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Wage Chronology: The Firestone Tire and Rubber Co. and the B.F. Goodrich Co. (Akron Plants) and the Rubber Workers, 1939-79



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U.S. Department of Labor
Ray Marshall, Secretary
Bureau of Labor Statistics
Janet L. Norwood, Commissioner
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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 deal only with selected features of collective bargaining or wage determination. They are intended primarily as a tool for research, analysis, and wage administration. References to job security, grievance procedures, methods of piece-rate adjustment, and similar matters are omitted. For a detailed explanation of the purpose and scope of the chronology program, see "Wage Chronologies and Salary Trend Reports," *BLS Handbook of Methods*, Bulletin 1910 (Bureau of Labor Statistics, 1976), chapter 22.

This chronology summarizes changes in wage rates

and related compensation practices negotiated by the Akron plants of the Firestone Tire & Rubber Co. and the B. F. Goodrich Co. with the United Rubber, Cork, Linoleum and Plastic Workers of America (URW) since 1937. This bulletin replaces *Wage Chronology: Firestone Tire & Rubber Co. and B. F. Goodrich Co. (Akron Plants), 1937-73*, published as BLS Bulletin 1762 and incorporates the supplement covering the 1973-76 period. Materials previously published have been supplemented in this bulletin by contract changes negotiated for the 1976-79 period. Except for a revised introduction and other minor changes, earlier texts generally are included as they were originally published.

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The analysis for the 1976-79 period was prepared in the Division of Trends in Employee Compensation by Joan D. Borum.

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Introduction

The companies. The Firestone Tire & Rubber Co. and B. F. Goodrich Co. are two of the "Big Four" manufacturers of rubber products in the United States.¹ The former was incorporated in Ohio on March 4, 1910, succeeding a company of the same name incorporated in West Virginia on August 3, 1900, and founded by Harvey S. Firestone. The company is one of the leading producers of tires, tubes, and other rubber products; it also makes foam products, plastics, chemicals, adhesives, textiles, metal products, and other industrial goods. It operates a chain of 1,400 retail stores, distributes some of its products through department stores, and provides research services and defense equipment to the government. Firestone has 125 facilities in 30 countries and a total of 115,000 employees.

On May 2, 1912, the B. F. Goodrich Co. was incorporated in New York to acquire an Ohio firm of the same name started in 1870 by Dr. Benjamin Franklin Goodrich. B. F. Goodrich has 40,000 workers in 39 domestic plant operations and direct investment in 34 companies in 25 countries. The major product lines of the company include tires and related products, chemicals, plastics, and industrial products. Tires and other items also are sold through company-operated stores and associate dealers.

From its earliest days, the rubber industry had centered its production, particularly tires and inner tubes, in Akron, Ohio. This began changing in about 1945 when some companies started to decentralize operations by opening plants at other locations. The movement of tiremaking from the Akron facilities to more efficient and modern plants has reduced tire manufacturing costs compared to those of the Akron manufacturing facilities. It has also reduced employment in the rubber manufacturing operations in Akron.

The union. Production and maintenance employees of these companies are represented by the United Rubber, Cork, Linoleum and Plastic Workers of America (URW). Prior to the formation of the URW, the rubber industry was largely unorganized despite several attempts to form a national union for rubber workers. In 1889, the Knights of Labor² attempted to form a rubber workers' union, and in the late 1890's, the American Federation of Labor (AFL) chartered Federal labor unions for rubber workers which led to the chartering of the Amalgamated Rubber Workers Union of North America (ARWU) on November 6, 1902. The

launching of this first national union of rubber workers was challenged by the Boot and Shoe Workers and the United Garment Workers unions, and employers attempted to thwart it by encouraging their employees to form local independent unions or associations. As a result, the ARWU had little success and by 1906 was defunct.

There was little union organizing activity after 1906 until passage of the National Industrial Recovery Act of 1933. Organizing efforts then intensified, and, in September 1935, the URW received an international charter from the AFL. In June 1936, the URW affiliated with the Committee for Industrial Organization (CIO), which had been formed within the AFL in November 1935. The union adopted its present name, the United Rubber, Cork, Linoleum and Plastic Workers of America, at its 1945 convention.

The first collective bargaining agreement between any of the Big Four rubber companies (see footnote 1) and the URW was signed by Firestone in 1937. The contract between Goodrich and the union, signed in 1938, was the second. This chronology describes the major changes in wage rates and related wage practices affecting production and maintenance workers put into effect in the Akron plant of both companies. Provisions of the first agreements, as reported in this chronology, do not necessarily indicate changes in prior conditions of employment.

Bargaining procedures. Bargaining goals are established by the union's International Policy Committee prior to each round of negotiations with the Big Four and other rubber companies. Bargaining generally is conducted on a companywide basis. The union's usual strategy is to bargain simultaneously with each of the Big Four companies but to concentrate on one of them until a settlement is reached and then attempt to negotiate essentially the same terms with each of the other three. The contract with each company usually covers most of its rubber plants.

Scope of chronology. A majority of the employees in tire and tube production are paid on an incentive basis. The changes noted in this chronology apply to these

¹ The four largest manufacturers of rubber products in the U.S., the so-called "Big Four," are: Firestone Tire & Rubber Co., B. F. Goodrich Co., Goodyear Tire and Rubber Co., all headquartered in Akron, Ohio, and Uniroyal, Inc., headquartered in Middlebury, Conn.

² John Newton Thurber, *Rubber Workers' History, 1935-1955*, (Public Relations Department URCLPWA, AFL-CIO, Aug. 1956), p. 3.

workers as well as to those paid on an hourly basis, but the special provisions concerning application of wage changes to incentive workers are not included. Also omitted are provisions of the contracts dealing with other procedural aspects of the day-to-day administration of the incentive systems.

Although this chronology relates only to the Akron

plants, the provisions shown in this report, with some exceptions and minor differences, apply to other plants included in the companywide agreements with the URW. Presently, approximately 6,000 workers are covered by the Firestone agreement, of whom 2,000 are in Akron, and 9,500 are covered by the B. F. Goodrich agreement, of whom 2,300 are in Akron.

Summary of Contract Negotiations

April 1937-May 1942

The original agreements between URW and Firestone and B. F. Goodrich negotiated in 1937 and 1938, respectively, did not provide for a general wage increase. Supplementary wage benefit provisions of these initial agreements included time and one-half for work on Sunday, on 6 specified holidays, and 4 hours in excess of 8 a day or 40 a week. Both contracts provided up to 2 weeks' paid vacation. Firestone employees received pay at the rate of 2 percent of annual earnings for each week of vacation, while B. F. Goodrich employees received 1 percent for each week. A minimum of 3 hours' pay was guaranteed employees scheduled or notified to report to work but for whom no work was provided. B. F. Goodrich employees were also guaranteed 3 days' work or pay after notice of layoff. At both companies, employees could subscribe to contributory group life and hospitalization insurance. A contributory pension plan was also available to workers at B. F. Goodrich.

The first negotiated general wage increase at both companies was in 1941. Effective May 19, B. F. Goodrich employees paid on an hourly basis received a 5-cent increase; incentive workers received a 4.5-cent-an-hour increase in base rates. Additional individual rate increases, affecting almost one-fourth of the work force, were also put into effect at this time. Firestone's employees received 7 or 8 cents an hour depending on the level of their earnings effective July 1.

May 1942-July 1953

As a consequence of wage controls between October 2, 1942, and August 18, 1945, basic wage rates at both companies were changed only once during the war. A wage increase of 3 cents an hour for employees of both companies was negotiated during 1942 and became effective retroactively, after approval by the National War Labor Board the following year. About one-fourth of the B. F. Goodrich employees received additional inequity adjustments that added an average 2.9 cents to the pay raise.

During the period immediately after World War II, bargaining was conducted under a modified wage control program. Negotiated wage increases were permitted without government approval, provided such increases did not pierce the existing price ceilings. In 1946

and 1947, employees of both companies received increases of 18.5 and 11.5 cents an hour, respectively. These increases equaled the first and second postwar wage increases negotiated by the basic steel industry. Two additional increases, 11 cents in 1948 and 11.5 cents in 1950, brought the total wage increases for the period from 1946 to 1950 to 52.5 cents. The 1950 increases included inequity adjustments averaging 1.5 cents at B. F. Goodrich and 2.5 cents at Firestone.

Other postwar contract changes at both companies included an increase in premium pay for work on Sunday, the establishment of 6 paid holidays, new severance pay plans, and a revision in reporting pay provisions. A third week of vacation was added for employees with at least 15 years' service. At Firestone, a non-contributory pension plan was established, and the company assumed the full cost of life and accidental death and dismemberment insurance.

During the Korean conflict, wage adjustments as well as changes in supplementary benefits again became subject to governmental approval. The parties agreed to two general wage increases during the emergency—13 cents in 1951 and 10 cents in 1952—and both adjustments were subsequently approved by the Wage Stabilization Board. Supplementary benefits remained unchanged, although 1 cent of the 1951 general wage increase was in lieu of an adjustment in the night-shift premium.

August 1953-April 1963

Negotiations between the URW and Firestone and B. F. Goodrich during this period resulted in 10 general wage increases. These adjustments totaled approximately 84.5 cents an hour. In addition, a variety of supplementary wage practices were changed and new benefits were added.

Although the amounts that could have been used as general wage increases at both companies' tire and tube plants were identical (except in 1954 when workers at Firestone received a 6.5 cents-an-hour wage raise and those at B. F. Goodrich received 6 cents), the actual across-the-board increases in basic hourly rates varied between the companies. In 1953, the Akron local at Firestone elected to allocate the entire 2.7-cents-an-hour general wage increase for intraplant inequity adjustments. Both Firestone and B. F. Goodrich employees elected to designate a small part of the general wage increases in 1957 to offset the cost of increased night-

shift differentials. In 1960, Firestone employees used 1.5 cents of the 9.5-cents-an-hour general wage increase for intraplant inequity adjustments.

Changes in related wage practices, effective at various dates between 1953 and 1963, included increased shift premiums and pay for work on specified holidays, 2 additional paid holidays, and additional paid vacations after specified periods of service. The companies assumed the full cost of sickness and accident insurance as well as improved hospital, surgical, and medical benefit plans for employees and their dependents. In 1956, supplemental unemployment benefit (SUB) plans similar to those established in the automobile industry in 1955 were added at both companies. Noncontributory retirement and life insurance plans were also instituted for employees of B. F. Goodrich during this period.

April 1963-June 1967

The 1963 contracts between the URW and Firestone and B. F. Goodrich provided for a 9-cent general wage increase effective in June 1963 (2 cents of this increase was to be used for intraplant inequity adjustments or increased night-shift differentials at Firestone's Akron plant),³ and another 7 cents a year later. Other changes included revisions in funeral and jury-duty pay provisions and provision of pro rata vacation pay for employees retiring before the end of the vacation year.

SUB amounts were increased and extended to coincide with any increase in the duration of State unemployment compensation beyond 39 weeks, up to 52. A short workweek provision, similar to that established in the 1961 automobile contracts, was also included. The contract improved supplemental workmen's compensation and established joint committees to discuss a variety of subjects of mutual concern, including problems posed by the impact of technological changes in the industry.

The 2-year basic contracts were to be in effect until April 20, 1965. The 5-year agreements covering health insurance and pensions were scheduled to expire August 1, 1964.

New 3-year health insurance and pension agreements were reached by the union with both companies in July 1964. Changes in health insurance included increases in life insurance, hospitalization, and nonoccupational sickness and accident benefits. Diagnostic benefit coverage was liberalized for employees, their dependents, and those already retired. The settlements also increased and provided for full retirement benefits at age 62 for employees with 10 years of service or more; reduced the service requirement for early retirement; and guaranteed full pension payments (unreduced by exercise of survivor option) for 5 years after normal retirement.

Tentative accord on new basic contracts was reached between the URW and Firestone and B. F. Goodrich on April 21, 1965, averting the possibility of large-scale

walkouts. Previous contracts expired at midnight April 20, but work continued until the new pacts were signed. Union members ratified the agreements on May 3. Union spokesmen valued the economic "package" at each company at 28 cents an hour over their contracts' 2-year terms.

Both contracts provided for general wage raises of 7.5 cents an hour at tire plants and 6.5 cents at nontire plants. Two and one-half cents of the general wage increase at Firestone's Akron plant was reserved for negotiation of intraplant inequity adjustments and night-shift differentials. The general wage increases at both companies were to come into effect May 10, 1965, for nontire plants and a month later for tire plants. Craft and maintenance employees received an additional 7-cents-an-hour increase. All workers at both companies' Akron plants were to receive deferred increases of 9 cents an hour effective June 6, 1966.

Changes in supplementary practices were the same in both contracts. Vacation schedules were improved to allow 4 weeks after 15 years and 5 weeks after 25 years of service. Previously, a maximum of 4 weeks was allowed after 22 years. A ninth paid holiday, to be selected on a local basis, was also granted. SUB provisions were improved by increasing regular and short workweek benefits and separation allowances. A new maximum SUB period ranged from 52 weeks to 208 weeks, depending on years of seniority. A new bonus plan was inaugurated, to be financed by the continuation of the companies' payments to the SUB fund, regardless of the funding levels. Any excess over the maximum levels was to be used for payment of a bonus. Benefits were to range from \$25 to \$100 depending upon the amount of the excess.

The companies and the union agreed to return to the 8-hour day and 40-hour week in July 1965. (During the prewar period and after the war until 1965, the normal schedule of work for most tire and tube workers in Akron was a 6-hour day, 36-hour week. An 8-hour day was worked during World War II.)

The Firestone contract, covering about 17,000 employees, and the B. F. Goodrich contract, covering about 11,000 employees, were scheduled to expire April 20, 1967.

July 1967-June 1970

The longest strikes in rubber industry history, affecting all of the major rubber manufacturers, began at Firestone and Goodrich on April 21, 1967, when existing 2-year agreements expired, and lasted 91 days at the former and 86 days at the latter company. The strikes were ended by the signing of 3-year agreements

³The amounts to be used as general wage increases at other Firestone plants were 6.5 cents at Des Moines, 7.5 cents at Los Angeles, and 8 cents at Pottstown. At the Memphis plant, the entire 9-cent increase was applied as a general wage change.

in July 1967. The settlements provided for the largest wage-benefit packages ever negotiated in the industry and affected wages, insurance, pensions, and the SUB plan. In most previous negotiations, insurance and pensions had been negotiated separately from other issues.

Negotiations were initiated March 15. The union demanded undefined "substantial" general wage increases, an additional wage increase for skilled tradesmen, elimination of differentials between tire and nontire workers, increased overtime, and 2 additional paid holidays. An approximation of a guaranteed annual wage also was sought in the form of an increase in SUB payments to 92.5 percent of straight-time earnings for laid-off workers.

Proposals by the companies for 2-year contracts were on the table as workers walked off their jobs. The offers included general wage increases of 23.5 cents an hour over the contract term for tire workers and 18 cents an hour for nontire workers. Skilled tradesmen would have received an additional first-year increase of 5 cents an hour. The union rejected the offers as "substandard."

The companies' second offers, made June 5, proposed 3-year agreements and included general wage increases totaling 38 cents an hour for tire workers and 31 cents an hour for nontire workers. Skilled tradesmen would have received an additional first-year increase of 10 cents an hour. Also offered was an increase in SUB payments to 75 percent of straight-time earnings for laid-off workers. Again the packages were rejected as inadequate.

At the request of the Federal Mediation and Conciliation Service, joint negotiations were held by representatives of the URW and the "Big Five" rubber manufacturers (Big Four plus General Tire and Rubber Co.) on June 22 for the first time in 20 years. Little progress was made during several days of talks, and negotiators returned to individual company bargaining.

The URW held a conference on insurance and pensions for union local presidents June 26-27, although the insurance and pension agreements were not due to expire until September 15. Union spokesmen stated that the conference was held to inform local presidents of the technical aspects of such plans for purposes of local negotiations. The companies, however, had been raising these issues during basic contract negotiations.

New agreements were reached and ratified in the latter half of July at Firestone and Goodrich ending the strike. The contracts provided for general wage increases of 15 cents an hour in 1967 and 1968, and another increase of 13 cents in 1969. Of the general wage increases at Firestone's Akron plant, 4 cents an hour in both 1967 and 1968, and 2 cents in 1969, were to be allocated to intraplant inequity adjustments and night-shift differentials. Skilled tradesmen and some unskilled workers received an additional first-year wage increase of 10 cents an hour at both companies.

Changes in wage-related practices were basically the same in both agreements. Vacation schedules were improved to allow 2 weeks after 1 year of service to 6 weeks after 30 years. Previously, they ranged from 1 week after 1 year to 5 weeks after 25 years. Supplementary workmen's compensation was extended to a maximum of 39 weeks. Severance allowances also were liberalized. Changes in insurance included increases in life insurance, hospitalization, X-ray and radium therapy, visiting nurse service, and sickness and accident benefits. Medicare and the companies' insurance plans were integrated. The settlements also increased annuities for all service and provided a 5-year guaranteed pension after special early retirement. In addition, the companies agreed to increase their contributions when the SUB fund fell below 100 percent and to increase regular and short workweek benefit payments.

The Firestone agreement, covering approximately 17,000 workers, and the B. F. Goodrich agreement, covering approximately 12,000 workers, were scheduled to expire April 20, 1970. Under an "umbrella" clause, insurance and pension provisions were to remain in effect an additional 90 days in case of strike or continued negotiations following termination of the agreements.

June 1970-May 1973

Approximately 70,000 rubber workers were involved in the 1970 round of negotiations between the Big Four rubber companies and the URW. The pattern-setter in 1970 was Goodyear.

Negotiations at Firestone and B. F. Goodrich began in mid-March. Major union demands concerned wage provisions, pension improvements for both active and retired workers, an escalator clause, vacations, holidays, and health and safety provisions. Initial company proposals included increased wages, liberalization of life and health insurance, and a revised pension plan. On April 20, the expiration date of the 1967 contract, negotiations had not produced a new agreement and a strike was called by workers at Goodyear. Work continued at other Big Four plants on a day-to-day basis, although their contracts had also expired on April 20.

By early May, major issues remained unresolved at all four bargaining tables. On May 5, B. F. Goodrich workers began picketing plants in Fort Wayne, Indiana, and in Miami and Oklahoma; and by May 7, 11,000 workers at 9 Goodrich plants had joined 23,000 workers at 15 Goodyear plants in a walkout.

As negotiations continued through May and into June, three major areas of disagreement appeared. First, there was disagreement over whether an escalator clause should be instituted. Second, union negotiators were concerned over interplant inequities, particularly wage differentials between tire plant employees and

workers in plants producing footwear, belting, and other rubber and plastic products. The third major problem was in the area of pension improvements, including pensions for those already retired.

These differences were finally resolved at Goodyear when a 3-year contract was signed on June 5, ending the 50-day strike. B. F. Goodrich and Firestone came to terms with the union on June 13 and June 19, respectively, ending the Goodrich strike in 39 days. Firestone workers remained on the job throughout the negotiations.

Wage provisions in the Goodrich agreement called for increases of 45 cents an hour for skilled workers and 30 cents an hour for others, effective on June 15, 1970. Also, deferred increases of 26 cents an hour plus a 10-cent skilled trade adjustment (to be allocated by the union) were to go into effect July 5, 1971, and a 26-cent-an-hour general increase was to become effective July 3, 1972.

Wage provisions at Firestone were similar. They included a 44-cent-an-hour increase for skilled workers plus a 29-cent increase for others in 1970. An additional 1 cent was set aside for negotiation of insurance adjustments, intraplant inequities, and night differentials.

In addition, increases of 36 cents for skilled workers and 26 cents for others were provided for 1971, and a 26-cent-an-hour increase for all workers was negotiated for 1972.

Fringe benefit improvements common to both contracts included increases in pension benefits from \$5.50 to \$7.75 a month per year of service, and an additional \$1.25 per service year added to monthly pensions of retirees. Other major changes in both contracts related to life insurance; hospital, surgical, and medical benefit programs; holidays; SUB plans; vacations; shift premiums; and supplemental workmen's compensation benefits. A \$1-deductible prescription plan was added to the health programs to be effective June 1, 1971. A survivor benefit plan was added which paid a maximum of \$150 a month up to 24 months to relatives of deceased employees. Also added was a contingent distribution account, funded from the companies' 5-cent-per-employee contribution to the SUB fund, which could provide a bonus of up to \$100 per employee yearly.

One significant difference between the two pacts was in sickness and accident benefits. The Goodrich settlement provided for maximum payments of \$85 a week for up to 52 weeks. Firestone's agreement called for maximum payments of \$100 a week over the same period.

Under the joint occupational health programs negotiated in both pacts, the companies were to pay up to 1/2-cent-per-hour worked by their employees to fund an occupational research study group which was to review occupational health questions.

The Firestone agreement, which covered approximately 19,000 workers in 13 plants and the B. F. Goodrich pact, covering 11,000⁴ workers in 9 plants, expired on April 20, 1973. There were no reopening provisions in either contract.

June 1973-July 1976

Contract negotiations between the URW and the four major rubber companies covering over 75,000 workers began in March 1973. The union wanted a lead-off settlement at Goodyear that would serve a pattern for the other companies. Union goals included:

1. Substantial wage increases;
2. A cost-of-living escalator clause;
3. Full pensions after 25 years of service regardless of age, with a \$250 monthly supplement until age 65;
4. Increased pensions for current retirees;
5. An improved and better financed SUB plan;
6. Expansion of the occupational health and safety program;
7. Improvements in vacation and holiday provisions; and
8. Increases in night-shift premiums and bonus payments for civic and military duties.

By April 20, the expiration date of the 1970 contracts, new agreements had been reached, but work continued at all companies. Without having to resort to strike action, a 3-year agreement was reached with Goodyear on April 25 and was ratified on May 4. However, the union rejected similar offers at the other companies, including B. F. Goodrich and Firestone, mainly because it felt the pension programs were inadequate.

The union then extended the original contract expiration dates to May 1, 1973, and selected B. F. Goodrich as a new target for a pattern-setting agreement. After unsuccessful bargaining, 10,000 workers struck seven B. F. Goodrich plants on May 8.

On May 31, a settlement was reached between the union and B. F. Goodrich and on June 10 the contract was ratified. Major attention was then shifted to Firestone, where workers had remained on the job during the B. F. Goodrich walkout. Agreement was reached on June 22, after a 2-day strike, and signed July 1. The B. F. Goodrich and Firestone contracts, and similar contracts later negotiated at other companies, provided higher pension computation rates than the Goodyear pact.

The B. F. Goodrich agreement called for general wage increases of 28.8 cents an hour on June 2, 1973; 28 cents on July 1, 1974; and 24 cents on June 30, 1975.

⁴Figures shown represent total number of employees covered by this contract. In the Akron areas, 4,000 workers were covered by the Firestone agreement and 3,600 were covered by the B. F. Goodrich contract.

The Akron and Marion, Ohio, plants, producing primarily industrial products, received a first-year general wage increase of 15 cents. Increases at Firestone were 24 cents in both 1973 and 1974 and 23 cents in 1975. In both cases, the demand for a cost-of-living provision was dropped.

Both contracts increased pension benefits to \$9.50 a month for each year of service, from \$7.75, and increased the benefit rate an additional 25 cents in the second and third years. The early retirement provision allowed employees retiring at age 55 with at least 30 years of service to receive pensions calculated at unreduced benefit rates. Changes in insurance included a \$600 hospital expense benefit for X-ray, radium, and radioactive therapy, and an increase in accidental death and dismemberment and life insurance from \$8,500 to \$9,500. Transition and bridge survivor income benefits were increased from \$150 to \$175 a month.

The two pacts differed significantly in sickness and accident benefits. The B. F. Goodrich pact raised payments to a flat \$95 a week, compared to Firestone's \$75-\$110 a week. The maximum duration remained at 52 weeks for both.

The Firestone agreement covered 18,000 employees nationally, including approximately 3,400 in Akron; the B. F. Goodrich agreement covered 10,000 nationally, including about 2,900 in Akron.

August 1976-April 1979

With major contracts in the rubber industry scheduled to expire on April 20, 1976, members of the United Rubber Workers' International Policy Committee met on January 22-23 to adopt key contract goals and strategy for 1976 negotiations with the Big Four where contracts covered approximately 70,000 workers. Wage increases under the 1973 agreements in the rubber industry were comparable to those negotiated in the automobile industry that year. However, the continuing absence of a cost-of-living adjustment (COLA) clause in rubber contracts had resulted in a disparity in wage levels between the industries by 1976. As a result, the adoption of a COLA clause was a key union demand in the 1976 negotiations.

The union's bargaining goals included: (1) An immediate "catch-up wage increase which would establish parity" between the rubber and auto industries; (2) additional general wage increases if a multiyear contract was concluded; (3) adoption of a COLA clause providing wage increases of 1 percent for each 1-percent rise in the Bureau of Labor Statistics Consumer Price Index (BLS-CPI); and (4) increased company financing for pension benefits, sickness leave, insurance, and SUB funds. A new ratification procedure also was adopted that would authorize industrywide strikes if settlements were not reached. (Previously, only the target company was struck if a settlement was not reached by the strike deadline.) Once a master contract was negotiated

for a company, each of its plants was to bargain separately on local contracts covering noneconomic issues. Bargaining between the URW and the Big Four began March 8. The union focused on Firestone, following its policy of attempting to negotiate a contract with one of the companies that could serve as a pattern for the industry.

The rubber companies' initial offer included wage increases totaling \$1.05 over a 3-year period and an additional 15 cents an hour for craft and maintenance workers in the first year, and 10 cents in the second; and a COLA clause that would have increased workers' pay 5 cents an hour if the CPI rose 7 percent and 10 cents an hour if it rose 9 percent.

As the deadline for a new contract drew near, the likelihood of a strike had grown, with the stalemate centered on the union's demand for large catch-up wage increases and an unlimited COLA clause. Despite 5 weeks of negotiations, the union and rubber companies were far from agreement, and on April 18, Federal mediators joined the talks.

Peter Bomarito, URW president, was authorized by the union's 15-member advisory committee to call a strike against one or more of the Big Four companies, if necessary. On April 21, the URW struck the nation's tire producers and called for a worldwide boycott against products produced by Firestone, the target company.

Bargaining continued, but little progress was made until June 28, when Federal mediators called both sides together. During meetings held between June 28 and July 6, progress appeared to begin on wages, COLA, pensions, SUB, skilled trades issues, night-shift bonus, health and safety provisions, and benefits for past retirees.

The breakthrough came on August 12, 1976, after several days of intensive talks, when an understanding on economic issues was reached between Firestone and the URW. The strike continued, however, since non-economic issues were not settled, and since contracts also had to be worked out at Goodrich, Goodyear, and Uniroyal. Goodyear was the first to reach a 3-year agreements with the URW on all issues on August 24. Firestone settled on August 27; Uniroyal, on September 3; and Goodrich, on September 6.

The Firestone agreement provided for a general wage increase of 88.8 cents an hour on August 27, 1976, and the Goodrich agreement provided for an 84.7-cent increase on September 6, 1976. Both contracts provided for general increases of 30 and 25 cents an hour on June 6, 1977, and May 1, 1978, respectively. The first-year increase differed among the Big Four companies so that disparities in wage and fringe increases, resulting from the 1973 negotiations, would be eliminated. A COLA clause was established providing for adjustments of 1

cent for each 0.4-point rise in the BLS-CPI (1967=100) beginning in April 1977 and 1 cent for each 0.3-point rise beginning in July 1978.

Pension benefits were increased in both contracts to \$11 a month for each year of service (from \$10), increasing to \$11.75 in May 1977, and to \$12.50 in May 1978. Improvements in insurance included increased maximums of \$750 for hospital expenses for X-ray, radium and radioactive isotopic therapy, and of \$300 for diagnostic X-ray and laboratory tests; an increase in life and accidental death and dismemberment insurance from \$9,500 to \$11,500, and adoption of an optional life insurance plan available to age 55; an increase in transition and bridge survivor income benefits from \$175

to \$200 a month; an increase from \$100,000 to \$200,000 in lifetime major medical benefits and extension of \$40,000 coverage to eligible pensioners and dependents; the establishment of a dental plan to provide benefits for charges incurred in connection with nonoccupational accident and sickness of employee or eligible dependents; and increased sickness and accident benefits payments, from \$95 to a flat \$110 a week at B. F. Goodrich and to a maximum from \$110 to \$125 a week at Firestone.

Except for possible cost-of-living adjustments, the following tables bring the Firestone and B. F. Goodrich wage chronology up to date through April 20, 1979, the termination date of the current agreements.

Table 1. General wage changes¹

Effective date	Increase per hour		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
April 28, 1937, Firestone; May 27, 1938, B. F. Goodrich	No general wage change		First agreement.
May 19, 1941	.....	5 cents for timeworkers; 4.5 cents in base rates for incentive workers.	In addition, inequity increases affecting almost one-fourth of work force. ²
July 1, 1941	7 and 8 cents	.....	8 cents an hour to employees earning less than \$1.01 an hour; 7 cents to those earning \$1.01 an hour or more.
May 30, 1942, Firestone; June 17, 1942, B. F. Goodrich	3 cents	3 cents	In accordance with Directive Order of National War Labor Board, dated May 21, 1943. Retroactive payment provided for all regular hours worked between specified dates and May 21, 1943. ³
Nov. 1, 1945	.....	.....	B. F. Goodrich—in addition, inequity increases affecting almost one-fourth of work force. ²
Mar. 2, 1946 (Big Four agreement of same date)	18.5 cents	18.5 cents	B. F. Goodrich—increases to a large number of engineering and processing department employees of approximately 1.5 cents an hour when averaged over all employees in the bargaining unit.
Feb. 2, 1947 (Big Four agreement of Mar. 2, 1946)	11.5 cents	11.5 cents	12 cents of the 18.5-cents-an-hour increase retroactive to Nov. 1, 1945.
June 14, 1948, Firestone; June 21, 1948, B. F. Goodrich	11 cents	11 cents	
Oct. 21, 1950	.....	11.5 cents	Included 1.5 cents for intraplant inequity adjustments.
Oct. 27, 1950	11.5 cents	7 cents	Included 2.5 cents for intraplant inequity adjustments.
July 30, 1951, Firestone; Aug. 6, 1951, B. F. Goodrich	7 cents ⁴	6 cents	By Wage Stabilization Board Order, dated Nov. 29, 1951.
Oct. 16, 1951	6 cents	10 cents	By Wage Stabilization Board Order, dated Nov. 29, 1951.
Aug. 18, 1952, Firestone; Aug. 27, 1952, B. F. Goodrich	10 cents		
Aug. 24, 1953	.....	.....	Firestone—an increase of 2.7 cents an hour allocated for intraplant inequity adjustments.
Aug. 31, 1953	.....	2.7 cents	
Aug. 23, 1954	.....	6.5 cents	
Sept. 4, 1954	6.5 cents		
Aug. 29, 1955	12 cents	12 cents	In addition, increase of approximately 2 cents an hour when averaged over all workers and consisting of: 8 cents an hour for specified skilled trades, and maintenance and related occupation; an average of 1.05 cents an hour at B. F. Goodrich and 1 cent at Firestone for intraplant inequity adjustments.
July 9, 1956, B. F. Goodrich (agreement dated July 15, 1956); July 16, 1956, Firestone (agreement dated July 21, 1956)	6.2 cents	6.2 cents	
July 22, 1957 (agreements dated July 25, 1957, B. F. Goodrich; and July 26, 1957, Firestone)	14 cents ⁵	14.2 cents ⁶	
June 30, 1958 (agreements dated July 1, 1958, B. F. Goodrich; and July 3, 1958, Firestone)	8 cents	8 cents	
Aug. 31, 1959 (agreements dated Sept. 1, 1959)	10 cents	10 cents	

See footnotes at end of table.

Table 1. Continued—General wage changes¹

Effective date	Increase per hour		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
July 25, 1960 (agreements dated July 31 1960, B. F. Goodrich; and July 30, 1960, Firestone)	8 cents	9.5 cents	<u>B. F. Goodrich</u> —additional increase of 5 cents an hour for specified craft and maintenance occupations. <u>Firestone</u> —additional increase of 1.5 cents for intraplant inequity adjustments. Additional increase of 4 cents an hour for skilled workers, which amounted to 0.5 cent when averaged over all employees in the bargaining unit. In addition, deferred increase effective June 11, 1962.
June 5, 1961 (agreements dated Apr. 18, 1961, Firestone; and June 11, 1961, B. F. Goodrich)	7.5 cents	7.5 cents	Deferred increase.
June 11, 1962 (agreements of above dates)	7 cents	7 cents	In addition, deferred increase effective June 8, 1964.
June 10, 1963, Firestone (agreement dated Apr. 24, 1963); June 11, 1963, B. F. Goodrich (agreement dated Apr. 25, 1963)	7 cents	9 cents	<u>Firestone</u> —plus 2 cents for intraplant inequity adjustments.
June 8, 1964 (agreements of above dates)	7 cents an hour increase	7 cents	Deferred increase.
June 7, 1965 (agreements of Apr. 22, 1965, Firestone; Apr. 23, 1965, B. F. Goodrich)	5 cents	7.5 cents	<u>Firestone</u> —plus 2.5 cents for intraplant inequity adjustments and night-shift premium pay. <u>Firestone and B. F. Goodrich</u> —additional increase of 7 cents an hour for specified crafts and maintenance employees. These increases amounted to 1.5 cents an hour when averaged over all employees in the bargaining unit at <u>Firestone</u> . In addition, deferred increases effective June 6, 1966.
June 6, 1966 (Firestone and B. F. Goodrich—agreements of above dates)	9 cents	9 cents	Deferred increase.
July 20, 1967 (memorandum of agreement of same date, Firestone; agreement dated July 15, 1967, B. F. Goodrich)	11 cents	15 cents	<u>Firestone</u> —Additional 4 cents for intraplant inequity adjustments and night-shift premium pay. <u>Firestone and B. F. Goodrich</u> —Additional increases of 10 cents an hour for skilled trades and some nonskilled workers. These increases amounted to approximately 2 cents an hour when averaged over all employees in the bargaining unit at <u>Firestone</u> and 1 cent an hour when averaged over all employees in the bargaining unit at <u>B. F. Goodrich</u> . Deferred increases in 1968 and 1969.
July 1, 1968 (Firestone and B. F. Goodrich agreements of above dates)	11 cents	15 cents	<u>Firestone</u> —additional 4 cents for intraplant inequity adjustments and night-shift premium pay.
June 30, 1969 (Firestone and B. F. Goodrich agreements of above dates)	11 cents	13 cents	<u>Firestone</u> —additional 2 cents for intraplant inequity adjustments and night-shift premium pay.
June 15, 1970 (Firestone agreement June 13, 1970 (B. F. Goodrich agreement of same date)	29 cents	30 cents	<u>Firestone</u> —additional 1 cent set aside for negotiation of insurance adjustments, intraplant inequities, and nightwork differentials at local plant level. <u>Firestone and B. F. Goodrich</u> —additional increases of 15 cents an hour for skilled trades and maintenance employees. When averaged over all employees in the bargaining unit, these increases amounted to approximately 3 cents an hour at <u>Firestone</u> and 1.7 cents an hour at <u>B. F. Goodrich</u> .

See footnotes at end of table.

Table 1. Continued—General wage changes¹

Effective date	Increase per hour		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
June 15, 1970 (Firestone agreement of June 19, 1970); June 13, 1970 (B. F. Goodrich agreement of same date) Continued			Deferred increases in 1971 and 1972. At <u>B. F. Goodrich</u> local unions could, instead of the 10-cents-an-hour skilled-trade increase effective July 5, 1971, negotiate the application of this increase to night-shift differentials, intraplant inequities, or an additional wage increase; the total costs of this application not to exceed the cost of granting the 10-cents-an-hour craft and maintenance increase.
July 5, 1971 (Firestone agreement of June 19, 1970, B. F. Goodrich agreement of June 13, 1970)	26 cents	26 cents	Deferred increases. <u>Firestone and B. F. Goodrich</u> —additional increases of 10 cents an hour for skilled trades and maintenance employees. When averaged over all employees in the bargaining unit, these increases amounted to approximately 2 cents an hour at <u>Firestone</u> and 1.13 cent an hour at <u>B. F. Goodrich</u> .
July 3, 1972 (Firestone agreement of June 19, 1970, B. F. Goodrich agreement of June 13, 1970)	26 cents	26 cents	Deferred increases.
July 2, 1973 (Firestone agreement June 22, 1973; B. F. Goodrich agreement of May 31, 1973)	24 cents	15 cents	<u>Firestone</u> —additional 1 cent set aside for negotiation of insurance adjustment, intraplant inequities, and night-work differentials at local plant level.
July 1, 1974 (Firestone agreement of June 22, 1973; B. F. Goodrich agreement of May 31, 1973)	24 cents	28 cents	<u>Firestone and B. F. Goodrich</u> —deferred increases in 1974 and 1975. Deferred increases.
June 30, 1975 (Firestone agreement of June 22, 1973; B. F. Goodrich agreement of May 31, 1973)	23 cents	24 cents	Deferred increases.
August 27, 1976 (Firestone agreement of same date); Sept. 6, 1976 (B. F. Goodrich agreement of same date)	88.8 cents	84.7 cents	Additional 25 cents an hour for craft and maintenance classification which amounted to 3.4 cents an hour at <u>Firestone</u> and 2.7 cents an hour at <u>B. F. Goodrich</u> when averaged over all employees in the bargaining unit. Agreements also: (1) Provided deferred general increases effective June 6, 1977, and May 1, 1978; (2) established a cost-of-living escalator clause to provide quarterly adjustments based on changes in the BLS-CPI (1967-100)—(a) from Apr. 1977 through Apr. 1978, adjustments were to be 1 cent for each 0.4-point change from the base (average of Sept., Oct., and Nov. 1976 indexes) to the average of indexes for Dec. 1976, Jan. and Feb. 1977, and quarterly averages thereafter; and (b) from July 1978 through Apr. 1979, adjustments were to be 1 cent for each 0.3-point change from the base (average of Dec. 1977, Jan. and Feb. 1978 indexes) to the average of indexes for Mar., Apr., and May 1978, and quarterly averages thereafter. Union had option to divert part of allowance payable toward establishment of dental plan, but subsequently voted not to do so. At <u>B. F. Goodrich</u> , all cost-of-living adjustments were to be incorporated into base rates of incentive jobs and added to hourly rates of non-incentive jobs.
April 4, 1977	6 cents	6 cents	First quarterly cost-of-living adjustment.
June 6, 1977 (Firestone agreement of Aug. 27, 1976, and B. F. Goodrich agreement of Sept. 6, 1976)	30 cents	30 cents	Additional 15 cents an hour for craft and maintenance classifications which amounted to 2.1 cents an hour at <u>Firestone</u> and 1.6 cents an hour at <u>B. F. Goodrich</u> when averaged over all employees in the bargaining unit. Deferred increases.
July 4, 1977	9 cents	9 cents	Quarterly adjustment of cost-of-living allowance.
Oct. 3, 1977	8 cents	8 cents	Quarterly adjustment of cost-of-living allowance.

See footnotes at end of table.

Table 1. Continued—General wage changes¹

Effective date	Increase per hour		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Jan. 2, 1978	5 cents	5 cents	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Deferred increases.
Apr. 3, 1978	6 cents	6 cents	
May 1, 1978 (Firestone agreement of Aug. 27, 1976, and B. F. Goodrich agreement of Sept. 6, 1976)	25 cents	25 cents	
July 3, 1978	14 cents	14 cents	Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance.
Oct. 2, 1978	17 cents	17 cents	
Jan. 1, 1979	17 cents	17 cents	
Apr. 2, 1979	15 cents	15 cents	

¹ General wage changes are upward or downward adjustments that affect a substantial number of workers at one time. Not included are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes individual job rates) that do not affect the average wage level immediately and noticeably.

Changes listed were the major adjustments in wage rates during the period covered. Because of fluctuations in incentive earnings, omission of nongeneral changes in rates, and other factors, the total of general changes may not coincide with changes in straight-time hourly earnings over the same period.

² The B. F. Goodrich Co. estimated that the individual rate adjustment of May 1941 and June 1942, plus the general wage increase of May 1941, amounted to an average increase of 7.9 cents an hour.

³ The 3-cent-an-hour increase represented an adjustment of 1.2 cents under the "Little Steel" formula and 1.8 cents granted to all workers in lieu of night-shift premium pay.

⁴ Originally, the parties had agreed to a 13-cent-an-hour increase (Firestone, a 12-cent general increase and 1 cent in lieu of changes in other provisions), effective in July and Aug. Approximately 8 cents of the total increase was subject to Wage Stabilization Board approval. The board revised the effective dates as shown.

⁵ With increases in the night-shift differential ranging from 5 cents an hour at Pottstown to 3 cents an hour at Akron and some other plants, the parties estimated the total to be equivalent to a wage increase of 15 cents an hour.

⁶ Employees at most B. F. Goodrich plants received a general wage increase of 15 cents an hour; those at the Akron and Clarksville plants received 14.2 cents to offset the cost (0.8 cent) of the night-shift differential provided in the agreement dated Apr. 15, 1957.

⁷ 15-cents-an-hour increase at Akron and Marion, Ohio, plants, and 28.8 cents an hour at other plants under the master agreement but outside the scope of this chronology.

Table 2. Hourly job rates, selected maintenance occupations, Firestone Tire and Rubber Co., 1934-78

Date	Janitors	Electricians	Pipefitters	Machinists
April 28, 1937.	\$0.77	\$1.15	\$1.07	\$1.11
July 1, 1941. . . . .	.86	1.23	1.19	1.21
May 30, 1942. . . . .	.92	1.40	1.40	1.40
March 2, 1946.	1.22	1.70	1.70	1.70
June 28, 1948.	1.33	1.81	1.81	1.81
October 27, 1950.	1.46	1.98	1.98	1.98
June 30, 1951.	1.53	2.05	2.05	2.05
October 16, 1951.	1.59	2.11	2.11	2.11
August 18, 1952.	1.69	2.21	2.21	2.21
August 24, 1953.	1.75	2.25	2.25	2.25
September 4, 1954.	1.855	2.32	2.32	2.32
August 29, 1955.	2.00	2.52	2.52	2.52
July 9, 1956.	2.06	2.58	2.58	2.58
July 22, 1957.	2.15	2.76	2.76	2.76
June 30, 1958.	2.23	2.84	2.84	2.84
August 31, 1959.	2.33	2.94	2.94	2.94
July 25, 1960.	2.51	3.075	3.075	3.075
June 5, 1961.	2.585	3.15	3.15	3.15
June 11, 1962.	2.655	3.22	3.22	3.22
June 10, 1963.	2.77	3.34	3.34	3.34
June 8, 1964.	2.84	3.41	3.41	3.41
June 7, 1965.	2.93	3.555	3.555	3.555
June 6, 1966.	3.02	3.645	3.645	3.645
July 20, 1967.	3.200	3.895	3.895	3.895
July 1, 1968.	3.385	4.080	4.080	4.080
June 30, 1969.	3.545	4.22	4.22	4.22
June 19, 1970.	3.835	4.66	4.66	4.66
July 5, 1971.	4.095	5.02	5.02	5.02
July 3, 1972.	4.355	5.28	5.28	5.28
July 2, 1973.	4.595	5.52	5.52	5.52
July 1, 1974.	4.835	5.76	5.76	5.76
June 30, 1975.	5.065	5.99	5.99	5.99
August 27, 1976.	5.963	7.128	7.128	7.128
June 6, 1977 ¹	6.263	7.578	7.578	7.578
May 1, 1978 ¹	6.513	7.828	7.828	7.828

¹ Rates do not include cost-of-living adjustments.

Table 3. Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Shift premium pay			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich 1945	Established: Premium pay of 3 cents an hour for work between 6 p.m. and 6 a.m.		In accordance with National War Labor Board directive order of Apr. 13, 1945, which stated that payment would be retroactive to earlier of expiration date of last contract or date on which contract was reopened.
June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957); July 22, 1957, Firestone agreement dated July 26, 1957)	Increased to: 6 cents an hour.	Increased to: 6 cents an hour.	
Oct. 26, 1970 (Firestone agreement of same date); July 5, 1971 (B. F. Goodrich agreement of June 13, 1970)	Increased to: 8 cents an hour.	Increased to: 8.8 cents an hour.	
Oct. 29, 1973 (supplemental agreement of same date).	Increased to: 9 cents an hour.	.....
Aug. 27, 1976 (Firestone agreement dated Dec. 13, 1976); Sept. 9, 1976 (B. F. Goodrich agreement dated Nov. 17, 1976)	Increased to: 15.1 cents an hour.	Increased to: 15.0 cents an hour.	
June 6, 1977 (Firestone agreement dated Dec. 13, 1976; B. F. Goodrich agreement dated Nov. 17, 1976)	Increased to: 21.2 cents an hour.	Increased to: 21.2 cents an hour.	
May 1, 1978 (Firestone agreement dated Dec. 13, 1976; B. F. Goodrich agreement dated Nov. 17, 1976)	Increased to: 24.2 cents an hour.	Increased: 24.3 cents an hour.	
Overtime pay			
Apr. 28, 1937, Firestone; May 27, 1938, B.F. Goodrich Mar. 24, 1950, B. F. Goodrich (agreement dated Sept. 30, 1949)	In effect and continued: Time and one-half for work in excess of 8 hours in a 24-hour period or 40 hours in a workweek. ³		B.F. Goodrich—hours paid for but not worked during first 5 days of workweek because of holiday, included in computing weekly overtime. Employee called for emergency assignment less than 12 hours after completion of last shift, paid overtime premium for all work in excess of 8 hours on both shifts combined. Added: Daily overtime and Sunday premium hours not included in computing overtime on weekly basis.
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957)	.....	
		Firestone Added: Hours paid for but not worked during first 5 days of workweek because of vacation, funeral, or jury duty, included in computing weekly overtime. Hours worked on holiday included in computing daily overtime when employee worked over 8 consecutive hours on holiday and following workday.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Overtime pay—Continued			
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957)— Continued			Holiday hours worked on Saturday not included in computing overtime on a weekly basis. Hours during first 5 days of workweek included in computing weekly overtime were: (1) Hours paid for but not worked because of holiday; and (2) normal hours when work was not available, except in case of a work stoppage or major mechanical breakdown. <u>B. F. Goodrich</u> Added: Hours paid for but not worked during first 5 days of workweek because of vacation, and hours lost from regular scheduled shift, but paid for, included in computing weekly overtime.
Sept. 2, 1959 (agreement dated June 9, 1959)	.....		<u>B. F. Goodrich</u> Added: Normal hours not made available during first 5 days of workweek included in computing weekly overtime, except in case of work stoppage. ⁴
Dec. 2, 1959 (agreement dated June 12, 1959)	.....		<u>Firestone</u> Added: Hours worked, because of a change in shift at the request of the company, in excess of 8 in a 24-hour period during the first 5 days of a workweek to be counted when computing weekly overtime.
Sept. 11, 1967, Firestone (memo- randum of agree- ment dated July 20, 1967); Oct. 20, 1967, B. F. Goodrich (agree- ment dated July 15, 1967)	Added: Time and one-half for work in excess of 8 hours in any consecutive work period.		<u>Firestone</u> Added: Included in computing weekly overtime were hours paid for but not worked during first 5 days of workweek because of active annual training or temporary special service in the armed forces.
Premium pay for Saturday and Sunday work			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich Mar. 4, 1946 (Big Four agreement of Mar. 2, 1946)	In effect and continued: Time and one-half for work on Sunday. No provision for premium pay for Saturday work. ⁵ Increased to: Double time for work on Sunday.		
Paid vacations			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich; Feb. 1939	In effect and continued: Employee with 5 but less than 10 years' service, 1 week; 10 years or more, 2 weeks. 		<u>Firestone</u> —2 percent of annual earnings for each week. <u>B. F. Goodrich</u> —1 percent for each week <u>B. F. Goodrich</u> Increased: Vacation pay to 2 percent for each week.
Apr. 23, 1940, B. F. Goodrich; May 28, 1940, Firestone 1945	Increased: Employee with 2 but less than 5 years' service, 1 week; 5 years or more, 2 weeks. Increased: Employee with 1 but less than 5 years' service, 1 week.		In accordance with National War Labor Board directive order of Apr. 13, 1945.
June 25, 1948, B. F. Goodrich Sept., 1948, Firestone	Increased: Employee with 15 years of service or more, 3 weeks.		
Oct. 31, 1953, Firestone; Dec. 31, 1953, B. F. Goodrich	Increased: Employee with 3 but less than 15 years' service, 2 weeks.		
Oct. 31, 1955, Firestone (agreement dated Aug. 31, 1955); Jan. 1, 1956, B. F. Goodrich (agreement dated Sept. 4, 1955)	Increased: Employee with 11 but less than 15 years' service, 2 weeks and 3 days		Increased: Vacation pay to 5 percent of annual earnings for 11 but less than 15 years' service.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Paid vacations—Continued			
Jan 1, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957); Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956)	Increased: Employee with 3 but less than 11 years' service, 2 weeks; 11 but less than 25 years, 3 weeks. Employee with 25 years of service or more, 3½ weeks.	Employee with 25 years of service or more, 4 weeks.	<u>B. F. Goodrich</u> In effect and continued: Minimum weekly vacation pay equaled 1 percent of average annual earnings of all employees in local bargaining unit during previous year. Employee absent from work on vacation qualifying date was eligible for vacation only upon return to work during vacation year. Employee laid off before vacation qualifying date and rehired with seniority after this date was eligible for vacation or pay in lieu of vacation after 45 days' service or at time of next layoff, whichever occurred first. Employee rehired with seniority after military service eligible for vacation or vacation pay after 45 days' service. Employee unable to work because of disability commencing after vacation qualifying date and continuing for 4 weeks or more could receive pay in lieu of vacation. On termination of employment during vacation year employee to receive pay for any vacation not taken. <u>Firestone</u> In effect and continued: Minimum weekly vacation pay equaled 30 hours at basic hourly rate. Employee with less than 6 months' service in preceding vacation year, but on payroll at beginning of current vacation year, eligible for vacation after completing 8 months' service during both years or 4 months in current year. Employee not on payroll at beginning of vacation year, but rehired subsequently, received paid vacation after 8 months' service in current and preceding years, but not less than 45 days nor more than 4 months after return to work. Not applicable to employee disabled during 3 months prior to beginning of vacation year or rehired with seniority after military service. Employee could elect to receive pay for each week or half-week he was unable to work during vacation period because of disability. Maximum payments not to exceed normal vacation allowance. Employee received pay for any vacation not taken during vacation period on termination of employment.
Jan. 1, 1959 (agreement dated June 9, 1959)	.....	.....	<u>B. F. Goodrich</u> Increased: Minimum weekly vacation pay to 1.3 percent of average annual earnings of all employees in local bargaining unit during previous calendar year. Changed: Period of employment required for vacation eligibility for employee laid off before vacation qualifying date and subsequently rehired with seniority, or for employee rehired with seniority after military service—to 30 days. Employee retiring on normal retirement date without returning from disability absence that began during preceding calendar year received vacation pay provided he had worked half of normal daily hours made available during preceding calendar year.
Dec. 2, 1959 (agreement dated June 12, 1959)	Increased: Employee with 25 years of service or more, to 4 weeks.	.....	<u>Firestone</u> Changed: Employee with less than 4 months' service in preceding vacation period but on payroll at beginning of current vacation period received paid vacation after completing 6 months' service during the 2 periods or 3 months in current period. Employee not on payroll at beginning of vacation year, but rehired subsequently, received paid vacation after 6 months of combined service in current and previous years, but not less than 45 days or more than 3 months after

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Paid vacations—Continued			
Dec 2, 1959 (agreement dated June 12, 1959)— Continued			return to work. Employee disabled during 3 months before vacation period or retirement at company option, or rehired with seniority after military service, not required to meet above standards to receive vacation.
Jan. 1, 1961, B. F. Goodrich (agreement dated June 11, 1961); June 5, 1961, Firestone (agree- ment dated Apr. 18, 1961)	Increased: Employee with 3 but less than 10 years' service, 2 weeks; 10 but less than 22 years' service, 3 weeks; 22 years or more, 4 weeks.		<u>Firestone</u> Eliminated: 6 months' service requirement for employee not on payroll at beginning of vacation year provided he was on leave of absence.
Jan. 1, 1963, B. F. Goodrich (agreement dated Apr. 25, 1963); July 5, 1963, Firestone (agreement dated Apr. 24, 1963)	.....		Added: Employee eligible for pension or severance allowance received vacation pay based on earnings in year of retirement in addition to pay for unused vacation earned during preceding year. Minimum vacation pay provision not applicable to this additional payment. <u>Firestone—employee rehired with seniority after service in Peace Corps received vacation pay for current year.</u> <u>B. F. Goodrich</u> Eliminated: Requirement that employee retiring after disability absence, work half of hours made available during preceding year in order to receive vacation pay.
Apr. 22, 1965, Firestone (agreement of same date); Apr. 23, 1965, B. F. Goodrich (agreement of same date)	Increased: Employee with 10 but less than 15 years' service, 3 weeks; 15 but less than 25 years, 4 weeks; 25 years or more, 5 weeks.		
Oct. 31, 1966, Firestone (memorandum of agreement dated July 20, 1967); Jan. 1, 1967, B. F. Goodrich (agreement dated July 15, 1967)	Increased: Employee who had 1 but less than 5 years' service, 2 weeks; 5 but less than 15 years, 3 weeks; 15 but less than 22 years, 4 weeks; 22 but less than 30 years, 5 weeks; 30 years or more, 6 weeks.		<u>Firestone and B. F. Goodrich</u> Added: Employee eligible for 2 weeks of vacation could request pay in lieu of time off for 1 week; employee eligible for 3 weeks or more of vacation could elect to take pay in lieu of 1 or 2 weeks of vacation; <u>Firestone</u> Changed: Employee who had less than 3 months of service in preceding vacation period, but on active payroll at beginning of current vacation period, received paid vacation after completing 4 months of service during the 2 periods or 2 months in current period. Employee not on active payroll at beginning of vacation year, but rehired subsequently, received paid vacation after 4 months of combined service in current and previous years, but not less than 30 days or more than 2 months after return to work. Changed: Vacation pay to 2 percent of annual earnings for each week of vacation, including amount of short week benefit payments. Added: Employee retired on early pension entitled to vacation pay based on earnings since start of vacation period in which he retired. The minimum vacation pay provision not applicable to this additional payment.
Oct. 26, 1970, Firestone (agreement of same date); June 13, 1970 (B. F. Goodrich agreement of same date)	Increased: Employee with 20 but less than 30 years' service, 5 weeks.		

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Holiday pay			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich	In effect and continued: Time and one-half for work on 6 specified holidays. No pay for holidays not		Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas.
Aug. 3, 1945, Firestone; Mar. 4, 1946, B. F. Goodrich	Increased to: Double time. ⁵		
1947	Established: 6 paid holidays for which employee received straight-time average earnings. Double time (total) continued to be paid for holidays worked.		Holidays were: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. Employee must have had 3 months' service to qualify for holiday pay.
Aug. 24, 1952, Firestone; Aug. 27, 1952, B. F. Goodrich	Increased to: Double time plus holiday pay for work on established holidays.		Approved by Wage Stabilization Board in Nov. 1952.
			Service requirement changed to: B. F. Goodrich—30 days. Firestone—on active payroll continuously since 2d week prior to holiday week.
Sept. 4, 1954	Changed to: Triple time (total) for work on established holidays.		
Oct. 18, 1954	. . . . .		B. F. Goodrich Eliminated: 30-day service requirement.
Aug. 31, 1955, Firestone; Sept. 4, 1955, B. F. Goodrich	Added: 7th paid holiday.		Firestone—holiday was Dec. 24 or 26, depending on shift.
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957)	. . . . . Changed to: Triple time (total) for work on established holidays.		B. F. Goodrich—holiday was Dec. 24.
			In effect and continued: Holiday falling on Sunday to be observed on Monday.
			Firestone—pay for holidays not worked to equal straight-time average hourly earnings, including night-shift differential, during 2d week preceding holiday times average daily hours worked during holiday week. Employee who worked less than standard shift on holiday because of unavailability of work paid triple time for hours worked plus proportionate share of holiday pay for unworked hours.
			Holiday pay provided employee (1) who worked last scheduled shift before and first scheduled shift after holiday, (2) absent because of vacation, death, or serious illness in family, or personal disability beginning during holiday or preceding week or ending during holiday or succeeding week or for equally compelling reasons, (3) who was laid off during holiday week or preceding week provided he worked the last full scheduled shift and was otherwise qualified.
			B. F. Goodrich—pay for holiday not worked to equal average daily hours (not to exceed 8) times (1) for hourly workers, hourly rate; or (2) for incentive workers, average paid unit hour; including night-shift differential in both cases. Holiday pay provided employee (1) who worked last scheduled shift before and first scheduled shift after holiday, (2) on vacation who worked last scheduled shift before and first scheduled shift after vacation, (3) beginning leave-of-absence on first workday following holiday, but who worked last scheduled shift before holiday, (4) returning from leave-of-absence during holiday week or on first day of following week if holiday fell on or after last regular working day of the week, (5) laid off during holiday or preceding week who worked last scheduled shift, (6) laid off prior to week preceding holiday week and rehired (with seniority) within 30 days, and during holiday or succeeding week worked last scheduled shift after rehire, (7) disabled prior to week preceding holiday week who returned to work within 30 days and during holiday or subsequent week worked last scheduled shift before and first scheduled shift after absence, or (8) absent because of death or serious illness in family or personal disability beginning during holiday or preceding week and who worked last scheduled shift before and first scheduled shift after absence.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Holiday pay—Continued			
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957)— Continued			<u>Firestone</u> Added: Holiday pay provided employee recalled from layoff during holiday week or within 7 days after holiday if employee worked first scheduled shift. Changed: First 2 hours of holiday overtime worked after last shift before holiday to close down operation, or before first shift after holiday to start up operation, paid at triple time but such time not deducted from average daily hours (Firestone) or scheduled hours (Goodrich) in computing holiday pay. <u>B. F. Goodrich</u> Changed: All holiday overtime hours worked after last shift before holiday to close down operation, or before first shift after holiday to start up operation, paid at triple time, but such time not deducted from scheduled hours in computing holiday pay. Eliminated: Requirement that employee disabled prior to week preceding holiday week return to work within 30 days of beginning of disability leave to qualify for holiday pay. 1961—July 3; 1962—Dec. 31. Changed: Employee on vacation who worked scheduled shift nearest holiday that fell on first or last day of vacation to receive holiday pay. Eliminated: <u>B. F. Goodrich</u> —requirement that employee laid off prior to week preceding holiday week be rehired within 30 days to qualify for vacation pay.
Sept. 2, 1959 (agreement dated June 9, 1959)	.....	
June 5, 1961, Firestone (agreement dated Apr. 18, 1961); Aug. 29, 1961, B. F. Goodrich (agreement dated June 11, 1961)	Added: 8th paid holiday		
July 15, 1963 (agreement dated Apr. 24, 1963)	.....		<u>Firestone</u> —7th paid holiday was Dec. 23 in 1963, Dec. 24 in 1964; 8th paid holiday was Dec. 24 in 1963, Dec. 26 in 1964.
Apr. 22, 1965, Firestone (agreement of same date); Apr. 23, 1965, B. F. Goodrich (agreement of same date)	Added: 9th paid holiday		Dec. 31 in 1965 and 1966. Changed: 8th paid holiday <u>Firestone</u> —Dec. 24 in 1965 and 1966; <u>B. F. Goodrich</u> —Easter Monday in 1965, July 5 in 1966.
Sept. 11, 1967, Firestone (memorandum of agreement dated July 20, 1967); Oct. 20, 1967, B. F. Goodrich (agreement dated July 15, 1967, and supplemental agreement dated Oct. 20, 1967)	.....		<u>Firestone and B. F. Goodrich</u> Changed: Employee disabled more than 30 days prior to holiday paid for holiday if he returned to work within 30 days after holiday ⁶ . <u>Firestone</u> Changed: 7th, 8th, and 9th holiday dates were: 1967—Nov. 24 and 25; Dec. 23. 1968—Sept. 3; Dec. 23 and 24. 1969—May 31; July 5; and Dec. 24. Changed: Employee disabled 30 days or less prior to holiday paid for holiday upon return after holiday. If absence continued 30 days beyond holiday, payment for holiday was made upon request. ⁶ <u>B. F. Goodrich</u> Changed: 7th, 8th, and 9th holiday dates were: 1967—Nov. 24, Dec. 23 and 30. 1968—May 31; Dec. 24 and 31. 1969—July 3; Dec. 24 and 31. Added: Maintenance and production employees—employees not meeting requirements to work on Saturday (production employees) or on Saturday and/or Sunday (maintenance employees) prior to Monday holiday or after Friday holiday, paid for holiday if (1) they requested to be excused and there were other qualified employees to perform work; (2) they

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Holiday pay—Continued			
Sept. 11, 1967, Firestone (memorandum of agreement dated July 20, 1967); Oct. 20, 1967, B. F. Goodrich (agreement dated July 15, 1967, and supplemental agreement dated Oct. 20, 1967)—Continued Oct. 26, 1970 (Firestone agreement of same date); June 13, 1970 (B. F. Goodrich agreement of same date)	Added: 10th paid holiday (New Year's Eve).	had justified reason for failure to work; (3) they consistently had declined Saturday or Sunday work; or (4) employee was a maintenance man not on continuous 7-day work, the Sunday work was not emergency maintenance, and they worked scheduled hours on scheduled days prior to and after holiday excluding Saturday and Sunday. In effect and continued: Employee disabled 30 days or less prior to holiday paid for holiday if he worked last scheduled shift prior to and first scheduled shift after absence.	
Oct. 24, 1973 (supplemental agreement of same date)	.....	<u>Firestone</u> 7th, 8th, and 9th paid holiday dates were: 1971—Jan. 2; July 6; Dec. 24. 1972—May 27; July 3; Dec. 26. 1973—Sept. 1; Dec. 24 and 26. <u>B. F. Goodrich</u> 7th, 8th and 9th paid holiday dates were: 1971—Monday after Easter; July 6; Dec. 24. 1972—July 3; Nov. 24; Dec. 26. 1973—undecided.
Oct. 29, 1973 (supplemental agreement of same date)	.....	<u>B. F. Goodrich</u> 8th, 9th, and 10th paid holiday dates were: 1973—Nov. 23; Dec. 24 and 26. 1974—July 5; Nov. 29; Dec. 24. 1975—Nov. 28; Dec. 24 and 26. 1976—Jan. 2; Nov. 26; Dec. 24.
Nov. 17, 1976 (agreement of same date)	.....	<u>Firestone</u> 8th, 9th, and 10th paid holiday dates were: 1974—July 5; Nov. 29; Dec. 30. 1975—Nov. 28; Dec. 24 and 26. 1976—Jan. 2; Nov. 26; Dec. 24.
Dec. 13, 1976 (agreement of same date)	.....	<u>B. F. Goodrich</u> 8th, 9th, and 10th paid holiday dates were: 1977—Jan. 3; July 5; Nov. 25. 1978—July 3; Nov. 24; Dec. 26. 1979—Apr. 16; Nov. 23; Dec. 24.
		<u>Firestone</u> 8th, 9th, and 10th paid holiday dates were: 1977—May 27; Nov. 25; Sept. 2. 1978—May 26; Nov. 24; Sept. 1. 1979—Aug. 31; Nov. 23; Dec. 24.	
Reporting time			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich July 5, 1944, B. F. Goodrich; June 14, 1948, Firestone. Dec. 15, 1954, Firestone (agreement dated Sept. 4, 1954); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957) Dec. 2, 1959, Firestone (agreement dated June 12, 1959); Sept. 2, 1959, B. F. Goodrich (agreement dated June 9, 1959)	In effect and continued: Minimum of 3 hours' pay provided employee scheduled or notified to report to work but for whom work was not available. Changed to: Minimum of one-half day's pay (3 to 4 hours).	Not applicable when lack of work was due to mechanical breakdown or work stoppage. Double time for maximum of one-half shift paid for reporting on Sunday; triple time on holidays. <u>Firestone and B. F. Goodrich</u> —no payment for hours not made available to employee reporting for work after absence, unless he had been on approved leave-of-absence and reported on first workday following end of leave. Added: Time and one-half paid for reporting for work that should have been paid at overtime rate.	

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Paid lunch period			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich	.....	In effect and continued: Incentive employees received a 5- to 8-percent allowance for personal time, including lunch periods.	In accordance with National War Labor Board directive order of Apr. 13, 1945.
1944-45	Established: 20-minute paid lunch period for employee required to remain in plant for full shift.		
Aug. 3, 1945, Firestone; Oct. 17, 1946, B. F. Goodrich	Changed: 20-minute paid lunch period provided for all employees.		
Lost work allowance			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich	.....		<u>Firestone</u> —allowance paid after 15-minute minimum delay period. <u>B.F. Goodrich</u> —no minimum time specified.
May 28, 1940, Firestone; June 30, 1945, ⁷ B. F. Goodrich	Established: Incentive employee paid for time lost because of stock, equipment, or power delays, or while waiting for work at direction of supervisor.		
June 12, 1948, Firestone	In effect and continued: Employee paid for time lost from shift because of occupational injury requiring hospital treatment and when sent from work to hospital for subsequent treatment.		
June 14, 1948	.....	Employee paid for time lost while receiving medical treatment at company expenses for occupational accident or illness.	<u>Firestone</u> —Reduced: Minimum delay period to 10 minutes.
Aug. 18, 1952	.....		<u>Firestone</u> —Reduced: Minimum delay period to 6 minutes.
July 1, 1963 (agreement dated Apr. 25, 1963)	.....	Added: Employee paid for time lost during shift hours while receiving medical treatment at company expense for non-occupational accident or illness.	<u>Firestone</u> Added: Any lost time resulting from employee being sent home under direction of the plant physician or registered nurse shall be counted as hours worked for the purpose of computing overtime.
Oct. 26, 1970 (agreement of same date)	.....	
Layoff guarantee			
May 27, 1938, B. F. Goodrich; Aug. 3, 1945, Firestone	In effect and continued: Employee guaranteed 3 days' work or pay after notice of layoff.		
Supplemental jury-duty pay			
Apr. 28, 1937, Firestone; May 27, 1938 B. F. Goodrich	.....		To qualify, employee must have had 3 months' service. <u>Firestone</u> —employee assigned to day shift and temporarily excused from court, required to report for work if reasonable period remained to be worked on day shift.
Aug. 31, 1955, Firestone; Sept. 4, 1955, B. F. Goodrich (agreements of above dates)	Established: Employee paid difference between earnings as juror and daywork rate or, if incentive employee, normal earning rate of employee's classification for time lost from day shift.		
	hourly rate or, if incentive employee, average paid unit hour for time lost from morning shift.		

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental jury-duty pay—Continued			
Aug. 31, 1955, Firestone; Sept. 4, 1955 B. F. Goodrich—Continued			<u>B. F. Goodrich</u> —employee assigned to morning shift and temporarily excused from court, required to report for work if sufficient time remained to work half of morning shift.
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957)	.....		Reduced: Service requirement to 45 days.
Dec. 2, 1959, Firestone (agreement dated June 12, 1959); Sept. 2, 1959, B. F. Goodrich (agreement dated June 9, 1959)	.....		Reduced: Service requirement to 30 days.
Dec. 2, 1959, Firestone (agreement dated June 12, 1961); Aug. 29, 1961, B. F. Goodrich (agreement dated June 11, 1961)	Added: Employee with 30 days' service paid difference between earnings received for attending preliminary examination for prospective jurors. and— daywork rate or, if incentive employee, classification average earnings for time lost from day shift.	hourly rate or, if incentive employee, average paid unit hour for time lost.	<u>B. F. Goodrich</u> —employee required to report for work before examination, if practical; and after, if sufficient time remained to work half of morning shift.
Oct. 26, 1970 (agreement of same date)	.....		<u>Firestone</u> Added: Employee on vacation who is called to jury duty may extend his vacation up to the number of days he serves on jury duty.
Paid funeral leave			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich	.....	
Apr. 1, 1957, Firestone (agreement dated Nov. 17, 1956); June 9, 1957, B. F. Goodrich (agreement dated Apr. 15, 1957)	Established: Up to 3 days' leave with pay to attend funeral of member of immediate family.		Employee must have had 45 days' service. Immediate family defined as parents, sisters, brothers, children, spouse, and at <u>B. F. Goodrich</u> , dependents living in same household.
Dec. 2, 1959, Firestone (agreement dated June 12, 1959); Sept. 2, 1959, B. F. Goodrich (agreement dated June 9, 1959)	.....		Reduced: Service requirement to 30 days.
Apr. 18, 1961, Firestone (agreement of same date)	Changed to: Up to 3 consecutive working days with pay provided employee absent because of death of parent, child, spouse, and dependents living in same household.	.....	Added: To definition of immediate family: <u>Firestone</u> —mother-in-law, father-in-law, and dependents in same household. <u>B. F. Goodrich</u> —mother-in-law, father-in-law, stepparents, step- and half-brothers and -sisters, and legally adopted children Previous provision continued to apply in case of death of other members of the immediate family.
Aug. 29, 1961 (agreement dated June 11, 1961)	.....		<u>B. F. Goodrich</u> Added: To definition of immediate family, step-mother-in-law and stepfather-in-law. Employee received pay for funeral occurring during scheduled vacation.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Paid funeral leave—Continued			
July 15, 1963 (agreement dated Apr. 24, 1963)	Changed to: Up to 3 consecutive working days because of death of any member of the immediate family.	.....
July 19, 1965, Firestone (agreement dated Apr. 22, 1965); B. F. Goodrich (agreement dated Apr. 23, 1965)	.....	.....	Added: To definition of immediate family, brother-in-law, sister-in-law, grandparents, and grandchildren.
Sept. 11, 1967, Firestone (memorandum of agreement dated July 20, 1967); Oct. 20, 1967, B. F. Goodrich (agreement dated July 15, 1967)	.....	.....	<u>Firestone</u> Added: To definition of immediate family, half-relatives, step-relatives, foster parents, and foster children. In-law relationships were recognized after death of spouse and until employee remarried. In-law relationships were terminated by divorce. <u>B. F. Goodrich</u> Added: To definition of immediate family, step-children.
Supplemental workmen's compensation benefits			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich	.....	.....
July 15, 1963, Firestone (agreement dated Apr. 24, 1963); B. F. Goodrich (agreement dated Apr. 25, 1963)	Established: Supplemental benefits equal to 80 percent of average weekly earnings minus workmen's compensation and sickness and accident benefits. payable when eligible for weekly benefits under workmen's compensation law up to 26 weeks for each period of disability. Provided for employee with 45 days' service and absent from work because of occupational disability for which he received workmen's compensation. Increased: Supplemental benefits payable up to 39 weeks for each period of disability.	.....	No limit to number of periods of disability, provided they were separated by (1) return to full-time work if due to different cause, or (2) return to full-time work for 90 days if due to same cause. Previously: Differences between sickness and accident plan benefits and workmen's compensation provided by 1959 amendment to insurance plans.
Aug. 1, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967 B. F. Goodrich	.....	.....	<u>Firestone and B. F. Goodrich</u> Added: Following the 26th week of supplemental workmen's compensations, there was deducted (1) any pension for which employee was eligible, and (2) any primary disability benefits, or any unreduced primary old-age benefits under the Social Security Act which the employee was or could be entitled to, or any reduced primary old-age benefit the employee received under the Social Security Act. Added: Benefits receivable up to 90 days following termination of agreement if new agreement was not reached.
June 13, 1970 (B. F. Goodrich agreement of same date); July 1, 1970, Firestone (agreement of June 19, 1970)	Increased: Supplemental benefits payable up to 52 weeks for each period disability.	.....

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Severance allowance			
Apr. 28, 1937, Firestone; May 27, 1938, B. F. Goodrich Nov. 3, 1947, B. F. Goodrich; June 14, 1948, Firestone	Established: Employee with 15 years' service released because of disability received \$500, plus \$100 for each year in excess of 15.	Established: Employee with 10 years' service released because of disability or at age 65 received 1 month's pay for each 5 years' service. Employee released at age 65 with 5 to 10 years' service received half month's pay for first 5 years and proportionate amount for balance of service.	B. F. Goodrich—1 month's pay computed on basis of highest 10 years' earnings. Participant in retirement plan not eligible for allowance unless it was greater than company's contribution to employee's pension, in which case difference was paid.
May 1, 1950	Changed: Employee with 5 years' service released because of disability but ineligible for pension received 2 percent of total earnings.		
July 1, 1955 (agreement dated May 25, 1955, Firestone; June 22, 1959, B. F. Goodrich)	Changed to: Employee with 5 years' service, ineligible for pension, and released because of inability to meet work requirements or permanent plant closing received 2 to 3 percent of total earnings depending on years of service. ⁸ Employee ineligible for pension and released at age 65 received 3 percent of total earnings after 5 years' service.		B. F. Goodrich—not ordinarily applicable to participants in contributory pension plan, except (1) employee released because of disability, who could elect to withdraw contributions and receive an allowance, and (2) employee released at age 65 toward whose annuity company had contributed less than severance allowance, received allowance reduced by amount of contribution.
July 1, 1959 (agreement dated June 12, 1959, Firestone; June 9, 1959, B. F. Goodrich)			Added: Employee eligible for severance allowance or deferred vested pension for same period of service could elect immediate severance benefit in lieu of pension.
Aug. 1, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich)	Added: Severance award equal to 2 weeks' per pay year of service for 20 or more years of service. ⁹		Firestone and B. F. Goodrich Added: Severe allowance provisions were extended up to 90 days following termination of agreement if new agreement was not reached.
Insurance plans			
Apr. 38, 1937, Firestone; ¹⁰ May 27, 1938, B. F. Goodrich ¹¹ Jan. 17, 1946, Firestone; Mar. 1, 1948, B. F. Goodrich	For employees: Employee with 3 months' service could participate in contributory group insurance plan providing: Life insurance \$1,500 to \$4,000, depending on basic hourly rate. ¹²	\$2,000 to \$20,000, depending on annual earnings. ¹³ Total and permanent disability benefit—employee totally and permanently disabled prior to age 60 received face value of life insurance in 17 monthly installments.	Employee's monthly contributions were: (1) Life insurance, 60 cents for each \$1,000 coverage; (2) sickness and accident benefits, men—75 cents, women—\$1; and: (3) hospital and surgical insurance, employee earnings under \$5,000—95 cents to \$2.35, depending on number of dependents; employee earning over \$5,000—\$1.45 to \$3.44. Company paid balance of costs. Firestone—employee's monthly contribution for all insurance was \$1.68 to \$5.33 for men, and \$1.68 to \$4.85 for women, depending on number of dependents. B. F. Goodrich—retired employee with 10 years' service and membership in plan receive company-paid life insurance equal to 2.5 percent of coverage, in effect at retirement times number of years' service, not to exceed 50 percent of coverage.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plans—Continued			
Jan. 17, 1946 Firestone; Mar. 1, 1948, B. F. Goodrich —Continued	<u>Sickness and accident benefits</u>		
	Men, \$10.50 to \$24.50 a week; women, \$9.10 to \$19.60 a week.	Men, \$15 a week; women, \$10 a week.	
	Payable from 8th day of disability up to 13 weeks. Not payable for disability covered by workmen's compensation.		
	<u>Surgical services</u>		
	Maximum of \$150.		
	<u>Obstetrical services</u>		
	<u>Surgery—\$50.</u>		
	For employees and dependents:		B. F. Goodrich—dependents included: Wife and unmarried children between ages of 14 days and 19 years. Husbands of employees not insured.
	<u>Hospital room and board</u>		
	Maximum of \$5 a day 70 days.	Maximum of \$6 or \$9 a day, depending on annual earnings, for 31 days.	
Jan. 1, 1950	<u>Inpatient hospital services</u>		
	Maximum of \$25.	Maximum of \$30 or \$45, depending on annual earnings.	
	<u>Surgical services</u>		
		Maximum of \$100 or \$150, depending on annual earnings.	
	<u>Obstetrical benefits</u>		
	<u>Hospitalization—\$5 a day for 14 days.</u>	\$33.33 or \$50 maximum for normal delivery, depending on annual earnings; maximum of \$66.67 or \$100 for other procedures both depending on annual earnings.	
	<u>Special charges—up to \$25.</u>		
	.....		B. F. Goodrich Changed: Employee's monthly contribution for (1) life insurance, to 50 cents for each \$1,000 of coverage; (2) hospital and surgical benefits, to (a) for employees earning under \$5,000, 75 cents to \$1.95; (b) for employees earning \$5,000 and over, \$1.15 to \$2.85.
	For employees: Added: <u>Nonoccupational accidental death and dismemberment insurance—face value of life insurance in case of death. Schedule of benefits for dismemberment.</u>		Firestone—upon retirement (except for disability) or receipt of severance allowance, life insurance reduced and continued at company expense. ¹⁴
	Apr. 1, 1950, B. F. Goodrich; May 5, 1950, Firestone			Firestone Changed: Company assumed cost of life and accidental death and dismemberment insurance. Employee's monthly contribution for all other coverage was (1) for single employee, $3.31, and (2) for employee with dependents, $7.01.^{15}
		B. F. Goodrich—increased employee's contribution for sickness and accident insurance to \$1 a month.	

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plans—Continued			
Apr. 1, 1950, B. F. Goodrich; May 5, 1950, Firestone—Continued	<u>Increase: Sickness and accident benefits</u> All employees to \$27 a week, for maximum of 26 weeks per period of disability. Payable from 1st day of accident and 8th day of sickness. For employees and dependents: Changed: <u>Hospital room and board</u> Maximum to \$7 a day for 31 days. <u>Inpatient hospital services</u> Maximum to \$140. <u>Surgical services</u> Maximum to \$200. For employees: Change to: <u>Life insurance</u> Company-paid plan, \$1,500 to \$4,000, depending on earnings. ¹⁶		Periods of disability due to different cause must have been separated by return to full-time work; periods due to same cause, by return to full-time work for 2 weeks. <u>Firestone</u> —no limit to number of periods for which benefits were payable to employee under age 60; payments to employee age 60 or over limited to 26 weeks each year. <u>Firestone</u> Added: Retired employee could continue hospital and surgical insurance for self and dependents at own expense.
	Oct. 1, 1953	<u>Sickness and accident benefits</u> Company-paid plans with benefits increased to: Men, \$35 a week; women, \$27 a week. Payable up to 26 weeks during each period of disability; for maternity cases, up to 6 weeks. Changed to: Company-paid hospital, surgical, and medical insurance for employees and dependents, with benefits increased to: <u>Hospital room and board</u> Semiprivate room up to 120 days per confinement; for maternity cases, up to 14 days. <u>Inpatient hospital services</u> Including administration of anesthesia by a doctor, diagnostic X-rays and laboratory tests, X-rays and radium therapy, and ambulance service; no limit on amount. <u>Surgical services</u> Maximum of \$250 unless operations were due to different causes, or separated by complete recovery or return to full-time work.	<u>B. F. Goodrich</u> —employee could continue life insurance (in effect Oct. 1, 1953, under previous contributory plan) in excess of new schedule, by contributing 50 cents a month per \$1,000 of excess insurance in amount equal to greater of (a) 50 percent of noncontributory insurance in effect, provided, employee had 15 years' service; or (b) 2.5 percent of total insurance (both contributory and noncontributory) times years of continuous service (but not to exceed 50 percent of such total), if employee had 10 years' membership in the insurance programs. <u>B. F. Goodrich</u> Eliminated: 26 weeks a year limit on payment of benefits to employee age 60 or over.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plans—Continued			
Oct. 1, 1953— Continued	<u>Physicians' services</u> Maximum of \$3 a day for hospital calls, up to 120 days per confinement. For employees:		Not payable for calls during hospitalization for operation or pregnancy.
	<u>Outpatient diagnostic X-rays</u> Maximum of \$70 a year for each condition. For employees:		
July 1, 1955	<u>Life insurance</u> Increased: \$500 for employee with basic hourly rates of \$1.62 and over; new range of benefits—\$2,000 to \$4,500. ¹⁷ Increased: \$500 for employee with annual earnings of less than \$4,000; new range of benefits—\$2,500 to \$4,500. ¹⁸ <u>Nonoccupational accidental death and dismemberment insurance</u> Added: Company-paid benefits. Face value of life insurance in case of accidental death. Schedule of benefits for dismemberment. Changed: Total and permanent disability benefits payable only if employee had less than 15 years' service required for disability pension. <u>Sickness and accident benefits</u> Increased: Men to \$40 a week; women to \$32 a week. For employees and dependents: Increased: Men to \$40 a week; women to \$30 a week. <u>Hospital room and board</u> Eliminated: 14-day limit in maternity cases. <u>Physician's services</u> Increased to: Maximum of \$5 a day for first 2 days in hospital; \$3 a day for following 118 days. <u>Outpatient diagnostic X-ray and laboratory tests</u> Added: Benefits for dependents, subject to combined maximum of \$70 a year. <u>Outpatient X-ray and radium therapy</u> ²⁰ Added: For employees only, maximum of \$150 a year for each condition.		<u>B. F. Goodrich</u> Changed: Insurance employee could continue under contributory plan reduced by any increase in non-contributory life insurance. Eliminated: 15-year service requirement for continuation of 50 percent of life insurance after retirement. Added: Employee eligible for severance pay because of age or disability provided company-paid life insurance in same amount as pensioned employee. <u>B. F. Goodrich</u> Added: Company-paid hospital, surgical, and medical insurance ¹⁹ for retired employee (and employee who received severance pay because of age) and dependents. <u>Firestone</u> —\$10 maximum per treatment.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plans—Continued			
July 1, 1955— Continued	<u>Obstetrical benefits</u>		Payable only for pregnancy commencing while woman employee or dependent wife was insured under plan.
Oct. 1, 1955 (agree- ment dated Aug. 31, 1955)	Increased to: \$75 for normal delivery, \$50 to \$125 for other procedures.		
July 1, 1959 (agree- ments dated June 9, 1959, B. F. Goodrich; June 12, 1959, Firestone)	For employees: <u>Life and nonoccupational accidental death and dismemberment insurance</u>		<u>Firestone</u> Added: Company-paid hospital, medical, and surgical insurance ¹⁹ for retirees (including employees eligible for severance pay because of age) and their dependents.
	<u>Sickness and accident benefits</u>		In effect and continued: Life and accidental death and dismemberment insurance continued during (1) leave of absence, (2) absence due to sickness or accident while employee continued to accumulate service credit, (3) first month following lay-off. Laid-off employee could continue life insurance for 5 additional months by payment of 50 cents a month per \$1,000 of coverage. <u>Firestone and B. F. Goodrich—life insurance continued</u> for permanently and totally disabled employee, with 50 percent reduction in benefits at age 65. Added: Employee terminated at or after age 60 and eligible for deferred retirement benefits, provided life insurance at age 65 in amount equal to 50 percent of coverage at time of termination or, for <u>B. F. Goodrich employees—\$1,000, whichever was greater.</u>
	<u>Hospital, surgical, and medical benefits</u>		In effect and continued: Sickness and accident insurance continued for employee (1) until end of month following month of layoff; (2) on leave of absence up to 90 days; or (3) absent from work because of sickness or injury, while continuing to accumulate service credit. Changed: Employee eligible for workmen's compensation received difference between sickness and accident benefits and statutory compensation. <u>Firestone</u> Eliminated: 26-weeks-a-year limit on payment of benefits to employee age 60 or over. In effect and continued: Benefits not payable for sickness or accident covered under workmen's compensation. Hospital, surgical, and medical insurance continued for employee (1) on layoff or leave of absence, up to 90 days; or (2) absent because of sickness or injury, while continuing to accumulate service credit. Following termination of insurance, benefits extended for (1) 3 months to cover continuous total disability, which began while insurance was in effect; (2) 9 months to cover pregnancy which began while insurance was in effect. <u>B. F. Goodrich</u> Added: Employee could continue hospital, surgical, and medical insurance during leave of absence, and for 9 additional months following layoff by payment of full premium. Employee terminated at or after age 60 and eligible for deferred retirement benefits, provided company-paid hospital, surgical, and medical insurance for himself and dependents at age 65. <u>Firestone</u> Added: Insurance benefits were limited to those in effect at time of employee's termination.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions and other related matters
	Firestone	B. F. Goodrich	
Insurance plans—Continued			
Aug. 1, 1964 (agreement dated July 13, 1964, Firestone; July 17, 1964, B. F. Goodrich)	For employees: Changed to: Life and nonoccupational accidental death and dismemberment insurance—flat face value for all employees, \$6,500.		Increased: Insurance continuation on layoff up to 2 years.
	<u>Sickness and accident benefits</u> Increased: Men to \$60 a week; women to \$50. For employees and dependents: <u>Hospital, surgical, and medical benefits</u> Increased: <u>Hospitalization</u> (room and board)—maximum confinement to 365 days. Physician's services to \$5 a day for up to 365 days. Diagnostic X-ray and laboratory tests—maximum for any one condition to \$100 in a 12 consecutive month period. <u>X-ray and radium therapy</u> —maximum to \$200. Added: <u>Nursing home benefits</u> up to 50 percent of semiprivate room charge for lesser of number of days remaining under hospital benefits or 60 days, provided patients were confined to hospital for 15 days or more. <u>Visiting nurse benefits</u> up to \$6 for each of 15 visits in home by registered nurse employed by Visiting Nurse Service provided patient immediately following hospital confinement of 15 days or more.		Added: Life insurance provided employee retired with normal, early, or disability benefit, reduced from normal face value in 30 equal monthly amounts to \$2,250. Employee terminated at age 60 or later and eligible for deferred pension to be provided \$2,250 life insurance. In case of dismemberment, loss of member must occur within 180 days of accident. Added: Coverage continued until the earlier of death or remarriage for surviving spouse of retire who died on or after Aug. 1, 1964, benefit limited to 120 days for any one hospital confinement if employee retired prior to Aug. 1, 1964; to 365 days if employee retired after Aug. 1, 1964. Increased: Extended coverage on layoff—1 to 9 months (on termination of 90-day extended coverage already in effect), provided in any months employee had no company earnings within 2-year period after layoff depending on maximum number of weekly benefits available under SUB. ²¹ Patient must have required continued care and have been transferred to nursing home directly from hospital on doctor's written recommendation for treatment of condition that required hospitalization. Care must be on doctor's written recommendation for same condition that required hospitalization.
Aug. 1, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich)	For employees: Increased: <u>Life and nonoccupational accidental death and dismemberment insurance</u> —flat face value for all employees, \$7,500.		Firestone: Added: Limit on reduction in life insurance in excess of maximum permitted active employees (now \$7,500); this insurance to be reduced only to 50 percent of insurance in force prior to retirement.
	Sickness and accident benefits: Increased: Men to \$70 a week; women to \$60, maximum to 39 weeks. For employees and dependents: <u>Hospital, surgical, and medical benefits</u> Increased: <u>Hospitalization</u> (room and board)—maximum confinement to 730 days. Changed: Surgical payment made on a reasonable and customary fee basis. ²²		Firestone and B. F. Goodrich Added: Benefits in excess of 26 weeks were reduced by (1) any pension for which employee was eligible, and (2) any primary disability benefits, or any unreduced primary old-age benefits under the Social Security Act the employee was or could have been entitled to, or any reduced primary old-age benefit received under the Social Security Act. Added: Coordination of company insurance plan and Medicare Plan B. Company paid for benefits not provided under Medicare that would have been covered under company plan. Added: Continuation of coverage for spouse and dependent children of employee who died while in active service of company and who met early retirement qualifications. Coverage terminated if spouse remarried, died, or became member of a noncontributory insurance plan of another company.

See footnote at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plan—Continued			
Aug. 1, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich)—Continued			Added: Surviving dependent of employee retired on or after Aug. 1, 1967, continued to receive benefits, provided dependent was mentally or physically incapable of self-support and as of date of death of retiree was an eligible dependent. Added: Insurance plan was extended up to 90 days after termination of agreement if new agreement was not reached. <u>B. F. Goodrich</u> Added: Continuation of coverage 3 months for spouse and dependent children of employee who died while in active service of company and who did not meet early retirement qualifications.
June 13, 1970 (B. F. Goodrich agreement of same date); July 1, 1970, (Firestone agreement of June 19, 1970)	Increased: X-ray and radium therapy—maximum to \$300. Nursing home benefits Increased: Visiting nurse benefits up to \$7 for each of 15 visits. For employees: Increased: Life and accidental death and dismemberment insurance—flat face value for all employees, \$8,500. Increased: Sickness and accident insurance to \$86 a week at B. F. Goodrich and \$70 to \$100 at Firestone.		Changed: Employee must enter convalescent nursing home ²³ within 14 days of hospital confinement to receive benefits. Requirement for direct transfer from hospital to nursing home eliminated.
	For employees and dependents: Increased: Hospital expense benefits—maximum allowance for each dependent during any consecutive 12-month period to \$100 for diagnostic service and \$500 for X-ray, radium, and radioactive isotopic therapy. Changed: Inpatient hospital services expanded to include isolation, contagious, intensive care, and cardiac-care unit room charges. Increased: In-hospital doctors' visits to \$7 a day for a maximum of 730 days. Changed: Outpatient care expanded to include electroshock therapy and visiting nurse charges to \$12.50 per day for a maximum of 100 days. Added: Prescription drug benefits—company to pay full cost (less \$1 to be paid by the employee) for any prescription drug, prescribed by licensed medical doctor, which is not covered by any other company or government plan. Changed: Eligibility requirements for all hospital, surgical, and medical expense programs reduced to 30 days' continuous service.		Added: Accidental death and dismemberment insurance extended to occupation-related accidents. Benefits to be paid for maximum of 52 weeks for each period of disability. Added: Disability due to occupational sickness will be considered in the same category as accidental injury. Changed: Eligibility requirements to 30 days' continuous service. Added: Maternity benefits for wife of a reemployed serviceman provided pregnancy commenced while employee was in armed forces and child was born after employee returned to work, if wife was not covered by any government-sponsored plan.
July 1, 1973 (Firestone agreement of June 22, 1973)	For employees: Increased: Life and accidental death and dismemberment insurance—flat face value for all employees, \$9,500.		Plan does not cover drugs which cost less than \$1 per prescription.
May 31, 1973 (B. F. Goodrich agreement of same date)	Increased: Sickness and accident insurance to \$95 a week at B. F. Goodrich and \$75 to \$110 at Firestone. ²⁴ For employees and dependents: Increased: Hospital expense benefits—maximum allowance during any 12-month period to \$600 for X-ray, radium, and radioactive isotopic therapy. Increased: In-hospital doctors' visits to \$10 a day for a maximum of 730 days.		Changed: Employee to be fully covered during any leave of absence due to pregnancy.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Insurance plan—Continued			
Aug. 27, 1976 (Firestone agree- ment of same date); Sept. 6, 1976 (B. F. Goodrich agreement of same date)	<p>For employee:</p> <p>Increased: Life and accidental death and dis- memberment insurance—flat face value for all employees to \$11,500.</p> <p>Added: Optional life insurance plan available through age 54 based on employee's current age with con- tributions ranging from 35 to 60 cents per \$1,000 per month.²⁵</p> <p>Increased: Sickness and accident insurance to \$110 a week at B. F. Goodrich and \$75 to \$125 a week at Firestone.²⁶</p> <p>Increased: In-hospital doctor's visit up to \$18 for first day of confinement and \$12.50 a day for the next 729 days of confinement.</p> <p>Added: Provided compensation for time lost from regular shift for defense against civil action insti- tuted by a doctor for collection of a fee in excess of reasonable and customary amount.</p> <p>Increased: Major medical benefits to pay 80 percent of expenses after a \$100 a year per member deductible (limited to \$200 per family), up to \$50,000 a year and \$200,000 lifetime maximum per family member.</p> <p>Benefits extended to pensioner and each eligible dependent to lifetime maximum \$40,000.</p> <p>For employees and dependents:</p> <p>Increased: Diagnostic X-ray and laboratory tests to maximum for any one condition to \$300 during a 12-month period.</p> <p>Hospital expense benefits—maximum allowance for any one condition during a 12-month period to \$750 for X-ray, radium, and radioactive isotopic therapy.</p> <p>Added: Up to 12 chiropractic adjustments during a 12-month period at \$10 each plus reasonable and customary fee for X-ray during first visit.</p> <p>Increased: Visiting nurse benefits up to \$17.50 a day to maximum 100 days for any one condition during any calendar year.</p> <p>Established: Dental benefits for eligible charges for non- occupational accident or sickness of employee or eligible dependent and for treatment of fractured jaw or of accidental injuries to natural teeth (includ- ing replacement) within 12 months of accident; the amount to be determined on the basis of a "reasonable and customary" fee for service per- formed.</p>	<p>Changed: Life and accidental death and dismemberment insurance continued for first 3 months following lay- off. Life insurance benefit for employee laidoff because of complete or permanent plant closure would be continued for 15 months and thereafter could be continued by employee up to 24 months by payment of 50 cents a month per \$1,000 of coverage.</p> <p>Plan to pay 50 percent of expenses incurred in connec- tion with mental illnesses of functional nervous dis- orders excluding administration of convulsive therapy.</p> <p>Deductible of \$100 for retirees and eligible dependents who were covered by part B of Medicare who had elected the Special Medicare Benefit at retirement; deductible was \$200 for those not covered by part B who had not elected the Special Medical Benefit.</p> <p>Added: Benefits for outpatient diagnostic X-ray and laboratory tests for maternity patients, and benefits for hospital charges for medical care and treatment of nonaccidental physical disorder in hospital's out- patient department.</p> <p>Changed: Nursing home benefits—employee required to enter convalescent nursing home within 21 days of hospital confinement to receive benefits of at least 3 days.</p> <p><u>B. F. Goodrich</u></p> <p>Readmission within 14 days following discharge to be considered continuation of same confinement.</p> <p>Service expanded to include licensed physical therapist employed by an approved visiting nurse service.</p>	
Oct. 1, 1976 (Firestone agree- ment dated Aug. 27, 1976; B. F. Goodrich agreement dated Sept. 6, 1976)			

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions and other related matters
	Firestone	B. F. Goodrich	
Retirement plan			
Jan. 1, 1947 ²⁷	<p>Contributory plan re-Plan not included in union agreement.</p> <p>quiring employee payments and providing benefits (in addition to Federal old-age, survivors', and disability insurance) as follows:</p> <p><u>Contributions:</u></p> <p>Employee—2.5 percent of first \$3,000 in annual earnings, plus 5 percent of remainder; company-predetermined amounts, increased with employee's age.</p> <p><u>Normal retirement annuities:</u></p> <p><u>Eligibility</u>—men at 65, women at 60, on or after the Jan. 1 or July 1 immediately following completion of 1 year of service.</p> <p><u>Benefits</u>—annuity (in monthly payments) derived by multiplying years of participation in plan by 3/4 of 1 percent of first \$3,000 in annual earnings plus 1.5 percent of earnings over \$3,000.</p> <p><u>Termination options:</u></p> <p>Employee whose services were voluntarily or involuntarily terminated could elect:</p> <p>(1) <u>Lump-sum benefit</u>—immediate payment consisting of own contributions and accumulated interest; (2) <u>Deferred benefit</u>—consisting of own and company contributions and accumulated interest at normal retirement; or (3) <u>Reduced benefit</u>—consisting of own and company contributions and accumulated interest actuarially reduced according to age at time annuity started.</p> <p><u>Annuity options:</u></p> <p><u>Regular annuity</u>—providing benefits during retiree's life;</p> <p><u>Modified cash refund</u>—providing reduced benefits during retiree's life and balance of his contributions and interest, if any, to beneficiary after his death.</p> <p><u>Period certain</u>—providing reduced benefits for guaranteed period, up to 20 years, to retiree or to beneficiary if employee died before last guaranteed payment.</p>	

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions and other related matters
	Firestone	B. F. Goodrich	
Retirement plan—Continued			
Jan. 1, 1947 ²⁷ Continued		<p><u>Joint and survivor</u>—providing reduced benefits during life of retiree and same or lower benefits to beneficiary for life.</p> <p><u>Death benefits</u>—beneficiary of employee who died while employed or on pension could elect (1) lump-sum payment with accumulated interest, or (2) periodic payments consisting of employee and company contributions plus accumulated interest as follows, if total benefit was (a) less than \$500 sum, (b) \$500 but less than \$677.67—semi-annual installments, each equal to 6 percent of total death benefit, (c) over \$666.66 but less than \$2,000—quarterly installments, each equal to 3 percent of total death benefit, or (d) \$2,000 or over—in monthly installments each equal to 1 percent of total death benefit.</p>	<p>For beneficiaries of retired employees, retiree must have been pensioned after age 60 under regular procedures or before age 60 at option of company and must have died without receiving annuity.</p>
Apr. 1, 1950, B. F. Goodrich; May 1, 1950, Firestone	<p><u>Established:</u> Noncontributory plan providing the following benefits: <u>Normal retirement annuity</u>—Eligibility after 15 years' service, at age 65. <u>Benefits</u>—monthly benefits of 1/12 of 1 percent of total earnings reduced by 1/2 of social security benefits.</p> <p><u>Minimum annuity</u>—\$100 a month, including statutory benefits, after 25 years' service. Benefits actuarially reduced for each year of service under 25.</p> <p><u>Early retirement annuity</u>—employee age 55, but under 65, with at least 20 years' service, retiring with company consent to receive actuarially reduced annuity.</p>	<p><u>Changed:</u> <u>Normal retirement annuity</u>—<u>Eligibility</u>: Service requirement for employee who joined plan after Apr. 1, 1950, to 10 years of continuous membership in plan.</p> <p><u>Increased:</u> <u>Benefits</u>—monthly benefits for future service to 7/8 of 1 percent of first \$3,000 earned plus 1.75 percent of remaining earnings.</p> <p><u>Minimum annuity</u>—after 25 years' service—\$100 to \$125 a month according to date employee first joined plan. Benefits reduced \$4 a month for each year of service below 25; maximum reduction, \$40.</p> <p><u>Early retirement</u>—employee age 60 but under 65 at least 20 years' service, retiring with company consent, to receive an actuarially reduced annuity.</p>	<p><u>B. F. Goodrich</u>—employee who joined plan after Apr. 1, 1950, and was terminated before completing 10 years' membership in plan, could withdraw own contributions plus interest or, at option of employee, receive any paid-up annuity purchased by own contributions. Beneficiary to receive employee's contribution plus interest if employee died before completion of 10 continuous years in plan.</p> <p>Employees who were members of plan on Apr. 1, 1950, entitled to company contributions, regardless of years of service, as long as they remained members.</p> <p><u>B. F. Goodrich</u> Added: Maximum annual earnings on which employee was to contribute 2.5 percent to be adjusted to equal maximum annual earnings over \$3,000 taxable under the Social Security Act.</p>

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan—Continued			
Apr. 1, 1950, B. F. Goodrich; May 1, 1950, Firestone—Continued	Disability annuity—employee totally and permanently disabled, with at least 15 years' service, to receive greater of 1/12 of 1 percent of total earnings or \$50 a month, including statutory benefits.		<u>B. F. Goodrich</u> Added: Minimum of \$100 a month, including social security benefits paid nonmembers with 25 years of service or more, if their 65th birthday occurred between Oct. 1, 1949, and Oct. 1, 1950, reduced \$4 a month for each year of service below 25; maximum reduction, \$40. Benefits paid in addition to any other annuity provided under plan. Employee's retirement income base was in amount equal to (a) 1.5 percent of employee's average monthly earnings between Jan. 1, 1938, and age 65, for each full year of continuous service, up to 20, plus (b) 3/4 of one percent for each full year of service in excess of 20. Average monthly earnings determined by dividing employee's total earnings for the period Jan. 1, 1938, to age 65, or date of actual retirement, whichever was earlier, by the number of full calendar months in such period.
Oct. 1, 1953	Changed: <u>Normal benefit</u> to 1/2 of 1 percent of total earnings reduced by 1/2 of social security benefits. Increased: <u>Minimum annuity</u> to \$125 a month, including primary social security benefit, after 25 years' service	Supplemental annuity—employee with service prior to Jan. 1, 1938 (1) currently participating in plan, and (2) who had not participated, but whose 65th birthday occurred between Oct. 1, 1949, and Oct. 1, 1950, to receive difference between retirement income base and the total of (1) 1/2 of primary social security benefit, (2) monthly annuity purchased while a member of the plan between Jan. 1, 1938, and age 65, plus (3) monthly annuity which could have been purchased if he had been a member during any period of nonmembership in plan between Jan. 1, 1938, and age 65. 	
July 1, 1955 (agreement dated June 22, 1955, B. F. Goodrich; agreement dated May 25, 1955, Firestone)	Revised: <u>Minimum annuity</u> to \$1.80 a month for each year of service, up to 30, with no reduction for social security payments. Increased: <u>Disability annuity</u> to minimum of \$80 a month, including 1/2 of social security benefits.	Established: Noncontributory plan providing the following benefits: <u>Normal retirement annuity:</u> Eligibility—after 10 years' service, at age 65 or over. Benefits—monthly benefits of 1/12 of 1 percent of total earnings reduced by 1/2 of social security benefits. <u>Minimum annuity</u> —\$1.80 for each year of service, including social security, up to 30.	<u>Firestone</u> —applicable to employee who retired after Apr. 30, 1950. Minimum pension for 15 years of service or more to be at least the actuarial equivalent of lump sum provided as severance pay (2 percent of employee's total earnings) exclusive of primary social security benefit. <u>Firestone and B. F. Goodrich</u> —employee with 10 but less than 15 years' service hired prior to July 1, 1955, was (1) made eligible for normal retirement annuities, and (2) credited with 15 years of service in computation of minimum pension. <u>Firestone and B. F. Goodrich</u> —once determined, amount of social security benefit deduction not to be changed by subsequent increase in social security benefits. Changed: Definition of earnings used to determine amount of retirement benefits or severance pay to (a) actual earnings since Jan. 1, 1955, plus (b) years of service prior to 1955 times average annual earnings from Jan. 1, 1945, through Dec. 31, 1954 (was actual earnings since Jan. 1, 1940, plus years of service prior to 1940 times 1939 earnings).

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan—Continued			
July 1, 1955 (agreement dated June 22, 1955, B. F. Goodrich; agreement dated May 25, 1955, Firestone)—Continued		<p><u>Early retirement</u>—employee age 55, but under 65, with at least 20 years' service, retiring with company consent, to receive actuarially reduced annuity.</p> <p><u>Disability annuity</u>—employee totally and permanently disabled, with at least 15 years' service to receive greater of 1/12 of 1 percent of total earnings or \$80 a month, including statutory benefits.</p> <p><u>Vested right</u>—employee separated at or after age 40 with 10 years of service or more, to receive deferred normal monthly benefits at age 65 for each year of credited service between age 30 and date employment was terminated.</p> <p><u>Joint and survivor option</u>—employee could elect to receive (1) a reduced annuity payable for a guaranteed period, up to 20 years, with remaining benefits paid beneficiary if retiree died before last payment, or (2) a reduced annuity providing same or 1/2 retiree's benefits, for life, to beneficiary beginning after death of retiree.</p> <p><u>Discontinued</u>: Purchase of annuities and employee contributions under contributory retirement plan. Employee could withdraw contributions or retain equity.</p>	<p><u>B. F. Goodrich</u>—normal benefits payable at age 65. Benefits reduced by fixed statutory payments, unemployment compensation, and lump-sum payments for loss of bodily members. Disability benefits not payable to employee who received total and permanent disability benefits under life insurance plan.</p> <p>No benefits payable for years of service prior to Jan. 1 of the year in which employee reached age 30.</p> <p>Election could be made any time before Nov. 1, 1955; thereafter, employee required to provide evidence of good health satisfactory to company if election made less than 5 years before age 65.</p> <p>Death of employee before age 65 voided both options, death of joint annuitant before employee's 65th birthday voided option (2).</p>
July 1, 1959 (agreement dated June 9, 1959, B. F. Goodrich; and July 1, 1959, Firestone)	<p><u>Normal retirement annuity</u></p> <p><u>Reduced Eligibility</u>: Service requirement to 10 years. Changed <u>Benefits</u> to \$2.40 a month for each year of service prior to Jan. 1, 1959, plus \$2.50 a month for each year thereafter. Benefits in addition to Federal social security payments.</p> <p><u>Early retirement annuity</u>: Employee age 55, but under 65, with at least 20 years' service, retiring at own option could elect to receive: An immediate annuity reduced by 4/10 of 1 percent for each month under age 65, or deferred normal benefits at age 65.</p> <p>Retirement at option of company or under mutually satisfactory conditions—twice normal benefits, up to the earlier of age 65 or availability of social security benefits.</p>		<p><u>Firestone and B. F. Goodrich</u></p> <p>Eliminated: (1) 30-year limit on credited service; (2) provision for crediting 10-year employee with 15 years' service in computing benefits.</p>

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan—Continued			
July 1, 1959 (agreement dated June 9, 1959, B. F. Goodrich; and July 1, 1959, Firestone)—Continued	Increased: <u>Disability retirement annuity</u> : To twice normal retirement benefits, reduced until age 65 by any statutory payments.		<u>Firestone and B. F. Goodrich</u> —benefits reduced to normal level when employee became eligible for social security payments or reached age 65. No minimum benefit. <u>Firestone</u> —no benefits payable for years of service prior to Jan. 1 of the year in which employee reach age 30. Employee electing severance allowance ineligible for deferred benefits. <u>Firestone</u> —evidence of good health required of employee's making election after age 65. Death of employee or beneficiary before employee's normal retirement date voided option.
	<p>Added:</p> <p><u>Vested rights</u>—employee separated at or after age 40 with 10 years of service or more to receive deferred normal monthly benefits at age 65 for each year of credited service between age 30 and date employment was terminated.</p> <p><u>Joint and survivor annuity</u>—employee could elect to receive (1) a reduced annuity payable for a guaranteed period, up to 20 years, with remaining benefits paid beneficiary if retiree died before last payment, or (2) reduced annuity providing same, or 1/2 retiree's benefits, for life, to beneficiary after death of employee.</p>		
Aug. 1, 1964 (agreement dated July 13, 1964, Firestone; July 17, 1964, B. F. Goodrich)	Increased: <u>Normal retirement annuity</u> : Benefits to \$3.25 a month for each year of credited service. Benefits in addition to Federal social security payments.		<u>Firestone and B. F. Goodrich</u> —applicable to employee retiring on or after Aug. 1, 1964. Added: Monthly benefit, unreduced because of post-retirement death options, payable to retiree at age 65, guaranteed for 5 years. If retiree died before last payment, beneficiary or estate to receive remaining payments. <u>Firestone</u> —for service prior to Jan. 1, 1959—employee retiring at age 65 and after Aug. 1, 1964, to receive \$2.40 a month (with \$58 deducted for social security) or \$3.25 a month for each year of credited service. New benefits applicable for service after Dec. 31, 1958. Minimum monthly benefit, \$27. <u>Firestone and B. F. Goodrich</u> Changed: Immediate benefits reduced by 4/10 of 1 percent for each month under age 62; deferred normal annuity payable at age 62.
	<p>Reduced: <u>Early retirement annuity service requirement</u> to 15 years.</p> <p>Added: <u>Early retirement annuity</u>—employee eligible for early retirement annuity, who retired at company option or under mutually satisfactory conditions, to receive twice the normal annuity until unreduced primary social security benefits became available.</p> <p>Added: <u>Special early retirement annuity</u>—employee with at least 10 years' service retiring at or after age 62 to receive benefits as computed under normal retirement annuity.</p> <p>Increased: <u>Disability retirement annuity</u> minimum to \$100 until eligible for unreduced primary social security benefits.</p> <p>Reduced: <u>Disability retirement annuity service requirement</u> to 10 years.</p>		

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan—Continued			
Aug. 1, 1964 (agreement dated July 13, 1964, Firestone; July 17, 1964, B. F. Goodrich—Continued	Changed: <u>Joint and survivor annuity</u> maximum period certain to 15 years; period employee allowed to elect option to 3 years.	<u>Firestone and B. F. Goodrich</u> Changed: <u>Joint and survivors'</u> benefit made available to early and disabled retirees with full benefits guaranteed between ages 65 and 69 (as for normal retirees) and actuarially reduced thereafter. Reduced: Age at which employee could elect option without evidence of good health, to 62. <u>B. F. Goodrich</u> —in lieu of new benefits, employee could elect one of the options under previous provision, if election was made 3 years prior to its effective date. <u>Firestone and B. F. Goodrich</u> —applicable to employee retiring on or after Aug. 1, 1967. Added: Pension increased \$1.50 for each year of credited service for former employee, contingent annuitant, or beneficiary receiving payments under pension plan of 1950. Added: Retirement plan extended up to 90 days following termination of agreement if new agreement was not reached. Added: Employee laid off with 15 years of credited service, upon reaching age 55 while on layoff with right of recall entitled to pension upon retirement. Added: Monthly benefit payable on or after age 62, guaranteed for 5-year period beginning on date of retirement. If retiree died before last payment, beneficiary or estate to receive remaining payments.	
Aug. 1, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich)	Increased: <u>Normal retirement annuity</u> : Benefits to \$5.50 a month for each year of credited service. Benefits in addition to Federal social security payments. <u>Early retirement annuity</u> <u>Special early retirement annuity</u> <u>Disability retirement annuity</u> Eliminated: \$100 minimum until eligible for unreduced primary social security payments. <u>Joint and survivor annuity</u>	Changed: <u>Joint and survivors'</u> benefit to special early retiree guaranteed for 5-year period beginning on date of retirement and actuarially reduced after 5-year period. Benefits to be computed either with respect to employee's age or continuous service credit depending on which was more advantageous to employee. ²⁸	
June 13, 1970 (B. F. Goodrich agreement of same date); July 1, 1970 (Firestone agreement of June 19, 1970)	Increased: <u>Normal retirement annuity</u> benefits to \$7.75 a month for each year of credited service. Benefits in addition to Federal social security payments. Benefit payments to employees increased \$1.25 a month. Changed: <u>Early retirement annuity</u> service requirement reduced to 10 years.		
July 1, 1973 (Firestone agreement of June 22, 1973)	Increased: <u>Normal retirement annuity</u> benefits to \$9.50 a month for each year of credited service, in addition to Federal social security payments.		
May 31, 1973 (B. F. Goodrich agreement of same date)	Changed: <u>Early retirement annuity</u> —employee aged 55 but under 62, with at least 30 years of service, to receive a pension computed at unreduced benefit rate. Increased: <u>Disability retirement annuity</u> to twice normal retirement benefit, less an amount equal to the excess of one-half the "twice normal retirement benefit" over the social security disability benefit (if any), provided such monthly pension would not be less than \$19 per year of credited service.	Payments reduced to normal retirement benefits when eligible for unreduced old age social security benefits. <u>B. F. Goodrich</u> —no minimum formula applied when an employee received both social security benefits and a disability pension.	
May 1, 1974 (Firestone agreement of June 22, 1973; B. F. Goodrich agreement of May 31, 1973)	Increased: <u>Normal retirement annuity</u> benefits to \$9.75 a month for each year of credited service, in addition to Federal social security payments.		

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan-Continued			
May 1, 1974-Continued	<p>Added: <u>Supplemental benefit</u>¹⁹—for former employee retired on or after May 1, 1974 between age 55 and 62 with 30 years of service, which when added to early pension would equal \$8.50 times employee's years of credited service, computed to completed months for a fractional year, reduced by either (a) 4/10 of 1 percent for each calendar month employee was under age 62 at effective date of early pension, or (b) 4/10 to 1 percent for each calendar month employee's years of credited service were less than 37, whichever reduction was less, plus \$200, such sum to be rounded to next highest dollar.</p> <p>Added: <u>Special age 65 benefit</u>—\$6 a month added to pension otherwise payable for employee retired (except certain deferred vested pensioner) on or after May 1, 1974, and receiving monthly pension.</p> <p>Added: <u>Payment to surviving spouse</u>—\$750 paid to surviving spouse upon death of retired pensioner (except certain deferred vested pensioner) on or after May 1, 1974.</p> <p>Increased: <u>Joint and survivor annuity</u> to \$750 for eligible spouse.</p> <p>Increased: <u>Normal retirement annuity</u> benefits to \$10 a month for each year of credited service. Benefits in addition to Federal social security.</p> <p>Changed: <u>Special age 65 benefit</u> extended to otherwise eligible pensioner who retired before May 1, 1974.</p> <p>Changed: <u>Normal retirement annuity</u>—eligibility at age 65 if hired before age 60.</p> <p>Changed: <u>Vested rights</u>—eligibility to 10 years of service after age 22 (was age 40 and 10 years of service). Eligibility for actuarially reduced deferred vested benefits at age 55.</p> <p>Increased: <u>Normal retirement annuity</u> to \$11 a month for each year of credited service, in addition to Federal social security payments.</p> <p>Added: <u>Special early retirement</u> for employee retiring on or after May 1, 1976, at own option, between ages 55 and 62 with 30 years of service—a monthly benefit depending on age and service³⁰ until age 62 or, if earlier, until eligible for an old-age insurance or disability benefit under Federal Social Security Act.</p>		<p>If pensioner entitled to receive such supplemental benefit earned over \$3,150 in any calendar year after retirement, a penalty equal to double the amount by which such earnings exceeded \$3,150 would be deducted from future payments. Supplemental benefit was payable to and included earliest of (1) month preceding that in which pensioner was eligible for an old-age insurance or disability insurance benefit under social security, (2) death, or (3) age 62.</p> <p>Payable beginning the first day of the month following the month retiree reached age 65, and continued until death, or for a surviving spouse, until remarriage or death.</p> <p>Surviving spouse of deceased retiree who was receiving the special age 65 benefit to continue to receive the \$6 monthly benefit if spouse was receiving another monthly payment under the pension plan, or if spouse and deceased pensioner had attained age 65 at time of latter's death.</p> <p>Spouse must have been married to pensioner for at least one year immediately before death of pensioner.</p> <p>Surviving spouse benefits also applicable.</p> <p>Employee to receive deferred normal monthly benefits at age 55.</p> <p>Added: Early retirement after 30 years credited service regardless of age in case of complete and permanent plant closure.</p> <p>Replaced supplemental benefits.</p> <p>Added: <u>Firestone</u> laid-off employees who were disabled or over age 60 with at least 10 years of credited service at time of layoff, recalled or offered employment under preferential hiring rights, would be eligible for either an early or disability pension.</p>
May 1, 1975 (Firestone agreement of June 22, 1973; B. F. Goodrich agreement of May 31, 1973)			
May 1, 1976 (Firestone agreement dated Aug. 27, 1976; B. F. Goodrich agreement dated Sept. 6, 1976)			

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Retirement plan—Continued			
May 1, 1976 (Firestone agreement dated Aug. 27, 1976; B. F. Goodrich agreement dated Sept. 6, 1970)—Continued	<p>Increased: Disability retirement annuity continued to be twice normal retirement benefits.</p> <p>Added: <u>Pre-retirement qualified joint and survivor option benefit</u> to eligible spouse equal to amount which would have been payable to spouse had the employee, at date of death, instead retired under early retirement provision, actuarially reduced.</p> <p>Added: <u>Post-retirement qualified joint and survivor option benefit</u> providing and actuarially reduced pension for retiree, and survivor's benefit amounting to 50 percent of the reduced pension.</p> <p>Increased: <u>Payment to surviving spouse</u> to \$1,000 upon death of pensioner (except certain deferred vested pensioner who terminated employment prior to attaining age 60).</p> <p>Changed: <u>Special age 65 benefit</u>—In lieu of the \$6 benefit in effect, pensioner could elect new Special Medicare Benefit of \$7.20 per month, and an additional \$7.20 per month for spouse if eligible.</p>	<p>Payment reduced to normal retirement benefit when eligible for unreduced old age social security benefits.</p> <p>In the absence of a social security benefit, employee could receive an additional amount not less than \$19 per year of credited service made retroactive to retirement date.</p> <p>Changed: Normal, early, or disability pension on plant closure guaranteed for 5-year period beginning on date of retirement or age 55, whichever was later, with remaining benefits paid beneficiary if retiree died before last payment.</p> <p>Applied to surviving spouse of employee who (1) had been married to such spouse for 1 year immediately preceding death; (2) was age 55 but not 65 and had 10 years of credited service; and (3) at time of death was accumulating seniority or was on layoff with right of recall.</p> <p>Applied to eligible retirees who had been married to spouse for 1 year immediately preceding retirement date.</p> <p>Changed: 3-year advance election period requirement in which employee could elect one of the options of pension payment was eliminated.</p> <p>Special Medicare Benefit also applied to surviving spouse of deceased retiree who had elected such benefit, if spouse was receiving another monthly payment under pension plan, or if spouse and deceased pensioner had attained age 65 at time of latter's death.</p>	
May 1, 1977 (Firestone agreement dated Aug. 27, 1976; B. F. Goodrich agreement dated Sept. 6, 1976)	<p>Increased: <u>Normal retirement annuity</u> to \$11.75 a month for each year of credited service, in addition to Federal social security payments.</p>		
May 1, 1978 (Firestone agreement dated Aug. 27, 1976; B. F. Goodrich agreement dated Sept. 6 1976)	<p>Increased: <u>Normal retirement annuity</u> to \$12.50 a month for each year of credited service, in addition to Federal social security payments.</p>		
Survivor income benefits			
June 13, 1970 (B. F. Goodrich agreement of same date); July 1, 1970 (Firestone agreement of June 19, 1970)	<p>Established: Company to provide the following for survivors of active employees with 30 days of continuous service credit in the event of employee's death.</p> <p><u>Transition survivor income benefit</u>—\$150 a month to eligible survivors of deceased employee for up to 24 months.</p>	<p>Employee to be covered while on injury or illness absence, on authorized leave of absence (not to exceed 30 days) or on authorized leave of absence for service with local union.</p> <p>Benefits to be paid until any survivor either dies or is eligible for Federal social security benefits.</p> <p>Eligible survivors include, in order of priority and succession:</p> <p><u>Class A.</u> Surviving spouse if married to deceased for at least a year immediately prior to employee's death who is either dependent on the deceased employee's income or has a class B survivor dependent on him.</p> <p><u>Class B.</u> Employee's child who resided with employee at the time of his death, is unmarried and either under 25 years of age or permanently disabled.</p> <p><u>Class C.</u> Parent for whom employee has provided at least 50 percent of his support in year immediately prior to employee's death.</p>	

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Survivor in benefits—Continued			
June 13, 1970 (B. F. Goodrich agreement of same date); July 1, 1970 (Firestone agreement of June 19, 1970)—Continued July 1, 1973 (Firestone agreement of June 22, 1973) May 1, 1973 (B. F. Goodrich agreement of May 31, 1973) July 2, 1973 (Firestone agreement of June 22, 1973; B. F. Goodrich agreement of May 31, 1973) Oct. 1, 1976 (Firestone agreement dated Aug. 27, 1976; B. F. Goodrich agreement dated Sept. 6, 1976)	<u>Bridge survivor benefit</u> —an additional \$150-a-month benefit to eligible spouse of deceased employee who is at least 50 years of age at date of employee's death. Benefit to be paid after termination of transition survivor benefits. Increased: Transition survivor income benefit—\$175 a month to eligible survivors of deceased employee for up to 24 months. Bridge survivor benefit to \$175 a month. Increased: Company contribution to SUB fund to range of from 2 to 10 cents per work-hour compensated, depending on trust fund amount ³¹ and maximum market value of assets in fund increased to \$750. Increased: Transition survivor income benefits to \$200 a month to eligible survivor. Increased: <u>Bridge survivor benefit</u> to \$200 a month.	Bridge survivor benefits will be terminated when surviving spouse remarries, dies, attains age 62, or qualifies for benefits under the Federal Social Security Act. Changed: Eligibility age requirement of employee to 47. Changed: Employee to be covered while on layoff for up to 3 months, and (1) at B. F. Goodrich company to provide additional 12-months coverage in event of complete and permanent plant closure; and (2) at Firestone employee could elect up to additional 2-years coverage at own expense.	
Severance pay			
Aug. 27, 1976 (Firestone agreement of same date); Sept. 6, 1976 (B. F. Goodrich agreement of same date)	Eliminated: Benefits for retirees at normal retirement date with 5 but less than 10 years of service. Size of benefits: Minimum of \$300 per year of credited service.	Pension plan was revised to provide normal retirement benefits for such retirees. Changed: Severance pay eligibility extended to employees who were eligible for deferred vested pension, including those on layoff. If severance pay was elected in lieu of such deferred vested pension, a lump-sum payment was made equal to the greater of the severance pay calculated or the actuarially determined amount of the deferred vested pension. <u>Firestone</u> —if at date of termination of employment employee was eligible for a deferred vested pension and was not eligible for another pension or severance pay, and the actuarially determined value of the deferred vested pension was less than \$1,750, employee would receive the actuarially determined value in a lump-sum payment.	
Supplemental unemployment benefit plan			
Sept. 12, 1956 (agreement of July 12, 1956, B. F. Goodrich; July 21, 1956, Firestone)	Established: Plan to supplement benefits paid under State unemployment systems. <u>Contributions</u> —company to contribute 3 cents per-man-hour compensated.	Plan contingent on obtaining ruling, by Sept. 12, 1957, that (1) company contributions were deductible expenses for Federal income tax purposes, and (2) such contributions would be excluded in computation of overtime pay under the Fair Labor Standards Act. These rulings were obtained. Alternate benefit plan established for employees in States where supplementation was not permitted. ³² Contributions to be paid into fund to be built up to a "maximum trust fund position" of approximately \$185 per employee (including workers laid off but eligible for benefits) or \$3.9 million. Contributions to cease when fund reached 100 percent of the maximum trust fund position and to be resumed only as necessary to restore this level. Contributions were retroactive to July 9, 1956, at B. F. Goodrich, and July 15, 1956, at Firestone.	

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental unemployment benefit plan—Continued			
June 12, 1956 (agreement of July 12, 1956, B. F. Goodrich; July 21, 1956, Firestone)—Continued	<p><u>Eligibility:</u> Employees must have (1) had 1 years seniority;³³ (2) been on 2d week of layoff during calendar year;³⁴ (3) had at least 1/4 benefit credit unit; (4) not refused a company job which they were required by local agreement to accept; (5) not been eligible for or receiving a severance allowance, pension, or disability benefit, unless they could have received these while working or receiving unemployment compensation; and (6) been eligible for State unemployment compensation unless (a) they were serving a 2d waiting week, (b) they had an insufficient period of covered employment, (c) benefits were not payable for 26 weeks, or (d) their earnings exceeded State limit. To obtain a weekly benefit, employee surrendered 1 to 7.5 credit units, depending on seniority and trust fund position.³⁵</p> <p><u>Accrual of credit units</u>—employee accumulated 1/2 credit unit for each workweek for which they received 18 hours' pay if on 6-hour shift, or 20 hours' pay if on 8-hour shift. A maximum of 26 credit units could be accumulated at any one time.</p> <p><u>Size of benefits</u>—an amount which, when added to State benefits, company earnings, and other compensation³⁶ would equal 65 percent of employee's weekly straight-time wages after taxes for 36 hours if on 6-hour shift, or 40 hours if on 8-hour shift, but not more than (1) \$25 plus \$2 for each dependent up to 4 during week employee received State benefits, or (2) \$48.30 plus \$2 for each dependent up to 4 during week employee was not eligible for State benefits.</p>		<p>Week of layoff defined as workweek of less than 18 hours for workers on 6-hour shift, or less than 20 hours, for workers on 8-hour shift, including in both cases, hours paid for but not worked.</p>
June 12, 1959 Firestone (agreement of same date); Sept. 2, 1959, B. F. Goodrich (agreement dated June 9, 1959)	<p><u>Eligibility:</u> Eliminated requirement that employee be on 2d week of layoff during calendar year, unless this was a necessary condition for receiving State benefits.</p> <p><u>Added:</u> Benefits not payable during period of plant vacation shutdown to employee eligible for annual paid vacation of same or greater duration unless vacation had been taken during previous layoff.</p> <p><u>Accrual of credit units:</u></p> <p><u>Changed:</u> Employees to accumulate 1/2 credit unit each workweek they received any pay from company.</p> <p><u>Added:</u> Maximum number of credit units increased to match increase in number of weeks of State unemployment compensation beyond 26, up to and including 39.</p> <p><u>Size of benefits:</u> Increased to: An amount which added to State unemployment compensation and other company earnings (including potential earnings for available time not worked) plus earnings over \$10 from other employers, would equal 65 percent of employee's weekly straight-time wages after taxes for 36 hours if on 6-hour shift, or 40 hours if on 8-hour shift but not more than (1) \$30 plus \$2 for each dependent up to 4, for each week employee received State benefits or each week after receipt of State benefits for 26 weeks, or (2) \$52 plus \$2 for each dependent up to 4 during first 26 weeks employee was not eligible for State benefits.</p>	<p><u>Added:</u> Employees not considered on layoff during plant vacation shutdown except during time shutdown exceeded vacation for which they were eligible.</p>	<p>Benefits discontinued when trust fund position fell below 4 percent. Benefits to be first payable for week after July 8, 1957, at <u>B. F. Goodrich</u>, and July 15, 1957, at <u>Firestone</u>.</p> <p>Employee with fewer than the number of credit units required for full weekly benefit to receive proportionately reduced amount if benefit was \$2 or more. If amount was less than \$2, benefits were accumulated and paid after 13 weeks or when last benefit was due, whichever earlier.</p> <p><u>Changed:</u> Week of layoff defined as workweek of less than 21 hours, for workers on 6-hour shift, or less than 23 hours for workers on 8-hour shift, including in both cases, hours paid for but not worked.</p>

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental unemployment benefit plan—Continued			
June 5, 1961 (agreement dated Apr. 18, 1961, Firestone; and 1959 letter of understanding, B. F. Goodrich)	<p><u>Eligibility:</u> Added: Benefits payable to medically restricted employee awaiting suitable placement.</p> <p><u>Size of benefits:</u> Increased: Maximum benefit to (1) \$35 plus \$2 for each dependent up to 4, for each week employee received State benefits or each week after receipt of State benefits for 26 weeks, or (2) \$57 plus \$2 for each dependent up to 4 during first 26 weeks employee was not eligible for State benefits.</p> <p><u>Accrual of credit units:</u> Increased: Maximum number of credit units to 52.</p>		Changed: Employee with insufficient credit units, but otherwise eligible, received full benefit.
Apr. 16, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich)	<p>Increased: Company contributions to 4 cents per man-hour compensated.</p> <p><u>Size of benefits:</u> Changed: Regular benefits—an amount which, when added to State unemployment compensation and weekly earnings from company (including potential earnings for available time not worked) plus earnings over \$10 from other employers, would equal 62 percent of straight-time weekly wages for a normal workweek. Maximum weekly benefit, \$40 (\$62 during first 26 weeks the employee was ineligible for State benefits) plus \$2 per dependent up to 4.</p> <p><u>Eligibility:</u> Added: Employee to be eligible for benefits if disqualified for unemployment compensation (1) when laid off because of inability to perform work offered, although capable of doing other work to which entitled if seniority had been sufficient; (2) for refusal to accept an offer by the company of work which employee was not required to take under local agreement; (3) because of eligibility for or receipt of statutory retirement or disability benefits which could be received while working; (4) when retired without company pension; (5) when serving an unemployment compensation waiting week while laid off out of line of seniority unless layoff resulted from plant rearrangement or inventory, or when employee had refused or delayed placement to a job to which seniority entitled employee or when a short workweek benefit was payable; (6) when receiving military termination pay; (7) when earnings for week were at least equal to or above State unemployment compensation earnings limit, less \$2, but employee failed to claim compensation; or (8) when employee participated in a Federal retraining program providing benefits or subsistence.³⁷</p> <p><u>Added:</u> Short workweek and special benefits for scheduled and unscheduled workweek.</p>		
July 28, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich)	<p>Scheduled short workweek—65 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p>		
			<p>Benefits discontinued when credit unit cancellation base²⁹ fell below 4 percent.</p> <p>Maximum not applicable when serving an unemployment compensation waiting week while temporarily laidoff out of line of seniority, unless layoff resulted from plant rearrangement or inventory.</p> <p>Employee could be eligible for part of week if specified disqualification conditions were responsible for entire week's unemployment. One-fifth of weekly benefit paid for each day eligible, one-sixth, if normal workweek was 6 days.</p> <p>Payable: Short workweek benefits, without application, for any week in which employee worked a short workweek and received earnings from company sufficient to disqualify him for State unemployment compensation. No minimum or maximum benefit.</p> <p>Special benefits, with application, for any week in which employee worked a short workweek but did not receive sufficient earnings from company to be disqualified for State unemployment compensation. No minimum or maximum benefit.</p> <p>Defined as week in which hours were reduced to adjust production to customer demand.</p>

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental unemployment benefit plan—Continued			
July 28, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich)—Continued	<p><u>Unscheduled short workweek</u>—50 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p> <p><u>Eligibility:</u> Employee (1) with 1 year of service or more who worked for the company during week but whose compensated or available hours were less than those in normal workweek,³⁹ (2) who was laid off part of the week,⁴⁰ (3) who was ineligible for State unemployment compensation because of earnings from company,⁴¹ (4) satisfied specified SUB eligibility requirements, and (5) without the equivalent of a week of unemployment as defined by the State unemployment compensation law with respect to any part of the workweek.⁴²</p> <p>Added:</p> <p><u>Special benefits:</u> The greater of (a) regular benefits, or (b) benefits calculated in the same manner as short workweek benefit reduced by State unemployment compensation and weekly earnings over \$10 from another employer.</p> <p><u>Eligibility:</u> Employee who (1) met all conditions for regular benefit (except \$2 minimum not applicable), (2) worked for the company during the week but whose compensated, or available hours, were less than those in normal workweek, and (3) did not receive sufficient earnings from company or work for company long enough to be disqualified for State unemployment compensation.</p> <p><u>Leveling week benefit</u>—employee serving a waiting week for State benefits to receive full amount (62 percent) of regular benefit (or special benefit, if applicable) for such week if laid off out of line of seniority pending placement under terms of the collective bargaining agreement. No benefits payable during plant rearrangement, inventory, or other reasons specified in plan. No credit units canceled for week in which benefit was received.</p> <p>Increased: Company contributions to 5 cents per man-hour compensated.</p>	<p>Defined as week in which (1) reduced hours not classified as scheduled, (2) employee returned from layoff to replace separated or absent employee, or (3) employee returned to work after a week of layoff because of an increase in production.³⁸</p> <p>Compensated or available hours to include hours (1) paid for, (2) scheduled but not worked, (3) while on layoff for any reason not covered by SUB plan,³⁴ (4) not worked in accordance with local agreement, or because of absenteeism of other workers, (5) below the normal workweek of employees regularly scheduled to work less than the normal workweek, (6) not worked because of worksharing required by collective bargaining agreement except (a) where union was not asked to waive the worksharing provisions, or (b) when the union refused to waive the worksharing provisions and the company, after the worksharing period, failed to lay off, (7) not worked because of a change in shift resulting from request of employee, (8) not worked because of a reduction in normal workweek by written agreement, or (9) not worked because of full or partial shutdown requested or agreed to in writing by the union.</p> <p>Not applicable if short workweek benefit was payable.</p> <p>Company contributions reduced by amount of separation payments and cost of hospital-medical benefits for laid-off employee beyond period of extended coverage provided under insurance agreement.</p>	
Apr. 19, 1965 (amended agreement on supplemental unemployment benefits of Apr. 23, 1965, B. F. Goodrich; Apr. 22, 1965, Firestone)			

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental unemployment benefit plan—Continued			
Arp. 19, 1965 (amended agreement on supplemental unemployment benefits of Apr. 23, 1965, B. F. Goodrich; Apr. 22, 1965, Firestone—Continued	<p><u>Size of benefits:</u> Changed: Regular benefits⁴³—an amount which, when added to State unemployment compensation, and weekly earnings from the company (including potential earnings for available time not worked), plus earnings over \$10 from other employers, would equal 65 percent of straight-time weekly earnings for normal workweek. Maximum weekly benefits, \$50, plus \$2 a dependent, up to 4. minimum weekly benefit, \$10. No change in \$62 maximum during first 26 weeks the employee was ineligible for State benefits.</p> <p>Added: Eligibility: Employee to be eligible for benefits if disqualified for unemployment compensation when the week was a 2d waiting week within benefit year under the State system or was a State system "waiting week" immediately following a week for which employee received a State benefit or occurred less than 52 weeks since employee's last State "waiting week."</p> <p>Changed: <u>Accrual of credit units</u>—maximum number of units ranged from 52 to 208 depending on number of years of seniority.⁴⁴</p> <p><u>Scheduled short workweek</u>—75 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p> <p><u>Unscheduled short workweek</u>—60 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p> <p>Increased: Company contributions to 6 cents per man-hour compensated.</p>	<p>Changed: Period of continuous layoff before permanently losing credit units, from 24 months for all employees to 24 months for employees with less than 15 years' seniority; 36 months for 15 but less than 25 years; and 48 months for 25 years or more.</p> <p>Changed to: <u>Automatic short workweek benefit</u> (previously shown as benefit payable without application).</p>	
July 17, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich)	<p><u>Size of benefits:</u> Increased: <u>Regular benefits</u>—an amount which, when added to State unemployment compensation, weekly earnings from the company (including potential earnings for time not worked), earnings over \$10 from other employers, and any other benefits received or receivable for unemployment under a State or Federal system, would equal 80 percent of straight-time weekly earnings for normal workweek. Eliminated were maximum weekly benefits of \$50 plus \$2 a dependent, up to 4, and \$62 plus \$2 a dependent, up to 4, during first 26 weeks employee was ineligible for State benefits.</p> <p>Increased: <u>Automatic short workweek benefits</u>—80 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek.</p>	<p><u>Firestone and B. F. Goodrich</u> Increased: Contributions to be built up to "maximum trust fund position" of \$275 for employee (including those laid off but eligible for benefits) for first 12 months after effective date of agreement and increased to \$300 for 13th and succeeding months.</p> <p><u>Firestone</u> Added: Company contribution reduced by amount of short workweek benefit payments included in vacation paycheck.</p>	

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Supplemental unemployment benefit plan—Continued			
July 17, 1967 (memorandum of agreement dated July 20, 1967, Firestone; agreement dated July 15, 1967, B. F. Goodrich)—Continued	Increased: <u>Special short workweek benefits</u> —an amount which, when added to State unemployment compensation, earnings over \$10 from other employers, and any other benefits received or receivable for unemployment under a State or Federal system, would equal 80 percent of short workweek average hourly earnings times the difference between compensated or available hours and the number of hours in normal workweek. Added: <u>Eligibility</u> : Automatic or special short workweek benefit available to employee who was compensated for a week in which he did not work but whose compensated or available hours were less than those in normal workweek.	Previously shown as special benefits.	
June 19, 1970 (Firestone agreement of same date); June 13, 1970 (B. F. Goodrich agreement of same date)		Changed: <u>Eligibility requirements</u> —Employees to be eligible for supplementary benefits if they required to take work under State law which paid less than 80 percent of their weekly straight-time pay. Employees to be eligible for benefits if they voluntarily took work paying less than 80 percent of their weekly straight-time pay.	
Aug. 1, 1970 (Firestone agreement of June 19, 1970); June 13, 1970 (B. F. Goodrich agreement of same date)	Increased: <u>Company contribution to SUB fund</u> to be scheduled so as to increase the total market value of the fund to at least \$375.		
Aug. 27, 1976 (Firestone agreement of same date); Sept. 6, 1976 (B. F. Goodrich agreement of same date)	Increased: <u>Company contribution to SUB fund</u> to range of from 2 to 12 cents per work-hour compensated depending on trust fund amount. ⁴⁵ Changed: <u>Eligibility</u> extended to employees terminated because of complete plant closure who were not eligible to receive a lump-sum payment. Changed: <u>Accrual of credit units</u> —employees to accrue 1/2 of a credit unit for work weeks on supervisory or other confidential work.	<u>Firestone</u> : Employees not eligible if they accepted special distribution payments.	
Separation pay			
June 5, 1961 (agreement dated Apr. 18, 1961, Firestone; Sept. 18, 1961, B. F. Goodrich)	Established: Plan to pay lump-sum separation benefits from SUB fund. <u>Eligibility</u> : Employee must (1) have been on layoff ³⁴ for 2 years or more with recall rights, ⁴⁶ (2) have had 5 years or more continuous service credit before layoff, (3) have not refused a company job which employee was required by local agreement to accept, and (4) have not received or been eligible for severance pay. <u>Size of payments</u> —an amount equal to 2 percent of total earnings for employee with 5 but less than 10 years' service, 2.5 percent for employee with 10 but less than 15 years' service, and 3 percent for employee with 15 years' or more, reduced in all cases by any SUB benefits received during most recent layoff.	Payments to be made directly by company if trust fund position was less than 80 percent. Employee who accepted separation payment forfeited all rights to pension, insurance, and other employee benefits and, if reemployed by the company, did not have canceled seniority reinstated.	
July 28, 1963 (agreement dated Apr. 24, 1963, Firestone; Apr. 25, 1963, B. F. Goodrich)	Changed: <u>Eligibility</u> service requirements reduced to 2 years. Added: <u>Size of payments</u> —an amount equal to 50 hours' pay for employee with 2 but less than 3 years' service, 75 hours' pay for 3 but less than 4 years' service, and 100 hours' pay with 4 but less than 5 years' service. <u>Eliminated deduction of SUB benefits</u> received during most recent layoff from separation payment.	Added: Employee could be recalled for a period of less than 3 months during a 2-year layoff and still qualify.	

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices^{1 2}

Effective date	Provision		Applications, exceptions, and other related matters
	Firestone	B. F. Goodrich	
Separation pay—Continued			
Apr. 19, 1965 (B. F. Goodrich, amended agreement on supplemental unemployment benefits; Firestone, Apr. 22, 1965)	Changed: <u>Eligibility</u> service requirement reduced to 1 year. Changed to: <u>Size of payments</u> —50 hours' pay for employees with 1 but less than 2 years seniority, to 2 weeks' pay for each year of seniority over 20. ⁴⁷		
Aug. 27, 1976 (Firestone agreement of same date); Sept. 6, 1976 (B. F. Goodrich agreement of same day)	Changed: <u>Eligibility</u> expanded to include employee who were not eligible for a normal, early, disability, or deferred vested pension, or for a pension upon permanent plant closure, or for a Special Distribution or Severance Award.		
Job security			
July 2, 1973 (Firestone agreement of June 22, 1973; B. F. Goodrich agreement of May 31, 1973)	.....		<u>B. F. Goodrich and Firestone</u> —laid-off employee to receive preferential hiring rights at other plants, depending on nature of layoff.
Bonus plan			
Apr. 1, 1965 (memorandum of agreement of Apr. 23, 1965, B. F. Goodrich; Apr. 22, 1965, Firestone)	Established: Bonus plan, to be financed by allocating, to a special fund, company's 5-cent-an-hour SUB contribution after SUB fund had reached maximum financing. Benefits ranging from \$25 to \$100 depending on status of special fund, provided employees with one year of seniority or more in the bargaining unit.	Benefit determined by dividing the amount in the special fund by the total number of eligibles employed on Oct. 31 each year. Benefits to be payable on last pay day before Dec. 25 each applicable year or June 1 of the following year as determined at local plant level. No benefits paid in year in which payments per eligible employee would be less than \$25 (in which case amount in fund was to be included in determining future distribution). If amount in special fund exceeded \$100 per employee, the excess was to be taken into account in determining future benefits. Plan contingent on rulings that payments (1) need not be included in regular rate for purposes of the Fair Labor Standards Act, and (2) were deductible expenses for income tax purposes in year in which they were made.	
Contingent distribution account			
June 13, 1970 (B. F. Goodrich agreement of same date); Aug. 1, 1970 (Firestone agreement of June 19, 1970)	Established: Account to be financed by accrual of company's regular 5 cents per compensated hour SUB contribution whenever SUB fund reached maximum financing. After 1970, payment to be made only if payment per employee is greater than \$25, to a maximum payment of \$100.	Payments, if any, will be made in Nov.	

¹ Last entry under each item represents most recent change.

² Benefit additions or changes negotiated as part of a master agreement did not become effective at a plant until a supplemental agreement was signed at the respective plant.

³ A 6-hour day, 36-hour week, was the normal schedule for most tire and tube workers in Akron during the prewar and postwar years. During the war, and at B. F. Goodrich plants since July 1965, an 8-hour day was worked.

⁴ Not applicable to hours not made available to employee reporting for work after absence, unless he had written leave-of-absence and reported on first workday following end of leave.

⁵ During period covered by Executive Order No. 9240 (Oct. 1, 1942, to Aug. 21, 1945), these provisions were modified in practice where necessary to conform with that order.

⁶ Requirement that employee work last scheduled shift prior to and first scheduled shift after absence continued.

⁷ Policy in effect at B. F. Goodrich prior to inclusion in union agreement.

Footnotes to table 3—Continued

⁸ 2 percent for 5 but less than 10 years, 2.5 percent for 10 but less than 15 years, and 3 percent for 15 years or more.

⁹ Change resulted in the following scheduled:

<i>Years of service</i>	<i>Allowance per year of service</i>
5 but less than 10	1 weeks' pay
10 but less than 15	1-1/4 weeks' pay
15 but less than 20	1-1/2 weeks' pay
20 or more	2 weeks' pay

¹⁰ Group life insurance began in Nov. 1916; group hospitalization, accident, and sickness insurance in Jan. 1934.

¹¹ Group life insurance began in 1915; group hospitalization in 1938.

¹² Schedule of benefits was:

<i>Basic hourly rate</i>	<i>Life insurance</i>
Less than \$0.72	\$1,500
\$0.72 but less than \$0.90	2,000
\$0.90 but less than \$1.08	2,500
\$1.08 but less than \$1.26	3,000
\$1.26 but less than \$1.44	3,500
\$1.44 and over	4,000

¹³ Schedule of benefits and contributions was:

<i>Annual earnings</i>	<i>Life insurance</i>	<i>Employee's monthly contribution</i>
Less than \$2,000	\$ 2,000	\$ 1.20
\$2,000 but less than \$3,000	3,000	1.80
\$3,000 but less than \$4,000	4,000	2.40
\$4,000 but less than \$5,000	5,000	3.00
\$5,000 but less than \$7,500	7,500	4.50
\$7,500 but less than \$10,000	10,000	6.00
\$10,000 but less than \$15,000	15,000	10.30
\$15,000 and over	20,000	14.60

¹⁴ Life insurance reduced in accordance with following schedule:

<i>Insurance in force at retirement</i>	<i>Reduced amount</i>
\$1,500	\$1,000
\$2,000	1,100
\$2,500	1,200
\$3,000	1,500
\$3,500	1,500
\$4,000	1,500

¹⁵ Akron and New Castle locals administered own hospital, surgical, and weekly accident and sickness benefit plans by contract with private insurance company.

¹⁶ Akron and New Castle locals rejoined company hospital, surgical, and accident and sickness plans.

¹⁷ Schedule of benefits was:

<i>Basic hourly rate</i>	<i>Life insurance</i>
Less than \$0.90	\$2,000
\$0.90 but less than \$1.08	2,500
\$1.08 but less than \$1.26	3,000
\$1.26 but less than \$1.44	3,500
\$1.44 but less than \$1.62	4,000
\$1.62 and over	4,500

¹⁸ Schedule of benefits was:

<i>Annual earnings</i>	<i>Life insurance</i>
Less than \$2,000	\$2,500
\$2,000 but less than \$2,500	3,000
\$2,500 but less than \$3,500	4,000
\$3,500 and over	4,500

Footnotes to table 3—Continued

¹⁹ Not payable in connection with pregnancy.

²⁰ Exclusive of outpatient diagnostic X-ray and laboratory tests, and outpatient X-ray and radium therapy benefits.

²¹ Company to pay the full cost of continued coverage for a maximum period determined in accordance with the following tabulation:

Maximum number of full weekly SUB benefits to which employee's credit units as of last day worked prior to layoff would entitle him:	Maximum number of months for which hos- pital, surgical, and medical expense coverage to be continued without cost to employee:
16 to 19 . . . . .	.1
20 to 23 . . . . .	.2
24 to 27 . . . . .	.3
28 to 31 . . . . .	.4
32 to 35 . . . . .	.5
36 to 39 . . . . .	.6
40 to 43 . . . . .	.7
44 to 47 . . . . .	.8
48 to 52 . . . . .	.9

²² Reasonable and customary fee determined by carrier, taking into consideration (1) usual fee charged by doctor for majority of his patients for like service, (2) the prevailing range of fees in an area charged by most doctors of similar training and experience for like service, and (3) unusual circumstances or medical complications requiring additional time, skill, or experience.

²³ Any institution listed as an extended care facility on the list titled "Accredited Extended Care Facilities" issued by the Joint Commission on Accreditation of Hospitals.

²⁴ Weekly sickness and accident benefits at Firestone were paid according to the following schedule:

<i>Average hourly earnings</i>	<i>Weekly benefit</i>
Less than \$3.30	\$ 75
\$3.30 - 3.79	80
3.80 - 4.29	85
4.30 - 4.79	90
4.80 - 5.29	95
5.30 - 5.79	100
5.80 - 6.29	105
6.30 and over	110

²⁵ Monthly contributions (per \$1,000 of insurance) to optional life insurance plan were:

<i>Age</i>	<i>Per month</i>
Under 30	\$.35
30 - 34 . . . . .	.40
35 - 39 . . . . .	.45
40 - 44 . . . . .	.50
45 - 49 . . . . .	.55
50 - 54 . . . . .	.60

²⁶ Weekly sickness and accident benefits at Firestone were paid according to the following schedules:

<i>Average hourly earnings</i>	<i>Weekly benefits</i>
Less than \$3.30	\$ 75
\$3.30 - 3.79	80
3.80 - 4.29	85
4.30 - 4.79	90
4.80 - 5.29	95
5.30 - 5.79	100
5.80 - 6.29	105
6.30 - 6.79	110
6.80 - 7.29	115
7.30 - 7.79	120
7.80 and over	125

²⁷ Plan originated in Apr. 1934.

Footnotes to table 3—Continued

²⁸ Computation of early retirement pension is based on the following percents:

Age	Years of service							
	10-30	31	32	33	34	35	36	37 and over
55	66.4	71.2	76.0	80.8	85.6	90.4	95.2	100
56	71.2	71.2	76.0	80.8	85.6	90.4	95.2	100
57	76.0	76.0	76.0	80.8	85.6	90.4	95.2	100
58	80.8	80.8	80.8	80.8	85.6	90.4	95.2	100
59	85.6	85.6	85.6	85.6	85.6	90.4	95.2	100
60	90.4	90.4	90.4	90.4	90.4	90.4	95.2	100
61	95.2	95.2	95.2	95.2	95.2	95.2	95.2	100
62 and over	100	100	100	100	100	100	100	100

²⁹ Early retirement plus supplemental benefits were to be paid as follows:

Total benefit payable to age 62

Age	Years of service								
	30	31	32	33	34	35	36	37	38
55	\$370	\$388	\$407	\$427	\$448	\$469	\$492	\$515	\$523
56	382	388	407	427	448	469	492	515	523
57	394	401	407	427	448	469	492	515	523
58	407	413	420	427	448	469	492	515	523
59	419	426	433	441	448	469	492	515	523
60	431	439	446	454	462	469	492	515	523
61	443	451	459	468	476	484	492	515	523

Total benefit payable at age 62 and after

Retirement on or after

May 1, 1974	\$292.50	\$302.25	\$312.00	\$321.75	\$331.50	\$341.25	\$351.00	\$360.75
May 1, 1975	300.00	310.00	320.00	330.00	340.00	350.00	360.00	370.00

³⁰ Special early retirement benefits were to be paid as follows:

Age	Years of credited service														
	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44
55	\$400	\$420	\$440	\$460	\$480	\$500	\$520	\$540	\$560						
56	410	430	450	470	490	510	530	550	570	\$590					
57	420	440	460	480	500	520	540	560	580	600	\$620				
58	430	450	470	490	510	530	550	570	590	610	630	\$650			
59	440	460	480	500	520	540	560	580	600	620	640	660	\$680		
60	450	470	490	510	530	550	570	590	610	630	650	670	690	\$710	
61	460	480	500	520	540	560	580	600	620	640	660	680	700	720	\$740

³¹ Company contributions to SUB fund were determined as follows:

<i>Trust fund amount</i>	<i>Contributions per work hour compensated</i>
\$0 - \$149	\$.10
150 - 299 . . . . .	.08
300 - 449 . . . . .	.06
500 - 599 . . . . .	.04
600 - 749 . . . . .	.02

Footnotes to table 3—Continued

³² Plan provided for payment of a lump-sum benefit at end of layoff or after eligibility for State benefits was exhausted, whichever occurred first. Benefit equaled amount of weekly SUB benefits employee would have received if supplementation had been permitted. In States where payment of lump-sum benefits was not allowed, employee received State benefits for 2 (or 3) weeks and a periodic benefit during the third (or fourth) week. Periodic benefits equaled 3 (or 4) times amount of weekly SUB benefits. These benefits were also payable to employee ineligible for State benefits if otherwise eligible for weekly SUB benefits but in a State where supplementation was not permitted.

³³ Employee received credit units retroactively on attaining 1 year's seniority.

³⁴ Benefits not payable for periods of layoff occurring for disciplinary reasons or as a consequence of (1) any strike, slowdown, work stoppage, picketing (whether or not by employees), or concerted action at a company plant (or plants), or any dispute of any kind involving employees whether at a company plant (or plants), or elsewhere; (2) any fault attributable to the applicant; (3) any war or hostile act of a foreign power (but not government regulations or controls connected therewith); (4) sabotage or insurrection; or (5) any act of God.

³⁵ Credit unit cancellation schedule was:

Trust fund position applicable to week benefit paid	Years of seniority				
	1 to 5	5 to 10	10 to 15	15 to 20	20 and over
<i>Credit units canceled for benefit</i>					
80 percent or over	1.00	1.00	1.00	1.00	1.00
70 to 79.99 percent.	1.15	1.00	1.00	1.00	1.00
60 to 69.99 percent.	1.30	1.15	1.00	1.00	1.00
50 to 59.99 percent.	1.50	1.30	1.15	1.00	1.00
40 to 49.99 percent.	2.00	1.50	1.30	1.15	1.00
30 to 39.99 percent.	2.50	2.00	1.50	1.30	1.15
20 to 29.99 percent.	3.33	2.50	2.00	1.50	1.30
10 to 19.99 percent.	5.00	3.33	2.50	2.00	1.50
4 to 9.99 percent.	7.50	5.00	3.33	2.50	2.00
Under 4 percent.	No benefits payable				

³⁶ Including amount employee ineligible for State benefits would have received from company for available hours not worked.

³⁷ For employee disqualified for unemployment compensation because of period worked, or when earnings from company were at least equal to or above State unemployment compensation earning limit (see short workweek benefits).

³⁸ Only to extent short workweek was attributable to such cause.

³⁹ Excluding weeks in which holiday pay was the only pay received from the company. Layoff must have been for reasons specified in regular SUB plan.

⁴⁰ Layoff must have been for reasons specified in SUB plan.

⁴¹ Employee must have been ineligible for State benefits solely because of earnings from company, or period worked, or either of these reasons in combination with other reasons specified in regular SUB plan.

⁴² When employee had week of unemployment as defined by State unemployment compensation law beginning on a day other than Sunday or Monday, he could apply for partial short workweek benefit for days of layoff not included in defined week of unemployment.

⁴³ Although the 1965 agreement did not provide SUB for employees automatically retired and ineligible for retirement benefits, such benefits were provided these employees in accordance with company letter dated Apr. 23, 1965.

⁴⁴ Maximum number of credit units accrued were:

Years of seniority	Maximum credit units
Less than 5.	52
5 but less than 10.	78
10 but less than 15.	104
15 but less than 25.	130
25 and over	208

⁴⁵ Company contributions to SUB fund were determined as follows:

Trust fund amount	Contributions per work-hour compensated
\$0 - \$149.	\$0.12
150 - 299.	0.10
300 - 449.	0.08
450 - 549.	0.06
550 - 649.	0.04
650 - 749.	0.02

⁴⁶ Company to waive this requirement in cases where there was no significant prospect of reemployment.

⁴⁷ Benefits were:

Years of seniority	Separation pay
1 but less than 2. . . . .	.50 hours
2 but less than 3. . . . .	.70 hours
3 but less than 4.	1.00 hours
4 but less than 5.	1.35 hours
5 but less than 10. . . . .	.1 week's pay for each year of seniority
10 but less than 15. . . . .	.1½ weeks' pay for each year of seniority
15 but less than 20. . . . .	.1½ weeks' pay for each year of seniority
20 year or more. . . . .	.2 weeks' pay for each year of seniority

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

Aluminum company of America with United Steel-workers of America and Aluminum Workers International Union—

November 1939-January 1974, BLS Bulletin 1815.

February 1974-May 1977, Supplemental to BLS Bulletin 1815.

The Anaconda Co. (Montana Mining Div.) and the Steel-workers—

1941-77, BLS Bulletin 1953.

1977-80, Supplement to BLS Bulletin 1953.

Armour and Company and the meat cutters—

1941-79, BLS Bulletin _____.

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 Corporation (Shipbuilding Department) and the IUMSW—

June 1941-August 1975, BLS Bulletin 1866.

1975-78, Supplement to BLS Bulletin 1866.

Bituminous Coal Mine Operators and United Mine Workers of America—

October 1933-November 1974, BLS Bulletin 1799.

1974-77, Supplement to BLS Bulletin 1799.

The Boeing Co. (Washington Plants) and the International Association of Machinists—

June 1936-September 1977, BLS Bulletin 1895.

1977-80, Supplement to BLS Bulletin 1895.

Commonwealth Edison Co. and the Electrical Workers (IBEW)—

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.

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.

1977-80, Supplement to BLS Bulletin 1924.

Federal Employees under the General Schedule Pay System—

July 1924-October 1974, BLS Bulletin 1870.

1975-77, Supplement to BLS Bulletin 1870.

Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants) and the Rubber Workers—

1937-79, BLS Bulletin

Ford Motor Company—

Volume I, June 1941-September 1973, BLS Bulletin 1787.

Volume II, September 1976-September 1979, 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., the shoe workers, and the Boot and Shoe Workers—

1937-79, BLS Bulletin _____.

Lockheed-California Co. (a division of Lockheed Aircraft Corp.) and Machinists' Union—

March 1937-October 1977, BLS Bulletin 1904.

1977-80, Supplement to BLS Bulletin 1904.

Martin Marietta Aerospace and the Auto Workers—

March 1944-November 1975, BLS Bulletin 1884.

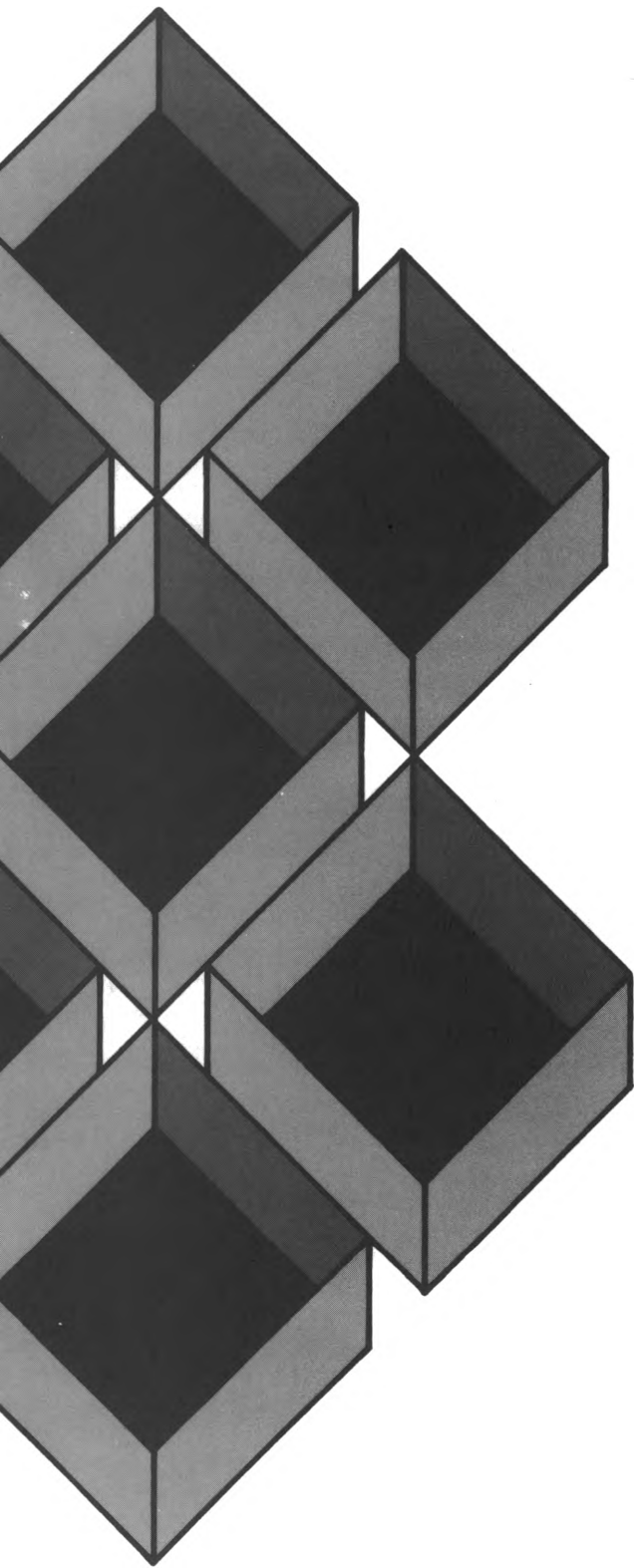
1975-78, Supplement to BLS Bulletin 1884.

Massachusetts Shoe Manufacturers and the Shoe Workers—

1945-79, BLS Bulletin 1993.

<p>New York City Laundries and the Clothing Workers— November 1945-November 1975, BLS Bulletin 1845. 1975-78, Supplement to BLS Bulletin 1845.</p> <p>North Atlantic Longshoremen— 1934-71, BLS Bulletin 1736. 1971-77, Supplement to BLS Bulletin 1736.</p> <p>Pacific Coast Shipbuilders and Various Unions— 1941-77, BLS Bulletin 1982.</p> <p>Pacific Gas and Electric Co.— 1943-72, BLS Bulletin 1761. 1972-76, Supplement to BLS Bulletin 1761.</p> <p>Pacific Maritime Association and the ILWU— 1934-78, BLS Bulletin 1960.</p> <p>Railroads—Nonoperating Employees— 1920-62, BLS Report 208.¹</p>	<p>Rockwell International (Electronics, North American Aircraft/Space Operations) and the Auto Workers— May 1941-September 1977, BLS Bulletin 1893.</p> <p>United States Steel Corporation— March 1937-April 1974, BLS Bulletin 1814. May 1974-July 1977, Supplement to BLS Bulletin 1814.</p> <p>Western Greyhound Lines— 1945-67, BLS Bulletin 1595.¹ 1968-77, Supplement to BLS Bulletin 1595.</p> <p>Western Union Telegraph Co. and the Telegraph Workers and the Communications Workers— 1943-76, BLS Bulletin 1927. 1976-79, Supplement to BLS Bulletin 1927.</p>
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¹ Out-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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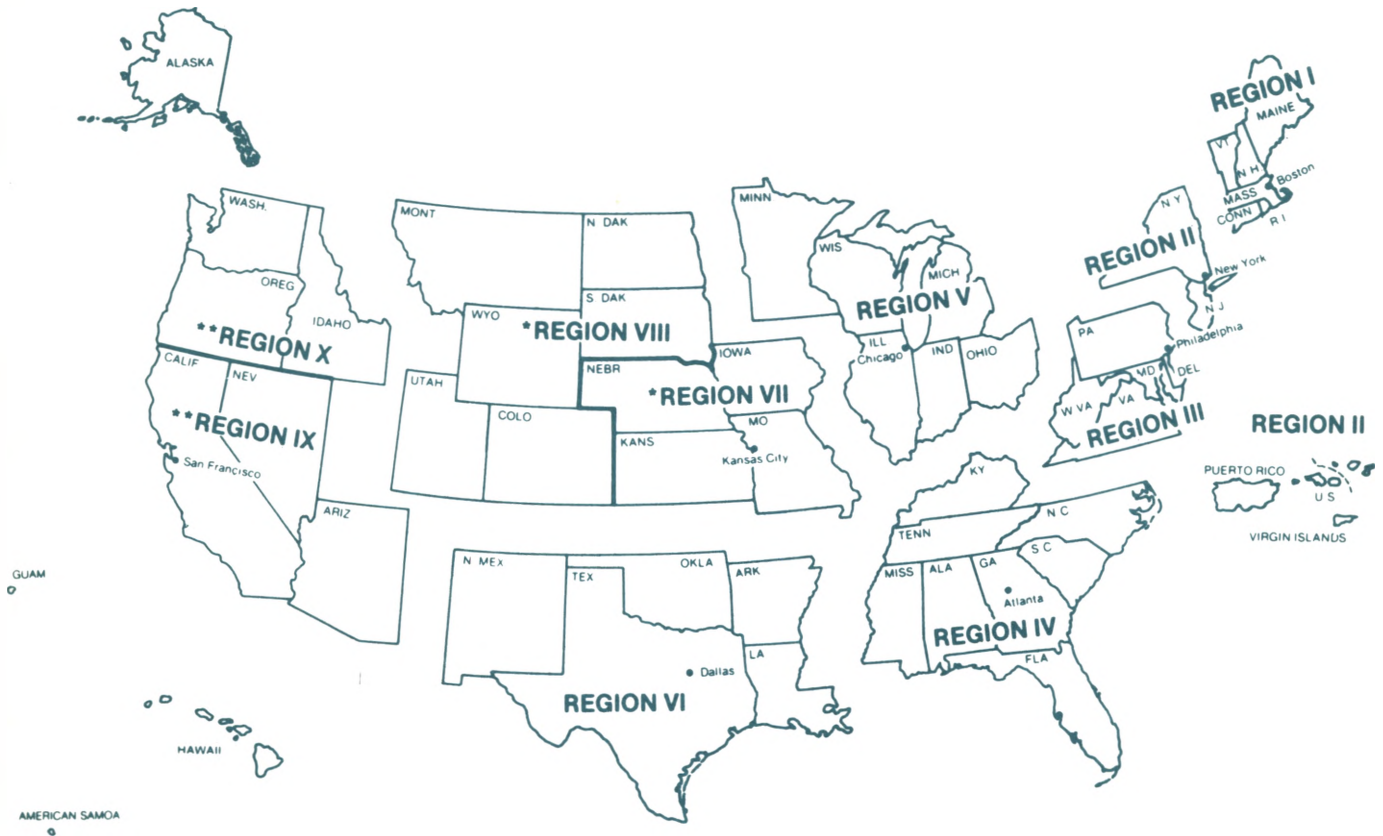
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