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Wage Chronology: North Atlantic Shipping Associations and the International Longshoremen's Association (ILA), 1934-80

U.S. Department of Labor
Bureau of Labor Statistics
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U.S. Department of Labor
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Preface

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

al Longshoremen's Association since 1934. This bulletin replaces *Wage Chronology: North Atlantic Longshoremen, 1934-71*, published as BLS Bulletin 1736 and incorporates the supplement covering the 1971-77 period. Materials previously published have been supplemented in this bulletin by contract changes negotiated for the 1977-80 period. Except for a revised introduction and other minor changes, earlier texts generally are included as they were originally published.

Job titles used in the generic sense and not to describe a contract term have been changed to eliminate the sex stereotype. For purposes of this chronology, however, old titles have been retained where they refer specifically to contractual definitions.

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The analysis for the 1962-80 period was prepared in the Division of Trends in Employee Compensation by John J. Lacombe II.

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Introduction

Scope of chronology. This chronology describes the major changes in wage rates and supplementary compensation practices put into effect since 1934 for “longshoremens” in the ports of New York, Baltimore, Boston, Hampton Roads, and Philadelphia. It deals with provisions of General Cargo agreements covering longshoremens, negotiated by the International Longshoremens’s Association (ILA) and the employer associations in the five major North Atlantic Coast ports. Longshoremens generally are defined as those engaged in moving all cargoes (including ships’ stores, mail, and baggage) from the vessel to the first place of rest on the dock or to the vessel from the last place of rest and in physically receiving and delivering cargoes on the piers and in terminals.¹ Because of port requirements, jurisdictional considerations, and tradition, duties of longshoremens may vary slightly from port to port.² Other categories of workers engaged in ancillary longshore work are not covered by this chronology, such as cargo repairmen, checkers, clerks, general maintenance workers, mechanical and miscellaneous workers, marine carpenters, and port watchmen; they are not covered in the General Cargo agreements. Provisions shown for Guaranteed Annual Income (GAI), pension, and health and welfare benefits are applicable uniformly among all categories of workers in a given port, except for port watchmen, who are not represented by the ILA.

The union. the ILA dates back to 1877 when a small longshoremens’s local was established in Chicago. It expanded rapidly by recruiting workers in major Great Lakes ports and small shore towns. In 1892, delegates from 11 Great Lakes ports held a longshore convention in Detroit and established the National Longshoremens’s Association of the United States. A year later, it affiliated with the American Federation of Labor (AFL). The union was renamed the International Longshoremens’s Association in 1895 after chartering some Canadian locals.

The ILA launched a campaign of organizing various categories of maritime workers on the Great Lakes, in addition to longshore workers—a policy contrary to the craft-oriented philosophy of the AFL. The union again changed its name, in 1902, to the International Longshoremens, Marine and Transport Workers’ Association of North and South America and the Island Possessions—a title encompassing every type of work-

er from sailor to teamster. The union’s leadership continued organizing crafts not directly related to longshore work, and by 1905, claimed to have 100,000 members; half of them on the Great Lakes and the rest scattered around the country. The AFL ordered the union to drop “Marine and Transport Workers” from its title and halt its industrial-type organizing. In 1908, the union reluctantly complied and readopted its previous name. Later that same year, a new administration took control of the union which then represented more than 40 crafts, and eliminated from the union those crafts furthest removed from longshore work and embarked on an organizing policy more in line with AFL thinking.

In 1908, the union established, after a number of unsuccessful attempts, a local in the Port of New York—the Nation’s largest port—and won jurisdictional control there by 1914. Locals in Hampton Roads and Baltimore had been established before 1908, and the union dominated these ports by 1917. The union quickly gained jurisdiction over longshore workers in Boston after establishing a local there in 1912. Philadelphia longshore workers were won over to the ILA in 1926 after a prolonged struggle with a rival group. By 1914, the ILA had become the Nation’s dominant longshore union on all coasts, including the Great Lakes.

Jurisdictional control, however, did not mean that the union had become a strong bargaining power. Many workers were still unorganized and any improvements in compensation were largely the result of unilateral employer actions. The union’s influence grew rapidly largely because employers tended to accept the ILA as an opposing force to more radical influences and in 1914, the war produced a greater demand for longshore workers.³ United States entry into the war further strengthened the union’s position due to the government’s concern for unimpeded shipping operations. A tripartite National Adjustment Commission was established to deal with wartime manpower needs. In 1918,

¹ The term “longshoreman” is derived from “alongshoreman” which evolved from calls in colonial times for “men along the shore” to help load and unload ships. For an informative history of work on the docks in the United States, see *Men Along the Shore*, by Maud Russell (New York, Brussel & Brussel, Inc., 1966).

² For example, longshoremens in the Port of New York handle lines to dock and undock vessels, but a separate category of workers called “line handlers” perform this function in the Port of Boston.

³ See Levinson, Rehmus, Goldberg, and Kahn, *Collective Bargaining and Technological Change in American Transportation* (Transportation Center at Northwestern University, 1971).

the ILA sought a uniform wage scale over broad geographic districts to meet government requirements for shifting workers among ports. The Commission accepted the proposal and established uniform rates for each of three districts—North Atlantic, South Atlantic, and Gulf. During the recession after the war, the ILA was able to maintain its recognition in North Atlantic ports through concessions, but elsewhere, the union's strength was sharply reduced, even to the point of a return to employer determination of wages and working conditions. During the depression beginning in 1929, the ILA maintained wage rates in North Atlantic ports by giving in on work rules. The union regained its strength in South Atlantic and Gulf ports in the 1930's due to government legislation promoting union organization and representation. After 1934, radical influences again assisted the conservative ILA in maintaining and improving its dealings with East Coast employers.

In 1937, however, about 35,000 Pacific Coast dockworkers broke away from the ILA and affiliated with the newly formed Committee for Industrial Organization (renamed the Congress of Industrial Organizations, CIO, in 1938) and obtained a charter as the International Longshoremen's and Warehousemen's Union (ILWU).⁴ This left the ILA with a membership of about 62,000 workers.

In August 1953, the ILA was suspended from the AFL after unfavorable publicity regarding scandals within the union, and the AFL formed a new union to supplant the ILA—the International Brotherhood of Longshoremen (IBL). The ILA eventually defeated attempts by the IBL during the 1950's to gain control of dockworkers. The ILA made formal application in January 1959 to rejoin the AFL-CIO (merged in December 1955). In August 1959, a committee of labor leaders recommended that the ILA be readmitted. This recommendation was the final blow to the IBL, which held its last convention in October and voted to merge with the ILA. The IBL's leader later was made president of the ILA's Great Lakes District.

The ILA currently represents about 77,000 workers along the waterfronts of the Atlantic and Gulf Coasts, Great Lakes, and Puerto Rico. Its members perform work done directly and indirectly in connection with the loading and unloading of vessels, encompassing operations that are located on vessels, on docks, or in marine warehouses. The five major ports covered by this chronology, plus all other ports north of Cape Hatteras (North Carolina) through Canada, constitute a district of the union for the North Atlantic. Other districts cover workers on the South Atlantic and Gulf Coasts (including Puerto Rico), the Great Lakes and their tributaries on both sides of the border, and workers in several locals in the State of Washington. Each district deals with matters and conditions affecting the locals and their members within the confines of the district.

The decisions of the district organizations, however, are subject to review by the ILA's Executive Council which is composed of the union's international officers and representatives from the districts.

Employers' associations. Cooperation among employers in each port dates back to the early 1900's. There are records at the New York Shipping Association (NYSA) indicating agreements with union labor in the port on hourly wages dating back to 1916. The employers initially functioned through informal committees of ocean carriers and stevedores in dealings with labor which, essentially, was represented by the ILA. A more formal employer structure developed in the wake of Federal legislation in the 1930's which established the right of workers to negotiate collectively with employers.

Today, employer organizations in each port represent ocean carriers, contracting stevedores, marine terminal operators, and other employers engaged in the movement of passengers and ocean freight requiring waterfront labor represented by the ILA. Associations covered by this chronology are the New York Shipping Association, Inc., Steamship Trade Association of Baltimore, Inc., Philadelphia Marine Trade Association, Hampton Roads Shipping Association, and Boston Shipping Association, Inc. On behalf of their memberships, the associations negotiate the terms of labor contracts and arrange for the collection and administration of funds (both unilaterally and in conjunction with the ILA) covering contracted benefits for union workers.

Bargaining pattern. A pattern of uniform bargaining has developed over the years in contract negotiations between the ILA and employers in the major North Atlantic Coast ports. New York, the largest seaport in the nation, has played a leading role in employer-union relations, particularly in the North Atlantic area. Before 1957, the terms of agreements negotiated by the NYSA and the Port of New York ILA locals generally were adopted by employer associations and union locals in ports from Maine to Virginia, and also set the pattern for negotiations in South Atlantic and Gulf Coast ports. Although Boston had no written agreement from 1935 to 1950, the terms under which employees worked were the same or substantially similar to those in other ports. The union practice before 1957 was to take the New York contract and attempt to achieve the same conditions in all of the other ports.

⁴The National Labor Relations Board certified the ILWU as the exclusive representative of Pacific Coast longshore workers in 1938. Exceptions were made for longshore workers in the Puget Sound ports of Tacoma, Anacortes, and Port Angeles and checkers and foremen in Seattle (longshoremen in Seattle were represented by the ILWU) where ILA rights continued to be recognized. Most of these workers, however, subsequently joined the ILWU.

Although similar agreements were reached, the results of piecemeal negotiations were confusion, bitterness, and recurring strikes throughout ports from Maine to Texas.

In an attempt to reduce these difficulties, the NYSA was authorized in 1957 by employer associations in Baltimore, Boston, Hampton Roads, and Philadelphia to negotiate on their behalf on five contract items. In 1957, the NYSA and ILA first signed an agreement that provided uniform basic wages, hours of work, length of contract, and employer contributions to the local health and welfare and pension plans (but not the benefits) for the five ports. Settlement of these items became known as the "master agreement." Bargaining for the ILA on these items was and is conducted by a committee composed of officers of the International including representatives from each port. The committee is headed by the union's President. Each port, however, has negotiated separate agreements between the management association and union bargaining committee for that port on such issues as holidays, vacations, working conditions, and other local issues. Master agreement terms are incorporated into the local agreements. Union bargaining goals are framed at meetings held prior to negotiations by International officials and union officials from each port for master contract items and by local officials for local issues. These goals are submitted to the union membership for approval.

The establishment of the master agreement, however, proved to be of little help in avoiding strikes. There also was dissatisfaction with master contract terms negotiated by the NYSA and ILA among employers in other North Atlantic ports. This led to efforts by employers to unify negotiations among the North Atlantic ports or to at least include all of the North Atlantic port associations in negotiations that the NYSA had been conducting on their behalf.

The efforts were successful in 1971 when the Council of North Atlantic Shipping Associations (CONASA) was established to bargain on the master contract items for employers in the ports previously under the master agreement, and also Providence, Rhode Island. CONASA encountered opposition from the ILA because, initially, it refused the union demand to expand the number of items in the master contract. Negotiations in the summer of 1971 also were complicated by the wage-price freeze ordered by President Nixon and a dispute between the NYSA and New York locals of the ILA over continuing the existing program of Guaranteed Annual Income (GAI) in the Port of New York.

As a result, North Atlantic ports were struck by the ILA on October 1, 1971, as were South Atlantic and Gulf Coast ports as far west as the Mississippi River. Ports in west Louisiana and Texas covered by the West Gulf Maritime Association were not struck.

Between October 1 and November 26, 1971, negotiations produced no resolution of the dispute and a Taft-

Hartley court injunction was obtained by the Federal Government when the strike was 56 days old. The ILA agreed to bringing in CONASA as a bargaining agent when CONASA agreed to extend the master contract items to cover rules for containerization and for ocean-going barge vessels, referred to as LASH (lighter abroad ship). The parties continued to negotiate while work was resumed in all of the ports, and in February 1972, the first master contract was reached between CONASA and the ILA.

On October 22, 1977, however, the NYSA announced its resignation from CONASA, basically because of disagreement between NYSA members and employers in other ports over how to respond to an ILA demand for job security in the 1977 negotiations.

The dispute stemmed from a 1975 decision by the National Labor Relations Board (NLRB) which held that the Rules on Containers (a master contract item) in the Port of New York violated Federal labor law. The rules were designed to prevent the escape of container-handling work from the docks to inland warehouses that did not use ILA labor. The NLRB's decision was upheld in the U.S. Court of Appeals for the Second Circuit. This paved the way for challenges in other ports. Subsequent NLRB rulings affected the rules in Baltimore and Hampton Roads.

Since the introduction of highly efficient cargo handling techniques in the 1950's, mainly involving containerization—shipping freight in standardized, easy-to-handle boxes—the conflict between job security and economic efficiency has been the dominant factor in longshore labor relations. The ILA reluctantly accepted the containerization concept but insisted that the consolidation of small shipments into a single container (stuffing) and also deconsolidation (stripping) be performed by ILA labor. Factors such as decentralized bargaining, a large surplus labor force, and interport variations in dock facilities and trade composition complicated attempts to reach a coastwide approach to technological change. Over the years, however, a complex system of rules on containers involving jurisdiction, penalties, etc. resulted from trade-offs between labor and management. As compensation for loss of work, Guaranteed Annual Income (GAI) programs were established in the last half of the 1960's in the five major North Atlantic Coast ports on a port-by-port basis which guaranteed eligible workers a specified number of hours of pay per year, varying by port, at an employee's straight-time rate.

A major part of the ILA's contract with management was negated by the 1975 NLRB ruling and the union in turn demanded a new form of job security in the 1977 round of bargaining unless the rules on containers could be reinstated legally. A proposal surfaced to establish a coastwide GAI "feeder" fund which prompted employer associations outside New York to demand that GAI not be discussed in any way in master con-

tract talks since it was not a master contract item. Funding costs for GAI varied from port to port, being highest in New York, and employer associations outside New York preferred to fund their programs independently. New York's high GAI benefits coupled with loss of work due to that port's high level of container operations accounted for the higher costs. Since other employer associations refused to discuss GAI in master contract talks, the NYSA voted to resign from CONASA on 30 days' notice as provided by CONASA by-laws in order to allow itself greater freedom to negotiate on the demand for job security by the ILA. The NYSA announced, however, that it would not act on the resignation and would continue to negotiate jointly with other CONASA members beyond the 30-day period as long as prospects for a settlement of the dispute over job security remained, and this position held for more than 60 days.

On October 1, 1977, when the previous port agreements expired, ILA members along the Atlantic and Gulf Coasts began a partial strike directed against containerships and other forms of automated vessels.

The NYSA announced its resignation from CONASA on October 22, after other CONASA members refused to be parties to a job security offer made to the union by ocean carriers. The NYSA and CONASA resolved their differences over job security several weeks later, but the NYSA remained independent. The resolution of the job security dispute involved the establishment of a Job Security Program (JSP) for ports from Maine to Texas subscribed to by individual employer associations outside their normal agreements with the ILA. JSP involved only ocean carriers and the union and

provided a financial backup in the event of a shortfall in the GAI, pension, and welfare funds. If a carrier moved from port to port, it continued to pay into the same (JSP) fund which helped stabilize GAI, pension, and welfare funds. A master contract, agreed to by the ILA and North Atlantic Coast employers on November 13, 1977, permitted the ILA to refuse to handle ships or cargoes of ocean carriers which did not subscribe to JSP.

The legal situation with respect to Rules on Containers was clouded in 1979, when the U.S. Court of Appeals for the District of Columbia Circuit overturned NLRB rulings which had invalidated container rules affecting the ports of New York, Baltimore, and Hampton Roads. The case was remanded to the NLRB for any further action it deemed appropriate.

Method of pay. Longshoremen are paid a basic rate and receive 8 hours' pay at their straight-time (basic) hourly rate of pay for a normal day. Penalty premiums for handling specified cargoes (usually because they are dangerous, onerous, or uncomfortable to handle) are applied to the basic rate of pay. In some ports, skill premiums now exist which also are added to basic rates. In earlier years, nonsupervisory longshoremen in most of the ports received the same rate of pay regardless of the function performed. When penalty differentials or skill differentials (where applicable), or both, are paid, the overtime rate is one and one-half the basic rate and differential(s). Some differentials may vary from port to port. As mentioned earlier, guaranteed annual income plans provide employees with minimum amounts of pay.

Summary of Contract Negotiations

October 1934–September 1951

The terms of the agreements negotiated since 1934 by the New York Shipping Association (NYSA) and the New York locals of the International Longshoremen's Association (ILA) generally were adopted by employers and union locals in the major North Atlantic Coast ports. Each port, however, maintained its own bargaining committees, which negotiated separate agreements. In Boston, there was no written agreement from 1935 to 1950, but terms under which men worked were the same or substantially similar to those in other ports.

During the October 1934–September 1951 period, workers received 11 general wage increases, paid vacations were established and improved, and pension plans were established in each port. Improvements also were made in call-in pay and in premium pay for work on Saturday and during mealtime.

Agreements, which became effective October 1, 1949, were to continue in force until September 30, 1951. One reopening, on wages only, was permitted on or before September 1, 1950. The pension agreements were to continue in effect for 5 years.

October 1951–September 1952

Negotiations for a new contract to replace the agreement scheduled to expire September 30, 1951, were begun early in that month by the NYSA and the ILA. Although the contract expired before negotiations were completed, it was extended to prevent interruption in dock operations.

By October 8, 1951, the Union Wage Scale Committee for the Atlantic Coast District and representatives of the NYSA (comprised of about 175 operators) had reached agreement on the terms of a 2-year contract to be effective as of October 1, 1951. The new contract provided for one wage reopening, in September 1952. Ratification by the union membership was voted on October 11. As in previous years, the New York agreement established a pattern that was accepted by operators and local unions from Portland, Maine, to Hampton Roads, Virginia.

Subsequently, dissident local groups challenged the validity of the contract, and the ensuing work stoppage led to the appointment of a New York State Board of Inquiry to investigate the claims and counterclaims of

the union factions. Findings of the Board included a statement that "the collective (New York) agreement was validly ratified and should remain in full force and effect." Further, the Board recommended the continuation of the present system of having the entire Atlantic Coast District vote on the Port of New York agreement. The Regional Wage Stabilization Board approved the contract on January 10, 1952.

October 1952–September 1953

The 2-year agreement between the ILA-AFL and the NYSA was reopened in August 1952 for discussions on general wage changes and other matters. When the parties were unable to reach agreement, the matter was referred to arbitration.

On November 25, 1952, the arbitrator released his award which allowed a general wage increase, maintained overtime at time and one-half the applicable general or penalty cargo rate, and raised most penalty rates by the same amount as the general increase. Much of the award was subject to Wage Stabilization Board (WSB) approval. When the President of the United States abolished the board on February 6, 1953, the parties' petition had not been acted on, but the order ending controls permitted the immediate institution of the changes that had been awaiting WSB action. Thereupon, the increase was put into effect in the New York Harbor area as well as in the North Atlantic Coast ports which followed the New York pattern.

October 1953–September 1962

For the ILA, this period was one of uncertainty, characterized by the regulation of hiring activities by the bistate Waterfront Commission of New York Harbor, strikes, legal actions, and representation elections. Collective bargaining, particularly with the NYSA, was influenced by developments ordinarily outside the scope of industrial relations. The period was also highlighted by expulsion of the union from the AFL in 1953, conditional reaffiliation with the merged American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) in 1959, and unconditional affiliation with the AFL-CIO in January 1961.

In the fall of 1953, when the existing agreement was scheduled to terminate, a representation challenge by the newly chartered AFL International Brotherhood

of Longshoremen and other problems made negotiations in the New York area impossible. However, negotiations proceeded in the other North Atlantic Coast ports, and by early 1954, new 1-year agreements had been reached in Baltimore, Boston, Hampton Roads, and Philadelphia⁵. They provided an 8-cent-an-hour general wage increase and an additional 2 cents an hour for the welfare and insurance funds. In August 1954, the ILA was certified as the collective bargaining agent for the New York dockworkers after a long contest for representation and a repeat election. In October, the New York locals settled for an 8-cent-an-hour increase, retroactive to October 1, 1953. The employers also agreed to a 2-cent-an-hour increase in welfare payments, effective April 1, 1954, in return for a 45-day no-strike pledge, pending negotiations on a new contract.

On November 25, 1954, negotiations for a new 2-year agreement were concluded by the NYSA, the other port stevedoring associations, and the ILA. The tentative agreement, retroactive to October 1, 1954, provided for a 17-cent-an-hour package, the union shop, virtual elimination of the shapeup,⁶ a no-strike no-lockout clause, and grievance and arbitration machinery. The agreement was rejected by the union membership on December 10, primarily because of the no-strike and arbitration clauses. By December 31, the union's wage scale committee approved a new 2-year agreement that was essentially similar to the one rejected, but with modifications in the controversial provisions and a guarantee that existing port practices would remain unchanged. The agreement was ratified by the members, on January 5, 1955, and signed on February 24, 1955.

The major deterrent to agreement in the 1956 negotiations was the union's insistence on a master contract for all Atlantic and Gulf Coast ports. Earlier agreements had been on a port-by-port basis, with the New York contract setting the pattern. After prolonged negotiations and two contract extensions, some 60,000 longshoremen, in ports from Portland, Maine, to Brownsville, Texas, went on strike November 16 to protest the employers' refusal to agree to an industry-wide contract. The national emergency provisions of the Labor Management Relations Act were invoked, and 6 days after the strike began, a Board of Inquiry was appointed. The November 24 report of the three-man board concluded that the union's demand for an industrywide contract had prevented agreement. However, paid holidays, improved vacations, an 8-hour work guarantee, and limitations on sling loads were also listed as disputed issues. By November 26, all longshoremen were back at work under a 10-day Federal court restraining order, later extended to the full 80-day statutory period and modified to provide that any negotiated increases in wages, pensions, and welfare contributions would be retroactive to October 1. In mid-December 1956, the same court, at the request of the Na-

tional Labor Relations Board (NLRB), issued a temporary injunction barring the union from industrywide bargaining for Gulf and Atlantic Coast ports. With the expiration of the 80-day injunction on February 12,

⁵ Settlement was also reached at a number of smaller ports not covered by this chronology.

⁶ With the establishment of the Waterfront Commission of New York Harbor by concurrent action of the New York and New Jersey legislatures in 1953, the longstanding "shape" system for hiring longshoremen was modified. The need for reform was dramatically pointed up by the findings of a special committee appointed by the Governor of New York on the misuse of hiring authority. The "shape" continued to be used in other North Atlantic Coast ports except Baltimore.

Although the commission's responsibility was limited to the elimination of unsavory practices in the port area, the accomplishment of this objective required some regulation of the individual workers and of hiring practices. Many of the problems in the area existed only because of the large excess of workers over available jobs. The commission's approach to the problem was to require registration of all longshoremen and to refuse certification to individuals with serious criminal records or with only irregular attachment to the industry.

In 1953, after the initial registration and some reduction in the available labor force, the commission established a prevalidation hiring system. Under this system, employers were required to submit advance lists of permanent workers needed for a week and to inform the commission of needs for casual workers for the following day. Employers were also required by their contract with the union to notify the men on the day prior to commencement of employment. This applied to both the weekly and daily lists. Under the commission's rules, the list of permanent employees could be extended from week to week and the daily list from day to day. Only workers applying for fill-in jobs were required to report to the port employment offices.

By permitting hiring agents and others to expand the lists until excessive numbers of men were eligible for jobs, the employers largely invalidated the advantages of the system.

A somewhat different approach, designed to rectify the deficiencies of the prevalidation method, was instituted by the commission in 1955. Regulations issued by the commission required stevedores to certify the names of regular workers; these were posted at the pierhead and in the employment center for the area. Stevedores hired men from day to day at the pierhead and reported hiring information daily to the area employment center where it was recorded. At the end of each month, stevedores removed from their lists the names of workers who had not been hired regularly. Regular gangs not employed at their own pier, extra gangs, and casuals were hired for fill-in work through the commission's employment centers.

Despite these measures, primary responsibility for fair employment procedures rested on the representatives of labor and management. A measure of this responsibility was met by the negotiation of a quasi-seniority system in 1955 that implemented the commission's regulations. Gangs or individuals who were attached to a particular pier or who received preferred employment at locations where gangs were not regularly used were designated as "regulars" and given preferential job rights. Gangs and individuals without such attachments were designated as "extras" and could be hired by a stevedore only after the supply of regular gangs and individuals had been exhausted. "Regulars" became "extras" when work was not available at their pier and they sought employment at other locations. "Regulars" working away from their home pier were obligated to return when needed.

1957⁷, the strike resumed in Middle and North Atlantic ports; settlements had been reached in southern ports. Five days later, the NYSA and the ILA signed an agreement providing that all ports from Maine to Virginia would have uniform wages, hours, and employer contributions to the welfare and pension funds. The contract, which was to run to September 30, 1959, increased wage rates 32 cents an hour over the 3-year period and included a "one-shot" escalator provision. Employer welfare contributions were increased 5 cents an hour. Under the terms of the new agreement, local negotiations were to deal with working conditions, vacations, holidays, and welfare and pension benefits. In the negotiation for this agreement, the NYSA acted for the industry under authorizations from the associations in the other North Atlantic ports.

Late in 1958, a dispute arose between the NYSA and the ILA, when union members refused to handle containers loaded away from the pier by non-ILA labor. The dispute was referred to the port arbitrator when the union extended its ban to all shipper-loaded containers handled by companies not using this system prior to October 1, 1956. A temporary solution was reached when the NYSA assured the arbitrator that no loss of jobs would result from the use of the containers during the term of the contract. With this assurance, the union agreed to handle containers for all companies using them on November 12, 1958; however, companies not using containers were to notify the union if they contemplated such operations.

Since it was evident that the stevedoring industry was changing, the parties also agreed on the need to direct the course of automation and containerization in the port so as to increase productivity without materially depressing the economic status of the longshoremen. In addition, future expansion of containerization was made the subject of negotiations to begin early in 1959.

In the negotiations which began January 5, 1959, the union continued to be concerned with the direct effect of containerization on the number of jobs and earning power of its members, as well as its indirect effect on the pension and welfare funds. The NYSA agreed in principle that regular employees should be given some indemnification for loss of job opportunities because of containerization but demanded unrestricted use of containers and the sole right to determine the size of the working force. The parties were unable to resolve their differences, and containerization became a major issue in bargaining for a new contract.

Negotiations on a new agreement, to replace the contract due to expire September 30, 1959, began on August 10. With the approach of the expiration day, it became evident that a work stoppage was imminent. In attempts to forestall a strike, the Secretary of Labor, the Governor of New York, and the Mayor of New York City each requested the parties to continue nego-

tiations. On September 30, the ILA and NYSA agreed to a 15-day contract extension with the understanding that adjustments in wage rates and contributions to the welfare and pension funds would be retroactive to October 1.

On October 1, Gulf Coast ports were struck when employers refused to agree to retroactivity; later in the day, the walkout spread to the entire Atlantic Coast. Some 70,000 workers were affected.

Six days later, a Taft-Hartley Board of Inquiry was appointed by the President of the United States. On October 7, the board reported that the unresolved issues were "wage rates, procedures for installing mechanical devices and effecting containerization, gang size, and certain fringe benefits, including pension, health and welfare." The following day, on application of the NLRB, a Federal district court issued a temporary order restraining the union from striking, and on October 17, this was extended for the full statutory period.

The parties resumed negotiations on October 19, 1959, with a new employer proposal relating to containerization which the union labeled inadequate. By November 4, the union had proposed royalty payments on containers and the NYSA had restated its earlier proposal for a 25-cent-a-ton payment on containerized cargo loaded off the docks. Coupled with this, shippers wanted the right to regulate the size of gangs. Both offers were rejected.

On December 10, the ILA and the NYSA agreed on a 3-year contract covering North Atlantic Coast ports. It provided a 46-cent-an-hour package over the contract period, with rates for handling general cargo increased 12 cents an hour, retroactive to October 1, 1959, and 5 cents more on October 1 of 1960 and 1961. A paid holiday was to be added in each contract year, bringing the total to 8 from 5. Eligibility requirements for vacations were liberalized, and pension and welfare contributions were increased.

On the issue of containerization, the parties agreed to retain the standard gang size, to use ILA members when containers were loaded and unloaded at the pier, and to discuss further the question of penalty payments for shipments loaded or unloaded off the pier. It was agreed that the question of these penalty payments would be submitted to arbitration if the parties could not settle the problem.

In August 1960, when negotiations failed to produce agreement, the issue was submitted to a board of arbitration consisting of one member each representing labor and management and an impartial chairman. The board, on November 22, 1960, handed down an award that would indemnify ILA members for loss of work resulting from the movement of containerized cargo

⁷ After extended legal proceedings, the NLRB on Jan. 15, 1961, ordered the case closed.

through the Port of New York. The award required employers to pay into a jointly administered fund a royalty for each ton of containerized cargo shipped, with the amount ranging from 35 cents to \$1 per gross ton, depending on the proportion of ship capacity fitted for vans or containers. Payments into the fund were made retroactive to July 1, 1960, and were to continue for the duration of the existing collective bargaining agreement, with the provision that either party could seek adjustments on October 1, 1961. The method of distributing the fund among the work force was to be agreed upon by the parties. Although the award covered only the New York Shipping Association, all other associations and locals were urged to study the award because of its effect on waterfront operations.⁸

October 1962–September 1964

Bargaining positions of the ILA Atlantic Wage Scale Committee and the NYSA were established when negotiating sessions opened on June 13, 1962.⁹ The NYSA had been authorized to represent the employers in other North Atlantic Coast ports during these negotiations on the five points covered by the master agreement. On June 13, the union demands included a key proposal to reduce the workday from 8 to 6 hours with no loss in pay. Other demands were for annual wage reopeners, increases in pensions from \$85 to \$125 a month, and an additional \$2 an hour for all longshoremen who moved cargoes on pallets.¹⁰ The total proposed increase in wages and benefits was estimated by the union at 50 cents an hour over a 2-year period.

On June 16, the association presented its counterproposals, including a wage increase of 22 cents an hour and pension and welfare plan improvements in a 2-year contract. All improvements were to be conditioned on various changes in work rules, including flexibility in switching gangs from one ship to another and a reduction in the size of gangs working general cargo.

On August 1, the association revised its wage offer to include three 9-cent-an-hour wage increases to be effective on September 30 of 1963, 1964, and 1965. The proposal was rejected by union negotiators. By late August, negotiations were concerned solely with the size of work gangs. At this stage, the employers' association was asking a reduction from the standard 20-man gangs to flexible ones ranging from 8 to 16 men. Throughout August, the union refused to discuss the association's other proposals until the question of reduction of gang size was withdrawn.

On August 23, the Director of the Federal Mediation and Conciliation Service (FMCS) appointed a special panel in an attempt to resolve the economic issues from all East Coast ports from Maine to Virginia. The New York City Department of Labor appointed representatives to work with the panel. Negotiations resumed on September 4, under the auspices of the FMCS. One week later, the union notified the Secretary of Labor

and the Governors of New Jersey and New York that negotiations were deadlocked and that a strike appeared likely. The next day, September 12, both industry and union officials sent telegrams to the President of the United States alerting him of the impending strike.

On September 24, the FMCS proposed a 1-year extension of the 1959 contract coupled with a recommendation of joint study of the disputed manpower utilization and job security issues. The NYSA agreed to the proposal on the same day, stipulating, however, that any issues that could not be agreed to by the parties after the study were to be settled by arbitration. The proposal was rejected by the union. When the contracts expired on October 1, 1962, some 50,000 ILA members stopped work at Atlantic and Gulf Coast ports.

Hours after the strike started, President Kennedy appointed a three-member Board of Inquiry to review the issues and to report to him by October 4. The board reported that the parties were deadlocked over the issue of gang size and that almost no progress had been made toward an agreement. A 10-day Taft-Hartley restraining order was issued October 4, and longshoremen in all ports returned to work October 6. A permanent injunction issued on October 10, for the full statutory period of 80 days deferred the stoppage until December 23.

Union members voted overwhelmingly on December 19, to reject the Shipping Association's last contract offer, which called for a reduction in the size of work gangs by one man a year during the following 3 years and a total wage increase of 27 cents an hour over a 3-year period.

On December 23, the injunction expired, and the strike was resumed after the union had rejected a last minute presidential request for a 90-day extension of the strike deadline, and a special study of the disputed issues by two committees—one, under the direction of the Secretary of Labor, to study manpower utilization, job security, and related issues, and another to recommend settlements on all other matters.

Negotiations resumed on December 26. When agreement was not reached by January 16, the President appointed a three-member special board to mediate the dispute, and, if no contract settlement was reached by

⁸ Management in Boston and Baltimore accepted the principle of a containerization fund but did not agree on the details with the ILA. Agreements in Hampton Roads and Philadelphia made no provisions for a containerization fund.

⁹ After the 1959 contracts were signed, the Federal Mediation and Conciliation Service maintained continuous liaison with the parties in an effort to avoid a crisis in 1962. In Jan. 1962, Federal mediators met with top union and industry representatives and suggested that bargaining get underway early. At that time, both sides undertook studies in order to support their positions on several key bargaining issues.

¹⁰ At no time did the union open negotiations on the containerization fund, although it had the right to do so under the provisions of the Nov. 22, 1960, arbitration award.

January 20, to propose action to Congress. On January 20, the board presented its recommendations to the parties, and the union's Atlantic Wage Scale Committee accepted the board's proposal. The NYSA accepted the proposal 2 days later, and the union's New York membership ratified the agreement on January 23. Longshoremen in other North Atlantic ports voted between January 24 and 26 to accept agreements embodying benefits similar to those provided in the New York settlement. The 39-day strike, the longest in the history of the North Atlantic longshore industry, officially ended January 26 when the New York port workers returned to their jobs. By January 28, all North Atlantic ports had resumed operations.

The 2-year contracts included a 15-cent-an-hour general wage increase retroactive to October 1, 1962, and a 9-cent increase effective October 1, 1963. An additional paid holiday was to be observed beginning with the second year of the contract, bringing the total to nine. After 25 years of service, vested pension rights were established and pension, health and welfare contributions were increased. Both parties agreed to a U.S. Department of Labor study of manpower utilization and job security, after which they were to bargain on disputed issues in the light of the findings. The parties were to select an impartial board to make recommendations for resolving any differences remaining on July 31, 1964. The parties also agreed to a study during the first contract year to determine the feasibility of providing more comprehensive medical service with existing employer contributions.

October 1964–September 1968

Proposals for a new agreement were drafted at an ILA conference convened in New York City on June 16, 1964. Delegates supported three major demands, a guaranteed annual wage, return of hiring halls to joint union-management control from the Waterfront Commission, and abolishment of the register used for licensing of additional dockworkers.

On June 25, union negotiators formally presented the demands to the NYSA. Economic provisions in the proposed 3-year agreement included wage increases of 15 cents in the first year and 10 cents in the second and third years, three additional paid holidays, increased vacation time, a guaranteed 8-hour day for 9 hours' pay, liberalized pension benefits, and increased employer contributions to provide improved health benefits. The parties then recessed for 2 weeks to allow the employers time to study the proposals.

During the recess, the parties met with the Assistant Secretary of Labor for Labor-Management Relations to receive the manpower utilization and job security study of the Port of New York prepared by the U.S. Department of Labor as a result of the settlement of January 1963. Similar reports were to be issued for all major ports, the intention being to provide a useful tool

to assist the parties in resolving the work practices issue.

At the second negotiating session on July 7, company representatives proposed that talks be based on the Labor Department report, but union negotiators refused to proceed until they received a counteroffer from the employers. One week later, the employers presented a counteroffer of a 5-year agreement that included a wage reopener after the third year, elimination of royalty payments on containerized cargo, and the formation of a joint committee to study the Labor Department report. The union agreed to a joint committee study of the Labor Department report.

Near the end of July, the Secretary of Labor selected a three-man neutral board, as authorized by the January 1963 agreement between the parties, to help resolve issues in dispute. The board met with each party and held joint sessions in the 2 months that followed. Size of work gangs was one of the major issues; the union indicated it might accept a reduction in gang size in return for a guaranteed annual wage.

In the third month of negotiations, the NYSA proposed that all unresolved issues be submitted to final and binding arbitration, but ILA members rejected that proposal. The neutral board then presented the parties with its recommendations including a phased reduction in the size of work gangs, a guaranteed annual wage plan, greater flexibility in the assignment of work, and curtailment of new entrants into the longshore labor force.

On September 30, the last day of the agreement, the union served notices that it would not work without a contract. Negotiations ceased and the President appointed a three-man Board of Inquiry under the Taft-Hartley Act to investigate the situation. The next day, 60,000 ILA members at Atlantic and Gulf Coast ports went on strike. The President obtained a 10-day restraining order which was subsequently extended to an 80-day injunction to halt the strike. Work practices constituted the major area of disagreement; two of the key issues were employer demands for greater flexibility in the assignment of work to cargo checkers and union demands for retention of the standard 20-man gangs.

The Assistant Secretary of Labor suggested in late November that the parties agree on a 1-year contract covering wages and wage-related benefits and continue negotiations on unresolved manpower issues. Union negotiators accepted the proposal, but the companies rejected it.

Four days before the expiration of the 80-day injunction on December 20, the NYSA and ILA reached agreement subject to a vote of the ILA membership on January 8, 1965. The 4-year contract was to provide for wage increases of 10 cents an hour retroactive to October 1, 1964, 10 cents in 1965, and 8 cents in 1966 and 1967. Other improvements included the addition of 3 paid holidays, 4 weeks' vacation after 12 years' service, increased company contributions to the health and

welfare and clinic funds, and liberalized pension benefits. Of major importance was the agreement on reduction of general cargo gang size from 20 men to 18 on April 1, 1966, and to 17 men on October 1, 1967, and agreement on the establishment of a guaranteed work year to provide eligible workers with 1,600 hours of work or pay each year.

In the days that followed the expiration of the Taft-Hartley injunction, sporadic walkouts took place at several major ports. On January 8, 1965, the ILA membership voted to reject the agreement reached in late December and 3 days later went on strike for the second time. ILA officials saw confusion and incomplete information among members as reasons for rejection of the agreement. After a period of informational meetings, a second vote was held on a port-by-port basis. New York dockworkers accepted the contract on January 28, 1965. The other major North Atlantic ports resumed operations by the end of February, subsequent to local negotiations which modified the agreement previously rejected.

The contracts were to remain in effect through September 30, 1968.

October 1968–September 1971

A 2-month longshore strike in the Port of New York, the longest in its history, was ended on February 14, 1969, when members of the ILA ratified a 3-year agreement that had been reached tentatively about a month earlier with the NYSA. A ratification vote was delayed pending ILA contract settlements at other ports in an attempt to obtain uniformity of collective bargaining agreements throughout the North Atlantic district, but this tactic was enjoined by a Federal district court. The NYSA—ILA contract set the pattern for Atlantic and Gulf Coast ports and was a key factor in ending strikes which involved about 46,000 workers from Maine to Texas.

Bargaining began on July 10, 1968, when negotiations to replace the contract expiring on September 30 were opened by the ILA and NYSA. The union proposed a 2-year agreement, the provisions of which were to apply uniformly to the five major North Atlantic Coast ports. The uniform demands included the elimination of simultaneous loading and unloading of container-ships; granting of exclusive rights to pack and unpack containers away from piers, except those with a manufacturer's label; and the establishment of 17-man work gangs, the size of gangs in New York. The demands also included a total wage increase of \$2.38 an hour over the contract term, a 6-hour workday, a \$125 increase in the monthly pension benefit, a guaranteed annual income of 2,080 hours at straight-time rate, and improved welfare benefits.

In previous contract talks, the NYSA had been authorized to bargain for employers in New York, Baltimore, Boston,¹¹ Hampton Roads, and Philadelphia on

wages, hours, employer contributions to the welfare and pension funds (but not the benefits to be provided by the different welfare and pension plans), and the length of the contract. Settlement on these issues, generally referred to as the master agreement, then were incorporated into local agreements. Negotiations on working conditions, holidays, vacations, and other matters were conducted at the local level.

On August 7, the NYSA offered a 48-cent-an-hour wage increase over the term of a 4-year contract and stated that it was authorized to bargain only on provisions of the master agreement for the North Atlantic district, and on a container provision for Baltimore.

Bargaining continued through September 20 on wages, pensions, and a guaranteed income. Little headway was made on any of the issues, and the Executive Board of the ILA voted to strike on October 1, if agreement was not reached by September 30. The President of the United States, on September 24, directed the Under Secretary of Labor to assist in mediating the dispute.

On September 26, the international president of the ILA stated that the employers, represented by the NYSA, either had to agree to let the union load and unload containers or had to pay a royalty that was adequate to finance a pension and welfare plan considered satisfactory by the union. Because of the considerable savings in man-hours possible with container-ships, the union maintained that hourly pension and welfare contributions would have to be much higher to finance these benefits at current levels. The NYSA had proposed earlier that the ILA load and unload containers consolidated within the port area, but the union rejected this offer fearing that container consolidating operations would be opened outside of the port area.

With a strike imminent, the President of the United States declared on September 30, that a stoppage would imperil the national health and safety, and he appointed a three-member Board of Inquiry under the provisions of the Labor Management Relations Act. This marked the seventh time that Atlantic Coast longshoremen were involved in a "national emergency" dispute. Last minute efforts to avoid a strike failed, and workers in New York began leaving their jobs before the September 30 midnight deadline.

On October 1, about 46,000 longshoremen in Atlantic and Gulf Coast ports were on strike, and the Board of Inquiry met in New York with employer and union representatives. The board reported to the President that there were "...two overriding issues, and the failure to resolve these has prevented the parties from reaching agreement on other items." The two issues were unionwide collective bargaining and the problems of containerization. The President then requested that the Attorney General seek to end the strike, and a temporary restraining order was obtained from the U.S. District Court for the Southern District of New York.

¹¹ A written agreement had not been signed in Boston since 1959.

October 9 was the date set for a hearing on a Taft-Hartley injunction.

Longshoremen returned to work at all ports on October 3, and on October 9, the restraining order was extended. An injunction was obtained on October 16 to be effective until 7:05 p.m., December 20.

Negotiations were reopened on October 30 with ILA demands for uniform basic containerization and job security provisions for all Atlantic and Gulf Coast ports. The NYSA, speaking for New York employers, previously had made an offer of a 2,080-hour guaranteed annual income, but employers at other ports said that they could not afford such an offer. On November 1, the NYSA proposed a 3-year package estimated at \$1.01 an hour over the contract term for wages, and liberalized pension and welfare benefits, as well as an improved income guarantee, but the ILA disapproved the offer. The union was dissatisfied with the failure to negotiate a single North Atlantic district agreement, the size of the money package, and the retirement provisions.

The Board of Inquiry reported to the President on November 30 that the positions of the parties had not changed since its first report, and that none of the issues had been resolved.

Talks continued in mid-December after the union membership rejected the NYSA's November 1 offer in a ballot conducted by the NLRB. A tentative oral agreement reportedly was reached for the North Atlantic district providing about a \$1.60-an-hour wage and benefit package¹² increase over 3 years, the right to pack and unpack containers with cargoes consolidated within 50 miles of New York, and a guaranteed annual income of 2,080 hours. The union rejected this offer, however, primarily because the container provision did not prevent freight forwarders in other ports from shipping through New York, thereby causing a decrease in employment in these ports. Philadelphia and Boston longshoremen representatives also stated their disapproval of a provision that would end a policy of "one port down, all ports down."

Negotiations centering on containerization and supplemental benefit provisions continued. Employers in the ports of Philadelphia and Boston would not offer the same provisions as New York, Baltimore, and Hampton Roads, contending that improved supplemental benefits would have to be paid for by increased productivity through automation.¹³

On December 20, the talks ended without agreement, and the strike by some 46,000 workers was resumed when the injunction expired.

A day later, employers in Philadelphia and Boston stated that they could commit their support to only a part of the total money package offered by the NYSA, and that the NYSA and ILA were overstepping their authority. Employers in Baltimore indicated that they

would be forced to reject a contract if other employer associations were to do the same.

Talks were reopened in New York on December 23, and the ILA demanded that the master agreement specify that a reasonable guaranteed annual income be negotiated in other ports. A day later, the Boston Shipping Association notified mediators that it would negotiate only a local contract.

After failure of the NYSA and ILA to reach agreement on the jurisdiction of the ILA in stripping and loading of containers and hiring practices under the guaranteed income plan, the NYSA appealed to the President on January 8 to refer the dock strike to Congress as provided for under the Taft-Hartley Act.

A major breakthrough in bargaining occurred on January 10, when top labor and management officials reached agreement on the container clause and hiring practices under the guaranteed income plan. Several days later, the total contract was reviewed by all New York parties, and ILA approval was given to the new container clause, which protected local ports from the threat of losing work to New York.

On January 14, tentative agreement was reached on a 3-year agreement for the Port of New York, but ratification by the workers was deferred pending settlement at other ports. Terms of the pact included a general wage increase retroactive to October 1, 1968, of 38 cents an hour and deferred increases of 25 cents in 1969 and 35 cents in 1970; an additional paid holiday in 1970 and eased eligibility requirements for holidays; and fifth and sixth weeks of vacation in 1968 and 1969, respectively. Pension improvements included an increased basic benefit of \$300 a month; a \$25-a-month increase in the basic benefit for those already retired; allowance for early retirement if the employee elected to retire within 1 of 2 option periods at \$250 a month at age 55 and 20 years of service, the amount to be increased to \$300 at age 62; and an increase in the disability benefit to \$180 a month plus \$12 a month for each year of service over 15, up to a maximum total benefit of \$300. Pensions for widows were increased and employer contributions to the pension and health and welfare plans were to be increased in three stages. In addition, the guaranteed annual income plan was improved to provide a minimum of 2,080 hour' pay. Travel pay was eliminated for those hired in the industry after September 30, 1968.

Bargaining was continued for other ports and the ILA demanded the full New York package for Philadelphia. Employers in Philadelphia agreed to the same

¹²This was the figure for New York which included an amount required to grant additional holiday and vacation benefits. Since terms of holidays and vacations were negotiated locally, the package amounts would vary by port.

¹³Container facilities were established in Apr. 1969 in Philadelphia when full container ships began using port facilities.

wage increases and pension and health and welfare benefit contributions as in New York, but objected to the increased vacation costs and guaranteed annual income plan.

On January 23, the union was warned by the NYSA that it might be in violation of the Taft-Hartley Act by not submitting the New York contract to the workers for a vote. At this time, employers in Philadelphia offered three contract packages, but these were declined by the union.

Agreement on holiday and vacation benefits was reached in Baltimore on January 26, but the union turned down a guaranteed annual income of 1,800 hours. Settlement was reached in Hampton Roads several days later on a guaranteed income.

Members of the NYSA agreed on February 4 to withdraw their unratified contract if longshoremen did not return to work. In the meantime, negotiators in Philadelphia agreed on wage and most supplementary issues, and container provisions, but agreement could not be reached on eligibility for a fifth and sixth week of vacation and work schedules.

In an attempt to get the New York contract ratified, the NYSA filed an unfair labor practice suit against the ILA on February 7. The NLRB then petitioned the U.S. District Court for the Southern District of New York to order longshoremen back to work in the Port of New York. The court denied the request, however, and instead ordered the ILA to hold an election by February 14. New York longshoremen ratified the contract on February 14 and returned to work the following day.

Settlements were ratified by the workers for the ports of Baltimore and Hampton Roads on February 21, and for Philadelphia 2 days later. The pacts were similar to the NYSA—ILA agreement, except for the amount allowed under the guaranteed annual income plan, that they did not allow for the early retirement newly-established in New York, and other modifications. The minimum income was set at 1,800 hours' pay effective April 1, 1969, in Philadelphia and October 1, 1969, in Baltimore, and 1,600 and 1,700 hours' pay in Hampton Roads effective October 1, 1969, and 1970, respectively. (The guarantee was new to Baltimore and Hampton Roads.) Longshoremen returned to work shortly after ratification in each case.

A late agreement was reached in Boston on April 2, 1969, where employers demanded concessions in work rules in exchange for higher wages, benefits, guaranteed annual wage, and a container clause. The Boston contract also was similar to the one for New York and included the guaranteed wage of 2,080 hours' pay. Work was resumed on April 2.¹⁴

The contracts were scheduled to remain in effect through September 30, 1971.

October 1971–September 1974

Bargaining goals for new contract talks for North Atlantic and also South Atlantic and Gulf ports were approved by representatives of all port ILA locals at a National Wage Scale Conference held in Washington, D.C., in May 1971. A list of tentative demands previously had been circulated to the union membership, management, government, and other interested parties. The approved demands, while calling for substantial wage and benefit improvements, emphasized job security and income maintenance to ease the impact of reduced work opportunities due to the increasing mechanization of freight handling. The union also expressed hope that some progress could be made towards its continuing goal of establishing a national agreement covering all ports from Maine to Texas, and extending to Puerto Rico and, eventually, the Great Lakes.

During the ILA's convention in Miami Beach in mid-July, ILA President Gleason said that money issues would not prevent an early settlement if job security items could be agreed to. This concern over declining work opportunities was voiced against a backdrop of similar problems on the West Coast which had led to a strike by 15,000 members of the International Longshoremen's and Warehousemen's Union (ILWU) after the July 1 expiration of their coastwise pact.¹⁵

Talks for a new master agreement for the ports of Baltimore, Boston, Hampton Roads, New York, and Philadelphia began in mid-August. In addition, for the first time, Providence longshore workers were to be brought under the master contract.¹⁶ A new employer group, the Council of North Atlantic Shipping Associations (CONASA), was established in 1970 to bargain for management in the six ports on items such as wages, hours, length of contract, containerization, LASH (lighter aboard ship), and employer contributions to the welfare and pension plans (but not welfare and pension benefits).¹⁷ Both parties had expressed a desire that local bargaining on holidays, vacations, working conditions, and other local issues be completed swiftly to allow a peaceful settlement.

¹⁴See U.S. Department of Labor, Bureau of Labor Statistics, *National Emergency Disputes*, Bulletin 1633 (1969), for a more detailed account of the issues that resulted in work stoppages in Atlantic and Gulf Coast ports and efforts made by the parties and Federal officials to resolve these disputes.

¹⁵See *Wage Chronology: Pacific Maritime Association and International Longshoremen's and Warehousemen's Union, 1934-78*, BLS Bulletin 1960 (1977), for difficulties encountered in negotiating an agreement covering longshore workers on the West Coast as well as for terms of the resulting 1972 settlement.

¹⁶This chronology, however, relates specifically to the five ports previously covered by the master agreement.

¹⁷The NYSA previously had been authorized to bargain for the other four North Atlantic District ports (not Providence) on these master contract items (except container rules) after which such terms were incorporated into local agreements.

The start of local talks was delayed by the ILA's insistence that the guaranteed annual income plan (GAI) be considered as an item under the master agreement, while the CONASA wanted it to continue to be negotiated locally. Management, in turn, wanted the union to end its policy of "one port down, all ports down" in the case of local disputes over local issues, including the GAI. The parties did not press these demands further and local bargaining began in early September.

As the September 30 expiration date neared, ILA President Gleason told delegates to meetings of the Atlantic Coast District Wage Scale Committee in New York City that the union's members should continue working until after the end of the Federal Government's 90-day wage-price-rent freeze (in effect since August 15) if the steamship carriers would agree to extend the agreements until after the freeze. The NYSA, however, refused a contract extension because it would have meant continuance of the GAI plan which employers considered too expensive. Specifically, the NYSA wanted the plan modified so that longshore workers who repeatedly refused work would be made ineligible for guarantee benefits. After refusal of the NYSA to extend the pact, the ILA ordered its members to strike.

The strike began in New York on October 1 and quickly spread to other ports from Maine to Texas and to the Great Lakes; 45,000 longshore workers were involved, 28,000 in CONASA ports. This strike, combined with the West Coast walkout, created the first coast-to-coast longshore strike in the Nation's history. The tie-up prompted President Nixon to seek injunctions to end the West Coast and Great Lakes disputes, the latter on the grounds that it would have an untimely effect on grain shipments.¹⁸ It was hoped that the East and Gulf Coast disputes could be resolved through collective bargaining since they were less than a week old at the time the requests for injunctive relief were made. A five-member Board of Inquiry, appointed on October 4 by the President under authority of the Taft-Hartley Act, had recommended this course of action.

A temporary restraining order was obtained on October 6 to halt the ILWU strike pending hearings on the full 80-day injunction, which was subsequently obtained, to expire December 25.¹⁹ An injunction to end the Great Lakes walkout was denied. East and Gulf Coast longshore workers also were enjoined on November 26 from striking under a Taft-Hartley injunction which would expire on February 14, 1972.

On January 6, tentative agreement on a new 3-year master contract was reached between the ILA, its Atlantic Coast District, and CONASA which became the pattern for South Atlantic and Gulf ports. The pact was subject to approval by the Pay Board under Phase II of the Federal economic stabilization program, and would be retroactive to November 14, 1971, with a 70-cent-an-hour general wage increase on that date and deferred increases of 40 cents each in both 1972 and

1973. Over the term of the pact, employer contributions would be increased for the pension and welfare plans by 47 cents and 30.5 cents an hour, respectively. A second container royalty of 35 cents, 70 cents, or \$1 per ton of container cargo (depending upon the proportion of ship capacity fitted for vans or containers) was established to finance pension and welfare benefits (as determined locally) other than supplemental cash payments. This royalty was in the same amounts as the existing container royalty. Shippers who violated terms of the container provisions would be assessed a fine of \$1,000 per container (was \$250).

Tentative agreement for about 17,500 workers was reached on local issues by the ILA and NYSA on February 3. A key element in this pact was the revision of eligibility requirements for GAI benefits so that those who repeatedly refused work would ultimately be disqualified for such benefits. The annual pledge to the GAI fund was reduced, but trustees of the fund would be allowed to borrow from banks to cover any shortfall in funds required for GAI payments. A guarantee of \$2 million a year towards supplemental income payments was to be paid by management into the Royalty Fund in lieu of travel pay.

Pensions were improved by increasing the basic benefit to \$400 and the disability benefit to \$240 plus \$16 for each year of service over 15 (to a combined maximum of \$400). Benefits for those already receiving pensions also were increased. The pact also provided for a "one-shot" early retirement pension for eligible workers who applied for such retirement by a specified date. This early retirement was expected to reduce what employers considered an excessive number of longshore workers in relation to the amount of work available. In addition to the pension and welfare contributions set by the ILA-CONASA master agreement, the second container royalty was to be allocated to the pension fund in the second and third contract years and to the welfare and clinic funds in the first year.

The NYSA-ILA Fringe Benefits Escrow Fund was established, into which all assessments would be deposited for welfare and clinics, GAI, \$2 million in lieu of travel time, and vacation and holiday payments. This was a "feeder" fund without legal status and was to be liquidated at the end of each benefit year. Pension contributions would be deposited directly into the NYSA-ILA Pension Trust Fund. To maintain the current level of benefits, a special work-hour/tonnage assessment (less any container royalties collected) was to be put

¹⁸The President had indicated earlier that the need for an injunction would be questionable as long as the strike was confined to the West Coast.

¹⁹The ILWU and Pacific Maritime Association later agreed to a contract extension until Jan. 17 at which time their strike resumed. An agreement for these workers was ratified in mid-Feb., and they returned to work.

into the Fringe Benefits Escrow Fund to be allocated as needed, except that portion of the assessment marked as pension contributions.

A formal agreement would not be signed for New York, however, until negotiations could be completed for the other five CONASA ports, where the major issue was the GAI. With the approaching expiration of the Taft-Hartley injunction, ILA President Gleason announced that the union would agree to continue working until March 14 under extension of the old contracts.

A March 8, ratification vote was held for all Atlantic and Gulf Coast ports. New York, Boston, and Hampton Roads longshore workers ratified their pacts but workers in Philadelphia and Baltimore rejected theirs, chiefly because of dissatisfaction over the local GAI levels. Local issues were resolved in Baltimore on March 15 just before a strike deadline, but workers were off the job the next day until 7 p.m. for a union briefing on settlement terms. In Philadelphia, a 2-week strike that began March 15 ended with the March 29 ratification of an agreement reached March 24.

In Baltimore, the GAI was increased to 1,900 hours per contract year with payments to be made quarterly in the first contract year and twice a month beginning in the second contract year. In Hampton Roads, GAI was to be paid biweekly beginning in 1971 and was to be increased to 1,800 hours effective August 1972. In Philadelphia, the GAI payments were to be made monthly beginning October 1972.

During the term of the agreements (November 14, 1971, through September 30, 1974), basic and disability pensions were increased in Baltimore (for those meeting qualifications established April 1, 1969), Hampton Roads, and Philadelphia, to the same amounts as agreed to in New York (increases were smaller for basic and disability benefits in Baltimore for those who retired with the qualifications in effect before April 1969), and spouses' benefits also were increased. For these ports, various increases were made in benefits for those already receiving pensions. Additionally, in Baltimore effective January 1, 1973, early retirement would allow a benefit of either \$350 a month until age 62 and \$400 thereafter, or \$300 for life, depending upon which set of age and service requirements was met.

On May 8, the Pay Board pared the first-year wage increase for the 45,000 Atlantic and Gulf Coast longshore workers by 15 cents an hour, to 55 cents. Approval of a second-year increase was conditional upon implementation of work rules that resulted in higher productivity. Labor and management then requested reconsideration of the Board's May 8 decision, asserting that the savings resulting from increased productivity would allow the increase without violating the Pay Board's guidelines of 5.5 percent. This appeal, however, was rejected on June 6.

ILA President Gleason, and CONASA and NYSA President Dickman, on June 26, 1972, requested ap-

proval of the CONASA-ILA agreement, also dated June 26, 1972, which was modified to comply with the earlier Pay Board objections. The parties agreed to modify the first-year wage adjustment to 55 cents an hour; the second-year adjustment was kept at 40 cents. It was subsequently agreed that the retroactive payments would be paid in a lump sum.

In mid-May 1974, following expiration of Federal wage-price controls on April 30, the ILA and CONASA agreed to a wage increase of 15 cents an hour, to be effective June 1, 1974. This increase was the same amount cut by the Pay Board in 1972.

Rules on containers. During the 1971 contract negotiations, the ILA had been very much concerned with adopting methods which would assure compliance with the Rules on Containers. The rules, which were first codified in the NYSA-ILA collective bargaining agreement in 1968, had been developing since 1958. The rules basically provided that:

(A) ILA longshoremen shall have the right to stuff and strip, at the piers and terminals, containers made up of goods of more than one shipper (LTL or container loads) which come from or go to points within 50 miles of a port, to or from persons who are not the beneficial owners of the cargo, and

(B) All other containers shall be moved without restriction, i.e., all containers which come or go to a point more than 50 miles from a port or which contain the goods of one shipper who is the beneficial owner of the cargo may come on to the docks and go off the docks without being stuffed or stripped by ILA longshoremen.²⁰

In the 1971 negotiations, the NYSA rules were adopted as the CONASA-ILA Rules on Containers with some modifications. Even after the agreement was signed, however, the ILA continued to protest that the rules were being violated because of the growing number of off-pier consolidators who were taking away traditional ILA work. The ILA took the position that all of these contract violations would cease if the carriers would not supply their containers to the consolidators, and in November 1972, the ILA took the firm position that supplying containers to consolidators was a violation of the contract.

The CONASA-ILA Committee on Containers met in Dublin, Ireland, in January 1973, to discuss proposals for the enforcement of the Rules on Containers. The resulting document—Interpretive Bulletin No. 1, known as the “Dublin Rules”—was adopted. The parties agreed that the Dublin Rules were the means necessary to prevent violations of the contract.

The contracts were scheduled to remain in effect through September 30, 1974.

²⁰ Containers consisting entirely of U.S. mail, household furniture, or military effects and containers loaded by a producer's own employees were exempted.

October 1974–September 1977

On June 21, 1974, agreement was reached on a 3-year master contract between CONASA employers and the ILA. This settlement enabled parties in the various ports to concentrate bargaining on local issues. The CONASA-ILA pact covered about 25,000 workers and became the nucleus for bargaining for another 15,000 workers in South Atlantic and Gulf Coast ports.

Bargaining for the master contract had begun on March 27, 1974, well in advance of the contract expiration date of September 30. It was hoped that an early agreement on master contract items would allow ample time for negotiating local settlements before the expiration date. The union sought a 1-year pact which would raise the basic wage rate to \$8 an hour and establish a cost-of-living escalator clause. Contributions to the welfare and pension funds would be increased. A major union concern was job security. The union said that 16,000 ILA jobs had been lost over the last 6 years due to increased use of laborsaving methods of freight handling, primarily containerization, and it sought to tighten work rules on handling container and other types of cargo loading operations as well, to help offset this trend.

Terms of the master agreement provided for increases in the basic wage rate of 70 cents an hour on October 1, 1974, 60 cents on October 1, 1975, and 60 cents October 1, 1976, bringing the rate to \$8 an hour. Employers' contributions to the welfare and pension funds were increased over the life of the contract by 33 and 49 cents per hour worked, respectively. The Rules on Containers were expanded and spelled out in greater detail.

A tentative agreement on local issues for the Port of New York's 14,000 workers was reached on July 10. Shippers had sought a cut in the guaranteed annual income (GAI) because of its high cost, which shippers said was diverting cargo to other ports and areas. Over 700 employees reportedly were regularly receiving GAI benefits. Although the 2,080 hours' GAI was maintained, changes were made to reduce the cost. One such innovation was a lump-sum payment to induce GAI-eligible workers who were age 65 as of October 1, 1974, and eligible for a pension to retire. This same opportunity was offered to workers eligible for the GAI who were age 65 as of October 1, 1975, and also eligible for a pension at this time. In both cases, if such individuals did not retire, they would no longer be eligible for GAI payments. In addition, disqualification for GAI benefits would be swifter for those who did not make themselves available for work or refused work.

Christmas Eve was added as a paid holiday. For new retirees, the regular pension benefit was increased to \$450, \$475, or \$500 a month, for 25, 30, and 35 years of service, respectively, and the disability benefit was increased to \$270 for 15 years of service plus \$18 for each year of service over 15 to a combined maximum

of \$450. Pensions were increased by \$25 a month for those who retired before October 1, 1974.

Discussions in other North Atlantic ports continued. In Baltimore and Hampton Roads, workers sought 2,080 hours' guaranteed annual pay. In Boston, workers sought to continue a GAI of 2,080 hours; employers wanted the GAI structured so that payments would be reduced if the funding level, based on a tonnage contributions, fell below a certain amount. Employers also wanted greater control of work assignments.

In a ratification vote held August 21, workers in North Atlantic ports ratified their contracts, except Baltimore and Boston where the GAI remained at issue. Baltimore workers ratified their pact about 2 weeks later. In Baltimore and Hampton Roads, the existing GAI levels were continued. All of the approved agreements added Christmas Eve as a paid holiday. Employers in Boston still were reluctant to meet the union's GAI demand because there reportedly were as many pensioners as workers, and therefore, all container royalties had to be allocated to pension financing.

In Boston, when agreement on the GAI could not be reached by a strike deadline there of May 30, 1975, workers went on strike. The walkout ended a month later when workers approved, on June 29, an agreement which provided for a GAI of 1,500 hours' pay.²¹ The pact also allowed shippers to schedule around-the-clock container terminal operations with shifts beginning as late as 11 p.m. Funding of the GAI was "opened" in that a fixed royalty was not set, but rather enough sums per long ton (2,240 pounds) sufficient to keep the fund solvent. As indicated earlier, management had wanted the GAI structured so that payments would be reduced if the funding level, based on tonnage contributions, fell below a certain amount, while the union wanted the GAI maintained regardless of the tonnage handled.

During the contracts' term, pensions were increased in Philadelphia to the same amounts as for New York and were also improved in Hampton Roads and Boston. Baltimore pensions were to be increased substantially in 1976.

Rules on containers. The ILA announced on March 26, 1975, that it wanted to reopen negotiations on the Rules on Containers which were a crucial part of the 6-month-old CONASA-ILA agreement, as permitted by Rule 8 of the container rules, because of continuing "violations" by some containership operators. Of key concern to the union was the diversion of cargo from North Atlantic Coast ports by the increasing use of

²¹ The new guarantee was to apply to all workers who were paid for 700 hours in the 1973-74 contract year, although subsequent decisions on an individual basis extended GAI eligibility to some other workers.

“mini-bridge.”²² The increasing use of mini-bridge cargo movements employed by some CONASA container ship operators and the impact of the recession combined to reduce tonnage in all the North Atlantic ports.

The rules included provisions relating to the overland movement of containers from a CONASA port zone (a 50-mile radius extending from the geographic center of the port) to a non-CONASA port for the purpose of evading container rules, and a penalty was assessed for such an evasion. The union contended that the use of mini-bridge by some CONASA members was an effort to circumvent container rules in violation of the agreement. In addition, the ILA and CONASA had placed the mini-bridge issue before the Federal Maritime Commission, arguing that the practice violated several sections of the Shipping Act, but an initial decision was not expected until summer or fall of 1976.

Negotiations on container rules were reopened but, because of lack of progress, the union unilaterally suspended container rules of the 1974 contract as was its right under Rule 8. In April, the union implemented a policy of stuffing and stripping all containers destined for or originating within a 50-mile radius of the port unless a manufacturer's label was displayed (indicating the container was loaded by employees of the producer).

The 2-month dispute over work rules between the ILA and CONASA ended in June when the parties agreed to set up a Council of Container Carriers which would bring CONASA members into more direct contact with the ILA to “head off trouble before it erupts.” The Council was to assist in all matters related to negotiation, interpretation, and administration of the Rules on Containers.

There were also legal developments affecting the Rules on Containers provision of the agreement. Certain companies had been performing consolidation work (i.e., containerizing less-than-full containers, also known as stuffing) and deconsolidation (also known as stripping) of loads not coming from or to manufacturers or single consignees at off-pier facilities within a 50-mile radius of New York (defined as the jurisdictional zone by the CONASA-ILA pact) using empty containers supplied by some NYSA members. The CONASA-ILA Rules—incorporated into the NYSA agreement—provided that this was ILA work.

In mid-1973, charges were filed by two off-pier consolidating companies with the NLRB. These charges were confined to New York. Similar challenges to container work rules were pending in other ports. The charges alleged that (1) the rules violated the “hot cargo” provisions of Section 8(e) of the National Labor Relations Act, and (2) the ILA was engaging in a secondary boycott against the consolidating companies. Their immediate complaint was directed to the Dublin Rules that prohibited the vessel carriers from furnishing their containers to off-pier container stations for

stuffing and stripping, thus bypassing ILA longshore workers. An Administrative Law Judge of the NLRB found that the ILA had a valid work preservation object, and therefore, there was no violation of the National Labor Relations Act as charged. Upon appeal to the NLRB, however, this decision was reversed, and both the NYSA and the ILA were ordered to cease and desist from maintaining the rules in their agreements with respect to all off-pier facilities.

The NLRB's decision was affirmed and ordered enforced by the U.S. Court of Appeals for the Second Circuit on June 29, 1976. A petition for a rehearing by the full court (*en banc*) was denied on August 6, 1976. The NYSA and the ILA then filed a petition for a writ of *certiorari* seeking review by the Supreme Court of the United States, on October 22, 1976. There were several other similar or related charges pending before regional offices of the NLRB in various stages of administrative and judicial processing or litigation.

The ILA and CONASA later agreed to review their master agreement with the key intention of revising portions of the pact relating to the container work rules that were upset by the NLRB decision and court ruling.²³ A joint statement issued by the parties on August 20 declared that “both sides have worked too hard for stability and peace to let it be undermined by uncertainties created by the court decision,” and that the pact should be renegotiated.

Such negotiations began on August 24 and an “addendum” to the master agreement, designed to stimulate work and job opportunities, was announced on October 6, 1976. The addendum built upon provisions of an interim agreement to channel more cargo to the docks and to provide surveys and other data to gauge the impact of the court ruling on longshore workers. A legal remedy would, however, still be pursued through the Supreme Court.

The addendum called on employers to encourage movement of “all mini-bridge LTL (less-than-trailer-load) container cargo through waterfront facilities in each CONASA port” and use workers covered by CONASA-ILA agreements for work “which historically and regularly has been and currently is performed by workers covered by CONASA-ILA agreements.”

²²“Mini-bridge” is a method by which container cargoes originating in the Orient for ultimate destination to East and Midwest locations, which historically were transported by sea from the Orient for discharge at East Coast ports, are now discharged instead at West Coast ports and then transported by truck or rail to East and Midwest locations. “Mini-bridge” also involves the converse method by which container cargoes destined for the Orient, and historically shipped from East Coast ports, are transported by truck or rail from East and Midwest locations to West Coast ports instead, for ultimate transport by sea to the Orient.

²³The legal test of the container work rules was applied to the Port of New York, but the outcome could affect other ports covered by the master agreement.

The minimum size of a container gang on a ship was set at 18 workers. The parties also agreed to encourage the development of a single collective bargaining agreement for master contract items for all ports from Maine to Texas and begin formal negotiations to replace the existing master pact by April 1, 1977.

The agreements were scheduled to expire September 30, 1977.

October 1977–September 1980

A 2-month strike aimed at containerized cargo in ports from Maine to Texas was ended after members of the ILA ratified agreements with various associations of ocean carriers, stevedoring companies, and terminal operators along the Atlantic and Gulf Coasts on November 29, 1977. Dockworkers had continued to load and unload conventional ships, except for brief periods in Baltimore and New Orleans when all shipping was struck.

The dispute stemmed from the 1975 NLRB decision which negated Rules on Containers in the Port of New York. A similar work stoppage had been called in April of 1977 against seven major domestic and foreign containership lines to protest the NLRB ruling and attract the Carter administration's attention.²⁴ Although the legal test was applied to New York, later NLRB rulings affected the rules in Baltimore and Hampton Roads (and subsequently in Philadelphia in 1979).

In talks which began in June 1977, as a condition for a new master agreement with CONASA, the union emphasized and demanded a new form of job security, unless the Rules on Containers could be reinstated legally. The existing pact was scheduled to expire at 12:01 a.m. on October 1. Initially, the union had sought a coastwise Guaranteed Annual Income (GAI) plan as an eighth master contract item,²⁵ instead of having it negotiated locally, but this demand later was revised to one for a new form of job security. A management negotiator stated that "The issue is containerization and the consolidation of cargo. Everything hangs on that."

In an attempt to respond to the ILA job security demand, in August, a proposal surfaced to establish a coastwise feeder fund for locally-negotiated GAI plans, although never formally demanded by the union or offered by CONASA negotiators. This proposal found favor with the NYSA. Because GAI was not a master contract item and benefits and costs varied from port to port, being highest in the Port of New York, CONASA members outside of New York demanded that GAI not be discussed in any way in master contract talks.

The NYSA subsequently tendered notice of resignation from CONASA on 30-days' notice, as provided for by CONASA bylaws, in order to have greater freedom to negotiate the job security demand. The NYSA also announced, however, that it would continue to negotiate jointly with other CONASA members and not

act on the resignation as long as prospects for settlement remained.

Negotiations for a master contract continued sporadically, without success, and were broken off on September 27 after failure to reach agreement on job security. On October 1, the union initiated a limited strike against containerships and LASH cargoes in ports from Maine to Texas. Some container operations also were affected on the Pacific Coast where dockworkers represented by the International Longshoremen's and Warehousemen's Union respected lines of pickets sent by the ILA.

The NYSA finally announced its resignation from CONASA on October 22, when other CONASA members refused to be part of a Job Security Program offer made by ocean carriers. Under the program, ocean carriers would pay into a coastwise pool to assure local GAI, pension, and welfare benefits. CONASA members outside of New York felt that uniform contribution rates would lead to uniform GAI benefits and to a competitive disadvantage to their ports. The two management factions attempted to negotiate separately with little success. Several weeks later, NYSA and a restructured CONASA organization resolved differences over a contract proposal, which included the job security offer, and a master contract covering about 35,000 workers was reached with the ILA on November 13 and signed on the 18th. The NYSA, however, continued to function as an independent association. This settlement paved the way for agreements on local issues in the North Atlantic ports and also for agreements covering another 15,000 ILA-represented workers in South Atlantic and Gulf ports.

The CONASA-ILA and NYSA-ILA settlement provided for a 3-year pact with an increase in the basic wage rate of 80 cents an hour retroactive to June 1, 1977, and 80-cent deferred increases on October 1 of 1978 and 1979. Pension and welfare contributions were increased by 54 and 37 cents an hour, respectively, over the life of the contract. Integral to settlement of the master contract, but not part of it, was the establishment of the Job Security Program (JSP) to fund any shortfalls in local GAI, pension, and welfare funds.

The JSP Agency, Inc., was created to administer the JSP contract. The JSP was a separate document from those normally existing between the ILA and employer organizations in that it involved only ocean carriers and the ILA. An eighth item was added to the CONASA-ILA and NYSA-ILA master contract permitting the ILA to refuse to load and unload ships of any carrier refusing to subscribe to the JSP. The ocean

²⁴The 5-day "selective strike" ended when the U.S. Department of Labor agreed to ask the NLRB for a "clarification" of its 1975 ruling.

²⁵The existing seven master contract items were wages, hours, length of contract, containerization, LASH (lighter aboard ship), and employer contributions to pension and welfare plans (but not pension and welfare benefits).

carriers were to be assessed specified amounts per long ton (2,240 pounds) of cargo handled, varying according to the type of cargo (automated, etc.), and the assessments were to be uniform from port to port. The money would be placed into a common pool to fund shortfalls only in the three types of benefits mentioned. The assessment rates were to be periodically revised based on funding needs. GAI, pension, and welfare funds themselves continued to be locally controlled, negotiated, and funded.

Prior to settlement on a new master agreement, by addendum dated May 12, 1977, payments to one of the employers' container royalty funds were doubled effective May 1, 1977, with the additional money to be allocated to finance supplemental cash payments.

Discussions in the five major North Atlantic Coast ports resulted in local agreements in late November which incorporated terms of the master agreement. Workers ratified the packages on November 29.²⁶ All of these local agreements provided for an additional

paid holiday. Vacation requirements were liberalized in Philadelphia and Boston. The GAI benefit was increased to 1,900 hours in Philadelphia and 1,700 hours in Boston.

During the contracts' terms, pensions were increased in New York and Philadelphia. Pension benefits also were increased in Baltimore, Boston, and Hampton Roads. (See table 3 for details.)

On September 25, 1979, the legal situation with respect to container rules was clouded when the U.S. Court of Appeals for the District of Columbia Circuit overturned NLRB rulings which had invalidated container rules affecting the ports of New York, Baltimore, and Hampton Roads. The case was remanded to the NLRB for any further action it considered appropriate.

The following tables are complete to the October 1, 1980, scheduled expiration date of the contracts.

²⁶ Contracts for other North Atlantic ports and for South Atlantic and Gulf Coast ports also were ratified by the ILA's membership on Nov. 29.

Table 1. General wage changes¹

Effective date	Increase	Applications, exceptions, and other related matters
Oct. 1, 1934	10 cents an hour.	
Oct. 1, 1936	5 cents an hour.	10 cents at Hampton Roads.
Oct. 1, 1937	5 cents an hour.	
Jan. 1, 1940	5 cents an hour.	
Oct. 1, 1941	10 cents an hour.	
Oct. 1, 1942	5 cents an hour.	
Oct. 1, 1945	25 cents an hour.	Arbitration award Dec. 31, 1945.
Oct. 1, 1946	15 cents an hour.	
Oct. 1, 1947	10 cents an hour.	
Aug. 22, 1948	13 cents an hour.	
Oct. 1, 1950	12 cents an hour.	
Oct. 1, 1951	10 cents an hour.	
Oct. 1, 1952 (by arbitration award of Nov. 25, 1952).	17 cents an hour.	Made retroactive by agreement of the parties. Retroactive payment made after Executive Order of Feb. 6, 1953, abolished Wage Stabilization Board.
Oct. 1, 1953 (agreements dated Oct. 6, 1954—New York; Feb. 11, 1954—Baltimore and Boston; Mar. 4, 1954—Hampton Roads; and Mar. 12, 1954—Philadelphia).	8 cents an hour.	
Oct. 1, 1954 (agreements dated Feb. 24, 1955—New York; Jan. 18, 1955—Boston; Feb. 4, 1955—Philadelphia); Feb. 1, 1955 (agreement dated Feb. 3, 1955—Hampton Roads); and Mar. 7, 1955 (agreement of same date—Baltimore).	7 cents an hour.	10 cents an hour increase in Hampton Roads.
Oct. 1, 1955 (agreement dated Feb. 24, 1955—New York; Mar. 7, 1955—Baltimore; Sept. 28, 1955—Boston; Feb. 3, 1955—Hampton Roads; Feb. 4, 1955—Philadelphia).	6 cents an hour.	3 cents an hour increase in Hampton Roads.
Oct. 1, 1956 (agreement dated Dec. 17, 1957—all North Atlantic ports). ²	18 cents an hour.	Damaged cargo and explosive penalty rate increased to double general cargo rate. ³ Agreement provided for 1 wage review based on change in BLS Consumer Price Index, with 1-cent-an-hour increase for each 0.6-point increase in excess of a 6-point rise in the index between Oct. 1956 and Aug. 1958. Deferred increases of 7 cents an hour effective Oct. 1 of both 1957 and 1958. Deferred increase.
Oct. 1, 1957 (above agreement—all North Atlantic ports).	7 cents an hour.	
Oct. 1, 1958 (above agreement—all North Atlantic ports).	7 cents an hour.	Deferred increase. No increase warranted by change in CPI.
Oct. 1, 1959 (memorandum of agreement dated Dec. 3, 1959—all North Atlantic ports).	12 cents an hour.	Deferred increases of 5 cents an hour effective Oct. 1 of both 1960 and 1961. Baltimore, bulldozer operators received additional 5 cents an hour.
Oct. 1, 1960 (above agreement—all North Atlantic ports).	5 cents an hour.	Deferred increase.
Oct. 1, 1961 (above agreement—all North Atlantic ports).	5 cents an hour.	Deferred increase.
Oct. 1, 1962 (memoranda of agreement of Jan. 20, 1963—New York; Jan. 25, 1963—Baltimore and Hampton Roads; Jan. 28, 1963—Boston; Jan. 26, 1963—Philadelphia).	15 cents an hour in basic wage rates.	Deferred increase effective Oct. 1, 1963.
Oct. 1, 1963 (above agreements).	9 cents an hour in basic wage rates.	Deferred increase.
Oct. 1, 1964 (agreements of Apr. 13, 1965—New York; of 1965—Baltimore; oral agreement only—Boston; Apr. 20, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).	10 cents an hour.	Deferred increases effective Oct. 1, 1965, 1966, and 1967.
Oct. 1, 1965 (above agreements).	8 cents an hour.	Deferred increase.
Oct. 1, 1966 (above agreements).	8 cents an hour.	Deferred increase.
Oct. 1, 1967 (above agreements).	8 cents an hour.	Deferred increase.
Oct. 1, 1968 (agreement of Feb. 14, 1969—New York; Feb. 19, 1969—Baltimore; Apr. 2, 1969—Boston; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia).	38 cents an hour in basic wage rates.	In addition, deferred increases were to be effective Oct. 1, 1969, and Oct. 1, 1970.
Oct. 1, 1969 (agreement of Feb. 14, 1969—New York; Feb. 19, 1969—Baltimore; Apr. 2, 1969—Boston; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia).	25 cents an hour in basic wage rates.	Deferred increase.
Oct. 1, 1970 (agreement of Feb. 14, 1969—New York; Feb. 19, 1969—Baltimore; Apr. 2, 1969—Boston; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia).	35 cents an hour in basic wage rates.	Deferred increase.

See footnotes at end of table.

Table 1. General wage changes¹—Continued

Effective date	Increase	Applications, exceptions, and other related matters
Nov. 14, 1971 (CONASA-ILA agreement dated Jan. 6, 1972).	55 cents an hour in basic wage rates.	Agreement originally provided for a wage increase of 70 cents, but the Pay Board reduced this amount by 15 cents in its ruling of May 8, 1972. In addition, deferred increases were to be effective Oct. 1, 1972, and Oct. 1, 1973.
Oct. 1, 1972 (CONASA-ILA agreement dated Jan. 6, 1972).	40 cents an hour in basic wage rates.	Deferred increase.
Oct. 1, 1973 (CONASA-ILA agreement dated Jan. 6, 1972).	40 cents an hour in basic wage rates.	Deferred increase.
June 1, 1974 (CONASA-ILA agreement dated May 13, 1974).	15 cents an hour in basic wage rates.	To match the amount cut by the Pay Board.
Oct. 1, 1974 (CONASA-ILA agreement dated June 21, 1974).	70 cents an hour in basic wage rates.	In addition, deferred increases were to be effective Oct. 1, 1975, and Oct. 1, 1976.
Oct. 1, 1975 (CONASA-ILA agreement dated June 21, 1974).	60 cents an hour in basic wage rates.	Deferred increase.
Oct. 1, 1976 (CONASA-ILA agreement dated June 21, 1974).	60 cents an hour in basic wage rates.	Deferred increase.
June 1, 1977 (CONASA-ILA and NYSA-ILA agreement dated Nov. 18, 1977).	80 cents an hour in basic wage rates.	In addition, deferred increases were to be effective Oct. 1, 1978, and Oct. 1, 1979.
Oct. 1, 1978 (CONASA-ILA and NYSA-ILA agreement dated Nov. 18, 1977).	80 cents an hour in basic wage rates.	Deferred increase.
Oct. 1, 1979 (CONASA-ILA and NYSA-ILA agreement dated Nov. 18, 1977).	80 cents an hour in basic wage rates.	Deferred increase.

¹General wage changes are upward or downward adjustments that affect an entire establishment, bargaining unit, or substantial group of employees at one time. Not included within the term are adjustments in individual rates (promotions) and minor adjustments in wage structure that do not have an immediate effect on the general wage level.

The changes listed were the major adjustments in wage rates made during the period covered. Because of fluctuations in earnings occasioned by premium and penalty rates and other factors, the total of the general changes listed will not necessarily coincide with the changes in average hourly earnings over the period of the chronology.

²This represented the first agreement jointly negotiated and signed by major employer associations in North Atlantic Coast ports with the ILA. The agreement dealt with wages, hours, the amount of contributions for welfare and pension bene-

fits (but not the benefits provided), and the period of the agreement. Since it applied to longshoremen and related labor classifications, stevedoring as well as other waterfront associations and organizations were signatories. The employer groups represented were (a) New York Shipping Association, Inc; Deepwater Steamship Lines and Contracting Stevedores; Cargo Repairmen Contractors; Checking and Clerking Contractors; General Maintenance Contractors; and Contracting Marine Carpenters; (b) Steamship Trade Association of Baltimore, Inc.; and Deepwater Steamship Lines and Contracting Stevedores in the Port of Baltimore; (c) Boston Shipping Association, Inc.; Contracting Stevedores; and Deepwater Lines; (d) Hampton Roads Maritime Association, Inc.; (e) Philadelphia Marine Trade Association; (f) Portland Shipping Association, Inc.; and (g) Rhode Island Shipping Association, Inc.

³Effective Nov. 21, 1957, in Boston.

Table 2. Basic hourly rates for longshoremen in selected North Atlantic Coast ports, 1934-79¹

Cargo classification and port	Effective date										
	Oct. 1, 1934	Oct. 1, 1936	Oct. 1, 1937	Jan. 1, 1940	Oct. 1, 1941	Oct. 1, 1942	Oct. 1, 1945	Oct. 1, 1946	Oct. 1, 1947	Aug. 22, 1948	Oct. 1, 1950
General cargo											
All ports:											
Basic rate	\$0.95	\$1.00	\$1.05	\$1.10	\$1.20	\$1.25	\$1.50	\$1.65	\$1.75	\$1.88	\$2.00
Overtime rate	\$1.35	1.50	1.60	1.65	1.80	1.875	2.25	2.475	2.625	2.82	3.00
Penalty cargoes³											
New York:											
Bulk cargo, ballast, and coal cargoes ⁴	1.00	1.05	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Cement and lime in bags ⁵	1.00	1.05	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Damaged cargo ⁶	1.90	2.00	2.10	2.20	2.40	2.50	3.00	3.30	3.40	3.66	3.90
Explosives ⁷	1.90	2.00	2.10	2.20	2.40	2.50	3.00	3.30	3.40	3.66	3.90
Kerosene, gasoline, and naphtha ⁸	1.15	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Refrigerator space cargo ⁹	1.15	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Rubber, where talc has been used in stowage ¹⁰											
Wet hides, creosoted poles, ties and shingles, cashew oil, soda ash in bags, and naphthalene in bags; ¹¹ barbasco root, fishmeal, and bonemeal ¹²	1.10	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.15
Bulldozer operator, discharging bulk sugar in hold ¹³											
Baltimore:¹⁴											
Cement and lime in bags and bulk			1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Chrycilllic acid stowed under deck											
Damaged cargo ⁶	1.90	2.00	2.10	2.15	2.40	2.50	3.00	3.30	3.40	3.66	3.90
Explosives ⁷	1.90	2.00	2.10	2.15	2.40	2.50	3.00	3.30	3.40	3.66	3.90
Old coal, restricted spaces	1.425	1.525	1.575	1.625	1.725	1.775	2.025	2.175	2.275	2.405	
Manganese, iron, and chrome ore in bulk			1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Refrigerator space cargo ⁹	1.15	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Rubber, where talc has been used in stowage											
Soda ash, toxaphene (cotton dust), red oxide, naphthalene and calcium cyanamide in bags, raw bones in bulk, and chrycilllic acid in drums, barbasco root, fishmeal, and bonemeal ¹²											
Damp hides, creosoted lumber and lumber products, and copra ¹⁵	1.10	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.15
Bulldozer operator ¹³											
Boston:¹⁶											
Bulk cargo and ballast ⁴	1.00	1.05	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Cement and lime in bags and bulk	1.00	1.05	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Damaged cargo ⁶	1.90	2.00	2.10	2.20	2.40	2.50	3.00	3.30	3.40	3.53	3.90
Explosives ⁷	1.90	2.00	2.10	2.20	2.40	2.50	3.00	3.30	3.40	3.53	3.90
Grain in bulk ¹⁷	1.15	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Naphthalene in bags											¹⁸ 2.75
Pickled skins in casks from New Zealand and Australia											¹⁸ 2.50
Refrigerator space cargo ⁹	1.15	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Scrap mica											¹⁸ 2.25
Wet hides, creosoted products, cashew oil, soda ash, carbon black, cottonseed meal in bags, and gasoline ¹⁹	1.10	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.15
Hampton Roads (including Newport News and Norfolk):											
Damaged cargo ⁶	1.80	2.00	2.10	2.15	2.40	2.50	3.00	3.30	3.40	3.66	4.00
Explosives ⁷	1.80	2.00	2.10	2.15	2.40	2.50	3.00	3.30	3.40	3.66	4.00
Grain, creosoted products, and soda ash in bags ²⁰	1.05	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.20
Coal cargoes, bulk cargoes, lime in bags, and ores ²¹											
Refrigerator space cargo ⁹	1.10	1.20	1.25	1.30	1.40	1.45	1.70	1.85	1.95	2.08	2.20
Rubber, where talc has been used in stowage ¹⁰											
Cement and lime in bags, iron ore when moved by hand, sulphur and steel dust in bulk or bags, pitch in bulk or barrels	.95	1.05	1.10	1.15	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Wet hides, cashew oil, caustic soda, kerosene, barbasco root, fishmeal, and bonemeal ²²	1.05	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.15
Philadelphia:											
Distress cargo (damaged) ⁶	1.75	1.80	1.85	1.95	2.05	2.10	3.00	3.30	3.40	3.76	4.00
Explosives ⁷	1.75	1.80	1.85	1.95	2.05	2.10	3.00	3.30	3.40	3.76	4.00
Grain ¹⁷	1.05	1.10	1.15	1.20	1.30	1.35	1.60	1.75	1.85	1.93	2.10
Oil, kerosene, gasoline, grease, naphtha in barrels, drums, cases, or other containers; fishmeal, and bonemeal ²³	²⁴ 1.10	²⁴ 1.15	²⁴ 1.20	²⁴ 1.25	²⁴ 1.35	²⁴ 1.40	1.65	1.80	1.90	2.03	2.15
Sulphur, bulk cargoes, and bog ore in bulk			1.05	1.10	1.25	1.30	1.55	1.70	1.80	1.93	2.05
Wet hides	1.10	1.15	1.20	1.25	1.35	1.40	1.65	1.80	1.90	2.03	2.15
Tallow, vegetable oil, asphalt, and pitch in barrels and drums ²⁵											
Naphthalene in bags, inbound only											
Chrycilllic acid in drums, inbound only											
Refrigerator space cargo, ⁹ licorice root ²⁶											

See footnotes at end of table.

Table 2. Basic hourly rates for longshoremen in selected North Atlantic Coast ports, 1934-79¹—Continued

Cargo classification and port	Effective date										
	Oct. 1, 1951	Oct. 1, 1952	Oct. 1, 1953	Oct. 1, 1954 ²⁷	Oct. 1, 1955	Oct. 1, 1956	Oct. 1, 1957	Oct. 1, 1958	Oct. 1, 1959	Oct. 1, 1960	Oct. 1, 1961
General cargo											
All ports:											
Basic rate	\$2.10	\$2.27	\$2.35	²⁸ \$2.42	\$2.48	\$2.66	\$2.73	\$2.80	\$2.92	\$2.97	\$3.02
Overtime rate	3.15	3.405	3.525	²⁹ 3.63	3.72	3.99	4.095	4.20	4.38	4.455	4.53
Penalty cargoes³											
New York:											
Bulk cargo, ballast, and coal cargoes ⁴	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Cement and lime in bags ⁵	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Damaged cargo ⁶	4.10	4.44	4.60	4.74	4.86	5.32	5.46	5.60	5.84	5.94	6.04
Explosives ⁷	4.10	4.44	4.60	4.74	4.86	5.32	5.46	5.60	5.84	5.94	6.04
Kerosene, gasoline, and naphtha ⁸	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Refrigerator space cargo ⁹	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Rubber, where talc has been used in stowage ¹⁰			2.45	2.52	2.58	2.76	2.83	2.90	3.02	3.07	3.12
Wet hides, creosoted poles, ties and shingles, cashew oil, soda ash in bags, and naphthalene in bags; ¹¹ barbasco root, fishmeal, and bonemeal ¹²	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Bulldozer operator, discharging bulk sugar in hold ¹³									3.07	3.12	3.17
Baltimore:¹⁴											
Cement and lime in bags and bulk	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Chryclic acid stowed under deck	4.10	4.44	4.60	4.74	4.80	5.32	5.46	5.60	5.84	5.94	6.04
Damaged cargo ⁶	4.10	4.44	4.60	4.74	4.80	5.32	5.46	5.60	5.84	5.94	6.04
Explosives ⁷	4.10	4.44	4.60	4.74	4.80	5.32	5.46	5.60	5.84	5.94	6.04
Old coal, restricted spaces	2.625	2.795	2.875	2.945	3.005	3.185	3.255	3.325	3.445	3.495	3.545
Manganese, iron, and chrome ore in bulk											
Refrigerator space cargo ⁹	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Rubber, where talc has been used in stowage	2.20	2.37	2.45	2.52	2.58	2.76	2.83	2.90	3.02	3.07	3.12
Soda ash, toxaphene (cotton dust), red oxide, naphthalene and calcium cyanamide in bags, raw bones in bulk, and chryclic acid in drums, barbasco root, fishmeal, and bonemeal ¹²	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Damp hides, creosoted lumber and lumber products, and copra ¹⁵	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Bulldozer operator ¹³						2.81	2.88	2.95	3.12	3.17	3.22
Boston:¹⁶											
Bulk cargo and ballast ⁴	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Cement and lime in bags and bulk	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Damaged cargo ⁶	4.10	4.44	4.52	4.66	4.78	5.32	5.46	5.60	5.84	5.94	6.04
Explosives ⁷	4.10	4.44	4.52	4.66	4.78	5.32	5.46	5.60	5.84	5.94	6.04
Grain in bulk ¹⁷	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Naphthalene in bags	2.85	⁽³⁰⁾	⁽³⁰⁾	⁽³⁰⁾	⁽³⁰⁾	5.14	5.14	5.14	5.26	5.31	5.36
Pickled skins in casks from New Zealand and Australia	2.60	2.77	2.85	2.92	2.98	3.16	3.23	3.30	3.42	3.47	3.52
Refrigerator space cargo ⁹	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Scrap mica	2.35	2.52	2.60	2.67	2.73	2.91	2.98	3.05	3.17	3.22	3.27
Wet hides, creosoted products, cashew oil, soda ash, carbon black, cottonseed meal in bags, and gasoline ¹⁸	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Hampton Roads (including Newport News and Norfolk):											
Damaged cargo ⁶	4.10	4.44	4.52	4.62	4.68	5.32	5.46	5.60	5.84	5.94	6.04
Explosives ⁷	4.10	4.44	4.52	4.62	4.68	5.32	5.46	5.60	5.84	5.94	6.04
Grain, creosoted products, and soda ash in bags ²⁰	2.30	2.47	2.55	2.65	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Coal cargoes, bulk cargoes, lime in bags, and ores ²¹			2.40	2.50	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Refrigerator space cargo ⁹	2.30	2.47	2.55	2.65	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Rubber, where talc has been used in stowage ¹⁰			2.45	2.55	2.58	2.76	2.83	2.90	3.02	3.07	3.12
Cement and lime in bags, iron ore when moved by hand, sulphur and steel dust in bulk or bags, pitch in bulk or barrels	2.15	2.32	2.50	2.60	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Wet hides, cashew oil, caustic soda, kerosene, barbasco root, fishmeal, and bonemeal ²²	2.25	2.42	2.50	2.60	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Philadelphia:											
Distress cargo (damaged) ⁶	4.20	4.54	4.70	4.84	4.96	5.32	5.46	5.60	5.84	5.94	6.04
Explosives ⁷	4.20	4.54	4.70	4.84	4.96	5.32	5.46	5.60	5.84	5.94	6.04
Grain ¹⁷	2.30	2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22
Oil, kerosene, gasoline, grease, naphtha in barrels, drums, cases, or other containers; fishmeal, and bonemeal ²³	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Sulphur, bulk cargoes, and bog ore in bulk	2.15	2.32	2.40	2.47	2.53	2.71	2.78	2.85	2.97	3.02	3.07
Wet hides	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Tallow, vegetable oil, asphalt, and pitch in barrels and drums ²⁵	2.25	2.42	2.50	2.57	2.63	2.81	2.88	2.95	3.07	3.12	3.17
Naphthalene in bags, inbound only	2.35	2.52	2.60	2.67	2.73	2.91	2.98	3.05	3.17	3.22	3.27
Chryclic acid in drums, inbound only	2.60	2.77	2.85	2.92	2.98	3.16	3.23	3.30	3.42	3.47	3.52
Refrigerator space cargo, ⁹ licorice root ²⁶		³¹ 2.47	2.55	2.62	2.68	2.86	2.93	3.00	3.12	3.17	3.22

See footnotes at end of table.

Table 2. Basic hourly rates for longshoramen in selected North Atlantic Coast ports, 1934-79¹ — Continued

Cargo classification and port	Effective date										
	Oct. 1, 1962	Oct. 1, 1963	Oct. 1, 1964	Oct. 1, 1965	Oct. 1, 1966	Oct. 1, 1967	Oct. 1, 1968	Oct. 1, 1969	Oct. 1, 1970	Nov. 14, 1971	Oct. 1, 1972
General cargo											
All ports:											
Basic rate	\$3.17	\$3.26	\$3.36	\$3.46	\$3.54	\$3.62	\$4.00	\$4.25	\$4.60	\$ 5.15	\$ 5.55
Overtime rate	4.755	4.89	5.04	5.19	5.31	5.43	5.00	6.375	6.90	7.725	8.325
Penalty cargoes²											
New York:											
Bulk cargo, ballast, and coal cargoes ⁴	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65	5.20	5.60
Cement and lime in bags	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65	5.20	5.60
Damaged cargo ⁶	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20	10.30	11.10
Explosives ⁷	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20	10.30	11.10
Kerosene, gasoline, and naphtha ⁸	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80	5.35	5.75
Refrigerator space cargo ⁹	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80	5.35	5.75
Rubber, where talc has been used in stowage	3.27	3.36	3.46	3.56	3.64	3.72	4.10	4.35	4.70	5.25	5.65
Wet hides, creosoted poles, ties and shingles, cashew oil, soda ash and naphthalene in bags, barbasco root, fishmeal, and bonemeal	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75	5.30	5.70
Bulldozer operator, discharging bulk sugar in hold	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75	5.30	5.70
Baltimore:¹⁴											
Cement and lime in bags and bulk	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65	5.20	5.60
Chryclic acid stowed under deck	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20	10.30	11.10
Damaged cargo ⁶	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20	10.30	11.10
Explosives ⁷	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20	10.30	11.10
Old coal, restricted spaces	3.695	3.785	3.885	3.985	4.065	4.145	4.525	4.775	5.125	5.675	6.075
Refrigerator space cargo ⁹	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80	5.35	5.75
Rubber, where talc has been used in stowage ³²	3.27	3.36	3.46	3.56	3.64	3.72	4.10	4.35	4.70	5.25	5.65
Soda ash, toxaphene (cotton dust), red oxide, naphthalene and calcium cyanamide in bags, raw bones in bulk, and chryclic acid in drums, barbasco root, fishmeal, and bonemeal	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75	5.30	5.70
Damp hides, creosoted lumber and lumber products, and copra	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75	5.30	5.70
Bulldozer operator	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80	5.35	5.75
Boston:¹⁶											
Bulk cargo and ballast ⁴	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65	5.20	5.60
Cement and lime in bags and bulk	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65	5.20	5.60
Damaged cargo ⁶	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20	10.30	11.10
Explosives ⁷	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20	10.30	11.10
Grain in bulk ¹⁷	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80	5.35	5.75
Naphthalene in bags	5.51	5.60	5.70	5.80	5.88	5.96	.....	.....	.....	.....	.....
Pickled skins in casks from New Zealand and Australia	3.67	3.76	3.86	3.96	4.04	4.12	4.50	4.75	5.10	5.65	6.05
Refrigerator space cargo ⁹	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80	5.35	5.75
Scrap mica	3.42	3.51	3.61	3.71	3.79	3.87	4.25	4.50	4.85	5.40	5.80
Wet hides, creosoted products, cashew oil, carbon black and cottonseed meal in bags, gasoline, and soda ash in bags ³³	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75	5.30	5.70
Hampton Roads (including Newport News and Norfolk):³⁴											
Damaged cargo ⁶	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20	10.30	11.10
Explosives ⁷	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20	10.30	11.10
Grain, creosoted products, and soda ash in bags	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80	5.35	5.75
Coal cargoes, bulk cargoes, lime in bags, and ores ²¹	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65	5.20	5.60
Refrigerator space cargo ⁹	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80	5.35	5.75
Rubber, where talc has been used in stowage	3.27	3.36	3.46	3.56	3.64	3.72	4.10	4.35	4.70	5.25	5.65
Wet hides, cashew oil, caustic soda, kerosene, steel dust and cement in bags, pitch and sulfur in bulk or bags, barbasco root, fishmeal, and bonemeal	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75	5.30	5.70
Philadelphia:											
Distress cargo ⁶	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20	10.30	11.10
Explosives ⁷	6.34	6.52	6.72	6.92	7.08	7.24	8.00	8.50	9.20	10.30	11.10
Grain	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80	5.35	5.75
Oil, kerosene, gasoline, grease, naphtha in barrels, drums, cases, or other containers; fishmeal, and bonemeal ²³	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75	5.30	5.70
Sulfur, bulk cargoes, and bog ore in bulk	3.22	3.31	3.41	3.51	3.59	3.67	4.05	4.30	4.65	5.20	5.60
Wet hides	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75	5.30	5.70
Tallow, vegetable oil, asphalt, and pitch in barrels and drums ²⁵	3.32	3.41	3.51	3.61	3.69	3.77	4.15	4.40	4.75	5.30	5.70
Naphthalene in bags, inbound only	3.42	3.51	3.61	3.71	3.79	3.87	4.25	4.50	4.85	5.40	5.80
Chryclic acid in drums, inbound only	3.67	3.76	3.86	3.96	4.04	4.12	4.50	4.75	5.10	5.65	6.05
Refrigerator space cargo, ⁹ licorice root	3.37	3.46	3.56	3.66	3.74	3.82	4.20	4.45	4.80	5.35	5.75

See footnotes at end of table.

Table 2. Basic hourly rates for longshoremen in selected North Atlantic Coast ports, 1934-79¹—Continued

Cargo classification and port	Effective date							
	Oct. 1, 1973	June 1, 1974	Oct. 1, 1974	Oct. 1, 1975	Oct. 1, 1976	June 1, 1977	Oct. 1, 1978	Oct. 1, 1979
General cargo								
All ports:								
Basic rate	\$ 5.95	\$ 6.10	\$ 6.80	\$ 7.40	\$ 8.00	\$ 8.80	\$ 9.60	\$10.40
Overtime rate	8.925	9.15	10.20	11.10	12.00	13.20	14.40	15.60
Penalty Cargoes³								
New York:³⁵								
Bulk cargo, ballast, and coal cargoes ⁴	6.00	6.15	6.85	7.45	8.05	8.85	9.65	10.45
Cement and lime in bags	6.00	6.15	6.85	7.45	8.05	8.85	9.65	10.45
Damaged cargo ⁶	11.90	12.20	13.60	14.80	16.00	17.60	19.20	20.80
Explosives ⁷	11.90	12.20	13.60	14.80	16.00	17.60	19.20	20.80
Kerosene, gasoline, and naphtha ⁸	6.15	6.30	7.00	7.60	8.20	9.00	9.80	10.60
Refrigerator space cargo ⁹	6.15	6.30	7.00	7.60	8.20	9.00	9.80	10.60
Rubber, where talc has been used stowage	6.05	6.20	6.90	7.50	8.10	8.90	9.70	10.50
Wet hides, creosoted poles, ties and shingles, cashew oil, soda ash and naphthalene in bags, barbasco root, fishmeal, and bonemeal	6.10	6.25	6.95	7.55	8.15	8.95	9.75	10.55
Bulldozer operator, discharging bulk sugar in hold	6.10	6.25	6.95	7.55	8.15	8.95	9.75	10.55
Baltimore:¹⁴								
Cement and lime in bags and bulk	6.00	6.15	6.85	7.45	8.05	8.85	9.65	10.45
Chryclic acid stowed under deck	11.90	12.20	13.60	14.80	16.00	17.60	19.20	20.80
Damaged cargo ⁶	11.90	12.20	13.60	14.80	16.00	17.60	19.20	20.80
Explosives ⁷	11.90	12.20	13.60	14.80	16.00	17.60	19.20	20.80
Old coal, restricted spaces	6.475	6.625	7.325	7.925	8.525	9.325	10.125	10.925
Refrigerator space cargo ⁹	6.15	6.30	7.00	7.60	8.20	9.00	9.80	10.60
Rubber, where talc has been used in stowage ³²	6.05	6.20	6.90	7.50	8.10	8.90	9.70	10.50
Soda ash, toxaphene (cotton dust), red oxide, naphthalene and calcium cyanamide in bags, raw bones in bulk, and chryclic acid in drums, barbasco root, fishmeal, and bonemeal	6.10	6.25	6.95	7.55	8.15	8.95	9.75	10.55
Damp hides, creosoted lumber and lumber products, and copra (and graphite and plumbago effective June 1, 1977)	6.10	6.25	6.95	7.55	8.15	8.95	9.75	10.55
Bulldozer operator	6.15	6.30	7.00	7.60	8.20	9.00	9.80	10.60
Boston:¹⁶								
Bulk cargo and ballast ⁴	6.00	6.15	6.85	7.45	8.05	8.85	9.65	10.45
Cement and lime in bags and bulk	6.00	6.15	6.85	7.45	8.05	8.85	9.65	10.45
Damaged cargo ⁶	11.90	12.20	13.60	14.80	16.00	17.60	19.20	20.80
Explosives ⁷	11.90	12.20	13.60	14.80	16.00	17.60	19.20	20.80
Grain in bulk ¹⁷	6.15	6.30	7.00	7.60	8.20	9.00	9.80	10.60
Pickled skins in casks from New Zealand and Australia	6.45	6.60	7.30	7.90	8.50	9.30	10.10	10.90
Refrigerator space cargo ⁹	6.15	6.30	7.00	7.60	8.20	9.00	9.80	10.60
Scrap mica	6.20	6.35	7.05	7.65	8.25	9.05	9.85	10.65
Wet hides, creosoted products, cashew oil, carbon black and cottonseed meal in bags, gasoline, and soda ash in bags ³³	6.10	6.25	6.95	7.55	8.15	8.95	9.75	10.55
Hampton Roads (including Newport News and Norfolk):³⁴								
Damaged cargo ⁶	11.90	12.20	13.60	14.80	16.00	17.60	19.20	20.80
Explosives ⁷	11.90	12.20	13.60	14.80	16.00	17.60	19.20	20.80
Grain, creosoted products, and soda ash in bags	6.15	6.30	7.00	7.60	8.20	9.00	9.80	10.60
Coal cargoes, bulk cargoes, lime in bags, and ores ²¹	6.00	6.15	6.85	7.45	8.05	8.85	9.65	10.45
Refrigerator space cargo ⁹	6.15	6.30	7.00	7.60	8.20	9.00	9.80	10.60
Rubber, where talc has been used in stowage	6.05	6.20	6.90	7.50	8.10	8.90	9.70	10.50
Wet hides, cashew oil, caustic soda, kerosene, steel dust and cement in bags, pitch and sulphur in bulk or bags, barbasco root, fishmeal, and bonemeal	6.10	6.25	6.95	7.55	8.15	8.95	9.75	10.55
Philadelphia:								
Distress cargo ⁶	11.90	12.20	13.60	14.80	16.00	17.60	19.20	20.80
Explosives ⁷	11.90	12.20	13.60	14.80	16.00	17.60	19.20	20.80
Grain	6.15	6.30	7.00	7.60	8.20	9.00	9.80	10.60
Oil, kerosene, gasoline, grease, naphtha in barrels, drums, cases, or other containers; fishmeal, and bonemeal ²³	6.10	6.25	6.95	7.55	8.15	8.95	9.75	10.55
Sulphur, bulk cargoes, and bog ore in bulk	6.00	6.15	6.85	7.45	8.05	8.85	9.65	10.45
Wet hides	6.10	6.25	6.95	7.55	8.15	8.95	9.75	10.55
Tallow, vegetable oil, asphalt, and pitch in barrels and drums ²⁵	6.10	6.25	6.95	7.55	8.15	8.95	9.75	10.55
Naphthalene in bags, inbound only	6.20	6.35	7.05	7.65	8.25	9.05	9.85	10.65
Chryclic acid in drums, inbound only	6.45	6.60	7.30	7.90	8.50	9.30	10.10	10.90
Refrigerator space cargo, ⁷ licorice root	6.15	6.30	7.00	7.60	8.20	9.00	9.80	10.60

See footnotes at end of table.

Footnotes to table 2:

¹Except in the ports noted, contrary to the practice on the Pacific Coast, nonsupervisory longshoremen received the same rate of pay regardless of the function performed. After Oct. 1, 1936, the overtime rate for longshoremen was exactly 1½ times the basic hourly rate except for the period Oct. 1937 to Dec. 1939.

²90 cents an hour basic rate and \$1.25 overtime rate at Hampton Roads.

³Effective Oct. 1, 1951, overtime work handling these cargoes was paid for at 1½ times the penalty rate.

⁴Including loading and trimming coal for ship's own bunker.

⁵Lime added Oct. 1, 1947.

⁶Premium rate not paid for handling sound cargo in same or separate compartment as damaged cargo; in Philadelphia, rate to apply only in compartment where condition exists.

⁷When handled in the bay and/or stream, pay to start when men leave pier.

⁸In cases and barrels, when loaded by case-oil gang with a fly.

⁹When transported at temperature of freezing or below, rate paid entire gang.

¹⁰Effective Oct. 1, 1953. Rate established for first time.

¹¹Soda ash in bags and cashew oil added Oct. 1, 1947. Naphthalene in bags added Feb. 15, 1950.

¹²Barbasco root, fishmeal, and bonemeal added Oct. 1, 1956.

¹³Occupation added to rate schedule on date shown.

¹⁴Rates applicable to holdmen and wharfmen. Winchmen, deckmen, and leaders paid an additional 5 cents an hour and gang carriers, an additional 10 cents.

¹⁵Copra added Oct. 1, 1951.

¹⁶Until Oct. 1, 1968, gangwaymen, winchmen, and tractor operators paid an additional 5 cents an hour and chisel and forklift operators, a 10-cent differential. Effective Oct. 1, 1968, gangway bosses and forklift operators paid a 10-cent differential and signalmen, winch operators, and tractor operators, a 5-cent differential. Effective Nov. 14, 1971, gangway bosses paid a 35-cent differential; signalmen and winch operators a 25-cent differential; and the list of mechanical equipment operators was revised to provide differentials of 25 cents for operators of yard hustlers and up to and including 12½-ton forklifts, 58 cents for operators of over 12½-ton forklifts, dock cranes, car pushers, and unlicensed operators of standby cranes, and \$1 for licensed operators of cranes and standby cranes.

¹⁷Rate applicable to men in next hatch when there is no bulkhead or

partition.

¹⁸Rates established for first time. Prior practice was usually to pay damaged cargo rate.

¹⁹Gasoline added Oct. 1, 1951.

²⁰Rate applicable on grain trimming when work continues for ½ hour or more. Between Oct. 1, 1950, and Sept. 30, 1953, rates for creosoted products and soda ash were 5 cents below grain rates.

²¹Effective Oct. 1, 1953. Rate established first time. Penalty rate applies to coal cargoes only when worked at other than coal piers.

²²Caustic soda and kerosene added Oct. 1, 1951; barbasco root, fishmeal, and bonemeal added Oct. 1, 1956.

²³Rate applicable if cargo was handled by a gang for 2 hours or more a day (not applicable to fishmeal and bonemeal which were added Sept. 30, 1957).

²⁴Daily rates paid during this period for kerosene, gasoline, and naphtha in barrels, drums, or cases.

²⁵Rate applicable if cargo was handled by a gang for 2 hours or more a day.

²⁶Licorice root added Oct. 1, 1953.

²⁷Effective Mar. 7, 1955, in Baltimore.

²⁸\$2.45 at Hampton Roads, effective Feb. 1, 1955.

²⁹\$3.675 at Hampton Roads, effective Feb. 1, 1955.

³⁰No scheduled rate: actually, the "distress rate" for damaged cargo and explosives was paid.

³¹Rate approved late in Dec. 1952 by the Regional Wage Stabilization Board and was effective as of Nov. 1, 1952.

³²Continued to be applicable while discharging only.

³³Effective Oct. 1, 1968, also included any cargo in bags that created a bad dust condition (e.g., naphthalene in bags).

³⁴Effective Nov. 14, 1971, hatch bosses and dock foremen paid an additional 30 cents an hour; gangwaymen, 20 cents; and dock headers, 15 cents. Effective Nov. 1, 1974, differentials of 50 cents were paid to hatch bosses and dock foremen and 25 cents to gangwaymen, dock headers, and 30-ton forklift operators. Effective June 1, 1977, forklift stacker operator was substituted for 30-ton forklift operator and hold driver was added to the list with both categories receiving a 25-cent differential.

³⁵Effective June 1, 1977, container crane operators paid an additional 75 cents an hour; straddle, hustler, top loader, and stacker (25 tons or over) operators and mechanics paid an additional 30 cents; and hatch foremen paid an additional 25 cents.

Table 3. Supplementary compensation practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Premium pay for nightwork		
Oct. 1, 1934 Oct. 1, 1977 (agreement of Dec. 5, 1977—Hampton Roads).	Overtime rate paid for work between 5 p.m. and 8 a.m. on week days. ²	Added: Hampton Roads—workers ordered for 5 a.m. start on straight-time day pay received overtime rate (time and one-half) for all time worked excluding meal hour (then double time), and resuming overtime rate until finished or relieved.
Daily overtime pay		
Oct. 1, 1934	Overtime rate paid for work in excess of 8 hours between 8 a.m. and 5 p.m.	
Premium pay for Saturday and Sunday		
Oct. 1, 1934	Overtime rate paid for work between 12 noon on Saturday and 8 a.m. on Monday.	
Oct. 1, 1945	Added: Overtime rate paid for all Saturday work.	In accordance with arbitration award of Dec. 31, 1945.
Call-in pay³		
Oct. 1, 1934	2 hours' pay guaranteed employees selected to work.	4 hours guaranteed in Baltimore for Sunday nightwork; in New York when employed at 7 p.m. on ship which had not previously been worked except to discharge mail and baggage on passenger vessels when the minimum guarantee is 2 hours; in Boston when employed at 5 p.m. on ship which had not previously been worked.
Oct. 1, 1935	Added: 4 hours' pay guaranteed employees ordered out on Sundays and holidays.	Guarantees not applicable to employees who worked through the supper hours, on premises during afternoon, or on a passenger vessel to discharge mail or baggage. Guaranteed minimum not paid when weather conditions made work impossible. 4 hours guaranteed when employed at 7 p.m. to discharge mail and baggage on passenger vessels.
Oct. 1, 1937		2-hour guarantee not applicable when steamer or hatch completes discharging in less time.
Oct. 1, 1938	Added: 2 hours' pay guaranteed for 2nd call to work if employed in the forenoon and reemployed in the afternoon and if employed on a weekday afternoon and reemployed at 7 p.m.; 4 hours' pay guaranteed if employed on Saturday afternoon, if employed at 5 or 6 p.m. or if employed at 7 p.m. without previous work during the day.	Guarantee paid for 2nd call to work regardless of weather conditions but not if ship is completed before guaranteed period is over. 1 hour straight time and 1 hour overtime on weekdays and 2 hours overtime on Sunday and holidays paid employees ordered out at 7 a.m. but prevented from working before 8 a.m. by weather conditions. Pay to cover period from 7 to 9 a.m. 2 hours straight time and 1 hour overtime on weekdays and 3 hours overtime on Sunday and holidays paid employees ordered out at 7 a.m. but prevented from working between 8 and 10 a.m.
Oct. 1, 1945	Changed to: 4 hours' pay at the appropriate rate guaranteed for the 1st call to work. 2 hours' pay at the appropriate rate guaranteed for the 2nd call to work during a day.	On weekdays, 4-hour guarantee applies regardless of weather except for ship arrivals or departures or on completion of work in less than the guaranteed period. On Saturday, Sunday, or holidays, guarantees apply when work is not prevented by weather conditions. 6 hours' pay at overtime rate guaranteed when employees are called out to dock or undock vessels or handle mail between 12 midnight and 6 a.m. 1 hour's pay at the overtime rate guaranteed when called out at 7 a.m. but prevented from working by weather conditions before 8 a.m. ⁴
Oct. 1, 1951 (agreements dated Oct. 11, 1951—New York; Oct. 1, 1951—Baltimore; Jan. 14, 1952—Philadelphia; Aug. 5, 1952—Hampton Roads); and effective	} Changed to: 4 hours' pay at the appropriate rate guaranteed for 1st call to work during morning hours regardless of any conditions; 4 hours' pay guaranteed, with some exceptions, for 1st call during weekday afternoons and 2nd call to work. Added: New York ⁵ —cancellation permitted on Monday at 7:30 a.m. without penalty if vessel not in berth.	Employees reemployed at 1 or 7 p.m. or 1 a.m. (2nd call) guaranteed 2 hours' pay if (1) ship or hatch was completed in less time, (2) ship was moved to drydock or another terminal, or (3) weather made work impossible. Employees first hired at 1, 5, 6, or 7 p.m., Monday through Friday, guaranteed 4 hours' pay except for conditions noted above.
Oct. 1, 1953 (agreement dated Feb. 11, 1954—Boston).		Employees first hired at 1, 5, 6, or 7 p.m. on Saturday, Sunday, or legal holiday guaranteed 4 hours' pay regardless of weather. Philadelphia—employees (1) first hired at 1 p.m. on Saturday, Sunday, or legal holiday guaranteed 4 hours' pay; (2) first hired at 5, 6, or 7 p.m., Monday through Sunday, paid to 11 p.m.; (3) employed 8 a.m. to 12 noon who work through meal hour and are ordered back at 2 p.m. guaranteed 3 hours' straight-time pay or 2 hours if weather made work impossible or ship or hatch was completed in less time. New York—workers employed 8 a.m. to 12 noon who work through meal hour and are ordered back at 2 p.m. guaranteed 4 hours' straight-time pay to 6 p.m. at appropriate rates, or 2 hours if weather made work impossible or ship or hatch was completed in less time.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Travel pay		
Oct. 1, 1934	Workers required to report to specified piers or locations in or about the port area compensated for extra travel expenses and, in specific situations, for time spent in travel.	Not applicable to Boston because of compact pier area.
Oct. 1, 1959 (agreement of same date—Hampton Roads).	In effect: When no public transportation was available, employees ordered to work or released between 12 midnight and 6 a.m., to be provided transportation or paid 25 cents, at option of employer.	
Oct. 1, 1964 (agreement of Apr. 20, 1965—Hampton Roads).	Increased: Transportation allowance to 50 cents.	
Oct. 1, 1968 (agreement of 1969—New York).		Travel pay not applicable to employees hired by industry on or after Oct. 1, 1968.
Feb. 25, 1969 (agreement of Feb. 22, 1969—Philadelphia).	Changed: \$1.50 for travel to Camden for longshoremen, carloaders, carpenters, and ship cleaners.	
Oct. 1, 1969 (agreement of Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads).	Changed: Hampton Roads—an amount of \$2.50 per round trip for tunnel and bridge tolls was substituted for previous travel pay provisions.	Baltimore—travel pay not applicable to employees hired in industry on or after Oct. 1, 1969.
Nov. 14, 1971 (agreements of Feb. 24, 1972—New York; Mar. 24, 1972—Philadelphia).	Changed: Philadelphia—travel pay of \$2 per day for workers assigned to work in Camden or Gloucester. Eliminated: New York—travel pay for all employees (previously had been eliminated for those who had entered industry on or after Oct. 1, 1968).	New York shippers agreed to contribute \$2 million per year in supplementary income payments in lieu of travel pay.
Holiday pay		
Oct. 1, 1934	Overtime rate paid for work on legal holidays. No pay for holidays not worked.	Holidays were: New Year's Day, Washington's Birthday, Decoration Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day, Christmas Day. In addition: Baltimore recognized Good Friday and Easter Sunday; Hampton Roads recognized Lee's Birthday, Jefferson Davis Day, and Election Day; New York recognized Good Friday (on the Jersey shore), Election Day, Lincoln's Birthday, Columbus Day; Armistice Day (on the Jersey shore), and such other National or State holidays as may be proclaimed by Executive authority; Philadelphia recognized Good Friday, Election Day, Lincoln's Birthday, and Columbus Day; Boston recognized Patriots' Day, Bunker Hill Day, and Columbus Day.
Oct. 1, 1937	Established: 2 paid holidays for which workers received 8 hours' pay at straight-time hourly rate.	Added: In Philadelphia, Flag Day; in Baltimore, Lincoln's Birthday; in New York and vicinity, Armistice Day. Holidays were: New York and Boston—Fourth of July and Labor Day; Baltimore—Good Friday and Memorial Day; Hampton Roads—Good Friday and Jefferson Davis Day; Philadelphia—Christmas Day and Labor Day. New York, Boston, and Hampton Roads—to qualify, employee must have received pay for 700 or more hours in previous fiscal year and worked 16 hours during holiday week. Holiday pay also provided in New York, if employee received 1 week's vacation pay after work record review and worked 16 hours in holiday week. Baltimore—1,000 hours' work in previous fiscal year required to qualify; Philadelphia—700 hours. New York—up to 700 hours' credit toward eligibility in previous year granted for periods (1) compensated under a Federal or State occupational disability law, and (2) served in the Armed Forces if employed in industry a minimum of 700 hours in year prior to service and honorably discharged. Holidays observed without pay in all ports were: New Year's Day, Washington's Birthday, Veterans' Day, Thanksgiving Day, and Christmas Day. In addition, the following holidays were observed without pay: New York—Lincoln's Birthday, Good Friday, Memorial Day, Columbus Day, Election Day; Baltimore—Lincoln's Birthday, Columbus Day, Election Day, Easter Sunday, Fourth of July, Labor Day, Defenders' Day; Boston—Good Friday, Memorial Day, Columbus Day, Patriots Day, Bunker Hill Day; Hampton Roads—Election Day, Memorial Day, Fourth of July, Labor Day, Lee's Birthday; Philadelphia—Lincoln's Birthday, Good Friday, Memorial Day, Columbus Day, Election Day, Fourth of July, and Labor Day.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Holiday pay—Continued		
1958 (1957 agreements noted on preceding page)	Added: 1 paid holiday.	Holiday was: New York—Good Friday; Baltimore—New Year's Day; Boston—Washington's Birthday; Philadelphia—Fourth of July; Hampton Roads—New Year's Day and Washington's Birthday (Good Friday deleted—observed without pay).
1958 (agreement dated July 31, 1958—Boston).	.....	Boston—up to 700 hours' credit toward eligibility in previous year granted for periods served in the Armed Forces if employed in industry a minimum of 700 hours in year prior to service and honorably discharged.
1959 (1957 agreements noted above).	Added: 2 paid holidays.	Holidays were: New York—Lincoln's Birthday and Christmas Day; Boston—Memorial Day and Veterans' Day; Philadelphia—New Year's Day and Memorial Day; Baltimore—Lincoln's Birthday and Washington's Birthday; Hampton Roads—Election Day and Veterans' Day.
1960 (agreements dated Dec. 3, 1959—New York; Dec. 5, 1959—Boston; Nov. 25, 1960—Baltimore; Dec. 10, 1959—Hampton Roads; Dec. 23, 1959—Philadelphia).	Added: 1 paid holiday.	Holiday was: New York—Washington's Birthday; Baltimore—Thanksgiving Day; Boston—Patriots' Day; Hampton Roads—Lee's Birthday; Philadelphia—Washington's Birthday. Baltimore—qualifying hours for paid holidays reduced to 800.
1961 (agreements noted above).	Added: 1 paid holiday.	Holiday was: New York—Thanksgiving Day; Baltimore and Boston—Columbus Day; Hampton Roads—Thanksgiving Day; Philadelphia—Good Friday.
1962 (agreements noted above).	Added: 1 paid holiday.	Holiday was: New York—Columbus Day; Baltimore—Veterans' Day; Boston—New Year's Day; Hampton Roads—Good Friday; Philadelphia—Thanksgiving Day.
1964 (memoranda of agreement of Jan. 20, 1963—New York; Jan. 25, 1963—Baltimore and Hampton Roads; Jan. 28, 1963—Boston; Jan. 26, 1963—Philadelphia).	Added: 1 paid holiday.	Holiday was: New York—Veterans' Day; Baltimore—Defenders' Day; Philadelphia—Columbus Day; Boston—Bunker Hill Day; and Hampton Roads—Memorial Day.
Oct. 1, 1964 (agreements of Apr. 13, 1965—New York; 1965—Baltimore; oral agreement only, Feb. 13, 1965—Boston; Apr. 20, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).	Added: 1 paid holiday.	Holiday was: New York—New Year's Day; Baltimore—Fourth of July; Boston—Thanksgiving Day; Hampton Roads—Thomas Jefferson's Birthday; Philadelphia—Flag Day.
Oct. 1, 1965 (above agreements).	Added: 1 paid holiday.	Holiday was: New York—Memorial Day; Baltimore—Labor Day; Boston—Christmas Day; Hampton Roads and Philadelphia—Lincoln's Birthday.
Oct. 1, 1966 (above agreements).	Added: 1 paid holiday.	Holiday was: New York—Election Day; Boston—St. Patrick's Day; Baltimore—Christmas Day; Hampton Roads—Columbus Day; Philadelphia—Veterans' Day.
Oct. 1, 1967 (agreement of Feb. 13, 1965—Boston).	.....	Changed: Eligibility to—800 hours worked during current year, 700 hours worked during previous year.
Oct. 1, 1970 (agreement of Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 14, 1969—New York; Feb. 22, 1969—Philadelphia).	Added: 1 paid holiday.	Holiday was: Boston—Lincoln's Birthday; Baltimore—Maryland Day; New York, Hampton Roads, and Philadelphia—Dr. Martin Luther King Jr.'s Birthday. Changed: Hampton Roads—eligibility—employee must have received pay for at least 700 hours in year preceding holiday; those who worked such hours in such year were to be paid for all holidays granted after return to work on or about Feb. 22, 1969.
Nov. 14, 1971 (agreements of Mar. 15, 1972—Baltimore; Mar. 4, 1972—Hampton Roads; Feb. 24, 1972—New York).	.....	Changed: New York—eligibility—employee must have had at least 700 hours' credit in previous year and worked 16 hours or more in holiday week or made himself available for work in holiday week. Changed: Hampton Roads—Christmas Day, Labor Day, and Independence Day substituted for Lincoln's Birthday, Columbus Day, and Thomas Jefferson's Birthday as paid holidays. Changed: Baltimore—Martin Luther King, Jr.'s Birthday substituted for Maryland Day as a paid holiday. Changed: New York—requirement that employee work 16 hours in a holiday week not applicable for those on vacation who provided advance notice for vacation, on welfare fund sickness or accident, or on industry-connected accidental injury compensation. Holiday was Christmas Eve.
Oct. 1, 1974 (agreements of Aug. 20, 1974—Baltimore; June 27, 1975—Boston; Aug. 19, 1974—Hampton Roads and Philadelphia; July 24, 1974—New York).	Added: 1 paid holiday.	Holiday was Christmas Eve.
Oct. 1, 1977 (agreements of Nov. 18, 1977—New York; Nov. 29, 1977—Baltimore; Nov. 30, 1977—Boston; Dec. 5, 1977—Hampton Roads; Nov. 27, 1977—Philadelphia).	Added: 1 paid holiday.	Holiday was: New York and Baltimore—New Year's Eve; Boston—Assumption Feast Day (Aug. 15); Hampton Roads—Columbus Day; and Philadelphia—Richard L. Askew's Birthday (Apr. 6), which was also added as a legal holiday. Reduced: Boston—eligibility requirement to 700 hours' worked during current year, 600 hours worked during previous year. Changed: Boston—up to 600 hours' credit toward eligibility in previous year granted for periods of service in Armed Forces if employed in industry a minimum of 600 hours in year prior to military service and if honorably discharged.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations		
Oct. 1, 1934	No provisions for paid vacation.	
Oct. 1, 1945	40 hours' vacation pay at straight time to employees who worked 1,350 hours or more in year.	In accordance with arbitration awards of Dec. 31, 1945. Details of plan negotiated by parties.
Oct. 1, 1948	Changed to: 800 but less than 1,350 hours of work—40 hours' pay; 1,350 hours or more—80 hours' pay.	
Oct. 1, 1951	Changed to: 40 hours' pay for 700 but less than 1,200 hours paid for during the year; 80 hours' pay for 1,200 hours or more.	
Oct. 1, 1953 (agreements dated Feb. 11, 1954—Boston; action of trustees, date unavailable—Hampton Roads; Mar. 12, 1954—Philadelphia).		Boston—up to 400 hours' credit at rate of 20 hours a week, toward vacation eligibility provided employee incapacitated 8 or more days by occupational disability and receiving statutory compensation for temporary total disability.
Oct. 1, 1954 (agreement dated Feb. 24, 1955—New York).		Hampton Roads and Philadelphia—up to 400 hours' credit at rate of 20 hours a week, toward vacation eligibility provided employee disabled by compensable occupational illness or injury.
Mar. 7, 1955 (agreement of same date—Baltimore).		New York—vacation pay provided men within 50 hours of eligibility requirements, if approved by joint committee after review of work record.
Oct. 1, 1956 (agreements dated Mar. 25, 1958—New York; Mar. 1, 1957—Baltimore; Nov. 21, 1957—Boston; Mar. 29, 1957—Hampton Roads; Mar. 18, 1957—Philadelphia).	Added: 120 hours' pay for employees with 1,500 or more hours of work during the year who had received vacation pay in 5 of the 6 immediately preceding years.	Baltimore—eligibility requirements reduced to 675 hours for 40 hours of vacation pay, 1,175 for 80 hours.
Oct. 1, 1956 (agreements dated Mar. 25, 1958—New York; Mar. 1, 1957—Baltimore; Nov. 21, 1957—Boston; Mar. 29, 1957—Hampton Roads; Mar. 18, 1957—Philadelphia).		New York—up to 700 hours' credit toward eligibility in each of preceding 6 years granted for periods: (1) Compensated under an occupational disability law, (2) served in the Armed Forces if employed in the industry at least 200 hours in year prior to service and honorably discharged, and (3) employed as a loader before Feb. 1, 1958, in New York Foreign Trade Zone or at Army base in 1954 while under civil service.
July 31, 1958 (agreement of same date—Boston).		Baltimore—eligibility requirements of 1,550 hours in previous year and vacation pay in 2 of 3 previous years.
Oct. 1, 1959 (agreements dated Dec. 3, 1959—New York; Nov. 25, 1960—Baltimore; Dec. 10, 1959—Hampton Roads; Dec. 23, 1959—Philadelphia).	Eligibility requirements decreased to 1,100 hours' work for 80 hours' paid vacation, and to 1,300 hours for 120-hour vacation.	Boston—vacation pay provided employees within 50 hours of eligibility requirements for 40 to 80 hours' vacation if approved by joint committee after review of work record.
Oct. 1, 1964 (agreements of Apr. 13, 1965—New York; 1965—Baltimore; oral agreement only—Feb. 13, 1965—Boston; Apr. 20, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).	Added: 160 hours' paid vacation for employees who received 1,500 hours or more (Baltimore—1,300 hours or more) of pay during the contract year.	Hampton Roads—vacation pay provided employees within 10 hours of eligibility requirements for 40 hours' vacation if approved by joint committee after review of work record. Up to 1,000 hours' credit a year, for 2 years, toward eligibility granted employees for military service if eligible for benefits in year prior to induction.
Oct. 1, 1964 (agreements of Apr. 13, 1965—New York; 1965—Baltimore; oral agreement only—Feb. 13, 1965—Boston; Apr. 20, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).		Boston—vacation review extended to employees within 30 hours of eligibility requirements for 120-hour vacation.
Oct. 1, 1964 (agreements of Apr. 13, 1965—New York; 1965—Baltimore; oral agreement only—Feb. 13, 1965—Boston; Apr. 20, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).		Up to 700 hours' credit in any 6-year period prior to claim for 120-hour vacation granted employee for service in Armed Forces if employed in industry a minimum of 700 hours in year prior to service and honorably discharged.
Oct. 1, 1964 (agreements of Apr. 13, 1965—New York; 1965—Baltimore; oral agreement only—Feb. 13, 1965—Boston; Apr. 20, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).		Baltimore—not less than 675 hours' work required in 2 of the 3 preceding fiscal years for 120-hour vacation.
Oct. 1, 1968 (agreement of Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 14, 1969—New York; Feb. 22, 1969—Philadelphia).	Changed: 200 hours' paid vacation for employees who received 1,500 hours or more (1,600 hours or more in Philadelphia) of pay during the contract year.	Eligibility: Benefits provided employee who: New York and Hampton Roads—(1) had worked in each of the immediately preceding 12 years, and (2) had received pay for 700 hours or more or 1 week's vacation pay in 10 of the 12 years; Baltimore—received credit for 675 hours or more in 5 of the 6 immediately preceding fiscal years; Boston—qualified for a vacation in 10 of the 12 immediately preceding years; and Philadelphia—received pay for 700 hours or more in each of the immediately preceding 12 years or received 1 week's vacation pay or more in 10 of the 12 years.
Oct. 1, 1968 (agreement of Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 14, 1969—New York; Feb. 22, 1969—Philadelphia).		Changed: Philadelphia—20 hours a week credit toward vacation eligibility provided for employees eligible for 120- and 140-hour vacations for time lost because of military service or disability covered by the welfare plan or workmen's compensation. Changed: Baltimore—eligibility—benefits provided any employee who received credit for 675 hours or more in 10 of the 12 immediately preceding years. Added: Philadelphia—eligibility—employee eligible for 200 hours' paid vacation provided 20 hours a week credit towards vacation eligibility for time lost because of military service or disability covered by the welfare plan or workmen's compensation. This provision also was to be applicable to those eligible for the 240 hours of paid vacation that was to go into effect on Oct. 1, 1969.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Paid vacations—Continued		
<p>Oct. 1, 1969 (agreement of Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 14, 1969—New York; Feb. 22, 1969—Philadelphia).</p> <p>Oct. 1, 1974 (agreements of Aug. 19, 1974—Hampton Roads and Philadelphia).</p>	<p>Changed: 240 hours' paid vacation for employees who received 1,500 hours or more (1,600 hours or more in Philadelphia) of pay during the contract year.</p>	<p>Added: Hampton Roads—workers who would have qualified for vacation except for disability received credit toward qualifying 700 hours for 1 week of vacation at rate of 20 hours per week (maximum of 700 hours for each eligibility year). When such disability was in fiscal year, a 2nd, 3rd, or 6th week's vacation pay was claimed, the hours credited toward eligibility for additional vacation was at rate of 20 hours per week (maximum 400 hours in eligibility year).</p>
<p>Oct. 1, 1977 (agreements of Nov. 30, 1977—Boston; Nov. 27, 1977—Philadelphia)</p>	<p>Reduced: Philadelphia—eligibility requirements to 1,200 hours of pay in contract year for 120 hours' vacation pay; 1,300 hours of pay for 160 hours' vacation pay; 1,400 hours of pay for 200 hours' vacation pay; and 1,500 hours of pay for 240 hours' vacation pay.</p>	<p>Added: Hampton Roads—contract board could provide 1 week of vacation pay to workers with 675 but less than 700 hours' credit upon review of work record. Some approval could be given for 2nd week of vacation for worker 25 hours short of eligibility for 2 weeks of vacation.</p> <p>Added: Philadelphia—workers who maintained registration eligibility for at least 5 years and disabled by compensable occupational injury, credited with 700 hours per year for 2-year period after year of disability to maintain registration for eligibility period. In addition, such workers who maintained registration eligibility, either 5 years or more or 10 years or more, were eligible for 1 week of vacation pay or 2 weeks of vacation pay, respectively, for each of 2 years after year of disability.</p> <p>Added: Philadelphia—employee who qualified for vacation pay in previous 5 contract years and received pay for 650 to 699 hours in current year could receive 40 hours' vacation pay upon review of work record. Employee who received pay for 1,000 hours in current year and received vacation pay in 2 of 3 preceding contract years would receive 80 hours' vacation pay.</p> <p>Changed: Philadelphia—workers who maintained registration eligibility for at least 5 years and disabled by compensable occupational injury, credited with 700 hours per year for 2-year period after year of disability to maintain registration for eligibility period. In addition, such workers who maintained registration eligibility, either 5 years or more or 10 years or more, were eligible for 40 hours' and 80 hours' vacation pay, respectively, for year of disability and subsequent year and also, if longshoreman, qualified for vacation benefits in year of disability, worker would also receive such benefits for that year and each of the 2 years succeeding year of disability. Workers who maintained registration eligibility for 15 years or more and were disabled by compensable or noncompensable occupational injury or sickness would receive same credits for eligibility for registration and same vacation pay as for 5-year or 10-year employees above; and in addition, in year of disability, they would receive any vacation pay in excess of 2 weeks over that received in year prior to disability.</p> <p>Reduced: Boston—eligibility requirement for 40 hours' vacation pay to 600 hours' pay in contract year (existing provision for vacation upon review of work record if within 50 hours of required hours' pay continued).</p> <p>Changed: Boston—600 hours substituted for 700 hours as required number earned in 5 out of 6 years as part of 120 hours' vacation pay eligibility and 10 out of 12 years as part of 240 hours' vacation pay eligibility. The respective 1,300 hours and 1,500 hours' pay required in qualifying year were continued.</p> <p>Changed: Boston—prorata allowance for service in Armed Forces limited to 600 hours (was 700) for 120 hours' and 240 hours' vacation pay.</p>
Containerization fund		
<p>July 1, 1960 (arbitration award dated Nov. 22, 1960—New York; agreement of Oct. 13, 1961—Baltimore; Nov. 14, 1960—Boston).</p>	<p>New York, Baltimore, and Boston—fund established to which employers were to contribute the following royalty payments per gross ton of containerized cargo:</p> <ol style="list-style-type: none"> (1) Conventional ships, 35 cents; (2) partially automated ships with not more than 2 hatches and not more than 40 percent of bale cube space area fitted for handling containers, 70 cents; and (3) automated or containerized ships with more than 2 hatches or more than 40 percent of the bale cube space cargo area fitted for handling containers, \$1. 	<p>Fund to be used to indemnify employees for loss of work resulting from containerization (original intent in Baltimore as discussed during 1959-60 negotiations).</p> <p>Baltimore—the container fund was established as an escrow fund pending a decision as to the disposition of the escrow money.</p> <p>New York—method of distributing fund among employees to be determined by negotiation.</p> <p>New York—royalties limited to boxed general cargo moving in overseas export and import trade and in trade between New York and Puerto Rico.</p> <p>Baltimore—royalties limited to containers dravo size or larger and did not include containers in which household goods were packed.</p> <p>Boston—the parties accepted the arbitration award in general; specific details were to be determined by further negotiation.</p> <p>Hampton Roads and Philadelphia—current contracts did not provide for the establishment of a containerization fund.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Containerization fund—Continued		
Oct. 1, 1962 (agreement of same date).	<p>Changed: Baltimore—all money in the containerization fund and all royalty payments to be paid to the pension trust fund.</p> <p>Added: Baltimore—employers to contribute 28 cents per gross ton of containerized cargo loaded or unloaded for coastwise or intercoastal trade.</p>	Transfer of funds and future contributions contingent on approval of U.S. tax authorities. (Such approval was obtained by letter from IRS dated July 7, 1964.)
May 22, 1967 (memorandum of agreement dated May 19, 1967—Hampton Roads).	Hampton Roads—containerization fund established. Contributions per gross ton of cargo were (1) conventional ships, 35 cents; (2) partially automated ships, 70 cents; and (3) fully automated ships, \$1.	Distribution and administration of funds to be determined by union, subject to approval by the U.S. and Virginia tax authorities and the U.S. Department of Labor.
Dec. 1, 1967 (agreement of Nov. 8, 1967).	Philadelphia—containerization fund established. Contributions identical to New York. (See above.)	Royalties limited to containers dravo size or larger.
Apr. 1, 1969 (agreement dated Feb. 22, 1969—Philadelphia).	.....	Royalty payments temporarily discontinued until Oct. 1, 1970.
Jan. 28, 1970 (agreement of same date—Hampton Roads).	.....	Changed: Hampton Roads—distribution and administration to be determined by joint employer-employee Board of Trustees. The trustees could use the funds for group insurance, training programs or supplementary income payments.
Oct. 1, 1970 (Philadelphia).	.....	Temporary suspension of royalty payments was extended until Oct. 1, 1971.
Aug. 14, 1971 (agreement of same date—Boston).	.....	Boston—parties agreed on dispersal of fund with 90 percent of fund to be allocated to the pension fund and 10 percent to be allocated to the ILA for costs incurred in negotiation of fund.
Nov. 14, 1971 (CONASA-ILA agreement of Jan. 6, 1972).	Established: 2nd container royalty fund into which CONASA employers were to contribute royalty, equal to the existing 35 cents, 70 cents, or \$1 container royalty. Such container royalty was to be allocated to finance fringe benefits other than supplemental cash payments, as determined locally.	
May 1, 1977 (CONASA-ILA agreement of May 12, 1977).	Increased: 1st container royalty fund assessments were doubled (to 70 cents, \$1.40, and \$2, depending on type of cargo handling). The additional container royalty payments were to be used exclusively for supplemental cash payments. The original amount of 1st container royalty continued to be allocated as determined locally.	
LASH and SEABEE fund		
Oct. 1, 1974 (CONASA-ILA agreement of June 21, 1974).	Established: Royalty of \$2 per gross ton of cargo paid in port where LASH or SEABEE cargo loaded or discharged by non-ILA labor.	No royalty paid on large loads of bulk cargoes, such as grain, fertilizers, chemicals, scrap metals, waste materials, or other cargoes not subject to load or count.
Oct. 1, 1977 (CONASA-ILA and NYSA-ILA agreement of Nov. 18, 1977).	.....	Added: \$1 of royalty to be used exclusively for supplemental cash payments and \$1 for fringe items (other than supplemental cash payments).
Job security program (JSP)		
Dec. 1, 1977	Established: Financial backup program to meet any shortfalls (not strike related) in GAI, pension, and welfare funds in each port. Initial assessments were made on ocean carriers in the amounts per weight ton of 20 cents for automated cargo, 12 cents for break-bulk cargo, and 2 cents for bulk cargo.	The JSP contract, administered by the JSP Agency, Inc., was a separate agreement involving only ocean carriers and the ILA. Employer associations on Atlantic and Gulf Coasts subscribed to JSP. Assessments were to be adjusted or suspended based on shortfall experience of GAI, pension, and welfare funds. Resulting revised assessments for break-bulk cargo would be 60 percent of the revised assessment for automated cargo, and bulk cargo would be 10 percent of the automated assessment.
July 1, 1978 (JSP Agency letter dated June 29, 1978).	Reduced: Assessment amounts per weight ton to 5 cents for automated cargo, 3 cents for break-bulk cargo, and 0.5 cent for bulk cargo.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Guaranteed annual income (GAI) plans		
Apr. 1, 1966 (agreements of Apr. 13, 1965—New York; oral agreement only; Feb. 13, 1965—Boston; Feb. 13, 1965—Philadelphia).	<p>Established: Plan to guarantee eligible employees a minimum annual income equal to 1,600 (Philadelphia—1,300) times the straight-time hourly earnings at the rate applicable during the guarantee year.</p> <p><u>Size of benefits:</u> Employees working less than 1,600 hours (Philadelphia—1,300) in a contract year to receive the difference between 1,600 (Philadelphia—1,300) times the straight-time hourly rate applicable during the guarantee year and hours paid for or worked.</p> <p><u>Eligibility:</u> Benefits provided for employees who were paid for at least 700 hours (Philadelphia—worked 700 hours) in year preceding guarantee year.</p>	<p>From the effective date through Sept. 30, 1966, guaranteed minimum for New York was 800 hours and Philadelphia 650 hours. After the initial 6-month period, payments to be on an annual basis. Employees to receive 75 percent of the minimum guarantee at the end of each one-fourth of a year for the 1st 3 quarters, and a final settlement of all income due at the end of the last quarter of the contract year;</p> <p>Philadelphia—payments to be semiannual.</p> <p>Gross earnings received and payments for holidays, vacations, and unemployment compensation to be deducted from guaranteed income each period.⁷</p> <p>For each day employee was not available, did not report, or refused work, 8 hours to be deducted from guarantee (4 hours if he did not report, but only 4 hours were worked, or if he reported in the initial period, but did not return in the following period).</p> <p>New York—guarantee payments to be included in computing eligibility for holidays, vacation, pensions, welfare, and clinic services (clinic services at New York only).</p> <p>In the computation of qualifying hours, up to 20 hours credited for each week of absence because of sickness, injury, or disability, in which employee received welfare plan benefits, workman's compensation, or disability benefits under a Federal or State law.</p> <p>Credit prorated for employees who returned from (1) the Armed Forces and had worked 700 hours in the year preceding induction, and (2) serving as an officer or employee of the union or a member of management, and had worked 700 hours or more before assuming the union or management position.</p>
Oct. 1, 1967 (agreement of Feb. 13, 1965—Philadelphia).	<p>Increased: <u>Size of benefits</u>—employees working fewer than 1,500 hours in a contract year to receive the difference between 1,500 times the straight-time hourly rate applicable during the year and hours worked.</p>	<p>Changed: New York—payments to be made biweekly with employee to maintain a bank of 200 hours reserve in final adjustment.</p>
Apr. 1, 1969 (agreement of Feb. 22, 1969—Philadelphia; Feb. 14, 1969—New York).	<p>Increased: <u>Size of benefits</u>—New York—to minimum of 2,080 hours times straight-time rate in a contract year; Philadelphia—to minimum of 1,800 hours times straight-time rate in a contract year.</p>	<p>Changed: New York—payments to be made biweekly with employee to maintain a bank of 200 hours reserve in final adjustment.</p>
July 1, 1969 (agreement of Feb. 22, 1969—Philadelphia).	<p>.....</p>	<p>Changed: Philadelphia—payments to be made quarterly with employee to receive 75 percent of amount due each quarter except in last quarter in which balance of amount due in contract year was to be paid.</p>
Oct. 1, 1969 (agreement of Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads).	<p>Increased: <u>Size of benefits</u>—Boston—to minimum of 2,080 hours times straight-time rate in a contract year.</p> <p>Established: Baltimore and Hampton Roads—plans to guarantee minimum income of 1,800 hours in Baltimore and 1,600 hours in Hampton Roads times straight-time rate in a contract year.</p> <p><u>Eligibility:</u> Baltimore—benefits provided employee who worked 700 hours in contract years 1966-67 and 1967-68 for benefits in contract years 1969-70 and 1970-71, respectively; Hampton Roads—benefits provided employee who worked 700 hours in contract years in 1967-69 and 1968-69 for benefits in contract years 1969-70 and 1970-71, respectively.</p>	<p>Changed: Boston—employee hired by industry after Oct. 1, 1968, not eligible for benefits under the guaranteed annual income plan.</p> <p>Changed: Boston—deductions from guarantee for each day an employee was not available, did not report, or refused work, to be accumulative (in a contract year only) as follows: 1 day (8 hours) deducted for 1st offense; 2 days for 2nd offense; 3 days for 3rd offense; and 4 days for 4th and each subsequent offense. Payment was to be made annually in Baltimore and quarterly in Hampton Roads.</p> <p>Baltimore and Hampton Roads—deductions were similar to those for New York and Philadelphia except that in Hampton Roads, deductions for each day employee was unavailable, did not report, or refused work, were cumulative (in a contract year only) as follows: 1 day each for 1st, 2nd, and 3rd offenses; and 3 days each for 4th and 5th offense.</p> <p>Baltimore and Hampton Roads—computation of qualifying hours similar to other ports, except that (1) an employee who worked 700 hours in either of 2 years preceding induction into Armed Forces and was not able to qualify in a qualifying year because of service in Armed Forces was to be credited with 20 hours each week spent in Armed Forces in computing 700 hours if employee returned to work within a reasonable period of time (90 days in Baltimore) after honorable discharge; and (2) full-time union officers for whom union made contributions to pension-welfare fund during qualifying years, retained eligibility for payment (not to receive payment while in office).</p>
Oct. 1, 1970 (agreement of Feb. 20, 1969—Hampton Roads).	<p>Increased: <u>Size of benefits</u>—to minimum of 1,700 hours times straight-time rate in a contract year.</p>	<p>Changed: Baltimore—payments made quarterly with employee receiving 75 percent of amount due each quarter with balance of amount due paid last quarter of contract year.</p>
Oct. 1, 1971 (agreement of Mar. 15, 1972—Baltimore).	<p>Increased: <u>Size of benefits</u>—Baltimore—to minimum of 1,900 hours times straight-time rate in a contract year.</p>	<p>Changed: Boston—the 2,080-hour guarantee was applicable to those employed in industry as of Nov. 14, 1971, who worked or had credit for 700 hours in previous year. For 1st year of 1971 contract the GAI program was treated as if it began Apr. 1, 1972, with workers receiving guarantee of 1,040 hours for such year (for such year only, one-half payments of holidays and vacations during previous year were deducted from 1,040-hour guarantee). Those who entered industry after Nov. 14, 1971, were not eligible for a guarantee.</p>
Nov. 14, 1971 (agreements of Mar. 4, 1972—Boston and Hampton Roads; Feb. 24, 1972—New York).	<p>.....</p>	<p>Changed: Boston—the 2,080-hour guarantee was applicable to those employed in industry as of Nov. 14, 1971, who worked or had credit for 700 hours in previous year. For 1st year of 1971 contract the GAI program was treated as if it began Apr. 1, 1972, with workers receiving guarantee of 1,040 hours for such year (for such year only, one-half payments of holidays and vacations during previous year were deducted from 1,040-hour guarantee). Those who entered industry after Nov. 14, 1971, were not eligible for a guarantee.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters.
Guaranteed annual income (GAI) plans—Continued		
Nov. 14, 1971—Continued	.....	<p>Changed: New York (effective Oct. 1, 1968)—employee debited 1 day for 1st offense, 2 days for 2nd offense, 3 days for 3rd offense, and 4 days for 4th and subsequent offenses (cumulative only in a contract year) for each day worker refused to be available, to accept assignment, or to work in category or categories either on a list, prior day order, or hiring center assignment. Employee continuously failing to be available for employment was disqualified for GAI for remainder of contract year.</p> <p>Added: New York—employee disqualified from receiving further GAI for 12-month period if (1) working regularly on another job requiring attendance between 8 a.m. and 5 p.m., Monday through Friday; (2) refused to accept list position; (3) left employer list position except when accepting another list position; or (4) continuously unavailable for work.</p> <p>Changed: Hampton Roads—payments made biweekly with employee receiving 80 percent of amount due biweekly with balance of amount due paid for last biweekly payment of contract year.</p> <p>Changed: Hampton Roads—employee was debited 1 day for each of 1st 5 offenses and 3 days for each subsequent offense for each refusal to be available, to accept assignment, or to work in category or categories either on a list, prior day order, or hiring center assignment.</p> <p>Changed: Hampton Roads—30-day limit given honorably discharged veteran of Armed Forces to return to work for receipt of 20 hours per week credit for each week in Armed Forces in computation of 700 hours.</p>
Aug. 7, 1972 (agreement of Mar. 4, 1972—Hampton Roads).	<p>Increased: <u>Size of benefits</u>—Hampton Roads—to minimum of 1,800 hours times straight-time rate in a contract year (for qualification in previous year).</p>	<p>Changed: Baltimore—payments made on a twice-a-month basis under previous allocation formula.</p> <p>Changed: Philadelphia—payments made monthly (75 percent due each month with balance paid in last month of contract year).</p> <p>Changed: Hampton Roads—employee was debited 1 day for each of 1st 6 offenses; thereafter eligibility for GAI benefit was suspended for remainder of contract year, for each refusal to be available, to accept assignment, or to work in category or categories either on a list, prior day order, or hiring center assignment.</p> <p>Changed: Hampton Roads—hours earned during guarantee period deducted from benefit. Payments for holidays and vacations also deducted. Welfare, compensation, and container royalty payments excluded from gross earnings. When employee was receiving welfare or compensation payments, guarantee reduced 8 hours for each day (except Saturday, Sunday, and legal holidays).</p> <p>Changed: New York—employee ineligible for further GAI benefit for 12-month period who failed to accept employment as ordered either by employer or for any prior day order assignment or the morning shape-up on 3 or more occasions.</p> <p>Added: Boston—employee disqualified for GAI benefit for a 12-month period (1) if employed at another job requiring attendance between 8 a.m. and 5 p.m. on any day of week from Monday through Friday, except on a casual basis where job is obtained on same day after 9 a.m., or (2) for failure to accept employment, except for approved medical reasons, as ordered by regular or any other employer on 3 or more occasions, or (3) when earnings are less than State Unemployment Compensation benefits and employee failed to produce evidence of receipt of unemployment compensation payments, if eligible. Other debiting procedures as previously reported were continued.</p> <p>Changed: Boston—GAI funded solely by joint GAI fund obtained by assessing all manifested cargo discharged or loaded in the Port of Boston on a long-ton (2,240 pounds) basis at the rates of \$1, 25 cents, 10 cents, and 10 cents per long ton for general cargo, lumber, tallow, and scrap metal, respectively.</p> <p>Changed: Boston—payments made monthly with employee receiving 75 percent of amount due each month with balance of amount due paid last month of contract year. The period July 1, 1975, through Sept. 30, 1975, was treated for payment purposes as if it were 1 month.</p> <p>Added: New York—employee ineligible for GAI benefit who remained in industry after Jan. 1, 1976, and would have received \$2,500 lump-sum payment from GAI fund had employee retired after reaching age 65, as shown under pension plan section.</p> <p>Established: Job Security Program effective Dec. 1, 1977, to fund any shortfalls in GAI benefit, pension, and welfare plans. (See Job Security Program section of this table.)</p>
Oct. 1, 1972 (agreements of Mar. 15, 1972—Baltimore; Mar. 24, 1972—Philadelphia).	.....	<p>Changed: Baltimore—payments made on a twice-a-month basis under previous allocation formula.</p> <p>Changed: Philadelphia—payments made monthly (75 percent due each month with balance paid in last month of contract year).</p> <p>Changed: Hampton Roads—employee was debited 1 day for each of 1st 6 offenses; thereafter eligibility for GAI benefit was suspended for remainder of contract year, for each refusal to be available, to accept assignment, or to work in category or categories either on a list, prior day order, or hiring center assignment.</p> <p>Changed: Hampton Roads—hours earned during guarantee period deducted from benefit. Payments for holidays and vacations also deducted. Welfare, compensation, and container royalty payments excluded from gross earnings. When employee was receiving welfare or compensation payments, guarantee reduced 8 hours for each day (except Saturday, Sunday, and legal holidays).</p> <p>Changed: New York—employee ineligible for further GAI benefit for 12-month period who failed to accept employment as ordered either by employer or for any prior day order assignment or the morning shape-up on 3 or more occasions.</p> <p>Added: Boston—employee disqualified for GAI benefit for a 12-month period (1) if employed at another job requiring attendance between 8 a.m. and 5 p.m. on any day of week from Monday through Friday, except on a casual basis where job is obtained on same day after 9 a.m., or (2) for failure to accept employment, except for approved medical reasons, as ordered by regular or any other employer on 3 or more occasions, or (3) when earnings are less than State Unemployment Compensation benefits and employee failed to produce evidence of receipt of unemployment compensation payments, if eligible. Other debiting procedures as previously reported were continued.</p> <p>Changed: Boston—GAI funded solely by joint GAI fund obtained by assessing all manifested cargo discharged or loaded in the Port of Boston on a long-ton (2,240 pounds) basis at the rates of \$1, 25 cents, 10 cents, and 10 cents per long ton for general cargo, lumber, tallow, and scrap metal, respectively.</p> <p>Changed: Boston—payments made monthly with employee receiving 75 percent of amount due each month with balance of amount due paid last month of contract year. The period July 1, 1975, through Sept. 30, 1975, was treated for payment purposes as if it were 1 month.</p> <p>Added: New York—employee ineligible for GAI benefit who remained in industry after Jan. 1, 1976, and would have received \$2,500 lump-sum payment from GAI fund had employee retired after reaching age 65, as shown under pension plan section.</p> <p>Established: Job Security Program effective Dec. 1, 1977, to fund any shortfalls in GAI benefit, pension, and welfare plans. (See Job Security Program section of this table.)</p>
Oct. 1, 1974 (agreements of Aug. 19, 1974—Hampton Roads; July 24, 1974—New York).	.....	<p>Changed: Baltimore—payments made on a twice-a-month basis under previous allocation formula.</p> <p>Changed: Philadelphia—payments made monthly (75 percent due each month with balance paid in last month of contract year).</p> <p>Changed: Hampton Roads—employee was debited 1 day for each of 1st 6 offenses; thereafter eligibility for GAI benefit was suspended for remainder of contract year, for each refusal to be available, to accept assignment, or to work in category or categories either on a list, prior day order, or hiring center assignment.</p> <p>Changed: Hampton Roads—hours earned during guarantee period deducted from benefit. Payments for holidays and vacations also deducted. Welfare, compensation, and container royalty payments excluded from gross earnings. When employee was receiving welfare or compensation payments, guarantee reduced 8 hours for each day (except Saturday, Sunday, and legal holidays).</p> <p>Changed: New York—employee ineligible for further GAI benefit for 12-month period who failed to accept employment as ordered either by employer or for any prior day order assignment or the morning shape-up on 3 or more occasions.</p> <p>Added: Boston—employee disqualified for GAI benefit for a 12-month period (1) if employed at another job requiring attendance between 8 a.m. and 5 p.m. on any day of week from Monday through Friday, except on a casual basis where job is obtained on same day after 9 a.m., or (2) for failure to accept employment, except for approved medical reasons, as ordered by regular or any other employer on 3 or more occasions, or (3) when earnings are less than State Unemployment Compensation benefits and employee failed to produce evidence of receipt of unemployment compensation payments, if eligible. Other debiting procedures as previously reported were continued.</p> <p>Changed: Boston—GAI funded solely by joint GAI fund obtained by assessing all manifested cargo discharged or loaded in the Port of Boston on a long-ton (2,240 pounds) basis at the rates of \$1, 25 cents, 10 cents, and 10 cents per long ton for general cargo, lumber, tallow, and scrap metal, respectively.</p> <p>Changed: Boston—payments made monthly with employee receiving 75 percent of amount due each month with balance of amount due paid last month of contract year. The period July 1, 1975, through Sept. 30, 1975, was treated for payment purposes as if it were 1 month.</p> <p>Added: New York—employee ineligible for GAI benefit who remained in industry after Jan. 1, 1976, and would have received \$2,500 lump-sum payment from GAI fund had employee retired after reaching age 65, as shown under pension plan section.</p> <p>Established: Job Security Program effective Dec. 1, 1977, to fund any shortfalls in GAI benefit, pension, and welfare plans. (See Job Security Program section of this table.)</p>
July 1, 1975 (agreement of June 27, 1975—Boston).	<p>Changed: <u>Size of benefits</u>—Boston—to minimum of 1,500 hours times straight-time rate in a contract year (375 hours times straight-time rate for the 1st contract year which was treated as if it began July 1, 1975, and ended Sept. 30, 1975).</p> <p>Changed: <u>Eligibility</u>—Boston—benefits provided employee who worked 700 hours during the period that began Oct. 1, 1973, and ended Sept. 30, 1974, and who met certain other requirements as described in contract.</p>	<p>Changed: Baltimore—payments made on a twice-a-month basis under previous allocation formula.</p> <p>Changed: Philadelphia—payments made monthly (75 percent due each month with balance paid in last month of contract year).</p> <p>Changed: Hampton Roads—employee was debited 1 day for each of 1st 6 offenses; thereafter eligibility for GAI benefit was suspended for remainder of contract year, for each refusal to be available, to accept assignment, or to work in category or categories either on a list, prior day order, or hiring center assignment.</p> <p>Changed: Hampton Roads—hours earned during guarantee period deducted from benefit. Payments for holidays and vacations also deducted. Welfare, compensation, and container royalty payments excluded from gross earnings. When employee was receiving welfare or compensation payments, guarantee reduced 8 hours for each day (except Saturday, Sunday, and legal holidays).</p> <p>Changed: New York—employee ineligible for further GAI benefit for 12-month period who failed to accept employment as ordered either by employer or for any prior day order assignment or the morning shape-up on 3 or more occasions.</p> <p>Added: Boston—employee disqualified for GAI benefit for a 12-month period (1) if employed at another job requiring attendance between 8 a.m. and 5 p.m. on any day of week from Monday through Friday, except on a casual basis where job is obtained on same day after 9 a.m., or (2) for failure to accept employment, except for approved medical reasons, as ordered by regular or any other employer on 3 or more occasions, or (3) when earnings are less than State Unemployment Compensation benefits and employee failed to produce evidence of receipt of unemployment compensation payments, if eligible. Other debiting procedures as previously reported were continued.</p> <p>Changed: Boston—GAI funded solely by joint GAI fund obtained by assessing all manifested cargo discharged or loaded in the Port of Boston on a long-ton (2,240 pounds) basis at the rates of \$1, 25 cents, 10 cents, and 10 cents per long ton for general cargo, lumber, tallow, and scrap metal, respectively.</p> <p>Changed: Boston—payments made monthly with employee receiving 75 percent of amount due each month with balance of amount due paid last month of contract year. The period July 1, 1975, through Sept. 30, 1975, was treated for payment purposes as if it were 1 month.</p> <p>Added: New York—employee ineligible for GAI benefit who remained in industry after Jan. 1, 1976, and would have received \$2,500 lump-sum payment from GAI fund had employee retired after reaching age 65, as shown under pension plan section.</p> <p>Established: Job Security Program effective Dec. 1, 1977, to fund any shortfalls in GAI benefit, pension, and welfare plans. (See Job Security Program section of this table.)</p>
Oct. 1, 1976 (agreement of July 24, 1974—New York).	.....	<p>Added: New York—employee ineligible for GAI benefit who remained in industry after Jan. 1, 1976, and would have received \$2,500 lump-sum payment from GAI fund had employee retired after reaching age 65, as shown under pension plan section.</p> <p>Established: Job Security Program effective Dec. 1, 1977, to fund any shortfalls in GAI benefit, pension, and welfare plans. (See Job Security Program section of this table.)</p>
Oct. 1, 1977 (agreements of Nov. 30, 1977—Boston; Nov. 27, 1977—Philadelphia; Nov. 29, 1977—Baltimore).	<p>Increased: <u>Size of benefits</u>—Boston—to minimum of 1,700 hours times straight-time rate in a contract year (1,426 hours times straight-time rate for 1st contract year which was treated as if it began Nov. 30, 1977).</p> <p>Changed: <u>Eligibility</u>—Boston—benefits provided employees on GAI eligibility list dated Oct. 1, 1974, as amended Nov. 21, 1977, providing certain other requirements in contract were met.</p>	<p>Added: New York—employee ineligible for GAI benefit who remained in industry after Jan. 1, 1976, and would have received \$2,500 lump-sum payment from GAI fund had employee retired after reaching age 65, as shown under pension plan section.</p> <p>Established: Job Security Program effective Dec. 1, 1977, to fund any shortfalls in GAI benefit, pension, and welfare plans. (See Job Security Program section of this table.)</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

	Provision	Applications, exceptions, and other related matters
Guaranteed annual income (GAI) plans—Continued		
Oct. 1, 1977—Continued	<p>Increased: <u>Size of benefits</u>—Philadelphia—to minimum of 1,900 hours times straight-time rate in a contract year.</p>	<p>Changed: Philadelphia—payments made every 2 weeks with employee receiving 75 percent of amount due each 2 weeks with balance of amount due paid in final 2-week period of contract year.</p> <p>Added: Philadelphia—employee eligible for GAI for 5 successive years and failed to qualify because of occupational or nonoccupational injury or sickness to receive 1-year waiver of eligibility requirements.</p> <p>Changed: Baltimore—payments made under GAI were to be counted in calculating payments to pension and benefits trust funds up to (1) 700 hours if received total of 700 hours in any combination of hours worked, hours paid for under GAI, workers' compensation credit hours to pension fund, and workers' compensation hours to benefits fund; or (2) to a total not to exceed 1,100 hours if employee qualified for maximum benefits under benefits fund for last 5 years and received total of 1,100 hours in any combination of hours worked, hours paid under GAI, workers' compensation credit hours to pension fund, and workers' compensation hours to benefit fund.</p>
Pension plans		
<p>Jan. 1, 1950 (agreements dated Oct. 1, 1949—New York, Boston, Baltimore, Philadelphia, and Hampton Roads).</p> <p>Jan. 1, 1951</p>	<p>Pension plans established; financed by employer contribution of 5 cents per man-hour worked.</p> <p>Pension plan effective providing:</p> <p><u>Eligibility</u>—continuous employment from Jan. 1, 1937, with average of 800 hours of work a year, required of employees retiring before Jan. 1, 1962.</p> <p><u>Basic benefits</u>—monthly pension of \$35 in New York, Boston, and Philadelphia, \$30 in Baltimore, and \$25 in Hampton Roads, exclusive of Federal old-age benefits, to employees aged 65 or over with 25 years' continuous service in industry and average of 800 hours worked per year.</p> <p><u>Disability benefits</u>—basic benefits reduced by statutory payments to employees totally and permanently disabled on the job at age 45 or over with 15 years' continuous service in industry and average of 800 hours worked per year.</p>	<p>Continuity of employment broken when employee worked fewer than 400 hours a year for more than 2 years, except that employees unable to work for the following reasons were given credit for the periods stipulated: Nonoccupational illness or injury—up to 3 years; temporary-total occupational injury—800 hours a year; military service after May 1, 1940, and reemployment in industry—1,000 hours a year.</p>
<p>Nov. 1, 1951 (action of trustees of same date).</p> <p>Aug. 1, 1952 (action of trustees, date not available—New York; action of trustees, Nov. 21, 1952—Baltimore).</p> <p>Oct. 1, 1952 (action of trustees, June 18, 1952).</p> <p>Apr. 29, 1953 (amendment of same date).</p>	<p>Increased to: <u>Basic benefits</u>—Hampton Roads, \$32.</p> <p>Increased to: <u>Basic benefits</u>—New York, \$50; Baltimore, \$45.</p> <p>Increased to: <u>Basic benefits</u>—Philadelphia, \$45.</p>	<p>Not applicable to employees disabled by criminal activity, habitual drunkenness, self-inflicted injury, addiction to narcotics, or while in military service. Continuous employment from Jan. 1, 1937, with average of 800 hours of work a year, required of employees applying for disability benefits prior to Jan. 1, 1952.</p> <p>Benefits terminated on reemployment in industry for (1) term of employment, or (2) 1 year, whichever is greater.</p>
<p>Sept. 1, 1953 (action of trustees, date not available).</p> <p>Oct. 1, 1953 (action of trustees, Feb. 17, 1954).</p> <p>Jan. 1, 1954 (action of trustees, Apr. 9, 1954—Baltimore; Mar. 1, 1955—Boston).</p> <p>May 1, 1954 (agreement dated May 21, 1954—New York).</p>	<p>Increased to: <u>Basic benefits</u>—New York, \$65.</p> <p>Increased to: <u>Basic benefits</u>—Philadelphia, \$50.</p> <p>Increased to: <u>Basic benefits</u>—Baltimore, \$55; Boston, \$50.</p> <p>Added: <u>Death benefits</u>: New York—\$500 to designated beneficiary on death of retiree.</p>	<p>Added: New York—disability benefits applicable to employees (1) permanently and totally disabled on or after Jan. 1, 1944, but before Jan. 1, 1950, by injury incurred on the job; and (2) employed in the industry at the time of injury and at the time of application for pension.</p> <p>Hours credited for temporary-total occupational disability extended to temporary-and permanent-partial (for maximum of 5 years) disability. Hours credited plus hours worked in industry not to exceed 800.</p> <p>Credit for military service limited to 3 years; board of trustees permitted to credit up to 2 additional years.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plans—Continued		
Jan. 1, 1955 (action of trustees, July 28, 1955—New York; Mar. 1, 1955—Boston; Mar. 20, 1957—Philadelphia; July 16, 1955—Baltimore); and effective	Changed: <u>Employer contribution</u> increased to 7 cents an hour. <u>Eligibility</u> —annual hours of work required to qualify for pension and credit in case of disability reduced to 700, except at Hampton Roads.	Changed to: Baltimore—continuity of employment broken when employee worked fewer than 400 hours a year for more than 5 years.
Jan. 1, 1956 (action of trustees, Feb. 3, 1955—Hampton Roads).	Increased to: <u>Basic benefits</u> —Philadelphia, \$58.	Applicable to employees already retired.
Feb. 1, 1955 (action of trustees, Feb. 2, 1955).	Death benefits: Boston—\$500 to designated beneficiary on death of retiree.	
Oct. 26, 1955 (agreement of same date—New York); and	Increased to: <u>Basic benefits</u> —Hampton Roads, \$35.	Employee who received benefits under (2) to receive regular pensions upon reaching age 65.
Jan. 1, 1955 (action of trustees, May 1, 1956—Boston).	Added: New York and Boston—employee receiving State or Federal compensation for disabling occupational injury and eligible for plan benefits (1) if age 65 or over, to receive regular pension; and (2) if under age 65, to receive regular benefits less compensation awarded for temporary-total or temporary-partial disability.	
Jan. 12, 1956 (action of trustees of same date).		Added: New York—continuity of employment not broken for employees working less than 400 hours a year in 1942 or 1943 because of war conditions or, in 1944–46, as a result of War Manpower Regulations, provided continuity was not terminated before or after such years.
May 23, 1956 (action of trustees of same date).	Added: New York— <u>deferred benefits</u> available at age 65 for employees age 60 or more with required period of employment but unable to continue working.	
June 1, 1956 (action of trustees, May 1, 1956).	Increased to: <u>Death benefits</u> —Boston, \$750 to whomever incurred funeral expenses of retiree.	
Jan. 1, 1957 (action of trustees, Apr. 16, 1957).	Increased to: <u>Basic benefits</u> —Baltimore, \$60.	Baltimore—\$25 a month to widow of pensioner age 50 or over and married 10 or more years, provided husband had been receiving basic benefits.
Jan. 23, 1957 (action of trustees of same date).		Added: New York—continuity of employment not broken during periods of imprisonment or civil detention in a foreign country by order of foreign government during an "international political crisis."
Nov. 1, 1957 (action of trustees, Oct. 29, 1957).	Increased to: <u>Basic benefits</u> —Hampton Roads, \$55.	
Jan. 1, 1959 (action of trustees, of same date).	Added: Philadelphia— <u>deferred benefits</u> at age 65 for employees with 25 years' continuous service. Employee receiving State or Federal compensation for disabling occupational injury and eligible for plan benefits (1) if age 65 or over, to receive regular pension; or (2) if under age 65, to receive regular benefits less compensation awarded for temporary-total or temporary-partial disability.	
July 1, 1959 (action of trustees, June 5, 1959).	Increased to: <u>Basic benefits</u> —Hampton Roads, \$60.	
Oct. 1, 1959 (agreements dated Dec. 28, 1959—New York; Dec. 10, 1959—Baltimore and Hampton Roads; Dec. 23, 1959—Philadelphia; and Aug. 30, 1961—Boston).	Changed: <u>Employer contribution</u> increased to 14 cents an hour.	
Oct. 1, 1959 (action of trustees, May 1, 1960).	Increased to: <u>Basic benefits</u> —Boston, \$75.	
Jan. 1, 1960 (action of trustees, date not available—New York; action of trustees, Dec. 28, 1959—Hampton Roads).	Increased to: <u>Basic benefits</u> —New York, \$85; Hampton Roads, \$65.	
Apr. 6, 1960 (action of trustees of same date).	Increased to: <u>Death benefits</u> —Boston, \$1,000.	
June 1, 1960 (action of trustees, July 22, 1960).	Increased to: <u>Basic benefits</u> —Philadelphia, \$75.	
Oct. 1, 1960 (action of trustees, Jan. 23, 1961).	Increased to: <u>Basic benefits</u> —Baltimore, \$75.	Baltimore—widows to receive benefits regardless of the basis on which husband retired.
	Changed to: Baltimore— <u>disability benefits</u> , \$60 a month to employees totally and permanently disabled at age 45 or over, with an additional \$1 for each year of service over 15, maximum \$75.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plans—Continued		
Oct. 1, 1960—Continued	Increased to: <u>Basic benefits</u> —Hampton Roads, \$75.	Additional increase effective Oct. 1, 1963.
Oct 1, 1962 (memorandum of agreement of Jan. 20, 1963—New York; Jan. 25, 1963—Baltimore and Hampton Roads; Jan. 28, 1963—Boston; Jan. 26, 1963—Philadelphia).	Increased: <u>Employer contribution</u> to 18 cents an hour.	Added: Baltimore—credit for work outside industry limited to 5 years. In effect: Baltimore—continuity of employment not broken for time lost because of occupational accident occurring in industry, military service, or employment in shipyards in Baltimore area during the years 1942 through 1946.
Oct. 1, 1962 (action of trustees—1963).	Changed: <u>Eligibility</u> —Baltimore—minimum average annual hours of work required to qualify for basic and disability pension, 600. Added: <u>Deferred benefits</u> —Baltimore—at age 65 for employees with 25 years' continuous service leaving industry because of closing facilities or for employment in another industry.	
Jan. 1, 1963 (action of trustees, July 30 and Aug. 29, 1963).	Increased to: <u>Basic benefits</u> —Boston, \$100.	
July 1, 1963 (action of trustees, Jan. 25, 1963).	Added: <u>Early retirement</u> —Baltimore—employees age 62 or over, with 25 years' or more credited service could receive 80 percent of basic benefits.	
July 1, 1963 (action of the pension board and Board of Trustees, Aug. 9, 1963—Baltimore; action of trustees June 28, 1963—Hampton Roads).	Increased: <u>Basic benefits</u> —Baltimore and Hampton Roads, to \$90. Increased: <u>Disability benefits</u> —Baltimore—\$60, plus \$3 for each year of service over 15, maximum \$90.	Increased: Baltimore—\$35 a month to widow of pensioner.
Oct. 1, 1963 (memoranda of agreement of Jan. 20, 1963—New York; Jan. 25, 1963—Baltimore and Hampton Roads; Jan. 28, 1963—Boston; Jan. 26, 1963—Philadelphia).	Increased: <u>Employer contribution</u> to 23 cents an hour. Increased: <u>Basic benefits</u> —New York and Philadelphia, to \$100. Increased: <u>Death benefits</u> —New York, \$1,000.	Increased: Baltimore—\$35 a month to widow of pensioner. Applicable to pensioners and future retirees. Applicable only to employees terminated after Oct. 1, 1963. Added: Philadelphia—continuation of deceased pensioners monthly benefits to widow until the earliest of 50 monthly installments, death, or remarriage. Dependent mother received payments if pensioner was widower, or the balance of the 50 monthly payments in the event of death or remarriage of widow before benefits terminated. Fifteen payments of \$100 each provided eligible widow or dependent mother of deceased employee. Continuation benefits were not payable if the pensioner or employee had full life insurance coverage under the welfare plan.
Jan. 1, 1964 (action of trustees, Dec. 30, 1963—Hampton Roads). (Morse memorandum of settlement of Jan. 20, 1963).	Added: <u>Deferred benefits</u> —New York—at age 65 for employees with 25 years' continuous service. Increased: <u>Basic benefits</u> —Hampton Roads, \$100. Added: <u>Deferred benefits</u> —Hampton Roads—at age 65 for employees with 25 years' employment in the industry.	Monthly benefits to be the same as those prevailing on the employees' termination date. Applicable to pensioners and future retirees. Monthly benefits to be the same as those prevailing on the employees' termination date.
Apr. 1, 1965 (agreement of Apr. 13, 1965—New York; Oct. 1, 1964—Baltimore; oral agreement only Nov. 2, 1965—Boston; action of trustees, Aug. 24, and Nov. 19, 1965—Hampton Roads).	Increased: <u>Basic benefits</u> —New York, Baltimore, Boston, and Hampton Roads—to \$125. Increased: <u>Disability benefits</u> —Baltimore—to \$85, plus \$4 for each year of service over 15, maximum \$125.	Increased: Baltimore—widow's monthly benefit to 50 percent of pensioner's benefits. Minimum benefit—\$42.50 a month. To be eligible, widow must have been married to pensioner for 10 years and reached age 50 before his death.
Sept. 10, 1965 (action of trustees of same date—Hampton Roads).	Changed: <u>Eligibility</u> —Hampton Roads—minimum annual hours of work required for pension credit, 700.	
Oct. 1, 1965 (agreement of Apr. 13, 1965—New York; Oct. 1, 1964—Baltimore; oral agreement only Feb. 13, 1965—Boston; Feb. 18, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).	Increased: <u>Employer contribution</u> to 47 cents an hour.	
Jan. 1, 1966 (agreement of Oct. 1, 1964—Baltimore).	Changed: <u>Eligibility</u> —minimum annual hours of work required for pension credit for (1) <u>basic benefits</u> —to average 700 hours for the preceding 25-year period, with no more than 5 years in which fewer than 400 hours were worked, and (2) <u>disability benefits</u> —to average 700 hours for the preceding 15-year period with no allowance for a year in which fewer than 400 hours were worked.	Pension credit was given for absence because of injury or military service.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plans—Continued		
<p>Jan. 1, 1966 (agreements of Apr. 13, 1965—New York; Oct. 1, 1964—Baltimore; oral agreement only—Nov. 2, 1965—Boston; Feb. 15, 1965—Hampton Roads; Feb. 13, 1965—Philadelphia).</p>	<p>Increased: <u>Basic benefits</u>—to \$175 a month for employees 62 years of age and older with 25 years or more of service.</p> <p>Increased: <u>Disability benefits</u>—New York, Baltimore, and Boston, to \$125, plus \$5 for each year of service over 15, maximum \$175.</p>	<p>Benefit increase applicable to those retiring on or after Jan. 1, 1966.</p> <p>Increased: New York and Boston—for the widow of (1) an employee with 25 years or more of service, at death, to \$87.50 a month, beginning when the employee would have become 62 years of age; and (2) a pensioner whose death occurred after Jan. 1, 1965, to 50 percent of his monthly benefit.</p> <p>Added: Baltimore and Hampton Roads—\$87.50 a month to widow of an employee with 25 years or more of service at death, beginning when employee would have become 62 years of age.</p> <p>Added: Hampton Roads—50 percent of a pensioner's monthly benefit to his widow provided his death occurred after Jan. 1, 1965.</p> <p>Increased: Philadelphia—to \$87.50 a month to the widow of a pensioner or dependent mother of an unmarried pensioner.</p>
<p>Oct. 1, 1968 (agreement of Feb. 14, 1969—New York; Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia).</p>	<p>Increased: <u>Employer contributions</u> to 57 cents an hour.</p>	<p>Increased: Philadelphia—to \$87.50 a month to the widow of a pensioner or dependent mother of an unmarried pensioner.</p>
<p>Jan. 1, 1969 (agreement dated Feb. 22, 1969—Philadelphia).</p>	<p>Increased: <u>Basic benefits</u>—to \$300.</p> <p>Increased: <u>Disability benefits</u>—to \$180, plus \$12 for each year of service over 15 (maximum \$300).</p>	<p>Applicable to those who retired on or after Jan. 1, 1969.</p> <p>Employees retired before Jan. 1, 1969, to receive basic benefit of \$200.</p> <p>Surviving widow of pensioner who died on or after Jan. 1, 1965, to receive monthly pension of \$100 until remarriage or death. If pensioner did not leave a surviving widow, the benefit was payable to his dependent mother for life.</p> <p>Surviving widow of employee not a pensioner and who did not leave industry before his death and who died on or after Jan. 1, 1965, to receive monthly pension of \$100 until remarriage or death beginning month employee would have reached age 62 but not before Jan. 1, 1969, if employee had 25 years of service in industry or elected to continue working in the industry after age 62 when qualified for pension even though he had worked less than 400 hours a year for more than 2 years. If employee did not leave a surviving widow, the benefit was payable to his dependent mother for life.</p>
<p>Apr. 1, 1969 (agreement of Feb. 14, 1969—New York; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads).</p>	<p>Increased: <u>Basic benefits</u>—to \$300 (\$200 in Baltimore).</p> <p>Added: <u>Basic benefits</u>—Baltimore—of \$300 if employee met new eligibility requirements. Employees must have retired at or after age 62 with 25 years of service immediately before his application with at least 700 hours in each of 20 of the previous 25 years, with a minimum of 17,500 hours for the 25-year period.</p> <p>Increased: <u>Disability benefit</u>—New York and Hampton Roads—to \$180, plus \$12 for each year of service over 15 (maximum \$300).</p> <p>Increased: <u>Disability benefit</u>—Baltimore—to \$150, plus \$5 for each year of service over 15 (maximum \$200).</p> <p>Added: <u>Disability benefit</u>—Baltimore—of \$180, plus \$12 for each year of service over 15 (maximum \$300) for employees who met new eligibility requirements. Employee must have worked at least 700 hours in each of the 15 years before his application, except that for each additional year of 700 hours he may have 1 year in the 15-year period under 700 hours, with a maximum of 5 years under 700 hours in the 15-year qualifying period.</p> <p>Added: <u>Early retirement benefits</u>—Baltimore—employee age 55 with 20 years of service with no year under 700 hours worked could elect monthly benefit of \$250, until age 62 at which time amount was increased to \$300 (if at time of retirement, he met qualifications for retirement at age 62).</p>	<p>Applicable to those who retired on or after Apr. 1, 1969. Employee who retired before Apr. 1, 1969, to receive \$25-a-month increase in basic benefits.</p> <p>Changed: New York and Baltimore—widow's benefit to 50 percent of pensioner's benefit with a maximum of \$100 a month with a proportionate increase for widows of disability pensioners. Those widowed before Apr. 1, 1969, to receive a proportionate increase to maximum of \$100.</p> <p>Changed: Hampton Roads—widow's benefit to 50 percent of pensioner's benefit with a maximum of \$100 a month for the widow of a pensioner who retired on or after Apr. 1, 1969. Widow of a pensioner who retired before Apr. 1, 1969, to receive an increase of \$12.50 in the monthly benefit to a maximum of \$100.</p>
<p>June 1, 1969 (agreement of Feb. 14, 1969—New York; Feb. 20, 1969—Hampton Roads).</p>	<p>Added: <u>Early retirement benefits</u>—employee age 55 with 20 years of service could elect monthly benefit of \$250 until age 62 at which time amount was increased to \$300.</p>	<p>Election for early retirement had to be made before July 1, 1969 (1st option period) and before July 1, 1970 (2nd option period).</p> <p>Baltimore—widow of early retirees to receive monthly pension of \$100.</p> <p>Election for early retirement had to be made before June 1, 1969 (1st option period) and before June 1, 1970 (2nd option period).</p> <p>New York—widow of early retiree to receive monthly pension of \$100.</p> <p>New York—early retirement was to be funded on a 40-year basis.</p> <p>Hampton Roads—widow of early retiree to receive amount as computed for widow of regular retiree.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plans—Continued		
Aug. 1, 1969 (agreement of Apr. 2, 1969—Boston).	<p>Increased: <u>Basic benefit</u>—to \$300.</p> <p>Increased: <u>Disability benefits</u>—to \$180, plus \$12 for each year of continuous service over 15 (maximum \$300).</p>	<p>Applicable to those who retired on or after Oct. 1, 1968.</p> <p>Employee who retired before Oct. 1, 1968, to receive a \$25-a-month increase in basic benefit.</p> <p>Eligible widow of pensioner who retired on or after Oct. 1, 1968, to receive \$100 a month.</p> <p>Eligible widow of pensioner who retired before Oct. 1, 1968, to receive \$12.50-a-month increase in pension.</p> <p>There was to be no retroactivity under any of the above provisions for Boston.</p> <p>Applicable to those who retired on or after Oct. 1, 1968.</p> <p>Pensioner who retired on basis of disability before Oct. 1, 1968, to receive an increase of \$2.50 a month for each year of service over 15, up to a maximum of \$25 for 25 years of service.</p> <p>Eligible widow of pensioner who retired on basis of disability on or after Oct. 1, 1968, to receive \$90, plus \$6 a month for each year of continuous service over 15 (maximum \$100).</p> <p>Eligible widow of pensioner who retired on basis of disability before Oct. 1, 1968, to receive an increase of \$1.25 a month for each year of service over 15, up to a maximum of \$12.50 for 25 years of service.</p> <p>There was to be no retroactivity under any of the above provisions for Boston.</p> <p>Widow of a member who died on or after Aug. 1, 1969, before the retirement age of 62 with 25 years of service to receive \$100 a month beginning 1st of the month following month in which member died. Widow of member who died before Aug. 1, 1969, still to have benefit deferred to time that member would have reached age 62 (maximum \$100).</p> <p>Reimbursement for funeral expenses was increased to \$1,500 for death of a pensioner who retired on or after Aug. 1, 1969, and who was not covered under BSA-ILA Health Welfare Clinic Fund. Remained \$1,000 for such retirees who died before Aug. 1, 1969.</p>
Oct. 1, 1969 (agreement of Feb. 14, 1969—New York; Apr. 2, 1969—Boston; Feb. 19, 1969—Baltimore; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia).	Increased: <u>Employer contribution</u> to 70 cents an hour.	
Oct. 1, 1970 (agreement of Feb. 14, 1969—New York; Feb. 19, 1969—Baltimore; Apr. 2, 1969—Boston; Feb. 20, 1969—Hampton Roads; Feb. 22, 1969—Philadelphia).	Increased: <u>Employer contribution</u> to 75 cents an hour.	
Nov. 14, 1971 (agreements of Jan. 6, 1972—CONASA-ILA; Feb. 24, 1972—New York; Mar. 24, 1972—Philadelphia; Mar. 4, 1972—Boston and Hampton Roads; Mar. 15, 1972—Baltimore).	Increased: <u>Employer contribution</u> to 87 cents an hour (all ports).	<p>Changed: New York—employers guaranteed contribution level of 31, 34, and 37 million dollars in 1st, 2nd, and 3rd years of contract, respectively. (A 40-million-man-hour guarantee had been provided in each year of the previous contract.)</p> <p>Changed: Hampton Roads employers guaranteed 1.5, 1.75, and 1.75 million work-hours in the 1st, 2nd, and 3rd years of the contract. (The previous contract had provided a guarantee of 1.8 million work-hours in its 2nd year and 2 million in its 3rd year.)</p> <p>Philadelphia—employers guaranteed 13 million hours for pension and welfare funds combined over the term of the contract. (The same guarantee was provided by the previous agreement.)</p> <p>Baltimore—employers guaranteed contribution of 12 million hours over term of contract for pensions and welfare combined.</p> <p>Added: Boston—to provide pension security, employers paid \$1 per 2,000 pounds cargo ("Boston Dollar") on all house-to-house containerized cargo loaded or unloaded in Port of Boston regardless of whether the vessel is a feeder-vessel or whether the cargo is in intercoastal or offshore trade, with the exception that the levy was not to apply to container cargo which has or will be transhipped at another East Coast port moving to or from Puerto Rico or in the domestic and/or intercoastal trade.</p>
	Increased: <u>Basic benefit</u> —Hampton Roads—to \$400	<p>Applicable to those retired on or after Nov. 14, 1971.</p> <p>Increased: Hampton Roads—basic benefit by \$25 a month for those retired before Nov. 14, 1971.</p>
	Increased: <u>Disability benefit</u> —Hampton Roads—to \$240, plus \$16 for each year of continuous service over 15 (combined maximum \$400).	<p>Applicable to those retired on or after Nov. 14, 1971.</p> <p>Increased: Hampton Roads—widow of pensioner retired on or after Nov. 14, 1971, received maximum benefit of \$125 (based on 50 percent of pensioner's benefit).</p> <p>Increased: Hampton Roads—widow of employee who died on or after Nov. 14, 1971, while on active rolls with 25 years of service, received monthly pension of \$125 (was \$100 on Apr. 1, 1969) beginning when employee would have reached age 62.</p> <p>Increased: Hampton Roads—widows (of either pensioner or employee) receiving a pension benefit before Nov. 14, 1971, received increase of \$12.50 in monthly benefit to a maximum of \$125.</p>
Jan. 1, 1972 (agreements of Nov. 6, 1972—Baltimore; Nov. 17, 1971, Oct. 18, 1972, and Jan. 17, 1973—Philadelphia).	Increased: <u>Basic benefit</u> —Baltimore and Philadelphia—to \$400 (at Baltimore, this full basic benefit applied to those who met eligibility requirements established effective Apr. 1, 1969).	<p>Applicable to those who retired on or after Jan. 1, 1972.</p> <p>Increased: Baltimore—all pensioners retired before Jan. 1, 1972, received increase in benefit of \$50 a month.</p> <p>Increased: Philadelphia—pensioners who retired before Jan. 1, 1969, received increase in benefit of \$25 a month (except for those retired on disability before Jan. 1, 1969).</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plans—Continued		
Jan. 1, 1972—Continued	<p>Increased: <u>Disability benefit</u>—Baltimore and Philadelphia—to \$240, plus \$16 for each year of service over 15 to combined maximum of \$400 (at Baltimore, this full disability benefit applied to those who met eligibility requirements established effective Apr. 1, 1969).</p> <p>Added: <u>Death benefit</u>—Philadelphia—\$2,000.</p> <p>Added: <u>Reduced basic benefit</u>—Baltimore—\$250.</p> <p>Added: <u>Reduced disability benefit</u>—Baltimore—\$200, plus \$5 per year of service over 15 (combined maximum, \$250).</p>	<p>Applicable to those retired on or after Jan. 1, 1972.</p> <p>Changed: Philadelphia—eligibility for disability liberalized to allow benefit to worker age 40 on or after Jan. 1, 1972, if employed in industry for continuous period of at least 15 years with an average of at least 700 hours a year and permanently and totally disabled on or after Jan. 1, 1972, while employed in industry.</p> <p>In effect and continued: Baltimore—for full disability benefit, only years in which at least 700 hours were worked counted as years of service in determining eligibility and amount of pension.</p> <p>Financed from pension plan (previously financed by welfare and insurance plan). \$500 of amount could be used for expenses in connection with last illness, death, or burial of pensioner.</p> <p>Applicable to pensioner retired on or after Jan. 1, 1972, under eligibility requirements in effect before Apr. 1, 1969, which required that worker at age 62 had (1) an annual average of 700 hours worked (minimum 17,500 hours) in the 25 years of continuous service immediately before application, and (2) worked at least 400 hours in 20 or more of the 25 years.</p> <p>Applicable to pensioner retired on or after Jan. 1, 1972, under eligibility requirements in effect before Apr. 1, 1969, which required that worker had (1) an annual average of 700 hours worked (minimum 10,500 hours) in the 15 years of continuous service immediately before application, and (2) worked at least 400 hours in each of the 15 years or in at least 15 of the last 20 years. Only years in which 400 hours were worked and in which an average of 700 hours were worked were counted as years of service for determining eligibility and amount of pension.</p> <p>Increased: Baltimore—maximum spouse's benefit, based on 50 percent of pensioner's benefit, to \$125 for spouse of pensioner or active employee (applied to spouse of active employee eligible for full or reduced basic pension except for age) who died on or after Jan. 1, 1972.</p> <p>Increased: Baltimore—spouse's benefit by \$25 a month for those receiving a widow's benefit before Jan. 1, 1972 (applicable to widow of pensioner or active employee).</p> <p>Changed: Baltimore—spouse's benefit for spouse of employee who died on or after Jan. 1, 1972, while eligible for a full or reduced basic benefit (except for age) to begin month after employee's death if spouse was age 50 or more, otherwise month after attainment of age 50 (previously began when deceased employee would have attained age 62).</p> <p>Increased: Baltimore—employee previously retired under early retirement who met, at retirement, requirements for full basic benefit, except age, received increase in benefit of \$50 a month upon attaining age 62.</p> <p>In effect and continued: Baltimore—vested pension payable at age 62 for employee who left industry with 25 years of continuous service and average of 700 hours of work per year over the 25 years.</p> <p>Changed: Philadelphia—surviving widow of worker who did not leave industry before death which occurred on or after Oct. 1, 1963, received monthly pension beginning when employee would have reached age 62 of \$100 until remarriage or death, if worker had 25 years in the industry. If no surviving widow, benefit paid to dependent mother for life.</p> <p>Eliminated: Philadelphia—\$100 monthly benefit for surviving widow of worker who did not leave industry before death which occurred on or after Jan. 1, 1965, and who had elected to continue working in industry after age 62 when qualified for pension.</p> <p>Added: Philadelphia—surviving widow of worker who did not leave industry before death which occurred on or after Jan. 1, 1965, received monthly benefit of \$100 until remarriage or death, beginning month worker would have reached age 62 if employee was eligible for disability pension at death. If no surviving widow, benefit payable to dependent mother for life. (This provision was eliminated by an agreement dated Jan. 17, 1973.)</p>
Apr. 1, 1972 (agreement of Feb. 24, 1972—New York).	<p>Increased: <u>Basic benefit</u>—New York—to \$400.</p> <p>Increased: <u>Disability benefit</u>—New York—to \$240 plus \$16 for each year of continuous service over 15 (combined maximum \$400).</p> <p>Changed: <u>Early retirement benefit</u>—New York—to \$300 for life for employee with 20 years of industry service and age 50 as of Dec. 31, 1972; and to \$350 for life for employee with 25 years of industry service and age 55 as of Dec. 31, 1972.</p>	<p>Applicable to those who retired on or after Apr. 1, 1972.</p> <p>Pensioners who had retired before Apr. 1, 1972, to receive increase in benefit of \$25 a month.</p> <p>Applicable to those who retired on or after Apr. 1, 1972.</p> <p>Such early retirees had to have (1) worked for a signatory employer, (2) been eligible for guaranteed annual income benefits as of Apr. 1, 1972, and (3) applied for early retirement by June 1, 1972.</p> <p>New York: Widow of early retiree qualified for widow's pension when early retiree would have reached normal retirement age (age 62).</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plans—Continued		
Oct. 1, 1972 (CONASA-ILA agreement of Jan. 6, 1972). Jan. 1, 1973 (agreement of Nov. 6, 1972—Baltimore).	Increased: <u>Employer contributions</u> to \$1.05 an hour (all ports). Added: <u>Early retirement benefit</u> —Baltimore—employee who retired (1) at age 55 and met eligibility requirements for full basic benefit (except age) to receive \$350 a month until age 62 and \$400 thereafter; or (2) at age 50 with 20 years of continuous service and at least 700 hours worked in each of the 20 years (or in 20 out of the last 25 years) to receive \$300 a month for life. Eliminated: <u>Death benefit</u> —Boston.	Applicable to those who retired on or after Jan. 1, 1973.
Apr. 3, 1973 (agreement of Nov. 29, 1972—Boston).	Increased: <u>Employer contributions</u> to \$1.22 an hour (all ports).	
Oct. 1, 1973 (CONASA-ILA agreement of Jan. 6, 1972).	Increased: <u>Employer contributions</u> to \$1.37 an hour (all ports).	
Oct. 1, 1974 (agreements of June 21, 1974—CONASA-ILA; July 24, 1974—New York; Aug. 19, 1974 and June 25, 1975—Philadelphia; June 27, 1975—Boston; Aug. 19, 1974—Hampton Roads; Aug. 20, 1974—Baltimore).	Increased: <u>Basic benefit</u> —New York—to \$450 with 25 years of service, plus \$25 for each additional 5 years of service (combined maximum \$500). Increased: <u>Disability benefit</u> —New York—to \$270, plus \$18 for each year of continuous service over 15 (combined maximum \$450). Increased: <u>Death benefit</u> —New York—to \$1,500.	Changed: New York—guarantee to \$36 million for each year of contract. Philadelphia—employers guaranteed 13 million work hours to pension and welfare funds combined over term of contract. Hampton Roads—employers guaranteed 5.5 million work hours over term of contract. Boston—Boston Dollar contributions continued for term of agreement. Baltimore—employers guaranteed 12 million hours over term of contract for pensions and welfare combined. Applicable to those who retired on or after Oct. 1, 1974. Increased: New York—pensioners who retired before Oct. 1, 1974, received increase in benefit of \$25 a month. Applicable to those who retired on or after Oct. 1, 1974. Changed: New York—definition of total and permanent disability for pension purposes same as used by Social Security Administration.
Jan. 1, 1975 (agreement of Nov. 20, 1974—Philadelphia).	Increased: <u>Basic benefit</u> —Boston—to \$350. Increased: <u>Disability benefit</u> —Boston—to \$210, plus \$14 for each year of continuous service over 15 (combined maximum \$350). Increased: <u>Basic benefit</u> —Philadelphia—to \$450 with 25 years of service, plus \$25 for each additional 5 years of service (combined maximum \$500). Increased: <u>Disability benefit</u> —Philadelphia—to \$270, plus \$18 for each additional year of continuous service over 15 (combined maximum \$450).	New York: On a one-shot basis only, worker who reached age 65 as of Oct. 1, 1974, paid \$2,500 lump sum from GAI fund, if worker retired before Dec. 31, 1975, while eligible for GAI. Added: Philadelphia—continuity of service broken if worker not eligible for pension on Oct. 1, 1974, and in contract year Oct. 1, 1974—Sept. 30, 1975, failed to work 500 hours in industry, unless 1,000 hours worked in a contract year after Oct. 1, 1975. Not applicable to those with 25 years of service and certain other exceptions. Applicable to those who retired on or after Oct. 1, 1974. Applicable to those who retired on or after Oct. 1, 1974.
Feb. 19, 1975 (agreement of same date—Philadelphia).	.....	Applicable to those who retired on or after Jan. 1, 1975.
Mar. 1, 1975 (agreement of Jan. 29, 1975—Hampton Roads).	.....	Increased: Philadelphia—pensioners retired before Jan. 1, 1975, received increase in benefit of \$25 a month.
May 1, 1975 (agreement of Apr. 3, 1975—Hampton Roads).	Increased: <u>Basic benefit</u> —Hampton Roads—to \$425.	Applicable to those who retired on or after Oct. 1, 1974.
Feb. 19, 1975 (agreement of same date—Philadelphia).	.....	Applicable to those who retired on or after Jan. 1, 1975.
Mar. 1, 1975 (agreement of Jan. 29, 1975—Hampton Roads).	.....	Changed: Philadelphia—\$1,000 of death benefit could be allocated for expenses for last illness, death, or burial of pensioner.
May 1, 1975 (agreement of Apr. 3, 1975—Hampton Roads).	Increased: <u>Disability benefit</u> —Hampton Roads—to \$265, plus \$16 for each year of continuous service over 15 (combined maximum \$425).	Changed: Hampton Roads—the \$100 monthly benefit was to be paid to widow whose husband's retirement application was approved before Jan. 1, 1965.
Aug. 1, 1975 (agreement—Hampton Roads).	.....	Applicable to those who retired on or after May 1, 1975.
Oct. 1, 1975 (agreements of June 21, 1974—CONASA-ILA; July 24, 1974—New York).	Increased: <u>Employer contribution</u> to \$1.53 an hour (all ports).	Changed: Hampton Roads—\$100 minimum and \$125 maximum monthly benefit paid to widow whose husband's pension application was approved on or after Jan. 1, 1965 (based on 50 percent of benefit payable at death). New York: On a one-shot basis only, worker who had not reached age 65 on Oct. 1, 1974, but did so by Oct. 1, 1975, paid \$2,500 lump sum out of GAI fund if worker retired before Dec. 31, 1975, while eligible for GAI.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plans—Continued		
Jan. 1, 1976 (agreement of Nov. 18, 1976—Baltimore).	<p>Baltimore pension plan revised as follows:</p> <p><u>Pension credits</u>—full pension credit provided each year employee credited with 700 hours and reduced pension credit provided each year credited with 400-699 hours prior to Oct. 1, 1975.</p> <p><u>Normal monthly pension</u>—for employee retiring at age 62 with 20 pension credits, \$25 for each full pension credit plus \$15 for each reduced pension credit (maximum \$500 for 20 full pension credits and \$300 for less than 20 full pension credits), plus \$10 for each full pension credit over 25 (maximum \$50).</p> <p><u>Regular early monthly pension</u>—for employee retired at age 55 but less than 62 with 20 full previous credits, \$25 for each full pension credit with maximum of \$437.50 and upon attaining age 62, maximum increased to \$500.</p> <p><u>Reduced early monthly pension</u>—for employee retired at age 50 but less than 55 with 20 full pension credits, \$25 for each full pension credit (maximum \$325).</p> <p><u>Disability monthly pension</u>—for employee totally and permanently disabled who had 15 pension credits, \$25 for each full pension credit plus \$15 for each reduced pension credit (maximum \$500 if employee had at least 15 full pension credits and \$300 for less than 15 full pension credits).</p> <p><u>Spouse option annuity</u>—employee could elect to receive actuarially reduced benefit (no actuarial reduction on 1st \$250 if married for at least 10 years before becoming pensioner) to provide spouse an annuity equal to one-half of pensioner's benefit or amount employee would have received had retirement been on day before death. No other payment under pension plan was to be made to surviving spouse receiving a spouse option annuity.</p> <p>Added: <u>Vested pension</u>—Baltimore—for those with 10 years "vesting service" but not eligible for retirement under other plan provisions, amount calculated under normal retirement formula, if employee had 20 or more pension credits; as follows if employee had less than 20 pension credits: (1) 1.5 percent times maximum normal retirement pension times pension credits earned before Oct. 1, 1975, plus (2) 3 percent times maximum normal retirement pension times pension credits earned after Sept. 30, 1975, plus (3) 3 percent times amount calculated in (1) above times pension credits earned after Sept. 30, 1975. Maximum same as for normal pension.</p>	<p>If employee was not vested under plan and had a 1-year break in service, employee lost any accumulated credits and vesting service. A 1-year break in service was any year in which employee was credited with less than 501 hours (400 hours before Oct. 1, 1975). If employee returned to work before permanent break in service, prior pension credits and vesting service could be restored. Pension credits and vesting service restored for employee who returned to employment before permanent break in service if (1) a year of vesting service was earned after return, (2) consecutive years of break in service were less than prior vesting service, and (3) at least 1 of the years of break in service occurred after Sept. 30, 1975. Permanent break in service defined as: (1) For those who left employment before Oct. 1, 1975—six 1-year breaks in service before leaving employment, and (2) for those who left employment before being vested on or after Oct. 1, 1975—when consecutive 1-year breaks were equal to, or greater than, prior vesting service. A permanent break prevented restoration of pension credits and vesting service.</p> <p>Surviving spouse had to be married on effective date of pension, at time of death, and at least 1 year before participant died. Election could not be revoked after pension benefits payable. Existing spouse annuities were continued for those not covered by spouse option annuity.</p> <p>New vesting provisions added to comply with ERISA standards. Vesting service determined right to receive vested pension, but not used to compute amount of benefit. For contract years from Oct. 1, 1945, employee received 1 year of vesting service for each contract year in which credited with 400 hours or more (no credit for vesting service provided before Jan. 1, 1971, unless 3 years of vesting service earned since that date). Vested pension payable on normal retirement date unless employee did not complete 10 years of vesting service until after such date. Then pension payable earlier of 1st calendar month after application for pension approved or 60 days after end of plan year in which employment terminated.</p>
Jan. 1, 1976 (agreement of New York).	<p>Changed: <u>Vested benefit</u>—New York—service requirement to 10 years' vested service to meet ERISA standards.</p>	
June 16, 1976	<p>Increased: <u>Death benefit</u>—Philadelphia—\$3,000.</p>	<p>\$1,000 of amount could be used for expenses in connection with last illness, death, or burial of pensioner.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plans—Continued		
<p>Oct. 1, 1976 (agreements of June 21, 1974—CONASA-ILA; Nov. 18, 1976—Baltimore; Dec. 29, 1977—Hampton Roads; and Apr. 30, 1977—Boston).</p>	<p>Increased: <u>Employer contributions</u> to \$1.71 an hour (all ports).</p> <p>Increased: <u>Basic benefit</u>—Hampton Roads—to \$425 with 25 years of service, plus \$7.50 for each additional year (maximum \$500).</p> <p>Revised: Hampton Roads—pension calculation for those retired on or after Oct. 1, 1976, regardless of type of retirement to \$12 for each year credited with 500 but less than 1,000 hours and \$24 for years credited with 1,000 hours or more (maximum 35 years and \$840).</p> <p>Added: <u>Deferred benefits</u>—Boston—employee entitled to deferred vested benefit upon attaining age 62, if employee had 25 years' vested service at termination and upon attaining age 65, if employee had 10 but less than 25 years' vested service. Benefit equal to that accrued at termination.</p>	<p>Changed: Baltimore—full pension credit and also year of vesting service provided for each contract year employee credited with 1,000 hours. Reduced pension credit (for 400–699 hours) no longer provided for years beginning Oct. 1, 1976.</p> <p>Applicable to those retired before Oct. 1, 1976.</p> <p>Applicable to those retired on or after Oct. 1, 1976. The \$12 and \$24 amounts were retroactive to Oct. 1, 1976.</p> <p>Changed: Boston—benefit to surviving spouse not to terminate upon remarriage. Eliminated: Boston—\$100 maximum on surviving spouse benefit.</p>
<p>Oct. 1, 1977 (agreements of Nov. 18, 1977—CONASA-ILA and NYSA-ILA; Nov. 27, 1977—Philadelphia; Nov. 30, 1977 and June 28, 1978—Boston; Dec. 5, 1977—Hampton Roads; and Dec. 19, 1978—Baltimore).</p>	<p>Increased: <u>Employer contribution</u> to \$1.90 an hour (all ports).</p> <p>Increased: <u>Basic benefit</u>—Boston—to \$410.</p> <p>Increased: <u>Disability benefit</u>—Boston—to \$246, plus \$16.40 for each year of continuous service over 15 (maximum \$410).</p> <p>Established: <u>Added normal monthly pension</u>—Baltimore—an amount of \$20 a month for each full pension credit earned beginning with the 21st through 25th full pension credit, maximum \$300, which was added to amount of normal monthly pension with a maximum for the normal pension plus added normal pension of \$800.</p> <p>Established: <u>Added disability monthly pension</u>—an amount of \$20 a month for each full pension credit earned beginning with the 21st through the 25th full pension credit, maximum \$100, which was added to amount of disability monthly pension with a maximum for the disability pension plus added disability pension of \$600.</p> <p>Changed: <u>Vested pension</u>—Baltimore—calculation of benefit to the amount of (1) the normal plus added normal benefit (as constituted on date eligible for vested pension) computed the later of date participant would attain age 62 or date would have earned 20 full pension credits (assuming a full pension credit would be earned each year between year of termination and year including later of date would attain age 62 or date would have earned 20 full credits) times;</p>	<p>Changed: New York—guarantee to \$42.5 million per contract year.</p> <p>Changed: Baltimore—employers guaranteed 4 million hours per contract year (less hours lost due to strike) for pensions and welfare combined.</p> <p>Changed: Hampton Roads—employers' guarantee to 2 million work hours per contract year.</p> <p>Changed: Philadelphia—employers' guarantee to 4½ million work hours per contract year (13 million over contract term) for pensions and welfare combined.</p> <p>Boston—Boston Dollar contributions continued for term of contract. Established: Job Security Program effective Dec. 1, 1977, to fund shortfalls in pension, welfare, and GAI plans. (See Job Security Program section of this table.)</p> <p>Applicable to those retired on or after Oct. 1, 1977.</p> <p>Applicable to those retired on or after Oct. 1, 1977.</p> <p>Eliminated: Boston—age 45 requirement for disability pension.</p> <p>Changed: Boston—surviving spouse to receive 50 percent of amount disability pensioner had been receiving and 50 percent of amount active worker with at least 15 years' credited service would have received.</p> <p>Applicable to those retired on or after Oct. 1, 1977.</p> <p>Applicable to those retired on or after Oct. 1, 1977.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
Pension plans—Continued		
Oct. 1, 1977—Continued	(2) the ratio of (a) to (b) as follows: (a) Full and reduced pension credits earned before termination, and (b) full and reduced pension credits earned before termination plus full credits that could have been earned each year between year of termination and year including later of date would attain age 62 or date would have earned 20 full credits.	
Nov. 1, 1977 (agreement of Oct 28, 1977—Hampton Roads).	.....	Increased: Hampton Roads—pensioners retired before Oct. 1, 1976, received \$10 increase in monthly benefit (not applicable to widow's of pensioners).
Jan. 1, 1978 (agreements of Nov. 18, 1977—New York and May 17, 1978—Philadelphia).	Increased: <u>Basic benefit</u> —New York—to \$500 with 25 years of service, plus \$25 for each additional 5 years of service (maximum \$550). Increased: <u>Disability benefit</u> —New York—to \$285, plus \$19 for each year of service over 15 (maximum \$475).	Applicable to those retired on or after Oct. 1, 1977. Applicable to those retired on or after Oct. 1, 1977. Increased: New York—pensioners who retired before Oct. 1, 1977, received an increase in benefit of \$25 a month. Added: New York—in addition to meeting Social Security Act definition for disability, had to be examined by doctor appointed by trustees certifying total and permanent disability.
Mar. 1, 1978 (agreement for Philadelphia).	Increased: <u>Basic benefit</u> —Philadelphia—to \$500 with 25 years of service, \$525 for 30 years, and \$550 for 33 years.	Applicable to those retired on or after Jan. 1, 1978. Increased: Philadelphia—pensioners who retired before Jan. 1, 1978, received an increase in benefit of \$25 a month.
Oct. 1, 1978 (agreement of Nov. 18, 1977—CONASA-ILA and NYSA-ILA).	Increased: <u>Disability benefit</u> —Philadelphia—to \$300, plus \$20 for each year of service over 15 (maximum \$500).	Increased: Philadelphia—widow's pension benefit to \$125 a month. Increased: Philadelphia—ERISA vesting rate for those with 10 years vesting service to \$16.50, maximum \$550 (from \$15, maximum \$500) per year of service.
July 1, 1979 (agreement of Dec. 19, 1978—Baltimore).	Increased: <u>Death benefit</u> —Philadelphia—to \$3,000	
Oct. 1, 1978 (agreement of Nov. 18, 1977—CONASA-ILA and NYSA-ILA).	Increased: <u>Employer contribution to</u> \$2.05 an hour (all ports).	
Oct. 1, 1979 (agreement of Nov. 18, 1977—CONASA-ILA and NYSA-ILA).	.....	Increased: Baltimore—pensions of those retired before Oct. 1, 1977, by \$25 a month.
Oct. 1, 1979 (agreement of Nov. 18, 1977—CONASA-ILA and NYSA-ILA).	Increased: <u>Employer contribution to</u> \$2.25 an hour (all ports).	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
	Welfare and insurance plans					
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Contributions					
	Plans to be financed by employer contributions of following cents per work hour:					
Oct. 1, 1948	2.5 cents	2.5 cents	3 cents	2.5 cents	2.5 cents	
Oct. 1, 1949	3.75 cents	3.75 cents	3.75 cents	3.75 cents	3.75 cents	
Oct. 1, 1951	5 cents	5 cents	5 cents	5 cents	5 cents	
Oct. 1, 1953	7 cents	7 cents	7 cents			
Apr. 1, 1954	7 cents				7 cents	New York—employers unilaterally increased contributions 2 cents an hour; change included in agreements of Feb. and Oct. 1964.
Oct. 1, 1954	9 cents	9 cents	9 cents		9 cents	
Jan. 1, 1955				7 cents		
Jan. 1, 1956				9 cents		
Oct. 1, 1956	14 cents	14 cents	14 cents		14 cents	New York—trustees authorized to use 5 cents of contribution to secure clinical services and/or to construct and administer health centers. Trustees set allocation at 3 cents.
Jan. 1, 1957				14 cents		
Oct. 1, 1959	21 cents	21 cents	21 cents	21 cents	21 cents	Clinic fund established with employer contribution of 3 cents a man-hour worked in all ports except Philadelphia. Contribution totaled 6 cents an hour in New York.
Oct. 1, 1962	23 cents	23 cents	23 cents	23 cents	23 cents	Contribution to clinic fund increased to 5 cents a man-hour worked in all ports except Philadelphia. Contribution to 8 cents an hour in New York. ⁸
Jan. 20, 1963	25.5 cents					
Jan. 25, 1963				25.5 cents		
Jan. 26, 1963		25.5 cents			25.5 cents	
Jan. 28, 1963			25.5 cents			
Oct. 1, 1963	23.5 cents	23.5 cents	23.5 cents	23.5 cents	23.5 cents	Eliminated: Two cents of employer contribution to clinic fund.
Oct. 1, 1964	28.5 cents	28.5 cents	28.5 cents	28.5 cents	28.5 cents	Increased: Contribution to clinic fund to 6 cents a man-hour worked; 6 cents in New York.
Oct. 1, 1968	36.5 cents	36.5 cents	36.5 cents	36.5 cents	36.5 cents	New York—employers guaranteed a payment of 40 million man-hours a year and special assessments had to be made if less than 40 million man-hours were worked to make up the difference.
Oct. 1, 1969	41.5 cents	41.5 cents	41.5 cents	41.5 cents	41.5 cents	
Oct. 1, 1970	49.5 cents	49.5 cents	49.5 cents	49.5 cents	49.5 cents	
Nov. 14, 1971	55 cents	55 cents	55 cents	55 cents	55 cents	Changed: New York—employers' guarantee changed from tonnage to dollar amount of \$21,186,000, \$22,572,000, and \$23,958,000, in the 1st, 2nd, and 3rd years of the contract, respectively. Hampton Roads—guaranteed contributions to 1.5 million work-hours in 1st contract year and 1.75 million in each of 2nd and 3rd contract years. Philadelphia—guaranteed 13 million work-hours to welfare and pension plans combined over term of contract. (Same guarantee had been provided from Oct. 1, 1968, to Sept. 30, 1971.) Baltimore—guaranteed contributions of 12 million hours over term of contract for welfare and pensions combined.
Oct. 1, 1972	70 cents	70 cents	70 cents	70 cents	70 cents	
Oct. 1, 1973	80 cents	80 cents	80 cents	80 cents	80 cents	
Oct. 1, 1974	90 cents	90 cents	90 cents	90 cents	90 cents	Changed: New York—guarantee to \$22 million for each year of 1974 contract. Changed: Hampton Roads—guarantee to 5.5 million hours over term of contract. Philadelphia—guaranteed 13 million work-hours to welfare and pension plans combined over term of contract. Baltimore—guaranteed contributions of 12 million hours over term of contract for welfare and pension plans combined.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters	
Welfare and insurance plans—Continued							
	New York	Baltimore	Boston	Hampton Roads	Philadelphia		
Contributions—Continued							
Oct. 1, 1975	\$1.01	\$1.01	\$1.01	\$1.01	\$1.01	<p>Changed: Hampton Roads—guarantee to 2 million hours each contract year.</p> <p>Changed: Philadelphia—guarantee to 4½ million hours to welfare and pension plans combined each contract year.</p> <p>Changed: Baltimore—guarantee to 4 million hours to welfare and pension plans combined each contract year (less hours lost due to strike).</p> <p>Changed: New York—guarantee to \$28 million per contract year.</p> <p>Established: Job Security Program to fund any shortfalls in welfare, pension, and GAI benefit plans. (See Job Security Program section of this table.)</p>	
Oct. 1, 1976	\$1.13	\$1.13	\$1.13	\$1.13	\$1.13		
Oct. 1, 1977	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25		
Oct. 1, 1978	\$1.35	\$1.35	\$1.35	\$1.35	\$1.35		
Oct. 1, 1979	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50		
Status of plans							
Oct. 1, 1948	Welfare and insurance plans established						
Jan. 1, 1950	Added: Dependents coverage.	Added: Dependents coverage.	Added: Dependents coverage.				
Oct. 1, 1951				Added: Dependents coverage.			
Jan. 1, 1952			Added: Pensioners coverage.		Added: Pensioners coverage.		
Feb. 1, 1952		Added: Pensioners coverage.					
Apr. 1, 1954					Added: Dependents coverage.		
May 1, 1954	Added: Pensioners coverage.						
Jan. 1, 1955		Added: Collateral dependents coverage.	Added: Collateral dependents coverage.				
May 31, 1956			Eliminated: Pensioners coverage.				
Jan. 1, 1957	Added: Collateral dependents coverage.						
Jan. 1, 1958				Added: Pensioners coverage.			
Mar. 1, 1963			Reinstated: Pensioners coverage.				
May 1, 1973				In effect and continued: Collateral dependents coverage.	In effect and continued: Collateral dependents coverage.	Philadelphia—collateral dependent defined as dependent mother of unmarried employee without children. Hampton Roads—collateral dependent defined as dependent parent of unmarried employee without children.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Eligibility requirements					
Oct. 1, 1948	800 hours of work in previous contract year					
Oct. 1, 1951	Reduced to 700 hours.	Reduced to 700 hours.		Reduced to 700 hours.		Baltimore—employees receiving workmen's compensation credited with equivalent hours.
Jan. 1, 1954						Baltimore—employees with 650 but less than 700 hours of work in previous contract year could, on review of work record, be declared eligible by trustees.
Jan. 1, 1955			Reduced to 700 hours.		Reduced to 700 hours.	Hampton Roads—employees with 690 but less than 700 hours of work in previous fiscal year could, on review of work record, be declared eligible by trustees.
Oct. 1, 1956						New York—employees with 650 but less than 700 hours of work in previous contract year could, on review of work record, be declared eligible by trustees.
Jan. 1, 1957						Boston—same as New York.
Jan. 1, 1962						Changed to: Baltimore—employee with 600 but fewer than 700 hours of work in previous contract year could be declared eligible by trustees on review of work.
						Added: Baltimore—employee age 60 and over who worked at least 200 hours in previous contract year could be declared eligible by trustees.
Jan. 1, 1963						Added: Baltimore—full group insurance coverage extended to 2 additional calendar years, for employee unable to meet work requirements because of continuous (occupational or nonoccupational) disability.
Oct. 1, 1968						Changed: Philadelphia—employees who worked between 650 and 700 hours could be declared eligible by trustees after review of work record.
						Added: Philadelphia—employee credited with 20 hours for each week lost due to compensable accident (maximum 400 hours). Employee who was credited with 10,000 hours during 10 contract years preceding compensable occupational disability or nonoccupational disability due to illness or accident establishing eligibility for weekly welfare benefits to be credited with 20 hours for each week of disability (maximum 700 hours).
Nov. 14, 1971						In effect and continued: Boston—those returning from Armed Forces could be declared eligible for benefits by trustees upon review of work record.
Jan. 1, 1973						New York—eligible employee for 1973 calendar year included those who became pensioners during period from Apr. 1 to Sept. 30, 1972, with 500 hours worked in contract year that began Oct. 1, 1971 (such pensioners not eligible for nonoccupational disability benefits).
Jan. 1, 1974						Baltimore—certain specified benefits were to be higher for employees who worked 1,100 hours (and their dependents) in previous contract year.
						New York—eligible employee for 1974 calendar year included pensioners retired under terms of 1971 agreement. Such pensioners were covered for full welfare benefits, excluding life, accidental death and dismemberment, and nonoccupational disability benefits.
Apr. 1, 1977						Added: New York—employee retired on or after Apr. 1, 1977, covered only if had insured status at retirement and not covered by other medical or surgical coverage (including Medicare or Medicaid), not on social security disability pension entitled to medical or surgical coverage, and not employed in any other industry.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters	
Welfare and insurance plans—Continued							
	New York	Baltimore	Boston	Hampton Roads	Philadelphia		
	Life insurance and maximum accidental death and dismemberment benefits						
Jan. 1, 1949	\$1,000					Not available to dependents. Accidental death and dismemberment benefits available for occupational and nonoccupational death and dismemberment in New York, Philadelphia, and Boston; occupational and nonoccupational death and nonoccupational dismemberment in Baltimore; and nonoccupational death and dismemberment in Hampton Roads.	
Jan. 1, 1951	\$1,500	\$1,500	\$1,500		\$1,500		
Jan. 1, 1952	\$2,000	\$2,000			\$2,000		
Jan. 1, 1955	\$2,500	\$2,500	\$2,250				
Jan. 1, 1956	\$3,000			\$2,000			
Jan. 1, 1957	\$3,500	\$3,000		\$3,000	\$3,000		
Aug. 1, 1957							
Jan. 1, 1958		\$4,000					
Jan. 1, 1960		Life insurance—\$6,000.			\$6,000		Added: Baltimore—\$500 to employee on death of wife if funds were available. ⁹
May 1, 1960		Eliminated: Accidental death and dismemberment benefits.					
Jan. 1, 1961		Reinstated: Dismemberment benefits—\$3,000.	\$3,500	Dependents life insurance—Wife, \$1,000; children, \$500.		Hampton Roads—wife and children must have been dependent upon and living with employee.	
Jan. 1, 1962	\$4,000						
Mar. 1, 1963			\$5,000; Eliminated: Accidental death and dismemberment benefits.				
Jan. 1, 1964					\$6,500	Added: Baltimore—\$500 payment from welfare fund to pensioner upon death of his dependent wife.	
Jan. 1, 1965	\$5,000						
Jan. 1, 1966				\$5,000			
Apr. 1, 1966	¹⁰ \$6,000						
Jan. 1, 1967			\$6,000				
Jan. 1, 1968					Life insurance and accidental dismemberment and/or loss of sight (no accidental death)—\$7,000.		
Jan. 1, 1969	Life insurance—legal spouse—\$1,500.						
May 1, 1972				Employee life and accidental death and dismemberment insurance—\$6,000			Hampton Roads—\$2,000 if employee was age 62 and continued under total and permanent disability.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters	
Welfare and insurance plans—Continued							
	New York	Baltimore	Boston	Hampton Roads	Philadelphia		
Life insurance and maximum accidental death and dismemberment benefits—Continued							
Jan. 1, 1974		Life insurance— \$10,000 for employees with 1,100 hours in previous contract year.				Baltimore—remained \$6,000 for employees with less than 1,100 hours in previous contract year.	
Nov. 1, 1974			Life insurance for wife— \$2,000.				
Jan. 1, 1975	\$10,000	Life insurance— \$13,000 for employees with 1,100 hours in previous contract year.			\$8,000		
Jan. 1, 1978			\$8,000				
Feb. 1, 1978				Dependent life insurance— wife, \$2,500; children, \$1,000 (maximum).			
Mar. 1, 1978					\$10,000		
Jan. 1, 1979	\$12,500	Life insurance— \$20,000 for employees with 1,100 hours in previous contract year. Dependent spouse life insurance— \$1,000.			Dependent life insurance— \$1,000.		
July 1, 1979				Employee life and accidental death and dismemberment insurance (nonoccupational)— \$10,000.			
Weekly sickness and accident benefits							
Jan. 1, 1949	\$25 for maximum of 13 weeks in New York and 26 weeks in New Jersey.		\$25 for maximum of 13 weeks.	\$25 for maximum of 13 weeks.	\$25 for maximum of 13 weeks.		Not available to dependents. Payable only when workmen's compensation or unemployment insurance benefits were not paid. Sickness benefits started on 8th day, accident on 1st day. In New Jersey section of New York port, all benefits started on 8th day.
Mar. 1, 1949		\$25 for maximum of 13 weeks.				Not available to dependents. Payable only when workmen's compensation or unemployment benefits were not paid. Sickness benefits started on 8th day, accident on 1st day.	
Jan. 1, 1950	\$26	\$26	\$26				
Jan. 1, 1951					\$26		
Oct. 1, 1951					\$30		
Jan. 1, 1952		\$30		\$30			

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
Weekly sickness and accident benefits—Continued						
July 1, 1952	\$30	.....	.....	.....	.....
Jan. 1, 1954 .....	.....	.....	\$30	.....	.....
July 1, 1954	\$33 in New York.	\$35	.....	.....	.....
Jan. 1, 1955 .....	.....	Maximum of 20 weeks.	\$33	.....	Maximum of 26 weeks.	
Aug. 1, 1955	\$35	.....	.....	.....	.....
July 1, 1956	\$40 for maximum of 20 weeks in New York.	.....	.....	.....	.....
Jan. 1, 1957 .....	.....	\$40	.....	\$36 for maximum of 26 weeks.	\$40	
July 1, 1957	\$45 in New York.	.....	.....	.....	.....
Jan. 1, 1958 .....	.....	Maximum of 26 weeks.	.....	.....	.....	Employee with 700 or more hours' credit in year of accident whose disability continued into next calendar year to receive up to maximum benefits in 2nd year.
June 1, 1958	Maximum of 26 weeks in New York.	.....	.....	.....	.....
May 1, 1960 .....	.....	.....	\$40	.....	.....
July 1, 1960	\$50 in New York.	.....	.....	.....	.....
July 1, 1961	\$50 in New Jersey.	.....	.....	.....	.....
Jan. 1, 1965 .....	.....	\$50	.....	.....	.....
July 1, 1965	New York residents, \$55.	.....	.....	.....	.....
Jan. 1, 1966 .....	.....	.....	.....	\$50	.....
June 1, 1966 .....	.....	.....	.....	.....	\$50	
Dec. 1, 1967 .....	.....	.....	\$55	.....	.....
Jan. 1, 1968	New Jersey residents, \$62.	.....	.....	.....	.....
July 1, 1968	New York residents, \$65.	.....	.....	.....	.....
July 1, 1969	New Jersey residents, \$65.	.....	.....	.....	.....
Sept. 1, 1969 .....	.....	.....	\$65	.....	.....
Jan. 1, 1970	New Jersey residents, \$69.	.....	.....	.....	.....	Hampton Roads—weekly benefit payable from 1st day if hospitalized.
Jan. 1, 1971	New Jersey residents, \$72.	.....	.....	.....	.....
Jan. 1, 1972	New Jersey residents, \$76.	.....	\$75	.....	.....
May 1, 1972 .....	.....	.....	.....	\$60	.....
July 1, 1972 .....	.....	.....	.....	.....	\$75	
Jan. 1, 1973	New Jersey residents, \$81.	\$70 for employees with 1,100 hours in previous contract year.	.....	.....	.....	Baltimore—remained \$50 for employees with less than 1,100 hours in previous contract year.
Jan. 1, 1974	New York residents, \$85; New Jersey residents, \$85.	.....	.....	.....	.....
July 1, 1974	New York residents, \$95.	.....	.....	.....	.....

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
Weekly sickness and accident benefits—Continued						
Jan. 1, 1975	New Jersey residents, \$90.	\$100 for employees with 1,100 hours in previous contract year.	.....	.....	\$85	
Jan. 1, 1976	New Jersey residents, \$96.	.....	.....	.....	.....
Jan. 1, 1977	New Jersey residents, \$104.	.....	.....	.....	.....
Jan. 1, 1978	New Jersey residents, \$110.	.....	\$100 for maximum of 26 weeks.	.....	.....
Feb. 1, 1978 .....	.....	.....	.....	\$75	.....
Mar. 1, 1978 .....	.....	.....	.....	.....	\$100 for maximum of 40 weeks.	
Jan. 1, 1979	New York residents, \$117; New Jersey residents, \$117.	\$150 for employees with 1,100 hours in previous contract year.	.....	.....	\$110	
Hospitalization ¹¹ —daily benefit and duration (room and board)						
Jan. 1, 1949	Employees—\$6, up to 31 days and \$3, up to additional 180 days per disability.	.....	Employees—\$7, up to 31 days per disability.	.....	Employees—up to \$251 per disability.	
Mar. 1, 1949 .....	.....	Employees—\$5, up to 31 days per disability.	.....	.....	.....
Apr. 15, 1949 .....	.....	.....	.....	Employees—\$5, up to 31 days per disability.	.....
Jan. 1, 1950	Employees and dependents—\$8, up to 31 days.	Employees—\$8; dependents—\$6, up to 31 days.	Employees and dependents—\$8, up to 31 days.	.....	.....	Benefits available only to employees' wives and children. Hospitalization not provided dependents in maternity cases.
Jan. 1, 1952 .....	.....	.....	.....	Employees—\$6; dependents—\$5, up to 31 days.	.....	New York—supplemental room and board: Fund could pay from surplus as authorized by trustees (1) amounts in excess of \$8 a day for semiprivate accommodations, and (2) up to 170 additional days of hospitalization at 50 percent of standard rate.
Apr. 1, 1954 .....	.....	.....	.....	.....	Employees and dependents—\$10, up to 31 days.	
July 1, 1954 .....	.....	Employees—\$10; dependents—\$8.	.....	.....	.....
Jan. 1, 1955 .....	.....	Employees—\$12; dependents—\$10; collateral dependents—\$5, up to 31 days.	Employees and dependents—\$12; collateral dependents—lifetime limit of \$372.	Employees—\$8.	Employees and dependents—up to \$1,000 including hospital extras.	Collateral dependents were parents wholly dependent on an unmarried eligible employee with no other dependents covered by fund.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Hospitalization ¹¹ —daily benefit and duration (room and board)—Continued					
Jan. 1, 1956	.....	.....	.....	Dependents—\$8.	.....
Jan. 1, 1957	Employees and dependents—\$8, up to 70 days; collateral dependents—\$8, up to 31 days per calendar year.	Collateral dependents—\$10.	.....	Employees and dependents—\$10, up to 70 days.	.....	New York—supplemental room and board: Additional hospitalization that trustees could authorize at 50 percent of standard rate reduced to maximum of 131 days.
Aug. 1, 1957	.....	.....	Employees and dependents—\$18, up to 50 days; collateral dependents—lifetime limit of \$900.	.....	.....
Jan. 1, 1958	.....	Employees, collateral and other dependents—\$14, up to 70 days.	.....	Eliminated—see major medical.	.....
Jan. 1, 1959	.....	.....	.....	.....	Employees and dependents—\$16, up to 70 days.	
Jan. 1, 1960	.....	Employees, collateral and other dependents—\$16.	.....	.....	.....
May 1, 1960	.....	.....	Employee and dependents—\$20, up to 70 days; collateral dependents—lifetime limit of \$1,400.	.....	.....	Collateral dependents were parents wholly dependent on eligible employee. For dependents of deceased eligible employee—benefits provided for balance of insured year.
Jan. 1, 1962	Employees—\$22; dependents—\$18; collateral dependents—\$18, up to 70 days.	Employees and all dependents—\$18 a day.	.....	.....	Employees and dependents—\$18 a day.	
Jan. 1, 1964	.....	.....	.....	.....	Employees and dependents—\$20.	
Jan. 1, 1965	.....	Employees and dependents—\$23.	.....	.....	.....
Apr. 1, 1966	Employees—\$24, dependents—\$20.	Employees and dependents—\$25.	.....	.....	.....
Nov. 1, 1966	.....	.....	Employees and dependents—\$28.	.....	.....
Mar. 1, 1969	.....	.....	.....	.....	Employees and dependents—\$30.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
Hospitalization ¹¹ —daily benefit and duration (room and board)—Continued						
Sept. 1, 1969			Employees and dependents—\$45 (maximum 70 days).			Boston—\$3,150 maximum benefit was lifetime maximum for collateral dependents.
Jan. 1, 1970		Employees and dependents—\$35.				
Jan. 1, 1971		Employees and dependents—\$50.				
July 1, 1972					Employees and dependents—\$40 a day.	
Jan. 1, 1974					Employees and dependents—\$60 a day.	
Jan. 1, 1975		Employees with 1,100 hours in previous contract year and their dependents—\$70 a day.			Employees and dependents—semiprivate room rate paid in full (up to 70 days).	Baltimore—remained \$50 a day for employees with less than 1,100 hours in previous contract year, their dependents, and all collateral dependents.
Jan. 1, 1979		Employees and dependents—highest semiprivate rate for 70 days.				
Hospital extras ¹¹ —maximum benefit (nonmaternity)						
Jan. 1, 1949	Employees—sum based on length of confinement.		Employees—\$70 per disability.		Employees—sum based on length of confinement.	
Mar. 1, 1949		Employees—\$75 per disability.				
Apr. 15, 1949				Employees—\$75 per disability.		
Jan. 1, 1950	Employees and dependents—\$248 per disability.	Employees—\$248; dependents—\$186.	Employees and dependents—\$248.		Employees—\$80 per disability.	
Jan. 1, 1952				Employees—\$100; dependents—\$75.		
Apr. 1, 1954					Employees and dependents—\$100.	
July 1, 1954		Employees—\$310; dependents—\$248.				
Jan. 1, 1955		Employees—\$372; dependents—\$310; collateral dependents—\$50.	Employees and dependents—\$372.	Dependents—\$100.	Employees and dependents—see hospitalization, Jan. 1, 1955.	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Hospital extras ¹¹ —maximum benefit (nonmaternity)—Continued					
Jan. 1, 1956			Collateral dependents—lifetime limit of \$372.			
Jan. 1, 1957	Employees and dependents—\$400 plus 75 percent in excess of \$400; collateral dependents—\$248 per calendar year.	Collateral dependents—\$310.		Employees and dependents—\$200.		
Aug. 1, 1957			Employees and dependents—\$400 plus 75 percent in excess of \$400; collateral dependents—lifetime limit of \$400 plus 75 percent in excess of \$400.			
Jan. 1, 1958		Employees, collateral and other dependents—\$980.		Eliminated—see major medical.		
Jan. 1, 1959					Employees and dependents—\$320.	
Jan. 1, 1960		Employees, collateral and other dependents—\$1,120.				
May 1, 1960			Employees and dependents—\$500 plus 75 percent in excess of \$500; collateral dependents—lifetime limit of \$500 plus 75 percent in excess of \$500.			
Jan. 1, 1962					Employees and dependents—\$360.	
Jan. 1, 1964					Employees and dependents—\$400.	
Jan. 1, 1965		Employees and dependents—\$1,610.				

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
Hospital extras ¹¹ —maximum benefit (nonmaternity)—Continued						
Apr. 1, 1966		Employees and dependents—\$1,750.				New York—collateral dependent—\$248 per benefit period which was single period of hospital confinement due to same or related causes. Successive confinements due to same or related causes was single period unless separated by 3-month interval. This definition of benefit period also applied to maximum for employees and dependents except that 3-month interval not applicable for employee who recovered completely from previous disability and returned to full-time work.
Jan. 1, 1974					Employees and dependents—\$500.	
Jan. 1, 1975		Employees with 1,100 hours in previous contract year and their dependents—\$3,500.				
Medical						
Apr. 16, 1962						Added: Baltimore—cost of 1 physical examination or checkup a year at designated hospital. ⁸ Changed: Baltimore—up to \$60 for 1 physical examination or checkup a year at designated hospital.
Jan. 1, 1964						
Jan. 1, 1967				Employees—\$50 (in doctor's office).		
Surgery ¹¹ —maximum benefit (nonmaternity)						
Jan. 1, 1949	Employees—\$150 per disability.		Employees—\$150 per disability.		Employees—\$150 per disability.	
Mar. 1, 1949		Employees—\$150 per disability.				
Apr. 15, 1949				Employees—\$150 per disability.		
Jan. 1, 1950	Employees—\$300.	Employees—\$300.	Employees—\$300.		Employees—\$300.	
Jan. 1, 1951				Dependents—\$150.		
July 1, 1951	Dependents—\$150.					
Jan. 1, 1952	Dependents—\$210.	Dependents—\$200.		Employees—\$200.		
Apr. 1, 1954					Dependents—\$300.	
Jan. 1, 1955			Dependents—\$300.	Dependents—\$200.		
Jan. 1, 1956	Dependents—\$250.	Collateral dependents—\$200.	Collateral dependents—lifetime limit of \$300.			
Jan. 1, 1957	Collateral dependents—\$250 per calendar year.	Dependents and collateral dependents—\$300.				
Jan. 1, 1958		Employees, collateral and other dependents—\$400.		Eliminated—see major medical.		

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Surgery ¹¹ —maximum benefit (nonmaternity)—Continued					
Jan. 1, 1960 .....	.....	Employees, collateral and other dependents—\$500.	.....	.....	.....
Jan. 1, 1964 .....	.....	.....	.....	.....	Employees and dependents—\$400.	
Apr. 1, 1966	Employees and dependents—\$400.	.....	.....	.....	.....
Nov. 1, 1966 .....	.....	.....	Employees and dependents—\$400.	.....	.....	Boston—\$400 lifetime maximum for collateral dependents.
Jan. 1, 1974 .....	.....	.....	.....	.....	Employees and dependents—\$900.	
Jan. 1, 1977 .....	.....	Employees, collateral and other dependents—\$1,000.	.....	.....	.....
	Outpatient hospital services—maximum benefit					
Jan. 1, 1949	Employees—\$7.25 toward emergency first aid and use of operating room.	.....	.....	.....	.....	Payable only for services within 24 hours of accident.
Jan. 1, 1950	Eliminated.	.....	.....	.....	.....
Apr. 1, 1954 .....	.....	.....	.....	.....	Employees and dependents—\$100.	
Jan. 1, 1957 .....	.....	.....	.....	Employees and dependents—\$100.	.....
Jan. 1, 1958 .....	.....	.....	.....	Eliminated—see major medical.	.....
Apr. 1, 1966 .....	.....	.....	.....	.....	.....	New York—emergency room charges paid in full.
Jan. 1, 1974 .....	.....	.....	.....	.....	Employees and dependents—\$200.	
Mar. 1, 1978 .....	.....	.....	.....	.....	Employees and dependents—\$200 any one sickness or accident and \$300 all causes per calendar year.	
Jan. 1, 1979 .....	.....	Employees and dependents—\$200 a year (not due to surgery or accident).	.....	.....	.....

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	X-rays and laboratory tests—maximum benefit					
Jan. 1, 1955		Employees—\$50 per 12 consecutive months.				
Apr. 1, 1955	Employees—\$50 per calendar year.					
Jan. 1, 1956	Dependents—\$50.	Dependents—\$50.	Employees—\$25 for each accident and \$25 for treatment of diseases in 12-month period.			
Jan. 1, 1957	Employees and dependents—\$75	Employees and dependents—\$100.		Employees and dependents—\$50 per disability.		
Jan. 1, 1958		Employees and dependents—\$150.		Eliminated—see major medical.		
May 1, 1960			Employees and dependents—\$50.			Boston—for dependents of deceased eligible employees, benefits provided for balance of insured year.
July 15, 1961	Eliminated.					New York—X-ray costs paid from fund to extent clinics could not provide service.
Jan. 1, 1965		Employees and dependents—\$200.				
Apr. 1, 1966		Employees and dependents—\$400.				
Nov. 1, 1966			Employees and dependents—\$100.			
Jan. 1, 1977		Employees and dependents—\$800 (\$400 per calendar year).				
Jan. 1, 1978			Employees and dependents—\$200.			
July 1, 1978					Employees and dependents—75 percent of reasonable cost.	
Emergency care—maximum benefit						
Apr. 1, 1966	Employees and dependents—\$75.					Established: New York—emergency X-ray and laboratory expense benefits.
Nov. 1, 1966			Employees and dependents—\$100.			Established: Boston—emergency hospital treatment benefits.
Jan. 1, 1972		Employees and dependents—\$300.				
Jan. 1, 1975					Employees and dependents—\$50 in a calendar year.	Philadelphia—\$10 in hospital and \$25 in doctor's office.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Emergency care—maximum benefit—Continued					
July 1, 1978					Employees and dependents—full reasonable cost.	
	Doctor's visits ¹¹ —maximum benefit					
Jan. 1, 1954		Employees—\$50 per disability.				
Jan. 1, 1956				Employees and dependents—\$95.		For in-hospital medical services.
Jan. 1, 1957		Employees—\$100.				
Jan. 1, 1958		Employees—\$150.		Eliminated—see major medical.		
Jan. 1, 1961		Employees—\$200.				
July 1, 1965		Employee's spouse—\$100.				
Jan. 1, 1974		Employees with 1,100 hours in previous contract year and their spouses—\$400 and \$200, respectively.				Baltimore—remained \$200 and \$100, respectively, for employees with less than 1,100 hours and their spouses.
Jan. 1, 1979		Employees with less than 1,100 hours and their dependents—\$400 and \$200, respectively.				
	Poliomyelitis ¹¹ —maximum benefit					
Jan. 1, 1955				Employees and dependents—\$5,000.		
Jan. 1, 1957		Employees and dependents—\$1,000 in a 2-year period.				Baltimore—maximum for 2 consecutive years after regular insurance coverage was exhausted. Coverage also to include tuberculosis, cardiac disease, brain tumor (nonmalignant neoplasm), spinal meningitis, tetanus, undulant fever, encephalitis, active rheumatic fever, multiple sclerosis, progressive muscular dystrophy, and cancer.
Jan. 1, 1958		Employees and dependents—\$5,000.		Eliminated—see major medical.		
Jan. 1, 1963						Baltimore—increased to 5 consecutive years (from 2 years) after regular insurance benefits have been exhausted. Extended coverage continued to include the same 12 diseases reported earlier.
Jan. 1, 1979		Employees and dependents—\$10,000				

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Maternity—maximum benefit					
Jan. 1, 1952	Hospitalization and extras—\$80; obstetrical procedures—\$140.	Hospitalization—\$60; obstetrical procedures—\$140.	.....	.....	.....	Available only to wife of eligible employee.
Jan. 1, 1954 .....	.....	.....	Hospitalization—\$80; obstetrical procedures—\$75.	.....	.....	Boston—the same as above.
Apr. 1, 1954 .....	.....	.....	.....	.....	Lump-sum allowance—\$100.	Philadelphia—the same as above.
July 1, 1954 .....	.....	Hospitalization—\$80.	.....	.....	.....	.....
Jan. 1, 1955	Hospitalization and extras—\$125; obstetrical procedures—\$140.	Hospitalization—\$100.	.....	Lump-sum allowance—\$100.	Lump-sum allowance—\$150.	Hampton Roads—the same as above.
Sept. 1, 1955 .....	.....	.....	Hospitalization—\$120; obstetrical procedures—\$150.	.....	.....	.....
Jan. 1, 1957	Obstetrical procedures—\$150.	Obstetrical procedures—\$150.	.....	Lump-sum allowance—\$150.	Lump-sum allowance—\$200.	.....
Aug. 1, 1957 .....	.....	.....	Hospitalization—\$160.	.....	.....	.....
Jan. 1, 1958 .....	.....	Hospitalization—\$140; obstetrical procedures—\$250.	.....	Eliminated—see major medical.	.....	.....
Jan. 1, 1960 .....	.....	Hospitalization—\$160; obstetrical procedures—\$312.50.	.....	.....	.....	.....
Jan. 1, 1962 .....	.....	Hospitalization—\$180.	.....	.....	.....	.....
Jan. 1, 1965 .....	.....	Hospitalization—\$230.	.....	.....	.....	New York—effective Apr. 1, 1966, hospitalization and extras—\$150 for normal delivery; \$175 for Caesarian section, including delivery.
Nov. 1, 1966 .....	.....	.....	Hospitalization—\$200.	.....	.....	.....
Jan. 1, 1968 .....	.....	.....	.....	\$200.	.....	Hampton Roads—previously shown under major medical.
Sept. 1, 1969 .....	.....	.....	Hospitalization—\$300.	.....	.....	.....
Jan. 1, 1970 .....	.....	Hospitalization—\$300.	.....	\$300.	.....	.....
Jan. 1, 1971 .....	.....	Hospitalization—\$400.	.....	.....	.....	.....
July 1, 1972 .....	.....	.....	Obstetrics up to \$200.	.....	Lump-sum allowance—\$300.	In effect and continued: Baltimore—available to employees and dependent wives.
Jan. 1, 1974 .....	.....	.....	.....	\$400.	.....	.....
Jan. 1, 1975 .....	.....	.....	.....	.....	Lump-sum allowance—\$400.	.....
Jan. 1, 1977 .....	.....	Obstetrical procedures—\$583.50.	.....	.....	.....	.....

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Maternity—maximum benefit—Continued					
May 1, 1977				\$900.		
Mar. 1, 1978					Lump-sum allowance—\$600.	
Jan. 1, 1979						Philadelphia—same benefits for maternity as hospital room and board, hospital extras, doctor fees up to \$200 for normal delivery, and excess benefits under major medical.
Apr. 29, 1979				Eliminated: See major medical.		
	Dental ^{1,2} —maximum benefit					
July 1, 1965		Employees—\$50.				Established: Baltimore—benefits provided for any service connected with examination, extraction, filling, cleaning, and other services for natural or artificial teeth. Maximum benefit applicable for 2 calendar insured years.
Jan. 1, 1966						Established: Hampton Roads—employees—(1) 80 percent, less \$25 deductible, ^{1,3} of reasonable charges incurred for general dental services excluding dentures and orthodontia—maximum of \$300 during any 1 benefit period; (2) 80 percent of reasonable charges for dentures required because of tooth extraction—maximum of \$300 during any 1 benefit period; (3) 80 percent of reasonable charges to repair or remove bridgework—maximum of \$200 each for upper and lower plate during 3 consecutive years.
Jan. 1, 1967						Hampton Roads—coverage extended to employee's legal spouse.
Jan. 1, 1970						Added: Hampton Roads—employee denture benefit provided where on effective date of becoming insured, employee has no natural teeth.
Jan. 1, 1974						Baltimore—a separate dental program was established for employees with 1,100 hours in previous contract year and their dependents, with a \$10 deductible per year (maximum \$25 per year per family) that paid full cost of charges by participating dentist (or nonparticipating dentist outside of Maryland) and 75 percent of charges by nonparticipating dentist in Maryland. Covered charges included exams, X-rays, cleaning, emergency treatment, fillings, extractions, etc. Additional services were provided on an 80/20 coinsurance basis for inlays and crowns (not part of a bridge), space maintenance, oral surgery, surgical extractions, etc.
Jan. 1, 1976						Baltimore—employees with less than 1,100 hours continued to receive previous benefits.
Jan. 1, 1978						Baltimore—for employees with 1,100 hours in previous contract year and their dependents—the additional services previously provided on an 80/20 coinsurance basis changed to provide 100 percent of usual, customary, and reasonable (UCR) charges; the following coverages (on the 100 percent UCR charges) for prosthetic services (with some limitations), periodontic services, and orthodontic services have been added; and orthodontic services are restricted to dependents under age 19 and to a maximum payment of \$1,000.
Jan. 1, 1978						Established: Philadelphia—dental plan for employees and dependents that paid (1) 100 percent of reasonable charge for preventative, diagnostic, and emergency treatment; (2) 85 percent after deductible of \$28 for general dental expenses; (3) 60 percent after \$25 deductible for special dental expenses; and (4) 50 percent after \$25 deductible for orthodontia. Maximum benefit was \$750 per person per year, except for orthodontia which was \$750 per person per lifetime. Only 3 \$25 deductibles charged to family per year.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters												
Welfare and insurance plans—Continued																		
	New York	Baltimore	Boston	Hampton Roads	Philadelphia													
	Optical ¹² —maximum benefit																	
July 1, 1965		Employees—\$50.				Established: Baltimore—benefits provided for any service connected with examination of eyes and fitting of glasses. Maximum benefit applicable for 2 insured calendar years.												
Jan. 1, 1967						Baltimore—previous optical maximum benefit was eliminated and in its place benefits were provided for employees and their dependents, pensioners and their wives, and pensioners widows as follows: (1) Eye examination by (a) ophthalmologist, \$15 maximum, (b) optometrist, \$10, once every 2 insured years; (2) lenses (a) single, \$8; (b) bifocal, \$15; (c) trifocal, \$20; (3) case hardened (employees and dependent children only) 1 set every 2 insured years; and (4) frames, \$12, 1 set every 2 years.												
Jan. 1, 1970				\$45		Established: Hampton Roads—provided benefits for employees only as follows: <table style="margin-left: 20px;"> <tr><td>Vision analysis</td><td>\$15.00</td></tr> <tr><td>Lenses—single</td><td>5.00</td></tr> <tr><td> bifocal</td><td>7.50</td></tr> <tr><td> trifocal</td><td>10.00</td></tr> <tr><td>Frame</td><td>10.00</td></tr> </table>	Vision analysis	\$15.00	Lenses—single	5.00	bifocal	7.50	trifocal	10.00	Frame	10.00		
Vision analysis	\$15.00																	
Lenses—single	5.00																	
bifocal	7.50																	
trifocal	10.00																	
Frame	10.00																	
Jan. 1, 1972						No payment was to be made for more than one (1) complete vision analysis, including refraction and all necessary procedures to assess ocular functions, (2) pair of lenses, or (3) set of frames in any 3 consecutive years.												
May 1, 1972				Lenses—single, \$8; bifocal, \$11; trifocal, \$13.		Baltimore—case-hardened lenses were extended to pensioners, their wives, and collateral dependents.												
Jan. 1, 1974						Baltimore—for employees with 1,100 hours in previous contract year and their dependents, benefits were as follows: (1) Eye examination by (a) ophthalmologist, \$20 maximum, (b) optometrist, \$10 maximum every 2 insured years; (2) lenses (a) single, \$12, (b) bifocal or trifocal, \$20; (3) case-hardened, 1 set every 2 insured years; and (4) frames, \$18, 1 set every 2 insured years.												
Jan. 1, 1977						Baltimore—employees with less than 1,100 hours continued to receive previous benefits. Baltimore—for employees with 1,100 hours in previous contract year and their dependents, benefits in a 2-year benefit period were as follows: (1) Eye exam by (a) ophthalmologist, \$30, (b) optometrist, \$10; (2) lenses (a) single, \$17, (b) bifocal or trifocal, \$27, (c) plus an additional \$3 for case-hardened lenses; and (3) frames, \$25.												
Feb. 1, 1978				Vision analysis, \$20; lenses—single, \$10, bifocal, \$15, trifocal, \$20; frames, \$20.		In effect and continued: Hampton Roads—for those age 45 or over, no payment made for more than 1 vision analysis, pair of lenses, or set of frames in any 2 consecutive years (3 consecutive years for those under age 45).												
Mar. 1, 1978						Established: Philadelphia—provided benefits to employees and dependents as follows: <table style="margin-left: 20px;"> <tr><td>Vision analysis</td><td>\$10</td></tr> <tr><td>Lenses—single</td><td>13</td></tr> <tr><td> bifocal</td><td>21</td></tr> <tr><td> trifocal</td><td>25</td></tr> <tr><td> contact</td><td>25</td></tr> <tr><td>Frames</td><td>12</td></tr> </table>	Vision analysis	\$10	Lenses—single	13	bifocal	21	trifocal	25	contact	25	Frames	12
Vision analysis	\$10																	
Lenses—single	13																	
bifocal	21																	
trifocal	25																	
contact	25																	
Frames	12																	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Optical ¹² —maximum benefit—Continued					
Mar. 1, 1978— Continued Jan. 1, 1979 .....	.....	.....	.....	.....	.....	<p>No payment to be made for more than 1 eye exam or set of lenses and frames in any 2 consecutive years.</p> <p>Baltimore—for employees with 1,100 hours in previous contract year and their dependents, benefits in a 2-year period were as follows: (1) Eye exam by (a) ophthalmologist, \$35, (b) optometrist, \$15; (2) lenses (a) single, \$27, (b) bifocal or trifocal, \$37, (c) plus an additional \$3 for case-hardened lenses; (3) frames, \$35; and (4) in place of 1 set of lenses and frames, contact lenses, \$75.</p> <p>Baltimore—for eligible employees with less than 1,100 hours and their dependents, benefits in a 2-year period were as follows: (1) Eye exam by (a) ophthalmologist, \$20, (b) optometrist, \$15; (2) lenses (a) single, \$18, (b) bifocal, \$25, (c) trifocal, \$30, (d) plus an additional \$3 for case-hardened lenses; (3) frames, \$35; and (4) in place of 1 set of lenses and frames, contact lenses, \$55.</p>
	Drugs—maximum benefit					
Jan. 1, 1973 .....	.....	<p>Established: For employees and dependents—plan providing 100 percent of cost of prescription drugs or injectible insulin less \$2 deductible if obtained from participating provider or nonparticipating provider outside service area or 75 percent of difference between cost and \$2 deductible if obtained from nonparticipating provider.</p>	.....	.....	.....	<p>Baltimore—prescription limited to 34-day supply but 100-unit dose quantity allowed for chronic conditions. Refills not provided beyond 1 year unless number of refills specified in prescription order.</p>
Jan. 1, 1975 .....	.....	<p>Changed: For employees and dependents—100 percent of cost of prescription drug or injectible insulin less 50-cent deductible.</p>	.....	.....	.....	<p>Baltimore—prescriptions limited to 7-, 14-, 30-, 60-day supply or more up to \$15 ingredient cost (insurance carrier consultation required over \$15). Refills not provided beyond 1 year unless specified in prescription order.</p>
Sept. 1, 1979 .....	.....	.....	.....	.....	<p>Established: Prescription drug plan for employees and dependents with \$300 maximum per person.</p>	

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
Hearing aid—maximum benefit						
Jan. 1, 1979		Employee and dependent—paid 80 percent of cost up to \$500.				Baltimore—must be recommended by physician and limited to 1 device in 5-year benefit period (batteries not included).
Major medical						
Apr. 1, 1957					Employees and dependents—90 percent of charges above regular plan benefits to maximum of \$5,000 for each disability.	
Jan. 1, 1958				Employees and dependents—all reasonable hospital, surgical, and medical charges up to \$10,000 for each disability as follows: Hospital—1st \$500 in full plus 80 percent in excess of \$500. Surgical—80 percent of charges. Other—1st \$25 paid by employees, 80 percent of remainder by plan. Maternity—flat \$200.		
Jan. 1, 1959						Eliminated.
Jan. 1, 1960				Hospital—1st \$200 in full plus 80 percent in excess of \$200; maternity—flat \$150.		
May 1, 1960			Employees—80 percent, less \$100 deductible, of charges above regular plan benefits to maximum of \$5,000 in any benefit period.			Full benefits available for mental illness when confined to hospital; 50 percent of maximum when not confined.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Major medical—Continued					
Oct. 1, 1963	Employees and dependents—80 percent, less \$100 deductible, of charges above regular plan benefits to maximum of \$5,000 per cause.	.....	.....	.....	.....
July 1, 1965 . . . . .	.....	.....	.....	.....	Employees and dependents—75 percent, less \$100 deductible for single person or \$300 deductible for family, of reasonable charges above regular plan benefits, to maximum of \$10,000 in any benefit period.	Philadelphia—50 percent of reasonable charges, less the applicable deductible, payable for outpatient psychiatric treatment—maximum of \$500 a person in each 12-month period. Maximum benefit could be reinstated after employee or dependent collected \$1,000 or more in benefits, provided medical evidence of insurability was satisfactory to the insurance company.
Jan. 1, 1966 . . . . .	.....	.....	.....	Hospital—1st \$500 in full, plus 80 percent of charges in excess of \$500; Maternity—flat \$200.	.....	Hampton Roads—maternity benefit provided independently of major medical benefits. (See Maternity—maximum benefits.)
Nov. 1, 1966 . . . . .	.....	.....	Maximum \$10,000 in any benefit period.	.....	.....
Jan. 1, 1967 . . . . .	.....	Employees and dependents—80 percent, less \$100 deductible, of charges above regular plan benefits to maximum of \$10,000 per insured individual during his lifetime.	.....	.....	.....	Hampton Roads—employees and dependents subject to Medicare received major medical supplement up to \$5,000 of 80 percent of covered expenses above \$150; no payment for charges payable by Medicare.
July 1, 1968	Eliminated: \$100 deductible for hospital confinement.	.....	.....	.....	.....
Jan. 1, 1969	Maximum \$12,000 for any one cause.	.....	.....	.....	.....	Hampton Roads—for employees and dependents subject to Medicare, major medical supplement deductible reduced to \$75.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
Major medical—Continued						
Jan. 1, 1970		Maternity benefits added under major medical.				
Jan. 1, 1971				Maximum to \$20,000 in any benefit period.		
Jan. 1, 1972			Maximum \$25,000 in any benefit period (per lifetime for collateral dependents).			
May 1, 1972				Hospital—1st \$1,000 in full plus 80 percent of charges over \$1,000; deductible remained \$25.		Hampton Roads—plan paid 50 percent of covered charges for nervous or mental disorder when not confined in hospital. Hampton Roads—for employees and dependents subject to Medicare, major medical supplement maximum increased to \$10,000.
July 1, 1972					Maximum \$20,000 in any benefit period.	
Jan. 1, 1974	Maximum \$30,000 per cause.				Maximum \$100,000 per person per lifetime.	Philadelphia—100 percent less deductible payable after member spent over \$1,000 in unreimbursed major medical covered charges. Remained 50 percent for nervous or mental disorder when not confined in hospital.
Jan. 1, 1975	Maximum \$40,000 per cause.	Maximum to \$20,000 for employees with 1,100 hours in previous contract year and their dependents with plan paying 80 percent of 1st \$5,000 expenses and 100 percent thereafter.		Maximum to \$50,000 per disability.	Paid 75 percent of 1st \$3,600 expenses and 100 percent thereafter in a calendar year (up to \$100,000 lifetime maximum). \$100 deductible per year (maximum \$200 per year per family).	Baltimore—for employees with 1,100 hours and their dependents, after 1st \$1,000 out-of-pocket expenses per year, 20 percent coinsurance paid up to maximum of major medical benefit. Baltimore—employees with less than 1,100 hours, their dependents, and all dependent parents continued to receive previous benefits. Philadelphia—after \$10,000 benefits paid, full \$100,000 maximum could be restored by submitting evidence of good health. Philadelphia—paid 50 percent for psychiatric treatment outside hospital (maximum \$60 a week).
Jan. 1, 1976	Maximum \$60,000 per cause.					
May 1, 1976				Maximum \$250,000 per disability (\$10,000 per lifetime for mental and nervous disorder) and, after \$50 deductible per individual or family per benefit period, plan paid as follows:		Hampton Roads—benefit period defined as 2 years or 6 months after last expense, whichever first. Hampton Roads—plan continued to pay 50 percent for mental and nervous disorder while not hospital confined. Hampton Roads—for employees and dependents subject to Medicare, major medical supplement maximum increased to \$20,000.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Major medical—Continued					
May 1, 1976— Continued				Hospital—85 percent of 1st \$4,000 in benefit period and 100 percent of excess (50 percent of excess for mental and nervous disorder); Surgery and medical—85 percent for outpatient treatment relating to surgery or accident and 50 percent for outpatient treatment for sickness (no deductible); and Other—85 percent of charges.		
Jan. 1, 1978			Maximum \$250,000 lifetime (\$25,000 for mental and nervous disorder with \$1,000 annual maximum) and after \$25 deductible per individual or family per year, plan paid 80 percent of 1st \$2,000 in year and 2 months of preceding year and 100 percent thereafter for rest of year (50 percent paid for all mental and nervous disorder) of charges above regular plan benefits.			In effect and continued: Boston—employee and dependent spouse subject to Medicare, eligible for major medical supplement up to \$25,000 lifetime which paid 50 percent of covered expenses over \$50 deductible for nursing services and \$50 deductible for prescription drugs.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Major medical—Continued					
Jan. 1, 1979 .....	.....	Maximum to \$50,000 for employees with 1,100 hours in previous contract year and their dependents with plan paying 80 percent of 1st \$2,500 expenses and 100 percent thereafter (\$50 deductible). Maximum to \$20,000 for eligible employees with less than 1,100 hours and their dependents with plan paying 80 percent of 1st \$2,500 and 100 percent thereafter (\$50 deductible).	.....	.....	.....	Baltimore—paid 50 percent for psychiatric outpatient treatment up to \$2,000 a year (up to \$40 a day) after deductible.
Apr. 29, 1979 .....	.....	.....	.....	Maternity coverage consistent with major medical provisions.	.....
	Electroshock therapy					
May 1, 1960 .....	.....	.....	Employees and dependents — 75 percent of expenses in excess of regular benefits during hospitalization.	.....	.....
May 22, 1968 .....	.....	.....	.....	.....	.....	New York—\$15 per treatment (maximum 10 per year) under basic plan (additional payments under major medical and comprehensive plans).
	Clinical services					
Sept. 18, 1957	Employees—complete dental care and treatment; employees and dependents — diagnostic medical services.	.....	.....	.....	.....	Clinics established for Brooklyn locals, Sept. 18, 1957; Jersey City, Apr. 1, 1959; Hoboken, Apr. 16, 1960; Manhattan, June 5, 1961; Newark, Sept. 11, 1961. In addition, Brooklyn clinic provides eye examinations and glasses.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Clinical services—Continued					
Jan. 1, 1979	In effect and continued: For employees and dependents—centers provided complete dental services (except orthodontia or services requiring general anesthesia); eye exams, prescriptions, and glasses; hearing tests and hearing aids; and prescription drugs.	.....	.....	.....	.....
	Comprehensive (not major medical)					
Apr. 1, 1967 . . . . .	.....	.....	.....	.....	.....	<p>Established: New York—comprehensive health plan with maximum of \$7,500 per benefit period for employees and dependents who enroll in NYSA—ILA Medical Center and agree to confinement in a "contract" hospital and use surgical and medical services of "panel" physicians with benefits in lieu of benefits and amounts under hospital, surgical, emergency X-ray and laboratory, and major medical expense benefits. The plan provided for room and board, general nursing care, and routine supplies while in contract hospital (but not above average daily room and board charge for semiprivate room); miscellaneous charges for contract hospital's services and supplies, and intensive care surcharges (not normally included in room and board charge); surgical fees of panel physician; professional ambulance services to and from hospital; X-ray, drugs, and laboratory expense for X-rays and laboratory tests, similar examinations, drugs and medicines identified by prescription number and dispensed by pharmacist, blood and blood derivatives, and other medical supplies and prosthetic appliances prescribed while inpatient in contract hospital (not otherwise available from NYSA—ILA Medical Center); nursing and physiotherapist expenses incurred subsequent to hospitalization for services of legally licensed physiotherapist (where patient physically unable to visit NYSA—ILA Medical Center) and charges for private-duty nursing by graduate registered nurse or licensed practical nurse; doctor's fees of panel physician for visits to contract hospital or home following discharge (if patient physically unable to visit NYSA—ILA Medical Center); and complications incident to pregnancy under certain conditions. Benefits reduced by those paid under Medicare. Benefit period begins 1st day of hospital confinement and continues until 12 months following end of such confinement. Successive periods of hospital confinement for same or related causes and separated by intervals of less than 3 months considered as 1 period of hospital confinement.</p>

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Comprehensive (not major medical)—Continued					
Jan. 1, 1969	Maximum \$20,000.	.....	.....	.....	.....
Jan. 1, 1974	Maximum \$30,000.	.....	.....	.....	.....
Jan. 1, 1975	Maximum \$40,000.	.....	.....	.....	.....
Jan. 1, 1976	Maximum \$60,000.	.....	.....	.....	.....
	Pensioners—maximum benefit					
Jan. 1, 1952 .....	.....	.....	Life insurance—\$500.	.....	Life insurance—\$100.	
Feb. 1, 1954 .....	.....	Life insurance—\$500.	.....	.....	.....
May 1, 1954	Life insurance—\$500.	.....	.....	.....	.....
May 31, 1956 .....	.....	.....	Eliminated.	.....	.....
Jan. 1, 1957 .....	.....	Hospitalization—\$10 a day for 31 days; hospital extras—\$310 lifetime payment; surgical—\$300.	.....	.....	.....
Nov. 1, 1957	Pensioners and dependents: hospitalization—\$10 a day for 31 days; hospital extras—\$150; surgical—\$250.	.....	.....	.....	.....
Jan. 1, 1958 .....	.....	Life insurance—\$1,000. Pensioners and dependent wives: ¹⁴ Hospitalization—\$14 up to 70 days; hospital extras—\$980; surgical—\$400.	.....	Life insurance—\$750. Pensioners and dependent wives: Hospitalization—\$12 a day up to 31 days; hospital extras—\$150; outpatient services—\$150; surgical—\$250.	Life insurance—\$1,000. Pensioners and dependent wives: Hospitalization—\$1,000 within confinement period, up to 70 days including therapeutic allowances; outpatient service—\$100 per person; maternity benefits—\$200; major medical—\$5,000 for each insured person.	Baltimore—also available to widows entitled to benefits from pension fund.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Pensioners—maximum benefit—Continued					
Jan 1, 1959						Pensioners and dependents: Hospitalization—\$16 a day up to 70 days; hospital extras—\$320; major medical—eliminated.
Jan. 1, 1960		Pensioners and dependent wives: ¹⁴ Hospitalization—\$16; hospital extras—\$1,120; surgical—\$500; doctor's visits (male pensioners only)—\$100 for any disability.				
Jan. 1, 1961				Dependent wives: Life insurance—\$375.		
Jan. 1, 1962		Pensioners and dependent wives: ¹⁴ Hospitalization—\$18 per day.				
Jan. 1, 1963		Male pensioners: Doctor's visits—\$200 in calendar year.				
Mar. 1, 1963			Pensioners and dependents not eligible for Federal Medicare: Benefits in calendar year—hospitalization—\$10 a day for 31 days; hospital extras—\$150; surgical—\$250.			
Jan. 1, 1964				Pensioner and dependent wives: In-hospital doctor's visits—\$93.		Life insurance—\$1,500. Pensioners and dependent wives: Hospitalization—\$20; hospital extras—\$400; surgical—\$400.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
Pensioners—maximum benefit—Continued						
Jan. 1, 1965		Pensioners and dependent wives: ¹⁴ Hospitalization—\$23; hospital extras—\$1,610.				
Jan. 1, 1966				Life insurance—(1) pensioners—\$1,500 and (2) dependent wives—\$750.		
Apr. 1, 1966	Life insurance—\$1,000. Pensioners and dependent wives: Surgical—\$260.	Pensioner and dependent wives: ¹⁴ Hospitalization—\$25; hospital extras—\$1,750.				New York—life insurance benefit payable from pension trust fund.
July 1, 1966						New York—for pensioners and dependents not eligible for Medicare—hospitalization, \$310; hospital extras, \$150; surgical, 65 percent of surgical fee schedule.
Jan. 1, 1967				Pensioner and dependent wife (including dependent children to age 25) not subject to Medicare: Hospitalization—\$18; hospital extras—\$300; surgical—\$300; in-hospital doctor's visits \$155.		Hampton Roads—pensioners and dependents subject to Medicare received major medical supplement, up to \$5,000, of 80 percent of covered medical expenses above \$150; no payment made for charges reimbursed under Medicare.
Jan. 1, 1969		Pensioners and dependents eligible for Medicare: ¹⁴ 1st \$44 for hospitalization, plus \$11 a day for 61st through 70th day.		Pensioners and dependents eligible for Medicare: Deductible to \$75.	Pensioners and dependent wives: Hospitalization—\$30 a day. Pensioner: Life insurance—\$2,000.	Baltimore—welfare benefits for pensioners and dependents (also employees and dependents) coordinated with Medicare since July 1, 1966, to prevent duplication of benefits. At that time, for those eligible for Medicare, benefits paid 1st \$40 of hospital expense, plus \$10 a day for 61st through 70th day and 1st \$50 of Medical expenses. Plan paid covered expenses above these amounts less any Medicare benefits (total benefit could not exceed maximum entitled to if not eligible for Medicare).
Jan. 1, 1970		Pensioners and dependent wives: ¹⁴ Hospitalization—\$35. Hospital confinement for those eligible for Medicare ¹⁴ —1st \$52 of hospital expense plus \$13 a day for 61st through 70th day.		Pensioners and dependent wives not eligible for Medicare: Hospitalization—\$30; hospital extras—\$600; medical—\$490; surgical—\$1,000.		

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Pensioners—maximum benefit—Continued					
Jan. 1, 1971		Pensioners and dependent wives: ¹⁴ Hospitalization—\$50. Hospital confinement for those eligible for Medicare: ¹⁴ 1st \$60 of hospital expense plus \$15 a day for 61st through 70th day.				
Jan. 1, 1972		Pensioners and dependent wives eligible for Medicare: ¹⁴ 1st \$68 of hospital expense plus \$17 a day for 61st through 70th day. Pensioners and dependent wives: ¹⁴ Case hardened lenses with \$3 maximum in 2-year period.			Eliminated: \$2,000 life insurance for pensioner under this plan (such amount paid under pension plan).	
July 1, 1972					Pensioners and dependent wives: Hospitalization—\$40 a day; maternity benefit—\$300.	
Jan. 1, 1973	See eligibility requirements effective Jan. 1, 1973.	Pensioners and dependent wives: ¹⁴ Drug benefits as for active employees. (See drug benefits.) For those eligible for Medicare: ¹⁴ 1st \$72 of hospital expense plus \$18 a day for 61st through 70th day.		Pensioner and dependent spouse: Vision care benefits as for active employees. (See optical benefits.) Pensioners and dependents eligible for Medicare to receive major Medicare supplement up to \$10,000. Pensioners life insurance—\$2,000.		Hampton Roads—\$250 of retiree or dependent life insurance could be paid to any person for expenses for illness or burial.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Pensioners—maximum benefit—Continued					
Jan. 1, 1974	See eligibility requirements effective Jan. 1, 1974.	<p>Pensioners and dependent wives;¹⁴ Hospital pre-admission testing—\$100.</p> <p>For those eligible for Medicare¹⁴—1st \$84 of hospital expense plus \$21 a day for 61st through 70th day.</p>	.....	<p>Pensioners and dependent wives not eligible for Medicare to receive same major medical expense benefits as for active employees. (See major medical.)</p>	<p>Pensioners and dependent wives: Hospitalization—\$60 a day; hospital extras—\$500; outpatient services—\$200; surgical—\$900.</p>	Hampton Roads—major medical coverage replaced former hospital, surgical, medical benefits for those covered.
Apr. 1, 1974 . . . . .	.....	<p>Pensioners life insurance—\$2,000.</p>	.....	.....	.....
Jan. 1, 1975 . . . . .	.....	<p>Pensioners and dependent wives;¹⁴ X-ray and laboratory expenses—\$400; major medical—same as for active employees with less than 1,100 hours in previous contract year (see major medical.) drug benefits—same as for active employees (See drug benefits.)</p> <p>For those eligible for Medicare¹⁴—covered hospital expense charges not payable by Medicare and Part B deductible.</p>	.....	<p>Pensioners and dependent wives not eligible for Medicare: Pregnancy expense—\$400.</p>	<p>Pensioners and dependent wives: Hospitalization—semiprivate room rate (maximum 70 days); pregnancy expense—\$400; emergency physician's benefit—\$50 a calendar year.</p>	<p>Baltimore—for pensioners and dependent wives eligible for Medicare, major medical benefits coordinated with Medicare to prevent duplication of benefits.</p> <p>New York—comprehensive plan benefits provided pensioners who retired on or after Apr. 1, 1972, if not covered by another plan or Medicare, nor on social security disability pension entitled to medical or surgical coverage, nor employed in another industry.</p>
May 1, 1976 . . . . .	.....	.....	.....	<p>Pensioners and dependents not eligible for Medicare:</p>	.....

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Pensioners—maximum benefit—Continued					
May 1, 1976— Continued				Major medical benefits continued to be same as for active employees (See major medical) except deductible was \$100 and paid for outpatient treatment of sickness on 85 percent basis.		
Jan. 1, 1977		Pensioners and dependent wives: ¹⁴ Surgical and X-ray and laboratory expenses—same as for active employees.				
May 1, 1977				Pensioners and dependent spouse not eligible for Medicare: Pregnancy expense—\$900 (same as for active employees).		
Jan. 1, 1978						Boston—pensioners and dependents subject to Medicare eligible for supplemental benefit up to \$25,000 lifetime of 80 percent of covered expenses after yearly deductibles of \$50 for nursing services and \$50 for prescription drugs.
Feb. 1, 1978				Dependent wives: Life insurance—\$1,000. Pensioners and dependents eligible for Medicare: Major medical supplement maximum—\$20,000.		Hampton Roads—\$500 of retiree or dependent life insurance could be paid to any person for illness or burial.

See footnotes at end of table.

Table 3. Supplementary compensation practices¹—Continued

Effective date	Provision					Applications, exceptions, and other related matters
Welfare and insurance plans—Continued						
	New York	Baltimore	Boston	Hampton Roads	Philadelphia	
	Pensioners—maximum benefit—Continued					
Mar. 1, 1978 . . . . .	.....	.....	.....	.....	Pensioners and dependent wives: Out-patient services—\$200 for any 1 sickness or accident and \$300 per year; pregnancy expense—\$600; physician's benefit—full reasonable charge (all of these same as for active employees).	Philadelphia—for those retired after age 62 as normal retiree and dependent wife covered by major medical to age 65.
Jan. 1, 1979	In effect and continued: Pensioner life insurance—\$1,500	Pensioners and spouses: ¹⁴ Life insurance—pensioner, \$3,000, spouse, \$1,000; hospitalization, outpatient hospital care, doctor's visits, hearing aid—same as for active employees and their spouses; vision care—same as for active employees with less than 1,100 hours.	.....	.....	.....	Baltimore—\$1,000 for pensioned spouse burial expense. New York—pensioner life insurance payable under pension plan.
Sept. 1, 1979 . . . . .	.....	.....	.....	.....	Established: Prescription drug plan for retirees and dependent wives—same as for active employees.	

Footnotes to table 3

⁴The last item under each entry represents the most recent change.

²This and subsequent agreements made no provision for additional pay for nightwork (between 5 p.m. and 8 a.m.) in excess of 40 hours a week. Under an amendment to the Fair Labor Standards Act of 1938, approved on July 20, 1949, and made retroactive to the effective date of this act, the liability of employers to pay for work in excess of 40 hours a week at the rate of time and one-half the regular rate was removed in cases where the rate paid was already a premium rate equal to time and one-half.

³Longshoremen seeking work at North Atlantic Coast ports are hired as required by foremen stevedores of shipping lines and stevedoring companies.

The system of employing labor in these ports, as differentiated from the hiring hall common to most maritime trades, is termed the "shape." Under the shape, longshoremen congregate and are hired at the pier on which work is available. Although employers of longshore labor do not ordinarily maintain permanent staffs, longshoremen tend to seek work at a specific pier or for an individual employer. Over a period of years, this practice has established a precedent which entitles regular workers to employment preference at their chosen piers. The 1949 contracts acknowledged this right by providing that workers "who regularly work" on a pier must be given "preference in hiring."

During the early 1900's, workers seeking longshore work were required to be available at the piers all day. Since then, the union and the employers have established fixed periods during which employers may hire labor. The 1949 agreement provided shaping periods as follows: (1) From Monday to Friday at 7:55 a.m. for work between 8 a.m. and 12 noon; at 12:55 p.m. for work between 1 p.m. and 5 p.m., and for work starting at 5, 6, or 7 p.m.; (2) on Saturday, Sunday, or legal holidays, additional workers at the 12:55 p.m. shape of the previous day, if a ship was worked at the pier on the previous day. Longshoremen working on the previous day receive their orders before leaving work; (3) on a Saturday or legal holiday preceded by a day on which no ship was worked at the pier at 7:55 a.m.; and (4) on a Sunday preceded by a day on which no ship was worked at the pier before 12 noon of the preceding Saturday.

⁴In Boston, longshoremen did not work before 8 a.m.

⁵In New York and New Jersey, a single "shape-up," at 7:55 a.m. each day instead of 2, as in the past, with special arrangements for the employment of

workers after 5 p.m., was provided for in the 1951 contract. Each of the other ports continued to have 3 or more shape-ups.

⁶With the modification of the shape (text footnote 6), the parties to the New York Port agreement also negotiated ordering procedures. These procedures specified the day and hour gangs were to be provided with work assignments. They required notice for work on (1) Sunday, by 3 p.m. on Friday, unless the gang worked on Saturday in which case notice was required by 3 p.m. on that day; (2) Monday, by 4 p.m. on Friday; and (3) Tuesday through Saturday, by 4 p.m. the previous day. Gangs needed for nightwork from Monday through Saturday were to be notified not later than 3 p.m. of the day to be worked; on Sunday, by 3 p.m. Friday. Provisions for work on the day following a legal holiday were similar to those for Sunday-Monday callouts—notice was required before the day of rest. Because of the uncertainty connected with maritime scheduling, provision was made for cancellation of the job orders before specified hours on the days to be worked.

⁷This was the only agreement reached at Boston. All other details of the plan were to be worked out at a later date.

⁸The clinic fund at Boston was combined with the welfare fund on Oct. 31, 1963; Boston no longer has clinics or a clinic fund.

⁹Unfunded benefits available through Dec. 31, 1963 (not paid through the Group Insurance Plan but paid directly by the fund).

¹⁰Amounts for life insurance and accidental death and dismemberment made retroactive from trustee action dated May 28, 1969.

¹¹Effective Jan. 1, 1958, or thereafter, provision also applicable to widow and dependent children of deceased employee (medical benefits for widow only) for the remainder of the insured year; like coverage extended for the next calendar year if deceased employee had at least 700 hours to his credit prior to his death.

¹²Complete clinical services for dental and optical care were provided in NYSA—ILA Medical Centers for employees and dependents.

¹³The deductible was to be satisfied within 6 consecutive months.

¹⁴Also applicable to widows of pensioners, if they were entitled to widows' benefits from the pension fund, and widows and dependent children of deceased employees for the balance of the insured year, with like coverage extended for the next calendar year if deceased employee had at least 700 man-hours credit prior to his death.

Wage Chronologies Available

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

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

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

November 1939–January 1974, BLS Bulletin 1815.

February 1974–May 1980, Supplement to BLS Bulletin 1815.

The Anaconda 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 Oil Facilities)—

1941–77, BLS Bulletin 1915.

1977–79, Supplement to BLS Bulletin 1915.

Berkshire Hathaway Inc. and the Clothing and Textile Workers (ACTWU)—

June 1943–April 1980, BLS Bulletin 2061.

Bethlehem Steel Corporation (Shipbuilding Department) and the IUMSW—

June 1941–August 1975, BLS Bulletin 1866.

1975–78, Supplement to BLS Bulletin 1866.

Bituminous Coal Mine Operators and United Mine Workers of America—

October 1933–November 1974, BLS Bulletin 1799.

1974–77, Supplement to BLS Bulletin 1799.

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

June 1936–September 1977, BLS Bulletin 1895.

1977–80, Supplement to BLS Bulletin 1895.

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

October 1945–March 1974, BLS Bulletin 1808.

1974–79, Supplement to BLS Bulletin 1808.

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

1943–79, 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, 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 Machinists' Union—

March 1937–October 1977, BLS Bulletin 1904.

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Martin Marietta Aerospace and the Auto Workers—

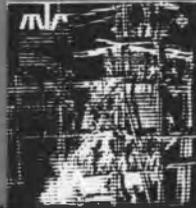
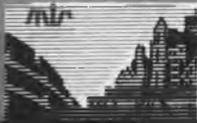
March 1944–November 1975, BLS Bulletin 1884.

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- Massachusetts Shoe Manufacturers and the Shoe Workers—
1945-79, BLS Bulletin 1993.
- New York City Laundries and the Clothing Workers—
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1975-78, Supplement to BLS Bulletin 1845.
- North Atlantic Shipping Associations and the International Longshoremen's Association—
1934-80, BLS Bulletin 2063.
- Pacific Coast Shipbuilders and Various Unions—
1941-77, BLS Bulletin 1982.
- Pacific Gas and Electric Co.—
1943-72, BLS Bulletin 1761.
1972-79, Supplement to BLS Bulletin 1761.
- Pacific Maritime Association and the ILWU—
1934-78, BLS Bulletin 1960.
- Railroads—Nonoperating Employees—
1920-77, BLS Bulletin 2041.
- Rockwell International (Electronics, North American Aircraft/Space Operations) and the Auto Workers—
May 1941–September 1977, BLS Bulletin 1893.
- United States Steel Corporation—
March 1937–April 1974, BLS Bulletin 1814.
May 1974–July 1980, Supplement to BLS Bulletin 1814.
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1945-67, BLS Bulletin 1595.¹
1968-77, Supplement to BLS Bulletin 1595.
- Western Union Telegraph Co. and the Telegraph Workers and the Communications Workers—
1943-76, BLS Bulletin 1927.
1976-79, Supplement to BLS Bulletin 1927.

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

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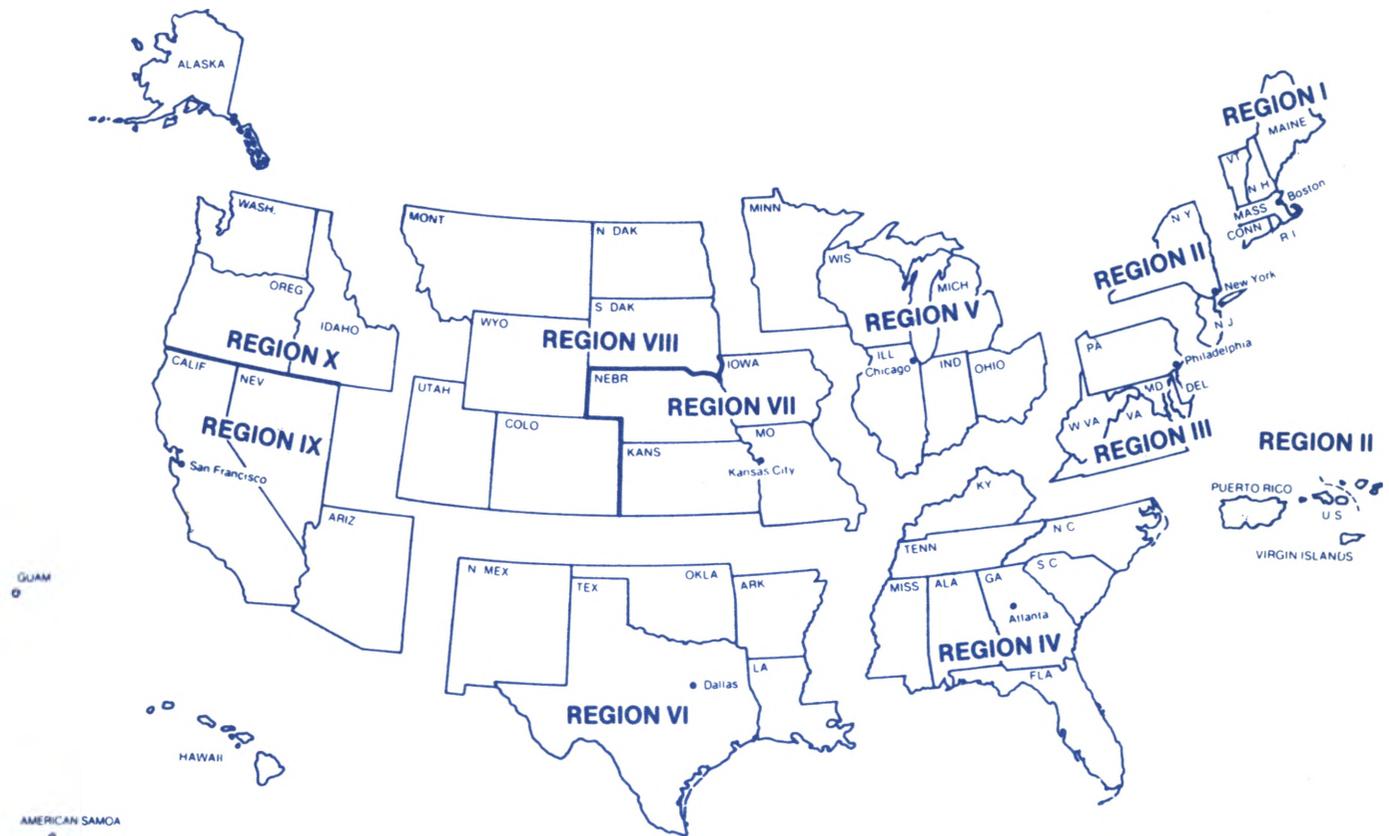
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