

Wage Chronology: Ford Motor Co. and the Auto Workers, Volume II, 1973-79



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Preface

This wage chronology is one of a series prepared by the Bureau of Labor Statistics that traces changes in wage rates 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.

This volume summarizes changes in wage rates and related benefits negotiated by the Ford Motor Co. with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America from October 1973 to September 1979. The bulletin incorporates information for 1973-76 originally published as a supplement to Volume I, *Wage Chronology: Ford Motor Co., June 1941-September 1973*, BLS Bulletin 1787. If still in print, copies of Bulletin 1787 are for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or by the regional offices of the Bureau of Labor Statistics listed on the inside back cover. Microfiche and photo copies are for sale by the National Technical Information Service, 5285 Port Royal Road, Springfield, Va. 22161. Specify Accession Number PB 224 126/AS. All chronology publications may be available for reference in leading public, college, and university libraries and at the Bureau's regional offices.

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

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This volume was prepared in the Division of Trends in Employee Compensation by Richard E. Schumann and John J. Lacombe II.

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Introduction

Ford Motor Co. was incorporated in Delaware on July 9, 1919, and subsequently acquired all of the assets of Ford Motor Co. which had been organized in Michigan on June 16, 1903. The company's principal business in the United States is the manufacture, assembly, and sale of cars and trucks. The company also makes tractors, agricultural implements, industrial equipment, recreational vehicles, chemical products, and substantial portions of its steel, iron, and glass requirements. Flat glass and specialty steel items also are sold to others.

Through its subsidiaries, Ford also is involved in aerospace, electronics, credit, insurance, and real estate ventures. Foreign operations are carried on by a number of subsidiaries—the three largest produce cars, trucks, and buses in Great Britain, Germany, and Canada.

Despite the large volume of production, the automobile industry is dominated by the so-called "Big 3"—General Motors Corp., Ford, and Chrysler Corp. The number four firm is American Motors Corp., followed by several manufacturers of specialized vehicles and trucks. Motor vehicle production is concentrated in the Great Lakes region, although plants making vehicles or parts are scattered throughout the country.

Collective bargaining agreements for the "Big 3" are negotiated with the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).¹ The union held its founding convention, the 1st Constitutional Convention, commencing August 26, 1935, at which it accepted a charter from the craft-oriented American Federation of Labor (AFL), with the provision that the charter's jurisdictional limitations² be removed at the next AFL convention. The organization which emerged from the founding convention represented only 20,000 workers and had written agreements only with small parts manufacturers. In July 1936, the union joined the Committee for Industrial Organization (CIO), formed within the AFL, whose goals coincided with those of the

Auto Workers.³ The union was suspended from the AFL shortly thereafter because of this action⁴ and in May 1938 was expelled along with other CIO-member unions. The UAW and the other expelled unions then formed the Congress of Industrial Organizations in November 1938.

A major chapter in the union's history was the use of the sit-down strike to secure recognition from the major auto producers. Its first success among the major automakers came at General Motors when the UAW reached agreement with that company on February 11, 1937, following sit-down strikes which had begun in late 1936. The same tactics were quickly employed successfully at Chrysler and, within 6 months of the automotive sit-down strikes, the union's membership had climbed to about 300,000. It was not until 1941, however, when most of the rest of the industry was under exclusive contracts, that Ford agreed to bargaining with the union. In June 1941, an agreement was reached at Ford following an 11-day strike, which was the first among the major producers to establish the union shop.

The union's affiliation with the AFL-CIO (merged in December 1955) continued until July 1, 1968, when it became independent. The UAW currently is the second largest union in the United States. The union represents 1.4 million laborers and production, skilled, and office workers in the automobile, aerospace, construction and agricultural equipment, parts, and machine shop industries in the United States and Canada.

Despite the similarity of contract provisions among the major companies, the producers have always bargained separately rather than on a multi-employer or industrywide basis. Typically, the union selects one of the "Big 3" as a "target." After an agreement is reached with that company, similar contract terms usually are negotiated with the remaining two. The pattern settlement then generally spreads throughout the industry and, to a lesser extent, to farm and construction equipment makers. Aerospace pacts also are influenced by the auto agreements. Collective bargaining agreements negotiated by the large multi-plant companies do not cover all areas of bargaining, but leave

³The CIO was formed in November 1935 to promote organization of workers in mass production industries on an industrial basis and to encourage their affiliation with the AFL.

⁴The AFL suspended CIO-member unions in late 1936 after charging the CIO with "dual unionism."

¹Known as the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America before May 8, 1962.

²As outlined by the charter, union jurisdiction included only "employees directly engaged in the manufacture of parts (but not tools, dies, or machinery) and assembling of those parts into completed automobiles, but not including job or contract shops manufacturing parts or any other employees engaged in such automobile plants."

certain matters, such as work rules, for local plant negotiations within the general framework of the master agreement.

Agreements in the auto industry are ratified by vote of the membership. In 1957, the constitution was amended to provide for separate votes by production and skilled workers, but it did not necessarily require separate approval by each group.⁵

Union bargaining goals for each industry are set by convention approval following extensive consultation throughout the union. Constitutional conventions currently are held every 3 years to discuss wide-ranging issues affecting workers and their families. When the convention falls in the same year that auto contracts expire, it also sets goals for the upcoming negotiations in the industry. Otherwise, a special bargaining convention is scheduled for the expiration year to finalize contract demands. Before designation of goals by convention, various regional and area meetings are held throughout the United States and Canada at which local union leaders present issues affecting their member-

⁵See page 3 for details of the 1973 ratification controversy.

ships. Locals also transmit resolutions and contract proposals to the convention for consideration.

The UAW represents about 99 percent of the hourly employees at Ford's automotive operations. Several other unions represent a small number of employees such as plant guards and cafeteria workers, not covered by this chronology. Wages of nearly all of the 160,000 production and related workers are on a time basis. Incentive wage systems are largely confined to the Canton forge plant and a portion of the Rouge steel operations. Except for workers in the toolroom and skilled maintenance trades who have spread-rated classifications, wages of time-related workers are determined by a formalized system providing single rates for specific jobs.

This bulletin describes the major contract changes since the 1973 collective bargaining agreement. Agreements apply to all production and maintenance workers in the company's production and assembly plants and parts depots.

Information on earlier negotiations can be found in *Wage Chronology: Ford Motor Co., June 1941—September 1973*, Bulletin 1787.

Summary of Contract Negotiations

October 1973-September 1976

On October 26, 1973, the Auto Workers (UAW) and Ford Motor Co. reached tentative agreement on a 3-year national pact for 185,000 workers (which was subsequently accepted by the union), along the lines of a pattern-setting agreement reached at Chrysler Corp. on September 17.⁶ The Chrysler pact had incorporated a number of innovative features which had been adopted as bargaining goals for the industry by a UAW Special Collective Bargaining Convention held March 22-23.

In that convention, a discussion of "noneconomic" issues had preceded "economic" matters, emphasizing the union membership's concern for an end to mandatory overtime, eased production standards, limits on subcontracting of work, expanded job transfer rights, and improved health and safety standards.⁷ The union's wage goals included substantial wage hikes, a revised cost-of-living escalator formula, "full-wage parity" for workers in the United States and Canada, and increased overtime premiums. Other goals included additional holidays, liberalized vacations and a vacation bonus, improved health benefits and the establishment of a dental program, improved pensions, with emphasis on benefits for those already retired and "30 [years]-and-out" retirement (with "special consideration" for forge and foundry workers) regardless of age. Also discussed were increased supplemental unemployment benefits (SUB) plan financing, and an attendance incentive program.

Although talks had begun in mid-July at each of the "Big 3" auto companies, little negotiating progress was made until the union selected a "target" company with which it could achieve a pattern settlement. Chrysler was so selected on August 21 and the bargaining pace at that company quickened, with negotiating teams at Ford and General Motors awaiting the results. An impasse was reached at Chrysler, however, primarily over voluntary overtime, and when agreement could not be reached by the September 14 contract termination date, workers went on strike. Ford and General Motors, which also had a September 14 expiration date, had agreed to day-to-day

⁶See details of Chrysler settlement in *Current Wage Developments*, October 1973.

⁷"Noneconomic" issues (primarily production standards) had resulted in a number of "ministrikes" at various General Motors facilities in late 1972.

contract extensions on September 10 and workers at those companies remained on the job. Agreement at the national level for Chrysler hourly employees was reached on September 17⁸ and work resumed after the contract ratification on September 23.

Ford then became the focal point of bargaining with the union seeking to improve on the Chrysler package by gaining "25-and-out" retirement benefits for about 12,000 forge and foundry workers. At Chrysler, adoption of "25-and-out" was to be dependent on results of a future study of the incidence of illness and longevity of such workers. Ford forge and foundry retirement and voluntary overtime were the subjects of hard bargaining until agreement at the national level was reached on October 26.⁹ Agreement on retroactivity of the initial wage increase was the last item to be resolved. On November 12, the union announced that the pact had been approved by other-than-skilled-trades employees, but had been rejected by skilled trades workers—the two groups had voted separately.¹⁰ Skilled trades workers objected to voluntary overtime provisions which allowed the company to upgrade production workers or use outside help to perform overtime work refused by the trades workers. The union announced on November 14 that it considered the pact ratified, but that it would seek renegotiation of the disputed overtime sections.¹¹ The company said that it would explore the problem. On November 29, 1973, the parties negotiated a supplemental agreement concerning overtime assignments for skilled trades workers. Most local agreements were reached in October and November. The last local agreement was reached on June 19, 1974.

The agreement provided for a general wage increase retroactive to September 15, 1973, ranging from 22 cents to 33.5 cents an hour, as well as for two deferred annual improvement factor increases ranging from 11.5 cents to 23.5 cents in the second year and 12 cents to 24 cents in the third year of the contract. The merit spread for skilled

⁸An agreement for Chrysler salaried employees represented by the UAW was reached several days later.

⁹General Motors and UAW reached tentative agreement on November 19.

¹⁰The ratification tally showed that skilled workers had rejected the contract by 20,089 to 5,943, while other workers had accepted it by 105,843 to 38,684.

¹¹On Apr. 10, 1974, the union's Public Review Board upheld the right of the International Executive Board to consider the contract ratified.

trades workers was modified, allowing the maximum rate of the spread rate to be reached within 3 months after attainment of seniority or being reclassified, whichever was later. The pact also provided for special increases for certain truck drivers and related workers and a provision for resolving local wage claims.

On November 19, 1973, 35 cents of the 40-cent accumulated cost-of-living allowance was to be incorporated into base rates. The escalator clause was revised to provide 1-cent adjustments for each 0.3-point change in consecutive 3-month averages of a Combined United States-Canadian Consumer Price Index. To obtain a Combined Index, the Consumer Price Index for Canada was multiplied by 0.1 and the Consumer Price Index for the United States was multiplied by 0.9. This ratio approximated the proportion of auto production and employment in each country. As the Canadian Index was published on a 1961 base, a conversion factor of 0.8665511 was used to convert the Canadian Index to a 1967 base consistent with that of the U.S. Index; the previous formula for U.S. workers had been based on the U.S. Index (1957-59=100). The first quarterly escalator adjustment was to be made in December 1973 (through June 1976). One cent of each net quarterly increase in the allowance was to be diverted to finance fringe items beginning in March 1974, up to a maximum of 10 cents over the contract term.

With certain exceptions, voluntary overtime provisions allowed workers to decline work (1) after 9 hours a day for those in manufacturing plants and after 10 hours a day for those in assembly plants (after 8 hours on Saturdays at assembly plants); (2) one of every 3 Saturdays if the previous 2 had been worked for those in manufacturing plants, and Saturdays in excess of 6 designated 8-hour Saturdays during a model year (outside the model changeover period)¹² for those in assembly plants, provided workers in either type of plant were not absent during the week before the Saturday; and (3) Sundays for workers not absent during the week before the Sunday except for a Saturday declined as allowed under (2) above. The 1973 agreement, and supplemental agreements reached November 29, 1973, permitted skilled employees in a given plant to elect, as a group, to have overtime assignments guided by (1) provisions negotiated before the 1973 agreement, (2) provisions of the 1973 agreement as appropriate for other employees, or (3) special local arrangements having the approval of the company and the UAW International staff.

The day after Thanksgiving was added as a paid holiday in 1974 and the unbroken Christmas-New Year's

holiday period was extended by 1 paid holiday in the period that began in 1973 and by 2 paid holidays in the periods that were to begin in 1974 and 1975. Additionally, shift premium pay was to be included in holiday pay beginning with Thanksgiving Day in 1975, but not for December 14, 1975, or for holidays falling within the Christmas-New Year's period.

The definition of "immediate family" for bereavement pay purposes was expanded and educational pay increased to \$700 per year for tuition and compulsory fees.

Insurance program improvements included the addition of three brackets of benefits to the group life and disability insurance plan for employees in higher wage brackets. Also, for employees at work on or after October 1, 1975, all brackets for life insurance and for accidental death and dismemberment benefits were to be increased by \$1,000 and \$500, respectively. Survivors' income benefits also were increased. Hospital-medical-surgical-drug benefits were improved and a reciprocity program was established to assure prompt payment of expenses incurred away from home. A dental program was established, as well, for employees and their dependents.

The pension agreement, negotiated for a 6-year duration provided for retirement at unreduced benefit rates after 30 years of service regardless of age ("full 30-and-out"). Foundry workers in specified job classifications who had 25 years of service or more were to be given a 20-percent-of-service credit premium, allowing them to retire on a full benefit after only 25 years of service on specified job classifications, regardless of age. The union stated in a letter to the company dated October 26, 1973, that the same retirement for forge workers would be the subject of bargaining in 1976 if a study should prove that forge work had an adverse effect on longevity. The principle of a "lifetime level benefit" was established to end the "cliff effect" caused by the drop in an early retiree's income at age 65 when the supplemental allowance ceased. Pensions for past and future retirees were to be increased in each year of the pension agreement. A fourth benefit class code was established to provide higher pension benefits for skilled trades workers and those to equivalently rated jobs. The Special Age 65 benefit was increased to \$6.30 a month with provision for payment of the benefit to retirees and survivors enrolled in Medicare.

Contributions to the SUB fund for straight-time hours were increased in the first and third years of the contract and contributions for overtime hours were established in the second year and increased in the third year. Certain insurance premiums for laid-off employees that had previously been financed from SUB funds were to be paid directly by the company, as were short workweek benefit costs in excess of 3 cents per hour in any year.

More worker participation in resolving problems involving health and safety was agreed to and a joint

¹²The model-year period begins at the end of the model-launch period (the week frames for the first unit of a new model are launched plus 3 weeks or else until line speed reaches scheduled production, whichever is later; it ends 2 weeks before the announced model build-out date (the date the last unit of the old model is scheduled to be completed).

committee was to be set up to study and attempt to improve the work environment.

The contract was scheduled to remain in effect until 11:59 p.m. September 14, 1976, except for the pension plan, which was to remain in effect until midnight September 14, 1979.

October 1976-September 1979

A Special Collective Bargaining Convention of the UAW, held in Detroit on March 18-20, 1976, set the goals for the upcoming negotiations with the automobile manufacturers. UAW goals included: "Substantial" wage and salary increases; retention of U.S.-Canada wage parity; reduced worktime to provide more leisure time and greater job security; improved funding of the SUB plan to insure that the fund would not be depleted during prolonged and heavy layoffs; insured SUB payments, especially to high seniority workers; financial relief for those already retired, outside of the pension plan; improvements in the annual improvement factor and cost-of-living formula; more union control over subcontracting of jobs traditionally done by company workers; a prepaid vision care program for workers, retirees and dependents; improved group insurance, and sickness and accident programs; inclusion of pregnancy under extended disability plan; expanded bridge and transition benefits and joint company-union development of cost containment provisions for health insurance; improvement of the tuition refund plan; a rebate plan for the purchase of company products; increased overtime pay and limitations on the scheduling of overtime during layoffs; inclusion of shift premium in jury duty and bereavement pay; establishment of a stock purchase and a profit-sharing program; and conversion from a wage to a salary system.

Negotiations between the UAW and Ford began on July 20, 1976, and on August 24 the union designated Ford as the target for the pattern settlement in the industry.

The company's initial proposal, on August 31, included: Wage increases of 3 percent per year (range of 38 to 77 cents), and additional increases for skilled trades workers; a hiring rate \$1 below the regular rate with 25-cent increases every 3 months until the regular rate was attained; employee assumption of part of the cost of the hospital-surgical-medical-dental plan; alterations in the method of funding the SUB plan, at no additional cost to the company, which would insure payments to long seniority employees when they were laid-off; reduced fringe benefits during the first year of employment; a diversion of future cost-of-living increases to pay for fringe benefits; reductions in coverage under the dental plan; and stricter attendance requirements for eligibility

for full holiday and vacation benefits. No mention was made of increased time off the job.

The union rejected the offer as inadequate and the members voted 87,453 to 4,530 in favor of a walkout if a settlement could not be reached by midnight September 14, when the contract was scheduled to expire.

On September 10, Ford made a new offer to the union, which included "folding" 84 cents of the \$1.14 cost-of-living allowance into base rates, diverting money from negotiated wage and cost-of-living increases toward hospital-medical premium costs rather than copayment, and restructuring (without additional cost) certain provisions of the SUB plan to give more protection to workers with higher seniority. The union rejected the proposal as inadequate. Negotiations continued with little progress toward a settlement, until September 13, when Ford made a last-minute offer which included a reduced worktime proposal that gave employees 20 to 40 hours off each year, depending on seniority and attendance; "folding" in \$1.02 of the cost-of-living allowance; extending the current dental-care plan to cover retirees; and restructuring SUB fund financing with some increases in the rates of company contribution and a liberalized formula for determining how quickly workers exhausted their benefits. The union rejected the offer, and at midnight September 14, 170,000 workers struck Ford plants in 22 States.

Bargaining resumed on September 20 and a settlement was reached on October 5. Ratification of the 3-year national contract was completed on October 12. Production workers approved it by a vote of 35,192 to 22,029, while the skilled trades approved it by 8,957 to 8,468. Under new ratification procedures announced before the settlement, both production and skilled workers had to approve the pact separately before the union considered it ratified. At the time the national contract was ratified, local agreements had been reached at 70 of the 99 bargaining units, and Ford began to reopen its plants on October 13. The final local agreement was reached on November 20.

The national contract provided for wage increases of 3 percent (of base rates) plus 20 cents (ranging from 32.5 to 45 cents an hour) on October 18, 1976, 3 percent (16.5 to 30 cents an hour) on September 19, 1977, and 3 percent (17 to 31 cents an hour) on September 18, 1978. Skilled workers received additional increases of 15 to 25.5 cents an hour (depending on their pay group) on October 18, 1976 and 10 cents an hour on September 19, 1977. Of the existing \$1.14 cost-of-living allowance, \$1.09 was incorporated into base rates immediately after computation of the 3-percent plus 20-cent wage increase, and the existing cost-of-living formula was continued, providing quarterly adjustments of 1 cent for each 0.3-point movement in the composite Consumer Price Index (1967=100) derived from the official indexes issued by the U.S. and Canadian governments.

The agreement established a Scheduled Paid Personal Holiday Plan, which provided all employees who had 1 year or more of seniority with 5 additional days off in the second contract year and 7 in the third year. These days were to be scheduled in single-day units throughout the week and outside the summer vacation season. The employees would be required to work the day before and the day after to be paid for the day off. The agreement also provided for a nonrecurring holiday, July 3, 1978, which brought the number of regular holidays to 37, compared with 40 in the previous contract period. (The lower total resulted because of year-to-year fluctuations in the number of paid holidays required to comply with an existing provision that employees receive unbroken paid time off from Christmas Eve Day through New Year's Day.)

Several changes were made in the financing of Supplemental Unemployment Benefits. The employer's payment into the fund was to be increased to a range of 12 to 22 cents (from 9 to 14 cents) an hour, depending on the level of the fund, on January 1, 1977, of 13 to 23 cents an hour on January 1, 1978, and of 14 to 24 cents an hour on January 1, 1979. The agreement also established a "backup" SUB fund that would provide benefits to employees with 10 years or more of seniority if the regular fund for all workers dropped below the level required for payments to continue.

The contract further provided for a one-time lump-sum payment, outside the existing pension plan, to be paid in December 1977,¹³ of \$200 to \$600 to employees retired prior to September 14, 1976, depending on length of service, and \$110 to \$330 to certain surviving spouses. The bonus would be financed by a withholding on a cumulative basis of 1 cent from the cost-of-living allowance paid to employees for each quarter from June 6, 1977 through December 3, 1978, for a total reduction of 6 cents. The allowance would be restored to its proper level beginning December 4, 1978.

Other provisions included: Establishment of a

¹³The pension agreement negotiated in 1973 was not scheduled to expire until 1979.

company-financed vision program, effective October 1, 1977, for employees with at least 1 year of seniority and their eligible dependents, which provided for eye examinations and prescription glasses at minimum intervals of 2 years with the program paying up to 80 percent of the cost; establishment of a hearing aid program, effective October 1, 1977, to cover most expenses for hearing aids and related services for employees with at least 1 year of seniority, retirees, eligible surviving spouses, and eligible dependents; changes in the hospital-surgical-medical-drug program, including liberalized outpatient psychiatric and home care benefits, provisions for cost containment programs and an increase in the employee co-payment for each prescription drug purchase from \$2 to \$3; \$250 a month (was \$200) Transition Survivor Income Benefits for survivors receiving reduced social security benefits (\$150 for those who were eligible for full social security benefits) and \$250 Bridge Survivor Income Benefits (was \$200) effective October 1, 1977; increased moving allowances for employees who relocated to other Ford plants after their jobs were terminated; improvements in the tuition refund program; extension to certain skilled trades foundry workers of a provision under which production foundry workers with 25 years or more of foundry service received 1.2 years' service credit for each year of foundry service; a 20-cent-an-hour premium (was 10) paid on all 7-day-a-week operations outside the Steel Operations of the Steel Division (Steel Operations remained at 10 cents); the inclusion of shift premium in the computation of vacation and holiday pay; and establishment of a wage inequity fund.

The contract, which established the pattern for later settlements at Chrysler, General Motors, and the automotive parts industry, and, to a lesser extent, for the "Big 3" agricultural and construction equipment companies—Deere & Co., Caterpillar Tractor and Co., and International Harvester Co.—was to remain in effect through September 14, 1979, with no provision for reopening. Except for possible cost-of-living adjustments, the following tables are up to date through the expiration date of the contract.

Table 1. General wage changes¹

Effective date	Provision	Applications, exceptions, and other related matters
<p>Sept. 15, 1973 (agreement dated Oct. 31, 1973).</p>	<p>22- to 33.5-cent-an-hour increase depending on base hourly rate.²</p>	<p>Agreement also:</p> <ol style="list-style-type: none"> (1) Provided 2 deferred improvement factor increases effective Sept. 23, 1974 and Sept. 22, 1975; (2) incorporated 35 cents of the 40-cent accumulated cost-of-living allowance into base rates effective Nov. 19, 1973; (3) revised the escalator formula to provide quarterly adjustments of 1 cent for each 0.3-point change in the 3-month average Combined Bureau of Labor Statistics Consumer Price Index (1967=100) and Statistics Canada Consumer Price Index (1961=100) beginning Dec. 3, 1973 (through June 1976), based on the 3-month averages of the Combined Consumer Price Indexes for Aug., Sept., and Oct. 1973 and the averages for 3-calendar-month periods thereafter (1 cent of each of the adjustments of Mar. 1974 through June 1976 was to be diverted to finance fringe items, provided that the allowance had increased above the level attained in any previous 3-month period, allowing a possible diversion of up to 10 cents over the contract term);³ (4) provided that other than skilled trades employees hired or rehired on or after Nov. 19, 1973, were to receive a hiring rate 45 cents below the job rate for 1st 4 weeks and then 25 cents below the job rate until regular rate was reached after 8 additional weeks (such hires or rehires, upon attaining 6 months' seniority, were to receive an additional payment equal to 25 cents plus any shift or overtime premium for each hour worked during the 1st 4 weeks of employment and 15 cents plus shift and overtime premium for each hour worked during the 5th through 12th weeks of employment; (5) provided for a special adjustment of 50 cents an hour for certain truck drivers and other related workers effective Sept. 15, 1973; and (6) provided that any claims arising under provisions of the wage claims settlement agreement dated Oct. 31, 1973 would be effective Sept. 23, 1974.
<p>Nov. 19, 1973 (agreement dated Oct. 31, 1973).</p>	<p>.....</p>	<p>35 cents of the 40-cent accumulated cost-of-living allowance was incorporated into base rates.</p>
<p>Dec. 3, 1973</p>	<p>12-cent-an-hour increase.</p>	<p>Quarterly adjustment in cost-of-living allowance.</p>
<p>Mar. 4, 1974</p>	<p>8-cent-an-hour increase.</p>	<p>Quarterly adjustment in cost-of-living allowance. An additional 1 cent was diverted from the allowance to finance fringe benefits.</p>
<p>June 3, 1974</p>	<p>13-cent-an-hour increase.</p>	<p>Quarterly adjustment in cost-of-living allowance. An additional 1 cent (total 2) was diverted from the allowance to finance fringe benefits.</p>
<p>Sept. 2, 1974</p>	<p>13-cent-an-hour increase.</p>	<p>Quarterly adjustment in cost-of-living allowance. An additional 1 cent (total 3) was diverted from the allowance to finance fringe benefits.</p>
<p>Sept. 23, 1974 (agreement dated Oct. 31, 1973).</p>	<p>Increases ranging from 11.5 to 23.5 cents an hour, depending on base hourly rate,⁴ averaging about 16 cents an hour.</p>	<p>Annual improvement factor. In addition to the improvement factor increase, 1,284 skilled trades and other than skilled trades workers received additional increases as a result of the wage claims settlement agreement dated Oct. 31, 1973.</p>
<p>Dec. 2, 1974</p>	<p>15-cent-an-hour increase.</p>	<p>Quarterly adjustment in cost-of-living allowance. An additional 1 cent (total 4) was diverted from the allowance to finance fringe benefits.</p>

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Mar. 3, 1975	11-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance. An additional 1 cent (total 5) diverted from the allowance to finance fringe benefits.
June 2, 1975	7-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance. An additional 1 cent (total 6) diverted from the allowance to finance fringe benefits.
Sept. 1, 1975	9-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance. An additional 1 cent (total 7) diverted from the allowance to finance fringe benefits.
Sept. 22, 1975 (agreement dated Oct. 31, 1973).	Increases ranging from 12 to 24 cents an hour, depending on base hourly rate, ⁴ averaging about 17 cents an hour.	Annual improvement factor.
Dec. 1, 1975	10-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance. An additional 1 cent (total 8) diverted from the allowance to finance fringe benefits.
Mar. 1, 1976	7-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance. An additional 1 cent (total 9) diverted from the allowance to finance fringe benefits.
June 7, 1976	4-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance. An additional 1 cent (total 10) diverted from the allowance to finance fringe benefits.
Oct. 18, 1976 (agreement dated Oct. 5, 1976).	32.5 to 45-cent-an-hour increase depending on base hourly rate, ⁵ averaging about 40.2 cents an hour. ⁶	<p>Agreement also:</p> <ol style="list-style-type: none"> (1) Provided 2 deferred improvement factor increases effective Sept. 19, 1977 and Sept. 18, 1978; (2) incorporated \$1.09 of the current \$1.14 cost-of-living allowance into base rates; (3) continued the escalator formula to provide quarterly adjustments of 1 cent for each 0.3-point change in the 3-month average Combined U.S.-Canada Consumer Price Index (1967=100), beginning Dec. 6, 1976 (through June 4, 1979), based on the 3-month averages of the Combined Consumer Price Indexes for Aug., Sept., and Oct. 1976 and the averages for 3-calendar-month periods thereafter, <p>and also agreed, "if the Company makes lump-sum payments to certain retirees and surviving spouses as provided in a letter dated Oct. 5, 1976 from the Union to the Company, the following provisions shall become effective: In each adjustment period during the six 3-month periods beginning June 6, 1977, and ending Dec. 3, 1978, the amount of allowance due in each 3-month period shall be reduced by 1 cent, up to a cumulative reduction during the sixth 3-month period of 6 cents. With respect to adjustments on or after Dec. 4, 1978, the amount of cost-of-living allowance would be computed in accordance with the Cost-of-Living Allowance section of the agreement without regard to the reductions provided therein; "</p> <ol style="list-style-type: none"> (4) provided that other than skilled trades employees rehired within 1 year of probationary layoff or of the date seniority was broken would have their hiring-in rate determined by the number of weeks of employment they had previously completed. Such completed employment would apply toward progressions to the negotiated rate of the job to which employees were assigned. Such employees who had not previously attained a negotiated classification rate were to be paid an additional wage payment for hours worked during the weeks of employment previously completed as well as for all hours worked until they attained

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
		<p>the negotiated rate of the classification to which they were assigned;</p> <p>(5) provided special skilled trade adjustments of 25 to 35.5 cents per hour based on schedule providing increases of 15 to 25.5 cents⁸ effective Oct. 18, 1976, and 10 cents effective Sept. 19, 1977; and</p> <p>(6) established a 0.5-cent wage inequity fund to settle wage inequity claims submitted before Aug. 15, 1976 with adjustments effective Sept. 19, 1977, before application of the improvement factor increase.</p>
Dec. 6, 1976	8-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance.
Mar. 7, 1977	6-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance.
June 6, 1977	12-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance. An additional 1 cent of allowance was diverted to finance cost of special one-time lump-sum payment to certain retirees and surviving spouses.
Sept. 5, 1977	11-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance. An additional 1 cent of allowance (total 2) was diverted to finance cost of special one-time lump-sum payment to certain retirees and surviving spouses.
Sept. 19, 1977 (agreement dated Oct. 5, 1976).	16.5- to 30.5-cent-an-hour increase depending on base hourly rate, ⁹ averaging about 23.2 cents an hour. ⁸	Annual improvement factor. Skilled trades workers received an additional 10 cents an hour. Inequity adjustments also effective this date.
Dec. 5, 1977	7-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance. An additional 1 cent of allowance (total 3) diverted to finance cost of special one-time lump-sum payment to certain retirees and surviving spouses.
Mar. 6, 1978	7-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance. An additional 1 cent of allowance (total 4) diverted to finance cost of special one-time lump-sum payment to certain retirees and surviving spouses.
June 5, 1978	11-cent-an-hour increase.	Quarterly adjustment in cost-of-living allowance. An additional 1 cent of allowance (total 5) diverted to finance cost of special one-time lump-sum payment to certain retirees and surviving spouses.
Sept. 4, 1978	Possible adjustment in cost-of-living allowance. One cent of allowance (total 6) could be diverted to finance cost of special one-time lump-sum payment to certain retirees and surviving spouses.
Sept. 18, 1978 (agreement dated Oct. 5, 1976).	17- to 31-cent-an-hour increase, depending on base hourly rate, ⁹ averaging about 22.4 cents an hour.	Annual improvement factor.
Dec. 4, 1978	Possible adjustment in cost-of-living allowance. Cost-of-living allowance restored to level that would prevail had no diversions been made to finance one-time lump-sum payment to certain retirees and surviving spouses (see above).
Mar. 5, 1979	Possible adjustment in cost-of-living allowance.
June 4, 1979	Possible adjustment in cost-of-living allowance.

See footnotes on following page.

Footnotes to table 1:

¹General wage changes are upward or downward adjustments affecting a substantial number of workers. Not included are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wages structure that do not have an immediate and noticeable effect on the average wage level.

The general changes listed were the major changes affecting wage rates during the period covered. Because of the omission of nongeneral changes in rates, and other factors, the total of the general wage changes will not necessarily coincide with the movement of straight-time average hourly earnings.

²The increase applied to base hourly rates (excluding the cost-of-living allowance in effect and shift premiums) as follows:

<i>Base rate before Sept. 15, 1973</i>	<i>Amount of increase (in cents)</i>
Less than \$3.42	22
\$3.42 but less than \$3.585	22.5
\$3.585 but less than \$3.75	23
\$3.75 but less than \$3.92	23.5
\$3.92 but less than \$4.085	24
\$4.085 but less than \$4.25	24.5
\$4.25 but less than \$4.42	25
\$4.42 but less than \$4.585	25.5
\$4.585 but less than \$4.75	26
\$4.75 but less than \$4.92	26.5
\$4.92 but less than \$5.085	27
\$5.085 but less than \$5.25	27.5
\$5.25 but less than \$5.42	28
\$5.42 but less than \$5.585	28.5
\$5.585 but less than \$5.75	29
\$5.75 but less than \$5.92	29.5
\$5.92 but less than \$6.085	30
\$6.085 but less than \$6.25	30.5
\$6.25 but less than \$6.42	31
\$6.42 but less than \$6.585	31.5
\$6.585 but less than \$6.75	32
\$6.75 but less than \$6.92	32.5
\$6.92 but less than \$7.085	33
\$7.085 through \$7.245	33.5

³The agreement provided that cost-of-living adjustments be determined as follows:

<i>Combined Consumer Price Index, United States and Canada, 3-month average*</i>	<i>Hourly cost-of-living allowance** (in cents)</i>
130.2 or less	0
130.4 to 130.7	1
130.8 to 131.0	2
131.1 to 131.4	3
131.5 to 131.7	4
131.8 to 132.1	5
132.2 to 132.4	6
132.5 to 132.7	7
132.8 to 133.0	8
133.1 to 133.3	9
133.4 to 133.6	10
133.7 to 133.9	11
134.0 to 134.2	12
134.3 to 134.5	13
134.6 to 134.8	14
134.9 to 135.1	15
135.2 to 135.4	16
135.5 to 135.7	17
135.8 to 136.0	18
136.1 to 136.3	19
136.4 to 136.6	20

and so forth, with a 1-cent adjustment for each 0.3-point change in the average Combined Index (rounded to the nearest 0.1 Index point) for the appropriate 3 months.

*A 3-month average Combined Consumer Price Index was calculated as shown in the following example (calculations used to determine the Mar. 1974 cost-of-living adjustment):

Example: To obtain the Combined Consumer Price Index, the Consumer Price Index for Canada was multiplied by 0.1 and the Consumer Price Index for the United States was multiplied by 0.9. This ratio approximated the proportion of auto production and the employment in each country. As the Canadian Index was published on a 1961 base, a conversion factor of 0.8665511 was used to convert the Canadian Index to a 1967 base consistent with that of the U.S. Index.

<i>Consumer Price Index, U.S. Bureau of Labor Statistics (1967=100)</i>	<i>Consumer Price Index, Statistics Canada (1961=100)</i>
137.6	November 1973 155.5
138.5	December 1973 156.4
139.7	January 1974 157.6
	$(137.6 \times .9) + (155.5 \times .8665511 \times .1) = 137.31$
	$(138.5 \times .9) + (156.4 \times .8665511 \times .1) = 138.20$
	$(139.7 \times .9) + (157.6 \times .8665511 \times .1) = 139.39$
	3)414.90
Combined Consumer Price Index, 3-month average	<u>138.3</u>

**One cent of each of the March 1974 through June 1976 adjustments was to be diverted to finance fringe items provided that the allowance increased above the highest level attained in any previous 3-month period. This would allow for a maximum possible diversion of 10 cents over the contract term. The allowance shown in the above schedule would therefore be reduced by any accumulated diversions.

*The Sept. 23, 1974, and Sept. 22, 1975, improvement factor increases applied to base hourly rates (excluding cost-of-living allowance in effect and shift premiums) as follows:

<i>Base rate before increase</i>	<i>Hourly improvement factor increase (in cents)</i>
Less than \$3.92	11.5
\$3.92 but less than \$4.085	12
\$4.085 but less than \$4.25	12.5
\$4.25 but less than \$4.42	13
\$4.42 but less than \$4.585	13.5
\$4.585 but less than \$4.75	14
\$4.75 but less than \$4.92	14.5
\$4.92 but less than \$5.085	15
\$5.085 but less than \$5.25	15.5
\$5.25 but less than \$5.42	16
\$5.42 but less than \$5.585	16.5
\$5.585 but less than \$5.75	17
\$5.75 but less than \$5.92	17.5
\$5.92 but less than \$6.085	18
\$6.085 but less than \$6.25	18.5
\$6.25 but less than \$6.42	19
\$6.42 but less than \$6.585	19.5
\$6.585 but less than \$6.75	20
\$6.75 but less than \$6.92	20.5
\$6.92 but less than \$7.085	21
\$7.085 but less than \$7.25	21.5
\$7.25 but less than \$7.42	22
\$7.42 but less than \$7.585	22.5
\$7.585 but less than \$7.75	23
\$7.75 but less than \$7.92	23.5
\$7.92 through \$8.08	24

⁵The increase applied to base hourly rates (excluding the cost-of-living allowance in effect and shift premiums) as follows:

<i>Base rate before Oct. 18, 1976</i>	<i>Amount of increase (in cents)</i>
Up through \$4.245	32.5
4.25 to 4.415	33
4.42 to 4.58	33.5
4.585 to 4.745	34
4.75 to 4.915	34.5
4.92 to 5.08	35
5.085 to 5.245	35.5
5.25 to 5.415	36
5.42 to 5.58	36.5
5.585 to 5.745	37
5.75 to 5.915	37.5
5.92 to 6.08	38
6.085 to 6.245	38.5
6.25 to 6.415	39
6.42 to 6.58	39.5
6.585 to 6.745	40
6.75 to 6.915	40.5
6.92 to 7.08	41
7.085 to 7.245	41.5
7.25 to 7.415	42
7.42 to 7.58	42.5
7.585 to 7.745	43
7.75 to 7.915	43.5
7.92 to 8.08	44
8.085 to 8.245	44.5
8.25 to 8.415	45

⁵Average includes a weighted average for the special skilled trades increase.

⁷The agreement provided that cost-of-living adjustments be determined as follows:

<i>Combined Consumer Price Index, United States and Canada, 3-month average*</i>	<i>Hourly cost-of-living allowance** (in cents)</i>
169.0 or less	0
169.1 to 169.3	1
169.4 to 169.6	2
169.7 to 169.9	3
170.0 to 170.2	4
170.3 to 170.5	5
170.6 to 170.8	6
170.9 to 171.1	7
171.2 to 171.4	8
171.5 to 171.7	9

and so forth, with a 1-cent adjustment for each 0.3-point change in the average Combined Index (rounded to the nearest 0.1 Index point) for the appropriate 3 months.

*A 3-month average Combined Consumer Price Index was calculated as shown in the following example (calculations used to determine the Dec. 1976 cost-of-living adjustment):

Example: To obtain the Combined Consumer Price Index, the Consumer Price Index for Canada was multiplied by 0.1 and the Consumer Price Index for the United States was multiplied by 0.9. This ratio approximated the proportion of auto production and employment in each country. As the Canadian Index was published on a 1971 base, a conversion factor of 1.15607 was used to convert the Canadian Index to a 1967 base consistent with that of the U.S. Index.

<i>Consumer Price Index, U.S. Bureau of Labor Statistics (1967=100)</i>	<i>Consumer Price Index, Statistics Canada (1971=100)</i>	
171.9	August 1976	150.0
172.6	September 1976	150.7
173.3	October 1976	151.7
$(171.9 \times .9) + (150.0 \times 1.15607 \times .1) = 172.0$		
$(172.6 \times .9) + (150.7 \times 1.15607 \times .1) = 172.8$		
$(173.3 \times .9) + (151.7 \times 1.15607 \times .1) = 173.5$		
3)518.3		
Combined Consumer Price Index, 3-month average		<u>172.8</u>

**One cent of the allowance could be diverted on each adjustment date from June 1977 through September 1978 (total 6 cents) to finance the cost of the special one-time lump-sum payment to certain retirees and surviving spouses. The allowance was to be restored to its proper level on December 4, 1978.

*Skilled trade adjustments, effective Oct. 18, 1976, were determined as follows:

<i>Maximum hourly rate before 1976 general wage increase</i>	<i>Adjustment (in cents)</i>
Up through \$6.745	10
\$6.845	6
\$6.905	10.5
\$6.935	7.5
plus	
<i>Maximum hourly rate after application of above increase, the 1976 general wage increase and transfer of \$1.09 of the cost-of- living allowance into base rates</i>	
Up through \$8.505	10
\$8.51 or more	15

*The Sept. 19, 1977, and Sept. 18, 1978, improvement factor increases applied to base hourly rates (excluding the cost-of-living allowances in effect and shift premiums) as follows:

<i>Base rate before increase</i>	<i>Hourly improvement factor increase (in cents)</i>
Up through \$ 5.58	16.5
\$ 5.585 to \$ 5.745	17
\$ 5.75 to \$ 5.915	17.5
\$ 5.92 to \$ 6.08	18
\$ 6.085 to \$ 6.245	18.5
\$ 6.25 to \$ 6.415	19
\$ 6.42 to \$ 6.58	19.5
\$ 6.585 to \$ 6.745	20
\$ 6.75 to \$ 6.915	20.5
\$ 6.92 to \$ 7.08	21
\$ 7.085 to \$ 7.245	21.5
\$ 7.25 to \$ 7.415	22
\$ 7.42 to \$ 7.58	22.5
\$ 7.585 to \$ 7.745	23
\$ 7.75 to \$ 7.915	23.5
\$ 7.92 to \$ 8.08	24
\$ 8.085 to \$ 8.245	24.5
\$ 8.25 to \$ 8.415	25
\$ 8.42 to \$ 8.58	25.5
\$ 8.585 to \$ 8.745	26
\$ 8.75 to \$ 8.915	26.5
\$ 8.92 to \$ 9.08	27
\$ 9.085 to \$ 9.245	27.5
\$ 9.25 to \$ 9.415	28
\$ 9.42 to \$ 9.58	28.5
\$ 9.585 to \$ 9.745	29
\$ 9.75 to \$ 9.915	29.5
\$ 9.92 to \$10.08	30
\$10.085 to \$10.245	30.5
\$10.25 to \$10.415	31

Table 2. Hourly job rates,¹ selected occupations,² 1973-78

Occupation	Sept. 15, 1973	Nov. 19, 1973 ³	Sept. 23, 1974	Sept. 22, 1975
Janitors ⁴	\$4.505	\$4.855	\$5.000	\$5.150
Assemblers, major ⁴	4.765	5.115	5.270	5.430
Pipefitters	6.010	6.360	6.550	6.745
Toolmakers	6.255	6.605	6.805	7.010
		Oct. 18, 1976 ⁶	Sept. 19, 1977	Sept. 18, 1978
Janitors ^{4 5}		\$6.595	\$6.795	\$7.000
Assemblers, major ^{4 5}		6.885	7.090	7.305
Pipefitters		8.440	8.795	9.060
Toolmakers		8.660	9.020	9.290

¹The rates shown include only that portion of the cost-of-living allowance incorporated into base rates on stipulated dates. Except for assemblers (major) and janitors which are flat rate classifications, rates shown are the maximum of the rate range for each occupation.

²These basic hourly rates generally applied to all of the company's plants.

³Reflects incorporation on this date of 35 cents of the existing 40-cent cost-of-living allowance into base rates.

⁴All nonskilled workers have flat rates and are hired or rehired at 45 cents an hour (20 cents before Nov. 19, 1973) below this rate. These workers receive a 20-cent-an-hour (10 cents before Nov. 19, 1973) adjustment after 4 weeks. Their wages are increased to the job rate after a total of 12 weeks

(8 weeks before Nov. 19, 1973). Effective with the 1973 agreement, upon attaining 6 months of seniority, such hires or rehires are to receive an additional payment of 25 cents an hour plus shift or overtime premium for hours worked during first 4 weeks of employment and 15 cents an hour plus shift or overtime premium for hours worked during 5th through 12th weeks of employment.

⁵Employees rehired within 1 year of probationary layoff or date seniority was broken had hiring-in rate determined by number of weeks of employment previously completed.

⁶Includes incorporation on this date of \$1.09 of the existing \$1.14 cost-of-living allowance into base rates.

Table 3. Supplementary compensation practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Premium pay for Saturday and Sunday work		
<p>Oct. 18, 1976 (agreement dated Oct. 5, 1976).</p>	<p>.....</p>	<p>Changed: Employees working on 40-hour rotating schedules on necessary continuous 7-day operations whose occupations involved work on Saturdays, Sundays, or holidays, except Steel Division to receive double time for work on 2d regularly scheduled day off in workweek. Previous requirement that employee had to work first regularly scheduled day off no longer applicable.</p> <p>Increased: Bonus for employees outside of Steel Operations who worked on 40-hour rotating schedules on necessary continuous 7-day operations whose occupations involved work on Saturdays, Sundays, or holidays—to 20 cents an hour for hours worked; not included in computing vacation, incentive, and afternoon- and night-shift pay, or any other payment for hours not worked.</p>
Holiday pay		
<p>Nov. 19, 1973 (agreement dated Oct. 31, 1973).</p>	<p>Added: One basic holiday (day after Thanksgiving) beginning in 1974 and to the unbroken Christmas-New Year's holiday period, 1 additional day off with pay in the period that began in 1973 and 2 additional days off with pay in each of the periods that began in 1974 and 1975. (See opposite paragraph for schedule of paid holidays.)</p>	<p>The holidays consisted of (1) 5 basic holidays in the 1st contract year and 6 basic holidays in each of the next 2 contract years—Good Friday, Memorial Day, 4th of July, Labor Day, Thanksgiving Day and beginning Nov. 29, 1974, the day after Thanksgiving—and (2) a holiday period during the Christmas-New Year's season (plus additional days of holiday pay for Sunday, Dec. 16, 1973; Sunday, Dec. 15, 1974; and Sunday, Dec. 14, 1975) with the following days off with pay:</p> <ul style="list-style-type: none"> (a) 1st period—Dec. 24, 25, 26, 27, 28, and 31, 1973, and Jan. 1, 1974; (b) 2d period—Dec. 23, 24, 25, 26, 27, 30, and 31, 1974, and Jan. 1, 1975; and (c) 3d period—Dec. 24, 25, 26, 29, 30, and 31, 1975, and Jan. 1, and 2, 1976. <p>Changed (only as to Saturdays and Sundays involved): Days on which employee could be called to work only in emergency (not applicable to 7-day operations; Steel Operations; 5-day operations in support of 7-day operations at Dearborn and Nashville glass plants; and Sunday work which was part of No. 1 shift on Monday):</p> <ul style="list-style-type: none"> Sat.-Dec. 22, 1973 Sun.-Dec. 23, 1973 Sat.-Dec. 29, 1973 Sun.-Dec. 30, 1973 Sat.-Dec. 21, 1974 Sun.-Dec. 22, 1974 Sat.-Dec. 28, 1974 Sun.-Dec. 29, 1974 Sat.-Dec. 27, 1975 Sun.-Dec. 28, 1975 Sat.-Jan. 3, 1976 Sun.-Jan. 4, 1976 <p>If otherwise eligible, employee not disqualified for holiday pay if employee declined work assignment on 1 or more of the above days.</p> <p>Changed: In the case of holiday pay for the Christmas-New Year's holiday period, a seniority employee absent without excuse on both (1) the last scheduled workday before and (2) the next scheduled workday after the holiday period, was to be ineligible for holiday pay for all the holidays within the period. A seniority employee absent without excuse on only one of either (1) or (2) above was to be ineligible for 2 of the</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
<p>Nov. 19, 1973 (agreement dated Oct. 31, 1973)—Continued.</p>		<p>holidays, but could receive pay for the remaining holidays, if otherwise eligible.</p> <p>Changed: A seniority employee laid off during the second workweek before week in which 1 holiday or more in Christmas-New Year's holiday period fell and who worked last scheduled workday before layoff was, if otherwise eligible, to receive pay for holidays in Christmas-New Year's period. A seniority employee on layoff or sick leave absence when holiday occurred and who returned to work following holidays but during week in which holiday fell, was to receive pay for such holidays.</p> <p>Prior administration policy incorporated into contract: A seniority employee on a personal leave of absence which expired during Christmas-New Year's holiday period, was, if otherwise eligible, to receive pay for holidays in the period which fell (1) after the final day of such leave, or (2) on or after date employee notified plant of availability for work, whichever was later. A seniority employee whose vacation included either (1) the last scheduled day before or (2) the first scheduled day after the Christmas-New Year's holiday period was, if otherwise eligible, to receive pay for holidays during the period if the employee worked the scheduled workdays immediately before and after the vacation when such workdays were within the workweeks that included what would have been either (1) or (2).</p> <p>Changed: For employees working on necessary continuous 7-day operation whose work involved work on holidays—if a designated holiday fell on one of employee's regularly scheduled days off, the employee, in addition to his holiday pay, was paid double time for time worked.</p>
<p>Nov. 27, 1975 (agreement dated Oct. 31, 1973).</p>	<p>Added: Effective with the Thanksgiving Day holiday in 1975, shift premium to be included in holiday pay (except for Dec. 14, 1975, and holidays falling in the Christmas-New Year's holiday period).</p>	
<p>Oct. 18, 1976 (agreement dated Oct. 5, 1976).</p>	<p>Added: Shift premium to be included in holiday pay for all holidays, including days off under Scheduled Paid Personal Holiday Plan.</p>	<p>The holidays consisted of (1) 6 basic holidays—Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and the day after Thanksgiving, (2) July 3, 1978 on a nonrecurring basis and (3) a holiday period during the Christmas-New Year's season (plus additional days of holiday pay for Sunday, Dec. 19, 1976; Sunday, Dec. 18, 1977; and Sunday, Dec. 17, 1978) with the following days off with pay:</p> <ul style="list-style-type: none"> (a) 1st period—Dec. 24, 27, 28, 29, 30, and 31, 1976; (b) 2d period—Dec. 26, 27, 28, 29, and 30, 1977 and Jan. 2, 1978; (c) 3d period—Dec. 25, 26, 27, 28, and 29, 1978 and Jan. 1, 1979. <p>Changed (only as to dates involved and inclusion of Tulsa Glass plant): Employees could be called to work only in emergencies on the following Saturdays and Sundays, which were not paid holidays (not applicable to 7-day operations, Steel Operations, 5-day operations in support of 7-day operations at the Dearborn, Nashville and Tulsa Glass Plants, and Sunday work which was part of No. 1 shift on Monday):</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
<p>Oct. 1, 1977 (agreement dated Oct. 5, 1976).</p>	<p>Established: Schedule Paid Personal Holiday Plan which provided a maximum of 12 personal holidays over the term of the contract for employees with 1 or more years of seniority on the first day of a scheduling period and who were at work or were reinstated to active employment after the first day but during the scheduling period.</p>	<p>Sat.—Dec. 25, 1976 Sun.—Dec. 26, 1976 Sat.—Jan. 1, 1977 Sun.—Jan. 2, 1977 Sat.—Dec. 24, 1977 Sun.—Dec. 25, 1977 Sat.—Dec. 31, 1977 Sun.—Jan. 1, 1978 Sat.—Dec. 23, 1978 Sun.—Dec. 24, 1978 Sat.—Dec. 30, 1978 Sun.—Dec. 31, 1978</p> <p>If otherwise eligible, employee not disqualified for holiday pay if employee declined work assignment on 1 or more of the above days.</p> <p>Personal holidays provided as follows:</p> <ol style="list-style-type: none"> (1) one during Oct. through Dec. 1977; (2) four during Jan. through May 1978; (3) three during Sept. 1978 through Feb. 1979; and (4) four during Mar. through June 1979. <p>June, July and August 1978, and July and August 1979 were excluded.</p> <p>Basic features of the plan included: (1) Mandatory level scheduling of personal holidays during designated scheduling periods; (2) impartial selection of employees for available days off; and (3) a fair opportunity for paid personal holidays on available Mondays and Fridays in each calendar year. To be paid for personal holiday, employee had to work the day before and the day after holiday regardless of workweek. Mandatory Saturdays or Sundays immediately following a personal holiday occurring on Friday or preceding a personal holiday occurring on Monday were traded for subsequent voluntary Saturdays or Sundays in order to maximize long weekend opportunities.</p> <p>Pay in lieu of time off not available except in case of (1) eligible employees who were not at work on scheduled personal holiday for other reasons, (2) employee re-assignments which would disturb established personal holiday schedules, (3) employees affected for specified periods by a major rearrangement of operations, the addition or elimination of a shift, a major line speed change, or a model launch. An employee could be called in to work on scheduled personal holiday only in case of true emergency (worker would have right to refuse) and would receive the applicable holiday premium for those hours.</p>
Paid vacations		
<p>Oct. 18, 1976 (agreement dated Oct. 5, 1976).</p>	<p>Added: Shift premium included in computation of vacation pay.</p>	<p>Changed: <i>Excused Absence Allowance</i>—employee would be eligible for excused absence for any personal reason provided (a) employee made written request on company form at least one week in advance of day requested; and (b) there would be no adverse impact on operations. If more employees working for the same supervisor requested the same day off than could be accommodated, employee who requested first would be granted day off.</p>
Bereavement pay		
<p>Nov. 19, 1973 (agreement dated Oct. 11, 1973).</p>	<p>.....</p>	<p>Added: To definition of immediate family—grandparent, grandparent of current spouse, half-brother, and half-sister.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Bereavement pay—Continued		
Nov. 19, 1973 (agreement dated Oct. 11, 1973) —Continued		Changed: Employee hired or rehired on or after Nov. 19, 1973, had to have acquired seniority to be eligible for bereavement pay.
Education pay		
Nov. 19, 1973 (company letter dated Oct. 31, 1973).	Increased: To \$700 a year for tuition and compulsory fees for seniority employee on active rolls taking approved courses at accredited college when such courses were successfully completed.	
Oct. 18, 1976 (agreement dated Oct. 5, 1976).	Increased: Tuition refund to provide active seniority employees who successfully completed courses: (1) \$900 maximum per calendar year for approved courses at an accredited university or college or (2) \$450 maximum per calendar year for courses taken at all other approved educational institutions.	
Moving allowance		
Oct. 18, 1976 (agreement dated Oct. 5, 1976).	Increased: Depending on distance between new and old plants, both transfer and layoff moving allowances—to ranges of \$385 to \$650 for single employees and \$865 to \$1,355 for married employees. ²	
Insurance benefits		
Nov. 19, 1973 (agreement dated Oct. 31, 1973).	<p><i>Group insurance.</i></p> <p>Increased: Three brackets of benefits added to group life and disability insurance schedule for employees in higher wage brackets,³ resulting in (1) \$7,500 to \$16,000 <i>life insurance before age 65</i>; (2) \$1,500 to \$2,400 <i>life insurance at age 65 and over</i> with 10 but less than 20 years under the retirement plan, and \$2,250 to \$4,800 with 20 years or more under the plan; (3) \$3,750 to \$8,000 <i>accidental death and dismemberment benefits</i>; (4) \$85 to \$170 <i>weekly sickness and accident benefits</i>; (5) \$150 to \$320 <i>monthly total and permanent disability benefits</i>; and (6) \$285 to \$655 <i>monthly extended disability benefits</i>. Deleted lowest 2 brackets under previous program.</p>	<p>Added: For "short-service" employee hired or rehired on or after Nov. 19, 1973, the weekly accident and sickness benefits, during a continuous disability beginning in 1st 4 months after accident and sickness insurance was in force, were to be the following percentages of the weekly amount determined from</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
<p>Nov. 19, 1973 (agreement dated Oct. 31, 1973)—Continued.</p>	<p>Changed: Three brackets added to contributions for group life and disability insurance for employees in higher wage brackets under age 65 who stopped working for any reason.⁴</p>	<p>the schedule of benefits:³ (1) 50 percent during disability beginning 1st and 2d month that employee had coverage or 75 percent beginning any week in which 3d day of hospital confinement occurred within 14 consecutive days and for succeeding week ending in same month as month in which 3d day of confinement occurred and (2) 75 percent during disability beginning in 3d and 4th months of coverage.</p> <p>Changed: Uninsured employee retiring before age 65 (was between ages 55 and 65) without returning to work from layoff or leave of absence with pension benefits beginning on or after Nov. 19, 1973, to be insured if under age 65, for same coverages for group life and disability that otherwise could have been continued at time of retirement for the amount in force while employee was last working.</p>
<p>Mar. 1, 1974 (agreement dated Oct. 31, 1973).</p>	<p>.....</p>	<p>Added: Company commitment to pay premiums, taxes, or contributions that employee may be required to pay as a result of National Health Insurance; company to retain any "savings."</p> <p>Added: Employees eligible for extended disability benefits, including those who qualified for extended disability benefits but were not eligible for payment of such benefits because benefits from other sources exceeded extended disability benefit amount, and who were enrolled in Medicare Part B to receive \$6.30 per month while so eligible (unless receiving same amount under pension plan).</p>
<p>June 1, 1974 (agreement dated Oct. 31, 1973).</p>	<p><i>Hospital-surgical-medical-drug-dental benefits.</i></p> <p>Added: National Blue Shield Reciprocity Program to assist employees and retirees (and their dependents or surviving spouses) in receiving prompt payment for expenses incurred outside the local Blue Shield area. Amounts are based on usual, reasonable, and customary charges.</p>	<p>Covered expenses included surgery; anesthesia; radiation therapy; diagnostic X-ray; diagnostic laboratory and pathology; in-hospital medical care for general conditions, TB, mental treatment, drug addiction, and chronic alcoholism; outpatient and physicians' office emergency treatment; and consultations.</p>
<p>Oct. 1, 1974 (agreement dated Oct. 31, 1973).</p>	<p>Established: Dental program for employees with at least 1 year of seniority and their dependents which provided (1) 100 percent of reasonable and customary charge for most preventative services and emergency palliative treatment; (2) 85 percent of reasonable and customary charge for most X-rays, extractions and oral surgery, except for orthodontic work; periodontal treatment; general anesthetics when medically necessary with oral or dental surgery; root canal treatment; restoration fillings; or in certain cases,</p>	<p>Company-paid dental coverage not provided while on leave, layoff, or for retirees or surviving spouses, or sponsored dependents. Dental coverage provided at employee's expense while on local union leave or approved medical leave, but not to exceed period equal to seniority when absence began.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
<p>Oct. 1, 1974 (agreement dated Oct. 31, 1973)—Continued.</p>	<p>crowns, inlays, onlays and gold fillings; antibiotic injections by dentist; repairs to bridgework, dentures; relining or rebasing of dentures; or (3) 50 percent for (a) initial fixed bridgework, including inlays or crowns to install it; initial removable dentures; replacement of some existing fixed bridgework or removable dentures or addition of teeth to either; and (b) orthodontic diagnostic and treatment services for children under age 19. The program provided for a maximum of \$750 per person per year except in the case of (3) (b) which had a lifetime maximum of \$500.</p> <p><i>Group insurance.</i> Changed: Survivor income benefits coverage for early and special early retirees who retired before Oct. 1, 1974 provided to age 55.</p>	
<p>Oct. 1, 1975 (agreement dated Oct. 31, 1973).</p>	<p>Increased: Insurance before age 65 for employees who had been at work on or after Oct. 1, 1975;³ (1) <i>life insurance</i>—by \$1,000 for each bracket; (2) <i>monthly total and permanent disability benefits</i>—by \$20 for each bracket; and (3) <i>accidental death and dismemberment benefits</i>—by \$500 for each bracket.</p> <p>Increased: Life insurance at or after age 65 for employees who had been at work on or after Oct. 1, 1975,³ by (1) increasing minimum amount for 10-year employees to \$2,000; (2) eliminating the 30-percent maximum; and (3) counting years of service under retirement plan up to age 68 in determining amount of continuing life insurance. (See opposite paragraph for calculation of continuing life insurance.)</p>	<p>The increased life and accidental death and dismemberment benefits were not to be payable until 6 months after death when it occurred before age 65.</p> <p>Changed: For employees who were at work on or after Oct. 1, 1975, the life insurance was reduced at and after age 65 by 2 percent per month until (1) for employees with 10 years or more service under retirement plan, face value decreased to 1½ percent of insurance value on 65th birthday times years of service under retirement plan at end of month employee attained age 68 (minimum \$2,000) and (2) for those with less than 10 years of service under retirement plan, face value decreased to 1½ percent of insurance value on 65th birthday times years of service under retirement plan at end of month employee attained age 68 (minimum \$500). Reduced insurance continued until death for employee with 10 years of service under the retirement plan, and until the earlier of dates when seniority was broken or after 25 months of continuous layoff for employee with less than 10 years of service under retirement plan, except that such employee if at work on or after Oct. 1, 1975 and attained 10 years of service after 65th birthday, was to have life insurance in force at end of month in which he attained age 65, reduced and continued as for 10-years-or-more employees.</p> <p>Added: For employee who was at work on or after Oct. 1, 1975, definition of total and permanent disability for such benefits was expanded to include inability for</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters																
Insurance benefits—Continued																		
<p>Oct. 1, 1975 (agreement dated Oct. 31, 1973)—Continued.</p>	<p><i>Survivor income benefit insurance.</i> Increased: <i>Transition benefit</i>—For survivor of employee who had been at work on or after Oct. 1, 1975, to \$200 for any month for which no eligible survivor of deceased employee was eligible for an unreduced old-age survivors or disability benefit under the Federal Social Security Act, otherwise \$125</p> <p>Increased: <i>Bridge benefit</i>—For survivor of employee who had been at work on or after Oct. 1, 1975, to \$200 a month paid to eligible spouse of deceased employee, if spouse was age 45 (was 48) or more on date of employee's death, paid after termination of transition benefit.</p>	<p>rest of life to perform work in plant where worker had seniority.</p> <p>Added: For employee who was at work on or after Oct. 1, 1974, with extended disability benefit that would begin on or after Oct. 1, 1975, definition of total disability for extended disability benefits was expanded to include prevention by bodily injury or disease from performing regular work in plant in which employee had seniority. If employee were to no longer satisfy requirement but, within 2 weeks after end of benefits, again became so disabled, benefits were to be resumed.</p> <p>Changed: For employee who was at work on or after Oct. 1, 1974 with extended disability benefit that would begin on or after Oct. 1, 1975, military service connected disability was not to disqualify the employee for extended disability benefit (previously qualified only if 10 years elapsed since separation from military).</p> <p>Changed: For employee who was at work on or after Oct. 1, 1974, with extended disability benefit that would begin on or after Oct. 1, 1975, extended disability benefit was not to be reduced by benefits for total disability due to pneumoconiosis as defined as of Nov. 19, 1973, under Federal Black Lung Benefits Act of 1972.</p> <p>Changed: For employee laid off on or after Oct. 1, 1975, coverage for <i>life, accidental death or dismemberment, and survivors insurance benefits</i> provided for the greater of (a) 1 month (up to 12) for each 4 weeks of regular SUB to which employee was entitled at layoff or (b) the number of months (up to 12) to which employee would be eligible on basis of years of seniority as of last day worked before layoff (or date placed on layoff for returning veteran) as follows (previously formula (a) above only):</p> <table data-bbox="945 1078 1383 1330" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Years of seniority</th> <th style="text-align: center;">Maximum number of months without cost to employee</th> </tr> </thead> <tbody> <tr> <td>Less than 1</td> <td>0</td> </tr> <tr> <td>1 but less than 2</td> <td>2</td> </tr> <tr> <td>2 but less than 4</td> <td>4</td> </tr> <tr> <td>4 but less than 6</td> <td>6</td> </tr> <tr> <td>6 but less than 8</td> <td>8</td> </tr> <tr> <td>8 but less than 10</td> <td>10</td> </tr> <tr> <td>10 or more</td> <td>12</td> </tr> </tbody> </table> <p>Added: A class A or Class B survivor of employee who had been at work on or after Oct. 1, 1975, was allowed to revoke waiver of survivor benefits.</p>	Years of seniority	Maximum number of months without cost to employee	Less than 1	0	1 but less than 2	2	2 but less than 4	4	4 but less than 6	6	6 but less than 8	8	8 but less than 10	10	10 or more	12
Years of seniority	Maximum number of months without cost to employee																	
Less than 1	0																	
1 but less than 2	2																	
2 but less than 4	4																	
4 but less than 6	6																	
6 but less than 8	8																	
8 but less than 10	10																	
10 or more	12																	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters																
Insurance benefits—Continued																		
Oct. 1, 1975 (agreement dated Oct. 31, 1973)—Continued.	<p><i>Hospital-medical-surgical-drug-dental benefits.</i> Prescription drugs: Expanded: To provide additional maintenance "legend" drugs.</p> <p>Hospital-medical-surgical benefits were to be improved effective Oct. 1, 1975, after selection in May 1975 from an agreed upon list which included benefits for alcoholism and drug addiction treatment (employees only); prosthetic aids (except hearing aids); durable medical equipment; outpatient psychiatric treatment; organ tissue transplant evaluation; home care from extended care facility; pap smear and lab tests; chemotherapy; emergency first aid and emergency medical care; obstetrical lab; and outpatient physiotherapy.</p>	<p>Changed: Hospital-medical-surgical-drug (but not dental) coverage for employees laid off on or after Oct. 1, 1975, to be provided on the basis of the greater of (a) as previously continued (based on SUB credit units) or (b) the number of months (up to 12) to which employee would be eligible on basis of years of seniority on last day worked before layoff as follows:</p> <table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Years of seniority</th> <th style="text-align: center;">Maximum number of months without cost to employee</th> </tr> </thead> <tbody> <tr><td style="text-align: center;">Less than 1</td><td style="text-align: center;">0</td></tr> <tr><td style="text-align: center;">1 but less than 2</td><td style="text-align: center;">2</td></tr> <tr><td style="text-align: center;">2 but less than 4</td><td style="text-align: center;">4</td></tr> <tr><td style="text-align: center;">4 but less than 6</td><td style="text-align: center;">6</td></tr> <tr><td style="text-align: center;">6 but less than 8</td><td style="text-align: center;">8</td></tr> <tr><td style="text-align: center;">8 but less than 10</td><td style="text-align: center;">10</td></tr> <tr><td style="text-align: center;">10 or more</td><td style="text-align: center;">12</td></tr> </tbody> </table>	Years of seniority	Maximum number of months without cost to employee	Less than 1	0	1 but less than 2	2	2 but less than 4	4	4 but less than 6	6	6 but less than 8	8	8 but less than 10	10	10 or more	12
Years of seniority	Maximum number of months without cost to employee																	
Less than 1	0																	
1 but less than 2	2																	
2 but less than 4	4																	
4 but less than 6	6																	
6 but less than 8	8																	
8 but less than 10	10																	
10 or more	12																	
Oct. 18, 1976 (agreement dated Oct. 5, 1976).	<p><i>Group insurance.</i> Increased: Five brackets of benefits added to group life and disability insurance schedule for employees in higher wage brackets,³ resulting in (1) \$12,500 to \$22,500 <i>life insurance before age 65</i>; (2) \$6,250 to \$11,250 <i>accidental death and dismemberment benefits</i>; (3) \$125 to \$240 <i>weekly accident and sickness benefits</i>; (4) \$250 to \$450 <i>monthly total and permanent disability benefits</i>; and (5) \$460 to \$860 Schedule I and \$480 to \$945 Schedule II <i>monthly extended disability benefits</i>.</p> <p>Increased: <i>Minimum Continuing Group Life Insurance</i> to \$2,000 for current retirees, \$2,500 for active employees (future retirees).⁵</p>	<p>Benefit bracket ranges widened from 25 to 35 cents between each benefit level. Lowest 8 brackets were deleted.</p> <p>Eliminated: 6-month delay on payment of life and accidental death and dismemberment benefits for death before age 65.</p> <p>Changed: Alternate seniority-based table (other table based on SUB eligibility) for continuation of <i>life, accidental death and dismemberment insurance and survivor income benefit coverage</i> for laid-off employees as follows:</p> <table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Years of seniority</th> <th style="text-align: center;">Months continued</th> </tr> </thead> <tbody> <tr><td style="text-align: center;">Less than 1</td><td style="text-align: center;">0</td></tr> <tr><td style="text-align: center;">1 but less than 2</td><td style="text-align: center;">2</td></tr> <tr><td style="text-align: center;">2 but less than 3</td><td style="text-align: center;">4</td></tr> <tr><td style="text-align: center;">3 but less than 4</td><td style="text-align: center;">6</td></tr> <tr><td style="text-align: center;">4 but less than 5</td><td style="text-align: center;">8</td></tr> <tr><td style="text-align: center;">5 but less than 6</td><td style="text-align: center;">10</td></tr> <tr><td style="text-align: center;">6 and over</td><td style="text-align: center;">12</td></tr> </tbody> </table> <p>Changed: <i>Accident and sickness and extended disability benefits insurance</i>—to begin first of third month following hire or rehire.</p>	Years of seniority	Months continued	Less than 1	0	1 but less than 2	2	2 but less than 3	4	3 but less than 4	6	4 but less than 5	8	5 but less than 6	10	6 and over	12
Years of seniority	Months continued																	
Less than 1	0																	
1 but less than 2	2																	
2 but less than 3	4																	
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4 but less than 5	8																	
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6 and over	12																	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters																
Insurance benefits—Continued																		
<p>Oct. 18, 1976 (agreement dated Oct. 5, 1976)—Continued.</p>	<p><i>Hospital-surgical-medical-drug-dental-vision benefits.</i></p>	<p>Changed: <i>Dismemberment benefit</i> paid for accidental injury if loss of bodily member occurred within 2 years of accident.</p> <p>Changed: Reinstated <i>accident and sickness benefits</i> paid to eligible employee on layoff who (1) was receiving reinstated accident and sickness benefits prior to recall and was disabled upon recall or (2) was found disabled by plant physician or certified disabled by personal physician upon recall. Revised interpretation was retroactive to Nov. 19, 1973.</p> <p>Changed: <i>Accident and sickness</i> benefits not paid for any day in which employee received 8 or more hours' pay. If employee received less than 8, accident and sickness benefits were payable to fill difference between amount paid and 8 hours' pay, but not to exceed maximum daily accident and sickness benefit.</p> <p>Changed: Employee could not waive <i>accident and sickness benefits</i> or <i>extended disability benefits</i> prior to exhaustion of full time-for-time disability period in order to commence total and permanent disability payout.</p> <p>Increased: <i>Extended disability benefit</i> payment to qualified employees enrolled in Medicare Part B to \$7.20 per month.</p> <p>Changed: Extended disability benefit pension offset frozen at original amount for future recipients and to Sept. 30, 1976, amount for current recipients.</p> <p>Changed: Delayed effective date of hospital-surgical-medical-drug coverage for hires and rehires to first day of third month following month of employment.</p>																
<p>Jan. 1, 1977 (agreement dated Oct. 5, 1976).</p>	<p>Increased: <i>Hospitalization (room and board)</i>—In nonparticipating general acute care hospital, actual charges up to \$70 a day for maximum of 365 days.</p> <p>Increased: Prescription drug plan copayment to \$3.</p> <p>Increased: <i>Dental program</i>—90 percent of reasonable and customary charge for most X-rays, extractions, and oral surgery. Lifetime orthodontic maximum increased to \$650.</p> <p>Improved: Hospital-surgical-medical benefits to include (1) expanded home care which no longer required prior hospital or extended care facility admission; (2) liberalized emergency medical care with uniform criteria for coverage of related hospital and physicians' charges; (3) extension of substance abuse benefits to retirees and surviving spouses; (4) a maximum of 140 lifetime ambulatory visits for substance abuse; (5) an annual maximum of \$1,000 for outpatient psychiatric care, and hospital-based day care now charged against</p>	<p>Copayment was applied to each separate prescription order or refill.</p> <p>Added: Dental program extended to retirees and surviving spouses.</p> <p>Changed: Employee and spouse under 19 years of age eligible for orthodontic coverage on same basis as dependents.</p> <p>Changed: Dental coverage permitted on a self-pay basis for discharged employee with pending grievance, to be reimbursed if employee was reinstated.</p> <p>Changed: Alternate seniority based table (other table based on SUB eligibility) for continuation of hospital-surgical-medical-dental coverages for laid-off employees, revised as follows:</p> <table data-bbox="934 1507 1363 1717"> <thead> <tr> <th style="text-align: left;">Years of seniority</th> <th style="text-align: left;">Months continued</th> </tr> </thead> <tbody> <tr> <td>Less than 1</td> <td>0</td> </tr> <tr> <td>1 but less than 2</td> <td>2</td> </tr> <tr> <td>2 but less than 3</td> <td>4</td> </tr> <tr> <td>3 but less than 4</td> <td>6</td> </tr> <tr> <td>4 but less than 5</td> <td>8</td> </tr> <tr> <td>5 but less than 6</td> <td>10</td> </tr> <tr> <td>6 and over</td> <td>12</td> </tr> </tbody> </table> <p>Changed: List of maintenance drugs provided under prescription drug program in quantities greater than a 34-day supply.</p>	Years of seniority	Months continued	Less than 1	0	1 but less than 2	2	2 but less than 3	4	3 but less than 4	6	4 but less than 5	8	5 but less than 6	10	6 and over	12
Years of seniority	Months continued																	
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See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
<p>Jan. 1, 1977 (agreement dated Oct. 5, 1976)— Continued</p>	<p>45-day inpatient mental days allowance; (6) liberalized durable medical equipment and prosthetic appliance benefits; (7) removal of 180-day limit on outpatient physical therapy and coverage for chemotherapy when given at home.</p>	
<p>Oct. 1, 1977 (agreement dated Oct. 5, 1976).</p>	<p>Established: <i>Vision expense benefits</i> for active employees with 1 or more years of seniority and their eligible dependents which provided (1) to participating providers (a) reasonable and customary charges less a 20-percent copayment for examinations, (b) acquisition cost plus dispensing fee less 20-percent copayment for lenses including contact lenses when required to correct vision to 20/70 in best eye, (c) acquisition cost (maximum \$12.50 or, in later years, greater adjusted amounts)⁶ plus a dispensing fee less a 20-percent copayment for frames, (d) acquisition cost of contact lenses other than provided in (b) above, plus dispensing fees for lenses and frames, less a 20-percent copayment, with benefit payment not exceeding \$35; or (2) to nonparticipating providers (a) 75 percent of reasonable and customary charges after 20-percent copayment for examination, (b) the lesser of 50 percent of nonparticipating providers' charges or 75 percent of average vision expense benefits paid to participating providers for lenses and frames.</p> <p>Established: <i>Hearing aid expense benefits program</i> for active employees with 1 or more years of seniority, retirees and eligible surviving spouses and their eligible dependents which provided (1) reasonable and customary charges for audiometric examinations, (2) reasonable and customary charges for hearing aid evaluation tests (not to exceed \$40 or, in later years, greater adjusted amounts)⁷, and (3) acquisition cost of hearing aids, and dispensing fees associated therewith.</p> <p><i>Survivor income benefit insurance.</i> Increased: <i>Transition benefits</i>—for survivor of employee who had been at work on or after Oct. 1,</p>	<p>Benefits for vision testing examination, lenses, and frames payable for each covered individual once for each 24-consecutive-month period.</p> <p>Benefits as in (1)(a) or (2)(a), as appropriate, provided for an additional examination by an ophthalmologist upon referral after examination by an optometrist, if second examination occurred within 60 days of referring optometrist's examination.</p> <p>Benefits for one audiometric examination, one hearing aid evaluation test, and one hearing aid, payable for each covered individual for each 36-consecutive-month period.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Insurance benefits—Continued		
Oct. 1, 1977 (agreement dated Oct. 5, 1976)—Continued	1975, to maximum of \$250 a month; minimum \$150. Increased: <i>Bridge benefit</i> to \$250 a month.	
Retirement benefits		
Oct. 1, 1973 (agreement dated Oct. 31, 1973).	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired (1) before Oct. 25, 1967, by 75 cents per year of credited service; or (2) on or after Oct. 25, 1967, by 75 cents to amount ranging from \$7.25 to \$8.50 per year of credited service, depending on benefit class code and date of retirement.⁸</p> <p>Increased: <i>Early and disability monthly retirement benefits.</i></p> <p><i>For retirement at company option or under mutually satisfactory conditions (special early retirement) or for total and permanent disability (disability retirement)</i></p> <p>(1) before Sept. 1, 1964, (a) special early retirement—increased by 75 cents in life income benefit rates and (b) disability retirement—increased by 75 cents in life income benefit rates plus \$1 in temporary benefit rates;⁹</p> <p>(2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$7 per year of credited service, plus temporary benefit of \$7.75 per year of service up to 25; and</p> <p>(3) on or after Oct. 25, 1967, to amount ranging from \$7.25 to \$8.50 per year of credited service, depending on benefit class code and date of retirement⁸ plus temporary benefit ranging from \$8 to \$8.50 per year of service up to 25, depending on date of retirement.¹⁰</p> <p><i>For retirement at own option (regular early retirement)—employee retired</i></p> <p>(1) before Sept. 1, 1964, increased by 75 cents per year of credited service, as previously reduced;</p> <p>(2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$7 per year of credited service, times percentage for age when benefits began;¹¹</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1973 (agreement dated Oct. 31, 1973)—Continued.</p>	<p>(3) on or after Oct. 25, 1967 but before Oct. 1, 1971, to amount ranging from \$7.25 to \$8.50 per year of credited service, depending on benefit class code and date of retirement,⁸ times percentage for age when benefits began;¹¹</p> <p>(4) on or after Oct. 1, 1971, to amount ranging from \$8 to \$8.50 per year of service, depending on benefit class code⁸ times percentage for age when benefits began,¹¹ and upon attaining age 65 for retiree who had 30 years of credited service, such retiree was to be paid life income benefit rate for his benefit class code,⁸ reduced by amount equal to one-third of 1 percent times number of months from date benefits began to month of 62d birthday until Oct. 1, 1974 if he retired before Sept. 15, 1973, or Mar. 1, 1974 if he retired on or after Sept. 15, 1973, after which no reduction in the benefit would be made because of retirement before age 62.</p> <p>Increased: <i>Vesting</i>—deferred monthly benefit for break in seniority on or after Nov. 19, 1973, ranging from \$8 to \$8.50 per year of credited service, depending on benefit class code.¹²</p>	<p>Changed: <i>Supplemental allowance</i>—benefit payable on or after Oct. 1, 1973, for employee retired at own option under regular early retirement reduced for any month before age 65 for which employee would be eligible for an unreduced social security benefit on or after Oct. 1, 1973 as follows:</p> <ol style="list-style-type: none"> (1) On or after Sept. 1, 1965, but before Oct. 25, 1967, reduced by \$7.75 a month per year of credited service up to 25; (2) on or after Oct. 25, 1967, but before Sept. 15, 1970, reduced by \$8 a month per year of service up to 25; (3) on or after Sept. 15, 1970, reduced by \$8.50 a month per year of service up to 25. <p>Added: Employee with 5 years of seniority as of Nov. 19, 1973, who was laid off during any calendar year after 1950 and before 1956, was credited with 40 hours for each complete calendar week of such absence during which worker had seniority, multiplied by percentage as follows:</p>
<p>Nov. 19, 1973 (agreement dated Oct. 31, 1973).</p>	<p>.....</p>	<p>Added: Employee with 5 years of seniority as of Nov. 19, 1973, who was laid off during any calendar year after 1950 and before 1956, was credited with 40 hours for each complete calendar week of such absence during which worker had seniority, multiplied by percentage as follows:</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters										
Retirement benefits—Continued												
Nov. 19, 1973 (agreement dated Oct. 31, 1973)— Continued.		<p style="text-align: right;"><i>Employee seniority on</i> <i>Nov. 19, 1973</i></p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="text-align: right; width: 20%;"><i>Percent</i></th> </tr> </thead> <tbody> <tr> <td>20 years or more</td> <td style="text-align: right;">100</td> </tr> <tr> <td>15-20 years</td> <td style="text-align: right;">75</td> </tr> <tr> <td>10-15 years</td> <td style="text-align: right;">50</td> </tr> <tr> <td>5-10 years</td> <td style="text-align: right;">25</td> </tr> </tbody> </table> <p>Changed: Eligibility requirement for disability retirement liberalized to require 5 years (formerly 10) seniority between separation from military service and onset of disability resulting from service in Armed Forces for employees with seniority on or after Nov. 19, 1973.</p>		<i>Percent</i>	20 years or more	100	15-20 years	75	10-15 years	50	5-10 years	25
	<i>Percent</i>											
20 years or more	100											
15-20 years	75											
10-15 years	50											
5-10 years	25											
Mar. 1, 1974 (agreement dated Oct. 31, 1973).	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired on or after Mar. 1, 1974, by 75 cents to amount ranging from \$8.75 to \$9.25 per year of credited service, depending on benefit class code.⁸</p> <p>Increased: <i>Special early and disability monthly retirement benefits</i>—employee retired on or after Mar. 1, 1974, to amount ranging from \$8.75 to \$9.25 per year of credited service, depending on benefit class code,⁸ plus temporary benefit of \$9.50 per year of service up to 25.¹⁰</p> <p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired on or after Mar. 1, 1974, to amount ranging from \$8.75 to \$9.25 per year of service, depending on benefit class code,⁸ times percentage for age when benefit began.¹¹ Upon attaining age 65, employee with 30 years of credited service was to be paid life income benefit rate for proper benefit class code,⁸ with no reduction because of retirement before age 62.</p> <p>Increased: <i>Vesting</i>—deferred monthly benefit for break in seniority on or after Mar. 1, 1974, ranging from \$8.75 to \$9.25 per year of credited service, depending on benefit class code.¹²</p> <p>Increased: <i>Supplemental allowance</i> for employee retiring on early or total and permanent disability retirement on or after Mar. 1, 1974 with 30 years of credited service which, when added to early or disability benefit, would bring total benefit to (a) \$550 for months before age 62 and (b) \$395 after 62nd birthday through month retiree attained age 65 (\$320 for months before Oct. 1, 1975 for retirements beginning on or after Mar. 1, 1974, but before Oct. 1, 1974).¹³</p>	<p>Changed: For employee retired on special early or disability retirement on or after Mar. 1, 1974, temporary benefit continued until age 62 or prior date when retiree became or could have become eligible for an unreduced social security benefit.</p> <p>Changed: <i>Supplemental allowance</i>—benefit payable on or after Mar. 1, 1974, for employee retiring at own option under regular early retirement on or after Mar. 1, 1974, reduced for any month before age 62 for which retiree would be eligible for an unreduced social security benefit, by \$9.50 a month per year of credited service, up to a maximum of 25.</p>										

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Mar. 1, 1974 (agreement dated Oct. 31, 1973)—Continued.</p>	<p>Added: <i>Supplemental allowance</i> "interim supplement" ranging from \$3.50 to \$7.50 per year of credited service, depending on age at retirement,¹⁴ payable through month age 62 attained for employee retiring on regular early retirement on or after Mar. 1, 1974 with less than 30 years of service and before month age 62 attained. (The interim supplement was not payable for any month he was eligible for unreduced social security benefit.)</p> <p>Increased: <i>Special age 65 benefit</i>—to \$6.30 a month.</p>	<p>Changed: Supplemental allowance—in computing amount of allowance for employee retired under special early or disability retirement (except for such retirement on or after Mar. 1, 1974 with less than 30 years of service) pension to include temporary benefit payable for such retirement whether or not pension actually included such amount.</p> <p>Added: Special age 65 benefit applicable to pensioner or spouse if under age 65 and enrolled in voluntary Medicare by making contributions.</p>
<p>Oct. 1, 1974 (agreement dated Oct. 31, 1973).</p>	<p>Increased: <i>Normal monthly retirement benefits</i> for employee retired</p> <p>(1) before Oct. 25, 1967, by amounts ranging from \$1.25 to \$1.70, to \$8.25 per year of credited service;</p> <p>(2) on or after Oct. 25, 1967, by varying amounts ranging from 25 cents to \$1, to amount ranging from \$8.25 to \$10 per year of credited service, depending on benefit class code and date of retirement.⁸</p> <p>Increased: <i>Special early and disability monthly retirement benefits</i> for employees who retired</p> <p>(1) before Sept. 1, 1964 (a) on special early retirement—to \$8.25 per year of credited service, or (b) on disability retirement, to \$8.25 per year of credited service plus previous temporary benefit ranging from \$6.60 to \$7.25 per year of service up to 25, depending on date of retirement;⁹</p> <p>(2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$8.25 per year of credited service, plus previous temporary benefit of \$7.75 per year of service up to 25;</p> <p>(3) on or after Oct. 25, 1967, to amount ranging from \$8.25 to \$10 per year of credited service depending on benefit class code and date of retirement,⁸ plus temporary benefit ranging from \$8 to \$9.50 per year of service up to 25 depending on date of retirement.¹⁰</p>	<p>No change in life income benefit rates for those who retired on normal, early, or disability pensions on or after Mar. 1, 1974 but before Oct. 1, 1974.</p> <p>Added: New benefit class code for skilled classifications and certain high-rated other-than-skilled trades classifications.⁸</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1974 (agreement dated Oct. 31, 1973)—Continued.</p>	<p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired</p> <ol style="list-style-type: none"> (1) before Sept. 1, 1964, to \$8.25 as previously reduced; (2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$8.25 per year of credited service, times percentage for age when benefits began;¹¹ (3) on or after Oct. 25, 1967 but before Oct. 1, 1971, to amount ranging from \$8.25 to \$8.75 per year of credited service depending on benefit class code and date of retirement,⁹ times percentage for age when benefits began;¹¹ and (4) on or after Oct. 1, 1971 to amount ranging from \$8.25 to \$10 per year of service, depending on benefit class code and date of retirement,⁹ times percentage for age when benefits began,¹¹ and upon attaining age 65 for a retiree who had 30 years of credited service, the full life income benefit to be paid with no reduction because of retirement before age 62. <p>Increased: <i>Vesting</i>—deferred monthly benefit for break in seniority on or after Oct. 1, 1974 ranging from \$9.25 to \$10 per year of credited service, depending on benefit class code.¹²</p> <p>Increased: <i>Supplemental allowance</i> for employee retired on early or disability retirement on or after Oct. 1, 1974 with 30 years of credited service which, when added to early or disability benefit would bring total benefit to (a) \$625 for months before age 62 and (b) \$395 after 62nd birthday through month retiree attained age 65.¹³</p> <p>Increased: <i>Special survivorship option</i>—base amount to \$3 per year of retiree's credited service.</p> <p>Added: <i>Survivors benefit</i> payable to surviving spouse of employee who died before age 55 on or after Oct. 1, 1974, with 30 years of credited service or</p>	<p>The <i>supplemental allowance</i> as calculated according to age and date of retirement was to be redetermined on each date that life income benefit rates were increased on or after Oct. 1, 1974 (Oct. 1 of 1974, 1975, 1976, 1977, and 1978).</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1974 (agreement dated Oct. 31, 1973)—Continued.</p>	<p>more (provided employee had seniority at time of death or had broken seniority by retirement but before start of retirement benefits).</p>	
<p>Oct. 1, 1975 (agreement dated Oct. 31, 1973).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired</p> <ol style="list-style-type: none"> (1) before Sept. 15, 1970, by 35 cents, to \$8.60 per year of credited service; (2) on or after Sept. 15, 1970, by varying amounts ranging from 35 to 50 cents, to amount ranging from \$8.60 to \$10 per year of credited service, depending on benefit class code and date of retirement.⁸ <p>Increased: <i>Special early and disability monthly retirement benefits</i>—for employee who retired</p> <ol style="list-style-type: none"> (1) before Sept. 1, 1964, (a) on special early retirement—to \$8.60 per year of credited service or (b) for disability retirement—to \$8.60 per year of credited service, plus previous temporary benefit ranging from \$6.60 to \$7.25 per year of service up to 25 depending on date of retirement;⁹ (2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$8.60 per year of credited service, plus previous temporary benefit of \$7.75 per year of service up to 25; (3) on or after Oct. 25, 1967, to amount ranging from \$8.60 to \$10 per year of credited service depending on benefit class code and date of retirement,⁹ plus previous temporary benefit ranging from \$8 to \$9.50 per year of service depending on date of retirement.¹⁰ <p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired</p> <ol style="list-style-type: none"> (1) before Sept. 1, 1964, to \$8.60 per year of credited service as previously reduced; (2) on or after Sept. 1, 1964 but before Sept. 15, 1970, to \$8.60 per year of credited service, times percentage for age when benefits began;¹¹ (3) on or after Sept. 15, 1970, but before Oct. 1, 1971, to amount ranging from \$8.60 to \$9.10 per year of credited service depending on bene- 	<p>No change in life income benefit rates for those who retired on normal, early, or disability pensions on or after Oct. 1, 1974.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1975 (agreement dated Oct. 31, 1973)—Continued.</p>	<p>fit class code,⁸ times percentage for age when benefits began;¹¹</p> <p>(4) on or after Oct. 1, 1971, to amount ranging from \$8.60 to \$10 per year of service depending on benefit class code and date of retirement,⁸ times percentage for age when benefits began,¹¹ and upon attaining age 65 for retiree with 30 years of credited service, the full life income benefit was to be paid with no reduction because of retirement before age 62.</p> <p>Added: <i>Supplemental allowance</i> "lifetime supplement" of \$75 payable monthly upon attaining age 65 to employee retired on normal, early, or disability retirement on or after Mar. 1, 1974, with 30 years of credited service.¹³</p> <p>Added: <i>Supplemental allowance</i> "age-service supplement" of \$2 per year of service reduced for early or disability retirement by 1/36 for each month from start of benefit to 65th birthday for employee retired on or after Mar. 1, 1974, with less than 30 years of credited service if employee retired on (a) early or disability retirement after age 62 plus 1 month or (b) normal retirement with at least 10 years of service (except employee who would receive normal benefit after age 65 while retired on disability).</p>	<p>Changed: Maximum earnings permitted before penalty applied against supplemental allowance—to \$2,100 (or amount permitted without reduction in benefits under Federal Social Security Act) in any calendar year after retirement and before age 65.</p> <p>Added: "Interim" and "age-service" <i>supplemental allowances</i> in determination of maximum total monthly benefit (which was not to exceed 70 percent of employee's final base pay including cost-of-living allowance).</p> <p>Changed: <i>Supplemental allowance</i> not applicable to employee discharged for cause before age 65 unless company or impartial umpire had determined the discharge should not result in former employee's being ineligible for supplemental allowance.</p> <p>Changed: <i>Supplemental allowance</i> payable until earlier of (1) retiree's death, (2) reemployment by the company, (3) his retirement benefit ceased, (4) age 62 in the case of the "interim" supplemental allowance, or (5) age 65 in the case of the regular supplemental allowance.</p> <p>Added: Grey iron foundry workers in certain job classifications with 25 years of service, all of which were on classifications specifically identified as foundry jobs,</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1975 (agreement dated Oct. 31, 1973)—Continued.</p>		
		<p>and retired on or after Oct. 1, 1975, to receive foundry service premium (additional foundry service) of 20 percent of past and future service in foundry so that years of credited service consisted of (a) foundry service, (b) additional foundry service, and (c) any service not attributable to foundry jobs.</p>
<p>Oct. 1, 1976 (agreement dated Oct. 31, 1973).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired</p> <p>(1) before Sept. 15, 1970, by 50 cents to \$9.10 per year of credited service;</p> <p>(2) on or after Sept. 15, 1970, by varying amounts ranging from 25 to 50 cents to amount ranging from \$9.10 to \$10.50 per year of credited service, depending on benefit class code and date of retirement.⁸</p> <p>Increased: <i>Special early and disability monthly retirement benefits</i>—employee who retired</p> <p>(1) before Sept. 1, 1964, on (a) special early retirement—to \$9.10 per year of credited service and (b) disability retirement—to \$9.10 per year of credited service, plus previous temporary benefit ranging from \$6.60 to \$7.25 per year of service up to 25, depending on date of retirement,⁹</p> <p>(2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$9.10 per year of credited service, plus previous temporary benefit of \$7.75 per year of service up to 25;</p> <p>(3) on or after Oct. 25, 1967, to amount ranging from \$9.10 to \$10.50 per year of credited service, depending on benefit class code and date of retirement,⁸ plus temporary benefit ranging from \$8 to \$10 per year of service up to 25 depending on date of retirement.¹⁰</p> <p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired</p> <p>(1) before Sept. 1, 1964, to \$9.10 per year of credited service as previously reduced;</p> <p>(2) on or after Sept. 1, 1964 but before Sept. 15, 1970 to \$9.10 per year of credited service, times percentage for age when benefits began;¹¹</p> <p>(3) on or after Sept. 15, 1970 but before Oct. 1, 1971, to amount ranging from \$9.10</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1976 (agreement dated Oct. 31, 1973)—Continued.</p>	<p>to \$9.60 per year of credited service depending on benefit class code,⁸ times percentage for age when benefits began;</p> <p>(4) on or after Oct. 1, 1971, to amount ranging from \$9.10 to \$10.50 per year of service depending upon benefit class code and date of re-retirement,⁸ times percentage for age when benefits began,¹¹ and upon attaining age 65 for retiree with 30 years of credited service, the full life income benefit was to be paid with no reduction because of retirement before age 62.</p> <p>Increased: <i>Vesting</i> deferred monthly benefit for break in service on or after Oct. 1, 1976 ranging from \$9.75 to \$10.50 per year of credited service, depending on benefit class code.¹²</p> <p>Increased: <i>Supplemental allowance</i> for employee retired on early or disability retirement on or after Oct. 1, 1976 with 30 years of credited service which when added to early or disability benefit would bring total benefit to (a) \$650 for months before age 62 and (b) \$400 after age 62 through month retiree attained age 65.¹³</p> <p>Increased: <i>Supplemental allowance</i> "lifetime supplement" of \$80 a month payable upon attaining age 65 for employee retired on normal, early, or disability retirement on or after Oct. 1, 1976 with 30 years of credited service or more.</p>	<p>Changed: <i>Supplemental allowance</i>—benefit payable for employee retired at own option under regular early retirement on or after Oct. 1, 1976 reduced for any month before age 62 for which he would be eligible for unreduced Social Security benefit, by \$10 a month per year of credited service up to 25.</p>
<p>Nov. 1, 1976 (agreement dated Oct. 5, 1976).</p>	<p>Increased: <i>Special age 65 benefit</i>—to \$7.20 a month.</p> <p>Increased: <i>Survivors benefit</i>—to 60 percent of retiree's monthly life income benefit reduced due to survivorship election.</p> <p>Extended: <i>Creditable service</i> attributable to most skilled trade jobs in grey iron foundries increased by 20 percent for employees on such jobs with 25 years or more of such foundry credit.</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1977 (agreement dated Oct. 31, 1973).</p>	<p>Increased: <i>Normal monthly retirement benefits</i>—employee retired (1) before Sept. 15, 1970, by 25 cents to \$9.35 per year of credited service; (2) on or after Sept. 15, 1970, by 25 cents to amount ranging from \$9.35 to \$10.50 per year of credited service, depending on benefit class code and date of retirement.⁸</p> <p>Increased: <i>Special early and disability monthly retirement benefits</i>—employee who retired</p> <p>(1) before Sept. 1, 1964 on—(a) special early retirement to \$9.35 per year of credited service, or (b) disability retirement—to \$9.35 per year of credited service, plus previous temporary benefit ranging from \$6.60 to \$7.25 per year of service up to 25, depending on date of retirement;⁹</p> <p>(2) on or after Sept. 1, 1964, but before Oct. 25, 1967, to \$9.35 per year of credited service, plus previous temporary benefit of \$7.75 per year of service up to 25;</p> <p>(3) on or after Oct. 25, 1967, to amount ranging from \$9.35 to \$10.50 per year of credited service, depending on benefit class code and date of retirement,⁸ plus previous temporary benefit ranging from \$8 to \$10 per year of service up to 25, depending on date of retirement.¹⁰</p> <p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired</p> <p>(1) before Sept. 1, 1964, to \$9.35 per year of credited service as previously reduced;</p> <p>(2) on or after Sept. 1, 1964 but before Sept. 15, 1970, to \$9.35 per year of credited service times percentage of age when benefits began;¹¹</p> <p>(3) on or after Sept. 15, 1970 but before Oct. 1, 1971, to amount ranging from \$9.35 to \$9.85 per year of credited service, depending on benefit class code,⁸ times percentage for age when benefits began;¹¹</p> <p>(4) on or after Oct. 1, 1971, to amount ranging from \$9.35 to \$10.50 per year of service</p>	<p>No change in life income benefit rates for those who retired on normal, early, or disability pensions on or after Oct. 1, 1976.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
Oct. 1, 1977 (agreement dated Oct. 31, 1973)—Continued.	depending on benefit class code and date of retirement, ⁸ times percentage for age when benefits began, ¹¹ and upon attaining age 65 for retiree with 30 years of credited service, the full life income benefit was to be paid with no reduction because of retirement before age 62.	
Dec. 19, 1977 (agreement dated Oct. 5, 1976).	Added: One-time lump-sum payment, based on years of credited service, of \$200 to \$600 for retirees who retired prior to Sept. 14, 1976 and \$110 to \$330 for certain surviving spouses to compensate retirees for increases in the cost-of-living.	Payment financed by diversion of one cent each quarter on a cumulative basis (total 6 cents) from cost-of-living allowance from June 6, 1977 through December 3, 1978 (see table 1).
Oct. 1, 1978 (agreement dated Oct. 31, 1973).	<p>Increased: <i>Normal monthly retirement benefits</i>—employee who retired</p> <p>(1) before Sept. 1, 1970, by 60 cents to \$9.95 per year of credited service;</p> <p>(2) on or after Sept. 15, 1970, by varying amounts ranging from 50 cents to \$1, to amount ranging from \$9.95 to \$11.50 per year of credited service, depending on benefit class code and date of retirement.⁸</p> <p>Increased: <i>Special early and disability monthly retirement benefits</i>—employee who retired</p> <p>(1) before Sept. 1, 1964 on (a) special early retirement—to \$9.95 per year of credited service and (b) disability retirement—to \$9.95 per year of credited service plus previous temporary benefit ranging from \$6.60 to \$7.25 per year of service up to 25, depending on date of retirement;⁹</p> <p>(2) on or after Sept. 1, 1964 but before Oct. 25, 1967, to \$9.95 per year of credited service, plus previous temporary benefit of \$7.75 per year of service up to 25;</p> <p>(3) on or after Oct. 25, 1967, to amount ranging from \$9.95 to \$11.50 per year of credited service, depending on benefit class code and date of retirement,⁸ plus temporary benefit ranging from \$8 to \$11 per year of service up to 25, depending on date of retirement.¹⁰</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Retirement benefits—Continued		
<p>Oct. 1, 1978 (agreement dated Oct. 31, 1973)—Continued.</p>	<p>Increased: <i>Regular early monthly retirement benefits</i>—employee retired</p> <ol style="list-style-type: none"> (1) before Sept. 1, 1964, to \$9.95 per year of credited service as previously reduced; (2) on or after Sept. 1, 1964 but before Sept. 15, 1970, to \$9.95 per year of credited service, times percentage for age when benefits began;¹¹ (3) on or after Sept. 15, 1970 but before Oct. 1, 1971, to amount ranging from \$9.95 to \$10.45 per year of credited service, depending on benefit class code,⁸ times percentage for age when benefits began;¹¹ (4) on or after Oct. 1, 1971, to amount ranging from \$9.95 to \$11.50 per year of service depending on benefit class code and date of retirement,⁹ times percentage for age when benefit began,¹¹ and upon attaining age 65 for retiree with 30 years of credited service, the full life income benefit was to be paid with no reduction because of retirement before age 62. <p>Increased: <i>Vesting</i>—deferred monthly benefit for break in service on or after Oct. 1, 1978 ranging from \$10.75 to \$11.50 per year of credited service, depending on benefit class code.¹²</p> <p>Increased: <i>Supplemental allowance</i> "lifetime supplement" of \$100 a month payable upon attaining age 65 for employee retired on normal, early, or disability retirement on or after Oct. 1, 1978 with 30 years of credited service or more.¹³</p> <p>Increased: <i>Supplemental allowance</i> for employee retired on early or disability retirement on or after Oct. 1, 1978, with 30 years of credited service which when added to early or disability benefit would bring total benefit to (a) \$700 for months before age 62 and (b) \$430 after age 62 through month he attained age 65.¹³</p>	<p>Changed: <i>Supplemental allowance</i>—benefit payable on or after Oct. 1, 1978 for employee retired at own option under regular early retirement on or after Oct. 1, 1978, reduced for any month before age 62 for which he was eligible for an unreduced social security benefit, by \$11 a month per year of credited service up to 25 years.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Supplemental unemployment benefit plan		
<p>Dec. 31, 1973 (agreement dated Oct. 31, 1973).</p>	<p>Increased: <i>Regular benefit</i>—maximum to \$90 for any week employee exercised option to refuse work and did not receive State system benefit because of such refusal or refusal which occurred after exhaustion of State benefit rights.</p> <p>Added: <i>Eligibility</i>—laid off employee who received lost time benefit under a worker's compensation law or other law providing benefit for occupational injury or disease, while not totally disabled and while ineligible for accident and sickness benefit under company's insurance plan, was deemed to be on a qualifying layoff if employee met other requirements for a qualifying layoff.</p> <p>Increased: <i>Contributions</i>—amount to range of 7 to 12 cents per hour depending on percentage relationship of the asset value of fund to maximum funding.¹⁵</p>	
<p>Jan. 1, 1975 (agreement dated Oct. 31, 1973).</p>	<p>Changed: <i>Contributions</i> for short workweeks—if market value of the assets of fund as of last Friday preceding first Monday in January each year was less than 100 percent of maximum funding, the company to contribute amount, if any, by which (a) total amount of automatic short week benefits paid for layoffs that occurred during pay periods that began in previous calendar year, exceeded (b) 3 cents times total number of hours employees received pay for pay periods begun in such calendar year, minus (c) total of contributions for months credit unit cancellation base fell below specified level (\$495 effective Dec. 28, 1970) but not in excess of maximum funding.</p>	<p>Changed: Company's SUB contributions not offset by contributions for hospital-medical-surgical-drug coverage for laid-off employees and continuation of group life and disability coverage for laid-off employees.</p>
<p>Jan. 6, 1975 (agreement dated Oct. 31, 1973).</p>	<p>Changed: <i>Contributions</i>—with respect to each pay period which began within a month for which the current market value of the fund was less than the maximum amount, the company to contribute the lesser of the following amounts:</p> <p>(1) The amount required to increase the value of the fund to 100 percent of maximum funding; or</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters								
Supplemental unemployment benefit plan—Continued										
<p>Jan. 6, 1975 (agreement dated Oct. 31, 1973)—Continued.</p>	<p>(2) an amount determined by multiplying (a) the number of straight time hours, time and one-half hours, and double time hours, respectively, for which employees received pay from the company (excluding hours for which benefits under SUB plan were payable) during such period, by (b) a number of cents per hour (7 to 24 cents effective Jan. 6, 1975 and 9 to 26 cents effective Jan. 5, 1976) depending on percentage relationship of the asset value of fund to maximum funding and type of hour paid for.¹⁵</p>									
<p>Nov. 1, 1976 (agreement dated Oct. 5, 1976).</p>	<p>Added: <i>Advance Credit Account</i>—company to advance contributions to fund to insure payment of benefits to employees with less than 10 years seniority when value of assets in fund fell below level necessary to continue payments to such employees.</p> <p>Added: <i>Guaranteed Benefit Account</i>—company to make additional contributions to fund to provide benefits for employees with 10 or more years' seniority when value of contributions and assets in fund were insufficient to pay benefits otherwise due.</p> <p>Eliminated: 20-percent reduction in benefit amount for employees with 20 or more years' seniority when fund level was low.</p>	<p>The maximum amount advanced limited to \$100 times number of employees used in determining maximum funding for Sept. 1976. Advanced contributions recovered at rate of 5 cents per hour when fund reached 70 percent of maximum funding. Account eliminated when Trust Fund Position reached 70 percent of maximum funding regardless of whether or not any contributions had been made based upon account.</p> <p>The maximum amount of contribution to be \$200 times number of covered employees used in determining maximum funding for Sept. 1976.</p> <p>Changed: Credit Unit Cancellation Base trigger points increased by 50 percent, resulting in an increased rate of credit unit exchange at higher fund levels.¹⁶</p> <p>Changed: Credit unit exchange rates reduced at lower funding levels for employees with 10 to 20 years' seniority, with a maximum exchange rate of 2 to 1 for employees with 10 to 15 years of seniority and 1.43 to 1 for employees with 15 to 20 years' seniority. The credit exchange rate for employees with 20 or more years of seniority to be 1 to 1 regardless of the fund level.¹⁶ Employees with 10 or more years of seniority would be eligible, depending upon the number of their credit units, for up to the following number of weeks of benefits even if the fund was below the level at which no benefits would have been payable under the prior schedule:</p> <table data-bbox="892 1501 1409 1643" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><i>Seniority Group (in years)</i></th> <th style="text-align: center;"><i>Maximum number of weeks of benefits at low fund levels</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">10-15</td> <td style="text-align: center;">26</td> </tr> <tr> <td style="text-align: center;">15-20</td> <td style="text-align: center;">37</td> </tr> <tr> <td style="text-align: center;">20 or more</td> <td style="text-align: center;">52</td> </tr> </tbody> </table>	<i>Seniority Group (in years)</i>	<i>Maximum number of weeks of benefits at low fund levels</i>	10-15	26	15-20	37	20 or more	52
<i>Seniority Group (in years)</i>	<i>Maximum number of weeks of benefits at low fund levels</i>									
10-15	26									
15-20	37									
20 or more	52									
<p>Jan. 1, 1977 (agreement dated Oct. 5, 1976).</p>	<p>Changed: <i>Contributions</i>—amount to a range of 12 to 22 cents per hour depending on percentage relationship of the asset value of fund to maximum funding.¹⁷</p>									

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Supplemental unemployment benefits plan—Continued		
<p>Jan. 1, 1977 (agreement dated Oct. 5, 1976)—Continued.</p>	<p>Changed: <i>Maximum funding</i>—multiplier used in formula reduced to 12 times average full benefit rate. Employees on active employment rolls but not receiving pay no longer included in calculation of full benefit rate.</p> <p>Changed: Deduction from benefit for work-related expenses not incurred increased to \$12.50.</p> <p>Changed: <i>Short week benefits</i>—if notice of intent to work overtime not given prior to layoff, only first two hours of overtime worked or available to be considered compensated or available hours. All overtime hours worked or available prior to layoff and all overtime hours worked or available after layoff but scheduled prior to layoff considered compensated or available hours.</p>	<p>Compensated or available hours were used to determine amount of shortweek benefit by offsetting hours lost during layoff to reduce shortweek benefit.</p>
<p>Jan. 1, 1978 (agreement dated Oct. 5, 1976).</p>	<p>Changed: <i>Contributions</i>—amount to a range of 13 to 23 cents per hour depending on percentage relationship of the asset value of fund to maximum funding.¹⁷</p> <p>Increased: Maximum annual limit on offsets to contributions for shortweek benefits to 4 cents.</p>	<p>Changed: Credit Unit Cancellation Base trigger points increased by 10 percent resulting in an increased rate of credit unit exchange at higher fund levels.¹⁸</p>
<p>Jan. 1, 1979 (agreement dated Oct. 5, 1976).</p>	<p>Changed: <i>Contributions</i>—amount to a range of 14 to 24 cents per hour depending on percentage relationship of the asset value of fund to maximum funding.¹⁷</p>	<p>Changed: Credit Unit Cancellation Base trigger points increased by 10 percent resulting in an increased rate of credit unit exchange at higher fund levels.¹⁹</p>

See footnotes on following page.

Footnotes to table 3:

¹Last entry under each item represents the most recent change.

²Moving allowances for both transfer and layoff were as follows:

	Miles between plants	
	Single employee	Married employee
50 but less than 100	\$385	\$ 865
100 but less than 300	430	955
300 but less than 500	465	1,000
500 but less than 1,000	565	1,180
1,000 or more	650	1,355

³Schedule of insurance benefits was as follows:

Base hourly rate [*]	Insurance before age 65					
	Life insurance		Monthly total and permanent disability benefit**		Accidental death and dismemberment benefit	
	For those at work before Oct. 1, 1975	For those at work on or after Oct. 1, 1975	For those at work before Oct. 1, 1975	For those at work on or after Oct. 1, 1975	For those at work before Oct. 1, 1975	For those at work on or after Oct. 1, 1975
Up to but less than \$3.40	\$ 7,500	\$ 8,500	\$150	\$170	\$3,750	\$4,250
\$3.40 but less than \$3.65	8,000	9,000	160	180	4,000	4,500
\$3.65 but less than \$3.90	8,500	9,500	170	190	4,250	4,750
\$3.90 but less than \$4.15	9,000	10,000	180	200	4,500	5,000
\$4.15 but less than \$4.40	9,500	10,500	190	210	4,750	5,250
\$4.40 but less than \$4.65	10,000	11,000	200	220	5,000	5,500
\$4.65 but less than \$4.90	10,500	11,500	210	230	5,250	5,750
\$4.90 but less than \$5.15	11,000	12,000	220	240	5,500	6,000
\$5.15 but less than \$5.40	11,500	12,500	230	250	5,750	6,250
\$5.40 but less than \$5.65	12,000	13,000	240	260	6,000	6,500
\$5.65 but less than \$5.90	12,500	13,500	250	270	6,250	6,750
\$5.90 but less than \$6.15	13,000	14,000	260	280	6,500	7,000
\$6.15 but less than \$6.40	13,500	14,500	270	290	6,750	7,250
\$6.40 but less than \$6.65	14,000	15,000	280	300	7,000	7,500
\$6.65 but less than \$6.90	14,500	15,500	290	310	7,250	7,750
\$6.90 but less than \$7.15	15,000	16,000	300	320	7,500	8,000
\$7.15 but less than \$7.40	15,500	16,500	310	330	7,750	8,250
\$7.40 and over	16,000	17,000	320	340	8,000	8,500

	Insurance before age 65		Life insurance at age 65 and after		
	Weekly sickness and accident benefit***	Monthly extended disability benefit***	Minimum (10 years in retirement plan)		Maximum**** (20 years in retirement plan)
			For those at work before Oct. 1, 1975	For those at work on or after Oct. 1, 1975	For those at work before Oct. 1, 1975
Up to but less than \$3.40	\$ 85	\$285	\$1,500	\$2,000	\$2,250
\$3.40 but less than \$3.65	90	305	1,500	2,000	2,400
\$3.65 but less than \$3.90	95	330	1,500	2,000	2,550
\$3.90 but less than \$4.15	100	350	1,500	2,000	2,700
\$4.15 but less than \$4.40	105	370	1,500	2,000	2,850
\$4.40 but less than \$4.65	110	395	1,500	2,000	3,000
\$4.65 but less than \$4.90	115	415	1,575	2,000	3,150
\$4.90 but less than \$5.15	120	435	1,650	2,000	3,300
\$5.15 but less than \$5.40	125	460	1,725	2,000	3,450
\$5.40 but less than \$5.65	130	480	1,800	2,000	3,600
\$5.65 but less than \$5.90	135	500	1,875	2,025	3,750
\$5.90 but less than \$6.15	140	525	1,950	2,100	3,900
\$6.15 but less than \$6.40	145	545	2,025	2,175	4,050
\$6.40 but less than \$6.65	150	565	2,100	2,250	4,200
\$6.65 but less than \$6.90	155	590	2,175	2,325	4,350
\$6.90 but less than \$7.15	160	610	2,250	2,400	4,500
\$7.15 but less than \$7.40	165	630	2,325	2,475	4,650
\$7.40 and over	170	655	2,400	2,550	4,800

^{*}Insurance based on average straight-time hourly earnings under the incentive plan.

^{**}Benefits were payable for a maximum of 50 months for employees with 10 years of service under plan. Disability had to begin before age 60.

^{***}Subject to reduction for other benefits as detailed under accident and sickness or extended disability sections of the insurance plan.

^{****}Maximum of 30 percent of life insurance in effect at age 65, with 20 or more years of creditable service, was eliminated for employees at work on or after Oct. 1, 1975.

*Employee contributions were as follows:

Basic hourly rate	Contribution rate	
	I*	II**
Up to but less than \$3.40	\$ 5.20	\$3.75
\$3.40 but less than \$3.65	5.63	4.00
\$3.65 but less than \$3.90	6.07	4.25
\$3.90 but less than \$4.15	6.50	4.50
\$4.15 but less than \$4.40	6.93	4.75
\$4.40 but less than \$4.65	7.37	5.00
\$4.65 but less than \$4.90	7.80	5.25
\$4.90 but less than \$5.15	8.23	5.50
\$5.15 but less than \$5.40	8.67	5.75
\$5.40 but less than \$5.65	9.10	6.00
\$5.65 but less than \$5.90	9.53	6.25
\$5.90 but less than \$6.15	9.96	6.50
\$6.15 but less than \$6.40	10.40	6.75
\$6.40 but less than \$6.65	10.83	7.00
\$6.65 but less than \$6.90	11.26	7.25
\$6.90 but less than \$7.15	11.70	7.50
\$7.15 but less than \$7.40	12.13	7.75
\$7.40 and over	12.57	8.00

*Schedule I was applicable for leave of absence (excluding medical and union leave) during any period for which employer was not required to pay.

**Schedule II was applicable to those terminated between ages 60 and 65 (excluding retirement); while a grievance was pending; medical leave of absence for any period for which employer was not required to pay; and layoff for any period for which employer was not required to pay.

*Revised schedule of insurance benefits, effective Oct. 18, 1976:

Base hourly rate	Life insurance	Monthly total and permanent disability insurance	Accidental death and dismemberment benefit	Monthly extended disability benefits*		Weekly accident and sickness benefits
				Schedule I	Schedule II	
Up to but less than \$5.20	\$12,500	\$250	\$ 6,250	\$460	\$480	\$125
\$5.20 but less than \$5.55	13,000	260	6,500	480	510	130
\$5.55 but less than \$5.90	13,500	270	6,750	500	545	135
\$5.90 but less than \$6.25	14,000	280	7,000	525	580	145
\$6.25 but less than \$6.60	15,000	300	7,500	555	610	155
\$6.60 but less than \$6.95	15,500	310	7,750	585	645	165
\$6.95 but less than \$7.30	16,500	330	8,250	615	680	170
\$7.30 but less than \$7.65	17,000	340	8,500	650	710	180
\$7.65 but less than \$8.00	18,000	360	9,000	680	745	190
\$8.00 but less than \$8.35	19,000	380	9,500	710	780	195
\$8.35 but less than \$8.70	19,500	390	9,750	740	815	205
\$8.70 but less than \$9.05	20,500	410	10,250	770	845	215
\$9.05 but less than \$9.40	21,500	430	10,750	800	880	220
\$9.40 but less than \$9.75	22,000	440	11,000	830	915	230
\$9.75 and over	22,500	450	11,250	860	945	240

*Schedule I applicable to employees with less than 10 years' credited service or participation.

Schedule II applicable to employees with 10 years or more of credited service under the retirement plan or 10 or more years of participation under Group Life and Disability Insurance on the last day worked preceding a period of continuous disability.

*The maximum acquisition cost of \$12.50 was to be adjusted on a yearly basis beginning Oct. 1, 1978, depending on the percentage change in a cost index developed on a representative sample of frames with a wholesale cost of \$12.50 or less on Oct. 1, 1977.

*The maximum was to be adjusted on October 1 of each year, beginning in 1978, by the immediately preceding July-to-July percentage increase in the Combined Consumer Price Index.

⁸Life income benefits based on benefit class codes were determined as follows:

(a) Job classification maximum hourly rate* (which determined benefit class code) as of—							
Benefit Class Code	Oct. 25, 1967 through Nov. 24, 1968	Nov. 25, 1968 through Nov. 23, 1969	Nov. 24, 1969 through Nov. 1, 1970	Nov. 2, 1970 through Nov. 21, 1971	Nov. 22, 1971 through Nov. 19, 1972	Nov. 20, 1972 through Nov. 18, 1973	On or after Nov. 19, 1973
A	\$3.410 or less	\$3.510 or less	\$3.615 or less	\$4.275 or less	\$4.405 or less	\$4.535 or less	\$4.535 or less
B	3.415 — 3.450	3.515 — 3.645	3.620 — 3.755	4.240 — 4.420	4.410 — 4.555	4.540 — 4.690	4.540 — 4.690
C	3.545 and over	3.650 and over	3.760 and over	4.425 and over	4.560 and over	4.695 and over	4.695 — 5.345
D	—	—	—	—	—	—	5.350 and over

(b) Monthly life income benefit rates (per year of service) for months commencing—								
Date of retirement under plan	Benefit Class Code	Oct. 1973 through Feb. 1974	Mar. 1974 through Sept. 1974	Oct. 1974 through Sept. 1975	Oct. 1975 through Sept. 1976	Oct. 1976 through Sept. 1977	Oct. 1977 through Sept. 1978	Oct. 1978 and after
On or after Oct. 25, 1967 but before Sept. 15, 1970	A	\$7.25	\$7.25	\$ 8.25	\$ 8.60	\$ 9.10	\$ 9.35	\$ 9.95
	B	7.50	7.50	8.25	8.60	9.10	9.35	9.95
	C	7.75	7.75	8.25	8.60	9.10	9.35	9.95
On or after Sept. 15, 1970 but before Sept. 15, 1973	A	8.00	8.00	8.25	8.60	9.10	9.35	9.95
	B	8.25	8.25	8.50	8.85	9.35	9.60	10.20
	C	8.50	8.50	8.75	9.10	9.60	9.85	10.45
On or after Sept. 15, 1973 but before Mar. 1, 1974	A	8.00	8.00	8.25	8.60	9.10	9.35	9.95
	B	8.25	8.25	8.50	8.85	9.35	9.60	10.20
	C & D	8.50	8.50	8.75	9.10	9.60	9.85	10.45
On or after Mar. 1, 1974 but before Oct. 1, 1974	A	—	8.75	8.75	9.25	9.50	9.75	10.25
	B	—	9.00	9.00	9.50	9.75	10.00	10.50
	C & D	—	9.25	9.25	9.75	10.00	10.25	10.75
On or after Oct. 1, 1974 but before Oct. 1, 1976	A	—	—	9.25	9.25	9.50	9.75	10.25
	B	—	—	9.50	9.50	9.75	10.00	10.50
	C	—	—	9.75	9.75	10.00	10.25	10.75
	D	—	—	10.00	10.00	10.25	10.50	11.00
On or after Oct. 1, 1976 but before Oct. 1, 1978	A	—	—	—	—	9.75	9.75	10.50
	B	—	—	—	—	10.00	10.00	10.75
	C	—	—	—	—	10.25	10.25	11.00
	D	—	—	—	—	10.50	10.50	11.25
On or after Oct. 1, 1978	A	—	—	—	—	—	—	10.75
	B	—	—	—	—	—	—	11.00
	C	—	—	—	—	—	—	11.25
	D	—	—	—	—	—	—	11.50

*Incentive job classifications also were assigned benefit class codes.

⁹Monthly temporary benefits for those who retired before Sept. 1, 1964 on disability were as follows:

Date of retirement under plan	Monthly temporary benefit per year of credited service	Maximum monthly temporary benefit
Before Sept. 1, 1958	6.80	\$193.75
Sept. 1, 1958 through Aug. 31, 1961	6.85 (for service before Jan. 1, 1958); 6.88 (for service in 1958); and 6.95 (for service after Dec. 31, 1958).	193.75
Sept. 1, 1961 through Aug. 31, 1964	7.25	193.75

¹⁰Temporary benefit rates for those who retired on early retirement or on disability were as follows:

Date of retirement under plan	Monthly temporary benefit per year of credited service up to 25	Maximum monthly temporary benefit
Sept. 1964 through Oct. 24, 1967	\$ 7.75	\$193.75
Oct. 25, 1967 through Sept. 14, 1970	8.00	200.00
Sept. 15, 1970 through Feb. 1974	8.50	212.50
Mar. 1974 through Sept. 1976	9.50	237.50
Oct. 1976 through Sept. 1978	10.00	250.00
Oct. 1978 or after	11.00	275.00

57	69.4
56	63.5
55	57.9
54	53.2
53	48.9
52	45.0
51	41.5
50	38.3
49	35.4
48	32.8
47	30.4
46	28.2
45	26.1
44	24.3
43	22.6
42	21.0

For each additional full month of age when benefits began, the applicable percent was to be determined by straight-time interpolation from percentage applicable to next higher age in above schedule, rounded to the nearest 1/10 of 1 percent.

*Reduction factors for retirement of ages below 55 applicable only to those who retired on or after Oct. 1, 1971, with at least 30 years of credited service (25 years for foundry workers effective Oct. 1, 1975).

¹¹Percentages were as follows:

Age when benefit began*	Percent
62 or over	100.0
61	93.3
60	86.7
59	80.8
58	75.2

¹²Vested benefits were determined as follows:

Job classification maximum hourly rate* (on or after Nov. 19, 1973)	Benefit class code	Life income benefit rates for breaks in seniority (with eligibility for a deferred vested pension) commencing--				
		Nov. 19, 1973 through Feb. 1974	Mar. 1974 through Sept. 1974	Oct. 1974 through Sept. 1976	Oct. 1976 through Sept. 1978	Oct. 1978 and after
\$4.535 or less	A	\$8.00	\$8.75	\$ 9.25	\$ 9.75	\$10.75
4.540 — 4.690	B	8.25	9.00	9.50	10.00	11.00
4.695 — 5.345	C	8.50	9.25	9.75	10.25	11.25
5.350 and over	D	8.50	9.25	10.00	10.50	11.50

*Incentive job classifications also were assigned benefit class codes.

¹³Supplemental allowance and lifetime supplement were determined as follows:

Date of retirement under plan	Amount of total monthly benefits for determining supplemental allowance		Amount of monthly lifetime supplement after month in which retired employee attains age 65
	Through month in which retired employee attains age 62	After month in which retired employee attains age 62 and through month in which he attains age 65	
Mar. 1974 through Sept. 1974	\$550	\$395*	\$ 75**
Oct. 1974 through Sept. 1975	625	395	75**
Oct. 1975 through Sept. 1976	625	395	75
Oct. 1976 through Sept. 1978	650	400	80
Oct. 1978 or after	700	430	100

*\$320 for any month before October 1975.

**Not payable for any month before October 1975.

¹⁴Interim supplement rates were as follows:

Attained age when benefits began	Amount of interim supplement* per year of credited service
61	\$7.50
60	7.50
59	6.70
58	5.90
57	5.10
56	4.30
55	3.50

*For each additional full month of attained age when benefits began, the applicable rate was determined by adding 6-2/3 cents for each such additional month to the amount shown for attained age at last birthday (not to exceed \$7.50 for retirement after age 60).

¹⁵Relationship was as follows:

If the percentage relationship of the value of the assets of the fund to maximum funding was—	Effective date						
	Dec. 31, 1973	Jan. 6, 1975			Jan. 5, 1976		
	The applicable number of cents per hour was—	The applicable number of cents per straight-time hour was—	The applicable number of cents per time and one-half hour was—	The applicable number of cents per double time hour was—	The applicable number of cents per straight-time hour was—	The applicable number of cents per time and one-half hour was—	The applicable number of cents per double time hour was—
87.5 but less than 100.0	7	7	13	19	9	15	21
75.0 but less than 87.5	8	8	14	20	10	16	22
62.5 but less than 75.0	9	9	15	21	11	17	23
50.0 but less than 62.5	10	10	16	22	12	18	24
37.5 but less than 50.0	11	11	17	23	13	19	25
Less than 37.5	12	12	18	24	14	20	26

If for any such pay period, total number of hours employees received pay from company when multiplied by applicable number of cents per hour was more than number of hours required to increase value of assets of fund to next higher percentage of maximum funding, only number of hours required to reach next such higher percentage was to be multiplied by applicable cents per

hour in above table. The remaining hours (the difference between total number of hours and lesser number of hours required to reach next higher percentage level) was to be multiplied by applicable lesser cents per hour set forth in above table for next higher percentage.

¹⁶Credit union cancellation schedule was as follows:

Credit units cancelled when employee's seniority as of last day of the week for which benefit was paid was equal to—

<i>CUCB* applicable to week for which benefit was paid</i>	<i>1 to 5 Years</i>	<i>5 to 10 Years</i>	<i>10 to 15 Years</i>	<i>15 to 20 Years</i>	<i>20 to 25 Years</i>	<i>25 Years and Over</i>
\$573.75 or more	1.00	1.00	1.00	1.00	1.00	1.00
513.00 to 573.74	1.11	1.00	1.00	1.00	1.00	1.00
452.25 to 512.99	1.25	1.11	1.00	1.00	1.00	1.00
391.50 to 452.24	1.43	1.25	1.11	1.00	1.00	1.00
330.75 to 391.49	1.67	1.43	1.25	1.11	1.00	1.00
270.00 to 330.74	2.00	1.67	1.43	1.25	1.00	1.00
209.25 to 269.99	2.50	2.00	1.67	1.43	1.00	1.00
148.50 to 209.24	3.33	2.50	2.00	1.43	1.00	1.00
87.75 to 148.49	5.00	3.33	2.00	1.43	1.00	1.00
27.00 to 87.74	10.00	5.00	2.00	1.43	1.00	1.00
Under \$27.00	No benefit payable		2.00	1.43	1.00	1.00

*Until the relationship of Fund assets to Maximum Funding first reached 70 percent on or after November 1, 1976, the amount determined was to be added to the market value of the assets of the Fund in determining the CUCB for this purpose only.

¹⁷Contributions schedule was as follows:

	<i>Percent of maximum funding</i>	<i>Contribution rate (in cents) applicable to all compensated hours including overtime hours</i>		
		<i>1/1/77</i>	<i>1/1/78</i>	<i>1/1/79</i>
77.5 to 100.0		12	13	14
70.0 to 77.5		13	14	15
62.5 to 70.0		14	15	16
55.0 to 62.5		15	16	17
47.5 to 55.0		16	17	18
40.0 to 47.5		17	18	19
32.5 to 40.0		18	19	20
25.0 to 32.5		19	20	21
17.5 to 25.0		20	21	22
10.0 to 17.5		21	22	23
Less than 10		22	23	24

The additional contributions for overtime hours—6 cents for each overtime hour compensated at time and one-half and 12 cents for each overtime hour compensated at double time—continued in effect.

¹⁸Credit unit cancellation schedule was as follows:

Credit units cancelled when employee's seniority as of last day of the week for which benefit was paid was equal to—

<i>CUCB* applicable to week for which benefit was paid</i>	<i>1 to 5 Years</i>	<i>5 to 10 Years</i>	<i>10 to 15 Years</i>	<i>15 to 20 Years</i>	<i>20 to 25 Years</i>	<i>25 Years and Over</i>
\$631.25 or more	1.00	1.00	1.00	1.00	1.00	1.00
564.50 to 631.24	1.11	1.00	1.00	1.00	1.00	1.00
497.75 to 564.49	1.25	1.11	1.00	1.00	1.00	1.00
431.00 to 497.74	1.43	1.25	1.11	1.00	1.00	1.00
364.25 to 430.99	1.67	1.43	1.25	1.11	1.00	1.00
297.50 to 364.24	2.00	1.67	1.43	1.25	1.00	1.00
230.75 to 297.49	2.50	2.00	1.67	1.43	1.00	1.00
164.00 to 230.74	3.33	2.50	2.00	1.43	1.00	1.00
97.25 to 163.99	5.00	3.33	2.00	1.43	1.00	1.00
30.50 to 97.24	10.00	5.00	2.00	1.43	1.00	1.00
Under \$30.50	No benefit payable		2.00	1.43	1.00	1.00

*Until the relationship of Fund assets to Maximum Funding first reached 70 percent on or after November 1, 1976, the amount determined was to be added to the market value of assets of the Fund in determining the CUCB for this purpose only.

¹⁹Credit unit cancellation schedule was as follows:

Credit units cancelled when employee's seniority as of last day of the week for which benefit was paid was equal to—

<i>CUCB* applicable to week for which benefit was paid</i>	<i>1 to 5 Years</i>	<i>5 to 10 Years</i>	<i>10 to 15 Years</i>	<i>15 to 20 Years</i>	<i>20 to 25 Years</i>	<i>25 Years and Over</i>
\$694.50 or more	1.00	1.00	1.00	1.00	1.00	1.00
621.00 to 694.49	1.11	1.00	1.00	1.00	1.00	1.00
547.50 to 620.99	1.25	1.11	1.00	1.00	1.00	1.00
474.00 to 547.49	1.43	1.25	1.11	1.00	1.00	1.00
400.50 to 473.99	1.67	1.43	1.25	1.11	1.00	1.00
327.00 to 400.49	2.00	1.67	1.43	1.25	1.00	1.00
253.50 to 326.99	2.50	2.00	1.67	1.43	1.00	1.00
180.00 to 253.49	3.33	2.50	2.00	1.43	1.00	1.00
106.50 to 179.99	5.00	3.33	2.00	1.43	1.00	1.00
33.00 to 106.49	10.00	5.00	2.00	1.43	1.00	1.00
Under \$33.00	No benefit payable		2.00	1.43	1.00	1.00

*Until the relationship of Fund assets to Maximum Funding first reached 70 percent on or after November 1, 1976, the amount determined was to be added to the market value of the assets of the Fund in determining the CUCB for this purpose only.

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 Division) 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.

1977—79, Supplement to BLS Bulletin 1915.

Berkshire Hathaway Inc. and the Textile Workers—

June 1943—April 1975, BLS Bulletin 1849.

1975—78, Supplement to BLS Bulletin 1849.

Bethlehem Steel Corp. (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—79, 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—76, 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 Co. and the Auto Workers—
 Volume I, June 1941—September 1973, BLS Bulletin 1787.
 Volume II, 1973—79, BLS Bulletin 1994.
- 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.
 1975—78, Supplement to BLS Bulletin 1884.
- Massachusetts Shoe Manufacturers and the Shoe Workers—
 1945—79, BLS Bulletin 1993.
- New York City Laundries and the Clothing Workers—
 November 1945—November 1975, BLS Bulletin 1845.
 1975—78, Supplement to BLS Bulletin 1845.
- North Atlantic Longshoremen—
 1934—71, BLS Bulletin 1736.
 1971—77, Supplement to BLS Bulletin 1736.
- Pacific Coast Shipbuilders and Various Unions—
 1941—77, BLS Bulletin 1982.
- Pacific Gas and Electric Co.—
 1943—72, BLS Bulletin 1761.
 1972—76, Supplement to BLS Bulletin 1761.
- Pacific Maritime Association and the ILWU—
 1934—78, BLS Bulletin 1960.
- Railroads—Nonoperating Employees—
 1920—62, BLS Report 208.¹
- Rockwell International (Electronics, North American Aircraft/Space Operations) and the Auto
 Workers—
 May 1941—September 1977, BLS Bulletin 1893.
- United States Steel Corporation—
 March 1937—April 1974, BLS Bulletin 1814.
 May 1974—July 1977, Supplement to BLS Bulletin 1814.
- Western Greyhound Lines—
 1945—67, BLS Bulletin 1595.¹
 1968—77, Supplement to BLS Bulletin 1595.
- Western Union Telegraph Co. and the Telegraph Workers and the Communications Workers—
 1943—76, BLS Bulletin 1927.

¹Out of print. See *Directory of Wage Chronologies, 1948 - June 1977* for *Monthly Labor Review* issue in which reports and supplements published before July 1965 appeared.

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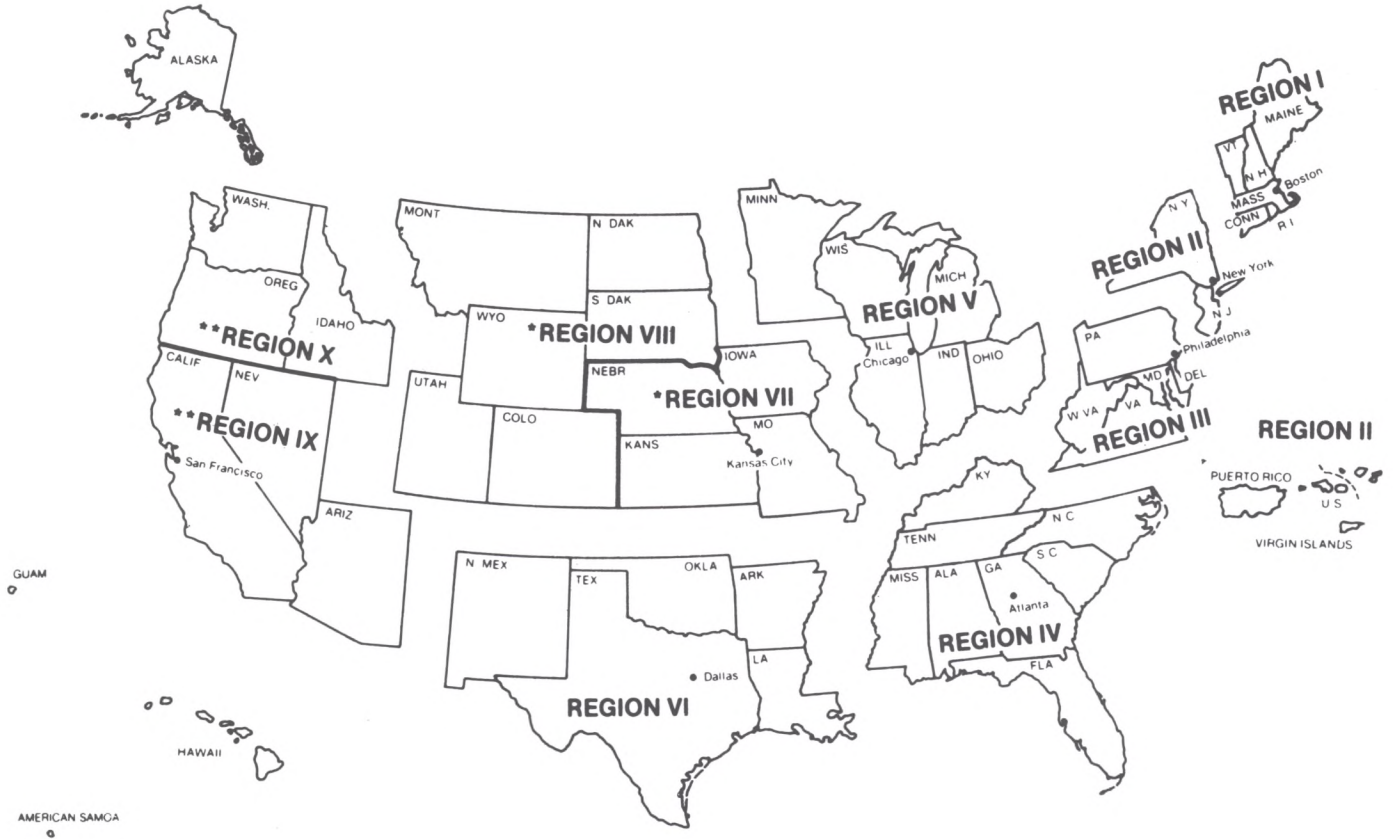
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