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# Wage Chronology: International Shoe Co., the Shoe Workers, and the Boot and Shoe Workers 1945-78

U.S. Department of Labor  
Bureau of Labor Statistics  
1979

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U.S. Department of Labor  
Ray Marshall, Secretary  
Bureau of Labor Statistics  
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# Preface

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

This chronology summarizes the changes in wage rates and supplementary compensation practices negotiated by the International Shoe Co., a division of Interco, Inc., with the United Shoe Workers of America and the Boot and Shoe Workers' Union since the first master contracts were signed in 1945.

This bulletin replaces *Wage Chronology: International Shoe Co., 1945-74*, published as BLS Bulletin 1718 and incorporates the contract changes negotiated in 1972, 1974, and 1976, which brings the chronology up to date through September 30, 1978. The analysis for the 1976-78 period was prepared by Joan D. Borum of the Division of Trends in Employee Compensation.

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# Introduction

The International Shoe Co. was incorporated in Delaware on March 16, 1921, succeeding a Missouri corporation of the same name which was organized December 28, 1911. On March 2, 1966, the company adopted its present name, Interco, Inc., and International Shoe Co. was made a division thereof.

International Shoe currently operates as one of four divisions under the Footwear Manufacturing and Retailing Group of Interco, Inc. Interco is a major manufacturer and wholesaler of footwear and apparel, operating 30 footwear and 62 apparel manufacturing plants and 6 footwear and 13 apparel distribution centers in the United States, Canada, Mexico, and Australia.

This wage chronology is limited to the results of collective bargaining between the International Shoe Co. Division of Interco, Inc., and the United Shoe Workers of America (USW) and the Boot and Shoe Workers' Union (BSW). It traces the major changes in wages and supplementary compensation practices for production and related workers since 1945, when the first master agreements were negotiated. Provisions shown for that date do not necessarily indicate changes in prior conditions of employment.

Presently, the USW bargains for about 1,800 production and related workers in 5 shoe factories, and 2 supply plants in Missouri and Arkansas; the BSW bargains for 2,000 production workers in 5 shoe factories in Missouri; and the balance, approximately 42 percent of all International Shoe's workers, are represented either by the Teamsters, Rubber Workers, Steelworkers, Longshoremen, or printing specialties unions, or are nonunion.

Attempts at labor organization in the shoe industry occurred as early as 1793, with the formation of the Federal Society of Journeymen Cordwainers in Philadelphia. This union initiated the first recorded successful strike by a labor organization in the United States. It lasted 2 weeks and resulted in an increase in wages.

The USW started under the name of United Shoe Workers in 1909 with about 2,700 members. In 1924, it

was absorbed by the Shoe Workers' Protective Union which in 1933 combined with the National Shoe Workers Association, the Shoe Workers of Salem, and the Shoe and Leather Workers Union to form the United Shoe and Leather Workers Union (USLWU). However, a substantial faction soon withdrew and continued under the name of the Shoe Workers' Protective Union (SWPU). In 1937, the SWPU merged with the USLWU to form the United Shoe Workers of America (USW), affiliated with the Committee for Industrial Organization (CIO).

The BSW was organized in 1889 under the name of the Boot and Shoe Workers' International Union, succeeding locals of the Shoeworkers National Trade Assembly of the Knights of Labor. In 1895, it combined with the Laster's Protective Union of America and other locals of the National Trade Assembly to form the Boot and Shoe Workers' Union, affiliated with the American Federation of Labor (AFL). On September 1, 1977, the BSW became the Footwear Division of the Retail Clerks International Association (RCIA) as a result of the merger of the two unions. (The RCIA was later renamed the Retail Clerks International Union.)

In recent years, the USW and BSW have negotiated jointly with the International Shoe Co. because of common interest. The same type of representation and bargaining situation also prevails at Brown Shoe Co., another leading company in the industry. Generally, the unions focus their bargaining efforts on one of the two companies, and the resulting settlement terms then become the basis for subsequent settlement with the other company, as well as for settlements with firms at which only one of the unions represents employees. The bargaining with International Shoe (and Brown Shoe) is conducted on a companywide basis, but each local of the particular union signs a separate agreement with the company. All of the USW and BSW agreements with the company are essentially the same.

The contracts cover production, maintenance, and custodial workers, approximately 88 percent of whom are paid on a piecework basis.

# Summary of Contract Negotiations

## December 1945—September 1952

The first master agreements between the International Shoe Co. and the United Shoe workers of America (USW) and the Boot and Shoe Workers (BSW) were negotiated in 1945. Between 1945 and 1951, employees represented by both unions received essentially the same wage adjustments. (See table 1.) Changes in supplementary benefits for workers during this period included guaranteed minimum earnings for workers learning higher rated jobs, the establishment of paid holidays, eased requirements for vacation eligibility, and improved group insurance.

## October 1952—October 1953

The International Shoe Co.'s agreements with the USW and the BSW, in effect since October 1951, expired in September and October 1952.

New 1-year agreements were negotiated in October and individual plant contracts were signed at various dates. They provided for retroactive increases in earnings as well as changes in overtime and holiday pay and in paid-vacation practices. Although the unions negotiated separately, both contracts provided for the same general wage increase. The same changes in related working practices were also made in each contract.

The contracts, like those they replaced, made no provision for a reopening regarding any of the terms.

## October 1953—September 1958

International Shoe Co. agreements with the USW and the BSW, in effect since the fall of 1952, expired in September and October of 1953, respectively.

These were replaced by 2-year agreements negotiated on October 31, 1953, which established semi-annual cost-of-living wage escalator clauses for the 18,000 employees represented by these 2 unions but provided for no immediate change in pay. The agreements added a third week of vacation after 15 years of service and provided a company-paid hospital, medical, and surgical plan.

Negotiations for new contracts began in September 1955 and, when no agreement was reached, the unions struck on November 11, 1955. The strike was ended in early December on terms of an increase of almost 5 percent in the earnings of piece and time workers, retroactive to October 3, an additional advance of almost 3 percent in April 1956, and discontinuance of the cost-of-living escalator clauses. The agreements

were for 2 years, with provision for a third year if an acceptable pension plan could be worked out.

In July 1957, the parties agreed upon the terms of a retirement plan, to be financed by company payments of 3 percent of its gross payroll, and extended the agreement to September 30, 1958.

## October 1958—September 1962

The 3-year agreements between the International Shoe Co. and the USW and BSW that were scheduled to expire on September 30, 1958, were extended until October 10, 1958. They were replaced by 2-year agreements negotiated on October 12, which provided a 4-percent wage increase effective October 1, 1958, and an additional 2.5 percent on October 1, 1959, for about 14,500 workers. The agreements also revised reporting pay provisions and liberalized life insurance for retired employees.

The day after these contracts expired on September 30, 1960, agreement was reached on terms of new 2-year contracts. The new contracts, which covered about 12,300 workers at 33 plants, provided for wage increases of 5 cents an hour effective January 2, 1961, and an additional 3 cents an hour effective January 1, 1962. The agreements also improved the hospital benefits program, liberalized vacation eligibility requirements, and provided vacation benefits for employees retiring during the year. The agreements continued in effect until September 30, 1962, without provision for any reopening.

## October 1962—September 1964

Two-year contracts to replace those that expired September 30, 1962, were agreed to on the following day by the International Shoe Co. and the USW and the BSW after almost 2 months of negotiations. The new agreements, which covered about 13,000 workers, provided 3-cent-an-hour general wages increases for all workers on January 1, 1963, and again on January 1, 1964.<sup>1</sup> In addition, higher rates for some incentive operations, effective March 4 and September 3, 1963, increased the earnings of one-third of the company's employees an average of 6 cents an hour over the life of the contract.

Improvements in fringe benefits consisted of an ad-

<sup>1</sup>An additional 3,000 to 4,000 unorganized workers were to receive the same changes in wages and benefits.

ditional paid holiday and an increase in women's accident and sickness benefits to the level of the men's benefits. An actuarial study of the pension fund was instituted to determine the feasibility of an early retirement provision under existing financing arrangements. As a result of this study, the pension plan was amended to permit voluntary retirement at age 62.

The changes incorporated in the 1962 agreements, were to remain in effect until September 30, 1964, without any reopening.

#### **October 1964—September 1966**

Bargaining objectives for negotiations in the shoe industry were developed at a biunion Shoe Workers and Boot and Shoe Workers wage policy conference in May 1964. Negotiations opened in late August with the unions following a well-established procedure, presenting their noneconomic contract proposals prior to the economic demands. At the 1964 sessions, the noneconomic items dealt with more than 50 contract provisions.

On September 9, International Shoe Co. and union negotiators started their discussions of the unions' economic package which was designed to improve existing benefits and add new practices. The unions' determination to increase earnings was expressed in a request for a 15-cent-an-hour wage increase and a \$1.40 minimum for all piece and hourly workers. An additional paid holiday and longer vacations would have reduced worktime while maintaining earnings. Substantial improvements in the hospital-surgical-medical plan, sickness and accident benefits, and pension annuities, were included in the union package. The higher annuities were to be financed by an additional 1-percent employer contribution. A number of the proposals were aimed at improving job security and earnings when changes in operations, materials, or machinery would have reduced employment or take-home pay.

The unions also requested the establishment of two new benefits to protect earnings levels: 2 days' paid funeral leave, and 7 days' paid sick leave. A proposal for the initiation of a severance pay provision completed the unions' program.

On October 22, the International Shoe Co. reached agreement on a 2-year contract with the USW and the BSW. For the first time in many years, the unions signed with Brown Shoe Co. before they did with International, and then only after the parties had agreed on a 30-day extension of the 1962 contract.

Earnings of day and pieceworkers were to be increased 2 percent in January 1965 and 1966, and an additional 2 percent increase was given employees at the lowest job-class rate. One paid holiday was added, bringing the total to 8. Daily payments for hospital room and board and the surgical maximum were

raised. Pension benefits were increased and eligibility for disability annuities was reduced to 15 years of service, regardless of the worker's age.

Some 10,000 workers were covered by the International Shoe Co. agreements with the unions; 7,000 in Missouri, Arkansas, and Illinois USW plants and 3,000 in Missouri, Kentucky, and Tennessee BSW plants. All agreements were to remain in effect until September 30, 1966.

#### **October 1966—September 1968**

Two-year agreements, covering approximately 10,000 workers, were reached on September 30, 1966, following joint negotiations by the USW and the BSW with the International Shoe Co. The contracts set the bargaining pattern for scheduled talks and the Brown Shoe Co. Workers ratified the pacts shortly after agreement was reached.

The contracts provided wage increases effective January 2, 1967, of 9 cents an hour for dayworkers and 6 cents an hour on the clock plus 5 cents per 100 piecework points added to all class wages for pieceworkers. A year later, dayworkers were to receive 12 cents and pieceworkers, 6 cents on the clock, 7 cents per 100 points on all class wages, and an additional 8 cents per 100 points on the lowest class wage. The minimum wage also was raised in 1967 and 1968 according to the 1966 amendments to the Fair Labor Standards Act. The contracts also provided for the establishment of 2 days of paid bereavement leave, payment for hospital room and board on an "area cost" basis, and increases in both the surgical maximum and the in-hospital medical benefit. The employee's premium for dependents' hospital and surgical benefits was increased to \$4.96 a month. The group insurance plan was revised so that Medicare benefits would be supplemented rather than duplicated.

In addition, the employee's premium for \$2,000 life insurance was increased to \$2 a month at age 65 for those who retired on or after October 1, 1966. Pension benefits for those retiring on a normal or disability annuity on or after October 1, 1966, were increased to \$2 a month for each year of service, up to 30 years. In 1967, pensions for those retired before October 1966 were to increase to \$1.75 a month for each year of service, up to 30 years, except for those retired under a vested pension right. The company also agreed to increase its contribution to the pension fund in 1967 to 4.25 percent of gross payroll.

The agreements were scheduled to remain in effect through September 30, 1968, with no provision for a reopening.

#### **October 1968—September 1970**

Following joint negotiations, settlement was reached September 30, 1968, on new 2-year agreements by the International Shoe Co. with the USW and the BSW.

The agreements were ratified by the workers in October and provided wage increases on December 1, 1968, of 17 cents an hour for dayworkers and 28 cents per 100 piecework points for workers in incentive operations. In the second year, dayworkers were to receive 15 cents and pieceworkers, 26 cents per 100 piecework points. A minimum wage based on length of service was established for pieceworkers. Other changes included the addition of a ninth paid holiday, a liberalized vacation schedule, a revision of the bereavement leave provision, and the establishment of severance pay in the event of a permanent plant closing. Group insurance benefits were increased by raising the surgical and special service maximums. The employee's premium for dependents' hospital and surgical benefits coverage was increased to \$5.09 a month. The sickness and accident benefit also was increased to \$35.

Improvements in pensions increased the benefit for normal or disability retirement to \$2.25 a month for each year of credited service, up to 30 years. The increase did not apply to those who terminated employment with a vested pension right. In late 1969, the maximum number of years that could be used in computing the monthly benefit was increased to 35 years. In addition, all time spent in the military was to be counted as service credit for pension purposes.

The agreements covered approximately 10,000 workers in 32 plants in Missouri, Illinois, Arkansas, and Kentucky and were to remain in effect through September 30, 1970, with no provision for reopening.

#### **October 1970—September 1972**

The USW and BSW jointly negotiated 4-year contracts with the International Shoe Co. on October 1, 1970, hours before the old contracts were due to expire. This was the first time the parties developed agreements of such long duration. The contracts were ratified jointly by the unions on September 30, 1970, and were effective October 1, 1970.

Principal provisions of the pacts included wage increases of 18 cents an hour for dayworkers and 30 cents per 100 points for pieceworkers, to be added to all class wages, both effective December 1, 1970, with additional increases of 15 cents an hour and 25 cents per 100 points, respectively, to begin December 1, 1971. Also effective on December 1, 1970, was a company contribution equivalent to 1-2/3 cents an hour when averaged over the bargaining unit, establishing new class rates on certain jobs. Minimum wages increased to \$1.80 for pieceworkers with 24 months of service or more, beginning December 1, 1970; \$1.85 on December 1, 1971; and \$1.90, December 1, 1972.

The agreement raised monthly pension benefits from \$2.25 to \$2.50 per year of credited service, effective December 1, 1970, and to \$2.75 a year later. The new

contracts provided employees retiring after December 1, 1971, with credit for up to 40 years of company service, reaching a maximum pension benefit of \$110 a month. It provided also that, in future contracts, the basis of pension negotiations would be the amount of pension benefits rather than the amount of employer contributions to the fund. Insurance benefit changes, effective November 1, 1970, provided increased payments for: In-hospital medical benefits, maternity benefits, and miscarriages. Bereavement pay was also liberalized.

The agreements, scheduled to expire September 30, 1974, covered approximately 10,000 workers in 30 plants in a five-State area. They provided for reopenings in 1972 on: Wages, pensions, vacations, hospitalization and insurance, minimum wages, holidays, bereavement pay, and severance pay.

#### **September 1972—September 1974**

Bargaining under a contract clause providing for reopening of economic issues in 1972, the Shoe Workers and the Boot and Shoe Workers reached agreement on September 29, 1972, with International Shoe Company on a number of wage and benefit changes to be implemented during the balance of the existing 4-year contract. The agreement was scheduled to expire September 30, 1974.

Under the reopener accord, rates for pieceworkers were increased by 8 cents per 100 points<sup>2</sup> on December 4, 1972, and 10 cents per 100 points on June 4, 1973, December 3, 1973, and June 3, 1974; rates for dayworkers were increased by 5, 6, 6, and 6 cents per hour on the respective dates.

Benefit improvements were a fourth week of vacation pay after 25 years of service (maximum time off remained at 3 weeks), adoption of a \$5,000 maximum major medical plan, and pension benefit increases to \$3 a month per year of credited service on November 1, 1972, and \$3.25 on November 1, 1973. The settlement covered 10,300 workers at 27 plants in Missouri, Illinois, Arkansas, and Kentucky.

#### **October 1974—September 1976**

International Shoe Co. and the joint bargaining committee of the USW and the BSW reached agreement on September 30, 1974, only hours before the scheduled expiration of the existing contract. The settlement marked a return to the tradition of 2-year contracts that had generally prevailed until 1970, when the parties negotiated a 4-year agreement with a provision for reopening on economic provisions in 1972.

<sup>2</sup>Under the company's incentive plan, 100 points was equal to approximately 100 minutes of work for the average worker. Five cents per 100 points would, therefore, be the equivalent of about a 3-cent-an-hour increase for the average pieceworker.

The settlement, which followed the pattern established in the unions' July 1974 settlement with Brown Shoe Co., provided for an immediate wage increase of 20 cents an hour for dayworkers and 34 cents per 100 points for pieceworkers, which was equivalent to 20 cents an hour for the average pieceworker. All employees received deferred increases of 10 cents an hour on November 1, 1975, and June 1, 1976. In order to comply with the required Federal minimum wage, the plant minimum rate had been increased to \$2 on May 1, 1974; and the contract called for a \$2.10 plant minimum on January 1, 1975, and \$2.30 on January 1, 1976.

Pension benefits were increased 25 cents, to \$3.50 a month per year of service, on November 1, 1974, and to \$3.75 on November 1, 1975. Eligibility for 4 weeks of vacation pay with 3 weeks' time off was reduced to 20 years' service, from 25. There were also improvements in health, sickness and accident, and life insurance benefits, and in bereavement pay.

About 10,200 workers in 25 factories in Missouri, Illinois, Arkansas, and Kentucky were covered by the agreement, which was scheduled to expire September 30, 1976.

#### **October 1976—September 1978**

On September 30, 1976, the International Shoe Co., the USW, and the BSW reached agreement on new 2-year contracts, replacing ones that expired the same

day. The settlement provided for wage increases effective November 1, 1976, of 25 cents an hour for dayworkers and 35 cents per 100 points for pieceworkers (equivalent to about 21 cents an hour for the average pieceworker). Dayworkers were to receive an additional 13 cents an hour on November 1, 1977, and 12 cents on June 5, 1978. On both dates, pieceworkers were to receive an increase of 20 cents per 100 points, which was equivalent to about 12 cents an hour.

Effective November 1, 1976, there was to be full vesting of pensions after 10 years of service, regardless of age, in compliance with the Employee Retirement Income Security Act of 1974. The pension rate was increased to \$4 a month per year of service from \$3.75, effective November 7, 1977. Improvements in insurance included \$15,000 major medical coverage, up from \$10,000, and the employee's cost for dependent insurance coverage was increased to \$7.70 a month from \$7.35. Hospital insurance for workers retiring at age 62-64 was made available at a rate of \$13.75 a month for the employee and an additional \$15.40 for his or her spouse; the coverage was to terminate when the retiree reached age 65.

The agreement, covering 15,000 workers in 25 factories in Illinois, Missouri, Arkansas, and Kentucky, was scheduled to expire September 30, 1978. The following tables summarize wage and benefit changes to that date.

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

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 1, 1945 (by agreement)  June 3, 1946 (by agreement) Sept. 2, 1946 (by agreement) Mar. 3, 1947 (by agreement and arbitration award)	10 percent increase, averaging approximately 8 cents an hour. 7 cents an hour increase. 5 cents an hour increase. 7 1/2 percent increase with a minimum increase of 6 cents, averaging approximately 7 cents an hour.	Approved by the Wage Stabilization Board on July 26, 1946.
Oct. 1947 (by agreement)	3 cents an hour increase.	Increase designated as cost-of-living allowance, to be adjusted 3 cents whenever there was a 5-point increase or decrease in the BLS Consumers' Price Index. The agreement provided for a maximum increase of 12 cents and limited reductions to the level of the previous agreement.
Dec. 1947 Apr. 1948 May 1948 July 1948 Oct 1948 Feb. 1949	3 cents an hour increase. 3 cents an hour increase. 3 cents an hour decrease. 3 cents an hour increase. 3 cents an hour increase. 3 cents an hour decrease.	Adjustment of cost-of-living allowance. Adjustment of cost-of-living allowance. Adjustment of cost-of-living allowance. Adjustment of cost-of-living allowance. Adjustment of cost-of-living allowance. Adjustment of cost-of-living allowance.
Oct. 3, 1949 (by agreement) Oct. 2, 1950 (by agreement) Oct. 1, 1951 (by agreement) Sept. 29, 1952 (by agreement)	----- 6 cents an hour increase. 6 cents an hour increase. 4 percent increase, averaging 4 1/2 cents an hour.	Cost-of-living adjustment frozen at 9 cents. Escalator clause eliminated.
Oct. 1, 1953 USW and Nov. 1, 1953, BSW (by agreements of Oct. 31, 1953)	No wage change.	Additional 3 cents to skilled mechanics. Percent increase applied to gross weekly earnings. The company's piece-rate schedule was therefore not revised to reflect the increase. <sup>2</sup> Semiannual cost-of-living escalator clause established, with 1 percent adjustment of existing 4 percent extra wage payment (applied to gross weekly earnings) for each 1.15-point change in the Bureau of Labor Statistics Consumer Price Index from its Aug. 15, 1953, level (1947=49 =100). First adjustment due Apr. 5, 1954, based on the Feb. 15, 1954, index.
Apr 5, 1954 Oct. 4, 1954 Apr. 4, 1955 Oct. 3, 1955 (agreements of Dec. 1955)	No wage change. No wage change. No wage change. 4.8 percent increase in earnings.	No decrease in the index was to reduce extra wage payment below that currently paid. Semiannual review of cost-of-living allowance. Semiannual review of cost-of-living allowance. Semiannual review of cost-of-living allowance. Increase resulted from raising extra wage payment from 4 to 9 percent. Consequently, piece-rate schedules were not revised. Cost-of-living escalator clause discontinued.
Apr. 2, 1956 (agreements of Dec. 1955)	2.75 percent increase in earnings.	Minimum rate to be changed when mandatory under Fair Labor Standards Act to new minimum required by the act. Increase resulted from raising extra wage payment from 9 to 12 percent.
Oct. 1, 1958 (BSW agreements dated Nov. and Dec. 1958, and USW agreements dated Dec. 1958 and Jan. 1959).	4 percent increase, averaging approximately 6 cents an hour	Increase applied to piece, hourly, and sample extra rates. <sup>3</sup>
Oct. 1, 1959. (BSW agreements dated Nov. and Dec. 1958, and USW agreements dated Dec. 1958 and Jan. 1959)	2.5 percent increase, averaging approximately 4 cents an hour.	Increase applied to piece, hourly, and sample extra rates. <sup>3</sup>
Jan. 2, 1961 (agreements dated Oct. 1960)	5 cents an hour increase.	Increase applied to hourly rates. In contrast to procedure followed in 1958 and 1959, the earnings of pieceworkers were increased by the amount of the general wage change times the number of hours worked during the week.
Sept. 3, 1961	-----	Minimum rate increased to \$1.15 an hour as required by 1961 amendment to Fair Labor Standards Act; other rates in the progression schedules increased to reflect new minimum.
Jan. 1, 1962 (agreements dated Oct. 1960)	3 cents an hour increase.	Increase applied to hourly rates. Earnings of piece-workers were increased by the amount of the general wage change times the number of hours worked during the week.
Jan. 1, 1963 (agreements of Oct. 1, 1962)	3 cents an hour increase.	Weekly earnings of pieceworkers increased by the general wage change times the number of hours worked during the week. Agreement also provided a deferred general wage increase, effective Jan. 1, 1946, and increases the incentive rates, effective Mar. 4 and Sept. 3, 1963.
Mar. 4, 1963 (agreements of above date)	-----	Deferred increase of up to 5 cents per 100 piecework points in some incentive operations, amounting to 1 cent an hour when averaged over entire bargaining unit. <sup>4</sup>
Sept 3, 1963 (agreements of above date)	-----	Deferred increase of up to 5 cents per 100 piecework points in some incentive operations, amounting to 1.5 cents an hour when averaged over entire bargaining unit. <sup>4</sup>
Jan. 1, 1964 (agreements of above date)	3 cents an hour increase.	Minimum rate increase to \$1.25 an hour as required by 1961 amendment of Fair Labor Standards Act; other rates in progression schedule for lowest paid day-rate workers increased to reflect new minimum. Deferred wage increase. Weekly earnings of pieceworkers increased by the general wage change times the number of hours worked during the week.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Jan. 4, 1965 (agreements dated Dec. 1964—Jan. 1965)	2 percent increase, averaging 3.4 cents an hour. <sup>5</sup>	Additional 2 percent increase to employees in lowest wage class and inequity adjustments at a number of plants amounted to approximately 1.5 cents an hour <sup>5</sup> when averaged over the entire bargaining unit. Agreement also provided a deferred general increase effective Jan. 3, 1966.
Jan. 3, 1966 (agreements dated Dec. 1964—Jan. 1965)	2 percent increase, averaging 3.6 cents an hour. <sup>5</sup>	Deferred increase.
Jan. 2, 1967 (agreements dated Oct. 1, 1966)	9 cents an hour increase.	Pieceworkers received 6 cents an hour added to clockcard hours and 5 cents per 100 piecework points added to all class wages. <sup>4</sup>
Jan. 1, 1968 (agreements of above date)	12 cents an hour increase.	Agreements also provided for deferred increases effective Jan. 1, 1968. Deferred increases. Pieceworkers received 6 cents an hour added to clock-card hours, 7 cents per 100 piecework points added to all class wages, and an additional 8 cents per 100 piecework points for the lowest class wage. <sup>4</sup>
Dec. 1, 1968 (agreements dated Oct. 1, 1968)	17 cents an hour increase.	Pieceworkers received 28 cents per 100 piecework points added to all class wages. <sup>4</sup>
Dec. 1, 1969 (agreements of above date)	15 cents an hour increase.	Agreements also provided for deferred increases effective Dec. 1, 1969. Deferred increases. Pieceworkers received 26 cents per 100 piecework points added to all class wages. <sup>4</sup>
Dec. 1, 1970 (agreements dated Oct. 1, 1970)	18 cents an hour increase.	Pieceworkers received 30 cents per 100 piecework points added to all class wages. <sup>4</sup>
Dec. 1, 1971 (agreements dated Oct. 1, 1970)	15 cents an hour increase.	Agreements also provided for deferred increases effective Dec. 1, 1971. Deferred increases. Pieceworkers received 25 cents per 100 points added to all class wages. <sup>4</sup>
Dec. 4, 1972 (agreements of Sept. 29, 1972)	5 cents an hour increase.	Pieceworkers received 8 cents per 100 points added to all class wages. <sup>4</sup> Settlement under reopener provision of Oct. 1, 1970, contract also provided for deferred wage increases on June 4, 1973, Dec. 3, 1973, and June 3, 1974.
June 4, 1973 (agreements of Sept. 29, 1972)	6 cents an hour increase.	Deferred increase. Pieceworkers received 10 cents per 100 points added to all class wages. <sup>4</sup>
Dec. 3, 1973 (agreements of Sept. 29, 1972)	6 cents an hour increase.	Deferred increase. Pieceworkers received 10 cents per 100 points added to all class wages. <sup>4</sup>
June 3, 1974 (agreements of Sept. 29, 1972)	6 cents an hour increase.	Deferred increase. Pieceworkers received 10 cents per 100 points added to all class wages. <sup>4</sup>
Nov. 1, 1974 (agreements of Sept. 30, 1974)	20 cents an hour increase.	Pieceworkers received 34 cents per 100 points added to all class wages. <sup>4</sup> Agreement also provided for deferred wage increases on Nov. 1, 1975, and June 1, 1976.
Nov. 1, 1975 (agreements of Sept. 30, 1974)	10 cents an hour increase.	Deferred increase. Pieceworkers received 10 cents per clock-card hour.
June 1, 1976 (agreements of Sept. 30, 1974)	10 cents an hour increase.	Deferred increase. Pieceworkers received 10 cents per clock-card hour.
Nov. 1, 1976 (agreements of Oct. 1, 1976)	25 cents an hour increase.	Pieceworkers received 35 cents per 100 points added to all class wages. <sup>4</sup> Agreement also provided for deferred wage increases on Nov. 7, 1977, and June 5, 1978.
Nov. 7, 1977 (agreements of Oct. 1, 1976)	13 cents an hour increase.	Deferred increase. Pieceworkers received 20 cents per 100 points added to all class wages. <sup>4</sup>
June 5, 1978 (agreements of Oct. 1, 1976)	12 cents an hour increase.	Deferred increase. Pieceworkers received 20 cents per 100 points added to all class wages. <sup>4</sup>

<sup>1</sup>General wage changes are upward or downward adjustments affecting an entire establishment, bargaining unit, or plant at 1 time. They do not include adjustments in individual rates, such as promotions and minor adjustments in the wage structure, or changes in individual rates that do not have an immediate and noticeable effect on the average plant wage level.

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

<sup>2</sup>The majority of production workers in International Shoe factories are paid on a piecework basis.

<sup>3</sup>Sample extra rates apply to some piecework operations on samples where the workmanship is visible.

<sup>4</sup>Under the company's incentive plan, 100 points is equal to approximately 100 minutes of work for the average worker. Five cent per 100 points would be therefore, the equivalent of about a 3-cent-an-hour increase for the average piecemaker.

<sup>5</sup>The estimated cents an hour resulting from the percentage increases were provided by the unions.

**Table 2. Minimum hourly rates for dayworkers and pieceworkers,<sup>1</sup> 1945-76**

Effective date	Rate	Applications, exceptions, and other related matters
<b>Dayworkers:</b>		
Dec. 1, 1945 St. Louis area Outside St. Louis Jan. 25, 1950	\$0.675 \$0.625 \$0.75	In accordance with amendment to Fair Labor Standards Act, effective Jan. 25, 1950.
Mar. 1, 1956	\$1.00	In accordance with amendment to Fair Labor Standards Act, effective Mar. 1, 1956.
Oct. 1, 1958	-----	A schedule was established providing automatic increases of 2.5 cents per hour each 4 weeks to a rate that was equal to the minimum rate plus at least 50 percent of the difference between the minimum and maximum; <sup>2</sup> company could grant additional increases or the maximum rate to qualified workers, at its discretion, regardless of time.
Sept. 3, 1961	\$1.15	To comply with amendment of Fair Labor Standards Act, effective Sept. 3, 1961; other rates in progression schedule increase to reflect increase in minimum rate, although this was not included in the contract.
Jan. 1, 1963	-----	By agreements of Oct. 1, 1962, automatic progression changed to rate equal to the minimum rate plus at least two-thirds the difference between the minimum and maximum rates.
Sept. 3, 1963	\$1.25	To comply with 1961 amendment of Fair Labor Standards Act; other rates in progression schedule increased to reflect increase in minimum rate. <sup>2</sup>
Feb. 1, 1967	\$1.40	To comply with 1966 amendment to Fair Labor Standards Act; other rates in daywork progression schedule increased to reflect increases in minimum rate. <sup>2</sup>
Feb. 1, 1968	\$1.60	To comply with 1966 amendment to Fair Labor Standards Act; other rates in daywork progression schedule increased to reflect increase in minimum rate. <sup>2</sup>
<b>Dayworkers and pieceworkers:</b>		
Dec. 1, 1968	-----	By agreements of Oct. 1, 1968, automatic daywork progression of 2.5 cents an hour each 4 weeks continued until an increased rate equal to the minimum rate plus at least three-fourths the difference between the minimum and maximum rates had been reached. <sup>2</sup>
Oct. 1, 1969	-----	The same agreements also established a schedule of minimums for pieceworkers guaranteeing a starting rate at the Federal minimum of \$1.60 and \$1.65 after 3 months of service or more. Additions were to be made to the schedule of minimums for pieceworkers in 1969 and 1970.
Apr. 1, 1970	-----	\$1.70 was added to the schedule of minimums for pieceworkers with 6 months of service or more.
Dec. 1, 1970	-----	\$1.75 was added to the schedule of minimums for pieceworkers with 1 year of service or more.
Oct. 4, 1971	-----	\$1.80 was added to the schedule <sup>2</sup> of minimums for pieceworkers with 24 months of service or more.
Apr. 4, 1972	-----	Increased to: \$1.85 for pieceworkers with 24 months of service or more.
May 1, 1974	\$2.00	Increased to: \$1.90 for pieceworkers with 24 months of service or more. To comply with amendment to Fair Labor Standards Act. Changed: By agreement of Sept. 30, 1974, automatic daywork progression to be from starting pay rate to maximum rate of job. (As before, steps were 2.5 cents an hour every 4 weeks and company could accelerate progression for qualified employees who were performing satisfactorily.)
Nov. 1, 1974	-----	Guaranteed minimum rate increased to \$2.10 an hour for piecework employees with 12 months of service and \$2.20 for those with 24 months. <sup>3</sup>
Jan. 1, 1975	\$2.10	To comply with amendment to Fair Labor Standards Act.
June 1, 1975	-----	Guaranteed minimum rate increased to \$2.20 an hour for piecework employees with 12 months of service and \$2.30 for those with 24 months. <sup>3</sup>
Jan. 1, 1976	\$2.30	Guaranteed minimum rate increased to \$2.40 an hour for piecework employees with 12 months of service and \$2.50 for those with 24 months. <sup>3</sup>
Nov. 1, 1976	-----	Changed: Automatic daywork progression steps to 5 cents (was 2.5) an hour every 4 weeks.

<sup>1</sup>Contract minimum hourly rates based on length of service were established for incentive workers, effective Dec. 1, 1968.

<sup>2</sup>See app. A.

<sup>3</sup>By agreement of Sept. 30, 1974.

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

Effective date	Provision	Applications, exceptions, and other related matters
Guaranteed minimum earnings for workers learning higher rated jobs		
Dec. 1 and 3, 1945	90 percent of former average hourly earnings guaranteed to employees learning new operation, providing such rate is not above 90 percent of average hourly earnings established for new job.	
Overtime pay		
Dec. 1 and 3, 1945	Time and one-half for work outside regular daily schedules or 40 hours a week.	
Oct. 1, 1952 (USW) and Nov. 1, 1952 (BSW)	-----	Time and one-half the regular rate paid for all work outside of regular hours when employee worked some hours during regular schedule. Not applicable to: (1) A new employee hired during the day, (2) an employee absent part of the day for personal reasons, (3) a new employee required to work 1 day outside of regular schedule during first week of employment, and (4) nonproduction employees on special scheduled hours. <sup>2</sup> Time and one-half paid for work in excess of 8 hours a day in situations 1 and 2 and after 40 hours a week in 3 and 4.
Premium pay for Saturday and Sunday work		
Dec. 1 and 3, 1945	Time and one-half for work on Saturday. Double time for Sunday as such.	Nonproduction employees on special schedules paid overtime rate only for Saturday and Sunday work in excess of 40 hours a week.
Holiday pay		
Dec. 1 and 3, 1945	Time and one-half for work on 6 specified holidays. No payment for holidays not worked.	Holidays were: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. Paid holidays were: Labor Day, Thanksgiving, and Christmas. Holidays must fall within employee's basic workweek. Holiday pay to equal average straight-time hourly earnings during last previous full-calendar quarter if quarter was more than 30 days prior to payments. When average could not be obtained by this method, average for 6 weeks prior to holiday was used.
Sept. 2, 1946	3 paid holidays established for which workers received 8 hours' pay. Double time and one-half (total) for work on paid holidays.	Holidays added: New Year's Day and Memorial Day.
Sept. 30, 1947	Added: 2 paid holidays (total 5).	Holiday added was Independence Day. To be eligible for pay on any holiday, employee must have been on payroll for at least 30 days and have worked day before and day after each holiday unless properly excused.
Oct. 1948	Added: 1 paid holiday (total 6).	Armistice Day and December 26 substituted for Independence Day and Memorial Day 1953, which fell on Saturday.
Oct. 1, 1952 (USW) and Nov. 1, 1952 (BSW)	-----	Dec. 24, 1954, and Dec. 31, 1954, substituted for Christmas Day 1954 and New Year's Day 1955, which fell on Saturday. Nov. 11, 1954, substituted for Independence Day which fell on Sunday.
Oct. 1, 1953 (USW) and Nov. 1, 1953 (BSW)	-----	Veterans Day (Nov. 11) 1956, 1957, and 1958 substituted for Memorial Day.
Oct. 1, 1955	-----	Holiday pay to be calculated at straight-time average hourly earnings for 6 weeks prior to holiday or, if employee had no earnings record during the 6 weeks, for entire period available.
Oct. 1, 1958 (BSW agreements dated Nov. and Dec. 1958, and USW agreements dated Dec. 1958 and Jan. 1959)	-----	Agreement continued Veterans Day as a paid holiday and Memorial Day as an unpaid holiday for which time and one-half was paid for time worked.
May 30, 1963 (agreements dated Oct. 1, 1962)	Added: 1 paid holiday (total 7).	Holiday was Memorial Day, formerly an unpaid holiday.
Dec. 24, 1964 (agreements dated Dec. 1964—Jan 1965)	Added: 1 paid holiday (total 8).	Holiday was Christmas Eve.
Dec. 24, 1966 (agreements dated Oct. 1, 1966)	-----	Changed: Christmas Eve to a paid holiday with no time off in 1966 and 1967.
Dec. 24, 1968 (agreements dated Oct. 1, 1968)	-----	Reinstated: Christmas Eve as a paid holiday with time off.
Apr. 4, 1969 (agreements of above date)	Added: 1 paid holiday (total 9).	Holiday was Good Friday.
July 2, 1973 (agreements of Sept. 29, 1972)	-----	Annual 2-week plant vacation shutdown rescheduled to start first Monday in July. Employees continued to receive holiday pay for Independence Day but no longer received a distinct day off.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
<b>Paid vacations</b>		
Dec. 1 and 3, 1945	1 week after 1 and less than 5 years continuous service; 2 weeks after 5 years' continuous service.	Vacation pay to equal straight-time average hourly earnings during last previous full quarter of calendar year. Number of hours of vacation pay determined by average of hours that a plant was in operation during past year but not fewer than 40 nor more than 48 a week. Employee must have worked minimum of 1,000 hours in past year to qualify for vacation.
Dec. 1, 1947	-----	Minimum hours necessary to qualify for vacation changed to 1,100 hours of time paid for (including vacations and holidays).
Oct. 1, 1952 (USW), and Nov. 1, 1952 (BSW)	-----	Workers employed by the company during vacation period and having 100 but less than 1,100 hours of work during year to receive 2 percent of average annual earnings if their total length of service with the company qualified them for 1 week's vacation and 4 percent if qualified for 2 weeks' vacation.
Oct. 1, 1953 (USW), and Nov. 1, 1953 (BSW)	Added: Third week of vacation after 15 years' continuous service.	6 percent of total earnings during year for workers with 15 years or more continuous service and having 100 but less than 1,100 hours of work during the year. Those with 1,100 hours to receive full vacation pay.
June 1, 1960 (agreements dated Oct. 1960)	-----	Added: Employees working 100 but less than 1,100 hours during vacation qualifying period, entitled to retirement benefits, and retiring before end of vacation qualifying period, to receive 6 percent of wages earned during qualifying period. Employees with 1,100 hours of work or more to receive 3 weeks' pay.
Oct. 1, 1960 (agreements dated Oct. 1960)	-----	Changed: Employees with (1) 1 year or more of service, (2) a vacation qualifying date other than June 1, and (3) a total of 1/12 of 1,100 hours worked for each full month of employment between employment anniversary date and following June 1, to receive benefits equal to 1/12 of the number of hours' pay due for a 1-week vacation for each month employed between employment anniversary date and following June 1.
Oct. 1, 1966 (agreements of same date)	-----	Proportionate adjustment to be made after 5th and 15th anniversary of employment. Added: Employee rehired at the same plant not more than 10 years after a previous employment and who had 5 years of continuous service during previous period was allowed his total company service if he worked for continuous 5-year period that began on or after Oct. 1, 1966. Total company service included only last previous employment of at least 5 years.
June 1, 1969 (agreements dated Oct. 1, 1968)	Changed: Service requirements were reduced to allow employee 2 weeks of vacation for 4 but less than 10 years of service and 3 weeks for 10 years of service or more.	Added: Employee vacation pay became due immediately and was handled like wages if he died before the end of his vacation qualifying period and had worked 1,100 hours or more during the period.
June 1, 1973 (agreements of Sept. 29, 1972)	Added: Fourth week of vacation pay (without corresponding additional time off) after 25 years' service	Total vacation pay for 25-year employees was 8 percent of earnings during the year for those with 100 but less than 1,100 hours of work during the year. Those who worked 1,100 hours received full vacation pay.
June 1, 1975 (agreements of Sept. 30, 1974)	Reduced: Eligibility for 4 weeks' vacation pay, to 20 years' service.	Maximum time off remained 3 weeks after 10 years' service.
<b>Reporting time</b>		
Dec. 1 and 3, 1945	Minimum of 2 hours pay at average hourly earnings guaranteed employees not notified of lack of work.	Not applicable if failure to furnish work was due to: (a) Causes beyond control of management; or (b) employee left plant before lapse of 2 hours, unless previously excused.
Oct. 1, 1958 (BSW agreements dated Nov. and Dec. 1958, and USW agreements dated Dec. 1958 and Jan. 1959)	Changed to: Minimum 3 hours' pay at average rate guaranteed employees required to report in morning, 2 hours for employees required to report one-half hour or less before usual lunch period.	
<b>Downtime</b>		
Dec. 1 and 3, 1945	90 percent of average hourly earnings paid pieceworkers for time lost after stoppages exceeded 30 minutes.	Applied only to stoppages caused by power- or steam-line failure.
Oct. 1, 1951 (agreements dated Oct. 1951)	-----	Correction: Guarantee extended to time lost through lack of work or machine breakdown. Time lost must not have been the fault of employee. Applicable only if employee was required to remain in plant or accepted assignments to other machines or operations.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
<b>Downtime—Continued</b>		
Oct. 1, 1960 (agreements dated Oct. 1960)	Changed to: 90 percent of average hourly earnings paid pieceworkers for time lost in excess of 20 minutes because of lack of work.	
<b>Jury and election service</b>		
Dec. 1 and 3, 1945	Employees required to serve on a jury or at elections or registrations compensated by company for difference between amount paid for service and regular pay.	Employees were expected to work full time when not actually engaged in court or election duty.
<b>Machine repair allowance</b>		
Dec. 1 and 3, 1945	Pieceworkers paid average hourly earnings when directed to do machine repair work consisting of more than normal adjustments and not part of regular job.	
<b>Technological change pay</b>		
Oct. 1, 1960 (agreements dated Oct. 1960)	Rate midway between 90 percent of class wage (i.e., expected earnings per hour for an average operator) and 90 percent of employees' straight-time hourly earnings, for 120 hours or until a piece rate had been authorized, guaranteed operators transferred to machine that represented a technological change.	New machine must have replaced another machine or hand operation that paid the same class wage.
Oct. 1, 1962 (agreements of same date)	Changed: Guarantee for operators transferred to machine that represented a technological change—lesser of 60 points per hour at class wage of new machine or average pay of employee on previous job.	Guarantee applied for minimum of 120 hours or until a piece rate was established, whichever occurred later.
June 1, 1975 (agreements of Sept. 30, 1974)	Pay guarantee for employees transferred to machines that represented a technological change revised to extend for 120 hours or until a piece rate was established, whichever occurred first. If the new rate was not established within the 120 hours, employees received 90 percent of their average pay on their previous jobs, until a rate was established or employees were transferred to other work, whichever occurred first.	
<b>Group insurance</b>		
Dec. 1, 1945	Life insurance: Contributory group insurance plan available to employees with 3 months service, providing \$2,000 in the event of natural or accidental death. For participants under 65 years of age, who left employment because of total disability, death benefit extended for 12 months (if employee was insured for less than 12 months at the time of total disability, for period equal to the time insured).  Sickness and accident benefits: \$7 a week for women and \$10 for men up to maximum of 15 weeks in a 12-month period.	Not included in the contract; established by company in June 1934. Employee contribution was 80 cents a month.
June 1, 1948	Changed to: Sickness and accident benefits: Mutual Benefits Societies superseded by insured sickness	Provided through Mutual Aid Societies established at various plants from 1902 on through the 1940's. Employee contribution ranged from 35 to 50 cents a month. In some cases payments were extended to 15 weeks. Benefits payable for all sickness and accidents Applicable only to nonoccupational accidents and sickness not covered by workmen's compensation. Employee contribution range from 35 cents to \$1 a month depending on length of service and sex.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Group insurance—Continued		
June 1, 1978—Continued	and accident plan. <sup>3</sup> For employees with less than 5 years' service, \$7 a week for women and \$10 a week for men, up to a maximum of 13 weeks for each illness. For employees with 5 years' service or more, \$14 for women and \$20 for men, up to a maximum of 13 weeks for each illness. Benefits to begin on first working day absent because of accident or 4th day absent because of illness.	
Oct. 1, 1953 (USW), and Nov. 1, 1953 (BSW)	Changed to company-paid plan: Increasing sickness and accident benefits to \$25 a week for men and \$15 a week for women, beginning on 1st day of absence because of nonoccupational accident and 8th day of illness. Adding hospital and surgical benefits—\$8 a day hospitalization for 31 days (maximum \$248); \$3 daily in-hospital medical benefits for 31 days (maximum \$93); \$160 maximum special hospital services; flat \$100 maternity benefit (\$150 for Caesarean delivery and \$50 for miscarriage).	Benefits applied to employees with 3 months' service.  Hospital and surgical benefits available for dependents at cost of \$3.25 a month.
Oct. 23, 1958 (company memorandum of same date)	Added: Life insurance—\$1,000 non-contributory or \$2,000 contributory policy provided retired employees. <sup>4</sup>	Retirees permitted to choose between two amounts. Those choosing larger amount to contribute 80 cents a month, company to pay remaining premium.
Jan. 2, 1961 (agreements dated Oct 1960)	Increased: Hospitalization (room and board)—to \$12 per day (maximum \$372). Special hospital services—up to \$240.	Hospital and special services benefits available after patient paid \$25 for each confinement.
Dec. 1, 1962 (agreements of Oct. 1, 1962)	Increased: Sickness and accident benefits for women—to \$20 a week.	
Dec. 1, 1963 (agreements of Oct. 1, 1962)	Increased: Sickness and accident benefits for women—to \$25 a week.	
Dec. 1, 1964 (agreements dated Dec. 1964—Jan. 1965)	Increased: Hospitalization—room and board—to \$15 a day (maximum \$465). Surgical—Surgical schedule—\$300 maximum (was \$200).	Employee to pay first \$25 of hospital charges.  Hospital and surgical benefits available for dependents at cost of \$4.46 a month.
Oct. 1, 1966 (agreements of same date)	-----	Premium for \$2,000 life insurance increased to \$2 a month upon reaching age 65 for employees retired on or after Oct. 1, 1966.
Nov. 1, 1966 (agreements of above date)	Increased: Hospitalization (room and board)—payment in full on an "area cost" <sup>5</sup> basis for a semiprivate room (maximum 30 days). Surgical benefits schedule—maximum to \$350. In-hospital medical benefits—to \$5 a day (maximum \$155).	Hospital and surgical benefits available for dependents at cost of \$4.96 a month. Benefits received under Medicare reduced amount of benefits available under group insurance plan.
Nov. 1, 1968 (agreements dated Oct. 1, 1968)	Increased: Sickness and accident benefits for all employees—to \$35 a week. Special hospital services—maximum to \$400. Surgical benefits schedule—maximum to \$400.	Hospital and surgical benefits available for dependents at cost of \$5.09 a month.
Nov. 1, 1970 (agreements of same date)	Increased: In-hospital medical benefits to \$7 a day (\$217 maximum). Increased: Maternity benefit to \$225 (\$300 for Caesarean section, \$150 for miscarriage).	Cost of hospital and surgical benefits for dependents increased to \$5.55 a month.
Nov. 1, 1972 (agreement of Sept. 29, 1972)	Added: \$5,000 maximum major medical program with \$100 deductible and costs shared on an 80-20 basis.	Employee cost for hospital and surgical benefits for dependents increased to \$6.55 a month.

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters										
Group insurance—Continued												
Nov. 1, 1972—Continued	Increased: Sickness and accident benefits for all employees—to \$40 a week. Life insurance coverage—to \$3,000.	Employee contribution continued at 40 cents a month for each \$1,000 of coverage. Added: Double indemnity clause for accidental death										
Oct. 1, 1974 (agreements of Sept. 30, 1974)	Increased: Sickness and accident benefits for all employees—to \$50 a week for a maximum of 15 weeks.	Employee cost for hospital and surgical benefits for dependents increased to \$6.65 a month.										
Nov. 1, 1974 (agreements of Sept. 30, 1974)	Increased: Major medical coverage—to \$10,000.											
Nov. 1, 1975 (agreements of Sept. 30, 1974)	Increased: Special hospital charges benefit—to \$500 Daily in-hospital medical benefit—to \$8 a day for 31 days, with a \$248 maximum. Maximum surgical benefit—to \$500. Increased: Maternity benefit—to \$350 for normal delivery, \$450 for Caesarian section, \$300 for miscarriage.											
Nov. 1, 1976 (agreement of Oct. 1, 1976)	Increased: Maximum on major medical benefit—to \$15,000	Employee cost for hospital and surgical benefits for dependents increased to \$7.35 a month. Increased: Employee cost for hospital and surgical benefits for dependents—to \$7.70 a month. For employee retiring at age 62-64, hospital insurance was available at a rate of \$13.75 month for employee and additional \$15.40 for employee's spouse. Coverage terminated at age 65.										
Pension plan												
Oct. 1, 1957 (supplemental agreements of July 1957)	Company paid retirement plan established to provide: Normal retirement benefits of \$1.25 a month for each year of credited service, up to 30, for employees at age 65 with at least 15 years' service; to be supplemented by Federal social security benefits Total and permanent disability benefits identical with normal retirement benefits for employees at age 50 or older with 15 years' service and at any age with 25 years' service. Vested rights: Employee terminated from active service on or after Oct. 1, 1957, after at least 15 years' continuous credited service to receive deferred benefits at age 65, based on credited service to date of termination	Company to pay 3 percent of gross payroll. Benefits to begin Oct. 1, 1958. Normal or disability benefits applicable to employees terminated on or after Oct. 1, 1955, who met age and service requirements at time of termination.  For periods after Oct. 1, 1957, 1 year's service credited for each year of continuous service in which employees worked 1,100 or more hours with following proportions credited for fewer hours:  <table data-bbox="828 1137 1392 1247"> <thead> <tr> <th style="text-align: left;"><i>Hours worked</i></th> <th style="text-align: right;"><i>Service credit</i></th> </tr> </thead> <tbody> <tr> <td>200-499 -----</td> <td style="text-align: right;">0.25 year</td> </tr> <tr> <td>500-799 -----</td> <td style="text-align: right;">50 year</td> </tr> <tr> <td>800-1,099 -----</td> <td style="text-align: right;">75 year</td> </tr> <tr> <td>1,100 or more -----</td> <td style="text-align: right;">1.00 year</td> </tr> </tbody> </table>	<i>Hours worked</i>	<i>Service credit</i>	200-499 -----	0.25 year	500-799 -----	50 year	800-1,099 -----	75 year	1,100 or more -----	1.00 year
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800-1,099 -----	75 year											
1,100 or more -----	1.00 year											
Jan. 1, 1958 (supplemental agreement dated Oct. 31, 1958)		Added: For purpose of pension benefit only, provision for credited service extended to employees with 2 years' or more seniority whose job was eliminated and who did not refuse a job he was physically able to perform. Provision that employee did not lose credited service, upon plant shutdown, if employed in another company plant within 1 year of layoff date, continued.										
Oct. 1, 1962 (agreements of above date)	Changed: Normal retirement benefits—age requirement reduced to 62.	Agreement provided for lowering retirement age benefits would not increase company contributions and Internal Revenue Service would approve change for tax purposes. Change in age requirement was adopted.										
Nov. 1, 1964 (agreements dated Dec. 1964—Jan. 1965)	Increased: Normal retirement benefits to—\$1.50 a month for each year of credited service up to 30. Changed: Total and permanent disability—eligibility reduced to 15 years' service, regardless of age.	Increased: Company contribution—to 4 percent of gross payrolls.										
Nov. 1, 1965 (agreements dated Dec. 1964—Jan. 1965)	Increased: Normal retirement benefit—to \$1.75 a month.											
Oct. 1, 1966 (agreements of same date)	Increased: Normal retirement benefit—to \$2 a month for each year of credited service, up to 30 years.	Employee rehired at the same plant not more than 10 years after a previous employment and who had 5 years of continuous service during previous employment was allowed his total company service if he worked for a continuous 5-year period which began on or after Oct. 1,										

See footnotes at end of table.

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

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
Oct. 1, 1966—Continued	Increased: Total and permanent disability benefit—to \$2 a month for each year of credited service, up to 30 years. (Benefit continued to be identical with normal retirement benefit for employees with 15 years of service, regardless of age.)	1966. Total company service included only the last previous employment of at least 5 years. The amount of the benefit for each year of service was the amount in effect when each year was credited.
Oct. 1, 1967 (agreements of above date)	-----	Company contribution—4.25 percent of gross payroll. Normal and disability retirement payments were increased to \$1.75 a month for each year of credited service or retirees who received a pension of \$1.25 or \$1.50 a month for each year of service before Oct. 1, 1967. This provision did not apply to those who received a vested pension. The pension plan was amended so that there would be no further increase in the pension payments to previously retired employees.
Jan. 1, 1969 (agreements dated Oct. 1, 1968)	Increased: Normal and disability retirement benefits—to \$2.25 a month for each year of credited service, up to 30 years.	Not applicable to those who terminated employment with a vested pension right.
Oct. 1, 1969 (agreements of above date)	Increased: Normal and disability retirement benefits—maximum number of years that could be used in computing benefit was increased to 35 years.	Added: All time spent by employee in military service after 1957 to be counted as service credited in computing pension.
Dec. 1, 1970 (agreements of Oct. 1, 1970)	Increased: Normal and disability retirement benefits—to \$2.50 a month for each year of credited service.	
Dec. 1, 1971 (agreements of Oct. 1, 1970)	Increased: Normal and disability retirement benefits—to \$2.75 a month for each year of credited service. Maximum number of years of credited service for pension credits raised to 40, raising the maximum pension benefit to \$110 a month.	
Nov. 1, 1972 (agreements of Sept. 29, 1972)	Increased: Normal and disability retirement benefits—to \$3 a month for each year of credited service.	Not applicable to those who terminated employment with a vested pension right before Nov. 1, 1972.
	Eliminated: Maximum on the number of years that could be used in computing retirement benefits.	Not applicable to those who terminated employment with a vested pension right before Nov. 1, 1972.
	Changed: Employee with vested pension right entitled to receive deferred pension at age 62.	Not applicable to persons holding vested pension rights who left company before Nov. 1, 1972.
Nov. 1, 1973 (agreements of Sept. 29, 1972)	Increased: Normal and disability retirement benefits—to \$3.25 a month for each year of credited service.	Not applicable to those who terminated employment with a vested pension right before Nov. 1, 1974.
Nov. 1, 1974 (agreements of Sept. 30, 1974)	Increased: Normal and disability retirement benefits—to \$3.50 a month for each year of credited service.	Not applicable to those who terminated employment with a vested pension right before Nov. 1, 1974.
Nov. 1, 1975 (agreements of Sept. 30, 1974)	Increased: Normal and disability retirement benefits—to \$3.75 a month for each year of credited service.	Not applicable to those who terminated employment with a vested pension right before Nov. 1, 1975.
Nov. 1, 1976 (agreements of Oct. 1, 1976)	Changed: Full vested rights after 10 years of service regardless of age, in compliance with requirements of the Employee Retirement Income Security Act of 1974.	
Nov. 7, 1977 (agreements of Oct. 1, 1976)	Increased: Normal and disability retirement benefits—to \$4 a month for each year of credited service.	
Bereavement pay		
Oct. 1, 1966 (agreements of same date)	Established: Up to 2 days of paid leave (16 scheduled working hours) at regular average hourly rate provided employee attending funeral of member of immediate family.	Immediate family included husband, wife, son, daughter, father, mother, brother, sister, father-in-law, and mother-in-law.

See footnotes at end of table

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

Effective date	Provision	Applications, exceptions, and other related matters
Bereavement pay—Continued		
Oct. 1, 1968 (agreements of same date)	Changed: 2 days off with pay to attend funeral of employee's husband, wife, son, daughter, father, mother, brother, or sister (including those legally adopted); 1 day off with pay to attend funeral of father-in-law, mother-in-law, step-father, or step-mother (also included half-brother, half-sister, step-brother, or step-sister if they were living in or were brought up in the same house with the employee).	Applied to all Boot and Shoe Workers' locals and some of United Shoe Workers' locals. If funeral was on Saturday or Sunday, employee could request time off with pay for workday preceding or following day of funeral.
Nov. 1, 1970 (agreements dated Oct. 1, 1970)	Changed: 3 days off with pay, providing that a funeral for an immediate relative falls on a Tuesday, Wednesday, Thursday, or Friday and the employee is scheduled to work on both the day before and the day after the funeral.	If the funeral takes place on Monday, employee may take both Monday and Tuesday off with pay.
Oct. 1, 1974 (agreements of Sept. 30, 1974)	Changed: 3 days' pay in the event of funeral of an immediate relative.	Number of days off from work based on individual employee's requirements, rather than being specified in the agreement. Continued to receive 1 paid day off for attending funeral of certain other relatives.
Severance pay		
Oct. 1, 1968 (agreements of same date)	Established: In the event of a permanent plant closing, employee with 15 years of service or more to be paid \$30 for each year of service, up to a maximum of 30 years (minimum \$450, maximum \$900).	
Oct. 1, 1970 (agreements of same date)	-----	An employee who is absent in excess of 18 months from the date the closing announced is ineligible to receive severance pay.

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

<sup>2</sup>Defined as a schedule regularly exceeding 8 hours a day and including work outside of schedule for factory workers.

<sup>3</sup>Some plants deviated from the general plan.

<sup>4</sup>Since 1948, the company provided life insurance coverage for employees ineligible for pension benefits because they lacked 15 years' credited service but who were (1) 65 years old or (2) 60 but not yet 65 and unable to perform available work to which they were entitled. The in-

surance coverage was provided under the same election and contribution provisions as for other retirees: (1) For a period equal to the employee's length of service, if less than 10 years; or (2) for life, if employee had 10 years' or more continuous credited service.

<sup>5</sup>Under the "area cost" method, insurance covered the full cost of a semiprivate room at the rate charged by the hospital regardless of the area in which it was located



	<i>Dec.</i> <i>1969</i>	<i>Dec.</i> <i>1970</i>	<i>Dec.</i> <i>1971</i>
After 48 weeks .....	1.90	1.90	1.90
After 52 weeks .....	1.925	1.925	1.925
After 56 weeks .....	1.95	1.95	1.95
After 60 weeks .....	1.975	1.975	1.975
After 64 weeks .....	2.00	2.00	2.00
After 68 weeks .....	2.02	2.025	2.025
After 72 weeks .....	-	2.05	2.05
After 76 weeks .....	-	2.075	2.075
After 80 weeks .....	-	2.10	2.10
After 84 weeks .....	-	2.125	2.125
After 88 weeks .....	-	2.15	2.15
After 92 weeks .....	-	2.175	2.175
After 96 weeks .....	-	-	2.20
After 100 weeks .....	-	-	2.225
After 104 weeks .....	-	-	2.25
After 108 weeks .....	-	-	2.27
Maximum **.....	2.16	2.34	2.49

**NOTE: Dashes indicate periods during which no change takes place in the worker's rate.**

\*The Springfield, Illinois (Boot and Shoe Workers) plant, used previously to show examples of the daywork progression schedule, was closed in May 1964.

\*\*Daywork operators received at least automatic increases according to the schedule up to the first figure that equaled or exceeded 75 percent effective in 1970 (66 2/3 percent in 1963 and 50 percent before 1963) of the difference between the minimum rate and the maximum rate of the job. When daywork operators showed that they were fully qualified and satisfactorily performed the job, they would receive the full job rate (maximum) regardless of time.

# Wage Chronologies Available

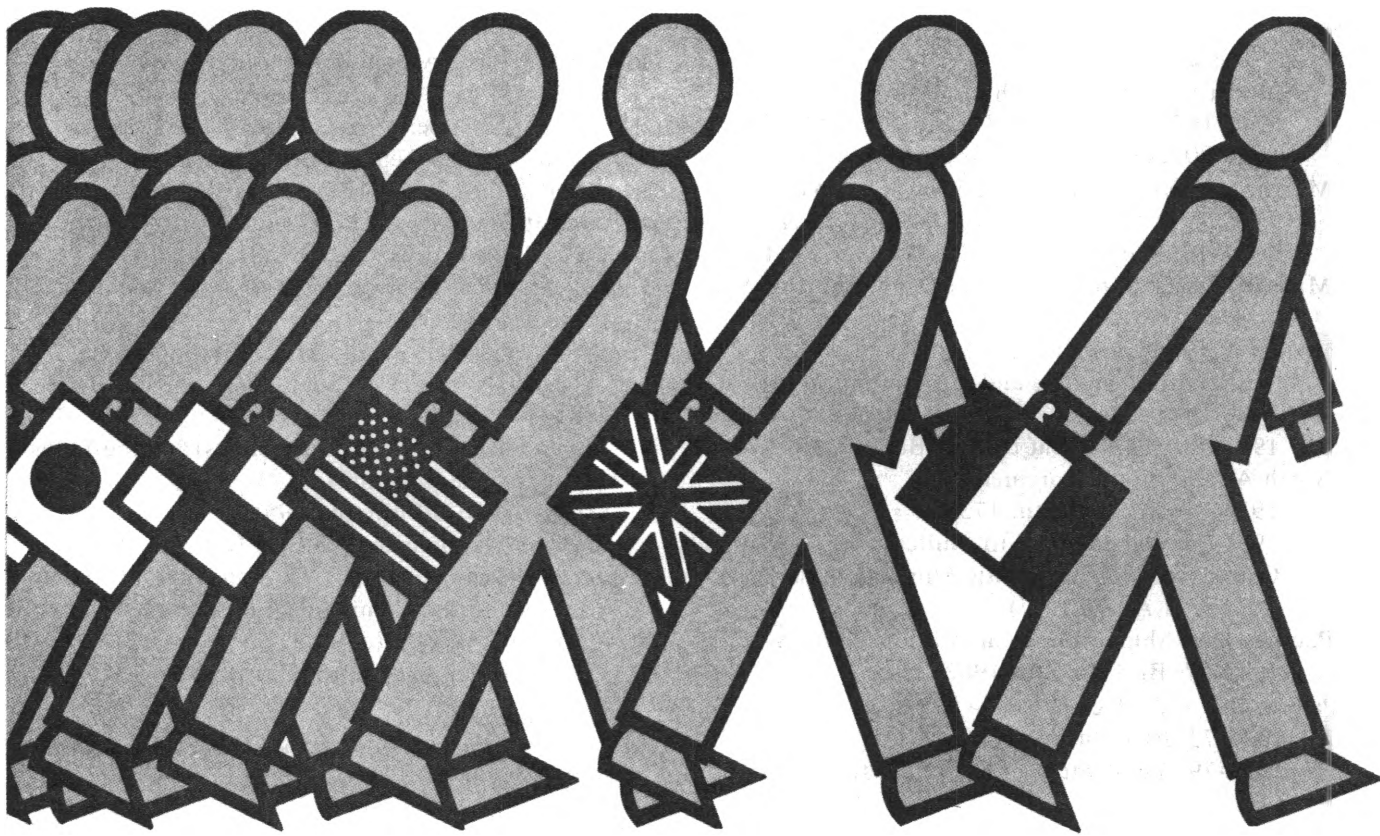
The following wage chronologies are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the regional offices of the Bureau of Labor Statistics listed on the inside back cover. Some publications are out of print and not available from the Superintendent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

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

- Aluminum Co. of America with United Steelworkers of America and Aluminum Workers International Union—  
Nov. 1939-1974, BLS Bulletin 1815  
Feb. 1974-May 1977, Supplement to BLS Bulletin 1815
- The Anaconda Co. (Montana Mining Div.) and the Steelworkers—  
1941-77, BLS Bulletin 1953  
1977-80, Supplement to BLS Bulletin 1953
- Armour and Co.—  
1941-72, BLS Bulletin 1682  
Sept. 1973-Aug. 1979, Supplement to BLS Bulletin 1682
- A.T. & T.—Long Lines Department and Communications Workers of America—  
Oct. 1940-July 1974, BLS Bulletin 1812  
July 1974-Aug. 1977, Supplement to BLS Bulletin 1812
- Atlantic Richfield (former Sinclair Oil facilities) and the Oil Workers—  
1941-77, BLS Bulletin 1915  
1977-79, Supplement to BLS Bulletin 1915
- Berkshire Hathaway, Inc. and the Textile Workers (TWUA)—  
June 1943-Apr. 1975, BLS Bulletin 1849  
1975-78, Supplement to BLS Bulletin 1849
- Bethlehem Steel Corp. (Shipbuilding Department) and the IUMSW—  
June 1941-Aug. 1975, BLS Bulletin 1866  
1975-78, Supplement to BLS Bulletin 1866
- Bituminous Coal Mine Operators and United Mine Workers of America—  
Oct. 1933-Nov. 1974, BLS Bulletin 1799  
1974-77, Supplement to BLS Bulletin 1799
- The Boeing Company (Washington Plants) and International Association of Machinists—  
June 1936-Sept. 1977, BLS Bulletin 1895  
1977-80, Supplement to BLS Bulletin 1895
- Commonwealth Edison Co. of Chicago and International Brotherhood of Electrical Workers—  
Oct. 1945-Mar. 1974, BLS Bulletin 1808  
1974-78, Supplement to BLS Bulletin 1808
- Dan River Inc. and the Textile Workers (UTWA)—  
1943-76, BLS Bulletin 1934
- FMC Corp., Chemical Group—Fiber Div. and the TWUA—  
Nov. 1945-May 1977, BLS Bulletin 1924  
1977-79, Supplement to BLS Bulletin 1924
- Federal Employees under the General Schedule Pay System—  
July 1924-Oct. 1974, BLS Bulletin 1870  
1975-77, Supplement to BLS Bulletin 1870
- Firestone Tire and Rubber Co. and B.F. Goodrich Co. (Akron Plants)—  
1937-73, BLS Bulletin 1762  
Apr. 1973-Apr. 1976, Supplement to BLS Bulletin 1762
- Ford Motor Co. and the Auto Workers—  
June 1941-Sept. 1973, BLS Bulletin 1787  
Vol. II, 1973-79, BLS Bulletin 1994
- International Harvester Co. and the Auto Workers—  
Feb. 1946-Sept. 1976, BLS Bulletin 1887
- International Paper Co., Southern Kraft Division—  
Dec. 1937-May 1973, BLS Bulletin 1788  
June 1973-May 1977, Supplement to BLS Bulletin 1788
- International Shoe Co., the Shoe Workers, and the Boot and Shoe Workers, 1945-78, BLS Bulletin 2010

- Lockheed—California Co. (Division of Lockheed Aircraft Corp.) and Machinists' Union—  
 Mar. 1937-Oct. 1977, BLS Bulletin 1904  
 1977-80, Supplement to BLS Bulletin 1904
- Martin Marietta Aerospace and the Auto Workers—  
 Mar. 1944-Nov. 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—  
 Nov. 1945-Nov. 1975, BLS Bulletin 1845  
 1975-78, Supplement to BLS Bulletin 1845
- North Atlantic Longshoremen—  
 1934-71, BLS Bulletin 1736  
 1971-77, Supplement to Bulletin 1736 (Titled, Council of North Atlantic Shipping Associations and the ILA, 1971-77)
- Pacific Coast Shipbuilders and Various Unions—  
 1941-77, BLS Bulletin 1982
- Pacific Gas and Electric Co.—  
 1943-72, BLS Bulletin 1761  
 1972-79, Supplement to BLS Bulletin 1761
- Pacific Maritime Association and the ILWU—  
 1934-78, BLS Bulletin 1960
- Railroads—Nonoperating Employees—  
 1920-62, BLS Report 208<sup>1</sup>
- Rockwell International (Electronics, North American Aircraft/Space Operations) and UAW—  
 May 1941-Sept. 1977, BLS Bulletin 1893
- United States Steel Corporation and United Steelworkers of America—  
 Mar. 1937-Apr. 1974, BLS Bulletin 1814  
 May 1974-July 1977, Supplement to BLS Bulletin 1814
- Greyhound Lines, Inc. (Western States) and the Transit Union and the Machinists—  
 1945-67, BLS Bulletin 1595<sup>1</sup>  
 1968-77, Supplement to BLS Bulletin 1595
- Western Union Telegraph Co. and the Telegraph Workers and the Communications Workers—  
 1943-76, BLS Bulletin 1927  
 1976-79, Supplement to BLS Bulletin 1927

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



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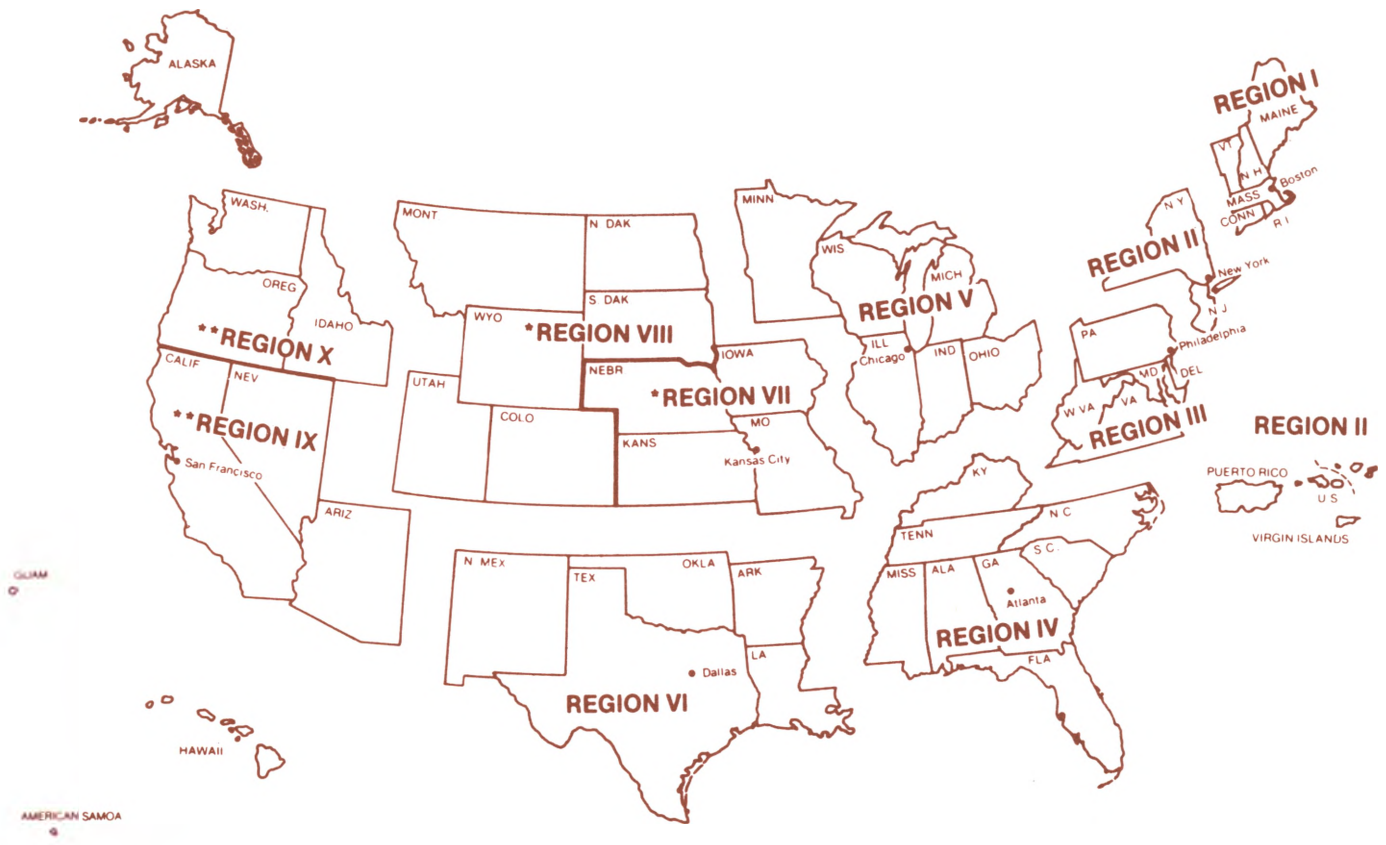
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