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Characteristics of Major Collective Bargaining Agreements, July 1, 1976

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U.S. Department of Labor
Ray Marshall, Secretary

Bureau of Labor Statistics
Janet L. Norwood
Acting Commissioner
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Preface

This is the seventh in a series of bulletins presenting a wide array of data on major collective bargaining agreements, classified by identifying characteristics and substantive provisions. As in the six previous bulletins, this study covers all manufacturing and nonmanufacturing industries, exclusive of airlines, railroads, and government, and is limited solely to noting the prevalence of provisions, without providing analytical comments or illustrative clauses. In-depth studies of collective bargaining agreements are presented in the Bureau's traditional 1425 series, *Major Collective Bargaining Agreements*. All agreements in this study were in effect on or after July 1, 1976.

This bulletin was prepared by members of the staff of the Bureau's Division of Industrial Relations under the direction of Winston L. Tillery, Project Director. Computer programming and tabulation of data were developed by Robert J. Thompson under the direction of Eugene A. Owens, Office of Survey Management.

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Introduction

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

For this study, the Bureau analyzed 1,570 agreements in its file which were in effect on or after July 1, 1976, with a total coverage of 6.7 million workers.¹ These agreements represent about three-quarters of all contracts of this size on file with the Bureau. Future bulletins will continue to expand the number of agreements covered until all those in effect on the reference date involving 1,000 workers or more are included, except for railroad, airline, and government agreements.

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

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

All tables in the bulletin have been printed out by

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

The tables which follow are grouped to help users of this bulletin find the specific information they seek, along with related information. Part I sets forth the identifying characteristics of the 1,570 agreements in the study. Part II deals with union security, management rights, and other noneconomic matters; Part III, with wages and related provisions. Hours, overtime, and premium pay provisions are tabulated in Part IV; paid and unpaid leave in Part V. Part VI covers seniority and related provisions; Part VII, job security issues. In Part VIII, dispute settlement provisions are covered.

In all tables the number of workers is rounded to the nearest 50. A dash indicates that no agreement was recorded in the category.

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

¹ Contracts expiring June 29-30, 1976, were considered in effect as of July 1, 1976.

Part I. Identifying Characteristics of Agreements Studied

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

Table 1.1 Agreements by industry and size group

(Covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		1,000-1,999 workers		2,000-2,999 workers		3,000-3,999 workers		4,000-4,999 workers	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	800	1,088,250	266	613,250	151	500,000	75	321,400
Manufacturing.....	826	3,398,500	472	635,400	134	308,900	76	255,250	28	121,300
Ordnance, accessories.....	14	36,300	8	12,750	2	4,500	1	3,300	1	4,200
Food, kindred products.....	104	301,250	62	83,850	17	39,100	11	37,200	4	17,300
Tobacco manufacturing.....	9	27,700	3	4,700	2	5,350	1	3,850	2	8,300
Textile mill products.....	15	42,450	9	11,550	2	4,750	-	-	-	-
Apparel.....	41	298,700	14	19,500	7	15,800	9	29,900	1	4,500
Lumber, wood products.....	9	14,750	6	7,550	3	7,200	-	-	-	-
Furniture, fixtures.....	17	27,650	13	17,250	3	6,900	1	3,500	-	-
Paper, allied products.....	53	98,600	42	59,350	8	19,550	1	3,000	-	-
Printing and publishing.....	22	44,800	17	22,100	1	2,200	-	-	3	12,400
Chemicals.....	42	103,750	24	29,800	11	25,150	3	10,250	1	4,050
Petroleum refining.....	13	26,850	9	12,650	1	2,700	2	6,950	1	4,550
Rubber and plastics.....	13	34,800	10	12,250	-	-	2	7,550	-	-
Leather products.....	14	34,900	8	9,900	2	4,500	1	3,500	1	4,000
Stone, clay, and glass.....	35	94,600	20	28,150	4	9,000	4	13,450	3	13,450
Primary metals.....	90	506,500	51	66,000	7	15,350	8	27,500	4	16,800
Fabricated metals.....	36	83,600	26	35,300	4	9,600	3	10,550	-	-
Machinery.....	95	274,100	62	81,100	15	34,500	10	32,150	1	4,900
Electrical machinery.....	86	313,850	40	55,350	20	44,850	7	24,950	3	13,550
Transportation equipment.....	98	986,400	35	48,800	22	51,300	11	34,500	3	13,300
Instruments.....	10	24,550	6	7,700	1	2,000	1	3,150	-	-
Miscellaneous manufacturing.....	10	22,400	7	9,800	2	4,600	-	-	-	-
Nonmanufacturing.....	744	3,343,250	328	452,850	132	304,350	75	244,750	47	200,100
Mining, crude petroleum, and natural gas.....	14	152,450	7	9,950	3	6,500	2	6,900	1	4,100
Transportation.....	62	573,000	17	20,850	12	28,700	7	23,100	3	12,700
Communications.....	63	437,450	20	30,050	5	11,850	6	21,550	-	-
Utilities, electric and gas.....	57	166,950	32	44,600	10	23,600	5	16,650	3	13,700
Wholesale trade.....	16	28,600	12	16,250	1	2,000	2	6,350	1	4,000
Retail trade.....	120	432,350	55	80,550	25	56,250	9	28,450	11	46,350
Hotels and restaurants.....	42	177,600	18	23,050	6	13,650	2	7,300	2	8,200
Services.....	64	304,900	29	40,550	3	8,000	11	34,950	9	38,550
Construction.....	303	1,066,200	135	183,250	67	153,800	31	99,500	17	72,500
Miscellaneous nonmanufacturing.....	3	3,750	3	3,750	-	-	-	-	-	-
		5,000-9,999 workers		10,000-24,999 workers		25,000-49,999 workers		50,000-99,999 workers		100,000 workers or more
All industries.....	164	1,095,350	82	1,176,700	22	682,250	5	319,550	5	945,000
Manufacturing.....	74	503,450	28	391,750	8	238,750	2	123,700	4	820,000
Ordnance, accessories.....	2	11,550	-	-	-	-	-	-	-	-
Food, kindred products.....	9	68,800	-	-	-	-	1	55,000	-	-
Tobacco manufacturing.....	1	5,500	-	-	-	-	-	-	-	-
Textile mill products.....	4	26,150	-	-	-	-	-	-	-	-
Apparel.....	6	37,000	1	15,000	2	52,000	-	-	1	125,000
Lumber, wood products.....	-	-	-	-	-	-	-	-	-	-
Furniture, fixtures.....	-	-	-	-	-	-	-	-	-	-
Paper, allied products.....	1	6,000	1	10,700	-	-	-	-	-	-
Printing and publishing.....	1	8,100	-	-	-	-	-	-	-	-
Chemicals.....	2	12,000	1	22,500	-	-	-	-	-	-
Petroleum refining.....	-	-	-	-	-	-	-	-	-	-
Rubber and plastics.....	-	-	1	15,000	-	-	-	-	-	-
Leather products.....	2	13,000	-	-	-	-	-	-	-	-
Stone, clay, and glass.....	3	16,050	1	14,500	-	-	-	-	-	-
Primary metals.....	10	71,000	7	101,150	1	35,000	1	68,700	1	105,000
Fabricated metals.....	1	5,600	2	22,550	-	-	-	-	-	-
Machinery.....	3	22,000	2	32,400	2	67,050	-	-	-	-
Electrical machinery.....	12	86,050	2	31,100	2	58,000	-	-	-	-
Transportation equipment.....	14	94,950	10	126,850	1	26,700	-	-	2	590,000
Instruments.....	2	11,700	-	-	-	-	-	-	-	-
Miscellaneous manufacturing.....	1	8,000	-	-	-	-	-	-	-	-
Nonmanufacturing.....	90	591,900	54	784,950	14	443,500	3	195,850	1	125,000
Mining, crude petroleum, and natural gas.....	-	-	-	-	-	-	-	-	1	125,000
Transportation.....	9	63,650	6	78,500	6	203,500	2	142,000	-	-
Communications.....	13	93,200	19	280,800	-	-	-	-	-	-
Utilities, electric and gas.....	4	23,800	3	44,600	-	-	-	-	-	-
Wholesale trade.....	-	-	-	-	-	-	-	-	-	-
Retail trade.....	13	92,700	6	74,200	-	-	1	53,850	-	-
Hotels and restaurants.....	11	70,400	3	55,000	-	-	-	-	-	-
Services.....	4	21,850	6	89,000	2	72,000	-	-	-	-
Construction.....	36	226,300	11	162,850	6	168,000	-	-	-	-
Miscellaneous nonmanufacturing.....	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 1.2 Expiration of agreements by year and month

(Covering 1,000 workers or more, July 1, 1976)

Expiration date	Agreements	Workers	Expiration date	Agreements	Workers
All agreements.....	1,570	6,741,750	1978--continued		
1976.....	130	1,059,900	October.....	24	46,050
July.....	34	115,500	November.....	15	74,750
August.....	18	51,050	December.....	12	45,750
September.....	30	738,250	1979.....	258	1,185,950
October.....	16	39,450	January.....	13	23,550
November.....	15	37,650	February.....	13	23,950
December.....	17	78,000	March.....	41	461,700
1977.....	774	3,231,350	April.....	42	96,050
January.....	39	117,500	May.....	45	227,800
February.....	37	108,800	June.....	39	150,000
March.....	78	262,100	July.....	26	77,100
April.....	84	204,450	August.....	9	25,700
May.....	75	341,100	September.....	12	57,750
June.....	103	449,900	October.....	9	14,800
July.....	51	134,750	November.....	6	17,200
August.....	132	952,300	December.....	3	10,350
September.....	60	165,550	1980.....	12	79,400
October.....	58	206,500	January.....	2	2,950
November.....	25	77,600	February.....	2	8,200
December.....	32	210,800	March.....	3	11,500
1978.....	389	1,156,850	April.....	1	3,800
January.....	22	73,600	May.....	2	28,300
February.....	19	44,050	June.....	1	20,000
March.....	40	98,150	October.....	1	4,650
April.....	83	194,200	1981.....	1	5,400
May.....	49	114,100	December.....	1	5,400
June.....	67	262,150	Open-ended ¹	6	22,900
July.....	13	90,800			
August.....	20	47,500			
September.....	25	65,750			

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

Table 1.3 Expiration of agreements by industry

[Covering 1,000 workers or more, July 1, 1976]

Industry	All agreements		1976		1977		1978		1979		1980 or later ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	130	1,059,900	774	3,231,350	389	1,156,850	258	1,185,950	19	107,700
Manufacturing.....	826	3,398,500	79	924,550	432	1,595,350	171	402,700	137	462,250	7	13,650
Ordnance, accessories.....	14	36,300	2	3,750	5	19,500	6	11,850	1	1,200	-	-
Food, kindred products....	104	301,250	14	42,350	49	113,650	21	46,250	20	99,000	-	-
Tobacco manufacturing.....	9	27,700	1	1,550	8	26,150	-	-	-	-	-	-
Textile mill products.....	15	42,450	1	8,650	7	20,450	6	12,150	1	1,200	-	-
Apparel.....	41	298,700	11	22,800	6	142,700	8	24,150	16	109,050	-	-
Lumber, wood products....	9	14,750	1	2,200	6	9,700	1	1,200	-	-	1	1,650
Furniture, fixtures.....	17	27,650	2	5,000	9	13,750	3	4,600	3	4,300	-	-
Paper, allied products....	53	98,600	2	2,450	26	49,350	22	38,100	2	7,700	1	1,000
Printing and publishing..	22	44,800	-	-	9	12,150	10	29,550	3	3,100	-	-
Chemicals.....	42	103,750	2	5,000	16	34,500	11	40,250	9	14,300	4	9,700
Petroleum refining.....	13	26,850	-	-	12	25,350	1	1,500	-	-	-	-
Rubber and plastics.....	13	34,800	2	5,100	6	7,700	-	-	5	22,000	-	-
Leather products.....	14	34,900	2	10,000	10	22,050	2	2,850	-	-	-	-
Stone, clay, and glass....	35	94,600	2	2,400	21	66,750	7	16,000	5	9,450	-	-
Primary metals.....	90	506,500	-	-	73	482,250	10	14,900	7	9,350	-	-
Fabricated metals.....	36	83,600	3	8,600	22	56,950	5	6,600	6	11,450	-	-
Machinery.....	95	274,100	11	77,100	48	103,100	19	31,350	16	61,250	1	1,300
Electrical machinery.....	86	313,850	13	91,800	45	148,500	12	23,200	16	50,350	-	-
Transportation equipment..	98	986,400	7	625,000	48	225,650	22	92,200	21	43,550	-	-
Instruments.....	10	24,550	1	1,500	4	12,450	3	3,800	2	6,800	-	-
Miscellaneous manufacturing.....	10	22,400	2	9,300	2	2,700	2	2,200	4	8,200	-	-
Nonmanufacturing.....	744	3,343,250	51	135,350	342	1,636,000	218	754,150	121	723,700	12	94,050
Mining, crude petroleum, and natural gas.....	14	152,450	1	1,400	11	147,850	1	2,000	1	1,200	-	-
Transportation.....	62	573,000	7	20,400	16	77,050	8	39,550	31	436,000	-	-
Communications.....	63	437,450	2	2,750	50	406,150	5	10,000	5	17,050	1	1,500
Utilities, electric and gas.....	57	166,950	5	22,050	28	79,050	17	41,050	6	13,600	1	11,200
Wholesale trade.....	16	28,600	3	5,650	5	7,150	4	7,300	4	8,500	-	-
Retail trade.....	120	432,350	14	34,650	56	167,700	28	156,600	21	71,700	1	1,700
Hotels and restaurants....	42	177,600	7	22,900	13	45,200	13	35,550	4	29,250	5	44,700
Services.....	64	304,900	2	9,350	32	135,850	18	127,050	11	28,000	1	4,650
Construction.....	303	1,066,200	9	15,150	130	568,800	123	333,550	38	118,400	3	30,300
Miscellaneous nonmanufacturing.....	3	3,750	1	1,050	1	1,200	1	1,500	-	-	-	-

¹ Includes 12 agreements, covering 79,400 workers, that expire in 1980; 1 agreement, covering 5,400 workers, that expires in 1981; and 6 agreements, covering 22,900

workers, that are open-ended.

² Excludes railroads and airlines.

Table 1.4 Duration of agreements by industry

(Covering 1,000 workers or more, July 1, 1978)

Industry	All agreements		Less than 12 months ¹		12 months		13-23 months		24 months	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	4	25,950	41	93,900	29	115,200	220	534,600
Manufacturing.....	826	3,398,500	2	18,050	22	55,050	8	13,450	100	208,850
Ordnance, accessories.....	14	36,300	-	-	1	1,900	-	-	-	-
Food, kindred products.....	104	301,250	-	-	3	11,400	1	1,100	16	48,100
Tobacco manufacturing.....	9	27,700	-	-	-	-	-	-	-	-
Textile mill products.....	15	42,450	1	7,500	1	1,350	-	-	4	6,250
Apparel.....	41	298,700	-	-	6	13,650	-	-	-	-
Lumber, wood products.....	9	14,750	-	-	-	-	-	-	6	9,700
Furniture, fixtures.....	17	27,650	-	-	-	-	-	-	3	4,500
Paper, allied products.....	53	98,600	-	-	6	17,100	2	2,900	20	33,400
Printing and publishing.....	22	44,800	-	-	1	1,500	-	-	5	12,600
Chemicals.....	42	103,750	-	-	2	4,850	1	1,600	8	9,800
Petroleum refining.....	13	26,850	-	-	-	-	2	5,400	10	19,950
Rubber and plastics.....	13	34,800	-	-	-	-	-	-	1	1,100
Leather products.....	14	34,900	-	-	-	-	-	-	7	19,500
Stone, clay, and glass.....	35	94,600	-	-	-	-	-	-	2	3,200
Primary metals.....	90	506,500	-	-	-	-	-	-	2	2,300
Fabricated metals.....	36	83,600	1	10,550	1	1,800	-	-	2	7,100
Machinery.....	95	274,100	-	-	-	-	1	1,100	4	5,950
Electrical machinery.....	86	313,850	-	-	-	-	-	-	4	14,050
Transportation equipment.....	98	986,400	-	-	1	1,500	1	1,350	1	2,700
Instruments.....	10	24,550	-	-	-	-	-	-	3	5,950
Miscellaneous manufacturing.....	10	22,400	-	-	-	-	-	-	2	2,700
Nonmanufacturing.....	744	3,343,250	2	7,900	19	38,850	21	101,750	120	325,750
Mining, crude petroleum, and natural gas.....	14	152,450	-	-	-	-	-	-	1	1,400
Transportation.....	62	573,000	-	-	1	2,500	1	1,350	1	2,850
Communications.....	63	437,450	-	-	-	-	1	3,150	3	5,150
Utilities, electric and gas.....	57	166,950	1	1,400	1	1,750	4	6,400	27	79,500
Wholesale trade.....	16	28,600	-	-	-	-	-	-	2	2,550
Retail trade.....	120	432,350	-	-	-	-	1	7,000	7	22,750
Hotels and restaurants.....	42	177,600	-	-	-	-	-	-	4	17,500
Services.....	64	304,900	-	-	1	1,000	2	45,000	14	52,500
Construction.....	303	1,066,200	1	6,500	16	33,600	12	38,850	60	140,350
Miscellaneous nonmanufacturing.....	3	3,750	-	-	-	-	-	-	1	1,200
			25-35 months	36 months	37-47 months	48 months	over 48 months ²			
All industries.....	182	1,320,000	930	3,832,950	112	550,900	22	98,150	30	170,100
Manufacturing.....	98	1,011,500	516	1,775,950	70	289,300	5	14,450	5	11,900
Ordnance, accessories.....	2	7,300	7	20,500	4	6,600	-	-	-	-
Food, kindred products.....	5	64,750	75	166,300	4	9,600	-	-	-	-
Tobacco manufacturing.....	1	1,350	6	19,750	2	6,600	-	-	-	-
Textile mill products.....	2	2,200	6	16,500	1	8,650	-	-	-	-
Apparel.....	2	3,200	28	241,350	5	40,500	-	-	-	-
Lumber, wood products.....	-	-	2	3,400	1	1,650	-	-	-	-
Furniture, fixtures.....	3	3,450	9	16,300	2	3,400	-	-	-	-
Paper, allied products.....	3	4,350	18	33,900	1	1,000	3	5,950	-	-
Printing and publishing.....	3	10,250	10	15,650	1	1,500	1	1,100	1	2,200
Chemicals.....	2	7,950	23	66,450	2	3,400	-	-	4	9,700
Petroleum refining.....	-	-	-	-	1	1,500	-	-	-	-
Rubber and plastics.....	7	27,550	5	6,150	-	-	-	-	-	-
Leather products.....	1	2,000	6	13,400	-	-	-	-	-	-
Stone, clay, and glass.....	2	4,300	31	87,100	-	-	-	-	-	-
Primary metals.....	2	2,300	69	437,050	17	64,850	-	-	-	-
Fabricated metals.....	1	1,150	30	61,400	1	1,600	-	-	-	-
Machinery.....	15	91,250	69	155,100	6	20,700	-	-	-	-
Electrical machinery.....	21	94,000	51	147,950	9	50,450	1	7,400	-	-
Transportation equipment.....	23	680,650	60	238,900	12	61,300	-	-	-	-
Instruments.....	2	2,500	4	10,100	1	6,000	-	-	-	-
Miscellaneous manufacturing.....	1	1,000	7	18,700	-	-	-	-	-	-
Nonmanufacturing.....	84	308,500	414	2,057,000	42	261,600	17	83,700	25	158,200
Mining, crude petroleum, and natural gas.....	1	2,000	11	147,650	1	1,400	-	-	-	-
Transportation.....	5	9,450	51	546,450	2	9,200	1	1,200	-	-
Communications.....	2	5,450	32	219,550	22	188,400	1	1,400	2	14,350
Utilities, electric and gas.....	9	39,550	13	26,100	1	1,050	-	-	1	11,200
Wholesale trade.....	2	2,550	10	20,800	1	1,000	1	1,700	-	-
Retail trade.....	14	50,800	90	324,300	5	19,600	3	7,900	-	-
Hotels and restaurants.....	3	5,850	17	42,850	1	5,500	8	49,600	9	56,300
Services.....	3	8,050	34	166,300	5	6,950	2	19,600	3	5,500
Construction.....	45	184,800	155	561,500	4	28,500	1	2,300	9	69,800
Miscellaneous nonmanufacturing.....	-	-	1	1,500	-	-	-	-	1	1,050

¹ Includes 2 agreements for 8 months, 1 for 9 months, and 1 for 5 months.

² Excludes railroads and airlines.

³ Includes 1 agreement in effect for 51 months, 1 for 56

months, 1 for 59 months, 14 for 60 months, 1 for 64 months, 1 for 65 months, 2 for 72 months, 2 for 83 months, 1 for 96 months, and 6 that are open-ended.

Table 1.5 Agreements by region and State

(Covering 1,000 workers or more, July 1, 1976)

Region and state	Agreements	Workers	Region and State	Agreements	Workers
All agreements.....	1,570	6,741,750	South Atlantic--Continued		
Interstate.....	258	2,742,800	Florida.....	20	45,950
New England.....	78	204,400	Georgia.....	10	22,300
More than 1 State ¹	16	57,000	Maryland.....	10	23,450
Connecticut.....	24	70,300	North Carolina.....	12	22,150
Maine.....	5	8,750	South Carolina.....	3	5,200
Massachusetts.....	27	60,450	Virginia.....	16	52,850
New Hampshire.....	1	1,700	West Virginia.....	9	12,800
Rhode Island.....	4	5,200	East South Central.....	55	114,200
Vermont.....	1	1,000	More than 1 State ¹	1	1,400
Middle Atlantic.....	296	850,650	Alabama.....	15	29,750
More than 1 State ¹	33	86,650	Kentucky.....	12	22,400
New Jersey.....	38	92,900	Mississippi.....	6	21,500
New York.....	137	462,850	Tennessee.....	21	39,150
Pennsylvania.....	88	208,250	West South Central.....	62	186,800
East North Central.....	352	971,000	More than 1 State ¹	2	23,000
More than 1 State ¹	16	105,800	Arkansas.....	6	11,200
Illinois.....	116	304,500	Louisiana.....	12	24,600
Indiana.....	31	85,450	Oklahoma.....	2	5,550
Michigan.....	55	163,450	Texas.....	40	122,450
Ohio.....	86	197,900	Mountain.....	51	102,400
Wisconsin.....	48	113,900	More than 1 State ¹	-	-
West North Central.....	83	222,550	Arizona.....	13	24,200
More than 1 State ¹	7	37,600	Colorado.....	17	44,000
Iowa.....	10	19,250	Idaho.....	3	4,900
Kansas.....	3	4,800	Montana.....	1	1,000
Minnesota.....	29	75,950	Nevada.....	5	10,150
Missouri.....	30	76,450	New Mexico.....	6	8,850
Nebraska.....	3	7,300	Utah.....	6	9,300
North Dakota.....	-	-	Wyoming.....	-	-
South Dakota.....	1	1,200	Pacific.....	221	982,900
South Atlantic.....	114	364,050	More than 1 State ¹	13	76,750
More than 1 State ¹	30	166,150	Alaska.....	5	11,050
Delaware.....	2	2,100	California.....	163	789,350
District of Columbia.....	2	11,100	Hawaii.....	5	27,600
			Oregon.....	6	13,600
			Washington.....	29	64,550

¹ Worker distribution by State not available.

Table 1.6 Agreements by Federal administrative region and State

(Covering 1,000 workers or more, July 1, 1976)

Region and State	Agreements	Workers	Region and State	Agreements	Workers
All agreements.....	1,570	6,741,750	Region V--Continued		
Interstate.....	261	2,721,800	Minnesota.....	29	75,950
Region I.....	78	204,400	Ohio.....	86	197,900
More than 1 State ¹	16	57,000	Wisconsin.....	48	113,900
Connecticut.....	24	70,300	Region VI.....	68	195,650
Maine.....	5	8,750	More than 1 State ¹	2	23,000
Massachusetts.....	27	60,450	Arkansas.....	6	11,200
New Hampshire.....	1	1,700	Louisiana.....	12	24,600
Rhode Island.....	4	5,200	New Mexico.....	6	8,850
Vermont.....	1	1,000	Oklahoma.....	2	5,550
Region II.....	197	607,550	Texas.....	40	122,450
More than 1 State ¹	22	51,800	Region VII.....	50	119,300
New Jersey.....	38	92,900	More than 1 State ¹	4	11,500
New York.....	137	462,850	Iowa.....	10	19,250
Puerto Rico.....	-	-	Kansas.....	3	4,800
Virgin Islands.....	-	-	Missouri.....	30	76,450
Region III.....	147	419,250	Nebraska.....	3	7,300
More than 1 State ¹	20	108,700	Region VIII.....	25	55,500
Delaware.....	2	2,100	More than 1 State ¹	-	-
District of Columbia.....	2	11,100	Colorado.....	17	44,000
Maryland.....	10	23,450	Montana.....	1	1,000
Pennsylvania.....	88	208,250	North Dakota.....	-	-
Virginia.....	16	52,850	South Dakota.....	1	1,200
West Virginia.....	9	12,800	Utah.....	6	9,300
Region IV.....	113	280,950	Wyoming.....	-	-
More than 1 State ¹	14	72,550	Region IX.....	189	861,800
Alabama.....	15	29,750	More than 1 State ¹	3	10,500
Florida.....	20	45,950	Arizona.....	13	24,200
Georgia.....	10	22,300	California.....	163	789,350
Kentucky.....	12	22,400	Guam.....	-	-
Mississippi.....	6	21,500	Hawaii.....	5	27,600
North Carolina.....	12	22,150	Nevada.....	5	10,150
South Carolina.....	3	5,200	Region X.....	57	221,600
Tennessee.....	21	39,150	More than 1 State ¹	14	127,500
Region V.....	385	1,053,950	Alaska.....	5	11,050
More than 1 State ¹	20	112,800	Idaho.....	3	4,900
Illinois.....	116	304,500	Oregon.....	6	13,600
Indiana.....	31	85,450	Washington.....	29	64,550
Michigan.....	55	163,450			

¹ Worker distribution by State not available.

Table 1.7 Agreements by union

(Covering 1,000 workers or more, July 1, 1978)

Union	Agreements	Workers	Union	Agreements	Workers
All agreements.....	1,570	6,741,750	AFL-CIO--Continued		
AFL-CIO.....	1,227	4,492,500	Oil, Chemical, and Atomic Workers...	25	42,500
Two or more AFL-CIO unions.....	24	93,750	Painters.....	12	36,850
Directly affiliated local unions....	5	11,350	Paperworkers.....	30	46,750
Actors.....	3	53,000	Plasterers.....	6	19,300
Aluminum Workers.....	4	15,200	Plumbers and Pipefitters.....	38	93,050
Asbestos Workers.....	1	1,100	Potters.....	3	5,850
Bakery Workers.....	7	25,150	Printing and Graphic.....	7	14,100
Boilermakers.....	14	37,250	Retail Clerks.....	59	255,600
Bricklayers.....	13	22,850	Retail, Wholesale.....	16	82,000
Broadcast Employees			Roofers.....	1	1,500
and Technicians.....	2	2,900	Rubber Workers.....	16	44,800
Carpenters.....	78	332,050	Seafarers.....	9	32,200
Cement Workers.....	4	5,200	Service Employees.....	25	85,800
Chemical Workers.....	8	11,250	Sheet Metal Workers.....	10	20,100
Clothing and Textile Workers.....	33	226,450	Shoe Workers; Boot and.....	2	7,250
Communications Workers.....	43	318,550	Shoe Workers; United.....	5	12,250
Distillery Workers.....	5	9,100	Stage Employees.....	2	16,100
Electrical Workers (IBEW).....	107	319,200	Steelworkers.....	128	584,250
Electrical Workers (IUE).....	19	99,200	Stove Workers.....	1	1,300
Elevator Constructors.....	3	20,500	Telegraph Workers.....	1	11,250
Engineers; Operating.....	39	151,300	Textile Workers; United.....	7	19,500
Furniture Workers.....	2	2,300	Tobacco Workers.....	8	26,350
Garment Workers; Ladies'.....	27	137,200	Toys, Playthings.....	2	9,300
Glass Bottle Blowers.....	12	45,500	Transit Union.....	4	21,550
Glass and Ceramic Workers.....	2	11,000	Typographical Union.....	5	10,200
Glass Workers; Flint.....	9	19,250	Upholsterers.....	5	11,200
Grain Millers.....	6	14,900	Utility Workers.....	5	27,900
Granite Cutters.....	2	3,300	Woodworkers.....	6	8,550
Graphic Arts.....	11	19,150	Unaffiliated.....	317	2,124,800
Hotel and Restaurant Employees.....	40	131,350	Single firm independent unions.....	56	221,350
Industrial Workers; Allied.....	14	30,200	Auto Workers.....	88	911,550
Insurance Workers.....	3	25,650	Directors' Guild.....	1	3,000
Iron Workers.....	17	26,900	Distributive Workers.....	3	5,200
Jewelry Workers.....	1	2,600	Electrical Workers (UE).....	4	15,050
Laborers.....	56	226,100	Guard Workers.....	1	1,000
Lathers.....	1	3,000	Insurance Agents.....	1	1,900
Laundry and Drycleaning Union.....	2	3,850	Laundry, Drycleaning and		
Leather Goods, Plastics and			Dyehouse Workers.....	4	13,250
Novelty Workers.....	3	9,600	Longshoremen and Warehousemen.....	5	29,700
Leather Workers.....	1	1,200	Mine Workers.....	2	127,000
Longshoremen's Association.....	11	51,350	Nurses' Association; American.....	5	10,100
Machinists.....	70	204,350	Pulp and Paper; Western.....	5	8,950
Marine and Shipbuilding Workers	7	18,900	Teamsters.....	128	690,050
Marine Engineers.....	1	2,000	Telephone unions; independent.....	9	68,300
Masters, Mates, and Pilots (ILA)....	1	1,600	Truck Drivers; Chicago.....	1	8,000
Meat Cutters.....	66	171,900	Utility Workers of New England.....	1	1,200
Mechanics Educational Society.....	2	2,300	Watchmen's Association.....	1	3,500
Holders.....	2	6,300	Writers Guild (East and West).....	1	4,600
Musicians.....	2	7,000	Two or more unions--different		
Newspaper Guild; American.....	1	1,400	affiliations.....	26	124,450
Office and Professional Employees...	4	5,850			

¹ The Bakery and Confectionery Workers' International Union of America and the Tobacco Workers International Union Combined in 1978, forming the Bakery, Confectionery and Tobacco Workers International Union.

² The Boot and Shoe Workers' Union Merged with the Retail Clerks International Union in 1977.

Table 1.8 Employer unit by industry

(In agreements covering 1,000 workers or more, July 1, 1978)

Industry	All agreements		Single employer						Multiemployer	
	Agreements	Workers	Total		Single plant		Multiplant		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries.....	1,570	6,741,750	916	3,707,550	430	926,250	486	2,781,300	654	3,034,200
Manufacturing.....	826	3,398,500	685	2,799,050	384	827,300	301	1,971,750	141	599,450
Ordnance, accessories.....	14	36,300	14	36,300	9	18,750	5	17,550	-	-
Food, kindred products....	104	301,250	63	147,050	36	71,450	27	75,600	41	154,200
Tobacco manufacturing....	9	27,700	9	27,700	4	11,000	5	16,700	-	-
Textile mill products....	15	42,450	12	27,300	7	9,750	5	17,550	3	15,150
Apparel.....	41	298,700	11	28,500	-	-	11	28,500	30	270,200
Lumber, wood products....	9	14,750	5	7,350	2	2,650	3	4,700	4	7,400
Furniture, fixtures.....	17	27,650	11	17,600	7	9,300	4	8,300	6	10,050
Paper, allied products....	53	98,600	47	85,500	32	49,050	15	36,450	6	13,100
Printing and publishing..	22	44,800	5	6,100	3	3,500	2	2,600	17	38,700
Chemicals.....	42	103,750	42	103,750	35	83,300	7	20,450	-	-
Petroleum refining.....	13	26,850	13	26,850	3	5,650	10	21,200	-	-
Rubber and plastics.....	13	34,800	13	34,800	8	12,400	5	22,400	-	-
Leather products.....	14	34,900	5	14,850	2	2,850	3	12,000	9	20,050
Stone, clay, and glass....	35	94,600	30	84,250	10	27,400	20	56,850	5	10,350
Primary metals.....	90	506,500	89	505,450	50	90,950	39	414,500	1	1,050
Fabricated metals.....	36	83,600	29	66,050	14	25,550	15	40,500	7	17,550
Machinery.....	95	274,100	93	270,900	61	107,400	32	163,500	2	3,200
Electrical machinery....	86	313,850	84	311,100	49	149,850	35	161,250	2	2,750
Transportation equipment..	98	986,400	93	962,600	44	134,050	49	828,550	5	23,800
Instruments.....	10	24,550	10	24,550	3	5,250	7	19,300	-	-
Miscellaneous manufacturing.....	10	22,400	7	10,500	5	7,200	2	3,300	3	11,900
Nonmanufacturing.....	744	3,343,250	231	908,500	46	98,950	185	809,550	513	2,434,750
Mining, crude petroleum, and natural gas.....	14	152,450	11	21,650	8	13,250	3	8,400	3	130,800
Transportation.....	62	573,000	17	44,450	4	4,600	13	39,850	45	528,550
Communications.....	63	437,450	63	437,450	4	7,400	59	430,050	-	-
Utilities, electric and gas.....	57	166,950	53	150,700	11	36,550	42	114,150	4	16,250
Wholesale trade.....	16	28,600	3	3,700	1	1,200	2	2,500	13	24,900
Retail trade.....	120	432,350	63	185,050	7	12,600	56	172,450	57	247,300
Hotels and restaurants....	42	177,600	3	3,150	1	1,150	2	2,000	39	174,450
Services.....	64	304,900	14	56,100	7	17,950	7	38,150	50	248,800
Construction.....	303	1,066,200	3	4,750	2	2,750	1	2,000	300	1,061,450
Miscellaneous nonmanufacturing.....	3	3,750	1	1,500	1	1,500	-	-	2	2,250

1 Excludes railroads and airlines.

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

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

Table 2.1 Union security provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1978)

Industry	All agreements		Type of union security									
			Total		Union shop ¹		Modified union shop ²		Agency shop ³		Modified agency shop	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	1,290	5,841,400	971	4,060,750	98	337,850	85	477,450	11	65,750
Manufacturing.....	826	3,398,500	658	2,927,650	475	1,885,350	62	232,950	32	107,900	4	20,750
Ordnance, accessories.....	14	36,300	9	22,750	6	13,900	-	-	-	-	-	-
Food, kindred products.....	104	301,250	85	257,100	72	214,050	1	1,150	3	11,650	1	1,850
Tobacco manufacturing.....	9	27,700	3	8,350	2	5,400	1	2,950	-	-	-	-
Textile mill products.....	15	42,450	7	22,100	6	19,850	-	-	-	-	-	-
Apparel.....	41	298,700	35	281,250	32	275,650	-	-	-	-	-	-
Lumber, wood products.....	9	14,750	8	13,100	6	9,600	-	-	1	1,000	-	-
Furniture, fixtures.....	17	27,650	13	21,900	9	15,600	2	4,200	1	1,100	-	-
Paper, allied products.....	53	98,600	37	64,950	30	51,950	3	4,350	-	-	-	-
Printing and publishing.....	22	44,800	21	43,200	17	37,950	2	2,650	-	-	-	-
Chemicals.....	42	103,750	23	43,200	13	30,700	3	4,500	1	1,050	-	-
Petroleum refining.....	13	26,850	4	5,300	-	-	-	-	-	-	-	-
Rubber and plastics.....	13	34,800	11	29,450	9	13,150	-	-	-	-	-	-
Leather products.....	14	34,900	12	31,700	12	31,700	-	-	-	-	-	-
Stone, clay, and glass.....	35	94,600	33	92,400	22	47,000	1	1,200	2	10,050	-	-
Primary metals.....	90	506,500	75	464,400	38	86,550	19	89,100	5	18,650	-	-
Fabricated metals.....	36	83,600	33	74,950	22	38,700	5	18,550	-	-	-	-
Machinery.....	95	274,100	86	259,650	70	219,350	10	24,250	2	4,100	-	-
Electrical machinery.....	86	313,850	72	259,300	39	120,050	8	49,300	15	54,600	2	12,850
Transportation equipment.....	98	986,400	76	894,300	57	619,000	5	27,650	2	5,700	1	6,050
Instruments.....	10	24,550	7	18,900	6	17,600	1	1,300	-	-	-	-
Miscellaneous manufacturing.....	10	22,400	8	19,400	7	17,600	1	1,800	-	-	-	-
Nonmanufacturing.....	744	3,343,250	632	2,913,750	496	2,175,400	36	104,900	53	369,550	7	45,000
Mining, crude petroleum, and natural gas.....	14	152,450	9	145,050	6	136,450	2	1,200	-	-	-	-
Transportation.....	62	573,000	46	376,000	37	279,400	2	5,500	-	-	-	-
Communications.....	63	437,450	61	434,850	3	4,300	3	19,950	43	350,550	3	20,600
Utilities, electric and gas.....	57	166,950	45	132,450	25	68,300	7	18,400	3	5,100	3	22,450
Wholesale trade.....	16	28,600	14	26,100	14	26,100	-	-	-	-	-	-
Retail trade.....	120	432,350	107	409,800	100	385,950	5	19,900	1	2,750	-	-
Hotels and restaurants.....	42	177,600	39	164,300	38	163,300	-	-	1	1,000	-	-
Services.....	64	304,900	58	286,600	51	253,450	-	-	-	-	1	1,950
Construction.....	303	1,066,200	251	936,350	222	858,150	16	32,900	5	10,150	-	-
Miscellaneous nonmanufacturing.....	3	3,750	2	2,250	-	-	1	1,050	-	-	-	-

See footnotes at end of table.

Table 2.1 Union security provisions by industry – Continued

(In agreements covering 1,000 workers or more, July 1, 1978)

Industry	Type of union security—Continued										Sole bargaining ⁷	
	Maintenance of membership ⁵		Union shop and agency shop		Modified union shop and agency shop		Maintenance of membership and agency shop		Other ⁶			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	49	166,550	25	362,400	23	197,550	11	29,700	17	143,400	280	900,350
Manufacturing.....	32	101,700	16	247,800	17	174,200	6	17,600	14	139,400	168	470,850
Ordnance, accessories.....	2	7,350	-	-	-	-	-	-	1	1,500	5	13,550
Food, kindred products.....	-	-	1	1,400	-	-	6	17,600	1	9,400	19	44,150
Tobacco manufacturing.....	-	-	-	-	-	-	-	-	-	-	6	19,350
Textile mill products.....	1	2,250	-	-	-	-	-	-	-	-	8	20,350
Apparel.....	1	2,000	1	2,200	-	-	-	-	1	1,400	6	17,450
Lumber, wood products.....	-	-	-	-	1	2,500	-	-	-	-	1	1,650
Furniture, fixtures.....	-	-	-	-	1	1,000	-	-	-	-	4	5,750
Paper, allied products.....	-	-	-	-	1	1,350	-	-	3	7,300	16	33,650
Printing and publishing.....	-	-	-	-	-	-	-	-	2	2,600	1	1,600
Chemicals.....	6	6,950	-	-	-	-	-	-	-	-	19	60,550
Petroleum refining.....	4	5,300	-	-	-	-	-	-	-	-	9	21,550
Rubber and plastics.....	4	-	2	16,300	-	-	-	-	-	-	2	5,350
Leather products.....	-	-	-	-	-	-	-	-	-	-	2	3,200
Stone, clay, and glass.....	-	-	5	27,250	1	3,500	-	-	2	3,400	2	2,200
Primary metals.....	4	6,950	-	-	7	156,950	-	-	2	106,200	15	42,100
Fabricated metals.....	1	1,200	2	11,850	3	4,650	-	-	-	-	3	8,650
Machinery.....	1	2,800	1	7,000	2	2,150	-	-	-	-	9	14,450
Electrical machinery.....	5	15,200	1	3,600	1	2,100	-	-	1	1,600	14	54,550
Transportation equipment.....	7	51,700	3	178,200	-	-	-	-	1	6,000	22	92,100
Instruments.....	-	-	-	-	-	-	-	-	-	-	3	5,650
Miscellaneous manufacturing.....	-	-	-	-	-	-	-	-	-	-	2	3,000
Nonmanufacturing.....	17	64,850	9	114,600	6	23,350	5	12,100	3	4,000	112	429,500
Mining, crude petroleum, and natural gas.....	-	-	-	-	1	1,400	-	-	-	-	5	7,400
Transportation.....	-	-	6	89,500	-	-	1	1,600	-	-	16	197,000
Communications.....	7	27,200	-	-	1	11,000	-	-	1	1,250	2	2,600
Utilities, electric and gas.....	3	5,700	-	-	2	7,650	1	3,300	1	1,550	12	34,500
Wholesale trade.....	-	-	-	-	-	-	-	-	-	-	2	2,500
Retail trade.....	1	1,200	-	-	-	-	-	-	-	-	13	22,550
Hotels and restaurants.....	-	-	-	-	-	-	-	-	-	-	3	13,300
Services.....	3	24,400	-	-	2	3,300	1	3,500	-	-	6	18,300
Construction.....	3	6,350	3	25,100	-	-	2	3,700	-	-	52	129,850
Miscellaneous nonmanufacturing.....	-	-	-	-	-	-	-	-	1	1,200	1	1,500

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

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

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

⁴ Excludes railroads and airlines.

⁵ Maintenance of membership describes an arrangement whereby employees who are members of the union at the time the agreement is nego-

tiated, or who voluntarily join subsequently, must maintain their membership, usually for the duration of the agreement, as a condition of continued employment.

⁶ Includes 2 agreements that provide a combination of union shop and maintenance of membership; 1 agreement that provides a combination of modified union shop and modified agency shop; 8 agreements that provide a combination of modified union shop and maintenance of membership; 2 agreements that provide a combination of agency shop and modified agency shop; 1 agreement that provides a combination of modified agency shop and maintenance of membership; 1 that provides a combination of union shop, maintenance of membership, and agency shop.

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

Table 2.2 Checkoff provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Type of checkoff					
			Total		Dues checkoff only		Dues and assessments	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	1,277	5,519,300	365	1,228,150	25	55,550
Manufacturing.....	826	3,398,500	770	3,220,400	149	401,250	11	28,150
Ordnance, accessories.....	14	36,300	13	34,350	1	1,900	-	-
Food, kindred products.....	104	301,250	92	271,150	7	14,200	2	4,650
Tobacco manufacturing.....	9	27,700	9	27,700	3	11,500	-	-
Textile mill products.....	15	42,450	14	34,950	6	10,850	-	-
Apparel.....	41	298,700	33	235,950	1	2,450	-	-
Lumber, wood products.....	9	14,750	7	11,050	1	1,500	-	-
Furniture, fixtures.....	17	27,650	16	25,850	-	-	-	-
Paper, allied products.....	53	98,600	51	94,400	21	42,850	1	1,350
Printing and publishing.....	22	44,800	15	35,650	1	1,200	5	15,700
Chemicals.....	42	103,750	40	99,350	20	64,900	-	-
Petroleum refining.....	13	26,850	13	26,850	7	18,350	-	-
Rubber and plastics.....	13	34,800	13	34,800	9	27,050	-	-
Leather products.....	14	34,900	13	33,700	4	7,350	-	-
Stone, clay, and glass.....	35	94,600	33	88,300	3	4,750	-	-
Primary metals.....	90	506,500	88	504,000	6	19,350	-	-
Fabricated metals.....	36	83,600	33	77,550	1	1,200	-	-
Machinery.....	95	274,100	92	269,900	10	13,450	1	1,150
Electrical machinery.....	86	313,850	86	313,850	32	99,100	-	-
Transportation equipment.....	98	986,400	91	956,600	11	52,000	2	5,300
Instruments.....	10	24,550	8	22,050	1	1,500	-	-
Miscellaneous manufacturing.....	10	22,400	10	22,400	4	5,800	-	-
Nonmanufacturing.....	744	3,343,250	507	2,298,900	216	826,900	14	27,400
Mining, crude petroleum, and natural gas.....	14	152,450	14	152,450	2	5,300	-	-
Transportation.....	62	573,000	55	532,100	8	45,100	1	1,100
Communications.....	63	437,450	63	437,450	44	308,100	-	-
Utilities, electric and gas.....	57	166,950	49	137,300	32	91,500	1	1,900
Wholesale trade.....	16	28,600	10	15,600	1	1,150	-	-
Retail trade.....	120	432,350	95	308,400	12	49,000	2	5,000
Hotels and restaurants.....	42	177,600	26	106,900	4	8,300	-	-
Services.....	64	304,900	47	192,050	14	38,600	3	4,400
Construction.....	303	1,066,200	146	413,950	99	279,850	7	15,000
Miscellaneous nonmanufacturing.....	3	3,750	2	2,700	-	-	-	-
	Type of checkoff—Continued							
	Dues and initiation fees		Dues, assessments, and initiation fees		Other ²		No reference to checkoff	
All industries.....	577	2,560,900	304	1,665,250	6	9,450	293	1,222,450
Manufacturing.....	406	1,882,350	202	904,750	2	3,900	56	178,100
Ordnance, accessories.....	11	31,100	1	1,350	-	-	1	1,950
Food, kindred products.....	55	186,650	27	63,150	1	2,500	12	30,100
Tobacco manufacturing.....	6	16,200	-	-	-	-	-	-
Textile mill products.....	6	17,900	2	6,200	-	-	1	7,500
Apparel.....	7	19,100	25	215,400	-	-	8	62,750
Lumber, wood products.....	5	7,350	1	2,200	-	-	2	3,700
Furniture, fixtures.....	11	20,000	5	5,850	-	-	1	1,800
Paper, allied products.....	27	47,150	2	3,050	-	-	2	4,200
Printing and publishing.....	2	2,600	7	16,750	-	-	7	9,150
Chemicals.....	15	23,250	5	11,200	-	-	2	4,400
Petroleum refining.....	6	8,500	-	-	-	-	-	-
Rubber and plastics.....	4	7,750	-	-	-	-	-	-
Leather products.....	3	17,000	6	9,350	-	-	1	1,200
Stone, clay, and glass.....	22	73,650	7	8,500	1	1,400	2	6,300
Primary metals.....	27	67,950	55	416,700	-	-	2	2,500
Fabricated metals.....	19	39,400	13	36,950	-	-	3	6,050
Machinery.....	54	199,150	27	56,150	-	-	3	4,200
Electrical machinery.....	47	201,500	7	13,250	-	-	-	-
Transportation equipment.....	66	860,600	12	38,700	-	-	7	29,800
Instruments.....	7	20,550	-	-	-	-	2	2,500
Miscellaneous manufacturing.....	6	16,600	-	-	-	-	-	-
Nonmanufacturing.....	171	678,550	102	760,500	4	5,550	237	1,044,350
Mining, crude petroleum, and natural gas.....	3	4,550	9	142,600	-	-	-	-
Transportation.....	8	13,950	37	470,900	1	1,050	7	40,900
Communications.....	17	124,100	2	5,250	-	-	-	-
Utilities, electric and gas.....	8	26,800	8	17,100	-	-	8	29,650
Wholesale trade.....	6	8,850	3	5,600	-	-	6	13,000
Retail trade.....	56	192,400	25	62,000	-	-	25	123,950
Hotels and restaurants.....	20	90,400	1	7,000	1	1,200	16	70,700
Services.....	26	140,000	4	9,050	-	-	17	112,850
Construction.....	25	74,800	13	41,000	12	3,300	157	652,250
Miscellaneous nonmanufacturing.....	2	2,700	-	-	-	-	1	1,050

¹ Excludes railroads and airlines.

² Includes 4 agreements, covering 6,850 workers, that refer to checkoff but give no details, and 2 agree-

ments, covering 2,600 workers, that make checkoff subject to local negotiation.

Table 2.3 Checkoff provisions by type of union security

(In agreements covering 1,000 workers or more, July 1, 1976)

Type of union security	Type of checkoff							
	All agreements		Total		Dues checkoff		Dues and assessments	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements.....	1,570	6,741,750	1,277	5,519,300	365	1,228,150	25	55,550
Union security.....	1,290	5,841,400	1,051	4,756,800	282	979,950	23	51,150
Union shop.....	971	4,060,750	759	3,075,100	173	476,250	16	42,750
Modified union shop.....	98	337,850	86	300,300	24	52,350	3	3,550
Agency shop.....	85	477,450	82	474,450	52	316,700	-	-
Modified agency shop.....	11	65,750	10	50,800	8	42,900	-	-
Maintenance of membership.....	49	166,550	45	158,450	18	52,100	-	-
Union shop and agency shop.....	25	362,400	22	337,300	1	15,000	-	-
Modified union shop and agency shop.....	23	197,550	22	194,050	4	20,300	1	1,150
Maintenance of membership and agency shop.....	11	29,700	10	27,100	1	2,500	1	1,100
Subject to local negotiation.....	1	1,400	1	1,400	-	-	-	-
Other.....	16	142,000	14	137,850	1	1,850	2	2,600
Sole bargaining.....	280	900,350	226	762,500	83	248,200	2	4,400
	Type of checkoff—Continued							
	Dues and initiation fees		Dues assessments, and initiation fees		Other ²		No reference to checkoff	
All agreements.....	577	2,560,900	304	1,665,250	6	9,450	293	1,222,450
Union security.....	474	2,283,000	269	1,437,600	3	5,100	239	1,084,600
Union shop.....	368	1,646,750	200	905,650	2	3,700	212	985,650
Modified union shop.....	22	100,450	37	143,950	-	-	12	37,550
Agency shop.....	28	153,650	2	4,100	-	-	3	3,000
Modified agency shop.....	2	7,900	-	-	-	-	1	14,950
Maintenance of membership.....	22	95,400	5	10,950	-	-	4	8,100
Union shop and agency shop.....	9	213,750	12	108,550	-	-	3	25,100
Modified union shop and agency shop.....	9	25,500	8	147,100	-	-	1	3,500
Maintenance of membership and agency shop.....	6	18,600	2	4,900	-	-	1	2,600
Subject to local negotiation.....	-	-	-	-	1	1,400	-	-
Other.....	8	21,000	3	112,400	-	-	2	4,150
Sole bargaining.....	103	277,900	35	227,650	3	4,350	54	137,850

¹ Includes 2 agreements that provide a combination of union shop and maintenance of membership; 1 agreement that provides a combination of modified union shop and modified agency shop; 8 agreements that provide a combination of modified union shop and maintenance of membership; 2 agreements that provide a combination of agency shop and modified agency shop; 1 agreement that provides a combination of modified

agency shop and maintenance of membership; 1 that provides a combination of union shop, maintenance of membership, and agency shop.

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

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Management rights provisions		'Favored nations' clauses ¹		Savings clauses ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	918	4,016,150	198	724,000	852	3,444,900
Manufacturing.....	826	3,398,500	598	2,514,350	23	58,000	359	1,146,050
Ordnance, accessories.....	14	36,300	11	30,250	-	-	10	22,250
Food, kindred products.....	104	301,250	48	113,400	8	20,650	42	138,250
Tobacco manufacturing.....	9	27,700	5	14,650	-	-	4	9,400
Textile mill products.....	15	42,450	10	24,350	-	-	4	6,300
Apparel.....	41	298,700	14	37,000	2	8,500	35	286,600
Lumber, wood products.....	9	14,750	4	7,350	-	-	5	9,050
Furniture, fixtures.....	17	27,650	11	17,150	2	3,250	12	18,950
Paper, allied products.....	53	98,600	38	63,000	-	-	26	46,150
Printing and publishing.....	22	44,800	7	9,150	4	11,200	13	31,800
Chemicals.....	42	103,750	28	49,150	1	2,000	18	52,100
Petroleum refining.....	13	26,850	9	18,850	-	-	11	24,250
Rubber and plastics.....	13	34,800	8	15,250	-	-	7	13,550
Leather products.....	14	34,900	6	15,800	2	4,750	9	25,450
Stone, clay, and glass.....	35	94,600	30	84,250	-	-	22	74,850
Primary metals.....	90	506,500	84	485,150	-	-	17	39,050
Fabricated metals.....	36	83,600	30	67,250	-	-	14	26,600
Machinery.....	95	274,100	84	224,050	1	3,000	26	40,350
Electrical machinery.....	86	313,850	76	289,100	2	2,750	39	112,650
Transportation equipment.....	98	986,400	83	926,350	1	1,900	35	141,550
Instruments.....	10	24,550	7	15,750	-	-	3	9,300
Miscellaneous manufacturing.....	10	22,400	5	7,100	-	-	7	17,600
Nonmanufacturing.....	744	3,343,250	320	1,501,800	175	666,000	493	2,298,850
Mining, crude petroleum, and natural gas.....	14	152,450	11	145,450	-	-	8	136,000
Transportation.....	62	573,000	31	356,000	2	2,000	37	430,250
Communications.....	63	437,450	20	117,700	-	-	32	233,700
Utilities, electric and gas.....	57	166,950	46	136,300	-	-	30	71,100
Wholesale trade.....	16	28,600	8	12,450	-	-	12	23,350
Retail trade.....	120	432,350	74	249,150	7	18,000	90	329,600
Hotels and restaurants.....	42	177,600	16	77,900	9	31,150	16	50,200
Services.....	64	304,900	29	160,550	17	66,350	38	170,150
Construction.....	303	1,066,200	83	243,600	140	548,500	229	853,000
Miscellaneous nonmanufacturing.....	3	3,750	2	2,700	-	-	1	1,500

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

² Provisions stating that if any part of the agreement is made

invalid by law, the remainder of the agreement will remain in force.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.5 Antidiscrimination clauses by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Total with anti-discrimination provisions		Discrimination barred because of--					
					Race or color		Creed, religion, or religious belief		Nationality or place of birth	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	1,478	6,547,900	1,304	6,067,950	1,292	5,951,350	1,251	5,777,700
Manufacturing.....	826	3,398,500	785	3,322,200	733	3,175,750	730	3,173,700	718	3,141,450
Ordnance, accessories.....	14	36,300	13	34,350	13	34,350	13	34,350	13	34,350
Food, kindred products.....	104	301,250	100	292,650	92	274,750	92	274,750	89	259,250
Tobacco manufacturing.....	9	27,700	9	27,700	7	23,750	7	23,750	7	23,750
Textile mill products.....	15	42,450	13	36,100	9	19,950	9	19,950	9	19,950
Apparel.....	41	298,700	35	282,500	30	268,000	30	268,000	29	266,500
Lumber, wood products.....	9	14,750	7	12,250	6	11,050	6	11,050	6	11,050
Furniture, fixtures.....	17	27,650	14	22,000	12	19,100	12	19,100	12	19,100
Paper, allied products.....	53	98,600	49	93,750	47	91,250	45	88,200	47	91,250
Printing and publishing.....	22	44,800	19	39,850	16	33,750	15	32,350	16	33,750
Chemicals.....	42	103,750	40	101,650	33	64,600	33	64,600	30	61,000
Petroleum refining.....	13	26,850	13	26,850	12	23,000	13	26,850	12	23,000
Rubber and plastics.....	13	34,800	13	34,800	12	33,650	12	33,650	12	33,650
Leather products.....	14	34,900	12	31,200	9	20,450	9	20,450	9	20,450
Stone, clay, and glass.....	35	94,600	32	89,850	32	89,850	32	89,850	32	89,850
Primary metals.....	90	506,500	88	502,700	86	493,450	86	493,450	83	489,450
Fabricated metals.....	36	83,600	35	81,800	34	78,550	34	78,550	34	78,550
Machinery.....	95	274,100	93	270,100	90	264,700	90	264,700	89	263,700
Electrical machinery.....	86	313,850	85	312,150	82	308,050	81	306,600	80	303,650
Transportation equipment.....	98	986,400	97	985,400	94	980,750	94	980,750	93	977,750
Instruments.....	10	24,550	10	24,550	10	24,550	10	24,550	10	24,550
Miscellaneous manufacturing.....	10	22,400	8	20,000	7	18,200	7	18,200	6	16,900
Nonmanufacturing.....	744	3,343,250	693	3,225,700	571	2,892,200	562	2,777,650	533	2,636,250
Mining, crude petroleum, and natural gas.....	14	152,450	14	152,450	14	152,450	14	152,450	12	25,450
Transportation.....	62	573,000	53	550,700	46	519,700	46	519,700	44	510,500
Communications.....	63	437,450	63	437,450	63	437,450	63	437,450	63	437,450
Utilities, electric and gas.....	57	166,950	55	163,000	42	122,300	43	124,100	42	122,300
Wholesale trade.....	16	28,600	14	24,000	13	23,000	13	23,000	13	23,000
Retail trade.....	120	432,350	113	413,650	95	377,500	93	373,900	93	362,300
Hotels and restaurants.....	42	177,600	42	177,600	26	108,200	26	108,200	15	70,000
Services.....	64	304,900	59	288,100	51	272,350	49	263,850	50	271,400
Construction.....	303	1,066,200	277	1,015,000	219	876,550	213	772,300	199	811,150
Miscellaneous nonmanufacturing.....	3	3,750	3	3,750	2	2,700	2	2,700	2	2,700

See footnotes at end of table.

Table 2.5 Antidiscrimination clauses by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	Discrimination barred because of—continued						Discrimination barred in accordance with the law		Discrimination barred, no reference to specific discriminatory behavior	
	Union membership or activity		Sex		Age					
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,126	5,056,800	1,241	5,848,000	875	3,964,350	30	75,150	17	46,550
Manufacturing.....	574	2,409,500	721	3,138,900	515	2,191,050	12	25,400	7	13,900
Ordnance, accessories.....	10	28,650	13	34,350	9	20,950	-	-	-	-
Food, kindred products.....	84	252,550	91	272,750	70	211,400	-	-	1	1,150
Tobacco manufacturing.....	6	16,550	7	23,750	6	22,400	2	3,950	-	-
Textile mill products.....	10	31,050	9	19,950	4	6,700	-	-	-	-
Apparel.....	19	68,150	27	261,350	19	111,650	-	-	-	-
Lumber, wood products.....	3	5,900	6	11,050	6	11,050	-	-	-	-
Furniture, fixtures.....	12	19,800	12	19,100	8	10,100	-	-	1	1,800
Paper, allied products.....	27	51,950	45	87,950	34	59,900	1	1,000	1	1,300
Printing and publishing.....	9	14,200	16	33,750	10	18,600	1	1,100	-	-
Chemicals.....	35	92,000	33	64,600	22	42,450	-	-	-	-
Petroleum refining.....	10	22,100	11	21,450	7	13,850	-	-	-	-
Rubber and plastics.....	6	7,450	12	33,650	10	31,200	1	1,150	-	-
Leather products.....	10	28,800	9	20,450	7	18,050	-	-	1	3,500
Stone, clay, and glass.....	27	81,550	31	88,850	28	84,650	-	-	-	-
Primary metals.....	69	389,900	86	493,450	37	95,050	2	9,250	-	-
Fabricated metals.....	29	69,850	33	76,750	25	45,350	1	3,250	-	-
Machinery.....	66	212,550	89	263,000	64	186,100	1	1,100	1	3,000
Electrical machinery.....	60	251,750	82	308,050	65	268,600	2	2,600	-	-
Transportation equipment.....	70	736,700	92	961,900	71	904,500	1	2,000	1	1,350
Instruments.....	9	23,050	10	24,550	9	21,400	-	-	-	-
Miscellaneous manufacturing.....	3	5,000	7	18,200	4	7,100	-	-	1	1,800
Nonmanufacturing.....	552	2,647,300	520	2,709,100	360	1,773,300	18	49,750	10	32,650
Mining, crude petroleum, and natural gas.....	10	146,400	13	150,450	9	140,850	-	-	-	-
Transportation.....	46	516,000	42	484,750	13	60,150	-	-	-	-
Communications.....	42	290,950	63	437,450	61	434,700	-	-	-	-
Utilities, electric and gas.....	35	102,900	42	122,300	26	71,650	-	-	-	-
Wholesale trade.....	12	21,400	12	21,300	11	19,800	-	-	-	-
Retail trade.....	92	361,100	90	366,900	65	264,250	2	2,650	2	5,500
Hotels and restaurants.....	39	167,100	23	94,200	12	38,250	-	-	2	14,500
Services.....	45	204,500	47	249,250	39	204,300	1	3,000	-	-
Construction.....	228	833,200	186	779,800	123	533,850	15	44,100	6	12,650
Miscellaneous nonmanufacturing.....	3	3,750	2	2,700	1	1,500	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive

Table 2.6 Older worker provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1978)

Industry	All agreements		Provision referring to--			
			Hiring of older workers		Retention of older workers	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	62	208,250	184	519,300
Manufacturing.....	826	3,398,500	2	3,150	118	308,050
Ordnance, accessories.....	18	36,300	-	-	-	-
Food, kindred products.....	104	301,250	-	-	11	37,600
Tobacco manufacturing.....	9	27,700	-	-	4	16,400
Textile mill products.....	15	42,450	-	-	3	3,550
Apparel.....	41	298,700	-	-	4	15,600
Lumber, wood products.....	9	14,750	-	-	1	1,200
Furniture, fixtures.....	17	27,650	1	1,900	3	4,300
Paper, allied products.....	53	98,600	-	-	2	2,650
Printing and publishing.....	22	44,800	-	-	-	-
Chemicals.....	42	103,750	-	-	8	14,250
Petroleum refining.....	13	26,850	-	-	3	6,750
Rubber and plastics.....	13	34,800	-	-	8	15,250
Leather products.....	14	34,900	1	1,250	2	6,000
Stone, clay, and glass.....	35	94,600	-	-	3	7,800
Primary metals.....	90	506,500	-	-	14	36,250
Fabricated metals.....	36	83,600	-	-	9	26,650
Machinery.....	95	274,100	-	-	20	45,600
Electrical machinery.....	86	313,850	-	-	3	8,600
Transportation equipment.....	98	986,400	-	-	13	42,400
Instruments.....	10	24,550	-	-	1	2,000
Miscellaneous manufacturing.....	10	22,400	-	-	6	15,200
Nonmanufacturing.....	744	3,343,250	60	205,100	66	211,250
Mining, crude petroleum, and natural gas.....	14	152,450	-	-	4	8,500
Transportation ¹	62	573,000	2	12,800	5	21,400
Communications.....	63	437,450	-	-	3	16,200
Utilities, electric and gas.....	57	166,950	-	-	20	61,700
Wholesale trade.....	16	28,600	-	-	3	7,200
Retail trade.....	120	432,350	2	2,200	10	24,450
Hotels and restaurants.....	42	177,600	-	-	1	7,000
Services.....	64	304,900	-	-	4	19,650
Construction.....	303	1,066,200	56	190,100	16	45,150
Miscellaneous nonmanufacturing.....	3	3,750	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Labor-management committees on--					
			Industrial relations issues ¹		Safety ²		Productivity ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	57	269,850	490	2,699,100	84	1,328,600
Manufacturing.....	826	3,398,500	36	179,250	369	1,814,050	55	902,650
Ordnance, accessories.....	14	36,300	1	2,300	8	24,900	-	-
Food, kindred products.....	104	301,250	5	20,450	29	145,650	5	72,200
Tobacco manufacturing.....	9	27,700	-	-	-	-	-	-
Textile mill products.....	15	42,450	-	-	-	-	-	-
Apparel.....	41	298,700	1	1,400	-	-	-	-
Lumber, wood products.....	9	14,750	1	1,000	3	5,200	-	-
Furniture, fixtures.....	17	27,650	-	-	5	6,600	-	-
Paper, allied products.....	53	98,600	1	1,250	19	33,100	-	-
Printing and publishing.....	22	44,800	-	-	3	11,700	1	8,100
Chemicals.....	42	103,750	-	-	23	40,350	1	2,000
Petroleum refining.....	13	26,850	-	-	9	16,200	-	-
Rubber and plastics.....	13	34,800	3	22,550	12	33,200	1	1,000
Leather products.....	14	34,900	-	-	2	3,000	-	-
Stone, clay, and glass.....	35	94,600	1	1,200	20	57,950	-	-
Primary metals.....	90	506,500	6	44,100	71	448,200	35	368,750
Fabricated metals.....	36	83,600	6	14,950	22	54,500	2	2,250
Machinery.....	95	274,100	3	5,650	56	190,000	2	4,150
Electrical machinery.....	86	313,850	5	54,100	30	95,650	-	-
Transportation equipment.....	98	986,400	3	10,300	51	634,850	8	444,200
Instruments.....	10	24,550	-	-	2	6,700	-	-
Miscellaneous manufacturing.....	10	22,400	-	-	4	6,300	-	-
Nonmanufacturing.....	744	3,343,250	21	90,600	121	885,050	29	425,950
Mining, crude petroleum, and natural gas.....	14	152,450	2	6,100	12	147,450	2	7,200
Transportation.....	62	573,000	3	14,200	22	396,150	17	367,650
Communications.....	63	437,450	2	4,250	20	137,050	1	1,500
Utilities, electric and gas.....	57	166,950	2	4,600	25	87,200	4	18,250
Wholesale trade.....	16	28,600	1	1,400	1	1,350	-	-
Retail trade.....	120	432,350	2	2,600	7	13,550	1	3,450
Hotels and restaurants.....	42	177,600	1	20,000	-	-	1	24,000
Services.....	64	304,900	5	33,250	5	23,500	1	1,400
Construction.....	303	1,066,200	2	3,000	28	77,300	2	2,500
Miscellaneous nonmanufacturing.....	3	3,750	1	1,200	1	1,500	-	-

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

² A labor-management safety committee is a joint committee

which meets periodically to discuss safety problems, to work out solutions, and to implement safety programs in the plant.

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

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Restriction on posting or distribution of union literature		Restriction on moonlighting ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	770	3,329,550	86	650,600
Manufacturing.....	826	3,398,500	556	2,108,300	23	250,250
Ordnance, accessories.....	14	36,300	13	34,350	-	-
Food, kindred products.....	104	301,250	57	204,650	3	6,600
Tobacco manufacturing.....	9	27,700	1	5,500	-	-
Textile mill products.....	15	42,450	8	18,450	-	-
Apparel.....	41	298,700	5	19,200	1	3,000
Lumber, wood products.....	9	14,750	2	3,850	-	-
Furniture, fixtures.....	17	27,650	9	13,200	1	1,800
Paper, allied products.....	53	98,600	39	74,500	-	-
Printing and publishing.....	22	44,800	5	12,800	3	3,900
Chemicals.....	42	103,750	37	93,500	-	-
Petroleum refining.....	13	26,850	11	22,250	-	-
Rubber and plastics.....	13	34,800	12	33,800	-	-
Leather products.....	14	34,900	5	11,800	1	4,000
Stone, clay, and glass.....	35	94,600	27	79,000	2	2,800
Primary metals.....	90	506,500	54	131,950	4	6,700
Fabricated metals.....	36	83,600	25	63,000	-	-
Machinery.....	95	274,100	80	247,200	3	33,550
Electrical machinery.....	86	313,850	74	287,000	2	4,800
Transportation equipment.....	98	986,400	80	728,450	3	183,100
Instruments.....	10	24,550	7	15,750	-	-
Miscellaneous manufacturing.....	10	22,400	5	8,100	-	-
Nonmanufacturing.....	744	3,343,250	214	1,221,250	63	400,350
Mining, crude petroleum, and natural gas.....	14	152,450	6	12,200	-	-
Transportation.....	62	573,000	32	406,200	24	319,550
Communications.....	63	437,450	49	385,000	-	-
Utilities, electric and gas.....	57	166,950	41	125,650	1	1,100
Wholesale trade.....	16	28,600	6	13,150	2	5,000
Retail trade.....	120	432,350	36	128,350	7	11,800
Hotels and restaurants.....	42	177,600	12	37,200	-	-
Services.....	64	304,900	28	106,700	8	19,000
Construction.....	303	1,066,200	3	5,600	21	43,900
Miscellaneous nonmanufacturing.....	3	3,750	1	1,200	-	-

¹ Moonlighting refers to the simultaneous holding of more than one job.

² Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.9 Environmental and worker protection provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Environmental provisions ¹		Worker protection provisions ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	161	1,367,050	62	546,650
Manufacturing.....	826	3,398,500	116	1,228,400	18	40,900
Ordnance, accessories.....	14	36,300	1	1,350	-	-
Food, kindred products.....	104	301,250	2	4,550	11	23,600
Tobacco manufacturing.....	9	27,700	1	3,850	-	-
Textile mill products.....	15	42,450	-	-	-	-
Apparel.....	41	298,700	-	-	-	-
Lumber, wood products.....	9	14,750	-	-	-	-
Furniture, fixtures.....	17	27,650	1	1,000	-	-
Paper, allied products.....	53	98,600	3	4,100	1	1,800
Printing and publishing.....	22	44,800	3	7,200	-	-
Chemicals.....	42	103,750	7	11,100	1	1,550
Petroleum refining.....	13	26,850	7	11,200	-	-
Rubber and plastics.....	13	34,800	4	21,200	1	1,000
Leather products.....	14	34,900	-	-	2	10,000
Stone, clay, and glass.....	35	94,600	7	31,700	-	-
Primary metals.....	90	506,500	36	377,150	-	-
Fabricated metals.....	36	83,600	5	7,950	-	-
Machinery.....	95	274,100	12	28,600	1	1,750
Electrical machinery.....	86	313,850	6	35,650	1	1,200
Transportation equipment.....	98	986,400	21	681,800	-	-
Instruments.....	10	24,550	-	-	-	-
Miscellaneous manufacturing.....	10	22,400	-	-	-	-
Nonmanufacturing.....	744	3,343,250	45	138,650	44	505,750
Mining, crude petroleum, and natural gas.....	14	152,450	3	8,400	-	-
Transportation ³	62	573,000	3	25,250	26	427,650
Communications.....	63	437,450	1	3,150	5	24,000
Utilities, electric and gas.....	57	166,950	2	2,900	2	3,600
Wholesale trade.....	16	28,600	-	-	1	1,000
Retail trade.....	120	432,350	4	8,200	3	5,300
Hotels and restaurants.....	42	177,600	1	1,000	1	1,500
Services.....	64	304,900	1	5,350	3	22,900
Construction.....	303	1,066,200	30	84,400	3	19,800
Miscellaneous nonmanufacturing.....	3	3,750	-	-	-	-

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

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

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

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.10 Selected safety provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Total with selected safety provisions ¹		Right to refuse unsafe work		Right to grieve unsafe work		Right to discipline employees for violating safety rules	
	Agreement	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	897	4,290,400	321	2,024,850	238	1,849,900	270	1,333,550
Manufacturing.....	826	3,398,500	494	2,301,200	137	859,100	174	1,274,800	153	818,450
Ordnance, accessories.....	14	36,300	11	29,150	3	13,850	3	4,900	3	12,050
Food, kindred products.....	104	301,250	49	121,600	7	13,050	5	16,050	12	32,300
Tobacco manufacturing.....	9	27,700	4	9,150	-	-	-	-	1	1,350
Textile mill products.....	15	42,450	11	33,450	-	-	-	-	1	1,200
Apparel.....	41	298,700	9	60,950	1	1,700	-	-	-	-
Lumber, wood products.....	9	14,750	3	4,400	1	2,200	-	-	2	2,200
Furniture, fixtures.....	17	27,650	7	8,800	5	6,600	3	3,700	-	-
Paper, allied products.....	53	98,600	38	76,300	4	7,500	3	5,100	26	56,600
Printing and publishing.....	22	44,800	6	11,450	1	4,400	3	4,850	-	-
Chemicals.....	42	103,750	28	53,500	3	3,250	6	11,000	5	12,300
Petroleum refining.....	13	26,850	12	24,150	4	7,250	7	13,300	3	7,050
Rubber and plastics.....	13	34,800	11	32,100	-	-	1	1,150	3	3,450
Leather products.....	14	34,900	6	13,850	-	-	1	1,600	-	-
Stone, clay, and glass.....	35	94,600	17	44,200	3	17,700	4	18,100	7	16,000
Primary metals.....	90	506,500	72	474,450	40	374,100	53	435,000	34	286,850
Fabricated metals.....	36	83,600	25	60,450	11	26,800	14	40,650	9	11,700
Machinery.....	95	274,100	69	215,500	18	63,150	32	145,650	17	94,650
Electrical machinery.....	86	313,850	39	119,600	10	44,150	11	52,100	11	47,150
Transportation equipment.....	98	986,400	67	882,350	24	265,700	23	508,050	16	229,400
Instruments.....	10	24,550	4	10,200	2	7,700	2	3,000	1	1,000
Miscellaneous manufacturing.....	10	22,400	6	15,600	-	-	3	10,600	2	3,200
Nonmanufacturing.....	744	3,343,250	403	1,989,200	184	1,165,750	64	575,100	117	515,100
Mining, crude petroleum, and natural gas.....	14	152,450	14	152,450	9	143,600	8	140,600	4	9,300
Transportation ²	62	573,000	48	515,600	40	492,250	24	270,650	11	161,250
Communications.....	63	437,450	24	162,900	5	17,250	2	37,900	-	-
Utilities, electric and gas.....	57	166,950	45	122,900	13	34,550	7	26,950	9	29,400
Wholesale trade.....	16	28,600	10	16,550	4	5,600	1	1,400	4	8,950
Retail trade.....	120	432,350	33	124,900	7	16,000	2	7,200	13	41,200
Hotels and restaurants.....	42	177,600	2	9,300	1	2,300	-	-	1	7,000
Services.....	64	304,900	16	66,250	6	24,550	1	15,000	4	19,350
Construction.....	303	1,066,200	210	816,850	98	428,150	19	75,400	71	238,650
Miscellaneous nonmanufacturing.....	3	3,750	1	1,500	1	1,500	-	-	-	-

See footnotes at end of table.

Table 2.10 Selected safety provisions by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1978)

Industry	Regulation of crew size ¹		Posting of safety rules		Right of inspection by joint or union safety committee		Union/employer pledge of cooperation in safety programs		No reference to selected safety provisions	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	172	733,400	54	289,500	220	1,672,300	435	2,435,750	673	2,451,350
Manufacturing.....	40	125,800	37	111,300	193	1,412,100	267	1,544,650	332	1,097,300
Ordnance, accessories.....	2	4,100	-	-	4	6,350	5	10,400	3	7,150
Food, kindred products.....	10	19,250	-	-	9	22,150	18	49,150	55	179,650
Tobacco manufacturing.....	2	3,950	2	5,200	-	-	-	-	5	18,550
Textile mill products.....	3	12,350	-	-	-	-	9	23,600	4	9,000
Apparel.....	-	-	-	-	5	49,750	3	9,500	32	237,750
Lumber, wood products.....	1	1,200	-	-	1	1,200	1	1,000	6	10,350
Furniture, fixtures.....	-	-	-	-	2	2,000	4	5,300	10	18,850
Paper, allied products.....	1	10,700	10	25,650	6	10,750	22	45,400	15	22,300
Printing and publishing.....	2	2,850	-	-	-	-	2	2,650	16	33,350
Chemicals.....	2	3,350	1	1,200	10	14,300	23	44,650	14	50,250
Petroleum refining.....	-	-	-	-	9	16,200	6	10,250	1	2,700
Rubber and plastics.....	-	-	1	1,300	10	30,950	4	18,850	2	2,700
Leather products.....	-	-	2	2,250	1	1,600	3	10,000	8	21,050
Stone, clay, and glass.....	-	-	2	2,500	6	9,300	11	21,200	18	50,400
Primary metals.....	4	9,850	2	5,600	34	319,100	48	335,600	18	32,050
Fabricated metals.....	8	17,850	2	3,400	12	39,150	12	18,050	11	23,150
Machinery.....	5	15,150	4	10,000	38	116,500	39	125,300	26	58,600
Electrical machinery.....	1	7,200	5	39,350	17	63,700	21	81,500	47	194,250
Transportation equipment.....	7	18,400	4	11,850	26	704,000	31	724,450	31	104,050
Instruments.....	-	-	1	1,000	-	-	1	1,500	6	14,350
Miscellaneous manufacturing.....	-	-	1	2,000	3	5,100	4	6,300	4	6,800
Nonmanufacturing.....	128	607,600	17	178,200	31	260,200	168	891,100	341	1,354,050
Mining, crude petroleum, and natural gas.....	3	127,600	3	128,700	9	142,350	12	146,150	-	-
Transportation.....	7	49,250	2	21,100	1	2,500	5	60,300	14	57,400
Communications.....	4	39,800	-	-	1	1,400	16	72,450	39	274,550
Utilities, electric and gas.....	22	72,000	5	15,350	5	21,950	28	84,500	12	44,050
Wholesale trade.....	1	1,350	-	-	-	-	4	8,400	6	12,050
Retail trade.....	-	-	-	-	-	-	20	82,900	87	307,450
Hotels and restaurants.....	1	7,000	-	-	-	-	1	7,000	40	168,300
Services.....	2	3,100	-	-	2	20,000	7	32,900	48	238,650
Construction.....	88	307,500	7	13,050	13	72,000	74	395,000	93	249,350
Miscellaneous nonmanufacturing.....	-	-	-	-	-	-	1	1,500	2	2,250

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

² Excludes railroads and airlines.

³ Regulation of crew size is limited to provisions which specifically state a safety relationship. The more general crew-size work rules, including those related to safety, appear in table 7.5.

NOTE: Nonadditive.

Table 2.11 Absenteeism and tardiness provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Referring to absenteeism or tardiness								No reference to absenteeism or tardiness	
			Total		Absenteeism only		Tardiness only		Absenteeism and tardiness			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries...	1,570	6,741,750	715	3,425,550	454	2,317,900	37	112,850	224	994,800	855	3,316,200
Manufacturing.....	826	3,398,500	539	2,350,800	343	1,649,650	17	50,900	179	650,250	287	1,047,700
Ordnance, accessories	14	36,300	7	19,100	3	9,100	1	1,500	3	8,500	7	17,200
Food, kindred												
products.....	104	301,250	58	171,150	32	103,800	2	3,850	24	63,500	46	130,100
Tobacco manufacturing	9	27,700	7	19,750	5	16,000	-	-	2	3,750	2	7,950
Textile mill products	15	42,450	11	26,300	9	22,600	1	1,200	1	2,500	4	16,150
Apparel.....	41	298,700	10	30,900	6	17,600	-	-	4	13,300	31	267,800
Lumber, wood products	9	14,750	6	10,050	5	8,400	-	-	1	1,650	3	4,700
Furniture, fixtures..	17	27,650	11	13,750	8	10,400	-	-	3	3,350	6	13,900
Paper, allied												
products.....	53	98,600	37	68,800	14	31,500	1	1,450	22	35,850	16	29,800
Printing and												
publishing.....	22	44,800	4	14,600	-	-	2	9,600	2	5,000	18	30,200
Chemicals.....	42	103,750	29	66,050	23	57,100	4	5,750	2	3,200	13	37,700
Petroleum refining...	13	26,850	3	7,050	3	7,050	-	-	-	-	10	19,800
Rubber and plastics...	13	34,800	11	18,700	7	13,950	-	-	4	4,750	2	16,100
Leather products....	14	34,900	4	10,600	4	10,600	-	-	-	-	10	24,300
Stone, clay, and												
glass.....	35	94,600	16	31,500	14	28,550	-	-	2	2,950	19	63,100
Primary metals.....	90	506,500	73	447,700	38	205,250	1	1,150	34	241,300	17	58,800
Fabricated metals....	36	83,600	26	62,600	20	54,250	-	-	6	8,350	10	21,000
Machinery.....	95	274,100	78	241,650	54	137,900	-	-	24	103,750	17	32,850
Electrical machinery,	86	313,850	59	173,550	32	95,350	2	7,800	25	70,400	27	140,300
transportation												
equipment.....	98	986,400	77	888,800	58	801,550	2	12,900	17	74,350	21	97,600
Instruments.....	10	24,550	6	13,000	2	3,500	1	5,700	3	3,800	4	11,550
Miscellaneous												
manufacturing.....	10	22,400	6	15,200	6	15,200	-	-	-	-	4	7,200
Nonmanufacturing...	744	3,343,250	176	1,074,750	111	668,250	20	61,950	45	344,550	568	2,268,500
Mining, crude												
petroleum,												
and natural gas....	14	152,450	7	137,050	4	132,100	1	2,000	2	2,950	7	15,400
Transportation ¹	62	573,000	32	387,400	16	126,050	4	25,650	12	235,700	30	185,600
Communications.....	63	437,450	19	134,850	14	100,500	2	8,700	3	25,650	44	302,600
Utilities, electric												
and gas.....	57	166,950	14	54,100	11	48,700	1	1,900	2	3,500	43	112,850
Wholesale trade.....	16	28,600	6	10,400	4	8,050	-	-	2	2,350	10	18,200
Retail trade.....	120	432,350	33	150,550	19	105,900	1	3,000	13	41,650	87	281,800
Hotels and												
restaurants.....	42	177,600	19	81,800	17	79,800	2	2,000	-	-	23	95,600
Services.....	64	304,900	16	35,200	8	18,800	3	4,350	5	12,050	48	269,700
Construction.....	303	1,066,200	27	79,650	16	46,100	5	12,850	6	20,700	276	986,550
Miscellaneous												
nonmanufacturing...	3	3,750	3	3,750	2	2,250	1	1,500	-	-	-	-

¹ Excludes railroads and airlines.

Part III. Wages and Related Provisions

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

Table 3.1 Wage administration provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1978)

Industry	All agreements		Formal job evaluation systems ¹		Production standards ²		Time study ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	231	994,850	378	1,956,500	314	1,527,200
Manufacturing.....	826	3,398,500	212	822,550	370	1,924,500	310	1,515,700
Ordnance, accessories.....	14	36,300	9	20,900	2	3,700	-	-
Food, kindred products.....	104	301,250	11	22,600	24	76,150	21	65,000
Tobacco manufacturing.....	9	27,700	1	8,100	-	-	-	-
Textile mill products.....	15	42,450	1	2,500	9	23,000	8	21,500
Apparel.....	41	298,700	-	-	15	45,700	11	33,000
Lumber, wood products.....	9	14,750	1	1,000	2	3,850	1	2,200
Furniture, fixtures.....	17	27,650	-	-	8	11,600	7	10,100
Paper, allied products.....	53	98,600	8	14,900	6	8,600	4	6,000
Printing and publishing.....	22	44,800	2	2,200	1	1,500	1	1,500
Chemicals.....	42	103,750	10	41,000	10	27,300	10	27,300
Petroleum refining.....	13	26,850	1	4,550	1	1,000	-	-
Rubber and plastics.....	13	34,800	4	18,700	12	33,500	12	33,500
Leather products.....	14	34,900	-	-	9	16,800	9	16,800
Stone, clay, and glass.....	35	94,600	19	58,600	16	50,650	14	42,150
Primary metals.....	90	506,500	31	263,050	59	414,050	32	93,100
Fabricated metals.....	36	83,600	14	46,950	20	36,050	18	32,550
Machinery.....	95	274,100	43	120,450	66	190,500	62	185,600
Electrical machinery.....	86	313,850	31	117,550	60	242,750	54	221,550
Transportation equipment.....	98	986,400	21	75,300	37	707,950	34	695,200
Instruments.....	10	24,550	3	4,600	8	22,150	8	22,150
Miscellaneous manufacturing.....	10	22,400	2	3,600	5	7,700	4	6,500
Nonmanufacturing.....	744	3,343,250	19	172,300	8	32,000	4	11,500
Mining, crude petroleum, and natural gas.....	14	152,450	4	134,700	3	7,500	3	7,500
Transportation ⁴	62	573,000	-	-	-	-	-	-
Communications.....	63	437,450	-	-	-	-	-	-
Utilities, electric and gas.....	57	166,950	11	27,200	-	-	-	-
Wholesale trade.....	16	28,600	-	-	-	-	-	-
Retail trade.....	120	432,350	2	8,000	1	4,000	1	4,000
Hotels and restaurants.....	42	177,600	-	-	-	-	-	-
Services.....	64	304,900	1	1,200	4	20,500	-	-
Construction.....	303	1,066,200	-	-	-	-	-	-
Miscellaneous nonmanufacturing.....	3	3,750	1	1,200	-	-	-	-

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

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

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

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.5 Progression plans by industry
(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Progression plans									
			Total		Automatic ¹		Merit ²		Automatic and merit		No details given	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	553	2,080,450	369	1,320,100	50	166,600	115	545,900	19	47,850
Manufacturing.....	826	3,398,500	333	1,124,700	186	491,300	44	155,050	87	435,150	16	43,200
Ordnance, accessories.....	14	36,300	13	34,400	9	26,100	1	1,950	3	6,350	-	-
Food, kindred products.....	104	301,250	16	27,700	9	15,400	-	-	4	6,700	3	5,600
Tobacco manufacturing.....	9	27,700	1	4,200	1	4,200	-	-	-	-	-	-
Textile mill products.....	15	42,450	2	4,000	1	1,500	-	-	1	2,500	-	-
Apparel.....	41	298,700	9	22,800	9	22,800	-	-	-	-	-	-
Lumber, wood products.....	9	14,750	-	-	-	-	-	-	-	-	-	-
Furniture, fixtures.....	17	27,650	5	7,500	4	6,300	1	1,200	-	-	-	-
Paper, allied products.....	53	98,600	20	34,850	19	33,750	1	1,100	-	-	-	-
Printing and publishing.....	22	44,800	11	16,450	6	10,350	1	1,000	4	5,100	-	-
Chemicals.....	42	103,750	20	34,000	9	15,250	5	8,300	4	7,650	2	2,800
Petroleum refining.....	13	26,850	7	11,050	6	8,350	-	-	1	2,700	-	-
Rubber and plastics.....	13	34,800	3	4,000	-	-	1	1,300	2	2,700	-	-
Leather products.....	14	34,900	5	14,850	4	12,850	-	-	1	2,000	-	-
Stone, clay, and glass.....	35	94,600	3	6,900	3	6,900	-	-	-	-	-	-
Primary metals.....	90	506,500	21	48,700	10	29,050	7	12,000	2	3,050	2	4,600
Fabricated metals.....	36	83,600	15	26,900	6	8,450	4	7,550	5	10,900	-	-
Machinery.....	95	274,100	59	191,650	29	110,750	9	38,250	19	39,950	2	2,700
Electrical machinery.....	86	313,850	56	205,750	29	64,500	5	51,000	20	78,650	2	11,600
Transportation equipment.....	98	986,400	52	400,250	25	104,300	8	29,600	16	253,550	3	12,800
Instruments.....	10	24,550	8	17,950	4	4,700	-	-	4	12,350	-	-
Miscellaneous manufacturing.....	10	22,400	7	11,700	3	5,800	1	1,800	1	1,000	2	3,100
Nonmanufacturing.....	744	3,343,250	220	955,750	183	828,800	6	11,550	28	110,750	3	4,650
Mining, crude petroleum, and natural gas.....	14	152,450	1	2,500	1	2,500	-	-	-	-	-	-
Transportation ³	62	573,000	6	12,750	6	12,750	-	-	-	-	-	-
Communications.....	63	437,450	61	434,050	47	357,900	-	-	13	74,650	1	1,500
Utilities, electric and gas.....	57	166,950	45	133,050	33	107,000	1	2,000	10	22,900	1	1,150
Wholesale trade.....	16	28,600	3	4,200	1	1,700	1	1,150	1	1,350	-	-
Retail trade.....	120	432,350	82	319,900	77	307,000	2	3,000	3	9,900	-	-
Hotels and restaurants.....	42	177,600	2	3,100	1	1,100	-	-	-	-	1	2,000
Services.....	64	304,900	18	43,500	15	36,150	2	5,400	1	1,950	-	-
Construction.....	303	1,066,200	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing.....	3	3,750	2	2,700	2	2,700	-	-	-	-	-	-

¹ Automatic progression plans provide for increases within rate ranges at fixed time intervals without reference to merit. given on the basis of workers' performance.
² Merit progression plans provide for increases within rate ranges. ³ Excludes railroads and airlines.

Table 3.6 Travel provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1978)

Industry	All agreements		Travel time ¹		General per diem allowance ²		Meal allowance	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	424	2,008,550	146	855,500	509	2,130,750
Manufacturing.....	826	3,398,500	88	499,400	31	321,800	189	495,300
Ordnance, accessories.....	14	36,300	3	10,000	4	12,300	4	12,250
Food, kindred products.....	104	301,250	8	17,050	2	5,200	31	81,000
Tobacco manufacturing.....	9	27,700	-	-	-	-	2	8,450
Textile mill products.....	15	42,450	-	-	-	-	-	-
Apparel.....	41	298,700	-	-	-	-	1	3,000
Lumber, wood products.....	9	14,750	4	5,900	-	-	2	2,700
Furniture, fixtures.....	17	27,650	1	1,800	1	1,800	1	1,100
Paper, allied products.....	53	98,600	3	5,600	-	-	38	75,250
Printing and publishing.....	22	44,800	-	-	-	-	-	-
Chemicals.....	42	103,750	5	32,900	-	-	23	64,950
Petroleum refining.....	13	26,850	7	14,400	3	5,650	13	26,850
Rubber and plastics.....	13	34,800	-	-	1	1,150	2	4,850
Leather products.....	14	34,900	-	-	-	-	-	-
Stone, clay, and glass.....	35	94,600	-	-	-	-	10	22,600
Primary metals.....	90	506,500	5	17,300	-	-	26	60,450
Fabricated metals.....	36	83,600	3	15,850	-	-	1	10,550
Machinery.....	95	274,100	11	20,600	1	2,700	11	20,200
Electrical machinery.....	86	313,850	9	44,550	1	1,200	3	7,750
Transportation equipment.....	98	986,400	29	313,450	18	291,800	21	93,350
Instruments.....	10	24,550	-	-	-	-	-	-
Miscellaneous manufacturing.....	10	22,400	-	-	-	-	-	-
Nonmanufacturing.....	744	3,343,250	336	1,509,150	115	533,700	320	1,635,450
Mining, crude petroleum, and natural gas.....	14	152,450	4	9,500	1	3,800	10	140,050
Transportation.....	62	573,000	19	191,650	8	45,650	33	245,250
Communications.....	63	437,450	49	351,050	8	53,250	50	356,850
Utilities, electric and gas.....	57	166,950	45	147,400	17	62,200	51	147,300
Wholesale trade.....	16	28,600	1	1,500	1	1,000	6	6,900
Retail trade.....	120	432,350	30	85,150	1	1,600	22	125,100
Hotels and restaurants.....	42	177,600	4	29,250	-	-	37	148,400
Services.....	64	304,900	17	95,100	3	24,100	19	94,600
Construction.....	303	1,066,200	166	597,500	76	342,100	89	367,250
Miscellaneous nonmanufacturing.....	3	3,750	1	1,050	-	-	3	3,750
					Lodging allowance	Transportation allowance ⁴		Incidental expenses ⁵
All industries.....			265	1,261,550	552	2,806,600	75	362,650
Manufacturing.....			50	149,850	96	435,850	14	56,600
Ordnance, accessories.....			3	10,000	3	10,900	1	6,050
Food, kindred products.....			10	22,900	17	40,150	3	7,800
Tobacco manufacturing.....			-	-	-	-	-	-
Textile mill products.....			-	-	-	-	-	-
Apparel.....			1	3,000	1	3,000	-	-
Lumber, wood products.....			1	1,500	3	3,700	-	-
Furniture, fixtures.....			-	-	1	1,800	-	-
Paper, allied products.....			2	3,600	6	9,700	1	1,250
Printing and publishing.....			-	-	2	2,600	1	1,400
Chemicals.....			4	4,800	8	10,850	-	-
Petroleum refining.....			3	7,700	9	17,050	-	-
Rubber and plastics.....			-	-	-	-	-	-
Leather products.....			-	-	-	-	-	-
Stone, clay, and glass.....			-	-	-	-	-	-
Primary metals.....			1	1,600	9	12,250	1	2,100
Fabricated metals.....			1	10,550	2	14,050	2	14,050
Machinery.....			6	10,100	8	16,600	3	4,350
Electrical machinery.....			1	1,200	3	23,600	-	-
Transportation equipment.....			17	72,900	23	266,450	2	19,600
Instruments.....			-	-	1	3,150	-	-
Miscellaneous manufacturing.....			-	-	-	-	-	-
Nonmanufacturing.....			215	1,111,700	456	2,370,750	61	306,050
Mining, crude petroleum, and natural gas.....			1	1,200	6	139,700	1	1,400
Transportation.....			30	218,150	39	421,350	4	16,300
Communications.....			40	269,700	63	437,450	8	81,400
Utilities, electric and gas.....			35	107,750	42	139,250	5	18,550
Wholesale trade.....			5	5,750	3	3,550	1	1,500
Retail trade.....			15	40,050	65	223,050	1	5,750
Hotels and restaurants.....			4	27,300	11	52,150	3	26,200
Services.....			11	80,950	22	160,650	4	35,750
Construction.....			74	360,850	203	791,350	33	118,150
Miscellaneous nonmanufacturing.....			-	-	2	2,250	1	1,050

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

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

³ Excludes railroads and airlines.

⁴ A transportation allowance is a specific payment for

the cost of travel, including the cost of tickets on common carriers or a mileage allowance when the worker uses his own automobile.

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

NOTE: Nonadditive.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Provision for--							
			Tools		Work clothing/uniforms				Safety equipment	
					Furnished and/or replaced		Maintained			
Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	
All industries.....	1,570	6,741,750	554	2,790,800	737	3,789,200	305	1,415,900	814	3,957,100
Manufacturing.....	826	3,398,500	211	1,344,900	334	1,789,400	78	181,750	467	2,236,700
Ordnance, accessories.....	14	36,300	4	14,200	6	16,650	-	-	8	23,900
Food, kindred products....	104	301,250	41	149,650	78	177,700	48	111,750	51	183,150
Tobacco manufacturing....	9	27,700	-	-	1	5,500	-	-	1	3,850
Textile mill products....	15	42,450	4	16,350	1	5,000	-	-	2	8,700
Apparel.....	41	298,700	9	66,300	-	-	-	-	2	5,200
Lumber, wood products....	9	14,750	3	5,150	1	1,500	-	-	3	4,850
Furniture, fixtures.....	17	27,650	6	11,650	4	5,900	1	1,100	11	16,200
Paper, allied products....	53	98,600	18	36,100	12	28,850	3	3,750	26	52,150
Printing and publishing..	22	44,800	3	7,600	1	1,650	-	-	5	9,550
Chemicals.....	42	103,750	7	10,050	27	46,600	6	8,650	32	75,050
Petroleum refining.....	13	26,850	2	4,650	8	16,700	2	2,150	6	10,150
Rubber and plastics.....	13	34,800	8	12,150	8	14,500	1	1,000	12	33,200
Leather products.....	14	34,900	5	20,000	-	-	-	-	4	6,050
Stone, clay, and glass....	35	94,600	18	59,250	11	41,250	1	2,000	26	58,350
Primary metals.....	90	506,500	11	15,650	65	449,800	5	6,850	73	469,250
Fabricated metals.....	36	83,600	4	17,400	15	39,450	1	12,000	28	71,700
Machinery.....	95	274,100	20	107,850	39	129,850	2	6,400	69	227,850
Electrical machinery....	86	313,850	11	46,150	15	66,000	3	6,000	34	110,000
Transportation equipment..	98	986,400	36	742,150	37	730,300	4	14,400	66	855,350
Instruments.....	10	24,550	-	-	2	7,200	1	5,700	2	3,000
Miscellaneous manufacturing.....	10	22,400	1	2,600	3	5,000	-	-	6	9,200
Nonmanufacturing.....	744	3,343,250	343	1,445,900	403	1,999,800	227	1,234,150	347	1,720,400
Mining, crude petroleum, and natural gas.....	14	152,450	10	141,850	11	147,850	2	6,300	14	152,450
Transportation.....	62	573,000	17	178,300	47	496,050	38	470,400	48	532,500
Communications.....	63	437,450	15	65,550	3	26,450	1	11,250	10	50,400
Utilities, electric and gas.....	57	166,950	28	91,350	20	60,200	6	12,900	36	100,850
Wholesale trade.....	16	28,600	1	3,100	7	11,650	7	11,650	4	8,350
Retail trade.....	120	432,350	42	122,200	98	363,700	89	343,400	12	24,400
Hotels and restaurants....	42	177,600	5	35,500	41	169,600	41	169,600	1	1,400
Services.....	64	304,900	13	53,550	32	184,150	26	171,950	9	36,050
Construction.....	303	1,066,200	211	753,450	142	537,600	15	34,150	212	812,500
Miscellaneous nonmanufacturing.....	3	3,750	1	1,050	2	2,550	2	2,550	1	1,500

¹ Excludes railroads and airlines.

Table 3.8 Nonproduction bonuses

(In agreements covering 1,000 workers or more, July 1, 1976)

Type of bonus	Agreements	Workers
All agreements.....	1,570	6,741,750
Christmas bonus.....	24	159,850
Year end bonus.....	8	18,050
Attendance bonus.....	21	111,800
Continuous service bonus.....	36	131,200

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

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Profit-sharing plans ¹		Savings and/or thrift plans ²		Stock purchase plans ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	32	106,050	45	201,500	25	121,000
Manufacturing.....	826	3,398,500	27	83,250	37	170,150	21	95,350
Ordnance, accessories.....	14	36,300	-	-	5	15,650	1	1,200
Food, kindred products.....	104	301,250	3	6,000	5	15,950	3	12,600
Tobacco manufacturing.....	9	27,700	5	16,900	-	-	-	-
Textile mill products.....	15	42,450	-	-	-	-	-	-
Apparel.....	41	298,700	-	-	-	-	-	-
Lumber, wood products.....	9	14,750	-	-	-	-	-	-
Furniture, fixtures.....	17	27,650	-	-	1	1,100	-	-
Paper, allied products.....	53	98,600	-	-	1	1,650	-	-
Printing and publishing....	22	44,800	1	1,200	-	-	-	-
Chemicals.....	42	103,750	5	31,650	4	11,700	2	7,250
Petroleum refining.....	13	26,850	-	-	4	7,200	2	6,950
Rubber and plastics.....	13	34,800	1	1,150	1	1,100	-	-
Leather products.....	14	34,900	-	-	-	-	-	-
Stone, clay, and glass.....	35	94,600	-	-	-	-	-	-
Primary metals.....	90	506,500	3	5,350	1	1,500	-	-
Fabricated metals.....	36	83,600	2	2,850	-	-	-	-
Machinery.....	95	274,100	1	1,500	-	-	-	-
Electrical machinery.....	86	313,850	4	9,100	8	67,600	3	5,100
Transportation equipment...	98	986,400	2	7,550	7	46,700	8	55,250
Instruments.....	10	24,550	-	-	-	-	2	7,000
Miscellaneous manufacturing.....	10	22,400	-	-	-	-	-	-
Nonmanufacturing.....	744	3,343,250	5	22,800	8	31,350	4	25,650
Mining, crude petroleum, and natural gas.....	14	152,450	-	-	-	-	-	-
Transportation ⁴	62	573,000	-	-	1	1,100	-	-
Communications.....	63	437,450	-	-	-	-	1	1,400
Utilities, electric and gas.....	57	166,950	-	-	3	17,750	3	24,250
Wholesale trade.....	16	28,600	-	-	-	-	-	-
Retail trade.....	120	432,350	4	18,800	2	5,000	-	-
Hotels and restaurants.....	42	177,600	-	-	-	-	-	-
Services.....	64	304,900	1	4,000	1	6,500	-	-
Construction.....	303	1,066,200	-	-	1	1,000	-	-
Miscellaneous nonmanufacturing.....	3	3,750	-	-	-	-	-	-

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

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

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

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.10 Shift differentials by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Method of paying differentials					
			Total		Money ¹		Time ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	1,277	5,328,850	997	4,187,700	153	660,550
Manufacturing.....	826	3,398,500	744	3,002,450	659	2,695,800	11	16,450
Ordnance, accessories.....	14	36,300	14	36,300	7	14,500	-	-
Food, kindred products.....	104	301,250	89	278,250	88	276,100	-	-
Tobacco manufacturing.....	9	27,700	8	26,350	8	26,350	-	-
Textile mill products.....	15	42,450	11	33,600	10	31,100	-	-
Apparel.....	41	298,700	5	14,100	5	14,100	-	-
Lumber, wood products.....	9	14,750	8	13,250	7	10,750	1	2,500
Furniture, fixtures.....	17	27,650	17	27,650	15	23,950	2	3,700
Paper, allied products.....	53	98,600	50	93,150	49	91,500	-	-
Printing and publishing.....	22	44,800	20	39,200	18	29,300	-	-
Chemicals.....	42	103,750	40	99,450	35	86,050	-	-
Petroleum refining.....	13	26,850	13	26,850	12	25,700	-	-
Rubber and plastics.....	13	34,800	12	19,800	12	19,800	-	-
Leather products.....	14	34,900	7	16,800	6	15,800	1	1,000
Stone, clay, and glass.....	35	94,600	35	94,600	35	94,600	-	-
Primary metals.....	90	506,500	90	506,500	89	505,200	1	1,300
Fabricated metals.....	36	83,600	36	83,600	31	74,850	4	5,250
Machinery.....	95	274,100	93	271,600	80	249,300	2	2,700
Electrical machinery.....	86	313,850	83	308,650	78	294,000	-	-
Transportation equipment.....	98	986,400	95	969,900	56	770,000	-	-
Instruments.....	10	24,550	9	23,050	9	23,050	-	-
Miscellaneous manufacturing.....	10	22,400	9	19,800	9	19,800	-	-
Nonmanufacturing.....	744	3,343,250	533	2,326,400	338	1,491,900	142	644,100
Mining, crude petroleum, and natural gas.....	14	152,450	14	152,450	14	152,450	-	-
Transportation.....	62	573,000	15	50,850	14	49,650	-	-
Communications.....	63	437,450	63	437,450	51	343,500	1	15,200
Utilities, electric and gas.....	57	166,950	48	152,300	47	141,100	1	11,200
Wholesale trade.....	16	28,600	11	20,600	11	20,600	-	-
Retail trade.....	120	432,350	90	354,650	90	354,650	-	-
Hotels and restaurants.....	42	177,600	14	87,400	14	87,400	-	-
Services.....	64	304,900	36	189,300	33	173,550	2	14,750
Construction.....	303	1,066,200	240	878,850	62	166,450	138	602,950
Miscellaneous nonmanufacturing.....	3	3,750	2	2,550	2	2,550	-	-
			Method of paying differentials-Continued				No reference to shift differentials	
			Time and money		Other ⁴			
All industries.....			74	252,400	53	228,200	293	1,412,900
Manufacturing.....			27	73,350	47	216,850	82	396,050
Ordnance, accessories.....			-	-	7	21,800	-	-
Food, kindred products.....			1	2,150	-	-	15	23,000
Tobacco manufacturing.....			-	-	-	-	1	1,350
Textile mill products.....			1	2,500	-	-	4	8,850
Apparel.....			-	-	-	-	36	284,600
Lumber, wood products.....			-	-	-	-	1	1,500
Furniture, fixtures.....			-	-	-	-	-	-
Paper, allied products.....			1	1,650	-	-	3	5,450
Printing and publishing.....			1	1,800	1	8,100	2	5,600
Chemicals.....			4	9,600	1	3,800	2	4,300
Petroleum refining.....			1	1,150	-	-	-	-
Rubber and plastics.....			-	-	-	-	1	15,000
Leather products.....			-	-	-	-	7	18,100
Stone, clay, and glass.....			-	-	-	-	-	-
Primary metals.....			-	-	-	-	-	-
Fabricated metals.....			1	3,500	-	-	-	-
Machinery.....			6	13,200	5	6,400	2	2,500
Electrical machinery.....			1	1,450	4	13,200	3	5,200
Transportation equipment.....			10	36,350	29	163,550	3	16,500
Instruments.....			-	-	-	-	1	1,500
Miscellaneous manufacturing.....			-	-	-	-	1	2,600
Nonmanufacturing.....			47	179,050	6	11,350	211	1,016,850
Mining, crude petroleum, and natural gas.....			-	-	-	-	-	-
Transportation.....			-	-	1	1,200	47	522,150
Communications.....			11	78,750	-	-	-	-
Utilities, electric and gas.....			-	-	-	-	9	14,650
Wholesale trade.....			-	-	-	-	5	8,000
Retail trade.....			-	-	-	-	30	77,700
Hotels and restaurants.....			-	-	-	-	28	90,200
Services.....			1	1,000	-	-	28	115,600
Construction.....			35	99,300	5	10,150	63	187,350
Miscellaneous nonmanufacturing.....			-	-	-	-	1	1,200

¹ Includes 4 agreements that provide a money differential for the second shift and are silent as to the third shift.

² Includes 2 agreements that provide a time differential for the second shift and are silent as to the third shift.

³ Excludes railroads and airlines.

⁴ Includes 43 agreements that provide a money differential for the

second shift and a time and money differential for the third; 4, a time differential for the second shift and a time and money differential for the third; 2, a money differential for the second shift and a time differential for the third; 1, a time differential for the second shift and a money differential for the third; 1, a time and money differential for the third, and 2 that refer shift differentials to local negotiation.

Table 3.11 Money differentials by shift

(In agreements covering 1,000 workers or more, July 1, 1976)

Type and amount of money differential	Second shift		Third shift		General night shift	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
Total with money differential.....	709	3,046,450	662	2,833,000	333	1,344,800
Cents per hour.....	517	1,739,950	481	1,575,200	165	481,150
1 to 9.....	44	106,150	9	21,000	16	34,650
10 to 14.....	158	401,700	50	116,750	28	87,200
15 to 19.....	111	359,000	121	313,350	23	68,900
20 to 24.....	136	609,300	106	320,900	22	71,000
25 or more.....	68	263,800	195	803,200	76	219,400
Percentage.....	153	1,149,600	141	1,096,900	113	569,100
Less than 5.....	22	89,950	-	-	-	-
5.....	35	736,350	20	114,350	2	4,950
6 to 9.....	35	154,100	28	112,100	3	5,400
10.....	40	115,600	48	766,700	100	537,100
Over 10.....	20	51,950	44	102,100	8	21,650
Reference to percentage-no details given.....	1	1,650	1	1,650	-	-
Flat daily or weekly money premium.....	21	102,900	19	89,750	28	113,300
Other money differentials.....	18	54,000	21	71,150	32	101,250

¹ Includes 5 agreements that vary the money differential by occupation, 4 by level of wages, 3 by length of service, 3 by schedule, 1 by location, 1 that provides a flat sum plus a percentage of the basic hourly rate, and 1 in which the differential cannot be determined.
² Includes 5 agreements that vary the money differential by occupation, 4 by level of wages, 4 by length of service, 4 by schedule, 1 by location and schedule, 2 that provide a flat sum plus a percentage

of the basic hourly rate, and 1 in which the differential cannot be determined.
³ Includes 12 agreements that vary the differential by occupation, 1 by level of wages, 1 by length of service, 8 by schedule, 1 by schedule and location, 1 by location, 2 by activity, and 1 in which the differential cannot be determined.

Table 3.12 Time differentials by shift

(In agreements covering 1,000 workers or more, July 1, 1976)

Time differential	Second shift		Third shift		General night shift	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
Total with time differential.....	143	581,350	138	551,500	15	89,350
8 hours pay for 7.5 hours work.....	75	229,300	14	42,500	4	18,000
8 hours pay for 7 hours work.....	63	321,250	110	484,300	9	55,150
8 hours pay for 6.5 hours work.....	-	-	3	5,800	1	1,000
8 hours pay for 6 hours work.....	-	-	3	6,300	-	-
Other time differentials.....	15	30,800	28	12,600	31	15,200

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

work, 1 in which the differential varies by activity, and 2 that are unclear.
³ Includes 1 agreement in which the differential varies by schedule.

Table 3.13 Time and money differentials by shift

(In agreements covering 1,000 workers or more, July 1, 1976)

Time and money differential	Second shift		Third shift		General night shift	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
Total with time and money differentials.....	62	145,950	108	351,750	13	109,450
8 hours pay for 7.5 hours work and money.....	48	114,150	26	58,700	2	4,150
8 hours pay for 7 hours work and money.....	10	24,400	41	105,700	2	29,500
8 hours pay for 6.5 hours work and money.....	1	3,000	33	167,400	-	-
8 hours pay for 6 hours work and money.....	-	-	1	1,850	-	-
Other time and money differentials.....	13	4,400	27	18,100	39	75,800

¹ Includes 2 agreements that provide 7 hours' pay for 6-1/2 hours' work plus money, and 1 that varies the differential by occupation and salary.
² Includes 2 agreements that vary the differential by occupation, 4 by schedule, and 1 by location and occupation.
³ Includes 2 agreements that provides 7 hours' pay for 6 hours' work plus money, 1 that provides 7 hours' pay for

6-1/2 hours' work plus money, 1 that provides 7 hours' pay for 6, 6 hours' work plus money, 1 that provides 8 hours' pay for 6-1/2 hours' work plus money, 1 that provides 9 hours' pay for 7-1/2 hours' work, 1 that varies the differential by schedule, 1 that varies the differential by occupation and salary, and 1 that is unclear.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		With differentials for hazardous or abnormal working conditions								No reference to differentials for hazardous or abnormal working conditions	
			Total		Hazardous work only ¹		Abnormal working conditions only ²		Both			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	306	1,421,950	220	896,550	34	270,250	52	255,150	1,264	5,319,800
Manufacturing.....	826	3,398,500	84	417,250	44	142,200	21	221,350	19	53,700	742	2,981,250
Ordnance, accessories.....	14	36,300	2	7,400	2	7,400	-	-	-	-	12	28,900
Food, kindred products.....	104	301,250	17	32,350	4	8,300	12	22,750	1	1,300	87	268,900
Tobacco manufacturing.....	9	27,700	-	-	-	-	-	-	-	-	9	27,700
Textile mill products.....	15	42,450	-	-	-	-	-	-	-	-	15	42,450
Apparel.....	41	298,700	-	-	-	-	-	-	-	-	41	298,700
Lumber, wood products.....	9	14,750	1	1,200	1	1,200	-	-	-	-	8	13,550
Furniture, fixtures.....	17	27,650	-	-	-	-	-	-	-	-	17	27,650
Paper, allied products.....	53	98,600	8	10,900	8	10,900	-	-	-	-	45	87,700
Printing and publishing.....	22	44,800	-	-	-	-	-	-	-	-	22	44,800
Chemicals.....	42	103,750	2	2,650	1	1,050	1	1,600	-	-	40	101,100
Petroleum refining.....	13	26,850	3	3,850	1	1,450	-	-	2	2,400	10	23,000
Rubber and plastics.....	13	34,800	-	-	-	-	-	-	-	-	13	34,800
Leather products.....	14	34,900	-	-	-	-	-	-	-	-	14	34,900
Stone, clay, and glass.....	35	94,600	4	6,300	1	1,750	2	3,400	1	1,150	31	88,300
Primary metals.....	90	506,500	-	-	-	-	-	-	-	-	90	506,500
Fabricated metals.....	36	83,600	-	-	-	-	-	-	-	-	36	83,600
Machinery.....	95	274,100	5	6,450	2	2,500	2	2,950	1	1,000	90	267,650
Electrical machinery.....	86	313,850	5	14,700	4	12,200	1	2,500	-	-	81	299,150
Transportation equipment.....	98	986,400	36	328,300	19	92,300	3	188,150	14	47,850	62	658,100
Instruments.....	10	24,550	1	3,150	1	3,150	-	-	-	-	9	21,400
Miscellaneous manufacturing.....	10	22,400	-	-	-	-	-	-	-	-	10	22,400
Nonmanufacturing.....	744	3,343,250	222	1,004,700	176	754,350	13	48,900	33	201,450	522	2,338,550
Mining, crude petroleum, and natural gas.....	14	152,450	4	7,200	3	6,000	-	-	1	1,200	10	145,250
Transportation ³	62	573,000	20	182,400	5	101,500	3	4,950	12	75,950	42	390,600
Communications.....	63	437,450	3	10,250	2	4,250	1	6,000	-	-	60	427,200
Utilities, electric and gas.....	57	166,950	7	14,300	7	14,300	-	-	-	-	50	152,650
Wholesale trade.....	16	28,600	-	-	-	-	-	-	-	-	16	28,600
Retail trade.....	120	432,350	7	31,750	-	-	7	31,750	-	-	113	400,600
Hotels and restaurants.....	42	177,600	-	-	-	-	-	-	-	-	42	177,600
Services.....	64	304,900	9	65,950	7	62,500	-	-	2	3,450	55	238,950
Construction.....	303	1,066,200	172	692,850	152	565,800	2	6,200	18	120,850	131	373,350
Miscellaneous nonmanufacturing.....	3	3,750	-	-	-	-	-	-	-	-	3	3,750

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

² Pay differentials for abnormal working conditions are extra pay-

ments for work which is dirty, burdensome, or oppressive; for example, jobs that involve bad odors or abnormally high or low temperatures. ³ Excludes railroads and airlines.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Methods of compensating pay differentials	Hazardous work		Abnormal conditions	
	Agreements	Workers	Agreements	Workers
All agreements.....	1,570	6,741,750	1,570	6,741,750
Total with hazardous or abnormal conditions differentials.....	272	1,151,700	86	525,400
Methods of compensation				
Cents per hour.....	104	457,850	34	127,500
Under 11 cents.....	14	25,650	8	15,100
11 cents but under 15 cents.....	3	8,200	1	28,000
15 cents.....	6	36,700	4	9,850
16 cents but under 20 cents.....	1	5,500	1	5,500
20 cents.....	4	7,950	2	4,000
25 cents.....	51	212,300	10	53,850
Over 25 cents.....	125	161,550	26	8,350
Other.....	-	-	2	2,850
Percent per hour.....	21	61,550	18	65,000
Flight pay.....	12	76,200	-	-
Daily rate.....	25	163,150	21	117,650
Varies with activities or work performed.....	103	357,400	13	215,250
Varies with occupation.....	7	29,550	-	-

¹ Includes 3 agreements providing 30 cents; 6, 35 cents; 3, 40 cents; 1, 45 cents; 10, 50 cents; 1, 75 cents; and 1, 80 cents.

² Includes 5 agreements providing 50 cents and 1 agree-

ment providing 80 cents.

³ Includes 1 agreement providing 21 cents, and 1 agreement that refers to a hazard premium but gives no further details.

Table 3.16 Wage adjustments by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Escalator (cost of living) provisions ¹		Deferred wage increase provisions ²		Contract reopening provisions ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	694	4,021,050	1,380	5,890,900	346	1,834,750
Manufacturing.....	826	3,398,500	476	2,513,000	735	2,988,100	162	643,850
Ordnance, accessories.....	14	36,300	11	31,850	12	31,100	1	5,500
Food, kindred products.....	104	301,250	43	110,700	92	273,650	18	36,550
Tobacco manufacturing.....	9	27,700	7	20,850	8	25,900	2	9,600
Textile mill products.....	15	42,450	2	6,500	6	19,850	7	18,400
Apparel.....	41	298,700	13	174,950	40	296,500	8	19,000
Lumber, wood products.....	9	14,750	-	-	9	14,750	-	-
Furniture, fixtures.....	17	27,650	9	13,500	17	27,650	2	2,300
Paper, allied products.....	53	98,600	2	3,050	45	82,600	12	22,250
Printing and publishing.....	22	44,800	15	33,500	20	41,550	6	18,500
Chemicals.....	42	103,750	14	31,550	27	52,250	17	54,650
Petroleum refining.....	13	26,850	-	-	8	12,100	9	15,300
Rubber and plastics.....	13	34,800	2	5,050	9	15,600	-	-
Leather products.....	14	34,900	-	-	14	34,900	4	4,850
Stone, clay, and glass.....	35	94,600	23	73,550	31	89,100	1	2,000
Primary metals.....	90	506,500	82	486,450	87	502,400	48	310,500
Fabricated metals.....	36	83,600	20	51,300	31	70,600	6	17,600
Machinery.....	95	274,100	81	254,500	88	261,150	5	6,850
Electrical machinery.....	86	313,850	70	280,800	81	303,350	6	24,800
Transportation equipment.....	98	986,400	75	911,700	92	793,150	9	55,250
Instruments.....	10	24,550	4	10,800	9	18,550	2	8,850
Miscellaneous manufacturing.....	10	22,400	3	12,400	9	21,400	3	11,100
Nonmanufacturing.....	744	3,343,250	218	1,508,050	645	2,902,800	184	1,190,900
Mining, crude petroleum, and natural gas.....	14	152,450	11	146,050	14	152,450	3	7,250
Transportation.....	62	573,000	41	450,200	53	535,400	37	469,300
Communications.....	63	437,450	47	399,150	63	437,450	4	16,150
Utilities, electric and gas.....	57	166,950	7	13,350	33	92,150	27	87,450
Wholesale trade.....	16	28,600	7	14,500	15	27,100	2	3,100
Retail trade.....	120	432,350	60	249,500	110	399,450	14	49,100
Hotels and restaurants.....	42	177,600	1	1,900	39	173,600	13	90,450
Services.....	64	304,900	15	115,000	53	214,050	19	169,000
Construction.....	303	1,066,200	29	118,400	263	868,900	63	296,550
Miscellaneous nonmanufacturing.....	3	3,750	-	-	2	2,250	2	2,550

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

² Deferred wage increases are agreed to in negotiations which

will become effective at specified dates during the contract term.

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

⁴ Excludes railroads and airlines.

Table 3.17 Issues and timing of contract reopeners

(In agreements covering 1,000 workers or more, July 1, 1976)

Reopener clause	Agreements	Workers	Reopener clause	Agreements	Workers
Issues			Timing		
All agreements.....	1,570	6,741,750	All agreements.....	1,570	6,741,750
All agreement reopeners.....	346	1,834,750	All agreement reopeners.....	346	1,834,750
Wages only.....	114	390,100	Fixed date reopener only.....	141	597,850
Nonwage items.....	82	437,150	Emergency reopener only.....	110	836,450
Wage and nonwage items.....	135	931,150	Reopener by mutual consent only.....	24	96,900
Agreement may be reopened, no reference to subjects.....	15	76,350	Agreements may be reopened at any time.....	47	205,300
No reference to agreement reopeners.....	1,224	4,907,000	May be reopened in the event allied agreements are reopened.....	3	5,750
All agreement reopeners ¹	346	1,834,750	Cost-of-living reviews.....	11	37,500
Wages.....	249	1,321,250	Fixed date and emergency reopener....	2	3,550
Nonwage items.....	217	1,368,300	Fixed date and mutual consent reopener.....	1	1,000
Agreements may be reopened no reference to subjects.....	15	76,350	Fixed date and amended at any time.....	4	7,450
			Emergency and amended at any time....	3	43,000
			No reference to agreement reopeners.....	1,224	4,907,000

¹ Nonadditive.

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

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

Table 3.18 Wage adjustments by duration

(In agreements covering 1,000 workers or more, July 1, 1976)

Wage adjustment provisions	All agreements		Less than 12 months ¹		12 months		13-23 months		24 months	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements.....	1,570	6,741,750	4	25,950	41	93,900	29	115,200	220	534,600
Cost-of-living only.....	41	275,150	-	-	-	-	-	-	4	6,150
Deferred wage increase only.....	592	1,695,100	1	6,500	19	47,150	21	62,600	133	315,000
Contract reopening only...	72	333,350	1	7,500	2	5,750	2	2,950	17	58,100
Cost-of-living and Deferred wage increase...	518	2,742,000	1	10,550	-	-	1	1,150	16	29,150
Cost-of-living and contract reopening.....	4	47,600	-	-	-	-	-	-	-	-
Deferred wage increase and contract reopening...	139	497,500	-	-	3	7,200	1	1,550	24	63,200
Cost-of-living, deferred wage increase, and contract reopening.....	131	956,300	-	-	-	-	2	41,100	5	9,300
No reference to wage adjustments.....	73	194,750	1	1,400	17	33,800	2	5,850	21	53,700
	25-35 months		36 months		37-47 months		48 months		Over 48 months ²	
All agreements.....	182	1,320,000	930	3,832,950	112	550,900	22	98,150	30	170,100
Cost-of-living only.....	3	175,100	32	74,900	2	19,000	-	-	-	-
Deferred wage increase only.....	63	259,500	307	799,600	28	128,950	12	39,850	8	35,950
Contract reopening only...	10	30,650	31	151,000	2	15,500	-	-	7	61,900
Cost-of-living and Deferred wage increase...	75	740,650	361	1,644,450	61	312,350	2	2,300	1	1,400
Cost-of-living and contract reopening.....	-	-	3	39,600	1	8,000	-	-	-	-
Deferred wage increase and contract reopening...	14	45,400	75	256,600	6	13,600	5	44,400	11	65,550
Cost-of-living, deferred wage increase, and contract reopening.....	10	42,000	99	799,100	12	53,500	2	9,100	1	2,200
No reference to wage adjustments.....	7	26,700	22	67,700	-	-	1	2,500	2	3,100

¹ Includes 2 agreements for 8 months, 1 for 9 months, and 1 for 5 months.

² Includes 1 agreement in effect for 51 months, 1 for 56

months, 1 for 59 months, 14 for 60 months, 1 for 64 months, 1 for 65 months, 2 for 72 months, 2 for 83 months, 1 for 96 months, and 6 that are open-ended.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Wage garnishment ¹		Equal pay for equal work		Red-circle rates ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	88	1,054,000	125	337,150	237	1,148,700
Manufacturing.....	826	3,398,500	49	591,100	94	232,950	191	867,250
Ordnance, accessories....	14	36,300	1	5,500	3	8,750	5	13,600
Food, kindred products....	104	301,250	4	7,900	10	51,650	26	130,250
Tobacco manufacturing....	9	27,700	1	2,400	1	4,100	1	3,850
Textile mill products....	15	42,450	-	-	4	14,700	1	2,500
Apparel.....	41	298,700	-	-	1	1,500	1	1,400
Lumber, wood products....	9	14,750	-	-	-	-	1	1,650
Furniture, fixtures.....	17	27,650	1	1,200	3	3,500	3	4,600
Paper, allied products....	53	98,600	11	25,600	-	-	14	23,600
Printing and publishing...	22	44,800	2	3,200	2	2,150	2	2,000
Chemicals.....	42	103,750	1	2,650	4	6,950	4	6,450
Petroleum refining.....	13	26,850	-	-	-	-	7	14,050
Rubber and plastics.....	13	34,800	-	-	4	5,200	1	1,250
Leather products.....	14	34,900	2	11,000	-	-	-	-
Stone, clay, and glass....	35	94,600	1	1,750	6	9,750	8	15,500
Primary metals.....	90	506,500	4	7,250	5	7,050	43	400,350
Fabricated metals.....	36	83,600	4	14,750	4	7,950	12	42,200
Machinery.....	95	274,100	8	36,650	15	26,550	22	55,200
Electrical machinery.....	86	313,850	4	36,950	17	59,200	19	72,000
Transportation equipment..	98	986,400	5	434,300	3	17,950	17	66,200
Instruments.....	10	24,550	-	-	1	1,500	4	10,600
Miscellaneous manufacturing.....	10	22,400	-	-	3	4,500	-	-
Nonmanufacturing.....	744	3,343,250	39	462,900	31	104,200	46	281,450
Mining, crude petroleum, and natural gas.....	14	152,450	1	1,400	1	1,200	1	1,750
Transportation.....	62	573,000	25	421,150	-	-	4	110,700
Communications.....	63	437,450	-	-	-	-	5	29,100
Utilities, electric and gas.....	57	166,950	1	1,550	2	7,250	13	31,500
Wholesale trade.....	16	28,600	2	2,350	-	-	1	1,400
Retail trade.....	120	432,350	7	15,250	7	18,750	12	89,850
Hotels and restaurants....	42	177,600	-	-	16	66,000	3	6,100
Services.....	64	304,900	1	13,000	4	9,950	4	6,950
Construction.....	303	1,066,200	2	8,200	-	-	1	1,400
Miscellaneous nonmanufacturing.....	3	3,750	-	-	1	1,050	2	2,700

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

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

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

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Part IV. Hours, Overtime, and Premium Pay

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

Table 4.1 Overtime provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Daily overtime		Weekly overtime		Overtime outside regularly scheduled hours	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	1,393	6,069,750	997	4,393,750	570	2,153,300
Manufacturing.....	826	3,398,500	783	3,291,200	576	2,360,350	233	861,700
Ordnance, accessories.....	14	36,300	14	36,300	10	24,000	8	26,350
Food, kindred products.....	104	301,250	95	289,000	84	199,450	19	91,700
Tobacco manufacturing.....	9	27,700	8	26,350	5	13,600	5	20,600
Textile mill products.....	15	42,450	14	41,250	13	31,550	3	11,350
Apparel.....	41	298,700	32	277,250	13	43,400	25	239,000
Lumber, wood products.....	9	14,750	7	10,750	6	9,550	4	7,400
Furniture, fixtures.....	17	27,650	17	27,650	13	20,700	6	11,350
Paper, allied products.....	53	98,600	52	96,300	50	93,400	8	17,650
Printing and publishing.....	22	44,800	18	38,300	4	4,700	17	39,100
Chemicals.....	42	103,750	41	100,550	36	92,500	10	22,700
Petroleum refining.....	13	26,850	13	26,850	11	24,350	7	14,400
Rubber and plastics.....	13	34,800	13	34,800	11	29,900	1	1,100
Leather products.....	14	34,900	13	33,700	7	11,550	3	11,000
Stone, clay, and glass.....	35	94,600	31	89,850	27	80,500	6	12,750
Primary metals.....	90	506,500	90	506,500	75	478,450	9	12,350
Fabricated metals.....	36	63,600	35	82,550	24	42,300	11	18,900
Machinery.....	95	274,100	94	272,500	70	161,850	27	72,450
Electrical machinery.....	86	313,850	84	311,800	45	153,950	23	69,500
Transportation equipment.....	98	986,400	94	946,000	58	806,700	37	169,350
Instruments.....	10	24,550	10	24,550	7	19,750	-	-
Miscellaneous manufacturing.....	10	22,400	8	18,400	7	18,200	4	12,700
Nonmanufacturing.....	744	3,343,250	610	2,778,550	421	2,033,400	337	1,271,600
Mining, crude petroleum, and natural gas.....	14	152,450	14	152,450	14	152,450	2	2,900
Transportation.....	62	573,000	44	404,300	26	315,600	27	117,100
Communications.....	63	437,450	53	340,100	56	337,450	20	141,500
Utilities, electric and gas.....	57	166,950	47	141,250	42	135,600	32	86,700
Wholesale trade.....	16	28,600	15	27,100	11	20,150	6	12,700
Retail trade.....	120	432,350	112	419,150	100	382,050	41	129,450
Hotels and restaurants.....	42	177,600	40	168,200	32	154,050	4	12,950
Services.....	64	304,900	44	220,350	41	173,200	5	21,650
Construction.....	303	1,066,200	239	903,100	97	360,300	200	746,650
Miscellaneous nonmanufacturing.....	3	3,750	2	2,550	2	2,550	-	-

See footnotes at end of table.

Table 4.1 Overtime provisions by industry—Continued

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	Graduated overtime rates ²		Equal distribution of overtime		Right to refuse overtime		Minimum overtime guarantee	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	370	1,518,350	661	2,832,700	280	1,346,650	23	70,050
Manufacturing.....	243	773,000	447	2,073,250	230	1,200,750	10	23,450
Ordnance, accessories.....	7	17,300	13	32,100	10	22,750	-	-
Food, kindred products.....	26	115,450	31	72,400	19	40,550	1	1,100
Tobacco manufacturing.....	5	14,050	3	9,200	1	2,400	-	-
Textile mill products.....	-	-	4	6,750	3	4,700	-	-
Apparel.....	-	-	9	28,250	2	3,950	-	-
Lumber, wood products.....	1	1,200	2	3,400	4	6,150	-	-
Furniture, fixtures.....	4	7,000	9	12,700	4	5,100	-	-
Paper, allied products.....	10	18,900	20	38,500	9	14,600	1	1,000
Printing and publishing.....	14	33,650	10	18,400	5	9,550	-	-
Chemicals.....	10	14,500	33	78,900	14	26,100	3	3,350
Petroleum refining.....	1	1,000	7	14,300	2	2,550	-	-
Rubber and plastics.....	2	2,400	13	34,800	8	15,100	-	-
Leather products.....	-	-	5	6,800	1	2,000	-	-
Stone, clay, and glass.....	18	53,850	14	27,750	11	35,300	2	2,350
Primary metals.....	13	23,350	62	317,650	21	47,650	-	-
Fabricated metals.....	9	33,600	26	59,900	13	27,900	-	-
Machinery.....	45	78,100	73	198,500	53	192,450	1	1,200
Electrical machinery.....	45	205,750	60	206,600	15	34,550	1	1,450
Transportation equipment.....	30	143,200	77	865,900	30	700,500	1	13,000
Instruments.....	2	7,700	8	21,950	3	3,700	-	-
Miscellaneous manufacturing.....	1	2,000	8	18,500	2	3,200	-	-
Nonmanufacturing.....	127	745,350	174	759,450	50	145,900	13	46,600
Mining, crude petroleum, and natural gas.....	5	7,050	10	142,950	5	8,350	2	3,150
Transportation.....	6	21,150	10	34,100	3	7,150	1	3,000
Communications.....	45	388,350	22	154,100	5	16,600	1	2,000
Utilities, electric and gas.....	33	107,600	43	125,600	10	25,750	-	-
Wholesale trade.....	1	3,250	6	9,400	3	4,050	2	2,400
Retail trade.....	6	10,300	24	88,600	16	54,750	3	4,100
Hotels and restaurants.....	3	11,300	7	26,500	-	-	1	4,200
Services.....	8	54,150	19	102,200	6	20,750	-	-
Construction.....	19	148,700	32	74,500	1	7,000	3	27,750
Miscellaneous nonmanufacturing.....	1	1,500	1	1,500	1	1,500	-	-

¹ Excludes railroads and airlines.

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

daily and double time after 10 hours daily.

NOTE: Nonadditive.

Table 4.2 Daily overtime rates by daily overtime hours

(In agreements covering 1,000 workers or more, July 1, 1976)

Daily overtime hours	All agreements		Total		Referring to daily overtime rate						Other ¹	
					Time and one-half		Double time		Varies ¹			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements.....	1,570	6,741,750	1,393	6,069,750	1,243	5,552,000	105	350,800	41	152,450	4	14,500
Daily overtime after specified hours.....	1,393	6,069,750	1,393	6,069,750	1,243	5,552,000	105	350,800	41	152,450	4	14,500
5 hours.....	1	11,000	1	11,000	1	11,000	-	-	-	-	-	-
7 hours.....	56	242,850	56	242,850	46	201,250	8	36,100	2	5,500	-	-
7.5 hours.....	31	150,700	31	150,700	29	147,500	2	3,200	-	-	-	-
8 hours.....	1,268	5,266,650	1,268	5,266,650	1,137	4,824,050	93	307,750	34	120,350	4	14,500
8.5 hours.....	2	2,350	2	2,350	2	2,350	-	-	-	-	-	-
9 hours.....	2	3,250	2	3,250	1	2,000	1	1,250	-	-	-	-
10 hours.....	6	8,800	6	8,800	6	8,800	-	-	-	-	-	-
Daily overtime hours vary ³	27	384,150	27	384,150	21	355,050	1	2,500	5	26,600	-	-
No reference to daily overtime hours.....	177	672,000	-	-	-	-	-	-	-	-	-	-

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

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

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

Table 4.3 Scheduled weekly hours by scheduled days of work

(In agreements covering 1,000 workers or more, July 1, 1976)

Scheduled weekly hours	All agreements		Referring to scheduled days of work					
			Total		Less than 5 days		5 days	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements.....	1,570	6,741,750	1,372	6,017,050	2	6,000	1,342	5,921,050
Total referring to scheduled weekly hours.....	1,363	5,950,400	1,343	5,899,100	2	6,000	1,314	5,805,100
Less than 35 hours.....	6	23,200	6	23,200	-	-	6	23,200
35-35.5 hours.....	78	289,500	77	288,450	-	-	77	288,450
36-36.5 hours.....	9	16,900	9	16,900	2	6,000	7	10,900
37-37.5 hours.....	39	196,100	39	196,100	-	-	39	196,100
38-38.5 hours.....	1	3,000	1	3,000	-	-	1	3,000
39-39.5 hours.....	3	4,150	3	4,150	-	-	3	4,150
40 hours.....	1,158	4,888,000	1,144	4,846,600	-	-	1,136	4,831,200
42 hours.....	1	1,050	1	1,050	-	-	1	1,050
45 hours.....	2	3,200	2	3,200	-	-	2	3,200
48 hours or more.....	8	26,400	8	26,400	-	-	1	3,500
Weekly hours vary ¹	53	491,750	50	486,300	-	-	40	439,150
Subject to local negotiation.....	1	1,200	1	1,200	-	-	-	-
Other ²	4	5,950	2	2,550	-	-	1	1,200
No reference to scheduled weekly hours.....	207	791,350	29	117,950	-	-	28	115,950
			Referring to scheduled days of work-continued				No reference to scheduled days of work	
			6 days	Varies	Other ³			
All agreements.....	8	43,100	18	44,700	2	2,200	198	724,700
Total referring to scheduled weekly hours.....	8	43,100	17	42,700	2	2,200	20	51,300
Less than 35 hours.....	-	-	-	-	-	-	-	-
35-35.5 hours.....	-	-	-	-	-	-	1	1,050
36-36.5 hours.....	-	-	-	-	-	-	-	-
37-37.5 hours.....	-	-	-	-	-	-	-	-
38-38.5 hours.....	-	-	-	-	-	-	-	-
39-39.5 hours.....	-	-	-	-	-	-	-	-
40 hours.....	1	1,200	7	14,200	-	-	14	41,400
42 hours.....	-	-	-	-	-	-	-	-
45 hours.....	-	-	-	-	-	-	-	-
48 hours or more.....	6	21,900	-	-	1	1,000	-	-
Weekly hours vary ¹	1	20,000	9	27,150	-	-	3	5,450
Subject to local negotiation.....	-	-	-	-	1	1,200	-	-
Other ²	-	-	1	1,350	-	-	2	3,400
No reference to scheduled weekly hours.....	-	-	1	2,000	-	-	178	673,400

¹ Agreements vary weekly hours by scheduled length of daily shifts, by occupation, and at employer or employee option.
² Includes 3 agreements for which weekly hours cannot be determined, and 1 agreement with a 36-1/4 hour workweek.

³ Includes 1 agreement in which workdays are subject to local negotiation, 1 agreement with 7 workdays, and 1 agreement for which workdays cannot be determined.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Scheduled weekly hours	All agreements		Overtime provisions						No reference to daily or weekly overtime	
			Daily overtime only		Weekly overtime only		Daily and weekly overtime			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements.....	1,570	6,741,750	432	1,767,650	36	91,650	961	4,302,100	141	580,350
Scheduled weekly hours Under 40.....	136	532,850	44	205,550	7	25,950	56	214,950	29	86,400
Less than 35 hours.....	6	23,200	4	20,500	-	-	1	1,400	1	1,300
35 hours.....	78	289,500	27	147,700	3	4,850	24	77,400	24	59,550
36 hours.....	9	16,900	1	1,800	-	-	7	13,800	1	1,300
37.5 hours.....	39	196,100	10	32,550	4	21,100	23	121,200	2	21,250
38 hours.....	1	3,000	-	-	-	-	-	-	1	3,000
39 hours.....	2	2,850	1	1,700	-	-	1	1,150	-	-
39.5 hours.....	1	1,300	1	1,300	-	-	-	-	-	-

Table 4.5 Daily and weekly overtime provisions

(In agreements covering 1,000 workers or more, July 1, 1976)

Daily overtime	All agreements		Weekly overtime after-							
			Total		Less than 35 hours		35 and 35.5 hours		36 and 36.5 hours	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements.....	1,570	6,741,750	997	4,393,750	1	1,400	21	58,450	7	13,800
Daily overtime after specified hours.....	1,393	6,069,750	961	4,302,100	1	1,400	18	53,600	7	13,800
6 hours.....	1	11,000	-	-	-	-	-	-	-	-
7 hours.....	56	242,850	23	72,350	1	1,400	17	51,700	2	2,600
7.5 hours.....	31	150,700	22	119,150	-	-	1	1,900	-	-
8 hours.....	1,268	5,266,650	893	3,885,450	-	-	-	-	5	11,200
8.5 hours.....	2	2,350	1	1,300	-	-	-	-	-	-
9 hours.....	2	3,250	1	2,000	-	-	-	-	-	-
10 hours.....	6	8,800	5	7,250	-	-	-	-	-	-
Hours vary!.....	27	384,150	16	214,600	-	-	-	-	-	-
No reference to daily overtime.....	177	672,000	36	91,650	-	-	3	4,850	-	-
Weekly overtime after--Continued										
	37 and 37.5 hours		40 hours		Over 40 hours		Varies ²		No reference to weekly overtime	
All agreements.....	25	135,700	910	3,937,550	14	34,550	19	212,300	573	2,348,000
Daily overtime after specified hours.....	22	116,300	884	3,879,950	12	28,050	17	209,000	432	1,767,650
6 hours.....	-	-	-	-	-	-	-	-	1	11,000
7 hours.....	-	-	3	16,650	-	-	-	-	33	170,500
7.5 hours.....	20	110,300	1	6,950	-	-	-	-	9	31,550
8 hours.....	2	6,000	872	3,824,300	9	23,500	5	20,450	375	1,381,200
8.5 hours.....	-	-	1	1,300	-	-	-	-	1	1,050
9 hours.....	-	-	1	2,000	-	-	-	-	1	1,250
10 hours.....	-	-	1	1,400	3	4,550	1	1,300	1	1,550
Hours vary.....	-	-	5	27,350	-	-	11	187,250	11	169,550
No reference to daily overtime.....	3	19,400	26	57,600	2	6,500	2	3,300	141	580,350

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

² Agreements vary weekly overtime by the scheduled length of daily shifts, by occupation, and by activity.

Table 4.6 Weekly overtime rate by weekly overtime hours

(In agreements covering 1,000 workers or more, July 1, 1976)

Weekly overtime hours	All agreements		Referring to weekly overtime rate									
			Total		Time and one-half		Double time		Varies ¹		Other ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements.....	1,570	6,741,750	997	4,393,750	942	4,222,300	33	106,450	19	49,600	3	15,400
Weekly overtime after specified hours.....	997	4,393,750	997	4,393,750	942	4,222,300	33	106,450	19	49,600	3	15,400
Less than 35 hours.....	1	1,400	1	1,400	1	1,400	-	-	-	-	-	-
35 and 35.5 hours.....	21	58,450	21	58,450	17	47,250	3	9,200	1	2,000	-	-
36 and 36.5 hours.....	7	13,800	7	13,800	2	2,600	3	7,500	2	3,700	-	-
37 and 37.5 hours.....	25	135,700	25	135,700	25	135,700	-	-	-	-	-	-
40 hours.....	910	3,937,550	910	3,937,550	869	3,796,950	27	89,750	12	38,950	2	11,900
More than 40 hours.....	14	34,550	14	34,550	13	31,050	-	-	-	-	1	3,500
Hours vary.....	19	212,300	19	212,300	15	207,350	-	-	4	4,950	-	-
No reference to weekly overtime.....	573	2,348,000	-	-	-	-	-	-	-	-	-	-

¹ Agreements vary the overtime rates by activity.

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

² Includes 3 agreements that refer to weekly overtime but do not specify a rate.

Table 4.7 Weekly overtime hours by scheduled weekly hours

(In agreements covering 1,000 workers or more, July 1, 1976)

Scheduled weekly hours	All agreements		Weekly overtime after--								
			Total		Less than 35 hours		35 and 35.5 hours		36 and 36.5 hours		
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	
All agreements.....	1,570	6,741,750	997	4,393,750	1	1,400	21	58,450	7	13,800	
Referring to scheduled weekly hours.....	1,363	5,950,400	880	4,074,950	1	1,400	21	58,450	7	13,800	
Less than 35 hours.....	6	23,200	1	1,400	1	1,400	-	-	-	-	
35 and 35.5 hours.....	78	289,500	27	82,250	-	-	21	58,450	-	-	
36 and 36.5 hours.....	9	16,900	7	13,800	-	-	-	-	7	13,800	
37 and 37.5 hours.....	39	196,100	27	142,300	-	-	-	-	-	-	
38 and 38.5 hours.....	1	3,000	-	-	-	-	-	-	-	-	
39 and 39.5 hours.....	3	4,150	1	1,150	-	-	-	-	-	-	
40 hours.....	1,158	4,888,000	767	3,532,850	-	-	-	-	-	-	
More than 40 hours.....	11	30,650	9	21,600	-	-	-	-	-	-	
Weekly hours vary.....	53	491,750	38	276,100	-	-	-	-	-	-	
Subject to local negotiation.....	1	1,200	1	1,200	-	-	-	-	-	-	
Other.....	4	5,950	2	2,300	-	-	-	-	-	-	
No reference to scheduled weekly hours.....	207	791,350	117	318,800	-	-	-	-	-	-	
					Weekly overtime after--Continued					No reference to weekly overtime	
					37 and 37.5 hours	40 hours	Over 40 hours	Varies ³			
All agreements.....	25	135,700	910	3,937,550	14	34,550	19	212,300	573	2,348,000	
Referring to scheduled weekly hours.....	25	135,700	802	3,637,600	8	19,850	16	208,150	483	1,875,450	
Less than 35 hours.....	-	-	-	-	-	-	-	-	5	21,800	
35 and 35.5 hours.....	1	4,000	5	19,800	-	-	-	-	51	207,250	
36 and 36.5 hours.....	-	-	-	-	-	-	-	-	2	3,100	
37 and 37.5 hours.....	23	130,650	4	11,650	-	-	-	-	12	53,800	
38 and 38.5 hours.....	-	-	-	-	-	-	-	-	1	3,000	
39 and 39.5 hours.....	-	-	1	1,150	-	-	-	-	2	3,000	
40 hours.....	1	1,050	763	3,513,650	2	3,150	1	15,000	391	1,355,150	
More than 40 hours.....	-	-	3	4,900	6	16,700	-	-	2	9,050	
Weekly hours vary.....	-	-	23	82,950	-	-	15	193,150	15	215,650	
Subject to local negotiation.....	-	-	1	1,200	-	-	-	-	-	-	
Other.....	-	-	2	2,300	-	-	-	-	2	3,650	
No reference to scheduled weekly hours.....	-	-	108	299,950	6	14,700	3	4,150	90	472,550	

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

² Includes 3 agreements in which weekly hours cannot be

determined, and 1 agreement with a 36-1/4 hour workweek.

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

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	Referring to overtime rate for work outside regularly scheduled hours											
	All agreements		Total		Time and one-half		Double time		Varies ¹		Other ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	570	2,153,300	409	1,615,250	120	355,300	30	137,600	11	45,150
Manufacturing.....	826	3,398,500	233	881,700	209	792,500	15	42,350	2	8,400	7	38,450
Ordinance, accessories.....	14	36,300	8	26,350	7	24,550	1	1,800	-	-	-	-
Food, kindred products.....	104	301,250	19	91,700	18	90,400	1	1,300	-	-	-	-
Tobacco manufacturing.....	9	27,700	5	20,600	5	20,600	-	-	-	-	-	-
Textile mill products.....	15	42,450	3	11,350	3	11,350	-	-	-	-	-	-
Apparel.....	41	298,700	25	239,000	25	239,000	-	-	-	-	-	-
Lumber, wood products.....	9	14,750	4	7,400	4	7,400	-	-	-	-	-	-
Furniture, fixtures.....	17	27,650	6	11,350	6	11,350	-	-	-	-	-	-
Paper, allied products.....	53	98,600	8	17,650	8	17,650	-	-	-	-	-	-
Printing and publishing.....	22	44,800	17	39,100	11	21,400	1	1,500	2	8,400	3	7,800
Chemicals.....	42	103,750	10	22,700	10	22,700	-	-	-	-	-	-
Petroleum refining.....	13	26,850	7	14,400	7	14,400	-	-	-	-	-	-
Rubber and plastics.....	13	34,800	1	1,100	1	1,100	-	-	-	-	-	-
Leather products.....	14	34,900	3	11,000	2	10,000	-	-	-	-	1	1,000
Stone, clay, and glass.....	35	94,600	6	12,750	6	12,750	-	-	-	-	-	-
Primary metals.....	90	506,500	9	12,350	8	11,050	1	1,300	-	-	-	-
Fabricated metals.....	36	83,600	11	18,900	8	12,850	3	6,050	-	-	-	-
Machinery.....	95	274,100	27	72,450	23	65,000	2	2,800	-	-	2	4,650
Electrical machinery.....	86	313,850	23	69,500	22	44,500	-	-	-	-	1	25,000
Transportation equipment.....	98	986,400	37	169,350	31	141,750	6	27,600	-	-	-	-
Instruments.....	10	24,550	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing.....	10	22,400	4	12,700	4	12,700	-	-	-	-	-	-
Nonmanufacturing.....	744	3,343,250	337	1,271,600	200	822,750	105	312,950	28	129,200	4	6,700
Mining, crude petroleum, and natural gas.....	14	152,450	2	2,900	2	2,900	-	-	-	-	-	-
Transportation ²	62	573,000	27	117,100	25	97,100	-	-	2	20,000	-	-
Communications.....	63	437,450	20	141,500	20	141,500	-	-	-	-	-	-
Utilities, electric and gas.....	57	166,950	32	86,700	30	83,250	2	3,450	-	-	-	-
Wholesale trade.....	16	28,600	6	12,700	6	12,700	-	-	-	-	-	-
Retail trade.....	120	432,350	41	129,450	38	123,050	1	3,000	1	1,500	1	1,900
Hotels and restaurants.....	42	177,600	4	12,950	4	12,950	-	-	-	-	-	-
Services.....	64	304,900	5	21,650	4	20,650	1	1,000	-	-	-	-
Construction.....	303	1,066,200	200	746,650	71	328,650	101	305,500	25	107,700	3	4,800
Miscellaneous nonmanufacturing.....	3	3,750	-	-	-	-	-	-	-	-	-	-

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

² Includes 4 agreements in which overtime rates are graduated according to the number of hours worked, 3 that refer to overtime but not

to rate, 1 that provides for a 10 percent premium, 1 that allows for a flat sum premium or an unspecified premium depending on the hours worked, and 2 that provide a flat sum premium.

³ Excludes railroads and airlines.

Table 4.9 Graduated overtime provisions

(In agreements covering 1,000 workers or more, July 1, 1976)

Graduated overtime provision	Agreements	Workers
All agreements.....	1,570	6,741,750
Total with graduated overtime provisions.....	370	1,518,350
Overtime rate graduated after specified daily hours.....	314	1,116,200
9 hours.....	9	38,400
10 hours.....	57	218,450
11 hours.....	25	115,300
12 hours.....	154	537,850
13 hours.....	2	2,500
14 hours.....	2	6,500
15 hours.....	1	1,550
16 hours.....	53	150,950
Over 16 hours ¹	3	10,000
Varies ²	5	23,900
Rate increases as hours increase.....	2	4,800
Other ³	1	6,000
Overtime rate graduated after specified weekly hours.....	56	402,150
Less than 48 hours ⁴	6	42,600
48 hours.....	2	3,050
49 hours.....	43	323,500
Over 49 hours.....	5	33,000
No reference to graduated overtime.....	1,200	5,223,400

¹ Includes 3 agreements that increase the daily overtime rate after 17 hours.

² Agreements vary the hours after which the overtime rates increase by occupation, location, and schedule.

³ Includes 1 agreement requiring graduated

daily overtime, hours not specified.

⁴ Includes 2 agreements that increase the weekly overtime rate after 44 hours, and 4 agreements after 47 hours.

⁵ Includes 5 agreements that increase the weekly overtime rate after 52 hours.

Table 4.10 Premium pay for weekends

(In agreements covering 1,000 workers or more, July 1, 1976)

Premium pay for weekends	Agreements	Workers
All agreements.....	1,570	6,741,750
Having premium pay for weekend work.....	1,430	6,070,400
Saturday, not part of regular workweek.....	880	3,741,400
Sunday, not part of regular workweek.....	1,211	5,136,200
Saturday, part of regular workweek.....	39	104,400
Sunday, part of regular workweek.....	193	1,545,850
Sixth day.....	441	2,111,050
Seventh day.....	441	2,443,750

NOTE: Nonadditive.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Premium pay rates									
			Total		Time and one-half		Double time		Rate increases as hours increase		Other ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	880	3,741,400	635	2,896,600	171	533,400	23	55,300	51	256,100
Manufacturing.....	826	3,398,500	528	2,243,500	482	2,127,950	23	59,500	18	45,500	5	10,550
Ordnance, accessories.....	14	36,300	11	25,250	11	25,250	-	-	-	-	-	-
Food, kindred products.....	104	301,250	63	219,550	60	212,850	1	1,000	1	3,200	1	2,500
Tobacco manufacturing.....	9	27,700	8	26,350	1	4,200	-	-	7	22,150	-	-
Textile mill products.....	15	42,450	7	18,550	7	18,550	-	-	-	-	-	-
Apparel.....	41	298,700	32	216,250	32	216,250	-	-	-	-	-	-
Lumber, wood products.....	9	14,750	5	8,400	4	5,900	-	-	1	2,500	-	-
Furniture, fixtures.....	17	27,650	15	24,950	13	22,100	-	-	2	2,850	-	-
Paper, allied products.....	53	98,600	15	25,900	14	24,050	1	1,850	-	-	-	-
Printing and publishing.....	22	44,800	15	35,000	2	2,500	7	18,900	6	13,600	-	-
Chemicals.....	42	103,750	11	20,300	10	18,950	-	-	-	-	1	1,350
Petroleum refining.....	13	26,850	-	-	-	-	-	-	-	-	-	-
Rubber and plastics.....	13	34,800	6	9,450	6	9,450	-	-	-	-	-	-
Leather products.....	14	34,900	8	23,650	8	23,650	-	-	-	-	-	-
Stone, clay, and glass.....	35	94,600	12	28,700	9	22,600	-	-	1	1,200	2	4,900
Primary metals.....	90	506,500	26	54,650	24	51,550	1	1,300	-	-	1	1,800
Fabricated metals.....	36	83,600	31	75,350	29	73,100	2	2,250	-	-	-	-
Machinery.....	95	274,100	85	215,700	80	208,200	5	7,500	-	-	-	-
Electrical machinery.....	86	313,850	78	287,000	77	285,900	1	1,100	-	-	-	-
Transportation equipment.....	98	986,400	83	887,200	78	861,600	5	25,600	-	-	-	-
Instruments.....	10	24,550	8	19,900	8	19,900	-	-	-	-	-	-
Miscellaneous manufacturing.....	10	22,400	9	21,400	9	21,400	-	-	-	-	-	-
Nonmanufacturing.....	744	3,343,250	352	1,497,900	153	768,650	148	473,900	5	9,800	46	245,550
Mining, crude petroleum, and natural gas.....	14	152,450	3	130,800	3	130,800	-	-	-	-	-	-
Transportation.....	62	573,000	25	152,750	21	127,950	1	2,800	-	-	3	22,000
Communications.....	63	437,450	4	39,800	4	39,800	-	-	-	-	-	-
Utilities, electric and gas.....	57	166,950	11	27,550	10	16,350	1	11,200	-	-	-	-
Wholesale trade.....	16	28,600	8	17,100	7	15,600	1	1,500	-	-	-	-
Retail trade.....	120	432,350	9	69,100	6	64,400	-	-	3	4,700	-	-
Hotels and restaurants.....	42	177,600	-	-	-	-	-	-	-	-	-	-
Services.....	64	304,900	22	88,700	17	49,350	2	2,650	-	-	3	36,700
Construction.....	303	1,066,200	269	970,600	84	322,900	143	455,750	2	5,100	40	186,850
Miscellaneous nonmanufacturing.....	3	3,750	1	1,500	1	1,500	-	-	-	-	-	-

¹ Includes 41 agreements that vary premium pay rates by activity, schedule, occupation; 3 that provide time and one-quarter; 1 that provides time and one-half in some instances, double time in others; 5 that provide

a cent-per-hour flat sum addition; and 1 other. ² Excludes railroads and airlines.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Premium pay rates					
	Agreements	Workers	Total		Time and one-half		Double time	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	1,211	5,136,200	259	1,222,500	871	3,461,550
Manufacturing.....	826	3,398,500	662	2,744,500	139	701,700	496	1,986,850
Ordnance, accessories.....	14	36,300	12	29,450	1	4,200	11	25,250
Food, kindred products.....	104	301,250	75	239,850	25	115,850	47	119,800
Tobacco manufacturing.....	9	27,700	8	26,350	-	-	7	23,400
Textile mill products.....	15	42,450	9	27,050	-	-	7	18,550
Apparel.....	41	298,700	14	43,700	2	6,500	12	37,200
Lumber, wood products.....	9	14,750	8	12,250	4	4,850	4	7,400
Furniture, fixtures.....	17	27,650	15	24,950	2	3,700	13	21,250
Paper, allied products.....	53	98,600	52	97,600	21	43,150	27	42,800
Printing and publishing.....	22	44,800	17	38,000	-	-	17	38,000
Chemicals.....	42	103,750	15	34,350	6	16,450	8	16,600
Petroleum refining.....	13	26,850	4	10,800	3	8,100	1	2,700
Rubber and plastics.....	13	34,800	13	34,800	3	3,650	10	31,150
Leather products.....	14	34,900	9	25,050	1	1,000	7	22,050
Stone, clay, and glass.....	35	94,600	32	90,800	21	72,800	7	10,300
Primary metals.....	90	506,500	78	476,850	45	413,100	27	55,050
Fabricated metals.....	36	83,600	32	76,500	1	1,150	31	75,350
Machinery.....	95	274,100	86	216,900	1	1,050	83	213,050
Electrical machinery.....	66	313,850	82	307,250	1	1,550	79	302,550
Transportation equipment.....	98	986,400	84	890,150	1	3,300	82	883,850
Instruments.....	10	24,550	9	23,050	1	1,300	6	21,750
Miscellaneous manufacturing.....	10	22,400	8	18,800	-	-	8	18,800
Nonmanufacturing.....	744	3,343,250	549	2,391,700	120	520,800	375	1,474,700
Mining, crude petroleum, and natural gas.....	14	152,450	6	137,800	3	7,000	3	130,800
Transportation.....	62	573,000	34	249,000	9	37,050	19	70,450
Communications.....	63	437,450	51	361,550	42	270,750	3	38,550
Utilities, electric and gas.....	57	166,950	34	98,500	11	38,400	21	57,200
Wholesale trade.....	16	28,600	13	24,950	7	14,350	5	9,600
Retail trade.....	120	432,350	105	391,650	26	77,400	57	188,900
Hotels and restaurants.....	42	177,600	1	2,400	-	-	1	2,400
Services.....	64	304,900	25	114,700	8	33,750	16	48,950
Construction.....	303	1,066,200	279	1,009,650	14	42,100	249	926,350
Miscellaneous nonmanufacturing.....	3	3,750	1	1,500	-	-	1	1,500

See footnotes at end of table.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	Premium pay rates-Continued					
	Time and one-half in some instances, double time in others		Flat sum addition		Other ²	
All industries.....	24	171,200	8	33,500	49	247,450
Manufacturing.....	16	34,700	2	3,100	9	18,150
Ordnance, accessories.....	-	-	-	-	-	-
Food, kindred products.....	2	2,900	1	1,300	-	-
Tobacco manufacturing.....	-	-	-	-	1	2,950
Textile mill products.....	2	8,500	-	-	-	-
Apparel.....	-	-	-	-	-	-
Lumber, wood products.....	-	-	-	-	-	-
Furniture, fixtures.....	-	-	-	-	-	-
Paper, allied products.....	2	7,100	-	-	2	4,550
Printing and publishing.....	-	-	-	-	-	-
Chemicals.....	-	-	-	-	1	1,300
Petroleum refining.....	-	-	-	-	-	-
Rubber and plastics.....	-	-	-	-	-	-
Leather products.....	-	-	-	-	1	2,000
Stone, clay, and glass.....	2	3,000	-	-	2	4,700
Primary metals.....	5	6,900	1	1,800	-	-
Fabricated metals.....	-	-	-	-	-	-
Machinery.....	1	1,200	-	-	1	1,600
Electrical machinery.....	1	2,100	-	-	1	1,050
Transportation equipment.....	1	3,000	-	-	-	-
Instruments.....	-	-	-	-	-	-
Miscellaneous manufacturing.....	-	-	-	-	-	-
Nonmanufacturing.....	8	136,500	6	30,400	40	229,300
Mining, crude petroleum, and natural gas.....	-	-	-	-	-	-
Transportation.....	3	119,500	3	22,000	-	-
Communications.....	2	13,050	-	-	4	39,200
Utilities, electric and gas.....	1	1,250	-	-	1	1,650
Wholesale trade.....	-	-	-	-	1	1,000
Retail trade.....	1	1,200	3	8,400	18	115,750
Hotels and restaurants.....	-	-	-	-	-	-
Services.....	-	-	-	-	1	32,000
Construction.....	1	1,500	-	-	15	39,700
Miscellaneous nonmanufacturing.....	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes 14 agreements that provide double time and one-half; 3 that provide triple time; 4 that provide time and one-half for the first 1 or 2 weekend days worked, double time

for the second or third and subsequent consecutive weekend days; 22 that vary the premium by activity or range of pay; 2 that increase the premium with the hours worked; and 4 other agreements.

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

(In agreements covering 1,000 workers or more, July 1, 1978)

Industry	All agreements		Premium pay rates					
			Total		Time and one-fourth		Time and one-half	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	39	104,400	12	39,200	12	21,850
Manufacturing.....	826	3,398,500	36	100,050	12	39,200	12	21,850
Ordnance, accessories.....	14	36,300	1	1,350	-	-	-	-
Food, kindred products.....	104	301,250	13	39,400	9	32,000	3	5,500
Tobacco manufacturing.....	9	27,700	2	6,600	-	-	2	6,600
Textile mill products.....	15	42,450	-	-	-	-	-	-
Apparel.....	41	298,700	-	-	-	-	-	-
Lumber, wood products.....	9	14,750	-	-	-	-	-	-
Furniture, fixtures.....	17	27,650	1	1,500	-	-	1	1,500
Paper, allied products.....	53	98,600	-	-	-	-	-	-
Printing and publishing.....	22	44,800	1	1,800	-	-	-	-
Chemicals.....	42	103,750	6	8,700	1	1,200	-	-
Petroleum refining.....	13	26,850	-	-	-	-	-	-
Rubber and plastics.....	13	34,800	-	-	-	-	-	-
Leather products.....	14	34,900	-	-	-	-	-	-
Stone, clay, and glass.....	35	94,600	1	1,400	-	-	1	1,400
Primary metals.....	90	506,500	7	30,550	-	-	4	5,650
Fabricated metals.....	36	83,600	-	-	-	-	-	-
Machinery.....	95	274,100	1	1,200	-	-	1	1,200
Electrical machinery.....	86	313,850	1	1,550	-	-	-	-
Transportation equipment.....	98	986,400	2	6,000	2	6,000	-	-
Instruments.....	10	24,550	-	-	-	-	-	-
Miscellaneous manufacturing.....	10	22,400	-	-	-	-	-	-
Nonmanufacturing.....	744	3,343,250	3	4,350	-	-	-	-
Mining, crude petroleum, and natural gas.....	14	152,450	1	1,750	-	-	-	-
Transportation.....	62	573,000	-	-	-	-	-	-
Communications.....	63	437,450	-	-	-	-	-	-
Utilities, electric, and gas.....	57	166,950	1	1,100	-	-	-	-
Wholesale trade.....	16	28,600	-	-	-	-	-	-
Retail trade.....	120	432,350	-	-	-	-	-	-
Hotels and restaurants.....	42	177,600	-	-	-	-	-	-
Services.....	64	304,900	-	-	-	-	-	-
Construction.....	303	1,066,200	-	-	-	-	-	-
Miscellaneous nonmanufacturing.....	3	3,750	1	1,500	-	-	-	-
Premium pay rates-Continued								
	Cents per hour		Flat sum addition		Other ¹		No reference to premium pay	
All industries.....	11	37,350	2	3,000	2	3,000	1,531	6,637,350
Manufacturing.....	8	33,000	2	3,000	2	3,000	790	3,298,450
Ordnance, accessories.....	1	1,350	-	-	-	-	13	34,950
Food, kindred products.....	-	-	-	-	1	1,900	91	261,850
Tobacco manufacturing.....	-	-	-	-	-	-	7	21,100
Textile mill products.....	-	-	-	-	-	-	15	42,450
Apparel.....	-	-	-	-	-	-	41	298,700
Lumber, wood products.....	-	-	-	-	-	-	9	14,750
Furniture, fixtures.....	-	-	-	-	-	-	16	26,150
Paper, allied products.....	-	-	-	-	-	-	53	98,600
Printing and publishing.....	-	-	1	1,800	-	-	21	43,000
Chemicals.....	3	5,200	1	1,200	1	1,100	36	95,050
Petroleum refining.....	-	-	-	-	-	-	13	26,850
Rubber and plastics.....	-	-	-	-	-	-	13	34,800
Leather products.....	-	-	-	-	-	-	14	34,900
Stone, clay, and glass.....	-	-	-	-	-	-	34	93,200
Primary metals.....	3	24,900	-	-	-	-	83	475,950
Fabricated metals.....	-	-	-	-	-	-	36	83,600
Machinery.....	-	-	-	-	-	-	94	272,900
Electrical machinery.....	1	1,550	-	-	-	-	85	312,300
Transportation equipment.....	-	-	-	-	-	-	96	980,400
Instruments.....	-	-	-	-	-	-	10	24,550
Miscellaneous manufacturing.....	-	-	-	-	-	-	10	22,400
Nonmanufacturing.....	3	4,350	-	-	-	-	741	3,338,900
Mining, crude petroleum, and natural gas.....	1	1,750	-	-	-	-	13	150,700
Transportation.....	-	-	-	-	-	-	62	573,000
Communications.....	-	-	-	-	-	-	63	437,450
Utilities, electric, and gas.....	1	1,100	-	-	-	-	56	165,850
Wholesale trade.....	-	-	-	-	-	-	16	28,600
Retail trade.....	-	-	-	-	-	-	120	432,350
Hotels and restaurants.....	-	-	-	-	-	-	42	177,600
Services.....	-	-	-	-	-	-	64	304,900
Construction.....	-	-	-	-	-	-	303	1,066,200
Miscellaneous nonmanufacturing.....	1	1,500	-	-	-	-	2	2,250

¹ Excludes railroads and airlines.

² Includes 1 agreement that provides double time and 1 that

varies the premium rate by scheduled hours.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Premium pay rate					
			Total		Time and one-fourth		Time and one-half	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	193	1,545,850	28	689,550	99	686,900
Manufacturing.....	826	3,398,500	132	1,313,850	20	673,150	77	547,400
Ordnance, accessories.....	14	36,300	3	8,600	-	-	1	6,050
Food, kindred products.....	104	301,250	17	53,400	-	-	12	40,950
Tobacco manufacturing.....	9	27,700	3	8,400	-	-	-	-
Textile mill products.....	15	42,450	-	-	-	-	-	-
Apparel.....	41	298,700	-	-	-	-	-	-
Lumber, wood products.....	9	14,750	1	2,500	-	-	1	2,500
Furniture, fixtures.....	17	27,650	-	-	-	-	-	-
Paper, allied products.....	53	98,600	2	2,300	-	-	2	2,300
Printing and publishing.....	22	44,800	-	-	-	-	-	-
Chemicals.....	42	103,750	13	22,950	-	-	1	1,200
Petroleum refining.....	13	26,850	-	-	-	-	-	-
Rubber and plastics.....	13	34,800	-	-	-	-	-	-
Leather products.....	14	34,900	-	-	-	-	-	-
Stone, clay, and glass.....	35	94,600	8	21,350	-	-	6	16,900
Primary metals.....	90	506,500	56	442,450	2	5,700	46	396,800
Fabricated metals.....	36	83,600	3	3,400	2	2,400	1	1,000
Machinery.....	95	274,100	12	90,000	5	34,900	5	52,900
Electrical machinery.....	86	313,850	5	34,100	3	7,550	1	25,000
Transportation equipment.....	98	986,400	9	624,400	8	622,600	1	1,800
Instruments.....	10	24,550	-	-	-	-	-	-
Miscellaneous manufacturing.....	10	22,400	-	-	-	-	-	-
Nonmanufacturing.....	744	3,343,250	61	232,000	8	16,400	22	139,500
Mining, crude petroleum, and natural gas.....	14	152,450	5	12,850	1	1,400	3	9,700
Transportation.....	62	573,000	2	5,000	-	-	1	1,000
Communications.....	63	437,450	13	103,400	-	-	13	103,400
Utilities, electric, and gas.....	57	166,950	29	86,200	7	15,000	3	22,200
Wholesale trade.....	16	28,600	2	2,550	-	-	1	1,350
Retail trade.....	120	432,350	7	18,300	-	-	1	1,850
Hotels and restaurants.....	42	177,600	-	-	-	-	-	-
Services.....	64	304,900	2	2,200	-	-	-	-
Construction.....	303	1,066,200	-	-	-	-	-	-
Miscellaneous nonmanufacturing.....	3	3,750	1	1,500	-	-	-	-

Industry	Premium pay rate-Continued							
	Cents per hour		Flat sum addition		Other ¹		No reference to premium pay	
All industries.....	33	99,100	12	24,800	21	45,500	1,377	5,195,900
Manufacturing.....	18	59,550	6	13,800	11	19,950	694	2,084,650
Ordnance, accessories.....	1	1,350	-	-	1	1,200	11	27,700
Food, kindred products.....	-	-	2	6,950	3	5,500	87	247,850
Tobacco manufacturing.....	-	-	-	-	3	8,400	6	19,300
Textile mill products.....	-	-	-	-	-	-	15	42,450
Apparel.....	-	-	-	-	-	-	41	298,700
Lumber, wood products.....	-	-	-	-	-	-	8	12,250
Furniture, fixtures.....	-	-	-	-	-	-	17	27,650
Paper, allied products.....	-	-	-	-	-	-	51	96,300
Printing and publishing.....	-	-	-	-	-	-	22	44,800
Chemicals.....	8	16,950	2	2,400	2	2,400	29	80,800
Petroleum refining.....	-	-	-	-	-	-	13	26,850
Rubber and plastics.....	-	-	-	-	-	-	13	34,800
Leather products.....	-	-	-	-	-	-	14	34,900
Stone, clay, and glass.....	-	-	2	4,450	-	-	27	73,250
Primary metals.....	7	38,700	-	-	1	1,250	34	64,050
Fabricated metals.....	-	-	-	-	-	-	33	80,200
Machinery.....	1	1,000	-	-	1	1,200	83	184,100
Electrical machinery.....	1	1,550	-	-	-	-	81	279,750
Transportation equipment.....	-	-	-	-	-	-	89	362,000
Instruments.....	-	-	-	-	-	-	10	24,550
Miscellaneous manufacturing.....	-	-	-	-	-	-	10	22,400
Nonmanufacturing.....	15	39,550	6	11,000	10	25,550	683	3,111,250
Mining, crude petroleum, and natural gas.....	1	1,750	-	-	-	-	9	139,600
Transportation.....	-	-	-	-	1	4,000	60	568,000
Communications.....	-	-	-	-	-	-	50	334,050
Utilities, electric, and gas.....	12	35,100	1	1,500	6	12,400	28	80,750
Wholesale trade.....	-	-	1	1,200	-	-	14	26,050
Retail trade.....	-	-	3	7,300	3	9,150	113	414,050
Hotels and restaurants.....	-	-	-	-	-	-	42	177,600
Services.....	1	1,200	1	1,000	-	-	62	302,700
Construction.....	-	-	-	-	-	-	303	1,066,200
Miscellaneous nonmanufacturing.....	1	1,500	-	-	-	-	2	2,250

¹ Excludes railroads and airlines.

² Includes 12 agreements that provide double time; 1 that

provides a 20-percent premium, 5 that provide a 25-percent premium, and 3 others.

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

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Total		Sixth day		Seventh day	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	541	2,864,350	441	2,111,050	441	2,443,750
Manufacturing.....	826	3,398,500	341	1,918,700	281	1,341,600	313	1,863,600
Ordnance, accessories.....	14	36,300	9	25,700	9	25,700	8	24,500
Food, kindred products.....	104	301,250	44	116,850	34	89,350	34	97,450
Tobacco manufacturing.....	9	27,700	3	6,900	3	6,900	3	6,900
Textile mill products.....	15	42,450	5	14,350	5	14,350	5	14,350
Apparel.....	41	298,700	3	7,700	1	1,000	3	7,700
Lumber, wood products.....	9	14,750	4	5,700	4	5,700	1	1,000
Furniture, fixtures.....	17	27,650	5	8,400	5	8,400	5	8,400
Paper, allied products.....	53	98,600	8	13,250	6	10,500	6	9,400
Printing and publishing.....	22	44,800	5	6,900	5	6,900	4	5,800
Chemicals.....	42	103,750	32	86,700	14	28,000	32	86,700
Petroleum refining.....	13	26,850	7	14,450	5	8,400	7	14,450
Rubber and plastics.....	13	34,800	8	15,200	7	13,950	4	4,950
Leather products.....	14	34,900	2	7,200	1	1,200	2	7,200
Stone, clay, and glass.....	35	94,600	19	59,200	14	41,100	19	59,200
Primary metals.....	90	506,500	64	457,500	57	447,700	64	457,500
Fabricated metals.....	36	83,600	9	17,300	8	16,200	9	17,300
Machinery.....	95	274,100	32	99,000	28	93,850	30	95,350
Electrical machinery.....	86	313,850	46	206,250	43	200,950	43	200,450
Transportation equipment.....	98	986,400	31	741,900	27	313,200	30	739,900
Instruments.....	10	24,550	4	7,050	4	7,050	3	3,900
Miscellaneous manufacturing.....	10	22,400	1	1,200	1	1,200	1	1,200
Nonmanufacturing.....	744	3,343,250	200	945,650	160	769,450	128	580,150
Mining, crude petroleum, and natural gas.....	14	152,450	6	14,050	5	12,300	5	11,550
Transportation.....	62	573,000	22	282,300	19	211,250	16	224,500
Communications.....	63	437,450	19	137,050	18	135,800	9	52,100
Utilities, electric, and gas.....	57	166,950	40	109,050	20	52,900	37	89,600
Wholesale trade.....	16	28,600	6	9,350	4	6,650	6	9,350
Retail trade.....	120	432,350	56	228,700	55	227,500	13	40,050
Hotels and restaurants.....	42	177,600	33	112,000	28	86,200	28	106,550
Services.....	64	304,900	15	47,150	9	33,850	12	41,950
Construction.....	303	1,066,200	2	4,500	1	1,500	1	3,000
Miscellaneous nonmanufacturing.....	3	3,750	1	1,500	1	1,500	1	1,500

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Part V. Paid and Unpaid Leave

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

Table 5.1 Leaves of absence by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Leave for--									
			Union business		Education		Military service		Maternity paternity		Personal reasons	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	933	4,277,900	132	781,600	920	4,459,150	601	2,246,300	784	3,401,650
Manufacturing.....	826	3,398,500	642	2,614,550	113	730,200	624	2,856,350	408	1,393,550	542	2,261,300
Ordnance, accessories.....	14	36,300	13	34,400	4	7,350	13	34,800	10	25,350	12	32,550
Food, kindred products.....	104	301,250	68	229,300	5	12,000	76	188,800	52	119,050	72	231,350
Tobacco manufacturing.....	9	27,700	6	15,950	-	-	3	10,250	6	20,350	4	9,150
Textile mill products.....	15	42,450	15	42,450	-	-	11	33,950	14	41,450	11	29,150
Apparel.....	41	298,700	14	36,850	-	-	23	204,850	21	72,200	20	87,700
Lumber, wood products.....	17	14,750	5	8,550	-	-	6	9,750	1	2,200	3	4,850
Furniture, fixtures.....	17	27,650	11	18,600	2	2,500	11	16,500	9	15,900	12	17,450
Paper, allied products.....	53	98,600	41	77,100	3	4,650	44	81,550	24	50,650	35	67,250
Printing and publishing.....	22	44,800	11	16,400	2	3,400	10	15,400	5	9,750	5	6,000
Chemicals.....	42	103,750	37	95,600	4	5,450	29	75,150	11	29,700	26	63,700
Petroleum refining.....	13	26,850	12	24,150	1	1,900	9	17,800	-	-	9	18,250
Rubber and plastics.....	13	34,800	13	34,800	2	16,300	13	34,800	12	19,800	11	18,500
Leather products.....	14	34,900	7	16,850	-	-	7	15,550	7	22,600	6	21,200
Stone, clay, and glass.....	35	94,600	29	86,000	4	17,500	26	81,050	20	46,950	19	48,200
Primary metals.....	90	506,500	75	346,850	31	286,550	78	481,800	14	151,200	47	239,300
Fabricated metals.....	36	83,600	28	68,350	5	6,350	28	68,900	15	45,500	24	60,200
Machinery.....	95	274,100	87	249,100	20	99,200	79	250,850	55	184,700	83	216,050
Electrical machinery.....	86	313,850	75	278,750	9	26,150	62	267,150	68	285,100	55	175,700
Transportation equipment.....	98	986,400	79	898,950	21	240,900	79	924,700	51	221,050	71	876,300
Instruments.....	10	24,550	8	17,050	-	-	9	23,450	9	23,050	8	17,050
Miscellaneous manufacturing.....	10	22,400	8	18,500	-	-	8	19,300	4	7,000	9	21,400
Nonmanufacturing.....	744	3,343,250	291	1,663,350	19	51,400	296	1,602,800	193	852,750	242	1,140,350
Mining, crude petroleum, and natural gas.....	14	152,450	13	148,650	2	7,200	9	21,050	2	3,750	8	14,350
Transportation.....	62	573,000	47	529,600	-	-	47	540,050	7	36,700	25	180,200
Communications.....	63	437,450	61	424,150	4	10,600	42	319,400	28	212,050	32	258,200
Utilities, electric and gas.....	57	166,950	51	143,550	3	8,600	42	126,050	10	21,800	26	94,150
Wholesale trade.....	16	28,600	8	13,700	1	1,350	8	13,750	7	14,850	9	18,750
Retail trade.....	120	432,350	71	238,000	-	-	90	299,950	96	383,250	77	290,200
Hotels and restaurants.....	42	177,600	9	31,150	-	-	20	95,250	14	54,700	22	118,850
Services.....	64	304,900	20	102,400	8	22,450	27	132,500	28	124,450	29	139,250
Construction.....	303	1,066,200	9	29,450	-	-	11	54,800	-	-	11	22,650
Miscellaneous nonmanufacturing.....	3	3,750	2	2,700	1	1,200	-	-	1	1,200	3	3,750

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 5.2 Vacation plans

(In agreements covering 1,000 workers or more, July 1, 1976)

Type of plan	Agreements	Workers
All agreements.....	1,570	6,741,750
Total with vacation plans.....	1,442	6,272,200
Graduated plans ¹	1,146	5,087,550
Uniform plans ²	6	18,950
Ratio-to-work plans ³	54	188,250
Funded plans ⁴	224	849,350
Other ⁵	12	128,100
No reference to vacation plans.....	128	469,550

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

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

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

⁴ Funded plans require employers to

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

⁵ Includes 1 agreement with vacations subject to local negotiation, 6 that refer to vacations but give no details, 3 that vary vacations by occupation, and 2 others.

Table E.3 Maximum vacation weeks allowed by industry

(In agreements covering 1,000 workers or more, July 1, 1978)

Industry	All agreements		Maximum amount of paid vacation time specified									
			Total ¹		Under 3 weeks		3 and 3.5 weeks		4 and 4.5 weeks		5 and 5.5 weeks ⁴	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	1,151	5,101,500	27	205,600	92	248,350	303	914,000	555	3,290,050
Manufacturing.....	826	3,398,500	750	3,085,700	17	164,350	54	124,900	197	614,150	339	1,847,800
Ordnance, accessories.....	14	36,300	12	32,900	-	-	-	-	6	20,550	4	9,150
Food, kindred products.....	104	301,250	98	291,150	-	-	6	9,050	33	131,000	40	95,100
Tobacco manufacturing.....	9	27,700	9	27,700	-	-	-	-	1	1,350	-	-
Textile mill products.....	15	42,450	15	42,450	3	8,450	9	29,000	3	5,000	-	-
Apparel.....	41	298,700	19	175,200	8	147,450	10	26,250	1	1,500	-	-
Lumber, wood products.....	9	14,750	7	11,250	-	-	2	2,700	4	6,900	1	1,650
Furniture, fixtures.....	17	27,650	17	27,650	2	3,250	6	11,000	8	12,300	1	1,100
Paper, allied products.....	53	98,600	53	98,600	-	-	-	-	7	9,900	3	3,100
Printing and publishing.....	22	44,800	9	17,650	-	-	-	-	4	11,550	5	6,100
Chemicals.....	42	103,750	34	66,050	-	-	-	-	4	12,000	15	28,500
Petroleum refining.....	13	26,850	13	26,850	-	-	-	-	-	-	13	26,850
Rubber and plastics.....	13	34,800	13	34,800	-	-	-	-	1	1,300	3	3,400
Leather products.....	14	34,900	10	27,550	1	1,000	2	3,000	6	21,950	-	-
Stone, clay, and glass.....	35	94,600	35	94,600	1	1,000	1	1,400	7	18,050	19	60,150
Primary metals.....	90	506,500	90	506,500	-	-	-	-	11	23,200	72	467,200
Fabricated metals.....	36	83,600	36	83,600	-	-	1	1,800	13	20,050	18	54,950
Machinery.....	95	274,100	92	263,000	1	1,200	3	3,650	33	117,400	44	115,250
Electrical machinery.....	86	313,850	83	304,500	-	-	2	2,750	21	56,600	51	219,600
Transportation equipment.....	98	986,400	86	908,750	1	2,000	9	28,700	29	127,900	40	738,000
Instruments.....	10	24,550	10	24,550	-	-	2	3,000	1	3,150	6	12,400
Miscellaneous manufacturing.....	10	22,400	9	20,400	-	-	1	2,600	4	12,500	4	5,300
Nonmanufacturing.....	744	3,343,250	401	2,015,800	10	41,250	38	123,450	106	299,850	216	1,442,250
Mining, crude petroleum, and natural gas.....	14	152,450	14	152,450	1	2,000	2	6,300	6	12,500	4	129,900
Transportation.....	62	573,000	47	473,850	-	-	1	1,350	6	9,900	38	457,250
Communications.....	63	437,450	63	437,450	-	-	-	-	12	32,500	49	402,200
Utilities, electric and gas.....	57	166,950	56	155,750	-	-	-	-	1	1,400	42	123,200
Wholesale trade.....	16	28,600	15	27,450	-	-	1	1,700	5	9,050	7	14,300
Retail trade.....	120	432,350	109	399,750	-	-	4	4,350	41	103,000	56	246,200
Hotels and restaurants.....	42	177,600	41	176,600	4	14,700	25	91,100	12	70,800	-	-
Services.....	64	304,900	48	154,600	4	8,550	4	6,650	18	52,300	19	67,700
Construction.....	303	1,066,200	6	35,350	1	16,000	1	12,000	3	5,850	1	1,500
Miscellaneous nonmanufacturing.....	3	3,750	2	2,550	-	-	-	-	2	2,550	-	-

See footnotes at end of table.

Table 5.3 Maximum vacation weeks allowed by industry — Continued

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	Maximum amount of paid vacation time specified ⁴		Ratio-to-work plans ⁷		Funded plans ⁸		Other ⁹		No reference to paid vacations	
	6 weeks or more									
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All industries.....	174	443,500	54	188,250	224	849,350	13	133,100	128	469,550
Manufacturing.....	143	334,500	33	118,000	22	89,350	8	70,900	13	34,550
Ordnance, accessories.....	2	3,200	1	1,500	-	-	-	-	1	1,900
Food, kindred products.....	19	56,000	4	7,300	-	-	-	-	2	2,800
Tobacco manufacturing.....	8	26,350	-	-	-	-	-	-	-	-
Textile mill products.....	-	-	-	-	-	-	-	-	-	-
Apparel.....	-	-	4	13,900	14	73,400	1	25,000	3	11,200
Lumber, wood products.....	-	-	2	3,500	-	-	-	-	-	-
Furniture, fixtures.....	-	-	-	-	-	-	-	-	-	-
Paper, allied products.....	43	85,600	-	-	-	-	-	-	-	-
Printing and publishing.....	-	-	9	19,050	3	6,500	-	-	1	1,600
Chemicals.....	15	25,550	1	3,200	2	3,300	4	29,700	1	1,500
Petroleum refining.....	-	-	-	-	-	-	-	-	-	-
Rubber and plastics.....	9	30,100	-	-	-	-	-	-	-	-
Leather products.....	1	1,600	-	-	3	6,150	1	1,200	-	-
Stone, clay, and glass.....	7	14,000	-	-	-	-	-	-	-	-
Primary metals.....	7	16,100	-	-	-	-	-	-	-	-
Fabricated metals.....	4	6,800	-	-	-	-	-	-	-	-
Machinery.....	11	25,500	3	11,100	-	-	-	-	-	-
Electrical machinery.....	9	25,550	1	1,850	-	-	1	5,000	1	2,500
Transportation equipment.....	7	12,150	7	54,600	-	-	1	10,000	4	13,050
Instruments.....	1	6,000	-	-	-	-	-	-	-	-
Miscellaneous manufacturing.....	-	-	1	2,000	-	-	-	-	-	-
Nonmanufacturing.....	31	109,000	21	70,250	202	760,000	5	62,200	115	435,000
Mining, crude petroleum, and natural gas.....	1	1,750	-	-	-	-	-	-	-	-
Transportation.....	2	5,350	6	35,100	7	39,050	-	-	2	25,000
Communications.....	2	2,750	-	-	-	-	-	-	-	-
Utilities, electric and gas.....	13	31,150	-	-	-	-	-	-	1	11,200
Wholesale trade.....	2	2,400	-	-	-	-	-	-	1	1,150
Retail trade.....	8	46,200	4	11,050	6	19,850	1	1,700	-	-
Hotels and restaurants.....	-	-	1	1,000	-	-	-	-	-	-
Services.....	3	19,400	5	12,100	2	3,000	3	58,500	6	76,700
Construction.....	-	-	5	11,000	187	698,100	1	2,000	104	319,750
Miscellaneous nonmanufacturing.....	-	-	-	-	-	-	-	-	1	1,200

¹ Includes all graduated and uniform vacation plans, except 1 graduated plan that specifies no maximum.

² Includes 1 agreement with a maximum of 3 weeks and 2 days, and 5 with 3-1/2 weeks.

³ Includes 11 agreements with a maximum of 4-1/2 weeks.

⁴ Includes 2 agreements with a maximum of 5 weeks and 2 days, and 17 with 5-1/2 weeks.

⁵ Excludes railroads and airlines.

⁶ Includes 3 agreements with a maximum of 6-1/2 weeks, 2 with 7-1/2 weeks, and 1 with 8 weeks.

⁷ Ratio-to-work plans relate the length of vacation to the number of

hours or days that an employee works during a given time period, usually the year preceding the allocation of vacations.

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

⁹ Includes 3 agreements that vary vacations by occupation, 6 that refer to vacations but give no details, 1 with vacations subject to local negotiation, 1 with a graduated plan that specifies no maximum, and 2 others.

Table 5.6 Miscellaneous vacation provisions

(In agreements covering 1,000 workers or more, July 1, 1976)

Miscellaneous vacation provisions	Agreements	Workers
All agreements.....	1,570	6,741,750
Extended vacations ¹	82	515,950
Vacation bonus.....	183	966,150
Paid absence allowances ²	61	932,500
Pro-rated vacation for part-time workers....	262	1,424,600
Total with plant shutdown for vacations ⁴	426	1,667,000
Automatic shutdown.....	139	376,600
Optional shutdown.....	265	1,046,450
Automatic and optional shutdown.....	5	134,900
Method of shutdown vague.....	14	55,850
Subject to local negotiation.....	3	53,200

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

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

vacation, or \$40).

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

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

NOTE: Nonadditive.

Table 5.7 Paid and unpaid holiday provisions

(In agreements covering 1,000 workers or more, July 1, 1976)

Paid and unpaid holidays	Agreements	Workers
All agreements.....	1,570	6,741,750
Total with holidays.....	1,520	6,577,850
Paid holidays only.....	1,274	5,589,500
Unpaid holidays only.....	193	700,450
Paid and unpaid holidays.....	42	193,750
Unable to determine if paid or unpaid.....	11	94,150
No reference to holidays.....	50	163,900

Table 5.8 Number of paid holidays and pay for time worked

(In agreements covering 1,000 workers or more, July 1, 1976)

Holiday provisions	Agreements	Workers
Number of holidays		
All agreements.....	1,570	6,741,750
Total with paid holidays.....	1,316	5,783,250
Fewer than 6 days.....	29	100,500
6 days.....	26	80,600
7 days.....	69	238,300
8 days.....	114	520,350
9 days.....	252	918,150
10 days.....	422	1,735,450
11 days.....	190	585,850
12 days.....	68	222,900
13 days.....	26	84,500
14 days.....	33	108,800
15 days.....	17	717,200
16 days.....	3	7,800
17 days.....	1	1,600
19 days.....	1	1,950
Funded holidays.....	48	255,200
Other ¹	17	204,100
No reference to paid holidays.....	254	958,500
Pay for time worked on holidays		
All agreements.....	1,570	6,741,750
Total with work rates on paid holidays.....	1,289	5,615,800
Double time.....	138	435,450
Double time and one-fourth.....	8	51,750
Double time and one-half.....	581	2,596,450
Double time and three-fourths.....	1	1,650
Triple time.....	439	2,010,350
Triple time and one-fourth.....	1	1,800
Quadruple time.....	1	1,650
Equal time off on another day or pay ²	7	16,100
Funded holidays.....	48	255,200
Varies with holiday.....	37	117,200
Varies according to specified criteria.....	6	48,300
Other ³	22	79,900
No reference to rates for holidays worked.....	27	167,450
No reference to paid holidays.....	254	958,500

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

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

³ Includes 3 agreements providing 8 full holidays and 2-half holidays.

⁴ Includes 6 agreements providing 9 full holidays and 1 half-holiday and 5 providing 9 full holidays and 2 half-holidays.

⁵ Includes 7 agreements providing 10 full holidays and 1 half-holiday and 3 providing 10 full holidays and 2 half-holidays.

⁶ Includes 2 agreements providing 11 full holidays and 1 half-holiday and 4 providing 11 full holidays and 2 half-holidays.

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

⁸ Includes 6 agreements that vary the number of holidays by location, 1 that refers to all recognized (national) holidays, 1 that refers holidays to local negotiation, and 9 that refer to paid holidays but give no details.

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

¹⁰ Includes agreements that pay a flat sum premium or make other arrangements not included above.

Table 5.9 Number of unpaid holidays and pay if worked

(In agreements covering 1,000 workers or more, July 1, 1978)

Holiday provisions	Agreements	Workers
All agreements.....	1,570	6,741,750
Total with unpaid holidays.....	235	894,200
1 day.....	6	46,800
2 days.....	3	4,400
3 days.....	3	9,400
4 days.....	3	8,500
5 days.....	9	40,750
6 days.....	81	234,100
7 days.....	51	212,000
8 days.....	28	136,300
9 days.....	17	68,800
10 days.....	5	11,900
11 days.....	2	3,650
12 days.....	2	9,200
Varies by location.....	2	4,100
Other.....	23	104,300
No reference to unpaid holidays.....	1,335	5,847,550
Pay for time worked on unpaid holidays		
All agreements.....	1,570	6,741,750
Total with rates for work on unpaid holidays.....	221	799,000
Time and one-half.....	7	11,500
Double time.....	176	621,050
Double time and one-half.....	2	8,150
Triple time or more.....	4	42,500
Varies with holiday.....	6	24,950
Other.....	26	90,850
No reference to rates for work on unpaid holidays.....	14	95,200
No reference to unpaid holidays.....	1,335	5,847,550

¹ Includes 1 agreement providing 6 full holidays and 1 half-holiday.

² Includes 1 agreement providing 9 full holidays and 2 half-holidays.

³ Includes 1 agreement providing 12 full holidays and 1 half-holiday.

⁴ Includes 8 agreements that vary

holidays by State or region, and 15 that provide unpaid holidays plus funded holidays.

⁵ Includes 15 agreements that provide unpaid holidays plus funded holidays, and 10 others.

Table 5.10 Selected payments for time not worked by industry

(In agreements covering 1,000 workers or more, July 1, 1978)

Industry	All agreements		Sick leave		Funeral leave		Jury duty		Court witness		Military service	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	428	2,157,650	1,058	4,735,400	1,002	8,202,850	359	2,153,800	413	2,511,850
Manufacturing.....	826	3,398,500	192	718,550	725	3,015,250	714	2,925,900	204	1,083,450	344	2,033,900
Ordnance, accessories.....	14	36,300	7	21,800	13	30,800	13	34,400	4	12,000	10	25,800
Food, kindred products.....	104	301,250	40	159,550	98	284,000	87	256,500	12	88,250	16	52,000
Tobacco manufacturing.....	9	27,700	1	2,950	9	27,700	9	27,700	2	3,950	3	5,750
Textile mill products.....	15	42,450	2	6,350	10	27,700	13	32,600	-	-	-	16,800
Apparel.....	41	298,700	-	-	15	159,950	8	17,850	-	-	-	-
Lumber, wood products.....	9	14,750	1	1,200	6	9,550	6	9,550	-	-	-	-
Furniture, fixtures.....	17	27,650	3	4,800	12	18,200	9	12,900	3	3,500	2	3,500
Paper, allied products.....	53	98,600	10	26,650	53	98,600	50	94,400	7	12,450	16	28,450
Printing and publishing.....	22	44,800	10	26,650	20	42,200	20	41,900	-	-	1	1,200
Chemicals.....	42	103,750	13	24,450	39	100,350	34	87,400	7	15,700	23	72,800
Petroleum refining.....	13	26,850	2	2,350	11	22,250	13	26,850	7	13,150	1	3,100
Rubber and plastics.....	13	34,800	-	-	13	34,800	13	34,800	-	-	12	33,500
Leather products.....	14	34,900	-	-	8	19,550	8	19,550	-	-	1	1,600
Stone, clay, and glass.....	35	94,600	1	2,000	33	87,200	33	92,200	2	2,800	17	54,700
Primary metals.....	90	506,500	11	26,000	84	486,150	90	506,500	64	465,250	55	414,500
Fabricated metals.....	36	83,600	5	8,150	32	75,100	32	78,500	11	35,500	16	37,100
Machinery.....	95	274,100	10	37,200	90	263,900	91	267,800	30	160,300	40	158,600
Electrical machinery.....	86	313,850	41	189,650	84	298,550	82	307,650	36	167,000	55	258,550
Transportation equipment.....	98	986,400	31	172,700	78	893,650	85	933,500	19	103,600	65	862,450
Instruments.....	10	24,550	3	4,100	10	24,550	10	24,550	-	-	2	3,000
Miscellaneous manufacturing.....	10	22,400	1	2,000	7	10,500	8	18,800	-	-	3	4,500
Nonmanufacturing.....	744	3,343,250	236	1,439,100	333	1,720,150	288	1,276,950	155	1,070,350	69	477,950
Mining, crude petroleum, and natural gas.....	14	152,450	2	127,000	12	147,250	11	144,150	6	13,300	6	137,100
Transportation.....	62	573,000	26	340,000	44	459,500	16	47,650	39	474,500	2	2,200
Communications.....	63	437,450	49	378,100	47	331,850	51	363,100	35	298,300	28	238,800
Utilities, electric and gas.....	57	166,950	36	105,350	47	130,750	44	127,300	27	71,950	16	51,250
Wholesale trade.....	16	28,600	12	23,200	14	25,750	11	16,500	4	5,650	1	1,350
Retail trade.....	120	432,350	57	234,950	111	410,550	109	402,300	22	118,200	12	36,700
Hotels and restaurants.....	42	177,600	12	61,050	13	41,450	11	32,500	2	5,300	-	-
Services.....	64	304,900	38	164,300	36	157,550	30	131,000	10	48,100	4	10,550
Construction.....	303	1,066,200	1	1,400	7	12,800	4	10,950	10	35,050	-	-
Miscellaneous nonmanufacturing.....	3	3,750	3	3,750	2	2,700	1	1,500	-	-	-	-
			Reporting pay	Call-in/call-back pay	Paid meal periods	Paid rest periods	Paid wash-up, clean-up, and clothes-changing time					
All industries.....			1,229	5,163,800	826	3,093,200	454	1,821,850	631	2,788,350	366	1,105,650
Manufacturing.....			752	3,162,250	581	1,656,500	265	1,125,450	319	1,509,650	226	601,300
Ordnance, accessories.....			14	36,300	12	32,550	5	14,750	7	21,350	6	14,000
Food, kindred products.....			85	265,550	64	210,150	37	98,750	71	226,300	27	75,350
Tobacco manufacturing.....			8	22,200	5	15,450	1	4,100	3	5,300	1	3,850
Textile mill products.....			15	42,450	6	10,750	-	-	3	8,500	2	6,000
Apparel.....			35	260,950	5	10,400	-	-	11	29,750	1	5,000
Lumber, wood products.....			8	13,250	3	5,350	3	5,350	3	6,350	1	1,200
Furniture, fixtures.....			15	24,400	10	14,800	3	4,600	13	21,050	3	3,100
Paper, allied products.....			51	95,500	49	93,000	25	50,450	23	42,350	8	12,950
Printing and publishing.....			14	32,950	10	19,450	5	13,750	5	5,850	2	9,100
Chemicals.....			34	67,250	38	90,550	26	57,350	11	23,700	16	28,900
Petroleum refining.....			12	25,350	12	25,350	8	16,450	-	-	7	14,950
Rubber and plastics.....			12	33,500	11	32,200	6	26,100	8	14,550	5	22,450
Leather products.....			13	33,700	2	3,600	1	1,600	5	14,600	1	1,600
Stone, clay, and glass.....			33	92,050	30	80,050	14	31,700	18	63,450	6	19,000
Primary metals.....			87	494,250	58	148,000	20	38,300	9	24,300	13	41,550
Fabricated metals.....			32	75,750	31	76,950	12	19,800	13	39,500	11	20,850
Machinery.....			92	268,550	79	249,250	33	99,200	27	75,200	40	93,300
Electrical machinery.....			83	294,150	71	243,500	26	78,150	50	143,800	31	83,550
Transportation equipment.....			89	937,200	71	269,100	36	559,550	30	726,550	41	136,550
Instruments.....			10	24,550	7	15,550	2	2,500	4	9,800	2	4,250
Miscellaneous manufacturing.....			10	22,400	7	10,500	2	3,000	5	7,400	2	3,800
Nonmanufacturing.....			477	2,001,550	245	1,436,700	189	696,400	312	1,278,700	140	504,350
Mining, crude petroleum, and natural gas.....			14	152,450	11	145,850	8	13,850	2	3,700	2	4,250
Transportation.....			36	312,950	28	402,150	10	60,700	20	120,850	7	23,150
Communications.....			7	49,500	48	359,050	17	114,900	47	298,800	3	17,200
Utilities, electric and gas.....			24	77,550	52	159,000	38	113,350	3	5,250	1	3,300
Wholesale trade.....			9	17,250	4	8,500	3	6,500	8	14,700	1	1,700
Retail trade.....			60	190,050	27	104,400	9	24,350	109	405,750	4	17,200
Hotels and restaurants.....			29	142,550	4	36,500	9	31,300	21	88,000	6	34,600
Services.....			25	88,250	20	72,550	3	3,650	32	169,450	6	26,400
Construction.....			271	968,450	49	146,150	91	326,300	69	171,150	110	376,550
Miscellaneous nonmanufacturing.....			2	2,550	2	2,550	1	1,500	1	1,050	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 5.11 Pay for time spent on union business by industry

[In agreements covering 1,000 workers or more, July 1, 1976]

Industry	All agreements		Pay for time spent on union business	
	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	817	3,643,500
Manufacturing.....	826	3,398,500	492	2,041,800
Ordnance, accessories.....	14	36,300	13	34,450
Food, kindred products.....	104	301,250	43	87,950
Tobacco manufacturing.....	9	27,700	2	2,900
Textile mill products.....	15	42,450	8	18,800
Apparel.....	41	298,700	4	9,450
Lumber, wood products.....	9	14,750	2	3,850
Furniture, fixtures.....	17	27,650	11	18,050
Paper, allied products.....	53	98,600	23	38,300
Printing and publishing.....	22	44,800	4	12,150
Chemicals.....	42	103,750	33	84,100
Petroleum refining.....	13	26,850	9	20,000
Rubber and plastics.....	13	34,800	10	31,100
Leather products.....	14	34,900	4	5,600
Stone, clay, and glass.....	35	94,600	25	73,700
Primary metals.....	90	506,500	38	115,900
Fabricated metals.....	36	83,600	29	73,950
Machinery.....	95	274,100	60	242,150
Electrical machinery.....	86	313,850	70	264,600
Transportation equipment.....	98	986,400	72	880,950
Instruments.....	10	24,550	7	16,150
Miscellaneous manufacturing.....	10	22,400	5	7,700
Nonmanufacturing.....	744	3,343,250	325	1,601,700
Mining, crude petroleum, and natural gas.....	14	152,450	6	11,650
Transportation.....	62	573,000	38	475,400
Communications.....	63	437,450	43	284,700
Utilities, electric and gas.....	57	166,950	35	115,650
Wholesale trade.....	16	28,600	4	5,200
Retail trade.....	120	432,350	8	20,050
Hotels and restaurants.....	42	177,600	1	1,500
Services.....	64	304,900	14	93,850
Construction.....	303	1,066,200	174	591,000
Miscellaneous nonmanufacturing.....	3	3,750	2	2,700

¹ Excludes railroads and airlines.

Table 5.12 Number of hours of reporting pay or work

(In agreements covering 1,000 workers or more, July 1, 1976)

Guaranteed hours	Agreements	Workers
All agreements.....	1,570	6,741,750
Total with provision.....	1,229	5,163,800
Number of hours specified		
Less than 2 hours.....	10	31,900
2 hours.....	289	931,150
3 hours.....	19	53,300
3.5 hours.....	24	105,050
4 hours.....	700	3,191,900
5 hours.....	5	10,650
6 hours.....	9	104,500
7 hours.....	20	50,550
7.5 hours.....	6	12,200
8 hours.....	119	522,800
Varies.....	21	99,850
Subject to local negotiation.....	1	5,200
Other.....	6	44,750
No reference to guaranteed hours of pay or work.....	341	1,577,950

¹ "Hours specified" refers to the initial guarantees for reporting. Some contracts graduate hours according to time worked.
² Agreements vary hours of reporting pay by activity, occupation, location, and schedule.
³ Includes 3 agreements that do not specify the guaranteed hours, and 3 agreements that provide a flat sum.

Table 5.13 Number of hours of call-in/call-back pay

(In agreements covering 1,000 workers or more, July 1, 1976)

Guaranteed hours of pay or work	Total		At straight time		At overtime rate		Minimum guarantee or overtime for hours worked		Rate not specified	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total.....	826	3,093,200	388	1,556,450	294	1,134,900	133	374,100	11	27,750
Number of hours specified ¹										
Less than 2 hours.....	10	24,550	1	1,500	9	23,050	-	-	-	-
2 hours.....	142	550,500	75	294,850	56	215,450	11	40,200	-	-
2.5 hours.....	5	14,300	-	-	4	12,450	1	1,850	-	-
3 hours.....	54	150,450	24	83,400	28	64,800	2	2,250	-	-
3.5 hours.....	2	4,500	2	4,500	-	-	-	-	-	-
4 hours.....	520	1,746,550	253	909,600	159	525,700	108	311,250	-	-
4.5 hours.....	1	5,600	1	5,600	-	-	-	-	-	-
5 hours.....	8	14,200	4	4,800	-	-	4	9,400	-	-
6 hours.....	14	210,850	9	185,950	3	22,500	2	2,500	-	-
8 hours.....	19	53,550	14	46,300	1	1,900	4	5,350	-	-
Minimum guarantee varies or overtime rate for time actually worked.....	1	1,300	-	-	-	-	1	1,300	-	-
Varies according to specified criteria, no overtime provision.....	5	20,050	5	20,050	-	-	-	-	-	-
Varies and includes overtime for time actually worked.....	8	62,900	-	-	8	62,900	-	-	-	-
Other.....	9	18,950	-	-	-	-	-	-	9	18,950
Overtime provided hours unspecified.....	26	206,150	-	-	26	206,150	-	-	-	-
Subject to local negotiation.....	2	8,800	-	-	-	-	-	-	2	8,800

¹ "Hours specified" refers to the initial guarantees for call-back. Some provisions graduate hours according to time worked.
² Agreements vary by time called in, by activity, and by time called in plus overtime.
³ Includes 1 agreement providing a flat sum premium; 2, a flat sum plus an overtime premium; 1, a minimum guarantee of 4 hours plus a flat sum premium; 1, a minimum guarantee of 1/10 the employee's basic weekly wage rate; 1, a minimum guarantee of a day's pay at overtime plus a percentage of the weekly rate; 1, a minimum guarantee of 3 hours at straight time plus actual hours worked; and 2 others.

Table 5.14 Total daily time allowances for paid rest periods

(In agreements covering 1,000 workers or more, July 1, 1976)

Total daily time allowance	Agreements	Workers
All agreements.....	1,570	6,741,750
Total with rest periods.....	631	2,788,350
Total daily time allowance specified.....	531	1,878,400
Fewer than 10 minutes.....	6	10,500
10 minutes.....	50	127,450
Over 10 and under 15 minutes.....	1	2,300
15 minutes.....	18	77,100
Over 15 and under 20 minutes.....	1	1,300
20 minutes.....	238	685,150
Over 20 and under 30 minutes.....	16	77,950
30 minutes.....	171	772,150
Over 30 and under 40 minutes.....	2	4,650
40 minutes.....	6	21,500
Over 40 minutes. ¹	3	19,750
Varies. ²	19	76,600
Subject to local negotiation.....	7	612,850
Other. ³	3	4,000
Reference to rest periods, no details given.....	90	293,100
No reference to rest periods.....	939	3,953,400

¹ Includes 1 agreement that provides a total daily time allowance of 45 minutes, and 2 that provide 50 minutes.

² Agreements vary the total daily time allowance by activity, length of scheduled shift, occupation, occupation and season, location,

and at the discretion of employer.

³ Includes 2 agreements in which the duration is determined by the number of hours worked and the activity involved, and 1 in which duration is left to management's discretion.

Table 5.15 Applicability of paid meal period and pay for time on union business

(In agreements covering 1,000 workers or more, July 1, 1976)

Applicability	Agreements	Workers	Applicability	Agreements	Workers
Paid meal provisions			Pay for time on union business		
All agreements.....	1,570	6,741,750	All agreements.....	1,570	6,741,750
Total referring to paid meal periods.....	454	1,821,850	Total referring to pay for time on union business.....	817	3,643,500
Within regular work schedule.....	177	546,550	Grievance and/or arbitration.....	312	1,263,600
Outside regular work schedule.....	210	622,500	Contract negotiations.....	7	15,750
Both.....	55	180,000	Other union business. ¹	195	722,500
Unclear.....	6	44,750	Grievance, arbitration, and contract negotiations.....	49	129,850
Subject to local negotiation.....	6	427,750	Grievance, arbitration, and other union business.....	167	1,173,750
No reference to paid meal periods.....	1,116	4,919,900	Contract negotiations and other union business.....	8	72,050
			Grievance, arbitration, negotiations, and other union business.....	36	139,100
			Other. ²	43	126,900
			No reference to pay for time on union business.....	753	3,098,250

¹ Other union business includes time spent collecting union dues, checking union cards, accompanying sick or injured employees to medical facilities,

attending labor-management committee meetings, and similar activities.

² Includes 43 agreements that refer to no specific type of activity.

Part VI. Seniority and Related Provisions

Seniority lists
Probationary periods
Superseniority
Retention of seniority rights
Testing

Table 6.1 Selected seniority provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Merging seniority lists		Probationary period for newly hired employees		Superseniority for union officials ¹		Retention of seniority in layoff ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	92	765,400	1,055	4,484,600	648	2,916,400	1,115	4,965,800
Manufacturing.....	826	3,398,500	37	257,350	726	3,060,050	387	1,972,500	740	2,999,250
Ordnance, accessories.....	14	36,300	-	-	13	34,350	10	27,050	11	30,650
Food, kindred products.....	104	301,250	12	86,300	91	264,400	20	37,750	93	276,650
Tobacco manufacturing.....	9	27,700	-	-	7	21,800	-	-	9	27,700
Textile mill products.....	15	42,450	-	-	15	42,450	9	27,550	13	32,600
Apparel.....	41	298,700	2	3,700	40	295,950	3	8,900	21	87,950
Lumber, wood products.....	9	14,750	-	-	5	8,850	3	6,200	8	12,250
Furniture, fixtures.....	17	27,650	-	-	16	25,450	10	13,550	15	22,750
Paper, allied products.....	53	98,600	1	1,250	46	85,900	9	17,400	49	91,100
Printing and publishing.....	22	44,800	2	5,200	6	7,150	8	12,550	13	19,350
Chemicals.....	42	103,750	4	10,250	38	73,050	10	18,700	38	92,550
Petroleum refining.....	13	26,850	2	5,000	10	19,250	-	-	13	26,850
Rubber and plastics.....	13	34,800	-	-	11	18,800	5	8,500	12	19,800
Leather products.....	14	34,900	-	-	13	33,900	3	9,200	6	15,800
Stone, clay, and glass.....	35	94,600	-	-	30	72,800	3	3,800	31	89,250
Primary metals.....	90	506,500	3	94,850	83	492,900	52	390,500	89	505,500
Fabricated metals.....	36	83,600	1	2,500	33	79,600	22	48,250	35	78,000
Machinery.....	95	274,100	6	32,750	92	268,950	72	192,750	95	274,100
Electrical machinery.....	86	313,850	1	3,600	66	247,950	57	219,350	75	276,300
Transportation equipment.....	98	986,400	3	11,950	93	923,000	80	912,250	94	973,150
Instruments.....	10	24,550	-	-	9	22,550	6	10,450	10	24,550
Miscellaneous manufacturing.....	10	22,400	-	-	9	21,000	5	7,800	10	22,400
Nonmanufacturing.....	744	3,343,250	55	508,050	329	1,424,550	261	943,900	375	1,966,550
Mining, crude petroleum, and natural gas.....	14	152,450	-	-	11	24,250	4	11,450	14	152,450
Transportation.....	62	573,000	36	465,850	47	482,950	17	110,400	47	489,600
Communications.....	63	437,450	3	10,050	21	92,850	-	-	56	412,150
Utilities, electric and gas.....	57	166,950	2	2,850	49	122,800	14	46,400	49	143,300
Wholesale trade.....	16	28,600	3	6,150	13	22,600	5	8,650	13	24,700
Retail trade.....	120	432,350	7	17,400	108	412,900	57	207,400	110	414,450
Hotels and restaurants.....	42	177,600	-	-	23	62,650	7	38,700	29	146,600
Services.....	64	304,900	1	1,050	36	135,650	11	36,500	33	133,350
Construction.....	303	1,066,200	3	4,700	19	65,200	145	482,900	22	47,250
Miscellaneous nonmanufacturing.....	3	3,750	-	-	2	2,700	1	1,500	2	2,700

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

² Includes 94 agreements, covering 342,700 workers, which refer to

recall but not to duration of seniority rights. See table 6.2.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 6.2 Retention of seniority rights during layoff and recall

(In agreements covering 1,000 workers or more, July 1, 1976)

Length of retention of seniority rights	Agreements	Workers
All agreements.....	1,570	6,741,750
Referring to recall and retention of seniority rights.....	1,115	4,965,800
Less than 6 months.....	23	64,350
6 months.....	83	287,750
1 year.....	242	723,850
1.5 years.....	18	44,250
2 years.....	150	526,150
2.5 years.....	5	14,550
3 years.....	90	496,000
4 years.....	13	39,850
5 years.....	22	100,000
More than 5 years.....	3	20,450
Seniority rights may be extended or no maximum retention specified.....	53	460,950
For a period equal or in proportion to length of service.....	301	1,340,600
Retention of seniority rights subject to local negotiation.....	7	475,900
Reference to recall but not to retention of seniority rights.....	94	342,700
Other ²	11	28,450
No reference to recall.....	455	1,775,950

¹ Includes agreements in primary metals industries that provide for retention of rights for 2 years. However, if the layoff continues beyond this point, employees with more than 2 years' service can retain rights for a period related

to their length of service over 2 years, up to a maximum of an additional 3 years.

² Includes agreements in which recall and seniority rights expire after less than 1 year or vary by occupation.

Table 6.3 Testing provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Testing provisions	
	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	274	2,037,150
Manufacturing.....	826	3,398,500	137	1,220,150
Ordnance, accessories.....	14	36,300	2	5,550
Food, kindred products.....	104	301,250	9	24,800
Tobacco manufacturing.....	9	27,700	-	-
Textile mill products.....	15	42,450	1	7,500
Apparel.....	41	298,700	-	-
Lumber, wood products.....	9	14,750	-	-
Furniture, fixtures.....	17	27,650	1	2,000
Paper, allied products.....	53	98,600	14	22,600
Printing and publishing.....	22	44,800	6	10,200
Chemicals.....	42	103,750	8	21,100
Petroleum refining.....	13	26,850	1	1,000
Rubber and plastics.....	13	34,800	3	3,650
Leather products.....	14	34,900	-	-
Stone, clay, and glass.....	35	94,600	3	4,850
Primary metals.....	90	506,500	34	362,700
Fabricated metals.....	36	83,600	6	19,000
Machinery.....	95	274,100	15	23,850
Electrical machinery.....	86	313,850	12	28,300
Transportation equipment.....	98	986,400	21	682,050
Instruments.....	10	24,550	-	-
Miscellaneous manufacturing.....	10	22,400	1	1,000
Nonmanufacturing.....	744	3,343,250	137	817,000
Mining, crude petroleum, and natural gas.....	14	152,450	1	4,100
Transportation ¹	62	573,000	27	411,350
Communications.....	63	437,450	4	27,100
Utilities, electric and gas.....	57	166,950	22	70,950
Wholesale trade.....	16	28,600	2	5,150
Retail trade.....	120	432,350	2	2,400
Hotels and restaurants.....	42	177,600	1	1,200
Services.....	64	308,900	5	30,000
Construction.....	303	1,066,200	73	264,750
Miscellaneous nonmanufacturing.....	3	3,750	-	-

¹ Excludes railroads and airlines.

Table 6.4 Applicability of testing provisions

(In agreements covering 1,000 workers or more, July 1, 1976)

Testing provision	Agreements	Workers
All agreements.....	1,570	6,741,750
All agreements with testing provisions.....	274	2,037,150
Hiring only.....	61	189,450
Promotion and transfer only.....	158	1,071,800
training only.....	20	642,050
Hiring, promotion and transfer.....	7	9,100
Hiring and training.....	1	1,500
Promotion, transfer, and training.....	15	81,650
Hiring, promotion, transfer, and training.....	4	12,900
Reference to testing, no details given.....	7	27,700
Other ¹	1	1,000
No reference to testing provisions.....	1,296	4,704,600
All agreements with testing provisions.....	274	2,037,150
Hiring.....	73	212,950
Promotion and transfer.....	184	1,175,450
Training.....	40	738,100
Reference to testing, no details given.....	7	27,700
Other.....	1	1,000

¹ Includes 1 agreement that provides testing as a part of training, and a special testing procedure to avoid lay-off.

NOTE: Nonadditive.

Part VII. Job Security Provisions

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

Table 7.1 Measures applicable in slack work periods by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Division of work		Reduction in hours		Regulation of overtime	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	111	565,600	284	1,934,900	61	443,350
Manufacturing.....	826	3,398,500	90	478,350	182	1,371,850	46	393,850
Ordnance, accessories.....	14	36,300	-	-	-	-	-	-
Food, kindred products.....	104	301,250	6	20,200	6	12,900	1	1,000
Tobacco manufacturing.....	9	27,700	-	-	2	5,450	1	1,350
Textile mill products.....	15	42,450	8	31,950	-	-	-	-
Apparel.....	41	298,700	35	280,050	-	-	2	16,500
Lumber, wood products.....	9	14,750	2	4,700	-	-	-	-
Furniture, fixtures.....	17	27,650	1	1,800	6	9,500	-	-
Paper, allied products.....	53	98,600	2	3,100	6	14,450	-	-
Printing and publishing.....	22	44,800	5	16,100	1	1,000	2	9,100
Chemicals.....	42	103,750	3	8,850	11	50,350	1	6,700
Petroleum refining.....	13	26,850	-	-	-	-	-	-
Rubber and plastics.....	13	34,800	2	2,450	6	20,650	1	15,000
Leather products.....	14	34,900	6	17,650	4	12,850	1	1,000
Stone, clay, and glass.....	35	94,600	6	16,400	7	15,650	2	2,950
Primary metals.....	90	506,500	1	4,500	40	337,450	23	318,950
Fabricated metals.....	36	83,600	1	1,800	15	27,200	3	3,700
Machinery.....	95	274,100	4	35,600	26	62,500	4	7,150
Electrical machinery.....	86	313,850	3	17,250	32	126,950	3	5,850
Transportation equipment.....	98	986,400	3	6,650	18	667,450	2	4,600
Instruments.....	10	24,550	-	-	1	5,700	-	-
Miscellaneous manufacturing.....	10	22,400	2	9,300	1	1,800	-	-
Nonmanufacturing.....	744	3,343,250	21	87,250	102	563,050	15	49,500
Mining, crude petroleum, and natural gas.....	14	152,450	1	2,000	3	8,950	1	4,100
Transportation.....	62	573,000	2	5,200	3	6,800	-	-
Communications.....	63	437,450	2	16,900	38	295,450	-	-
Utilities, electric and gas.....	57	166,950	5	28,250	-	-	2	2,300
Wholesale trade.....	16	28,600	1	1,400	-	-	2	2,350
Retail trade.....	120	432,350	-	-	39	152,000	-	-
Hotels and restaurants.....	42	177,600	1	1,150	2	25,000	1	24,000
Services.....	64	304,900	6	26,500	5	18,900	-	-
Construction.....	303	1,066,200	3	5,850	12	55,950	9	16,750
Miscellaneous nonmanufacturing.....	3	3,750	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.2 Interplant transfer and relocation allowance provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Interplant provisions					
			Transfer		Preferential hiring		Relocation allowance	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	425	3,075,250	170	1,944,550	170	1,800,850
Manufacturing.....	826	3,398,500	219	1,678,500	120	1,377,800	89	1,056,250
Ordnance, accessories.....	14	36,300	6	19,500	2	8,800	3	10,000
Food, kindred products.....	104	301,250	31	142,050	13	94,000	10	43,800
Tobacco manufacturing.....	9	27,700	2	5,400	-	-	-	-
Textile mill products.....	15	42,450	3	8,850	-	-	-	-
Apparel.....	41	298,700	2	4,200	2	10,500	-	-
Lumber, wood products.....	9	18,750	1	2,200	-	-	-	-
Furniture, fixtures.....	17	27,650	4	6,000	-	-	-	-
Paper, allied products.....	53	98,600	6	18,700	5	8,800	-	-
Printing and publishing.....	22	44,800	5	9,200	-	-	1	1,200
Chemicals.....	42	103,750	9	15,450	2	9,900	1	2,650
Petroleum refining.....	13	26,850	9	17,050	2	2,900	4	7,400
Rubber and plastics.....	13	34,800	5	5,950	2	18,750	-	-
Leather products.....	14	34,900	2	7,250	-	-	-	-
Stone, clay, and glass.....	35	94,600	16	38,450	11	41,900	3	4,100
Primary metals.....	90	506,500	34	376,100	32	351,800	29	366,400
Fabricated metals.....	36	83,600	9	32,900	9	32,750	7	29,750
Machinery.....	95	274,100	18	106,550	13	69,050	12	89,800
Electrical machinery.....	86	313,850	18	52,050	8	47,450	2	2,550
Transportation equipment.....	98	986,400	35	799,750	18	679,900	17	498,600
Instruments.....	10	24,550	2	7,500	1	1,300	-	-
Miscellaneous manufacturing.....	10	22,400	2	3,400	-	-	-	-
Nonmanufacturing.....	744	3,343,250	206	1,396,750	50	566,750	81	744,600
Mining, crude petroleum, and natural gas.....	14	152,450	5	135,100	4	10,400	2	7,200
Transportation.....	62	573,000	34	469,150	26	432,850	23	424,900
Communications.....	63	437,450	42	312,200	7	54,650	28	219,150
Utilities, electric and gas.....	57	166,950	32	95,350	6	24,450	21	68,850
Wholesale trade.....	16	28,600	7	11,050	1	1,350	1	1,350
Retail trade.....	120	432,350	68	288,800	4	17,300	2	4,950
Hotels and restaurants.....	42	177,600	2	6,000	1	24,000	-	-
Services.....	64	304,900	14	61,500	-	-	4	18,200
Construction.....	303	1,066,200	2	17,600	1	1,750	-	-
Miscellaneous nonmanufacturing.....	3	3,750	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.3 Subcontracting provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Subcontracting							
			Total		Limited		Prohibited		Not limited	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All industries.....	1,570	6,741,750	821	4,344,600	807	4,268,250	8	68,400	6	7,950
Manufacturing.....	826	3,398,500	399	2,268,250	391	2,253,000	3	8,300	5	6,950
Ordnance, accessories.....	14	36,300	8	25,700	8	25,700	-	-	-	-
Food, kindred products.....	104	301,250	33	136,700	31	130,200	1	4,500	1	2,000
Tobacco manufacturing.....	9	27,700	2	3,950	2	3,950	-	-	-	-
Textile mill products.....	15	42,450	5	17,550	5	17,550	-	-	-	-
Apparel.....	41	298,700	39	295,500	38	292,750	1	2,750	-	-
Lumber, wood products.....	9	14,750	6	10,050	6	10,050	-	-	-	-
Furniture, fixtures.....	17	27,650	6	8,750	5	7,700	1	1,050	-	-
Paper, allied products.....	53	98,600	23	45,250	22	44,050	-	-	1	1,200
Printing and publishing.....	22	44,800	9	24,800	9	24,800	-	-	-	-
Chemicals.....	42	103,750	19	32,950	19	32,950	-	-	-	-
Petroleum refining.....	13	26,850	10	19,000	10	19,000	-	-	-	-
Rubber and plastics.....	13	34,800	10	30,800	10	30,800	-	-	-	-
Leather products.....	14	34,900	7	17,650	7	17,650	-	-	-	-
Stone, clay, and glass.....	35	94,600	18	55,000	18	55,000	-	-	-	-
Primary metals.....	90	506,500	60	443,950	59	442,800	-	-	1	1,150
Fabricated metals.....	36	83,600	16	44,650	16	44,650	-	-	-	-
Machinery.....	95	274,100	48	175,900	48	175,900	-	-	-	-
Electrical machinery.....	86	313,850	18	42,600	17	41,000	-	-	1	1,600
Transportation equipment.....	98	986,400	50	803,600	49	802,600	-	-	1	1,000
Instruments.....	10	24,550	5	16,000	5	16,000	-	-	-	-
Miscellaneous manufacturing.....	10	22,400	7	17,900	7	17,900	-	-	-	-
Nonmanufacturing.....	744	3,343,250	422	2,076,350	416	2,015,250	5	60,100	1	1,000
Mining, crude petroleum, and natural gas.....	14	152,450	10	145,550	10	145,550	-	-	-	-
Transportation ¹	62	573,000	44	499,750	41	495,150	3	4,600	-	-
Communications.....	63	437,450	26	128,500	26	128,500	-	-	-	-
Utilities, electric and gas.....	57	166,950	43	128,850	42	127,200	1	1,650	-	-
Wholesale trade.....	16	28,600	4	6,000	4	6,000	-	-	-	-
Retail trade.....	120	432,350	13	87,150	12	33,300	1	53,850	-	-
Hotels and restaurants.....	42	177,600	6	51,800	6	51,800	-	-	-	-
Services.....	64	304,900	14	87,400	14	87,400	-	-	-	-
Construction.....	303	1,066,200	262	941,350	261	940,350	-	-	1	1,000
Miscellaneous nonmanufacturing.....	3	3,750	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 7.4 Apprenticeship and training provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Apprenticeship provision ¹		Training provisions			
	Agreements	Workers	Agreements	Workers	On-the-job ²		Tuition aid ³	
					Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	695	3,198,850	589	3,265,100	78	820,100
Manufacturing.....	826	3,398,500	358	2,002,850	316	1,683,850	59	707,000
Ordnance, accessories.....	14	36,300	10	29,100	11	30,350	1	5,500
Food, kindred products.....	104	301,250	15	42,400	26	126,750	1	1,600
Tobacco manufacturing.....	9	27,700	1	2,400	2	3,350	1	1,550
Textile mill products.....	15	42,450	2	6,300	3	4,450	-	-
Apparel.....	41	298,700	4	8,200	5	9,700	-	-
Lumber, wood products.....	9	14,750	3	5,650	2	2,400	-	-
Furniture, fixtures.....	17	27,650	9	16,100	7	12,500	-	-
Paper, allied products.....	53	98,600	21	44,350	19	32,250	4	6,750
Printing and publishing.....	22	44,800	18	39,600	10	16,450	1	1,400
Chemicals.....	42	103,750	12	26,300	15	26,650	5	13,050
Petroleum refining.....	13	26,850	4	7,400	7	11,050	-	-
Rubber and plastics.....	13	34,800	6	24,050	7	27,300	-	-
Leather products.....	14	34,900	-	-	2	2,500	-	-
Stone, clay, and glass.....	35	94,600	23	61,250	13	42,600	2	5,700
Primary metals.....	90	506,500	56	426,750	46	390,800	5	27,950
Fabricated metals.....	36	83,600	18	52,000	16	50,650	2	13,300
Machinery.....	95	274,100	55	197,450	43	143,550	8	12,550
Electrical machinery.....	86	313,850	35	127,550	25	122,750	13	103,950
Transportation equipment.....	98	986,400	59	869,000	51	619,800	16	513,700
Instruments.....	10	24,550	2	8,000	3	3,600	-	-
Miscellaneous manufacturing.....	10	22,400	5	9,000	3	4,400	-	-
Nonmanufacturing.....	744	3,343,250	337	1,196,000	273	1,581,250	19	113,100
Mining, crude petroleum, and natural gas.....	14	152,450	6	13,800	8	140,500	-	-
Transportation.....	62	573,000	4	52,300	31	471,050	-	-
Communications.....	63	437,450	2	26,250	21	143,400	9	68,700
Utilities, electric and gas.....	57	166,950	27	85,150	24	73,900	5	30,450
Wholesale trade.....	16	28,600	4	10,800	3	6,700	-	-
Retail trade.....	120	432,350	46	167,250	23	90,250	1	4,500
Hotels and restaurants.....	42	177,600	10	51,700	12	69,100	-	-
Services.....	64	304,900	6	22,850	22	122,350	4	9,450
Construction.....	303	1,066,200	230	763,350	127	461,300	-	-
Miscellaneous nonmanufacturing.....	3	3,750	2	2,550	2	2,700	-	-

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

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

term familiarization activities, often connected with transfer or promotion.

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

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.5 Selected work rules by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Limiting or regulating crew size		Weight limitations		Restrictions on work by non-bargaining unit personnel ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	337	1,398,950	44	137,250	1,007	4,566,700
Manufacturing.....	826	3,398,500	94	291,100	15	27,700	641	2,797,200
Ordnance, accessories.....	14	36,300	2	4,100	-	-	11	30,250
Food, kindred products.....	104	301,250	22	56,900	3	6,050	73	241,450
Tobacco manufacturing.....	9	27,700	2	3,950	1	1,350	6	16,300
Textile mill products.....	15	42,450	4	13,700	-	-	10	36,100
Apparel.....	41	298,700	2	7,200	-	-	31	148,650
Lumber, wood products.....	9	14,750	1	1,200	-	-	3	4,850
Furniture, fixtures.....	17	27,650	-	-	-	-	11	17,600
Paper, allied products.....	53	98,600	6	18,300	-	-	44	84,700
Printing and publishing....	22	44,800	11	25,450	1	1,000	9	24,100
Chemicals.....	42	103,750	2	2,350	2	3,900	31	50,900
Petroleum refining.....	13	26,850	3	3,950	-	-	10	2,900
Rubber and plastics.....	13	34,800	-	-	-	-	12	33,800
Leather products.....	14	34,900	1	4,000	-	-	8	24,250
Stone, clay, and glass.....	35	94,600	2	2,400	3	7,550	28	80,500
Primary metals.....	90	506,500	4	9,450	-	-	85	499,950
Fabricated metals.....	36	83,600	5	20,550	2	2,850	26	66,700
Machinery.....	95	274,100	8	40,050	-	-	80	244,700
Electrical machinery.....	86	313,850	4	23,450	1	1,200	73	281,400
Transportation equipment...	98	986,400	15	54,100	-	-	75	850,850
Instruments.....	10	24,550	-	-	-	-	7	15,750
Miscellaneous manufacturing.....	10	22,400	-	-	2	3,800	8	18,500
Nonmanufacturing.....	744	3,343,250	243	1,107,850	29	109,550	366	1,769,500
Mining, crude petroleum, and natural gas.....	14	152,450	3	127,600	1	2,000	11	145,850
Transportation.....	62	573,000	31	236,600	3	24,550	39	384,450
Communications.....	63	437,450	6	56,650	-	-	25	164,100
Utilities, electric and gas.....	57	166,950	27	80,950	1	1,200	41	101,400
Wholesale trade.....	16	28,600	3	3,850	-	-	8	12,750
Retail trade.....	120	432,150	13	43,750	2	4,800	78	306,850
Hotels and restaurants.....	42	177,600	8	37,800	1	3,800	16	93,450
Services.....	64	304,900	5	10,100	-	-	18	57,150
Construction.....	303	1,066,200	146	509,500	21	73,200	129	502,000
Miscellaneous nonmanufacturing.....	3	3,750	1	1,050	-	-	1	1,500

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

² Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.6 Advance notice provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Requiring advance notice							
			Total		Layoff		Plant shutdown or relocation		Technological change	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	788	3,770,750	661	3,099,250	148	544,150	171	1,224,400
Manufacturing.....	826	3,398,500	529	2,342,450	457	1,953,400	111	352,850	87	784,200
Ordnance, accessories.....	14	36,300	10	22,100	10	22,100	-	-	1	2,300
Food, kindred products.....	104	301,250	62	152,400	50	115,350	18	53,550	10	23,400
Tobacco manufacturing.....	9	27,700	9	27,700	6	17,950	6	16,650	1	1,350
Textile mill products.....	15	42,450	8	24,050	2	2,700	1	5,000	6	21,350
Apparel.....	41	298,700	11	150,950	1	3,000	5	13,800	6	137,350
Lumber, wood products.....	9	14,750	2	3,400	2	3,400	1	2,200	-	-
Furniture, fixtures.....	17	27,650	12	19,450	11	18,150	2	3,100	-	-
Paper, allied products.....	53	98,600	28	59,650	12	34,150	9	16,600	14	23,700
Printing and publishing....	22	44,800	20	41,400	18	39,300	3	4,150	12	25,800
Chemicals.....	42	103,750	25	50,200	23	44,400	1	1,050	5	14,850
Petroleum refining.....	13	26,850	9	18,900	9	18,900	4	7,000	1	1,550
Rubber and plastics.....	13	34,800	10	17,450	9	16,150	2	2,450	-	-
Leather products.....	14	34,900	6	16,250	2	3,000	3	7,250	3	12,000
Stone, clay, and glass.....	35	94,600	27	83,350	23	58,950	14	48,300	7	19,900
Primary metals.....	90	506,500	49	225,100	43	135,300	7	88,650	3	11,450
Fabricated metals.....	36	83,600	23	61,550	21	59,350	4	6,900	1	1,800
Machinery.....	95	274,100	70	229,150	70	229,150	12	24,550	4	8,200
Electrical machinery.....	86	313,850	64	254,950	62	248,850	9	21,500	1	9,000
Transportation equipment...	98	986,400	70	854,850	69	853,650	8	26,850	10	466,400
Instruments.....	10	24,550	8	20,300	8	20,300	2	3,300	1	2,000
Miscellaneous manufacturing.....	10	22,400	6	9,300	6	9,300	-	-	1	1,800
Nonmanufacturing.....	744	3,343,250	259	1,428,300	204	1,145,850	37	191,300	84	440,200
Mining, crude petroleum, and natural gas.....	14	152,450	4	132,350	3	129,850	-	-	2	127,500
Transportation.....	62	573,000	23	232,600	13	156,300	5	60,200	7	22,600
Communications.....	63	437,450	46	340,000	43	326,300	3	21,100	5	8,550
Utilities, electric and gas.....	57	166,950	34	124,350	31	102,600	2	2,300	8	35,850
Wholesale trade.....	16	28,600	10	20,450	6	11,950	1	1,000	4	8,500
Retail trade.....	120	432,350	85	343,150	64	237,000	16	48,200	40	159,150
Hotels and restaurants.....	42	177,600	15	69,900	13	64,600	4	9,700	4	17,500
Services.....	64	304,900	26	101,800	19	74,350	3	27,900	12	57,150
Construction.....	303	1,066,200	15	62,500	11	41,700	3	20,900	2	3,400
Miscellaneous nonmanufacturing.....	3	3,750	1	1,200	1	1,200	-	-	-	-

1 Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.7 Supplemental unemployment benefit plans and severance pay by industry

(In agreements covering 1,000 workers or more, July 1, 1978)

Industry	All agreements		Supplemental unemployment benefit plans		Severance pay	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	229	1,691,200	490	2,540,300
Manufacturing.....	826	3,398,500	198	1,545,150	339	1,782,950
Ordnance, accessories.....	14	36,300	1	1,500	3	4,450
Food, kindred products.....	104	301,250	5	12,200	51	196,450
Tobacco manufacturing.....	9	27,700	2	7,950	7	22,150
Textile mill products.....	15	42,450	3	11,350	-	-
Apparel.....	41	298,700	23	123,100	2	4,000
Lumber, wood products.....	9	14,750	-	-	1	1,200
Furniture, fixtures.....	17	27,650	2	2,500	2	2,500
Paper, allied products.....	53	98,600	-	-	24	54,550
Printing and publishing.....	22	44,800	5	16,700	10	13,550
Chemicals.....	42	103,750	-	-	27	74,550
Petroleum refining.....	13	26,850	-	-	11	23,800
Rubber and plastics.....	13	34,800	8	28,500	6	21,100
Leather products.....	14	34,900	-	-	6	17,400
Stone, clay, and glass.....	35	94,600	4	6,100	14	47,600
Primary metals.....	90	506,500	62	354,950	51	409,350
Fabricated metals.....	36	83,600	12	37,200	13	40,350
Machinery.....	95	274,100	30	156,300	30	105,500
Electrical machinery.....	86	313,850	6	43,150	43	200,000
Transportation equipment.....	98	986,400	35	743,650	28	518,550
Instruments.....	10	24,550	-	-	6	12,700
Miscellaneous manufacturing.....	10	22,400	-	-	4	13,200
Nonmanufacturing.....	744	3,343,250	31	146,050	151	757,350
Mining, crude petroleum, and natural gas.....	14	152,450	5	11,900	3	8,600
Transportation.....	62	573,000	1	1,000	3	3,200
Communications.....	63	437,450	-	-	57	409,500
Utilities, electric and gas.....	57	166,950	1	14,950	17	44,200
Wholesale trade.....	16	28,600	1	1,350	3	5,600
Retail trade.....	120	432,350	1	53,850	37	123,700
Hotels and restaurants.....	42	177,600	1	1,000	3	26,000
Services.....	64	304,900	-	-	24	127,650
Construction.....	303	1,066,200	21	62,000	2	6,200
Miscellaneous nonmanufacturing.....	3	3,750	-	-	2	2,700

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

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

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

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.8 Wage-employment guarantees by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Wage-employment guarantees					
			Total		Weekly		Monthly	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	191	1,306,050	142	849,100	4	9,700
Manufacturing.....	826	3,398,500	66	454,150	35	86,750	-	-
Ordnance, accessories.....	14	36,300	-	-	-	-	-	-
Food, kindred products.....	104	301,250	33	84,600	31	78,800	-	-
Tobacco manufacturing.....	9	27,700	-	-	-	-	-	-
Textile mill products.....	15	42,450	-	-	-	-	-	-
Apparel.....	41	298,700	1	3,000	-	-	-	-
Lumber, wood products.....	9	14,750	-	-	-	-	-	-
Furniture, fixtures.....	17	27,650	-	-	-	-	-	-
Paper, allied products.....	53	98,600	-	-	-	-	-	-
Printing and publishing.....	22	44,800	-	-	-	-	-	-
Chemicals.....	42	103,750	2	3,700	2	3,700	-	-
Petroleum refining.....	13	26,850	-	-	-	-	-	-
Rubber and plastics.....	13	34,800	1	1,250	1	1,250	-	-
Leather products.....	14	34,900	-	-	-	-	-	-
Stone, clay, and glass.....	35	94,600	-	-	-	-	-	-
Primary metals.....	90	506,500	25	344,550	-	-	-	-
Fabricated metals.....	36	83,600	3	14,050	-	-	-	-
Machinery.....	95	274,100	1	3,000	1	3,000	-	-
Electrical machinery.....	86	313,850	-	-	-	-	-	-
Transportation equipment.....	98	986,400	-	-	-	-	-	-
Instruments.....	10	24,550	-	-	-	-	-	-
Miscellaneous manufacturing.....	10	22,400	-	-	-	-	-	-
Nonmanufacturing.....	744	3,343,250	125	851,900	107	762,350	4	9,700
Mining, crude petroleum, and natural gas.....	14	152,450	2	7,200	-	-	-	-
Transportation.....	62	573,000	41	497,750	32	459,200	-	-
Communications.....	63	437,450	-	-	-	-	-	-
Utilities, electric, and gas.....	57	166,950	7	13,100	6	12,000	-	-
Wholesale trade.....	16	28,600	9	15,700	9	15,700	-	-
Retail trade.....	120	432,350	30	126,150	30	126,150	-	-
Hotels and restaurants.....	42	177,600	2	5,300	2	5,300	-	-
Services.....	64	304,900	14	121,500	12	88,500	-	-
Construction.....	303	1,066,200	20	65,200	16	55,500	4	9,700
Miscellaneous nonmanufacturing.....	3	3,750	-	-	-	-	-	-

Wage-employment guarantees-Continued

Industry	More than one month but less than one year		Annual		Other ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	34	373,300	10	41,950	1	32,000
Manufacturing.....	29	361,600	2	5,800	-	-
Ordnance, accessories.....	-	-	-	-	-	-
Food, kindred products.....	-	-	2	5,800	-	-
Tobacco manufacturing.....	-	-	-	-	-	-
Textile mill products.....	-	-	-	-	-	-
Apparel.....	1	3,000	-	-	-	-
Lumber, wood products.....	-	-	-	-	-	-
Furniture, fixtures.....	-	-	-	-	-	-
Paper, allied products.....	-	-	-	-	-	-
Printing and publishing.....	-	-	-	-	-	-
Chemicals.....	-	-	-	-	-	-
Petroleum refining.....	-	-	-	-	-	-
Rubber and plastics.....	-	-	-	-	-	-
Leather products.....	-	-	-	-	-	-
Stone, clay, and glass.....	-	-	-	-	-	-
Primary metals.....	25	344,550	-	-	-	-
Fabricated metals.....	3	14,050	-	-	-	-
Machinery.....	-	-	-	-	-	-
Electrical machinery.....	-	-	-	-	-	-
Transportation equipment.....	-	-	-	-	-	-
Instruments.....	-	-	-	-	-	-
Miscellaneous manufacturing.....	-	-	-	-	-	-
Nonmanufacturing.....	5	11,700	8	36,150	1	32,000
Mining, crude petroleum, and natural gas.....	2	7,200	-	-	-	-
Transportation.....	2	3,500	7	35,050	-	-
Communications.....	-	-	-	-	-	-
Utilities, electric, and gas.....	-	-	1	1,100	-	-
Wholesale trade.....	-	-	-	-	-	-
Retail trade.....	-	-	-	-	-	-
Hotels and restaurants.....	-	-	-	-	-	-
Services.....	1	1,000	-	-	1	32,000
Construction.....	-	-	-	-	-	-
Miscellaneous nonmanufacturing.....	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes 1 agreement with provision existing but no details given.

Part VIII. Dispute Settlement

Grievances
Arbitration
No-strike; No-lockouts

Table 8.1 Grievance and arbitration provisions by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Grievance and arbitration provisions						No reference to grievance and arbitration	
			Total		Grievance only		Grievance and arbitration			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	1,552	6,679,850	49	152,250	1,503	6,527,600	18	61,900
Manufacturing.....	826	3,398,500	824	3,395,550	23	60,350	801	3,335,200	2	2,950
Ordnance, accessories.....	14	36,300	13	34,350	-	-	13	34,350	1	1,950
Food, kindred products.....	104	301,250	104	301,250	1	1,200	103	300,050	-	-
Tobacco manufacturing.....	8	27,700	9	27,700	3	10,900	6	16,800	-	-
Textile mill products.....	15	42,450	15	42,450	-	-	15	42,450	-	-
Apparel.....	41	298,700	41	298,700	-	-	41	298,700	-	-
Lumber, wood products.....	9	14,750	9	14,750	2	3,500	7	11,250	-	-
Furniture, fixtures.....	17	27,650	17	27,650	1	1,800	16	25,850	-	-
Paper, allied products.....	53	98,600	53	98,600	1	1,850	52	96,750	-	-
Printing and publishing.....	22	44,800	22	44,800	1	1,100	21	43,700	-	-
Chemicals.....	42	103,750	42	103,750	-	-	42	103,750	-	-
Petroleum refining.....	13	26,850	13	26,850	-	-	13	26,850	-	-
Rubber and plastics.....	13	34,800	13	34,800	-	-	13	34,800	-	-
Leather products.....	14	34,900	14	34,900	-	-	14	34,900	-	-
Stone, clay, and glass.....	35	94,600	35	94,600	1	1,200	34	93,400	-	-
Primary metals.....	90	506,500	90	506,500	2	3,400	88	503,100	-	-
Fabricated metals.....	36	83,600	36	83,600	-	-	36	83,600	-	-
Machinery.....	95	274,100	95	274,100	4	10,900	91	263,200	-	-
Electrical machinery.....	86	313,850	86	313,850	1	1,000	85	312,850	-	-
Transportation equipment.....	98	986,400	98	986,400	5	17,500	93	968,900	-	-
Instruments.....	10	24,550	10	24,550	1	6,000	9	18,550	-	-
Miscellaneous manufacturing.....	10	22,400	9	21,400	-	-	9	21,400	1	1,000
Non-manufacturing.....	744	3,343,250	728	3,284,300	26	91,900	702	3,192,400	16	58,950
Mining, crude petroleum and natural gas.....	14	152,450	14	152,450	-	-	14	152,450	-	-
Transportation.....	62	573,000	62	573,000	2	6,100	60	566,900	-	-
Communications.....	63	437,450	63	437,450	3	26,150	60	411,300	-	-
Utilities, electric and gas.....	57	166,950	57	166,950	1	1,550	56	165,400	-	-
Wholesale trade.....	16	28,600	16	28,600	-	-	16	28,600	-	-
Retail trade.....	120	432,350	120	432,350	-	-	120	432,350	-	-
Hotels and restaurants.....	42	177,600	41	176,400	1	6,500	40	169,900	1	1,200
Services.....	64	304,900	63	300,900	2	6,000	61	294,900	1	4,000
Construction.....	303	1,066,200	289	1,012,450	17	45,600	272	966,850	14	53,750
Miscellaneous non-manufacturing.....	3	3,750	3	3,750	-	-	3	3,750	-	-

1 Excludes railroads and airlines.

Table 8.2 Exclusions from grievance and arbitration procedures

(In agreements covering 1,000 workers or more, July 1, 1976)

Type of exclusion	Grievance procedures		Arbitration procedures	
	Agreements	Workers	Agreements	Workers
All agreements.....	1,570	6,741,750	1,570	6,741,750
All agreements with grievance or arbitration procedures.....	1,552	6,679,850	1,504	6,529,150
All grievance or arbitration exclusions...	252	1,089,050	409	2,281,550
Wage adjustments.....	131	641,600	233	1,459,200
Plant administration.....	73	273,350	192	1,365,400
Administration of supplementary benefits.....	77	284,200	143	1,060,550
Job security.....	17	48,350	32	240,500
Administration of union security provisions.....	3	8,700	12	37,750
Other issues ¹	10	35,050	9	30,050
No reference to grievance or arbitration exclusions.....	1,300	5,590,800	1,095	4,247,600
No reference to grievance or arbitration procedures.....	18	61,900	66	212,600

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

administration of apprenticeship programs.

NOTE: Nonadditive.

Table 8.3 No-strikes, no-lockouts by industry

(In agreements covering 1,000 workers or more, July 1, 1976)

Industry	All agreements		Provisions for strike and lockout bans								No provision for strike and lockout bans	
			Total		Absolute bans ¹		Limited bans ²		Subject to local negotiation			
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries.....	1,570	6,741,750	1,462	6,270,300	625	2,026,200	836	4,235,400	1	8,700	108	471,450
Manufacturing.....	826	3,398,500	784	3,279,050	406	1,184,100	377	2,086,250	1	8,700	42	119,450
Ordnance, accessories.....	14	36,300	13	34,350	8	19,400	5	14,950	-	-	1	1,950
Food, kindred products.....	104	301,250	99	291,500	47	139,400	52	152,100	-	-	5	9,750
Tobacco manufacturing.....	9	27,700	8	23,850	2	5,450	6	18,400	-	-	1	3,850
Textile mill products.....	15	42,450	14	41,450	1	2,500	13	38,950	-	-	1	1,000
Apparel.....	41	298,700	41	298,700	8	145,000	33	153,700	-	-	-	-
Lumber, wood products.....	9	14,750	9	14,750	3	5,650	6	9,100	-	-	-	-
Furniture, fixtures.....	17	27,650	16	24,150	7	10,200	9	13,950	-	-	1	3,500
Paper, allied products.....	53	98,600	53	98,600	42	83,650	11	14,950	-	-	-	-
Printing and publishing.....	22	44,800	17	37,250	7	8,750	10	28,500	-	-	5	7,550
Chemicals.....	42	103,750	33	64,150	25	43,750	8	20,400	-	-	9	39,600
Petroleum refining.....	13	26,850	13	26,850	3	8,400	10	18,450	-	-	-	-
Rubber and plastics.....	13	34,800	12	33,200	8	12,150	4	21,050	-	-	1	1,600
Leather products.....	14	34,900	13	33,700	6	15,850	7	17,850	-	-	1	1,200
Stone, clay, and glass.....	35	94,600	31	88,800	23	65,700	8	23,100	-	-	4	5,800
Primary metals.....	90	506,500	86	486,600	44	147,000	42	339,600	-	-	4	19,900
Fabricated metals.....	36	83,600	34	75,400	17	36,700	17	38,700	-	-	2	8,200
Machinery.....	95	274,100	93	270,300	48	89,500	45	181,800	-	-	2	3,800
Electrical machinery.....	86	313,850	85	312,300	47	137,650	38	174,650	-	-	1	1,550
Transportation equipment.....	98	986,400	95	978,000	49	181,200	45	788,100	1	8,700	3	8,400
Instruments.....	10	24,550	10	24,550	7	14,400	3	10,150	-	-	-	-
Miscellaneous manufacturing.....	10	22,400	9	20,600	4	12,800	5	7,800	-	-	1	1,800
Nonmanufacturing.....	744	3,343,250	678	2,991,250	219	842,100	459	2,149,150	-	-	66	352,000
Mining, crude petroleum, and natural gas.....	14	152,450	12	149,250	7	15,400	5	133,850	-	-	2	3,200
Transportation ³	62	573,000	59	555,150	15	56,700	44	498,450	-	-	3	17,850
Communications.....	63	437,450	33	202,500	24	173,100	9	29,400	-	-	30	234,950
Utilities, electric and gas.....	57	166,950	54	159,750	45	140,000	9	19,750	-	-	3	7,200
Wholesale trade.....	16	28,600	15	25,350	6	7,900	9	17,450	-	-	1	3,250
Retail trade.....	120	432,350	116	415,350	55	190,900	61	224,450	-	-	4	17,000
Hotels and restaurants.....	42	177,600	34	152,700	8	11,300	26	141,400	-	-	8	24,900
Services.....	64	304,900	62	302,400	25	147,150	37	155,250	-	-	2	2,500
Construction.....	303	1,066,200	290	1,025,050	31	95,900	259	929,150	-	-	13	41,150
Miscellaneous nonmanufacturing.....	3	3,750	3	3,750	3	3,750	-	-	-	-	-	-

¹ For this study, an absolute ban is an unmodified statement prohibiting strikes or lockouts.

² For this study, a limited ban is a statement prohibiting strikes

or lockouts except under given circumstances or for specific issues.

³ Excludes railroads and airlines.

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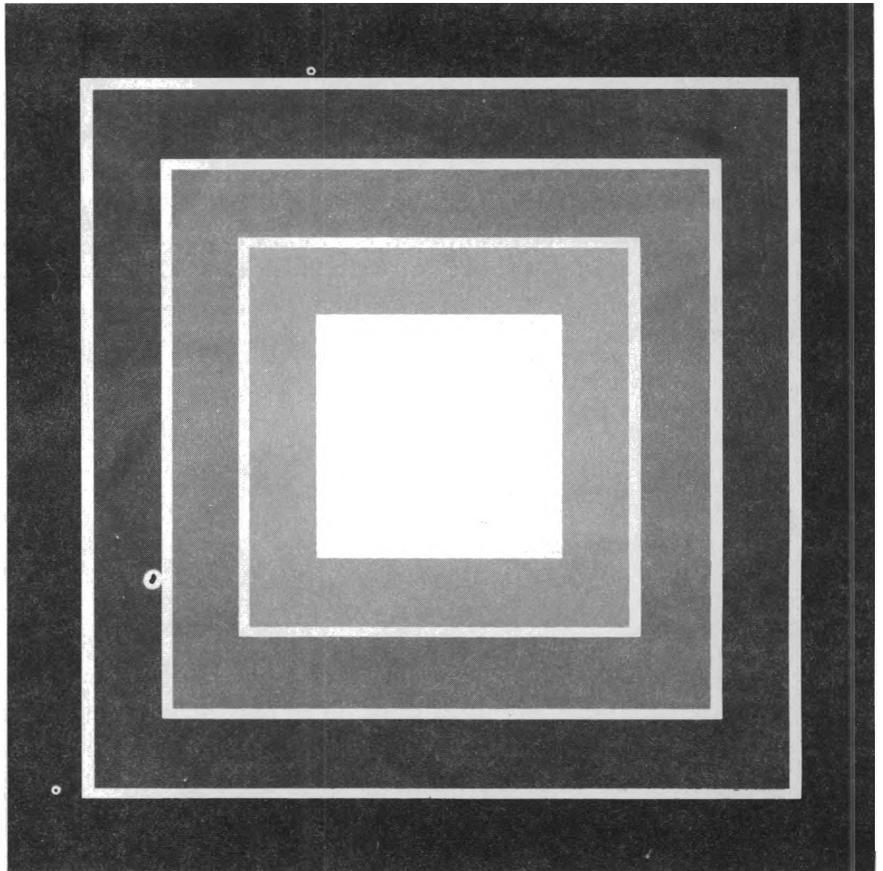
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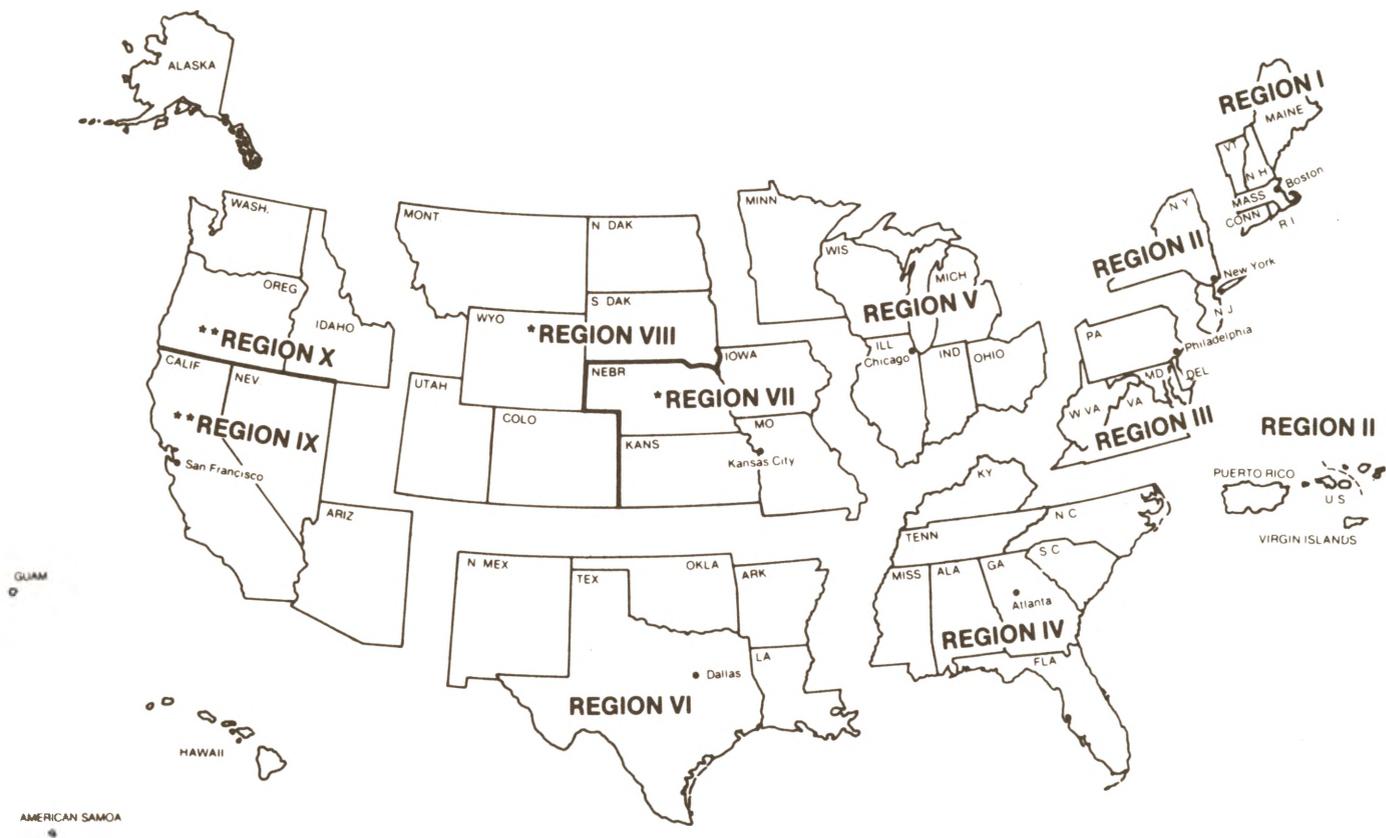
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