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Wage Chronology: Berkshire Hathaway and the Clothing and Textile Workers, 1943-80



U.S. Department of Labor
Bureau of Labor Statistics
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Bulletin 2061

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U.S. Department of Labor
Ray Marshall, Secretary
Bureau of Labor Statistics
Janet L. Norwood, Commissioner
May 1980

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Preface

This bulletin is prepared by the Bureau of Labor Statistics as part of a series that traces changes in wage scales and related benefits negotiated by individual employers or combinations of employers with a union or group of unions. Benefits unilaterally introduced by an employer generally are included. The information is obtained largely from collective bargaining agreements and related documents voluntarily filed with the Bureau. Descriptions of the course of collective bargaining are derived from the news media and confirmed and supplemented by the parties to the agreement. Wage chronologies, dealing only with selected features of collective bargaining or wage determination, are intended primarily as a tool for research, analysis, and wage administration. References to job security, grievance procedures, methods of piece-rate adjustments, 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), pp. 167-69.

This wage chronology summarizes changes in wage rates and related compensation practices negotiated by Berkshire Hathaway, Inc., with the Textile Workers Union of America from June 1943 to March 1978 and with the Amalgamated Clothing and Textile Workers

Union from April 1978 to April 1980. This bulletin replaces *Wage Chronology: Berkshire Hathaway, Inc. and the Textile Workers, June 1943–April 1975*, published as BLS Bulletin 1849, and its April 1975–April 1978 published supplement and incorporates new information on contract changes negotiated for the April 1978–April 1980 period. Except for a revised introduction and minor changes, earlier texts are included as they were originally published.

The material for the April 1978–April 1980 period was prepared in the Division of Trends in Employee Compensation by Joan Borum.

The U.S. Bureau of the Census has introduced new job titles in its Occupational Classification System to eliminate those that denote sex stereotypes. For purposes of this bulletin, however, old titles have been retained where they refer specifically to contractual definitions. Where titles are used in the generic sense and not to describe a contract term, they have been changed to eliminate the sex stereotype.

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Berkshire Cotton Manufacturing Co., a predecessor of Berkshire Hathaway, Inc., was incorporated in Massachusetts on August 29, 1889. The name was changed to Berkshire Fine Spinning Associates Inc. when the company merged with four other mills on February 26, 1929. Since then, several additional textile manufacturers and, in recent years, subsidiaries in insurance and banking have been acquired. On March 14, 1955, the company merged with Hathaway Manufacturing Co. (also incorporated in 1889) and adopted the title Berkshire Hathaway, Inc. Although the concern has other sources of revenue, this chronology is limited to its textile manufacturing operations. Since March 2, 1968, Berkshire Hathaway has had only one mill, located in New Bedford, Mass. Its 800 production workers are represented by the Amalgamated Clothing and Textile Workers Union (ACTWU), which resulted from the June 3, 1976, merger of the Amalgamated Clothing Workers of America and the Textile Workers Union of America, which had represented the workers.

In 1955, the year of peak employment, the company had about 12,000 production workers at 14 plants in New England, producing cotton, nylon, rayon, and other fabrics. Operations subsequently were cut back, primarily because of increased competition from foreign producers and the rapid expansion of textile production in the South where labor costs were lower and unionization less common. Berkshire Hathaway has never had any Southern textile operations.

The first American textile mill was opened in 1793 and the earliest major strike came in 1834 when 2,000 women protested a wage cut in Lowell, Mass. Although a number of local craft unions were founded in the following years, employees did not attain a relatively strong bargaining position until 1901, when the craft unions combined to form a national union, the United Textile Workers of America (UTWA), which was affiliated with the American Federation of Labor.

Nevertheless, progress in organizing the industry continued to be sporadic. On September 4, 1934, UTWA initiated a 3-week strike by 400,000 union and nonunion employees to force employers to bargain with the union. Although the union did not gain this objective, the walkout did focus public attention on wages, hours, and working conditions in the industry.

In 1938, UTWA joined with the Committee for Industrial Organization (CIO)¹ and participated in an intensive organizing campaign that was successful in New

England but failed in the South. Differences then developed between the two groups and some UTWA locals returned to the AFL.

Other locals remained with the CIO's Textile Workers Organizing Committee, which was established in 1937 and chartered in 1939 as the Textile Workers Union of America (TWUA). In 1939, TWUA had 160,000 reported members and UTWA had 2,000. In 1952, as the result of a factional dispute, a number of TWUA members rejoined UTWA.

Although the American Federation of Labor and the Congress of Industrial Organizations merged in 1955, TWUA and UTWA continued as two separate textile unions. In 1976, when TWUA merged with the Amalgamated Clothing Workers, TWUA had 160,000 members in 623 locals and the combined ACTWU membership was 510,000 in 1,449 locals. UTWA reported a 1976 membership of 47,000 in 275 locals.

TWUA won the right to represent employees of Berkshire Hathaway and other mills in the New Bedford-Fall River areas in elections held by the National Labor Relations Board in 1941-42. However, two unions which continued to represent some craft employees in Fall River were the Loom Fixers, Drawing-in, Knot-tiers and Warper Tenders Association and the Slasher Tender and Helpers Association.

In 1943, TWUA negotiated separate agreements for the two areas—one with the Fall River Textile Manufacturers' Association and the other with the New Bedford Cotton Manufacturers Association. Beginning in 1945, and continuing until December 1952, the associations negotiated common agreements with the union. On December 22, 1952, the Fall River-New Bedford Textile Manufacturers' Negotiating Group was formed to negotiate for the associations. This group was disbanded on April 14, 1955, and since then negotiations have been on an individual company basis. Agreements between TWUA (now ACTWU) and the four major manufacturers in the northern cotton-synthetic textile industry—Berkshire Hathaway, American Thread Co., Bates Manufacturing Co., and West Point-Pepperell, Inc.—generally have been similar and have set the pattern for negotiations with smaller firms in the area.

¹ In 1935, a number of unions within the AFL formed the CIO to organize unskilled industrial workers. Subsequently, the AFL expelled these unions and in 1938 they formed a rival labor federation—the Congress of Industrial Organizations.

From 1943 through 1958, Berkshire Hathaway employees were covered by 1-year agreements or 2-year agreements with midterm reopeners. One of the 2-year contracts, negotiated in 1948, provided for three reopeners. A 3-year contract was negotiated in 1959, but the parties again returned to 2-year agreements in 1962 and 1964. In 1966, for the first time in the collective bargaining relationship, a contract specified wage increases for more than 1 year. In that year, and in 1969

and 1972, the parties negotiated 3-year agreements with deferred wage increases in the second and third years. In 1975, the company and union negotiated a 1-year contract extension that provided for an immediate wage increase and as deferred increase effective 6 months later.

In 1976 and again in 1978, they negotiated 2-year contracts that provided for wage increases in both contract years.

Summary of Contract Negotiations

January 1948–March 1951

The January 1948 agreement between the Textile Workers and the Fall River Textile Manufacturers' Association and the New Bedford Cotton Manufacturers Association covered 23,000 production workers at 21 mills. This agreement provided for a 10-percent immediate wage increase; a March 15, 1950, expiration date; and automatic 1-year extensions thereafter, unless terminated by either party. Either party could request wage changes during the life of the agreement; the earliest change was not to be effective before January 17, 1949. Thereafter, wage changes could be negotiated twice a year, in mid-September and mid-March.

The TWUA (CIO) requested a wage reopening in January 1949 under provisions of its 1948 agreements. When negotiations failed to bring agreement on the union's request for a 10-cent-an-hour increase, the issue was submitted to arbitration in accordance with contractual procedure. The arbitrator rejected the union's request primarily because of the industry's uncertain business prospects.

Neither the companies nor the union used the opportunity for reopenings in September 1949 or March 1950. The 1948 contract was extended without change before it expired on March 15, 1950.

A wage reopening was permissible in September 1949 or March 1950 under the extended agreements. Notification of intention to take advantage of this opportunity was required in July. At that time, the union voted not to request any contract changes. Subsequently, however, the employer associations agreed to an interim wage adjustment of 10 percent, requested by the union to be effective in September 1950. No other changes were made in the contracts at that time.

March 1951–April 1953

By March 15, 1951, the next contractual reopening date, the parties had negotiated a supplemental agreement, effective March 19, 1951. Subject to approval by the Wage Stabilization Board (WSB), this agreement increased wage rates and health and welfare benefits, and incorporated a cost-of-living escalator clause and a retirement severance pay provision. The Board order, issued August 3, 1951, modified the negotiated terms by reducing the general wage increase from 7-1/2 percent to 6-1/2 percent and the cost-of-living allowance from a 1-cent hourly wage change for every 1.14-point change in the Consumer Price Index to 1 cent for each

1.32-point change. The Board deferred action on other changes until its policy on welfare benefits was established. In accordance with a WSB policy regulation covering welfare clauses, the Board approved the changes, effective November 30, 1951.

Under the 1951 agreement, provision was made for a general wage reopening on March 15, 1952. Accordingly, the employer associations requested a downward revision of basic wage rates, elimination of the escalator clause, and other changes. When it became apparent that agreement was not possible, the issues in question were submitted to arbitration in accordance with contractual terms. The arbitrator's decision provided for a wage decrease, although not to the extent requested, and a continuance of the escalator clause as compensation for changes in the cost of living; the other requested changes in the contract were disallowed.

April 1953–April 1955

The bargaining agreement between the TWUA and the Fall River—New Bedford Textile Manufacturers' Negotiating Group (including Berkshire Fine Spinning Associates) that expired March 15, 1953, was extended, effective April 15, for 2 years; the only change was a wage reopener in April 1954.

The union announced that, because of depressed economic conditions in the industry, it would not exercise its reopening right in 1954. The company indicated that it would withhold demands for wage reductions at that time.

April 1955–April 1956

In February 1955, Berkshire, with a group of other New England mills, announced that current agreements would not be renewed and proposed benefit changes that would have reduced employment costs by 10 cents an hour. Although no wage changes were suggested, the escalator clause and the 4-cent-an-hour cost-of-living allowance were to be discontinued and paid holidays reduced from 6 to 1 annually. The union rejected these proposals, voted to extend the expiring contracts without change, and called a strike against the company when contracts expired on April 15.

The parties reached a tentative agreement on July 13, after Federal mediators had entered negotiations; work was resumed on July 18 following a 13-week strike. Terms of the new 2-year contract included revocation of the escalator clause, although the 3-cent al-

lowance in effect was to be retained;² continuation of 6 paid holidays for which a premium was paid for hours worked; and elimination of a number of local holidays for which workers received premium pay if worked, but no pay if not worked. The new contract, effective July 18, 1955, included provision for reopening on wages and other benefits in 1 year.

April 1956–April 1959

On February 13, 1956, the union announced its intention to reopen the contract and a month later demanded a 10-percent general wage increase and changes in other benefits. The company rejected the demands.

Agreement was reached in early April 1956 on a new contract to be effective for 2 years from April 16, with a reopening in 1957. The agreement called for a 6-1/2-percent increase in basic hourly rates (exclusive of the 3-cent cost-of-living add-on) and restoration of premium pay for work on the local holidays. The 6-1/2-percent increase, which averaged 8-1/2 cents an hour, restored rates to the levels in effect before the July 15, 1952, arbitration decision.

In February 1957, the union reopened the contract with demands for improved wage rates and unspecified other benefits. The company rejected the demands and proposed the wage rates be continued without change. Meetings between the parties, begun in early March, brought quick agreement on maintenance of wage rates, improved hospitalization benefits, and a reduced retirement age for women; the contract expiring in April 1958 was renewed for 1 year without change.

April 1959–April 1962

Before the 1959 expiration date, agreement had been reached on a new 3-year contract with provision for wage reopening and inequity adjustments at annual intervals. The union had proposed a 10-percent increase in wage rates; agreement was reached on a 7-percent increase exclusive of the existing 3-cent cost-of-living add-on which was incorporated into basic hourly rates. No other contract changes were made at that time.

When 1960 negotiations began in March under the reopening provisions, the union sought a general wage increase of 10 cents an hour plus an additional 1 cent for correction of inequities in some classifications. The final agreement, reached in early April, provided a 5-percent increase (7.5 cents an hour) in wage rates.

Union delegates to a regional conference recommended, in February 1961, that the contract not be reopened that year. Some locals disagreed but the majority ratified the recommendation and the contract was not reopened.

²Between the start of negotiations and the contract settlement, the Consumer Price Index declined, and the cost-of-living allowance was reduced by 1 cent an hour.

April 1962–April 1964

Negotiations in 1962 opened in March; agreement was reached early in April on a 2-year contract calling for a 3-1/4-percent increase in hourly wages and correction of inequities in some job classifications. Hospitalization benefits were liberalized, the eligibility age for retirement-severance pay for men was reduced to 62, and payment of accrued vacation benefits was provided to those eligible for retirement-severance pay on termination of employment. The contract permitted a reopening on wages in April 1963, but, in February, the union voted against the reopening.

April 1964–April 1966

Citing improvement in the economic condition of the industry, a TWUA conference of delegates from New England and mid-Atlantic locals recommended that the union seek a package increase of 10 percent in wages and fringe benefits in negotiations with Berkshire Hathaway, Inc.

Negotiations opened on March 3, 1964, with union demands for a 10-percent wage increase, an improved health insurance program and extension of this protection to dependents, longer vacations for employees with 10 years of service or more, and establishment of severance pay for employees released because of technological changes or plant closings.

The company's wage offers proved unsatisfactory to the union members, who voted an April 12 to strike unless agreement could be reached by the termination date of the contract, 3 days later. Agreement was reached on April 15 on a new contract calling for a 5-percent general wage increase but no other changes. The 2-year contract was ratified on April 19 and provided for a wage reopening in 1965.

The 1964 agreement changed the usual pattern of negotiations in that Berkshire Hathaway was not the first major textile company in the region to settle with the union. Employees of West Point-Pepperell Manufacturing Co. and Bates Manufacturing Co. accepted the agreement on April 15, and employees of American Thread Co. on April 19. The four companies customarily set the pattern for New England firms in the cotton-synthetics industry.

When 1965 negotiations were begun under the wage reopening provisions, the union demanded a 15-percent wage increase and a pension plan. Berkshire Hathaway countered by offering a 5-cent wage increase, which was rejected. On Tuesday, April 13, the company offered a wage increase of 5 percent. Although April 16 (Good Friday) was a holiday, about 2,200 workers were officially on strike. On Saturday, the union's policy committee recommended that the locals accept the wage offer. Employees of West Point-Pepperell Co. did so that same day (April 17); workers at Berkshire Hathaway and American Thread Co. voted their approval on Sunday, April 18, and went back to work the next

working day. There had been no walkout at Bates Manufacturing Co., where employees had accepted the offer before employees of the other companies had voted to strike.

April 1966–April 1969

Citing continued economic improvement in the textile industry, the February 1966 northern cotton-rayon conference of the TWUA set as its negotiating goal improvements in wages and fringe benefits. Reportedly, these improvements would increase employment costs by 15 percent over the 3-year contract period. In addition to an unspecified general wage increase, the union proposal would have increased vacation pay and provided more paid holidays and higher second- and third-shift premiums. It would have increased disability severance benefits, provided full severance pay for widows age 60 or over, and required severance pay for all employees laid off because of a plant liquidation. Liberalization of the insurance coverage of employees and dependents was proposed. As suggested by the conference, the union served a 60-day notice of intention to terminate its contract with Berkshire Hathaway and the other New England cotton and synthetic textile mills.

During the latter part of February and early March, each of the four major New England textile companies held separate negotiations with the union. When negotiations began on March 1, 1966, with Berkshire Hathaway, management offered a 4-cent-an-hour general wage increase.

Bargaining continued through the month, and, on March 30, the TWUA's negotiating committee accepted a 3-year contract offered by Berkshire Hathaway and three other major New England cotton and synthetic textile companies. Four days later, union members at Berkshire Hathaway ratified the agreement.

The contract provided for three wage increases—10 cents an hour in 1966, 6 cents in 1967, and 7 cents in 1968—and liberalization of insurance retirement benefits in 1966 reported to cost 2 cents an hour. For the first time in the quarter century of collective bargaining covered by this chronology, a contract specified wage increases for more than 1 year. Although previous contracts generally covered more than 1 year, they contained wage reopening options rather than deferred wage changes. Both labor and management stated that the contract would add desirable labor stability to the industry.

April 1969–April 1972

The TWUA met on February 8, 1969, in New York City to formulate demands to be presented to the major northern cotton-synthetic textile companies. Their overall demands called for a 20-percent wage and fringe benefit package plus a pension plan. In addition to a wage increase, the union sought increased medical-sur-

gical-hospital insurance, life insurance, weekly sickness and accident benefits, vacations, holidays, and severance pay. Also sought was the establishment of an employer-paid pension plan. The union served its 60-day notice upon employers whose contracts were to expire April 15, 1969.

As in previous years, contract renewal demands of the TWUA called for closing the gap between wages in the textile industry and other industries. The union backed its demands by citing increases in the cost of living, relative wages in textiles and other industries, and rising sales and profits. The union sought a larger share of profits for workers to help offset increases in the cost of living.

Informal negotiations began in late February between the industry and union; formal negotiations with Berkshire Hathaway began on March 11, 1969, in Boston. Bargaining continued through the early spring between the TWUA and the major textile companies. Settlement was reached on April 10, 1969, between the TWUA and American Thread Co. Unlike previous years, however the industry did not adopt the terms of the first settlement, and contracts signed by the other companies contained significant differences. Berkshire Hathaway and the union reached agreement on April 14, 1969.

The agreement provided a 46-cent-an-hour package increase, equivalent to a 20-percent wage and fringe benefit increase over 3 years. The first-year package amounted to 21 cents an hour as a result of an 18-cent general wage increase plus 3 cents in fringe benefits. The agreement also provided for deferred wage increases of 4.4 percent in 1970, and 5 percent in 1971.

Additional benefits included increased life insurance, hospitalization, and surgical benefits. Independence Day was added as a seventh paid holiday. The company extended its summer shutdown period from 1 to 2 weeks but retained the option to close for only 1 week. Employees received 2 weeks of vacation during a 2-week shutdown, and the option to elect either a 1- or 2-week vacation in the case of a 1-week shutdown. Provision was made for paying accumulated pro rata vacation pay to the surviving spouse or next of kin of an employee who died. Also established was bereavement pay of up to 3 days for a death in an employee's immediate family.

Effective April 13, 1970, Berkshire Hathaway became a participating employer in the Textile Workers Pension Fund, National Plan SUB Fund. The new employer-financed pension plan was integrated with the former retirement separation pay plan under which benefits were paid out of the employer's general fund. After April 16, 1972, employees had the option of continuing to receive benefits under either the pension plan or the retirement separation pay plan.

The new agreement, effective April 16, 1969, through April 15, 1972, provided benefits for the 1,300 workers

employed at the company's New Bedford, Mass., plant at the time the contract was signed.

April 1972–April 1975

Representatives of TWUA locals met on January 21, 1972, in Hyannis, Mass., to formulate demands to be presented to the major northern cotton-synthetic textile companies. These demands called for a number of economic improvements, including a wage increase, higher shift premiums, and increased insurance benefits with no worker contributions. The total package amounted to 50 cents an hour over 2 years.

The union served 60-day notices on Berkshire Hathaway and other employers whose contracts expired April 15; formal bargaining with Berkshire Hathaway began on March 16, 1972, in New Bedford, Mass.

Negotiations were concluded on April 16, 1972, when the TWUA and six companies signed 3-year agreements. The contracts, which varied slightly from company to company, provided a wage-fringe package of about 50 cents an hour.

The Berkshire Hathaway settlement, which covered about 700 workers, provided for a 10-cent wage increase in 1972; two increases, averaging 12 and 5 cents, in 1973 and a flat 15 cents in 1974. The minimum wage was raised to \$2.17 an hour, from \$2.07, effective April 16, 1972, and, in steps, to \$2.46 on April 15, 1974.

Benefit improvements included an increase in hospitalization, to \$45 a day, and extension of hospital and surgical benefits to an employee's immediate family. Accident and sickness benefits were increased to \$40 a week, retiring employees would receive accrued vacation pay, and coverage of doctors' fees was eliminated for disabilities resulting from nonoccupational accidents or sickness not covered by workers' compensation.

April 1975–April 1976

On March 7, 1975, Berkshire Hathaway and the TWUA opened negotiations on a new agreement to replace the contract expiring on April 15. The union demands included a 20-percent wage increase; initiation of premium pay for second-shift work; an increase in the premium for the third shift; improved vacations and health benefits, including adoption of a major medical plan; and an increased company contribution to the pension fund.

Just before the contract expired, the parties agreed to extend it for 1 year, during which workers would receive wage increases of 15 cents an hour on April 14, 1975, and 10 cents an hour on October 13, 1975. As a result, the minimum plant wage was raised, to \$2.71 by October 13, 1975. There were no changes in benefits. The agreement covered approximately 800 workers and expired on April 15, 1976.

April 1976–April 1978

On April 18, 1976, a 2-year agreement covering about 800 workers was reached by the TWUA and Berkshire Hathaway. It was ratified by the union membership the following day. Agreements also were reached April 18–19 between the union and the three other major north-eastern cotton-synthetic textile producers (Bates Manufacturing Co., American Thread Co., and West Point-Pepperell, Inc.) as well as several other textile producers in the area. These agreements, which were expected to set the pattern for 20,000 other textile workers in the Northeast, typically provided about 60 cents an hour in wage and benefit improvements, over 2 years. Workers at the American Thread Co., however, received a wage and benefit package totaling about 50 cents an hour, reportedly due to the depressed conditions in that market. Some of the settlements were preceded by brief strikes, including one at Berkshire Hathaway.

Goals for the 1976 round of bargaining in the north-eastern cotton-synthetic and woolen industry had been set in early spring at a TWUA conference in Boston. The union initially sought 1-year agreements providing wage and benefit improvements similar to those demanded in the 1975 negotiations and totaling about 50 cents an hour, but settled for 2-year agreements.

The settlement at Berkshire Hathaway provided for wage increases of 20 cents an hour on April 19, 1976; 5 cents on October 18, 1976; 5.74 percent (averaging 20 cents) on April 18, 1977; and 2.71 percent (averaging 10 cents) on October 17, 1977. These increases brought the minimum plant wage to \$2.91 an hour (from \$2.71) on April 19, 1976, and in steps, to \$3.215 on October 17, 1977. Other key improvements in the contract included an increase in vacation pay for 15-year employees, to 6 percent of total annual earnings for the preceding year; an increase in the accident and sickness benefit to \$60 a week; and establishment of a major medical plan with a \$25,000 lifetime maximum.

April 1978–April 1980

On April 14, 1978, a 2-year agreement covering about 800 workers was reached by the Amalgamated Clothing and Textile Workers Union (ACTWU)³ and Berkshire Hathaway.

Talks had begun in early April. The union's initial demands included a 15-percent wage increase in a 1-year contract.

The settlement, which was ratified on April 16, called for general wage increases of 26 cents an hour effective April 17, 1978, and 8 percent on April 16, 1979. The

³As indicated in the introduction, the Textile Workers Union of America merged with the Amalgamated Clothing Workers of America on June 3, 1976, to form the Amalgamated Clothing and Textile Workers Union.

minimum plant wage was raised as a result of these increases to \$3.475 an hour (from \$3.215) on April 17, 1978, and to \$3.755 on April 16, 1979. A number of workers received additional increases on April 17, 1978, as a result of upgrading. An additional paid holiday was provided.

Surgical benefits were modified to provide for Blue Shield coverage of usual and customary charges. The major medical plan deductible was reduced to \$50 a year per individual, and a \$100 maximum deductible

per family was established. The lifetime maximum coverage remained at \$25,000. The company payment into the retirement separation pay and pension plan fund was changed to 5 cents for each hour for which an employee was compensated, instead of for each hour worked. The payment for new employees was to begin on completion of the probationary period, retroactive to the date of hire.

The following tables are complete up to midnight of April 14, 1980, the expiration date of the contract.

Table 1. General wage changes¹

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|---|
| June 19, 1943 (New Bedford area). ² | No change. | |
| Dec. 3, 1943 (Fall River area). ² | No change. | |
| Oct. 1, 1944. | 5-cent-an-hour increase. | In accordance with National War Labor Board directive order of Feb. 20, 1945. The Board also established guideposts to determine job differentials, which brought increases averaging between 1 and 2 cents an hour. |
| Nov. 4, 1945. | 8-cent-an-hour increase. | |
| Aug. 5, 1946. | 8-cent-an-hour increase. | Averaging approximately 11 cents an hour. |
| Jan. 6, 1947. | 10-cent-an-hour increase. | |
| Aug. 4, 1947. | 5-cent-an-hour increase. | Agreement as modified by Wage Stabilization Board Order of Aug. 3, 1951. The Board also approved an escalator clause providing quarterly adjustments of 1 cent an hour for every 1.32-point change in the BLS-CPI (old series) over the Feb. 15, 1951, index. Wage rates were not to be reduced below the level of Mar. 19, 1951. |
| Jan. 5, 1948. | 10-percent increase. | |
| Sept. 18, 1950 (by agreement of Sept. 14, 1950). | 10-percent increase, averaging 12 cents an hour. | Quarterly cost-of-living review. Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. Quarterly cost-of-living review. Quarterly adjustment of cost-of-living allowance. |
| Mar. 19, 1951 (by agreement of Mar. 15, 1951). | 6½-percent increase, averaging 8½ cents an hour. | |
| July 1, 1951. | No change. | In accordance with decision of the arbitrator, dated July 15, 1952, basic hourly rates were to be decreased to those in existence on Sept. 18, 1950; piece rates were to be adjusted accordingly. |
| Oct. 1, 1951. | 1-cent-an-hour increase. | |
| Jan. 1, 1952. | 2-cent-an-hour increase. | Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. |
| Apr. 1, 1952. | No change. | |
| July 1, 1952. | 1-cent-an-hour increase. | The new agreement provided for quarterly adjustments of the cost-of-living allowance in accordance with the movement of the revised BLS Consumer Price Index (1947-49=100). If the CPI fell below 111.9, the cost-of-living allowance would be zero. ³ Wage rates were not to be reduced below those in effect Sept. 18, 1950. |
| July 19, 1952. | Decreases averaging 8½ cents an hour. | |
| Sept. 30, 1952. | 2-cent-an-hour increase. | Quarterly adjustment of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. |
| Dec. 31, 1952 (agreement dated Mar. 15, 1951). | 1-cent-an-hour decrease. | |
| Apr. 6, 1953. | 2-cent-an-hour decrease. | Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. |
| July 1, 1953. | No change. | |
| Oct. 1, 1953 (agreement dated Apr. 15, 1953). | 1-cent-hour increase. | Quarterly review of cost-of-living allowance. Quarterly review of cost-of-living allowance. Quarterly adjustment of cost-of-living allowance. |
| Jan. 1, 1954. | No change. | |
| Apr. 1, 1954. | No change. | Eliminated: Cost-of-living escalator clause. Existing 3-cent cost-of-living allowance continued but not incorporated into basic hourly rates. |
| July 1, 1954. | No change. | |
| Oct. 1, 1954. | No change. | Applicable to basic hourly and piece rates excluding 3-cent-an-hour cost-of-living allowance. |
| Jan. 1, 1955. | No change. | |
| Apr. 1, 1955. | 1-cent-an-hour decrease. | Excludes 3-cent-an-hour cost-of-living allowance which was incorporated into basic hourly rates. |
| July 18, 1955 (agreement of same date). | | |
| Apr. 16, 1956 (agreement of same date). | 6.5-percent increase, averaging 8.5 cents an hour. ⁴ | Basic hourly rates rounded to nearest one-half cent. |
| Apr. 20, 1959 (agreement dated Apr. 16, 1959). | 7.0-percent increase, averaging 10.2 cents an hour. | |
| Apr. 18, 1960 (agreement dated Apr. 9, 1960). | 5.0-percent increase, averaging 7.5 cents an hour. | |
| Apr. 16, 1962 (agreement of same date). | 3.25-percent increase, averaging 5 cents an hour. | |
| Apr. 16, 1964 (agreement of same date). | 5-percent increase, averaging 8.25 cents an hour. | |

See footnotes at end of table.

Table 1. General wage changes¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|--|--|
| Apr. 16, 1965 (agreement dated Apr. 26, 1965). | 5-percent increase, averaging 8.6 cents an hour. | Basic hourly rates rounded to nearest one-half cent. |
| Apr. 18, 1966 (agreement of Mar. 30, 1966). | 10-cent-an-hour increase. | In addition, agreement provided for deferred increases on Apr. 17, 1967, and Apr. 15, 1968. |
| Apr. 17, 1967 (agreement of Mar. 30, 1966). | 3.1-percent increase, averaging 6 cents an hour. | Deferred increase. |
| Apr. 15, 1968 (agreement of Mar. 30, 1966). | 3.5-percent increase, averaging 7 cents an hour. | Deferred increase. |
| Apr. 14, 1969 (agreement dated Apr. 16, 1969). | 18-cent-an-hour increase. | In addition, agreement provided for deferred increases on Apr. 13, 1970, and Apr. 12, 1971. |
| Apr. 13, 1970 (agreement dated Apr. 16, 1969). | 4.4-percent increase, averaging 10 cents an hour. | Deferred increase. |
| Apr. 12, 1971 (agreement dated Apr. 16, 1969). | 5-percent increase, averaging 12 cents an hour. | Deferred increase. |
| Apr. 16, 1972 (agreement of same date). | 10-cent-an-hour increase. | Agreement also provided for deferred increases on Apr. 16, 1973, Oct. 15, 1973, and Apr. 15, 1974. |
| Apr. 16, 1973 (agreement dated Apr. 16, 1972). | 4.5-percent increase, averaging 12 cents an hour. | Deferred increase. |
| Oct. 15, 1973 (agreement dated Apr. 16, 1972). | 1.8-percent increase, averaging 5 cents an hour. | Deferred increase. |
| Apr. 15, 1974 (agreement dated Apr. 16, 1972). | 15-cent-an-hour increase. | Deferred increase. |
| Apr. 14, 1975 (agreement dated Apr. 15, 1975). | 15-cent-an-hour increase. | Agreement also provided for a deferred increase on Oct. 13, 1975. |
| Oct. 13, 1975 (agreement dated Apr. 15, 1975). | 10-cent-an-hour increase. | Deferred increase. |
| Apr. 19, 1976 (agreement dated Apr. 16, 1976). | 20-cent-an-hour increase. | Agreement also provided for deferred increases on Oct. 18, 1977, and Oct. 17, 1977. |
| Oct. 18, 1976 (agreement dated Apr. 16, 1976). | 5-cent-an-hour increase. | Deferred increase. |
| Apr. 18, 1977 (agreement dated Apr. 16, 1976). | 5.74-percent increase, averaging 20 cents an hour. | Deferred increase. |
| Oct. 17, 1977 (agreement dated Apr. 16, 1976). | 2.71-percent increase, averaging 10-cents an hour. | Deferred increase. |
| Apr. 17, 1978 (agreement dated Apr. 24, 1978). | 26-cent-an-hour increase. | Agreement also provided for a deferred increase on Apr. 16, 1979. |
| Apr. 16, 1979 (agreement dated Apr. 24, 1978). | 8-percent increase, averaging 32.5 cents an hour. | Deferred increase. |

See footnotes on following page.

Footnotes to table 1:

¹ General wage changes are upward or downward adjustments affecting a substantial number of workers at one time. Not included within the term are 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 have an immediate and noticeable effect on the average wage level.

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

² Between 1939 and 1943, general wage changes and changes in minimum plant wage rates were adopted uniformly by the mills and unions in the 2 areas. These earlier wage changes were:

| <i>Effective date</i> | <i>General wage change</i> |
|--|----------------------------|
| Nov. 6, 1939. | 7-percent increase. |
| Mar. 24, 1941 | 10-percent increase. |
| Sept. 8, 1941 | 10-percent increase. |
| June 15, 1942 (in accordance with National War Labor Board directive of Aug. 20, 1942, involving 59 cotton mills in the North and South).. | 7.5 cent-an hour increase. |

³ The agreement provided that quarterly cost-of-living adjustments, effective April, July, October, and January, were to be based on the Bureau of Labor Statistics revised Consumer Price Index for the months of February, May, August, and November, as follows:

| <i>Consumer Price Index: (revised, 1947-49-100)</i> | <i>Cost-of-living allowance</i> |
|--|---------------------------------|
| 111.2 to 111.9 | None |
| 112.0 to 112.7 | 1 cents |
| 112.8 to 113.6 | 2 cents |
| 113.6 to 114.3 | 3 cents |
| 114.4 to 115.1 | 4 cents |
| 115.2 to 115.9 | 5 cents |
| 116.0 to 116.7 | 6 cents |
| and so forth, with a 1-cent adjustment for each 0.8-point change in the index. | |

⁴ This increase restored basic hourly rates to levels in effect before an arbitration decision of July 15, 1952.

Table 2. Minimum plant wage rates¹

| Effective date | Hourly rate | Applications, exceptions, and other related matters |
|--|--------------|---|
| June 19, 1943 (New Bedford area). ² | 52.03 cents. | No change in the prevailing minimum wage rate. |
| Dec. 3, 1943 (Fall River area). ² | 52.03 cents. | No change in the prevailing minimum wage rate. |
| Oct. 1, 1944 | 57 cents. | The National War Labor Board directive of Feb. 20, 1945, affecting 54 northern and southern mills, established a minimum wage of 55 cents an hour and, in addition, provided that all jobs for which the rate was over 50 cents an hour be increased by 5 cents, retroactive to Oct. 1, 1944. |
| Nov. 4, 1955 | 65 cents. | |
| Aug. 5, 1946 | 73 cents. | |
| Jan. 6, 1947 | 83 cents. | |
| Aug. 4, 1947 | 88 cents. | |
| Jan. 5, 1948 | 97 cents. | |
| Sept. 18, 1950 | \$1.065. | |
| Mar. 19, 1951 | 1.135. | |
| July 19, 1952 | 1.065. | |
| July 19, 1952 | 1.065. | |
| July 18, 1955 | 1.065. | Plus 3-cent-an-hour cost-of-living allowance. |
| Apr. 16, 1956 | 1.135. | Plus 3-cent-an-hour cost-of-living allowance. |
| Apr. 20, 1959 | 1.25. | Includes cost-of-living allowance incorporated into basic hourly rates. |
| Apr. 18, 1960 | 1.315. | |
| Apr. 16, 1962 | 1.36. | |
| Apr. 16, 1964 | 1.43. | |
| Apr. 16, 1965 | 1.50. | |
| Apr. 18, 1966 | 1.60. | |
| Apr. 17, 1967 | 1.65. | |
| Apr. 15, 1968 | 1.71. | |
| Apr. 14, 1969 | 1.89. | |
| Apr. 13, 1970 | 1.975. | |
| Apr. 12, 1971 | 2.07. | |
| Apr. 16, 1972 | 2.17. | |
| Apr. 16, 1973 | 2.27. | |
| Oct. 15, 1973 | 2.31. | |
| Apr. 15, 1974 | 2.46. | |
| Apr. 14, 1975 | 2.61. | |
| Oct. 13, 1975 | 2.71. | |
| Apr. 19, 1976 | 2.91. | |
| Oct. 18, 1976 | 2.96. | |
| Apr. 18, 1977 | 3.13. | |
| Oct. 17, 1977 | 3.215. | |
| Apr. 17, 1978 | 3.475. | |
| Apr. 16, 1979 | 3.755. | |

¹ Minimum plant rates do not apply to handicapped workers. See table 1 for adjustments in the cost-of-living allowance between March 1951 and April 1955. Although not changing minimum rates, the allowance did affect employees' earnings.

² Between 1939 and 1943, the following minimum plant wage rates prevailed in the Fall River and New Bedford areas:

| <i>Effective date</i> | <i>Minimum plant wage rate</i> |
|---|--------------------------------|
| Nov. 6, 1939 | 36.8 cents an hour |
| Mar. 24, 1941 | 40.48 cents an hour |
| Sept. 8, 1941 | 44.53 cents an hour |
| June 15, 1942 (in accordance National War Labor Board directive of Aug. 20, 1942) | 52.03 cents an hour |

Table 3a. Base rates by level,¹ 1948-65

| Rate level | Jan. 5, 1948 | Sept. 18, 1950 | Mar. 19, 1951 | July 19, 1952 | July 18, 1955 | Apr. 16, 1956 | Apr. 20, 1959 | Apr. 18, 1960 | Apr. 16, 1962 | Apr. 16, 1964 | Apr. 16, 1965 |
|------------|-----------------|-------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 1 | \$0.970 | \$1.065 | \$1.135 | \$1.065 | \$1.065 | \$1.135 | \$1.250 | \$1.315 | \$1.360 | \$1.430 | \$1.500 |
| 2 | .990 | 1.090 | 1.160 | 1.090 | 1.090 | 1.160 | 1.275 | 1.340 | 1.385 | 1.455 | 1.530 |
| 3 | .995 | 1.095 | 1.165 | 1.095 | 1.095 | 1.165 | 1.280 | 1.345 | 1.390 | 1.460 | 1.535 |
| 4 | 1.000 | 1.100 | 1.170 | 1.100 | 1.100 | 1.170 | 1.285 | 1.350 | 1.395 | 1.465 | 1.540 |
| 5 | 1.005 | 1.105 | 1.175 | 1.105 | 1.105 | 1.175 | 1.290 | 1.355 | 1.400 | 1.470 | 1.545 |
| 6 | 1.020 | 1.120 | 1.195 | 1.120 | 1.120 | 1.195 | 1.310 | 1.375 | 1.420 | 1.490 | 1.565 |
| 7 | 1.025 | 1.130 | 1.205 | 1.130 | 1.130 | 1.205 | 1.320 | 1.385 | 1.430 | 1.500 | 1.575 |
| 8 | 1.045 | 1.150 | 1.225 | 1.150 | 1.150 | 1.225 | 1.345 | 1.410 | 1.455 | 1.530 | 1.605 |
| 9 | 1.075 | 1.185 | 1.260 | 1.185 | 1.185 | 1.260 | 1.380 | 1.450 | 1.495 | 1.570 | 1.650 |
| 10 | 1.080 | 1.190 | 1.265 | 1.190 | 1.190 | 1.265 | 1.385 | 1.455 | 1.500 | 1.575 | 1.655 |
| 11 | 1.085 | 1.195 | 1.275 | 1.195 | 1.195 | 1.275 | 1.395 | 1.465 | 1.515 | 1.590 | 1.670 |
| 12 | — | — | — | 1.200 | 1.200 | 1.280 | 1.400 | 1.470 | 1.520 | 1.595 | 1.675 |
| 13 | 1.100 | 1.210 | 1.290 | 1.210 | 1.210 | 1.290 | 1.410 | 1.480 | 1.530 | 1.605 | 1.685 |
| 14 | 1.065 | 1.170 | 1.245 | 1.170 | 1.170 | 1.245 | 1.365 | 1.435 | 1.535 | 1.610 | 1.690 |
| 15 | 1.110 | 1.220 | 1.300 | 1.220 | 1.220 | 1.300 | 1.425 | 1.495 | 1.545 | 1.620 | 1.700 |
| 16 | 1.120 | 1.230 | 1.310 | 1.230 | 1.230 | 1.310 | 1.435 | 1.505 | 1.555 | 1.635 | 1.715 |
| 17 | 1.135 | 1.250 | 1.330 | 1.250 | 1.250 | 1.330 | 1.455 | 1.530 | 1.580 | 1.660 | 1.745 |
| 18 | 1.155 | 1.270 | 1.355 | 1.270 | 1.270 | 1.355 | 1.480 | 1.555 | 1.605 | 1.685 | 1.770 |
| 19 | 1.165 | 1.280 | 1.365 | 1.280 | 1.280 | 1.365 | 1.495 | 1.570 | 1.620 | 1.700 | 1.785 |
| 20 | 1.165 | 1.280 | 1.365 | 1.280 | 1.280 | 1.365 | 1.495 | 1.570 | 1.620 | 1.700 | 1.785 |
| 21 | 1.195 | 1.315 | 1.400 | 1.315 | 1.315 | 1.400 | 1.530 | 1.605 | 1.655 | 1.740 | 1.825 |
| 22 | 1.220 | 1.340 | 1.425 | 1.340 | 1.340 | 1.425 | 1.555 | 1.635 | 1.690 | 1.775 | 1.865 |
| 23 | 1.230 | 1.355 | 1.445 | 1.355 | 1.355 | 1.445 | 1.580 | 1.660 | 1.715 | 1.800 | 1.890 |
| 24 | 1.110 | 1.220 | 1.300 | 1.220 | 1.220 | 1.300 | 1.425 | 1.495 | 1.725 | 1.810 | 1.900 |
| 25 | 1.245 | 1.370 | 1.460 | 1.370 | 1.370 | 1.460 | 1.595 | 1.675 | 1.730 | 1.815 | 1.905 |
| 26 | 1.250 | 1.375 | 1.465 | 1.375 | 1.375 | 1.465 | 1.600 | 1.680 | 1.735 | 1.820 | 1.910 |
| 27 | 1.270 | 1.395 | 1.485 | 1.395 | 1.395 | 1.485 | 1.620 | 1.700 | 1.755 | 1.845 | 1.935 |
| 28 | 1.275 | 1.405 | 1.495 | 1.405 | 1.405 | 1.495 | 1.630 | 1.710 | 1.765 | 1.855 | 1.950 |
| 29 | 1.305 | 1.435 | 1.530 | 1.435 | 1.435 | 1.530 | 1.670 | 1.755 | 1.810 | 1.900 | 1.995 |
| 30 | 1.310 | 1.440 | 1.535 | 1.440 | 1.440 | 1.535 | 1.675 | 1.760 | 1.815 | 1.905 | 2.000 |
| 31 | 1.325 | 1.460 | 1.555 | 1.460 | 1.460 | 1.555 | 1.695 | 1.780 | 1.840 | 1.930 | 2.025 |
| 32 | 1.220 | 1.340 | 1.425 | 1.340 | 1.340 | 1.425 | 1.555 | 1.635 | 1.865 | 1.960 | 2.060 |
| 33 | 1.350 | 1.485 | 1.580 | 1.485 | 1.485 | 1.580 | 1.725 | 1.810 | 1.870 | 1.965 | 2.065 |
| 34 | 1.385 | 1.525 | 1.625 | 1.525 | 1.525 | 1.625 | 1.770 | 1.860 | 1.920 | 2.015 | 2.115 |
| 35 | 1.405 | 1.545 | 1.645 | 1.545 | 1.545 | 1.645 | 1.790 | 1.880 | 1.940 | 2.035 | 2.135 |
| 36 | 1.310 | 1.440 | 1.535 | 1.440 | 1.440 | 1.535 | 1.675 | 1.760 | 1.975 | 2.075 | 2.180 |
| 37 | 1.465 | 1.610 | 1.715 | 1.610 | 1.610 | 1.715 | 1.865 | 1.960 | 2.025 | 2.125 | 2.230 |
| 38 | 1.480 | 1.630 | 1.735 | 1.630 | 1.630 | 1.735 | 1.890 | 1.985 | 2.050 | 2.155 | 2.265 |
| 39 | 1.545 | 1.700 | 1.810 | 1.700 | 1.700 | 1.810 | 1.970 | 2.070 | 2.135 | 2.240 | 2.350 |

¹The company does not have a formal labor grade system. To simplify the presentation of occupational base rates, the Bureau of

Labor Statistics has assigned numbers to occupations in each of the 7 departments that received the same rate.

Table 3b. Base rates by level,¹ 1966-68

| Rate level | Apr. 18, 1966 | Apr. 17, 1967 | Apr. 15, 1968 | Rate level | Apr. 18, 1966 | Apr. 17, 1967 | Apr. 15, 1968 |
|------------|---------------|---------------|---------------|------------|---------------|---------------|---------------|
| 1 | \$1.600 | \$1.650 | \$1.710 | 26 | \$1.945 | \$2.005 | \$2.075 |
| 2 | 1.625 | 1.675 | 1.735 | 27 | 1.965 | 2.025 | 2.095 |
| 3 | 1.630 | 1.680 | 1.740 | 28 | 1.990 | 2.050 | 2.120 |
| 4 | 1.640 | 1.690 | 1.750 | 29 | 2.000 | 2.060 | 2.130 |
| 5 | 1.645 | 1.695 | 1.755 | 30 | 2.005 | 2.065 | 2.135 |
| 6 | 1.655 | 1.705 | 1.765 | 31 | 2.010 | 2.070 | 2.140 |
| 7 | 1.665 | 1.715 | 1.775 | 32 | 2.035 | 2.100 | 2.175 |
| 8 | 1.675 | 1.725 | 1.785 | 33 | 2.050 | 2.115 | 2.190 |
| 9 | 1.700 | 1.755 | 1.815 | 34 | 2.085 | 2.150 | 2.225 |
| 10 | 1.705 | 1.760 | 1.820 | 35 | 2.095 | 2.160 | 2.235 |
| 11 | 1.715 | 1.700 | 1.830 | 36 | 2.100 | 2.165 | 2.240 |
| 12 | 1.730 | 1.785 | 1.845 | 37 | 2.115 | 2.180 | 2.255 |
| 13 | 1.740 | 1.795 | 1.860 | 38 | 2.125 | 2.190 | 2.265 |
| 14 | 1.750 | 1.805 | 1.870 | 39 | 2.155 | 2.220 | 2.300 |
| 15 | 1.755 | 1.810 | 1.875 | 40 | 2.160 | 2.225 | 2.305 |
| 16 | 1.770 | 1.825 | 1.890 | 41 | 2.165 | 2.230 | 2.310 |
| 17 | 1.775 | 1.830 | 1.895 | 42 | 2.195 | 2.265 | 2.345 |
| 18 | 1.785 | 1.840 | 1.905 | 43 | 2.215 | 2.285 | 2.365 |
| 19 | 1.790 | 1.845 | 1.910 | 44 | 2.235 | 2.305 | 2.385 |
| 20 | 1.800 | 1.855 | 1.920 | 45 | 2.330 | 2.400 | 2.485 |
| 21 | 1.845 | 1.900 | 1.965 | 46 | 2.350 | 2.425 | 2.510 |
| 22 | 1.870 | 1.930 | 2.000 | 47 | 2.385 | 2.455 | 2.540 |
| 23 | 1.875 | 1.935 | 2.005 | 48 | 2.450 | 2.525 | 2.615 |
| 24 | 1.885 | 1.945 | 2.015 | 49 | 2.490 | 2.565 | 2.655 |
| 25 | 1.925 | 1.985 | 2.055 | 50 | 2.585 | 2.665 | 2.760 |

¹ The company does not have a formal labor grade system. To simplify the presentation of occupational base rates, the Bureau of

Labor Statistics has assigned numbers to occupations in each of the 9 departments that received the same rate.

Table 3c. Base rates by level,¹ 1969-71

| Rate level | Apr. 14, 1969 | Apr. 13, 1970 | Apr. 12, 1971 |
|--------------|---------------|---------------|---------------|
| 1 | \$1.890 | \$1.975 | \$2.070 |
| 2 | 1.915 | 2.000 | 2.100 |
| 3 | 1.920 | 2.005 | 2.105 |
| 4 | 1.930 | 2.015 | 2.115 |
| 5 | 1.935 | 2.020 | 2.120 |
| 6 | 1.945 | 2.030 | 2.130 |
| 7 | 1.955 | 2.040 | 2.140 |
| 8 | 1.965 | 2.050 | 2.155 |
| 9 | 2.000 | 2.090 | 2.195 |
| 10 | 2.010 | 2.100 | 2.205 |
| 11 | 2.040 | 2.130 | 2.235 |
| 12 | 2.055 | 2.145 | 2.250 |
| 13 | 2.070 | 2.160 | 2.270 |
| 14 | 2.075 | 2.165 | 2.275 |
| 15 | 2.085 | 2.175 | 2.285 |
| 16 | 2.090 | 2.180 | 2.290 |
| 17 | 2.100 | 2.190 | 2.300 |
| 18 | 2.145 | 2.240 | 2.350 |
| 19 | 2.180 | 2.275 | 2.390 |
| 20 | 2.185 | 2.280 | 2.395 |
| 21 | 2.275 | 2.375 | 2.495 |
| 22 | 2.300 | 2.400 | 2.520 |
| 23 | 2.320 | 2.420 | 2.540 |
| 24 | 2.355 | 2.460 | 2.585 |
| 25 | 2.370 | 2.475 | 2.600 |
| 26 | 2.385 | 2.490 | 2.615 |
| 27 | 2.415 | 2.520 | 2.645 |
| 28 | 2.480 | 2.590 | 2.720 |
| 29 | 2.490 | 2.600 | 2.730 |
| 30 | 2.565 | 2.680 | 2.815 |
| 31 | 2.595 | 2.710 | 2.845 |
| 32 | 2.665 | 2.780 | 2.920 |
| 33 | 2.715 | 2.835 | 2.975 |
| 34 | 2.795 | 2.920 | 3.065 |

¹The company does not have a formal labor grade system. To simplify the presentation of occupational base rates, the Bureau of Labor Statistics has assigned numbers to each of the 34 rates in the collective bargaining agreement as of Apr. 14, 1969. Rates for 1970

and 1971 were obtained by adding the general wage increase for those years to the 1969 rates; thus, the 1970 and 1971 figures do not reflect any job classification or individual wage-rate adjustment after Apr. 14, 1969.

Table 3d. Base rates by level,¹ 1972-75

| Rate level | April 16, 1972 | April 16, 1973 | October 15, 1973 | April 15, 1974 | April 14, 1975 | October 13, 1975 |
|------------|----------------|----------------|------------------|----------------|----------------|------------------|
| 1 | \$2.170 | \$2.270 | \$2.310 | \$2.460 | \$2.610 | \$2.710 |
| 2 | 2.200 | 2.300 | 2.340 | 2.490 | 2.640 | 2.740 |
| 3 | 2.205 | 2.305 | 2.345 | 2.495 | 2.645 | 2.745 |
| 4 | 2.215 | 2.315 | 2.355 | 2.505 | 2.655 | 2.755 |
| 5 | 2.220 | 2.320 | 2.360 | 2.510 | 2.660 | 2.760 |
| 6 | 2.230 | 2.330 | 2.370 | 2.520 | 2.670 | 2.770 |
| 7 | 2.240 | 2.340 | 2.380 | 2.530 | 2.680 | 2.780 |
| 8 | 2.255 | 2.355 | 2.395 | 2.545 | 2.695 | 2.795 |
| 9 | 2.295 | 2.400 | 2.445 | 2.595 | 2.745 | 2.845 |
| 10 | 2.305 | 2.410 | 2.455 | 2.605 | 2.755 | 2.855 |
| 11 | 2.335 | 2.440 | 2.485 | 2.635 | 2.785 | 2.885 |
| 12 | 2.350 | 2.455 | 2.500 | 2.650 | 2.800 | 2.900 |
| 13 | 2.370 | 2.475 | 2.520 | 2.670 | 2.820 | 2.920 |
| 14 | 2.375 | 2.480 | 2.525 | 2.675 | 2.825 | 2.925 |
| 15 | 2.385 | 2.490 | 2.535 | 2.685 | 2.835 | 2.935 |
| 16 | 2.390 | 2.495 | 2.540 | 2.690 | 2.840 | 2.940 |
| 17 | 2.400 | 2.510 | 2.555 | 2.705 | 2.855 | 2.955 |
| 18 | 2.450 | 2.560 | 2.605 | 2.755 | 2.905 | 3.005 |
| 19 | 2.490 | 2.600 | 2.645 | 2.795 | 2.945 | 3.045 |
| 20 | 2.495 | 2.605 | 2.650 | 2.800 | 2.950 | 3.050 |
| 21 | 2.595 | 2.710 | 2.760 | 2.910 | 3.060 | 3.160 |
| 22 | 2.620 | 2.740 | 2.790 | 2.940 | 3.090 | 3.190 |
| 23 | 2.640 | 2.760 | 2.810 | 2.960 | 3.110 | 3.210 |
| 24 | 2.685 | 2.805 | 2.855 | 3.005 | 3.155 | 3.255 |
| 25 | 2.700 | 2.820 | 2.870 | 3.020 | 3.170 | 3.270 |
| 26 | 2.715 | 2.835 | 2.885 | 3.035 | 3.185 | 3.285 |
| 27 | 2.745 | 2.870 | 2.920 | 3.070 | 3.220 | 3.320 |
| 28 | 2.820 | 2.945 | 3.000 | 3.150 | 3.330 | 3.400 |
| 29 | 2.830 | 2.955 | 3.010 | 3.160 | 3.310 | 3.410 |
| 30 | 2.915 | 3.045 | 3.100 | 3.250 | 3.400 | 3.500 |
| 31 | 2.945 | 3.075 | 3.130 | 3.280 | 3.430 | 3.530 |
| 32 | 3.020 | 3.155 | 3.210 | 3.360 | 3.510 | 3.610 |
| 33 | 3.075 | 3.215 | 3.275 | 3.425 | 3.575 | 3.675 |
| 34 | 3.165 | 3.305 | 3.365 | 3.515 | 3.665 | 3.765 |
| 35 | 3.315 | 3.465 | 3.530 | 3.680 | 3.830 | 3.930 |
| 36 | 3.325 | 3.475 | 3.540 | 3.690 | 3.840 | 3.940 |

¹The company does not have a formal labor grade system. To simplify the presentation of occupational base rates, the Bureau has assigned numbers to each of the 36 rates in the 1972 and 1975 collective bargaining agreements as of Apr. 16, 1972, and Apr. 14, 1975, respectively. Rates for 1973 and 1974 were obtained by adding the general wage increases for those years to the 1972 rates;

thus, the 1973 and 1974 figures do not reflect any job classification or individual wage rate adjustments after Apr. 16, 1972. Rates for October 1975 were obtained by adding the general wage increase for October 1975 to the Apr. 14, 1975 rates and therefore do not reflect any job classification or individual wage rate adjustments after Apr. 14, 1975.

Table 3a. Base rates by level,¹ 1976-77

| Rate level | April 19, 1976 | October 18, 1976 | April 18, 1977 | October 17, 1977 |
|------------|----------------|------------------|----------------|------------------|
| 1 | \$2.910 | \$2.960 | \$3.130 | \$3.215 |
| 2 | 2.940 | 2.990 | 3.160 | 3.245 |
| 3 | 2.945 | 2.995 | 3.165 | 3.250 |
| 4 | 2.955 | 3.005 | 3.175 | 3.260 |
| 5 | 2.970 | 3.020 | 3.190 | 3.275 |
| 6 | 2.980 | 3.030 | 3.205 | 3.290 |
| 7 | 2.995 | 3.045 | 3.220 | 3.305 |
| 8 | 3.045 | 3.095 | 3.270 | 3.360 |
| 9 | 3.055 | 3.105 | 3.280 | 3.370 |
| 10 | 3.100 | 3.150 | 3.330 | 3.420 |
| 11 | 3.120 | 3.170 | 3.350 | 3.440 |
| 12 | 3.125 | 3.175 | 3.355 | 3.445 |
| 13 | 3.135 | 3.185 | 3.365 | 3.455 |
| 14 | 3.145 | 3.195 | 3.375 | 3.465 |
| 15 | 3.205 | 3.255 | 3.440 | 3.535 |
| 16 | 3.245 | 3.295 | 3.485 | 3.580 |
| 17 | 3.250 | 3.300 | 3.490 | 3.585 |
| 18 | 3.350 | 3.400 | 3.595 | 3.690 |
| 19 | 3.390 | 3.440 | 3.635 | 3.735 |
| 20 | 3.450 | 3.500 | 3.700 | 3.800 |
| 21 | 3.470 | 3.520 | 3.720 | 3.820 |
| 22 | 3.485 | 3.535 | 3.735 | 3.835 |
| 23 | 3.520 | 3.570 | 3.775 | 3.875 |
| 24 | 3.600 | 3.650 | 3.860 | 3.965 |
| 25 | 3.610 | 3.660 | 3.870 | 3.975 |
| 26 | 3.730 | 3.780 | 3.995 | 4.105 |
| 27 | 3.810 | 3.860 | 4.080 | 4.190 |
| 28 | 3.875 | 3.925 | 4.150 | 4.260 |
| 29 | 3.985 | 4.035 | 4.265 | 4.380 |
| 30 | 4.125 | 4.175 | 4.415 | 4.535 |
| 31 | 4.140 | 4.190 | 4.430 | 4.550 |

¹ The company does not have a formal labor grade system. To simplify the presentation of occupational base rates, the Bureau of Labor Statistics has assigned numerical designations to each of the 31 rates in the collective bargaining agreement as of Apr. 19, 1976. Rates for Oct. 18, 1976, Apr. 18, 1977, and Oct. 17, 1977, were

obtained by adding the general wage increases for those dates to the April 1976 rates; thus the figures for October 1976 through October 1977 do not reflect any job classification or individual wage rate adjustments after Apr. 19, 1976.

Table 3f. Base rates by level,¹ 1978-79

| Rate level | April 17, 1978 | April 16, 1979 |
|--------------|----------------|----------------|
| 1 | \$3.475 | \$3.755 |
| 2 | 3.505 | 3.785 |
| 3 | 3.510 | 3.790 |
| 4 | 3.520 | 3.800 |
| 5 | 3.540 | 3.825 |
| 6 | 3.550 | 3.835 |
| 7 | 3.565 | 3.850 |
| 8 | 3.625 | 3.915 |
| 9 | 3.635 | 3.925 |
| 10 | 3.680 | 3.975 |
| 11 | 3.700 | 3.995 |
| 12 | 3.705 | 4.000 |
| 13 | 3.720 | 4.020 |
| 14 | 3.730 | 4.030 |
| 15 | 3.795 | 4.100 |
| 16 | 3.840 | 4.145 |
| 17 | 3.845 | 4.155 |
| 18 | 3.950 | 4.265 |
| 19 | 3.995 | 4.315 |
| 20 | 4.060 | 4.385 |
| 21 | 4.080 | 4.405 |
| 22 | 4.100 | 4.430 |
| 23 | 4.135 | 4.465 |
| 24 | 4.225 | 4.565 |
| 25 | 4.235 | 4.575 |
| 26 | 4.370 | 4.720 |
| 27 | 4.450 | 4.805 |
| 28 | 4.520 | 4.880 |
| 29 | 4.795 | 5.180 |
| 30 | 4.810 | 5.195 |
| 31 | 5.120 | 5.530 |
| 32 | 5.160 | 5.575 |

¹ The company does not have a formal labor grade system. To simplify the presentation of occupational base rates, the Bureau of Labor Statistics has assigned numerical designations to each of the

32 rates in the collective bargaining agreement of 1978. See table 4 for occupations in these rate levels.

Table 4a. Occupation by rate level,¹ 1948-65

| Rate level | Department and occupation | | | | | | | Rate level |
|------------|---|--|---|---|-------------------|--------------------------------------|---------------------------|------------|
| | Carding | Spinning and twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | Firemen and miscellaneous | |
| 1 | Can boy, lap carrier, doffer. | Roll cleaner. | ..... | Unifil supply hand, ² unifil cleaner. ² | ..... | ..... | Scrubber and sweeper. | 1 |
| 2 | Roving hoister, roving man. | Band boy. | Yarn conditioner. | ..... | ..... | ..... | ..... | 2 |
| 3 | ..... | ..... | ..... | ..... | Bale sewer. | ..... | ..... | 3 |
| 4 | ..... | ..... | ..... | Battery hand, unifil service hand. ² | ..... | ..... | ..... | 4 |
| 5 | ..... | ..... | ..... | ..... | Loop cutter. | ..... | ..... | 5 |
| 6 | ..... | ..... | ..... | ..... | Inspector, baler. | ..... | ..... | 6 |
| 7 | ..... | ..... | ..... | ..... | ..... | ..... | Watchman and gateman. | 7 |
| 8 | Opener tender, picker tender, card tender, card stripper, silver lap tender, ribbon lap tender, drawing tender. | Ring twister changer, ring twister doffer, re-drawing machine tender. ³ | Spooler tender, nonauto; tie-in girl; skein winder, cotton; filling winder, nonauto; cone winder, nonauto; tailing machine operator; machine drawing-in operator. | ..... | Folder. | ..... | Waste baler. | 8 |
| 9 | ..... | ..... | ..... | ..... | Flat brusher. | ..... | ..... | 9 |
| 10 | ..... | ..... | Cone winder, nonauto high speed. | ..... | ..... | ..... | ..... | 10 |
| 11 | Jack frame tender. | ..... | Warper tender; skein winder, rayon; slasher tender, helper. ⁴ | ..... | ..... | ..... | ..... | 11 |
| 12 | ..... | Up twister. ³ | ..... | ..... | ..... | ..... | ..... | 12 |
| 13 | ..... | ..... | Spooler tender, auto; high speed warper, cotton; auto winder; BC drawing-in machine (new type) helper; ⁵ BC knotting machine helper. ⁴ | ..... | ..... | ..... | ..... | 13 |
| 14 | ..... | Ring spinner. | ..... | ..... | ..... | ..... | ..... | 14 |
| 15 | Grinder helper. | ..... | Drawer-in hand, plain. | ..... | ..... | Journeyman, apprentice. ⁶ | ..... | 15 |
| 16 | Fine frame tender. | ..... | ..... | ..... | ..... | ..... | ..... | 16 |
| 17 | Comber tender. | Spinner doffer. | ..... | ..... | ..... | ..... | ..... | 17 |
| 18 | Intermediate tender. | ..... | ..... | ..... | ..... | ..... | Coal wheeler. | 18 |

See footnotes at end of table.

Table 4a. Occupation by rate level,¹ 1948-65—Continued

| Rate level | Department and occupation | | | | | | | Rate level |
|------------|--|----------------------------|---|--|------------------------------|--|---------------------------|------------|
| | Carding | Spinning and twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | Firemen and miscellaneous | |
| 19 | | | | Weaver, plain auto; Jacquard lineman. | | | | 19 |
| 20 | | | | Smash piecer, weave room inspector, douplan. | | | | 20 |
| 21 | | | | Weaver, dobby auto. | | Journeyman, helper, ⁶ painter, 2d class. | | 21 |
| 22 | | | Section man, winding, nonauto; section spooler and warper, nonauto. | | Spot shearer tender, single. | | | 22 |
| 23 | Slubber tender, interdrafts and super drafts. | | High speed warper, rayon; sipp warper. | Weaver, XK and XD (filament). | | | | 23 |
| 24 | | | | | | | Yardman. ⁷ | 24 |
| 25 | | | | Weaver, Jacquard. | Spot shearer tender, double. | | | 25 |
| 26 | | Ring twister, wet and dry. | Section man, winding, auto; section spooler and warper, auto. | | | | | 26 |
| 27 | | | Drawer-in, hand, fancy and Leno. | | | | | 27 |
| 28 | Card grinder, ⁸ picker boss and fixer, section man. | Section man. | | | | | | 28 |
| 29 | | Spindle setter. | | | | Journeyman, 2d class; ⁶ painter, 1st class. | | 29 |
| 30 | | | Slasher tender, plain and light shades. ⁴ | Weaver, auto box. | | | | 30 |
| 31 | | | Long chain beamer, long chain quiller. | | | | Fireman, nonpower. | 31 |
| 32 | | | | | | | Truckdriver. ⁷ | 32 |
| 33 | | | BC drawing-in machine (new type) operator; ⁵ BC and LS knotting machine operator. ⁴ | Changer. | | | | 33 |
| 34 | | | Slasher tender, colored patterns, and spun rayon; ⁴ twister-in, hand. | | | | | 34 |

See footnotes at end of table.

Table 4a. Occupation by rate level,¹ 1948-65—Continued

| Rate level | Department and occupation | | | | | | | Rate level |
|------------|---------------------------|-----------------------|---------------------------------|---|------------|-------------------------------------|-----------------------------------|------------|
| | Carding | Spinning and twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | Firemen and miscellaneous | |
| 35 | | | | | | Journeyman, 1st class. ⁶ | ..... | 35 |
| 36 | | | | | | | Trailer truckdriver. ⁷ | 36 |
| 37 | | | Slasher tender, filament rayon. | Loom fixer, ⁴ unifil fixer. ² | ..... | ..... | ..... | 37 |
| 38 | | | | | | | Fireman, power. | 38 |
| 39 | | | | Loom fixer, auto box. ⁴ | ..... | ..... | ..... | 39 |

¹ The company does not have a formal labor grade system. To simplify the presentation, the Bureau of Labor Statistics has grouped the occupations in each of the 7 departments that receive the same rate and assigned numbers to each rate. Jobs are listed in ascending rate order.

² Occupation not reported until 1964.

³ Occupation not reported until 1952.

⁴ Occupation not reported in Fall River until 1955.

⁵ Occupation not reported until 1952 in New Bedford or 1955 in Fall River.

⁶ Blacksmiths, carpenters, electricians, machinists, millwrights, pipers, and plumbers.

⁷ Occupation not reported in New Bedford until 1955.

⁸ Does not include head or boss grinders.

Table 4b. Occupation by rate level,¹ 1966

| Rate level | Department and occupation | | | | | | | | | Rate level |
|------------|---|--|---|------------------------------|--|-------------------------|-----------------|----------|--------------------------------|------------|
| | Carding | Spinning | Warp and filling preparation | Weaving | Cloth room | Dye house | Maintenance | Painters | Miscellaneous and general | |
| 1 | Picker helper. | ..... | ..... | Cloth doffer. | Sewing and rolling machine operator. | ..... | ..... | ..... | All auxiliary or utility jobs. | 1 |
| 2 | | | | | Cloth receiver. | ..... | ..... | ..... | ..... | 2 |
| 3 | | Roving man. | Yarn conditioner, winder service-man. | ..... | ..... | ..... | ..... | ..... | ..... | 3 |
| 4 | | | | Battery hand, unifil tender. | ..... | ..... | ..... | ..... | ..... | 4 |
| 5 | | | | | Bale sewer, carton man. | ..... | ..... | ..... | ..... | 5 |
| 6 | Can man. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 6 |
| 7 | | | | | Inspector, baler. | ..... | ..... | ..... | ..... | 7 |
| 8 | | | Tractor operator, col. yarn stock keeper, helper. | Tractor operator. | ..... | Yarn cupper, floor man. | ..... | ..... | ..... | 8 |
| 9 | | | | | Grader. | ..... | ..... | ..... | ..... | 9 |
| 10 | Opener tender, picker tender, card tender, super lapper tender, drawing tender, wasteman clearer. | ..... | Tie-in girl, filling winder, nonauto; tailing machine operator. | ..... | Folder, invoicer. | ..... | ..... | ..... | Waste baler. | 10 |
| 11 | | | | | Regrader, inspection machine; inspection cutter. | ..... | ..... | ..... | ..... | 11 |
| 12 | | | | | Head grader. | ..... | ..... | ..... | ..... | 12 |
| 13 | | | Warper tender helper. | ..... | ..... | ..... | ..... | ..... | ..... | 13 |
| 14 | | | | | Flat brusher; shearer operator. | ..... | ..... | ..... | ..... | 14 |
| 15 | | | Cone winder, nonauto. | Beam changer. | Pressman. | ..... | Wastehouse man. | ..... | ..... | 15 |
| 16 | | | Slasher tender helper, col. yarn stock keeper. | | | | | | | 16 |
| 17 | | Redrawing machine tender, roll buffer. | | | Repairman, input service. | | | | | 17 |

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Table 4b. Occupation by rate level,¹ 1966—Continued

| Rate level | Department and occupation | | | | | | | | | Rate level |
|------------|---|---|--|---|---------------------------|--|---|--------------------|---------------------------|------------|
| | Carding | Spinning | Warp and filling preparation | Weaving | Cloth room | Dye house | Maintenance | Painters | Miscellaneous and general | |
| 18 | ..... | ..... | BC spooler tender, automatic; cotton high speed warper, auto winder. | ..... | ..... | ..... | ..... | ..... | ..... | 18 |
| 19 | ..... | Ring spinner. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 19 |
| 20 | ..... | ..... | Drawing-in hand, plain. | ..... | ..... | ..... | Blacksmith, plumber, air conditioning apprentice. | ..... | ..... | 20 |
| 21 | Comber tender. | Spinning doffer. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 21 |
| 22 | ..... | ..... | BC drawing-in machine helper (new type); BC knotting machine helper. | ..... | Trimmer machine operator. | ..... | ..... | ..... | ..... | 22 |
| 23 | ..... | Uptwister, unirail. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 23 |
| 24 | ..... | ..... | ..... | Weaver, plain auto; weave room inspector; smash piecer, plain auto. | ..... | Drug room helper; crane operator and dyer. | ..... | ..... | ..... | 24 |
| 25 | ..... | ..... | ..... | Weaver dobbie, auto. | ..... | ..... | Blacksmith, plumber, air conditioning helper. | Painter, 2d class. | ..... | 25 |
| 26 | ..... | ..... | Titan knotter helper. | ..... | ..... | ..... | ..... | ..... | ..... | 26 |
| 27 | Assistant picker boss. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 27 |
| 28 | Superdraft tender, rovematic. | ..... | Rayon high speed warper. | Weaver, XK and XD; smash piecer, XK and XD. | ..... | ..... | ..... | ..... | ..... | 28 |
| 29 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | Yardman. | 29 |
| 30 | ..... | ..... | ..... | ..... | ..... | Machine operator. | ..... | ..... | ..... | 30 |
| 31 | ..... | ..... | Section man. | ..... | ..... | ..... | ..... | ..... | ..... | 31 |
| 32 | ..... | ..... | Drawing-in hand, fancy and leno. | ..... | ..... | ..... | ..... | ..... | ..... | 32 |
| 33 | Picker boss and fixer, card grinder, section man. | Spindle setter helper, section man, head scourer. | Unirail-third man. | ..... | ..... | Drug room man. | ..... | ..... | ..... | 33 |

See footnote at end of table.

Table 4b. Occupation by rate level,¹ 1966—Continued

| Rate level | Department and occupation | | | | | | | | | Rate level |
|------------|---------------------------|-----------------|--|---|------------|----------------|---|---------------------|---------------------------|------------|
| | Carding | Spinning | Warp and filling preparation | Weaving | Cloth room | Dye house | Maintenance | Painters | Miscellaneous and general | |
| 34 | | | | Utility changer. | ..... | ..... | ..... | ..... | ..... | 34 |
| 35 | | Spindle setter. | ..... | ..... | ..... | ..... | Blacksmith, plumber, air conditioning man, 2d class. | Painter, 1st class. | ..... | 35 |
| 36 | | | | Weaver, auto box; smash piecer, auto box. | ..... | ..... | ..... | ..... | ..... | 36 |
| 37 | Comber boss. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 37 |
| 38 | | | | | | | Fireman, non-power. | ..... | ..... | 38 |
| 39 | | | | | | | Shuttleman. | ..... | ..... | 39 |
| 40 | | | | | | Head drug man. | ..... | ..... | ..... | 40 |
| 41 | | | BC drawing-in machine operator (new type); BC and LS knotting machine operator, stationary and portable; titan knotter operator. | Changer. | ..... | ..... | ..... | ..... | ..... | 41 |
| 42 | Boss grinder. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 42 |
| 43 | | | Slasher tender, grey. | ..... | ..... | ..... | ..... | ..... | ..... | 43 |
| 44 | | | | | | | Blacksmith, plumber, air conditioning man, 1st class. | ..... | ..... | 44 |
| 45 | | | Slasher tender, color; slasher tender, filament. | Loom fixer, unifil fixer. | ..... | ..... | ..... | ..... | ..... | 45 |
| 46 | | | | | | | Head machinist. | ..... | ..... | 46 |
| 47 | | | | | | | Head fireman. | ..... | ..... | 47 |
| 48 | | | | Loom fixer, auto box, third hand. | ..... | ..... | ..... | ..... | ..... | 48 |
| 49 | | | | Head fixer. | ..... | ..... | ..... | ..... | ..... | 49 |
| 50 | | | | | | | Head electrician. | ..... | ..... | 50 |

Table 4c. Occupation by rate level,¹ 1969

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|--|--|---------------------------|---|--|--|-----------------|--------------------------------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 1 | Picker helper. | Yarnman-cleaner, traveler, changer, scourer-changer. | ..... | ..... | Cloth doffer, unifil supply hand peg boy, cleaner, loom oiler-greaser. | ..... | ..... | All auxiliary or utility jobs. | 1 |
| 2 | | | | | | Output service-cloth stacker, cloth receiver. | ..... | ..... | 2 |
| 3 | | Roving man. | ..... | Yarn conditioner. | ..... | ..... | ..... | ..... | 3 |
| 4 | | | | | Unifil tender. | Sewing and rolling machine operator. | ..... | ..... | 4 |
| 5 | | | | | | Carton man. | ..... | ..... | 5 |
| 6 | Can man. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 6 |
| 7 | | | | | | Inspector. | ..... | ..... | 7 |
| 8 | | | | Track operator. | Tractor operator, pallet transporter. | ..... | ..... | ..... | 8 |
| 9 | Opener tender, picker tender, card tender, drawing tender. | ..... | ..... | Tie-in girl. | ..... | Package yardage recorder. | ..... | ..... | 9 |
| 10 | | | | | | Regrader-inspection machine, inspector-cutter. | ..... | ..... | 10 |
| 11 | | | | Warper tender helper | ..... | ..... | ..... | ..... | 11 |
| 12 | | Buffer and recoverer. | ..... | Nonauto. winder tender (foster). | ..... | ..... | Wastehouse man. | ..... | 12 |
| 13 | | | | Slasher tender helper. | ..... | ..... | ..... | ..... | 13 |
| 14 | | | Redrawing machine tender. | ..... | ..... | Repairman-input service. | ..... | ..... | 14 |
| 15 | | | | BC spooler tender-automatic, BC warper tender, auto, winder tender. | ..... | ..... | ..... | ..... | 15 |

See footnote at end of table.

Table 4c. Occupation by rate level,¹ 1969—Continued

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|--|---------------------------|---------------------------|--|---|---------------------------|--|---------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 16 | ..... | Spinner. | ..... | ..... | ..... | ..... | ..... | ..... | 16 |
| 17 | ..... | ..... | ..... | Drawing-in hand—plain. | ..... | ..... | ..... | ..... | 17 |
| 18 | ..... | Spinner doffer. | ..... | ..... | ..... | ..... | ..... | ..... | 18 |
| 19 | ..... | ..... | ..... | BC drawing-in machine helper, new type; BC knotting machine helper. | ..... | Trimmer machine operator. | ..... | ..... | 19 |
| 20 | ..... | ..... | Uptwister tender—unirail. | ..... | ..... | ..... | ..... | ..... | 20 |
| 21 | Assistant picker boss. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 21 |
| 22 | Superdraft—rove-matic tender. | ..... | ..... | Rayon high speed warper tender. | Weaver: XK and XD, smasher piecer, XK and XD. | ..... | ..... | ..... | 22 |
| 23 | ..... | ..... | ..... | Third hand (section man). | ..... | ..... | ..... | ..... | 23 |
| 24 | ..... | ..... | ..... | Drawing-in hand—fancy and leno. | ..... | ..... | ..... | ..... | 24 |
| 25 | Picker boss, card grinder, third hand. | Third hand, head scourer. | Unirail third hand. | ..... | ..... | ..... | ..... | ..... | 25 |
| 26 | ..... | ..... | ..... | ..... | ..... | ..... | Helper: Machinist, carpenter, electrician, piper, welder, blacksmith and air conditioning man. | ..... | 26 |
| 27 | ..... | Spindle setter. | ..... | ..... | ..... | ..... | ..... | ..... | 27 |
| 28 | ..... | ..... | ..... | ..... | ..... | ..... | Shuttle man. | ..... | 28 |
| 29 | ..... | ..... | ..... | BC drawing-in machine operator (new type); BC & LS knotting machine operator, stationary and portable. | Changer. | ..... | ..... | ..... | 29 |

See footnote at end of table.

Table 4c. Occupation by rate level,¹ 1969—Continued

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|---------------------------|----------|----------|---|------------------------------|------------|---|---------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 30 | | | | | | | Painter, 1st class. | ..... | 30 |
| 31 | Boss grinder. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 31 |
| 32 | | | | Slasher tender-color; slasher tender-filament. | Loom fixer, unifil fixer. | ..... | ..... | ..... | 32 |
| 33 | | | | | | | 1st class; Machinist, carpenter, electrician, piper, welder, blacksmith, and air conditioning man; fireman. | ..... | 33 |
| 34 | | | | | Third hand. | ..... | ..... | ..... | 34 |

¹ The company does not have a formal labor grade system. To simplify the presentation, the Bureau has grouped jobs in various departments having common base rates, effective

Apr. 14, 1969. This table does not reflect changes in occupational classifications since that date. Jobs are listed in ascending rate order.

Table 4d. Occupation by rate level,¹ 1972-75

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|--|---|---------------------------|--|---|--|-----------------|--------------------------------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 1 | Picker helper. | Yarnman-cleaner, traveler changer, scourer-changer. | ..... | ..... | Cloth doffer, unifil supply hand, peg boy, cleaner, loom oiler-greaser. | ..... | ..... | All auxiliary or utility jobs. | 1 |
| 2 | | | | | | Output service-cloth stacker, cloth receiver. | ..... | ..... | 2 |
| 3 | | Roving man. | ..... | Yarn conditioner. | ..... | ..... | ..... | ..... | 3 |
| 4 | | | | | Unifil tender. | Sewing and rolling machine operator. | ..... | ..... | 4 |
| 5 | | | | | | Carton man. | ..... | ..... | 5 |
| 6 | Can man. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 6 |
| 7 | | | | | | Inspector. | ..... | ..... | 7 |
| 8 | | | | Tractor operator. | Tractor operator, pallet transporter. | ..... | ..... | ..... | 8 |
| 9 | Opener tender, picker tender, card tender, drawing tender. | ..... | ..... | Tie-in girl. | ..... | Package yardage recorder. | ..... | ..... | 9 |
| 10 | | | | | | Regrader-inspection machine, inspector-cutter. | ..... | ..... | 10 |
| 11 | | | | Warper tender helper. | ..... | ..... | ..... | ..... | 11 |
| 12 | | Buffer and recoverer. | ..... | Nonauto, winder tender (foster). | ..... | ..... | Wastehouse man. | ..... | 12 |
| 13 | | | | Slasher tender helper. | ..... | ..... | ..... | ..... | 13 |
| 14 | | | Redrawing machine tender. | ..... | ..... | Repairman-input service. | ..... | ..... | 14 |
| 15 | | | | BC spooler tender-automatic, BC Warper tender, auto winder tender. | ..... | ..... | ..... | ..... | 15 |
| 16 | | Spinner. | ..... | ..... | ..... | ..... | ..... | ..... | 16 |
| 17 | | | | Drawing-in hand-plain. | ..... | ..... | ..... | ..... | 17 |
| 18 | | Spinner doffer. | ..... | ..... | ..... | ..... | ..... | ..... | 18 |

See footnote at end of table.

Table 4d. Occupation by rate level,¹ 1972-75—Continued

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|--|---------------------------|---------------------------|---|---|---------------------------|---|---------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 19 | ..... | ..... | ..... | BC drawing-in machine helper, new type; BC knotting machine helper. | ..... | Trimmer machine operator. | ..... | ..... | 19 |
| 20 | ..... | ..... | Uptwister tender-unirail. | ..... | ..... | ..... | ..... | ..... | 20 |
| 21 | Assistant picker boss. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 21 |
| 22 | Superdraft—rove-matic tender. | ..... | ..... | Rayon high speed warper tender. | Weaver: XK and XD, smasher piecer, XK and XD. | ..... | ..... | ..... | 22 |
| 23 | ..... | ..... | ..... | Third hand (section man). | ..... | ..... | ..... | ..... | 23 |
| 24 | ..... | ..... | ..... | Drawing-in hand—fancy and leno. | ..... | ..... | ..... | ..... | 24 |
| 25 | Picker boss, card grinder, third hand. | Third hand, head scourer. | Unirail third hand. | ..... | ..... | ..... | ..... | ..... | 25 |
| 26 | ..... | ..... | ..... | ..... | ..... | ..... | Helper: Machinist, carpenter, electrician, piper, welder, blacksmith, and air conditioning man. | ..... | 26 |
| 27 | ..... | Spindle setter. | ..... | ..... | ..... | ..... | ..... | ..... | 27 |
| 28 | ..... | ..... | ..... | ..... | ..... | ..... | Shuttle man. | ..... | 28 |
| 29 | ..... | ..... | ..... | BC drawing-in machine operator (new type; BC & LS knottinc machine operator, stationary and portable. | Changer. | ..... | ..... | ..... | 19 |
| 30 | ..... | ..... | ..... | ..... | ..... | ..... | Painter, 1st class. | ..... | 30 |
| 31 | Boss grinder. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 31 |
| 32 | ..... | ..... | ..... | Slasher tender-color; slasher tender-filament. | Loom fixer, unifil fixer. | ..... | ..... | ..... | 32 |

See footnote at end of table.

Table 4d. Occupation by rate level,¹ 1972-75—Continued

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|---------------------------|----------|----------|------------------------------|-------------|------------|---|---------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 33 | | | | | | | 1st class: Machinist, carpenter, electrician, piper, welder, blacksmith, and air conditioning man; fireman. | ..... | 33 |
| 34 | | | | | Third hand. | ..... | ..... | ..... | 34 |
| 35 | | | | | PMP fixer. | ..... | ..... | ..... | 35 |
| 36 | | | | | | | Head carpenter, head machinist, and head electrician. | ..... | 36 |

¹The company does not have a formal labor grade system. To simplify the presentation, the Bureau has grouped jobs in various departments having common base rates, effective

Apr. 16, 1972. Jobs are listed in ascending rate order.

Table 4a. Occupation by rate level,¹ 1976

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|---|--------------|---------------------------|---|--|--|------------------------------------|--------------------------------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 1 | | | | | | | | All auxiliary or utility jobs. | 1 |
| 2 | | | | | | Input-output service. | ..... | ..... | 2 |
| 3 | | Roving man. | Yarn man-conditioner oil. | ..... | ..... | ..... | ..... | ..... | 3 |
| 4 | | | | | Unifil tender, unifil tension maintenance, warp and unifil tension checker, cloth doffer-general hand. | Mill sewing. | ..... | ..... | 4 |
| 5 | Utility man-canman. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 5 |
| 6 | | | | | | Inspection machine operator. | ..... | ..... | 6 |
| 7 | | | Pallet transporter. | Trucker and utility man, tractor operator, electric truck operator. | Tractor operator, tractor operator-cloth doffer. | ..... | ..... | ..... | 7 |
| 8 | Drawing frame tender, card tender, picker tender. | ..... | ..... | Tying-in hand. | ..... | Package yardage recorder, seam and rolling machine operator. | ..... | ..... | 8 |
| 9 | | | | | | Inspector-cutter. | ..... | ..... | 9 |
| 10 | | Roll buffer. | ..... | Foster winder tender, beam changer. | ..... | ..... | ..... | ..... | 10 |
| 11 | | | | Size maker-helper, slasher tender helper. | ..... | ..... | ..... | ..... | 11 |
| 12 | | | Redrawing machine tender. | ..... | ..... | Repairman-receiver. | Bale hand-electric truck operator. | ..... | 12 |
| 13 | | | | Spooler tender, warper tender-spun. | ..... | ..... | ..... | ..... | 13 |
| 14 | | Spinner. | ..... | ..... | ..... | ..... | ..... | ..... | 14 |
| 15 | | Doffer. | ..... | ..... | ..... | ..... | ..... | ..... | 15 |
| 16 | | | | Drawing-in machine helper, knotter helper. | ..... | ..... | ..... | ..... | 16 |

See footnote at end of table.

Table 4e. Occupation by rate level,¹ 1976—Continued

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|---|---------------------------|-----------------|--|--|------------|--|---------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 17 | ..... | ..... | Unirail tender. | ..... | ..... | ..... | ..... | ..... | 17 |
| 18 | ..... | ..... | ..... | Sizemaker, size-maker-utility. | ..... | ..... | ..... | ..... | 18 |
| 19 | Rovematic-doffer clean, rovematic-tender doffer. | ..... | ..... | Warper tender-filament. | Weaver, smash piecer spare weaver. | ..... | ..... | ..... | 19 |
| 20 | ..... | ..... | ..... | Drawing-in girl-fancy. | ..... | ..... | ..... | ..... | 20 |
| 21 | Third hand-drawing and rovematic, picker boss picker helper, grinder. | Third hand, head scourer. | Third hand. | Third hand. | ..... | ..... | ..... | ..... | 21 |
| 22 | ..... | ..... | ..... | ..... | ..... | ..... | Helper: Machinist, electrician, carpenter, air-conditioning man, and maintenance. | ..... | 22 |
| 23 | ..... | Spindle setter. | ..... | ..... | Weaving machine operator. | ..... | ..... | ..... | 23 |
| 24 | Overhauler-scourer. | ..... | ..... | ..... | ..... | ..... | Change clocks and general maintenance. | ..... | 24 |
| 25 | ..... | ..... | ..... | Drawing-in machine operator, knotter tender. | Changer. | ..... | ..... | ..... | 25 |
| 26 | Boss grinder. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 26 |
| 27 | ..... | ..... | ..... | Slasher tender. | Loom fixer, unifil fixer. | ..... | ..... | ..... | 27 |
| 28 | ..... | ..... | ..... | ..... | ..... | ..... | 1st class: Machinist carpenter, electrician, painter, piper, and air conditioning man; welder, fireman, motor man, and instrument control man. | ..... | 28 |
| 29 | | | | Reedfixer-expeditor. | | | | | 29 |
| 30 | | | | | Weaving machine technician, loom fixer-preventive maintenance. | | | | 30 |

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See footnote at end of table.

Table 4a. Occupation by rate level,¹ 1976--Continued

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|---------------------------|----------|----------|------------------------------|---------|------------|--|---------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 31 | | | | | | | Head machinist, head electrician, head carpenter, and head air conditioning man. | ..... | 31 |

¹ The company does not have a formal labor grade system. To simplify the presentation, the Bureau has grouped jobs in various departments having common base rates, effective

Apr. 19, 1976. Jobs are listed in ascending rate order.

Table 4f. Occupation by rate level,¹ 1978

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|---|-------------|-----------------------------|---|---|--|------------------------------------|--------------------------------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 1 | | | | | | | | All auxiliary or utility jobs. | 1 |
| 2 | | | | | | Input-output service. | ..... | ..... | 2 |
| 3 | | Roving man. | Yarn man-conditioner oiler. | ..... | ..... | ..... | ..... | ..... | 3 |
| 4 | | | | | Unifil tender, unifil tension maintenance, warp and unifil tension checker, checker, cloth doffer-general hand. | Mill sewing. | ..... | ..... | 4 |
| 5 | Utility man-canman. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 5 |
| 6 | | | | | | Inspection machine operator. | ..... | ..... | 6 |
| 7 | | | Pallet transporter. | Trucker and utility man, tractor operator, electric truck operator. | Tractor operator, tractor operator-cloth doffer. | ..... | ..... | ..... | 7 |
| 8 | Drawing frame tender, card tender, pickup tender. | ..... | ..... | Tying-in hand, tie-in girl. | ..... | Package yardage recorder, seam and rolling machine operator, batch operator. | ..... | ..... | 8 |
| 9 | | | | | | Inspector-cutter. | ..... | ..... | 9 |
| 10 | | | | Foster winder tender, beam changer. | ..... | ..... | ..... | ..... | 10 |
| 11 | | | | Size maker-helper, slasher tender helper. | ..... | ..... | ..... | ..... | 11 |
| 12 | | | Redraw tender. | ..... | ..... | Repairman-receiver. | Bale hand-electric truck operator. | ..... | 12 |
| 13 | | | | Spooler tender, warper tender-spun. | ..... | ..... | ..... | ..... | 13 |

See footnote at end of table.

Table 4f. Occupation by rate level,¹ 1976—Continued

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|--|--|----------------------|---|------------------------------------|------------|---|---------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 14 | ..... | Spinner. | ..... | ..... | ..... | ..... | ..... | ..... | 14 |
| 15 | ..... | Doffer. | ..... | ..... | ..... | ..... | ..... | ..... | 15 |
| 16 | ..... | ..... | ..... | Drawing-in machine helper, knotter tender helper. | ..... | ..... | ..... | ..... | 16 |
| 17 | ..... | ..... | Unirail tender. | ..... | ..... | ..... | ..... | ..... | 17 |
| 18 | ..... | ..... | ..... | Sizemaker, size-maker-utility. | ..... | ..... | ..... | ..... | 18 |
| 19 | Rovematic-doffer cleaner rovmatic-tender doffer. | ..... | ..... | Warper tender-filament. | Weaver, smash-piecer-spare weaver. | ..... | ..... | ..... | 19 |
| 20 | ..... | ..... | ..... | Drawing-in girl-fancy. | ..... | ..... | ..... | ..... | 20 |
| 21 | Third hand-drawing and roving, picker boss-picker helper, grinder. | Third hand, head scourer, roll buffer. | Third hand. | Third hand. | ..... | ..... | ..... | ..... | 21 |
| 22 | ..... | ..... | ..... | ..... | ..... | ..... | Helper: Machinist, electrician, carpenter, air-conditioning man, and maintenance. | ..... | 22 |
| 23 | ..... | Spindle setter. | ..... | ..... | Weaving machine operator. | ..... | ..... | ..... | 23 |
| 24 | Over hauler-scourer. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 24 |
| 25 | ..... | ..... | ..... | Drawing-in machine operator, knotter tender. | Changer. | ..... | Change clocks and general helper. | ..... | 25 |
| 26 | Boss grinder. | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 26 |
| 27 | ..... | ..... | Third hand expediter | Slasher tender, reed fixer. | Unifil fixer. | ..... | ..... | ..... | 27 |

See footnote at end of table.

Table 4f. Occupation by rate level,¹ 1978—Continued

| Rate level | Department and occupation | | | | | | | | Rate level |
|------------|---------------------------|----------|----------|------------------------------|--|------------|---|---------|------------|
| | Carding | Spinning | Twisting | Warp and filling preparation | Weaving | Cloth room | Maintenance | General | |
| 28 | | | | | | | 1st class: Machinist, carpenter, electrician, painter, piper, and air conditioning man; welder, fireman, motor man, and instrument control man. | ..... | 28 |
| 29 | | | | | Loom fixer, preventive maintenance. | ..... | ..... | ..... | 29 |
| 30 | | | | | | | Head machinist, head electrician, head carpenter, and head air conditioning man. | ..... | 30 |
| 31 | | | | | Loom unifil fixer, weaving machine technician. | ..... | ..... | ..... | 31 |
| 32 | | | | | | | Head machinist—grade 1, head electrician—grade 1, head carpenter and air conditioning and refrigeration mechanic—grade 1. | ..... | 32 |

¹The company does not have a formal labor grade system. To simplify the presentation, the Bureau has grouped jobs in various departments having common base rates, effective

Apr. 17, 1978. Jobs are listed in ascending rate order.

Table 5. Supplementary compensation practices¹

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|--|--|
| Guaranteed individual minimum earnings² | | |
| June 19, 1943 (New Bedford area). | For a full week's work, each piece-rate worker was guaranteed minimum weekly earnings equal to 90 percent of the prevailing full-job base rate of pay. | Except where established practice in a particular mill set a higher minimum. (The guaranteed earnings provision was not contained in Fall River agreement of Dec. 3, 1943). Applicable to New Bedford and Fall River mills. |
| Nov. 4, 1945. | Minimum guarantee for piece-rate workers raised to 100 percent of prevailing base rate of pay. ³ | |
| Shift premium pay | | |
| June 19, 1943 (New River Bedford area). Dec. 3, 1943 (Fall River area). | } No provision for shift premium pay. | |
| Nov. 4, 1945. . . . . |  |  | Second shift-no premium pay. Third shift-7 cents an hour. |
| Overtime pay | | |
| June 19, 1943. | Time and one-half after 8 hours per day or 40 hours per week. | Normal work schedule 8 hours per day and 40 hours per week, except in those departments where full 40 hours not regularly scheduled from Monday through Friday. |
| Premium pay for Saturday work | | |
| June 19, 1943 (New Bedford area). ⁴ Dec. 3, 1943 (Fall River area). ⁴ | } Time and one-half for all work performed on Saturday. | Except (a) when Saturday work was part of regularly scheduled 40-hour week, and (b) for watchmen, guards, firemen, and maintenance men (latter in New Bedford only) whose regular workweek included Saturday work. |
| Aug. 1, 1947. . . . . |  |  | . . . . . | Watchmen, guards, and firemen to be paid time and one-half for work on 6th day instead of on Saturday, as such. Other exceptions continued. |
| Premium pay for Sunday work | | |
| June 19, 1943 (New Bedford area). ⁴ Dec. 3, 1943 (Fall River area). ⁴ Aug. 1, 1947. | } Double time for all work performed on Sunday. | Except for watchmen, guards, firemen, and maintenance men (latter in New Bedford only) whose regularly scheduled workweek included Sunday work. |
| | | |
| Special premium pay for maintenance workers | | |
| June 19, 1943, (New Bedford area). Dec. 3, 1943 (Fall River area). | Maintenance workers called in to work outside their regular shift hours to be paid time and one-half for hours worked up to 10 p.m. and double time from 10 p.m. to their regular starting time. | |

See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|--|--|
| Holiday pay | | |
| <p>June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area).⁴ Aug. 1, 1947.</p> <p>Jan. 1, 1948. July 18, 1955 (agreement of same date).</p> | <p>Time and one-half for work performed on 10 holidays. No pay for holidays not worked.</p> <p>5 paid holidays established to be paid for at regular rate for 8 hours. Work on a paid holiday to be paid for a time and one-half in addition to regular holiday pay.</p> <p>Another paid holiday added, making a total of 6. Reduced: Number of holidays for which employees received time and one-half for hours worked but no pay if not worked reduced to 1. Was 4 in Massachusetts and Vermont, 3 in Rhode Island.</p> | <p>Holidays were: New Year's Day, Washington's Birthday, Patriots' Day (April 19), Memorial Day, Independence Day, Labor Day, Columbus Day, Armistice Day, Thanksgiving Day, and Christmas Day.</p> <p>Paid holidays were: New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day even if falling on an unscheduled workday. Other holidays to be paid for at premium rate if worked.</p> <p>Added paid holiday—Washington's Birthday. Holiday continued was Independence Day.⁵</p> <p>In effect and continued: 6 paid holidays (with time and one-half for hours worked in addition to holiday pay); holidays were New Year's Day, Washington's Birthday, Memorial Day, Labor Day, Thanksgiving Day, and Christmas Day. In Rhode Island, Columbus Day was substituted for Washington's Birthday.</p> <p>Holiday that fell on Sunday to be observed on Monday.</p> <p>To be eligible for holiday pay, employee must have (a) worked a full shift on the days immediately preceding and following the holiday (employee on layoff or leave of absence must have worked within the 30 days immediately preceding the holiday) and (b) completed 30 days of the 60-day probationary period.</p> |
| <p>Apr. 16, 1956 (agreement of same date).</p> | <p>Added: Massachusetts and Vermont mills—3 holidays (total 4) for which employee received time and one-half for hours worked, no pay if not worked; Rhode Island mills—2 holidays (total 3).</p> | <p>Holidays were: Massachusetts—Patriots' Day (April 19), Columbus Day, and Armistice Day; Vermont—Bennington Day (August 16), Columbus Day, and Armistice Day; Rhode Island—V-J Day (August 14) and Armistice Day.</p> <p>Added paid holiday—Independence Day.</p> |
| <p>Apr. 16, 1969 (agreement of same date).</p> | <p>Added: 1 paid holiday (total 7).</p> | <p>Added paid holiday—in 1978 was Patriots' Day; in 1979 and thereafter, a floating holiday to be selected by the company after consultation with the union.</p> |
| <p>Apr. 17, 1978 (agreement dated Apr. 24, 1978).</p> | <p>Added: 1 paid holiday (total 8).</p> | |
| Paid vacations | | |
| <p>June 19, 1943 (New Bedford area).</p> <p>Dec. 3, 1943 (Fall River area).</p> <p>Nov. 4, 1945 (New Bedford and Fall River).</p> <p>Aug. 1, 1947.</p> <p>Apr. 16, 1969 (agreement of same date).</p> | <p>Employees with 4 months or more of service—1 week.</p> <p>Employees with 3 months or more of service—1 week.</p> <p>1 year or more of service—1 week; 3 months to 1 year of service—vacation pay, but no actual vacation; increase in vacation pay for employees with more than 5 years' service.</p> <p>Increase in vacation pay for employees with 3 to 5 years' service.</p> | <p>Vacation pay for employees with 1 year or more of service amounted to 40 hours of straight-time pay; for less than a year's service—2 percent of straight-time earnings since time of hiring, provided employees worked at least 70 percent of available work time.</p> <p>Vacation pay amounted to 2 percent of total earnings during preceding 12-month period.</p> <p>Vacation pay: 1 to 5 years of service—2 percent of total earnings for the preceding full year; 5 years or more of service—4 percent of total annual earnings; less than 1 year of service—2 percent of total earnings for period of employment.</p> <p>For this group, vacation pay increased to 3 percent of total earnings for the preceding full year.</p> <p>Changed: Company given option to close for 2 weeks instead of 1 during the summer. For a 2-week shutdown, employees received 2 weeks of vacation with pay calculated as a percentage of income. For a 1-week shutdown, employees were entitled to—(1) 2 weeks of vacation with pay calculated as above; or (2) 1 week of vacation with pay calculated as above, plus 1 week of work paid at the vacation rate of pay in addition to the regular straight-time rate.</p> <p>The surviving spouse or next of kin of an employee who died would receive accumulated pro rata vacation pay.</p> |

See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|--|---|
| Paid vacations—Continued | | |
| Apr. 16, 1972 (agreement of same date). | Added: An employee who retired and was eligible for a pension or retirement separation pay would receive accrued vacation pay at the time of retirement. | For this group, vacation pay (for the 1 week of vacation) was increased to 6 percent of total earnings for the preceding full year. |
| June 1, 1976 (agreement dated Apr. 16, 1976). | Increase in vacation pay for employees with 15 years or more of service. | |
| Reporting time | | |
| June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area). | Employees scheduled or notified to report for work to receive following minimum payments: First shift—4 hours. Second shift—4 hours. Third shift—8 hours. | Minimum guarantees to be paid whether or not work was performed, except when failure of company to provide work was due to causes beyond its control. Company reserved right to shift assignments for workers entitled to reporting time. |
| Equal pay | | |
| June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area). Nov. 4, 1945. | Equal pay for equal work, no distinction to be made because of sex, race, or other factors not related to employee's productive capacity. Women to receive same rates as men when performing same work. | |
| Waiting time | | |
| June 19, 1943 (New Bedford area). Dec. 3, 1943 (Fall River area). | Piece-rate workers to be compensated for time lost during excessive periods of waiting, causes of which were within control of employer. | |
| Jury-duty pay | | |
| Apr. 15, 1953 (agreement of same date). | In effect and continued: Employee on jury duty to receive difference between average daily straight-time earnings and daily payment for jury service. | |
| Bereavement pay | | |
| Apr. 14, 1969 (agreement dated Apr. 16, 1969). | Established: Up to 3 days' bereavement pay when a member of employee's family dies. | Family included grandparents, parents, children, spouse, brothers, and sisters, and also included half-brothers, half-sisters, step-children, and step-parents living in household of employees. |
| Health and welfare benefits | | |
| June 1943—Jan. 1944 (as provided by agreements of June 19, 1943, for New Bedford mills and Dec. 3, 1943, for Fall River mills). | Employers to pay for the following health benefits: (1) Hospitalization for 31 days at \$4 per day, plus \$20 for incidental hospital expenses. (2) Sickness and accident benefits (not covered by workmen's compensation up to 13 weeks at \$10.50 per week. Sickness benefits payable from 8th day; accident benefits from first day. (3) Life insurance of \$500; additional \$500 payable upon accidental death. Specified payments up to \$500 for dismemberment. | In accordance with arbitration award. |
| Aug. 1, 1946. | Hospitalization benefits increased to \$5 per day; sickness and accident benefits increased to \$15 weekly for men and \$12 weekly for women; surgical benefits up to \$150 provided. (Maternity benefits limited to maximum of 6 weeks.) | |

See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|---|---|
| Health and welfare benefits—Continued | | |
| Aug. 1, 1947. | Hospitalization benefits increased to \$7 per day for room and board and \$35 for incidental expenses; sickness and accident benefits raised to \$17.50 weekly for men and women. | |
| Jan. 1, 1948. | Medical benefits added to previous benefits. For disability arising from nonoccupational accidents or sickness not covered by workmen's compensation, medical expenses amounting to \$2 for office visits and \$3 for home and hospital visits to be paid for (first call for accidents and second call for sickness). | Aggregate payments during any one disability could reach \$150 except when employee had attained 60 years of age, in which case aggregate payments were limited to \$150 per year. Specified types of disabilities, such as childbirth and dental treatment, exempted from medical benefits. |
| Nov. 30, 1951. | Changed: Daily hospital benefits: \$8 a day for 31 days; Special hospital benefits: Up to \$80; Surgical benefits: Up to \$200; Sickness and accident benefits: \$22.50 a week up to 13 weeks. | Approved by the Wage Stabilization Board on Dec. 5, 1951. |
| Apr. 16, 1959 (agreement of same date). ⁶ | In effect at Massachusetts mills: ⁷ Life insurance—\$500. Accidental death—\$500 in additional to life insurance. Accidental dismemberment—\$250 for each loss; \$1,000 if more than one member was lost in the same accident. Accident and sickness benefits—\$25 (was \$22.50) a week for maximum of 13 weeks; ⁸ benefits payable from 8th day of sickness, 1st day of accident; up to 6 weeks for pregnancy. Hospitalization: Room and board—\$12 (was \$8 a day for maximum of 31 days). ⁹ Hospital extras—Actual charges, up to \$120 (was \$80). ⁹ Maternity—\$12 a day for maximum of 14 days, plus up to \$120 for extras. Surgical benefits: Surgical schedule—Up to \$200 per procedure. Obstetrical—\$50 for normal delivery, \$25 for miscarriage, \$100 for Caesarean section, and other procedures. Medical benefits: Doctor's services—Up to \$2 for each office visit, \$3 for home or hospital call, maximum \$150 per disability. | Entire cost of benefits borne by company. Life and accidental death and dismemberment insurance for employee under age 60 extended during period of total disability (of 9 months or more) until return to work or termination of employment; continued for a maximum of 2 months for employee on temporary layoff, or during unauthorized work stoppage. Maximum for all losses sustained in one accident, \$1,000. Payable for nonoccupational disabilities. Payable only if employee was hospitalized for 18 hours or more. Benefits available 6 months after effective date of policy and continued for 9 months from date insurance was terminated. Payable for nonoccupational disabilities. Benefits available for 3 months after termination of insurance for total disability that began while employee was insured. Benefits available 6 months after effective date of policy and continued for 9 months from date insurance was terminated. Benefits limited to one visit per calendar day, beginning with the first visit for accident, second visit for sickness. Not available for pregnancy, dental work, eye examinations. X-rays, dressings, drugs, medicines, surgical operations, or postoperative care, except for attendance by physician other than surgeon. Medical benefits—insurance extended for maximum of 3 months if policy terminated while employee was totally disabled. All benefits continued—for period determined by company for employee absent because of sickness or injury; for 31 days for employee on leave of absence or temporary layoff; for maximum of 2 months during unauthorized work stoppage. |

See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

| Effective date | Provision | Applications, exceptions and other related matters |
|--|---|--|
| Health and welfare benefits—Continued | | |
| Apr. 16, 1962 (agreement of same date). | Increased: Massachusetts—Accident and sickness benefits—Maximum to \$27.50 a week. | |
| Apr. 18, 1966 (agreement of Mar. 30, 1966). | Hospitalization: Room and board—Maximum to \$18 a day. Hospital extras—Maximum to \$180. | |
| Apr. 16, 1969 (agreement of same date). | Increased: Life insurance—to \$1,000. Accidental death and dismemberment—to \$1,000. Accident and sickness benefits—to \$35 a week. | |
| Apr. 16, 1972 (agreement of same date). | Increased: Life insurance—to \$2,000. Hospitalization—maximum to \$32 a day for up to 120 days. Special hospital benefits—maximum to \$330. Surgical benefits—maximum to \$500. | |
| Apr. 16, 1972 (agreement of same date). | Eliminated: Medical benefits: Doctor's services—up to \$2 for each office visit, \$3 for home or hospital call, maximum \$150 per disability. Increased: Accident and sickness benefits—to \$40 a week. | Hospitalization and surgical benefits extended to provide family coverage (husband or wife, and unmarried children under age 19). |
| June 1, 1972 (agreement of Apr. 16, 1972). | Increased: Hospitalization—to \$45 a day. | Eliminated: Limitation on the number of sickness and accident benefit periods per year for employees age 60 and above. |
| Apr. 16, 1976 (agreement of same date). | Increased: Accident and sickness benefits—to \$60 a week. Established: Major medical benefits plan which paid 80 percent of covered expenses over \$100 deductible with \$25,000 lifetime maximum. | Provided benefits over and above the broad benefits of the basic plan and included: <i>Hospital services</i> —semiprivate room and board and special services for up to 120 days in chronic disease hospitals, other specialty hospitals, and skilled nursing facilities; <i>Physicians' services</i> —usual and customary charges for (1) services provided in above facilities, (2) services not covered under basic plan, and (3) that portion of covered expenses not paid under basic plan; <i>Private duty nursing</i> —up to \$1,000 per calendar year for registered nurse or licensed practical nurse in hospital, when ordered by attending physician; and <i>Mental disorder benefits</i> —semiprivate room and board, special services and physicians' services for up to 60 days in mental hospital; and other benefits outside hospital. |
| Apr. 17, 1978 (agreement dated Apr. 24, 1978). | Changed: Surgical benefits—to provide the Blue Shield usual and customary benefits. Major medical benefit deductible to \$100 per family and \$50 per individual. | |
| Retirement separation pay and pension plan | | |
| Nov. 30, 1951 | 1 week's pay for each year of service, with 15 years of service or more, up to maximum of 20 years; paid employees voluntarily retire at age 65. | Approved by the Wage Stabilization Board on Dec. 5, 1951. To qualify, employee must average 1,000 hours' employment for each year of service. A week's pay defined as: Hourly workers, 40 times hourly rate; piece-workers, 40 times average straight-time hourly earnings during last social security quarter before the quarter in which the employee retired. |
| Apr. 15, 1957 (agreement of same date). | Changed: Eligibility age reduced to 62 for women. | |
| Apr. 16, 1962 (agreement of same date). | Changed: Eligibility age reduced to 62 for all employees. | |

See footnotes at end of tables.

Table 5. Supplementary compensation practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|---|---|---|
| Retirement separation pay and pension plan—Continued | | |
| Apr. 8, 1966 (agreement of Mar. 30, 1966). | <p>Eliminated: Limit on years of service for which benefits are paid.</p> <p>Added: Benefits provided for: (1) Totally disabled employee with 15 years' service or more before age 62, and (2) widow aged 60 or over who had or whose husband had 15 years' service or more.</p> | <p>Social security definition of total disability to be used.</p> |
| Apr. 13, 1970 (agreement dated Apr. 16, 1969, and Apr. 15, 1970). | <p>Established: Pension plan with an initial company contribution of 3 cents an hour for each covered employee. Monthly pensions calculated at 20 cents a month for each 1 cent an hour average employer contribution for service before Apr. 13, 1970, and 30 cents a month for each 1 cent an hour average employer contribution for service after Apr. 13, 1970.</p> <p>I. Normal pension—employee eligible at age 65 and over after 15 years of credited service, provided 2 years of service was after Apr. 13, 1970. Employee must have worked for a contributing employer 5 of the last 10 years before retirement. Pension paid until employee's death.</p> <p>II. Vested interest and early retirement at age 55—employee credited with 10 years of service after Apr. 13, 1970 was entitled to vested interest and eligible to retire with pension at age 55. Pension to be reduced by 6 percent for each year under 65. Requirement that employee must have worked 5 of the last 10 years before retirement was not applicable.</p> <p>III. Early retirement at age 62—employee eligible for normal retirement could retire at age 62; benefits reduced 6 percent a year for each year under age 65.</p> <p>IV. Disability benefits—employee totally and permanently disabled for 6 months or more was eligible for disability benefits if employee received a disability social security award and: (1) Had vested interest; or (2) had 15 years' credited service of which 5 years were after Apr. 13, 1970; or (3) was at least 50 years of age and had 15 years' credited service, of which 2 years were after Apr. 13, 1970. Amount of pension was determined the same as normal retirement pension with no reduction for early retirement.</p> <p>V. Death benefits—\$1,000 for each \$1 per month of credited service benefits after Apr. 13, 1970, payable to beneficiary of employee who died before retirement, provided employee had earned 10 or more years of credited service after Apr. 13, 1970. An employee credited with 7 to 9 years' service after Apr. 13, 1970 was entitled to 2/3 of the 10 years' benefit. An employee credited with 4 to 6 years' service after Apr. 13, 1970 was entitled to 1/3 of the 10 years' benefit. An employee credited with fewer than 4 years' service after Apr. 13, 1970 but who was eligible to retire under early or normal retirement was entitled to a death benefit of 60 times his normal monthly pension if death occurred before actual retirement.</p> <p>Employee eligible for any type of pension could take a lump-sum payment of 60 times his normal monthly pension instead of any other pension or benefit.</p> | <p>Company became a participating employer in the Textile Workers Pension Fund, National Plan SUB-Fund, by agreeing to the terms of that fund. Pension plan was integrated with Retirement Separation Pay Plan in effect through Apr. 15, 1972.⁹ Employees received credit for work performed for any employer for 20 years before the time such employer joined the plan and also for work performed during such 20-year period for any employer that had a collective bargaining agreement with the TWUA. Employees were limited to 10 years of service before Apr. 13, 1970, for work performed outside the bargaining unit. Credit for service after Apr. 13, 1970 was limited to work for a contributing employer, and was limited up to 70 years of age unless such service was necessary to qualify for minimum pension. Length of service was credited as follows: 1 through 3 months worked during a calendar year—no credit; 4 through 7 months—½ year of credit; 8 months or more—1 year of credit. Employment of 24 hours or more during a calendar month entitled an employee to credit for such month. Employees were also credited for any future work performed for any contributing employer of any other sub-fund of the textile workers pension fund according to the rules of such sub-fund. Retirees were guaranteed pension payments for 60 months. In the event of retiree's death, any unused balance of payments was to be paid to the beneficiary.</p> |
| Apr. 6, 1972 (agreement dated Apr. 15, 1970). | <p>Increased: Company contribution to the pension fund, to 5 cents per man-hour worked.</p> <p>Eligible employees could elect to receive benefits under the Retirement Separation Pay plan or the Pension Plan but not both.</p> | <p>Union pension fund assumed responsibility for the administration of the Retirement Separation Pay Plan and the Pension Plan.</p> |

See footnotes at end of table.

Table 5. Supplementary compensation practices¹—Continued

| Effective date | Provision | Applications, exceptions, and other related matters |
|--|-----------|--|
| Retirement separation pay and pension plan—Continued | | |
| Apr. 17, 1978 (agreement dated Apr. 24, 1978). | | Changed: Company payment to fund made for hours "compensated" instead of for hours "worked." Payments for new employees were to begin on completion of probationary period, retroactive to date of hire. |

¹ The last entry under each item represents the most recent change.

² The guarantee of minimum earnings to piece-rate workers does not apply to learners or handicapped employees.

³ Standard full-job weekly rates converted to an hourly base are shown in table 3.

⁴ During 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.

⁵ Holidays eliminated in Massachusetts were Patriots' Day (April 19), Columbus Day, and Armistice Day. Before 1955, employees in Vermont mills received time and one-half for hours worked on New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Bennington Day (August 16), Columbus Day, Armistice Day, Thanksgiving, and Christmas. In Rhode Island mills, New Year's Day, Memorial Day, Independence Day, V-J Day (August 14), Labor Day, Columbus Day, Armistice Day, Thanksgiving, and Christmas.

⁶ The original chronology and supplements 1 and 2 did not cover Rhode Island mills. Sickness and accident benefits in that State are provided by statute and, therefore, are not subject to negotiation. They were financed by an employee tax of 1 percent of wages up to \$3,000 a year through 1959. On Jan. 1, 1960, the tax base was raised to \$3,600. The company and the union, therefore, agreed to other benefits equal in cost to sickness and accident benefits provided workers in Massachusetts.

Health and welfare benefits in Rhode Island mills were the same as those in other mills except in the following respects:

In effect Apr. 15, 1953:

Life insurance—\$1,000.

Hospitalization—Rhode Island Blue Cross.

Sickness and accident benefits—Provided by Rhode Island State Temporary Disability Insurance program.

In effect Apr. 16, 1959:

Life insurance—\$1,000.

Accident and sickness benefits—\$10 to \$36 a week plus up to \$8 dependents' benefits for maximum of 26 weeks starting on 8th day of disability; up to 12 weeks for pregnancy. Dependents' benefits and \$36 maximum effective Nov. 18, 1958.

Hospitalization (Blue Cross):

Room and board—\$12 a day for maximum of 75 days in hospital acceptable to insurer or classified as general hospital by American Hospital Association; up to 45 days in other hospitals. Coverage continued for 30 days if employee left company.

Hospital extras—Actual charges in member hospital, 90 percent of usual charges in nonmember hospital. Covered use of operating room, medical and surgical supplies, drugs and medications, laboratory examination, basal metabolism tests, oxygen therapy, and physical therapy.

Maternity—Up to \$75 for room and board and hospital extras. Patient and husband must have been covered for 7 months immediately preceding hospital admission.

Outpatient services—Up to \$7.50 for services provided within 24 hours of accident. Included routing and special services and use of operating and accident rooms.

Surgical-medical—Benefits only continued for period determined by company for employee absent because of sickness or injury; for 31 days for employee on leave of absence or temporary layoff; for maximum of 2 months during unauthorized work stoppage.

Effective Apr. 16, 1962:

Accident and sickness benefits—no change.

Hospital extras—no change.

⁷ The benefits listed constitute the entire plan (including some benefits not previously reported) in effect on Apr. 16, 1959. Some of the increases noted became effective before 1959.

⁸ Effective Apr. 15, 1957.

⁹ Terms of the Pension Plan were effective Apr. 13, 1970, and were integrated with the Retirement Separation Pay Plan in effect at that time, continuing through Apr. 15, 1972. Effective Apr. 16, 1972, employees had the option of electing either, but not both, the Retirement Separation Pay Plan or the Pension Plan.

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 last, 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 1980, Supplement to BLS Bulletin 1815.

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

1941-77, BLS Bulletin 1953.

1977-80, Supplement to BLS Bulletin 1953.

Armour and Company and the Meat Cutters—

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 Facilities)—

1941-77, BLS Bulletin 1915.

1977-79, Supplement to BLS Bulletin 1915.

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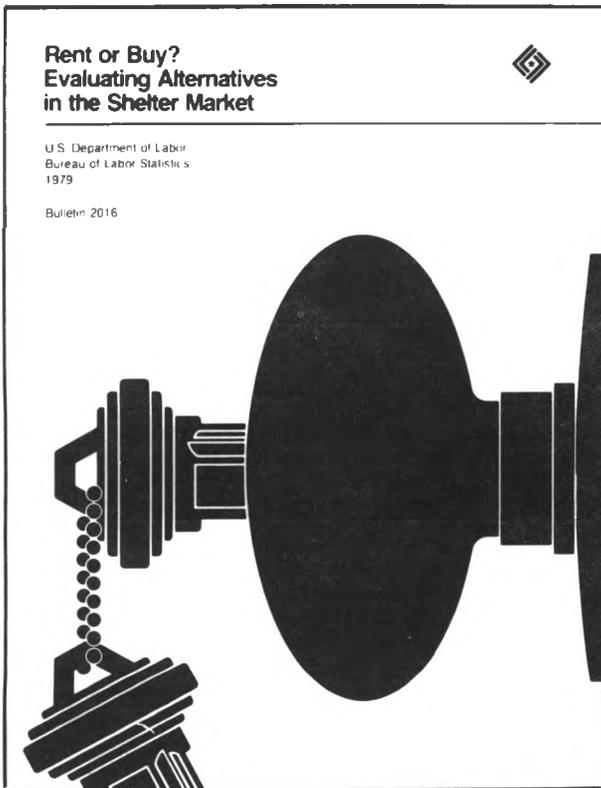
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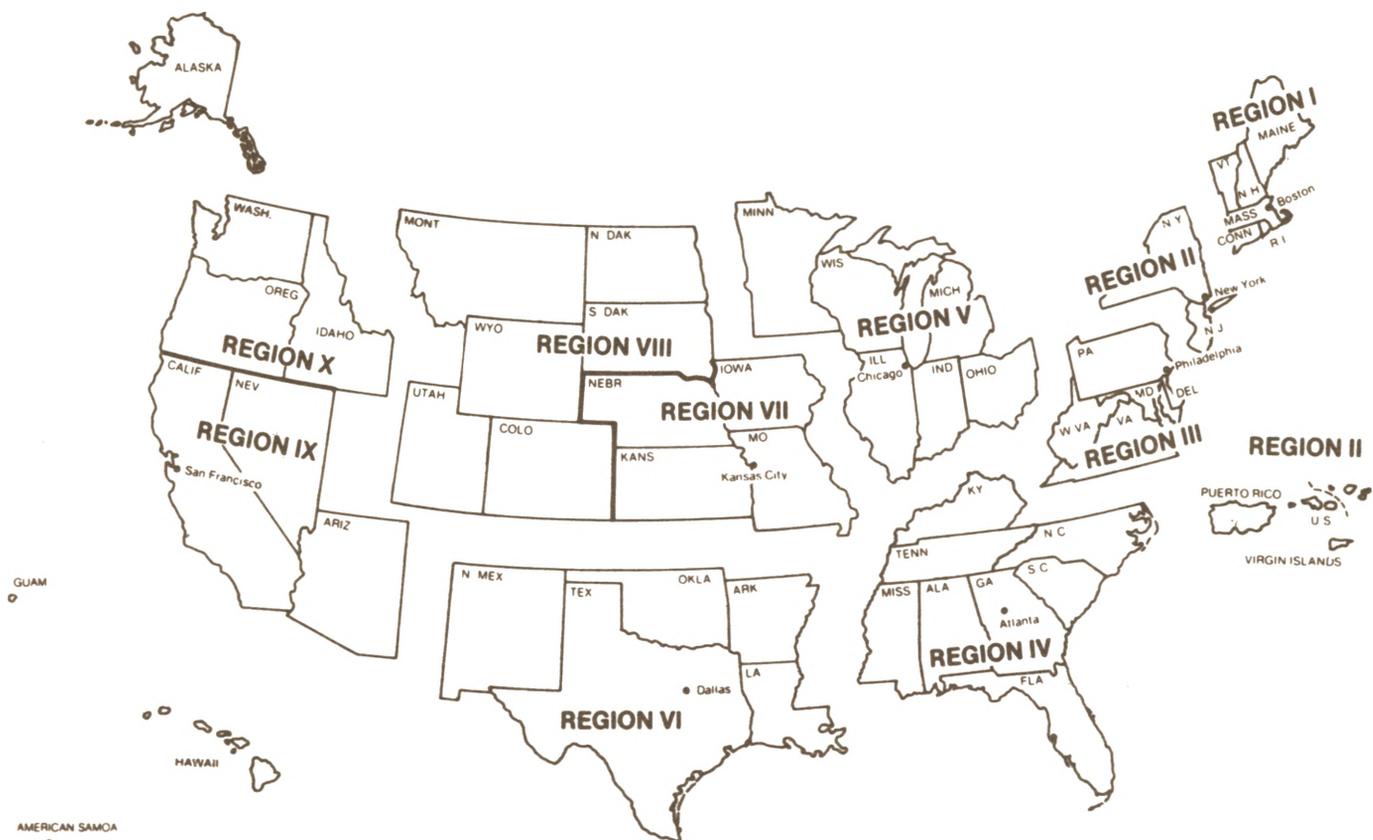
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