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Wage Chronology: Bituminous Coal Mine Operators and United Mine Workers, 1933-81



U.S. Department of Labor
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U.S. Department of Labor
Ray Marshall, Secretary

Bureau of Labor Statistics
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Preface

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

This wage chronology summarizes changes in wage rates and related compensation practices in bituminous coal mines in the Appalachian area since 1933 and na-

tionally since 1943 that have been negotiated with the United Mine Workers of America. This bulletin replaces *Wage Chronology: Bituminous Coal Mine Operators and United Mine Workers of America, October 1933-November 1974* published as Bulletin 1799 and the Supplement to Bulletin 1799 which covered the period 1974-77. Materials previously published have been supplemented in this bulletin by contract changes negotiated for the 1977-81 period. Earlier texts generally are included as they were originally published.

The Bureau has introduced new job titles to eliminate those that denote sex stereotypes. For this bulletin, however, old titles have been retained where they refer specifically to contractual definitions.

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The analysis for the 1968-81 period was prepared in the Division of Trends in Employee Compensation by John J. Lacombe II and Milfred W. Ellis.

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Introduction

The current National Bituminous Coal Wage Agreement between the United Mine Workers of America (UMW-Ind.) and the Bituminous Coal Operators' Association¹ is an outgrowth of the Appalachian agreements, the first of which was concluded in 1933. Although this contract covers over 140,000 workers nationally, the industry is concentrated in the Appalachian region,² which accounted for 57 percent of the bituminous soft coal produced in the United States in 1977. In recent years, however, new western coal fields especially suited to high-productivity surface mining have accounted for a rapidly growing share of total soft coal production.

Total production of bituminous coal in the United States amounted to an all-time high of 689 million tons in 1977, according to the U.S. Department of Energy.³ Since 1961, annual production has increased largely as a result of a continuing growth in the demand for coal to generate electric power. Such demand accounts for 77 percent of total domestic consumption. Production has increased through the growing use of more efficient mining methods such as the continuous mining machine, which integrates cutting and loading into a continuous sequence, and surface mining, which has made mining an outdoor industry.

As early as 1913, half of the soft coal produced was mined with coal-cutting machines, but not until the development of the pit-car loader—a simple conveyor from the mine floor to the top of the car—in the early 1920's could the burdensome task of hand loading of coal cars be eliminated. The miner still had to shovel the coal a short distance to the loader, however, until the development of the mobile loader, which, by 1951, had virtually replaced the pit-car loader. In 1948, the continuous mining machine was introduced. Over three-fifths of underground coal is now mined with the continuous mining machine.

Far more dramatic increases in productivity have been brought about by surface production which involves strip (or open-pit) and auger mining-strip mine output per worker is about triple that for underground mine production. Strip mining involves the use of large machines (e.g., power shovels, bulldozers) to remove the earth's crust and expose the coal seams. Auger mining complements stripping by using machines which drill into seams covered by overburden too thick to remove economically by stripping. Surface production has increased from less than 5 percent of the coal pro-

duced in 1930 to about 62 percent of total coal production in 1977.⁴

During the 1970's, however, productivity in both underground and surface mines declined, but to a lesser extent in surface mines. The overall productivity decline has been moderated by the growth of surface mining relative to underground mining. Some of the causes that have been cited for the decline include wildcat strikes and other labor-management difficulties, Federal and local environmental restraints, Federal health and safety standards, and the hiring of untrained workers.⁵

Because of increased productivity before 1970 and the decline in demand for coal before 1962 caused by competition of other fuels, employment in bituminous coal mines decreased from a high of 657,000 production workers in 1923 to a low of 109,000 in 1968.⁶ Since 1968, employment has increased steadily because of increasing energy needs; 189,000 production workers were employed in 1977. A large majority of these coal miners work in union mines. The United Mine Workers of America (UMW-Ind.) represents about 90 percent of the workers in union mines.⁷ The bulk of the UMW's strength is in the east and in underground mines.

In the east, the Southern Labor Union (Ind.) and the Progressive Mine Workers Union (Ind.) and in the west, the International Union of Operating Engineers and the International Brotherhood of Electrical Workers also have collective bargaining agreements with some mine operators. Independent single-firm unions also represent workers. Western coal mining is not as unionized as in the east.⁸

¹ Additional associations and individual producers are also signers of the agreement.

² The Appalachian area consists of West Virginia, Pennsylvania, Eastern Kentucky, Ohio, Virginia, Tennessee, Maryland, Georgia, and Alabama.

³ See U.S. Department of Energy, Energy Information Administration, *Annual Report to Congress 1978*, Volume Two and *Energy Data Reports*, "Weekly Coal Report No. 81, Apr. 20, 1979" which survey coal production at mines with an annual output of 1,000 tons or more.

⁴ *Ibid.*

⁵ See *Technological Change and its Labor Impact in Five Energy Industries*, Bulletin 2005. (Bureau of Labor Statistics, 1979), Chapter 1.

⁶ See *Employment and Earnings, United States, 1909-78*, Bulletin 1312-11 (Bureau of Labor Statistics, 1979).

⁷ See *Industry Wage Survey: Bituminous Coal, January 1976-March 1981*, Bulletin 1999 (Bureau of Labor Statistics, 1978).

⁸ See Everett M. Kassalow, "Labor-Management Relations and the Coal Industry," *Monthly Labor Review*, May 1979, pp. 23-27.

The UMW was formed in 1890 by the merger of two competing coal unions—the National Trades Assembly No. 135 of the Knights of Labor and the National Progressive Union. By 1900, the union was the largest in the country, a position it held for over a quarter of a century. Members numbered almost 500,000 in 1924. Primarily due to mechanization, the union's working membership now has declined to about 180,000 active miners; 140,000 are under the UMW-BCOA agreement, 10,000 are under a mine construction agreement, 3,000 are under an agreement for anthracite miners, and the remainder are under various agreements for miners in western operations and in Canada. The union was affiliated with the American Federation of Labor (AFL) until it was expelled in May 1938.⁹ In November 1938, the union affiliated with the new Congress of Industrial Organizations (CIO).¹⁰ The Mine Workers left the CIO and became independent in 1942. In 1946, it reaffiliated with the CIO only to leave the organization again in 1947.

The history of collective bargaining in the bituminous coal industry shows evolution toward industry-wide bargaining through a related series of multi-employer negotiations with the union, mostly through associations. The first major multiemployer organization in the industry was the Appalachian Joint Conference, consisting of individual operators and producers' associations, which was established in 1933. That year, the Appalachian wage bargain was negotiated between the Joint Conference and the union—the first comprehensive pact for the region. (Some previous agreements had been reached on an interstate basis.) The Joint Conference broke down over North-South competitive rivalries and, in 1941, the southern operators left to form other associations such as the Southern Coal Producers' Association (SCPA). To consolidate the bargaining efforts of northern commercial and "captive"¹¹ producers, the Bituminous Coal Operators' Association (BCOA) was founded in 1950. The Southern Coal Producers' Association became a member of the BCOA in 1968. Today, the multiplicity of employers and their associations has been minimized by the common acceptance of the national agreement negotiated with the BCOA, which represents most producers. In the anthracite industry, which is concentrated in Pennsylvania, the union has bargained on an industrywide basis since the turn of the century, and negotiations have been greatly influenced by settlements in bituminous coal.

This chronology covers the period since the 1933 Appalachian wage bargain and traces the changes in basic wages, work schedules, and supplementary compensation practices in the Appalachian area since 1933 and in the Nation since 1943. The first agreement of national scope was executed in 1943 as a result of a memorandum signed by the Secretary of the Interior and union President John L. Lewis after a prolonged

labor-management dispute which led to government operation of the mines. In 1945, coal operators and the union negotiated an agreement covering all bituminous coal mines under the union's jurisdiction in the United States. Significant factors which have affected miners' income over this period include reductions in the number of hours worked a day and the number of days worked a week, introduction of portal-to-portal pay, elimination of regional wage differentials, and the virtual elimination of incentive pay. Since 1946, pay increases to the dwindling number of incentive workers have been flat daily amounts; thus, the importance of tonnage or piece rates has diminished. Also traced are changes in welfare and retirement benefits provided under the employer-financed fund established in 1946. A board of trustees determined such benefits until the 1974 agreement at which time they were negotiated as is still the case. Employer contributions to the fund, however, have been set by collective bargaining since the fund was established.

Since this chronology begins with the 1933 pact, provisions listed in the tables as being in effect at that time do not necessarily indicate changes from prior conditions of employment. Changes in wages and other provisions except for welfare and retirement benefits have resulted from collective bargaining between operators and the union, except for the November 1943 and May 1946 agreements. These agreements were negotiated between the Federal government and the union after prolonged union-management disputes and resulting work stoppages led to Federal operation of the mines.

Currently, the basic collective bargaining agreement specifies standard daily wage rates, hours, and other working practices. Wage rates are set forth by labor grades under which all occupations are included. Labor grades were established by the 1971 agreement and consolidated numerous job titles and classifications. Labor grades are grouped under 3 operational categories—underground at deep mines, strip and auger mines, and preparation plants and other surface facilities for deep or surface mines. Supplementary agreements negotiated in the various coal districts deal with problems peculiar to each coal field and disciplinary rules and procedures to the extent that such provisions do not conflict with the basic agreement. The basic contract is scheduled to remain in effect until a specified date on or after which it may be terminated by 60-day notice of either party.

⁹The expulsion came after the Mine Workers and other AFL affiliates formed the Committee for Industrial Organization (CIO) to organize workers in mass-production industries and encourage their affiliation with the AFL. The AFL, which consisted mainly of skilled trades unions, charged the CIO unions with "dual unionism."

¹⁰Formerly the Committee for Industrial Organization under the AFL.

¹¹"Captive" mines are owned by companies in other industries (principally steel mills) which produce coal for their own use.

Summary of Contract Negotiations

October 1933–June 1948

For developments in collective bargaining and changes in wages and supplementary compensation practices during this period, see Introduction and tables.

July 1948–September 1952

The 1948 National Wage Agreement between the United Mine Workers of America (UMW-Ind.) and the associations representing the bituminous coal operators expired on June 30, 1949. Agreement on a new contract was not reached until March 5, 1950. This contract was scheduled to remain in effect until June 30, 1952, but either party could terminate it on or after April 1, 1951, after 30 days' notice. On January 18, 1951, however, the parties negotiated a wage adjustment and changed the earliest permissible termination date to March 31, 1952.

September 1952–September 1955

An amendment to the 1950 National Wage Agreement between the UMW, the Bituminous Coal Operators' Association (BCOA) and the Southern Coal Producers' Association was signed September 29, 1952. The amendment provided for a daily wage increase for inside and outside dayworkers and for tonnage and piece-rate workers, as well as an increase in the operators' contribution to the welfare fund. The amended agreement was to continue for at least a year, with further continuation subject to 60 days' written termination notice.

In accordance with existing government regulations, the parties submitted the new agreement to the Wage Stabilization Board. The Board, on October 18, 1952, found that stabilization policies did not permit the full amount negotiated and therefore, reduced the \$1.90 daily increase by 40 cents. A strike began on October 13, when workers at a few mines walked out; by October 16, approximately 100,000 workers were idle. The strike reached nationwide proportion on October 20, after the WSB ruling; it ended on October 27. Subsequently, the matter was considered by the Economic Stabilization Administration and the Director of Defense Mobilization. On December 3, 1952, the President of the United States directed the Economic Stabilization Administrator to approve the full amount of the general wage

increase; the next day, the Administrator notified the parties to the agreement of such approval.

September 1955–October 1956

The UMW and the BCOA agreed, on August 20, 1955, to revise their 1950 National Wage Agreement, previously amended September 29, 1952. On August 26, the UMW concluded an identical settlement with the Southern Coal Producers' Association, and during that same week, with smaller groups of independent operators.

The new amendment to the master contract provided for a daily wage increase effective September 1, 1955, and an additional increase effective April 1, 1956.

Other contract changes included time and one-half for all Saturday work, double time for all Sunday work, affirmation of employers' authority to stagger schedules of weekend maintenance crews and other specified workers, 2 additional days' vacation, and an increase in vacation pay. No changes were made in provisions covering hours of work, shift differentials, seniority, and welfare fund contributions.

The amended agreement was to be in effect for at least a year starting September 1, 1955, with further continuation subject to 60 days' written termination notice. The August 1955 settlements were negotiated without the provision for 60 days' advance notice of contract termination or modification being invoked.

October 1956–December 1958

A tentative agreement providing for increased wage rates and changes in supplementary benefits reached by international officers of the UMW and officials of the BCOA was announced on October 3, 1956, to delegates to the 42d constitutional convention of the union. The amendment to the 1950 agreement containing the new contract terms was signed on October 4 by the union and BCOA and the Southern Coal Producers' Association; other groups, including the Illinois Coal Operators' Association, the Indiana Coal Operators' and Coal Producers' Association, as well as individual coal companies, signed subsequently.

The agreement became effective October 1, 1956, and was the fourth amendment to the basic National Wage Agreement of 1950; either party could terminate it on

or after September 30, 1957, by 60 days' written notice. Daily wage increases, effective October 1, 1956, and April 1, 1957, were provided for in amounts identical to those under the August 1955 amendment; in addition, improvements were made in holiday and paid vacation provisions.

December 1958–April 1964

The fifth amendment to the National Bituminous Wage Agreement of 1950 was signed at Washington, D.C., on December 3, 1958, by representatives of the UMW and the BCOA. On the following day, the amendment was signed by the president of the Southern Coal Producers' Association, and a majority of other bituminous mine operators followed suit by January 1, 1959.

The amended contract, effective December 1, 1958, could be terminated on or after November 30, 1959, by 60 days' notice from either party. It provided a \$1.20-a-day wage increase effective January 1, 1959, and an increase of 80 cents a day beginning April 1, 1959. An increase in annual vacation pay was also stipulated.

The contract, signed by commercial operators, added a "protective wage clause" whereby mine operators agreed that all coal mined, purchased, or otherwise acquired by them would be produced under terms and conditions of work as favorable as those provided in the contract. A joint contract committee was established to enforce this provision. The contract signed on behalf of the "captive" operators did not include this clause.

April 1964–April 1966

A sixth amendment to the National Bituminous Coal Wage agreement of 1950, the first in the soft coal industry since December 1958, was signed by the UMW and the BCOA on March 23, 1964. Discussions leading to the agreement began in December 1963 and concluded with gains in wages and supplemental benefits for some 80,000 miners. The terms negotiated by the union were protested by some workers in a series of sporadic wildcat strikes, but by mid-April almost all miners had returned to work. Identical agreements were signed by most of the other associations and individual operators.

Under terms of the 2-year contract, effective April 2, 1964, all workers received a \$1-a-day wage increase on that date and an additional \$1 increase on January 1, 1965.

Uniform observance of 7 unpaid holidays was established throughout the industry. Formerly, various holidays had been designated at the district level. Annual vacation pay was increased to \$225 and, to assure continued production and to extend employment opportunities, provision was made for two annual vacation shutdown periods of 14 days each rather than one, with each mine operator to choose one period.

The agreement continued the operators' contribution of 40 cents a ton to the UMW welfare and retirement

fund, effective since October 1, 1952, and introduced the following provision:

On all bituminous coal procured or acquired by any signatory operator for use or for sale (i.e., all bituminous coal other than that produced by such signatory operator), there shall, during the life of this agreement, be paid into such fund by each such operator signatory hereto or by any subsidiary of affiliate of such operator signatory hereto the sum of 80 cents per ton of 2,000 pounds on each ton of such bituminous coal so procured or acquired on which the aforesaid sum of 40 cents per ton had not been paid into said fund prior to such procurement or acquisition.¹²

The contract signed on behalf of the "captive" operators did not include this clause.

Other adjustments permitted the loading on Sunday, at the double-time rate, of previously mined and processed coal. One member of each production crew operating at the face of the mine was to be designated as helper, to operate loading or continuous mining equipment when directed, at the operator's rate. In addition, the agreement eliminated any charge for the use of a bathhouse or washroom.

Although there had been no contract changes in wages, hours, or vacation payments since 1959, a decline in welfare and retirement fund revenues as a result of lower production had led to reductions in those benefits by trustees of the fund. Changes in eligibility requirements for pensions and for medical, health, and hospital services became effective on July 1, 1960. The monthly pension payment was reduced to \$75, from \$100, in February 1961, but was raised by subsequent action of the fund trustees to \$85 for all current and new pensioners, effective February 1, 1965. The 1965 action also lowered the age requirement for pensions to 55 years, from 60, and, for new retirees, adjusted the 20-year service requirement to include all employment in a classified job in the industry. Workers who left the industry before February 1, 1965, still had to meet the former requirement of 20 years of service in the 30-year period preceding a pension application, or return for at least a year. On August 30, 1965, all beneficiaries of the fund were notified that those over 65 years of age were required to enroll in the Federal Medicare program since fund benefits would not be available for hospital or medical care benefits under the 1965 social security amendments. On September 2, 1965, the trustees restored the pension to \$100, effective October 1, 1965.

April 1966–October 1968

A 14-year period of general labor peace in the bituminous coal mining industry was interrupted in the

¹²Upon a protest filed by the National Independent Coal Operators' Association, the National Labor Relations Board, on Aug. 7, 1964, ruled the provision invalid under section 8 (e) of the Labor-Management Relations Act. This ruling subsequently was overturned.

spring of 1966 when an estimated 45,000 workers left the mines during bargaining on the seventh amendment of the National Bituminous Coal Wage Agreement of 1950. Contract talks began on January 28 between the UMW and the BCOA and were concluded by an agreement signed on April 27. These talks were concentrated on the union's demands for improved nonwage benefits and measures to protect workers against loss of jobs in the increasingly mechanized industry. A wage increase for all workers was also sought. The union cited rising production and improved profits in the industry as justification for its demands.

The operators represented by the association, whose mines were predominantly underground, contended that the industry as a whole did not share the improved economic position of some operators. In their view, the general economic condition of the industry would not support the union's demands, as agreed to earlier by several mines in the Midwest, including a major strip mining company.¹³ They argued that any increase in cost would adversely affect the industry's competitive position particularly in electric utility plants. The union's proposal was rejected as too costly in underground mining operations, and too restrictive in work jurisdiction.

Among the provisions of the initial settlement in the Midwest was an immediate wage increase of \$1.32 a day for certain skilled occupations and, in the second year of the 30-month agreement, a \$1-a-day wage increase for all workers. Also, helpers on continuous mining machines were added to production crews at higher pay; the union was given jurisdiction over maintenance, hauling, and construction work at mine sites; and workers' seniority was broadened to give laid-off workers the first opportunity to fill job vacancies at any other mine of the same company in their district.

In discussions of the union's proposals, the mine operators were opposed primarily to job protection measures agreed to by the Midwest mining companies that would increase the size of production crews, restrict the performance of maintenance work by outside contractors, or widen the area of miners' seniority.

On April 11, 1966, in the absence of agreement on the union's proposals, about half of the industry's mines were closed by a walkout until an agreement reached on April 24 was ratified by the workers and signed by the parties on April 27.¹⁴ The parties to the earlier settlement at mines in the Midwest rescinded that agreement on April 27 and on the same date signed an agreement identical to that negotiated by the Bituminous Coal Operators' Association.

The new two and one-half year agreement, retroactive to April 1, 1966, raised the daily wage rate of all workers by \$1, with an additional 32-cent increase for three highly skilled occupations (inside electricians, mechanics, and continuous mining-machine operators).

Second- and third-shift differentials were raised 4 cents, to 8 and 10 cents an hour, respectively. The minimum guarantee for dayworkers who entered the mine was raised to 4 hours' pay, from the former guarantee of 2 hours.

Nonwage benefits gained in the settlement included the first provision for pay on holidays on which miners do not work, and the addition of 1 holiday to the 7 formerly observed as unpaid holidays.

Pay for 2 weeks' vacation was increased to equal 10 times the employee's daily wage rate. Another innovation of the amended agreement permitted a mine operator to continue operations without interruption during the industrywide 14 consecutive days vacation periods, as specified for 1967 and 1968, and to schedule vacations for individual employees throughout the year.

Additional improvements in the agreement provided reimbursement of earnings to regular miners for time lost because of jury duty. Members of a mine safety committee were to be paid by the company at least their regular rate of pay when investigating an explosion or disaster. The agreement allowed the loading on a holiday of previously mined and processed coal at the triple time rate. Helpers, while operating continuous mining and loading machines, were to receive the rate for that occupation; at other times, they were to be paid the cutting- and shearing-machine operator's rate. Under the new agreement, bathhouses, washrooms, or other arrangements were to be provided for miners' use, without charge. There was to be no compulsory retirement based solely on age.

The parties further agreed that if a court or tribunal of competent jurisdiction determined, by final decision, that payment to the UMW welfare and retirement fund of 80 cents a ton of coal on which a 40-cent payment had not been made was invalid or in violation of Federal or State law, a new clause would be negotiated at the option of the union. Such negotiations would not affect any other provision of the agreement.

The pension payment was increased by action of the fund trustees on May 10, 1967, to \$115 a month, effective July 1, 1967.

On January 19, 1967, increased death benefits for active and retired miners' widows became effective. Also, on that date, hospital and medical care benefits were extended to widows and dependent children during the period that death benefit payments were made. The emergency assistance given families of miners killed or seriously injured in a mine disaster was discontinued.

The agreement as amended, was not subject to termination by any party before September 30, 1968.

¹³Not members of the BCOA, representing employers under this agreement.

¹⁴The Southern Coal Producers' Association signed a similar agreement on Apr. 27, 1966.

October 1968–November 1971

A new national contract was signed by representatives of the UMW and the BCOA on October 14, 1968, and was made retroactive to October 1. This single document embodied all previously negotiated provisions as modified or continued and eliminated the need to refer to various agreements and amendments for a statement of current wage, hour, and working practices. (In prior years, the parties did not incorporate the results of contract negotiations in a new and complete collective bargaining agreement.)

The new 3-year pact ended a strike that began with sporadic walk-outs on October 1 and ultimately involved about 80,000 workers. The settlement set the bargaining pattern for the rest of the soft-coal industry and was ratified by the union's national Scale and Policy Committee on the same day that the contract was signed.

Negotiations had been underway for several months before the settlement, beginning with informal talks between the presidents of the union and association. Some of the union's initial demands were for increased wages; elimination of wage differentials in two southern districts; improved "portal-to-portal", reporting pay, holiday, and seniority provisions; increased welfare royalty payments; and the establishment of graduated vacations.

Terms of the agreement included a \$3-a-day general wage increase, retroactive to October 1, 1968, and deferred increases of \$2 a day in both 1969 and 1970. Wage differentials existing in Alabama and western Kentucky were to be eliminated in four stages during the life of the contract. The definition of portal-to-portal time, used to determine an inside employee's workday, was expanded to mean either collar-to-collar or bank-to-bank.¹⁵ In addition, a Christmas bonus of \$120 was to be provided in 1969, 1970, and 1971, and the vacation schedule was liberalized to provide graduated vacations for employees with 10 years of service or more. To curb unauthorized strikes, the bonus would be reduced and holiday pay would not be granted for those absent due to such strikes under specified conditions.

Other changes included an eased eligibility requirement for reporting-time pay and modifications in the seniority clause to allow companywide seniority within a UMW district. The operators also agreed to sell coal to widows at cost and to supply soap for bathhouses.

On June 24, 1969, trustees of the Welfare and Retirement Fund voted to increase the monthly pension benefit to \$150 (from \$115), effective August 1, 1969.

Pension service requirements were revised, effective April 1, 1971, by action of the Welfare and Retirement Fund trustees on January 14, 1971. For service on or after April 1, 1971, pension credit was allowed only for

work performed for employers who were party to the national UMW contract. Employees who applied for a pension on or after April 1, 1971, would have to have at least 5 years of signatory service after May 28, 1946, out of the required 20 years of classified service with the last year of industry employment before retirement being with a signatory operator. The 5-year signatory requirement was to be increased by 1 year annually beginning in 1977 until 10 years of signatory service (of the 20) were required in 1981.

The contract covered approximately 80,000 workers and was not subject to termination by either party before September 30, 1971. Termination after such date was subject to 60-day notice.

November 1971–November 1974

Agreement on a 3-year contract was reached between the BCOA and the UWM on November 13, 1971, and the union's National Scale and Policy Committee ratified the pact the same day. This formally ended a nationwide strike by about 80,000 workers that began when the previous contract expired on September 30, 1971.¹⁶ Workers began returning to work shortly after ratification.

Bargaining had begun in mid-August, but little progress was made before the contract expired. Talks continued during the strike but ended in an impasse on October 20. Reportedly, the operators contended that the union's demands had not been adequately defined and the union contended that the operators had made no contract offers.

Two days later, the parties resumed talks at the request of Governor Arch A. Moore of West Virginia, who acted as mediator until an agreement was reached. The Governor announced after the initial session that the negotiators had "90 percent of the new contract in their pockets."

Settlement was reached on November 13—a day before the start of Phase II of the Economic Stabilization Program of the Federal government under Executive Order 11625. Under the stabilization program, the settlement was considered an "existing contract" and subject to review by the Pay Board only if challenged by a "party of interest" or by five members or more of the Board. Since many miners were staying out because of uncertainty over the validity of the contract, the operators and the union backed such a review, which was undertaken on November 18. On November 19, the Pay Board announced that it had voted to approve the first-

¹⁵ The "collar" is the first supporting framework encountered at the point which is considered the junction of the mine opening and the surface. The "bank" is the top of the shaft, the surface around the shaft, or the sloping mass of material removed from an open pit.

¹⁶ This was the longest bituminous coal strike since the 9-month work stoppage that began in 1949.

year gains provided by the contract.

The agreement provided for a wage increase ranging from \$2.56 to \$6.35 a day which included amounts due to job reclassification, effective November 12, and two deferred increases, ranging from \$2.50 to \$4.25 a day in 1972 and \$2.40 to \$4.25 in 1973. A new labor grade structure consolidated the numerous job titles and classifications down to six general categories for underground and strip mines and to five for preparation plants. Differentials for work on second and third shifts were increased to 10 and 15 cents, respectively. The employee's birthday was added as a ninth paid holiday in 1972, and vacation pay for the basic 2-week vacation period was increased to 11 times the employee's day-wage rate in 1973 and to 12 times the rate in 1974. Other changes included continuation of the Christmas bonus and the establishment of an annual protective clothing allowance of \$10 in 1972 (to be increased to \$20 in 1973) and 3 days of paid bereavement leave. In addition, the employer contribution to the health and welfare fund was to be increased in five stages to 80 cents per ton of coal produced for use or sale (\$1.20 if purchased from another operator who had not already paid the royalty).

The parties also reviewed benefits of the health and welfare fund and directed the trustees to provide benefits according to a schedule of priorities, as long as they were consistent with the financial integrity of the fund. Maintenance of previously agreed-upon benefits was the first priority. New or improved benefits, in order or priority, would be: The addition of sickness and accident benefits of \$50 a week for up to 52 weeks; continuation of hospital-medical coverage and pension credit accrual for occupationally disabled miners; implementation of a pro-rata pension allowing a maximum of \$225 for a miner who worked 10 years beyond normal retirement; a pension and continuation of hospital-medical coverage for widows (dependents also, in the latter case) of men who died in the mines; and continuation of hospital-medical coverage for disabled adult dependent children. These proposed new benefits, however, were not adopted.

On January 2, 1973, a federal district judge tentatively approved a proposed settlement of a suit against trustees of the UMA Welfare and Retirement fund which would ease pension eligibility requirements in certain cases. Final approval subsequently was obtained on February 26. The case, pending since 1969, was expected to affect about 17,000 soft coal miners and miners' widows. To qualify for a pension under the settlement effective January 1, 1973, a miner had to be born before April 1, 1916, have retired before April 1, 1971, have 20 years of classified service in the industry (before January 28, 1953 for occupationally disabled miners), and have 5 years of that classified service (at least some of the 20 years' classified service for occupationally disabled miners) after May 28, 1946 with operators

signatory to the UMW agreement. Additionally, an occupationally disabled miner had to apply for a pension before April 1, 1971, and be denied solely because he had not attained the previous 20 years of classified service out of the 30 years immediately preceding retirement because of his occupational disability. Those who met the new requirements and applied for a pension before April 1, 1971, but were denied, were to receive the standard pension of \$150 a month retroactive one year from the effective date of the new rules. Otherwise, the \$150 a month was effective immediately, with no retroactivity for those who met the new requirements. The unmarried (as of January 1, 1973) widow of a miner at least age 55 at death which occurred before January 1, 1973, who could have satisfied the new rules for regular retirement, was entitled to a widow's benefit of \$1,000 in a lump sum. An applicant had to file a claim before May 1, 1973 to be enrolled as of January 1, 1973. Those submitting claims after April 30, 1973 were to be enrolled effective the month after receipt of claim.

In mid-January, a Federal court judge ruled that the Fund could not deny a pension to those whose last job before retirement was in a nonsignatory mine. This ruling would provide benefits retroactive to the date of denial.

Trustee actions in October 1972 and January 1973 eased regular eligibility rules, effective January 1, 1973, for those applying for a pension on or after January 1, 1973. These rules required that the applicant be at least age 55, have 20 years of classified service in the industry (only signatory service was credited after April 1, 1971), have at least 5 years of signatory service out of the 20 years after May 28, 1946 (with an additional year of signatory service required annually starting in 1977 until 10 signatory years were required in 1981), and have a specified number of years of signatory service during the 5 years immediately preceding last work in the industry based on years of classified signatory service since May 28, 1946.

In May 1973, the trustees eased requirements effective June 1, 1973, for those not otherwise eligible for a pension who were forced to cease work in the industry because of a permanent and total mine-connected disability (including injury and occupational disease such as pneumoconiosis).

The contract which covered 80,000 workers could be terminated by either party on or after November 12, 1974, after 60-days' notice.

December 1974–December 1977

On December 5, 1974, the UMW announced membership approval of a 3-year contract with the BCOA. Later in the day, the parties signed the agreement and UMW president Arnold Miller ordered the 120,000 striking miners to return to work the next day, the ef-

fective date of the new contract.

The miners had been out since their contract expired on November 12, halting about 70 percent of the Nation's soft coal production and idling thousands of other workers, particularly employees of steel companies and coal-hauling railroads. Some miners returned to work on Friday, December 6, but most did not return until the following week. There had been speculation that miners in the five union districts who had rejected the pact would remain out, but this did not happen.¹⁷

The UMW's first strategic move to strengthen its bargaining position against the Bituminous Coal Operators' Association came in June and July of 1974, when the union refused to permit stockpiled coal to be shipped during the two designated vacation periods. As a result of this restriction, production was slowed after the vacation periods until the operators could move some of the coal out of the filled storage areas. In another move, the union declared a 5-day mine shutdown beginning August 19, to "memorialize miners killed, injured, or ravaged by black lung disease." Such shutdowns were permitted under the existing contract and had been called in the past.

Many difficulties were encountered in arriving at a final settlement. The December 5 accord was reached only after about 3 months of negotiations, which had begun in September with a presentation of the union's demands. In its first counterproposal, the BCOA had taken particular exception to the cost of the union's economic demands and to some noneconomic demands. The parties continued their negotiations, but were unable to reach agreement by the contract termination date, and the miners then walked out in accord with their policy of "no contract, no work."

The union-management negotiators reached agreement on November 13, but the union's Bargaining Council was dissatisfied with some of the proposed terms and asked UMW President Arnold Miller to press for resumption of negotiations. The Council which rejected the agreement 37 to 1 objected to five major provisions—the size of the wage increases, vacation scheduling, the number of pay classifications, medical care for certain disabled miners, and work schedules at surface mines. The situation was complicated by the Council's inability to agree on precisely what changes Mr. Miller should seek.

Chief industry negotiator Guy Farmer said employers would not reopen full-scale negotiations but would discuss the possibility of revising some terms. An agreement was reached on November 24, with the assistance of W. J. Usery, Jr., Director of the Federal Mediation and Conciliation Service. Secretary of the Treasury William E. Simon also met with the employers' bargaining team. Intervention by these two officials reflected the Administration's increasing concern over the economic impact of the walkout.

The new package was approved by the Bargaining Council on November 26 by a vote of 22 to 15. Earlier in the day, the body had turned down the proposal, leading to a threat by Mr. Miller to bypass the Council and present the terms directly to the membership.

The Council's approval of the settlement cleared the way for the terms to be explained to union members in regional meetings attended by some 800 miners from all locals, and also for a vote to be taken. Voting rights for individual miners resulted from 1973 amendments to the union constitution; previously agreements were ratified by the former 120-member National Scale and Policy Committee. Modifications of the November 13 settlement accomplished the following changes:

- Raised the immediate general wage increase from 9 percent to 10 percent, and the second-year increase from 3 percent to 4 percent. The 3-percent increase scheduled for the third year was not changed.
- Specified that the "basic" vacation of 12 days would consist of 14 consecutive days off with 12 days' pay, as in the 1971 contract. The November 13 accord had permitted the operators to split the 14 days into two 7-day periods, to aid in meeting production schedules.
- Provided medical care for miners disabled prior to becoming eligible for retirement.
- Provided for use of "swing" crews at those surface operations running 7 days a week and guaranteed alternate summer vacations for surface employees scheduled to work during the regular summer vacation period.

Other terms, which stood as originally negotiated included:

- A provision that reduced the number of pay grades that prevailed under the 1971 contract from 6 grades to 5 for most employees, and from 5 to 4 for the others. Some members of the Council had called for a further reduction in the number of grades.
- Establishment of a cost-of-living escalator clause providing for 12 quarterly adjustments, each limited to 7, 8, or 9 cents an hour.

¹⁷There were two other threats to the resumption of full-scale production. One was the continuing walkout by 4,000 UMW mine construction workers who had been out since their separate agreement expired, also on November 12. In response to a UMW request, these workers withdrew their scattered picket lines by December 12. On the same day, they ratified a contract with the Association of Bituminous Contractors that paralleled the cost of the coal miners' accord. The other threat arose when the Western Pennsylvania Coal Haulers Association refused to accept the same terms as those for the coal mines, contending that some of the provisions were not appropriate for the 2,000 truckdrivers employed by its member firms. This crisis eased when the parties agreed to negotiate during a 60-day cooling-off period, and a settlement subsequently was reached. The mine construction workers and truckdrivers are not part of the collective bargaining relationship traced in this wage chronology.

- Upgrading of about 28,000 workers, which, combined with the 10-, 4-, and 3-percent general increases, brought the average daily rate to \$54.39, from \$45.40 under the 1971 contract, according to the union. These increases brought the level of rates to a range of \$50.38 (grade 1) to \$58.92 (grade 5) for underground work in deep mines, \$48.90 to \$58.92 for strip- and auger-mine workers and \$48.62 to \$53.02 for preparation-plant workers.
- Addition of a helper on most continuous mining machines, which was expected to increase employment by 7,000.
- An increase in employer financing of pension and health benefits, in stages, from 80 cents a ton to 82 cents a ton mined plus \$1.54 per hour worked. The new combined rate was equivalent to \$1.55 a ton. The royalty on coal purchased for use or resale (on which contributions had not already been made) was raised to \$1.55 a ton (from \$1.20), also in stages. The existing trust for pension and health benefits was split into two separate trusts: One assumed the costs of pensions for employees retiring prior to December 6, 1974 and the other assumed the costs of health benefits for these people. These trusts were to be terminated when their obligations ended and their income added to two similar trusts which were established to provide for employees retiring on or after December 6, 1974.
- Increases in retirement benefits for current retirees and those retiring before January 1, 1976, to \$250.00 a month (\$225.00 for those receiving Government black lung benefits). Previously, all employees age 55 or older with 20 years or more of creditable service were eligible for \$150.00 a month. Employees retiring at age 62 in 1976 would receive monthly benefits based on pension rates of \$12 for each of the first 10 years of creditable service, \$12.50 for each of the next 10 years, \$13 for each of the next 10 years, and \$13.50 for each year of service over 30. These rates were increased by 50 cents for those retiring at age 62 in 1977. In both cases, reduced pension rates applied for those retiring before age 62, depending upon the age retirement. Minimum requirements for the graduated benefits were age 55 with at least 10 years of creditable service.

The setting of these improvements in retirement benefits through collective bargaining was a departure from the past practice of negotiating only on the level of employer contributions to the retirement and health funds and having the fund trustees set the benefit improvements. Despite the change, trustees retained authority to take any action they deemed necessary to protect the funds from insolvency, including the termination of benefit improvements. The name of the organization administering the various benefit funds was changed from the UMWA Health and Welfare Fund

to the UMWA Health and Retirement Fund.

- A 10th paid holiday, December 24.
- Addition of two paid "floating" days to the existing basic vacation (14 consecutive days off with 12 days' pay, available to all workers with 1 year of service).
- Revised graduated vacations (in addition to basic vacations) to provide for graduated paid time off ranging from 1 day after 7 years to 13 days after 19 years. The previous paid time off ranged from 1 day after 10 years to 10 days after 19 years.
- Establishment of 5 days' paid annual leave for sickness or personal use.
- Establishment of sickness and accident benefits of \$100 a week payable for up to 52 weeks.
- Addition of a provision guaranteeing an individual miner the right to withdraw from any area which that employee considered unsafe.

The contract was scheduled to remain in effect to December 6, 1977. The agreement was subject to reopening, and termination 60 days later, if any Federal or State agency imposed controls that restrained full implementation of the economic provisions and the parties were unable to agree on contract modifications.

December 1977–March 1981

A new 3-year agreement between the UMW and the BCOA covering about 140,000 workers was ratified by the union membership on March 24, 1978. The settlement ended a 111-day strike that commenced when the 1974 agreement expired on December 6, 1977. Key issues in the dispute had been union demands for a "right to strike" and guaranteed health benefits for workers and their families and a counter demand by management for contract revisions to promote labor stability. The new settlement was preceded by two tentative agreements that were rejected by the union.

On October 6, two months prior to expiration of the 1974 agreement, UMW President Arnold Miller and a team of union officials began contract negotiations in Washington, D.C. with the Bituminous Coal Operators Association. Before these talks commenced, Governor Rockefeller of West Virginia had asked the parties to begin the negotiations in late August. His action was prompted by a number of wildcat strikes over cutbacks in health and pension benefits during the summer of 1977, which idled about 80,000 miners nationwide. BCOA President Joseph Brennan's response to Governor Rockefeller was that "a hurried start to negotiations on a single issue (health and pension funding) would not be helpful either for the short-term wildcat strike situation or the longer-term need to achieve labor stability in the coal fields".

In September, the BCOA, the UMW, and Trustees of UMW Health and Retirement funds announced an agreement on measures designed to preclude the need

for any further reductions in health and pension benefits covered by the funds through the remainder of the existing contracts. These agreed-upon measures included combining of contribution income of the two benefit funds, establishing procedures for securing short-term loans to overcome cash flow problems in the 1950 pension fund, and a pledge by the UMW to endeavor to prevent strikes during the remainder of the contract.

The union's initial contract demands included an increase in the daily wage to \$100, from about \$64; additional vacation time; the right to strike over local grievances; and restoration and guarantee of health benefits. The BCOA proposed contract changes designed to increase productivity and labor stability. The latter BCOA proposal would have involved fining workers who engaged in wildcat strikes, with the money collected to be used to supplement BCOA contributions to health and pension benefit funds based on hours worked and tons of coal purchased. The BCOA also wanted to substitute annual wage improvements, including inflation adjustments, for the cost-of-living clause in the 1974 agreement.

On October 27, President Miller broke off negotiations because the companies refused to focus talks on union concerns such as the nearly-bankrupt health benefits program. The BCOA wanted to discuss the overall problems within the industry, including such issues as wildcat strikes, absenteeism, and the decline in productivity as well as health benefits. Talks resumed on November 10, but the same unresolved issues halted talks again on November 25. Negotiations resumed on November 29, after the Federal Mediation and Conciliation Service (FMCS) officially entered the negotiations. The Federal mediators met separately with BCOA representatives and union officials. The team of mediators proposed that the number of bargaining representatives from both parties be reduced, hoping this would improve progress in the negotiations.

Negotiations resumed on December 2, with 4-member bargaining teams. Both parties met again on December 3, but there was no progress. The same day, in anticipation of a walkout, 2,500 miners left their jobs early, closing several mines in Ohio, Pennsylvania, and West Virginia.

Upon expiration of the contract on December 6, about 170,000 miners in 17 states went on strike or were idled. The number of workers idled included 10,000 UMW mine construction workers and approximately 20,000 nonunion miners who were unable to cross the miners' picket lines. None of the issues had been resolved.

During mid-December, the parties reached tentative agreement on a number of concepts involving areas such as health benefits, absenteeism, and labor stability. The parties failed to reach final agreement, however, and talks broke off in late December.

On January 9, 1978, chief Federal mediator Wayne

Horvitz met with leaders of both parties to discuss a resumption of negotiations. This was followed by a January 22 meeting, requested by the FMCS, to discuss various aspects of the talks. Some noneconomic issues, such as safety, revision of arbitration and grievance procedures, seniority classifications, and training were almost settled. On January 24, the union rejected an operators' settlement offer, and 4 days later rejected a proposal which would have guaranteed all health benefits and restored the pension funds. The labor stability section in the proposal was the reason that the union rejected this proposal. Negotiations were recessed on January 29 and resumed on February 1. The next day it was announced by the FMCS that the issues had been "narrowed significantly". The UMW's 39-member Bargaining Council, comprised mostly of district presidents, was summoned to Washington by President Miller to vote on a tentative agreement. Council approval was subject to rank and file ratification. A meeting of the Council scheduled for February 3, was postponed at the request of President Carter to allow more time to settle remaining differences.

On February 6, the parties agreed on a tentative contract. The UMW Bargaining Council was presented with a summary of the agreement on February 7 for approval. However, the council voted 32 to 7 to defer its decision until it could study the full text. On February 12 the agreement was rejected by the Bargaining Council by a vote of 30 to 6, with 3 abstentions.

Negotiators from both parties met with Secretary of Labor Ray Marshall on February 13 to discuss resuming negotiations. The BCOA refused to resume negotiations, stating that the recent proposal did not receive "fair and adequate consideration". Shortly afterwards, the parties acceded to a request by President Carter and negotiations resumed at the White House on February 15, under the direction of the Secretary of Labor. These talks culminated with a management proposal that the Bargaining Council rejected 37 to 0. The Carter Administration then announced that it was considering Federal seizure of the mines, binding arbitration, and invocation of the Taft-Hartley Act.

On February 20, the UMW signed a separate tentative contract with an independent coal company—the Pittsburg and Midway Coal Company. Under this agreement, only the leaders of wildcat strikes would be penalized. The UMW requested the BCOA to accept the Pittsburg and Midway-UMW agreement as a pattern for the industry. The BCOA refused, contending that Pittsburg and Midway, a Midwest surface operator, was not significant enough to set the industry pattern and that matters of concern to the BCOA were not adequately dealt with. On February 21, the BCOA called on the UMW to join in voluntary binding arbitration as the fairest approach to settling the strike. The miners would go back to work during arbitration under the

BCOA proposal, and if a settlement was reached, it would be effective the day the miners commenced work or the date mines opened. This proposal was rejected by the UMW Bargaining Council on February 22. The Council voted to submit terms of the Pittsburg and Midway agreement to the industry as its "bottomline offer". This proposal was turned down by the BCOA. Both sides again were summoned to a joint conference at the Department of Labor by Secretary Marshall. However, the BCOA bargaining team refused to participate because they felt that the UMW was not prepared to make any concessions.

President Carter announced on national television February 24 that the parties had agreed on a tentative contract. The President reportedly had been prepared to invoke the Taft-Hartley Act. This package would have provided for \$2.40-per-hour in wages and cost-of-living provisions; guaranteed health and retirement benefits with combined medical co-payments of \$315 for active employees (\$250 for retirees) per family each year; continuation of the two-tiered pension program; and cash penalties for leaders of wildcat strikes. In addition, a commission would be appointed by President Carter to study health, safety, and productivity in the industry. The tentative agreement was explained to union officials at district meetings and then to the rank and file. The proposal was rejected by the miners by a 2-1 margin. Some of the major changes the miners refused to accept were the terms which would require dismissal of miners who instigated wildcat strikes, the absenteeism program, and various objections to the health benefit program.

On March 6, President Carter appointed a 3-member Board of Inquiry to investigate the dispute under procedures of the Taft-Hartley Act and ordered them to report to him "as expeditiously as possible." The Board presented its report to President Carter, after which a temporary restraining order was obtained on March 9 by the Administration requiring the miners to return to work by Monday, March 13 at 4:30 p.m. President Carter requested Board members to go to mining areas "to consult with miners and encourage compliance with the law". Labor and management resumed negotiations on March 10 without Federal mediators—as requested by both sides.

After 3 days of negotiations, talks recessed to allow the UMW some time to assess the industry's latest contract proposal. The proposal would have continued management's right to discharge employees engaged in illegal picketing activities. The proposal also provided for establishment of bonus plans contingent upon approval by the union. The proposal would also narrow the gap between pensions for past and future retirees and reduce the size of the annual health insurance co-payment.

In defiance of the back-to-work order effective March 13, fewer than 100 striking miners returned to work, according to the BCOA.

A third tentative contract was announced on March 14 and approved by the UMW Bargaining Council by a 22 to 17 vote, opening the way for submission of the pact to the union membership. This agreement did not contain any labor stability clause. In addition, hospital co-payments were eliminated although physician's visit co-payments, up to \$200 per family per year, were retained. The miners were scheduled to vote on this proposal on March 24.

The Carter Administration requested that the District Court extend the temporary restraining order, which expired at 6:00 p.m. March 17 until March 28. It was argued that an extension would be less disruptive to the ratification process than a full 80-day injunction. The Court refused an extension. Nonunion coal production had increased significantly and the Court said that the Federal government had not proved that a national emergency existed. The judge also said that an extension was not warranted because the Government had not attempted to enforce the expiring order. Arguments for a full 80-day injunction, however, would be heard March 28.

Meetings were held on March 19 in each of the UMW's districts to explain the terms of the latest contract proposal to local union officials. The next day copies of the tentative pact were passed out to rank and file members and the provisions were explained by local union officials in meetings held at union halls. The agreement was ratified by rank-and-file members on March 24, by a margin of 57 to 43 percent, and the 3-year agreement was signed on March 25, ending the 111-day strike as of 12:01 A.M. Monday, March 27 (the effective date of the agreement).

On March 27, however, some miners were faced with picket lines by the 10,000 UMW mine construction workers because of their contract dispute with the Association of Bituminous Contractors (ABC). The mine construction workers had honored the coal miners picket lines since December 6. A tentative settlement was reached on March 27 between the mine construction workers and the ABC, and ratified by the workers on April 4. The terms were similar to those of the recently ratified miners' settlement. During the construction workers' picketing, about 18,000 coal miners had sporadically honored the picket lines.

The new UMW-BCOA agreement provided for the following:

Wages. An immediate \$1-an-hour general wage increase and deferred increases of 70 cents an hour in 1979 and 1980. The automatic wage escalator clause was terminated but 30 cents of each of the deferred

wage increases was designated as a "guaranteed cost-of-living increase." In addition, 28 cents left over from the 1974 contract's cost-of-living escalator clause was incorporated into standard wage rates. (The other 52 cents in escalator increases that employees had received under that contract had already been incorporated during its term.)

Bonus plans. Employers would be allowed to establish bonus plans subject to majority approval by members of the particular local union.

Additional allowance. \$100 was to be paid to each miner upon returning to work.

Shift differentials. Increased second and third shift differentials to 20 and 30 cents, respectively.

Vacations. All employees with a minimum of 1 year of service would receive 2 additional "floating" (discretionary) days of paid vacation per year and employees with 6 but less than 19 years of service would receive one additional day under the separate "graduated" part of the vacation benefit.

Clothing allowance. Increased to \$100 in 1978 and to \$125 in 1979.

Funeral leave. The definition of immediate family was expanded to include step-children.

Health benefits. The operators guaranteed family health care benefits for all employees and retirees (and dependents). Benefits would either continue to be provided through a benefit fund or directly by employers through insurance with commercial carriers. (See table 5 for details.) Operators' payments to finance health benefits were revised accordingly, depending on conditions specified in the contract. Coinsurance provisions were adopted, requiring a \$5 payment by working and nonworking miners (and their dependents) per drug prescription, with a maximum obligation of \$50 per family per year; \$7.50 for each physician's charge for

working miners (and dependents) and \$5 for nonworking miners (and dependents) with maximums of \$150 and \$100 per family per year, respectively. A vision care program was established which provided for examinations, lenses, and frames, up to specified maximums. Life insurance was increased to \$12,000 for natural death and \$24,000 for accidental death. Dismemberment insurance was increased to \$12,000 for the loss of 2 or more bodily members (otherwise one-half such amount). Sickness and accident benefits were increased to \$120, \$130, and \$150 a week in the first, second, and third years of the contract, respectively.

Retirement benefits. Employer payments were increased to maintain solvency and to provide the agreed-upon pension improvements. (See table 5 for details.) Monthly pension rates for those who retired on or after March 27, 1978, were increased by \$1, to \$13.50 for each of the first 10 years of service, \$14 for each of the next 10, \$14.50 for each of the next 10, and \$15 for each year of service over 30. Disabled miners who retired on or after March 27, 1978, were to receive a monthly pension of \$135 if they had less than 10 years of service or, if they had at least 10 years of service, the greater of \$135 a month or a normal pension calculated on their years of service. Pensioners covered by the 1974 plan were provided with a \$10 a month increase on April 1, of 1978 and 1979, and a \$5 increase on April 1, 1980 (minimum disability pensions were increased by half these amounts). Pensioners covered by the 1950 plan with a minimum of 20 years of credited service (no increases were provided for less than 20 years) received increases in their pensions to provide \$275 per month, regardless of whether or not they received government Black Lung benefits (those who retired on disability, received increases of \$5, \$5, and \$2.50 a month in the first, second, and third years of the contract, respectively).

The following tables bring the wage chronology up to date through the March 31, 1981, expiration date of the contract.

Table 1. General wage changes,¹ 1933-70

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				
		Total	Work	Lunch ³		
Outside dayworkers ⁴						
Oct. 2, 1933	5	8	8	0	.....	Previous 8-hour pay plus increase established as new rates for 7-hour day. The 40 cent increase applied to all the Appalachian area except northern West Virginia, where an increase of 64 cents a day eliminated a 24-cent differential between northern West Virginia and the northern Appalachian area.
Apr. 1, 1934	5	7	7	0	40 cents per 7-hour day increase.	
Oct. 1, 1935	5	7	7	0	50 cents per day increase.	This increase applied to all the Appalachian area except the South ⁵ and to all occupations except slate pickers. An increase of \$1.40 a day was provided for the South to eliminate a 40-cent North-South differential. Rates for slate pickers were increased by 75 cents per day in the North and by \$1.15 in the South.
Apr. 1, 1937	5	7	7	0	50 cents per day increase.	
Apr. 1, 1941	5	7	7	0	\$1 per day increase.	
Jan. 1943	5-6	7	7	0	.....	6-day week authorized by supplemental agreement. Weekly earnings were increased by added workday paid for at premium rates. (See overtime provisions.)
Apr. 1, 1943	5-6	7	7	0	.....	An increase of 85 cents a day for slate pickers only was ordered by National War Labor Board directive order of June 18, 1943.
Nov. 3, 1943	5-6	8¼	8¼	0	.....	Daily and weekly earnings were increased by lengthened workdays, the added 1¼ hours were paid for at premium rates. (See overtime provisions.)
April 1, 1945	5-6	8¼	8	¼	\$1.07 per day increase.	Flat amount added to previous 8¼ hours' pay to adjust differentials between earnings of outside and inside workers.
May 22, 1946	5-6	8¼	8	¼	\$1.85 per day increase.	Flat amount added to previous 8¼ hours' pay.
July 1, 1947	5-6	7¼	6¾	½	\$1.20 per 7¼-hour day increase.	Previous 8¼ hours' pay plus \$1.20 established as rates for new 7¼-hour day.
July 1, 1948	5-6	7¼	6¾	¼	\$1 per day increase.	Flat amount added to previous 7¼ hours' pay.
Mar. 5, 1950	5-6	7¼	6¾	½	\$70 cents a day increase.	Flat amount added to previous 7¼ hours' pay.
Feb. 1, 1951	5-6	7¼	6¾	½	\$1.60 a day increase.	Flat amount added to previous 7¼ hours' pay.
Oct. 1, 1952 (by amendment of Sept. 29, 1952).	5-6	7¼	6¾	½	\$1.90 a day increase.	Flat amount added to previous 7¼ hours' pay.

See footnotes at end of table.

Table 1. General wage changes,¹ 1933-70—Continued

Effective date	Normal schedule of work ²					Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—					
		Total	Work	Travel	Lunch ³		
Outside dayworkers⁴—Continued							
Sept. 1, 1955 (by amendment of August 1955)	5-6	7¼	6¾	Not applicable.	½	\$1.20 a day increase.	Flat amount added to previous 7¼ hours' pay.
Apr. 1, 1956 (by amendment of August 1955)	5-6	7¼	6¾	Not applicable.	½	\$0.80 a day increase.	Flat amount added to previous 7¼ hours' pay.
Oct. 1, 1956 (by amendment of October 1956)	5-6	7¼	6¾	Not applicable.	½	\$1.20 a day increase.	Flat amount added to previous 7¼ hours' pay.
Apr. 1, 1957 (by amendment of October 1956)	5-6	7¼	6¾	Not applicable.	½	\$0.80 a day increase.	Flat amount added to previous 7¼ hours' pay.
Jan. 1, 1959 (amendment dated Dec. 3, 1958)	5-6	7¼	6¾	Not applicable.	½	\$1.20 a day increase.	Flat amount added to previous 7¼ hours' pay.
Apr. 1, 1959 (amendment dated Dec. 3, 1958)	5-6	7¼	6¾	Not applicable.	½	\$0.80 a day increase.	Flat amount added to previous 7¼ hours' pay.
Apr. 2, 1964 (amendment dated Mar. 23, 1964)	5-6	7¼	6¾	Not applicable.	½	\$1 a day increase.	Flat amount added to previous 7¼ hours' pay.
Jan. 1, 1965 (amendment dated Mar. 23, 1964)	5-6	7¼	6¾	Not applicable.	½	\$1 a day increase.	Flat amount added to previous 7¼ hours' pay.
Apr. 1, 1966 (amendment dated Apr. 27, 1966)	5-6	7¼	6¾	Not applicable.	½	\$1 a day increase.	Flat amount added to previous 7¼ hours' pay.
Oct. 1, 1968 (agreement dated Oct. 14, 1968)	5-6	7¼	6¾	Not applicable.	½	\$3 a day increase.	Flat amount added to 7¼ hours' pay. In addition, wage differentials in districts 20 and 23 (Alabama and western Kentucky) were eliminated in 4 equal stages, effective Oct. 1, 1968, Oct. 1, 1969, Oct. 1, 1970, and Sept. 30, 1971.
Oct. 1, 1969 (agreement dated Oct. 14, 1968)	5-6	7¼	6¾	Not applicable.	½	\$2 a day increase.	Flat amount added to 7¼ hours' pay.
Oct. 1, 1970 (agreement dated Oct. 14, 1968)	5-6	7¼	6¾	Not applicable.	½	\$2 a day increase.	Flat amount added to 7¼ hours' pay.
Inside dayworkers⁵							
Oct. 2, 1933	5	8	8	0	0	.....	Previous 8 hours' pay plus increase established as new rates for 7-hour day. The increase of 40 cents applied to all the Appalachian area except northern West Virginia, where an increase of 64 cents was provided to eliminate a 24-cent differential between northern West Virginia and the northern Appalachian area.
April 1, 1934	5	7	7	0	0	40 cents per 7-hour day increase.	
Oct. 1, 1935	5	7	7	0	0	50 cents per day increase.	This increase applied to all the Appalachian area except the South ⁶ and to all occupations except greasers, trappers, flaggers, and switch throwers. An increase of \$1.40 per day was provided for the South to eliminate a 40-cent North-South differential. Rates for the 4 specified occupations were increased by 75 cents in the North and by \$1.15 in the South.
April 1, 1937	5	7	7	0	0	50 cents per day increase.	
Apr. 1, 1941	5	7	7	0	0	\$1 per day increase.	
Jan. 1943	5-6	7	7	0	0	.....	6-day week authorized by supplemental agreement. Weekly earnings were increased by added workday paid for at premium rates. (See overtime provisions.)

See footnotes at end of table.

Table 1. General wage changes,¹ 1933-70—Continued

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				
		Total	Work	Travel			Lunch^{3}
Inside dayworkers ⁵ —Continued						
Apr. 1, 1943	5-6	7	7	0	0	..... Increase of 85 cents per day for greasers, trappers, flaggers, and switch throwers only ordered by National War Labor Board directive order of June 18, 1943. Board also ruled that it would permit an additional increase of 76 cents to these workers if agreed upon in district negotiations.
Nov. 3, 1943	5-6	8¾	8	¾	0	..... Daily and weekly earnings increased by lengthened workday, by payment for travel time, and by payment of premium rates for productive and travel time after 40 elapsed hours during workweek. (See overtime and travel-time provisions.)
Apr. 1, 1945	5-6	9	8¾		¼	..... Daily and weekly earnings increased by payment of premium rates for all hours over 7 per day and 35 per week and by paid lunch periods. (See overtime provisions.)
May 22, 1946	5-6	9	8¾		¼	\$1.85 per day increase. Flat amount added to previous 9 hours' pay.
July 1, 1947	5-6	8	7½		½	\$1.20 per 8-hour day increase. Previous 9-hour pay plus \$1.20 established as rates for new 8-hour day.
July 1, 1948	5-6	8	7½		½	\$1 per day increase. Flat amount added to previous 8 hours' pay.
Mar. 5, 1950	5-6	8	7½		½	70 cents a day increase. Flat amount added to previous 8 hours' pay.
Feb. 1, 1951	5-6	8	7½		½	\$1.60 a day increase. Flat amount added to previous 8 hours' pay.
Oct. 1, 1952 (by amendment of Sept. 29, 1952)	5-6	8	7½		½	\$1.90 a day increase. Flat amount added to previous 8 hours' pay.
Sept. 1, 1955 (by amendment of August 1955)	5-6	8	7½		½	\$1.20 a day increase. Flat amount added to previous 8 hours' pay.
Apr. 1, 1956 (by amendment of August 1955)	5-6	8	7½		½	\$0.80 a day increase. Flat amount added to previous 8 hours' pay.
Oct. 1, 1956, (by amendment of October 1956)	5-6	8	7½		½	\$1.20 a day increase. Flat amount added to previous 8 hours' pay.
Apr. 1, 1957 (by amendment of October 1956)	5-6	8	7½		½	\$0.80 a day increase. Flat amount added to previous 8 hours' pay.
Jan. 1, 1959 (amendment dated Dec. 3, 1958)	5-6	8	7½		½	\$1.20 a day increase. Flat amount added to previous 8 hours' pay.
Apr. 1, 1959 (amendment dated Dec. 3, 1958)	5-6	8	7½		½	\$0.80 a day increase. Flat amount added to previous 8 hours' pay.
Apr. 2, 1964 (amendment dated Mar. 23, 1964)	5-6	8	7½		½	\$1 a day increase. Flat amount added to previous 8 hours' pay.
Jan. 1, 1965 (amendment dated Mar. 23, 1964)	5-6	8	7½		½	\$1 a day increase. Flat amount added to previous 8 hours' pay.
Apr. 1, 1966 (amendment dated Apr. 27, 1966)	5-6	8	7½		½	\$1 a day increase. Flat amount added to previous 8 hours' pay for all workers; electricians, mechanics, and continuous mining-machine operators received an additional 32 cents a day.
Oct. 1, 1968 (agreement dated Oct. 14, 1968)	5-6	8	7½		½	\$3 a day increase. Flat amount added to previous 8 hours' pay. In addition, wage differentials that existed in districts 20 and 23 (Alabama and western Kentucky) were to be eliminated in 4 equal stages, effective Oct. 1, 1968, Oct. 1, 1969, Oct. 1, 1970, and Sept. 30, 1971.
Oct. 1, 1969 (agreement dated Oct. 14, 1968)	5-6	8	7½		½	\$2 a day increase. Flat amount added to previous 8 hours' pay.
Oct. 1, 1970 (agreement dated Oct. 14, 1968)	5-6	8	7½		½	\$2 a day increase. Flat amount added to previous 8 hours' pay.

See footnotes at end of table.

Table 1. General wage changes,¹ 1933-70—Continued

Effective date	Normal schedule of work ²				Amount of wage change for—				Applications, exceptions, and other related matters	
	Days per week	Daily hours paid for—			Pick mining	Machine loading	Cutting (shortwall)	Dead-work; yardage		
		Total	Work	Travel						Lunch ³
Inside tonnage and piece-rate workers⁷										
Oct. 2, 1933	5	8	8	0	0	.....	.....	.....	.....
Apr. 1, 1934	5	7	7	0	0	10 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	9 percent increase.	
Oct. 1, 1935	5	7	7	0	0	9 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	10 percent increase.	
Apr. 1, 1937	5	7	7	0	0	9 cents per ton increase.	8 cents per ton increase.	1 cent per ton increase.	10 percent increase.	
Apr. 1, 1941	5	7	7	0	0	12 cents per ton increase.	11 cents per ton increase.	1 cent per ton increase.	15 percent increase.	6-day week authorized by supplemental agreement.
Jan. 1943	5-6	7	7	0	0	.....	.....	.....	.....	Weekly earnings were increased by added workday paid for premium rates. (See overtime provisions.)
Nov. 3, 1943	5-6	8½	8	¾	0	.....	.....	.....	.....	Daily and weekly earnings increased by lengthened workday, by payment for travel time, and by payment of premium rates for productive and travel time after 40 elapsed hours during work-weeks. (See overtime and travel-time provisions.)
Apr. 1, 1945	5-6	9	8¾	¼	.....	.....	.....	.....	.....	Daily and weekly earnings increased by addition of 1/9 of day's tonnage or piece-rate earnings, to compensate for daily overtime and travel time. (See overtime and travel-time provisions.)
May 22, 1946	5-6	9	8¾	¼	.....	\$1.85 per day increase.	.....	.....	.....	Flat amount added to 9 hours' pay as previously computed.
July 1, 1947	5-6	8	7½	½	.....	\$1.20 per day increase.	.....	.....	.....	Flat amount added to day's pay as previously computed. This increase, plus previous \$1.85 daily increase, made a total of \$3.05 added to daily tonnage or piece-rate earnings plus 1/9 of such daily tonnage or piece-rate earnings.
July 1, 1948	5-6	8	7½	½	.....	\$1 per day increase.	.....	.....	.....	Flat amount added to day's pay as previously computed, making a total of \$4.05 added to daily tonnage or piece-rate earnings plus 1/9 of such daily tonnage or piece-rate earnings.
Mar. 5, 1950	5-6	8	7½	½	.....	70 cents a day increase.	.....	.....	.....	Flat amount added to day's pay as previously computed, making a total of \$4.75 added to daily tonnage or piece-rate earnings plus 1/9 of such daily tonnage or piece-rate earnings.
Feb. 1, 1951	5-6	8	7½	½	.....	\$1.60 a day increase.	.....	.....	.....	Addition to incentive earnings increased to \$6.35 a day.
Oct. 1, 1952 (by amendment of Sept. 29, 1952).	5-6	8	7½	½	.....	\$1.90 a day increase.	.....	.....	.....	Addition to daily tonnage earnings increased to total of \$8.25 plus 1/9 of such tonnage earnings.

See footnotes at end of table.

Table 1. General wage changes,¹ 1933-70—Continued

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				
		Total	Work	Travel			Lunch^{3}
Inside tonnage and piece-rate⁷—Continued						
Sept. 1, 1955 (by amendment of August 1955)	5-6	8	7½	½	\$1.20 a day increase.	Addition to daily tonnage or piece-rate earnings increased to total of \$9.45 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 1, 1956 (by amendment of August 1955)	5-6	8	7½	½	\$0.80 a day increase.	Addition to daily tonnage or piece-rate earnings increased to total of \$10.25 plus 1/9 of such tonnage or piece-rate earnings.
Oct. 1, 1956 (by amendment of October 1956)	5-6	8	7½	½	\$1.20 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$11.45 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 1, 1957 (by amendment of October 1956)	5-6	8	7½	½	\$0.80 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$12.25 plus 1/9 of such tonnage or piece-rate earnings.
Jan. 1, 1959 (amendment dated Dec. 3, 1958)	5-6	8	7½	½	\$1.20 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$13.45 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 1, 1959 (amendment dated Dec. 3, 1958)	5-6	8	7½	½	\$0.80 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$14.25 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 2, 1964 (amendment dated Mar. 23, 1964)	5-6	8	7½	½	\$1 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$15.25 plus 1/9 of such tonnage or piece-rate earnings.
Jan. 1, 1965 (amendment dated Mar. 23, 1964)	5-6	8	7½	½	\$1 a day increase.	Addition to daily tonnage or piece-rate earnings increased to a total of \$16.25 plus 1/9 of such tonnage or piece-rate earnings.
Apr. 1, 1966 (amendment dated Apr. 27, 1966) . . . . .	.....	.....	.....	.....	.....	Basic tonnage rates eliminated except for hand loaders whose tonnage rate will be negotiated locally, subject to the approval of the international union. These rates will no longer be reported, since they account for a comparatively small number of workers.

¹General wage changes are construed as upward or downward adjustments affecting an entire area, establishment, bargaining unit, or plant at one time. They do not include adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure having no immediate effect on the general wage level.

Changes listed are major adjustments in wage rates made during the period covered. Because of fluctuations in earnings due to changes in type of work and employment during the period covered, the total of the general changes listed will not necessarily coincide with the change in average hourly earnings over the period. See table 4 for resulting wage rates for selected occupations.

²The schedule of mine operation provided in the master agreement does not represent a guaranty of the stipulated hours or days of work.

³Since April 1, 1945, contracts have provided that the lunch period be staggered without any interruption or suspension of operations throughout the day.

⁴Data pertain to bit sharpeners, car droppers, trimmers, car repairmen, dumpers, sand dryers, car cleaners, slate pickers, and other able-bodied labor, and do not necessarily cover other outside day workers. The tabulation does not take into account variations provided by district agreements.

⁵Data pertain to motormen, rock drillers, drivers, brakemen, spraggers, trackmen, wiremen bonders, timbermen, bottom cagers, coal drillers, snappers, trackmen helpers, wiremen helpers, greasers, trappers, flaggers, switch throwers, mobile-loading-equipment operators, and other inside labor not classified. The tabulation does not take into account variations provided by district agreements.

⁶Includes mines in Maryland, Virginia, southern and upper Potomac district of West Virginia, eastern Kentucky, and northern Tennessee.

⁷Data pertain only to pick mining, machine loading, cutting (short-wall), and dead-work (yardage), and also do not take into account variations provided by district agreements.

Table 2. General wage changes,¹ 1971-80

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				
		Total	Work ³	Lunch ⁴		
Underground at deep mines						
Nov. 12, 1971 (agreement of same date)	5-6	8	7½	½	Increase ranging from \$3 to \$6.35 a day which included amounts due to job reclassification.	Flat amount added to 8 hours' pay.
Nov. 12, 1972 (agreement dated Nov. 12, 1971)	5-6	8	7½	½	Increase ranging from \$2.75 to \$4.25 a day.	Flat amount added to 8 hours' pay.
Nov. 12, 1973 (agreement dated Nov. 12, 1971)	5-6	8	7½	½	Increase ranging from \$2.50 to \$4.25 a day.	Flat amount added to 8 hours' pay.
Dec. 6, 1974 (agreement of same date)	5-6	8	7½	½	10-percent general increase plus some job reclassification adjustments, amounting to combined increase in 8-hour pay rates, ranging from \$4.78 to \$5.00 a day.	Cost-of-living wage escalator clause established—see table 3 for formula and resulting adjustments.
Nov. 12, 1975 (agreement of Dec. 6, 1974)	5-6	8	7½	½	4-percent general increase in 8-hour pay rates, ranging from \$1.88 to \$2.20 a day.	
Nov. 12, 1976 (agreement of Dec. 6, 1974)	5-6	8	7½	½	3-percent general increase in 8-hour pay rates, ranging from \$1.45 to \$1.72 a day.	
Mar. 27, 1978 (agreement of same date)	5-6	8	7½	½	\$1.00-an-hour general wage increase.	Flat amount added to 8 hours' pay. In addition, the 28-cent-an-hour cost-of-living allowance accumulated from Feb. through Nov. 1977 under the 1974 contract was incorporated into standard hourly rates. (See table 3). The cost of living wage escalator clause was not continued by the 1978 agreement.
Mar. 27, 1979 (agreement of Mar. 27, 1978)	5-6	8	7½	½	70-cent-an-hour general wage increase	Flat amount added to 8 hours' pay. (30 cents of the 70-cent general wage increase was designated a guaranteed cost-of-living increase.)
Mar. 27, 1980 (agreement of Mar. 27, 1978)	5-6	8	7½	½	70-cent-an-hour general wage increase.	Flat amount added to 8 hours' pay. (30 cents of the 70-cent general wage increase was designated a guaranteed cost-of-living increase.)
Strip and auger mines						
Nov. 12, 1971 (agreement of same date)	5-6	7¼	6¾	½	Increase ranging from \$2.56 to \$5.85 a day which included amounts due to job reclassification.	Flat amount added to 7¼ hours' pay.
Nov. 12, 1972 (agreement dated Nov. 12, 1971)	5-6	7¼	6¾	½	Increase ranging from \$2.50 to \$4 a day.	Flat amount added to 7¼ hours' pay.
Nov. 12, 1973 (agreement dated Nov. 12, 1971)	5-6	7¼	6¾	½	Increase ranging from \$2.40 to \$4 a day.	Flat amount added to 7¼ hours' pay.
Dec. 6, 1974 (agreement of same date)	5-6	7¼	6¾	½	10-percent general increase plus some job reclassification adjustments, amounting to combined increase in 7¼-hour pay rates ranging from \$4.40 to \$5.00 a day.	Cost-of-living wage escalator clause established—see table 3 for formula and resulting adjustments.
Nov. 12, 1975 (agreement of Dec. 6, 1974)	5-6	7¼	6¾	½	4-percent general increase in 7¼-hour pay rates, ranging from \$1.83 to \$2.20 a day.	
Mar. 27, 1978 (agreement of same date)	5-6	7¼	6¾	½	\$1.00-an-hour general wage increase.	Flat amount added to 7¼ hours' pay. In addition, the 28-cent-an-hour cost-of-living allowance accumulated from Feb. through Nov. 1977 under the 1974 contract was incorporated into standard hourly rates. (See table 3). The cost-of-living wage escalator change was not continued by the 1978 agreement.
Mar. 27, 1979 (agreement of Mar. 27, 1978)	5-6	7¼	6¾	½	70-cent-an-hour general wage increase.	Flat amount added to 7¼ hours' pay. (30 cents of the 70-cent general wage increase was designated a guaranteed cost-of-living increase.)
Mar. 27, 1980 (agreement of Mar. 27, 1978)	5-6	7¼	6¾	½	70-cent-an-hour general wage increase.	Flat amount added to 7¼ hours' pay. (30 cents of the 70-cent general wage increase was designated a guaranteed cost-of-living increase.)

See footnotes at end of table.

Table 2. General wage changes,¹ 1971-80—Continued

Effective date	Normal schedule of work ²				Amount of wage change	Applications, exceptions, and other related matters
	Days per week	Daily hours paid for—				
		Total	Work ³	Lunch ⁴		
Preparation plants and other facilities for deep or surface mines						
Nov. 12, 1971 (agreement of same date)	5-6	7¼	6¾	½	Increase ranging from \$2.82 to \$4.50 a day which included amount due to job reclassification.	Flat amount added to 7¼ hours' pay.
Nov. 12, 1972 (agreement dated Nov. 12, 1971).	5-6	7¼	6¾	½	Increase ranging from \$2.60 to \$3.50 a day.	Flat amount added to 7¼ hours' pay.
Nov. 12, 1973 (agreement dated Nov. 12, 1971).	5-6	7¼	6¾	½	Increase ranging from \$2.60 to \$3.50 a day.	Flat amount added to 7¼ hours' pay.
Dec. 6, 1974 (agreement of same date)	5-6	7¼	6¾	½	10-percent general increase plus some job reclassification adjustments, amounting to combined increase in 7¼-hour pay rates ranging from \$4.38 to \$4.50 a day.	Cost-of-living wage escalator clause established—see table 3 for formula and resulting adjustments.
Nov. 12, 1975 (agreement of Dec. 6, 1974).	5-6	7¼	6¾	½	4-percent general increase in 7¼-hour pay rates, ranging from \$1.82 to \$1.98 a day.	
Nov. 12, 1976 (agreement of Dec. 6, 1974).	5-6	7¼	6¾	½	3-percent general increase in 7¼-hour pay rates, ranging from \$1.42 to \$1.54 a day.	
Mar. 27, 1978 (agreement of same date)	5-6	7¼	6¾	½	\$1.00-an-hour general wage increase.	Flat amount added to 7¼ hours' pay. In addition, the 28-cent-an-hour cost-of-living allowance accumulated from Feb. through Nov. 1977 under the 1974 contract was incorporated into standard hourly rates. (See table 3). The cost-of-living wage escalator clause was not continued by the 1978 agreement.
Mar. 27, 1979 (agreement of Mar. 27, 1978).	5-6	7¼	6¾	½	70-cent-an-hour general wage increase.	Flat amount added to 7¼ hours' pay. (30 cents of the 70-cent general wage increase was designated a guaranteed cost-of-living increase).
Mar. 27, 1980 (agreement of Mar. 27, 1978).	5-6	7¼	6¾	½	70-cent-an-hour general wage increase.	Flat amount added to 7¼ hours' pay. (30 cents of the 70-cent general wage increase was designated a guaranteed cost-of-living increase).

¹General wage changes in this table do not include those resulting from the cost-of-living wage escalator clause during the term of the 1974-77 contract—see table 3 for the escalator formula and resulting wage changes. General wage changes are upward or downward adjustments affecting an entire area, establishment, bargaining unit, or plant at one time. They do not include adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure having no immediate effect on the general wage level.

Changes listed are the major adjustments in the wage rates during the period covered. Because of fluctuations in earnings, due to changes in type of work and employment during the period, and the omission of nongeneral changes in rates, the sum of the general changes listed will not necessarily coincide with the change in average hourly earnings over this time. See ta-

bles 5 and 6 for resulting wage rates by labor grade and type of operation and see tables 7 and 8 for classifications within each labor grade.

This table reflects the consolidation by the 1971 agreement of numerous job titles and classifications into groupings according to type of operation (workers previously were categorized as either inside or outside dayworkers).

²The schedule of mine operations in the master agreement did not guarantee stipulated hours or days of work.

³"Work" time for underground miners at deep mines was "portal-to-portal" time, which could include time spent for underground travel.

⁴Since April 1, 1945, contracts have provided for staggered lunch periods without any interruption or suspension of operations throughout the day.

Table 3. General wage changes¹ resulting from automatic wage escalator clause, 1974-77

Effective date	Provision	Applications, exceptions, and other related matters
Dec. 6, 1974 (agreement of same date).	Wage escalator clause established. Provided for 12 quarterly adjustments, beginning February 1, 1975, calculated at 1 cent per hour worked for each 0.4-point change in the Consumer Price Index (1967=100) above the September 1974 level of 151.9. \$80 one-time bonus.	Total increase in the allowance in each year was not to exceed amount resulting from 8-percent rise in the index; as a result, individual quarterly adjustments were limited to 7, 8, or 9 cents and the 12 adjustments were limited to a total of 98 cents. ² Nonrecurring bonus to compensate employees for rise in cost of living during 1974. Pro rata amount for employees with less than 1 year of service.
Feb. 1, 1975	7-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
May 1, 1975	8-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 1, 1975	7-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 1, 1975	7-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Feb. 1, 1976	7-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
May 1, 1976	3-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 1, 1976	7-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Nov. 1, 1976	6-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Dec. 6, 1976	.....	The 52-cent cost-of-living allowance accumulated from Feb. 1975 through Nov. 1976 was automatically incorporated into standard hourly wage rates and escalator clause continued.
Feb. 1, 1977	4-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
May 1, 1977	10-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Aug. 1, 1977	9-cents-an-hour increase.	Quarterly adjustment in cost-of-living allowance.
Nov. 1, 1977	5-cents-an-hour increase.	Quarterly adjustment of cost-of-living allowance.
Mar. 27, 1978	.....	The 28-cent cost-of-living allowance accumulated from Feb. 1977 through November 1977 was incorporated into standard hourly wage rates. The escalator clause was not continued by the 1978 agreement.

¹General wage changes are upward or downward adjustments affecting an entire area, establishment, bargaining unit, or plant at one time. They do not include adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure having no immediate effect on the general wage level.

²The agreement provided that cost-of-living adjustments be determined according to the following formula:

Consumer Price Index	Cost-of-living allowance (cents per hour)	Quarterly adjustment dates	Maximum allowance (cents per hour)
152.2 or less	None	February 1, 1975	7
152.3-152.6	1	May 1, 1975	15
152.7-153.0	2	August 1, 1975	22
153.1-153.4	3	November 1, 1975	30
153.5-153.8	4	February 1, 1976	38
etc., with a 1-cent adjustment for each 0.4-point change in the index—		May 1, 1976	46
191.1 or more	98 (maximum allowance)	August 1, 1976	54
		November 1, 1976	63
		February 1, 1977	71
		May 1, 1977	80
		August 1, 1977	89
		November 1, 1977	98

Table 4. Earnings¹ in selected occupations in bituminous coal mines, Appalachian area,² 1933-70

Occupational group	Effective date											
	Oct. 2, 1933	Apr. 1, 1934	Oct. 1, 1935	Apr. 1, 1937	Apr. 1, 1941	Jan. 1943	Nov. 3, 1943	Apr. 1, 1945	May 22, 1946	July 1, 1947	July 1, 1948	Mar. 5, 1950
Inside dayworkers												
Motormen, rock drillers, and rubber-tired shuttle car operators:												
Full-time daily pay	\$ 4.76	\$ 5.16	\$ 5.66	\$ 6.16	\$ 7.16	\$ 7.16	\$ 8.69	\$10.19	\$12.04	\$13.24	\$14.24	\$14.94
Full-time weekly pay:												
5-day week	23.80	25.80	28.30	30.80	35.80	35.80	45.34	50.95	60.20	66.20	71.20	74.70
6-day week	—	—	—	—	—	46.54	58.35	64.72	76.47	86.06	92.56	97.11
Straight-time hourly rate .....	.595	.737	.809	.880	1.023	1.023	.993	1.019	1.204	1.655	1.780	1.868
Drivers, brakemen, spraggers, trackmen, wiremen, bonders, timbermen, bottom cagers, coal drillers, and snappers:												
Full-time daily pay	4.60	5.00	5.50	6.00	7.00	7.00	8.50	10.00	11.85	13.05	14.05	14.75
Full-time weekly pay:												
5-day week	23.00	25.00	27.50	30.00	35.00	35.00	44.31	50.00	59.25	65.25	70.25	73.75
6-day week	—	—	—	—	—	45.50	57.06	63.50	75.25	84.83	91.33	95.88
Straight-time hourly rate .....	.575	.714	.785	.857	1.00	1.00	.971	1.00	1.185	1.631	1.756	1.844
Pumpers, trackmen helpers, wiremen helpers, timbermen helpers, and other inside labor not classified:												
Full-time daily pay	4.36	4.76	5.26	5.76	6.76	6.76	8.21	9.71	11.56	12.76	13.76	14.46
Full-time weekly pay:												
5-day week	21.80	23.80	26.30	28.80	33.80	33.80	42.79	48.55	57.80	63.80	68.80	72.30
6-day week	—	—	—	—	—	43.94	55.12	61.64	73.39	82.94	89.44	93.99
Straight-time hourly rate .....	.545	.680	.751	.823	.966	.966	.938	.971	1.156	1.595	1.720	1.808
Drillers and shooters on mechanical section and roof bolters:												
Full-time daily pay	—	—	—	—	—	—	—	—	—	—	—	—
Full-time weekly pay:												
5-day week	—	—	—	—	—	—	—	—	—	—	—	—
6-day week	—	—	—	—	—	—	—	—	—	—	—	—
Straight-time hourly rate	—	—	—	—	—	—	—	—	—	—	—	—
Mobile loading machine operators and cutting and shearing machine operators and helpers: ³												
Full-time daily pay	5.80	6.20	6.90	7.60	9.00	9.00	10.93	12.43	14.28	15.48	16.48	17.18
Full-time weekly pay:												
5-day week	29.00	31.00	34.50	38.00	45.00	45.00	56.98	62.15	71.40	77.40	82.40	85.90
6-day week	—	—	—	—	—	58.50	73.37	79.08	90.83	100.62	107.12	111.67
Straight-time hourly rate .....	.725	.886	.986	1.086	1.286	1.286	1.249	1.243	1.428	1.935	2.060	2.148
Outside dayworkers												
Bit sharpeners, car droppers, trimmers, car repairmen, and dumpers:												
Full-time daily pay	3.84	4.24	4.74	5.24	6.24	6.24	7.91	8.98	10.83	12.03	13.03	13.73
Full-time weekly pay:												
5-day week	19.20	21.20	23.70	26.20	31.20	31.20	33.55	44.90	54.15	60.15	65.15	68.65
6-day week	—	—	—	—	—	40.56	50.58	57.41	69.25	78.20	84.70	89.25
Straight-time hourly rate .....	.480	.606	.677	.749	.891	.891	.891	1.012	1.220	1.659	1.797	1.894
Sand dryers, car cleaners, and other able-bodied labor:												
Full-time daily pay	3.60	4.00	4.50	5.00	6.00	6.00	7.61	8.68	10.53	11.73	12.73	13.43
Full-time weekly pay:												
5-day week	18.00	20.00	22.50	25.00	30.00	30.00	38.05	43.40	52.65	58.65	63.65	67.15
6-day week	—	—	—	—	—	39.00	48.66	55.50	67.33	76.25	82.75	87.30
Straight-time hourly rate .....	.450	.571	.643	.714	.857	.857	.857	.978	1.186	1.618	1.756	1.853

See footnotes at end of table.

Table 4. Earnings¹ in selected occupations in bituminous coal mines, Appalachian area,² 1933-70—Continued

Occupational group	Effective date										
	Feb. 1, 1951	Oct. 1, 1952	Sept. 1, 1955	Apr. 1, 1956	Oct. 1, 1956	Apr. 1, 1957	Jan. 1, 1959	Apr. 1, 1959	Apr. 2, 1964	Jan. 1, 1965	Apr. 1, 1966
Inside dayworkers											
Motormen, rock drillers, and rubber-tired shuttle car operators:											
Full-time daily pay	\$ 16.54	\$ 18.44	\$ 19.64	\$ 20.44	\$ 21.64	\$ 22.44	\$ 23.64	\$ 24.44	\$ 25.44	\$ 26.44	\$ 27.44
Full-time weekly pay:											
5-day week	82.70	92.20	98.20	102.20	108.20	112.20	118.20	122.20	127.20	132.20	137.20
6-day week	107.51	119.86	127.66	132.86	140.66	145.86	153.66	158.86	165.36	171.86	178.36
Straight-time hourly rate	2.068	2.305	2.455	2.555	2.705	2.805	2.955	3.055	3.180	3.305	3.43
Drivers, brakemen spraggers, trackmen, wire- men, bonders, timbermen, bottom cagers, coal drillers, and snappers:											
Full-time daily pay	16.35	18.25	19.45	20.25	21.45	22.25	23.45	24.25	25.25	26.25	27.25
Full-time weekly pay:											
5-day week	81.75	91.25	97.25	101.25	107.25	111.25	117.25	121.25	126.25	131.25	136.25
6-day week	106.28	118.63	126.43	131.63	139.42	144.62	152.42	157.62	164.12	170.62	177.13
Straight-time hourly rate	2.044	2.281	2.431	2.531	2.681	2.781	2.931	3.031	3.156	3.281	3.406
Pumpers, trackmen helpers wiremen helpers, timber- men helpers, and other inside labor not classified:											
Full-time daily pay	16.06	17.96	19.16	19.96	21.16	21.96	23.16	23.96	24.96	25.96	26.96
Full-time weekly pay:											
5-day week	80.30	89.80	95.80	99.80	105.80	109.80	115.80	119.80	124.80	129.80	134.80
6-day week	104.39	116.74	124.54	129.74	137.54	142.74	150.54	155.74	162.24	168.74	175.24
Straight-time hourly rate	2.008	2.45	2.395	2.495	2.645	2.745	2.895	2.995	3.120	3.245	3.37
Drillers and shooters on mechanical section and roof bolters:											
Full-time daily pay	—	—	—	—	—	—	24.66	25.46	26.46	27.46	28.46
Full-time weekly pay:											
5-day week	—	—	—	—	—	—	123.30	127.30	132.30	137.30	142.30
6-day week	—	—	—	—	—	—	160.29	165.49	171.99	178.49	184.99
Straight-time hourly rate	—	—	—	—	—	—	3.083	3.183	3.308	3.433	3.558
Mobile loading machine operators and cutting and shearing machine operators and helpers: ³											
Full-time daily pay	18.78	20.68	21.88	22.68	23.88	24.68	25.88	26.68	27.68	28.68	29.68
Full-time weekly pay:											
5-day week	93.90	103.40	109.40	113.40	119.40	123.40	129.40	133.40	138.40	143.40	148.40
6-day week	122.07	134.42	142.22	147.42	155.22	160.42	168.22	173.42	179.92	186.42	192.92
Straight-time hourly rate	2.348	2.585	2.735	2.835	2.985	3.085	3.235	3.335	3.460	3.585	3.71
Outside dayworkers											
Bit sharpeners, car droppers, trimmers, car repairmen, and dumpers:											
Full-time daily pay	15.33	17.23	18.43	19.23	20.43	21.23	22.43	23.23	24.23	25.23	26.23
Full-time weekly pay:											
5-day week	76.65	86.15	92.15	96.15	102.15	106.15	112.15	116.15	121.15	126.15	131.15
6-day week	99.65	112.00	119.80	125.00	132.80	138.00	145.80	151.00	157.50	164.00	170.50
Straight-time hourly rate	2.115	2.377	2.542	2.652	2.818	2.928	3.094	3.204	3.342	3.480	3.618
Sand dryers, car cleaners, and other able-bodied labor:											
Full-time daily pay	15.03	16.93	18.13	18.93	20.13	20.93	22.13	22.93	23.93	24.93	25.93
Full-time weekly pay:											
5-day week	75.15	84.65	90.65	94.65	100.65	104.65	110.65	114.65	119.65	124.65	129.65
6-day week	97.70	110.05	117.85	123.04	130.84	136.04	143.84	149.04	155.54	162.04	168.55
Straight-time hourly rate	2.073	2.335	2.500	2.611	2.776	2.887	3.052	3.163	3.301	3.439	3.577

See footnotes at end of table.

Table 4. Earnings¹ in selected occupations in bituminous coal mines, Appalachian area,² 1933-70—Continued

Occupational group	Effective date		
	Oct. 1, 1968	Oct. 1, 1969	Oct. 1, 1970
Inside Dayworkers			
Motormen, rock drillers, and rubber-tired shuttle car operator:			
Full-time daily pay	\$ 30.44	\$ 32.44	\$ 34.44
Full-time weekly pay:			
5-day week	152.20	162.20	172.20
6-day week	197.86	210.86	223.86
Straight-time hourly rate	3.805	4.055	4.305
Drivers, brakemen, spraggers, trackmen, wiremen, bonders, timbermen, bottom cagers, coal drillers, and snappers:			
Full-time daily pay	30.25	32.25	34.25
Full-time weekly pay:			
5-day week	151.25	161.25	171.25
6-day week	196.63	209.63	222.63
Straight-time hourly rate	3.781	4.031	4.281
Pumpers, trackmen helpers, wiremen helpers, timbermen helpers, and other inside labor not classified:			
Full-time daily pay	29.96	31.96	33.96
Full-time weekly pay:			
5-day week	149.80	159.80	169.80
6-day week	194.74	207.74	220.74
Straight-time hourly rate	3.745	3.995	4.245
Drillers and shooters on mechanical section and roof bolters (except roof bolters on continuous mining machines):			
Full-time daily pay	31.46	33.46	35.46
Full-time weekly pay:			
5-day week	157.30	167.30	177.30
6-day week	204.49	217.49	230.49
Straight-time hourly rate	3.933	4.183	4.433
Mobile loading machine operators and cutting and shearing machine operators and helpers:			
Full-time daily pay	32.68	34.68	36.68
Full-time weekly pay:			
5-day week	163.40	173.40	183.40
6-day week	212.42	225.42	238.42
Straight-time hourly rate	4.085	4.335	4.585
Electrician, mechanic and continuous mining machine operator: ⁴			
Full-time daily pay	33.00	35.00	37.00
Full-time weekly pay:			
5-day week	165.00	175.00	185.00
6-day week	214.50	227.50	240.50
Straight-time hourly rate	4.125	4.375	4.625
Outside dayworkers			
Bit sharpeners, car droppers, trimmers, car repairmen, and dumpers:			
Full-time daily pay	29.23	31.23	33.23
Full-time weekly pay:			
5-day week	146.15	156.15	166.15
6-day week	190.00	203.00	216.00
Straight-time hourly rate	4.032	4.308	4.583
Sand dryers, car cleaners, and other able-bodied labor:			
Full-time daily pay	28.93	30.93	32.93
Full-time weekly pay:			
5-day week	144.65	154.65	164.65
6-day week	188.05	201.05	214.05
Straight-time hourly rate	3.990	4.266	4.542

¹ Full-time daily and weekly earnings reflect gross pay for normal hours in effect at the time (table 1), including straight-time and premium pay for scheduled overtime hours. Straight-time hourly earnings exclude premium pay for overtime. Shift premium pay is excluded from all figures, as well as miners' expenses for tools, explosives, etc. Full-time earnings reflect weekday pay (Monday through Friday) except between Nov. 3, 1943, and Apr. 1, 1945, when premium rates were paid for part of work on the fifth day. Full-time weekly earnings for a 6-day week are shown only for the period following the formal agreement authorizing a 6-day week (optional). These pay scales were computed for national agreements and do not take account of district variations.

² Regional differentials are not shown for years in effect. West Virginia differential was eliminated by 1934 agreement and southern differential ended with 1941 contract. The 1968 agreement eliminated the differentials in Alabama and western Kentucky in four stages; the final

stage occurred on Sept. 30, 1971.

³ Wage increases for mobile loading equipment operators exceeded those for other outside dayworkers from Oct. 2, 1933 through Apr. 1, 1941. Thereafter, all inside dayworkers for whom data are shown received the same general wage increases.

From 1948 to 1966, this classification had included operators of continuous mining machines. Effective Apr. 1, 1966, operators of continuous mining machines received an additional \$0.32 bringing their daily earnings to \$30.

The 1966 agreement eliminated the \$1.22 a day differential which had existed between helpers on mobile loading machines and those on cutting and shearing machines. Previously, the latter group had received the higher rate.

⁴ Classifications were increased to \$30 a day, effective Apr. 1, 1966.

Table 5. Earnings¹ by labor grade² and type of operation in bituminous coal mines, 1971-73

Labor grade	Effective date			Labor grade	Effective date		
	Nov. 12, 1971	Nov. 12, 1972	Nov. 12, 1973		Nov. 12, 1971	Nov. 12, 1972	Nov. 12, 1973
	Type of operation				Type of operation		
Underground workers in deep mines				Workers in strip and auger mines—Continued			
1- Full-time pay	\$ 37.00	\$ 39.75	\$ 42.25	4- Full-time daily pay	37.90	40.90	43.75
Full-time weekly pay:				Full-time weekly pay:			
5-day week	185.00	198.75	211.25	5-day week	189.50	204.50	218.75
6-day week	240.50	258.38	274.63	6-day week	246.35	265.85	284.38
Straight-time hourly rate ..	4.625	4.969	5.281	Straight-time hourly rate ..	5.228	5.641	6.034
2- Full-time daily pay	37.25	40.00	42.75	5- Full-time daily pay	\$ 39.00	\$ 42.50	\$ 46.00
Full-time weekly pay:				Full-time weekly pay:			
5-day week	186.25	200.00	213.75	5-day week	195.00	212.50	230.00
6-day week	242.13	260.00	277.88	6-day week	253.50	276.25	299.00
Straight-time hourly rate ..	4.656	5.000	5.344	Straight-time hourly rate ..	5.379	5.862	6.345
3- Full-time daily pay	37.45	40.45	43.25	6- Full-time daily pay	42.00	46.00	50.00
Full-time weekly pay:				Full-time weekly pay:			
5-day week	187.25	202.25	216.25	5-day week	210.00	230.00	250.00
6-day week	243.43	262.93	281.13	6-day week	273.00	299.00	325.00
Straight-time hourly rate ..	4.681	5.056	5.406	Straight-time hourly rate ..	5.793	6.345	6.897
4- Full-time daily pay	38.75	41.75	44.75	Workers at surface facilities for deep or surface mines			
Full-time weekly pay:				1- Full-time daily pay	35.80	38.40	41.00
5-day week	193.75	208.75	223.75	Full-time weekly pay:			
6-day week	251.88	271.38	290.88	5-day week	179.00	192.00	205.00
Straight-time hourly rate ..	4.844	5.219	5.594	6-day week	232.70	249.60	266.50
5- Full-time daily pay	40.25	43.75	47.25	Straight-time hourly rate ..	4.938	5.297	5.655
Full-time weekly pay:				2- Full-time daily pay	36.05	38.65	41.25
5-day week	201.25	218.75	236.25	Full-time weekly pay:			
6-day week	261.63	284.38	307.13	5-day week	180.25	193.25	206.25
Straight-time hourly rate ..	5.031	5.469	5.906	6-day week	234.33	251.23	268.13
6- Full-time daily pay	41.50	45.75	50.00	Straight-time hourly rate ..	4.972	5.331	5.690
Full-time weekly pay:				3- Full-time daily pay	36.55	39.15	41.75
5-day week	207.50	228.75	250.00	Full-time weekly pay:			
6-day week	269.75	297.38	325.00	5-day week	182.75	195.75	208.75
Straight-time hourly rate ..	5.188	5.719	6.250	6-day week	237.58	254.48	271.38
Workers in strip and auger mines				Straight-time hourly rate ..	5.041	5.400	5.759
1- Full-time daily pay	36.35	38.85	41.25	4- Full-time daily pay	37.30	40.40	43.50
Full-time weekly pay:				Full-time weekly pay:			
5-day week	181.75	194.25	206.25	5-day week	186.50	202.00	217.50
6-day week	236.28	252.53	268.13	6-day week	242.45	262.60	282.75
Straight-time hourly rate ..	5.014	5.359	5.690	Straight-time hourly rate ..	5.145	5.572	6.000
2- Full-time daily pay	36.50	39.00	41.50	5- Full-time daily pay	38.00	41.50	45.00
Full-time weekly pay:				Full-time weekly pay:			
5-day week	182.50	195.00	207.50	5-day week	190.00	207.50	225.00
6-day week	237.25	253.50	269.75	6-day week	247.00	269.75	292.50
Straight-time hourly rate ..	5.034	5.379	5.724	Straight-time hourly rate ..	5.241	5.724	6.207
3- Full-time daily pay	37.00	39.50	42.00				
Full-time weekly pay:							
5-day week	185.00	197.50	210.00				
6-day week	240.50	256.75	273.00				
Straight-time hourly rate ..	5.103	5.448	5.793				

¹Full-time daily and weekly earnings reflect gross pay for normal hours in effect at the time (table 1b), including straight-time and premium pay for scheduled overtime hours. Straight-time hourly earnings exclude premium pay for overtime. Shift premium pay, as well as miners' expenses for tools, explosives, etc., are excluded from all figures. Full-time daily earnings reflect weekday pay (Monday through Friday).

²See table 4 for job classifications (and selected job titles) included in labor grades. Tables 5 and 7 reflect the consolidation by the 1971 agreement of numerous job titles and classifications. (Before Nov. 12, 1971, earnings were shown by selected job classifications instead of by labor grade).

Table 6. Earnings¹ by labor grade² and type of operation in bituminous coal mines, 1974-80

Labor grade and pay schedule	Effective date					
	Nov. 12, 1974	Nov. 12, 1975	Nov. 12, 1976	Mar. 27, 1978	Mar. 27, 1979 ³	Mar. 27, 1980 ³
	Underground workers in deep mines					
Training rate⁴:						
Full-time daily pay	\$42.75	\$44.46	\$45.79	\$60.19	\$65.79	\$71.39
Full-time weekly pay:						
5-day week	213.75	222.30	228.95	300.95	328.95	356.95
6-day week	277.88	288.99	297.64	391.24	427.64	464.04
Straight-time hourly rate	5.344	5.558	5.724	7.524	8.224	8.924
Labor grade 1:						
Full-time daily pay	47.03	48.91	50.38	64.78	70.38	75.98
Full-time weekly pay:						
5-day week	235.15	244.55	251.90	323.90	351.90	379.90
6-day week	305.69	317.91	327.47	421.07	457.47	493.87
Straight-time hourly rate	5.878	6.114	6.297	8.098	8.798	9.498
Labor grade 2:						
Full-time daily pay	47.58	49.48	50.96	65.36	70.96	76.56
Full-time weekly pay:						
5-day week	237.90	247.40	254.80	326.80	354.80	382.80
6-day week	309.27	321.62	331.24	424.84	461.24	497.64
Straight-time hourly rate	5.947	6.185	6.370	8.170	8.870	9.570
Labor grade 3:						
Full-time daily pay	49.23	51.20	52.74	67.14	72.74	78.34
Full-time weekly pay:						
5-day week	246.15	256.00	263.70	335.70	363.70	391.70
6-day week	319.99	332.80	342.81	436.41	472.81	509.21
Straight-time hourly rate	6.154	6.400	6.592	8.393	9.093	9.793
Labor grade 4:						
Full-time daily pay	51.98	54.06	55.68	70.08	75.68	81.28
Full-time weekly pay:						
5-day week	259.90	270.30	278.40	350.40	378.40	406.40
6-day week	337.87	351.39	361.92	455.52	491.92	528.32
Straight-time hourly rate	6.497	6.757	6.960	8.760	9.460	10.16
Labor grade 5:						
Full-time daily pay	55.00	57.20	58.92	73.32	78.92	84.52
Full-time weekly pay:						
5-day week	275.00	286.00	294.60	366.60	394.60	422.60
6-day week	357.50	371.80	382.98	476.58	512.98	549.38
Straight-time hourly rate	6.875	7.150	7.365	9.165	9.865	10.565
Strip and auger mines						
Labor grade 1:						
Full-time daily pay	45.65	47.48	48.90	\$61.95	67.03	72.10
Full-time weekly pay:						
5-day week	228.25	237.40	244.50	309.75	335.15	360.50
6-day week	296.72	308.62	317.85	402.68	435.69	468.65
Straight-time hourly rate	6.296	6.549	6.745	8.545	9.245	9.945
Labor grade 2:						
Full-time daily pay	46.20	48.05	49.49	62.54	67.62	72.69
Full-time weekly pay:						
5-day week	231.00	240.25	247.45	312.70	338.10	363.45
6-day week	300.30	312.32	321.68	406.51	439.53	472.49
Straight-time hourly rate	6.372	6.627	6.826	8.626	9.326	10.026
Labor grade 3:						
Full-time daily pay	48.13	50.06	51.56	64.61	69.69	74.76
Full-time weekly pay:						
5-day week	240.65	250.30	257.80	323.05	348.45	373.80
6-day week	312.84	325.39	335.14	419.97	452.99	485.94
Straight-time hourly rate	6.639	6.905	7.112	8.912	9.612	10.312
Labor grade 4:						
Full-time daily pay	\$50.60	\$52.62	\$54.20	\$67.25	\$72.33	\$77.40
Full-time weekly pay:						
5-day week	253.00	263.10	271.00	336.25	361.65	387.00
6-day week	328.90	342.03	352.30	437.13	470.15	503.10
Straight-time hourly rate	6.979	7.258	7.476	9.276	9.976	10.676
Labor grade 5:						
Full-time daily pay	55.00	57.20	58.92	71.97	77.05	82.12
Full-time weekly pay:						
5-day week	275.00	286.00	294.60	359.85	385.25	410.60
6-day week	357.50	371.80	382.98	467.81	500.83	533.78
Straight-time hourly rate	7.586	7.890	8.127	9.927	10.627	11.327

See footnotes at end of table.

Table 6. Earnings¹ by labor grade² and type of operation in bituminous coal mines, 1974-80—Continued

Labor grade and pay schedule	Effective date					
	Nov. 12, 1974	Nov. 12, 1975	Nov. 12, 1976	Mar. 27, 1978	Mar. 27, 1979 ³	Mar. 27, 1980 ³
Workers at surface facilities for deep or surface mines						
Labor grade 1:						
Full-time daily pay	45.38	47.20	48.62	61.67	66.75	71.82
Full-time weekly pay:						
5-day week	226.90	236.00	243.10	308.35	333.75	359.10
6-day week	294.97	306.80	316.03	400.86	433.88	466.83
Straight-time hourly rate	6.259	6.510	6.706	8.506	9.206	9.906
Labor grade 2:						
Full-time daily pay	45.93	47.77	49.20	62.25	67.33	72.40
Full-time weekly pay:						
5-day week	229.65	238.85	246.00	311.25	336.65	362.00
6-day week	298.54	310.50	319.80	404.63	437.65	470.60
Straight-time hourly rate	6.335	6.589	6.786	8.586	9.286	9.986
Labor grade 3:						
Full-time daily pay	47.85	49.76	51.25	64.30	69.38	74.45
Full-time weekly pay:						
5-day week	239.25	248.80	256.25	321.50	346.90	372.25
6-day week	311.02	323.44	333.12	417.95	450.97	483.93
Straight-time hourly rate	6.600	6.863	7.069	8.869	9.569	10.269
Labor grade 4:						
Full-time daily pay	49.50	51.48	53.02	66.07	71.15	76.22
Full-time weekly pay:						
5-day week	247.50	257.40	265.10	330.35	355.75	381.10
6-day week	321.75	334.62	344.63	429.46	462.48	495.43
Straight-time hourly rate	6.827	7.101	7.313	9.113	9.813	10.513

¹Excludes cost-of-living adjustments resulting from wage escalator clause provided under 1974 settlement until incorporated into wage rates. See table 3 for formula and resulting adjustments. Full-time daily and weekly earnings reflect gross pay for normal hours (table 2), including straight-time and premium pay for scheduled overtime hours. Straight-time hourly earnings exclude premium pay for overtime. Shift premium pay, as well as miners' expenses for tools, explosives, etc., are excluded from all figures. Full-time daily earnings reflect weekday pay (Monday through Friday).

²The 1974 settlement merged the lowest labor grade (grade 1) into grade 2, resulting in a special pay increase for 6,700 affected employees. The new renumbered pay structure consisted of 5 grades (1

through 5) for underground workers in deep mines, 5 grades for workers at strip and auger mines, and 4 grades for workers at surface facilities for deep or surface mines. See table 4 for the job classifications in the various labor grades.

³Rates shown reflect general wage increases of 70 cents an hour, 30 cents of which was designated guaranteed cost-of-living adjustment, automatically incorporated into standard pay rates.

⁴Established by 1974 agreement, to apply to new inexperienced underground workers during first 90 days of employment. Workers then advanced to grade 1 or to grade of job to which they were assigned or had bid on.

Table 7. Job classifications (and selected job titles)¹ by labor grade, November 12, 1971–December 6, 1974

Labor grade	Job classifications (and selected job titles)
Underground workers in deep mines	
1	Unskilled laborers (including <i>timbermen helpers, trackmen helpers, wiremen helpers</i>).
2	Belmen; <i>bonders; brakemen</i> (including <i>snappers</i>); ² bratticemen; general inside labor including bottom cagers); electricians' helpers; mechanics' helpers; masons; <i>pumpers; timbermen; trackmen; wiremen</i> .
3	Motormen; shuttle car operators (including <i>rubber tire shuttle car</i>). ³
4	<i>Coal drillers</i> ; shooters (including <i>drillers and shooters on mechanical section</i>); precision masons, construction; facemen; dumpers.
5	Cutting machine operators (including <i>cutting and shearing machine operators and helpers</i>); loading machine operators (including <i>mobile rock loading machine</i>); dispatchers; roof bolters (including <i>roof bolter on continuous mining machine and rock drillers</i>); general inside repairmen and welders; designated machine operator helpers;
6	<i>Continuous mining machine operators</i> ; longwill machine operators; <i>electricians; mechanics; firebosses; first class welders</i> .
Workers in strip and auger mines	
1	Unskilled laborers (including <i>car cleaners</i>).
2	<i>Car droppers</i> ; car dumpers (including <i>dumpers</i>); car trimmers; samplers; truck drivers, service; service; utilitymen.
3	Tipple attendant; electricians' helpers; mechanics' helpers; machinists' helpers; repairmen's helpers.
4	Mobile equipment operators; stationary equipment operators; repairmen (including <i>car repairmen</i>); welders; drillers and shooters; groundmen.
5	Electricians; machinists; mechanics; first class welders; shovel and dragline oilers.
6	Coal loading shovel operators; overburden stripping machine operators; master electricians.
Workers at surface facilities for deep or surface mines	
1	Unskilled laborers (including <i>sand dryers and car cleaners</i>).
2	<i>Car droppers</i> ; car dumpers (including <i>dumpers</i>); car trimmers (including <i>trimmers</i>); samplers; <i>bit sharpeners</i> ; truck drivers, service; equipment operators, service; preparation plant, utility men; surface utility men.
3	Tipple attendant; dock men; electricians' helpers; machinists' helpers; mechanics' helpers; repairmen's helpers.
4	Mobile equipment operators; stationary equipment operators; railroad car loader operators; repairmen (including <i>car repairmen</i>); welders.
5	Electricians; machinists; mechanics; first class welders; preparation plant central control operators.

¹This table shows major job classification headings under which all job titles are grouped. Some job titles also are shown (underscored in parentheses) which are selected occupations shown in table 4a. Other selected occupations also shown in table 4a are major job classification headings (underscored) with identical job titles under such headings.

²The 1971 agreement incorporated the previous job designation of spragger into the brakeman classification.

³The 1971 agreement incorporated the previous job designation of driver into this classification.

NOTE: The Bureau has introduced new job titles to eliminate those that denote sex stereotypes. This bulletin, however, retains old titles which refer specifically to contractual definitions.

Table 8. Job classifications by labor grade, December 6, 1974—March 31, 1981

Labor grade	Job classifications
	Underground workers in deep mines
1	Unskilled laborers; ¹ beltmen; bonders; brakemen; bratticemen; general inside labor; masons; pumpers; timbermen; trackmen; wiremen.
2	Motormen; ² maintenance trainees; ³ electrician trainees; ³ electricians' helpers', mechanics' helpers.
3	Coal drillers; shooters; precision masons, construction; facemen; dumpers; shuttle car operators. ⁴
4	Cutting machine operators; loading machine operators; dispatchers; machine operator helpers; general inside repairmen and welders; rock drillers; continuous miner helper-trainees; ⁵ roof bolter helper-trainees; Maintenance trainees; ⁶ electrician trainees. ⁶
5	Continuous mining machine operators; longwall machine operators; electricians; mechanics; firebosses; first class welders; roof bolters. ⁴
Workers in strip and auger mines	
1	Unskilled laborers; ¹ car droppers; car dumpers; car trimmers; samplers; truckdrivers, service; utilitymen.
2	Tipple attendants; electricians' helpers; mechanics' helpers; machinists' helpers; repairmen's helpers; boat deck hands; dock hands; maintenance trainees; ³ electrician trainees. ³
3	Mobile equipment operators; stationary equipment operators; repairmen; welders; drillers and shooters; maintenance trainees; ⁶ electrician trainees. ⁶
4	Electricians; machinists; mechanics; first class welders; shovel and dragline oilers; groundmen. ⁴
5	Coal loading shovel operators; overburden stripping machine operators; master electricians.
Workers at surface facilities for deep or surface mines	
1	Unskilled laborers; ¹ car droppers; car dumpers; car trimmers; samplers; bit sharpeners; truckdrivers, service; equipment operators, service; preparation plant, utilitymen; surface utilitymen.
2	Tipple attendants; dock men; electricians' helpers; machinists' helpers; mechanics' helpers; repairmen's helpers; electrician trainees; ⁶ maintenance trainees. ³
3	Mobile equipment operators; stationary equipment operators; railroad car loader operators; repairmen; welders; maintenance trainees; ⁶ electrician trainees. ⁶
4	Electricians; machinists; mechanics; first class welders; preparation plant central control operators.

¹The 1974 settlement merged the former lowest labor grade (grade 1) into the next lowest, resulting in the upgrading of 6,700 employees in the job titles within the unskilled laborers' classification. The new renumbered pay structure consisted of 5 grades (1 through 5) for underground workers in deep mines, 5 grades for workers at strip and auger mines, and 4 grades for workers at surface facilities for deep or surface mines.

²Motormen delivering coal on main line to final destination paid at grade 3 rate.

³New job classification in 1974 agreement. Within 6 months, trainees moved up to the grade applicable to fully trained employees.

⁴Classified one grade lower before 1974 agreement.

⁵New job classification in 1974 agreement. Within 120 days, trainees move up to continuous mining machine operator helper (grade 5).

⁶New job classification in 1974 agreement. Within 12 months, trainees move up to the grade applicable to fully trained employees.

NOTE: The Bureau has introduced new job titles to eliminate those that denote sex stereotypes. For this bulletin, however, old titles have been retained because they refer specifically to contractual definitions.

Table 9. Supplementary compensation practices

Effective date	Provisions		
	Outside dayworkers	Inside dayworkers	Inside tonnage and piece-rate workers
	Overtime pay ¹		
Oct. 2, 1933	No provision for overtime premium pay.	No provision for overtime premium pay.	No provision for overtime premium pay.
Apr. 1, 1937	Time and one-half for hours over 7 per day and 35 per week.	Time and one-half for hours over 7 per day and 35 per week (at the face).	No provision for overtime premium pay.
Jan. 1943 ²	No change.	No change.	Time and one-half for work performed after 35 hours per week (at face).
Nov. 3, 1943	Time and one-half for hours over 7 per day and 35 per week at straight-time rates. Double time for 7th consecutive day.	Time and one-half for productive time after 40 hours (productive and travel time combined) within first 5 days of workweek and for all productive time on 6th day worked. Time and one-half for travel time after 40 elapsed hours during workweek. Double time for 7th consecutive day.	Time and one-half (applied to average productive earnings and special travel rate, separately) for hours over 40 per week (productive and travel time combined). Double time for 7th consecutive day.
Apr. 1, 1945	No change.	Time and one-half for 8th hour of 9-hour day and \$1.50 to all workers for 9th hour. Time and one-half after 35 hours (portal-to-portal) worked at straight-time rates within week. Double time for 7th consecutive day.	Gross daily earnings increased by 1/9 to compensate for travel time and for overtime after 7 hours. Time and one-half after 35 hours (portal-to-portal) worked at straight-time rates within week. Double time for 7th consecutive day.
May 22, 1946	Added: Time and one-half for work on 6th consecutive day	Added: Time and one-half for work on 6th consecutive day.	Added: Time and one-half for work on 6th consecutive day.
July 1, 1947	Time and one-half for hours over 7 1/4 per day and 36 1/4 per week and for 6th consecutive day. Double time for 7th consecutive day.	Time and one-half for hours over 8 per day and 40 per week (portal-to-portal) and for 6th consecutive day. Double time for 7th consecutive day.	Time and one-half for hours over 8 per day and 40 per week (portal-to-portal) and for 6th consecutive day. Double time for 7th consecutive day.
Sept. 1, 1955 (by amendment of August 1955)	Added: Time and one-half for work on Saturday; double time for work on Sunday.	Added: Time and one-half for work performed on Saturday; double time for work on Sunday.	Added: Time and one-half or rate and one-half for work performed on Saturday; double time or double rate for work on Sunday.
	Pay for travel time		
Oct. 2, 1933	No travel time.	Travel time not paid for.	Travel time not paid for
Nov. 3, 1943	No travel time.	45 minutes of travel time per day, paid for at 2/3 of regular rate. Subject to overtime provisions.	45 minutes of travel time per day, paid for at 2/3 of hourly earnings. Subject to overtime provisions.
Apr. 1, 1945 ³	No travel time.	Travel time considered as working time and paid for accordingly. Subject to overtime provisions.	Travel time considered as working time and paid for by increasingly daily production earnings (including overtime premium pay on 6th day by 1/9).

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Shift premium pay		
<p>Oct. 2, 1933</p> <p>Apr. 1, 1945</p> <p>Apr. 1, 1966 (amendment dated Apr. 27, 1966).</p> <p>Apr. 1, 1966 (memorandum of understanding dated Aug. 29, 1966).</p> <p>Nov. 12, 1971 (agreement of same date).</p> <p>Dec. 6, 1974 (agreement of same date).</p> <p>Mar. 27, 1978 (agreement of same date).</p>	<p>No provision for shift premiums.</p> <p>2nd shift, 4 cents an hour; 3d shift, 6 cents an hour.</p> <p>Increased to: 2d shift—8 cents an hour; 3d shift—10 cents an hour.</p> <p>.....</p> <p>Increased: To 10 cents and 15 cents for work on 2nd and 3rd shifts, respectively.</p> <p>Increased: To 15 cent and 20 cents for work on 2nd and 3rd shifts, respectively.</p> <p>Increased: To 20 cents and 30 cents for work on 2nd and 3rd shifts, respectively.</p>	<p>For each hour employed, portal-to-portal.</p> <p>Added: Shift premium considered as part of regular rate for computing overtime and premium rates.</p> <p>Added: Shift premium considered part of regular rate for computing holiday and vacation pay.</p> <p>Shift premium considered part of regular rate for computing overtime, premium rates, holidays, vacation, and reporting, jury duty, military duty, and bereavement pay, and personal or sick leave.</p>
Holiday pay		
<p>Oct. 2, 1933</p> <p>Jan. 1943</p> <p>Oct. 1, 1956 (by amendment of October 1956).</p> <p>Apr. 2, 1964 (amendment dated Mar. 23, 1964).</p> <p>Apr. 1, 1966 (amendment dated Apr. 26, 1966, and memoranda of understanding dated Aug. 29 and Oct. 11, 1966).</p> <p>Oct. 1, 1968 (agreement dated Oct. 14, 1968).</p> <p>Jan. 1, 1972 (agreement dated Nov. 12, 1971).</p> <p>Dec. 6, 1974 (agreement of same date).</p>	<p>No provisions for work on holidays.</p> <p>Time and one-half for work on specified holidays.</p> <p>Changed to: Double time or double rates for work on holiday specified in district agreements.</p> <p>Established: 7 national unpaid holidays; workers continued to receive double time for work on holidays.</p> <p>Established: 8 paid holidays at straight-time; triple time for work on those days.</p> <p>.....</p> <p>Added: 1 paid holiday (total 9).</p> <p>Added: 1 paid holiday (total 10).</p>	<p>Holidays observed are recognized in district agreements.</p> <p>Holidays observed are recognized in district agreements.</p> <p>Holidays were: New Year's Day, April 1, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. Holidays falling on Saturday or Sunday were observed on the preceding or following day, respectively.</p> <p>Formerly, holidays were established by district agreements.</p> <p>Holidays were the 7 formerly unpaid holidays, plus Veterans Day.</p> <p>Pay to include shift differential, as paid on last day worked before holiday.</p> <p>Employee must have worked his last scheduled day before and first scheduled day following the holiday, or had good cause for absence from work.</p> <p>Employee forced to cease work because of injury or personal illness was paid for all holidays, when due, that occurred in the following 364-day period if medical proof of disability was established. After that period, he was eligible only for paid holidays that occurred after his return to regular employment.</p> <p>Changed: Holidays falling on Saturday were not observed on the preceding Friday, as formerly.</p> <p>Changed: Employee paid for unworked holiday if he was not absent from work because of an unauthorized work stoppage on last scheduled day before and first scheduled day after the holiday.</p> <p>Holiday was employee's birthday. If his birthday was on February 29 or one of the other 8 paid holidays, he could elect another day.</p> <p>Holiday was December 24. Pay for all holidays changed to include regularly scheduled overtime employee otherwise would have received.</p>
Paid vacations		
<p>Oct. 2, 1933</p> <p>Apr. 1, 1941</p> <p>Apr. 1, 1943</p> <p>Apr. 1, 1945</p> <p>May 1946</p> <p>Sept. 1, 1955 (by amendment of August 1955).</p> <p>Oct. 1, 1956 (by amendment of October 1956).</p> <p>Jan. 1, 1959 (by amendment dated Dec. 3, 1958).</p> <p>Apr. 2, 1964 (amendment dated Mar. 23, 1964).</p>	<p>No provisions for paid vacations.</p> <p>Employees with 1 year or more of service —10 consecutive calendar days. Vacation pay, \$20.</p> <p>Vacation pay increased to \$50.</p> <p>Vacation pay increased to \$75.</p> <p>Vacation pay increased to \$100.</p> <p>.....</p> <p>Vacation period increased from 10 to 12 consecutive calendar days.</p> <p>Vacation pay increased from \$100 to \$140.</p> <p>Increased vacation pay from \$140 to \$180 and vacation period from 12 to 14 calendar days.⁴</p> <p>Increased vacation pay from \$180 to \$200.</p> <p>Increased: Vacation pay to \$225 from \$200.</p>	<p>Annual mid-year vacation period, during which coal production ceases. No vacation pay for employees with less than a year's service. (The 1941 vacation period was curtailed to 5 days, that for 1942 to 3 days, with full vacation pay.)</p> <p>1943 and 1944 vacations suspended, but full vacation payment made.</p> <p>1945 vacation suspended, but full vacation payment made.</p> <p>For employees with 1 year's service between specified dates.</p> <p>Those entering or leaving employment during qualifying period paid prorated amounts.</p> <p>Changed: From 1 industry wide vacation period to 2 separate periods, each operator to select a period.</p> <p>Changed: Employees who entered or returned to their jobs from the Armed Forces during the qualifying period received the full amount of vacation pay.</p>

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provisions	Applications, exceptions, and other related matters																												
Paid vacations—Continued																														
Apr. 1, 1966 (amendment dated Apr. 27, 1966, and memorandum of understanding dated Aug. 29, 1966).	Increased: Pay to 10 times employee's day-wage rate.	Payment computed on basis of straight-time earnings, plus any shift differential paid on the last day worked, in the last closed and calculated pay period worked before the Vacation Pay date.																												
Oct. 1, 1968 (agreement dated Oct. 14, 1968).	Added: Additional days of vacation computed as follows:	Added: Operator could continue operations during the 1967 and 1968 industry wide vacation periods of 14 consecutive days and schedule individual employees' vacations throughout the year.																												
	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Length of continuous service</i></th> <th style="text-align: right;"><i>Additional days per year</i></th> </tr> </thead> <tbody> <tr><td>10 but less than 11 years</td><td style="text-align: right;">1</td></tr> <tr><td>11 but less than 12 years</td><td style="text-align: right;">2</td></tr> <tr><td>12 but less than 13 years</td><td style="text-align: right;">3</td></tr> <tr><td>13 but less than 14 years</td><td style="text-align: right;">4</td></tr> <tr><td>14 but less than 15 years</td><td style="text-align: right;">5</td></tr> <tr><td>15 but less than 16 years</td><td style="text-align: right;">6</td></tr> <tr><td>16 but less than 17 years</td><td style="text-align: right;">7</td></tr> <tr><td>17 but less than 18 years</td><td style="text-align: right;">8</td></tr> <tr><td>18 but less than 19 years</td><td style="text-align: right;">9</td></tr> <tr><td>19 years or over</td><td style="text-align: right;">10</td></tr> </tbody> </table>	<i>Length of continuous service</i>	<i>Additional days per year</i>	10 but less than 11 years	1	11 but less than 12 years	2	12 but less than 13 years	3	13 but less than 14 years	4	14 but less than 15 years	5	15 but less than 16 years	6	16 but less than 17 years	7	17 but less than 18 years	8	18 but less than 19 years	9	19 years or over	10	Continuous service was defined as employment which was not broken by voluntary quitting, discharge, retirement, or a permanent and total disability under Federal and/or State laws which provide compensation therefore. Continuous employment for determining graduated vacation was based on number of years employee worked for the company as of May 31 of year in which graduated vacation was due.						
<i>Length of continuous service</i>	<i>Additional days per year</i>																													
10 but less than 11 years	1																													
11 but less than 12 years	2																													
12 but less than 13 years	3																													
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19 years or over	10																													
Nov. 12, 1971 (agreement of same date).	Established: Christmas bonus of \$120 in 1969, 1970, and 1971, for employees with 1 year of service before Dec. 1 of year in which bonus to be paid.	Added: Employees who rotated on all 3 shifts or on first and second shifts only, were allowed averaged shift differentials of 6 cents and 4 cents an hour, respectively, in computing vacation pay.																												
	Continued: Christmas bonus of \$120 each year	Continued: Operator could elect to continue operations during industrywide vacation periods of 14 consecutive days and schedule individual employee's vacation throughout the year.																												
Apr. 1, 1973 (agreement dated Nov. 12, 1971).	Increased: Pay for the basic vacation period of 14 consecutive days to 11 times employee's day-wage rate.	Bonus reduced for each calendar month during the immediately preceding Dec. 1 through Nov. 30 qualifying period in which employee did not work scheduled days during that month, unless due to good cause.																												
Apr. 1, 1974 (agreement dated Nov. 12, 1971).	Increased: Pay for the basic vacation period of 14 consecutive days to 12 times employee's day-wage rate.	Pro rata bonus payments were made for months on payroll for those given employment or laid off during Dec. 1 to Nov. 30 qualifying period.																												
Dec. 6, 1974 (agreement of same date).	Added: 1 day for employees with 7 but less than 8 years of service, 2 days for 8 but less than 9 years, and 3 days for 9 or more years of service, resulting in following entitlements under that portion of the plan providing vacations graduated according to years of service.	Increased: Employees who rotated on all 3 shifts or on first and second shifts only were allowed average shift differentials of 8 1/2 cents and 5 cents an hour, respectively, in computing vacation pay.																												
	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>Years of continuous service</i></th> <th style="text-align: right;"><i>Vacation days per year</i></th> </tr> </thead> <tbody> <tr><td>7 but less than 8</td><td style="text-align: right;">1</td></tr> <tr><td>8 but less than 9</td><td style="text-align: right;">2</td></tr> <tr><td>9 but less then 10</td><td style="text-align: right;">3</td></tr> <tr><td>10 but less than 11</td><td style="text-align: right;">4</td></tr> <tr><td>11 but less than 12</td><td style="text-align: right;">5</td></tr> <tr><td>12 but less than 13</td><td style="text-align: right;">6</td></tr> <tr><td>13 but less than 14</td><td style="text-align: right;">7</td></tr> <tr><td>14 but less than 15</td><td style="text-align: right;">8</td></tr> <tr><td>15 but less than 16</td><td style="text-align: right;">9</td></tr> <tr><td>16 but less than 17</td><td style="text-align: right;">10</td></tr> <tr><td>17 but less than 18</td><td style="text-align: right;">11</td></tr> <tr><td>18 but less than 19</td><td style="text-align: right;">12</td></tr> <tr><td>19 or over</td><td style="text-align: right;">13</td></tr> </tbody> </table>	<i>Years of continuous service</i>	<i>Vacation days per year</i>	7 but less than 8	1	8 but less than 9	2	9 but less then 10	3	10 but less than 11	4	11 but less than 12	5	12 but less than 13	6	13 but less than 14	7	14 but less than 15	8	15 but less than 16	9	16 but less than 17	10	17 but less than 18	11	18 but less than 19	12	19 or over	13	Added: Continuous employment was not interrupted or broken by layoff; by transfer between mines of same employer; or by sale, lease, sublease, or assignment of any mine to which the National Bituminous Coal Wage agreement was applicable for employees who were continued in employment or re-employed by the successor company.
<i>Years of continuous service</i>	<i>Vacation days per year</i>																													
7 but less than 8	1																													
8 but less than 9	2																													
9 but less then 10	3																													
10 but less than 11	4																													
11 but less than 12	5																													
12 but less than 13	6																													
13 but less than 14	7																													
14 but less than 15	8																													
15 but less than 16	9																													
16 but less than 17	10																													
17 but less than 18	11																													
18 but less than 19	12																													
19 or over	13																													
		Added: Employee who was forced to cease work due to illness or injury was paid full graduated vacation payment for calendar year in which he ceased work and full graduated vacation payment for calendar year he returned to work.																												
		Added: Prorata bonus payments for months on payroll were extended to those who retired, received leave of absence to serve as a union representative, entered or returned from the Armed Forces, or left employment because of sickness or injury during the qualifying period.																												
		Graduated days of vacation would be in addition to the existing "basic" vacation of 14 consecutive days off with 12 days' pay plus the 2 paid "floating" days. Basic and floating vacation applied to all employees with at least 1 year of service.																												

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provisions	Applications, exceptions, and other related matters
Paid vacations—Continued		
Jan. 1, 1975 (agreement of Dec. 6, 1974).	Added: 2 additional floating days for employees with a minimum of 1 year of service.	Increased: Employees who rotated on all 3 shifts or on 1st and 2nd shifts only would be allowed averaged shift differentials of 1½ cents and 7½ cents an hour, respectively, in computing vacation pay.
Dec. 6, 1975 (agreement of Dec. 6, 1974).	Terminated: Annual Christmas bonus (maximum \$120), effective after the payment in December 1974.	
Mar. 27, 1978 (agreement of same date).	Increased: To 4 paid "floating" days per year for all employees with at least 1 year of service.	
	Increased: Separate graduated vacation plan by 1 day for employees with 6 but less than 19 years of service to provide:	Graduated days of vacation were in addition to the "basic" vacation of 14 consecutive days off with 12 days' pay plus 4 paid "floating" days. Basic and floating vacation days applied to all employees with at least 1 year of service.
	<i>Additional days</i>	Increased: Employees who rotated on all shifts or on 1st and 2nd shifts only were allowed averaged shift differentials of 16½ cents and 10 cents an hour, respectively, in computing vacation pay.
	<i>Years of continuous service per year</i>	
	6 but less than 7	
	7 but less than 8	
	8 but less than 9	
	9 but less than 10	
	10 but less than 11	
	11 but less than 12	
	12 but less than 13	
	13 but less than 14	
	14 but less than 15	
	15 but less than 16	
	16 but less than 17	
	17 but less than 18	
	18 but less than 19	
Work tools, equipment, and supplies		
Oct. 2, 1933 .....	.....	Matters affecting cost of explosives, blacksmithing, and electric cap lamps referred to district conferences.
Apr. 1, 1943	Necessary tools, blacksmithing, and safety equipment and devices, including electric cap lamps and carbide lamps, to be finished by operators, except when operator elects to pay worker 6 cents per day for furnishing own carbide lamp and carbide.	Provision was contained in directive order of National War Labor Board dated June 18, 1943, and appeared in Nov. 3, 1943, contract for first time. Matters affecting cost of explosives referred to district conferences.
Nov. 12, 1972 (agreement dated Nov. 12, 1971).	Added: \$10 per year allowance provided for protective hats, clothing, shoes, and goggles.	Safety equipment and devices, including electric cap lamps continued to be provided by employer.
Nov. 12, 1973 (agreement dated Nov. 12, 1971).	Increased: Protective clothing allowance to \$20 per year.	
Dec. 6, 1974 (agreement of same date).	Increased: Protective clothing allowance, to \$75 per year.	Provision on company purchase of safety equipment and supplies revised to specify all items: Electric cap lamps, self rescuer, personal ear plugs, prescription safety glasses (excluding eye examinations), nonprescription safety glasses or goggles, and knee pads.
Mar. 27, 1978 (agreement of same date).	Increased: Protective clothing allowance, to \$100 per year.	
Mar. 27, 1979 (agreement of Mar. 27, 1978)	Increased: Protective clothing allowance, to \$125 per year.	
Jury duty		
Apr. 1, 1966 (amendment dated Apr. 27, 1966).	Established: Regular employee to receive difference between jury fees and earnings lost while on jury duty.	
Dec. 6, 1974 (agreement of same date).	Added: Regular employee to receive regularly scheduled overtime or premium pay in addition to wages lost.	

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Reporting allowance		
<p>Oct. 2, 1933</p> <p>Apr. 1, 1966 (amendment dated Apr. 27, 1966).</p> <p>Oct. 1, 1968 (agreement dated Oct. 14, 1968).</p>	<p>Dayworkers going into mine in morning receive minimum of 2 hours' pay.</p> <p>Increased to: Minimum of 4 hours' pay for workers who enter the mine.</p> <p>Changed: Minimum of 4 hours' pay for workers who report for work at usual starting time, unless notified not to report for work by management.</p>	<p>Inside dayworkers could be given other work if the regular work could not be furnished.</p> <p>Added: Reporting pay not applicable if employee refused work assigned by employee.</p>
Bereavement pay		
<p>Nov. 12, 1971 (agreement of same date).</p> <p>Dec. 6, 1974 (agreement of same date).</p> <p>Mar. 27, 1978 (agreement of same date).</p>	<p>Established: Up to 3 days of paid leave for employee who attended funeral of member of immediate family.</p> <p>.....</p> <p>.....</p>	<p>Immediate member of family include wife, mother, father, mother-in-law, father-in-law, son, daughter, brother, and sister.</p> <p>Paid leave expanded to cover death of step-parents, grandparents, and grandchildren.</p> <p>Added: Paid leave expanded to cover death of step-children.</p>
Personal or sick leave		
<p>Jan. 1, 1975 (agreement of Dec. 6, 1974).</p>	<p>Established: Employees with a minimum of 1 year service entitled to 5 paid days off per year for sickness, accident, emergency, or personal business.</p>	
Sickness and accident benefits		
<p>May 1, 1975 (agreement of Dec. 6, 1974).</p> <p>Mar. 27, 1978 (agreement of same date).</p> <p>Mar. 27, 1979 (agreement dated Mar. 27, 1978).</p> <p>Mar. 27, 1980 (agreement dated Mar. 27, 1978).</p>	<p>Established: Sickness and accident benefits of \$100 per 7-day week (\$14.29 per day of incapacity). Set minimum eligibility requirement for sickness for off-the-job accidents at 6 months' service with current employer. On-the-job accident would be covered from day of hire. Maximum duration of all accident benefits was to be 52 weeks, depending only on the severity. Maximum duration of sickness benefits would also be contingent on length of service with current employer, as follows: Maximum 6 weeks for 6 months but less than 1 year of service, 13 weeks for 1 but less than 5 years, 26 weeks for 5 but less than 10 years, 39 weeks for 10 but less than 15 years, and maximum 52 weeks for 15 years or more.</p> <p>Increased: Sickness and accident benefits to \$120 a week.</p> <p>Increased: Sickness and accident benefits to \$130 a week.</p> <p>Increased: Sickness and accident benefits to \$150 a week.</p>	<p>Each employer had the option to pay the benefits directly or to purchase coverage from a carrier approved by the trustees of the UMWA Health and Retirement Funds.</p> <p>Payments commenced the first day of disability for all accidents, and for illnesses which required hospitalization and surgical treatments or intensive care.</p> <p>Benefits reduced by amount of following types of compensation, to the extent they were for the same disability and period of incapacity: (1) Workers' compensation, including State black lung benefits; (2) State or Federal disability benefits, excluding veterans' benefits; (3) social security primary disability benefits; and (4) Federal black lung benefits.</p>

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and retirement benefits		
Oct. 2, 1933	No provision for health and welfare benefits.	
June 1, 1946	<p>A welfare and retirement fund was established to provide benefit payments to miners and their dependents or survivors for sickness, disability, death, or retirement, and for related purposes. Financed through contributions by operators of 5 cents for each ton of coal produced for use or sale.</p> <p>A medical and hospital fund was established for medical, hospital, and related purposes. Financed by wage deductions then being made.</p> <p>The 2 funds were to be used to complement each other</p>	
July 1, 1947.....	<p>Operators' contributions to welfare and retirement fund increased to 10 cents per ton of coal produced for use or sale.</p> <p>Medical and hospital fund was combined with welfare and retirement fund.</p>	
July 1, 1948.....	Operators' contributions to welfare and retirement fund increased to 20 cents per ton of coal produced for use or sale.	
Mar. 5, 1950	Operators' contributions to welfare and pension fund increased by 10 cents, to 30 cents per ton produced for use or sale.	<p>The plan provides:</p> <p>Pensions—\$100 a month to workers retiring after May 28, 1946, at 60 or older with 20 years of service and employed in the bituminous coal industry for at least 1 year immediately preceding retirement.</p> <p>Death benefits—\$1,000.</p> <p>Medical health and hospital service—provide for rehabilitation of disabled miners and hospitalization and in-hospital medical care to miners, their dependents, and widows and dependent children of deceased miners. Hospital service to adult dependents of living members limited to 60 days a year.</p> <p>Rehabilitation cash benefits and maintenance aid⁵—miners totally disabled or undergoing rehabilitation measures for 6 months or longer receive \$30 a month, if single, and \$10 additional for wife and each child.</p> <p>Widows and survivors benefits⁵—Widows over 50, with no children, receive \$30 a month; widows at any age, with one child, \$40 a month, and \$10 for each additional child. An orphan receives \$20 a month with \$10 a month additional for each orphan in the same household.</p>
Oct. 1, 1952	Operators' contribution increased by 10 cents, to 40 cents per ton produced for use or sale.	
Jan. 15, 1954 (action of Board of Trustees dated Jan. 14, 1954).	.....	<p>Correction:</p> <p>Rehabilitation and maintenance aid cash benefits: Discontinued: \$30 a month for totally disabled miner and an additional \$10 for wife and each dependent child under 18, or those incapacitated and living with miner, regardless of age.</p>
July 1, 1960 (action of Board of Trustees dated June 28, 1960).	.....	<p>Hospital and medical care benefits:</p> <p>Continued: Provided hospitalization, physician's services and drugs in hospital, specialists on in-patient or out-patient basis, physical rehabilitation services, and certain drugs for long-continued use. Benefits applicable to eligible dependent wives, unmarried children to age 18 or, if physically or mentally incapacitated, to age 21, and parents of miner of his wife if they have lived with miner for at least a year, and to widows and survivors for 12 months after death of miner.</p> <p>Changed: Eligibility for hospital and medical care benefits terminated if miner was self-employed or in any way connected with the ownership, operation, or management of a mine; eligibility of unemployed miner extended for 1 year after date of last regular employment with employer party to agreement.</p> <p>Death benefit:</p> <p>Continued: Funeral expense—\$350; widows; and survivors; benefit—\$650 in 11 monthly payments of \$50 and \$100 in the 12th month.</p> <p>Changed: Death benefits not applicable if deceased miner was self-employed or in any way connected with the ownership, operation, or management of a mine at time of death; deceased miner at date of death must not have been unemployed for more than 1 year after date of last employment with employer party to agreement.</p>

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and retirement benefits—Continued		
Feb. 1, 1961 (action of Board of Trustees dated Dec. 30, 1960).	<p>Pensions: Changed: No service to be credited for pension purposes for any period of self-employment or connection with the ownership, operation, or management of a mine. Reduced: Pension benefit to \$75 a month. Continued: Employee eligible for pension if he retired after May 29, 1946, at age 60 or older with (1) 20 years' employment in a classified job in industry in the 30 years preceding application, (2) regular employment in a classified job in industry immediately before May 29, 1946, and (3) permanent retirement from industry after May 29, 1946, following regular employment in a classified job with an employer party to the national agreement.</p>
Apr. 2, 1964 (amendment dated Mar. 23, 1964).	<p>Added—for commercial mines only: Contribution to welfare and retirement fund of 80 cents for each ton of coal purchased from another operator for use or resale on which a royalty had not been paid.⁶</p>
Feb. 1, 1965 (action of Board of Trustees dated Jan. 4, 1965).	<p>Pensions: Increased to \$85 a month (was \$75). Changed: Eligibility—to 55 years of age (was 60). All employment in a classified job in the industry was credited toward the 20-year service requirement. Workers who left the industry before Feb. 1, 1965, required to meet the former provision that the 20 years' service be within the 30-year period immediately preceding retirement, or to return for at least a year, until age and service requirement was met.</p>
Oct. 1, 1965 (action of Board of Trustees dated Sept. 2, 1965).	<p>Pensions: Increased to \$100 a month (from \$85).</p>
July 1, 1966 (Board of Trustees letter to annuitants dated Aug. 30, 1965).	<p>Added: Enrollment in the Federal Medicare program made mandatory for annuitants over 65 years of age; fund benefits would not be available for hospital or medical care where available under the 1965 social security amendments.</p>
Jan. 19, 1967	<p>Increased: Death benefits—to \$5,000 for widow of working miner; \$2,000 for widow or retired miner.</p>	<p>Benefit applicable in event of death on or after Jan. 1, 1967, of miner regularly employed in a classified job, and while unemployed for 1 year after such employment. For eligible survivors of working miners—funeral expense benefit of \$350, and monthly payments of \$75 until, after 59 months, a final payment of \$225 is made for the 60th month; for eligible survivors of retired miners who were unemployed at time of death—funeral expense benefit of \$350, and monthly payments of \$75 for 22 months.</p>
July 1, 1967 (action of Board of Trustees dated May 10, 1967).	<p>Hospital and medical care benefits available to active and retired miners' unmarried widows, unmarried dependent children up to age 22, and to unmarried dependent grandchildren up to age 22, if orphaned and living with miner or pensioner. Eliminated: Mine disaster benefits. Pensions: Increased to \$115 a month.</p>
Aug. 1, 1969 (action of Board of Trustees dated June 24, 1969).	<p>Pensions: Increased to \$150 a month.</p>
Apr. 1, 1971 (action of Board of Trustees dated Jan. 14, 1971).	<p>Changed: Service performed on or after Apr. 1, 1971 to be credited for pension purposes only if it was performed for employees under the national UMW contract. Changed: Employee who applied for pension between Apr. 1, 1971 and Dec. 31, 1976 must have worked for employers under UMW contract for at least 5 years after May 28, 1946 with the last year of employment before retirement in the employ of employer signatory to contract. Beginning in January 1977, an additional year of service under the contract was required each year until 1981 at which time 10 years of contract service would be required as part of the 20 years of service in the industry.</p>
Nov. 12, 1971 (agreement of same date).	
Nov. 12, 1972 (agreement dated Nov. 12, 1971).	
	
	
	
	

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters										
Health and retirement benefits—Continued												
<p>Jan. 1, 1973 (final court approval of settlement between parties obtained Feb. 26, 1973).</p>	<p>Pension eligibility rules established for certain employees as a result of Blankenship—Lamb settlement which allowed an employee born before Apr. 1, 1916 and retired before Apr. 1, 1971, to receive the standard, \$150 a month pension if he could meet all of the prerequisites of either (1) or (2) below which were:</p> <p>(1) He had (a) 20 years of classified service in the industry, and (b) 5 years classified service in the industry after May 28, 1946 with operators signatory to the UMW contract; or</p> <p>(2) He had (a) 20 years of classified service in the industry before Jan. 28, 1953, (b) some of that classified service was after May 28, 1946 for operators signatory to the UMW contract, (c) applied for a pension before Apr. 1, 1971, (d) been denied a pension solely because he did not meet the "20 out of 30 years" requirement then in effect, and (e) been unable to meet the "20 out of 30" requirement because of a serious and permanent mine-connected disability preventing work in the mines.</p>	<p>Miners who could meet the new eligibility requirements were to receive \$1,800 (1 year's retroactive pension) if they had applied for a pension before Apr. 1, 1971 and the pension was denied. Otherwise an immediate pension with no retroactivity.</p> <p>The settlement did not affect any retired or working miner who was receiving pension and/or health benefits from fund.</p> <p>A widow unmarried as of Jan. 1, 1973 was entitled to a lump sum widow's benefit if she had not already received survivor's benefit from fund and her husband was born before Apr. 1, 1916, at least age 55 at death, which occurred before Jan. 1, 1973, retired from industry before Apr. 1, 1971, and had 20 years classified service in industry, and 5 years classified service after May 28, 1946 for operator signatory to the UMW contract.</p> <p>An applicant had to file a claim before May 1, 1973 to be enrolled on Jan. 1, 1973. Those submitting claims after Apr. 30, 1973 were enrolled effective the month after receipt of claim.</p>										
<p>Jan. 1, 1973 (actions of Board of Trustees dated Oct. 18, 1972 and Jan. 9, 1973).</p>	<p>Changed: Regular eligibility rules for a pension for applicant filing on or after Jan. 1, 1973, were revised to require that applicant (a) be at least age 55, (b) have 20 years' classified service in the industry (classified service after Apr. 1, 1971 credited only if performed for signatory operator), (c) have at least 5 years of the required 20 years' service after May 28, 1946 with signatory operators (starting in 1977, the 5 years' requirement was to be increased annually by 1 year until 10 years required in 1981), and (d) have the following years of classified signatory service during the 5-year period immediately preceding his last work in the industry:</p> <table border="0" data-bbox="353 1282 690 1451"> <thead> <tr> <th style="text-align: left;"><i>Years of credited signatory service since May 28, 1946</i></th> <th style="text-align: left;"><i>Required years of signatory service in the 5-year period</i></th> </tr> </thead> <tbody> <tr> <td>5 through 9</td> <td>3</td> </tr> <tr> <td>10 through 14</td> <td>2</td> </tr> <tr> <td>15 through 19</td> <td>1</td> </tr> <tr> <td>20 or more</td> <td>0</td> </tr> </tbody> </table>	<i>Years of credited signatory service since May 28, 1946</i>	<i>Required years of signatory service in the 5-year period</i>	5 through 9	3	10 through 14	2	15 through 19	1	20 or more	0	<p>Not applicable to those covered by the above Blankenship-Lamb settlement.</p>
<i>Years of credited signatory service since May 28, 1946</i>	<i>Required years of signatory service in the 5-year period</i>											
5 through 9	3											
10 through 14	2											
15 through 19	1											
20 or more	0											

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and retirement benefits—Continued		
June 1, 1973 (action of Board of Trustees dated May 24, 1973).	<p>Added: Supplemental eligibility rules for those not otherwise eligible for a pension who were forced to cease work in the industry because of permanent and total mine-connected disability. To be eligible for a pension, the miner had to (a) be at least age 55, (b) have 20 years' classified service in the industry, (c) at time of disability, meet all other eligibility requirements (except age and any requirement of classified signatory service immediately before retirement in effect before Jan. 1, 1973), and (d) have a disability that resulted directly from classified signatory service after May 28, 1946. A disability from injury had to occur after May 28, 1946 during classified signatory service. For a disability from occupational disease (pneumoconiosis) he had either to have 10 years' classified signatory service after May 29, 1946 during the 20 years preceding disability or to have worked in classified signatory service at least one-half of the time between May 29, 1946 and the date of such disability.</p>	<p>Not applicable to progressive diseases (such as arthritis) and other diseases not endemic to coal miners.</p>
May 12, 1973 (agreement dated Nov. 12, 1971).	<p>Increased: Operators' contribution by 5 cents, to 70 cents per ton of coal produced for use or sale (\$1.10 per ton purchased from another operator for use or resale on which a royalty had not been paid).</p>	
Nov. 12, 1973 (agreement dated Nov. 12, 1971).	<p>Increased: Operators' contribution by 5 cents, to 75 cents per ton of coal produced for use or sale (\$1.15 per ton purchased from another operator for use or resale on which a royalty had not been paid).</p>	
Nov. 12, 1974 (agreement dated Nov. 12, 1971).	<p>Increased: Operators' contribution by 5 cents, to 80 cents per ton of coal produced for use or sale (1.20 per ton purchased from another operator for use or resale on which a royalty had not been paid).</p>	
Dec. 6, 1974 (agreement of same date).	<p>Changed: UMWA Welfare and Retirement Fund of 1950, which formerly provided both pension health benefits, split into two separate trusts:</p> <ul style="list-style-type: none"> (1) UMWA 1950 Pension Trust ("1950 Pension Trust"), which was to assume costs of pensions for employees who retired on or after Dec. 6, 1974. (2) UMWA 1950 Benefit Plan and Trust ("1950 Benefit Trust"), which was to assume costs of health and other benefits for employees who retired earlier. <p>Both trusts were to terminate when their obligations ended and their income was to be added to that of two additional trusts that were established:</p>	<p>Each of the 4 trusts also assumed the cost of providing those types of benefits available to survivors and dependents within the trust's jurisdiction.</p>

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and retirement benefits—Continued		
	<p>(1) UMWA 1974 Pension Trust ("1974 Pension Trust"), which was to assume costs of pensions for employees who retired on or after Dec. 6, 1974.</p> <p>(2) UMWA 1974 Benefit Plan and Trust ("1974 Benefit Trust"), which was to assume costs of health and related benefits for employees who retired on or after Dec. 6, 1974.</p> <p>Increased: Operators' total contribution for pension and health and related benefits. Contribution allocated as follows: 1950 Pension Trust—56 cents a ton, 1950 Benefit Trust—18 cents a ton, 1974 Pension Trust—19.2 cents an hour (9.4 cents per ton purchased from another operator for use or resale on which a royalty had not been paid), and 1974 Benefit Trust—70.8 cents a hour (34.8 cents a ton on purchased coal).</p> <p>Increased: Pension—to \$200 a month for current retirees.</p> <p>Established: Pensions for disabled miners. Flat \$125 for miners with less than 10 years' service. Disabled miners with 10 or more years' service credited with being age 62 (if actually younger) and as of Jan. 1, 1976, paid under the new graduated plan (described below) for normal retirements on or after that date.</p> <p>Established: Deferred vested pension. Miners with at least 10 years' service terminating employment before age 55 eligible for age-62 pension computed at unreduced rates or age-55 pension at actuarially reduced rates.</p> <p>Increased: Basic death benefits to—</p> <p>(1) \$7,500 for death of miners with 1 to 5 dependents.</p> <p>(2) \$8,000 to \$10,000 for death of miners with more than 5 dependents.</p> <p>(3) \$2,000 (\$7,500 for accidental death) for death of miners with no dependents.</p> <p>(4) \$2,500 for death of pensioners with dependents.</p> <p>(5) \$2,000 for death of pensioners with no dependents.</p> <p>Established: Additional death benefit payable to spouse of employees killed in mine accident—\$10,000 lump sum plus \$100 a month until death or remarriage.</p> <p>Changed: Requirement for health services card, resulting in following additional categories of coverage:</p>	<p>Also applied to eligible employees who retired after Dec. 6, 1974 and before Jan. 1, 1976, with increase effective on date of retirement.</p> <p>All widows or widowers of current and future pensioners to retain health services eligibility until death or remarriage.</p> <p>Disabled employees retiring after Dec. 6, 1974, but before Jan. 1, 1976 received \$125 month until latter date, when graduated benefit commenced.</p> <p>No provision for widow or widower to receive a pension.</p> <p>In item (2) graduations were \$8,000 for 6 dependents, \$8,500 for 7, \$9,000 for 8, \$9,500 for 9, and \$10,000 for 10 dependents.</p> <p>For items (1), (2) and (4), payment was to be made to surviving spouse or, if deceased, to the other surviving dependents.</p> <p>For items(3) and (5), payment was to be made to nearest designated survivor.</p> <p>This amount was in addition to any basic death benefit and pension benefit. If there was no surviving spouse, the \$10,000 was paid to any unmarried dependent children under age 22 and the \$100 a month was to continue to age 22.</p> <p>Under item (1), card holding privilege applied only while the disabled miner was receiving workers' compensation and under items (3), (4), and (5) privilege ceased when the surviving spouse remarried or died.</p>

• See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and retirement benefits—Continued		
Dec. 6, 1975 (agreement of Dec. 6, 1974).	<p>(1) Disabled miners under age 55 with 20 years' service and receiving social security disability benefits.</p> <p>(2) Miners totally disabled due to compensable injury occurring within 4 years of eligibility for retirement.</p> <p>(3) Surviving spouses of deceased pensioners whose pensions began on or after May 29, 1946.</p> <p>(4) Surviving spouses of miners who became totally and permanently disabled from mine accidents on or after May 29, 1946.</p> <p>(5) Surviving spouses of miners who were currently receiving a pension and surviving spouses of miners who began to receive a pension (other than deferred vested type based on less than 20 years' service) on or after December 6, 1974.</p> <p>(6) Disabled or retarded children covered until their death or termination of card holding by a parent, whichever occurred first.</p> <p>Increased: Pensions for miners who retired before Jan. 1, 1976—to \$215 a month for those who were receiving government black lung benefits and to \$225 for those who were not.</p>	<p>Increase would be effective on the date of retirement for miners who retired after Dec., 6, 1975, but before Jan. 1, 1976.</p>
Jan. 1, 1976 (agreement of Dec. 6, 1974).	<p>Increased: Operators' total contribution for pension and health and related benefits, allocated as follows: 1950 Pension Trust—52.4 cents a ton, 1950 Benefit Trust—18 cents a ton (unchanged); 1974 Pension Trust—7.6 cents a ton plus 63 cents per hour worked (38 cents a ton purchased from another operator for use or resale on which a royalty had not already been paid), and 1974 Benefit Trust—77 cents per hour (37.2 cents a ton on purchased coal).</p> <p>Established: Graduated pension plan limited to miners who retired on or after Jan. 1, 1976. Other requirements were a minimum age of 55 and a minimum of 10 years' service in signatory mines. Amount of pension depended on both age (with no credited service requirement after age 62) and years of credited service in signatory mines, with no upper limit.¹</p>	<p>Previous contributions based only on tons of coal produced or purchased for resale or use. The conversion to a combined tonnage-hours-worked basis for employer contributions to the 1974 trusts was made to increase the amount of contributions paid into the fund.</p>
Dec. 6, 1976 (agreement of Dec. 6, 1974).	<p>Established: Surviving spouse of deceased pensioners who had retired under the graduated pension plan received lifetime benefits equal to 50 percent of the deceased pensioners' benefits.</p> <p>Increased: Operators' total contribution for pension and health and related benefits, allocated as follows: 1950 Pension Trust—55.4 cents a ton, 1950 Benefit Trust—19 cents a ton; 1974 Pension Trust—7.6 cents a ton (unchanged) plus 66 cents per hour worked (38.9 cents per ton purchased from another operator for use or resale on which a royalty had not already been paid), and 1974 Benefit Trust—88 cents per hour (41.7 cents a ton on purchased coal).</p>	<p>Retiring employees also received \$7.50-a-month pension for each year of service in a nonsignatory mine, if employed in a signatory mine on date of retirement.</p>

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters												
Health and retirement benefits—Continued														
<p>Jan. 1, 1977 (agreement of Dec. 6, 1974).</p> <p>Jan. 1, 1978 (agreement of Mar. 27, 1978).</p>	<p>Increased: Pension for miners who retired before Jan. 1, 1976—to \$225 a month for those who were receiving government black lung benefits, and to \$250 for those who were not.</p> <p>Increased: Pensions for employees who retired on or after Jan. 1, 1977⁷</p>	<p>Changed: Each miner who worked at least 1,000 hours in a calendar year as a classified employee with a signatory employer to receive credit for a full year of service in computing pension. Miners who worked less than 1,000 hours as a classified employee with a signatory employer and miners performing contractual obligations, union business, or receiving sickness and accident benefits received credit for a percentage of a year as follows:</p>												
		<p><i>Percentage of a year of signatory service</i></p> <table border="0"> <tr> <td style="text-align: left;"><i>Hours worked</i></td> <td></td> </tr> <tr> <td>Less than 250</td> <td style="text-align: right;">0</td> </tr> <tr> <td>250-499</td> <td style="text-align: right;">25</td> </tr> <tr> <td>500-749</td> <td style="text-align: right;">50</td> </tr> <tr> <td>750-999</td> <td style="text-align: right;">75</td> </tr> <tr> <td>1,000 or more</td> <td style="text-align: right;">100</td> </tr> </table>	<i>Hours worked</i>		Less than 250	0	250-499	25	500-749	50	750-999	75	1,000 or more	100
<i>Hours worked</i>														
Less than 250	0													
250-499	25													
500-749	50													
750-999	75													
1,000 or more	100													
<p>Mar. 27, 1978 (agreement of same date).</p>	<p>Changed: Operators' payment to 4 pension and benefit trust funds as follows: To (1) 1950 Pension Trust—95 cents per ton produced (same amount if purchased from another operator and royalty had not been paid); (2) 1950 Benefit Trust—35 cents per ton produced (same if purchased and royalty had not been paid); (3) 1974 Pension Trust—75 cents per hour plus 8.5 cents per ton produced (58.5 cents per ton if purchased and royalty had not been paid); and (4) 1974 Benefit Trust—16.5 cents per hour until April 26, 1978, and thereafter 2 cents per ton if produced (1 cent per ton if purchased and royalty had not been paid). Under (4) above, if employer did not elect coverage through private insurer on Mar. 27, 1978, employer was to pay 86 cents per hour from such date through May 31, 1978, in addition to rates shown for produced coal.</p> <p>Increased: Pension benefits for those retired on or after Mar. 27, 1978—the maximum monthly benefits rates (applicable to those retiring at age 62 or over) were increased by \$1, to \$13.50 for each of the 1st 10 years of signatory service, \$14 for each of the next 10 years, \$14.50 for each of the next 10 years, and \$15 for each year over 30. Benefit rates were reduced for those retiring before age 62.⁸ Disability pensioners with fewer than 10 years of service to receive \$135 a month and those with 10 or more years to receive greater of \$135 or benefit, based on years of service using monthly benefit rates.</p> <p>Expanded: Surviving spouse benefits to cover surviving spouse of working miner who died after attaining age 55 or of pensioner with 20 years of service.</p>	<p>Effective June 1, 1978, the 1974 Benefit Trust benefits were to be provided by employers through self-insurance or commercial carriers. After June 1, 1978, the fund covered only current or future retirees (and spouses and dependents) whose employers had gone out of business.</p> <p>Changes in both 1950 and 1974 Benefit Plans (and the individual health plans provided directly by employers) included a guarantee of benefits regardless of fund levels.</p> <p>Maximum monthly benefits rates reduced by one-fourth of 1 percent for each month under age 62 at retirement.</p>												

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters																		
Health and retirement benefits—Continued																				
	<p>Established: Co-insurance provision of—\$5 payment for prescription drugs by working or nonworking miners and other dependents (maximum annual co-payment \$50 per family); \$7.50 for each physician charge by working miners and their dependents (maximum annual co-payment \$150 per family) and \$5 by nonworking miners and their dependents and surviving spouses (maximum annual co-payment \$100 per family).</p>	<p>Participants in the 1950 Benefit Plan received health benefits under the 1950 Benefit Plan. Working miners received health benefits through their employer or until May 31, 1978, through the 1974 Benefit Plan. Pensioners, other than deferred vested with less than 20 years of service, retired under 1974 Pension Plan received pension benefits through employer from which retired. Pensioners, both regular and disabled, their surviving spouse and dependents, who retired under 1974 Pension Plan whose last signatory employer went out of business, received pension benefits through 1974 Benefit Plan. Deferred pensioners with less than 20 years of service under 1974 Pension Plan and miners who received pension with less than 20 years under 1950 Pension Plan were ineligible for health care. Disability pensioners under 1950 or 1974 pension plan were to continue to receive health care. Disabled or retarded children were eligible as long as surviving parent was eligible.</p>																		
<p>April 1, 1978 (agreement of Mar. 27, 1978)</p>	<p>Changed: Life and accidental death and dismemberment coverage provided working miners under individual employer plans—\$12,000 for natural death, \$24,000 for accidental death, \$12,000 for accidental loss of 2 or more bodily members and \$6,000 for accidental loss of 1 member.</p> <p>Increased: Pension benefits to provide (1) for those retired under 1950. Pension Plan—\$275 a month for those with at least 20 years of service (otherwise no increase), except for disability pensioners who received \$130 a month, and (2) for those retired under 1974 Pension Plan—pensions for other than deferred vested or minimum disability retirements were increased by \$10 a month in addition to graduated scale of benefits established by 1974 agreement and minimum disability pension was increased to \$130 a month.</p>	<p>For new employees and their dependents, no pregnancy benefits provided if pregnancy began before employment.</p>																		
<p>Oct. 1, 1978 (agreement of Mar. 27, 1978).</p>	<p>Established: Vision care plan through appropriate benefit plan or individual employer plan providing once every 24 months, vision examination, lenses, and frames according to schedule of maximums as follows:</p> <table border="0" data-bbox="393 1162 719 1451"> <thead> <tr> <th style="text-align: left;"><i>Benefit</i></th> <th style="text-align: right;"><i>Maximum</i></th> </tr> </thead> <tbody> <tr> <td>1-vision examination</td> <td style="text-align: right;">\$20</td> </tr> <tr> <td>Lenses (maximum 2):</td> <td></td> </tr> <tr> <td> Single vision</td> <td style="text-align: right;">10 (per lens)</td> </tr> <tr> <td> Bifocal</td> <td style="text-align: right;">15 (per lens)</td> </tr> <tr> <td> Trifocal</td> <td style="text-align: right;">20 (per lens)</td> </tr> <tr> <td> Lenticular</td> <td style="text-align: right;">25 (per lens)</td> </tr> <tr> <td> Contact</td> <td style="text-align: right;">15 (per lens)</td> </tr> <tr> <td>Frames</td> <td style="text-align: right;">14</td> </tr> </tbody> </table>	<i>Benefit</i>	<i>Maximum</i>	1-vision examination	\$20	Lenses (maximum 2):		Single vision	10 (per lens)	Bifocal	15 (per lens)	Trifocal	20 (per lens)	Lenticular	25 (per lens)	Contact	15 (per lens)	Frames	14	
<i>Benefit</i>	<i>Maximum</i>																			
1-vision examination	\$20																			
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Trifocal	20 (per lens)																			
Lenticular	25 (per lens)																			
Contact	15 (per lens)																			
Frames	14																			
<p>Mar. 27, 1979 (agreement of Mar. 27, 1978)</p>	<p>Reduced: Operators payments to 2 of trust funds as follows: To (1) 1950 Benefit Trust—35.5 cents per ton for produced coal (same amount if purchased from another operator if royalty had not already been paid); and (2) 1974 Pension Trust—76 cents per hour plus 8 cents per ton for produced coal (59 cents per ton for purchased coal if royalty had not already been paid).</p>																			
<p>April 1, 1979 (agreement of Mar. 27, 1978).</p>	<p>Increased: Disability pension under 1950 Plan and minimum disability pension under 1974 plan—to \$135 a month.</p>	<p>Applicable to those retired before 1978 agreement.</p>																		

See footnotes at end of table.

Table 9. Supplementary compensation practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Health and retirement benefits—Continued		
April 1, 1979 (agreement of Mar. 27, 1978)— continued	Increased: For those retired on other than deferred vested and minimum disability pension under 1974 plan—benefits by \$10 a month.	Applicable to those retired before 1978 agreement.
Mar. 27, 1980 (agreement of Mar. 27, 1978).	Reduced: Operators' payments to 1974 Pension Trust—to 75 cents per hour plus 8 cents per ton for produced coal (58 cents per ton for purchased coal if royalty had not already been paid).	
Apr. 1, 1980 (agreement of Mar. 27, 1978).	Increased: Disability pension under 1950 plan and minimum disability pension under 1974 plan—to \$137.50 a month.	Applicable to those retired before 1978 agreement.
	Increased: For those retired on other than deferred vested and minimum disability pension under 1974 plan—benefits by \$5 a month.	Applicable to those retired before 1978 agreement.

¹ Applies only to workers having standard schedule of hours reported in tables 1a and 1b. Pyramiding of overtime pay not required under the provisions.

² Supplemental agreement authorizing 6-day week was carried over by subsequent agreements. The 6-day week was optional.

³ Retroactive claims for portal-to-portal pay were adjusted by payment of \$40 to each eligible worker employed from Apr. 1, to June 20, 1943, and a prorata amount for less than continuous employment during this period.

⁴ The contract also provided for \$40 added vacation pay for 1956 and for observance of December 24, 26, and 31, 1956, as vacation days. These days

were not observed as a vacation period in 1957; \$180 was paid in vacation benefits in 1957.

⁵ Effective November 1950, and as amended Mar. 8, 1951.

⁶ See summary of contract negotiations for detail of this provision.

⁷ Monthly pensions for those retiring in 1976 and 1977 were calculated using a graduated formula. For example, an employee who retired in 1976 at age 60 with 32 years of service would receive: $10 \times \$11.28$ or $\$112.80$, plus $10 \times \$11.75$ or $\$117.50$, plus $10 \times \$12.22$ or $\$122.20$, plus $2 \times \$12.69$ or $\$25.38$, for a total of $\$377.88$ a month.

For retirement in 1976:

Footnote 7—Continued:

For each year	Monthly pension rate per year of service in signatory mines							
	At age—							
	55	56	57	58	59	60	61	62 or older
1st-10th	\$9.48	\$9.84	\$10.20	\$10.56	\$10.92	\$11.28	\$11.64	\$12.00
Plus:								
11th-20th	9.88	10.25	10.63	11.00	11.38	11.75	12.13	12.50
Plus:								
21st-30th	10.27	10.66	11.05	11.44	11.83	12.22	12.61	13.00
Plus:								
over 30	10.67	11.07	11.48	11.88	12.29	12.69	13.10	13.50

For retirement in 1977:

For each year	Monthly pension rate per year of service in signatory mines							
	At age—							
	55	56	57	58	59	60	61	62 or older
1st-10th	\$9.875	\$10.25	\$10.65	\$11.00	\$11.375	\$11.75	\$12.125	\$12.50
Plus:								
11th-20th	10.27	10.66	11.05	11.44	11.83	12.22	12.61	13.00
Plus:								
21st-30th	10.67	11.07	11.48	11.88	12.29	12.69	13.10	13.50
Plus:								
over 30	11.06	11.48	11.90	12.32	12.74	13.16	13.58	14.00

⁸ Monthly pensions were calculated using a graduated formula. For example, an employee who retired on or after Mar. 27, 1978 at age 60 with 32 years of service would receive: $10 \times \$12.69$ or $\$126.90$, plus $10 \times \$13.16$ or

$\$131.60$, plus $10 \times \$13.63$ or $\$136.30$, plus $2 \times \$14.10$ or $\$28.20$, for a total of $\$423.00$ a month.

Footnote 8 to table 9—Continued

For each year	Monthly pension rate per year of service in signatory mines							
	At Age—							
	55	56	57	58	59	60	61	62 or older
1st-10th	\$10.665	\$11.07	\$11.475	\$11.88	\$12.285	\$12.69	\$13.095	\$13.50
Plus:								
11th-20th	11.06	11.48	11.90	12.32	12.74	13.16	13.58	14.00
Plus:								
21st-30th	11.455	11.89	12.325	12.76	13.195	13.63	14.065	14.50
Plus:								
Over 30	11.85	12.30	12.75	13.20	13.65	14.10	14.55	15.00

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 are out of print and not available from the Superintendent of Documents but may be obtained, as long as supplies are available, from the Bureau of Labor Statistics, Washington, D.C. 20212, or from the Bureau's regional offices. Out-of-print items also may be available for 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). 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 Div.) 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.
- Berkshire Hathaway and the Clothing and Textile Workers—
1943–80, BLS Bulletin 2061
- Bethlehem Steel Corporation (Shipbuilding Department) and the Marine and Shipbuilding Workers—
June, 1941–August 1975, BLS Bulletin 1866.
1975–78, Supplement to BLS Bulletin 1866.
- Bituminous Coal Mine Operators and United Mine Workers—
1933–81 BLS Bulletin 2062.
- The Boeing Co. (Washington Plants) and the International Association of Machinists—
June 1936–September 1977, BLS Bulletin 1895.
1977–80, Supplement to BLS Bulletin 1895.
- Commonwealth Edison Co. and the Electrical Workers (IBEW)—
October 1945–March 1974, BLS Bulletin 1808.
1974–79, Supplement to BLS Bulletin 1808.
- Dan River Inc. and the Textile Workers (UTWA)—
1943–79, BLS Bulletin 2048.
- FMC Corp., Chemical Group-Fiber Division and the TWUA—
1945–77, BLS Bulletin 1924.
1977–79, Supplement to BLS Bulletin 1924.
- Federal Employees under the General Schedule Pay System—
July 1924–October 1974, BLS Bulletin 1870.
1975–78, Supplement to BLS Bulletin 1870.
- Firestone Tire and Rubber Co. and B. F. Goodrich Co. (Akron Plants) and the Rubber Workers—
1937–79, BLS Bulletin 2011.
- Ford Motor Company—
Volume I, June 1941–September 1973, BLS Bulletin 1787.
Volume II, September 1973–September 1979, BLS Bulletin 1994.
- International Harvester Co. and the Auto Workers—
February 1946–September 1976, BLS Bulletin 1887.
1976–79, Supplement to BLS Bulletin 1887.
- International Paper Co., Multiple Mill Group, and the Paperworkers and the Electrical Workers (IBEW)—
1937–79 BLS Bulletin 2023.
- International Shoe Co., the Shoe Workers, and the Boot and Shoe Workers—
1945–78, BLS Bulletin 2010.
- Lockheed-California Co. (a division of Lockheed Aircraft Corp.) and the Machinists (IAM)—
March 1937–October 1977, BLS Bulletin 1904.
1977–80, Supplement to BLS Bulletin 1904.
- Martin Marietta Aerospace and the Auto Workers—
March 1944–November 1975, BLS Bulletin 1884.
1975–78, Supplement to BLS Bulletin 1884.
- Massachusetts Shoe Manufacturers and the Shoe Workers—

1945-79, BLS Bulletin 1993.
New York City Area Laundries and the Clothing Workers—
November 1945-November 1975, BLS Bulletin 1845.
1975-78, Supplement to BLS Bulletin 1845.
North Atlantic Longshoremens—
1934-80, BLS Bulletin—
Pacific Coast Shipbuilding Association and Various Unions—
1941-77, BLS Bulletin 1982.
Pacific Gas and Electric Co. and the Electrical Workers (IBEW)—
1943-72, BLS Bulletin 1761.
1972-79, Supplement to BLS Bulletin 1761.
Pacific Maritime Association and the ILWU—
1934-78, BLS Bulletin 1960.
1978-81, Supplement to BLS Bulletin 1960.
Railroads-Nonoperating Employees—
1920-77, BLS Bulletin 2041.

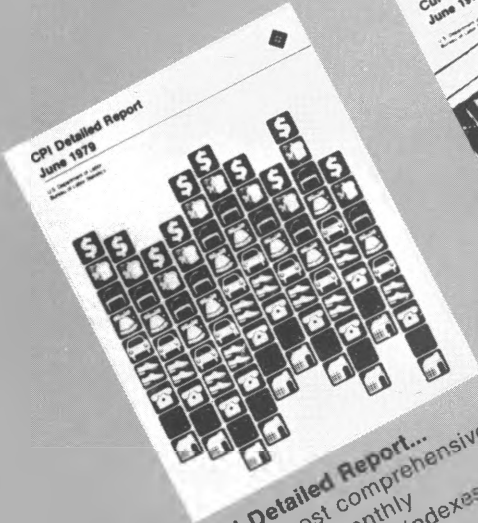
Rockwell International (Electronics, North American Aircraft/Space Operations) and the Auto Workers—
May 1941-September 1977, BLS Bulletin 1893.
United States Steel Corporation and the United Steelworkers of America—
March 1937-April 1974, BLS Bulletin 1814.
May 1974-July 1980, Supplement to BLS Bulletin 1814.
Western Greyhound Lines—
1945-67, BLS Bulletin 1595.¹
1968-77, Supplement to BLS Bulletin 1595.
Western Union Telegraph Co., and the Communications Workers—
1943-76, BLS Bulletin 1927.
1976-79, Supplement to BLS Bulletin 1927.

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

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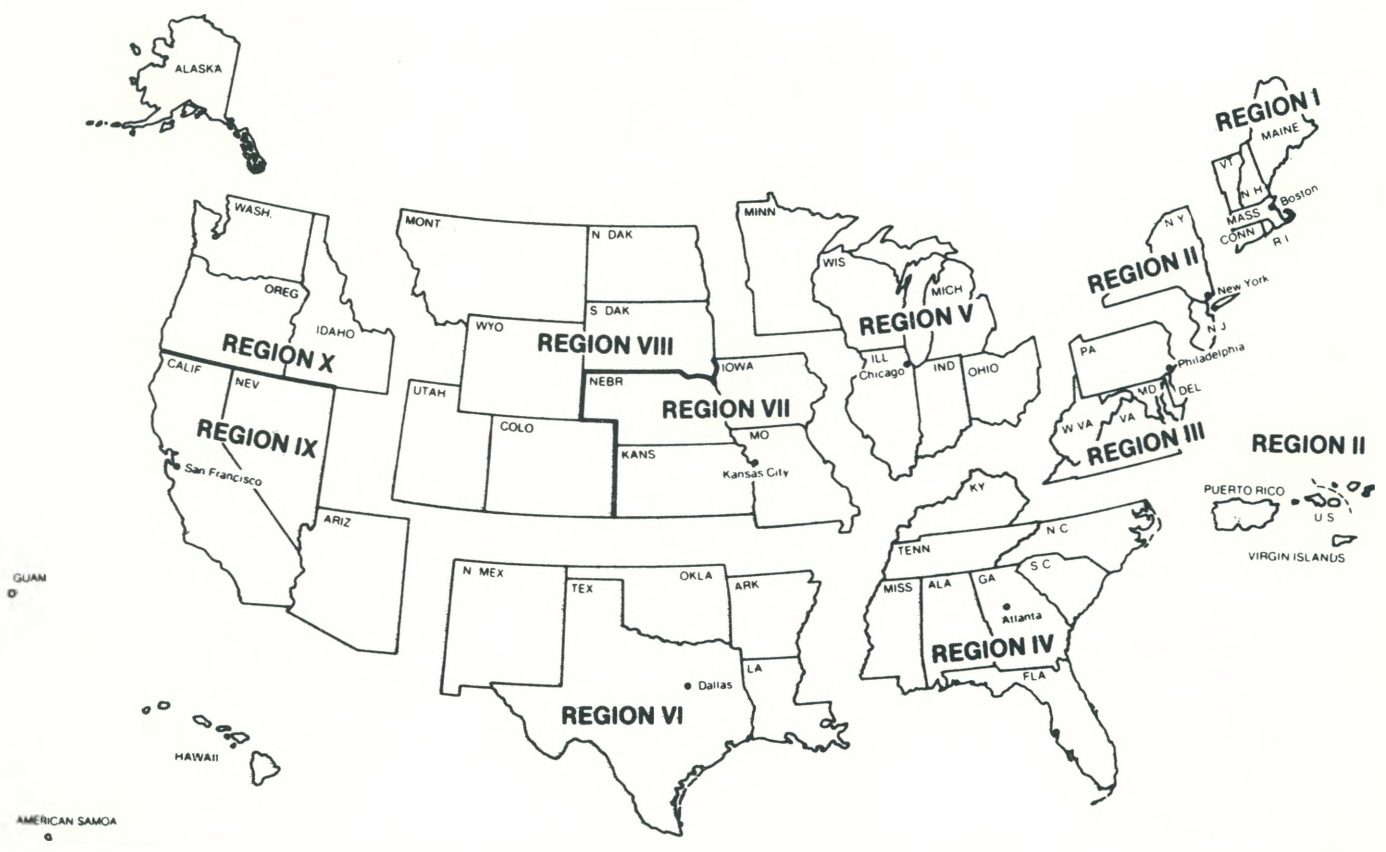
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