

Wage Chronology: Dan River Inc., and the Textile Workers (UTWA), 1943-79

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Preface

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

Summarized in this wage chronology are changes in wage rates and related compensation practices negotiated by Dan River Inc., with the Textile Workers of America between 1943 and 1950, and with the United Textile Workers of America since 1953. Also included are changes instituted by company action. This bulletin replaces *Wage Chronology: Dan River and the Textile Workers (UTWA), 1943-76*, published as BLS Bulletin 1976. Materials previously published have been supplemented in this bulletin by contract changes negotiated in 1977, 1978, and 1979. The tables and earlier texts are, with minor revisions, included as they were originally published.

The section for the 1966-79 period was prepared in the Division of Trends in Employee Compensation by Richard E. Schumann and John J. Lacombe II.

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Introduction

Dan River Inc., began its corporate life August 20, 1909, as Riverside and Dan River Cotton Mills, Inc., as a result of a merger of the Riverside Cotton Mills Company (incorporated in 1882) and the Dan River Power and Manufacturing Company (incorporated in 1895). In August 1946, the name was changed to Dan River Mills, Inc., and in July 1970, to its present form.

Besides the largest production facility in the Danville, Virginia, area, the company currently operates 3 plants in Alabama with headquarters in Wetumpka, Alabama; 10 plants in South Carolina with headquarters in Greenville, South Carolina; a floor covering division also in Greenville, South Carolina; a printing and finishing plant in Chickamauga, Georgia; 2 plants in North Carolina with headquarters in Burlington, North Carolina; and 1 plant in White, Georgia. It manufactures a broad line of cotton and synthetic fiber textiles, including woven and knit fabrics for apparel and industrial applications, sheets and pillowcases, and carpeting.

Groundwork for collective bargaining was laid in July 1942, when and Textile Workers Union of America (TWUA), then an affiliate of the Congress of Industrial Organizations, won the right to represent production and maintenance workers in the company's Danville Division. The TWUA continued to represent

these employees until July 31, 1951, when the union's contract was not renewed. In October of the following year, the National Labor Relations Board certified the United Textile Workers of America (UTWA), then affiliated with the American Federation of Labor, as official bargaining agent for the Danville facilities. The UTWA has continued in this capacity to the present time.

This wage chronology covers only the operations in Danville, which in 1979 employed about 9,000 workers (about 7,500 of these workers are affected by settlements with the UTWA). A large proportion of the workers are paid under production incentive plans, and the contract changes relate to these employees as well as to those paid on an hourly basis. However, special provisions of the contracts dealing with day-to-day administration of the incentive plans are omitted. The provisions reported for 1943 in this chronology do not necessarily indicate changes from prior conditions of employment.

Since the early 1950's, wage changes in the southern textile industry have been similar in size and timing among the major firms. The changes at Dan River generally have corresponded to the pattern.

Summary of Contract Negotiations

May 1943-June 1965

Negotiations for an agreement between Dan River and the Textile Workers Union of America (TWUA) began shortly after certification of the union by the National Labor Relations Board in July 1942, but conferences during July and August failed to bring the parties to complete agreement. By September, a number of issues remained, and these were referred to the National War Labor Board. The Board issued its order in May 1943; findings and conclusions, together with the provisions agreed upon by the parties, formed the basis for the firm's first collective bargaining agreement.

An agreement between the company and the TWUA, signed August 5, 1950, was to run for 1 year. It provided for a reopening after 6 months for negotiation of wages and related benefits. As a result of informal discussions held in the autumn of 1950, the company agreed to a wage increase following the pattern which was developing in southern textile mills.

Negotiations under a contract provision, that permitted wages and benefits to be reopened, began on March 6, 1951. The parties were unable to resolve their differences, and a strike began at midnight of March 31. This strike, part of a regionwide stoppage, eventually involved over 40,000 textile workers in six States. The company unilaterally granted a wage increase on April 17, and, early in May, the TWUA voted at Dan River and many other southern mills to end the 5-week strike.

When the TWUA contract expired on July 31, 1951, it was not renewed, and, until late 1952, the workers were not represented by any union. Late in October of that year, the United Textile Workers of America (UTWA) was recognized as the representative of Dan River workers after an election and certification of the union as bargaining agent by the National Labor Relations Board. Negotiations were opened on November 21, 1952, and informal agreement was reached on April 19, 1953, on a 1-year contract substantially the same as the firm's former agreement with the TWUA.

Eight wage-rate increases averaging a total of approximately 55 cents an hour were negotiated by the parties from 1953 through 1964. A number of work and health benefits were also instituted or changed.

In June 1965, the company, following an impasse in bargaining, increased hourly pay rates for the 9,000-member bargaining unit by 5 percent and provided an additional paid holiday. At about the same time, various provisions of the pension plan were liberalized (the pension plan had not been included in the collective bargaining agreement). Eligibility standards for participation in the plan were lowered, and employees' contributions were decreased.

November 1966-October 1969

An 18-month period during which workers were not covered by a collective bargaining contract ended on November 25, 1966, when the UTWA and Dan River Mills, Inc., agreed on a 3-year pact covering approximately 9,000 workers. The previous agreement had expired on May 31, 1965. In June 1966, the company had unilaterally increased hourly wage rates by 4.2 percent, raised the minimum wage, and added a third paid holiday. These changes were incorporated into the November agreement, which also established bereavement pay and increased payments for hospital room and board, maternity, and special services. The pact, ratified by the workers on November 25, 1966, provided for possible reopenings on wages and benefits at 6-month intervals.

In September 1967, under a reopening of the 1966 agreement, hourly wage rates were increased by 5.052 percent and the minimum wage was raised to \$1.63. Union negotiators sought a 6.5-percent wage boost and a higher minimum than the \$1.60 Federal rate effective in February 1968. Other improvements in the settlement included increases in hospital room and board and maternity benefits.

Under a second reopening of the 1966 settlement,

workers twice rejected company offers because of what the union termed "job inequities." Following the second rejection, the workers gave the union's negotiating committee the authority to make the best settlement that could be reached. The agreement, ratified July 26, 1968, covered approximately 8,000 workers, and increased hourly wage rates by 5.509 percent and raised the minimum wage to \$1.72 effective August 12. The contract also increased allowances for hospital room and board and maternity benefits, and added a fourth paid holiday.

On July 7, 1969, the UTWA again invoked the reopening clause of the 1966 contract and negotiated a 6.619-percent increase in wages, which raised the minimum plant wage to \$1.83 an hour. Also provided was an additional paid holiday—Thanksgiving Day. The changes were effective as of the negotiation date.

November 1969-January 1973

Although the amended 1966 agreement expired on November 25, 1969, workers remained on the job. A new contract was not negotiated until 4 months later, on April 3, 1970. It incorporated the July 1969 gains but made no significant additions. This 3-year agreement covered 9,500 workers and, similar to previous pacts with the company, contained a provision for possible periodic reopening.

The union exercised its reopening prerogative on November 23, 1971. On December 16, the parties agreed to a 4.972-percent general increase in wages effective January 3, 1972, and raised the minimum plant wage to \$1.92. Hospital-surgical-medical benefits also were improved, by increasing hospital room and board to a maximum of \$30 a day for up to 70 days, and maternity benefits to a maximum of \$300.

January 1973-March 1973

Under a second reopening of the 1970 contract, Dan River and the UTWA agreed on November 16, 1972, to a 5.5-percent wage increase effective January 8, 1973. The increase raised the minimum plant wage rate to \$2.03. Wage increases in the rest of the southern textile industry in late 1972 also had amounted to 5.5 percent. This amount conformed to guidelines set under the Government's economic stabilization program.

Substantial health and insurance benefit improvements also were agreed upon. A major medical expense plan was established for employees and dependents to cover extraordinary expenses due to prolonged illness or injury. The plan had a \$100 deductible and paid up to \$25,000 per lifetime with a \$1,000 annual restoration clause. Maternity and obstetrical benefits were increased, and laboratory, X-ray, and anesthesia benefits were added for employees and dependents. The sickness and accident benefit was increased for employees, as was life insurance for dependents.

April 1973-August 1975

Talks on a contract to replace the amended 1970 pact, scheduled to expire on April 2, 1973, began in mid-February 1973. The union wanted a revised craft progression system, liberalized vacations, paid-up life insurance at retirement, and company checkoff of union dues.

On March 23, Dan River and the UTWA reached agreement on a 3-year contract, providing for a reduction in the length of time required to progress from the minimum plant rate to the job rate for hires and rehires, liberalized computation of holiday pay for incentive workers, eased holiday eligibility requirements for all workers, and an "optional vacation week" without pay for employees with 5 years of service or more. The pact was ratified by the union membership on April 1, and provided for possible periodic reopenings on wages and other benefits.

Under a reopening of the April 1973 contract, Dan River and the UTWA agreed on August 31, 1973, on an 8.25-percent wage increase effective September 10, 1973, raising the minimum plant wage rate to \$2.20. The settlement was ratified shortly thereafter.

In April 1974, the UTWA notified the company that it would exercise its option to reopen the 1973 contract. In talks which began on April 16, the union made little progress toward its goals of a 16.5-percent package increase in wage and fringe items plus company checkoff of union dues.

On May 22, the company made a "final" offer with changes to be effective June 3, 1974. The offer of a 10-percent general wage increase, which the company said was the "going rate," would have raised the minimum plant rate to \$2.42. Other southern textile workers generally had received wage increases of 8 to 10 percent. Vacation pay would have increased for 15-year-or-more employees, and the hospitalization room and board allowance for employees and dependents would have increased. Life insurance for employees also would have been raised. These changes were implemented unilaterally by the company on June 3.

The union continued its original demands, except for the demand for dues checkoff, which was dropped. On July 8, workers represented by the union went on strike to back their demands, but many nonunion workers remained on the job. The strike continued until September 8 when the union membership accepted further company offers of a New Year's Day holiday, a further increase in life insurance, and reduced employee contributions to the pension plan, in addition to June 3 changes.

August 1975-June 1977

In August 1975, the UTWA exercised its option to reopen the April 1973 contract to discuss wages. Talks concluded on August 15, 1975, with agreement on a 7-percent general wage increase effective September

15, 1975, which was ratified by the union members on August 17, 1975. The plant minimum wage rate was increased to \$2.59 an hour, from \$2.42. Wage increases in most nonunion southern textile mills in August and September of 1975 also averaged about 7 percent.

Negotiations to replace the 3-year contract due to expire on April 3, 1976, began on March 5, 1976. Agreement was reached on a 1-year contract on April 2, 1976, and ratified by the union on April 4. The contract, effective April 3, provided for a seventh paid holiday, Christmas Eve, improved maternity benefits, a second week of optional unpaid vacation for employees with 15 years of service or more, improved reporting pay and bereavement pay, and possible periodic reopenings on wages and benefits.

Under a reopening of the April 1976 contract on May 21, 1976, the company and the union agreed to a wage increase of 9.5 percent, effective June 21, 1976. The settlement, which raised the plant minimum to \$2.84, was ratified on May 24. The increase was similar to those announced in June by most nonunion mills in the southern textile industry.

The agreement, covering 7,500 workers and scheduled to expire April 3, 1977, was subject to reopening at any time on wages and benefits, with any resulting changes to be effective at not less than 6-month intervals.

June 1977-July 1979

In January 1977, the UTWA notified Dan River of its intent to terminate the 1976 agreement. Negotiations began on March 4, 1977, with the union seeking a wage increase, a union security clause, and improvements in various benefits. On May 22, the parties reached an agreement which provided for a 9-percent increase in hourly rates and incentive base rates effective June 20. This raised the plant minimum wage to \$3.10 per hour. In April, similar pay increases had been announced by a number of nonunion mills in the southern textile industry. The Dan River agreement also provided that the existing levels of group insurance benefits be maintained and that the company pay 60 percent of plan costs and the employee pay 40 percent. Union members ratified that pact on May 22, 1977.

The agreement, which covered about 7,000 workers, was scheduled to remain in effect until May 22, 1978, subject to automatic extensions if either party did not

serve a written termination notice on the other within 60 days prior to the end of the 1-year term. The contract was subject to reopening at any time on wages and benefits, with any resulting changes to be effective at not less than 6-month intervals.

Notice to terminate the 1977 agreement was not given by either party prior to May 22, 1978, and the pact was automatically extended by 1 year, to May 22, 1979. On June 27, 1978, however, the UTWA served a contract reopening notice on the company to bargain on wages. During May, a number of major textile firms in the South had announced wage increases, reportedly averaging about 9 percent, for their employees. The UTWA sought an 8.5-percent wage increase at Dan River.

An agreement was reached between the UTWA and Dan River providing for an 8.5-percent increase in hourly rates and incentive base rates effective July 17, 1978, the date the settlement was reached. The increase brought the minimum plant pay rate to \$3.36. Workers ratified the pact on July 16, 1976. About 7,500 workers were affected by the agreement.

Notice to terminate the 1977 agreement was not given by either party prior to May 22, 1979, and the contract was again automatically extended by 1 year, to May 22, 1980. On March 21, 1979, the union served a contract reopening notice on the company to bargain on wages and benefits. This occurred while a number of the southern textile firms were announcing wage increases, usually effective in July. Negotiations began on April 24, with the union seeking a 50-cent-an-hour wage increase. A tentative settlement was reached for the 7,500 workers on July 11 and ratified by the union members on July 15, 1979.

The settlement provided for an 8.5-percent increase in all hourly rates and incentive base rates, effective July 16. This brought the plant minimum rate to \$3.65 an hour. There also were changes in insurance coverage for employees and dependents, including \$50,000 major medical coverage for each person (was \$25,000) and coverage of the entire cost of a semiprivate hospital room (the plan previously paid the full cost up to \$30 a day, plus 80 percent of any balance).

The following tables bring the chronology up to date through July 16, 1979; the effective date of the last wage increase under the reopening provisions.

Table 1. General wage changes¹

Effective date	Increase per hour	Applications, exceptions, and other related matters
June 25, 1943 (TWUA agreement of same date)	No general wage change.	
Nov. 8, 1943 (TWUA agreement dated Oct. 30, 1943)	.....	Minimum wage rate for 1,200 workers increased 5 cents an hour, by order of National War Labor Board (NWLB) dated Oct. 30, 1943. This increase amounted to 1.6 cents an hour when averaged over all employees in the bargaining unit.
Nov. 13, 1944 (TWUA agreement)	.....	Minimum wage rate increased 2.5 cents an hour.
May 7, 1945 (Directive Order of NWLB, May 7, 1945)	5 cents an hour.	
Mar. 4, 1946 (TWUA agreement dated Feb. 28, 1946)	10 cents an hour.	In addition, increases of 5 percent for hours worked between Mar. 3 and Apr. 30, 1946, were provided in accordance with a NWLB order dated Apr. 25, 1945.
Sept. 30 1946 (TWUA agreement of same date)	8 cents an hour.	Applicable to hourly rated jobs and average hourly earnings of piece rate workers. Base rates of piece rate workers increased 7 cents an hour.
Feb. 10, 1947 (TWUA agreement of same date)	10 percent, averaging approximately 9 cents an hour.	
Nov. 10, 1947 (TWUA agreement)	9 percent, averaging approximately 10 cents an hour.	
Aug. 2, 1948 (TWUA agreement dated July 31, 1948)	8 percent, averaging approximately 10 cents an hour.	
Oct. 9, 1950 (TWUA agreement of same date)	8 percent, averaging approximately 10.5 cents an hour.	
Apr. 2, 1951	2 percent, averaging approximately 2.5 cents an hour.	Unilateral company action.
Apr. 30, 1953 (UTWA agreement of same date)	No change.	United Textile Workers of America, South Virginia Joint Board, certified as collective bargaining agent for the company's employees. The first agreement did not provide a general wage change.
Aug. 29, 1955 (agreement of same date)	3.75 percent, averaging approximately 5 cents an hour.	
Oct. 22, 1956 (agreement of same date)	7 percent, averaging approximately 10 cents an hour.	
Mar. 9, 1959 (agreement dated Mar. 11, 1959)	5 percent, averaging approximately 7.5 cents an hour.	
Mar. 21, 1960 (agreement dated Mar. 16, 1960)	4.53 percent, averaging approximately 7 cents an hour.	
Apr. 2, 1962 (agreement dated Apr. 26, 1962)	2.5 percent, averaging approximately 4 cents an hour.	
Nov. 11, 1963 (agreement dated Nov. 12, 1963)	5 percent, averaging approximately 8 cents an hour.	
Sept. 14, 1964 (agreement of same date)	4.7 percent for most employees, 7.5 percent for craft workers and other skilled workers, averaging 5 percent or approximately 8 cents an hour.	
June 21, 1965	5 percent, averaging 9.1 cents an hour.	Unilateral company action.
June 6, 1966	4.2 percent, averaging approximately 8 cents an hour.	Unilateral company action.
Sept. 4, 1967 (agreement of same date)	5.052 percent, averaging approximately 10 cents an hour.	
Aug. 12, 1968 (agreement dated July 26, 1968)	5.509 percent, averaging approximately 11.5 cents an hour.	
July 7, 1969 (agreement of same date)	6.619 percent, averaging approximately 14 cents an hour.	
Jan. 3, 1972 (agreement of Dec. 16, 1971)	4.974 percent, averaging approximately 12 cents an hour.	
Jan. 8, 1973 (agreement dated Jan. 4, 1973)	5.5 percent, averaging approximately 15 cents an hour.	
Sept. 10, 1973 (agreement dated Apr. 3, 1973)	8.25 percent, averaging approximately 23 cents an hour.	
June 3, 1974 (agreement dated Sept. 9, 1974)	10 percent, averaging approximately 30 cents an hour.	
Sept. 15, 1975 (agreement of same date)	7 percent, averaging approximately 22 cents an hour.	Negotiated under reopening of Apr. 1973-Apr. 1976 agreement.
June 21, 1976 (agreement dated May 21, 1976)	9.5 percent, averaging approximately 33 cents an hour.	Negotiated under reopening of Apr. 1976-Apr. 1977 agreement.
June 20, 1977 (agreement dated May 22, 1977)	9 percent, averaging approximately 33 cents an hour.	

See footnote at end of table.

Table 1. General wage changes¹—Continued

Effective date	Increase per hour	Applications, exceptions, and other related matters
July 17, 1978 (agreement of same date)	8.5 percent, averaging approximately 35 cents an hour.	Negotiated under reopening of May 1977—May 1979 agreement as extended.
July 16, 1979 (agreement of same date)	8.5 percent, averaging approximately 37 cents an hour.	Negotiated under reopening of May 1977—May 1980 agreement as extended.

¹General wage changes are upward or downward adjustments affecting an entire establishment, bargaining unit, or plant at one time. They do not include adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates or incentive rates) that do not immediately or noticeably affect the average wage level.

The wage changes listed were the major adjustments during the period covered. Because of fluctuations in incentive earnings, changes in products and employment practices, omission of nongeneral changes in rates, and other factors, the sum of the general changes listed will not necessarily coincide with the amount of changes in average hourly earnings over the same period.

Table 2. Minimum plant wage rates¹

Effective date	Minimum hourly rate	Effective date	Minimum hourly rate
June 25, 1943	\$0.425	November 11, 1963	1.32
November 8, 1943 .....	.475	September 14, 1964	1.38
November 13, 1943 .....	.50	June 21, 1965	1.45
May 7, 1945 .....	.55	June 6, 1966	1.51
March 4, 1946 .....	.65	September 4, 1967	1.63
September 30, 1946 .....	.73	August 12, 1968	1.72
February 10, 1947 .....	.80	July 7, 1969	1.83
November 10, 1947 .....	.87	January 3, 1972	1.92
August 2, 1948 .....	.94	January 8, 1973	2.03
October 9, 1950	1.015	September 10, 1973	2.20
April 2, 1951	1.035	June 3, 1974	2.42
August 29, 1955	1.075	September 15, 1975	2.59
October 22, 1956	1.12	June 21, 1976	2.84
March 9, 1959	1.175	June 20, 1977	3.10
March 21, 1960	1.23	July 17, 1978	3.36
April 2, 1962	1.26	July 16, 1979	3.65

¹Minimum plant wage rates did not apply to learners until 1963. The Sept. 6, 1963, agreement provided that new workers and rehired workers on hourly rated jobs would be hired at the minimum plant rate and would remain at this level for 8 and 4 weeks, respectively, and then receive an increase of 1 cent an hour for each additional week worked until they reached the job rate. The 1966 settlement provided for the .1-cent

progression increase to be effective after the first week of employment and after each succeeding week. In the Sept. 4, 1967, agreement the progression rate was raised to 2 cents. The progression rate was raised to 4 cents in the Apr. 1, 1973 agreement.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
Apr. 3, 1976 (agreement of same date)	Added: 7th paid holiday, Christmas Eve.	Changed: Provision which provided holiday pay for a holiday falling during the week of unpaid vacation ("optional vacation week") extended to cover holidays falling in the second week of such vacation established for 15-year employees—see entry ("optional vacation week") below.
Vacation pay		
June 25, 1943 (agreement of same date)	One week's vacation with 40 hours' pay at average hourly earnings (including premium payments), provided employee with 1 year or more of service.	Employee required to be on payroll the week ending July 2, 1944, and at time of payment of allowance. Allowance paid employee otherwise qualified, but not on payroll July 2, 1944, who:
July 3, 1944 (agreement of same date)	Changed to: In lieu of vacation, 2 percent of earnings in previous year provided employee with 12 months but less than 5 years of continuous service; 4 percent provided employee with 5 years or more of service.	<ol style="list-style-type: none"> 1. 90 days or less before that date had been excused for illness or entered military service, or 2. 60 days or less before that date had excused leave or absence or had been laid off.
June 1, 1945 (agreement dated June 3, 1944)	.....	Changed: Employee with 5 years or more of service could qualify for vacation pay with up to 6 months' sick leave in each of first 3 of 5 years.
Sept. 3, 1945 (agreement of same date)	.....	Changed: Grace period during which employee remained eligible to receive vacation pay extended: <ol style="list-style-type: none"> 1. Additional 90 days in case of illness; 2. To 90 days while on layoff.
Sept. 30, 1946 (agreement of same date)	Changed to: Vacations with pay, from pay in lieu of vacation.	Eliminated: Grace period during which employee could retain eligibility for vacation pay although ill, in military service, on personal leave of absence, or layoff during qualifying period. Added: Employee inducted into or discharged from military service and reemployed by company before vacation period to receive vacation pay.
Aug. 5, 1950 (agreement of same date)	.....	Added: Vacation pay provided employee retired under company plan prior to vacation qualifying date.
May 30, 1962 (agreement of same date)	.....	Added: Vacation pay provided surviving spouse or dependent of deceased eligible employee.
Apr. 3, 1973 (agreement of same date)	.....	Added: 1 week of vacation without pay ("optional vacation week") for employees with 5 years or more of continuous service.
June 3, 1974 (agreement dated Sept. 9, 1974)	Increased: Vacation pay for the 1 week of vacation to 6 percent of earnings in previous year for employee with 15 years or more of continuous service. ³	Added: A 2d week of vacation without pay ("optional vacation week") for employees with 15 years or more of continuous service. After this change, the schedule was 1 week paid vacation (pay equal to 2 percent of annual earnings) for employees with 12 months but less than 5 years' service, 1 week with 4 percent pay plus an optional unpaid week for employees with 5 but less than 15 years' service, and 1 week with 6 percent pay plus 2 optional unpaid weeks for employees with 15 years' service.
Apr. 3, 1976 (agreement of same date)	.....	Changed: Vacation pay paid to surviving beneficiary if no surviving spouse, or to estate if no surviving beneficiary.
Reporting time		
June 25, 1943 (agreement of same date)	Minimum of 2 hours' pay at regular rate guaranteed employees not notified of lack of work.	Not applicable if failure to furnish work was due to cause beyond control of company. Applicable to extra employee who had worked for 3 consecutive weeks preceding occurrence.
July 3, 1944 (agreement of same date)	Changed: Employee guaranteed 2 hours at higher of regular rate or rate of job assigned.	.....
Sept. 6, 1945 (agreement of same date)	.....	Company, in lieu of paying guarantee, could assign employee any available work for minimum of 4 hours at higher of regular rate or rate of assigned job.
Apr. 3, 1976 (agreement of same date)	Changed: Employee guaranteed 3 hours at higher of regular rate or rate of job assigned.	.....

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Downtime		
June 25, 1943 (agreement of same date) July 3, 1944 (agreement of same date)	No provision. Added: Hourly rate paid day workers, base rate paid piece workers, during stoppages exceeding 15 minutes.	Applied to all stoppages for which employee was not responsible that substantially affected earnings. Employer permitted to require employee to punch out for day without liability for remaining downtime.
June 16, 1947 (agreement of same date)	Changed to: 90 percent of straight-time average hourly earnings paid piece rate workers. Stipulated guarantees for incentive workers.	Applied to stoppages of 5 minutes or more on single machine assignments, and 15 minutes or more on assignments of more than 1 machine.
May 31, 1966 (agreement of same date)	Eliminated: Piece rate work.	
Technological change pay		
June 25, 1943 (agreement of same date)	No provision.	
Aug. 25, 1944 (by order of NWLB dated June 29, 1944)	Average hourly earnings for previous 4- to 6-week period guaranteed employee assigned to work on new technical process.	
Jury-duty pay		
June 25, 1943 (agreement of same date)	No provision.	
Sept. 6, 1943 (agreement of same date)	Difference between jury-service fee and average straight-time earnings paid employee for each day he otherwise would have worked.	No limit on number of days for which company would pay.
Bereavement pay		
Nov. 25, 1966 (agreement of same date)	Established: Up to 3 days' paid leave provided employee attending funeral of member of immediate family.	Immediate member of family included mother, father, husband, wife, daughter, son, brother, sister, or relative residing with employee. Limited to employees having 1 year or more of continuous service.
Apr. 3, 1976 (agreement of same date)	.....	Changed: Definition of immediate family to include father-in-law and mother-in-law.
Health and insurance plan		
June 25, 1946 (agreement of same date) Oct. 1, 1946 (agreement of June 30, 1946)	No provision. Noncontributory plan established* for employees with 3 months or more of service and their dependents, providing: <i>Medical benefits:</i> Doctors' visits—the lesser of \$3 for each day's hospitalization or \$150. <i>Surgical benefits:</i> Surgical schedule—up to \$150. <i>Obstetrical schedule:</i> Normal delivery—\$50, other conditions—\$25 to \$100.	Not available to workers regularly scheduled to work less than 32 hours a week. Dependent defined as wife and unmarried children from 3 months to 19 years of age. Available for hospitalization for surgery or emergency care of 6 hours or more, or nonoccupational illness or injury of 18 hours or more. Not available for treatment covered by surgical benefits, pregnancy, or related conditions, eye refractions; and in case of dependents, while confined in mental institution or, if in hospital, on date plan became effective. Available only for nonoccupational disabilities. Coverage after termination of plan extended: 1. Up to 3 months for employee continuously disabled; 2. Up to 9 months for employee or dependent requiring obstetrical care. Employee to contribute 12 cents a week, company to pay remainder. Extended coverage: On termination of employment—31 days from last day worked. While on layoff, approved personal leave, sick leave, or maternity leave—3 months without cost to employee. While on sick or maternity leave—coverage could be extended additional 12 months with advance payment of premium by employee. While totally and permanently disabled: 1. Before age 60—for duration of disability without cost to employee.
Apr. 30, 1955 (agreement dated Feb. 26, 1955)	Added: <i>Life insurance</i> —\$1,000.	

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and insurance plan—Continued		
<p>Apr. 30, 1955— Continued</p> <p>July 1, 1962 (agreement of same date)</p>	<p>Changed: To contributory plan providing following benefits for employees and dependents:</p> <p>Employees only: <i>Life insurance</i>—\$2,000. <i>Accidental death or dismemberment</i>—up to \$1,000. <i>Sickness and accident benefits</i>—\$20 a week for maximum of 13 weeks; payable from 1st day of accident or 8th day of illness. Maternity benefits, up to 6 weeks.</p> <p>Dependents only: <i>Life insurance</i>—\$500 for spouse, \$100 to \$500 for children, depending on age.</p> <p>Employees and dependents: <i>Hospitalization:</i> <i>Room and board</i>—up to \$10 a day for maximum of 70 days. <i>Special services</i>—up to \$100. <i>Emergency care</i>—standard maximum for emergency care and treatment within 24 hours of accident. <i>Maternity</i>—up to \$100.</p> <p><i>Surgical benefits:</i> <i>Surgical schedule</i>—up to \$300. <i>Obstetrical benefits:</i> Up to \$75 normal delivery, \$25 to \$180 for other procedures. <i>Medical benefits:</i> <i>Doctor's services</i>—the lesser of \$4 for each hospital visit or \$150.</p>	<p>2. After age 60—for 3 months without cost to employee, thereafter up to 12 additional months with advance payment by employee.</p> <p>Voluntary Employee Benefit Association dissolved.⁴ Employee to contribute \$3.50 a month for individual coverage, \$5.38 for self and dependents. Dependents defined as spouse and unmarried children under 19, or, if attending accredited school full time, under 23.</p> <p>Coverage extended during period of total disability occurring prior to age 60 without cost to employee.</p> <p>Coverage extended 3 months for employees totally disabled by accidental injury or illness occurring prior to termination of coverage.</p> <p>Added: Plan for retired employees and their dependents, formerly members of Employee Benefit Association, providing same hospitalization (other than maternity) benefits available to employees. Retirees to contribute \$2.17 a month for individual coverage, \$4.34 for self and dependents.</p> <p>Surgical and medical coverage extended 3 months under same terms as hospitalization.</p>
<p>July 1, 1964</p>	<p>Increased: Employees and dependents: <i>Hospitalization:</i> <i>Special services</i>—up to \$100 plus 75 percent of next \$400.</p>	<p>Retirees' maximum increased to same level.</p>
<p>Nov. 25, 1966 (agreement of same date)</p>	<p>Increased: Employees and dependents: <i>Hospitalization:</i> <i>Room and board</i>—up to \$14 a day for maximum of 70 days. <i>Maternity</i>—up to \$140. <i>Special services</i>—up to \$400.</p>	
<p>Sept. 1, 1967 (agreement dated Sept. 4, 1967)</p>	<p>Increased: Employees and dependents: <i>Hospitalization:</i> <i>Room and board</i>—up to \$18 a day for maximum of 70 days. <i>Maternity</i>—up to \$180.</p>	
<p>Aug. 1, 1968 (agreement dated July 26, 1968)</p>	<p>Increased: Employees and dependents: <i>Hospitalization:</i> <i>Room and board</i>—up to \$24 a day for maximum of 70 days. <i>Maternity</i>—up to \$180.</p>	
<p>Jan. 1, 1972 (agreement of Dec. 16, 1971)</p>	<p>Increased: Employees and dependents. <i>Hospitalization:</i> <i>Room and board</i>—up to \$30 a day for maximum of 70 days. <i>Maternity</i>—up to \$300.</p>	
<p>Mar. 1, 1973 (agreement dated Jan. 4, 1973)</p>	<p>Established: Employees and dependents: <i>Major medical expense benefits</i> with \$100 deductible and \$25,000 maximum per lifetime subject to reinstatement of \$1,000 per year which provided for— <i>Hospitalization:</i> <i>Room and board</i>—semiprivate room rate plus \$5 <i>Miscellaneous expenses</i>—80 percent of covered expenses. <i>Outpatient psychiatric care:</i> 50 percent of expenses with maximum \$10 per visit (maximum 50 visits per calendar year).</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and insurance plan—Continued		
Mar. 1, 1973— Continued	<p><i>Increased: Employees and dependents:</i> <i>Hospitalization:</i> <i>Maternity</i>—up to \$400 (maximum 10 days). <i>Added: Employees and dependents:</i> <i>Laboratory and X-ray benefits:</i> Up to \$50. <i>Surgical benefits:</i> <i>Anesthesia expense</i>—20 percent of surgical schedule (maximum \$60). <i>Changed: Employees and dependents:</i> <i>Obstetrical benefits:</i> Up to \$75 for normal pregnancy, \$37.50 to \$150 for other procedures. <i>Increased: Employees only:</i> <i>Sickness and accident benefits:</i> To \$30 per week. <i>Increased: Dependents only:</i> <i>Life insurance:</i> To \$1,000 for spouse; \$100 to \$1,000 for children, depending on age.</p>	<p>Children's life insurance also applicable for unmarried children age 19 to 25 attending school on full-time basis.</p>
June 3, 1974 (agreement dated Sept. 9, 1974)	<p><i>Increased: Employees and dependents:</i> <i>Hospitalization:</i> <i>Room and board</i>—to \$30 a day plus 80 percent of remaining semiprivate room rate. <i>Increased: Employees only:</i> <i>Life insurance:</i> To 3,000 (\$4,200 for lead workers).</p>	<p>Previously \$3,200 for lead workers.</p>
Sept. 9, 1974 ⁵ (agreement of same date)	<p><i>Increased: Employees only:</i> <i>Life insurance:</i> To \$4,000.</p>	
Apr. 3, 1976 (agreement of same date)	<p><i>Increased: Employees and dependents:</i> <i>Obstetrical benefits:</i> \$200 for normal delivery and \$150 to \$250 for other procedures, with hospital coverage for maximum 70 days.</p>	<p>Added: Coverage (\$250) for extra-uterine pregnancy.</p>
June 21, 1976 (agreement of same date)	<p>Employer was to pay entire amount of any increase in costs of contributory group insurance plan.</p>	
June 20, 1977 (agreement of May 22, 1977)	<p><i>Changed:</i> Existing level of benefits for employees and their dependents was to be maintained and the cost of such benefits was to be on a contributory basis with the company paying 60 percent of the premium cost and the employee paying 40 percent.</p>	
July 16, 1979 (agreement of same date)	<p><i>Increased: Employees and dependents:</i> <i>Hospitalization:</i> <i>Room and board</i>—semiprivate room rate paid in full. <i>Laboratory and X-ray benefits:</i> Up to \$100 per year. <i>Major medical expense benefits:</i> Maximum to \$50,000 per lifetime. <i>Increased: Employees only:</i> <i>Sickness and accident benefits</i>—maternity benefits, up to 13 weeks.</p>	<p>Added: Maternity medical expenses for employees and dependents under major medical benefits.</p>
Pension plan		
June 25, 1943 (agreement of same date) May 1, 1948	<p>No provision.</p> <p>Contributory plan providing benefits, in addition to Federal old-age and survivors' benefits, based on earnings and length of service available to employees age 30 but less than 65 with 5 years or more of continuous service.</p> <p><i>Normal benefits:</i> Annual annuity at age 65 to equal years of service multiplied by (1) for service from May 1, 1948—3/4 of 1 percent of first \$1,800 annual earnings, 1 percent of next \$1,200, 1 1/2 percent of remainder; plus (2) for service before May 1, 1948—6/10 of 1 percent of first \$1,800, 8/10 of 1 percent of next \$1,200, and 1.2 percent of remainder.</p> <p><i>Early retirement benefits:</i> Immediate reduced annuity provided employees retiring within 10 years of normal retirement date with consent of company.</p>	<p>Plan not covered by union agreement. Employee contributed 2 1/4 percent of first \$1,800 annual earnings, 3 percent of next \$1,200, and 4 1/2 percent of remainder. Company to contribute as necessary to finance past service and to make fund actuarially sound.</p> <p>Benefits to be paid on reaching age 65, even though employee continued working.</p> <p>Employee could elect survivor's option or, if eligible, deferred annuity.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plan—Continued		
May 1, 1948— Continued	<p><i>Death benefits:</i> Beneficiary to receive excess of employee's contributions plus 2-percent compound interest over retirement benefits paid before employee's death.</p> <p><i>Vested benefits:</i> On termination after 15 years in plan or after age 50 with 20 years of continuous service, employee (1) could receive, at age 65, normal annuity based on past and future service credits¹ or (2) could elect reduced annuity starting up to 10 years before normal retirement age.</p> <p><i>Optional benefits:</i> Employee could elect (1) reduced annuity during retirement with continuance of such payment, or a specified fraction thereof, to designated survivor; or (2) if retiring before Federal old age and survivors' benefits were payable, to have annuity adjusted to provide approximately the same total amount before and after Federal benefit was payable.</p>	Contributions plus 2-percent compound interest returned to employees who did not meet service or age requirements, or both.
Oct. 1, 1953	Eliminated: <i>Normal benefits</i> —credit for service before May 1, 1948.	
May 1, 1960	.....	Increased: Interest paid beneficiary of deceased employee or terminated employee not eligible for vested benefit, to 3 percent.
June 1, 1965	Reduced: Requirement for participation in plan, to age 25 with 2 years of continuous service.	
Jan. 1, 1975 (agreement dated Sept. 9, 1974)	.....	<p>Reduced: Employee contribution, to 1½ percent of 1st \$4,800 annual earnings and 4½ percent of earnings in excess of \$4,800. Company assumed remaining cost of plan.</p> <p>Changed: No employee pension contribution required for 1st \$4,800 of annual earnings. Employee to contribute 3 percent of earnings over \$4,800 annually.</p> <p>Increased: Interest on employees pension contribution to 5 percent (was 3 percent).</p>

¹This guarantee did not apply to learners on piecework.

²During the period covered by Executive Order No. 9240 (Oct. 1, 1942, to Aug. 21, 1945), these provisions were modified in practice to conform to that order.

³Since Sept. 30, 1946, the practice has been to provide 1 week vacation with pay of 2 percent of earnings in previous year for employees with 12 months, but less than 5 years, of continuous service, and 4 percent of earnings for employees with 5 years or more of continuous service.

⁴A voluntary contributions plan sponsored by an Employee Benefit Association had been available since 1938. Plan provided: Life insurance, employee \$800, dependents \$100-\$500; accidental death or dismemberment, employee \$200-\$400; accident and sickness insurance, employee \$7.25 a week for up to 13 weeks, from 1st day for accident, 8th day for illness; pregnancy, employee \$7.25 a week for up to 6 weeks; funeral benefits, dependents \$12.50-\$100.

⁵Effective upon employees return to work on or after Sept. 9, 1974.

Wage Chronologies Available

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

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.

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.

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)—

1943–79, BLS Bulletin 2048.

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

1945–77, BLS Bulletin 1924.

1977–80, Supplement to BLS Bulletin 1924.

Federal Employees under the General Schedule Pay System—

July 1924—October 1974, BLS Bulletin 1870.

1975–77, Supplement to BLS Bulletin 1870.

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

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., Southern Kraft Division—

December 1937—May 1973, BLS Bulletin 1788.

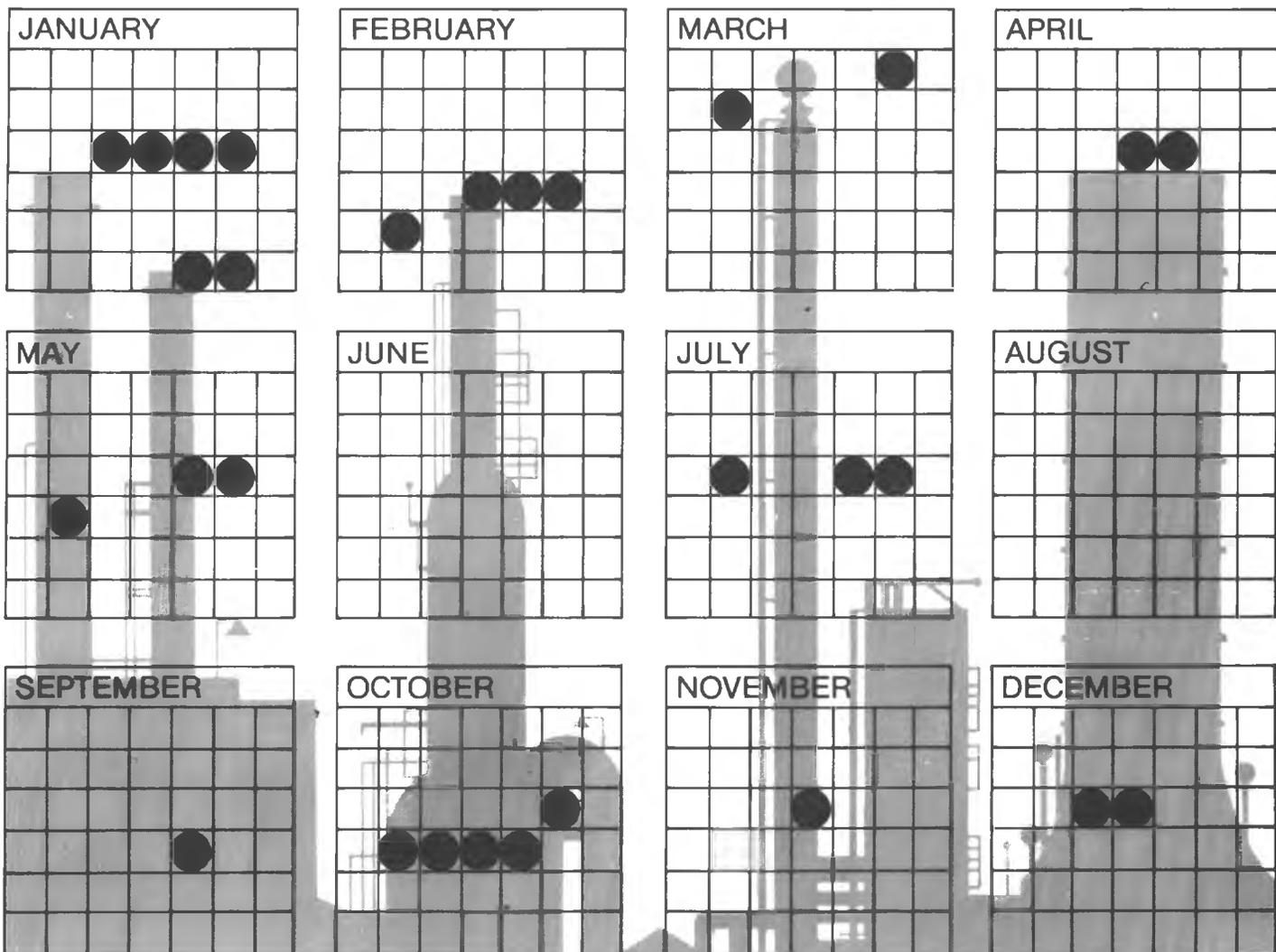
June 1973—May 1977, Supplement to BLS Bulletin 1788.

International Shoe Co., the Shoe Workers, and the Boot and Shoe Workers—

1945-78, BLS Bulletin 2010.
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 Shipping Associations and the International Longshoremen's Association
1934-80, BLS Bulletin 2048.
Pacific Coast Shipbuilders and Various Unions—
1941-77, BLS Bulletin 1982.
Pacific Gas and Electric Co.—
1943-72, BLS Bulletin 1761.
1972-79, Supplement to BLS Bulletin 1761.

Pacific Maritime Association and the ILWU—
1934-78, BLS Bulletin 1960.
Railroads—Nonoperating Employees—
1920-77, BLS Bulletin 2041.
Rockwell International (Electronics, North American Aircraft/Space Operations) and the Auto Workers—
May 1941—September 1977, BLS Bulletin 1893.
United States Steel Corporation and United Steelworkers of America.
March 1937—April 1974, BLS Bulletin 1814.
May 1974—July 1977, Supplement to BLS Bulletin 1814.
Western Greyhound Lines—
1945-67, BLS Bulletin 1595.¹
1968-77, Supplement to BLS Bulletin 1595.
Western Union Telegraph Co. and the Telegraph Workers and the Communications Workers—
1943-76, BLS Bulletin 1927.
1976-79, Supplement to BLS Bulletin 1927.

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



Analysis of Work Stoppages

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This bulletin provides a detailed statistical presentation of work stoppages in 1977, including historical comparisons. Stoppages are tabulated by industry, occupation, location, type of settlement, and impasse procedures as well as four major characteristics: (1) size, (2) duration, (3) contract status, and (4) major issue.

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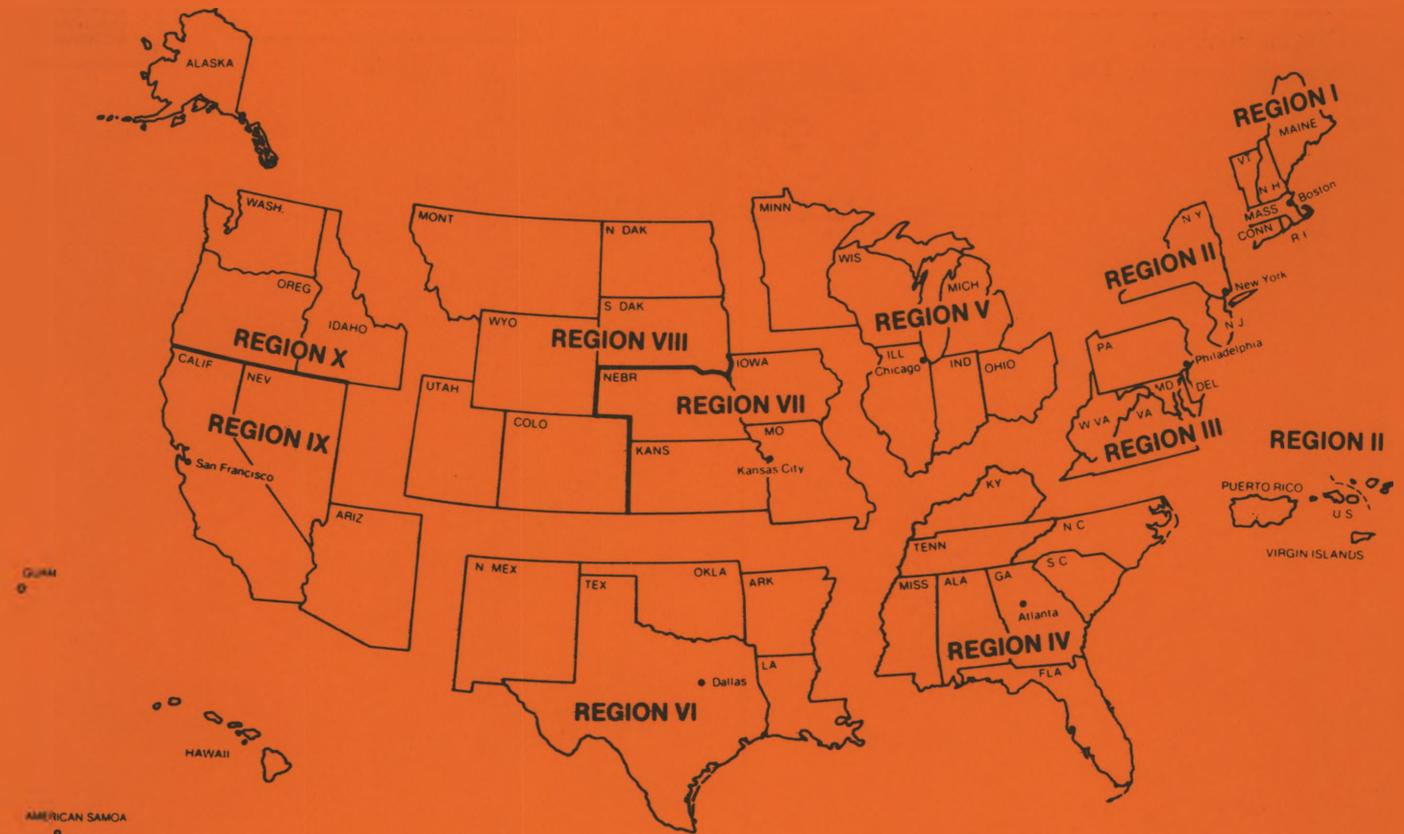
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