June 17, 1957	June 16, 1958
<b>Longshoremen:</b>										
<b>General cargo:</b>										
Basic rate	\$1.92	\$1.97	\$2.10	\$2.16	\$2.21	\$2.27	\$2.29	\$2.45	\$2.53	\$2.63
Overtime rate <sup>2</sup>	2.88	2.955	3.15	3.24	3.315	3.405	3.435	3.675	3.795	3.945
<b>Selected penalty cargo:</b>										
Shoveling jobs <sup>3</sup>	2.12	2.17	2.30	2.36	2.41	2.47	2.49	2.65	2.73	2.83
Bulk sulfur, soda ash, and crude untreated potash	2.37	2.42	2.55	2.61	2.66	2.72	2.74	2.90	2.98	3.08
Untreated or offensive bone in bulk	2.72	2.77	2.90	2.96	3.01	3.07	3.09	3.25	3.33	3.43
Phosphate rock in bulk	2.22	2.27	2.40	2.46	2.51	2.57	2.59	2.75	2.83	2.93
Specified commodities in lots of 25 tons or more <sup>7</sup>	2.02	2.07	2.20	2.26	2.31	2.37	2.39	2.55	2.63	2.73
Leaking or damaged cargo in faulty containers	2.02	2.07	2.20	2.26	2.31	2.37	2.39	2.55	2.63	2.73
<b>Creosoted products out of water:</b>										
Boom men	2.22	2.27	2.40	2.46	2.51	2.57	2.59	2.75	2.88	2.98
Hold men	2.12	2.17	2.30	2.36	2.41	2.47	2.49	2.65	2.73	2.83
Damaged cargo	2.77	2.82	2.95	3.01	3.06	3.12	3.14	3.30	3.38	3.48
Explosives	3.84	3.94	4.20	4.32	4.42	4.54	4.58	4.90	5.06	5.26
Stowing bulk grain, to boardmen	2.22	2.27	2.40	2.46	2.51	2.57	2.59	2.75	2.83	2.93
Paper and pulp, packages of 300 pounds or more (hold men only)	2.02	2.07	2.20	2.26	2.31	2.37	2.39	2.55	2.63	2.73
<b>Selected skilled occupations:</b>										
<b>Hatch tenders, winch drivers, and lift-truck-jitney drivers<sup>5</sup></b>										
Gang bosses <sup>5</sup>	2.02	2.07	2.20	2.26	2.31	2.37	2.39	2.55	2.68	2.78
Bulldozer operators <sup>8</sup>	2.07	2.12	2.25	2.31	2.36	2.42	2.44	2.60	2.73	2.83
Crane drivers	-	-	-	-	2.46	2.52	2.54	2.70	2.83	2.93

See footnotes at end of table.

**Table 2a. Basic hourly rates for selected longshore occupations and operations in all ports, 1934-66<sup>1</sup>—Continued**

Occupation and operation	June 15, 1959	June 13, 1960	June 12, 1961	July 30, 1962	June 17, 1963	June 15, 1964	June 15, 1965	July 1, 1966
<b>Longshoremen:</b>								
<b>General cargo:</b>								
Basic rate .....	\$2.74	\$2.82	\$2.88	\$3.06	\$3.19	\$3.32	\$3.38	\$3.88
Overtime rate <sup>2</sup> .....	4.11	4.23	4.32	4.59	4.785	4.98	5.07	5.82
<b>Selected penalty cargo:</b>								
Shoveling jobs <sup>3</sup> .....	2.94	3.02	3.08	3.26	3.39	3.52	3.58	4.08
Bulk sulfur, soda ash, and crude untreated potash .....	3.19	3.27	3.33	3.51	3.64	3.77	3.83	4.33
Untreated or offensive bone in bulk .....	3.54	3.62	3.68	3.86	3.99	4.12	4.18	4.68
Phosphate rock in bulk .....	3.04	3.12	3.18	3.36	3.49	3.62	3.68	4.18
Specified commodities in lots of 25 tons or more <sup>7</sup> .....	2.84	2.92	2.98	3.16	3.29	3.42	3.48	3.98
Leaking or damaged cargo in faulty containers .....	2.84	2.92	2.98	3.16	3.29	3.42	3.48	3.98
<b>Creosoted products out of water:</b>								
Boom men .....	3.09	3.17	3.23	3.41	3.54	3.67	3.73	4.23
Hold men .....	2.94	3.02	3.08	3.26	3.39	3.52	3.58	4.08
Damaged cargo .....	3.59	3.67	3.73	3.97	4.04	4.17	4.23	4.73
Explosives .....	5.48	5.64	5.76	6.12	6.38	6.64	6.76	7.76
Stowing bulk grain, to boardmen .....	3.04	3.12	3.18	3.36	3.49	3.62	3.68	4.18
Paper and pulp in packages of 300 pounds or more (hold men only) .....	2.84	2.92	2.98	3.16	3.29	3.42	3.48	3.98
<b>Selected skilled occupations:</b>								
Hatch tenders, winch drivers, and lift-truck-jitney drivers <sup>5</sup> .....	2.89	2.97	3.03	3.21	3.34	3.47	3.53	4.03
Gang bosses <sup>5</sup> .....	2.94	3.02	3.08	3.26	3.39	3.52	3.58	4.08
Bulldozer operators .....	3.04	3.12	3.18	3.36	3.49	3.62	3.68	4.18
Crane drivers .....	<sup>9</sup> 3.14	3.22	3.28	3.46	3.59	3.72	3.78	4.28

<sup>1</sup> Exclusive of premium pay for night work.

<sup>2</sup> From July 31, 1934, to October 1, 1944, skill differentials and penalty cargo rates were added to basic overtime rate without adjustment; thereafter they were increased by 1/2.

<sup>3</sup> Except on cargo requiring a higher rate.

<sup>4</sup> Hourly rates of pay for handling penalty cargo varied by port as follows:

Selected penalty cargoes	Los Angeles- Long Beach	San Francisco	Portland	Seattle
Shoveling jobs .....	\$1.05	\$1.15	\$1.15	\$1.15
Bulk sulfur, soda ash, and crude untreated potash .....	1.05	1.05	*1.05	1.05
Untreated or offensive bone in bulk .....	-	1.70	1.70	1.70
Phosphate rock in bulk .....	1.15	-	-	-
Specified commodities in lots of 25 tons or more .....	-	-	1.05	1.05
<b>Creosoted products out of water:</b>				
Boom men .....	-	-	1.25	-
Hold men .....	-	-	1.15	-
Damaged cargo .....	1.50	1.40	1.50	1.40
Explosives .....	1.40	1.40	1.40	1.40
Stowing bulk grain, to boardmen .....	-	-	1.25	1.15
Paper and pulp in packages of 300 pounds or more (hold men only) .....	-	-	1.05	**1.05

\* Sulfur, \$1.70 an hour.

\*\* Pulp only.

<sup>5</sup> In the Los Angeles-Long Beach and Puget Sound area of Washington State, the hatch tender and gang boss functions were performed by the same employee who received the hatch tender rate. The differential paid employees performing the gang boss functions in some of the small ports varied.

<sup>6</sup> Increased to \$1.97 an hour, effective May 2, 1949.

<sup>7</sup> On June 18, 1951, the list contained 31 commodities; on June 15, 1959, 3 more commodities were added.

<sup>8</sup> Added in June 1954 wage review.

<sup>9</sup> Basic hourly rate for earlier period not available.

**Table 2b. Basic hourly rates for selected occupations and operations in all ports, 1967-77<sup>1</sup>**

Occupation and operation	Effective date					
	May 15, 1967 <sup>2</sup>	June 28, 1969	June 27, 1970	Dec. 25, 1971	July 1, 1972	June 2, 1973
Longshoremen: <sup>3</sup>						
General cargo:						
Basic rate .....	\$3.88	\$4.08	\$4.28	\$4.70	\$5.10	\$5.35
Overtime rate <sup>4</sup> .....	5.82	6.12	6.42	7.05	7.65	8.03
Selected skilled occupations:						
Hatch tenders, winch drivers, and lift truck-jitney drivers, and skilled hold men .....	4.03	4.23	4.43	<sup>5</sup> 4.85	5.35	5.60
Gang bosses <sup>6</sup> .....	4.08	4.28	4.48	<sup>7</sup> 4.90	5.45	5.70
Bulldozer operators .....	4.18	4.38	4.58	<sup>8</sup> 5.00	5.60	5.85
Crane operators .....	4.28	4.48	4.68	<sup>9</sup> 5.10	5.80	6.05
Selected penalty cargoes: <sup>10</sup>						
Specified commodities in lots of 15 short tons or more <sup>11</sup> .....	4.03	4.23	4.43	4.85	5.25	5.50
Green hides .....	4.13	4.33	4.53	4.95	5.35	5.60
Leaking or damaged cargo in faulty containers .....	4.03	4.23	4.43	4.85	5.25	5.50
Creosoted products out of water (hold and boom men only) .....	4.13	4.33	4.53	4.95	5.35	5.60
Shoveling jobs on any commodity .....	4.13	4.33	4.53	4.95	5.35	5.60
Bulk commodities (excluding bulk liquids) not otherwise classified which are loaded or discharged mechanically .....	4.13	4.33	4.53	4.95	5.35	5.60
Stowing bulk grain, to board workers .....	4.23	4.43	4.63	5.05	5.45	5.70
Damaged and offensive cargo <sup>12</sup> .....	4.73	4.93	5.13	5.55	5.95	6.20
Working hatch when fire burning or cargo smoldering in hatch .....	5.08	5.28	5.48	5.90	6.30	6.55
Explosives .....	7.76	8.16	8.56	9.40	10.20	10.70
Working in cramped space on paper and pulp in packages of 300 pounds or more (hold men only) .....	4.03	4.23	4.43	4.85	5.25	5.50
CFS utility men: <sup>13</sup>						
Basic rate .....	-	-	-	5.29	5.74	6.02
	June 30, 1973	June 1, 1974	June 29, 1974	June 28, 1975 <sup>14</sup>	July 3, 1976	July 2, 1977
Longshoremen: <sup>3</sup>						
General cargo:						
Basic rate .....	\$5.50	\$5.80	\$6.10	\$6.92	\$7.52	\$8.37
Overtime rate <sup>4</sup> .....	8.25	8.70	9.15	10.38	11.28	12.555
Selected skilled occupations:						
Hatch tenders, winch drivers, and lift truck-jitney drivers, and skilled hold men .....	5.75	6.05	6.35	7.17	7.77	8.62
Gang bosses <sup>6</sup> .....	5.85	6.15	6.45	7.27	7.87	8.72
Bulldozer operators .....	6.00	6.30	6.60	7.42	8.02	8.87
Crane operators .....	6.20	6.50	6.80	7.62	8.22	9.07
Selected penalty cargoes: <sup>10</sup>						
Specified commodities in lots of 15 short tons or more <sup>11</sup> .....	5.65	5.95	6.25	7.07	7.67	8.52
Green hides .....	5.75	6.05	6.35	7.17	7.77	8.62
Leaking or damaged cargo in faulty containers .....	5.65	5.95	6.25	7.07	7.67	8.52
Creosoted products out of water (hold and boom men only) .....	5.75	6.05	6.35	7.17	7.77	8.62
Shoveling jobs on any commodity .....	5.75	6.05	6.35	7.17	7.77	8.62
Bulk commodities (excluding bulk liquids) not otherwise classified which are loaded or discharged mechanically .....	5.75	6.05	6.35	7.17	7.77	8.62
Stowing bulk grain, to board workers .....	5.85	6.15	6.45	7.27	7.87	8.72
Damaged and offensive cargo <sup>12</sup> .....	6.35	6.65	6.95	7.77	8.37	9.22
Working hatch when fire burning or cargo smoldering in hatch .....	6.70	7.00	7.30	8.12	8.72	9.57
Explosives .....	11.00	11.60	12.20	13.84	15.04	17.74
Working in cramped space on paper and pulp in packages of 300 pounds or more (hold men only) .....	5.65	5.95	6.25	7.07	7.67	8.52
CFS utility men: <sup>13</sup>						
Basic rate .....	6.19	6.525	6.86	7.785	8.46	9.415

<sup>1</sup> Exclusive of premium pay for night work.

<sup>2</sup> Penalty cargo list was revised and penalty rates were increased effective May 15, 1967.

<sup>3</sup> Longshoremen receive 6 hours' pay at their straight-time rate plus 2 hours at overtime rate on a regular daily shift.

<sup>4</sup> Overtime rate for skilled occupations or working penalty cargoes was 1½ times the total of the basic rate plus the skilled premium and/or penalty premium.

<sup>5</sup> Skilled rate increased an additional 10 cents effective February 26, 1972.

<sup>6</sup> The differential paid employees performing gang boss functions in some ports varied. The differential shown is applicable to Northern California ports and Oregon ports.

<sup>7</sup> Skilled rate indicated for ports indicated in footnote 6 increased an additional 15 cents effective February 26, 1972.

<sup>8</sup> Skilled rate increased an additional 20 cents effective February 26, 1972.

<sup>9</sup> Skilled rate increased an additional 30 cents effective February 26, 1972.

<sup>10</sup> Rates shown are for nonskilled longshoremen. The penalty differential is the difference between the general cargo basic rate and the penalty cargo rate shown. Skilled longshoremen also receive differentials for working penalty cargoes in addition to their skill rates.

<sup>11</sup> The list covered 16 commodities until December 25, 1971, thereafter which it covered 18 commodities.

<sup>12</sup> Following the 1973 negotiations, a Pacific Coast arbitrator ruled on July 30, 1973, that the words "and offensive" should be omitted from the penalty cargo definition.

<sup>13</sup> CFS utility men were first covered under the PMA-ILWU supplemental agreement of 1969. Basic rates for utility men were set at \$4.30 effective January 5, 1970, and \$4.50 effective January 12, 1970 (the \$4.30 rate was never paid since the CFS units were not established until January 5, 1970). Workers at CFS units receive 8 hours' pay at their basic rate on a regular day. Utility men are paid premiums equivalent to those for longshoremen for working penalty cargo. When shift differentials or overtime rates applied in the case of a CFS worker working penalty cargo, the basic rate plus the penalty premium were to be augmented by the percentage applied to the base rate to produce the shift differential rate or overtime rate.

<sup>14</sup> Rates shown reflect cost-of-living allowances incorporated into rates in addition to general wage increases. (See table 1.)

**Table 3. Supplementary compensation practices<sup>1</sup>**

Effective date	Provision	Applications, exceptions, and other related matters
Premium pay for nightwork		
July 31, 1934..... Aug. 18, 1958 (memorandum of settlement dated July 3, 1958). Jan. 5, 1970 (CFS memorandum of agreement dated Oct. 28, 1969).	Overtime rate paid for work between 5:00 p.m. and 8:00 a.m. on weekdays. <sup>2</sup> Added: Third shift scheduled to start at 2:30 or 3 a.m. with 5 hours guaranteed at the equivalent of 9 hours' straight-time pay. CFS employees: Rate for work on a designated second shift (one that started between 5 p.m. and 7 p.m.) to be 33 1/3 percent above straight-time rate, and third shift (1 a.m. to 8 a.m.) to be paid 8 hours for the 7 hours worked (such pay to be time and one-half regular pay).	1 additional hour could be worked, payable at time and a half the rate for other hours on the shift.
Daily overtime pay		
July 31, 1934..... Feb. 4, 1937..... Dec. 6, 1948..... July 1, 1966 (memorandum of agreement dated July 2, 1966). Jan. 5, 1970 (CFS memorandum of agreement dated Oct. 28, 1969).	Overtime rate paid for work in excess of 6 hours between 8:00 a.m. and 5:00 p.m.  Added: Time and one-half the overtime rate paid for work in excess of 11 hours in any shift when finishing a ship for sailing. Changed: Time and one-half the prevailing rate for work in excess of 10 hours in any shift in case of real emergency such as fire or leaking vessel in danger of sinking. CFS employees: Overtime rate for first hour in excess of 8 and time and one-half the overtime rate for second hour in excess of 8 (maximum of 2 hours' overtime) in any shift to finish cars, trucks, and containers, either inbound or outbound, when such work was required to meet efficient operational needs.	No relief of gangs before 5:00 p.m. Provision precludes division of work between gangs in order to save overtime payments after 6 hours.
Premium pay for Saturday and Sunday work		
July 31, 1934..... July 16, 1946.....	Overtime rate paid for work between 5:00 p.m. on Saturday to 8:00 a.m. on Monday. Added: Overtime rate paid for all Saturday work.	
Holiday pay		
July 31, 1934.....  June 18, 1951.....  July 1, 1973 (memorandum of agreement dated June 24, 1973).  July 1, 1974 (memorandum of agreement dated June 24, 1973). July 1, 1975 (memorandum of understanding of same date).  1976 (memorandum of understanding dated July 1, 1975). 1977 (memorandum of understanding dated July 1, 1975). 1978 (memorandum of understanding dated July 1, 1975).	Overtime rate paid for work on legal holidays. No pay for holidays not worked.   Established: 2 paid holidays. Employee paid 8 hours at basic straight-time rate of pay when holiday not worked and double time and one-half for hours worked on paid holiday.  Added: 3 paid holidays (total 5).  Added: 1 paid holiday (total 6). Added: 1 paid holiday (total 7). Added: 2 paid holidays (total 9).	Holidays were: New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Armistice Day, Thanksgiving Day, and Christmas Day. In addition, San Francisco and Los Angeles recognized Admission Day as a legal holiday; in Los Angeles, San Francisco, and Portland, national and State election days are legal holidays; in Washington State only national election days were recognized as holidays, but effective July 16, 1946, State election days were substituted for general election days. Added holidays in all ports where not included before: Statewide election day and any other legal holiday proclaimed by State or national authority. Holidays were Christmas Day and New Year's Day. To be eligible for paid holiday, employee had to be registered employee as of holiday; have worked 800 hours in previous payroll year or in most recent payroll year during which there was sufficient work available to meet 800 hours requirement; and meet availability requirement of pay guarantee plan for at least 2 of 5 days, Monday through Friday (not including holiday) during payroll week in which holiday fell (except in the case of a steady employee who had to meet availability requirement of his employer) unless he was on vacation or because of verified sickness or injury. If the paid holiday fell on a Sunday, the holiday was to be observed on the following Monday, with pay. Holidays were Independence Day, Labor Day, and Thanksgiving Day. Added: Christmas Day and New Year's Day were designated as "no work" paid holidays, except up to 2-hours extension of work was possible into "no work" period on Christmas Eve and New Year's Eve under certain circumstances, between 3 and 5 p.m. on Dec. 24 and Dec. 31. Holiday was Columbus Day. Holiday was Veterans' Day. Holidays were Washington's Birthday and Memorial Day.
Paid vacations		
July 31, 1934..... Mar. 18, 1946.....	No provision for paid vacations. Workers eligible for paid vacations: 1,500 or more hours worked in 1945—1 week; 1,500 or more hours in both 1944 and 1945—2 weeks.	Vacation pay: 40 or 80 hours at basic straight-time rate. Each employer's liability determined by ratio between total hours of longshore work performed for him and total hours worked for all employers participating in port vacation plan.

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Paid vacations—Continued</b>		
Nov. 17, 1946	Qualifying hours for 1-week vacation reduced to 1,344 in calendar year; for 2-week vacation, to 1,344 hours in calendar year and 1,500 hours in previous year.	
Dec. 6, 1948	Qualifying hours reduced and put on 1-year basis: From 800 to 1,344 hours worked in year—1 week; 1,344 hours or more—2 weeks.	
June 18, 1951		Added: In case of industrial injury on the job, employee was allowed to include time lost when computing length of service necessary to qualify for vacation. In the large ports, employee was given allowance up to 100 hours when off a full week, and 8 hours a day when off part of a week as a result of injuries. To qualify for this credit employee must average 27 hours a week for the 4-week period prior to injury and for the 8-week period after return to work. In the small ports, employee must average 14 hours a week for the 4 weeks prior to injury and for the 8 weeks after return to work. Eligibility limited to employees (a) who had been paid for at least 1,344 hours during previous year in ports where 75 percent or more of the men had worked such hours or at least 800 hours in other ports, and (b) in Seattle, Portland, San Francisco, and Los Angeles—Long Beach who had been paid for at least 800 hours in each of 10 of previous 15 payroll years and in other ports had been paid for at least 800 hours in each of 5 of previous 10 payroll years.
Effective for 1955 vacations (amended agreement dated May 28, 1954).	Added: Third week of vacation for employees with 12 or more years of service.	In ports in which 75 percent of the registered men were paid for less than 1,344 hours in previous payroll year, qualified hours reduced to 700 for 1 week's vacation and 1,200 for 2 weeks' vacation. Minimum hours used in determining years of qualified service for vacation eligibility and required for additional weeks of vacation provided employees with 10 years or more service also reduced to 700 in these ports.
Effective for 1959 vacations (memorandum of settlement dated July 3, 1958).	Changed: Service requirement for third week's vacation reduced to 10 years. Added: Fourth week of vacation after 25 years of qualified service.	Hours of court attendance for jury duty to count as qualifying hours for vacation eligibility.
Effective for 1960 vacations (agreement dated Aug. 10, 1959).	Added: Second week of vacation for employees with 25 years of qualified service who were paid for 800 but less than 1,344 hours in preceding year.	Added: Up to 100 hours time lost because of non-industrial injury credited toward vacation qualification. Eligibility requirements same as in case of industrial injury.
June 8, 1961 (agreement dated June 16, 1961).		In effect and continued: Each week's vacation pay was 40 times basic or skilled straight-time rate. A skilled rate applied when at least one-half qualifying hours were at skilled rate.
Effective for 1963 vacations (agreement dated June 22, 1962).	Reduced to: Service requirement, 20 years for additional week vacation, for employees qualifying for 1, 2, or 3 weeks under other provisions.	Reduced to: In large ports, average of 13 hours a week in 8 weeks following return to work after industrial disability, required to qualify for maximum 100 hours' vacation credit.
Effective for 1967 vacations (memorandum of understanding dated July 2, 1966).		Added: For employees age 60 or over, annual qualifying hours reduced to 700 for 1 week and 1,200 for 2 weeks vacation (600 and 1,100 hours in ports where general qualifying hours had been 700 and 1,200).
Jan. 1, 1972 (supplemental memorandum of understanding dated Mar. 1, 1972).		Added: For longshoremen paid 1,600 or more hours during previous payroll year (1,500 or more hours in ports with 8 gangs or less), each week's vacation pay was 45 times basic or skilled straight-time rate. Registered men age 60 or more in any port who worked 1,200 hours or more also received the 45-hour vacation.
July 1, 1973 (memorandum of agreement dated June 24, 1973).		Changed: Qualifying hours for vacation purposes to include all hours for which pay was received, except vacation hours and pay guarantee plan hours.
Effective for 1975 vacations (memorandum of agreement dated June 24, 1973).	Reduced: Service requirement to 17 years for additional week of vacation for employees qualifying for 1, 2, or 3 weeks under other provisions. Added: Additional week of vacation after 23 years of service for employees qualifying for 1, 2, 3, or 4 weeks under other provisions.	Changed: Effective for qualifications in 1973, the vacation allowance for an employee who did not qualify because he lost work opportunity due to sickness or accident was to be based on average hours worked per month during period he was not absent because of sickness or accident. <sup>3</sup> Applicable to qualification in 1974.
Effective for 1976 vacations (memorandum of understanding dated July 1, 1975).		Reduced: 2 week basic vacation requirement of 1,344 hours to 1,300 hours worked in a calendar year. Reduced: Qualifying hours for 45 hours vacation pay to 1,500 hours or more (1,400 or more in ports with 8 gangs or less). Continued to be 1,200 hours for men age 60 or more.
		Changed: Each week's vacation pay was 45 times the basic or skilled straight-time rate for those paid on 6-hour straight-time plus 2-hour overtime basis, and 40 times basic or skilled rate when paid on 8-hour straight-time basis. The skilled rate applied when at least one-half hours were worked at a skilled rate.
		Changed: Calculation of vacation allowance for employee under age 60 absent because of sickness or injury. <sup>4</sup>
<b>Meal pay</b>		
July 31, 1934	Overtime rate paid for work during noon meal hour on weekdays. Time and one-half the overtime rate paid for work during noon meal hour on weekends and holidays, or for work	

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Meal pay—Continued		
July 31, 1934—Continued	during other meal hours. Work in excess of 5 hours without a meal paid at time and one-half the straight-time or the overtime rate whichever is applicable. Time and one-half the overtime rate for work in excess of 5 hours when also a meal hour.	
June 18, 1951	Added: Employee required for additional work paid for or furnished 1 meal when ordered to go to supper or breakfast.	2 hours' pay guaranteed on return to work.
June 16, 1958 (memorandum of settlement dated July 3, 1958).		Increased: Guarantee of pay for workers on second shift of normal 2-shift operation required to return to work after meal, to 3 or 4 hours, depending on time scheduled for meal hour.
June 22, 1962 (agreement of same date).	Changed: When opportunity to eat was not provided: (1) Time and one-half for work after 12 noon on weekdays, (2) time and one-half overtime rate (total 2 <sup>1</sup> / <sub>4</sub> ) for work (a) after 12 noon on weekends and recognized holidays, and (b) from second hour of second shift meal period.	Added: Minimum 3 hours' pay guaranteed employee (1) ordered back after supper or (2) on final day shift if ordered to second meal.
Jan. 5, 1970 (CFS memorandum of agreement dated Oct. 28, 1969).	CFS employees: Workers not required to work over 6 hours without opportunity to eat.	Superseded: Guarantee of either 3 or 4 hours' pay for workers on second shift of normal 2-shift operation if required to return to work after meal by 8-hour guarantee.
Call-in pay		
Dec. 1, 1934 (Los Angeles and Long Beach); Jan. 12, 1935 (San Francisco); May 2, 1935 (State of Washington); June 7, 1935 (Portland).	Men scheduled or notified to report to work guaranteed 2 hours' pay. Guaranteed 4 hours' pay at overtime rate during specified night hours.	
June 15, 1946	Added: Men called to work on Sunday or legal holiday guaranteed 4 hours' pay at premium rates.	
Nov. 17, 1946		Specified night hours covered by 4-hour pay guarantee made uniform for all ports (1:00 a.m. to 5:00 a.m.).
Dec. 6, 1948	Changed to: Men guaranteed 4 hours' pay at the applicable rate for any call to work.	
Jan. 1, 1960 (agreement dated Aug. 10, 1959).	Added: 8 hours' work or pay guaranteed to fully and partly registered longshoremen starting work on order.	Employers to be free to shift workers to comparable work on other ships, docks, or jobs, or to other employers.
June 22, 1962 (agreement of same date).		Shoveling and freezer gangs not to receive penalty rate when shifted to another longshoring classification. If 8 hours' work cannot be provided, no penalty rates to apply during "dead time."
June 14, 1965 (memorandum of agreement dated June 8, 1965).		Previous guarantees continued for men ordered to work but not actually starting work.
Jan. 5, 1970 (CFS memorandum of agreement dated Oct. 28, 1969).	CFS employees—steady workers—employee who completed probation and was called and reported to work at starting time on a Monday, guaranteed 40 hours' work or pay (probationary employee guaranteed 8 hours if work available and 4 hours if work not available). The 40-hour guarantee was reduced to 32 hours for any week in which a holiday fell between Monday and Friday inclusive.	4-hour guarantee to apply to men unable to work or continue work because of bad weather; those returning to work after a noon or midnight meal but unable to continue work because of bad weather to receive second 4-hour guarantee.
	CFS employees—extra workers—any Class A or Class B registered employee dispatched and reporting for CFS extra labor duty guaranteed 8 hours' pay if work available or 4 hours if no work available. A nonregistered worker dispatched and reporting for CFS extra labor duty guaranteed minimum of 4 hours' pay and/or time worked and if called back following day, guaranteed 8 hours for initial day and subsequent days until released. Workers knocked off 6 minutes or more after the hour or half hour, paid to the end of the respective 30-minute period.	Continued: 4 hours' work or pay guaranteed other than fully or partially registered longshoremen (unless gang was below port standard), (1) for starting work on order, or (2) after being called to work but not offered work or ordered to standby.
		Employee receiving 8-hour guarantee on first job limited to additional 4-hour guarantee when dispatched to second job.
		Employee called to work or accepted as a replacement to be paid for actual time worked with a 4-hour minimum.
		Changed: Employee called to work but not offered work could be required to standby for a maximum of one-half hour within 4-hour minimum.
		Employee who replaced another longshoreman and was not refused work for personal cause to be paid for time worked on initial shift, but not less than the remainder of the original man's guarantee. Not applicable to replacements caused by occupational disability, who continued to receive the greater of time worked or minimum 4 hours' pay.
		Extra workers were those used to supplement basic complement of steady workers because of varying work loads. In some cases where sufficient workers were not available through ILWU dispatching halls, the employer could employ extra labor from a source of his own choosing.

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
<b>Subsistence pay</b>		
Dec. 1, 1934 (Los Angeles and Long Beach); Jan. 12, 1935 (San Francisco); May 2, 1935 (State of Washington); June 7, 1935 (Portland).	Men compelled to stay overnight at an outside port, in order to finish a job, received suitable meals and lodging.	
June 1, 1944	Subsistence set at maximum of \$4.50 a day. Maximum increased to \$5 a day.	Arbitrator awarded \$2 a day for lodging and \$1 for each meal.
Dec. 6, 1948	Maximum increased to \$6 a day.	\$2.25 per day for lodging and \$1.25 for each meal.
June 18, 1951	Changed to: \$2.50 a day for lodging and \$1.50 for each meal.	
May 29, 1957 (supplementary agreement of same date).	Increased to: \$4 a day for lodging and \$1.75 for each meal.	
June 22, 1962 (agreement dated June 22, 1962).	Increased to: \$5 a day for lodging and \$2 for each meal.	
Jan. 5, 1970 (CFS memorandum of agreement dated Oct. 28, 1969).		CFS employees—not applicable.
Feb. 26, 1972 (memorandum of understanding dated Feb. 10, 1972).	Increased: To \$8 per day for lodging and \$3 for each meal.	
July 1, 1975 (memorandum of understanding of same date).	Increased: To \$12 per day for lodging.	
<b>Travel pay</b>		
Dec. 1, 1934 (Los Angeles and Long Beach); Jan. 12, 1935 (San Francisco); May 2, 1935 (State of Washington); June 7, 1935 (Portland).	Workers required to travel outside the home port to reach the place of work paid for time spent in travel.	One-way travel time paid in Portland and San Francisco.
July 16, 1946		Travel time to be paid both ways in Portland and San Francisco ports (after establishment of East Bay hiring hall).
July 1, 1975 (memorandum of understanding of same date).	Established: Mileage allowance of 15 cents per mile. When mileage allowance was payable, then the travel time allowance was to be determined based on actual driving time, up to existing speed limits, in increments of no less than 15 minutes. (Travel time, transportation, and carfare allowance vary from port to port and are negotiated by local joint committees.)	The mileage allowance was subject to semiannual review.
July 3, 1976	Increased: Mileage allowance—to 16 cents per mile.	Result of semiannual review.
<b>Stand-by pay</b>		
Dec. 1, 1934 (Los Angeles and Long Beach); Jan. 12, 1935 (San Francisco); May 2, 1935 (State of Washington); June 7, 1935 (Portland).	Men standing by because of suspension of a job caused by failure of cargo to arrive, breaking of gear, or similar causes, to receive full pay for the first hour and half time thereafter until released or work resumed.	No stand-by time allowed when men report to work during overtime hours. Gangs standing by because of failure of men to report to receive no pay until there are sufficient men to work.
Nov. 17, 1946	Changed to: Full pay for stand-by time.	
June 14, 1965		Changed: Up to 1 hour stand-by paid for workers ordered by employer to await additional workers as needed to complete minimum complement of gang.
<b>Welfare and insurance benefits<sup>5</sup></b>		
July 1, 1934	No provision for welfare and insurance plan.	Plan jointly administered.
Feb. 1, 1950	Established: <u>Welfare and insurance plan (non-contributory except for nonoccupational disability benefits).</u>	
	I. Employer contribution—all ports	
Feb. 1, 1950	3 cents per man-hour.	Nonoccupational disability benefits were financed by 1 percent contribution by employees on gross annual wages on a coastwise basis. In California where employees contributed 1 percent of gross annual earnings (up to State taxable limit) to California Unemployment Disability fund and derived benefits therefrom, the amount of contributions in excess of the contributions to the State were applied to the welfare fund. (See section V.)
		The Jan. 26, 1950 agreement provided that if money remained after payout of stated benefits, the trustees were to provide group life and, if possible, accidental death and dismemberment insurance.
		Provision was to be made for purchase of family coverage at employee's expense.
		Welfare fund assumed cost of family coverage.
Aug. 1, 1951	Increased to 7 cents.	
June 16, 1952	Increased to 9 cents.	
Dec. 20, 1954	Increased to 10 cents.	
June 13, 1955	Increased to 11 cents.	
June 17, 1957		
June 15, 1959 (agreement dated Aug. 10, 1959).		Employer contribution to be increased 1 cent per man-hour when welfare fund fell below \$800,000.

See footnotes at end of table.



**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Welfare and insurance benefits <sup>5</sup> —Continued		
Dec. 21, 1959 (agreement dated Aug. 10, 1959).	Increased to 12 cents.	Increased 1 cent per man-hour because welfare fund fell below \$ 800,000 (equivalent of 2 month's premiums for existing benefits).
July 4, 1960	Increased to 14 cents.	By arbitration award of June 8, 1961.
Jan. 2, 1961	Increased to 15 cents.	
June 12, 1961	Increased to 17 cents.	
July 30, 1962	Increased to 18.5 cents.	
June 15, 1963	Increased to 19.5 cents.	
June 15, 1964	Increased to 20.5 cents.	
June 15, 1965	Increased to 21.5 cents.	
July 1, 1966	-----	
Dec. 4, 1971	Increased to 27.5 cents.	
Feb. 26, 1972	Increased to \$ 1.157.	
Mar. 25, 1972	Reduced to 65.1 cents.	
Aug. 4, 1973	Increased to 73.7 cents.	
June 26, 1974	Reduced to 54.6 cents.	
Aug. 1, 1975	Increased to \$ 1.036.	
Jan. 3, 1976	Increased to \$ 1.225.	
Apr. 3, 1976	Increased to \$ 1.379.	
II. Eligibility requirements—all ports		
Feb. 1, 1950	Benefits provided to employees who worked 600 hours during 9 months after Feb. 27, 1948. In small ports where more than 25 percent of employees worked less than 600 hours during 9 months after Feb. 27, 1948, then only 360 hours work requirement. Six months coverage provided after Oct. 1 for employee who was not eligible but worked 400 hours (240 in small ports) during 1st half of current year.	Employee could have dependents covered by purchasing family coverage. Dependents included wives and dependent children under age 18 in service plan areas and under age 19 in insured plan areas. All paid hours counted as hours worked. Travel time, stand-by time, and minimum pay all counted as hours worked.
Jan. 1, 1951	-----	Added: Credit for hours lost due to illness based on average hours worked in determining eligibility. Added: Lifetime welfare coverage for those retired at age 65 with 20 years of service (the last 5 consecutive) with welfare eligibility at some time after Feb. 1, 1950. Continued: Welfare eligibility for employee with service-related accident resulting in amputation if employee worked any hours after Dec. 26, 1949.
Apr. 1, 1951	Changed: Benefits provided employees who (a) worked 800 hours during preceding payroll year or 480 in small ports where more than 25 percent of the employees worked less than 800 hours, or (b) worked 400 hours (240 in small ports) in last half of preceding year. Six months coverage provided after Oct. 1 for those not eligible but worked 400 hours (240 in small ports) during 1st half of current payroll year.	
Aug. 1, 1951	-----	
July 1, 1952	-----	Dependent coverage paid for by welfare plan. Added: Lifetime welfare coverage for pensioners and their dependents. Changed: Definition of dependent children to those under age 19 (under 21 in Seattle and under 18 in Aberdeen). Added: Disabled employee not eligible for social security disability could have coverage extended (a) up to 3 years or (b) indefinitely if disability work-connected and covered by workmen's compensation.
July 1, 1957	Changed: Fully-registered workers in ports with registered list agreements covered regardless of number of hours worked. For fully-registered workers in ports without registered list agreements or for partially-registered workers in all ports—12 months coverage provided employee who by Apr. 1 (a) had worked 800 hours (480 in small ports) or more in previous payroll year, or (b) worked 400 hours (240 in small ports) or more in last half of preceding payroll year. Six months coverage after Oct. 1 provided employee not eligible but who worked 400 hours (240 in small ports) or more in 1st half of current payroll year.	
Oct. 1, 1957	-----	
Apr. 1, 1962	-----	
July 1, 1963	-----	
July 14, 1965	-----	
July 1, 1966	-----	

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Welfare and insurance benefits <sup>5</sup> —Continued		
Mar. 19, 1972.....		Expanded: Retiree welfare coverage to those retiring under pension plan at age 59 or more with 25 years of service.
July 1, 1973.....		Added: Hours paid for under Pay Guarantee Plan included in determining eligibility for welfare benefits for Class B men.
July 1, 1974.....		Expanded: Retiree welfare coverage to pensioners age 59 or more with 13 but less than 25 years of service. Changed: Dependent definition to include dependent children to age 19 (age 21 in Portland under Kaiser plan) and to age 23 for dependent full-time students and to include dependent incapacitated children as long as incapacitated.
July 1, 1975.....	Changed: Benefits provided employee for 12 months who (a) worked 800 hours (480 in small ports) or more in preceding payroll year, or (b) worked 400 hours (240 in small ports) or more in last half of preceding payroll year. Six months coverage after Jan. 1, provided employee who worked 400 hours (240 in small ports) or more in 1st half of preceding payroll year.	Added: Upon death of an active worker, welfare coverage for widow and dependent children continued for 1 year—thereafter at widow's expense. Reflects elimination of automatic eligibility in ports with registered list agreements.
	III. Hospital, medical, and surgical benefits	For additional benefits payable during period of hospitalization in California, see "nonoccupational disability benefits."
	A. <u>Service-type plans (with option to select insured plan since July 1, 1954).</u>	Initially only ports of Los Angeles—Long Beach, San Francisco, Portland—Vancouver, and Seattle had service-type plans as of Feb. 1, 1950. Other ports subsequently adopted service-type coverage (with optional insured plan coverage) as follows: Sacramento—May 1, 1965; Tacoma—July 1, 1966; San Diego—Jan. 1, 1967; and Olympia—Oct. 15, 1972. These ports became known as "choice ports" after July 1, 1954 or adoption of service-type plans. All of these ports were covered by the Kaiser Health Plan (originally known as Permanente) benefits shown, except for Seattle, Tacoma, and Olympia which had service plans similar to Kaiser, but varied in some detail.
Feb. 1, 1950.....	<p><u>Hospitalization</u>—up to 111 days for each illness or injury without charge.</p> <p><u>Medical and surgical</u>—complete care; \$1 charge for each office visit.</p> <p><u>Drugs and medicines</u>—without charge for 111 days when hospitalized.</p> <p><u>Home care</u>—necessary calls by doctor or nurse; \$2 charge for 1st house call by doctor.</p> <p><u>X-rays, X-ray therapy, and laboratory work</u>—without charge.</p> <p><u>Physiotherapy treatments</u>—\$1 charge for each treatment.</p> <p><u>Emergency ambulance service</u>—without charge within 30-mile radius of nearest medical office or hospital servicing plan.</p> <p><u>Accidental injury outside health plan area</u>—up to \$250 for hospital, medical, and surgical care.</p>	<p>Dependents charged 1/2 private rates after 30 days for new illness or injury and 1/2 starting 1st day for pre-existing condition.</p> <p>Dependents hospitalized for new illness or injury not charged for 1st 30 days (no benefit for pre-existing condition).</p> <p>Dependents charged \$2 for each house call by doctor.</p> <p>Dependents charged 1/2 private rates.</p> <p>Dependents charged 1/2 private rates.</p> <p>No benefit for pre-existing condition of dependent.</p>
Jan. 1, 1951.....	Eliminated: Payment by employee of \$1 charge for doctor's office visit and physiotherapy treatments.	<p><u>Maternity</u>—complete care before, during, and after confinement with \$95 charge for 10 months continuous membership before confinement or \$140 with less than 10 months' membership. Reasonable charge for interrupted or terminated pregnancy, but not more than \$95 or \$140 as appropriate.</p>
Aug. 1, 1951.....	Changed: Welfare fund assumed cost of dependent coverage.	Changed: <u>Maternity</u> —maximum charge to \$95.
May 1, 1953.....	Eliminated: Payment by dependent of \$1 charge for doctor's office visit. Changed: Dependents benefits to same as those for employees.	Changed: Dependent coverage for pre-existing condition to same as for new illness or injury.
July 1, 1954.....	Increased: <u>Maternity</u> —by reducing charge to \$60. Added: <u>Service for poliomyelitis</u> —for treatment and rehabilitation after acute and contagious stage for maximum 1 year or \$2,500, whichever 1st.	Added: Option given employees in ports with service-type plans to select insured plan at cost no greater than premium paid for service plan. The "choice port" insured plans were different from insured plans for ports without service plan coverage (until July 1, 1959).

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Welfare and insurance benefits <sup>5</sup> —Continued		
July 1, 1957	<p>Changed: Hospitalization—Los Angeles—Long Beach—maximum of 125 days.</p> <p>Added: Provision for emergency illness requiring hospitalization outside health plan area—up to \$250 for hospital, medical, and surgical care and necessary transport to nearest foundation hospital.</p> <p>Changed: Emergency illness or injury outside service area—Los Angeles—Long Beach—maximum to \$500.</p>	
Nov. 1, 1957	<p>Changed: Maternity—payment by fund of charge of \$60 for complete maternity or \$40 for interrupted pregnancy.</p>	
July 1, 1958	<p>Increased: Emergency illness or injury outside service area—San Francisco—maximum to \$500.</p>	
July 1, 1959		<p>Changed: Benefits under optional insured coverage for choice ports made identical to non-choice port insured benefits.</p>
July 1, 1961	<p>Increased: Emergency illness or injury outside service area—Los Angeles—Long Beach—maximum to \$1,000.</p>	
July 1, 1968	<p>Increased: Emergency illness or injury outside service area—Portland—Vancouver—maximum to \$750.</p>	
July 1, 1969	<p>Increased: Emergency illness or injury outside service area—maximum to \$1,000 San Francisco and \$2,000 Los Angeles—Long Beach.</p>	
July 1, 1970	<p>Increased: Emergency illness or injury outside service area—Portland—Vancouver—maximum to \$1,000.</p>	
July 1, 1971	<p>Increased: Hospitalization—San Francisco—150 days at no charge, plus 215 days at health plan rates.</p> <p>Added: Lifetime supplemental benefit—Portland—Vancouver—up to \$10,000 for psychiatric care, kidney dialysis and transplants, and out-of-area emergency care. Psychiatric benefit was 50 percent of charges up to \$1,000 plus 50 percent of charges after 1st \$1,000 subject to Lifetime supplemental benefit. Kidney dialysis and transplant benefit paid 80 percent of charges subject to Lifetime supplemental benefit. Out-of-area emergency benefit paid \$1,000 plus 80 percent of charges after 1st \$1,000 subject to Lifetime supplemental benefit.</p>	
July 1, 1973	<p>Increased: Hospitalization—Portland—Vancouver—to 180 days at no charge, plus 185 days at one-half prevailing rate.</p> <p>In effect and continued: Kidney dialysis and transplant benefit—San Francisco and Los Angeles—Long Beach—maximum \$10,000 per year.</p>	<p>In choice ports, the optional insurance programs were to be improved so that out-of-pocket expense to employee would be reduced to same proportionate level in existence at inception of plan.</p>
July 1, 1974	<p>Increased: Hospitalization—San Francisco—benefit period to 365 days, at no charge.</p> <p>Increased: Emergency illness or injury outside service area—San Francisco—up to \$3,000, plus 80 percent of charges between \$3,000 and \$50,000.</p>	
Jan. 1, 1975	<p>Added: Kidney dialysis—paid for at home or non-hospital treatment center during 1st 2 months before Medicare assumed cost and for those not entitled to Medicare coverage.</p> <p>Increased: Hospitalization—Los Angeles—Long Beach—benefit period to 365 days, at no charge.</p> <p>Increased: Emergency illness or injury outside service area—Los Angeles—Long Beach—up to \$3,000, plus 80 percent of charges between \$3,000 and \$50,000.</p>	
July 1, 1975	<p>Increased: Hospitalization—Portland—Vancouver—benefit period to 365 days, at no charge.</p>	

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Welfare and insurance benefits <sup>2</sup> —Continued		
July 1, 1975—Continued	<p>Increased: <u>Lifetime supplemental benefit—Portland—Vancouver</u>—maximum to \$ 25,000 (for psychiatric care, kidney dialysis and transplants, and out-of-area emergency care).</p> <p>B. <u>Insured port plans.</u></p>	<p>Applicable in ports where service plans were either unavailable or inadequate. Insurance did not cover disability due to injury arising in course of employment or sickness covered by workmen's compensation or similar act.</p>
Feb. 1, 1950	<p><u>Hospitalization</u>—up to \$ 10 a day for up to 70 days.</p> <p><u>Hospital extras</u>—maximum \$ 200 per confinement.</p> <p><u>Surgical care</u>—maximum \$ 300 per per disability.</p> <p><u>Medical care</u>—\$ 5 per house or hospital call and \$ 3 per office call with \$ 300 maximum per 12-month period.</p>	<p>To start with 1st call for accident or hospitalization illness or 3rd call for illness outside of hospital.</p>
Jan. 1, 1951	<p>Added: <u>Diagnostic X-ray and laboratory services</u>—up to \$ 85 per employee per 6-month period.</p>	
Mar. 1, 1951	<p>Added: <u>Catastrophic coverage</u>—up to \$ 700 for employee for hospital, surgical, medical, and nursing expenses over \$ 250 for nonsurgical benefits.</p>	
July 1, 1951	<p>Increased: <u>Medical care</u>—up to \$ 7.50 per house call and \$ 5 for hospital or office call (maximum \$ 350 per confinement).</p>	
Aug. 1, 1951	<p>Added: <u>Hospitalization</u>—\$ 10 a day up to maximum of 35 days per disability for family members.</p> <p>Added: <u>Hospital services</u>—maximum \$ 200 per disability for family members.</p>	<p>Coverage paid for by welfare fund.</p> <p>Coverage paid for by welfare fund. Coverage included charges for X-ray and laboratory services, use of operating room and anesthetics, medicines and drugs, etc. Included \$ 20 maximum for ambulance service, but did not include charges for medical, dental, or special nursing.</p>
	<p>Increased: <u>Hospital services</u>—maximum \$ 300 per disability for employees.</p>	
	<p>Added: <u>Surgical care</u>—maximum \$ 30 per disability for family members.</p> <p>Added: <u>Medical care</u>—\$ 5 per hospital call (maximum \$ 175 per confinement) for family members.</p>	<p>Coverage paid for by welfare fund.</p> <p>Coverage paid for by welfare fund.</p>
	<p>Added: <u>Diagnostic X-ray and laboratory services</u>—up to \$ 25 per 6-month period for family members.</p> <p>Added: <u>Poliomyelitis benefits</u>—up to \$ 2,000 for dependents only in treating disease.</p>	<p>Coverage paid for by welfare fund.</p> <p>Benefits payable during 3 years following date disease incurred.</p>
May 1, 1953	<p>Increased: <u>Hospitalization</u>—to \$ 12 a day for employees (maximum \$ 840) and dependents (maximum \$ 420).</p> <p>Increased: <u>Hospital extras</u>—to maximum \$ 360 for employees and \$ 240 for dependents; up to \$ 25 for ambulance service to and from hospital for employees and dependents.</p> <p>Added: <u>Medical care</u>—\$ 5 per house call and \$ 3 per office call for dependents.</p>	<p>Payments for dependents house or office call began with 1st call for accident and 2nd for illness.</p>
July 1, 1956	<p>Increased: <u>Hospitalization</u>—to \$ 14 a day for employee (maximum \$ 980) and dependents (maximum \$ 490).</p> <p>Increased: <u>Hospital extras</u>—to maximum \$ 400 employees and \$ 280 for dependents.</p> <p>Added: <u>Catastrophic coverage</u>—previous coverage applicable only to employees was extended to dependents.</p>	
Nov. 1, 1957	<p>Added: <u>Maternity benefits</u>—up to (a) \$ 125 each for physicians' services and hospital care for normal delivery; (b) \$ 250 each for physicians' services and hospital care for Caesarean delivery; or (c) \$ 62.50 each for physicians' services and hospital care for interrupted pregnancy.</p>	<p>Regular dependents' hospital benefits not applicable in maternity cases.</p>
June 30, 1958	<p>Changed: <u>Dread diseases benefit</u>. For dependents, in addition to previous coverage for poliomyelitis, coverage expanded to include other diseases, but maximum remained \$ 2,000.</p> <p>Increased: <u>Hospitalization</u>—to \$ 16 a day for employees (maximum \$ 1,120) and dependents (maximum \$ 560).</p>	<p>Benefits payable during 1st 2 years after date disease was incurred.</p> <p>Coverage expanded to diphtheria, encephalitis, leukemia, rabies, scarlet fever, spinal meningitis, tetanus, tularemia, and typhoid.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Welfare and insurance benefits <sup>2</sup> —Continued		
July 1, 1959	Increased: <u>Diagnostic X-ray and laboratory service</u> —to maximum \$50 for dependents.	
July 1, 1962		Added: No benefit paid for hospitalization provided by Federal or State institutions.
Aug. 1, 1962	Increased: <u>Hospitalization</u> —to \$20 a day for employees (maximum \$1,400) and dependents (maximum \$700) in Oregon and Washington.	
July 1, 1964	Increased: <u>Hospitalization</u> —to \$19 a day for employees (maximum \$1,330) and dependents (maximum \$665) in California.	
June 14, 1965	Increased: <u>Hospitalization</u> —to \$27.50 a day for employees (maximum \$1,925) and dependents (maximum \$962.50).	
July 1, 1966	Increased: <u>Hospital extras</u> —to maximum \$500 for employees and \$350 for dependents. Increased: <u>Surgical care</u> —to maximum \$600.	
May 1, 1968	Increased: <u>Diagnostic X-ray and laboratory services</u> —to maximum \$85 for dependents. Increased: <u>Hospitalization</u> —payment at regular 3-bed ward rate for employees and dependents up to 70 days. Expanded: <u>Hospital extras</u> —to cover all hospital extras. Added: <u>Supplemental accident benefit</u> —to provide up to \$300 per accident for certain charges not otherwise covered, such as special nursing and physician's charges in excess of basic surgical or medical benefits. Changed: <u>Emergency service</u> —provided within 72 hours of accident (was 24 hours). Increased: <u>Medical care</u> —for dependents to \$6 per hospital or house call and \$4 per office visit. Change d: <u>Anesthesia benefit</u> —from \$200 maximum to \$4 per unit of 1960 California Relative Value Schedule.	
Mar. 19, 1972	Increased: <u>Hospitalization</u> —maximum to 111 days per confinement at regular 3-bed ward rate for necessary services and supplies (included outpatient surgery and care). Increased: <u>Medical care</u> —full payment of prevailing fee for hospital call, office call, and house visit (subject to \$2 charge for 1st visit); and for surgeon, assistant surgeon, and anesthesia. Increased: <u>Maternity benefits</u> —hospital, payment at 3-bed ward rate for up to 111 days per confinement; doctor, full payment of prevailing fee. Increased: <u>Ambulance service</u> —up to \$45 per disability. Increased: <u>Diagnostic X-ray and laboratory services</u> —full payment of prevailing fee. Added: <u>Nuclear medicine</u> —full payment of prevailing fee.	Benefits effective Feb. 19, 1972 for walking bosses. The program of improved benefits for active and retired workers in the small ports was underwritten by Republic National Life Insurance Company. (Benefits were increased for non-choice port locals to level as close as possible to level of service plan coverage in large ports.)
July 1, 1974	Added: <u>Kidney dialysis</u> —paid for in house or non-hospital treatment center during 1st 2 months before Medicare assumed cost and for those not entitled to Medicare coverage.	There were no changes for workers or dependents enrolled in Medicare.
July 1, 1975	Increased: <u>Hospital room and board</u> —to 365 days per confinement at semi-private room rate. Increased: <u>Ambulance service</u> —paid in full within 50 miles of hospital for each disability when authorized by physician. Increased: <u>Medical and surgical benefits</u> —paid in full on usual, customary, and reasonable basis (subject to \$2 charge for 1st house visit). Increased: <u>Psychiatric benefit</u> —to \$20 (was \$8.50) per visit, up to 50 (was 52) visits per calendar year (lifetime maximum \$1,500).	In these ports, benefits were to be brought up to level as close as possible to choice port service plans. Plan attempts to maintain some out-of-pocket expenses for workers.

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Welfare and insurance benefits <sup>5</sup> —Continued		
July 1, 1975—Continued	<p>Increased: Routine annual physical—maximum \$150 (was \$50) per 2 contract years or 50 percent of such amount annually.</p> <p>Increased: Maternity benefits—hospital, payment at semiprivate room rate for up to 365 days per confinement; doctor, payment on usual, customary, and reasonable basis.</p>	<p>Increased: Benefits under supplemental plan for Medicare enrollees so that plan paid deductible and difference between amounts paid under Medicare Parts A and B and usual, customary, and reasonable fees.</p>
IV. Immunization benefits—all ports		
Apr. 26, 1955	<p>Added: Poliomyelitis immunization benefits—reimbursement for costs of Salk vaccine up to \$2 per injection, maximum \$6 per child under 15.</p>	
July 1, 1959	<p>Increased: Poliomyelitis immunization benefits—maximum to \$8 per child under 15.</p>	
July 1, 1963	<p>Changed: Poliomyelitis immunization benefits—\$2 per immunization for Salk or Sabine vaccine on doctor's orders. No maximum limitations.</p> <p>Added: Routine immunization benefits—for children under 15, \$3 per immunization for diphtheria, whooping cough, tetanus, and smallpox.</p>	
July 1, 1964	<p>Added: Routine immunization benefits—for children under 15, \$10 for measles vaccine.</p>	
V. Nonoccupational disability benefits		
Feb. 1, 1950	<p>Up to \$32 a week for 26 weeks in Oregon and Washington and under State law in California, up to \$25 for 26 weeks, plus \$8 a day for maximum of 12 days during periods in which employee was hospitalized.<sup>6</sup></p>	<p>Statutory employee contribution in California was 1 percent of 1st \$3,000 of wages a year.</p>
Jan. 1, 1952	<p>California: Maximum increased to \$30 a week, up to 26 weeks.</p>	<p>By State Unemployment Compensation Disability Benefits Law.</p>
Jan. 1, 1954	<p>California: Maximum increased to \$35 a week, up to 26 weeks for each period of disability; plus \$10 a day, up to 12 days, during periods in which employee was hospitalized.<sup>6</sup></p>	<p>By State Unemployment Compensation Disability Benefits Law.</p>
Feb. 1, 1954	<p>Oregon and Washington: Increased to \$35 a week, up to 26 weeks.</p>	
Jan. 1, 1956	<p>California: Maximum increased to \$40 a week.</p>	<p>By State Unemployment Compensation Disability Benefits Law.</p>
Jan. 1, 1958	<p>California: Maximum increased to \$50 a week, plus \$12 a day for up to 20 days during periods in which employee was hospitalized.<sup>6</sup></p>	<p>By State Unemployment Compensation Disability Benefits Law.</p>
Apr. 1, 1958	<p>Oregon and Washington: Increased to \$53 a week, up to 26 weeks.</p>	
Jan. 1, 1960	<p>California: Maximum increased to \$65 a week.</p>	<p>By State Unemployment Compensation Disability Benefits Law.</p>
Jan. 1, 1962	<p>California: Maximum increased to \$70 a week.</p>	<p>By State Unemployment Compensation Disability Benefits Law.</p>
Jan. 1, 1963	<p>California: Maximum to greater of \$70 or <math>\frac{2}{3}</math> average weekly wage paid all covered employees during 2nd calendar quarter of each year.</p>	<p>California: Statutory employee contribution to 1 percent of 1st \$4,100 of wages a year.</p>
Jan. 1, 1964	<p>California: Maximum increased to \$77 a week.</p>	<p>By State Unemployment Compensation Disability Benefits Law.</p>
Jan. 1, 1965	<p>California: Maximum increased to \$80 a week.</p>	<p>California: Statutory employee contribution to 1 percent of 1st \$5,100 of wages a year.</p>
Apr. 1, 1965	<p>California: Suspended—hospital benefits under State Unemployment Compensation Disability Benefits Law.</p>	<p>Increased: Statutory employee contribution to 1 percent of 1st \$5,600 of wages a year.</p>
June 25, 1965	<p>California: Reinstated—hospital benefits under State Unemployment Compensation Disability Benefits Law.</p>	<p>Benefits made retroactive to Apr. 1, 1965.</p>
Aug. 1, 1965		<p>California: Statutory employee contribution to 1.1 percent of 1st \$7,400 of wages a year.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Welfare and insurance benefits <sup>5</sup> —Continued		
Jan. 1, 1966		California: Statutory employee contribution to 1 percent of 1st \$ 7,400 of wages a year.
July 1, 1968 (agreement dated June 7, 1968).	Oregon and Washington: Increased to \$ 80 a week.	
Jan. 1, 1969	California: Maximum increased to \$ 87 a week.	By State Unemployment Compensation Disability Benefits Law.
Apr. 1, 1972	California: Maximum increased to \$ 105 a week.	By State Unemployment Compensation Disability Benefits Law.
Jan. 1, 1973		California: Statutory employee contribution to 1 percent of 1st \$ 8,000 of wages a year.
May 1, 1973 (agreement dated Aug. 27, 1973).	Oregon and Washington: Increased to \$ 105 a week.	California: Statutory employee contribution to 1 percent of 1st \$ 8,500 of wages a year.
Jan. 1, 1974	California: Maximum increased to \$ 119 a week.	By State Unemployment Compensation Disability Benefits Law.
Apr. 1, 1974 (agreement dated Nov. 5, 1974).	Oregon and Washington: Increased to \$ 119 a week.	California: Statutory employee contribution to 1 percent of 1st \$ 9,000 of wages a year.
	VI. Dental benefits	
Oct. 1, 1954	Established: Dental program—for employee's children under age 15 in San Francisco and Los Angeles providing choice of 2 types of plans: (1) Dental service plan paying costs of comprehensive care by panel of dentists, and (2) indemnification plan paying up to \$ 75 per child for 1st year's coverage and \$ 55 for subsequent years, plus \$ 150 for accidents. Similar service plans established for Oregon and Washington ports; maximum payments under optional indemnification program set at \$ 95.	All plans excluded orthodontics, purely cosmetic care, and care provided by the Fund's other health plans. These plans were initially established on a pilot basis, but subsequently were extended as established.
June 1, 1955	Indemnification type dental plan only established for other ports in California.	
June 1, 1957	Changed: Northern California ports—indemnification plan replaced by optional California Dental Service plan with services provided by any participating dentist (no maximum).	Added: Oregon and Washington ports—provision for space maintainers.
July 1, 1960	Eliminated: Co-payment plans.	
Mar. 19, 1972	Established: Adult program—for men, their wives, and dependent children age 15 to 19, paying 95 percent of schedule for each covered dental procedure.	Effective Feb. 19, 1972 for walking bosses. Coverage provided under California Dental Service, Oregon Dental Service, and Washington Dental Service through the Delta Plans (in Los Angeles and San Francisco comparable optional plans were available). Retirees and their dependents (age 15 or over) were not covered. Retiree's children under age 15 were covered by children's program.
July 1, 1973	Changed: Children's program—to provide 100 percent of cost of covered expenses for dependent children under age 19 (including such children of retiree). Increased: Adult program—for men, their wives, and full-time students age 19 and under 23 and incapacitated children age 19 or over, to 100 percent of schedule for each covered dental procedure. Added: Orthodontia services provided on 50-percent co-payment basis, up to \$ 500 maximum (plan paid one-half 1st \$ 1,000 per individual).	
July 1, 1975	Increased: Adult program—schedule of benefits to 115 percent of schedule.	Changed: Pensioner's children who were full-time students age 19 and under 23 or incapacitated and age 19 or over were provided same coverage as for active workers (adult program).
	Increased: Children's program—orthodontic benefit to 80 percent of amount charged, up to maximum benefit of \$ 1,000 per individual.	
	VII. Life and accidental death and dismemberment insurance—all ports.	
July 1, 1950	Added: \$ 500 life insurance and up to \$ 500 accidental death and dismemberment insurance.	
Nov. 1, 1950	Increased: \$ 1,000 life insurance and up to \$ 1,000 accidental death and dismemberment insurance.	
July 1, 1952		
June 17, 1957	Increased: Life insurance—to \$ 2,000 for active employees.	Half normal life and accidental death and dismemberment insurance benefits established for retirees. Those under age 65 on disability pension received same life and accidental death and dismemberment amounts as for active employees; other retirees continued to receive one-half regular benefits.

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Welfare and insurance benefits <sup>2</sup> —Continued		
June 17, 1957—Continued	Increased: Accidental death and dismemberment—to range of from \$1,000 to \$2,000 for active employees, depending upon extent of injury.	Accidental death insurance paid in addition to life insurance.
Mar. 19, 1972	Added: \$10,000 life and \$10,000 accidental death and dismemberment insurance for fully-registered (Class A) active men with at least 5 years of qualifying service and eligible for welfare coverage at date of death or accident. If such amount was payable, life and accidental death and dismemberment benefits elsewhere under plan were not payable.	Effective Feb. 19, 1972 for walking bosses. The \$10,000 life and \$10,000 accidental death insurance was payable to surviving spouse or dependent children only if they were not eligible for benefits under pension plan. The full accidental dismemberment benefit was payable only when 2 or more bodily members (hand, foot, eyesight) lost; otherwise one-half amount.
July 1, 1975	Increased: To \$17,000 life and \$17,000 accidental death and dismemberment insurance for active Class A workers with at least 5 years of qualifying service and eligible for welfare coverage at death or accident.	All active Class A and B workers were eligible for \$2,000 life and \$2,000 accidental death and dismemberment insurance. Class A workers with 5 years of service, however, were eligible for additional (extended) benefits of \$15,000 life and \$15,000 accidental death and dismemberment insurance, payable only to surviving spouse or dependent children.
VIII. Indemnity plan—all ports		
Mar. 19, 1972	Established: Longshoremen eligible for welfare benefits who were injured in the course of employment and as a result of the injury became entitled to workmen's compensation, were to receive amount equal to difference between \$125 a week and the weekly workmen's compensation.	Effective Feb. 19, 1972, for walking bosses.
IX. Prescription drug plan—all ports		
Mar. 19, 1972	Established: Prescription drug benefits for welfare plan eligible active and retired workers and their dependents (Kaiser Plan IV or comparable) with \$1 co-payment per refill for prescription drugs, including oral contraceptives, insulin, and certain diabetic supplies (did not provide vitamins, nonprescription medicines, blood or blood plasma, and drugs prescribed for treatment of condition which is not part of the basic Kaiser Health Plan or Western Clinic Benefit).	Effective Feb. 19, 1972, for walking bosses.
X. Vision care benefits—all ports		
July 1, 1974	Established: Plan providing for annual eye examination, annual lenses if prescription changes, and frames every other year with a \$5 deductible.	Vision care provided by panel optometrists.
Pension plan		
July 1, 1951	Pension plan established; financed by employer contributions computed on tonnage basis in amounts equivalent to 15 cents a man-hour. Contributions to begin July 1, 1951, and continue to July 1, 1961. Plan provided minimum of \$100 a month, exclusive of social security benefits, to employees aged 65. Pension benefits available to employees retiring on or after July 1, 1952.	To be eligible for pension payments an employee must: Be on the pension list, have reached age 65, have been employed as a longshoreman at least 25 of the preceding 28 years, and in each of the 5 years preceding retirement. Retirement mandatory at 68. To be eligible for pension list an employee must have been a registered longshoreman June 1, 1951; be 55 years of age on or before that date; and have been employed as longshoreman at least 25 of past 28 years if 65 or older on or before June 1, 1951, 24 of past 27 years if 64 but not yet 65, 23 of past 26 years if 63 but not yet 64, etc., until 15 of past 15 years if 55 but not yet 56.
July 1, 1956 (amended pension agreement of same date).	Pension plan extended to employees who had not reached age 55 on or before June 1, 1951.	Principal source of earnings throughout years of qualifying employment must have been as longshoreman. Approved by Wage Stabilization Board Mar. 4, 1952. Minimum pension benefits and eligibility requirements for newly covered workers similar to those already covered except that 25 years' qualifying employment required for retirement at age 65 could extend over 35 years. New "Participants Pension List" established for these newly covered workers. Requirements for new list revised to: (a) Being registered longshoremen for 9 years instead of on June 1, 1951; (b) being 55 and having 15 or more years of service; and (c) applying for listing within year of becoming eligible.

See footnotes at end of table.



**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
July 1, 1956.....	Added: <u>Disability retirement benefits</u> of \$ 100 a month (less any disability benefits under California Unemployment Compensation Disability Benefits Law or welfare plan or earnings from employment) to employees with 25 years' credited service (including year prior to retirement) in the 35 calendar years preceding retirement who became totally and permanently disabled as result of sickness or accident that did not entitle employee to workmen's compensation. Normal benefits payable at age 65.	
Oct. 1, 1957 (by action of Board of Trustees, pursuant to amendment to pension agreement dated Sept. 23, 1957).	Added: Widow and/or unmarried minor dependents to receive employee's full pension for maximum of 1 year after death of pensioner.	No benefits payable after the last of the following occurred: Remarriage or death of widow; death or marriage of the last surviving unmarried minor dependent; attainment of age 18 by the youngest surviving unmarried minor dependent.
July 1, 1961 (amended pension agreements dated Sept. 23, 1957 and Oct. 27, 1961).	Increased to: <u>Maximum normal and disability retirement benefit</u> : \$ 115 a month or \$ 100 if eligible for another employer financed pension or one provided by State or Federal Government (except social security or military service-connected disability pension).	Added: Trustees could grant supplemental pension up to \$ 15 a month, to needy retirees ineligible for maximum benefit.
Nov. 1, 1961 (third amendment to pension plan of Oct. 27, 1961).	Added: <u>Reduced benefits</u> : Maximum of \$ 110.40 (\$ 4.60 a month times years of service up to 24) or \$ 96 (\$ 4 a month) if eligible for another employer financed, or State or Federal Government financed, pension (except social security or military service-connected disability pension). For employee age 65 or over with 13 years or more of qualifying service in last 16 calendar years preceding retirement and retiring on or after Oct. 1, 1961, benefits computed for years of service (up to 24) since fourth most recent year in which he did not earn a year's credit.	Qualifying service broadened to include period between date employee voluntarily removed self from employment and date he received benefits under mechanization plan and date he became eligible for pension payments. Additional disability benefits as well as vesting benefits provided under mechanization fund.
Jan. 1, 1962 (agreement dated June 22, 1962).	Added: <u>Disability retirement benefit</u> —Prorated benefits paid totally and permanently disabled employees under age 65 with 13 years or more of qualifying service in last 16 calendar years preceding disability.	Changed: Period during which dependents' benefits were payable extended 1 year, to age 19 for youngest surviving unmarried minor dependent.
June 15, 1965 (memorandum of agreement dated June 8, 1965).	<u>Reduced benefits</u> —Payments extended to totally and permanently disabled employees under age 65 who met same requirements as employees age 65 or older.	Applicable to employee retiring after Sept. 30, 1961. Trustees could grant supplemental pension up to 15 percent of reduced benefit, to needy retirees ineligible for maximum benefit.
July 1, 1965 (memorandum of agreement dated June 8, 1965).	Increased to: <u>Maximum normal and disability retirement benefits</u> : \$ 165 a month or \$ 150 if eligible for another employer financed pension or one provided by State or Federal Government (except social security or military service-connected disability pension).	Retirement mandatory at age 68 for employees eligible for reduced benefits or upon becoming eligible after age 68. Dependents to receive employee's full reduced benefits for a maximum of 1 year after his death.
July 1, 1966 (memorandum of understanding dated July 2, 1966).	<u>Reduced benefits</u> : Maximum of \$ 158.40 (\$ 6.60 a month times years of service up to 24) or \$ 144 (\$ 6 a month) if eligible for another employer financed, or State or Federal Government financed, pension (except social security or military service-connected disability pension).	Not applicable if employee earned more than \$ 1,200 annually from other sources. Employees required to submit proof of disability and income from other sources annually.
July 1, 1965 (memorandum of agreement dated June 8, 1965).	Changed to: Surviving widow to receive one-half of pensioner's benefit for life or until remarriage.	New benefits applicable to those already retired as well as those retiring in the future. <sup>7</sup>
July 1, 1966 (memorandum of understanding dated July 2, 1966).	Increased to: <u>Maximum normal and disability retirement benefits</u> : \$ 235 a month or \$ 220 if eligible for another employer financed, or State or Federal Government financed, pension (except social security or military service-connected disability pension).	Applicable only to widows who were married to pensioner for 3 years or more at time of his death and were eligible for benefits after June 30, 1965.
July 1, 1969 (letter dated July 24, 1969).	Reduced: Normal retirement age, to 63.	Pension agreement was to run from July 1, 1966, to June 30, 1976, with provision for review of contract on July 1, 1971, based on percent increase in BLS-CPI from July 1, 1966. Any resulting increases to apply also to longshoremen retiring prior to July 1, 1966.
	Increased to: <u>Reduced and prorated disability retirement benefits</u> : Maximum of \$225.60 (\$9.40 per month per year of service from 13 to 24 years) or \$ 210.60 (\$ 8.55 per month per year of service from 13 to 24 years) if eligible for another employer financed, or State or Federal Government financed, pension (except social security or military service-connected disability pension).	Added: Benefit to widow of employee who died on or after July 1, 1966 at age 60 or more with at least 25 years of service, but not retired on a normal benefit. Widow's benefit was one-half normal pension to which employee would have been entitled.
	Increased: For those receiving pension benefit as a result of retirement before June 30, 1966, basic benefit increased to \$ 190 (from \$ 165) a month and benefits increased proportionately for pensioners and widows receiving less than basic maximum benefits.	These retirees were to receive further pension increases at later dates to bring them to parity with those receiving pension of \$ 235 a month.

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters																				
Pension plan—Continued																						
July 1, 1970 (letter dated July 24, 1969).	Increased: For those who received pension increases effective July 1, 1969, basic benefit increased to \$200 a month and benefits increased proportionately for pensioners and widows receiving less than the basic benefit.	In addition, see pension increases retroactive to July 1, 1971, from Feb. 10, 1972, memorandum of understanding which are detailed below. Such additional increases were in lieu of a cost-of-living increase in pensions which had been scheduled to be effective on July 1, 1971.																				
July 1, 1971 (letter dated July 24, 1969).	Increased: For those who received pension increases effective July 1, 1969, basic benefit increased to \$235 a month and benefits increased proportionately for pensioners and widows receiving less than the basic benefit.	Effective Mar. 1, 1972, for walking bosses. Applicable to those retired on or after July 1, 1971, unless otherwise noted. See footnote 8 for formula used in calculating years of credited service.																				
Apr. 1, 1972 (memorandum of understanding dated Feb. 10, 1972).	<p>Pension plan was revised to provide:</p> <p><u>Normal retirement</u>—for employee who retired at age 62 with 25 years of credited service, a monthly basic benefit of \$350 (\$14 per each year of credited service); plus a supplemental monthly bridge benefit of \$150 payable until age 65. Employee who retired at age 65 with less than 25 years of credited service, received prorata basic benefit (i.e., \$14 per year of credited service).</p> <p><u>Disability retirement</u>—employee totally and permanently disabled and (1) with 25 years of credited service could receive (a) the basic benefit or (b) if age 59 or over at retirement on or after Apr. 1, 1972, a benefit under special early retirement or (2) with 13 but less than 25 years of credited service, a prorata basic benefit.</p> <p><u>Special early retirement</u>—employee retiring on or after Apr. 1, 1972 with 25 years of credited service could retire at age 59 or over with benefit to age 65 having an actuarial value equivalent to the basic and supplemental bridge benefit payable at age 62, and at age 65 and thereafter, receive a benefit having the actuarial value equivalent to only the basic monthly benefit.</p> <p><u>Regular early retirement</u>—employee who elected to leave industry after attaining age 55 (1) with 25 years of credited service—could elect basic benefit deferred to age 65 or an immediate pension of actuarial value equivalent to the amount of pension payable at age 65, or (2) with 13 but less than 25 years of credited service—could receive pension benefit equal to full dollar amount accrued to date with payment deferred to age 65.</p>	<p>Examples of such benefits were as follows:</p> <table border="1" data-bbox="936 735 1395 866"> <thead> <tr> <th>Age at retirement</th> <th>Basic benefit</th> <th>Supplemental benefit</th> <th>Total benefit</th> </tr> </thead> <tbody> <tr> <td>62</td> <td>\$350.00</td> <td>\$150.00</td> <td>\$500.00</td> </tr> <tr> <td>61</td> <td>317.60</td> <td>108.52</td> <td>426.12</td> </tr> <tr> <td>60</td> <td>289.04</td> <td>83.78</td> <td>372.82</td> </tr> <tr> <td>59</td> <td>263.72</td> <td>67.40</td> <td>331.12</td> </tr> </tbody> </table> <p>An employee who retired before July 1, 1966, with basic monthly benefit, received basic monthly benefit of \$300 effective retroactive to July 1, 1971. An employee who retired before July 1, 1966, with a reduced basic benefit or a disability pension received proportionate increase in benefit retroactive to July 1, 1971. An employee who retired after June 30, 1966, but before July 1, 1971, was to receive a basic monthly benefit of \$300 effective with the 61st monthly pension payment. An employee who retired after June 30, 1966, but before July 1, 1971, with a reduced basic benefit or a disability pension was to receive a proportionate increase in his benefit effective with the 61st pension payment.</p> <p>Reduced: Compulsory retirement age to 65 (was 68). An employee who attained age 65 and entitled to retire on basic monthly benefit or reduced basic benefit was required to retire. Employee currently registered who first became eligible to receive immediate pension benefits at age 65 but not after age 68 required to retire when first eligible for pension.</p> <p>Applicable to those retired on or after July 1, 1973.</p>	Age at retirement	Basic benefit	Supplemental benefit	Total benefit	62	\$350.00	\$150.00	\$500.00	61	317.60	108.52	426.12	60	289.04	83.78	372.82	59	263.72	67.40	331.12
Age at retirement	Basic benefit	Supplemental benefit	Total benefit																			
62	\$350.00	\$150.00	\$500.00																			
61	317.60	108.52	426.12																			
60	289.04	83.78	372.82																			
59	263.72	67.40	331.12																			
Jan. 1, 1973 (memorandum of understanding dated Feb. 10, 1972).	-----																					
July 1, 1973 (memorandum of understanding dated June 24, 1973).	<p>Changed: <u>Regular early retirement</u>—employee who (1) elected to leave industry at or after age 55 with 25 years of credited service—could receive the basic monthly benefit (\$350) deferred until age 62 or an immediate pension for those age 55 but less than 59 of actuarial value equivalent to the amount of pension payable at age 62; and (2) employee who elected to leave industry at or after age 55 with 13 but less than 25 years of credited service—could receive the full dollar value accrued to date with payment deferred to age 65 or an immediate pension actuarially discounted from age 65 with provision for a widow's benefit of one-half the actuarially discounted pension.</p>	Extended: Widow's benefit to widow of non-retired worker who died when age 59 (was age 60) with 25 years of credited service.																				
July 1, 1974 (memorandum of understanding dated June 24, 1973).	-----																					

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
July 1, 1975 (memorandum of understanding of same date).	Increased: Basic pension rate upon which normal, disability, and early retirement benefits were based to \$16 (was \$14) a month for each year of credited service, up to maximum of \$400 for 25 years.	Applicable to those who retired on or after July 1, 1975. Those who retired before July 1, 1975, received benefit increase of \$1 a month per year of credited service, up to maximum increase of \$25 for 25 years and a proportionate increase for those with less than 25 years. Widows of such retirees also received appropriate adjustments. Changed: Formula used in determining years of credited service. <sup>9</sup>
July 1, 1976 (memorandum of understanding dated July 1, 1975).	Increased: Basic pension rate upon which normal, disability, and early retirement benefits were based to \$17 a month for each year of credited service, up to maximum of \$425 for 25 years.	Applicable to those who retired on or after July 1, 1975.
July 1, 1977 (memorandum of understanding dated July 1, 1975).	Increased: Basic pension rate upon which normal, disability, and early retirement benefits were based to \$18 a month for each year of credited service, up to maximum of \$450 for 25 years.	Applicable to those who retired on or after July 1, 1975. Those who retired before July 1, 1975, received a benefit increase of \$1 a month per year of credited service, up to maximum increase of \$25 for 25 years and a proportionate increase for those with less than 25 years. Widows of such retirees also received appropriate adjustments.
Laborsaving (Mechanization and modernization) fund		
June 15, 1959 (agreement dated Aug. 10, 1959).	Employers to contribute total of \$1.5 million during first contract year to establish coast-wide fund, to be used to give fully registered work force a share in savings resulting from introduction of laborsaving devices.	Method of distributing fund among employees and method and amount of employer contributions to be determined by June 15, 1960.
Jan. 1, 1961 (supplemental agreement on mechanization and modernization dated Nov. 15, 1961).	<p>Changed: Fund increased to provide supplemental wage, death and disability, and vesting benefits to eligible longshoremen and their designees.</p> <p>Increased: Contributions—to \$5 million a year for 5½ years (\$29 million, including \$1.5 million under previous agreement).</p> <p><u>Allocation of fund:</u> Minimum of \$11 million to be used to provide supplemental wage benefits, accumulated at rate of \$2 million a year. Balance of mechanization fund to be used for vesting, and death and disability benefits.</p> <p><u>Supplemental wage benefits:</u> Benefits provided fully registered longshoremen in port when group averaged less than 140 hours in benefit period (4 consecutive payroll weeks) because of reduced work opportunities resulting from utilization of laborsaving devices and changed work practices.</p> <p><u>Size of benefit:</u> Difference between 140 hours and the group average hours<sup>11</sup> for benefit period times \$2.857 (or a higher basic hourly rate adopted by trustees).<sup>12</sup> Maximum \$400 per benefit period.</p>	<p>Designee of deceased employee to receive benefits not paid employee.</p> <p>Trustees to determine class of person eligible to be designees. If employee failed to name a designee, benefits paid persons surviving employee in the following order: (1) Woman with whom the employee shared a common domicile for 3 years immediately preceding death, regardless of natural or legal relationship, (2) persons financially dependent upon employee and likely to remain so if employee had lived and with whom employee maintained a relationship of a natural or adoptive parent, (3) children of deceased employee, (4) brother, sister, or other relative with whom the employee was living at time of his death, and (5) parents.</p> <p>Employers' contributions could be reduced by maximum of \$13,650 a day for each day union (1) failed or refused to follow decisions or rulings of Coast Labor Relations Committee or arbitrator or (2) engaged in or permitted a work stoppage in violation of agreement. Plan contingent on ruling that employers' contributions could be deducted from gross income for Federal income tax purposes at time of payment (this ruling was subsequently obtained).</p> <p>Rate of accumulation for supplemental wage benefits could be lower if balance of fund available in any year was insufficient to pay vesting benefits due.</p> <p>Death and disability, and vesting benefits, respectively, could be decreased, deferred, or eliminated if it appeared the \$11 million allocated for supplemental wage benefits would not be accumulated during terms of plan. However, vesting, death, or disability benefits were guaranteed up to maximum available under plan on date employee qualified for benefit; unpaid portions of these benefits to be reduced only if employer contributions to the mechanization fund was insufficient, in which case all benefits would be proportionately reduced or eliminated to equalize benefits payable. When funds designated for these benefits exceeded the needs of either or both during any calendar year, employers could decrease the annual rate of the accumulation of the mechanization fund or transfer the excess to the supplemental wage benefit trust. If \$11 million had been allocated to that trust, the parties could transfer the excess to either the welfare or supplemental wage benefit trust.</p> <p>Not applicable when earnings were reduced because of economic decline in Pacific Coast shipping industry.<sup>10</sup> Determination of reason for decline made on a port basis.</p> <p>Not applicable to walking bosses and foremen who were covered by a separate mechanization agreement.</p> <p>Benefits reduced by (1) total longshore earnings; (2) earnings from other employment during benefit period; or (3) unemployment insurance received during benefit period.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Laborsaving (Mechanization and modernization) fund—Continued		
Jan. 1, 1961 (supplemental agreement on mechanization and modernization dated Nov. 15, 1961)—Continued	<p><u>Eligibility:</u> Benefits provided employee who (1) had been fully registered for at least 3 years, (2) had qualified for a 2-week vacation during payroll year, (3) was available and did not refuse work or participate in an illegal strike, (4) worked or had credited to him at least 30 hours in each of 8 payroll weeks within 12 consecutive payroll weeks ending the last payroll week in period, (5) had worked or was credited with at least 93 percent of the group's average hours, (6) had total earnings (multiplied by the "decline adjustment factor"<sup>10</sup> when it exceeded 100 percent) that did not exceed the larger of \$4,800 or 12 times the benefit amount set by trustees for the 12 consecutive benefit periods preceding benefit period for which payments were made.</p> <p><u>Vesting benefits:</u> In addition to pension benefits, \$7,920 payable (1) in lump-sum at age 65 or over to employee accumulating 25 years' service by age 65 or (2) at rate of \$220 a month for 36 months to employees retiring between ages 62 and 65 meeting the following requirements:</p> <p><u>Voluntary retirement</u>—Employee who (1) was fully registered for 9 calendar years immediately preceding date of election to become a vestee, (2) was regularly available for work unless disabled, or was on recognized leave of absence, (3) had 25 years or more of qualifying service (including prior payroll year) in past 35 calendar years, (4) had a qualifying year of service in payroll year prior to voluntary retirement.</p> <p><u>Mandatory retirement</u>—Benefits provided employee who was (1) fully registered and regularly available for work unless he was disabled or was on recognized leave of absence, (2) age 62 with at least 22 years of qualifying service in past 32 calendar years (with an additional year of service for each year of age up to 65), and (3), in order to implement the plan, was removed from the active work force by mutual agreement between the union and the Association or by decision of the arbitrator.</p>	<p>Total earnings included all (a) straight-time, overtime and penalty wages; (b) vacation pay; (c) workmen's compensation payments if employer contributed to such benefits; and (d) benefits previously paid under plan. Trustees could change the established norms of hours, weeks, or percentage of group average, or percentage of total employees or the amount of \$4,800 or higher amounts adopted.</p> <p>Items (3) and (4) not applicable to employee who continued to work after age 62, but who elected to retire before the earlier of age 68 or July 1, 1966.</p> <p>Qualified years of service included any payroll year during which employee (1) prior to 1945—was fully registered, or was a permit man and worked 480 hours, or (2) after 1944—qualified for a vacation or worked sufficient hours to qualify for it, (3) served as a Coast Committeeman or a union officer, or in the joint employ of the parties while fully registered, or (4) was continuously absent from employment under the collective bargaining agreement because of occupational illness or injury which occurred in a payroll year ending after Jan. 1, 1961.</p> <p>Fully registered employees who returned to work after military service and qualified for vacation to have up to 4 years of such service counted toward qualifying years.</p> <p>Employee involuntarily retired to receive an additional \$100 a month until age 65. On death of employee, designee to receive any remaining monthly payments.</p>
July 1, 1961 (supplemental agreement on mechanization and modernization dated Nov. 15, 1961).	<p><u>Death and disability benefits:</u></p> <p><u>Disability benefits</u>—\$2,640 for employees totally and permanently disabled with 15 years' service, plus \$528 for each additional year of service up to 25. (Maximum benefit \$7,920).</p> <p><u>Eligibility</u>—Benefits provided employee who (1) was fully registered for the 9 calendar years immediately preceding event that qualified him for benefits, (2) was regularly available for work unless disabled through illness or injury or was on recognized leave of absence, (3) had at least 15 years of qualifying service during 18 calendar years<sup>13</sup> preceding event that qualified him for benefits, (4) was totally and permanently disabled because of disability occurring before age 65 and after Dec. 31, 1957, (5) was credited with a qualifying year of service after Jan. 1, 1957, either for the payroll year prior to the year in which disability occurred or for the year in which disability occurred.</p> <p><u>Death benefits</u>—\$2,640 for 5 through 15 years of qualified service, plus \$472 for each additional year of qualified service up to 20. (Maximum benefit \$5,000.)</p> <p><u>Eligibility</u>—Benefits provided beneficiary of deceased employee who either (A) (1) was fully registered and regularly available for work unless disabled or on a recognized leave of absence, (2) had at least 5 years qualifying service during 8 calendar years preceding death, (3) was credited with a qualifying year of service either for the payroll year prior to the year in which death occurred, the payroll year in which death occurred, or the payroll year in which he contracted the illness or injury approximately causing death, if such payroll year ended subsequent to Jan. 1, 1961, (4) died on or after July 1, 1961, but before retiring or becoming a vestee, or recipient of a</p>	<p>Monthly payments determined by trustees. On death of employee, beneficiary to receive any remaining monthly payments.</p> <p>Employee considered totally and permanently disabled if unable to engage in normal employment under agreement and unable to earn more than \$100 a month from other sources.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Laborsaving (Mechanization and modernization) fund—Continued		
July 1, 1961 (supplemental agreement on mechanization and modernization dated Nov. 15, 1961)—Continued	disability benefit under this plan; or (B) (1) had at least 15 qualifying years of service and retired on or after July 1, 1961, in accordance with longshore plan provisions in effect on or before Jan. 1, 1962, (2) died before July 1, 1966, and before becoming a vestee or a recipient of a disability benefit under plan.	
July 1, 1966 (memorandum of understanding dated July 2, 1966). Dec. 30, 1966 (PMA annual report, 1966).	<p>New fund established: Contributions—\$6,900,000 a year for 3 years (total \$34,500,000).</p> <p>Allocation of 1961–66 fund: Approximately \$1,223 bonus paid to each longshoreman who was Class A registered during the period June 30, 1960, and July 1, 1966.<sup>14</sup> Payment resulted from distribution of \$13 million accumulated in 1961–66 wage guarantee fund to insure that all eligible longshoremen receive 35 hours pay each week. None of this \$13 million was used between 1961 and 1966.</p> <p>Increased to: <u>Vesting benefits</u>—In addition to pension benefits at age 63, or upon early retirement at age 62, \$13,000 payable to employee accumulating 25 years' service (1) in lump-sum or (2) in monthly payments of \$216.67 for 60 months, or \$270.84 for 48 months.</p> <p>Changed to: <u>Disability benefits</u>—\$4,333.33 for employee totally and permanently disabled with 15 years' service, plus \$866.67 for each additional year up to 10. Maximum benefit \$13,000 payable in monthly installments of \$216.67 for 60 months or \$270.84 for 48 months, or in case of employee's death before receipt of entire benefit, in a lump sum to his designee.</p> <p><u>Mandatory retirement:</u></p>	<p>Benefits to be reduced by \$83.33 for each month employee worked after he (1) established eligibility and (2) was at least age 63. Maximum reduction \$3,000.</p>
July 16, 1970-----	<p>Because fund would be exhausted by June 30, 1971, due to insufficient monies, death and disability benefits were revised. To determine how much was available for death and disability benefits, workers who qualified for and wanted a vested benefit were required to decide in writing no later than Mar. 1, 1971, that they would leave industry by July 1, 1971. (Deadline for filing for vested pension later extended to June 1, 1971).</p> <p><u>Disability benefits</u>—eligibility requirements changed so that employee must prove qualification for Social Security disability benefit and must be certified totally and permanently disabled for his longshore work by 2 doctors. Benefit claims received on or after May 17, 1970, were also held up and whatever monies were available were to be paid in 2 parts (July 1, 1971 and June 1, 1972).</p> <p><u>Death benefits</u>—payable only to widow and if eligible worker died on or after May 17, 1970, widow could not collect death benefit until after July 1, 1971, based on share available in fund. Fund discontinued and balance of assets were used to pay outstanding claims (the shortage in assets after remaining assets were paid out was estimated by the union to be about \$890,000).</p>	<p>If the parties agreed that it was necessary to reduce the active work force in order to implement the plan, the oldest employees between 63 and 68 who qualified for full vesting and pension benefits would be separated first. If additional reductions were required, the parties were to negotiate concerning the classes and number of such additional employees.</p>
July 29, 1971 (agreement of same date).	Fund discontinued and balance of assets were used to pay outstanding claims (the shortage in assets after remaining assets were paid out was estimated by the union to be about \$890,000).	<p>If a man who was found eligible for a disability benefit died before trustees calculated his proportionate share, his wife (if she had not remarried) was to receive a death benefit provided she lived with him for 3 years immediately preceding his death.</p>
June 8, 1972 (memorandum of understanding dated Feb. 10, 1972).	Companies agreed to pay amount equal to deficit in fund when fund's remaining assets were paid off so that outstanding claims as of Jan. 1, 1972 could be paid in full.	
Pay guarantee plan		
Mar. 4, 1972 (memorandum of understanding dated Feb. 10, 1972, and supplemental memorandum of agreement dated Mar. 2, 1972).	<p>Established: Plan guaranteeing amount to bring employees' total weekly earnings to 36 hours and 18 hours at straight-time pay for Class A and Class B workers, respectively.</p> <p><u>Eligibility:</u> A Class A or Class B employee was eligible if his paid hours for a payroll week, or a "guarantee period," were 80 percent or more of the average paid hours per worker in his respective class (A or B) in his local for that payroll week, or "guarantee period" (wage guarantee payments not to be counted as paid hours for purposes of this paragraph).</p>	<p>Plan to be funded through companies' contribution of \$5,200,000 per contract year.</p> <p>Earnings included pay at/or for straight-time overtime, penalty overtime, penalty cargo, skill, travel time, vacation, State unemployment benefit, workmen's compensation, and PMA/ILWU indemnity and wage guarantee payments.</p> <p>For purposes of plan, initial "guarantee periods" were:</p> <p>1st period—Mar. 4, 1972 through Sept. 1, 1972; 2nd period—Sept. 2, 1972 through Mar. 2, 1973; 3rd period—Mar. 3, 1973 until June 30, 1973.</p>
		<p>Class A and Class B workers paid less than 13 and 7.25 hours, respectively, in a payroll week were excluded with their hours in computation of payroll week averages for their respective classes in 1st two guarantee periods. Class A and Class B workers paid less than 11.5 and 6.25 hours, respectively, in a payroll week were excluded with their hours in computation of payroll week averages for their respective classes in</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Pay guarantee plan—Continued		
<p>Mar. 4, 1972 (memorandum of understanding dated Feb. 10, 1972, and supplemental memorandum of agreement dated Mar. 2, 1972)—Continued.</p>		<p>the 3rd guarantee period. Class A and Class B workers and their hours were excluded from computation of average for their respective classes of the port for all of the payroll week since the start of the 26-week period if during the 1st or 2nd 26-week guarantee periods they were paid less than 13 and 7.25 hours for Class A and Class B workers, respectively, times number of payroll weeks, or if in the remaining payroll weeks they were paid less than 11.5 and 6.25 hours for Class A and Class B workers, respectively, times number of payroll weeks (wage guarantee payments not to be counted as paid hours for purposes of this paragraph).</p> <p>Workers were not eligible for a payment as a result of a work stoppage that violated the agreement.</p> <p>A reduction in payments could be agreed upon by ports affected for more than 1 payroll week, by work stoppage, by nonsignatory unions or act of God.</p> <p>Hours worked in excess of the guarantee for payroll week (36 or 18 hours, whichever applicable) were to be carried forward into succeeding weeks and added to the successive weeks paid hours in determination of eligibility for payment. This accumulating process was to continue until the end of the "guarantee period."</p> <p>Vacation hours were excluded in calculating the local's or port's average hours of worker per payroll week or guarantee period.</p> <p>Workers absent because of illness or injury, jury duty, union employ, military service or authorized leave of absence for personal reasons were not eligible for guarantee payment for any week in which they failed to meet 80 percent test. Such workers, however, were granted eligibility credit upon their return to work for purpose of maintaining eligibility for the guarantee.</p> <p>Hours paid to "visitor" longshoremen were excluded in calculating the local's or port's average hours of workers per payroll week or guarantee period. Their earnings for guarantee purposes, upon return to their home port, were their actual earnings.</p>
<p>June 30, 1973 (memorandum of agreement dated June 24, 1973).</p>	<p>Increased: <u>Companies' contribution</u> to \$6 million per contract year.</p> <p>Changed: <u>Method of allocating monies</u> was revised so that at the end of each week <math>\frac{1}{2}</math> of the annual funding amount would be available for guarantee payments. An across-the-board percentage reduction would be made in weekly payments to limit the total weekly payments to <math>\frac{1}{2}</math> of annual funding. Total payments were to be reviewed at the end of 13-week periods to insure that accumulated weekly payments during each period did not exceed <math>\frac{1}{2}</math> of annual funding. If the total payments for a 13-week period were less than <math>\frac{1}{2}</math> of annual funding, the difference was to be paid out as "made whole" payments to employees who had received any reduced weekly guarantee (up to the amount payable to an employee without the reduction). If the total of such "make whole" payments would exceed the excess monies, the "make whole" payments were to be reduced on an across-the-board percentage basis to maintain <math>\frac{1}{2}</math> of annual funding. If there were monies left over after full "make whole" payments were made, these additional monies would be paid out to Class B workers to increase their weekly guarantee up to a maximum of 24 hours (the regular guarantee for Class B workers remained at 18 hours).</p> <p>Changed: <u>Eligibility</u>—workers were to be included on a pay guarantee plan eligibility list (1) as of June 30, 1973 because of 1 hour or more work during the 52 weeks ending May 26, 1973 or (2) as of the July 1 or January 1 that workers became eligible for welfare coverage. Workers on the eligibility list were eligible for the guarantee for any week in which they were "available" for work on the 5 days, Monday through Friday, less the day on which any paid holiday was observed (the previous 80-percent test and average hours worked calculations to which the 80-percent test was applied were eliminated).</p>	<p>Added: Holiday pay and jury duty pay added to definition of earnings for pay guarantee plan purposes.</p> <p>Eliminated: Workers' compensation and PMA/ILWU indemnity payments from definition of earnings for pay guarantee plan purposes.</p> <p>If weekly earnings were less than pay guarantee benefit, worker was paid the difference. If after third week of pay guarantee, earnings for current 4 week period was less than pay guarantee for the 4 weeks, worker was paid difference. If in any of the 4 weeks earnings were less than pay guarantee and worker did not receive guarantee because of ineligibility for that week, earnings and guarantee for that week were considered equal for purposes of determining pay guarantee for the 4 week period.</p> <p>Workers not included on eligibility list were those workers age 62 with 25 years of service or more with eligibility for pension, workers while working on a steady basis for employer under a guarantee for which employer was responsible, and workers dropped from the registration list. Workers employed or released as steady men during a payroll week were not eligible for that week.</p> <p>Workers absent for any reason, except jury duty, were not entitled to guarantee for any week in which 5 day availability requirement was not met (jury duty counted as availability).</p>
<p>July 1, 1975 (memorandum of understanding of same date).</p>	<p>Increased: <u>Companies' contribution</u> to \$10.5 million in the 1st contract year and \$9 million each of the 2 succeeding contract years.</p> <p>Changed: <u>Method of allocating monies</u> was revised to that at end of each week if benefits paid were less than <math>\frac{1}{2}</math> of annual funding, the remainder would be carried forward and made available for payment for subsequent weeks benefits. Other payment procedures were continued.</p> <p>Changed: <u>Eligibility</u>—worker included on eligibility list if worker met eligibility requirements for welfare plan coverage.</p>	<p>Added: For each day of work on Saturday or Sunday, the 5-day (Monday–Friday) availability requirement reduced by 1 day.</p> <p>Added: Worker disqualified for pay guarantee upon refusal of transfer from "low work opportunity" port (a port where average hours of work per week were less than 18 for Class A workers and less than 9 for Class B workers) to another port with greater work opportunity. Those who volunteered were transferred first, and thereafter, transfers were made by inverse seniority, up to authorized number.</p>

See footnotes at end of table.

**Table 3. Supplementary compensation practices<sup>1</sup>—Continued**

Effective date	Provision	Applications, exceptions, and other related matters
Moving allowance		
July 1, 1973 (arbitration award of July 30, 1973 and supplemental memorandum of understanding dated Nov. 12, 1973).	<p>Established: Benefits for workers wishing to transfer from "low work opportunity" port which provided:</p> <ul style="list-style-type: none"> <li>(a) Round trip transportation, subsistence, and lodging for one advance trip by man, his wife, or both, to look for housing in port he was being transferred to (5-day maximum);</li> <li>(b) moving of belongings by a licensed moving company (limited to 6,500 pounds for a married man and 2,500 for a single man);</li> <li>(c) transportation to new port and subsistence and lodging for man and his family;</li> <li>(d) minimum cost required to disconnect and hook up appliances; and</li> <li>(e) storage of household effects necessitated by unusual circumstances (subject to approval of both parties)</li> </ul>	<p>A "low work opportunity" port was defined as one in which the average hours of work per week was less than 18 hours for Class A workers and 9 hours for Class B workers. Class A workers were to be given preference over Class B workers for such transfers.</p>
July 1, 1975 (memorandum of understanding of same date).	-----	<p>Changed: Those in low work opportunity ports required to transfer to another port with greater work opportunity or else be disqualified for pay guarantee. Volunteers were transferred first, and thereafter, transfers were made by inverse seniority, up to authorized number.</p>

<sup>1</sup> The last entry under each item represents the most recent change.

<sup>2</sup> This and subsequent agreements made no provision for extra pay for nightshift workers after a certain number of hours per week had been worked. The liability of employers under Section 7 of the Fair Labor Standards Act of 1938, whereby work in excess of 40 hours a week was to be paid for at time and one-half the regular rate, was removed by an amendment approved by Congress on July 20, 1949, retroactive to date of enactment of the act.

<sup>3</sup> The vacation allowance was determined as follows:

Average hours worked per month during vacation eligibility year when not absent because of illness or injury	Worker classification and weeks of vacation*
Under age 60	
Less than 67 hours .....	No vacation
67-111 hours .....	1 week of vacation
112 hours or more .....	2 weeks of vacation
60 years or older in minor port	
Less than 50 hours .....	No vacation
50-91 hours .....	1 week of vacation
92 hours or more .....	2 weeks of vacation
60 years or older	
Less than 58 hours .....	No vacation
58-99 hours .....	1 week of vacation
100 hours or more .....	2 weeks of vacation

\* An employee's vacation was to be reduced 1/12 for each 30 days of absence over 30 days during vacation eligibility year.

<sup>4</sup> The vacation allowance for workers under age 60 was determined as follows:

Average hours worked per month during vacation eligibility year when not absent because of illness or injury	Weeks of vacation*
Less than 67 hours	No vacation
67-107 hours	1 week of vacation
108 hours or more	2 weeks of vacation

\* An employee's vacation was to be reduced 1/12 for each 30 days absence over 30 days during vacation eligibility year.

<sup>5</sup> Changes in welfare and insurance benefits were primarily administrative and were made effective through informal negotiations with the carriers. Hence, dated agreements are not indicated.

<sup>6</sup> These benefits were provided in addition to hospital benefits described earlier.

<sup>7</sup> The union agreed that in future negotiations it would not ask for further changes in benefits for those on pension prior to July 1, 1966, or their widows.

<sup>8</sup> Qualifying years of service were credited to the extent that workers earned the qualifying years as follows:

Qualifying years—	Out of the payroll calendar years preceding retirement date
13.....	16
14.....	17
15.....	18
16.....	19
17.....	20
18.....	21
19.....	22
20.....	23
21.....	24
22.....	25
23.....	26
24.....	27
25 (maximum).....	35

<sup>9</sup> Qualifying years of service for those retiring on or after July 1, 1975 were credited to the extent that workers earned the qualifying years as follows:

Qualifying years—	Out of the payroll calendar years preceding retirement date
13.....	17
14.....	18
15.....	20
16.....	22
17.....	24
18.....	26
19.....	28
20.....	30
21.....	31
22.....	32
23.....	33
24.....	34
25 (maximum).....	35

<sup>10</sup> If a port's annual tonnage declined from the average for the base period (Jan. 1, 1959, to Dec. 31, 1960), the employee's total earnings for the 12 consecutive benefit periods preceding the benefit period for which supplemental wage benefits were payable would be adjusted proportionately downward. The ratio of base period tonnage to tonnage handled in the 12 months before the benefit period was called the decline adjustment factor.

<sup>11</sup> For each period in each port, the group average hours were obtained by dividing total hours worked (including hours credited) during the benefit period by the representative class, by the total number of employees in the class. The representative class for each group was to be filled from the following categories of workers in the occupational group involved, with categories being added until hours for at least 70 percent of all employees in the group were included: (1) Those working or credited with at least 360 hours within 12 consecutive payroll weeks ending in the last payroll week in benefit period, (2) those working or credited with at least 30 hours in each of 8 weeks within these 12 consecutive weeks, (3) 70 percent of the total number of employees in the group minus the number in categories (1) and (2).

<sup>12</sup> If wage rates in the industry increased, the trustees could set a higher rate equal to the basic straight-time hourly wage rate times 140.

<sup>13</sup> The requirements for qualifying years of service over 15 were an additional calendar year for each year of service up to 24, out of last 27 calendar years; or 25 years' service out of last 35 calendar years.

<sup>14</sup> Includes all Class A longshoremen who were registered in the industry as of June 30, 1960, and who remained on the rolls until July 1, 1966.



## Wage Chronologies Available

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

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

- Aluminum Company of America with United Steelworkers of America and Aluminum Workers International Union—
  - November 1939–January 1974, BLS Bulletin 1815.
  - February 1974–May 1977, Supplement to BLS Bulletin 1815.
- The Anaconda Co. (Montana Mining Div.) and the Steelworkers—
  - 1941–77, BLS Bulletin 1953.
- Armour and Company—
  - 1941–72, BLS Bulletin 1682.
  - September 1973–August 1976, Supplement to BLS Bulletin 1682.
- A.T.&T.—Long Lines Department and Communications Workers of America (AFL–CIO)—
  - October 1940–July 1974, BLS Bulletin 1812.
  - July 1974–August 1977, Supplement to BLS Bulletin 1812.
- Atlantic Richfield and the Oil Workers (Former Sinclair Oil Facilities)—
  - 1941–77, BLS Bulletin 1915.
- Berkshire Hathaway Inc. and the Textile Workers—
  - June 1943–April 1975, BLS Bulletin 1849.
- Bethlehem Steel Corporation (Shipbuilding Department) and the IUMSW—
  - June 1941–August 1975, BLS Bulletin 1866.
  - 1975–78, Supplement to BLS Bulletin 1866.
- Bituminous Coal Mine Operators and United Mine Workers of America—
  - October 1933–November 1974, BLS Bulletin 1799.
  - 1974–77, Supplement to BLS Bulletin 1799.
- The Boeing Co. (Washington Plants) and the International Association of Machinists—
  - June 1936–September 1977, BLS Bulletin 1895.
- Commonwealth Edison Co. and the Electrical Workers (IBEW)—
  - October 1945–March 1974, BLS Bulletin 1808.
  - 1974–77, Supplement to BLS Bulletin 1808.
- Dan River Inc. and the Textile Workers (UTWA)—
  - 1943–76, BLS Bulletin 1934.
- FMC Corp., Chemical Group—Fiber Division and the TWUA—
  - 1945–77, BLS Bulletin 1924.
- Federal Employees under the General Schedule Pay System—
  - July 1924–October 1974, BLS Bulletin 1870.
  - 1975, Supplement to BLS Bulletin 1870.
- Firestone Tire and Rubber Co. and B.F. Goodrich Co. (Akron Plants)—
  - 1937–73, BLS Bulletin 1762.
  - April 1973–April 1976, Supplement to BLS Bulletin 1762.
- Ford Motor Company—
  - June 1941–September 1973, BLS Bulletin 1787.
  - October 1973–September 1976, Supplement to BLS Bulletin 1787.

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

International Paper Co., Southern Kraft Division—  
 December 1937–May 1973, BLS Bulletin 1788.  
 June 1973–May 1977, Supplement to BLS Bulletin 1788.

International Shoe Co. (a division of Interco, Inc.)—  
 1945–74, BLS Bulletin 1718.  
 October 1974–September 1976, Supplement to BLS Bulletin 1718.

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

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

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

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

North Atlantic Longshoremen—  
 1934–71, BLS Bulletin 1736.  
 1971–77, Supplement to BLS Bulletin 1736.

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

Pacific Gas and Electric Co.—  
 1943–72, BLS Bulletin 1761.  
 1972–76, Supplement to BLS Bulletin 1761.

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

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

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

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

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

Western Greyhound Lines—  
 1945–67, BLS Bulletin 1595.<sup>1</sup>  
 1968–72, Supplement to BLS Bulletin 1595.

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

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



Keep up to date with:

# MAJOR COLLECTIVE BARGAINING AGREEMENTS

The Bureau of Labor Statistics has published a series of 16 bulletins dealing with key issues in collective bargaining. The bulletins are based on analysis of about 1800 major agreements and show how negotiators in different industries handle specific problems. The studies are complete with illustrative clauses identified by the company and union signatories, and detailed tabulations on the prevalence of clauses.

---

## ORDER FORM

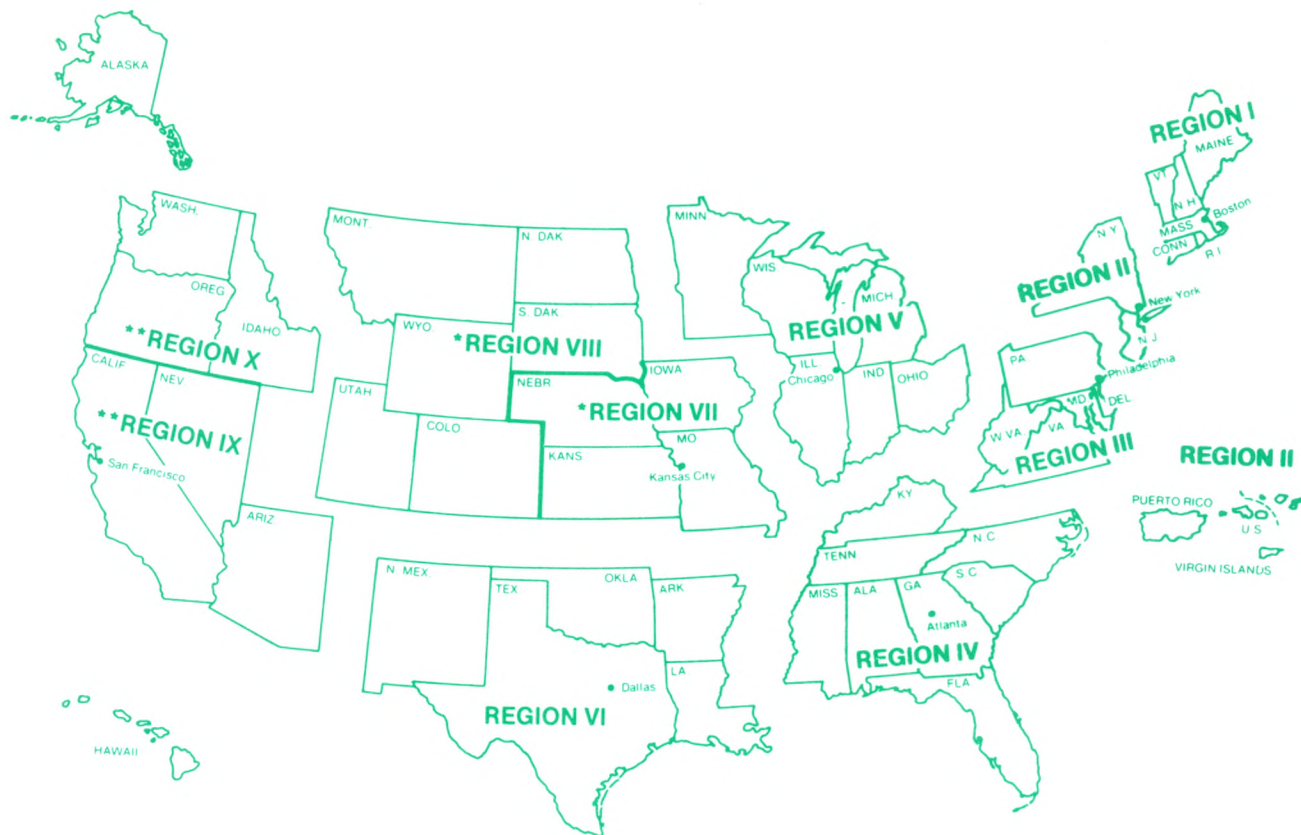
Title (Check Publication Desired)	Bulletin Number	Date of Publication	Price
<i>Major Collective Bargaining Agreements:</i>			
<input type="checkbox"/> Grievance Procedures.....	1425-1.....	1964.....	\$ 1.45
<input type="checkbox"/> Severance Pay and Layoff Benefit Plans.....	1425-2.....	1965.....	1.80
<input type="checkbox"/> Supplemental Unemployment Benefit Plans and Wage-Employment Guarantees.....	1425-3.....	1965.....	1.80
<input type="checkbox"/> Deferred Wage Increase and Escalator Clauses.....	1425-4.....	1966.....	1.10
<input type="checkbox"/> Management Rights and Union-Management Cooperation.....	1425-5.....	1966.....	1.35
<input type="checkbox"/> Arbitration Procedures.....	1425-6.....	1966.....	2.40
<input type="checkbox"/> Training and Retraining Provisions.....	1425-7.....	1969.....	1.05
<input type="checkbox"/> Subcontracting.....	1425-8.....	1969.....	1.10
<input type="checkbox"/> Paid Vacation and Holiday Provisions.....	1425-9.....	1969.....	1.90
<input type="checkbox"/> Plant Movement, Transfer, and Relocation Allowances.....	1425-10.....	1969.....	1.55
<input type="checkbox"/> Seniority in Promotion and Transfer Provisions.....	1425-11.....	1970.....	1.25
<input type="checkbox"/> Administration of Negotiated Pension, Health, and Insurance Plans.....	1425-12.....	1970.....	1.00
<input type="checkbox"/> Layoff, Recall, and Worksharing Procedures.....	1425-13.....	1972.....	1.75
<input type="checkbox"/> Administration of Seniority.....	1425-14.....	1972.....	1.25
<input type="checkbox"/> Hours, Overtime and Weekend Work.....	1425-15.....	1974.....	1.45
<input type="checkbox"/> Safety and Health Provisions.....	1425-16.....	1976.....	1.30
Total for all 16 Bulletins.....			\$23.50

---

To order, check the bulletins wanted above, and mail the list with payment to your nearest Bureau of Labor Statistics regional office.  
MAKE CHECK PAYABLE TO  
SUPERINTENDENT OF  
DOCUMENTS.

**Regional Office**  
**Bureau of Labor Statistics**  
**U.S. Department of Labor**  
1603 Federal Building, Boston, Mass. 02203  
1515 Broadway, New York, N.Y. 10036  
3535 Market Street, Philadelphia, Pa. 19101  
1371 Peachtree Street, N.E., Atlanta, Ga. 30309  
230 S. Dearborn Street, Chicago, Ill. 60604  
911 Walnut Street, Kansas City, Mo. 64106  
555 Griffin Square Building, Dallas, Texas 75202  
450 Golden Gate Ave., San Francisco, Calif. 94102

# Bureau of Labor Statistics Regional Offices



**Region I**  
1603 JFK Federal Building  
Government Center  
Boston, Mass. 02203  
Phone: (617) 223-6761

**Region II**  
Suite 3400  
1515 Broadway  
New York, N.Y. 10036  
Phone: (212) 399-5405

**Region III**  
3535 Market Street  
P.O. Box 13309  
Philadelphia, Pa. 19101  
Phone: (215) 596-1154

**Region IV**  
1371 Peachtree Street, NE.  
Atlanta, Ga. 30309  
Phone: (404) 881-4418

**Region V**  
9th Floor  
Federal Office Building  
230 S. Dearborn Street  
Chicago, Ill. 60604  
Phone: (312) 353-1880

**Region VI**  
Second Floor  
555 Griffin Square Building  
Dallas, Tex. 75202  
Phone: (214) 749-3516

**Regions VII and VIII\***  
911 Walnut Street  
Kansas City, Mo. 64106  
Phone: (816) 374-2481

**Regions IX and X\*\***  
450 Golden Gate Avenue  
Box 36017  
San Francisco, Calif. 94102  
Phone: (415) 556-4678

\*Regions VII and VIII are serviced  
by Kansas City  
\*\*Regions IX and X are serviced  
by San Francisco

U. S. Department of Labor  
Bureau of Labor Statistics  
Washington, D.C. 20212

---

Official Business

Penalty for private use, \$300

Postage and Fees Paid  
U.S. Department of Labor

Third Class Mail

Lab-441

