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Wage Chronology: International Paper Co., Multiple Mill Group, and the Paperworkers and the Electrical Workers (IBEW), 1937-79

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Wage Chronology: International Paper Co., Multiple Mill Group, and the Paperworkers and the Electrical Workers (IBEW) 1937-79



U.S. Department of Labor
Ray Marshall, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
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Preface

This wage chronology prepared by the Bureau of Labor Statistics is one of a series that traces changes in wage rates and related benefits negotiated by individual employers or combinations of employers with a union or group of unions. Benefits unilaterally introduced by an employer generally are included. The information is obtained largely from collective bargaining agreements and related documents voluntarily filed with the Bureau. Descriptions of the course of collective bargaining are derived from the news media and confirmed and supplemented by the parties to the agreement. Wage chronologies deal only with selected features of collective bargaining or wage determination. They are intended primarily as a tool for research, analysis, and wage administration. References to job security, grievance procedures, methods of piece-rate adjustment, and similar matters are omitted.

This wage chronology summarizes changes in wage rates and related benefits negotiated by the International Paper Co., Multiple Mill Group, with the United Paperworkers International Union (UPIU) and the International Brotherhood of Electrical Workers (IBEW) from June 1937 to May 1979. This bulletin replaces *Wage Chronology: International Paper Co., Southern Kraft Division, December 1937-May 1973*, BLS Bulletin 1788, and incorporates the supplement covering the June 1973-May 1977 period. Materials pre-

viously published have been supplemented in this bulletin by data on contract changes negotiated for the 1977-79 period. If still in print, copies of Bulletin 1788, are for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or by the regional offices of the Bureau of Labor Statistics listed on the inside back cover. All chronology publications may be available for reference in leading public, college, and university libraries and in the Bureau's regional offices.

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

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The analysis for the 1973-79 period was prepared in the Division of Trends in Employee Compensation by Milfred W. Ellis.

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Introduction

The International Paper Co. and its subsidiaries make up the world's largest papermaking organization. In addition to its papermaking operations in the United States and Canada, International Paper owns or leases over 23 million acres of woodlands. The Multiple Mill Group (the Southern Kraft Division until 1976) is the firm's largest.¹

International Paper Co. was first incorporated in New York in 1898. It was formed through a merger of 18 papermaking companies located in northern New York, Vermont, New Hampshire, Maine, and Massachusetts. In 1928, the International Paper and Power Co., which subsequently divested itself of its utility properties, acquired the company. The present organization was incorporated in New York on June 23, 1941 and on September 29, 1941 acquired the assets of the International Paper and Power Co., including over 99 percent of the stock of the latter's subsidiary, the old International Paper Co.

Operations in the South and in kraft paper were started when the Bastrop Mill in Louisiana was purchased in 1925. Subsequently, mills in the South were built or bought in Camden, Ark. (1926), Bastrop, La. (Louisiana Mill-1927), Moss Point, Miss. (1928), Mobile, Ala. (1929), Panama City Fla. (1931), Georgetown, S.C. (1937), Springhill, La. (1938), Natchez, Miss. (1951), and Pine Bluff, Ark. (1958).²

As the number of mills in the Southern Kraft Division increased to 10, production expanded from unbleached linerboard into practically every grade of paper and board. Today, in addition to bleached and unbleached kraft paper and board, products include newsprint, various groundwood printing grades, dissolving pulps, chemfibre, shipping containers, and grocery and specialty bags.

Hourly rated employees of the International Paper Co., Multiple Mill Group papermills are represented by four international unions. Two—the United Papermakers International Union (UPIU) and the International Brotherhood of Electrical Workers (IBEW)—represent the vast majority of workers (about 93 percent). They negotiate jointly with the company and are the two unions summarized in this wage chronology.

¹ In 1976, International Paper Co. was reorganized into various Business Groups. The former Southern Kraft Division became the Multiple Mill Group.

² Other International Paper Co. primary mills are not covered by this chronology.

Other hourly employees are represented by the International Association of Machinists and Aerospace Workers (IAM) and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (PPF).³

The current UPIU resulted from the merger of the former United Papermakers and Paperworkers (UPP) and the former International Brotherhood of Pulp, Sulphite and Paper Mill Workers (PSPMW) on August 9, 1972. Antecedents of the UPP can be traced to 1884, when a group of Holyoke, Mass., papermachine tenders organized a "social club." This and other groups that followed were located in the northeastern states, then the center of the paper industry. A charter covering paper-machine tenders and beater engineers, the aristocrats of the trade, was issued by the American Federation of Labor in 1893 in the name of the United Brotherhood of Papermakers. Other papermill workers' dissatisfaction with the lack of representation in matters that directly affected their livelihood caused the AFL to issue a new charter in 1897. This charter expanded the organization's jurisdiction to all branches of the paper-making industry.

A dual movement, founded by skilled paper-machine tenders who were not in accord with the expansion in membership, amalgamated with the United Brotherhood in 1902 to form the International Brotherhood of Paper Makers. One year later, a group of Laborers Protective Unions, affiliated directly with the Federation and representing workers employed outside the machine rooms, were transferred without their consent to the International Brotherhood. This merger did not adequately represent unskilled and semiskilled workers, and, in 1906, these workers organized the PSPMW outside of the Federation.

Intense rivalry hurt both unions, and in 1909 they divided the jurisdiction of the paper industry. Newsprint, bag, and hanging mill workers were ceded to the Pulp Workers, as were all workers not connected with any other international union. To eliminate possible conflicts, a joint conference board was established to discuss mutual problems at regular intervals. The new jurisdictions were confirmed when the Pulp

³ Other groups of employees and operations not included in this chronology are also represented by international unions. The Office and Professional Employees International Union, for example, is the collective bargaining agent for specified groups of salaried office and clerical employees.

Workers were admitted to the Federation. In March 1957, the Paper Makers adopted the name United Papermakers and Paperworkers after amalgamating with a former affiliate of the CIO—the United Paperworkers of America.⁴

The accord of 1909 established a basis for a joint and harmonious association between the UPP and the PSPMW that lasted until their recent merger, and resulted in relatively uniform policies among the mills within each of the major producing regions. Bargaining goals in the South, as in other regions, were influenced strongly by the two internationals through joint wage conferences. Generally, a union vice president and sometimes international representatives supervised negotiations with key companies. The terms agreed to then became the pattern for negotiations in other plants in the region, subject to some changes because of differing conditions among firms. In the South, expression of local opinion, provided through the Southern Association of Pulp and Paper Industry Unions, was informal but effective. The association, organized in 1943, continues to meet several times a year and before negotiations to discuss problems in the South.

At the Southern Kraft Division, the practice has been for a single contract to be negotiated and signed with the two paper unions (now the combined UPIU) and the IBEW.⁵ It frequently was the first to be negotiated in the South and provided the pattern for a major segment of the southern paper and pulp industry.

The initial collective bargaining agreement in the Southern Kraft Division was negotiated with the UPP, PSPMW, and IBEW at the Mobile plant in 1937. Additional contracts were reached in 1938 for mills located in Panama City, Georgetown, Bastrop (2 mills), and Camden, and the first multiplant contract covering all eight mills then in the Southern Kraft Division was negotiated with the 3 unions in 1939. The Machinists negotiated their initial contract in 1938 for employees of the Panama City mill, and the Plumbers' first agreement, at the Springhill mill, was reached 3 years later.

From 1941 through 1949, a master agreement negotiated by the five unions for all eight mills covered all employees. The Machinists and Plumbers returned to separate contracts for their members in 1950; this practice continues at the present time. The IBEW and the former UPP and PSPMW still negotiate jointly.

One-year contracts were traditional until 1956, when the parties negotiated a 2-year agreement. Of the next six negotiations, half produced 2-year agreements and the trend toward multi-year contracts was com-

⁴ The United Paperworkers received its charter from CIO on Jan. 1, 1944; the union did not represent workers in the Southern Kraft Division of the International Paper Co.

⁵ Separate contracts (not included in this chronology) were negotiated by the PSPMW for each of the five regions in which the company had woodland operations. The first agreement for these employees was signed in Georgetown, S.C. in 1947.

pleted in 1967 when the first of the 3-year agreements was negotiated. From 1937 to 1965, all general wage changes that were negotiated were increases except one—a 5-percent wage decrease was instituted in September 1938 but rescinded in February 1939. General wage increases went into effect in each of the years of the contractual relationship except two—1943 and 1949. Southern Kraft employees' wage rates were increased twice a year in 2 years, during World War II and the Korean emergency.

In 1938, black laborers received 4 cents an hour below the base rate for whites. On application of the company and the union, the National War Labor Board in 1943 removed the differential, which had increased to 4½ cents an hour. Women's minimum rates were 8 cents an hour below those paid men when the Board was considering the parties' request. This differential was maintained until 1948, however, when it was reduced to 6 cents an hour. No further decreases were negotiated until 1962 when another 2-cent reduction was made. The following year the differential was reduced to 2 cents and in 1964 was eliminated.

Basic hourly rates of pay in kraft pulp and papermills are among the highest in the South. The industry started in the South in 1910 and developed rapidly during the 1920's. Papermaking requires a relatively large proportion of skilled labor to perform intricate operations with expensive machinery. Because few workers in the region were experienced, southern employers imported and paid the rates necessary to attract skilled workers from the North. As a result, "...wage rates for skilled workers in 1939 were considerably higher in some of the Southern States than in Maine and New Hampshire. Common labor, on the other hand, was paid a uniformly lower rate in the South."⁶ By 1946, however, the director of the southern region of the Paper Makers was able to report that the regular rate in Southern Kraft Division plants was "... the same as the base (rate) in the Book and Bond Division of the International Paper Company."⁷ Book and Bond Division plants of the company were all located in northern states.

Wages paid in the South are greater than those paid in the Northeast, although still below those in the Pacific Northwest.⁸ Wage rates in the Northwest, which also is a major production center for pulp and paper products, traditionally have been the highest in the in-

⁶ Rupert W. Maclaurin, "Wages and Profits in the Paper Industry, 1929-39," *The Quarterly Journal of Economics*, February 1944, Vol. LVIII, No. 2, p. 217.

⁷ Letter dated May 23, 1946, from Regional Director, Southern Regional Offices, International Brotherhood of Papermakers to the Research and Educational Director, International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

⁸ See *Industry Wage Survey: Pulp, Paper and Paperboard Mills*, Summer-Fall 1977, Bulletin 2008 (Bureau of Labor Statistics, 1979).

dustry. However, the percentage differential between rates in the Northwest and those in the Southern Kraft Division has been narrowed significantly over the last 30 years due to a greater rate of increase in pay in southern mills.⁹

The predominant method of pay has always been a flat rate, but a small percentage of the workers—those

⁹Harold M. Levinson, *Determining Forces in Collective Wage Bargaining* (New York, John Wiley & Sons, Inc., 1966), pp. 130-131.

who operate paper machines—were paid according to an incentive formula during the period June 1958 through May 1973; in the 1973 bargaining, the company and the union agreed to discontinue the paper machine incentive formula. Provisions of the contracts dealing with the day-to-day administration of the paper machine formula are not included in the tables of this chronology. Changes in related practices that are reported, however, applied to those employees during this period as well as those paid time rates.

Summary of Contract Negotiations

December 1937-May 1965

The first collective bargaining agreement negotiated by the company in the South,¹⁰ at the Mobile plant, was initiated jointly by the UPP, PSPMW, and IBEW in 1937, and signed in January 1938, during the period of rapid union expansion encouraged by enactment of favorable Federal legislation.¹¹

The contract was comparatively free of detail. It was a two-page typewritten document with six sections, an addendum of 15 mill rules and 25 safety rules, and a three-page wage schedule. Its economic provisions, other than those directly related to rates of pay, were limited to premium pay for overtime, shift differentials, work on recognized holidays, and pay for workers called to work outside their regular schedule. At the time of the first agreement, the company also improved the jointly financed insurance benefits which had been available to its workers companywide since 1923, two years before it started operations in the South. (Provisions reported in table 3 as being in effect in 1937 do not necessarily indicate changes from prior conditions of employment.)

Numerous improvements and additions to work practice provisions and benefits were negotiated over the next 27 years. By 1965, the contract had grown to 56 printed pages, including 16 articles and innumera-

¹⁰ The UPP and PSPMW had contracts with the company's northern mills during and before World War I. In 1921, the unions struck in the northern mills against a reduction in pay. The strike against the company lasted 5 years. From the start of the strike until 1937 the company operated an open shop. In 1935, however, John P. Burke, President of the PSPMW, reported at the union's annual convention that "the company was not discriminating against the union and... I have also had several meetings with the head officials of the International Paper Company during the past 2 years."

¹¹ Robert M. Macdonald stated in *Unionism and the Wage Structure in the United States Pulp and Paper Industry*, Institute of Industrial Relations, University of California, Los Angeles, 1956, that the ebb in union membership in the late 1920's and early 30's was "brought to an abrupt halt with the enactment of the National Industrial Recovery Act and the National Labor Relations Act. As a result of this legislation new locals sprang up rapidly not only in the older papermaking regions of the Northeast and Lake States but also in the newer regions of the Pacific Coast and South."

James A. Gross, in "The Making and Shaping of Unionism in the Pulp Industry," *Labor History*, Spring 1964, p. 198, agreed with Macdonald and in addition suggested that: "Many formerly hostile employers, surveying the scene, decided that it would be prudent to settle with the more mature conservatism of the Pulp and Sulphite Workers and the Paper Makers before the new and more 'radical' labor unions made inroads among their employees..."

ble sections, and was supplemented by a 6-page safety manual and a 52-page schedule of occupational rates.

June 1965-May 1967

The course of negotiations scheduled to open in May 1965 appeared to have been forecast by the tenor of statements presented by union officials at the 22d Annual Convention of the Southern Association of Pulp and Paper Industry Unions. Delegates to the April convention received an inclusive bargaining proposal "Design for Progress '65," that explained the goals of the PSPMW. Similar goals were adopted by the UPP.

As in the past, the goals covered many issues. Proposals to raise earnings included increases in wage rates and premium pay for overtime as well as higher shift differentials. Recommendations for additional paid holidays, longer regular vacations with pay, and extended vacations would have maintained earnings levels while providing more leisure. Although the AFL-CIO position on a shorter workweek was supported to provide additional jobs, the paper unions' proposals made no reference to the maintenance of earnings. During periods of unemployment resulting from mergers and technological changes, supplemental unemployment benefits and severance pay plans were advocated. Finally, there were proposals to improve pension and health and welfare plans. Since most of the union contracts provided for paid jury duty and funeral leave, only brief reference was made to them. Almost as many goals dealt with nonmonetary issues as with monetary demands.

The bargaining objectives developed by the Association and the demands of the union locals were largely a reflection of the International Unions' program. Negotiations opened on May 6 and continued beyond May 31, the scheduled expiration date of the contract, without either party serving the required 10-day notice of intent to terminate. By June 3, the union negotiators had decided that the areas of disagreement warranted a 10-day strike notice. On June 11, 1965, employees left their jobs for the first time since the initial agreement was signed in January 1938.¹² Reflecting the understanding that had developed during the long relationship, negotiations continued and shutdown operations proceeded in an orderly fashion.

¹² Short wildcat strikes had occurred at two plants before the division-wide walkout.

At this point, the company had offered a 32.5-cents-an-hour package in a 2-year agreement. Under the offer, wage rates would have been increased 10 cents an hour the first year and 3.5 percent (averaging approximately 9.6 cents an hour) the second year. Shift differentials would have been increased. An additional holiday was offered, and vacation benefits would have been increased to 5 weeks after 25 years' service. Extensive revisions of the pension plan were proposed. Eligibility requirements for normal retirement would have been reduced to age 63 with 30 years' service, and annuities would have been increased by 15 percent for past service credits and by 16.66 percent for all service starting in 1965. Fifteen years' service would have been required for disability benefits. The plan was to be expanded by the addition of benefits for survivors of active employees who died at or after age 63 with 30 years of service or more. The proposal would also have required the company, over a 4-year period, to assume the employee's pension contribution on the first \$3,000 earned during a year.

Although the company and union were in agreement on many issues, there were wide areas of difference on a number of major items—the most important was reported to be eligibility for early retirement with unreduced pension benefits. Under the unions' proposals, any employee would be eligible for a "full normal annuity," based on years of service, at age 62. There was also a wide gap between the two general wage increase proposals; the union wanted a 12-cent-an-hour raise the first year, and 4.5 percent (about 12.5 cents) the second year. Also, the union requested a 4-week paid vacation after 15 years of service, 5 weeks after 20 years, and 6 weeks after 30 years.

The unions struck at 2 p.m. on June 11, 1965. Negotiations were recessed on June 14, and were not resumed for 10 days. A week after talks resumed, the company had sufficiently narrowed the difference in the parties' position to warrant, in the opinion of the union negotiators, a vote by members of the locals. The agreement was ratified by the locals on July 2 and the strike ended on the same day. All 10 Southern Kraft Division plants observed the July 4, no-work holiday and resumed operations after that date.

In the first year of the 2-year contract wage rates were increased 10.5 cents an hour, paid vacations were increased to 4 weeks for employees with 15 years of service or more, and extensive improvements were made in the pension plan. Normal benefits for employees retiring after the effective date of the contract were to be raised by increasing the dollar amount due for past service and the percentage used to compute benefits earned after January 1, 1965. The actuarial reduction was eliminated for employees who retired at age 62 with at least 20 years' service, and years of service required for a disability benefit were

reduced. A benefit was added for surviving spouses of employees who died before retirement. The treatment accorded employees who had participated in the plan and rejoined was liberalized and employees' contributions on the first \$3,000 of annual earnings were reduced.

The contract provided for a 3.5 percent general wage increase in 1966, as well as further improvements in vacation benefits. On or after June 1, 1966, employees with 25 but less than 30 years' service were to receive 5 weeks' paid vacation; those who completed 30 years or more, 6 weeks'. Another decrease in employee pension plan contributions went into effect on June 1, 1966. Although the contract could be renegotiated or terminated after May 31, 1967, employees' contributions on the first \$3,000 of earnings were again to be reduced on June 1, 1967, and completely eliminated the following year.

June 1967-May 1970

A 3-year contract was signed on June 28, 1967, by the International Paper Co., Southern Kraft Division, and the Pulp, Sulphite, and Paper Mill Workers; the United Papermakers and Paperworkers; and the International Brotherhood of Electrical Workers. Approximately 11,500 workers at 10 plants in six Southern States were covered by the agreement, which had been ratified by union members in mid-June.

Negotiations for a new contract to replace the one expiring May 31, 1967, began May 1, 1967. Union demands included: A 1-year contract; a 40-cent-an-hour general wage increase; three additional paid "no work" holidays; 10 weeks of paid vacation every fifth year, in addition to the existing vacation provisions; improved overtime, call-in, and severance pay; improved shift differentials and insurance provisions, including illness and accident benefits, and company assumption of the cost of the dependent insurance program and also of life insurance for retirees regardless of age or cause of retirement; a cost-of-living escalator clause; and a \$1,000 bonus, instead of a \$1,000 life insurance policy, to employees after 25 years of service with the company.

The agreement provided for general wage increases of 16 cents an hour, retroactive to June 1, 1967, 5 percent (calculated to the nearest ½ cent) and averaging 15.6 cents an hour effective June 1, 1968; and 17 cents an hour on June 1, 1969. Additional adjustments for approximately 5,700 workers, ranging from ½ to 18 cents an hour, also were effective June 1, 1967. Premium pay for second and third shifts was increased 1 cent an hour, effective June 1, 1967, and the third-shift premium was increased 2 cents more the following June.

July 3 was designated as an eighth paid holiday (but plant closing was to be optional); 4 hours' pay at time

and one-half, in addition to regular holiday pay, was guaranteed for work on scheduled no-work holidays. Eligibility requirements for 3 weeks of paid vacation were reduced. The agreement also increased severance pay, to 2 from 1 percent of total earnings during the last period of unbroken employment. Improvements in the insurance plan included an increase in company contributions toward dependent hospital insurance, effective June 1, 1969. The parties agreed to the following changes in the 4-year pension agreement which was scheduled to expire June 1, 1969: To extend the expiration date to June 1, 1970, the expiration of the labor agreement; that any pension changes negotiated in 1970 were to apply to employees retiring during the third contract year (June 1, 1969, through May 31, 1970); that the company would assume the full cost of group life insurance for early retirees, effective June 1, 1967; and that elimination of the employee's contribution to the pension plan on the first \$3,000 annual earnings would be advanced to June 1, 1967, from June 1, 1968, as originally negotiated in 1965.

The agreement was to remain in effect through May 31, 1970, with provision for a 1969 reopening on wage rates of new or revised jobs. Under this provision, negotiations in May and June of 1969 resulted in wage adjustments of from 2 to 38 cents an hour on new or changed jobs. These adjustments, effective June 1, 1969, affected approximately 500 employees and were in addition to the 17-cent-an-hour general wage increase, effective the same day, negotiated in 1967.

June 1970-May 1973

The 1970 negotiations between the International Paper Co., Southern Kraft Div., and the Pulp, Sulphite, and Paper Mill Workers; the United Papermakers and Paperworkers; and the International Brotherhood of Electrical Workers, began on May 12. The unions proposed an 11-point general program which provided for 2 additional paid holidays, wage increases of 75 cents an hour over 3 years, plus changes in pension, vacation, insurance, overtime, and shift differential provisions. The company countered with an offer of a 3-year package of wages and benefits it estimated to be worth 74.41 cents an hour.

Contract talks were concluded June 29, with the negotiation of a 3-year agreement estimated by the parties to include a total of 98.68 cents in wage and benefit improvements. The company was notified on July 3 that a majority of the three International Unions' locals had ratified the contract.

An initial 25-cent-an-hour wage increase was to go into effect on June 1, 1970, and additional 6.25-percent increases were scheduled for June 1, 1971 and June 1, 1972. These increases, averaged over all the units, amounted to approximately 23.83 and 25.32 cents an hour, respectively. Minimum rates were raised

to \$3.085, \$3.28, and \$3.485 an hour effective June 1, 1970, 1971 and 1972, respectively. Shift differentials were raised to 8 cents for the second shift in 1971 and 13 cents for the third shift in 1972.

Fringe benefit changes were highlighted by company assumption of the full cost of pensions, effective June 1, 1970. Previously, employees had contributed 4.5 percent of annual earnings over \$3,000 into the retirement fund. Also, effective June 1, 1970 for those who retired on or after June 1, 1969, the normal benefit was raised by 20 percent of the allowance accrued to January 1, 1970, and the minimum benefit for retirement at age 65, or at age 62 with 20 years of service, was raised to \$5 a month for each year of creditable service. The early retirement benefit was raised 5 to 22 percent, depending on the employee's age at retirement. The contract also provided that an employee with a minimum of 15 years' service became vested for reduced pension benefits at age 65 as long as he did not withdraw his contributions from the plan.

The company's contribution towards the cost of dependent health and welfare coverage was increased to \$5 and \$6 a month in 1971 and 1972, respectively. Health and welfare benefit changes included an increase in the surgical schedule maximum to \$455 in 1970, and increases in sickness and accident benefits to bring the range of payments to \$50 to \$92 a week in 1971 and \$50 to \$114 in 1972. Other changes included a nonduplication of benefits clause, improved payments for in-hospital diagnostic examinations by non-attending physicians, and a broader definition of those who qualified as dependents due to disability.

A paid holiday was added—the employee's birthday—bringing the total to 9. Also, provisions for call-in pay and jury-duty pay were liberalized and wire and clothing pay provisions were instituted as a separate clause in the agreement.

The 3-year agreement, covering 11,500 workers in 10 pulp and paper mills in 6 Southern States, was to remain in effect through May 31, 1973; there were no reopening provisions.

June 1973-May 1977

Representatives of International Paper Co.'s Southern Kraft Division and the United Paperworkers International Union (UPIU) and the International Brotherhood of Electrical Workers (IBEW) met on May 8, 1973, in Jackson, Miss., to begin formal contract negotiations. The existing agreement was to expire on May 31. The unions' economic demands included a 50-cents-an-hour general wage increase; an increase in shift premiums; establishment of a cost-of-living escalator clause; 2 additional paid holidays; and improved vacation, insurance, and pension benefits. The company initially offered a 3-year agreement reportedly valued at 79 cents an hour.

Negotiations were concluded the 1st week in July when the parties agreed on a 3-year contract. The pact covered approximately 11,000 workers at 10 facilities in South Carolina, Alabama, Florida, Mississippi, Arkansas, and Louisiana. The company valued the contract package at about \$1.34 an hour.

The agreement provided for a general wage increase of 30 cents an hour effective June 1, 1973, a 6.5-percent increase, estimated to average about 30 cents an hour, effective June 1, 1974, and 6.25-percent increase also estimated to average about 30 cents, effective June 1, 1975. Some classification adjustments were made and the minimum hourly rate was raised to \$3.785 on June 1, 1973, and to \$4.03 and \$4.28, effective June 1, 1974, and June 1, 1975, respectively.

Benefit changes included improvements in the health insurance and pension programs, and a larger company contribution toward dependent hospital insurance. Employees who had reached age 62 and met all retirement obligations, could, on written request, receive vacation time accrued during the last full year prior to retirement. Liberalized wire and clothing time pay was also provided.

The 3-year agreement, set to expire May 31, 1976, did not provide for a reopener. However, in mid-March 1974, officials of a number of UPIU locals urged the president of the union to seek contract reopeners with the International Paper Co. to negotiate additional wage increases to help offset the effects of inflation. The union's first request for a reopener was rejected by the company in April 1974. In August 1974, the company agreed to a second request to consider a wage adjustment, with an extension of the labor agreement.

Representatives of the International Paper Co., UPIU, IBEW, and the International Brotherhood of Firemen and Oilers (which represented some workers in the Company's Northern Division) then met on September 17 in Washington, D.C., and discussed the possibility of a cost-of-living wage increase.

On September 24, the company proposed an additional 3½-percent wage increase retroactive to September 1, 1974, and a June 1, 1975, wage increase of 10 percent, instead of the scheduled 6¼ percent. The company also proposed an additional 10-percent increase on June 1, 1976, and a 1-year extension of the existing agreements to May 31, 1977. The proposal was offered to locals representing employees in the Northern Division, the Southern Kraft Division, and various converting plants. A few locals were excluded due to special circumstances.

The proposal was accepted in October 1974 by employees of the Northern Division and the Woodlands Division of the South, but rejected by Southern Kraft employees. However, they reconsidered the proposal and accepted it in December 1974. The initial wage increase for Southern Kraft employees was retroactive to

November 1, 1974, rather than September 1, because they had not accepted within the time limit specified in the company proposal.

The contract was scheduled to expire May 31, 1977.

June 1977-May 1979

Representatives of the International Paper Company, Multiple Mill Group¹³ and the United Paperworkers International Union and the International Brotherhood of Electrical Workers commenced formal contract negotiations on May 3, 1977 in Jackson, Mississippi. The existing contract was scheduled to expire May 31. The unions' initial demands, presented on May 3, 1977, included general wage increases of \$1.50 an hour in the first year and 15 percent in the second year; establishment of a cost-of-living escalator clause; four additional paid holidays; improved vacation, insurance and pension benefits; job rate adjustments, and many contract language changes. The company proposal, presented on June 9, 1977, included general wage increase offers of 10 percent and 9.75 percent in the first and second years, respectively, plus benefit improvements, job rate adjustments, and contract language changes.

The existing contract was automatically extended when negotiators were unable to reach an agreement before termination date. Both parties had agreed to extend talks until a settlement was reached, or until either party gave a 10-day notice of intent to terminate the extended agreement. On June 9, the union rejected the company's proposal, and negotiations were recessed.

On June 20, talks were resumed, and the unions served a 10-day contract termination notice on the company that same date. The parties continued discussions that resulted in a revised offer on June 25, which was accepted by the unions. The 2-year pact, which was ratified on June 29, covered approximately 9,500 workers at 10 plants in Alabama, Arkansas, Florida, Louisiana, Mississippi, and South Carolina. The unions valued the two-year wage and benefit package at about \$1.71 an hour, excluding the multiplying effect on existing benefit plans, and indicated that the settlement was expected to set a pattern for settlements with other paper companies.

The contract provided for a general wage increase of 10.5 percent effective June 1, 1977, averaging about 65.10 cents per hour, and a 10-percent wage increase on June 1, 1978, averaging 68.97 cents per hour. It also provided for adjustments ranging from 1 cent to 18.5 cents per hour for certain job classifications.

¹³In 1976, International Paper was reorganized into various Business Groups, and the term Southern Kraft Division was dropped. The Labor Agreement now applies to the International Paper Co., Multiple Mill Group.

These adjustments were effective immediately before the 1977 general wage increase. Some other adjustments, ranging from 3 cents to 25 cents per hour were retroactive to various dates, some as early as March 3, 1975. Minimum wage rates were increased to \$5.57 per hour on June 1, 1977, and to \$6.125 per hour on June 1, 1978. Shift premiums for second and third shifts were increased in 1977 and 1978. The new contract also provided for improvements in paid vacations, paid holidays, call-in-pay, meal allowances, and funeral leave.

Substantial improvements were provided in health and welfare benefits. These improvements included an increase in the non-occupational sickness and accident benefits to a maximum of \$142 per week in 1977, and to \$150 per week in 1978. Life insurance coverage was increased to a maximum of \$13,000. Outpatient diagnostic X-ray and medical benefits were increased to a maximum of \$200 per year (combined). The number of

days of covered in-hospital maternity care increased to a maximum of 120 days. Coverage for dependents was comparably expanded under the hospitalization and surgical plan. A major medical benefit plan was also established.

Pension improvements included a 15-percent increase in normal benefits for future retirees and increase in the minimum monthly benefit rate, to \$9 a month for each year of credited service; an lowered eligibility requirements for early and disability retirements. The company also agreed to refund contributions employees had made to the fund prior to 1970, when the pension plan became noncontributory. The unions estimated that under the new contract approximately 8,000 employees received an average of \$3,000, in three installments.

The following tables bring this wage chronology up to date through the May 31, 1979, contract termination date.

Table 1. General wage changes¹

Effective date	Increase	Applications, exceptions, and other related matters																				
June 1, 1937 (PSPMW-UPP-IBEW agreement dated Jan. 19, 1938) ²	10-percent.																					
Sept. 1, 1938 (agreement dated June 1, 1938)	5-percent decrease.																					
Feb. 19, 1939 (agreement dated March 31, 1939)	5 percent restored.	Pre-Sept. 1, 1938, wage levels restored.																				
June 1, 1940 (agreement of same date)	3 cents an hour.																					
June 1, 1941 (agreement of same date)	7 cents an hour.																					
Nov. 16, 1941 (agreement dated Dec. 9, 1941)	7-percent, averaging 4.8 cents an hour.																					
June 1, 1942 (agreement of same date)	4 cents an hour.																					
Apr. 16, 1943 ³	Hours increased to 48 per week.																				
Aug. 15, 1943 (approved by National War Labor Board, Aug. 27, 1943)	Increase of 1.4 percent (0.9 cents an hour when averaged over all employees in the bargaining unit) resulting from equalization of white-black common labor rates. In addition, adjustments made in wage rates of selected classifications.																				
July 18, 1944 (approved by NWLB Feb. 15, 1945)	1.5 cents an hour.	In addition retroactive wage adjustments designed to eliminate intraplant inequities. Adjustments ranged from 2 cents to 8 cents an hour for more than 600 workers.																				
June 3, 1945 ³	Adjustments in wage rates of selected classifications.																				
Dec. 16, 1945 ³	2.5 cents an hour in lieu of shift differential plus 13-percent, averaging 10.6 cents an hour.	2.5 cents in lieu of shift differential which was removed added to rates and then 13 percent applied. Reduction in workweek from 48 to 42 hours. In addition, adjustments in wage rates for approximately 1,350 employees.																				
June 1, 1946 ³	6 to 10 cents an hour, averaging 8.1 cents.	Increases varied as follows:																				
		<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Hourly rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>75 cents and under</td> <td style="text-align: right;">10 cents</td> </tr> <tr> <td>76 and under 82 cents</td> <td style="text-align: right;">9 cents</td> </tr> <tr> <td>82 and under 87 cents</td> <td style="text-align: right;">8 cents</td> </tr> <tr> <td>87 and under 91 cents</td> <td style="text-align: right;">7 cents</td> </tr> <tr> <td>91 cents and over</td> <td style="text-align: right;">6 cents</td> </tr> </tbody> </table>	<i>Hourly rate</i>	<i>Hourly increase</i>	75 cents and under	10 cents	76 and under 82 cents	9 cents	82 and under 87 cents	8 cents	87 and under 91 cents	7 cents	91 cents and over	6 cents								
<i>Hourly rate</i>	<i>Hourly increase</i>																					
75 cents and under	10 cents																					
76 and under 82 cents	9 cents																					
82 and under 87 cents	8 cents																					
87 and under 91 cents	7 cents																					
91 cents and over	6 cents																					
		In addition, 1 to 14 cents an hour adjustments in wage rates for selected classifications approved by Wage Stabilization Board, Aug. 7, 1946, for more than 800 employees.																				
June 1, 1947 ³	15 cents an hour.	In addition, adjustments in wage rates for more than 2,100 employees.																				
June 1, 1948 (agreement of same date)	5 to 13 cents an hour, averaging 9.4 cents.	Increases varied as follows:																				
		<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Hourly rate</i></th> <th style="text-align: right;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$1.00</td> <td style="text-align: right;">5 cents</td> </tr> <tr> <td>\$1.01</td> <td style="text-align: right;">6 cents</td> </tr> <tr> <td>\$1.02</td> <td style="text-align: right;">7 cents</td> </tr> <tr> <td>\$1.03</td> <td style="text-align: right;">8 cents</td> </tr> <tr> <td>\$1.04</td> <td style="text-align: right;">9 cents</td> </tr> <tr> <td>\$1.05</td> <td style="text-align: right;">10 cents</td> </tr> <tr> <td>\$1.06</td> <td style="text-align: right;">11 cents</td> </tr> <tr> <td>\$1.07-\$1.32</td> <td style="text-align: right;">12 cents</td> </tr> <tr> <td>\$1.33 and over</td> <td style="text-align: right;">13 cents</td> </tr> </tbody> </table>	<i>Hourly rate</i>	<i>Hourly increase</i>	\$1.00	5 cents	\$1.01	6 cents	\$1.02	7 cents	\$1.03	8 cents	\$1.04	9 cents	\$1.05	10 cents	\$1.06	11 cents	\$1.07-\$1.32	12 cents	\$1.33 and over	13 cents
<i>Hourly rate</i>	<i>Hourly increase</i>																					
\$1.00	5 cents																					
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\$1.06	11 cents																					
\$1.07-\$1.32	12 cents																					
\$1.33 and over	13 cents																					
		Rates for women below \$1 increased 7 percent.																				

See footnotes at end of table.

Table 1. Continued—General wage changes¹

Effective date	Increase	Applications, exceptions, and other related matters												
June 1, 1949 (agreement of same date)	Adjustments ranging from 1 to 12 cents an hour in wage rates for approximately 1,250 employees.												
June 1, 1950 (agreement of same date)	7 to 10 cents an hour, averaging 8.02 cents.	Increases varied as follows:												
		<table border="0"> <thead> <tr> <th style="text-align: left;"><i>Hourly rate</i></th> <th style="text-align: left;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$1.24 and under</td> <td>7 cents</td> </tr> <tr> <td>\$1.25 and under \$1.42</td> <td>8 cents</td> </tr> <tr> <td>\$1.42 and under \$1.59</td> <td>9 cents</td> </tr> <tr> <td>\$1.59 and over</td> <td>10 cents</td> </tr> </tbody> </table>	<i>Hourly rate</i>	<i>Hourly increase</i>	\$1.24 and under	7 cents	\$1.25 and under \$1.42	8 cents	\$1.42 and under \$1.59	9 cents	\$1.59 and over	10 cents		
<i>Hourly rate</i>	<i>Hourly increase</i>													
\$1.24 and under	7 cents													
\$1.25 and under \$1.42	8 cents													
\$1.42 and under \$1.59	9 cents													
\$1.59 and over	10 cents													
		In addition, 2 to 5 cents an hour adjustments in wage rates for nearly 1,600 employees.												
Oct. 15, 1950 (agreement dated June 1, 1950)	4 percent, minimum 5 cents, averaging 5.65 cents an hour.													
June 1, 1951 (approved by Wage Stabilization Board, Jan. 25, 1952)	8 cents an hour.	Consisted of retroactive increases of (1) 3 cents cost-of-living adjustment allowable under General Wage Regulation No. 8 ^a and (2) 5 cents under General Wage Regulation No. 6. ^a In addition, 2 to 16 cents an hour adjustments in wage rates for nearly 2,100 employees.												
June 1, 1952 (approved by WSB, Nov. 26, 1952)	5 cents an hour.	Designated by parties as 2-cent-an-hour general wage change, 2-cent cost-of-living increase, and 1-cent in lieu of company proposed hospitalization plan. In addition, 1 to 10 cents an hour adjustments in wage rates for approximately 1,575 employees.												
Dec. 1, 1952 (approved by WSB November 1952)	2 cents an hour.													
June 1, 1953 (agreement of same date)	3 percent, minimum 5 cents, averaging 5.35 cents an hour.	In addition, 2 to 8 cents an hour adjustments in wage rates for approximately 850 employees.												
June 1, 1954 (agreement of same date)	7 cents an hour.	In addition, 2 to 17 cents an hour adjustments in wage rates for approximately 300 employees.												
June 1, 1955 (agreement of same date)	5 percent, averaging 8.9 cents an hour.	In addition, adjustments in wage rates of 2 to 5 cents an hour for approximately 650 employees.												
June 1, 1956 (agreement of same date)	13 cents an hour.	In addition, adjustments in wage rates of 1 to 8 cents an hour for approximately 4,900 employees. Deferred increase effective June 1, 1957.												
June 1, 1957 (agreement dated June 1, 1956)	5 percent, minimum 9 cents, averaging 10.1 cents an hour.	Deferred increase.												
June 1, 1958 (agreement of same date)	4 to 8 cents an hour, averaging 5.05 cents an hour.	Increases varied as follows:												
		<table border="0"> <thead> <tr> <th style="text-align: left;"><i>Hourly rate</i></th> <th style="text-align: left;"><i>Hourly increase</i></th> </tr> </thead> <tbody> <tr> <td>\$1.85 and under</td> <td>4 cents</td> </tr> <tr> <td>\$1.86 and less than \$2.25</td> <td>5 cents</td> </tr> <tr> <td>\$2.25 and less than \$2.72</td> <td>6 cents</td> </tr> <tr> <td>\$2.72 and less than \$3.14</td> <td>7 cents</td> </tr> <tr> <td>\$3.14 and over</td> <td>8 cents</td> </tr> </tbody> </table>	<i>Hourly rate</i>	<i>Hourly increase</i>	\$1.85 and under	4 cents	\$1.86 and less than \$2.25	5 cents	\$2.25 and less than \$2.72	6 cents	\$2.72 and less than \$3.14	7 cents	\$3.14 and over	8 cents
<i>Hourly rate</i>	<i>Hourly increase</i>													
\$1.85 and under	4 cents													
\$1.86 and less than \$2.25	5 cents													
\$2.25 and less than \$2.72	6 cents													
\$2.72 and less than \$3.14	7 cents													
\$3.14 and over	8 cents													
		In addition, adjustments in wage rates of 1 to 10 cents an hour for approximately 5,700 employees.												
June 1, 1959 (agreement of same date)	3 percent, minimum 7 cents, averaging 7.3 cents an hour.	In addition, adjustments in wage rates of 1 to 10 cents an hour for approximately 1,500 employees.												
		Deferred increase, effective June 1, 1960.												
		Deferred increase.												
June 1, 1960 (agreement dated June 1, 1959).	4 percent, minimum 8 cents, averaging 9.4 cents an hour.	In addition, adjustments in wage rates of 2 to 15 cents an hour for selected classifications.												
June 1, 1961 (agreement of same date)	3.5 cents an hour increase.													
June 1, 1962 (agreement of same date)	3 percent, averaging 7.4 cents an hour.	In addition, women's minimum job rate increased an additional 2 cents an hour. Adjustments in wage rates of 2 to 17 cents an hour for selected classifications.												

See footnotes at end of table.

Table 1. Continued—General wage changes¹

Effective date	Increase	Applications, exceptions, and other related matters
June 1, 1963 (agreement of same date)	7 cents an hour.	In addition, women's minimum job rates increased 2 cents an hour. Adjustments in wage rates of 2 to 11.5 cents an hour for approximately 1,175 employees. Deferred increase, effective June 1, 1964.
June 1, 1964 (agreement dated June 1, 1963)	3 percent, minimum 7 cents, averaging 7.9 cents an hour.	Deferred increase: Women's minimum rates increased 2 cents an hour, thereby eliminating the differential for somewhat over 300 employees.
June 1, 1965 (agreement of same date)	10.5 cents an hour.	In addition, adjustments in wage rates of 2 to 20 cents an hour for approximately 1,900 employees. Deferred increase, effective June 1, 1966.
June 1, 1966 (agreement dated June 1, 1965)	3.5 percent, averaging 9.6 cents an hour.	Deferred increase.
June 1, 1967 (agreement of same date)	16 cents an hour.	In addition, special adjustments of 4 cents an hour for all base rated jobs and from ½ to 3 cents an hour for all other lower rated jobs, affecting approximately 2,350 employees, and other adjustments in wage rates of 2 to 18 cents an hour for approximately 3,350 additional employees. Deferred increases, effective both June 1, 1968, and June 1, 1969, and a limited wage reopening, effective June 1, 1969.
June 1, 1968 (agreement dated June 1, 1967)	5 percent (calculated to nearest ½ cent), averaging 15.6 cents an hour.	Deferred increase.
June 1, 1969 (agreement dated June 1, 1967)	17 cents an hour.	Deferred increase. In addition, adjustments in wage rates of 2 to 38 cents an hour on new or changed jobs, affecting approximately 500 employees, were negotiated under a limited wage reopening in May and June 1969.
June 1, 1970 (agreement of same date)	25 cents an hour.	In addition, special adjustments ranging from 3 to 27 cents an hour and affecting approximately 4,400 workers, and deferred general increases of 6¼ percent (computed to the nearest ½ cent) effective both June 1, 1971 and June 1, 1972.
June 1, 1971 (agreement dated June 1, 1970)	6¼ percent (calculated to nearest ½ cent), averaging 23.83 cents an hour.	Deferred increase.
June 1, 1972 (agreement dated June 1, 1970)	6¼ percent (calculated to nearest ½ cent), averaging 25.32 cents an hour.	Deferred increase.
June 1, 1973 (agreement of same date)	30 cents an hour.	Agreement also provided a 6½ percent wage increase June 1, 1974, and 6¼ percent June 1, 1975.
June 1, 1974 (agreement dated June 1, 1973)	6½ percent (calculated to nearest ½ cent), averaging about 30.7 an hour.	Deferred increase.
Nov. 1, 1974 (agreement dated Jan. 20, 1975)	3½ percent (calculated to nearest ½ cent), averaging about 16.1 cents an hour.	Negotiated under an unscheduled wage reopener of the 1973 agreement. Also provided was an increase in the scheduled June 1, 1975, deferred wage increase to 10 percent (from 6¼), an additional 10 percent increase on June 1, 1976, and a 1-year extension of the contract, to May 31, 1977.
June 1, 1975 (agreement dated June 1, 1973, and Jan. 20, 1975)	10 percent (calculated to nearest ½ cent), averaging about 50.8 cents an hour.	Increase consisted of a 6¼ percent deferred increase negotiated in 1973 and an additional 3½ percent increase negotiated under the 1974 reopener.
June 1, 1976 (agreement dated Jan. 20, 1975)	10 percent (calculated to nearest ½ cent), averaging about 55.8 cents an hour.	Deferred increase.
June 1, 1977 (agreement of same date)	10½ percent (calculated to the nearest ½ cent), averaging 65.10 cents an hour.	The 10½ percent increase was applied following classification adjustments effective June 1, 1977, which ranged from 1 to 18.5 cents an hour. In addition some classifications adjustments ranging from 3 to 25 cents were made retroactive to various dates, some as early as March 3, 1975. The classification adjustment affected about 4,400 workers and averaged 5 cents when spread over all workers under the agreement. Agreement also provided for a deferred increase on June 1, 1978.
June 1, 1978 (agreement of June 1, 1977)	10 percent (calculated to nearest ½ cent), averaging 68.97 cents an hour.	Deferred increase.

¹ General wage changes are general increases or decreases as well as adjustments for individual job classifications that change basic hourly rates of pay and affect a substantial number of workers. Not included are adjustments in individual rates (promotions, merit increases, etc.) and minor interim adjustments in the wage structure (such as changes in the wage rates during the contractual year for individual occupations) that do not have an immediate and noticeable effect on the average wage level.

The changes listed in this table were major adjustments in the wage level made during the period covered. The sum of general changes listed will not necessarily coincide with the changes in straight-time average hourly earnings over the period of this chronology because of fluctuations in earnings, changes in products, production methods, and employment practices, the omission of nongeneral changes in rates, changes in the composition of the labor force, and other factors.

² Since the United Paperworkers International Union is a result of a merger between the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the United Papermakers and Paperworkers (once the In-

ternational Brotherhood of Papermakers) which have negotiated agreements jointly along with the International Brotherhood of Electrical Workers during the entire period covered by this chronology, the usual union designations are omitted from this and subsequent tables after the first entry.

³ Date of agreement not available.

⁴ In collective bargaining situations where there was no cost-of-living escalator clause in effect, General Wage Regulation No. 8, Section 4, permitted parties who found that the real value of wages and salaries had declined since Jan. 25, 1951, to put into effect, no more frequently than every 6 months, increases that would restore the real value of those rates from Jan. 25, 1951, to date of the increase.

⁵ General Wage Regulation No. 6 provided that, if general wage increases since Jan. 15, 1950, had been less than 10 percent, future increases "may be permitted in amounts up to but not in excess of the difference between such past increases, if any, and the permissible 10 percent."

Table 2a. Beginners' hourly wage rates, 1937-65

Effective date	Men ¹		Women ¹	
	Hiring rate ²	Minimum rate ²	Hiring rate ²	Minimum rate ²
June 1, 1937	(³)	\$0.40 and \$0.44	(³)	(³)
Sept. 1, 1938	(³)	.38 and .42	(³)	(³)
Feb. 19, 1939	(³)	.40 and .44	(³)	(³)
June 1, 1940	(³)	.43 and .47	(³)	(³)
June 1, 1941	(³)	.50 and .54	(³)	(³)
Nov. 16, 1941	(³)	.535 and .58	(³)	(³)
June 1, 1942	\$0.54 and \$0.58	.575 and .62	\$0.44	\$0.54
June 18, 1944	(³)	(³)	(³)	(³)
Dec. 16, 1945	.70	.75	.54	.67
June 1, 1946	.80	.85	.64	.77
June 1, 1947	.95	1.00	.79	.92
June 1, 1948	1.00	1.05	.86	.99
June 1, 1950	1.07	1.12	.93	1.06
Oct. 15, 1950	1.12	1.17	.98	1.11
June 1, 1951	1.20	1.25	1.06	1.19
June 1, 1952	1.25	1.30	1.12	1.24
Dec. 1, 1952	1.27	1.32	1.14	1.26
June 1, 1953	1.32	1.37	1.18	1.31
June 1, 1954	1.39	1.44	1.25	1.38
June 1, 1955	1.46	1.51	1.31	1.45
June 1, 1956	1.59	1.64	1.44	1.58
June 1, 1957	1.68	1.73	1.53	1.67
June 1, 1958	1.72	1.77	1.57	1.71
June 1, 1959	1.79	1.84	1.64	1.78
June 1, 1960	1.87	1.92	1.72	1.86
June 1, 1961	1.905	1.955	1.755	1.895
June 1, 1962	1.960	2.015	1.810	1.975
June 1, 1963	2.030	2.085	1.880	2.065
June 1, 1964	2.100	2.155	1.950	2.155
June 1, 1965	2.205	2.260	2.055	2.260

¹ Blacks were paid lower rates than whites until Sept. 14, 1943. On petition of the company and the unions, the Fifth Regional War Labor Board approved a single hiring and minimum rate for men, effective Sept. 15, 1943. A single rate for women previously had been in effect.

² From the date of the first contract to May 31, 1951, employees progressed from the hiring to the minimum rate in 90 days in one step; from June 1, 1951, the period was 30 days.

³ Not available.

Table 2b. Beginners' hourly wage rates, 1966-78¹

Effective date	Hiring rate	Minimum rate
June 1, 1966	\$2.280	\$2.340
June 1, 1967	2.480	2.540
June 1, 1968	2.605	2.665
June 1, 1969	2.775	2.835
June 1, 1970	3.025	3.085
June 1, 1971	3.215	3.280
June 1, 1972	3.415	3.485
June 1, 1973	3.715	3.785
June 1, 1974	3.955	4.030
Nov. 1, 1974	4.085	4.165
June 1, 1975	4.495	4.580
June 1, 1976	4.945	5.040
June 1, 1977	5.465	5.570
June 1, 1978	6.010	6.125

¹ Beginning June 1, 1966, men and women were paid the same rates.

Table 3. Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Shift premium pay		
June 1, 1937 (agreement dated Jan. 19, 1938)	No provision.	
June 3, 1944'	Established: 4 cents an hour premium for work on 2d shift, 6 cents for 3d shift.	
Dec. 16, 1945'	Discontinued: All shift premiums.	Basic wage rates of all workers increased 2.5 cents an hour in lieu of shift differential. (See table 1.)
Dec. 1, 1952 (agreement dated June 1, 1953)	Reestablished shift premiums: 2 cents an hour premium for work on 2d or 3d shifts.	Shift differential included in computing overtime.
June 1, 1953 (agreement of same date)	Increased to: 3 cents for 2d shift, 5 cents for 3d shift.	
June 1, 1956 (agreement of same date)	Increased to: 5 cents for 2d shift, 8 cents for 3d shift.	
June 1, 1963 (agreement of same date)	Increased to: 9 cents for 3d shift.	
June 1, 1964 (agreement of June 1, 1963)	Increased to: 6 cents for 2d shift.	
June 1, 1965 (agreement of same date)	.....	Added: Shift differential paid dayworkers for all work after scheduled shift if 2 or more non-scheduled hours were worked.
June 1, 1967 (agreement of same date)	Increased to: 7 cents for second shift, 10 cents for third shift.	
June 1, 1968 (agreement dated June 1, 1967)	Increased to: 12 cents for third shift.	
June 1, 1971 (agreement dated June 1, 1970)	Increased to: 8 cents for second shift.	
June 1, 1972 (agreement dated June 1, 1970)	Increased to: 13 cents for third shift.	
June 1, 1977 (agreement of same date)	Increased to: 10 cents for second shift and 15 cents for third shift.	
June 1, 1978 (agreement dated June 1, 1977)	Increased to: 12 cents for second shift and 18 cents for third shift.	
Premium pay for Sunday work		
June 1, 1937 (agreement dated Jan. 19, 1938)	No provision.	
June 1, 1951 (agreement of same date)	Established: Time and one-half for work on Sunday.	Approved by Wage Stabilization Board.
June 1, 1956 (agreement of same date)	.....	Hours worked on Sunday to be included in computing weekly overtime.
Overtime pay		
June 1, 1937 (agreement dated Jan. 19, 1938)	Time and one-half for work in excess of 8 hours a day.	Not applicable to shift employee who worked (1) double shifts or extra hours because worker assigned to next shift did not report, or (2) extra hours when shifts were changed.
June 1, 1939 (agreement of same date)	Added: Overtime rate paid for all hours worked in excess of 16 until employee had 8 hours' rest.	Changed: Overtime not payable to (a) employee on continuous operations (tour worker) who worked (1) double shift, of (2) extra hours because employee assigned to next shift did not report; (b) any employee (1) when extra hours were required for shift changes or (2) for starting or shutting down operation.
June 1, 1941 (agreement of same date)	Added: Overtime rate paid for all hours when employee worked 24 consecutive hours or more.	Eliminated: Provisions withholding overtime pay for starting or shutting down operation.
June 1, 1948 (agreement of same date)	Added: Time and one-half for work in excess of 40 hours a week.	Added to contract at this time although the provisions of the Fair Labor Standards Act were applied since 1938.
June 1, 1951 (agreement of same date)	Changed: Overtime rate paid for all hours worked in excess of 16 in a 24-hour period until employee had 8 hours' rest.	Changed: Employee working 16 hours or more paid at applicable rate for meal periods taken in other than first 8 hours. Next scheduled shift of employee working 16 hours not to be changed to avoid payment of overtime.
June 1, 1952 (agreement of same date)	.....	Changed: Overtime rate paid employee working 24 consecutive hours for all meal periods taken.
June 1, 1953 (agreement of same date)	Changed: Overtime rate paid for all hours when employee worked more than 16 consecutive hours until 8 hours' rest was provided.	Meal period in first 8 hours not considered time worked.
June 1, 1956 (agreement of same date)	.....	Added: Sunday work included in total hours worked for purposes of computing weekly overtime.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Overtime pay—Continued		
June 1, 1958 (agreement of same date)	Changed: Time and one-half paid for work in excess of 8 in a 24-hour period until employee had 8 hours' rest.	
June 1, 1961 (agreement of same date)	.....	Added: First 8 hours worked and paid for at overtime rate under 16 hours provision, and hours paid for but not worked on a holiday, included in total hours worked for purposes of computing weekly overtime.
June 1, 1973 (agreement of same date)	.....	Added: For hours worked on a no-work holiday (excluding birthday holiday), the holiday pay allowance for 8 hours to be included as time worked for purpose of computing weekly overtime.
Holiday pay		
June 1, 1937 (agreement dated Jan. 19, 1938)	Time and one-half for work on 4 specified holidays. No payment for holidays not worked.	Easter Sunday, Fourth of July, Labor Day, and Christmas Day. Only employees necessary to protect life and property (steam plant, electrical power plant employees, watchmen, etc.) were required to work.
June 1, 1938 (agreement of same date)	Added: 1 holiday (total 5).	Thanksgiving Day.
Aug. 5, 1945'	Changed: 3 of 5 unpaid holidays to become paid holidays. Employees with 90 days' service or more and not required to work to receive 8 hours' straight-time pay on Christmas Day, Fourth of July, and Labor Day.	Employees required to work on these paid holidays to receive straight-time pay and another day off with pay later in the week. To be eligible for holiday pay, employee must have worked 2 scheduled workdays preceding and 2 scheduled workdays following holiday. Pay not provided employee scheduled to work holiday who failed to report for personal reasons. Employee on vacation during holiday to receive holiday pay in addition to vacation allowance.
June 1, 1946'	Added: 1 paid holiday, Easter Sunday (total 4).	Plants to close on Labor Day, Fourth of July, and Christmas except for those employees necessary to protect life and property. Plants to operate on Easter Sunday.
June 1, 1949'	.....	Added: Pay for 1 holiday in layoff period of 90 days or less provided employee on return to work.
June 1, 1952 (agreement dated May 31, 1952)	Added: Christmas Eve, and Thanksgiving Day changed to paid holiday (total 6). Time and one-half plus holiday pay (double time and one-half) for work on Christmas, Fourth of July, Labor Day, and Easter Sunday, and straight time plus holiday pay (double time) for work on Christmas Eve and Thanksgiving Day.	Added: Maximum hours of work on day preceding holiday limited to 12.
June 1, 1954 (agreement of same date)	Changed: Time and one-half plus holiday pay (double time and one-half) for work on all 6 recognized holidays.	Eliminated: Day off with pay given to employees required to work on paid holiday.
June 1, 1958 (agreement of same date)	.....	Changed: Plants to close on all holidays except Thanksgiving Day, which was optional. Pay for all holidays in layoff period of 90 days or less provided employee on return to work.
June 1, 1959 (agreement dated June 18, 1959)	Added: 1 paid holiday (total 7).	December 26. Plants to be closed on this holiday.
June 1, 1961 (agreement of same date)	.....	Hours paid but not worked on a holiday included in hours worked for overtime purposes.
June 1, 1967 (agreement of same date)	Added: 1 paid holiday (total 8). Added: Guaranteed 4 hours' pay at time and one-half, in addition to regular holiday pay (straight-time for 8 hours) for work on scheduled no-work holidays.	July 3. Plant closing on this holiday was to be optional.
June 1, 1970 (agreement of same date)	Added: 1 paid holiday (total 9). Changed: Sunday before Labor Day substituted for Easter Sunday as a paid no-work holiday.	Employee's birthday, which was to be a no-work holiday. If employee's birthday fell on another paid holiday, he could take either the day before or day after as his birthday holiday.
June 1, 1973 (agreement of same date)	Changed: Eligibility requirement for paid holidays reduced to 45 days of company service.	.....
June 1, 1973 (agreement of same date)	.....	Changed: Employee's birthday holiday could be taken on any day during the same workweek that employee's birthday fell, provided that day selected was a scheduled work day for that employee, and that employee had approval of supervisor.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
June 1, 1977 (agreement of same date)	.....	Changed: July 4 holiday to an option-to-work holiday. In effect and continued: Maximum hours of work by day workers on day preceding holiday—limited to 8.
June 1, 1978 (agreement dated June 1, 1977)	Added: 1 paid holiday (total 10).	Added: Maximum hours of work on day following holiday limited to 12. Holiday was July 5, which was an option-to-work holiday.
	Added: 1 paid holiday (total 11).	Changed: Sunday before Labor Day and Labor Day to option-to-work holiday. July 4th and 5th to no-work holiday. Holiday was December 23, which was a no-work holiday. Added: For work on a holiday which fell on a Sunday, employee paid regular holiday pay (straight-time for 8 hours) plus double time for all hours worked.
Paid vacations		
June 1, 1937 (agreement dated Jan. 19, 1938)	No provision.	
June 1, 1939 (agreement of same date)	.....	Employee permitted to take up to 2 weeks' unpaid vacation a year, on 30 days' written notice.
June 1, 1941 (agreement dated May 31, 1942)	Established: 1 week's vacation with pay at 2 percent previous year's earnings provided employee with 2 years' continuous service or more and 1,400 hours of work in previous year. Pay in lieu of vacation, at company option.	Continuous employment broken only by discharge for cause or voluntary separation.
June 1, 1942 (agreement of same date)	Changed: Eligibility requirement reduced to 1 year. Pay in lieu of vacation to equal 3 percent of earnings.	
June 16, 1944 (approved by National War Labor Board, Sept. 29, 1944)	Added: 2 weeks' vacation with 4 percent of previous year's earnings provided employee with 5 years' service or more; 6 percent when required to work during the 2 weeks.	
June 1, 1949 (agreement of same date)	.....	Vacation pay provided employee when employment relationship was terminated.
June 1, 1950 (agreement of same date)	Added: 3 weeks' vacation with 6 percent of previous year's earnings provided employee with 15 years' service or more; 9 percent when required to work during the 3 weeks.	
June 1, 1951 (agreement of same date)	.....	Added: Vacation pay at appropriate rate, but not vacation, provided employee unable to work 1,400 hours in previous year because of occupational injury.
Dec. 1, 1952 (agreement dated Nov. 29, 1952)	Changed to: 2 weeks' vacation after 3 years' continuous service.	
June 1, 1953 (agreement of same date)	.....	Added: Employee permitted to charge against vacation; absences due to his own illness or death in family.
June 1, 1956 (agreement of same date)	Reduced: Minimum hours worked in previous year—to 1,040.	
June 1, 1957 (agreement of same date)	Added: 4 weeks' vacation with 8 percent of previous year's earnings provided employee with 25 years' service or more; 12 percent is required to work the 4 weeks.	
June 1, 1959 (agreement of same date)	Changed to: 3 weeks' vacation after 10 years' continuous service.	Pro rata vacation provided employee with 3 years' service or more when terminated.
June 1, 1961 (agreement of same date)	Changed to: 4 weeks' vacation after 23 years' continuous service.	
June 1, 1963 (agreement of same date)	Changed to: 4 weeks' vacation after 20 years' continuous service.	
June 1, 1964 (agreement dated June 1, 1963)	Added: 5 weeks' vacation with 10 percent of previous year's earnings provided employee with 30 years' service or more; 15 percent when required to work the 5 weeks.	Added: Pro rata vacation pay provided employee with 3 years' service or more but less than 1,040 hours of work in previous year.
June 1, 1965 (agreement of same date)	Changed: 4 weeks' vacation after 15 years' continuous service.	
June 1, 1966 (agreement dated June 1, 1965)	Changed: 5 weeks' vacation after 25 years' continuous service, 6 weeks with 12 percent of previous year's earnings after 30 years, 18 percent when required to work the 6 weeks.	
June 1 1967 (agreement of same date)	Changed: 3 weeks' vacation after 8 years of continuous service.	
June 1, 1970 (agreement of same date)	.....	Changed: For employee working less than 1,040 hours in previous year, service requirement for pro rata vacation pay (with no scheduled time off) reduced to 1 year.

See footnotes at end of table

Table 3. Continued—Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
June 1, 1974 (agreement of same date)	.....	Added: Employee committed to retire at age 62 or later on written request was permitted to waive vacation earned and due to be taken in the last full year of employment prior to retirement and receive vacation pay in lieu. Such employee also, on request, permitted to defer until the date of retirement any vacation and vacation pay earned during the last full year of employment prior to retirement.
June 1, 1977 (agreement of same date)	Changed: 5 weeks' vacation after 20 years of continuous service.	Changed: If an employee lost a partial work week due to temporary curtailed plant operations, an election could be made to accumulate each short period of less than a full week up to 5 work days, and such time could then be charged to vacation time with regular vacation pay. Added: Occupational injury—regularly scheduled work hours lost credited as hours worked in computing vacation pay in vacation year in which injury occurred and the following vacation year.
Call-in pay		
June 1, 1937 (agreement dated Jan. 19, 1938)	Minimum of 3 hours' pay guaranteed employee called to perform repair or maintenance work; 4 hours' guaranteed employee called to change paper machine wires.	Not applicable to employees on extra board who were required to report for work regularly until assigned to regular job.
June 1, 1939 (agreement of same date)	Changed: 4-hour guarantee extended to repair and maintenance work and changing Fourdrinier wires, welt felts, and dryer felts.	Added: When regular plus extra hours worked exceeded 8, employee to be paid greater of sum due under call-in or overtime provisions.
June 1, 1951 (agreement of same date)	.....	Not applicable to employee held over at end of shift. Changed: Guarantee made applicable to employee on extra board.
June 1, 1952 (agreement of same date)	.....	Added: Not applicable to employee in mill yard or called-in for planned, anticipated, or predetermined work.
June 1, 1956 (agreement of same date)	.....	Added: Guarantee made applicable to employee required to work beyond regular shift to change paper machine wires and employee called-in at other than designated starting time to perform emergency work.
June 1, 1959 (agreement of same date)	.....	Added: Guarantee extended to any work on paper machine proper.
June 1, 1961 (agreement of same date)	.....	Added: Guarantee extended to any work of 2 hours and 40 minutes or less that was not a continuation of a regular shift.
June 1, 1962 (agreement of same date)	.....	Changed: Guarantee extended to planned, anticipated, and predetermined work.
June 1, 1962 (agreement of same date)	.....	Added: Guarantee extended to day workers called back to work after shift was completed.
June 1, 1970 (agreement of same date)	.....	Changed: Guarantee extended to employee in mill yard when called-in to work.
June 1, 1970 (agreement of same date)	.....	Added: Employee who had not had an 8-hour rest period, and was required to work 2 hours and 40 minutes or less which was not a continuation of a regular shift, was paid according to overtime or call-in provisions, whichever resulted in higher net pay.
Reporting pay		
June 1, 1937 (agreement dated Jan. 19, 1938)	No provision.	
June 1, 1941 (agreement of same date)	Established: Minimum of 2 hours' work guaranteed employee called to work or not properly notified of lack of work.	Not applicable when lack of work was caused by conditions beyond control of company or to extra men assigned to roster containing larger work force than was required.
June 1, 1951 (agreement of same date)	.....	Extra board employee required to report at specific times or for specific shifts to be eligible for minimum guarantee after accumulating 30 days' service.
June 1, 1958 (agreement of same date)	Added: Minimum 4 hours' pay guaranteed employee put to work.	
June 1, 1961 (agreement of same date)	Changed: Minimum of 2 hours' pay guaranteed employee not put to work.	

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Reporting pay—Continued		
June 1, 1977 (agreement of same date)	.....	Changed: Employee who started a scheduled shift and then was rescheduled to a later period within the 24 hour period after start of the scheduled shift because of emergency, to receive 4 hours straight time pay for the rescheduled period plus not less than 4 hours pay for working the rescheduled period.
Paid rest periods		
June 1, 1937 (agreement dated Jan. 19, 1938) June 1, 1951 (agreement of same date)	No provision. Established for women employees in Mobile bag factory and all continuous finishing room operations—two 10-minute paid rest periods.	
Paid sick leave		
June 1, 1937 (agreement dated Jan. 19, 1938) June 1, 1955 (agreement of same date) June 1, 1963 (agreement of same date)	No provision. Established: 40 hours' paid sick leave at regular hourly rate provided employee with 6 months' service or more incapacitated 2 weeks or more by sickness or nonoccupational injury. Eliminated: Sick leave pay.	Employee required to provide medical evidence of inability to perform duties. Leave limited to 1 illness in contract year. See "Insurance plan."
Jury duty pay		
June 1, 1937 (agreement dated Jan. 19, 1938) June 1, 1959 (agreement of same date) June 1, 1970 (agreement of same date)	No provision. Established: Difference between straight-time hourly rate times regular scheduled hours (8-hour period) and statutory fee paid employee while serving on jury. 	Jury duty not included in hours worked for overtime purposes. Added: Employee scheduled to work the 11 p.m. to 7 a.m. shift immediately before serving the first day of jury duty was not required to work but was paid for that shift at his scheduled straight-time rate.
Severance pay		
June 1, 1937 (agreement dated Jan. 19, 1938) June 1, 1961 (agreement of same date) June 1, 1967 (agreement of same date)	No provision. Established: Plan providing employee with 1 year's service or more, laid-off because of lack of work, with maximum of 1 percent of total earnings during last period of unbroken employment. Half benefit paid after 6 weeks' layoff, remainder after 3 months. Increased to: Maximum of 2 percent of total earnings during last period of unbroken employment.	Unpaid benefits (1) not paid to employee recalled and who returned to work before payment was due, (2) canceled for employee recalled before receipt of benefit if he did not return to work. New earnings credits to be accumulated on return to work. Employee recalled before 3-month period to retain credit for unpaid balance of severance benefits.
Funeral leave		
June 1, 1937 (agreement dated Jan. 19, 1938) June 1, 1959 (agreement of same date) June 1, 1961 (agreement of same date)	No provision. Established: Up to 3 paid days of absence at regular straight-time rate allowed because of death in immediate family. 	Immediate family defined as spouse, mother, father, brothers, sisters, sons, and daughters. Paid leave limited to day before, day of, and day after funeral, and to 8 hours a day for absences that fall on scheduled days of work. No pay provided employee who did not attend funeral. Not included in hours worked for overtime purposes. Added: To definition of immediate family—mother-in-law and father-in-law

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Funeral leave—Continued		
June 1, 1973 (agreement of same date)	.....	Changed: Paid funeral leave absence could be for any 3 consecutive days, one of which to be the day of funeral (previously, the day before, the day of the funeral, and the day after were specified as the 3 days to be taken).
June 1, 1977 (agreement of same date)	.....	Added: Definition of family to include step parents where employee lived in same household with step parents or where legal adoption occurred. Added: Funeral leave to cover grandmothers and grandfathers.
Mealtime pay		
June 1, 1937 (agreement dated Jan. 16, 1938)	No provision.	
June 1, 1951 (agreement dated Oct. 12, 1951)	Established: Paid meal period, but not meals provided employee after 3 hours' work beyond assigned shift and at 5-hour intervals thereafter.	Meal periods limited to 30 to 40 minutes. Not applicable to employee who exchanged shifts at own request. One-half hour's pay at overtime rates in lieu of meal period provided employee required to work up to 1 hour beyond regular schedule. Women in Mobile bag factory and all continuous finishing room operations provided 20-minute paid lunch period.
Dec. 2, 1952 (agreement dated Nov. 29, 1952)	Changed: Meal periods provided (1) day-workers after 2 hours on extended shift, and (2) shift workers at approximately regular meal intervals during extended shift.	
June 1, 1953 (agreement of same date)	Changed: Paid meal period provided before start of overtime and each 5 hours thereafter to employee required to work overtime after assigned 12-hour shift.	Added: Company to send and pay for meal of employee unable to leave job at designated meal periods. Employee required to work part of lunch period could elect full lunch period later in shift.
June 1, 1958 (agreement of same date)	Changed: Paid meal periods provided shift workers on double shifts.	Meal periods to be provided at approximately regular mealtimes during additional shift.
June 1, 1961 (agreement of same date)	.....	Changed: Women in Mobile bag factory and all continuous finishing room operations—20 minute paid lunch period in mills with 2 shifts limited to 2d shift. Previous practice continued in mills with 3 shifts.
June 1, 1977 (agreement of same date)	Added: \$2 meal allowance provided: (1) day workers after working 2 hours beyond assigned shift and at 5 hour intervals thereafter; (2) dayworkers after an assigned 12 hour shift, and at 5 hour intervals thereafter; (3) for "tour workers held over (including a holdover for wire and/or clothing change)", and (4) employees called in who work more than 5 hours on the call in.	
Wire and clothing time pay		
June 1, 1937 (agreement dated Jan. 16, 1938)	No provision.	
June 1, 1970 (agreement of same date)	Established: Minimum 6 hours' pay guaranteed employee who worked other than on his regular shift in putting in paper machine wires and/or paper machine clothing and/or who worked on the paper machine proper between the fan pump and the winder inclusive, during wire and/or clothing changes.	This time previously considered as call-in time and paid as such. Employee to do any other work required during the wire and/or clothing changes or incidental to the start-up of the machine after such changes. Employee engaged in both wire and clothing changes during the same work period to be paid on the basis of the wire time provision. The 6-hour minimum for wire and/or clothing changes not to apply during a scheduled repair shutdown provided notice was posted at least 16 hours before the shutdown. Employee was not eligible for both call time and wire and/or clothing time for work on wire and clothing changes.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices

Effective date	Increase	Applications, exceptions, and other related matters
Wire and clothing time pay—Continued		
June 1, 1973 (agreement of same date)	Added: Employee who was called in for wire and clothing time after having worked 16 consecutive hours, but before having 8 hours rest period, engaged at time other than the period of employee's regular shift in putting on paper machine wires and/or paper machine clothing and/or who worked on the paper machine proper between the fan pump and the winder inclusive during wire and/or clothing changes would receive no less than (1) 6 hours' pay at employee's straight-time rate or the overtime rate for hours worked, whichever was greater; or (2) time and one-half for all hours worked until employee was given 8-hour rest period whichever would net employee the most compensation.	
Insurance plans		
June 1, 1937.....	.....	Plans established in 1923, not covered by collective bargaining agreement. Employee weekly contributions were 25 cents of annual earnings under \$1,500, 50 cents if \$1,500 but under \$2,500, and 75 cents if \$2,500 or over.
Sept. 1, 1938	Contributory plan available to employees with 6 months' service or more, providing: <u>Life insurance</u> —\$1,000 to \$3,000 depending on annual earnings. ² <u>Accidental death or dismemberment</u> —Death—double face value of life insurance. <u>Dismemberment</u> —one-half to full face value of life insurance depending on extent of loss. <u>Total and permanent disability benefits</u> —\$51.04 to \$54 a month for 20 to 40 months. ² <u>Sickness and accident benefits</u> —\$10 to \$20 a week for maximum of 26 weeks ² for each nonoccupational disability; payable from 8th day of disability. <u>Visiting nurse service</u> —provided in home, as necessary.	Life and accidental death and dismemberment insurance increased \$100 for each year's service up to 5. Employee with annual earnings of \$2,500 but less than \$5,000 permitted to subscribe to additional \$2,000 coverage (at cost of 35 cents a week); employee earning \$5,000 or more could subscribe for the \$2,000 (at the stated rate) plus \$5,000 additional coverage (at cost of 83 cents a week). In addition to total and permanent disability benefits. Paid in lieu of death benefits.
Oct. 1, 1947	Added: For retired employees: <u>Life and accidental death or dismemberment</u> —face value of insurance at time of retirement made available to employee with 15 years' service or more and eligible under the pension plan, at cost of 60 cents per \$1,000. ³	All insurance: Coverage levels maintained for disabled employee required to accept job with lower than pre-disability wage rate; company to pay difference between contribution required at former and new earnings. Company assumed entire contributions of employee disabled 8 days or more. Insurance extended 6 months for employee temporarily laid off or on approved leave of absence; employee to continue contributions.
June 1, 1950.....	Added: For retired employees: <u>Life and accidental death or dismemberment</u> —face value of insurance at time of retirement provided without cost to employee, with 15 years' service or more and eligible under pension plan.	Employee who retired in good health before age 65 required to contribute to that age. ³ Insurance continued without cost during period retiree received sickness and accident benefits or workmen's compensation, up to 26 weeks.
Dec. 1, 1952.....	Changed to: <u>Sickness and accident benefits</u> —\$10 to \$26 a week. ⁴	
June 1, 1954.....	Increased: <u>Sickness and accident benefits</u> —maximum to \$28. ³	
June 1, 1955.....	Added: Noncontributory hospital-surgical-medical plan for employees with 6 months' service or more, providing: ⁶ <u>Hospitalization</u> : Room and board—up to \$12 a day, maximum \$840. Special services—up to \$150. Maternity obstetrical—\$150 for normal delivery, \$75 to \$225 for other procedures. <u>Medical care</u> : Doctor's services—\$4 for each hospital visit, maximum \$250. <u>Surgical benefits</u> : Surgical schedule—up to \$250.	Coverage extended up to 2 months during periods of temporary layoff; to termination of scheduled services for hospitalization and pregnancy, in effect on date employment relationship ceased, or surgery performed prior to that date. Retired employees' benefits provided for 1 disability in each 12-month period.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Insurance plans—Continued		
June 1, 1956.....	Increased to: <u>Sickness and accident benefits</u> —\$15 to \$40 a week.	
June 1, 1958.....	Added: For retired employment: <u>Life and accidental death or dismemberment insurance</u> —reduced coverage at company expense provided employee retired at age 65 with 10 but less than 15 years' service. ^a	
June 1, 1959.....		Added: Company to contribute \$2 a month towards cost of dependents' hospital-surgical-medical benefits. Benefits identical to those provided employee.
June 1, 1961.....	Increased: <u>Life insurance</u> —maximum to \$10,000. ^a	Changed: Company assumed full cost of life, accidental death and dismemberment, and sickness and accident insurance for active employees.
		Added: All group insurance extended up to 8 weeks, at company expense, for employee temporarily laid off through no fault of his own; could be extended additional 4 months by payment of contribution by employee.
		Eliminated: Opportunity to elect additional insurance.
	<u>Total and permanent disability benefits</u> —maximum, to \$180 a month for 60 months.	
	<u>Sickness and accident benefits</u> —\$20 to \$50 a week. ^a Maternity benefits up to 6 weeks added.	
	Changed: for employees and dependents, hospital-surgical-medical program—from indemnity to service (Blue Cross-Blue Shield) benefit plan providing:	Company to continue paying full cost of employee coverage; contribution for dependents increased to \$3 a month.
	<u>Hospitalization</u> : Room and board—up to 70 days per admission; in member hospital, full semiprivate room charge; in nonmember hospital, actual charges up to \$10 a day.	Dependent defined as a spouse and children (1) under 19 years of age, (2) if full time student, to age 23, or (3) during period of permanent incapacity.
	<u>Special services</u> —for charges other than room and board, in member hospitals full coverage up to 70 days an admission for the following services: Use of operating, recovery and treatment rooms and equipment, drugs and medicines for use in hospital; dressings, ordinary splints and plaster casts, and when provided and billed as a regular hospital service, laboratory and X-ray examinations, electrocardiograms, intravenous injections and solutions, physical therapy, oxygen and its administration, administration of blood and blood plasma, and anesthetics and their administration.	Employee using private room in member hospital to pay difference between that charge and hospital's average charge for semiprivate accommodations, up to \$10 a day.
	In nonmember hospitals, 75 percent of actual charges for services and supplies listed for member hospitals.	Benefits limited to 30 days in 12 consecutive months for treatment of pulmonary tuberculosis or mental or nervous disorders.
	<u>Emergency care</u> —in member and non-member hospitals, charges for emergency surgical or medical care and treatment within 24 hours of accident.	Supplies and services available only to bed patients and limited to drugs and medicines listed in official formularies.
	<u>Maternity benefits</u> —full coverage for hospital charges for maximum of 10 days.	Hospitalization benefits not available for: Services of doctors and technicians not employed by hospital or special nurses; occupational disabilities or those for which treatment was provided by statute; chronic alcoholism or drug addiction after diagnosis; diagnostic studies or tests or physical therapy; plastic surgery or cosmetic treatment unless necessary to correct traumatic injury; personal comfort services; X-ray and radium therapy and radium isotopes; blood or blood plasma; convalescent care; dental care by other than licensed doctor of medicine unless necessitated by accident, special braces, appliances or equipment.
	<u>Surgical benefits</u> —surgical schedule up to \$300.	Up to 70 days' hospitalization provided for ectopic pregnancies.
	<u>Anesthesia</u> —greater of \$15 or 20 percent of scheduled surgical fee for administration of anesthesia by doctor not in charge of case.	Surgical and medical exclusions almost identical to hospitalization exclusions.
	<u>Obstetrical benefits</u> —up to \$90 for normal delivery, \$60 to \$250 for other procedures.	
	<u>Medical benefits</u> —doctor's services up to \$4 for each of maximum of 70 hospital visits.	Limited to 1 treatment a day. Not available for patient who had received surgical or obstetrical care. Available for pulmonary tuberculosis or mental disorders up to 30 days in 12 consecutive months.
	<u>Diagnostic X-ray examinations</u> —\$5 to \$35, maximum \$50 in 12 consecutive months.	Not available for: Pregnancy, care of teeth, research studies, screening, routine physical or premarital examinations, routine hospital admission procedures, fluoroscopy without films, or examinations not necessary to a diagnosis.
	<u>Laboratory services</u> —\$10 to \$25, maximum \$50 in 12 consecutive months.	

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Insurance plans—Continued		
June 3, 1963.....	Increased to: <u>Sickness and accident benefits</u> —\$50 to \$70 a week payable from first day of hospitalization or accident and 4th day of sickness. ¹⁰ Increased: <u>Total and permanent disability benefits</u> —minimum to \$90 a month. ¹⁰	Discontinued: 1 week's paid sick leave a year at 40 times hourly rate.
June 1, 1967 (agreement of same date)	.....	Added: Company assumed full cost of group life insurance for early retirees (retired at age 62 or older with 20 years or more of continuous employment).
June 1, 1969 (agreement dated June 1, 1967)	.....	Increased: Company contribution to dependent hospital insurance—to \$4 a month.
Sept. 1, 1970 (agreement of June 1, 1970)	Increased: <u>Surgical benefits</u> —surgical schedule maximum to \$455, unless fixed fee surgical schedule provided greater allowance. Changed: <u>Anesthesia</u> —to 20 percent of surgical schedule allowance (was greater of \$15 or 20 percent).	Added: Benefits available under Blue Cross/Blue Shield Health Program to be coordinated with those payable under other plans to prevent duplication of benefits. Changed: Plan to provide payment to physician other than attending physician for interpretation or performance of radiological procedures and surgical and clinical pathological procedures, or examinations rendered hospital bed patients, on basis of physician's claim after service. Payment not made if service was covered as hospital benefit. Changed: Dependent definition for permanently disabled children to include only those so disabled before reaching age 19.
June 1, 1971 (agreement of June 1, 1970)	Increased: <u>Sickness and accident benefits</u> —to range from \$50 to \$92 a week. ¹¹	Company contribution for dependent health coverage increased to \$5 a month.
June 1, 1972 (agreement of June 1, 1970)	Increased: <u>Sickness and accident benefits</u> —to range from \$50 to \$114 a week. ¹¹	Company contribution for dependent health coverage increased to \$6 a month.
June 1, 1973 (agreement of same date)	.....	Company contribution for dependent health coverage increased to \$7 a month.
Sept. 1, 1973 (agreement of June 1, 1973)	Increased: <u>Surgical benefits</u> —surgical schedule to maximum \$600, unless fixed fee surgical schedule provided greater allowance. Changed: <u>Diagnostic X-ray examinations</u> —to range of \$5 to \$40, maximum \$50 for each eligible patient during a period of 12 consecutive months. Increased: <u>Hospitalization</u> —room and board up to a maximum of 120 days per admission.	Changed: Dependent definition—an employee's unmarried child between 19 and 23 years of age who was a full-time student in a recognized course of study or training but could not be employed on a regular full-time basis and had to be chiefly dependent upon the employee for support. The term child also was to include any blood descendant of the first degree who was supported by the employee, but did not permanently reside in the employee's household.
June 1, 1975 (agreement of June 1, 1973)	.....	Added: <u>Surviving spouse coverage</u> —If employee with a minimum of 15 years of service or a retiree while receiving pension died, surviving spouse could continue coverage for self and eligible dependents, provided they were covered at time of death of employee or retiree. Surviving spouse and eligible dependents would lose insurance coverage if: (1) Employed and eligible for group health insurance; (2) Failed to pay the full premium for coverage; (3) Remarried; or (4) Died
June 1, 1976 (agreement of June 1, 1973)	.....	Increased: Company contribution for dependent health coverage to \$10 a month.
June 1, 1977 (agreement of same date)	Increased: <u>Sickness and accident benefits</u> maximum to \$142 a week. ¹² Increase: <u>Life insurance</u> —maximum to \$13,000. ¹³	Increased: Company contribution for dependent health coverage to \$20 a month.

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Insurance plan—Continued		
<p>Sept. 1, 1977 (agreement of June 1, 1977)</p>	<p>Increased: <u>Surgical benefits</u>—surgical schedule maximum to \$900, unless fixed fee surgical schedule provided greater allowance.</p> <p>Changed: \$200 maximum per covered member during a calendar year for outpatient diagnostic x-ray examination and pathological examination on an out-patient basis which were necessary for the diagnosis of an illness or injury.</p> <p>Added: Provision to pay physician for treatment of any accidental injury, which included physician's services for x-ray or any service required to treat the specific injury derived from an accident.</p> <p>Improved: <u>Emergency care</u>—limitation for surgical or medical care for outpatient—emergency treatment to 72 hours (was 24).</p> <p>Established: <u>Major medical expense plan</u>, which paid 80 percent of first \$5,000 of usual, customary and reasonable charges in excess of basic plan benefits and \$100 deductible and 100 percent of charges over \$5,000, up to maximum of \$250,000 per individual per lifetime (also annual maximum). Mental and nervous disorder paid for at 50 percent of charges.</p>	<p>Increased: <u>Maternity benefits</u>—full coverage for hospital charges to 120 days (was 10).</p> <p>Once two members of a family met the calendar year deductible for a particular year, no other member was subject to the requirement.</p> <p>Major medical covered major medical expenses, with certain limitations: Semi-private hospital room and board, \$5 a day toward charges for private accommodations (when medically necessary); doctors service for medical and surgical care; registered or licensed practical nursing care; laboratory and x-ray examination and treatment; prescription drugs and medicine and blood; oxygen, casts, splints and dressing, prosthetic appliances and braces, rental of iron lung, wheelchair, hospital bed or other medically necessary mechanical appliances, ambulance service; treatment for accidental injury to natural teeth or jaw.</p>
<p>June 1, 1978 (agreement of June 1, 1977)</p> <p>Sept. 1, 1978 (agreement of June 1, 1977)</p>	<p>Increased: <u>Sickness and accident benefits</u>—maximum to \$150 a week.¹²</p> <p>Increased: <u>Surgical benefits</u>—surgical schedule maximum to \$1,000, unless fixed fee surgical schedule provided greater allowance.</p>	
Retirement plan		
<p>Jan. 1, 1937</p> <p>Feb. 1, 1946</p>	<p>No provision.</p> <p>Established: Contributory plan requiring employee contributions and company payments and providing benefits (in addition to Federal old-age, survivors' and disability insurance) as follows:</p> <p><u>Contributions</u>: Employee—2¼ percent of first \$3,000 annual earnings and 4½ percent of remainder up to \$15,000; company—actuarially determined amounts sufficient to fund prior service credits and, with employee contributions, to provide benefits based on service after plan was established.</p> <p><u>Normal retirement annuity</u>—employee aged 65 or older to receive: (1) For service after plan was established, basic annual benefits equal to the sum of 0.75 percent of first \$3,000 earned plus 1.5 percent of earnings above \$3,000 but not in excess of \$15,000 times credited years in plan, plus (2) for 6th and subsequent years of company service before plan was established and after reaching age 30, basic annual benefits of 0.5 percent of first \$3,000 and 1 percent of earnings above \$3,000, but not in excess of \$15,000 times credited years of service.</p> <p><u>Early retirement annuity</u>—employee aged 55 but under 65 with 20 years' service or more retired with consent or at request of company could elect (1) immediate actuarially reduced annuity, or (2) deferred normal benefit payable at age 65.</p>	<p>Plan was established Jan. 1, 1945; benefits were first paid and employee contributions were collected on effective date shown.</p> <p>To be eligible to participate, employee must have (1) been 30 years of age or over, (2) been regularly employed full time, and (3) had 5 years' service since last break in service of more than 12 months.</p> <p>Benefits of employee whose plan coverage was discontinued for any reason, except military or other approved leave, to be based on earnings in last period of service after rejoining plan.</p> <p>Annual earnings for period before plan was established based on, 2,496 hours at basic hourly rate in effect immediately prior to establishment of plan.</p>

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
Feb. 1, 1946—Continued	<p><u>Joint and survivorship option</u>—providing actuarially reduced annuities to employee and beneficiary.</p>	<p>Employee could elect amount payable to beneficiary upon death after his retirement equal to or one-half basic benefit or any other proportion acceptable to retirement board.</p> <p>Contributions plus interest paid beneficiary of employee who died before retiring; balance of contribution paid beneficiary of retiree who died, without electing optional benefits, before benefits equaled contributions.</p>
June 1, 1950.....	<p>Increased: <u>Contributions</u>—maximum income on which contributions were paid—to \$30,000.</p> <p><u>Normal retirement annuity</u>—maximum earnings used to compute annuity, to \$30,000.</p> <p>Added: <u>Vesting</u>—employee age 50 or over with 25 years credited service or more terminated for any reason could elect (1) deferred normal annuity at age 65 based on compensation and service at termination, or (2) to withdraw own contribution plus interest.</p>	<p>Reduced: Service required to participate in plan since last break in service in excess of 12 months, to 3 years.</p>
Dec. 1, 1952.....	<p>Added: <u>Disability retirement annuity</u>—immediate actuarially reduced annuity provided employee totally and permanently disabled.</p>	<p>Reduced: Service required to participate in plan since last break in service in excess of 12 months, to 3 years.</p>
June 1, 1955.....	<p>Added: <u>Disability retirement annuity</u>—immediate normal annuity, based on earnings and service, provided totally and permanently disabled employee with 25 years' service or more.</p>	<p>Applicable to employee retiring after May 31, 1958.</p> <p>Added: For employee retired before June 1, 1958, supplemental allowance provided by company continued.</p>
June 1, 1958.....	<p>Added: <u>Minimum monthly annuity</u>—\$50 for employee with 15 years' service or more at age 65, reduced proportionately for less than 15 years' service.</p> <p>Reduced: <u>Vesting</u>—age, to 45; years of credited service to 20.</p>	<p>Applicable to employee retiring after May 31, 1958.</p> <p>Added: For employee retired before June 1, 1958, supplemental allowance provided by company continued.</p>
June 1, 1961.....	<p>Increased: <u>Normal retirement annuity</u>—by one-third for credited service before Jan. 1, 1961.</p> <p>Changed: <u>Minimum monthly annuity</u>—\$50 for employee with 15 but less than 20 years' service, \$55 for 20 but less than 25 years, and \$60 for 25 years or more; employee with less than 15 years to receive, annually, \$40 times years of service.</p>	<p>Changed: Employee who was a contributory member of plan on June 1, 1965, or joined plan within 90 days, and who (1) had discontinued contributions after a prior period of membership, (2) had been employed continuously, and (3) had not withdrawn contributions, to have benefits based on all earnings while a member of plan.</p>
July 1, 1963.....	<p>Changed: <u>Disability retirement annuity</u>—immediate annuity based on earnings and service at time of disability for employee with (1) less than 20 years' service—normal annuity actuarially reduced for years below 65, (2) 20 years' service or more—normal annuity.</p>	<p>Changed: Employee who was a contributory member of plan on June 1, 1965, or joined plan within 90 days, and who (1) had discontinued contributions after a prior period of membership, (2) had been employed continuously, and (3) had not withdrawn contributions, to have benefits based on all earnings while a member of plan.</p>
Oct. 1, 1963.....	<p>Removed: \$30,000 limit on earnings.</p>	<p>Changed: Employee who was a contributory member of plan on June 1, 1965, or joined plan within 90 days, and who (1) had discontinued contributions after a prior period of membership, (2) had been employed continuously, and (3) had not withdrawn contributions, to have benefits based on all earnings while a member of plan.</p>
June 1, 1965.....	<p>Reduced: <u>Contributions</u> of employee on first \$3,000 annual earnings, by 25 percent.</p> <p><u>Disability retirement annuity</u>—service required for unreduced benefits, to 15 years.</p> <p>Increased: <u>Normal retirement annuity</u>—all benefits earned before Jan. 1, 1965, by 15 percent; for service after Dec. 31, 1964—by 0.875 percent of first \$3,000 earned.</p> <p>Added: <u>Early retirement annuity</u>—employee aged 62 but under 65 with 20 years' service or more to receive full annuity based on years of service and earnings.</p> <p><u>Joint and survivorship option</u>—spouse of employee aged 63 or over with 30 years' service or more who died before receiving annuity, could elect to receive a benefit under a 50-percent survivorship option.</p>	<p>Changed: Employee who was a contributory member of plan on June 1, 1965, or joined plan within 90 days, and who (1) had discontinued contributions after a prior period of membership, (2) had been employed continuously, and (3) had not withdrawn contributions, to have benefits based on all earnings while a member of plan.</p> <p>Employee must have designated, 60 days or more before death, widow as beneficiary with rights to receive accumulated contributions. Spouse to receive one-half benefit employee would have received had he retired.</p>
June 1, 1966.....	<p>Reduced: <u>Contributions</u>—by additional 25 percent of original contribution.</p>	
June 1, 1967 (agreement of same date)	<p>Eliminated: <u>Contributions</u>—of employees on first \$3,000 annual earnings (advanced from June 1, 1968 date negotiated in 1965).</p>	
June 1, 1969 (agreement dated June 1, 1967)		<p>Added: Any benefit changes negotiated in 1970 were to apply to employees retired during third year of labor contract (June 1, 1969–May 31, 1970).</p>

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices

Effective date	Provision	Applications, exceptions, and other related matters
Retirement plan—Continued		
June 1, 1970 (agreement of same date)	<p>Eliminated: Employee contributions to plan.</p> <p>Increased: <u>Normal retirement annuity</u>—by 20 percent of allowance accrued before Jan. 1, 1970. This included allowance based on prior service (before 1945) and allowance based on membership service (1945 to 1970).</p> <p><u>Minimum monthly annuity</u>—eligible member retiring age 65 to receive \$5 a month a year of credited service during which he worked 1,000 hours or more. Minimum annuity extended to eligible members who retired at age 62 with 20 years of service or more.</p> <p>Increased: Monthly annuity of previously retired employees by 1.5 percent for each year between effective date of retirement and June 1, 1969.</p> <p>Changed: <u>Vesting</u>—employee with 15 years of service and terminated for any cause, except death or retirement under plan, entitled to deferred pension provided he did not withdraw accumulated contributions to the plan and applied for pension at or after age 65.</p> <p>Increased: <u>Early retirement annuity</u>—employee under age 62 and with 20 years or more of service to receive 50 to 92 percent (was 45 to 70 percent) of normal pension, depending on age at retirement.¹⁴</p>	<p>Applicable to those who retired on or after June 1, 1969.</p> <p>Applicable to employees who retired before June 1, 1969, and who received retirement allowance.</p> <p>Increased: Interest on members' account to 4.5 percent per year compounded annually (was 3.5 percent).</p>
June 1, 1973 (agreement of same date)	<p>Increased: <u>Normal retirement annuity</u>—by 10 percent of allowance accrued to Jan. 1, 1973. Applied to prior service (before Jan. 1, 1945) and to membership service (Jan. 1, 1945 to Jan. 1, 1973).</p> <p>Increased: Monthly annuity of retirees who retired before June 1, 1973 by 2 percent per year for each full or partial year of retirement between retirement date and Dec. 31, 1974.</p> <p>Liberalized: Benefits for former members of the pension plan.</p>	<p>Applicable for retirement between June 1, 1973, and May 31, 1974.</p> <p><i>For those retiring on or after June 1, 1973—employee who, during last period of continuous employment, had (1) been a contributing member of the pension plan for a prior period, (2) stopped contributing although working continuously for the company, (3) left the contributions in the plan and (4) subsequently rejoined the plan, would receive credit toward pension calculation for all periods of service for which employee made required contributions to the plan.</i></p>
June 1, 1974 (agreement dated June 1, 1973)	<p>Added: \$7.50 month benefit for each year of service (maximum 3) prior to initial membership in retirement plan, in addition to other benefits for which retiree was eligible under the plan.</p> <p>Increased: <u>Minimum monthly annuity</u> for eligible members retiring at age 65—to \$6 a month times years of credited service which member worked 1,000 hours or more. Increase also extended to eligible members who retired at age 62 with 20 years of service or more.</p> <p>Increased: <u>Normal retirement annuity</u>—by 7½ percent of allowance accrued to Jan. 1, 1973. Applied to prior service (before Jan. 1, 1945) and to membership service (Jan. 1, 1945 to Jan. 1, 1973).</p> <p>Increased: <u>Minimum monthly annuity</u> for eligible members retiring at age 65 and those retiring at age 62 with 20 years of service or more—to \$6.50 a month times years of credited service during which member worked 1,000 hours or more.</p> <p>Changed: <u>Surviving spouse's benefits</u>—spouse of a member of the plan, age 60 or over with 30 years of service or more who died before commencing to receive a pension, could elect to receive same allowance as if member had retired just before death and had designated the spouse as beneficiary under the 50 percent option.</p> <p>Changed: <u>Vesting</u> eligibility reduced to 12 years of service.</p> <p>Changed: <u>Disability retirement annuity</u>—service required for unreduced benefits—to 12 years.</p>	<p>Applicable for retirement between June 1, 1973, and May 31, 1974.</p> <p>Applicable for retirement between June 1, 1973, and May 31, 1974.</p> <p>Applicable for retirement between June 1, 1974, and May 31, 1975.</p> <p>Applicable for retirement between June 1, 1974, and May 31, 1975.</p> <p>Employee must have designated spouse as beneficiary 60 days or more before death, for spouse to receive choice of refund of member accumulated contributions or one-half benefit employee would have received had employee retired.</p> <p>Age requirement continued to be 65.</p>

See footnotes at end of table.

Table 3. Continued—Supplementary compensation practices

Effective date	Increase	Applications, exceptions, and other related matters
Retirement plan—Continued		
Dec. 31, 1974 (agreement dated June 1, 1973)	Changed: <u>Vesting</u> eligibility reduced to 10 years of service.	Changed: Eligibility for participation in retirement plan reduced from 3 years to date of employment.
June 1, 1975 (agreement dated June 1, 1973)	<p>Increased: <u>Normal retirement annuity</u>—by 5 percent of allowance accrued to Jan. 1, 1973. Applied to prior service (before Jan. 1, 1945) and to membership service (Jan. 1, 1945 to Jan. 1, 1973).</p> <p>Changed: \$7.50 month benefit for each year of service (maximum 3) prior to initial membership in retirement plan, in addition to other benefits for which retiree was eligible under the plan.</p> <p>Increased: <u>Minimum monthly annuity</u> for eligible members retiring at age 65 and to those retiring at age 62 with 20 years of service or more to \$7.50 a month times years of credited service during which member worked 1,000 hours or more.</p> <p>Employee who retired on or after Jan. 1, 1975 to receive retirement benefits computed under old formula or an alternate formula, whichever resulted in larger pension:</p> <p><u>Old formula</u>—$\frac{1}{4}$ of 1 percent of first \$3,000 earnings for years of membership service prior to Jan. 1, 1965; plus $\frac{1}{4}$ of 1 percent of first \$3,000 earnings for years of membership service after Jan. 1, 1965; plus 1 $\frac{1}{2}$ percent of earnings over \$3,000 for each year of membership service (based on career average earnings); plus all applicable increases to accrued benefits and applicable waiting period benefits.</p> <p><u>Alternate formula</u>: $\frac{1}{4}$ of 1 percent of first \$6,600; plus 1 $\frac{1}{4}$ percent of balance multiplied by all years of service to December 31, 1973 for all workers who joined the plan when first eligible (based on 1973 earnings rather than career average earnings); plus, for 1974 service, $\frac{1}{4}$ of 1 percent of the first \$3,000 and 1 $\frac{1}{2}$ percent of balance applied to 1974 earnings; plus for future service that began January 1, 1975, 1 percent of first \$3,000 and 1 $\frac{1}{2}$ percent of balance up to Social Security wage base, plus 2 percent of balance over wage base applied to annual earnings.</p>	<p>Applicable for retirement on or after June 1, 1975.</p> <p>Applicable for retirement on or after June 1, 1973.</p> <p>Applicable for retirement on or after June 1, 1975.</p>
June 1, 1977 (agreement of same date)	<p>Increased: <u>Normal retirement annuity</u>—by 15 percent of allowance accrued to Jan. 1, 1977.</p> <p>Changed: Early retirement at age 55 with a minimum of 15 years of service.</p> <p>Changed: <u>Pre-retirement survivor benefit</u>—annual reduction charge reduced to .60 percent (was .75 percent) where eligible employee elected pre-retirement survivor option.</p> <p>Reduced: <u>Disability retirement annuity</u>—service requirement for unreduced benefits to 10 years.</p> <p>Established: Employee retiring at age 60 or above permitted to convert half of post-retirement group life insurance to cash equivalent.</p> <p>Increased: Benefit allowance for existing required 3-year or 5-year waiting period to \$9 per month for each year of service during waiting period prior to initial eligibility.</p>	<p>Applied to members with prior service (before Jan. 1, 1945) and membership service (Jan. 1, 1945 to Jan. 1, 1977) under Part I formula and to prior service (before Jan. 1, 1974) and membership service (Jan. 1, 1974 to Jan. 1, 1977) under Part II of formula. Also applied to retiree who retired on or after June 1, 1977.</p> <p>Applicable to retirement on or after June 1, 1977. Reduction factors for such retirements also were reduced.¹⁵</p> <p>Applicable to retirement on or after June 1, 1977.</p> <p>If employee elected to take early retirement before age 60, such option could be exercised provided employee made application within 90 days before 60th birthday.</p> <p>Added: Deceased retiree's monthly pension check due the retiree for the month in which death occurred, to be paid to surviving spouse or designated beneficiary.</p> <p>Changed: Employee contributions deducted before June 1, 1970 from earnings of members of the plan who were in active service as of June 1, 1977 to be returned without interest and without reduction in accrued benefits in 3 installments as follows: (1) 50 percent within 60 days of government approval of such return of contribution, (2) one-half of the remainder within 12 months of the first payment, and (3) remainder within 12 months of the second year.</p>

See footnotes at end of table.

Footnotes to Table 3

¹ Date of agreement not available.

² Benefit levels were determined by an employee's computed earnings as follows:

Annual earnings	Life insurance	Disability		Weekly sickness and accident	Weekly contributions
		Monthly payment	Number of months		
Under \$1,500	\$1,000	\$51.04	20	\$10	\$0.25
\$1,500 and under \$2,500	2,000	52.50	40	15	.50
\$2,500 and over	3,000	54.00	60	20	.75

³ Weekly contributions ranged from \$0.60 to \$1.80 depending on earnings prior to retirement.

⁴ Earnings classes and sickness and accident benefits were changed as follows:

Annual earnings	Weekly sickness and accident benefits	Annual earnings	Weekly sickness and accident benefits
Under \$1,040	\$10	\$1,872 and under \$1,976	\$19
\$1,040 and under \$1,144	11	\$1,976 and under \$2,080	20
\$1,144 and under \$1,248	12	\$2,080 and under \$2,184	21
\$1,248 and under \$1,352	13	\$2,184 and under \$2,288	22
\$1,352 and under \$1,456	14	\$2,288 and under \$2,392	23
\$1,456 and under \$1,560	15	\$2,392 and under \$2,496	24
\$1,560 and under \$1,664	16	\$2,496 and under \$2,500	25
\$1,664 and under \$1,768	17	\$2,500 and under \$2,600	25
\$1,768 and under \$1,872	18	\$2,600 and over	26

⁵ Earnings classes and benefits were extended as follows:

Annual earnings	Weekly sickness and accident benefits
\$2,600 and under \$2,704	\$26
\$2,704 and under \$2,808	27
\$2,808 and over	28

⁶ At their own expense, employees could provide this coverage for their dependents, and retirees could subscribe for themselves as their dependents.

⁷ Earnings classes and sickness and accident benefits were changed as follows:

Annual earnings	Weekly sickness and accident benefits	Annual earnings	Weekly sickness and accident benefits
Under \$1,560	\$15.00	\$2,600 and under \$2,860	\$27.50
\$1,560 and under \$1,820	17.50	\$2,860 and under \$3,120	30.00
\$1,820 and under \$2,080	20.00	\$3,120 and under \$3,380	32.50
\$2,080 and under \$2,340	22.50	\$3,380 and under \$3,640	35.00
\$2,340 and under \$2,600	25.00	\$3,640 and under \$3,900	37.50
		\$3,900 and over	40.00

⁸ Face value of insurance was as follows:

Years of service	Insurance
10 and under 11 years	\$ 550
11 and under 12 years	1,100
12 and under 13 years	1,650
13 and under 14 years	2,750
14 and under 15 years	4,125

⁹ Benefits levels were determined by an employee's earnings as follows:

Annual earnings	Life insurance	Accidental death and dismemberment		Disability		Weekly sickness and accident
		Death	Dismemberment	Monthly payment	Number of months	
Under \$1,500	\$1,000	\$1,000	\$500-\$1,000	\$51.04	20	\$20
\$1,500 and under \$2,500	2,000	2,000	1,000- 2,000	52.50	40	25
\$2,500 and under \$3,000	5,000	3,000	1,500- 3,000	90.00	60	30
\$3,000 and under \$3,500	5,000	3,000	1,500- 3,000	90.00	60	35
\$3,500 and under \$4,000	5,000	3,000	1,500- 3,000	90.00	60	40
\$4,000 and under \$4,500	5,000	3,000	1,500- 3,000	90.00	60	45
\$4,500 and under \$5,000	5,000	3,000	1,500- 3,000	90.00	60	50
\$5,000 and over	10,000	3,000	1,500- 3,000	180.00	60	50

Footnotes to Table 3—Continued

¹⁰ The schedule of benefit levels was revised to reflect higher minimum benefits and earnings levels as follows:

Annual earnings	Life insurance	Accidental death and dismemberment		Disability		Weekly sickness and accident
		Death	Dismemberment	Monthly payment	Number of months	
Less than \$4,500	\$5,000	\$3,000	\$1,500-\$3,000	\$90	60	\$50
\$4,500 but less than \$5,000	5,000	3,000	1,500- 3,000	90	60	54
\$5,000 but less than \$5,500	10,000	3,000	1,500- 3,000	180	60	58
\$5,500 but less than \$6,000	10,000	3,000	1,500- 3,000	180	60	63
\$6,000- but less than \$6,500	10,000	3,000	1,500- 3,000	180	60	66
\$6,500 and over	10,000	3,000	1,500- 3,000	180	60	70

¹¹ Earnings classes and benefits were extended as follows:

Annual earnings	Weekly sickness and accident benefits effective—	
	June 1, 1971	June 1, 1972
	Less than \$4,500	\$50	$50
\$4,500 but less than \$5,000	54	54
\$5,000 but less than \$5,500	58	58
\$5,500 but less than \$6,000	63	63
\$6,000 but less than \$6,500	66	66
\$6,500 but less than \$7,000	70	70
\$7,000 but less than \$7,500	72	74
\$7,500 but less than \$8,000	74	78
\$8,000 but less than \$8,500	76	82
\$8,500 but less than \$9,000	78	86
\$9,000 but less than \$9,500	80	90
\$9,500 but less than \$10,000	82	94
\$10,000 but less than \$10,500	84	98
\$10,500 but less than \$11,000	86	102
\$11,000 but less than \$11,500	88	106
\$11,500 but less than \$12,000	90	110
\$12,000 and over	92	114

¹² Earnings classes and benefits were extended as follows:

Annual earnings	Weekly sickness and accident benefits effective—	
	June 1, 1977	June 1, 1978
	\$12,000 but less than \$12,500	\$114	$114
\$12,500 but less than \$13,000	118	118
\$13,000 but less than \$13,500	122	122
\$13,500 but less than \$14,000	126	126
\$14,000 but less than \$14,500	130	130
\$14,500 but less than \$15,000	134	134
\$15,000 but less than \$15,500	138	138
\$15,500 but less than \$16,000	142	142
\$16,000 but less than \$16,500	—	146
\$16,500 and above	—	150

* Schedule for earnings below amounts shown remained unchanged.

¹³ Life insurance benefits based on annual earnings:

Annual earnings	Life insurance
Less than \$10,000	\$10,000
\$10,000 but less than \$11,500	11,000
\$11,500 but less than \$13,000	12,000
\$13,000 or over	13,000

Footnotes to Table 3—Continued

¹⁴ Early retirement annuity was to be computed as follows:

<i>Age</i>	<i>Percent of normal pension allowable</i>	<i>Percent allowable before June 1, 1970</i>
61.....	92	70
60.....	84	65
59.....	76	60
58.....	68	56
57.....	60	52
56.....	55	48
55.....	50	45

¹⁵ Early retirement annuity was to be computed as follows:

<i>Age</i>	<i>Percent allowable for those retired before June 1, 1977</i>	<i>Percent allowable for those retired on or after June 1, 1977</i>
61.....	92	92
60.....	84	85
59.....	76	81
58.....	68	77
57.....	60	73
56.....	55	69
55.....	50	65

Wage Chronologies Available

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

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

Aluminum Company of America with United Steelworkers of America and Aluminum Workers International Union—

November 1939—January 1974, BLS Bulletin 1815.

February 1974—May 1977, Supplement to BLS Bulletin 1815.

The Anaconda Co. (Montana Mining Division) and the Steelworkers—

1941—77, BLS Bulletin 1953.

1977—80, Supplement to BLS Bulletin 1953.

Armour and Company—

1941—72, BLS Bulletin 1682.

1973—79, Supplement to BLS Bulletin 1682.

A.T.&T.—Long Lines Department and Communications Workers of America (AFL-CIO)—

October 1940—July 1974, BLS Bulletin 1812.

July 1974—August 1977, Supplement to BLS Bulletin 1812.

Atlantic Richfield and the Oil Workers (Former Sinclair Oil Facilities)—

1941—77, BLS Bulletin 1915.

1977—79, Supplement to BLS Bulletin 1915.

Berkshire Hathaway Inc. and the Textile Workers—

June 1943—April 1975, BLS Bulletin 1849.

1975—78, Supplement to BLS Bulletin 1849.

Bethlehem Steel Corp. (Shipbuilding Department) and the IUMSW—

June 1941—August 1975, BLS Bulletin 1866.

1975—78, Supplement to BLS Bulletin 1866.

Bituminous Coal Mine Operators and United Mine Workers of America—

October 1933—November 1974, BLS Bulletin 1799.

1974—77, Supplement to BLS Bulletin 1799.

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

June 1936—September 1977, BLS Bulletin 1895.

1977—80, Supplement to BLS Bulletin 1895.

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

October 1945—March 1974, BLS Bulletin 1808.

1974—79, Supplement to BLS Bulletin 1808.

Dan River Inc. and the Textile Workers (UTWA)—

1943—76, BLS Bulletin 1934.

FMC Corp., Chemical Group—Fiber Division and the TWUA—

1945—77, BLS Bulletin 1924.

1977—79, Supplement to BLS Bulletin 1924.

Federal Employees under the General Schedule Pay System—

July 1924—October 1974, BLS Bulletin 1870.

1975—77, Supplement to BLS Bulletin 1870.

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

1937—79, BLS Bulletin 2011.

Ford Motor Co., and the Auto Workers—

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

Volume II, 1973—79, BLS Bulletin 1994.

International Harvester Co. and the Auto Workers—

February 1946—September 1976, BLS Bulletin 1887.

1976—79, Supplement to BLS Bulletin 1887.

International Paper Co., Multiple Mill Group, and the Paperworkers and the Electrical Workers (IBEW)—

1937—79, BLS Bulletin 2023.

International Shoe Co. (a division of Interco, Inc.)—

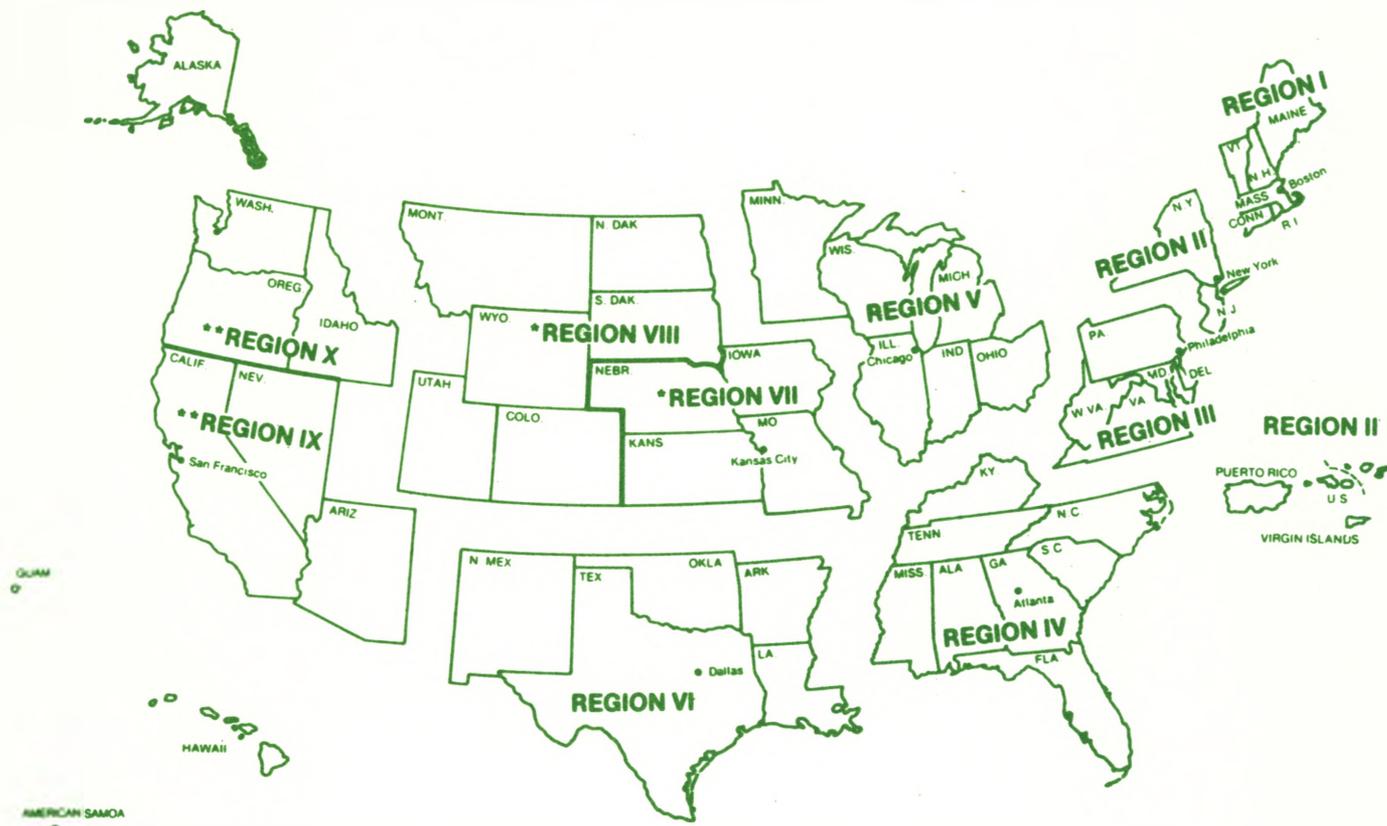
1945—74, BLS Bulletin 1718.

October 1974—September 1976, Supplement to BLS Bulletin 1718.

- Lockheed—California Company (a division of Lockheed Aircraft Corp.) and Machinists' Union—
 March 1937—October 1977, BLS Bulletin 1904.
 1977—80, Supplement to BLS Bulletin 1904.
- Martin Marietta Aerospace and the Auto Workers—
 March 1944—November 1975, BLS Bulletin 1884.
 1975—78, Supplement to BLS Bulletin 1884.
- Massachusetts Shoe Manufacturers and the Shoe Workers—
 1945—79, BLS Bulletin 1993.
- New York City Laundries and the Clothing Workers—
 November 1945—November 1975, BLS Bulletin 1845.
 1975—78, Supplement to BLS Bulletin 1845.
- North Atlantic Longshoremen—
 1934—71, BLS Bulletin 1736.
 1971—77, Supplement to BLS Bulletin 1736.
- Pacific Coast Shipbuilders and Various Unions—
 1941—77, BLS Bulletin 1982.
- Pacific Gas and Electric Co.—
 1943—72, BLS Bulletin 1761.
 1972—76, Supplement to BLS Bulletin 1761.
- Pacific Maritime Association and the ILWU—
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¹ Out of print. See *Directory of Wage Chronologies*, 1948—June 1977 for *Monthly Labor Review* issue in which reports and supplements published before July 1965 appeared.

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