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Characteristics of Major Collective Bargaining Agreements, January 1, 1978



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U.S. Department of Labor
Ray Marshall, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
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Preface

This is the eighth in a series of bulletins presenting a wide array of data on major collective bargaining agreements, classified by identifying characteristics and substantive provisions, in all manufacturing and non-manufacturing industries exclusive of airlines, railroads, and government. Unlike previous reports, which employed the 1967 Standard Industrial Classification (SIC) scheme, this issue conforms to the 1972 SIC edition.

As in the seven earlier bulletins, the study is limited solely to noting the prevalence of provisions, without providing analytical comments or illustrative clauses. These will be found in the in-depth studies of collective bargaining agreements presented in the Bureau's Bulletin

1425 series, *Major Collective Bargaining Agreements*.

This bulletin was prepared by members of the staff of the Bureau's Division of Industrial Relations under the direction of Michael H. Cimini, Project Director. Computer programming and tabulation of data were developed by Wayne D. Peterson under the direction of Eugene A. Owens, Office of Statistical Operations.

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Introduction

This bulletin, covering agreements involving 1,000 workers or more, provides statistical data on the prevalence of over 100 different collective bargaining provisions, primarily by industry. For this study, the Bureau analyzed 1,536 agreements in its file which were in effect on or after January 1, 1978, with a total coverage of 7.1 million workers.¹ These agreements represent over four-fifths of all private sector contracts of this size on file with the Bureau.

As in all agreement studies, the Bureau must caution the reader that the data reflect the Bureau's understanding of the written provisions and not necessarily that of the parties. Contract language is complicated and elusive, and often is submitted to arbitration for interpretation. Furthermore, what is carried out in practice may differ at times from written provisions. Under these circumstances, the Bureau can only analyze the specific language of the agreement in the hope that it closely reflects the rules under which the parties operate.

As a service to users, computer listing printouts can be obtained identifying collective bargaining agreements which have specific provisions appearing in this bulletin.

¹ Contracts expiring Dec. 30-31, 1977, were considered in effect as of January 1, 1978.

The cost of the printouts will be determined by the amount of computer use that is involved. Inquiries should be directed to Project Director, Collective Bargaining Studies, Division of Industrial Relations, Bureau of Labor Statistics, U.S. Department of Labor, Washington, D.C. 20212 (Area Code 202—523-1320). In addition, visitors are welcome to use our contract files at 441 G Street, N.W., Washington, D.C., Room 4062, to obtain copies of the agreements on file at cost.

The tables which follow are grouped to help users find specific information, along with related data. Part I sets forth identifying characteristics of the 1,536 agreements in the study. Part II deals with union security, management rights, and other noneconomic matters; part III covers wages and related provisions. Part IV tabulates hours, overtime, and premium pay provisions; part V shows paid and unpaid leave. Part VI covers seniority and related provisions; part VII gives job security issues; and part VIII covers dispute settlement provisions.

In all tables the number of workers is rounded to the nearest 50. A dash indicates that no agreement was recorded in the category.

An alphabetical finder's index for contract provisions follows the tables.

Part I. Identifying Characteristics of Agreements Studied

Worker coverage
Industry
Size group
Expiration
Duration
Region and State
Union
Employer unit
Occupational coverage

Table 1.1 Agreements by industry and size group

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		1,000-1,999 workers		2,000-2,999 workers		3,000-3,999 workers		4,000-4,999 workers	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	741	1,008,200	285	658,050	145	480,700	80	344,600
Manufacturing	770	3,377,150	431	581,650	135	314,200	66	217,550	28	120,800
Food, kindred products	84	234,550	51	68,350	12	27,700	10	33,100	4	16,300
Tobacco manufacturing	9	23,850	3	4,350	4	9,500	-	-	1	4,200
Textile mill products	13	28,900	9	12,800	2	4,500	-	-	-	-
Apparel	44	371,550	16	21,250	4	9,000	10	32,800	3	13,300
Lumber, wood products	11	18,900	7	9,200	3	6,700	1	3,000	-	-
Furniture, fixtures	12	20,050	7	9,150	5	10,900	-	-	-	-
Paper, allied products	49	86,600	41	57,400	5	12,200	1	3,000	-	-
Printing and publishing	23	48,400	16	20,800	3	6,700	-	-	3	12,800
Chemicals	41	78,400	23	29,950	14	32,250	1	3,250	3	12,950
Petroleum refining	16	30,150	10	13,200	4	9,150	1	3,800	1	4,000
Rubber and plastics	19	95,750	10	12,050	2	4,800	2	7,250	-	-
Leather products	12	25,050	6	7,650	3	7,450	3	9,950	-	-
Stone, clay, and glass	31	92,600	13	17,800	7	15,000	4	13,100	2	8,100
Primary metals	74	421,550	41	52,650	8	20,000	3	10,450	2	8,700
Fabricated metals	43	99,850	25	33,550	10	24,300	4	13,850	1	4,500
Machinery	80	251,500	51	69,150	13	29,500	8	26,000	1	4,800
Electrical machinery	77	361,300	40	55,750	10	22,250	6	19,600	3	13,200
Transportation equipment	107	1,034,700	44	62,300	22	52,200	12	38,400	3	13,350
Instruments	13	30,700	8	10,600	3	7,500	-	-	1	4,600
Miscellaneous manufacturing	12	22,800	10	13,700	1	2,600	-	-	-	-
Nonmanufacturing	766	3,677,400	310	426,550	150	343,850	79	263,150	52	223,800
Mining, crude petroleum, and natural gas	15	167,000	7	8,800	3	6,400	1	3,800	1	4,000
Transportation ¹	76	665,600	17	21,000	13	30,600	11	36,050	4	16,900
Communications	69	600,900	17	23,550	9	21,450	6	22,150	3	13,550
Utilities, electric, and gas	73	212,350	39	55,900	14	33,000	7	22,900	5	21,150
Wholesale trade	16	28,250	11	14,550	2	4,100	3	9,600	-	-
Retail trade	123	429,750	57	80,800	25	59,400	11	36,250	10	42,350
Hotels and restaurants	37	172,400	12	16,200	7	15,800	5	16,900	1	4,700
Services	71	392,550	28	40,250	9	21,500	7	23,150	8	33,750
Construction	286	1,008,600	122	165,500	68	151,600	28	92,350	20	87,400
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1.1 Agreements by Industry and size group—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	5,000-9,999 workers		10,000-24,999 workers		25,000-49,999 workers		50,000-99,999 workers		100,000 workers or more	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	166	1,091,200	76	1,094,600	27	850,950	12	751,050	4	775,200
Manufacturing	89	452,000	22	326,700	9	283,850	7	450,200	3	650,200
Food, kindred products	6	34,100	-	-	-	-	1	55,000	-	-
Tobacco manufacturing	1	5,800	-	-	-	-	-	-	-	-
Textile mill products	2	11,600	-	-	-	-	-	-	-	-
Apparel	4	23,200	2	35,000	2	52,000	3	185,000	-	-
Lumber, wood products	-	-	-	-	-	-	-	-	-	-
Furniture, fixtures	-	-	-	-	-	-	-	-	-	-
Paper, allied products	2	14,000	-	-	-	-	-	-	-	-
Printing and publishing	1	8,100	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-	-
Petroleum refining	-	-	-	-	-	-	-	-	-	-
Rubber and plastics	2	14,650	3	57,000	-	-	-	-	-	-
Leather products	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass	4	25,000	1	13,600	-	-	-	-	-	-
Primary metals	12	84,850	5	77,000	1	27,900	2	140,000	-	-
Fabricated metals	2	12,650	1	11,000	-	-	-	-	-	-
Machinery	4	29,600	-	-	3	92,450	-	-	-	-
Electrical machinery	12	73,400	3	45,400	2	61,500	1	70,200	-	-
Transportation equipment	15	100,550	7	87,700	1	30,000	-	-	3	650,200
Instruments	1	8,000	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	1	6,500	-	-	-	-	-	-	-	-
Nonmanufacturing	97	639,200	54	767,900	18	587,100	5	300,850	1	125,000
Mining, crude petroleum, and natural gas	1	5,000	1	14,000	-	-	-	-	1	125,000
Transportation ¹	16	108,050	7	96,000	6	215,000	2	142,000	-	-
Communications	11	78,300	17	241,800	5	150,100	1	50,000	-	-
Utilities, electric, and gas	5	29,700	3	49,700	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-	-	-
Retail trade	14	98,250	5	58,850	-	-	1	53,850	-	-
Hotels and restaurants	8	49,800	4	69,000	-	-	-	-	-	-
Services	11	67,400	5	82,500	2	69,000	1	55,000	-	-
Construction	31	202,700	12	156,050	5	153,000	-	-	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 1.2 Expiration of agreements by month and year

(Agreements covering 1,000 workers or more, January 1, 1978)

Expiration date	Agreements	Workers	Expiration date	Agreements	Workers
All agreements	1,536	7,054,550	1980—Continued		
1978	228	705,300	August	118	934,150
January	9	20,950	September	48	204,150
February	13	30,850	October	32	116,350
March	19	38,750	November	15	43,400
April	36	83,850	December	14	96,500
May	24	65,450	1981	184	686,450
June	41	170,350	January	16	40,950
July	11	84,650	February	14	53,300
August	11	20,150	March	28	222,550
September	21	66,900	April	34	90,600
October	15	25,300	May	30	77,700
November	13	66,300	June	32	108,600
December	15	31,800	July	4	14,500
1979	525	2,989,550	August	7	22,600
January	29	50,600	September	4	6,550
February	18	41,250	October	9	17,600
March	64	558,300	November	3	9,900
April	76	232,400	December	3	21,200
May	73	417,150	1982	9	40,250
June	72	297,350	April	2	3,600
July	45	142,450	May	1	10,000
August	23	71,400	June	1	4,300
September	40	853,350	July	2	7,500
October	28	78,950	November	3	14,850
November	30	151,850	1983	2	4,200
December	27	94,500	April	2	4,200
1980	580	2,609,450	1984	2	3,300
January	27	84,250	March	2	3,300
February	30	74,650	1985	1	4,000
March	48	167,650	October	1	4,000
April	69	171,400	Open-ended ¹	5	12,050
May	75	212,850			
June	69	395,650			
July	35	106,450			

¹ An open-ended agreement has no definite termination date. It is usually subject to reopening for negotiation of wages and

other terms or to termination at any time upon proper notification.

Table 1.3 Expiration of agreements by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		1978		1979		1980		1981		1982 or later ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	228	705,300	525	2,989,550	580	2,609,450	184	686,450	19	63,800
Manufacturing	770	3,377,150	103	233,400	280	1,791,250	300	1,115,050	75	200,750	12	36,700
Food, kindred products	84	234,550	11	23,250	36	133,450	30	62,000	6	13,550	1	2,300
Tobacco manufacturing	9	23,850	-	-	2	2,700	7	21,150	-	-	-	-
Textile mill products	13	28,900	4	8,700	6	15,600	2	3,000	1	1,800	-	-
Apparel	44	371,550	4	13,650	32	260,200	4	86,900	4	10,800	-	-
Lumber, wood products	11	18,900	1	3,000	3	5,800	7	10,100	-	-	-	-
Furniture, fixtures	12	20,050	-	-	7	11,650	3	5,100	1	2,000	1	1,300
Paper, allied products	49	86,600	19	33,900	11	26,950	16	21,700	3	4,050	-	-
Printing and publishing	23	48,400	7	14,850	6	6,700	4	16,050	4	5,600	2	5,200
Chemicals	41	78,400	4	7,950	15	28,200	11	19,500	7	14,700	4	10,050
Petroleum refining	16	30,150	-	-	15	28,650	1	1,500	-	-	-	-
Rubber and plastics	19	95,750	-	-	15	90,600	4	5,150	-	-	-	-
Leather products	12	25,050	2	4,600	3	4,600	4	7,900	3	7,950	-	-
Stone, clay, and glass	31	92,600	2	6,150	6	11,700	18	64,650	5	10,100	-	-
Primary metals	74	421,550	5	8,500	9	11,350	57	397,800	3	3,900	-	-
Fabricated metals	43	99,850	8	12,250	11	18,850	17	36,650	7	32,100	-	-
Machinery	80	251,500	4	5,300	26	137,950	38	85,100	12	23,150	-	-
Electrical machinery	77	361,300	13	25,600	31	240,300	31	93,000	2	2,400	-	-
Transportation equipment	107	1,034,700	15	6,400	34	732,150	39	163,750	15	59,550	4	17,850
Instruments	13	30,700	2	2,200	5	9,250	5	11,250	1	8,000	-	-
Miscellaneous manufacturing	12	22,800	2	2,100	7	16,600	2	2,800	1	1,300	-	-
Nonmanufacturing	766	3,677,400	125	471,900	245	1,198,300	280	1,494,400	109	485,700	7	27,100
Mining, crude petroleum, and natural gas	15	167,000	-	-	2	2,400	10	23,600	3	141,000	-	-
Transportation ²	76	665,600	7	34,550	52	547,800	10	50,100	7	33,150	-	-
Communications	69	600,900	5	7,350	8	81,600	53	504,400	3	7,550	-	-
Utilities, electric, and gas	73	212,350	6	15,400	35	102,100	27	86,300	5	8,550	-	-
Wholesale trade	16	28,250	3	5,500	9	16,150	3	4,500	1	2,100	-	-
Retail trade	123	429,750	19	114,550	41	130,550	48	133,800	15	50,850	-	-
Hotels and restaurants	37	172,400	8	25,750	12	46,700	9	65,200	6	19,250	2	15,500
Services	71	392,550	20	94,300	23	97,200	18	166,450	9	32,600	1	2,000
Construction	286	1,008,600	57	174,500	63	173,800	102	460,050	60	190,650	4	9,600
Miscellaneous nonmanufacturing ...	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes 9 agreements, covering 40,250 workers, that expire in 1982; 2 agreements, covering 4,200 workers, that expire in 1983; 2 agreements, covering 3,300 workers, that expire in 1984; 1 agreement, covering 4,000

workers, that expires in 1985; and 5 agreements, covering 12,050 workers, that are open-ended.

² Excludes railroads and airlines.

Table 1.4 Duration of agreements by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Less than 12 months		12 months		13-23 months		24 months	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	2	8,000	18	56,750	13	32,950	220	592,200
Manufacturing	770	3,377,150	1	6,600	6	19,950	5	12,000	95	199,550
Food, kindred products	84	234,550	-	-	-	-	-	-	12	24,700
Tobacco manufacturing	9	23,850	-	-	-	-	-	-	1	1,200
Textile mill products	13	28,900	1	6,600	2	3,500	-	-	5	8,300
Apparel	44	371,550	-	-	-	-	2	7,600	-	-
Lumber, wood products	11	18,900	-	-	-	-	-	-	3	6,500
Furniture, fixtures	12	20,050	-	-	-	-	-	-	1	1,350
Paper, allied products	49	86,600	-	-	-	-	1	1,800	24	45,200
Printing and publishing	23	48,400	-	-	-	-	1	1,100	8	23,500
Chemicals	41	78,400	-	-	1	2,900	-	-	6	7,950
Petroleum refining	16	30,150	-	-	-	-	-	-	15	28,650
Rubber and plastics	19	95,750	-	-	-	-	-	-	-	-
Leather products	12	25,050	-	-	-	-	-	-	5	11,550
Stone, clay, and glass	31	92,600	-	-	-	-	-	-	1	2,250
Primary metals	74	421,550	-	-	-	-	-	-	1	1,000
Fabricated metals	43	99,850	-	-	1	2,250	-	-	2	2,500
Machinery	80	251,500	-	-	-	-	1	1,500	1	1,700
Electrical machinery	77	361,300	-	-	-	-	-	-	3	11,900
Transportation equipment	107	1,034,700	-	-	2	11,300	-	-	2	12,800
Instruments	13	30,700	-	-	-	-	-	-	4	7,000
Miscellaneous manufacturing	12	22,800	-	-	-	-	-	-	1	1,500
Nonmanufacturing	766	3,677,400	1	1,400	12	36,800	8	20,950	125	392,650
Mining, crude petroleum, and natural gas	15	167,000	-	-	-	-	-	-	1	1,100
Transportation ¹	76	665,600	-	-	-	-	2	5,200	3	6,050
Communications	69	600,900	-	-	-	-	-	-	2	3,600
Utilities, electric, and gas	73	212,350	-	-	4	24,250	2	3,550	35	87,950
Wholesale trade	16	28,250	-	-	-	-	-	-	1	1,350
Retail trade	123	429,750	-	-	1	1,100	1	7,000	6	20,650
Hotels and restaurants	37	172,400	-	-	-	-	-	-	1	1,450
Services	71	392,550	-	-	1	1,600	-	-	18	124,800
Construction	286	1,008,600	1	1,400	6	9,850	3	5,200	58	145,700
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1.4 Duration of agreements by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	25-35 months		36 months		37-47 months		48 months		Over 48 months	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
All industries	145	1,302,700	1,007	4,394,950	77	392,450	25	119,100	29	155,450
Manufacturing	84	1,085,400	509	1,694,450	53	310,400	4	10,200	13	38,600
Food, kindred products	6	66,850	63	136,200	2	4,500	1	2,300	-	-
Tobacco manufacturing	-	-	8	22,650	-	-	-	-	-	-
Textile mill products	1	1,200	4	9,300	-	-	-	-	-	-
Apparel	3	6,300	27	172,250	12	185,400	-	-	-	-
Lumber, wood products	-	-	7	10,750	1	1,650	-	-	-	-
Furniture, fixtures	1	2,200	8	13,900	1	1,900	-	-	1	1,300
Paper, allied products	1	1,600	22	37,000	1	1,000	-	-	-	-
Printing and publishing	1	1,000	9	14,300	-	-	1	1,100	3	7,400
Chemicals	4	10,650	24	43,650	1	1,200	-	-	5	12,050
Petroleum refining	1	1,500	-	-	-	-	-	-	-	-
Rubber and plastics	10	81,300	8	13,100	1	1,350	-	-	-	-
Leather products	-	-	6	11,300	1	2,200	-	-	-	-
Stone, clay, and glass	1	3,000	29	87,350	-	-	-	-	-	-
Primary metals	5	6,150	66	412,250	2	2,150	-	-	-	-
Fabricated metals	2	8,150	29	53,700	8	32,100	1	1,150	-	-
Machinery	19	122,800	52	104,900	7	20,600	-	-	-	-
Electrical machinery	5	38,100	61	291,450	7	14,200	1	5,650	-	-
Transportation equipment	23	733,600	67	217,000	9	42,150	-	-	4	17,850
Instruments	-	-	9	23,700	-	-	-	-	-	-
Miscellaneous manufacturing	1	1,000	10	20,300	-	-	-	-	-	-
Nonmanufacturing	61	217,300	498	2,700,500	24	82,050	21	106,900	16	116,850
Mining, crude petroleum, and natural gas	3	7,600	11	158,300	-	-	-	-	-	-
Transportation ¹	3	21,400	66	628,750	2	4,200	-	-	-	-
Communications	6	37,500	60	558,300	1	1,500	-	-	-	-
Utilities, electric, and gas	7	14,950	23	79,300	1	1,350	1	1,000	-	-
Wholesale trade	2	2,700	11	21,100	1	1,000	1	2,100	-	-
Retail trade	12	36,600	95	332,350	7	30,350	1	1,700	-	-
Hotels and restaurants	3	4,250	14	38,200	2	7,700	9	61,150	8	59,650
Services	3	5,850	41	221,750	5	10,450	1	6,000	2	22,100
Construction	22	86,450	177	662,450	5	25,500	8	36,950	6	35,100
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 1.5 Agreements by region and State

(Agreements covering 1,000 workers or more, January 1, 1978)

Region and State	Agreements	Workers	Region and State	Agreements	Workers
All agreements	1,536	7,054,550	District of Columbia	4	26,900
Interstate	282	3,122,450	Florida	19	37,750
New England	77	206,400	Georgia	9	20,000
More than 1 State ¹	16	48,200	Maryland	10	23,250
Connecticut	29	86,100	North Carolina	13	22,950
Maine	5	8,550	South Carolina	4	6,350
Massachusetts	24	58,750	Virginia	16	51,100
New Hampshire	1	1,700	West Virginia	7	9,750
Rhode Island	2	3,100	East South Central	46	94,900
Vermont	-	-	More than 1 State ¹	1	1,800
Middle Atlantic	291	950,900	Alabama	9	20,900
More than 1 State ¹	27	94,650	Kentucky	11	19,150
New Jersey	38	84,600	Mississippi	5	18,600
New York	139	540,850	Tennessee	20	34,450
Pennsylvania	87	230,800	West South Central	61	177,900
East North Central	327	880,600	More than 1 State ¹	2	17,600
More than 1 State ¹	11	83,250	Arkansas	7	14,650
Illinois	110	265,850	Louisiana	11	27,350
Indiana	28	79,300	Oklahoma	2	5,400
Michigan	57	162,500	Texas	39	112,900
Ohio	76	183,550	Mountain	40	95,100
Wisconsin	45	106,150	More than 1 State ¹	-	-
West North Central	82	224,900	Arizona	9	16,000
More than 1 State ¹	8	36,000	Colorado	14	39,250
Iowa	10	19,950	Idaho	3	4,800
Kansas	5	11,900	Montana	-	-
Minnesota	30	84,750	Nevada	4	21,600
Missouri	23	56,900	New Mexico	6	8,150
Nebraska	5	14,200	Utah	4	5,300
North Dakota	-	-	Wyoming	-	-
South Dakota	1	1,200	Pacific	216	941,450
South Atlantic	114	359,950	More than 1 State ¹	16	82,900
More than 1 State ¹	29	158,500	Alaska	6	27,300
Delaware	3	3,400	California	152	723,950
			Hawaii	3	15,000
			Oregon	4	11,600
			Washington	35	80,700

¹ Worker distribution by State not available.

Table 1.6 Agreements by Federal administrative region and State

(Agreements covering 1,000 workers or more, January 1, 1978)

Region and State	Agreements	Workers	Region and State	Agreements	Workers
All agreements	1,536	7,054,550	Michigan	57	162,500
Interstate	289	3,121,500	Minnesota	30	84,750
Region I	77	206,400	Ohio	76	183,550
More than 1 State ¹	16	48,200	Wisconsin	45	106,150
Connecticut	29	86,100	Region VI	67	186,050
Maine	5	8,550	More than 1 State ¹	2	17,600
Massachusetts	24	58,750	Arkansas	7	14,650
New Hampshire	1	1,700	Louisiana	11	27,350
Rhode Island	2	3,100	New Mexico	6	8,150
Vermont	-	-	Oklahoma	2	5,400
Region II	195	694,800	Texas	39	112,900
More than 1 State ¹	18	69,350	Region VII	48	112,450
New Jersey	38	84,600	More than 1 State ¹	5	9,500
New York	139	540,850	Iowa	10	19,950
Puerto Rico	-	-	Kansas	5	11,900
Virgin Islands	-	-	Missouri	23	56,900
Region III	146	413,750	Nebraska	5	14,200
More than 1 State ¹	19	68,550	Region VIII	19	45,750
Delaware	3	3,400	More than 1 State ¹	-	-
District of Columbia	4	26,900	Colorado	14	39,250
Maryland	10	23,250	Montana	-	-
Pennsylvania	87	230,800	North Dakota	-	-
Virginia	16	51,100	South Dakota	1	1,200
West Virginia	7	9,750	Utah	4	5,300
Region IV	104	270,950	Wyoming	-	-
More than 1 State ¹	14	90,800	Region IX	172	794,500
Alabama	9	20,900	More than 1 State ¹	4	17,950
Florida	19	37,750	Arizona	9	16,000
Georgia	9	20,000	California	152	723,950
Kentucky	11	19,150	Guam	-	-
Mississippi	5	18,600	Hawaii	3	15,000
North Carolina	13	22,950	Nevada	4	21,600
South Carolina	4	6,350	Region X	61	240,550
Tennessee	20	34,450	More than 1 State ¹	13	116,150
Region V	358	967,850	Alaska	6	27,300
More than 1 State ¹	12	85,750	Idaho	3	4,800
Illinois	110	265,850	Oregon	4	11,600
Indiana	28	79,300	Washington	35	80,700

¹ Worker distribution by State not available.

Table 1.7 Agreements by union

(Agreements covering 1,000 workers or more, January 1, 1978)

Union	Agreements	Workers	Union	Agreements	Workers
All agreements	1,536	7,054,550	Oil, Chemical, and Atomic Workers	26	46,050
AFL-CIO	1,202	4,761,500	Painters	13	36,050
Two or more AFL-CIO unions	22	106,350	Paperworkers	31	47,950
Directly Affiliated unions of the AFL-CIO	6	27,600	Plasterers and Cement Masons	6	14,400
Actors	5	114,500	Plumbers	29	78,850
Aluminum Workers	2	11,600	Potters	3	5,850
Asbestos Workers	1	1,100	Printing and Graphic	5	11,300
Bakery Workers	6	11,850	Retail Clerks ¹	66	268,800
Boilermakers	11	30,700	Retail, Wholesale, & Department Store Workers	16	69,850
Bricklayers	13	24,500	Rubber Workers	19	95,050
Broadcast Employees and Technicians	1	1,500	Seafarers	7	29,300
Carpenters	81	361,900	Service Employees	29	159,600
Cement Workers	3	3,900	Sheet Metal Workers	12	23,700
Chemical Workers	7	9,250	Shoe Workers; United ²	4	8,550
Clothing Workers ²	31	154,500	Stage Employees	2	22,400
Communications Workers	45	439,650	State, County, and Municipal Employees	1	2,400
Distillery Workers	6	13,200	Steelworkers	107	473,950
Electrical Workers (IBEW)	114	310,600	Stove Workers	1	1,300
Electrical Workers (IUE)	18	165,000	Textile Workers; United	6	15,300
Elevator Constructors	2	4,500	Tobacco Workers	8	22,650
Engineers; Operating	36	130,400	Toy Workers	2	7,800
Furniture Workers	2	2,450	Transit Union; Amalgamated	4	19,750
Garment Workers; Ladies	32	269,350	Transport Workers	1	2,300
Glass and Ceramic Workers	2	12,500	Upholsterers	4	8,900
Glass Bottle Blowers	12	47,500	Utility Workers	9	36,650
Glass Workers; Flint	8	17,350	Woodworkers	9	12,300
Grain Millers	5	15,000	Unaffiliated	313	2,188,000
Granite Cutters	1	2,300	Single firm independent unions	50	195,400
Graphic Arts	16	37,150	Atlantic Independent Union	1	4,000
Hatters	1	1,100	Auto Workers	89	952,250
Hotel and Restaurant Employees	33	121,900	Directors Guild	1	4,600
Industrial Workers; Allied	13	27,000	Distributive Workers	3	5,200
Insurance Workers	4	32,850	Electrical Workers (UE)	4	31,250
Iron Workers	17	34,200	Football Players	1	1,100
Jewelry Workers	1	2,600	Guard Workers; Plant	2	3,500
Laborers	51	177,850	Laundry, Dry Cleaning, and Dyehouse Workers	3	10,700
Lathers	1	3,000	Longshoremen and Warehousemen	4	16,600
Laundry and Dry Cleaning Union	2	3,850	Mine Workers	3	141,000
Leather Workers	1	1,450	Newspaper and Mail Deliverers	1	2,000
Leather, Plastic, and Novelty Workers	4	8,350	Nurses; American	6	12,550
Longshoremen's Association	9	34,100	Office, Sales and Technical Employees	1	1,450
Machinists	72	219,450	Pulp and Paper; Western	5	8,850
Marine and Shipbuilding Workers	6	16,000	Teamsters	125	725,900
Marine Engineers	1	5,000	Telephone Unions; Independent	11	54,350
Maritime Union; National	2	15,000	Truck Drivers; Chicago	1	8,000
Masters, Mates, and Pilots	2	9,500	Watchmen Association	1	3,300
Meat Cutters ¹	57	147,350	Writers Guild (East and West)	1	6,000
Mechanics Educational Society	2	2,650	Two or more unions--different affiliations	21	105,050
Molders	2	2,500			
Musicians	5	36,500			
Newspaper Guild	4	6,250			
Office Employees	4	5,850			

¹ The Retail Clerks International Union and the Amalgamated Meat Cutters and Butcher Workmen of North America combined in 1979, forming the United Food and Commercial Workers

International Union.

² The United Shoe Workers of America merged with the Amalgamated Clothing and Textile Workers Union in 1979.

Table 1.8 Employer unit by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Single employer						Multiemployer	
	Agreements	Workers	Total		Single plant		Multiplant		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	1,536	7,054,550	888	3,816,150	420	1,090,400	468	2,725,750	648	3,238,400
Manufacturing	770	3,377,150	640	2,750,750	371	981,850	269	1,768,900	130	626,400
Food, kindred products	84	234,550	52	108,650	29	47,150	23	81,500	32	125,900
Tobacco manufacturing	9	23,850	9	23,850	5	10,350	4	13,500	-	-
Textile mill products	13	28,900	12	27,400	7	10,600	5	16,800	1	1,500
Apparel	44	371,550	9	21,650	2	4,600	7	17,050	35	349,900
Lumber, wood products	11	18,900	7	10,100	4	5,500	3	4,600	4	8,800
Furniture, fixtures	12	20,050	8	12,450	5	6,950	3	5,500	4	7,600
Paper, allied products	49	86,600	43	74,050	29	42,800	14	31,250	6	12,550
Printing and publishing	23	48,400	7	10,000	4	6,400	3	3,600	16	38,400
Chemicals	41	78,400	41	78,400	33	60,700	8	17,700	-	-
Petroleum refining	16	30,150	16	30,150	6	9,950	10	20,200	-	-
Rubber and plastics	19	95,750	18	92,250	9	11,300	9	80,950	1	3,500
Leather products	12	25,050	4	10,750	3	8,550	1	2,200	8	14,300
Stone, clay, and glass	31	92,600	28	84,650	9	14,000	19	70,650	3	7,950
Primary metals	74	421,550	71	418,000	37	68,400	34	349,600	3	3,550
Fabricated metals	43	99,850	36	86,150	22	44,200	14	41,950	7	13,700
Machinery	80	251,500	79	249,000	57	103,900	22	145,100	1	2,500
Electrical machinery	77	361,300	75	358,550	44	198,050	31	160,500	2	2,750
Transportation equipment	107	1,034,700	103	1,011,600	56	312,150	47	699,450	4	23,100
Instruments	13	30,700	13	30,700	6	10,400	7	20,300	-	-
Miscellaneous manufacturing	12	22,800	9	12,400	4	5,900	5	6,500	3	10,400
Nonmanufacturing	766	3,677,400	248	1,065,400	49	108,550	199	956,850	518	2,612,000
Mining, crude petroleum, and natural gas	15	167,000	11	21,000	8	10,900	3	10,100	4	146,000
Transportation ¹	76	665,600	17	45,900	3	4,300	14	41,600	59	619,700
Communications	69	600,900	66	526,900	2	3,600	64	523,300	3	74,000
Utilities, electric, and gas	73	212,350	70	206,850	18	57,300	52	149,550	3	5,500
Wholesale trade	16	28,250	2	2,700	-	-	2	2,700	14	25,550
Retail trade	123	429,750	61	189,050	10	16,600	51	172,450	62	240,700
Hotels and restaurants	37	172,400	3	6,850	1	1,150	2	5,700	34	165,550
Services	71	392,550	16	62,650	6	13,200	10	49,450	55	329,900
Construction	288	1,008,600	2	3,500	1	1,500	1	2,000	284	1,005,100
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 1.9 Occupational coverage by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Production workers		Professional ¹		Clerical		Sales	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	1,164	5,298,550	29	232,200	23	92,300	41	196,650
Manufacturing	770	3,377,150	640	2,798,850	4	20,250	2	2,200	4	5,800
Food, kindred products	84	234,550	65	197,450	-	-	-	-	4	5,800
Tobacco manufacturing	9	23,850	8	21,450	-	-	-	-	-	-
Textile mill products	13	28,900	13	28,900	-	-	-	-	-	-
Apparel	44	371,550	42	363,750	-	-	-	-	-	-
Lumber, wood products	11	18,900	10	17,900	-	-	-	-	-	-
Furniture, fixtures	12	20,050	12	20,050	-	-	-	-	-	-
Paper, allied products	49	86,600	42	70,450	-	-	-	-	-	-
Printing and publishing	23	48,400	19	42,300	-	-	-	-	-	-
Chemicals	41	78,400	29	57,350	-	-	-	-	-	-
Petroleum refining	16	30,150	11	19,950	-	-	1	1,200	-	-
Rubber and plastics	19	95,750	18	94,750	-	-	-	-	-	-
Leather products	12	25,050	11	23,450	-	-	-	-	-	-
Stone, clay, and glass	31	92,600	27	86,150	-	-	-	-	-	-
Primary metals	74	421,550	63	301,000	-	-	-	-	-	-
Fabricated metals	43	99,850	32	58,250	-	-	-	-	-	-
Machinery	80	251,500	73	238,550	1	1,250	-	-	-	-
Electrical machinery	77	361,300	63	230,900	-	-	1	1,000	-	-
Transportation equipment	107	1,034,700	80	883,400	3	19,000	-	-	-	-
Instruments	13	30,700	11	21,350	-	-	-	-	-	-
Miscellaneous manufacturing	12	22,800	11	21,500	-	-	-	-	-	-
Nonmanufacturing	766	3,677,400	524	2,499,700	25	211,950	21	90,100	37	190,850
Mining, crude petroleum, and natural gas	15	167,000	13	164,800	-	-	-	-	-	-
Transportation ²	76	665,600	60	608,900	2	10,000	3	14,500	-	-
Communications	89	600,900	22	247,050	4	75,400	13	68,900	1	3,450
Utilities, electric, and gas	73	212,350	27	56,350	1	1,900	2	2,600	-	-
Wholesale trade	16	28,250	9	16,650	-	-	1	1,400	2	4,000
Retail trade	123	429,750	48	127,850	-	-	-	-	31	157,050
Hotels and restaurants	37	172,400	32	138,400	-	-	-	-	-	-
Services	71	392,550	28	132,300	18	124,650	2	2,700	3	26,350
Construction	286	1,008,600	285	1,007,400	-	-	-	-	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1.9 Occupational coverage by Industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Production and clerical		Production and professional ¹		Production and sales		Production, professional, and clerical ¹		Other ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	64	362,250	59	172,750	34	131,550	64	340,100	58	228,200
Manufacturing	28	206,350	41	92,300	5	12,750	29	194,900	17	43,750
Food, kindred products	3	4,800	4	9,250	4	9,750	2	3,600	2	3,900
Tobacco manufacturing	-	-	1	2,400	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-
Apparel	1	4,800	-	-	1	3,000	-	-	-	-
Lumber, wood products	-	-	-	-	-	-	-	-	1	1,000
Furniture, fixtures	-	-	-	-	-	-	-	-	-	-
Paper, allied products	-	-	5	6,950	-	-	1	8,000	1	1,200
Printing and publishing	-	-	1	1,100	-	-	2	3,900	1	1,100
Chemicals	-	-	7	12,100	-	-	2	5,450	3	3,500
Petroleum refining	-	-	3	6,550	-	-	1	2,450	-	-
Rubber and plastics	1	1,000	-	-	-	-	-	-	-	-
Leather products	-	-	-	-	-	-	1	1,600	-	-
Stone, clay, and glass	1	2,250	3	4,200	-	-	-	-	-	-
Primary metals	5	107,300	3	3,550	-	-	3	9,700	-	-
Fabricated metals	5	17,450	2	5,100	-	-	4	19,050	-	-
Machinery	2	4,500	-	-	-	-	2	3,100	2	4,100
Electrical machinery	6	28,550	4	11,800	-	-	2	75,850	1	13,200
Transportation equipment	4	35,700	7	28,000	-	-	7	52,850	6	15,750
Instruments	-	-	-	-	-	-	2	9,350	-	-
Miscellaneous manufacturing	-	-	1	1,300	-	-	-	-	-	-
Nonmanufacturing	36	155,900	18	80,450	29	118,800	35	145,200	41	184,450
Mining, crude petroleum, and natural gas	-	-	1	1,200	-	-	1	1,000	-	-
Transportation ²	7	26,000	1	1,000	-	-	1	1,200	2	4,000
Communications	14	52,100	-	-	-	-	6	45,350	9	108,650
Utilities, electric, and gas	3	26,050	8	21,650	-	-	23	87,050	9	16,750
Wholesale trade	1	2,100	-	-	3	4,100	-	-	-	-
Retail trade	5	16,700	-	-	23	90,050	1	1,800	15	36,300
Hotels and restaurants	4	29,000	-	-	1	5,000	-	-	-	-
Services	2	3,950	8	56,600	2	19,650	3	8,800	5	17,550
Construction	-	-	-	-	-	-	-	-	1	1,200
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Includes technical employees.

² Excludes railroads and airlines.

³ Includes agreements covering various combinations of occupations or miscellaneous work groups.

Part II. Union Security, Management Rights, and Other Noneconomic Provisions

Union security
Checkoff
Management rights
“Favored nations” clauses
Antidiscrimination clauses
Older workers
Industrial relations committees
Safety committees
Productivity committees
Union literature
Moonlighting
Environmental provisions
Worker protection
Selected safety provisions
Absenteeism and tardiness

Table 2.1 Union security provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Type of union security									
	Agreements	Workers	Total		Union shop ¹		Modified union shop ²		Agency shop ³		Modified agency shop	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	1,292	6,271,000	950	4,323,550	95	284,100	99	625,650	11	64,950
Manufacturing	770	3,377,150	621	2,913,150	440	1,988,800	58	175,700	42	131,600	4	17,200
Food, kindred products	84	234,550	72	212,050	59	180,700	3	3,700	2	5,050	1	1,400
Tobacco manufacturing	9	23,850	5	10,250	4	7,850	1	2,400	-	-	-	-
Textile mill products	13	28,900	5	8,000	4	6,200	-	-	-	-	-	-
Apparel	44	371,550	40	363,750	38	360,150	-	-	-	-	-	-
Lumber, wood products	11	18,900	10	17,250	5	10,000	-	-	4	4,850	-	-
Furniture, fixtures	12	20,050	10	16,700	6	11,200	2	3,200	1	1,300	-	-
Paper, allied products	49	86,600	36	61,400	30	51,800	2	3,050	-	-	-	-
Printing and publishing	23	48,400	22	47,300	14	34,000	2	3,150	-	-	-	-
Chemicals	41	78,400	21	38,400	16	31,550	1	2,200	1	1,200	-	-
Petroleum refining	16	30,150	5	6,200	1	1,050	-	-	-	-	-	-
Rubber and plastics	19	95,750	17	90,750	13	71,050	1	1,050	-	-	-	-
Leather products	12	25,050	10	18,900	10	18,900	-	-	-	-	-	-
Stone, clay, and glass	31	92,600	30	91,600	21	58,600	1	1,000	1	5,000	-	-
Primary metals	74	421,550	64	401,100	27	55,250	20	93,200	8	40,750	-	-
Fabricated metals	43	99,850	38	88,350	27	64,950	5	8,450	1	1,000	1	3,600
Machinery	80	251,500	70	235,050	53	188,200	8	22,000	6	16,200	-	-
Electrical machinery	77	361,300	62	221,700	31	104,450	6	10,900	14	46,450	1	5,700
Transportation equipment	107	1,034,700	83	938,500	64	693,200	3	16,700	3	8,300	1	6,500
Instruments	13	30,700	11	26,200	9	23,300	1	1,400	1	1,500	-	-
Miscellaneous manufacturing	12	22,800	10	19,700	8	16,400	2	3,300	-	-	-	-
Nonmanufacturing	766	3,677,400	671	3,357,850	510	2,334,750	37	108,400	57	494,050	7	47,750
Mining, crude petroleum, and natural gas	15	167,000	12	162,900	7	150,300	3	10,100	-	-	-	-
Transportation ⁴	76	665,600	67	560,600	36	255,050	2	19,000	2	15,000	-	-
Communications	69	600,900	65	592,200	5	76,900	3	6,750	45	458,850	3	24,300
Utilities, electric, and gas	73	212,350	59	177,650	35	107,000	11	25,450	3	5,250	3	21,500
Wholesale trade	16	28,250	15	26,950	14	25,550	1	1,400	-	-	-	-
Retail trade	123	429,750	113	410,850	106	383,950	6	24,150	1	2,750	-	-
Hotels and restaurants	37	172,400	34	150,600	33	149,600	-	-	1	1,000	-	-
Services	71	392,550	66	380,300	56	337,900	1	2,000	-	-	1	1,950
Construction	286	1,008,600	240	895,800	218	848,500	10	19,550	5	11,200	-	-
Miscellaneous nonmanufacturing ...	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2.1 Union security provisions by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Type of union security—Continued										Sole bargaining ⁵	
	Maintenance of membership ⁶		Union shop and agency shop		Modified union shop and agency shop		Maintenance of membership and agency shop		Other ⁷		Agreements	Workers
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	43	177,950	40	474,800	21	155,500	13	39,000	20	125,500	244	783,550
Manufacturing	27	124,600	14	211,700	15	135,600	5	13,500	16	114,450	149	464,000
Food, kindred products	-	-	2	7,700	-	-	5	13,500	-	-	12	22,500
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	4	13,600
Textile mill products	1	1,800	-	-	-	-	-	-	-	-	8	20,900
Apparel	2	3,600	-	-	-	-	-	-	-	-	4	7,800
Lumber, wood products	-	-	-	-	1	2,400	-	-	-	-	1	1,650
Furniture, fixtures	-	-	-	-	1	1,000	-	-	-	-	2	3,350
Paper, allied products	-	-	-	-	1	1,150	-	-	3	5,400	13	25,200
Printing and publishing	-	-	-	-	-	-	-	-	6	10,150	1	1,100
Chemicals	3	3,450	-	-	-	-	-	-	-	-	20	40,000
Petroleum refining	4	5,150	-	-	-	-	-	-	-	-	11	23,950
Rubber and plastics	-	-	2	16,650	1	2,000	-	-	-	-	2	5,000
Leather products	-	-	-	-	-	-	-	-	-	-	2	6,150
Stone, clay, and glass	-	-	5	21,500	1	3,500	-	-	1	2,000	1	1,000
Primary metals	1	1,000	-	-	6	119,700	-	-	2	91,200	10	20,450
Fabricated metals	1	5,650	1	1,500	1	1,600	-	-	1	1,600	5	11,500
Machinery	-	-	1	6,500	2	2,150	-	-	-	-	10	16,450
Electrical machinery	7	49,500	-	-	1	2,100	-	-	2	2,600	15	139,600
Transportation equipment	8	54,450	3	157,850	-	-	-	-	1	1,500	24	96,200
Instruments	-	-	-	-	-	-	-	-	-	-	2	4,500
Miscellaneous manufacturing	-	-	-	-	-	-	-	-	-	-	2	3,100
Nonmanufacturing	16	53,350	26	263,100	6	19,900	8	25,500	4	11,050	95	319,550
Mining, crude petroleum, and natural gas	1	1,100	-	-	1	1,400	-	-	-	-	3	4,100
Transportation ⁴	1	5,000	24	257,350	-	-	1	5,000	1	4,200	9	105,000
Communications	6	10,200	-	-	1	7,500	2	7,700	-	-	4	8,700
Utilities, electric, and gas	3	6,050	-	-	2	7,650	1	3,400	1	1,350	14	34,700
Wholesale trade	-	-	-	-	-	-	-	-	-	-	1	1,300
Retail trade	-	-	-	-	-	-	-	-	-	-	10	18,900
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-	3	21,800
Services	3	25,200	-	-	2	3,350	2	5,900	1	4,000	5	12,250
Construction	2	5,800	2	5,750	-	-	2	3,500	1	1,500	46	112,800
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-	-	-

¹ A union shop requires all employees to become members of the union within a specified time after being hired or after a new provision is negotiated, and to remain members of the union as a condition of continued employment.

² A modified union shop is the same as a union shop except that certain employee groups may be exempted— for example, those already employed at the time the provision was negotiated, but who had not yet joined the union.

³ An agency shop requires all employees in the bargaining unit who do not join the union to pay a fixed amount monthly, usually the equivalent of union dues, as a condition of employment, to help defray the union's expenses in acting as a bargaining agent.

⁴ Excludes railroads and airlines.

⁵ Sole bargaining describes the arrangement whereby the union is recognized as the exclusive bargaining agent for all employees, union and nonunion, in the bargaining unit, but union membership is not required as a condition of employment.

⁶ Maintenance of membership describes an arrangement whereby employees who are members of the union at the time the agreement is negotiated, or who voluntarily join subsequently, must maintain their membership, usually for the duration of the agreement, as a condition of continued employment.

⁷ Includes agreements that provide combinations of union security provisions.

Table 2.2 Checkoff provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Type of checkoff					
	Agreements	Workers	Total		Dues checkoff only		Dues and assessments	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	1,274	5,848,900	377	1,437,700	30	69,700
Manufacturing	770	3,377,150	725	3,160,500	140	395,200	13	32,100
Food, kindred products	84	234,550	77	222,250	5	12,950	2	4,650
Tobacco manufacturing	9	23,850	9	23,850	3	11,650	-	-
Textile mill products	13	28,900	11	20,300	6	12,100	-	-
Apparel	44	371,550	33	235,250	1	3,000	-	-
Lumber, wood products	11	18,900	10	16,900	1	1,500	-	-
Furniture, fixtures	12	20,050	11	18,050	-	-	-	-
Paper, allied products	49	86,600	47	82,400	20	38,200	1	1,250
Printing and publishing	23	48,400	18	42,700	3	4,300	7	20,400
Chemicals	41	78,400	39	73,950	20	40,750	-	-
Petroleum refining	16	30,150	16	30,150	9	20,700	-	-
Rubber and plastics	19	95,750	19	95,750	12	55,300	-	-
Leather products	12	25,050	12	25,050	3	4,800	-	-
Stone, clay, and glass	31	92,600	31	92,600	3	5,150	-	-
Primary metals	74	421,550	71	417,850	4	28,850	-	-
Fabricated metals	43	99,850	40	91,900	3	4,450	-	-
Machinery	80	251,500	78	247,950	7	10,400	1	1,150
Electrical machinery	77	361,300	77	361,300	23	72,950	-	-
Transportation equipment	107	1,034,700	102	1,010,400	13	64,250	2	4,650
Instruments	13	30,700	12	29,100	-	-	-	-
Miscellaneous manufacturing	12	22,800	12	22,800	4	5,900	-	-
Nonmanufacturing	766	3,677,400	549	2,688,400	237	1,042,500	17	37,600
Mining, crude petroleum, and natural gas	15	167,000	15	167,000	3	7,300	-	-
Transportation ¹	76	665,600	67	619,350	3	23,750	2	7,000
Communications	69	600,900	68	591,900	51	471,300	1	1,150
Utilities, electric, and gas	73	212,350	63	191,550	40	120,500	1	1,900
Wholesale trade	16	28,250	10	15,750	-	-	-	-
Retail trade	123	429,750	92	286,550	12	42,500	1	1,000
Hotels and restaurants	37	172,400	26	115,400	6	27,450	-	-
Services	71	392,550	51	251,300	13	28,950	4	5,400
Construction	286	1,008,600	157	449,600	109	322,750	8	21,150
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2.2 Checkoff provisions by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Type of checkoff—Continued						No reference to checkoff	
	Dues and initiation fees		Dues, assessments, and initiation fees		Other ²		Agreements	Workers
	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	562	2,554,250	298	1,771,700	7	15,550	262	1,205,650
Manufacturing	384	1,858,350	186	870,750	2	4,100	45	216,650
Food, kindred products	47	147,250	22	55,100	1	2,300	7	12,300
Tobacco manufacturing	5	9,800	1	2,400	-	-	-	-
Textile mill products	4	7,000	1	1,200	-	-	2	8,600
Apparel	5	16,100	27	216,150	-	-	11	136,300
Lumber, wood products	8	13,100	1	2,300	-	-	1	2,000
Furniture, fixtures	7	11,900	4	6,150	-	-	1	2,000
Paper, allied products	24	40,100	2	2,850	-	-	2	4,200
Printing and publishing	1	1,000	7	17,000	-	-	5	5,700
Chemicals	14	22,750	5	10,450	-	-	2	4,450
Petroleum refining	7	9,450	-	-	-	-	-	-
Rubber and plastics	5	12,950	2	27,500	-	-	-	-
Leather products	4	12,700	5	7,550	-	-	-	-
Stone, clay, and glass	25	83,550	3	3,900	-	-	-	-
Primary metals	16	27,000	51	364,000	-	-	3	3,700
Fabricated metals	25	49,800	12	37,650	-	-	3	7,950
Machinery	47	166,150	22	68,450	1	1,800	2	3,550
Electrical machinery	49	278,300	5	10,050	-	-	-	-
Transportation equipment	73	906,000	14	35,500	-	-	5	24,300
Instruments	11	27,650	1	1,450	-	-	1	1,600
Miscellaneous manufacturing	7	15,800	1	1,100	-	-	-	-
Nonmanufacturing	178	695,900	112	900,950	5	11,450	217	989,000
Mining, crude petroleum, and natural gas	3	4,700	9	155,000	-	-	-	-
Transportation ¹	10	25,400	48	554,150	4	9,050	9	46,250
Communications	14	114,200	2	5,250	-	-	1	9,000
Utilities, electric, and gas	13	49,350	9	19,800	-	-	10	20,800
Wholesale trade	7	10,450	3	5,300	-	-	6	12,500
Retail trade	59	188,550	20	54,500	-	-	31	143,200
Hotels and restaurants	18	76,750	2	11,200	-	-	11	57,000
Services	27	149,800	7	69,150	-	-	20	141,250
Construction	27	76,700	12	26,600	1	2,400	129	559,000
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes agreements that provide combinations of checkoff

provisions, that refer to checkoff provisions but give no details, or that make checkoffs subject to local negotiations.

Table 2.3 Checkoff provisions by type of union security

(Agreements covering 1,000 workers or more, January 1, 1978)

Type of union security	All agreements		Type of checkoff					
	Agreements	Workers	Total		Dues checkoff		Dues and assessments	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,536	7,054,550	1,274	5,848,900	377	1,437,700	30	69,700
Union security	1,292	6,271,000	1,071	5,165,600	295	1,188,700	27	61,450
Union shop	950	4,323,550	742	3,262,200	179	561,400	17	46,700
Modified union shop	95	284,100	90	264,950	23	50,350	3	3,600
Agency shop	99	625,650	96	614,650	56	436,800	-	-
Modified agency shop	11	64,950	11	64,950	8	53,450	-	-
Maintenance of membership	43	177,950	43	177,950	19	43,250	-	-
Union shop and agency shop	40	474,800	38	469,050	1	15,000	-	-
Modified union shop and agency shop	21	155,500	21	155,500	5	18,850	1	1,150
Maintenance of membership and agency shop	13	39,000	13	39,000	2	6,150	2	3,500
Subject to local negotiation	-	-	-	-	-	-	-	-
Other ¹	20	125,500	17	117,350	2	3,450	4	6,500
Sole bargaining	244	783,550	203	683,300	82	249,000	3	8,250
Type of checkoff—Continued								
	Dues and initiation fees		Dues, assessments, and initiation fees		Other ²		No reference to checkoff	
All agreements	562	2,554,250	298	1,771,700	7	15,550	262	1,205,650
Union security	469	2,249,750	274	1,651,200	6	14,500	221	1,105,400
Union shop	358	1,667,050	184	979,550	4	7,500	208	1,061,350
Modified union shop	21	52,050	42	156,950	1	2,000	5	19,150
Agency shop	35	161,250	5	16,600	-	-	3	11,000
Modified agency shop	2	7,900	1	3,600	-	-	-	-
Maintenance of membership	20	124,800	3	4,900	1	5,000	-	-
Union shop and agency shop	11	193,400	26	260,650	-	-	2	5,750
Modified union shop and agency shop	8	14,650	7	120,850	-	-	-	-
Maintenance of membership and agency shop	6	17,100	3	12,250	-	-	-	-
Subject to local negotiation	-	-	-	-	-	-	-	-
Other ¹	8	11,550	3	95,850	-	-	3	8,150
Sole bargaining	93	304,500	24	120,500	1	1,050	41	100,250

¹ Includes agreements that provide other combinations of checkoff provisions not listed in the table.

² Includes agreements that make checkoff subject to local

negotiations, or agreements that refer to checkoff provisions but give no details.

Table 2.4 Management rights, "favored nations" clauses, and savings clauses by industry

Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Management rights provisions		"Favored nations" clauses ¹		Savings clauses ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	931	4,280,500	206	862,500	932	4,724,400
Manufacturing	770	3,377,150	565	2,526,300	23	125,150	388	2,038,050
Food, kindred products	84	234,550	41	89,750	7	11,500	40	133,900
Tobacco manufacturing	9	23,850	6	15,700	-	-	6	15,600
Textile mill products	13	28,900	10	24,900	-	-	4	6,000
Apparel	44	371,550	13	28,950	4	86,100	41	367,850
Lumber, wood products	11	18,900	4	9,350	1	3,000	5	8,450
Furniture, fixtures	12	20,050	9	14,650	1	2,200	7	12,800
Paper, allied products	49	86,600	35	56,250	-	-	26	43,400
Printing and publishing	23	48,400	9	13,000	5	13,200	13	33,250
Chemicals	41	78,400	27	47,250	1	2,000	20	34,800
Petroleum refining	16	30,150	10	18,400	-	-	12	24,200
Rubber and plastics	19	95,750	14	73,800	-	-	8	38,550
Leather products	12	25,050	7	15,950	1	2,500	8	16,100
Stone, clay, and glass	31	92,600	27	77,350	-	-	22	77,000
Primary metals	74	421,550	68	404,400	-	-	18	133,000
Fabricated metals	43	99,850	36	83,950	-	-	24	54,400
Machinery	80	251,500	71	203,700	-	-	24	47,150
Electrical machinery	77	361,300	67	337,500	2	2,750	37	102,550
Transportation equipment	107	1,034,700	93	977,750	1	1,900	60	854,250
Instruments	13	30,700	10	22,800	-	-	5	17,600
Miscellaneous manufacturing	12	22,800	8	10,900	-	-	8	17,400
Nonmanufacturing	766	3,677,400	366	1,754,200	183	737,350	544	2,686,350
Mining, crude petroleum, and natural gas	15	167,000	13	160,000	-	-	9	148,800
Transportation ³	76	665,600	33	403,700	7	15,500	53	534,200
Communications	69	600,900	23	137,050	2	39,000	42	363,950
Utilities, electric, and gas	73	212,350	66	201,400	1	1,200	36	93,000
Wholesale trade	16	28,250	9	14,600	1	2,100	14	25,950
Retail trade	123	429,750	70	236,850	8	18,600	98	335,050
Hotels and restaurants	37	172,400	16	97,400	7	25,450	20	85,850
Services	71	392,550	38	235,500	17	133,350	44	270,900
Construction	286	1,008,600	98	267,700	140	502,150	228	848,650
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Provisions indicating that 1 party to the agreement (employer or union) shall have the opportunity to share in more favorable terms negotiated by the other party with another employer or union.

² Provisions stating that if any part of the agreement is made

invalid by law, the remainder of the agreement will remain in force.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.5 Antidiscrimination clauses by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Total with anti-discrimination provisions		Discrimination barred because of—					
	Agreements	Workers	Agreements	Workers	Race or color		Creed, religion, or religious belief		Nationality or place of birth	
					Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	1,464	6,867,600	1,314	6,461,650	1,302	6,357,350	1,261	6,184,700
Manufacturing	770	3,377,150	745	3,328,950	706	3,214,000	704	3,213,750	687	3,174,100
Food, kindred products	84	234,550	80	226,750	79	225,550	79	225,550	75	217,450
Tobacco manufacturing	9	23,850	9	23,850	7	19,950	7	19,950	7	19,950
Textile mill products	13	26,900	12	27,400	9	19,600	9	19,600	9	19,600
Apparel	44	371,550	39	354,050	34	339,750	34	339,750	33	338,250
Lumber, wood products	11	18,900	10	17,400	10	17,400	10	17,400	10	17,400
Furniture, fixtures	12	20,050	11	18,150	11	18,150	11	18,150	10	15,950
Paper, allied products	49	86,600	47	84,150	44	80,400	42	77,750	44	80,400
Printing and publishing	23	48,400	20	43,450	17	36,450	16	35,050	17	36,450
Chemicals	41	76,400	40	77,300	33	60,200	33	60,200	31	57,700
Petroleum refining	16	30,150	16	30,150	15	26,350	16	30,150	15	26,350
Rubber and plastics	19	95,750	19	95,750	18	94,600	18	94,600	18	94,600
Leather products	12	25,050	11	24,050	10	21,550	10	21,550	9	18,800
Stone, clay, and glass	31	92,600	30	91,000	30	91,000	30	91,000	30	91,000
Primary metals	74	421,550	73	420,000	71	412,550	71	412,550	68	409,200
Fabricated metals	43	99,850	42	98,250	41	92,600	41	92,600	40	91,600
Machinery	80	251,500	79	250,450	77	222,050	77	222,050	76	218,750
Electrical machinery	77	361,300	76	359,600	72	353,100	72	353,100	70	348,200
Transportation equipment	107	1,034,700	107	1,034,700	105	1,032,050	105	1,032,050	104	1,029,550
Instruments	13	30,700	13	30,700	13	30,700	13	30,700	13	30,700
Miscellaneous manufacturing	12	22,800	11	21,800	10	20,000	10	20,000	8	12,200
Nonmanufacturing	766	3,677,400	719	3,538,650	608	3,247,650	598	3,143,600	574	3,010,600
Mining, crude petroleum, and natural gas	15	167,000	15	167,000	15	167,000	15	167,000	13	40,000
Transportation ¹	76	665,600	68	628,500	61	603,950	62	608,950	60	600,250
Communications	69	600,900	69	600,900	69	600,900	69	600,900	69	600,900
Utilities, electric, and gas	73	212,350	70	202,550	57	176,100	58	177,850	57	176,100
Wholesale trade	16	26,250	13	22,250	12	21,250	12	21,250	12	21,250
Retail trade	123	429,750	114	402,950	98	370,550	96	366,950	96	363,050
Hotels and restaurants	37	172,400	37	172,400	28	129,700	28	129,700	20	103,100
Services	71	392,550	68	381,350	60	354,600	58	347,100	60	355,050
Construction	286	1,008,600	265	960,750	208	823,600	200	723,900	187	750,900
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2.5 Antidiscrimination clauses by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Discrimination barred because of—Continued						Discrimination barred in accordance with the law		Discrimination barred, no reference to specific discriminatory behavior	
	Union membership or activity		Sex		Age		Agreements	Workers	Agreements	Workers
	Agreements	Workers	Agreements	Workers	Agreements	Workers				
All industries	1,140	5,237,050	1,268	6,360,400	944	4,630,050	28	72,500	10	24,450
Manufacturing	555	2,340,100	697	3,202,600	527	2,423,900	9	19,000	3	6,150
Food, kindred products	67	199,900	78	223,950	59	184,500	-	-	-	-
Tobacco manufacturing	6	14,250	7	19,950	6	18,750	1	1,500	-	-
Textile mill products	9	22,800	9	19,600	5	8,700	-	-	-	-
Apparel	17	74,250	32	334,750	22	217,450	-	-	-	-
Lumber, wood products	3	7,300	10	17,400	10	17,400	-	-	-	-
Furniture, fixtures	10	16,800	11	18,150	9	13,750	-	-	-	-
Paper, allied products	25	43,450	43	78,700	35	60,800	1	1,000	-	-
Printing and publishing	16	35,600	17	36,450	12	23,750	-	-	-	-
Chemicals	34	66,400	31	56,950	20	36,400	-	-	-	-
Petroleum refining	13	24,900	14	24,650	9	16,150	-	-	-	-
Rubber and plastics	8	13,800	18	94,600	15	50,950	1	1,150	-	-
Leather products	8	18,550	10	21,550	8	18,950	-	-	-	-
Stone, clay, and glass	27	84,600	30	91,000	28	88,400	-	-	-	-
Primary metals	59	347,000	70	409,950	31	74,050	2	7,450	-	-
Fabricated metals	36	90,300	42	98,250	33	66,900	1	2,900	-	-
Machinery	63	215,550	77	245,750	63	195,150	-	-	1	3,000
Electrical machinery	55	307,700	72	353,100	58	319,050	3	5,000	-	-
Transportation equipment	82	720,900	104	1,015,150	86	982,600	-	-	1	1,350
Instruments	12	29,250	12	22,700	11	19,800	-	-	-	-
Miscellaneous manufacturing	5	6,800	10	20,000	7	10,400	-	-	1	1,800
Nonmanufacturing	585	2,896,950	571	3,157,800	417	2,206,150	19	53,500	7	18,300
Mining, crude petroleum, and natural gas	12	162,300	15	167,000	11	155,700	-	-	-	-
Transportation ¹	61	601,100	61	608,750	22	97,950	-	-	-	-
Communications	42	316,100	69	600,900	68	599,650	-	-	-	-
Utilities, electric, and gas	49	142,800	57	176,100	43	126,450	-	-	-	-
Wholesale trade	12	20,900	11	19,150	11	19,150	-	-	-	-
Retail trade	96	354,800	93	362,000	77	289,650	1	1,000	1	2,250
Hotels and restaurants	36	167,000	25	121,200	13	61,900	-	-	1	2,950
Services	50	293,150	57	343,300	45	274,450	2	6,800	-	-
Construction	227	838,800	183	759,400	127	581,250	16	45,700	5	13,100
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.6 Older worker provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Provision referring to—			
	Agreements	Workers	Hiring of older workers		Retention of older workers	
			Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	65	220,650	175	561,300
Manufacturing	770	3,377,150	2	10,550	111	305,550
Food, kindred products	84	234,550	-	-	8	17,550
Tobacco manufacturing	9	23,850	-	-	4	12,900
Textile mill products	13	28,900	-	-	2	2,700
Apparel	44	371,550	-	-	5	33,800
Lumber, wood products	11	18,900	-	-	-	-
Furniture, fixtures	12	20,050	-	-	4	6,750
Paper, allied products	49	86,600	-	-	3	3,950
Printing and publishing	23	48,400	-	-	1	2,000
Chemicals	41	78,400	-	-	7	12,800
Petroleum refining	16	30,150	-	-	3	6,700
Rubber and plastics	19	95,750	1	9,250	8	30,650
Leather products	12	25,050	-	-	1	2,200
Stone, clay, and glass	31	92,600	-	-	4	8,050
Primary metals	74	421,550	-	-	12	36,800
Fabricated metals	43	99,850	-	-	10	29,100
Machinery	80	251,500	1	1,300	17	33,150
Electrical machinery	77	361,300	-	-	1	1,500
Transportation equipment	107	1,034,700	-	-	13	42,450
Instruments	13	30,700	-	-	2	6,800
Miscellaneous manufacturing	12	22,800	-	-	6	13,700
Nonmanufacturing	766	3,677,400	63	210,100	64	255,750
Mining, crude petroleum, and natural gas	15	167,000	-	-	2	5,200
Transportation ¹	76	665,600	2	12,800	5	20,800
Communications	69	600,900	-	-	2	21,700
Utilities, electric, and gas	73	212,350	1	1,600	24	69,050
Wholesale trade	16	28,250	-	-	3	6,400
Retail trade	123	429,750	2	2,200	11	28,500
Hotels and restaurants	37	172,400	-	-	1	10,000
Services	71	392,550	-	-	4	62,650
Construction	266	1,008,600	58	193,500	12	31,450
Miscellaneous nonmanufacturing	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.7 Labor-management committees on industrial relations issues, safety, and productivity by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Labor-management committees on—					
	Agreements	Workers	Industrial relations issues ¹		Safety ²		Productivity ³	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	62	340,100	506	2,979,600	83	1,271,800
Manufacturing	770	3,377,150	39	181,850	367	1,840,450	55	828,650
Food, kindred products	84	234,550	5	16,600	32	132,400	5	70,200
Tobacco manufacturing	9	23,850	-	-	-	-	-	-
Textile mill products	13	28,900	-	-	-	-	-	-
Apparel	44	371,550	-	-	-	-	-	-
Lumber, wood products	11	18,900	4	4,850	7	9,950	1	1,000
Furniture, fixtures	12	20,050	2	3,500	4	5,500	1	1,300
Paper, allied products	49	86,600	1	1,100	21	34,050	-	-
Printing and publishing	23	48,400	1	2,500	4	13,000	1	8,100
Chemicals	41	78,400	1	1,250	20	33,950	1	2,000
Petroleum refining	16	30,150	-	-	11	19,100	-	-
Rubber and plastics	19	95,750	3	36,750	17	86,850	2	2,250
Leather products	12	25,050	-	-	2	3,200	-	-
Stone, clay, and glass	31	92,600	1	1,000	21	61,250	-	-
Primary metals	74	421,550	7	43,700	63	396,200	32	315,300
Fabricated metals	43	99,850	3	6,150	24	64,850	3	5,050
Machinery	80	251,500	3	10,500	44	138,250	1	1,100
Electrical machinery	77	361,300	5	49,900	32	100,500	-	-
Transportation equipment	107	1,034,700	2	2,700	58	720,500	8	422,350
Instruments	13	30,700	1	1,350	4	16,500	-	-
Miscellaneous manufacturing	12	22,800	-	-	3	4,400	-	-
Nonmanufacturing	766	3,677,400	23	158,250	139	1,139,150	28	443,150
Mining, crude petroleum, and natural gas	15	167,000	2	6,000	13	160,900	3	10,100
Transportation ⁴	76	665,600	3	12,900	24	439,900	17	360,150
Communications	69	600,900	5	80,000	31	309,550	2	36,800
Utilities, electric, and gas	73	212,350	2	4,650	29	89,150	2	5,300
Wholesale trade	16	28,250	1	1,350	1	1,300	-	-
Retail trade	123	429,750	2	2,600	7	13,750	1	3,450
Hotels and restaurants	37	172,400	1	20,000	-	-	1	24,000
Services	71	392,550	5	27,250	5	29,450	2	3,350
Construction	286	1,008,600	2	3,500	29	95,150	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ A labor-management committee on industrial relations issues is a joint committee which studies issues; for example, subcontracting, seniority, and wage incentives, away from the deadlines of bargaining and makes recommendations to the negotiators. It also may be referred to as a 'prebargaining' or 'continuous bargaining' committee. It should not be confused with labor-management committees which meet periodically to discuss and resolve grievances and in-plant problems.

² A labor-management safety committee is a joint committee

which meets periodically to discuss safety problems, to work out solutions, and to implement safety programs in the plant.

³ A labor-management committee on productivity is a joint committee which meets periodically to discuss in-plant production problems and to work out methods of improving the quantity and quality of production.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.8 Restrictions on posting or distribution of union literature and moonlighting by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Restriction on posting or distribution of union literature ¹		Restriction on moonlighting ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	774	3,729,650	82	689,350
Manufacturing	770	3,377,150	531	2,301,850	22	221,850
Food, kindred products	84	234,550	59	178,000	3	6,300
Tobacco manufacturing	9	23,850	1	5,800	-	-
Textile mill products	13	28,900	8	18,100	-	-
Apparel	44	371,550	6	15,700	1	3,000
Lumber, wood products	11	18,900	6	11,000	-	-
Furniture, fixtures	12	20,050	7	11,250	1	2,000
Paper, allied products	49	86,600	37	65,550	-	-
Printing and publishing	23	48,400	2	2,700	4	5,300
Chemicals	41	78,400	34	65,600	-	-
Petroleum refining	16	30,150	12	23,550	-	-
Rubber and plastics	19	95,750	16	90,200	-	-
Leather products	12	25,050	7	14,300	-	-
Stone, clay, and glass	31	92,600	26	80,650	2	2,700
Primary metals	74	421,550	39	110,900	3	4,800
Fabricated metals	43	99,850	35	87,000	-	-
Machinery	80	251,500	69	229,700	3	33,050
Electrical machinery	77	361,300	62	316,650	1	1,000
Transportation equipment	107	1,034,700	89	943,150	4	163,700
Instruments	13	30,700	9	21,750	-	-
Miscellaneous manufacturing	12	22,800	7	10,300	-	-
Nonmanufacturing	766	3,677,400	243	1,427,800	60	467,500
Mining, crude petroleum, and natural gas	15	167,000	6	24,000	-	-
Transportation ²	76	665,600	38	475,950	28	371,050
Communications	69	600,900	52	428,650	4	16,450
Utilities, electric, and gas	73	212,350	53	166,650	1	1,950
Wholesale trade	16	28,250	8	15,200	2	4,000
Retail trade	123	429,750	47	173,400	4	6,750
Hotels and restaurants	37	172,400	9	29,100	-	-
Services	71	392,550	27	110,050	8	39,600
Construction	286	1,008,600	3	4,800	13	27,700
Miscellaneous nonmanufacturing	-	-	-	-	-	-

¹ Moonlighting refers to the simultaneous holding of more than one job.

² Excludes railroads and airlines.
NOTE: Nonadditive.

Table 2.9 Environmental and worker protection provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Environmental provisions ¹		Worker protection provisions ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	161	1,465,150	72	607,850
Manufacturing	770	3,377,150	116	1,304,250	12	24,350
Food, kindred products	84	234,550	-	-	9	18,600
Tobacco manufacturing	9	23,850	1	2,400	-	-
Textile mill products	13	28,900	-	-	-	-
Apparel	44	371,550	-	-	-	-
Lumber, wood products	11	18,900	1	1,450	-	-
Furniture, fixtures	12	20,050	-	-	-	-
Paper, allied products	49	86,800	3	3,850	1	1,350
Printing and publishing	23	48,400	1	4,000	-	-
Chemicals	41	78,400	6	9,700	-	-
Petroleum refining	16	30,150	8	13,100	-	-
Rubber and plastics	19	95,750	7	72,500	1	1,000
Leather products	12	25,050	-	-	-	-
Stone, clay, and glass	31	92,600	8	26,050	-	-
Primary metals	74	421,550	32	334,800	1	3,400
Fabricated metals	43	99,850	9	23,700	-	-
Machinery	80	251,500	11	33,800	-	-
Electrical machinery	77	361,300	6	38,500	-	-
Transportation equipment	107	1,034,700	22	738,950	-	-
Instruments	13	30,700	1	1,450	-	-
Miscellaneous manufacturing	12	22,800	-	-	-	-
Nonmanufacturing	766	3,677,400	45	160,900	60	583,500
Mining, crude petroleum, and natural gas	15	167,000	4	11,100	-	-
Transportation ³	76	665,600	9	47,900	42	506,300
Communications	69	600,900	1	3,800	8	43,000
Utilities, electric, and gas	73	212,350	3	4,850	4	8,000
Wholesale trade	16	28,250	-	-	1	1,000
Retail trade	123	429,750	2	5,300	2	3,200
Hotels and restaurants	37	172,400	-	-	1	15,000
Services	71	392,550	2	7,650	1	5,000
Construction	286	1,008,600	24	80,300	1	2,000
Miscellaneous nonmanufacturing	-	-	-	-	-	-

¹ An environmental provision is designed to safeguard workers and the in-plant environment from health and safety hazards. Included are provisions directed to analyzing and/or correcting pollution of air or water.

² Worker protection provisions protect employees from

hostile environments or criminal hazards to which they might be exposed because of the nature of the work, the areas in which they work, or the time they leave work.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.10 Selected safety provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Total with selected safety provisions ¹		Right to refuse unsafe work		Right to grieve unsafe work		Right to discipline employees for violating safety rules	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	925	4,600,050	336	2,111,650	268	2,145,000	276	1,270,350
Manufacturing	770	3,377,150	494	2,344,750	133	810,450	187	1,356,100	155	744,200
Food, kindred products	84	234,550	40	90,050	3	6,300	4	13,150	11	24,950
Tobacco manufacturing	9	23,850	4	7,500	-	-	-	-	1	1,200
Textile mill products	13	28,900	10	24,900	-	-	-	-	1	1,200
Apparel	44	371,550	13	129,650	1	1,700	-	-	-	-
Lumber, wood products	11	18,900	6	8,350	4	6,150	2	2,450	2	2,200
Furniture, fixtures	12	20,050	6	9,050	4	6,700	2	2,650	1	2,200
Paper, allied products	49	86,600	41	75,850	5	8,900	3	4,450	28	54,550
Printing and publishing	23	48,400	9	24,750	2	6,800	4	13,950	-	-
Chemicals	41	78,400	26	47,150	3	3,550	7	12,350	5	11,950
Petroleum refining	16	30,150	14	26,500	5	7,250	8	14,900	3	6,500
Rubber and plastics	19	95,750	16	85,750	2	25,250	6	56,600	5	6,600
Leather products	12	25,050	6	11,650	-	-	1	1,600	-	-
Stone, clay, and glass	31	92,600	21	61,000	10	35,250	10	38,350	6	14,200
Primary metals	74	421,550	63	400,900	37	330,700	47	371,250	29	259,750
Fabricated metals	43	99,850	34	83,750	15	45,550	18	51,900	11	21,250
Machinery	80	251,500	61	179,300	13	59,700	32	118,850	14	56,450
Electrical machinery	77	361,300	32	104,850	7	40,950	11	56,650	11	54,750
Transportation equipment	107	1,034,700	78	937,750	20	216,200	29	587,900	23	221,100
Instruments	13	30,700	8	22,350	1	8,000	-	-	3	4,050
Miscellaneous manufacturing	12	22,800	6	13,700	1	1,500	3	9,100	1	1,300
Nonmanufacturing	766	3,677,400	431	2,255,300	203	1,301,200	81	788,900	121	526,150
Mining, crude petroleum, and natural gas	15	167,000	15	167,000	13	163,700	10	158,400	3	7,200
Transportation ²	76	665,600	64	617,250	55	581,700	28	323,550	11	158,200
Communications	69	600,900	33	299,450	4	6,850	7	139,000	-	-
Utilities, electric, and gas	73	212,350	56	149,800	16	38,900	8	20,150	14	36,700
Wholesale trade	16	28,250	7	10,950	2	2,800	3	4,450	3	6,100
Retail trade	123	429,750	29	104,950	4	11,900	4	12,200	11	37,900
Hotels and restaurants	37	172,400	3	13,500	1	2,300	-	-	2	11,200
Services	71	392,550	14	67,400	6	31,700	1	21,000	4	25,350
Construction	286	1,008,600	210	825,000	102	461,350	20	112,150	73	243,500
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 2.10 Selected safety provisions by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Regulation of crew size ³		Posting of safety rules		Right of inspection by joint or union safety committee		Union/employer pledge of cooperation in safety programs		No reference to selected safety provisions	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	190	847,900	57	331,600	238	1,842,550	453	2,588,950	611	2,454,500
Manufacturing	47	125,000	36	102,750	199	1,552,400	282	1,597,100	276	1,032,400
Food, kindred products	7	13,350	1	1,800	8	14,150	20	43,350	44	144,500
Tobacco manufacturing	2	3,900	2	3,600	-	-	-	-	5	18,350
Textile mill products	2	3,700	-	-	-	-	9	23,700	3	4,000
Apparel	-	-	-	-	6	112,250	6	15,700	31	241,900
Lumber, wood products	1	1,200	-	-	2	2,600	4	4,850	5	10,550
Furniture, fixtures	-	-	-	-	1	1,000	3	4,300	6	11,000
Paper, allied products	2	9,700	9	21,200	7	11,500	23	43,850	8	10,750
Printing and publishing	4	12,750	-	-	1	1,200	4	5,850	14	23,850
Chemicals	1	1,300	1	1,150	8	11,800	22	40,250	15	31,250
Petroleum refining	-	-	-	-	11	19,100	8	13,850	2	3,650
Rubber and plastics	-	-	1	1,350	15	84,750	10	76,100	3	10,000
Leather products	-	-	1	1,100	1	1,600	4	8,950	6	13,400
Stone, clay, and glass	1	1,300	1	1,100	8	29,600	12	23,900	10	31,600
Primary metals	5	10,350	1	1,150	27	252,900	43	291,450	11	20,650
Fabricated metals	7	32,550	3	5,750	15	41,600	17	34,150	9	16,100
Machinery	6	15,400	5	11,750	38	126,000	35	99,350	19	72,200
Electrical machinery	-	-	3	35,150	15	59,500	19	76,500	45	256,450
Transportation equipment	9	19,500	6	15,050	31	771,650	36	780,500	29	96,950
Instruments	-	-	2	2,600	2	6,800	4	6,100	5	8,350
Miscellaneous manufacturing	-	-	-	-	3	4,400	3	4,400	6	9,100
Nonmanufacturing	143	722,900	21	228,850	39	290,150	171	991,850	335	1,422,100
Mining, crude petroleum, and natural gas	4	128,800	4	128,900	11	158,500	11	157,600	-	-
Transportation ²	12	87,050	6	72,500	4	11,600	11	94,200	12	48,350
Communications	4	34,500	-	-	1	1,400	23	130,250	36	301,450
Utilities, electric, and gas	31	96,950	4	13,150	9	37,350	30	87,400	17	62,550
Wholesale trade	1	1,300	-	-	-	-	3	5,500	9	17,300
Retail trade	-	-	1	1,400	2	7,300	15	61,050	94	324,800
Hotels and restaurants	1	10,000	-	-	-	-	1	10,000	34	158,900
Services	2	2,850	-	-	1	15,000	7	39,500	57	325,150
Construction	88	361,450	6	12,900	11	59,000	70	406,350	76	183,600
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ For other safety-related provisions, see Table 2.7, joint safety committees; Table 2.9, environmental provisions; Table 3.7, safety equipment; and Tables 3.14 and 3.15, hazardous duty differentials.

² Excludes railroads and airlines.

³ Regulation of crew size is limited to provisions which specifically state a safety relationship. The more general crew size work rules, including those related to safety, appear in Table 7.5.

NOTE: Nonadditive.

Table 2.11 Absenteeism and tardiness provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Referring to absenteeism or tardiness								No reference to absenteeism or tardiness	
	Agreements	Workers	Total		Absenteeism only		Tardiness only		Absenteeism and tardiness		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	1,536	7,054,550	735	3,803,600	463	2,639,900	34	95,300	238	1,068,400	801	3,250,950
Manufacturing	770	3,377,150	530	2,414,800	329	1,728,300	17	43,900	184	642,600	240	962,350
Food, kindred products	84	234,550	48	151,600	27	101,650	1	2,150	20	47,800	36	82,950
Tobacco manufacturing	9	23,850	8	21,450	6	17,850	-	-	2	3,600	1	2,400
Textile mill products	13	28,900	12	27,400	10	23,700	1	1,200	1	2,500	1	1,500
Apparel	44	371,550	11	77,500	6	59,400	1	6,000	4	12,100	33	294,050
Lumber, wood products	11	18,900	7	13,050	6	11,400	-	-	1	1,650	4	5,850
Furniture, fixtures	12	20,050	9	13,350	7	10,700	-	-	2	2,650	3	6,700
Paper, allied products	49	86,600	39	66,750	16	30,450	1	1,500	22	34,800	10	19,850
Printing and publishing	23	48,400	8	20,500	3	4,700	2	9,300	3	6,500	15	27,900
Chemicals	41	78,400	30	54,500	26	47,600	2	3,700	2	3,200	11	23,900
Petroleum refining	16	30,150	3	6,500	3	6,500	-	-	-	-	13	23,650
Rubber and plastics	19	95,750	16	76,150	9	62,750	-	-	7	13,400	3	19,600
Leather products	12	25,050	4	7,550	3	4,800	-	-	1	2,750	8	17,500
Stone, clay, and glass	31	92,600	18	54,950	14	49,000	-	-	4	5,950	13	37,650
Primary metals	74	421,550	65	381,450	26	150,050	3	3,200	36	228,200	9	40,100
Fabricated metals	43	99,850	29	68,800	21	54,400	-	-	8	14,400	14	31,050
Machinery	80	251,500	68	230,750	46	117,450	1	3,000	21	110,300	12	20,750
Electrical machinery	77	361,300	55	171,200	29	90,200	1	1,600	25	79,400	22	190,100
Transportation equipment	107	1,034,700	86	944,100	61	864,100	4	12,250	21	67,750	21	90,600
Instruments	13	30,700	8	14,250	4	8,600	-	-	4	5,650	5	16,450
Miscellaneous manufacturing	12	22,800	6	13,000	6	13,000	-	-	-	-	6	9,800
Nonmanufacturing	766	3,677,400	205	1,388,800	134	911,600	17	51,400	54	425,800	561	2,288,600
Mining, crude petroleum, and natural gas	15	167,000	10	153,400	6	146,700	1	1,100	3	5,600	5	13,600
Transportation ¹	76	665,600	43	464,200	25	154,900	1	10,000	17	299,300	33	201,400
Communications	69	600,900	29	275,700	21	230,350	5	19,750	3	25,600	40	325,200
Utilities, electric, and gas	73	212,350	21	73,200	18	66,550	1	1,900	2	4,750	52	139,150
Wholesale trade	16	28,250	5	8,700	3	6,400	-	-	2	2,300	11	19,550
Retail trade	123	429,750	37	161,850	22	112,800	1	3,000	14	46,050	86	267,900
Hotels and restaurants	37	172,400	17	90,450	15	88,250	2	2,200	-	-	20	81,950
Services	71	392,550	19	81,100	10	56,900	2	2,950	7	21,250	52	311,450
Construction	286	1,008,600	24	80,200	14	48,750	4	10,500	6	20,950	262	928,400
Miscellaneous nonmanufacturing ...	-	-	-	-	-	-	-	-	-	-	-	-

Excludes railroads and airlines.

Part III. Wages and Related Provisions

- Wage administration
- Methods of compensation
- Rate structure
- Progression plans
- Travel allowances
- Tools, work clothing, safety equipment
- Nonproduction bonuses
- Profit-sharing
- Stock purchase plans
- Differentials
- Wage adjustments
- Garnishment
- Equal pay provisions
- Red-circle rates

Table 3.1 Wage administration provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Formal job evaluation systems ¹		Production standards ²		Time study ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	239	1,008,800	360	2,043,650	297	1,624,100
Manufacturing	770	3,377,150	210	795,300	350	2,007,700	290	1,609,450
Food, kindred products	84	234,550	10	16,950	19	52,000	16	43,500
Tobacco manufacturing	9	23,850	1	2,300	-	-	-	-
Textile mill products	13	28,900	1	2,500	9	23,400	8	21,900
Apparel	44	371,550	1	1,200	16	58,800	9	26,300
Lumber, wood products	11	18,900	3	3,400	2	3,950	1	2,300
Furniture, fixtures	12	20,050	1	2,200	6	10,200	5	8,900
Paper, allied products	49	86,600	9	18,400	5	6,800	4	5,800
Printing and publishing	23	48,400	2	4,000	1	1,200	1	1,200
Chemicals	41	78,400	9	18,250	12	24,900	12	24,900
Petroleum refining	16	30,150	1	4,000	3	6,100	2	5,100
Rubber and plastics	19	95,750	10	66,450	18	94,100	17	90,600
Leather products	12	25,050	-	-	7	11,350	7	11,350
Stone, clay, and glass	31	92,600	19	61,150	15	50,100	14	47,000
Primary metals	74	421,550	36	251,100	50	360,600	25	77,400
Fabricated metals	43	99,850	18	45,550	19	43,800	16	25,800
Machinery	80	251,500	29	97,700	53	166,100	50	162,500
Electrical machinery	77	361,300	28	99,300	59	307,550	53	286,600
Transportation equipment	107	1,034,700	25	85,100	42	758,850	37	741,700
Instruments	13	30,700	4	13,050	9	20,900	9	20,900
Miscellaneous manufacturing	12	22,800	3	4,700	5	7,000	4	5,700
Nonmanufacturing	766	3,677,400	29	213,500	10	35,950	7	14,650
Mining, crude petroleum, and natural gas	15	167,000	6	137,500	2	5,400	2	5,400
Transportation ⁴	76	665,600	-	-	-	-	-	-
Communications	69	600,900	3	20,350	-	-	-	-
Utilities, electric, and gas	73	212,350	15	39,350	-	-	-	-
Wholesale trade	16	28,250	-	-	1	3,500	-	-
Retail trade	123	429,750	2	6,700	4	7,550	4	7,550
Hotels and restaurants	37	172,400	-	-	-	-	-	-
Services	71	392,550	2	3,900	3	19,500	1	1,700
Construction	286	1,008,600	1	5,700	-	-	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Formal job evaluation systems rank jobs by selected factors, such as skill, responsibility, and experience, for wage-setting purposes.

² Production standards refer to the expected output of a worker or group of workers, consistent with quality of workmanship, efficiency of operations, and the reasonable working capacities of

normal operations.

³ Time studies analyze the time and motions involved on a job to determine standards of performance or incentive wage rates.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.2 Methods of compensation by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Time payments					
	Agreements	Workers	Total		Hourly or daily only		Weekly or monthly only	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	1,493	6,869,600	1,294	5,727,200	153	937,100
Manufacturing	770	3,377,150	745	3,306,100	677	3,004,650	44	206,450
Food, kindred products	84	234,550	80	221,050	70	195,400	7	20,450
Tobacco manufacturing	9	23,850	9	23,850	9	23,850	-	-
Textile mill products	13	28,900	12	27,100	11	25,900	1	1,200
Apparel	44	371,550	44	371,550	30	237,950	7	96,600
Lumber, wood products	11	18,900	11	18,900	11	18,900	-	-
Furniture, fixtures	12	20,050	11	17,550	11	17,550	-	-
Paper, allied products	49	86,600	48	85,000	47	83,950	1	1,050
Printing and publishing	23	48,400	23	48,400	17	32,550	5	7,750
Chemicals	41	78,400	39	71,550	37	68,350	2	3,200
Petroleum refining	16	30,150	15	27,950	11	19,050	2	5,200
Rubber and plastics	19	95,750	19	95,750	19	95,750	-	-
Leather products	12	25,050	12	25,050	9	17,800	3	7,250
Stone, clay, and glass	31	92,600	29	89,850	28	82,350	-	-
Primary metals	74	421,550	74	421,550	74	421,550	-	-
Fabricated metals	43	99,850	40	92,850	36	79,200	1	1,000
Machinery	80	251,500	79	248,100	76	241,350	2	3,750
Electrical machinery	77	361,300	69	334,350	61	297,550	4	22,200
Transportation equipment	107	1,034,700	106	1,032,200	97	999,950	7	29,000
Instruments	13	30,700	13	30,700	13	30,700	-	-
Miscellaneous manufacturing	12	22,800	12	22,800	10	15,000	2	7,800
Nonmanufacturing	766	3,677,400	748	3,563,500	617	2,722,550	109	730,650
Mining, crude petroleum, and natural gas	15	167,000	15	167,000	14	165,300	1	1,700
Transportation ¹	76	665,600	73	658,750	67	604,250	5	44,500
Communications	69	600,900	67	575,550	22	124,250	45	451,300
Utilities, electric, and gas	73	212,350	70	208,000	53	131,500	7	34,850
Wholesale trade	16	28,250	15	28,750	11	20,100	3	5,300
Retail trade	123	429,750	122	415,750	97	334,550	21	65,500
Hotels and restaurants	37	172,400	37	172,400	30	130,250	4	29,050
Services	71	392,550	66	343,600	42	219,100	21	96,000
Construction	286	1,008,600	283	995,700	281	993,250	2	2,450
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 3.2 Methods of compensation by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Time payments— Continued		Incentive wage payments		Commission payments		Mileage payments	
	Hourly and weekly		Agreements	Workers	Agreements	Workers	Agreements	Workers
	Agreements	Workers						
All industries	46	205,300	427	2,630,050	47	242,500	27	200,600
Manufacturing	24	95,000	398	2,421,050	14	30,150	7	17,450
Food, kindred products	3	5,200	29	129,950	11	21,050	1	3,000
Tobacco manufacturing	-	-	4	9,350	-	-	-	-
Textile mill products	-	-	12	27,100	-	-	1	6,600
Apparel	7	37,000	40	383,150	1	3,000	-	-
Lumber, wood products	-	-	7	10,750	-	-	-	-
Furniture, fixtures	-	-	7	11,550	-	-	-	-
Paper, allied products	-	-	8	13,200	-	-	2	2,950
Printing and publishing	1	8,100	2	2,650	1	1,100	-	-
Chemicals	-	-	9	21,550	-	-	-	-
Petroleum refining	2	3,700	1	4,000	-	-	-	-
Rubber and plastics	-	-	15	88,400	-	-	-	-
Leather products	-	-	12	25,050	-	-	-	-
Stone, clay, and glass	1	7,500	23	67,650	1	5,000	-	-
Primary metals	-	-	55	375,700	-	-	1	1,050
Fabricated metals	3	12,650	21	47,850	-	-	-	-
Machinery	1	3,000	47	159,500	-	-	2	3,850
Electrical machinery	4	14,600	53	286,600	-	-	-	-
Transportation equipment	2	3,250	37	746,050	-	-	-	-
Instruments	-	-	7	11,800	-	-	-	-
Miscellaneous manufacturing	-	-	9	19,200	-	-	-	-
Nonmanufacturing	22	110,300	29	209,000	33	212,350	20	183,150
Mining, crude petroleum, and natural gas	-	-	8	140,000	-	-	-	-
Transportation ¹	1	10,000	1	2,300	3	32,000	20	183,150
Communications	-	-	2	4,850	6	74,400	-	-
Utilities, electric, and gas	10	41,650	-	-	-	-	-	-
Wholesale trade	1	1,350	-	-	2	2,550	-	-
Retail trade	4	15,700	6	17,650	16	54,300	-	-
Hotels and restaurants	3	13,100	-	-	-	-	-	-
Services	3	28,500	7	30,550	6	49,100	-	-
Construction	-	-	5	13,650	-	-	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.3 Methods of compensation by occupational coverage

(Agreements covering 1,000 workers or more, January 1, 1978)

Methods of compensation	All agreements		Production workers		Professional ¹		Clerical		Sales	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,536	7,054,550	1,164	5,298,550	29	232,200	23	92,300	41	196,650
Time payments	1,493	6,869,600	1,134	5,211,500	27	210,100	23	92,300	39	176,300
Hourly or daily only	1,294	5,727,200	1,052	4,705,100	9	108,500	9	20,050	29	139,450
Weekly or monthly only	153	937,100	62	420,850	16	88,100	14	72,250	10	36,850
Hourly or daily and weekly or monthly	46	205,300	20	85,550	2	13,500	-	-	-	-
Incentive wage payments	427	2,630,050	383	2,317,300	-	-	-	-	1	7,000
Commission payments	47	242,500	6	46,800	-	-	-	-	12	53,350
Mileage payments	27	200,600	24	181,100	-	-	-	-	-	-
	Production and clerical		Production and professional		Production and sales		Production, professional, and clerical		Other ²	
All agreements	64	362,250	59	172,750	34	131,550	64	340,100	58	228,200
Time payments	63	359,250	58	171,750	33	117,550	61	312,950	55	217,900
Hourly or daily only	42	233,000	50	121,050	24	86,600	46	242,250	33	71,200
Weekly or monthly only	12	75,500	5	45,800	7	14,600	10	49,900	17	133,250
Hourly or daily and weekly or monthly	9	50,750	3	4,900	2	16,350	5	20,800	5	13,450
Incentive wage payments	21	160,550	5	9,250	2	16,900	12	114,200	3	4,850
Commission payments	3	31,450	-	-	11	44,850	-	-	15	66,050
Mileage payments	2	16,500	1	3,000	-	-	-	-	-	-

¹ Includes technical employees.

² Includes agreements covering various combinations of

occupations, or agreements covering miscellaneous work groups.

Table 3.4 Basic rate structure for nonincentive jobs by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Basic rate structure					
	Agreements	Workers	Total		Single rates		Rate ranges	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	1,442	6,858,300	676	3,019,550	566	2,372,600
Manufacturing	770	3,377,150	696	3,076,750	303	1,527,250	323	1,244,450
Food, kindred products	84	234,550	72	194,700	43	139,900	14	24,550
Tobacco manufacturing	9	23,850	8	22,200	6	17,400	2	6,600
Textile mill products	13	28,900	7	15,800	-	-	3	10,600
Apparel	44	371,550	44	371,550	2	3,100	6	12,150
Lumber, wood products	11	18,900	9	15,100	6	8,300	-	-
Furniture, fixtures	12	20,050	12	20,050	6	10,000	4	6,650
Paper, allied products	49	86,600	46	82,550	39	67,650	15	26,550
Printing and publishing	23	48,400	23	48,400	11	18,500	12	28,550
Chemicals	41	78,400	31	54,550	14	27,300	21	33,250
Petroleum refining	16	30,150	13	20,150	9	13,550	8	12,450
Rubber and plastics	19	95,750	18	77,750	8	14,850	3	4,750
Leather products	12	25,050	12	25,050	2	4,700	4	10,750
Stone, clay, and glass	31	92,600	24	63,250	13	40,750	3	20,000
Primary metals	74	421,550	73	371,550	56	339,050	14	26,200
Fabricated metals	43	99,850	39	94,300	16	44,600	21	44,150
Machinery	80	251,500	78	246,100	22	66,000	62	219,100
Electrical machinery	77	361,300	66	291,550	14	61,200	51	231,150
Transportation equipment	107	1,034,700	96	1,008,650	33	639,850	60	485,350
Instruments	13	30,700	13	30,700	2	9,450	12	29,250
Miscellaneous manufacturing	12	22,800	12	22,800	1	1,100	8	12,400
Nonmanufacturing	766	3,677,400	746	3,581,550	373	1,492,300	243	1,128,150
Mining, crude petroleum, and natural gas	15	167,000	15	167,000	14	162,000	1	1,000
Transportation ¹	76	665,600	71	654,650	39	224,200	8	18,200
Communications	69	600,900	69	600,900	4	43,350	64	548,550
Utilities, electric, and gas	73	212,350	71	209,300	31	103,150	59	183,250
Wholesale trade	16	28,250	15	26,750	7	9,750	4	6,200
Retail trade	123	429,750	121	414,750	31	138,400	81	309,950
Hotels and restaurants	37	172,400	37	172,400	9	23,200	3	7,300
Services	71	392,550	65	339,600	13	36,200	23	53,700
Construction	286	1,008,600	282	996,200	225	752,050	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 3.4 Basic rate structure for nonincentive jobs by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Basic rate structure—Continued				No reference to basic rate structure	
	Minimum rates		Subject to local negotiation		Agreements	Workers
	Agreements	Workers	Agreements	Workers		
All industries	375	1,937,900	6	35,800	94	396,250
Manufacturing	152	622,250	6	35,800	74	300,400
Food, kindred products	23	41,200	1	5,200	12	39,850
Tobacco manufacturing	2	3,600	-	-	1	1,650
Textile mill products	5	6,700	-	-	6	13,100
Apparel	40	364,750	-	-	-	-
Lumber, wood products	3	6,800	-	-	2	3,800
Furniture, fixtures	4	7,600	-	-	-	-
Paper, allied products	6	12,250	-	-	3	4,050
Printing and publishing	4	9,300	-	-	-	-
Chemicals	-	-	-	-	10	23,850
Petroleum refining	2	3,900	-	-	3	10,000
Rubber and plastics	5	31,250	3	28,000	1	18,000
Leather products	7	11,800	-	-	-	-
Stone, clay, and glass	8	14,950	1	1,150	7	29,350
Primary metals	7	15,050	-	-	1	50,000
Fabricated metals	7	14,250	-	-	4	5,550
Machinery	4	7,600	-	-	2	5,400
Electrical machinery	9	14,900	-	-	11	69,750
Transportation equipment	10	40,250	1	1,450	11	26,050
Instruments	1	2,400	-	-	-	-
Miscellaneous manufacturing	5	13,700	-	-	-	-
Nonmanufacturing	223	1,315,650	-	-	20	95,850
Mining, crude petroleum, and natural gas	1	5,000	-	-	-	-
Transportation ¹	26	416,250	-	-	5	10,950
Communications	3	40,400	-	-	-	-
Utilities, electric, and gas	4	6,400	-	-	2	3,050
Wholesale trade	6	14,300	-	-	1	1,500
Retail trade	63	180,350	-	-	2	15,000
Hotels and restaurants	30	149,950	-	-	-	-
Services	32	256,950	-	-	6	52,950
Construction	58	246,050	-	-	4	12,400
Miscellaneous nonmanufacturing	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.5 Progression plans by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Progression plans									
	Agreements	Workers	Total		Automatic ¹		Merit ²		Automatic and merit		No details given	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	575	2,370,700	374	1,412,550	61	251,150	124	661,150	16	45,850
Manufacturing	770	3,377,150	333	1,270,650	188	564,100	50	223,850	84	447,950	11	34,750
Food, kindred products	84	234,550	16	28,150	8	15,900	1	1,550	4	4,950	3	5,750
Tobacco manufacturing	9	23,850	1	4,200	1	4,200	-	-	-	-	-	-
Textile mill products	13	28,900	3	10,600	2	8,100	-	-	1	2,500	-	-
Apparel	44	371,550	6	12,150	6	12,150	-	-	-	-	-	-
Lumber, wood products	11	18,900	-	-	-	-	-	-	-	-	-	-
Furniture, fixtures	12	20,050	5	8,500	5	8,500	-	-	-	-	-	-
Paper, allied products	49	86,600	15	26,550	15	26,550	-	-	-	-	-	-
Printing and publishing	23	48,400	12	28,550	8	22,150	1	1,500	3	4,900	-	-
Chemicals	41	78,400	21	33,950	10	16,600	6	8,100	4	7,950	1	1,300
Petroleum refining	16	30,150	8	12,450	6	8,800	1	1,200	1	2,450	-	-
Rubber and plastics	19	95,750	4	6,100	1	1,350	2	3,650	1	1,100	-	-
Leather products	12	25,050	4	10,750	3	8,550	-	-	1	2,200	-	-
Stone, clay, and glass	31	92,600	5	22,600	4	21,000	1	1,600	-	-	-	-
Primary metals	74	421,550	15	28,300	5	12,100	5	8,850	5	7,350	-	-
Fabricated metals	43	99,850	21	44,150	14	28,500	1	1,600	6	14,050	-	-
Machinery	80	251,500	63	220,150	33	100,000	11	30,500	17	87,200	2	2,450
Electrical machinery	77	361,300	51	231,150	26	133,500	3	16,100	20	69,750	2	11,800
Transportation equipment	107	1,034,700	62	499,250	30	119,200	15	141,400	15	227,000	2	11,650
Instruments	13	30,700	13	30,700	6	9,150	2	6,000	5	15,550	-	-
Miscellaneous manufacturing	12	22,800	8	12,400	5	7,800	1	1,800	1	1,000	1	1,800
Nonmanufacturing	766	3,677,400	242	1,100,050	186	848,450	11	27,300	40	213,200	5	11,100
Mining, crude petroleum, and natural gas	15	167,000	1	1,000	1	1,000	-	-	-	-	-	-
Transportation ³	76	665,600	8	18,200	8	18,200	-	-	-	-	-	-
Communications	69	600,900	63	522,250	44	375,800	2	10,350	17	136,100	-	-
Utilities, electric, and gas	73	212,350	59	181,750	36	113,150	5	11,350	15	50,050	3	7,200
Wholesale trade	16	28,250	4	6,200	4	6,200	-	-	-	-	-	-
Retail trade	123	429,750	80	307,650	72	284,300	2	2,950	6	20,400	-	-
Hotels and restaurants	37	172,400	3	7,300	1	1,100	-	-	1	4,700	1	1,500
Services	71	392,550	23	53,700	19	46,700	2	2,650	1	1,950	1	2,400
Construction	286	1,008,600	1	2,000	1	2,000	-	-	-	-	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-	-	-

¹ Automatic progression plans provide for increases within rate ranges at fixed intervals without reference to merit.

² Merit progression plans provide for increases within rate ranges given

on the basis of workers' performance.

³ Excludes railroads and airlines.

Table 3.6 Travel provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Travel time ¹		General per diem allowance ²		Meal allowance	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	441	2,167,750	117	644,500	535	2,417,350
Manufacturing	770	3,377,150	86	515,350	26	272,900	182	540,850
Food, kindred products	84	234,550	7	18,400	2	5,200	26	66,450
Tobacco manufacturing	9	23,850	-	-	-	-	2	8,200
Textile mill products	13	28,900	-	-	-	-	-	-
Apparel	44	371,550	-	-	-	-	1	3,000
Lumber, wood products	11	18,900	5	9,050	-	-	3	5,700
Furniture, fixtures	12	20,050	1	2,000	1	2,000	2	3,100
Paper, allied products	49	86,600	3	5,450	-	-	35	66,950
Printing and publishing	23	48,400	3	8,500	-	-	1	1,100
Chemicals	41	78,400	5	9,850	-	-	24	45,550
Petroleum refining	16	30,150	8	13,650	3	4,800	16	30,150
Rubber and plastics	19	95,750	-	-	1	1,150	2	4,850
Leather products	12	25,050	-	-	-	-	-	-
Stone, clay, and glass	31	92,600	-	-	-	-	8	21,400
Primary metals	74	421,550	4	21,050	-	-	20	58,800
Fabricated metals	43	99,850	8	29,500	2	6,850	7	26,600
Machinery	80	251,500	10	19,000	-	-	11	18,850
Electrical machinery	77	361,300	3	95,400	-	-	4	93,800
Transportation equipment	107	1,034,700	29	283,500	17	252,900	20	86,350
Instruments	13	30,700	-	-	-	-	-	-
Miscellaneous manufacturing	12	22,800	-	-	-	-	-	-
Nonmanufacturing	766	3,677,400	355	1,652,400	91	371,600	353	1,876,500
Mining, crude petroleum, and natural gas	15	167,000	3	10,000	1	5,000	10	139,000
Transportation ³	76	665,600	35	245,600	7	47,500	45	282,050
Communications	69	600,900	61	497,450	14	60,850	57	505,150
Utilities, electric, and gas	73	212,350	55	163,500	22	74,800	68	203,750
Wholesale trade	16	28,250	-	-	2	2,100	2	2,000
Retail trade	123	429,750	31	96,450	2	7,250	24	130,400
Hotels and restaurants	37	172,400	5	29,450	-	-	34	145,800
Services	71	392,550	19	103,750	4	32,050	22	97,600
Construction	286	1,008,600	146	506,200	39	142,050	91	370,750
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 3.6 Travel provisions by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Lodging allowance		Transportation allowance ⁴		Incidental expenses ⁵	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	304	1,583,600	583	3,156,350	112	732,750
Manufacturing	56	251,950	98	501,450	17	62,300
Food, kindred products	8	20,200	14	35,800	3	6,800
Tobacco manufacturing	-	-	-	-	-	-
Textile mill products	-	-	1	1,500	-	-
Apparel	1	3,000	1	3,000	-	-
Lumber, wood products	2	4,500	3	5,950	-	-
Furniture, fixtures	1	2,000	1	2,000	-	-
Paper, allied products	3	4,700	5	6,800	1	1,100
Printing and publishing	1	1,100	4	6,100	2	3,900
Chemicals	4	6,350	10	15,800	-	-
Petroleum refining	3	7,000	11	19,200	-	-
Rubber and plastics	-	-	1	3,750	-	-
Leather products	-	-	-	-	-	-
Stone, clay, and glass	-	-	-	-	-	-
Primary metals	1	1,600	4	5,500	1	2,100
Fabricated metals	4	20,350	6	22,050	5	22,450
Machinery	7	12,950	8	14,750	2	2,850
Electrical machinery	2	87,400	5	111,600	-	-
Transportation equipment	19	80,800	23	244,750	3	23,100
Instruments	-	-	1	2,900	-	-
Miscellaneous manufacturing	-	-	-	-	-	-
Nonmanufacturing	248	1,331,650	485	2,654,900	95	670,450
Mining, crude petroleum, and natural gas	-	-	6	152,800	1	1,200
Transportation ³	45	281,750	50	509,550	8	79,600
Communications	47	426,600	69	600,900	11	209,600
Utilities, electric, and gas	50	131,450	58	168,150	9	22,600
Wholesale trade	2	2,000	3	3,500	-	-
Retail trade	17	46,600	77	246,450	1	6,100
Hotels and restaurants	2	22,500	10	48,400	2	21,850
Services	12	82,950	25	189,100	7	52,150
Construction	73	337,900	187	736,050	56	277,350
Miscellaneous nonmanufacturing	-	-	-	-	-	-

¹ Travel time refers to the payment for time spent traveling to and from a work site, and may include long-distance and overnight travel.

² A per diem allowance is a general daily payment for expenses incidental to travel and usually includes a stated allowance for room, meals, and transportation expenses, in contrast to specific payments for each.

³ Excludes railroads and airlines.

⁴ A transportation allowance is a specific payment for the cost of travel, including the cost of tickets on common carriers or a mileage allowance when the worker uses his own automobile.

⁵ Incidental expenses refer to specific payments for miscellaneous expenditures related to travel other than room, meals, and transportation.

NOTE: Nonadditive.

Table 3.7 Provisions for tools, work clothing, and safety equipment by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Provision for—							
	Agreements	Workers	Tools		Work clothing/uniforms				Safety equipment	
			Agreements	Workers	Furnished and/or replaced		Maintained		Agreements	Workers
					Agreements	Workers	Agreements	Workers		
All industries	1,536	7,054,550	558	3,024,700	714	3,901,200	309	1,536,150	817	4,128,050
Manufacturing	770	3,377,150	212	1,470,900	300	1,729,100	66	136,950	446	2,253,050
Food, kindred products	84	234,550	36	137,000	63	132,000	36	74,450	46	154,900
Tobacco manufacturing	9	23,850	-	-	1	5,800	-	-	2	4,800
Textile mill products	13	28,900	2	2,700	-	-	-	-	2	7,800
Apparel	44	371,550	11	182,600	-	-	-	-	2	4,200
Lumber, wood products	11	18,900	3	5,100	2	3,800	-	-	3	4,950
Furniture, fixtures	12	20,050	3	6,200	4	5,900	1	1,300	8	11,950
Paper, allied products	49	86,600	20	34,350	13	26,850	3	3,650	24	45,850
Printing and publishing	23	48,400	5	11,200	2	4,150	1	2,500	6	11,450
Chemicals	41	78,400	6	9,000	26	49,000	4	6,100	29	54,900
Petroleum refining	16	30,150	3	6,400	11	20,500	3	3,200	9	15,350
Rubber and plastics	19	95,750	13	41,850	10	55,750	3	5,050	15	83,800
Leather products	12	25,050	5	14,300	-	-	-	-	2	3,800
Stone, clay, and glass	31	92,600	20	68,800	11	39,500	1	2,000	25	76,050
Primary metals	74	421,550	7	9,800	51	370,700	2	2,600	62	393,150
Fabricated metals	43	99,850	8	30,750	17	43,300	2	6,400	33	84,800
Machinery	80	251,500	19	76,300	29	118,950	4	15,000	56	165,450
Electrical machinery	77	361,300	11	41,850	14	60,650	2	3,100	38	197,200
Transportation equipment	107	1,034,700	37	784,400	40	777,100	2	2,500	72	907,100
Instruments	13	30,700	1	4,600	3	10,550	2	9,100	7	18,150
Miscellaneous manufacturing	12	22,800	2	3,900	3	4,600	-	-	5	7,400
Nonmanufacturing	766	3,677,400	346	1,553,800	414	2,172,100	243	1,399,200	371	1,875,000
Mining, crude petroleum, and natural gas	15	167,000	11	156,000	13	164,600	2	6,000	15	167,000
Transportation ¹	76	665,600	21	221,850	65	621,500	56	586,900	62	612,400
Communications	69	600,900	18	89,850	6	90,250	3	11,850	14	69,550
Utilities, electric, and gas	73	212,350	38	120,950	29	81,200	11	23,200	51	152,450
Wholesale trade	16	28,250	1	3,100	7	11,550	8	12,950	4	8,200
Retail trade	123	429,750	37	104,250	103	369,000	89	340,450	9	24,350
Hotels and restaurants	37	172,400	2	25,000	36	169,400	36	169,400	3	27,500
Services	71	392,550	12	90,550	37	246,600	30	227,000	10	47,000
Construction	286	1,008,600	206	742,750	118	418,000	8	21,450	203	766,550
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.8 Nonproduction bonuses

(Agreements covering 1,000 workers or more, January 1, 1978)

Type of bonus	Agreements	Workers
All agreements	1,536	7,054,550
Christmas bonus	25	161,350
Year end bonus	7	20,200
Attendance bonus	22	110,050
Continuous service bonus	35	135,850
Other	1	2,800

NOTE: Nonproduction bonuses are extra payments to employees based on factors other than individual output. Nonadditive.

Table 3.9 Profit-sharing, thrift, and stock purchase plans by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Profit-sharing plans ¹		Savings and/or thrift plans ²		Stock purchase plans ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	28	57,900	59	232,250	29	133,650
Manufacturing	770	3,377,150	24	50,450	45	178,250	23	102,000
Food, kindred products	84	234,550	2	3,150	3	5,100	3	4,450
Tobacco manufacturing	9	23,850	5	12,950	-	-	-	-
Textile mill products	13	28,900	-	-	-	-	-	-
Apparel	44	371,550	-	-	-	-	-	-
Lumber, wood products	11	18,900	-	-	-	-	-	-
Furniture, fixtures	12	20,050	-	-	-	-	-	-
Paper, allied products	49	86,600	-	-	1	1,850	-	-
Printing and publishing	23	48,400	2	2,200	-	-	1	1,100
Chemicals	41	78,400	4	8,150	4	10,600	1	3,250
Petroleum refining	16	30,150	-	-	4	7,250	3	8,500
Rubber and plastics	19	95,750	1	1,150	1	1,100	-	-
Leather products	12	25,050	-	-	-	-	-	-
Stone, clay, and glass	31	92,600	-	-	-	-	-	-
Primary metals	74	421,550	3	5,350	1	1,150	-	-
Fabricated metals	43	99,850	-	-	3	8,450	1	1,200
Machinery	80	251,500	-	-	-	-	1	1,500
Electrical machinery	77	361,300	5	11,600	19	80,100	1	2,000
Transportation equipment	107	1,034,700	1	1,300	8	58,050	9	68,050
Instruments	13	30,700	1	4,600	1	4,600	3	13,950
Miscellaneous manufacturing	12	22,800	-	-	-	-	-	-
Nonmanufacturing	766	3,677,400	4	7,450	14	54,000	6	31,650
Mining, crude petroleum, and natural gas	15	167,000	-	-	-	-	-	-
Transportation ⁴	76	665,600	-	-	1	1,100	-	-
Communications	69	600,900	-	-	4	29,750	1	1,400
Utilities, electric, and gas	73	212,350	1	1,450	4	7,950	4	29,150
Wholesale trade	16	28,250	-	-	-	-	-	-
Retail trade	123	429,750	3	6,000	3	7,700	1	1,100
Hotels and restaurants	37	172,400	-	-	-	-	-	-
Services	71	392,550	-	-	1	6,500	-	-
Construction	286	1,008,600	-	-	1	1,000	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Profit-sharing plans permit workers to share business profits in addition to regular pay.

² Savings and thrift plans are payroll deductions made with each worker's consent, for investment and savings, to which the employer contributes; accumulated amounts become available to each worker, usually under a variety of conditions such as layoff, severance, and

retirement.

³ Stock purchase plans permit workers to purchase shares in the company, with or without employer contributions, generally under more favorable terms than are available on the open market.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.10 Shift differentials by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Method of paying differentials					
	Agreements	Workers	Total		Money		Time	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	1,241	5,446,500	952	4,323,500	156	660,400
Manufacturing	770	3,377,150	684	2,913,450	597	2,597,200	6	11,550
Food, kindred products	84	234,550	74	216,200	73	214,050	-	-
Tobacco manufacturing	9	23,850	8	22,650	8	22,650	-	-
Textile mill products	13	28,900	9	19,600	8	17,100	-	-
Apparel	44	371,550	5	20,900	5	20,900	-	-
Lumber, wood products	11	18,900	10	17,400	8	12,400	2	5,000
Furniture, fixtures	12	20,050	11	17,850	10	15,850	1	2,000
Paper, allied products	49	86,600	46	82,500	45	80,650	-	-
Printing and publishing	23	48,400	20	41,300	19	33,200	-	-
Chemicals	41	78,400	39	75,400	37	72,200	-	-
Petroleum refining	16	30,150	16	30,150	15	29,000	-	-
Rubber and plastics	19	95,750	18	80,750	15	50,700	-	-
Leather products	12	25,050	3	4,900	2	3,800	1	1,100
Stone, clay, and glass	31	92,600	31	92,600	31	92,600	-	-
Primary metals	74	421,550	74	421,550	73	420,250	1	1,300
Fabricated metals	43	99,850	42	98,850	34	78,350	-	-
Machinery	80	251,500	78	249,000	66	225,250	1	2,150
Electrical machinery	77	361,300	73	351,650	67	335,350	-	-
Transportation equipment	107	1,034,700	104	1,020,900	60	826,550	-	-
Instruments	13	30,700	12	29,100	10	26,150	-	-
Miscellaneous manufacturing	12	22,800	11	20,200	11	20,200	-	-
Nonmanufacturing	766	3,677,400	557	2,533,050	355	1,726,300	150	648,850
Mining, crude petroleum, and natural gas	15	167,000	15	167,000	15	167,000	-	-
Transportation ¹	76	665,600	17	102,850	16	101,650	-	-
Communications	69	600,900	64	516,550	51	452,450	1	1,350
Utilities, electric, and gas	73	212,350	60	185,250	60	185,250	-	-
Wholesale trade	16	28,250	11	20,600	11	20,600	-	-
Retail trade	123	429,750	97	367,350	97	367,350	-	-
Hotels and restaurants	37	172,400	13	92,850	13	92,850	-	-
Services	71	392,550	42	205,400	40	202,250	1	1,750
Construction	286	1,008,600	238	875,200	52	136,900	148	645,750
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 3.10 Shift differentials by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Method of paying differentials—Continued				No reference to shift differentials	
	Time and money		Other ²		Agreements	Workers
	Agreements	Workers	Agreements	Workers		
All industries	71	216,700	62	245,900	295	1,608,050
Manufacturing	24	69,300	57	235,400	86	463,700
Food, kindred products	1	2,150	-	-	10	18,350
Tobacco manufacturing	-	-	-	-	1	1,200
Textile mill products	1	2,500	-	-	4	9,300
Apparel	-	-	-	-	39	350,650
Lumber, wood products	-	-	-	-	1	1,500
Furniture, fixtures	-	-	-	-	1	2,200
Paper, allied products	1	1,850	-	-	3	4,100
Printing and publishing	-	-	1	8,100	3	7,100
Chemicals	2	3,200	-	-	2	3,000
Petroleum refining	1	1,150	-	-	-	-
Rubber and plastics	-	-	3	30,050	1	15,000
Leather products	-	-	-	-	9	20,150
Stone, clay, and glass	-	-	-	-	-	-
Primary metals	-	-	-	-	-	-
Fabricated metals	5	13,300	3	7,200	1	1,000
Machinery	3	9,600	8	12,000	2	2,500
Electrical machinery	-	-	6	16,300	4	9,650
Transportation equipment	9	34,100	35	160,250	3	13,800
Instruments	1	1,450	1	1,500	1	1,600
Miscellaneous manufacturing	-	-	-	-	1	2,600
Nonmanufacturing	47	147,400	5	10,500	209	1,144,350
Mining, crude petroleum, and natural gas	-	-	-	-	-	-
Transportation ¹	-	-	1	1,200	59	562,750
Communications	12	62,750	-	-	5	84,350
Utilities, electric, and gas	-	-	-	-	13	27,100
Wholesale trade	-	-	-	-	5	7,650
Retail trade	-	-	-	-	26	62,400
Hotels and restaurants	-	-	-	-	24	79,550
Services	-	-	1	1,400	29	187,150
Construction	35	84,650	3	7,900	48	133,400
Miscellaneous nonmanufacturing	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes agreements that provide money differentials for one or more shifts and time, or time and money differentials, for other shifts; that provide

either money or time differentials for only some shifts, but not for others; or that refer shift differentials to local negotiations.

Table 3.11 Money differentials by shift

(Agreements covering 1,000 workers or more, January 1, 1978)

Type and amount of money differential	Second shift	
	Agreements	Workers
Total with money differential	683	3,010,150
Cents per hour	492	1,623,000
1 to 9	24	49,500
10 to 14	108	286,450
15 to 19	102	218,900
20 to 24	141	678,900
25 or more	117	389,250
Reference to cents per hour-no details given	-	-
Percentage	146	1,192,500
Less than 5	22	90,850
5	40	790,200
6 to 9	30	104,050
10	38	172,650
Over 10	15	33,100
Reference to percentage-no details given	1	1,650
Flat daily or weekly money premium	25	100,000
Other money differentials'	20	94,650
	Third shift	
	Agreements	Workers
Total with money differential	623	2,789,800
Cents per hour	447	1,463,600
1 to 9	4	6,100
10 to 14	29	64,800
15 to 19	73	208,450
20 to 24	102	209,650
25 or more	239	974,600
Reference to cents per hour-no details given	-	-
Percentage	134	1,144,500
Less than 5	3	19,900
5	16	72,050
6 to 9	29	89,700
10	47	888,050
Over 10	38	73,150
Reference to percentage-no details given	1	1,650
Flat daily or weekly money premium	21	83,100
Other money differentials'	21	108,600

See footnotes at end of table.

Table 3.11 Money differentials by shift
(Agreements covering 1,000 workers or more, January 1, 1978)—Continued

Type and amount of money differential	General night shift	
	Agreements	Workers
Total money differential	314	1,483,100
Cents per hour	163	516,550
1 to 9	11	27,100
10 to 14	21	49,300
15 to 19	20	63,750
20 to 24	27	92,350
25 or more	84	284,050
Reference to cents per hour-no details given	-	-
Percentage	103	611,950
Less than 5	-	-
5	3	8,700
6 to 9	3	5,550
10	89	575,200
Over 10	8	22,500
Reference to percentage-no details given	-	-
Flat daily or weekly money premium	19	131,150
Other money differentials ¹	29	223,450

¹ Includes agreements that vary the money differentials by occupation, level of wages, length of service, location, activity, or combinations thereof; agreements that provide

combinations of flat sums plus a percentage of the basic hourly rate; and agreements in which the differential cannot be determined.

Table 3.12 Time differentials by shift

(Agreements covering 1,000 workers or more, January 1, 1978)

Time differential	Second shift	
	Agreements	Workers
Total with time differential	147	609,750
8 hours pay for 7.5 hours work	81	270,500
8 hours pay for 7 hours work	59	297,250
8 hours pay for 6.5 hours work	-	-
8 hours pay for 6 hours work	-	-
Other time differentials ¹	7	42,000
	Third shift	
	Agreements	Workers
Total with time differential	146	587,550
8 hours pay for 7.5 hours work	12	34,700
8 hours pay for 7 hours work	116	515,000
8 hours pay for 6.5 hours work	3	5,400
8 hours pay for 6 hours work	2	2,600
Other time differentials ¹	13	29,850
	General night shift	
	Agreements	Workers
Total with time differential	12	58,550
8 hours pay for 7.5 hours work	2	4,600
8 hours pay for 7 hours work	8	50,800
8 hours pay for 6.5 hours work	-	-
8 hours pay for 6 hours work	-	-
Other time differentials ¹	2	3,150

¹ Includes agreements where the standard hours of pay are not 8; where the agreements vary the time differential by activity and

schedule; and where the time differentials are unclear or cannot be determined.

Table 3.13 Time and money differentials by shift

(Agreements covering 1,000 workers or more, January 1, 1978)

Time and money differential	Second shift	
	Agreements	Workers
Total with time and money differentials	58	142,650
8 hours pay for 7.5 hours work and money	50	124,600
8 hours pay for 7 hours work and money	5	12,450
8 hours pay for 6.5 hours work and money	1	3,000
8 hours pay for 6 hours work and money	-	-
Other time and money differentials ¹	2	2,600
	Third shift	
	Agreements	Workers
Total with time and money differentials	107	339,050
8 hours pay for 7.5 hours work and money	23	49,250
8 hours pay for 7 hours work and money	38	102,600
8 hours pay for 6.5 hours work and money	38	166,300
8 hours pay for 6 hours work and money	1	2,400
Other time and money differentials ¹	7	18,500
	General night shift	
	Agreements	Workers
Total with time and money differentials	14	77,050
8 hours pay for 7.5 hours work and money	2	10,650
8 Hours pay for 7 hours work and money	1	1,500
8 hours pay for 6.5 hours work and money	1	5,650
8 hours pay for 6 hours work and money	-	-
Other time and money differentials ¹	10	59,250

¹ Includes agreements where the standard hours of pay are not 8; where the agreements vary the time and money differential by schedule, by occupation, by salary, or by location; or where then time and money differentials are unclear or cannot be determined.

Table 3.14 Pay differentials for hazardous work and abnormal working conditions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		With differentials for hazardous or abnormal working conditions									
	Agreements	Workers	Total		Hazardous work only ¹		Abnormal working conditions only ²		Both		No reference to differentials for hazardous or abnormal working conditions	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	305	1,380,450	233	928,950	27	231,800	45	219,700	1,231	5,674,100
Manufacturing	770	3,377,150	77	362,250	40	112,750	19	197,250	18	52,250	693	3,014,900
Food, kindred products	84	234,550	14	26,750	3	6,950	11	19,800	-	-	70	207,800
Tobacco manufacturing	9	23,850	-	-	-	-	-	-	-	-	9	23,850
Textile mill products	13	28,900	-	-	-	-	-	-	-	-	13	28,900
Apparel	44	371,550	-	-	-	-	-	-	-	-	44	371,550
Lumber, wood products	11	18,900	-	-	-	-	-	-	-	-	11	18,900
Furniture, fixtures	12	20,050	-	-	-	-	-	-	-	-	12	20,050
Paper, allied products	49	86,600	7	10,150	7	10,150	-	-	-	-	42	76,450
Printing and publishing	23	48,400	-	-	-	-	-	-	-	-	23	48,400
Chemicals	41	78,400	2	2,650	1	1,050	1	1,600	-	-	39	75,750
Petroleum refining	16	30,150	3	3,500	1	1,250	-	-	2	2,250	13	26,650
Rubber and plastics	19	95,750	2	3,250	2	3,250	-	-	-	-	17	92,500
Leather products	12	25,050	-	-	-	-	-	-	-	-	12	25,050
Stone, clay, and glass	31	92,600	4	6,200	1	1,750	2	3,300	1	1,150	27	86,400
Primary metals	74	421,550	-	-	-	-	-	-	-	-	74	421,550
Fabricated metals	43	99,850	2	5,000	1	3,500	-	-	1	1,500	41	94,850
Machinery	80	251,500	6	7,300	4	5,000	1	1,250	1	1,050	74	244,200
Electrical machinery	77	361,300	4	13,200	3	10,200	1	3,000	-	-	73	348,100
Transportation equipment	107	1,034,700	30	277,550	14	62,950	3	168,300	13	46,300	77	757,150
Instruments	13	30,700	3	6,700	3	6,700	-	-	-	-	10	24,000
Miscellaneous manufacturing	12	22,800	-	-	-	-	-	-	-	-	12	22,800
Nonmanufacturing	766	3,677,400	228	1,018,200	193	816,200	8	34,550	27	167,450	538	2,659,200
Mining, crude petroleum, and natural gas	15	167,000	4	7,500	4	7,500	-	-	-	-	11	159,500
Transportation ³	76	665,600	21	177,500	12	124,000	1	1,000	8	52,500	55	488,100
Communications	69	600,900	4	19,900	3	13,900	1	6,000	-	-	65	581,000
Utilities, electric, and gas	73	212,350	14	29,750	14	29,750	-	-	-	-	59	182,600
Wholesale trade	16	28,250	-	-	-	-	-	-	-	-	16	28,250
Retail trade	123	429,750	4	20,550	-	-	4	20,550	-	-	119	409,200
Hotels and restaurants	37	172,400	-	-	-	-	-	-	-	-	37	172,400
Services	71	392,550	10	58,500	7	51,550	1	3,500	2	3,450	61	334,050
Construction	286	1,008,600	171	704,500	153	589,500	1	3,500	17	111,500	115	304,100
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-	-	-

¹ Pay differentials for hazardous work are extra payments for work where chances of injury are greater than normal.

² Pay differentials for abnormal working conditions are extra payments for

work which is dirty, burdensome, or oppressive; for example, jobs that involve bad odors or abnormally high or low temperatures.

³ Excludes railroads and airlines.

Table 3.15 Methods of compensating pay differentials for hazardous work and abnormal working conditions

(Agreements covering 1,000 workers or more, January 1, 1978)

Methods of compensating pay differentials	Hazardous work	
	Agreements	Workers
All agreements	1,536	7,054,550
Total with hazardous or abnormal conditions differentials	278	1,148,650
Methods of compensation		
Cents per hour	96	409,450
Under 11 cents	11	18,550
11 cents but under 15 cents	1	2,600
15 cents	7	40,300
16 cents but under 20 cents	1	2,200
20 cents	7	15,200
25 cents	47	181,000
Over 25 cents	21	147,600
Other	1	2,000
Percent per hour	23	69,100
Flight pay	10	52,100
Daily rate	31	174,100
Varies with activities or work performed	110	411,550
Varies with occupation	8	32,350
Subject to local negotiation	-	-
Other	-	-
Abnormal conditions		
	Agreements	Workers
All agreements	1,536	7,054,550
Total with hazardous or abnormal conditions differentials	72	451,500
Methods of compensation		
Cents per hour	30	127,350
Under 11 cents	9	29,800
11 cents but under 15 cents	1	28,000
15 cents	4	9,150
16 cents but under 20 cents	1	2,200
20 cents	1	2,500
25 cents	5	36,750
Over 25 cents	8	17,700
Other	1	1,250
Percent per hour	15	58,650
Flight pay	-	-
Daily rate	18	93,350
Varies with activity or work performed	9	172,150
Varies with occupation	-	-
Subject to local negotiation	-	-
Other	-	-

Table 3.16 Wage adjustments by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Escalator (cost-of-living) provisions		Deferred wage increase provisions ¹		Contract reopening provisions ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	706	4,277,700	1,363	6,260,300	316	1,822,200
Manufacturing	770	3,377,150	451	2,460,150	684	3,017,300	134	611,600
Food, kindred products	84	234,550	36	89,050	74	209,500	14	25,600
Tobacco manufacturing	9	23,850	8	18,050	8	22,200	1	5,800
Textile mill products	13	28,900	1	1,500	4	6,200	6	16,800
Apparel	44	371,550	15	132,950	44	371,550	10	79,700
Lumber, wood products	11	18,900	1	3,000	11	18,900	-	-
Furniture, fixtures	12	20,050	7	11,100	12	20,050	2	2,200
Paper, allied products	49	86,600	2	2,850	42	73,200	9	17,700
Printing and publishing	23	48,400	18	38,650	20	44,650	6	21,800
Chemicals	41	78,400	14	29,600	27	47,550	13	28,650
Petroleum refining	16	30,150	-	-	12	18,650	9	14,750
Rubber and plastics	19	95,750	5	33,450	15	77,000	3	27,050
Leather products	12	25,050	-	-	12	25,050	2	3,200
Stone, clay, and glass	31	92,600	17	43,100	28	88,700	1	2,000
Primary metals	74	421,550	71	417,800	72	419,250	33	244,650
Fabricated metals	43	99,850	27	75,900	39	94,200	4	5,450
Machinery	80	251,500	68	235,250	72	237,500	4	8,150
Electrical machinery	77	361,300	64	333,150	69	330,350	6	52,850
Transportation equipment	107	1,034,700	87	974,150	100	861,800	6	34,750
Instruments	13	30,700	8	16,200	13	30,700	2	10,900
Miscellaneous manufacturing	12	22,800	2	4,400	10	20,300	3	9,600
Nonmanufacturing	766	3,677,400	255	1,817,550	679	3,243,000	182	1,210,600
Mining, crude petroleum, and natural gas	15	167,000	12	159,700	15	167,000	3	8,400
Transportation ³	76	665,600	55	533,200	67	633,100	49	542,950
Communications	69	600,900	51	547,650	65	551,550	9	26,850
Utilities, electric, and gas	73	212,350	14	47,200	52	151,750	25	75,850
Wholesale trade	16	28,250	11	19,800	13	24,150	1	1,350
Retail trade	123	429,750	67	253,950	115	395,500	19	69,000
Hotels and restaurants	37	172,400	2	6,700	35	169,300	13	83,750
Services	71	392,550	16	157,500	57	294,000	15	139,050
Construction	286	1,008,600	27	91,850	260	856,650	48	263,400
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Deferred wage increases are agreed to in negotiations which will become effective at specified dates during the contract term.

² Contract reopening provisions specify or permit the further negotiation of wages and other contractual matters at a designated

date during the contract term. The reopener may also operate in an emergency.

³ Excludes railroads and airlines.

Table 3.17 Issues and timing of contract reopeners

(Agreements covering 1,000 workers or more, January 1, 1978)

Reopener clause	Agreements	Workers	Reopener clause	Agreements	Workers
Issues			Timing		
All agreements	1,536	7,054,550	All agreements	1,536	7,054,550
All agreement reopeners	316	1,822,200	All agreement reopeners	316	1,822,200
Wages only	98	363,800	Fixed date reopener only	125	606,200
Nonwage items	71	382,800	Emergency reopener only ¹	95	787,400
Wage and nonwage items	127	988,300	Reopener by mutual consent only	19	63,750
Agreement may be reopened, no reference to subjects	20	87,300	Agreements may be reopened at any time	42	157,850
No reference to agreement reopeners	1,220	5,232,350	May be reopened in the event allied agreements are reopened	3	6,600
All agreement reopeners ²	316	1,822,200	Cost-of-living reviews	7	83,150
Wages	225	1,352,100	Fixed date and emergency reopener	2	2,500
Nonwage items	198	1,371,100	Fixed date and mutual consent reopener	2	3,000
Agreements may be reopened no reference to subjects	16	69,500	Fixed date and amended at any time	5	11,150
			Emergency and amended at any time	13	86,800
			Cost-of-living reviews at any time and event	3	13,800
			No reference to agreement reopeners	1,220	5,232,350

¹ Emergency reopeners provide that the contract, or specific provisions of the contract, will be reopened, if significant events occur in the economy, society, or bargaining unit, such as war, national

disaster, critical business reverses, or if wage or price controls are imposed.

² Nonadditive.

Table 3.18 Wage adjustments by duration

(Agreements covering 1,000 workers or more, January 1, 1978)

Wage adjustment provisions	All agreements		Less than 12 months		12 months		13-23 months		24 months	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,536	7,054,550	2	8,000	18	56,750	13	32,950	220	592,200
Cost-of-living only	44	306,200	-	-	-	-	-	-	4	6,850
Deferred wage increase only	577	1,738,550	-	-	6	10,050	6	16,100	137	335,050
Contract reopening only	47	212,550	1	6,600	1	2,900	1	1,100	16	42,150
Cost-of-living and deferred wage increases	525	2,963,850	-	-	3	12,650	-	-	14	27,150
Cost-of-living and contract reopening	8	51,550	-	-	-	-	1	2,450	-	-
Deferred wage increase and contract reopening	132	601,800	-	-	1	1,200	1	1,000	20	52,350
Cost-of-living, deferred wage increase, and contract reopening	129	956,300	-	-	-	-	2	9,000	6	63,000
No reference to wage adjustments	74	223,950	1	1,400	7	29,950	2	3,300	23	65,650
	25-35 months		36 months		37-47 months		48 months		Over 48 months	
All agreements	145	1,302,700	1007	4,394,950	77	392,450	25	119,100	29	155,450
Cost-of-living only	6	164,550	33	133,700	1	1,100	-	-	-	-
Deferred wage increase only	41	200,450	348	948,600	24	154,500	12	57,200	3	16,600
Contract reopening only	4	13,000	18	97,750	1	14,000	-	-	5	35,050
Cost-of-living and deferred wage increases	68	816,550	391	1,889,500	36	173,800	6	21,850	7	22,350
Cost-of-living and contract reopening	-	-	7	49,100	-	-	-	-	-	-
Deferred wage increase and contract reopening	10	55,650	76	359,850	8	25,000	6	34,600	10	72,150
Cost-of-living, deferred wage increase, and contract reopening	7	21,200	106	830,350	5	20,900	1	5,650	2	6,200
No reference to wage adjustments	9	31,300	28	86,100	2	3,150	-	-	2	3,100

Table 3.19 Wage garnishment, equal pay for equal work, and red-circle rate provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Wage garnishment ¹		Equal pay for equal work		Red-circle rates ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	99	1,168,800	106	287,000	236	1,099,150
Manufacturing	770	3,377,150	48	598,500	81	178,150	184	793,900
Food, kindred products	84	234,550	2	2,850	12	36,950	22	111,600
Tobacco manufacturing	9	23,850	2	4,800	1	2,300	1	2,400
Textile mill products	13	28,900	-	-	3	8,800	1	2,500
Apparel	44	371,550	-	-	1	1,500	1	1,100
Lumber, wood products	11	18,900	-	-	-	-	2	3,100
Furniture, fixtures	12	20,050	1	1,350	2	2,300	2	2,650
Paper, allied products	49	86,600	9	18,400	-	-	16	26,100
Printing and publishing	23	48,400	1	2,200	3	3,850	1	1,500
Chemicals	41	78,400	1	2,650	6	10,500	6	8,850
Petroleum refining	16	30,150	-	-	-	-	7	13,550
Rubber and plastics	19	95,750	1	1,000	5	11,950	-	-
Leather products	12	25,050	2	5,750	1	2,750	-	-
Stone, clay, and glass	31	92,600	1	1,500	4	6,650	7	13,350
Primary metals	74	421,550	4	6,800	3	4,200	39	343,600
Fabricated metals	43	99,850	4	11,250	4	7,250	15	45,950
Machinery	80	251,500	8	50,500	13	22,400	21	67,600
Electrical machinery	77	361,300	3	38,700	14	34,400	22	80,700
Transportation equipment	107	1,034,700	8	449,300	5	17,050	16	58,800
Instruments	13	30,700	1	1,450	2	2,200	3	8,150
Miscellaneous manufacturing	12	22,800	-	-	2	3,100	2	2,400
Nonmanufacturing	766	3,677,400	51	570,300	25	108,850	52	305,250
Mining, crude petroleum, and natural gas	15	167,000	1	1,200	-	-	2	5,900
Transportation ³	76	665,600	35	488,050	-	-	5	108,200
Communications	69	600,900	-	-	-	-	5	36,150
Utilities, electric, and gas	73	212,350	4	7,300	3	9,200	20	43,650
Wholesale trade	16	28,250	2	2,300	-	-	1	1,350
Retail trade	123	429,750	6	11,250	5	15,450	12	89,250
Hotels and restaurants	37	172,400	-	-	12	70,000	3	13,750
Services	71	392,550	1	55,000	5	14,200	4	7,000
Construction	286	1,008,600	2	5,200	-	-	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ A wage garnishment provision establishes union and management policy if creditors attach an employee's wages. Usually, the policy will entail discipline of the employee.

² A red-circle rate is a rate of pay higher than the contractual or formally established rate for the job. The rate is usually attached to

the incumbent worker, not to the job, and protects the employee from a decline in earnings through no fault of his own—for example, for physical disability resulting from on-the-job injury or age.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Part IV. Hours, Overtime, and Premium Pay

Daily and weekly overtime
Graduated overtime
Equal distribution of overtime
Right to refuse overtime
Scheduled weekly hours
Scheduled days of work
Weekend work

Table 4.1 Overtime provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Daily overtime		Weekly overtime		Overtime outside regularly scheduled hours	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	1,346	6,241,300	990	4,660,050	560	2,228,850
Manufacturing	770	3,377,150	732	3,218,050	559	2,472,100	212	858,150
Food, kindred products	84	234,550	78	226,200	71	152,550	16	80,200
Tobacco manufacturing	9	23,850	8	22,650	5	11,600	5	17,100
Textile mill products	13	28,900	12	27,700	12	27,100	2	2,700
Apparel	44	371,550	34	295,100	16	111,400	26	268,350
Lumber, wood products	11	18,900	9	15,400	9	15,400	4	8,800
Furniture, fixtures	12	20,050	11	17,550	8	11,150	4	8,900
Paper, allied products	49	86,600	48	84,300	44	78,950	9	18,450
Printing and publishing	23	48,400	19	41,950	10	22,000	17	39,600
Chemicals	41	78,400	39	73,250	35	66,300	11	21,100
Petroleum refining	16	30,150	16	30,150	14	27,650	7	13,700
Rubber and plastics	19	95,750	19	95,750	14	83,400	1	1,100
Leather products	12	25,050	12	25,050	7	14,300	-	-
Stone, clay, and glass	31	92,600	29	90,450	26	82,500	3	5,500
Primary metals	74	421,550	74	421,550	65	405,600	5	6,500
Fabricated metals	43	99,850	43	99,850	32	61,400	16	39,700
Machinery	80	251,500	80	251,500	61	149,050	25	74,550
Electrical machinery	77	361,300	75	359,250	44	245,950	18	63,950
Transportation equipment	107	1,034,700	102	989,500	67	862,650	40	179,050
Instruments	13	30,700	13	30,700	9	23,150	1	1,100
Miscellaneous manufacturing	12	22,800	11	20,200	10	20,000	2	7,800
Nonmanufacturing	766	3,677,400	614	3,023,250	431	2,187,950	348	1,370,700
Mining, crude petroleum, and natural gas	15	167,000	15	167,000	15	167,000	2	2,600
Transportation ¹	76	665,600	56	493,750	39	380,350	37	152,500
Communications	69	600,900	60	503,400	61	449,900	30	280,300
Utilities, electric, and gas	73	212,350	52	163,250	45	146,500	44	136,550
Wholesale trade	16	28,250	15	26,750	11	17,850	7	13,950
Retail trade	123	429,750	113	413,950	105	388,500	41	121,300
Hotels and restaurants	37	172,400	36	169,400	29	153,550	3	6,200
Services	71	392,550	52	281,850	47	233,300	6	23,050
Construction	286	1,008,600	215	803,900	79	251,000	178	634,250
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 4.1 Overtime provisions by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Graduated overtime rates ²		Equal distribution of overtime		Right to refuse overtime		Minimum overtime guarantee	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	366	1,662,200	641	2,921,450	309	1,560,900	39	125,550
Manufacturing	230	831,500	446	2,018,900	245	1,316,400	19	59,250
Food, kindred products	25	106,900	29	56,300	19	44,400	3	4,200
Tobacco manufacturing	5	12,050	3	7,200	1	2,400	1	2,400
Textile mill products	-	-	3	5,300	2	3,700	-	-
Apparel	-	-	9	27,000	1	3,000	-	-
Lumber, wood products	1	3,000	3	6,300	4	6,500	1	2,300
Furniture, fixtures	4	7,400	7	9,800	5	8,600	-	-
Paper, allied products	7	14,300	16	30,650	7	11,450	-	-
Printing and publishing	12	31,350	10	20,200	5	9,900	1	1,650
Chemicals	9	15,100	32	56,550	15	26,300	3	3,350
Petroleum refining	1	1,000	8	14,850	2	2,600	-	-
Rubber and plastics	2	2,750	16	48,350	11	42,750	-	-
Leather products	-	-	5	10,300	2	5,200	-	-
Stone, clay, and glass	19	61,200	13	26,000	13	30,100	3	3,450
Primary metals	8	14,750	44	247,800	18	36,500	1	18,900
Fabricated metals	16	47,500	34	73,700	22	49,900	-	-
Machinery	36	83,850	56	170,050	52	199,000	4	10,650
Electrical machinery	46	277,250	54	250,200	16	42,100	-	-
Transportation equipment	34	157,950	86	915,150	40	773,050	1	10,900
Instruments	5	15,150	10	26,900	5	7,050	1	1,450
Miscellaneous manufacturing	-	-	8	16,300	5	11,900	-	-
Nonmanufacturing	136	830,700	195	902,550	64	244,500	20	66,300
Mining, crude petroleum, and natural gas	4	5,800	10	153,500	5	20,200	2	3,500
Transportation ¹	4	15,500	10	36,400	6	19,900	2	3,000
Communications	42	400,250	26	187,850	5	6,700	2	4,300
Utilities, electric, and gas	41	109,300	60	172,700	18	46,800	6	16,450
Wholesale trade	2	4,900	4	7,500	4	7,900	-	-
Retail trade	5	8,250	22	63,950	15	55,100	3	4,100
Hotels and restaurants	3	24,200	5	15,850	-	-	1	3,300
Services	12	87,800	19	141,000	8	78,350	2	5,150
Construction	23	174,700	39	123,800	3	9,550	2	26,500
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Graduated overtime provisions establish increases in daily or weekly overtime rates when overtime hours exceed a specified limit.

For example, time and one-half might be paid after 8 hours daily and double time after 10 hours daily.

NOTE: Nonadditive.

Table 4.2 Daily overtime rate by daily overtime hours

(Agreements covering 1,000 workers or more, January 1, 1978)

Daily overtime hours	All agreements		Referring to daily overtime rate								Other ¹	
	Agreements	Workers	Total		Time and one-half		Double time		Varies ²		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All agreements	1,536	7,054,550	1,346	6,241,300	1,224	5,825,400	84	263,050	34	138,250	4	14,600
Daily overtime after specified hours	1,346	6,241,300	1,346	6,241,300	1,224	5,825,400	84	263,050	34	138,250	4	14,600
6 hours	1	8,400	1	8,400	1	8,400	-	-	-	-	-	-
6.5 hours	-	-	-	-	-	-	-	-	-	-	-	-
7 hours	65	340,950	65	340,950	53	290,400	10	45,550	2	5,000	-	-
7.5 hours	32	131,900	32	131,900	30	128,700	2	3,200	-	-	-	-
8 hours	1,212	5,300,150	1,212	5,300,150	1,111	5,000,500	71	211,800	26	73,250	4	14,600
8.5 hours	2	2,250	2	2,250	2	2,250	-	-	-	-	-	-
9 hours	5	11,300	5	11,300	5	11,300	-	-	-	-	-	-
9.5 hours	-	-	-	-	-	-	-	-	-	-	-	-
10 hours	1	1,400	1	1,400	1	1,400	-	-	-	-	-	-
Daily overtime hours vary	28	444,950	28	444,950	21	382,450	1	2,500	6	60,000	-	-
Subject to local negotiation	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-
No reference to daily overtime hours	190	813,250	-	-	-	-	-	-	-	-	-	-

¹ Includes agreements that provide flat sums or flat sums plus overtime; and agreements that refer to daily overtime hours, but do not specify a daily overtime rate.

² Agreements vary the daily overtime rate by activity, location, schedule, and occupation.

Table 4.3 Scheduled weekly hours by scheduled days of work

(Agreements covering 1,000 workers or more, January 1, 1978)

Scheduled weekly hours	All agreements		Referring to scheduled days of work					
	Agreements	Workers	Total		Less than 5 days		5 days	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,536	7,054,550	1,363	6,203,700	1	10,000	1,331	6,081,400
Total referring to scheduled weekly hours	1,358	6,128,200	1,346	6,099,750	1	10,000	1,316	5,981,500
Less than 35 hours	8	47,950	8	47,950	-	-	8	47,950
35 and 35.5 hours	88	452,200	87	451,150	-	-	85	439,550
36 and 36.5 hours	5	16,900	5	16,900	1	10,000	4	6,900
37 and 37.5 hours	39	156,800	39	156,800	-	-	38	154,400
38 and 38.5 hours	1	3,000	1	3,000	-	-	1	3,000
39 and 39.5 hours	4	6,250	4	6,250	-	-	4	6,250
40 hours	1,162	4,945,450	1,154	4,923,300	-	-	1,144	4,894,250
42 hours	1	1,050	1	1,050	-	-	1	1,050
45 hours	-	-	-	-	-	-	-	-
48 hours or more	3	11,350	3	11,350	-	-	1	3,500
Weekly hours vary ¹	44	472,900	42	469,950	-	-	30	424,650
Subject to local negotiation	2	12,050	2	12,050	-	-	-	-
Other ²	1	2,300	-	-	-	-	-	-
No reference to scheduled weekly hours	178	926,350	17	103,950	-	-	15	99,900
Referring to scheduled days of work—Continued							No reference to scheduled days of work	
			6 days		Varies		Other ³	
All agreements	5	19,600	23	78,250	3	14,450	173	850,850
Total referring to scheduled weekly hours	4	17,550	22	76,250	3	14,450	12	28,450
Less than 35 hours	-	-	-	-	-	-	-	-
35 and 35.5 hours	-	-	2	11,600	-	-	1	1,050
36 and 36.5 hours	-	-	-	-	-	-	-	-
37 and 37.5 hours	-	-	-	-	1	2,400	-	-
38 and 38.5 hours	-	-	-	-	-	-	-	-
39 and 39.5 hours	-	-	-	-	-	-	-	-
40 hours	1	1,200	9	27,850	-	-	8	22,150
42 hours	-	-	-	-	-	-	-	-
45 hours	-	-	-	-	-	-	-	-
48 hours or more	2	7,850	-	-	-	-	-	-
Weekly hours vary ¹	1	8,500	11	36,800	-	-	2	2,950
Subject to local negotiation	-	-	-	-	2	12,050	-	-
Other ²	-	-	-	-	-	-	1	2,300
No reference to scheduled weekly hours	1	2,050	1	2,000	-	-	161	822,400

¹ Includes agreements that vary weekly hours by scheduled length of daily shift, by occupation, by activity, by location, by type of work, and at the employee's option.

² Includes unclassifiable agreements and agreements for which

weekly hours cannot be determined.

³ Includes agreements that cannot be classified, agreements for which work days cannot be determined, and agreements that are subject to local negotiations.

Table 4.4 Scheduled weekly hours under 40 by daily and weekly overtime

(Agreements covering 1,000 workers or more, January 1, 1978)

Scheduled weekly hours	All agreements		Overtime provisions						No reference to daily or weekly overtime	
	Agreements	Workers	Daily overtime only		Weekly overtime only		Daily and weekly overtime		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers		
All agreements	1,536	7,054,550	389	1,666,450	33	85,200	957	4,574,850	157	728,050
Scheduled weekly hours										
Under 40	145	683,100	43	200,150	5	16,250	69	346,300	28	120,400
Less than 35 hours	8	47,950	2	8,000	-	-	4	37,300	2	2,650
35 hours	88	452,200	27	160,300	2	3,650	37	181,900	22	106,350
35.5 hours	-	-	-	-	-	-	-	-	-	-
36 hours	5	16,900	1	2,500	-	-	2	11,500	2	2,900
36.5 hours	-	-	-	-	-	-	-	-	-	-
37 hours	-	-	-	-	-	-	-	-	-	-
37.5 hours	39	156,800	11	26,300	3	12,600	24	112,400	1	5,500
38 hours	1	3,000	-	-	-	-	-	-	1	3,000
38.5 hours	-	-	-	-	-	-	-	-	-	-
39 hours	2	2,900	1	1,700	-	-	1	1,200	-	-
39.5 hours	2	3,350	1	1,350	-	-	1	2,000	-	-

Table 4.5 Daily and weekly overtime provisions

(Agreements covering 1,000 workers or more, January 1, 1978)

Daily overtime	All agreements		Weekly overtime after—									
	Agreements	Workers	Total		Less than 35 hours		35 and 35.5 hours		36 and 36.5 hours		37 and 37.5 hours	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,536	7,054,550	990	4,660,050	3	12,300	36	176,800	2	11,500	25	118,600
Daily overtime after specified hours	1,346	6,241,300	957	4,574,850	3	12,300	34	173,150	2	11,500	22	106,000
6 hours	1	8,400	1	8,400	1	8,400	-	-	-	-	-	-
6.5 hours	-	-	-	-	-	-	-	-	-	-	-	-
7 hours	65	340,950	36	176,650	2	3,900	33	171,250	1	1,500	-	-
7.5 hours	32	131,900	22	106,400	-	-	1	1,900	-	-	20	97,550
8 hours	1,212	5,300,150	873	4,000,850	-	-	-	-	-	-	1	4,750
8.5 hours	2	2,250	1	1,200	-	-	-	-	-	-	-	-
9 hours	5	11,300	5	11,300	-	-	-	-	-	-	1	3,700
9.5 hours	-	-	-	-	-	-	-	-	-	-	-	-
10 hours	1	1,400	1	1,400	-	-	-	-	-	-	-	-
Hours vary ¹	28	444,950	18	268,650	-	-	-	-	1	10,000	-	-
Subject to local negotiation	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-
No reference to daily overtime	190	813,250	33	85,200	-	-	2	3,650	-	-	3	12,600
Weekly overtime after—Continued												
No reference to weekly overtime												
			40 hours		Over 40 hours		Varies ²		Other			
All agreements			900	4,062,650	8	26,100	15	250,100	1	2,000	546	2,394,500
Daily overtime after specified hours			875	4,002,150	6	19,600	14	248,150	1	2,000	389	1,666,450
6 hours			-	-	-	-	-	-	-	-	-	-
6.5 hours			-	-	-	-	-	-	-	-	-	-
7 hours			-	-	-	-	-	-	-	-	29	164,300
7.5 hours			1	6,950	-	-	-	-	-	-	10	25,500
8 hours			861	3,954,600	6	19,600	4	19,900	1	2,000	339	1,299,300
8.5 hours			1	1,200	-	-	-	-	-	-	1	1,050
9 hours			4	7,600	-	-	-	-	-	-	-	-
9.5 hours			-	-	-	-	-	-	-	-	-	-
10 hours			1	1,400	-	-	-	-	-	-	-	-
Hours vary ¹			7	30,400	-	-	10	228,250	-	-	10	176,300
Subject to local negotiation			-	-	-	-	-	-	-	-	-	-
Other			-	-	-	-	-	-	-	-	-	-
No reference to daily overtime			25	60,500	2	6,500	1	1,950	-	-	157	728,050

¹ Agreements vary the daily overtime by schedule, occupation, and activity.

² Agreements vary the weekly overtime by the scheduled length of daily shifts, by occupation, and by activity.

Table 4.6 Weekly overtime rate by weekly overtime hours

(Agreements covering 1,000 workers or more, January 1, 1978)

Weekly overtime hours	All agreements		Referring to weekly overtime rate									
	Agreements	Workers	Total		Time and one-half		Double time		Varies ¹		Other ²	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,536	7,054,550	990	4,660,050	946	4,544,500	27	70,450	12	26,850	5	18,250
Weekly overtime after specified hours	990	4,660,050	990	4,660,050	946	4,544,500	27	70,450	12	26,850	5	18,250
Less than 35 hours	3	12,300	3	12,300	3	12,300	-	-	-	-	-	-
35 and 35.5 hours	36	176,800	36	176,800	31	160,650	4	14,650	1	1,500	-	-
36 and 36.5 hours	2	11,500	2	11,500	1	1,500	1	10,000	-	-	-	-
37 and 37.5 hours	25	118,600	25	118,600	25	118,600	-	-	-	-	-	-
38 and 38.5 hours	-	-	-	-	-	-	-	-	-	-	-	-
39 and 39.5 hours	1	2,000	1	2,000	1	2,000	-	-	-	-	-	-
40 hours	900	4,062,650	900	4,062,650	866	3,982,100	22	45,800	9	21,950	3	12,800
More than 40 hours	8	26,100	8	26,100	7	22,600	-	-	-	-	1	3,500
Hours vary ³	15	250,100	15	250,100	12	244,750	-	-	2	3,400	1	1,950
Subject to local negotiation	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-
No reference to weekly overtime	546	2,394,500	-	-	-	-	-	-	-	-	-	-

¹ Agreements vary the overtime rates by activity, occupation, location, and schedule.

² Includes agreements whose rates exceed double time and agreements

that refer to weekly overtime but do not specify a rate.

³ Agreements vary weekly overtime by the scheduled length of daily shifts, by occupation, and by activity.

Table 4.7 Weekly overtime hours by scheduled weekly hours

(Agreements covering 1,000 workers or more, January 1, 1978)

Scheduled weekly hours	All agreements		Weekly overtime after—									
	Agreements	Workers	Total		Less than 35 hours		35 and 35.5 hours		36 and 36.5 hours		37 and 37.5 hours	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,536	7,054,550	990	4,660,050	3	12,300	36	176,800	2	11,500	25	118,600
Total referring to scheduled weekly hours	1,358	6,128,200	892	4,267,900	3	12,300	36	176,800	2	11,500	25	118,600
Less than 35 hours	8	47,950	4	37,300	3	12,300	-	-	-	-	-	-
35 and 35.5 hours	88	452,200	39	185,550	-	-	36	176,800	-	-	1	4,000
36 and 36.5 hours	5	16,900	2	11,500	-	-	-	-	2	11,500	-	-
37 and 37.5 hours	39	156,800	27	125,000	-	-	-	-	27	-	24	114,600
38 and 38.5 hours	1	3,000	-	-	-	-	-	-	-	-	-	-
39 and 39.5 hours	4	6,250	2	3,200	-	-	-	-	-	-	-	-
40 hours	1,162	4,945,450	780	3,558,550	-	-	-	-	-	-	-	-
42 hours	1	1,050	-	-	-	-	-	-	-	-	-	-
45 hours	-	-	-	-	-	-	-	-	-	-	-	-
48 hours or more	3	11,350	3	11,350	-	-	-	-	-	-	-	-
Weekly hours vary ¹	44	472,900	33	323,400	-	-	-	-	-	-	-	-
Subject to local negotiation	2	12,050	2	12,050	-	-	-	-	-	-	-	-
Other ²	1	2,300	-	-	-	-	-	-	-	-	-	-
No reference to scheduled weekly hours	178	926,350	98	392,150	-	-	-	-	-	-	-	-
Weekly overtime after—Continued												
No reference to weekly overtime												
			40 hours		Over 40 hours		Varies ³		Other			
All agreements			900	4,062,650	8	26,100	15	250,100	1	2,000	546	2,394,500
Total referring to scheduled weekly hours			807	3,684,300	4	13,800	14	248,600	1	2,000	466	1,860,300
Less than 35 hours			1	25,000	-	-	-	-	-	-	4	10,650
35 and 35.5 hours			2	4,750	-	-	-	-	-	-	49	266,650
36 and 36.5 hours			-	-	-	-	-	-	-	-	3	5,400
37 and 37.5 hours			3	10,400	-	-	-	-	-	-	12	31,800
38 and 38.5 hours			-	-	-	-	-	-	-	-	1	3,000
39 and 39.5 hours			1	1,200	-	-	-	-	1	2,000	2	3,050
40 hours			777	3,539,750	2	3,800	1	15,000	-	-	382	1,386,900
42 hours			-	-	-	-	-	-	-	-	1	1,050
45 hours			-	-	-	-	-	-	-	-	-	-
48 hours or more			1	1,350	2	10,000	-	-	-	-	-	-
Weekly hours vary ¹			20	89,800	-	-	13	233,600	-	-	11	149,500
Subject to local negotiation			2	12,050	-	-	-	-	-	-	-	-
Other ²			-	-	-	-	-	-	-	-	1	2,300
No reference to scheduled weekly hours			93	378,350	4	12,300	1	1,500	-	-	80	534,200

¹ Agreements vary the weekly hours by scheduled length of daily shifts, by occupation, by activity, by location, by type of work and at employer or employee option.

² Includes agreements that cannot be classified and agreements for

which weekly hours cannot be determined.

³ Agreements vary the weekly overtime by the scheduled length of daily shifts, by occupation, and by activity.

Table 4.8 Overtime rates for work outside regularly scheduled hours by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Referring to overtime rate for work outside regularly scheduled hours									
	Agreements	Workers	Total		Time and one-half		Double time		Varies ¹		Other ²	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	560	2,228,850	414	1,696,250	110	317,150	26	169,900	10	45,550
Manufacturing	770	3,377,150	212	858,150	188	709,500	14	46,050	3	61,400	7	41,200
Food, kindred products	84	234,550	16	80,200	15	78,900	1	1,300	-	-	-	-
Tobacco manufacturing	9	23,850	5	17,100	5	17,100	-	-	-	-	-	-
Textile mill products	13	28,900	2	2,700	2	2,700	-	-	-	-	-	-
Apparel	44	371,550	26	268,350	25	213,350	-	-	1	55,000	-	-
Lumber, wood products	11	18,900	4	8,800	4	8,800	-	-	-	-	-	-
Furniture, fixtures	12	20,050	4	8,900	4	8,900	-	-	-	-	-	-
Paper, allied products	49	86,600	9	18,450	9	18,450	-	-	-	-	-	-
Printing and publishing	23	48,400	17	39,600	11	21,450	1	4,800	1	4,000	4	9,350
Chemicals	41	78,400	11	21,100	11	21,100	-	-	-	-	-	-
Petroleum refining	16	30,150	7	13,700	7	13,700	-	-	-	-	-	-
Rubber and plastics	19	95,750	1	1,100	1	1,100	-	-	-	-	-	-
Leather products	12	25,050	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass	31	92,600	3	5,500	3	5,500	-	-	-	-	-	-
Primary metals	74	421,550	5	6,500	4	5,200	1	1,300	-	-	-	-
Fabricated metals	43	99,850	16	39,700	13	31,750	3	7,950	-	-	-	-
Machinery	80	251,500	25	74,550	21	66,100	2	3,900	1	2,400	1	2,150
Electrical machinery	77	361,300	18	63,950	16	34,250	-	-	-	-	2	29,700
Transportation equipment	107	1,034,700	40	179,050	34	152,250	6	26,800	-	-	-	-
Instruments	13	30,700	1	1,100	1	1,100	-	-	-	-	-	-
Miscellaneous manufacturing	12	22,800	2	7,800	2	7,800	-	-	-	-	-	-
Nonmanufacturing	766	3,677,400	348	1,370,700	226	986,750	96	271,100	23	108,500	3	4,350
Mining, crude petroleum, and natural gas	15	167,000	2	2,600	2	2,600	-	-	-	-	-	-
Transportation ³	76	665,600	37	152,500	33	120,000	-	-	4	32,500	-	-
Communications	69	600,900	30	280,300	30	280,300	-	-	-	-	-	-
Utilities, electric, and gas	73	212,350	44	136,550	40	130,500	2	3,600	-	-	2	2,450
Wholesale trade	16	28,250	7	13,950	7	13,950	-	-	-	-	-	-
Retail trade	123	429,750	41	121,300	37	113,300	2	4,600	1	1,500	1	1,900
Hotels and restaurants	37	172,400	3	6,200	3	6,200	-	-	-	-	-	-
Services	71	392,550	6	23,050	6	23,050	-	-	-	-	-	-
Construction	286	1,008,600	178	634,250	68	296,850	92	262,900	18	74,500	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-	-	-

¹ Agreements vary the rate by activity, by location, or by the time the overtime occurs.

² Includes agreements in which overtime rates are graduated according to the number of hours worked, that provide for a flat percent premium, a

flat sum premium, or an unspecified premium; and agreements that refer to overtime rates, but give no further details.

³ Excludes railroads and airlines.

Table 4.9 Graduated overtime provisions

(Agreements covering 1,000 workers or more, January 1, 1978)

Graduated overtime provision	Agreements	Workers
All agreements	1,536	7,054,550
Total with graduated overtime provisions	366	1,662,200
Overtime rate graduated after specified daily hours	314	1,234,850
9 hours	13	70,350
10 hours	63	226,650
11 hours	22	96,650
12 hours	149	654,200
13 hours	-	-
14 hours	2	2,050
15 hours	1	1,550
16 hours	53	127,400
Over 16 hours	4	12,800
Varies ¹	5	33,800
Rate increases as hours increase	1	3,400
Subject to local negotiation	-	-
Other ²	1	6,000
Overtime rate graduated after specified weekly hours	52	427,350
Less than 48 hours	7	31,550
48 hours	2	2,950
49 hours	35	352,300
Over 49 hours	8	40,550
No reference to graduated overtime	1,170	5,392,350

¹ Agreements vary the hours after which the overtime rates increase by occupation, location, and schedule.

² Includes 1 agreement requiring graduated daily overtime, hours not specified or cannot be determined.

Table 4.10 Premium pay for weekends

(Agreements covering 1,000 workers or more, January 1, 1978)

Premium pay for weekends	Agreements	Workers
All agreements	1,536	7,054,550
Having premium pay for weekend work	1,399	6,240,450
Saturday, not part of regular workweek	843	3,841,050
Sunday, not part of regular workweek	1,162	5,225,950
Saturday, part of regular workweek	49	198,200
Sunday, part of regular workweek	199	1,545,550
Sixth day	443	2,251,750
Seventh day	427	2,497,000

NOTE: Nonadditive.

Table 4.11 Premium pay rates for Sunday work not part of regular workweek by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Premium pay rates									
	Agreements	Workers	Total		Time and one-half		Double time		Rate increases as hours increase		Other ¹	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	843	3,841,050	612	3,053,700	155	506,950	22	65,050	54	215,350
Manufacturing	770	3,377,150	485	2,240,350	442	2,123,500	17	50,400	19	42,450	7	24,000
Food, kindred products	84	234,550	54	179,500	51	174,750	-	-	1	1,050	2	3,700
Tobacco manufacturing	9	23,850	8	22,650	2	5,850	-	-	6	16,800	-	-
Textile mill products	13	28,900	6	13,400	6	13,400	-	-	-	-	-	-
Apparel	44	371,550	34	222,550	34	222,550	-	-	-	-	-	-
Lumber, wood products	11	18,900	6	11,200	5	9,200	-	-	1	2,000	-	-
Furniture, fixtures	12	20,050	10	17,400	8	13,200	-	-	2	4,200	-	-
Paper, allied products	49	86,600	13	21,350	12	19,550	1	1,800	-	-	-	-
Printing and publishing	23	48,400	12	31,500	2	2,700	5	13,500	4	10,500	1	4,800
Chemicals	41	78,400	10	19,000	10	19,000	-	-	-	-	-	-
Petroleum refining	16	30,150	-	-	-	-	-	-	-	-	-	-
Rubber and plastics	19	95,750	7	22,450	6	13,200	-	-	-	-	1	9,250
Leather products	12	25,050	6	11,550	6	11,550	-	-	-	-	-	-
Stone, clay, and glass	31	92,600	8	26,850	6	22,250	-	-	1	1,100	1	3,500
Primary metals	74	421,550	23	54,200	20	50,150	1	1,300	-	-	2	2,750
Fabricated metals	43	99,850	33	75,700	31	72,000	2	3,700	-	-	-	-
Machinery	80	251,500	71	194,450	66	186,050	3	5,200	2	3,200	-	-
Electrical machinery	77	361,300	71	325,850	68	321,150	1	1,100	2	3,600	-	-
Transportation equipment	107	1,034,700	91	942,750	87	918,950	4	23,800	-	-	-	-
Instruments	13	30,700	11	26,200	11	26,200	-	-	-	-	-	-
Miscellaneous manufacturing	12	22,800	11	21,800	11	21,800	-	-	-	-	-	-
Nonmanufacturing	766	3,677,400	358	1,600,700	170	930,200	138	456,550	3	22,600	47	191,350
Mining, crude petroleum, and natural gas	15	167,000	4	146,000	4	146,000	-	-	-	-	-	-
Transportation ²	76	665,600	36	226,350	32	201,500	1	2,800	-	-	3	22,050
Communications	69	600,900	3	32,400	2	31,100	-	-	-	-	1	1,300
Utilities, electric, and gas	73	212,350	12	19,300	11	17,850	-	-	-	-	1	1,450
Wholesale trade	16	28,250	8	16,250	8	16,250	-	-	-	-	-	-
Retail trade	123	429,750	8	66,700	6	63,000	1	2,500	-	-	1	1,200
Hotels and restaurants	37	172,400	-	-	-	-	-	-	-	-	-	-
Services	71	392,550	22	149,900	13	81,050	2	2,650	2	21,000	5	45,200
Construction	286	1,008,600	265	943,800	94	373,450	134	448,600	1	1,600	36	120,150
Miscellaneous nonmanufacturing ...	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes agreements that vary premium pay rates by activity, schedule, occupation, location, and pay range; that provide flat sum additives; and that

refer to premium pay, but give no further details.

² Excludes railroads and airlines.

Table 4.12 Premium pay rates for Saturday work not part of regular workweek by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Premium pay rates					
	Agreements	Workers	Total		Time and one-half		Double time	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	1,162	5,225,950	245	1,300,800	842	3,469,350
Manufacturing	770	3,377,150	604	2,679,700	120	604,500	463	2,019,350
Food, kindred products	84	234,550	64	195,900	20	95,800	42	97,200
Tobacco manufacturing	9	23,850	8	22,650	-	-	7	20,250
Textile mill products	13	28,900	8	21,800	-	-	7	15,200
Apparel	44	371,550	12	38,000	5	18,800	7	19,200
Lumber, wood products	11	18,900	10	16,500	7	10,700	3	5,800
Furniture, fixtures	12	20,050	9	15,200	1	2,200	8	13,000
Paper, allied products	49	86,600	48	85,600	20	37,150	26	39,500
Printing and publishing	23	48,400	16	38,350	-	-	14	32,350
Chemicals	41	78,400	14	30,800	3	10,600	10	18,900
Petroleum refining	16	30,150	5	12,100	4	9,650	1	2,450
Rubber and plastics	19	95,750	19	95,750	2	2,750	17	93,000
Leather products	12	25,050	8	16,100	1	1,000	6	12,900
Stone, clay, and glass	31	92,600	28	88,700	18	65,450	7	17,050
Primary metals	74	421,550	61	390,650	38	349,000	19	29,600
Fabricated metals	43	99,850	35	81,700	-	-	35	81,700
Machinery	80	251,500	71	194,450	-	-	71	194,450
Electrical machinery	77	361,300	74	343,400	1	1,400	71	338,850
Transportation equipment	107	1,034,700	92	943,750	-	-	91	940,750
Instruments	13	30,700	12	29,100	-	-	12	29,100
Miscellaneous manufacturing	12	22,800	10	19,200	-	-	9	18,100
Nonmanufacturing	766	3,677,400	558	2,546,250	125	696,300	379	1,450,000
Mining, crude petroleum, and natural gas ..	15	167,000	8	154,300	4	8,300	4	146,000
Transportation ¹	76	665,600	47	335,000	18	77,000	23	115,000
Communications	69	600,900	50	407,750	39	343,050	4	33,650
Utilities, electric, and gas	73	212,350	39	115,000	10	53,000	25	52,400
Wholesale trade	16	28,250	12	23,250	8	16,000	3	6,250
Retail trade	123	429,750	104	379,800	30	95,150	57	174,750
Hotels and restaurants	37	172,400	-	-	-	-	-	-
Services	71	392,550	28	172,600	6	67,650	19	48,950
Construction	286	1,008,600	270	958,550	10	36,150	244	873,000
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 4.12 Premium pay rates for Saturday work not part of regular workweek by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Premium pay rates—Continued					
	Time and one-half in some instances, double time in others		Flat sum addition		Other ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	19	165,300	9	37,800	47	252,700
Manufacturing	10	33,200	2	3,050	9	19,600
Food, kindred products	1	1,400	1	1,500	-	-
Tobacco manufacturing	-	-	-	-	1	2,400
Textile mill products	1	6,600	-	-	-	-
Apparel	-	-	-	-	-	-
Lumber, wood products	-	-	-	-	-	-
Furniture, fixtures	-	-	-	-	-	-
Paper, allied products	1	6,000	-	-	1	2,950
Printing and publishing	1	2,000	-	-	1	4,000
Chemicals	-	-	-	-	1	1,300
Petroleum refining	-	-	-	-	-	-
Rubber and plastics	-	-	-	-	-	-
Leather products	-	-	-	-	1	2,200
Stone, clay, and glass	1	1,800	-	-	2	4,600
Primary metals	3	10,500	1	1,550	-	-
Fabricated metals	-	-	-	-	-	-
Machinery	-	-	-	-	-	-
Electrical machinery	1	2,100	-	-	1	1,050
Transportation equipment	1	3,000	-	-	-	-
Instruments	-	-	-	-	-	-
Miscellaneous manufacturing	-	-	-	-	1	1,100
Nonmanufacturing	9	132,100	7	34,750	38	233,100
Mining, crude petroleum, and natural gas ..	-	-	-	-	-	-
Transportation ¹	3	119,500	2	20,000	1	3,500
Communications	3	6,600	-	-	4	24,450
Utilities, electric, and gas	1	1,200	-	-	3	8,400
Wholesale trade	-	-	-	-	1	1,000
Retail trade	-	-	4	10,750	13	99,150
Hotels and restaurants	-	-	-	-	-	-
Services	-	-	1	4,000	2	52,000
Construction	2	4,800	-	-	14	44,600
Miscellaneous nonmanufacturing	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes agreements that provide premium pay that exceeds double time; that vary by activity, by schedule, by location, by

occupation; and that refer to premium pay, but give no further details.

Table 4.13 Premium pay rates for Saturday work as part of regular workweek by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Premium pay rates					
	Agreements	Workers	Total		Time and one-fourth		Time and one-half	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	49	198,200	7	24,500	11	32,500
Manufacturing	770	3,377,150	37	97,000	7	24,500	8	17,700
Food, kindred products	84	234,550	11	28,600	4	16,500	1	3,500
Tobacco manufacturing	9	23,850	4	10,400	-	-	-	-
Textile mill products	13	28,900	-	-	-	-	-	-
Apparel	44	371,550	-	-	-	-	-	-
Lumber, wood products	11	18,900	1	3,000	-	-	-	-
Furniture, fixtures	12	20,050	1	1,300	-	-	1	1,300
Paper, allied products	49	86,600	-	-	-	-	-	-
Printing and publishing	23	48,400	1	1,100	-	-	-	-
Chemicals	41	78,400	6	10,050	1	1,200	-	-
Petroleum refining	16	30,150	-	-	-	-	-	-
Rubber and plastics	19	95,750	-	-	-	-	-	-
Leather products	12	25,050	-	-	-	-	-	-
Stone, clay, and glass	31	92,600	1	2,050	-	-	1	2,050
Primary metals	74	421,550	5	22,750	-	-	2	2,950
Fabricated metals	43	99,850	2	5,000	-	-	1	3,500
Machinery	80	251,500	2	4,400	-	-	2	4,400
Electrical machinery	77	361,300	1	1,550	-	-	-	-
Transportation equipment	107	1,034,700	2	6,800	2	6,800	-	-
Instruments	13	30,700	-	-	-	-	-	-
Miscellaneous manufacturing	12	22,800	-	-	-	-	-	-
Nonmanufacturing	766	3,677,400	12	101,200	-	-	3	14,800
Mining, crude petroleum, and natural gas	15	167,000	1	2,100	-	-	-	-
Transportation ¹	76	665,600	-	-	-	-	-	-
Communications	69	600,900	8	92,950	-	-	3	14,800
Utilities, electric, and gas	73	212,350	1	3,500	-	-	-	-
Wholesale trade	16	28,250	-	-	-	-	-	-
Retail trade	123	429,750	-	-	-	-	-	-
Hotels and restaurants	37	172,400	-	-	-	-	-	-
Services	71	392,550	2	2,650	-	-	-	-
Construction	286	1,008,600	-	-	-	-	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 4.13 Premium pay rates for Saturday work as part of regular workweek by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Premium pay rates—Continued						No reference to premium pay	
	Cents per hour		Flat sum addition		Other ²		Agreements	Workers
	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	14	71,400	1	1,100	16	68,700	1,487	6,856,350
Manufacturing	9	30,600	1	1,100	12	23,100	733	3,280,150
Food, kindred products	-	-	-	-	6	8,600	73	205,950
Tobacco manufacturing	-	-	-	-	4	10,400	5	13,450
Textile mill products	-	-	-	-	-	-	13	28,900
Apparel	-	-	-	-	-	-	44	371,550
Lumber, wood products	-	-	-	-	1	3,000	10	15,900
Furniture, fixtures	-	-	-	-	-	-	11	18,750
Paper, allied products	-	-	-	-	-	-	49	86,600
Printing and publishing	-	-	1	1,100	-	-	22	47,300
Chemicals	4	7,750	-	-	1	1,100	35	68,350
Petroleum refining	-	-	-	-	-	-	16	30,150
Rubber and plastics	-	-	-	-	-	-	19	95,750
Leather products	-	-	-	-	-	-	12	25,050
Stone, clay, and glass	-	-	-	-	-	-	30	90,550
Primary metals	3	19,800	-	-	-	-	69	398,800
Fabricated metals	1	1,500	-	-	-	-	41	94,850
Machinery	-	-	-	-	-	-	78	247,100
Electrical machinery	1	1,550	-	-	-	-	76	359,750
Transportation equipment	-	-	-	-	-	-	105	1,027,900
Instruments	-	-	-	-	-	-	13	30,700
Miscellaneous manufacturing	-	-	-	-	-	-	12	22,800
Nonmanufacturing	5	40,800	-	-	4	45,600	754	3,576,200
Mining, crude petroleum, and natural gas	1	2,100	-	-	-	-	14	164,900
Transportation ¹	-	-	-	-	-	-	76	665,600
Communications	2	36,050	-	-	3	42,100	61	507,950
Utilities, electric, and gas	-	-	-	-	1	3,500	72	208,850
Wholesale trade	-	-	-	-	-	-	16	28,250
Retail trade	-	-	-	-	-	-	123	429,750
Hotels and restaurants	-	-	-	-	-	-	37	172,400
Services	2	2,650	-	-	-	-	69	389,900
Construction	-	-	-	-	-	-	286	1,008,600
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes agreements that provide premium pay that exceeds time and one-half; that vary by activity, by schedule, by location, by

occupation, and by pay range; and that refer to premium pay, but give no further details.

Table 4.14 Premium pay rates for Sunday work as part of regular workweek by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Premium pay rates					
	Agreements	Workers	Total		Time and one-fourth		Time and one-half	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	199	1,545,550	26	711,300	86	564,150
Manufacturing	770	3,377,150	122	1,254,650	17	694,500	61	419,150
Food, kindred products	84	234,550	13	36,500	-	-	7	25,950
Tobacco manufacturing	9	23,850	5	12,050	-	-	-	-
Textile mill products	13	28,900	-	-	-	-	-	-
Apparel	44	371,550	-	-	-	-	-	-
Lumber, wood products	11	18,900	5	9,250	-	-	4	6,250
Furniture, fixtures	12	20,050	-	-	-	-	-	-
Paper, allied products	49	86,600	1	1,000	-	-	1	1,000
Printing and publishing	23	48,400	-	-	-	-	-	-
Chemicals	41	78,400	13	22,300	-	-	1	1,200
Petroleum refining	16	30,150	-	-	-	-	-	-
Rubber and plastics	19	95,750	1	5,400	1	5,400	-	-
Leather products	12	25,050	-	-	-	-	-	-
Stone, clay, and glass	31	92,600	7	15,350	-	-	5	10,900
Primary metals	74	421,550	47	373,900	2	5,450	36	325,950
Fabricated metals	43	99,850	6	10,750	2	2,250	1	2,300
Machinery	80	251,500	8	22,100	1	1,600	3	13,900
Electrical machinery	77	361,300	6	66,950	2	2,500	2	29,900
Transportation equipment	107	1,034,700	10	679,100	9	677,300	1	1,800
Instruments	13	30,700	-	-	-	-	-	-
Miscellaneous manufacturing	12	22,800	-	-	-	-	-	-
Nonmanufacturing	766	3,677,400	77	290,900	9	16,800	25	145,000
Mining, crude petroleum, and natural gas	15	167,000	6	14,400	1	1,200	4	11,100
Transportation ¹	76	665,600	2	7,000	-	-	-	-
Communications	69	600,900	18	132,500	-	-	16	111,400
Utilities, electric, and gas	73	212,350	36	100,400	8	15,600	3	20,100
Wholesale trade	16	28,250	1	1,300	-	-	1	1,300
Retail trade	123	429,750	10	26,400	-	-	1	1,100
Hotels and restaurants	37	172,400	-	-	-	-	-	-
Services	71	392,550	4	8,900	-	-	-	-
Construction	286	1,008,600	-	-	-	-	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 4.14 Premium pay rates for Sunday work as part of regular workweek by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Premium pay rates—Continued						No reference to premium pay	
	Cents per hour		Flat sum addition		Other ²		Agreements	Workers
	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	38	97,100	8	16,650	41	156,350	1,337	5,509,000
Manufacturing	18	44,750	3	6,900	23	89,350	648	2,122,500
Food, kindred products	-	-	1	2,450	5	8,100	71	198,050
Tobacco manufacturing	-	-	-	-	5	12,050	4	11,800
Textile mill products	-	-	-	-	-	-	13	28,900
Apparel	-	-	-	-	-	-	44	371,550
Lumber, wood products	-	-	-	-	1	3,000	6	9,650
Furniture, fixtures	-	-	-	-	-	-	12	20,050
Paper, allied products	-	-	-	-	-	-	48	85,600
Printing and publishing	-	-	-	-	-	-	23	48,400
Chemicals	10	18,700	-	-	2	2,400	28	56,100
Petroleum refining	-	-	-	-	-	-	16	30,150
Rubber and plastics	-	-	-	-	-	-	18	90,350
Leather products	-	-	-	-	-	-	12	25,050
Stone, clay, and glass	-	-	2	4,450	-	-	24	77,250
Primary metals	4	20,800	-	-	5	21,700	27	47,650
Fabricated metals	1	1,500	-	-	2	4,700	37	89,100
Machinery	2	2,200	-	-	2	4,400	72	229,400
Electrical machinery	1	1,550	-	-	1	33,000	71	294,350
Transportation equipment	-	-	-	-	-	-	97	355,600
Instruments	-	-	-	-	-	-	13	30,700
Miscellaneous manufacturing	-	-	-	-	-	-	12	22,800
Nonmanufacturing	20	52,350	5	9,750	18	67,000	689	3,386,500
Mining, crude petroleum, and natural gas	1	2,100	-	-	-	-	9	152,600
Transportation ¹	-	-	-	-	2	7,000	74	658,600
Communications	-	-	-	-	2	21,100	51	468,400
Utilities, electric, and gas	16	42,000	1	1,500	8	21,200	37	111,950
Wholesale trade	-	-	-	-	-	-	15	26,950
Retail trade	1	5,600	4	8,250	4	11,450	113	403,350
Hotels and restaurants	-	-	-	-	-	-	37	172,400
Services	2	2,650	-	-	2	6,250	67	383,650
Construction	-	-	-	-	-	-	286	1,008,600
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes agreements that provide a premium pay that exceeds

time and one-half; that provide a flat percent premium; and that refer to premium pay, but give no further details.

Table 4.15 Premium pay for sixth and seventh days of work by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Total		Sixth day		Seventh day	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	533	2,936,000	443	2,251,750	427	2,497,000
Manufacturing	770	3,377,150	318	1,854,300	262	1,337,900	292	1,803,550
Food, kindred products	84	234,550	39	82,550	31	67,900	31	65,600
Tobacco manufacturing	9	23,850	3	6,300	3	6,300	3	6,300
Textile mill products	13	28,900	6	15,600	6	15,600	6	15,600
Apparel	44	371,550	2	6,700	-	-	2	6,700
Lumber, wood products	11	18,900	7	11,450	7	11,450	2	4,400
Furniture, fixtures	12	20,050	4	6,550	4	6,550	4	6,550
Paper, allied products	49	86,600	6	11,300	5	9,450	4	7,450
Printing and publishing	23	48,400	8	11,150	8	11,150	6	7,550
Chemicals	41	78,400	29	58,150	12	26,150	29	58,150
Petroleum refining	16	30,150	7	13,300	5	7,800	7	13,300
Rubber and plastics	19	95,750	8	18,150	8	18,150	4	9,500
Leather products	12	25,050	1	1,450	1	1,450	1	1,450
Stone, clay, and glass	31	92,600	19	67,900	14	48,350	19	67,900
Primary metals	74	421,550	58	399,500	53	391,150	58	399,500
Fabricated metals	43	99,850	18	37,250	16	35,150	17	36,050
Machinery	80	251,500	25	86,900	21	81,700	24	84,550
Electrical machinery	77	361,300	37	207,800	33	197,700	35	203,600
Transportation equipment	107	1,034,700	36	803,900	31	395,000	36	803,900
Instruments	13	30,700	4	7,100	3	5,600	3	4,200
Miscellaneous manufacturing	12	22,800	1	1,300	1	1,300	1	1,300
Nonmanufacturing	766	3,677,400	215	1,081,700	181	913,850	135	693,450
Mining, crude petroleum, and natural gas	15	167,000	8	16,700	6	13,500	7	15,700
Transportation ¹	76	665,600	24	288,300	22	220,250	15	223,900
Communications	69	600,900	21	186,550	21	186,550	10	94,300
Utilities, electric, and gas	73	212,350	47	122,250	28	70,500	43	102,400
Wholesale trade	16	28,250	6	9,600	5	8,100	5	8,400
Retail trade	123	429,750	59	234,100	58	233,100	12	35,900
Hotels and restaurants	37	172,400	29	112,950	26	89,450	26	109,500
Services	71	392,550	19	106,500	14	90,650	16	100,350
Construction	286	1,008,600	2	4,750	1	1,750	1	3,000
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Part V. Paid and Unpaid Leave

Leaves of absence
Vacation and absence allowances
Plant shutdown for vacations
Holidays
Other payments for time not worked
Time spent on union business

Table 5.1 Leaves of absence by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Leave for—									
	Agreements	Workers	Union business		Education		Military service		Maternity/Paternity		Personal reasons	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	933	4,619,150	132	869,750	904	4,532,350	606	2,376,600	807	3,723,500
Manufacturing	770	3,377,150	617	2,727,850	109	794,900	587	2,742,900	398	1,421,500	526	2,289,950
Food, kindred products	84	234,550	58	178,650	4	8,650	63	144,000	48	101,250	63	193,450
Tobacco manufacturing	9	23,850	6	13,250	-	-	3	9,850	6	16,800	4	7,500
Textile mill products	13	28,900	13	28,900	-	-	9	19,100	12	27,900	10	24,700
Apparel	44	371,550	14	30,150	-	-	19	197,000	20	83,850	19	84,700
Lumber, wood products	11	18,900	7	10,950	-	-	8	12,400	2	5,300	6	10,400
Furniture, fixtures	12	20,050	7	11,050	1	1,300	9	14,750	6	10,150	8	12,700
Paper, allied products	49	86,600	39	70,300	3	4,450	40	69,950	25	45,900	31	58,350
Printing and publishing	23	48,400	13	21,150	2	3,300	13	21,650	6	12,200	8	11,300
Chemicals	41	78,400	37	71,450	3	5,150	31	60,100	12	25,900	23	41,000
Petroleum refining	16	30,150	15	27,700	1	1,900	12	21,850	1	2,500	10	17,700
Rubber and plastics	19	95,750	18	92,250	7	50,050	18	92,250	15	70,800	16	74,450
Leather products	12	25,050	5	8,900	-	-	7	14,300	6	11,650	6	13,500
Stone, clay, and glass	31	92,600	29	89,550	4	12,300	26	85,100	20	63,800	20	64,400
Primary metals	74	421,550	64	401,750	30	264,050	65	409,050	13	121,400	40	233,100
Fabricated metals	43	99,850	37	90,200	7	11,200	35	84,600	20	51,250	33	78,950
Machinery	80	251,500	77	245,850	11	87,100	64	220,800	45	173,300	71	201,650
Electrical machinery	77	361,300	66	329,950	7	22,350	52	229,000	59	310,900	57	188,750
Transportation equipment	107	1,034,700	93	965,150	26	317,050	92	989,250	64	243,700	79	926,550
Instruments	13	30,700	10	23,100	3	6,050	11	28,200	11	27,650	11	25,000
Miscellaneous manufacturing	12	22,800	9	17,600	-	-	10	19,700	7	15,300	11	21,800
Nonmanufacturing	766	3,677,400	316	1,891,300	23	74,850	317	1,789,450	208	955,100	281	1,433,550
Mining, crude petroleum, and natural gas	15	167,000	14	162,000	4	11,200	9	22,500	3	4,900	7	13,700
Transportation ¹	76	665,600	55	603,000	1	17,000	55	596,950	8	27,800	43	299,700
Communications	69	600,900	64	513,600	3	9,200	49	417,600	29	221,700	41	342,250
Utilities, electric, and gas	73	212,350	67	199,350	4	10,500	54	156,700	18	41,550	39	119,150
Wholesale trade	16	28,250	8	13,000	1	1,300	7	11,900	8	15,900	8	15,200
Retail trade	123	429,750	71	238,900	1	1,100	91	289,800	98	379,350	85	321,600
Hotels and restaurants	37	172,400	8	33,500	-	-	16	70,450	12	66,900	19	117,150
Services	71	392,550	19	99,850	9	24,550	29	197,000	32	197,000	32	195,100
Construction	286	1,008,600	10	28,100	-	-	7	26,550	-	-	7	9,700
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 5.2 Vacation plans

(Agreements covering 1,000 workers or more, January 1, 1978)

Type of plan	Agreements	Workers
All agreements	1,536	7,054,550
Total with vacation plans	1,394	6,498,450
Graduated plans ¹	1,115	5,211,500
Uniform plans ²	6	18,450
Ratio-to-work plans ³	50	210,050
Funded plans ⁴	212	953,750
Subject to local negotiation	-	-
Other ⁵	11	104,700
No reference to vacation plans	142	556,100

¹ Graduated vacation plans increase the weeks of vacation with workers' length of service.

² Uniform vacation plans provide all workers with vacations of the same length.

³ Ratio-to-work plans relate the length of vacation to the number of hours or days that an employee works during a given time period, usually the year preceding the allocation of vacation.

⁴ Funded plans require employers to

contribute to a fund from which workers subsequently draw vacation pay. The jointly or unilaterally administered plans are found most often in industries such as construction or apparel, where employees may work for more than 1 employer during the year.

⁵ Includes agreements that vary vacation by occupation or activity; that are subject to local negotiations; and that refer to vacations, but give no further details.

Table 5.3 Maximum vacation weeks allowed by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Maximum amount of paid vacation time specified									
	Agreements	Workers	Total ¹		Under 3 weeks		3 and 3.5 weeks		4 and 4.5 weeks		5 and 5.5 weeks	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	1,118	5,214,450	18	117,450	77	237,850	264	764,650	541	3,234,800
Manufacturing	770	3,377,150	690	2,935,850	13	109,100	43	82,850	168	465,250	300	1,734,050
Food, kindred products	84	234,550	79	222,850	-	-	3	4,800	24	98,400	31	60,350
Tobacco manufacturing	9	23,850	9	23,850	-	-	-	-	1	1,200	-	-
Textile mill products	13	28,900	13	28,900	2	3,000	9	21,900	2	4,000	-	-
Apparel	44	371,550	17	116,750	6	93,400	11	23,350	-	-	-	-
Lumber, wood products	11	18,900	10	16,500	-	-	2	4,500	7	10,350	1	1,650
Furniture, fixtures	12	20,050	12	20,050	1	2,200	3	4,500	7	12,050	1	1,300
Paper, allied products	49	86,600	49	86,600	-	-	-	-	5	7,050	1	1,000
Printing and publishing	23	48,400	11	21,900	-	-	-	-	4	12,100	7	9,800
Chemicals	41	78,400	33	58,450	-	-	-	-	5	10,950	14	24,700
Petroleum refining	16	30,150	15	28,950	-	-	-	-	-	-	15	28,950
Rubber and plastics	19	95,750	19	95,750	1	3,500	-	-	1	1,650	4	8,700
Leather products	12	25,050	10	21,050	-	-	2	2,100	7	17,350	-	-
Stone, clay, and glass	31	92,600	30	85,100	-	-	-	-	3	6,050	10	31,450
Primary metals	74	421,550	74	421,550	-	-	1	1,450	6	8,450	60	397,550
Fabricated metals	43	99,850	42	97,600	-	-	1	1,600	17	32,450	16	51,400
Machinery	80	251,500	76	238,500	1	1,500	2	3,400	25	68,100	36	136,350
Electrical machinery	77	361,300	73	347,000	1	2,000	2	2,750	13	29,550	45	167,250
Transportation equipment	107	1,034,700	93	951,000	1	3,500	5	7,700	33	128,350	46	788,150
Instruments	13	30,700	13	30,700	-	-	1	2,200	3	5,000	7	17,450
Miscellaneous manufacturing	12	22,800	12	22,800	-	-	1	2,600	5	12,200	6	8,000
Nonmanufacturing	766	3,677,400	428	2,278,600	5	8,350	34	155,000	96	299,400	241	1,500,750
Mining, crude petroleum, and natural gas	15	167,000	15	167,000	1	2,000	1	5,000	2	2,600	8	16,300
Transportation ²	76	665,600	55	513,900	-	-	-	-	1	1,850	50	492,500
Communications	69	600,900	67	561,900	-	-	1	35,000	16	51,550	49	473,850
Utilities, electric, and gas	73	212,350	73	212,350	-	-	-	-	2	4,400	46	142,800
Wholesale trade	16	28,250	16	28,250	-	-	1	2,100	4	7,800	9	16,000
Retail trade	123	429,750	111	393,750	-	-	2	2,000	40	96,900	55	233,400
Hotels and restaurants	37	172,400	36	171,400	-	-	25	92,850	11	78,550	-	-
Services	71	392,550	52	216,350	3	5,150	3	7,050	19	54,250	24	125,900
Construction	286	1,008,600	3	13,700	1	1,200	1	11,000	1	1,500	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5.3 Maximum vacation weeks allowed by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Maximum amount of paid vacation time specified		Ratio-to-work plans ³		Funded plans ⁴		Other ⁵		No reference to paid vacations	
	6 weeks or more		Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
	Agreements	Workers								
All industries	218	859,700	50	210,050	212	953,750	14	120,200	142	556,100
Manufacturing	166	544,600	30	124,650	26	208,050	10	63,000	14	45,600
Food, kindred products	21	59,300	3	8,900	-	-	-	-	2	2,800
Tobacco manufacturing	8	22,650	-	-	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-
Apparel	-	-	3	13,200	17	191,000	1	25,000	6	25,600
Lumber, wood products	-	-	1	2,400	-	-	-	-	-	-
Furniture, fixtures	-	-	-	-	-	-	-	-	-	-
Paper, allied products	43	78,550	-	-	-	-	-	-	-	-
Printing and publishing	-	-	8	18,900	4	7,600	-	-	-	-
Chemicals	14	22,800	1	3,250	2	3,200	4	12,000	1	1,500
Petroleum refining	-	-	-	-	-	-	-	-	1	1,200
Rubber and plastics	13	81,900	-	-	-	-	-	-	-	-
Leather products	1	1,600	-	-	2	4,000	-	-	-	-
Stone, clay, and glass	17	47,600	-	-	-	-	1	7,500	-	-
Primary metals	7	14,100	-	-	-	-	-	-	-	-
Fabricated metals	8	12,150	-	-	1	2,250	-	-	-	-
Machinery	12	29,150	3	11,500	-	-	1	1,500	-	-
Electrical machinery	12	145,450	2	6,300	-	-	2	8,000	-	-
Transportation equipment	8	23,300	9	60,200	-	-	1	9,000	4	14,500
Instruments	2	6,050	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	52	315,100	20	85,400	186	745,700	4	57,200	128	510,500
Mining, crude petroleum, and natural gas	3	141,100	-	-	-	-	-	-	-	-
Transportation ²	4	19,550	6	50,700	13	89,000	-	-	2	12,000
Communications	1	1,500	-	-	-	-	-	-	2	39,000
Utilities, electric, and gas	25	65,150	-	-	-	-	-	-	-	-
Wholesale trade	2	2,350	-	-	-	-	-	-	-	-
Retail trade	14	61,450	4	10,400	7	23,900	1	1,700	-	-
Hotels and restaurants	-	-	1	1,000	-	-	-	-	-	-
Services	3	24,000	5	14,400	2	3,000	3	55,500	9	103,300
Construction	-	-	4	8,900	164	629,800	-	-	115	356,200
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Includes all graduated and uniform vacation plans, except those that specify no maximum.

² Excludes railroads and airlines.

³ Ratio-to-work plans relate the length of vacation to the number of hours or days that an employee works during a given time period, usually the year preceding the allocation of vacation.

⁴ Funded plans require employers to contribute to a fund from which workers subsequently draw vacation pay. The jointly or

unilaterally administered plans are found most often in industries such as construction and apparel, where employees may work for more than 1 employer during the year.

⁵ Includes agreements that vary vacations by occupation or activity; that are subject to local negotiations; and that refer to vacations, but give no further details.

NOTE: Nonadditive.

Table 5.4 Vacation allowances at specified lengths of service under graduated plans

(Agreements covering 1,000 workers or more, January 1, 1978)

Length of service	Amount of paid vacation									
	One-half week		1 week		1.5 weeks		2 weeks		2.5 weeks	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
6 months	52	123,550	137	791,900	4	11,000	4	11,750	-	-
1 year	1	2,000	764	2,780,400	28	189,650	293	1,934,150	5	16,700
2 years	-	-	359	1,165,900	31	54,950	676	3,547,600	12	151,450
3 years	-	-	33	79,850	33	85,300	947	3,812,400	41	891,200
5 years	-	-	3	9,400	-	-	754	3,154,900	75	247,900
10 years	-	-	-	-	-	-	47	174,400	18	67,000
12 years	-	-	-	-	-	-	34	152,000	17	54,750
15 years	-	-	-	-	-	-	14	108,550	-	-
20 years	-	-	-	-	-	-	13	107,100	-	-
25 years	-	-	-	-	-	-	13	107,100	-	-
30 years	-	-	-	-	-	-	13	107,100	-	-
	3 weeks		3.5 weeks		4 weeks		4.5 weeks		5 weeks	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
6 months	1	1,100	-	-	-	-	-	-	-	-
1 year	18	227,000	1	14,000	-	-	-	-	-	-
2 years	33	270,300	1	14,000	1	4,800	-	-	-	-
3 years	51	264,200	3	16,800	5	53,750	-	-	-	-
5 years	248	1,652,050	8	43,700	24	94,450	-	-	1	1,100
10 years	867	3,498,950	50	922,200	110	333,000	4	130,800	15	74,600
12 years	825	3,364,000	54	929,800	157	472,950	7	149,650	17	77,800
15 years	371	1,404,500	70	179,450	598	3,101,250	10	20,200	45	258,400
20 years	86	252,100	9	21,450	620	2,447,350	29	89,200	331	2,095,150
25 years	73	232,200	5	7,150	291	836,900	16	102,700	610	3,383,050
30 years	73	232,200	5	7,150	254	727,950	12	35,600	536	3,205,250
	5.5 weeks		6 weeks		6.5 weeks		7 weeks		8 weeks	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
6 months	-	-	-	-	-	-	-	-	-	-
1 year	-	-	-	-	-	-	-	-	-	-
2 years	-	-	-	-	-	-	-	-	-	-
3 years	-	-	-	-	-	-	-	-	-	-
5 years	-	-	-	-	-	-	-	-	-	-
10 years	-	-	2	2,550	-	-	-	-	-	-
12 years	-	-	2	2,550	-	-	-	-	-	-
15 years	1	125,000	3	4,800	-	-	1	1,350	-	-
20 years	10	29,350	10	146,150	1	6,700	3	7,600	1	1,350
25 years	23	75,000	74	435,300	2	9,350	4	9,650	1	1,350
30 years	18	48,400	186	639,250	4	13,800	10	135,450	1	1,350

NOTE: This table presents the prevalence of specific vacation allowances for employees with specific service. Agreements that provide identical vacation allowances for employees with different lengths of service are counted more than once.

Table 5.5 Length of service eligibility for specific vacation allowances under graduated plans

(Agreements covering 1,000 workers or more, January 1, 1978)

Length of service	Length of vacation									
	One-half week		1 week		1.5 weeks		2 weeks		2.5 weeks	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
6 months	52	123,550	137	791,900	4	11,000	4	11,750	-	-
1 year	-	-	733	2,583,100	24	178,650	290	1,924,900	5	16,700
2 years	-	-	3	7,300	17	24,150	395	1,643,150	8	136,250
3 years	-	-	1	3,500	27	76,150	317	1,045,000	30	747,750
5 years	-	-	-	-	-	-	54	139,850	62	190,600
10 years	-	-	-	-	-	-	3	9,400	16	64,000
12 years	-	-	-	-	-	-	-	-	1	1,500
15 years	-	-	-	-	-	-	-	-	-	-
20 years	-	-	-	-	-	-	-	-	-	-
25 years	-	-	-	-	-	-	-	-	-	-
30 years	-	-	-	-	-	-	-	-	-	-
	3 weeks		3.5 weeks		4 weeks		4.5 weeks		5 weeks	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
6 months	1	1,100	-	-	-	-	-	-	-	-
1 year	17	225,900	1	14,000	-	-	-	-	-	-
2 years	16	48,100	-	-	1	4,800	-	-	-	-
3 years	24	53,650	2	2,800	4	48,950	-	-	-	-
5 years	214	1,433,550	7	29,700	19	40,700	-	-	1	1,100
10 years	743	3,011,350	47	900,500	101	311,700	4	130,800	15	74,600
12 years	15	35,950	7	13,200	52	160,650	3	18,850	2	3,200
15 years	36	96,600	55	135,800	462	2,665,550	7	12,350	30	184,200
20 years	1	1,450	3	4,950	324	1,248,550	26	82,600	301	1,886,950
25 years	-	-	1	1,500	17	30,950	11	84,800	344	1,583,500
30 years	-	-	-	-	-	-	2	5,750	39	123,650
	5.5 weeks		6 weeks		6.5 weeks		7 weeks		8 weeks	
	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers
6 months	-	-	-	-	-	-	-	-	-	-
1 year	-	-	-	-	-	-	-	-	-	-
2 years	-	-	-	-	-	-	-	-	-	-
3 years	-	-	-	-	-	-	-	-	-	-
5 years	-	-	-	-	-	-	-	-	-	-
10 years	-	-	2	2,550	-	-	-	-	-	-
12 years	-	-	-	-	-	-	-	-	-	-
15 years	1	125,000	2	3,600	-	-	1	1,350	-	-
20 years	10	29,350	9	144,950	1	6,700	3	7,600	1	1,350
25 years	18	53,250	66	292,700	1	2,650	2	3,550	-	-
30 years	7	15,950	119	331,200	2	4,450	6	125,800	-	-

NOTE: This table indicates length of service at which employees first become eligible for specified vacation allowances. For technical reasons, some figures for length of service represent ranges. For

example, "10 years" includes employees who become eligible for the specified allowance at 6-10 years of service.

Table 5.6 Miscellaneous vacation provisions

(Agreements covering 1,000 workers or more, January 1, 1978)

Miscellaneous vacation provisions	Agreements	Workers
All agreements	1,536	7,054,550
Extended vacations ¹	72	463,800
Vacation bonus ²	155	891,850
Paid absence allowances ³	71	1,120,250
Pro-rated vacation for part-time workers	272	1,474,350
Total with plant shutdown for vacations ⁴	420	1,732,250
Automatic shutdown	129	351,800
Optional shutdown	270	1,224,700
Automatic and optional shutdown	4	84,200
Method of shutdown vague	13	48,150
Subject to local negotiation	4	23,400

¹ Extended vacations provide additional vacations (e.g., of 10 to 13 weeks) to qualified, long service workers at regular intervals (e.g., every 5 years), supplementing an annual paid vacation plan. Extended vacations are concentrated in primary metals industries.

² A vacation bonus is an extra payment to workers above normal vacation pay, and is usually provided in multiples of the number of weeks of vacation (e.g., a bonus of \$20 per

week for a 2-week vacation, or \$40).

³ A paid absence allowance is pay for time not worked for various types of leave not ordinarily compensated, or for vacations, usually at the employee's option.

⁴ A plant shutdown provision, in this context, closes an operation for vacation rather than schedule workers' vacations over a period of months.

NOTE: Nonadditive.

Table 5.7 Paid and unpaid holiday provisions

(Agreements covering 1,000 workers or more, January 1, 1978)

Paid and unpaid holidays	Agreements	Workers
All agreements	1,536	7,054,550
Total with holidays	1,500	6,830,200
Paid holidays only	1,259	5,840,850
Unpaid holidays only	200	711,350
Paid and unpaid holidays	32	136,300
Unable to determine if paid or unpaid	9	141,700
No reference to holidays	36	224,350

Table 5.8 Number of paid holidays and pay for time worked

(Agreements covering 1,000 workers or more, January 1, 1978)

Holiday provisions	Agreements	Workers
Number of holidays		
All agreements	1,536	7,054,550
Total with paid holidays ¹	1,291	5,977,150
Fewer than 6 days	25	72,450
6 days	20	66,900
7 days	45	155,900
8 days	91	398,200
9 days	195	761,000
10 days	359	1,622,700
11 days	275	1,023,300
12 days	97	315,150
13 days	42	120,650
14 days	34	519,100
15 days	18	365,450
16 days	6	16,550
17 days	-	-
18 days	2	18,000
19 days	1	1,350
20 days	4	11,250
Funded holidays	57	281,100
Other ²	20	228,100
No reference to paid holidays	245	1,077,400
Pay for time worked on holidays		
All agreements	1,536	7,054,550
Total with work rates on paid holidays	1,259	5,779,300
Straight time	1	1,000
Time and one-fourth	1	1,700
Time and one-half	31	107,750
Time and three-fourths	-	-
Double time	131	479,550
Double time and one-fourth	3	12,200
Double time and one-half	545	2,748,750
Double time and three-fourths	1	1,650
Triple time	413	1,858,100
Triple time and one-fourth	1	2,000
Triple time and one-half	1	1,000
Triple time and three-fourths	-	-
Quadruple time	-	-
Equal time off on another day or pay ³	10	31,100
Funded holidays	57	277,100
Varies with holiday	40	143,550
Varies according to specified criteria	6	48,000
Other ⁴	18	65,850
No reference to rates for holidays worked	32	197,850
No reference to paid holidays	245	1,077,400

¹ For purposes of this table, half-day holidays have been ignored.

² Includes agreements that vary the number of holidays by location; that refer holidays to local negotiations; and that refer to paid holidays, but give no further details.

³ Agreements provide premium pay for time worked and compensatory time off at the option of the employer or the employee.

⁴ Includes agreements that pay a flat sum premium or make other arrangements not included above.

Table 5.9 Number of unpaid holidays and pay if worked

(Agreements covering 1,000 workers or more, January 1, 1978)

Holiday provisions	Agreements	Workers
All agreements	1,536	7,054,550
Total with unpaid holidays ¹	232	647,650
Half holidays only	-	-
1 day	5	39,700
2 days	2	2,200
3 days	3	10,500
4 days	4	9,750
5 days	7	31,400
6 days	86	245,100
7 days	49	202,850
8 days	31	136,600
9 days	18	74,100
10 days	7	17,750
11 days	3	9,650
12 days	1	7,300
More than 12 days	-	-
Subject to local negotiation	-	-
Varies by location	3	11,850
Other ²	13	48,900
Reference to unpaid holidays, no reference to days	-	-
No reference to unpaid holidays	1,304	6,206,900
Pay for time worked on unpaid holidays		
All agreements	1,536	7,054,550
Total with rates for work on unpaid holidays	223	765,450
Straight time	-	-
Time and one-quarter	-	-
Time and one-half	8	34,550
Time and three-quarters	-	-
Double time	189	647,050
Double time and one-quarter	-	-
Double time and one-half	2	8,300
Double time and three-quarters	-	-
Triple time or more	2	13,300
Equal time off on another day or pay	1	1,750
Varies with holiday	5	22,700
Varies according to specified criteria	3	5,700
Other ³	13	32,100
No reference to rates for work on unpaid holidays	9	82,200
No reference to unpaid holidays	1,304	6,206,900

¹ For purposes of this table, half-day holidays have been ignored.

² Includes agreements that vary holidays by State or region; and that provide unpaid holidays plus funded holidays.

³ Includes agreements that provide unpaid holidays plus funded holidays; and that provide other forms of time or money compensation.

Table 5.10 Selected payments for time not worked by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Sick leave		Funeral leave		Jury duty		Court witness		Military service	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	468	2,451,700	1,058	4,969,250	1,003	4,421,300	370	2,357,450	442	2,733,150
Manufacturing	770	3,377,150	185	746,450	680	2,940,550	674	2,882,400	196	1,058,050	358	2,106,850
Food, kindred products	84	234,550	38	145,450	81	226,200	75	208,550	11	83,000	20	54,400
Tobacco manufacturing	9	23,850	3	6,300	9	23,850	9	23,850	2	3,800	3	5,550
Textile mill products	13	28,900	1	1,500	9	22,800	12	27,700	-	-	5	12,100
Apparel	44	371,550	-	-	15	114,150	10	20,550	-	-	-	-
Lumber, wood products	11	18,900	1	3,000	9	15,400	9	15,400	-	-	-	-
Furniture, fixtures	12	20,050	2	3,300	8	12,150	7	11,100	2	2,300	2	3,300
Paper, allied products	49	86,600	9	22,900	49	86,600	45	81,300	7	11,650	18	30,350
Printing and publishing	23	48,400	9	25,850	20	44,800	18	40,550	-	-	5	7,900
Chemicals	41	78,400	12	24,900	39	76,050	35	70,450	8	16,250	20	41,100
Petroleum refining	16	30,150	2	2,450	12	23,550	16	30,150	8	13,800	2	3,550
Rubber and plastics	19	95,750	1	3,500	18	92,250	19	95,750	-	-	18	92,250
Leather products	12	25,050	-	-	9	19,950	7	14,200	-	-	1	1,600
Stone, clay, and glass	31	92,600	1	2,000	31	92,600	31	92,600	-	-	18	57,000
Primary metals	74	421,550	6	10,800	70	416,950	74	421,550	55	395,450	49	350,300
Fabricated metals	43	99,850	9	19,950	37	84,950	40	95,850	16	48,050	23	50,850
Machinery	80	251,500	8	36,500	76	242,800	77	247,650	29	151,000	38	148,100
Electrical machinery	77	361,300	37	240,850	75	346,400	72	346,500	34	221,850	50	305,300
Transportation equipment	107	1,034,700	40	188,150	89	948,200	95	988,800	22	107,350	77	922,450
Instruments	13	30,700	5	7,950	13	30,700	13	30,700	2	3,550	6	16,550
Miscellaneous manufacturing	12	22,800	1	1,100	11	20,200	10	19,200	-	-	3	4,200
Nonmanufacturing	766	3,677,400	283	1,705,250	378	2,028,700	329	1,538,900	174	1,299,400	84	626,300
Mining, crude petroleum, and natural gas	15	167,000	4	142,100	13	160,800	13	160,000	6	14,200	8	153,000
Transportation ¹	76	665,600	41	407,700	55	533,550	18	57,150	49	559,300	1	1,200
Communications	69	600,900	51	461,600	58	431,500	57	476,300	43	389,350	37	363,100
Utilities, electric, and gas	73	212,350	53	143,450	61	173,000	56	152,450	30	82,350	18	55,850
Wholesale trade	16	28,250	13	24,150	15	26,150	10	15,750	5	6,850	1	1,300
Retail trade	123	429,750	65	243,650	113	408,400	117	412,450	23	117,200	13	38,450
Hotels and restaurants	37	172,400	11	65,000	14	63,300	11	45,650	2	18,800	-	-
Services	71	392,550	43	214,200	45	226,100	41	204,550	10	88,850	6	13,400
Construction	286	1,008,600	2	3,400	4	5,900	6	14,600	6	22,500	-	-
Miscellaneous nonmanufacturing ...	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5.10 Selected payments for time not worked by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Reporting pay		Call-in/call-back pay		Paid meal periods		Paid rest periods		Paid wash-up, clean-up, and clothes-changing time	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,186	5,279,400	806	3,395,350	460	1,983,650	634	3,104,750	361	1,267,450
Manufacturing	702	3,131,800	530	1,585,850	258	1,234,100	301	1,475,550	215	615,850
Food, kindred products	68	207,000	52	178,150	30	70,550	58	179,200	22	57,550
Tobacco manufacturing	8	18,050	6	17,850	1	2,300	4	7,400	2	3,900
Textile mill products	13	28,900	4	4,900	-	-	2	7,500	-	-
Apparel	37	277,550	4	8,200	-	-	9	17,350	-	-
Lumber, wood products	10	17,400	4	6,700	3	5,250	4	9,350	1	1,200
Furniture, fixtures	11	17,850	6	8,600	3	4,400	7	11,050	2	2,300
Paper, allied products	47	83,550	45	81,550	23	43,150	23	38,750	10	14,900
Printing and publishing	15	36,250	11	21,850	6	17,450	6	7,900	1	8,100
Chemicals	33	62,400	36	65,850	28	54,900	14	24,050	15	28,050
Petroleum refining	14	27,450	15	28,650	10	19,300	-	-	8	17,500
Rubber and plastics	18	94,400	13	56,600	13	82,450	11	26,150	9	29,650
Leather products	11	23,600	2	3,800	1	1,600	3	4,900	1	1,600
Stone, clay, and glass	29	90,050	26	73,650	17	55,000	18	66,800	7	22,450
Primary metals	74	421,550	44	115,150	17	49,350	7	20,000	12	34,600
Fabricated metals	41	97,050	35	85,950	14	27,250	18	52,700	14	26,600
Machinery	77	245,750	66	228,450	29	90,400	25	74,350	31	79,800
Electrical machinery	73	338,750	63	291,200	20	62,950	40	99,750	27	137,050
Transportation equipment	98	990,750	81	272,050	39	638,900	42	810,750	47	141,100
Instruments	13	30,700	9	25,400	3	7,900	6	12,000	4	6,200
Miscellaneous manufacturing	12	22,800	8	11,300	1	1,000	4	5,600	2	3,300
Nonmanufacturing	484	2,147,600	276	1,809,500	202	749,550	333	1,629,200	146	651,600
Mining, crude petroleum, and natural gas	15	167,000	12	159,400	8	25,100	1	1,000	4	6,500
Transportation ¹	53	414,950	41	430,300	11	66,650	30	215,200	6	62,000
Communications	12	119,350	57	545,800	18	115,400	49	451,850	4	33,150
Utilities, electric, and gas	27	72,800	64	193,250	48	128,600	5	8,800	1	3,400
Wholesale trade	7	12,000	3	6,300	2	4,000	9	16,950	1	2,100
Retail trade	54	174,550	21	80,350	8	29,450	110	401,650	7	22,900
Hotels and restaurants	28	145,350	4	36,600	11	59,950	22	103,400	7	46,000
Services	29	111,950	29	194,800	6	8,700	38	253,350	7	39,400
Construction	259	929,650	45	162,700	90	311,700	69	177,000	109	436,150
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 5.11 Pay for time spent on union business by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Pay for time spent on union business	
	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	841	3,986,650
Manufacturing	770	3,377,150	478	2,118,650
Food, kindred products	84	234,550	40	76,200
Tobacco manufacturing	9	23,850	2	2,700
Textile mill products	13	28,900	7	16,600
Apparel	44	371,550	5	11,750
Lumber, wood products	11	18,900	2	3,950
Furniture, fixtures	12	20,050	7	9,800
Paper, allied products	49	86,600	19	31,350
Printing and publishing	23	48,400	8	18,950
Chemicals	41	78,400	35	69,100
Petroleum refining	16	30,150	13	24,650
Rubber and plastics	19	95,750	17	90,900
Leather products	12	25,050	5	9,850
Stone, clay, and glass	31	92,600	25	73,850
Primary metals	74	421,550	32	115,950
Fabricated metals	43	99,850	37	89,050
Machinery	80	251,500	66	222,000
Electrical machinery	77	361,300	59	278,150
Transportation equipment	107	1,034,700	83	941,850
Instruments	13	30,700	11	25,000
Miscellaneous manufacturing	12	22,800	5	7,000
Nonmanufacturing	766	3,677,400	363	1,868,000
Mining, crude petroleum, and natural gas	15	167,000	7	26,300
Transportation ¹	76	665,600	48	543,550
Communications	69	600,900	50	413,200
Utilities, electric, and gas	73	212,350	48	142,000
Wholesale trade	16	28,250	3	4,400
Retail trade	123	429,750	14	33,650
Hotels and restaurants	37	172,400	1	3,600
Services	71	392,550	15	68,250
Construction	286	1,008,600	177	633,050
Miscellaneous nonmanufacturing	-	-	-	-

¹ Excludes railroads and airlines.

Table 5.12 Number of hours of reporting pay or work

(Agreements covering 1,000 workers or more, January 1, 1978)

Guaranteed hours	Agreements	Workers
All agreements	1,536	7,054,550
Total with provision	1,186	5,279,400
Number of hours specified ¹		
Less than 2 hours	11	28,500
2 hours	270	809,850
2.5 hours	-	-
3 hours	24	63,800
3.5 hours	24	124,150
4 hours	653	3,109,200
4.5 hours	-	-
5 hours	4	84,700
5.5 hours	-	-
6 hours	10	152,000
6.5 hours	-	-
7 hours	21	50,750
7.5 hours	4	5,750
8 hours	126	538,450
Varies ²	24	192,750
Subject to local negotiation	3	17,250
Other ³	12	102,250
No reference to guaranteed hours of pay or work	350	1,775,150

¹ "Hours specified" refers to the initial guarantees for reporting. Some contracts graduate hours according to time worked.

² Agreements vary hours of reporting pay by activity, occupation, location, schedule, season, and day reporting.

³ Includes agreements that do not specify the guaranteed hours; that provide a flat sum; that specify a fixed number of hours, plus a flat sum; that provide for actual hours worked; and that refer to reporting pay, but give no further details.

Table 5.13 Number of hours of call-in/call-back pay

(Agreements covering 1,000 workers or more, January 1, 1978)

Guaranteed hours of pay or work	Total		At straight time		At overtime rate		Minimum guarantee or overtime for hours worked		Rate not specified	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total	806	3,395,350	353	1,470,250	296	1,256,800	143	601,150	14	67,150
Number of hours specified ¹										
Less than 2 hours	12	75,400	3	24,100	8	21,300	1	30,000	-	-
2 hours	145	558,150	64	246,050	68	279,350	13	32,750	-	-
2.5 hours	6	22,200	1	6,100	3	11,300	2	4,800	-	-
3 hours	51	207,400	21	96,500	29	108,300	1	2,600	-	-
3.5 hours	2	5,200	2	5,200	-	-	-	-	-	-
4 hours	498	1,840,550	225	777,550	156	566,200	117	496,800	-	-
4.5 hours	-	-	-	-	-	-	-	-	-	-
5 hours	9	11,550	5	5,600	-	-	4	5,950	-	-
5.5 hours	-	-	-	-	-	-	-	-	-	-
6 hours	10	166,050	8	145,350	2	20,700	-	-	-	-
6.5 hours	-	-	-	-	-	-	-	-	-	-
7 hours	-	-	-	-	-	-	-	-	-	-
7.5 hours	-	-	-	-	-	-	-	-	-	-
8 hours	19	75,150	14	46,600	1	1,800	4	26,750	-	-
8.5 hours	-	-	-	-	-	-	-	-	-	-
Minimum guarantee varies or overtime rate for time actually worked ²	1	1,500	-	-	-	-	1	1,500	-	-
Varies according to specified criteria, no overtime provision	10	117,200	10	117,200	-	-	-	-	-	-
Varies and includes overtime for time actually worked	9	77,350	-	-	9	77,350	-	-	-	-
Other ³	13	40,600	-	-	1	2,650	-	-	12	37,950
Overtime provided hours unspecified	19	167,850	-	-	19	167,850	-	-	-	-
Subject to local negotiation	2	29,200	-	-	-	-	-	-	2	29,200

¹ "Hours specified" refers to the initial guarantees for call-back. Some provisions graduate hours according to time worked.

² Agreements vary by time called in, by activity, and by time called in plus overtime.

³ Includes agreements that provide a flat sum premium; that provide

a flat sum plus an overtime premium; that provide a minimum guarantee; that provide a minimum guarantee plus actual hours worked; and that refer to call-in/call-back pay, but give no further details.

Table 5.14 Total daily time allowances for paid rest periods

(Agreements covering 1,000 workers or more, January 1, 1978)

Total daily time allowance	Agreements	Workers
All agreements	1,536	7,054,550
Total with rest periods	634	3,104,750
Total daily time allowance specified	544	2,245,100
Fewer than 10 minutes	6	10,300
10 minutes	49	128,800
Over 10 and under 15 minutes	1	1,850
15 minutes	14	89,850
Over 15 and under 20 minutes	1	1,300
20 minutes	232	684,050
Over 20 and under 30 minutes	16	175,900
30 minutes	181	836,200
Over 30 and under 40 minutes	3	6,450
40 minutes	6	63,450
Over 40 minutes	4	14,950
Varies ¹	31	232,000
Subject to local negotiation	9	578,200
Other ²	1	1,700
Reference to rest periods, no details given	80	279,750
No reference to rest periods	902	3,949,800

¹ Agreements vary the total daily time allowance by activity, length of scheduled shift, occupation, occupation and season, location, and at the discretion of employer.

² Includes agreements where the allowance is unclear or cannot be determined.

Table 5.15 Applicability of paid meal period provisions and pay for time on union business

(Agreements covering 1,000 workers or more, January 1, 1978)

Applicability	Agreements	Workers
Paid meal provisions		
All agreements	1,536	7,054,550
Total referring to paid meal periods	460	1,983,650
Within regular work		
schedule	165	572,600
Outside regular work		
schedule	223	780,050
Both	59	174,950
Unclear	7	30,250
Subject to local negotiation	4	404,700
Other	2	21,100
No reference to paid meal periods		
	1,076	5,070,900
Pay for time on union business		
All agreements	1,536	7,054,550
Total referring to pay for time on union business	841	3,986,650
Grievance and/or arbitration	324	1,472,950
Contract negotiations	6	13,400
Other union business ¹	220	823,300
Grievance, arbitration, and contract negotiations	49	125,850
Grievance, arbitration, and other union business	164	1,259,650
Contract negotiations and other union business	7	29,100
Grievance, arbitration, negotiations, and other union business	34	136,200
Subject to local negotiation	-	-
Other ²	37	126,200
No reference to pay for time on union business		
	695	3,067,900

¹ Other union business includes time spent collecting union dues, checking union cards, accompanying sick or injured employees to medical facilities, attending labor-management

committee meetings, and similar activities.

² Includes agreements that refer to no specific type of activity, or that are unclear.

Part VI. Seniority and Related Provisions

Seniority lists
Probationary periods
Superseniority
Retention of seniority rights
Testing

Table 6.1 Selected seniority provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Merging seniority lists		Probationary period for newly hired employees		Superseniority for union officials ¹		Retention of seniority in layoff ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	102	873,450	1,038	4,559,600	616	2,978,750	1,096	5,215,750
Manufacturing	770	3,377,150	38	302,650	681	2,979,650	363	2,008,800	687	2,959,850
Food, kindred products	84	234,550	12	78,050	72	203,350	16	28,600	75	214,300
Tobacco manufacturing	9	23,850	-	-	8	21,550	1	4,200	9	23,850
Textile mill products	13	28,900	-	-	13	28,900	8	21,500	12	27,700
Apparel	44	371,550	3	83,700	44	371,550	3	8,900	19	137,850
Lumber, wood products	11	18,900	-	-	8	14,700	5	7,800	8	14,500
Furniture, fixtures	12	20,050	-	-	11	17,850	7	10,950	10	15,850
Paper, allied products	49	86,600	1	1,250	43	76,650	8	15,750	44	79,550
Printing and publishing	23	48,400	1	4,000	6	7,700	6	10,950	14	22,750
Chemicals	41	78,400	5	10,650	36	66,900	10	19,700	37	66,700
Petroleum refining	16	30,150	2	4,950	13	23,100	-	-	16	30,150
Rubber and plastics	19	95,750	-	-	17	79,750	5	9,850	17	77,250
Leather products	12	25,050	-	-	12	25,050	4	8,200	6	13,200
Stone, clay, and glass	31	92,600	-	-	28	85,900	1	2,250	28	88,850
Primary metals	74	421,550	4	72,100	67	409,750	42	330,400	74	421,550
Fabricated metals	43	99,850	1	2,500	42	98,750	27	61,500	43	99,850
Machinery	80	251,500	7	37,650	79	249,800	66	189,550	80	251,500
Electrical machinery	77	361,300	-	-	56	179,200	50	282,050	68	307,250
Transportation equipment	107	1,034,700	2	7,800	101	965,700	88	967,250	102	1,013,700
Instruments	13	30,700	-	-	13	30,700	9	14,600	13	30,700
Miscellaneous manufacturing	12	22,800	-	-	12	22,800	7	14,800	12	22,800
Nonmanufacturing	766	3,677,400	64	570,800	357	1,579,950	253	969,950	409	2,255,900
Mining, crude petroleum, and natural gas	15	167,000	-	-	12	26,000	5	13,200	15	167,000
Transportation ³	76	665,600	47	533,400	59	570,600	22	172,300	63	583,000
Communications	69	600,900	3	7,800	24	131,400	-	-	60	505,500
Utilities, electric, and gas	73	212,350	2	2,900	64	175,000	14	35,650	67	201,900
Wholesale trade	16	28,250	2	2,800	13	22,300	4	7,500	13	24,400
Retail trade	123	429,750	4	11,400	112	408,300	54	192,750	104	399,350
Hotels and restaurants	37	172,400	-	-	18	67,050	6	43,100	28	143,750
Services	71	392,550	3	4,150	41	149,450	11	39,050	38	190,200
Construction	286	1,008,600	3	8,350	14	29,850	137	466,400	21	40,800
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Superseniority refers to a relative place on the seniority list, ahead of the position which the employee would acquire solely by length of service or other general seniority factors, and usually entitles workers, such as shop stewards, to preferred considerations for layoff and recall.

² Includes agreements which refer to recall but not to duration of seniority rights. See table 6.2.

³ Excludes railroads and airlines.
NOTE: Nonadditive.

Table 6.2 Retention of seniority rights during layoff and recall

(Agreements covering 1,000 workers or more, January 1, 1978)

Length of retention of seniority rights	Agreements	Workers
All agreements	1,536	7,054,550
Referring to recall and retention of seniority rights ...	1,096	5,215,750
Less than 6 months	26	70,800
6 months	82	328,100
1 year	210	689,800
1.5 years	15	38,950
2 years	159	620,050
2.5 years	7	19,700
3 years	86	549,500
3.5 years	-	-
4 years	8	24,050
4.5 years	-	-
5 years	19	62,350
More than 5 years	3	20,250
Seniority rights may be extended or no maximum retention specified	46	450,500
For a period equal or in proportion to length of service ¹	324	1,487,800
Retention of seniority rights subject to local negotiation	4	406,400
Reference to recall but not to retention of seniority rights	98	425,450
Other ²	9	22,050
No reference to recall	440	1,838,800

¹ Includes agreements in primary metals industries that provide for retention of rights for 2 years. However, if the layoff continues beyond this point, employees with more than 2 years' service can retain rights for a

period related to their length of service over 2 years, up to a maximum of an additional 3 years.

² Includes agreements in which recall and seniority rights expire after less than 1 year or vary by occupation.

Table 6.3 Testing provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Testing provisions	
	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	266	2,113,800
Manufacturing	770	3,377,150	131	1,202,150
Food, kindred products	84	234,550	4	8,500
Tobacco manufacturing	9	23,850	-	-
Textile mill products	13	28,900	1	6,600
Apparel	44	371,550	-	-
Lumber, wood products	11	18,900	-	-
Furniture, fixtures	12	20,050	1	2,000
Paper, allied products	49	86,600	11	17,400
Printing and publishing	23	48,400	3	6,600
Chemicals	41	78,400	12	23,550
Petroleum refining	16	30,150	2	3,500
Rubber and plastics	19	95,750	4	14,550
Leather products	12	25,050	1	3,950
Stone, clay, and glass	31	92,600	4	12,550
Primary metals	74	421,550	29	319,500
Fabricated metals	43	99,850	10	27,450
Machinery	80	251,500	18	94,800
Electrical machinery	77	361,300	8	22,200
Transportation equipment	107	1,034,700	19	630,450
Instruments	13	30,700	2	6,050
Miscellaneous manufacturing	12	22,800	2	2,500
Nonmanufacturing	766	3,677,400	135	911,650
Mining, crude petroleum, and natural gas	15	167,000	3	20,300
Transportation ¹	76	665,600	28	417,800
Communications	69	600,900	4	61,550
Utilities, electric, and gas	73	212,350	31	85,750
Wholesale trade	16	28,250	-	-
Retail trade	123	429,750	1	1,300
Hotels and restaurants	37	172,400	1	15,000
Services	71	392,550	5	19,650
Construction	286	1,008,600	62	290,300
Miscellaneous nonmanufacturing	-	-	-	-

¹ Excludes railroads and airlines.

Table 6.4 Applicability of testing provisions

(Agreements covering 1,000 workers or more, January 1, 1978)

Testing provision	Agreements	Workers
All agreements	1,536	7,054,550
All agreements with testing provisions	277	2,139,050
Hiring only	56	223,500
Promotion and transfer only	160	1,112,850
Training only	20	640,250
Hiring, promotion and transfer	12	59,350
Hiring and training	-	-
Promotion, transfer, and training	13	70,600
Hiring, promotion, transfer, and training	5	7,250
Subject to local negotiation	-	-
Reference to testing, no details given	8	16,800
Other ¹	3	8,450
No reference to testing provisions	1,259	4,915,500
All agreements with testing provisions	277	2,139,050
Hiring	73	290,100
Promotion and transfer	190	1,250,050
Training	38	718,100
Subject to local negotiation	-	-
Reference to testing, no details given	8	16,800
Other ¹	3	8,450

¹ Includes agreements that provide testing as a part of training, and a

special testing procedure to avoid layoff.
NOTE: Nonadditive.

Part VII. Job Security Provisions

Slack work provisions
Subcontracting
Interplant transfers
Relocation allowances
Apprenticeship and training
Work rules
Advance notice provisions
Supplemental unemployment benefits
Severance pay
Wage-employment guarantees

Table 7.1 Measures applicable in slack work periods by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Division of work		Reduction in hours		Regulation of overtime	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	112	614,950	275	1,922,950	59	411,150
Manufacturing	770	3,377,150	94	533,700	163	1,266,150	46	363,800
Food, kindred products	84	234,550	4	8,750	5	9,400	-	-
Tobacco manufacturing	9	23,850	1	2,300	1	1,200	1	1,200
Textile mill products	13	28,900	6	17,700	-	-	-	-
Apparel	44	371,550	40	363,250	-	-	3	20,500
Lumber, wood products	11	18,900	2	4,300	-	-	-	-
Furniture, fixtures	12	20,050	-	-	5	7,700	-	-
Paper, allied products	49	86,600	1	1,500	5	11,500	-	-
Printing and publishing	23	48,400	6	18,400	1	1,500	1	8,100
Chemicals	41	78,400	3	8,000	10	24,550	1	4,000
Petroleum refining	16	30,150	-	-	-	-	-	-
Rubber and plastics	19	95,750	3	11,800	10	69,950	1	15,000
Leather products	12	25,050	6	12,000	3	7,750	1	1,100
Stone, clay, and glass	31	92,600	6	11,850	7	22,200	2	2,750
Primary metals	74	421,550	1	5,050	36	306,600	22	281,750
Fabricated metals	43	99,850	2	2,600	15	29,300	4	6,900
Machinery	80	251,500	4	37,450	19	39,900	5	14,500
Electrical machinery	77	361,300	3	17,050	24	97,300	2	2,500
Transportation equipment	107	1,034,700	4	9,200	17	620,300	2	4,000
Instruments	13	30,700	1	1,400	2	12,600	-	-
Miscellaneous manufacturing	12	22,800	1	1,100	3	4,400	1	1,500
Nonmanufacturing	766	3,677,400	18	81,250	112	656,800	13	47,350
Mining, crude petroleum, and natural gas	15	167,000	1	2,000	4	12,200	2	6,300
Transportation ¹	76	665,600	2	7,700	4	12,500	-	-
Communications	69	600,900	2	17,150	47	419,500	-	-
Utilities, electric, and gas	73	212,350	4	25,600	-	-	1	1,450
Wholesale trade	16	28,250	1	1,350	-	-	2	2,300
Retail trade	123	429,750	-	-	40	138,000	-	-
Hotels and restaurants	37	172,400	1	1,150	2	25,000	1	24,000
Services	71	392,550	5	22,000	6	24,800	-	-
Construction	286	1,008,600	2	4,300	9	24,800	7	13,300
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.2 Interplant transfer and relocation allowance provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Interplant provision					
	Agreements	Workers	Transfer		Preferential hiring		Relocation allowance	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	456	3,297,100	175	1,905,150	201	1,989,800
Manufacturing	770	3,377,150	219	1,636,050	118	1,301,800	86	1,041,400
Food, kindred products	84	234,550	29	126,300	9	74,650	7	28,350
Tobacco manufacturing	9	23,850	2	3,900	-	-	-	-
Textile mill products	13	28,900	3	9,000	-	-	-	-
Apparel	44	371,550	1	2,200	2	4,400	-	-
Lumber, wood products	11	18,900	3	6,300	-	-	-	-
Furniture, fixtures	12	20,050	3	4,350	-	-	-	-
Paper, allied products	49	86,600	7	16,900	6	10,300	-	-
Printing and publishing	23	48,400	3	6,300	1	4,000	1	1,100
Chemicals	41	78,400	9	16,000	2	7,250	1	2,650
Petroleum refining	16	30,150	10	18,850	1	1,150	4	6,350
Rubber and plastics	19	95,750	5	30,700	6	72,000	-	-
Leather products	12	25,050	-	-	2	6,950	-	-
Stone, clay, and glass	31	92,600	16	52,950	10	30,100	3	3,900
Primary metals	74	421,550	30	297,400	26	275,150	27	297,850
Fabricated metals	43	99,850	15	46,950	9	31,500	9	31,500
Machinery	80	251,500	28	91,600	15	97,450	11	85,200
Electrical machinery	77	361,300	11	45,700	7	47,900	3	10,400
Transportation equipment	107	1,034,700	40	851,200	21	637,650	20	574,100
Instruments	13	30,700	4	9,450	1	1,350	-	-
Miscellaneous manufacturing	12	22,800	-	-	-	-	-	-
Nonmanufacturing	766	3,677,400	237	1,661,050	57	603,350	115	948,400
Mining, crude petroleum, and natural gas	15	167,000	4	136,100	3	10,100	2	7,800
Transportation ¹	76	665,600	47	553,950	34	478,300	34	499,700
Communications	69	600,900	54	474,750	5	39,250	43	327,550
Utilities, electric, and gas	73	212,350	42	125,700	8	30,050	27	88,700
Wholesale trade	16	28,250	5	6,600	3	5,900	1	1,300
Retail trade	123	429,750	67	280,300	3	15,750	3	4,700
Hotels and restaurants	37	172,400	3	20,650	1	24,000	-	-
Services	71	392,550	13	58,400	-	-	5	18,650
Construction	286	1,008,600	2	4,600	-	-	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.3 Subcontracting provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Subcontracting							
	Agreements	Workers	Total		Limited		Prohibited		Not limited	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	880	4,783,700	862	4,691,500	8	71,250	10	20,950
Manufacturing	770	3,377,150	414	2,407,450	403	2,378,500	2	9,000	9	19,950
Food, kindred products	84	234,550	32	129,200	29	117,900	2	9,000	1	2,300
Tobacco manufacturing	9	23,850	3	8,100	3	8,100	-	-	-	-
Textile mill products	13	28,900	3	3,900	3	3,900	-	-	-	-
Apparel	44	371,550	42	368,650	42	368,650	-	-	-	-
Lumber, wood products	11	18,900	9	13,900	9	13,900	-	-	-	-
Furniture, fixtures	12	20,050	4	6,800	4	6,800	-	-	-	-
Paper, allied products	49	86,600	24	43,100	23	41,900	-	-	1	1,200
Printing and publishing	23	48,400	10	30,000	10	30,000	-	-	-	-
Chemicals	41	78,400	14	24,200	14	24,200	-	-	-	-
Petroleum refining	16	30,150	13	23,250	13	23,250	-	-	-	-
Rubber and plastics	19	95,750	15	66,450	15	66,450	-	-	-	-
Leather products	12	25,050	9	19,000	8	16,800	-	-	1	2,200
Stone, clay, and glass	31	92,600	22	76,450	22	76,450	-	-	-	-
Primary metals	74	421,550	52	386,700	50	377,550	-	-	2	9,150
Fabricated metals	43	99,850	21	60,800	21	60,800	-	-	-	-
Machinery	80	251,500	46	183,300	44	180,800	-	-	2	2,500
Electrical machinery	77	361,300	18	42,200	17	40,600	-	-	1	1,600
Transportation equipment	107	1,034,700	63	885,850	62	884,850	-	-	1	1,000
Instruments	13	30,700	6	18,700	6	18,700	-	-	-	-
Miscellaneous manufacturing	12	22,800	8	16,900	8	16,900	-	-	-	-
Nonmanufacturing	766	3,677,400	466	2,376,250	459	2,313,000	6	62,250	1	1,000
Mining, crude petroleum, and natural gas	15	167,000	13	164,800	13	164,800	-	-	-	-
Transportation ¹	76	665,600	55	561,250	52	555,650	3	5,600	-	-
Communications	69	600,900	33	244,450	33	244,450	-	-	-	-
Utilities, electric, and gas	73	212,350	59	170,550	58	168,900	1	1,650	-	-
Wholesale trade	16	28,250	6	9,200	6	9,200	-	-	-	-
Retail trade	123	429,750	17	99,200	16	45,350	1	53,850	-	-
Hotels and restaurants	37	172,400	8	64,750	8	64,750	-	-	-	-
Services	71	392,550	23	141,200	22	140,050	1	1,150	-	-
Construction	286	1,006,600	252	920,850	251	919,850	-	-	1	1,000
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 7.4 Apprenticeship and training provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Apprenticeship provision ¹		Training provisions			
	Agreements	Workers	Agreements	Workers	On-the-job ²		Tuition aid ³	
					Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	669	3,176,850	574	3,354,250	81	861,250
Manufacturing	770	3,377,150	336	1,979,900	299	1,738,000	61	768,800
Food, kindred products	84	234,550	12	27,700	24	106,350	1	1,700
Tobacco manufacturing	9	23,850	1	2,400	3	5,550	1	1,500
Textile mill products	13	28,900	2	6,600	3	4,900	-	-
Apparel	44	371,550	7	13,500	2	4,000	-	-
Lumber, wood products	11	18,900	4	8,150	2	4,200	-	-
Furniture, fixtures	12	20,050	5	7,900	4	5,800	-	-
Paper, allied products	49	86,600	18	35,150	18	29,400	4	6,600
Printing and publishing	23	48,400	17	38,800	13	28,200	2	2,500
Chemicals	41	78,400	11	21,450	18	37,500	5	13,550
Petroleum refining	16	30,150	4	7,200	9	14,350	-	-
Rubber and plastics	19	95,750	12	83,800	10	59,350	2	6,650
Leather products	12	25,050	-	-	1	2,500	-	-
Stone, clay, and glass	31	92,600	24	66,800	12	41,250	2	5,000
Primary metals	74	421,550	51	376,650	41	344,450	3	6,200
Fabricated metals	43	99,850	23	62,150	21	60,250	4	28,150
Machinery	80	251,500	44	179,900	35	126,550	9	42,300
Electrical machinery	77	361,300	34	124,400	18	160,750	9	67,850
Transportation equipment	107	1,034,700	60	902,300	59	692,650	17	583,150
Instruments	13	30,700	4	9,350	5	9,000	2	3,650
Miscellaneous manufacturing	12	22,800	3	5,700	1	1,000	-	-
Nonmanufacturing	766	3,677,400	333	1,196,950	275	1,616,250	20	92,450
Mining, crude petroleum, and natural gas	15	167,000	7	14,900	8	152,700	-	-
Transportation ⁴	76	665,600	6	60,300	31	470,650	-	-
Communications	69	600,900	-	-	23	192,150	7	44,000
Utilities, electric, and gas	73	212,350	34	97,650	33	88,650	5	25,000
Wholesale trade	16	28,250	3	8,100	3	5,400	-	-
Retail trade	123	429,750	45	164,750	21	79,650	2	10,350
Hotels and restaurants	37	172,400	10	47,450	9	67,100	-	-
Services	71	392,550	6	29,300	22	114,700	6	13,100
Construction	286	1,008,600	222	774,500	125	445,250	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Apprenticeship provisions refer to formal, supervised programs of training and experience, often supplemented by off-the-job instruction, which workers enter to achieve journeyman status in skilled crafts.

² On-the-job training refers to programs of training at work during working hours designed to qualify employees for jobs requiring different or higher skills or to upgrade employees' existing skill

levels. It is distinguished from short-term familiarization activities, often connected with transfer or promotion.

³ Tuition aid refers to pay for part or all of the costs of job-related training.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.5 Selected work rules by Industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Limiting or regulating crew size		Weight limitations ¹		Restrictions on work by non-bargaining unit personnel	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	339	1,520,050	45	150,700	969	4,608,550
Manufacturing	770	3,377,150	92	238,700	14	25,350	590	2,703,750
Food, kindred products	84	234,550	16	35,650	5	7,950	63	191,900
Tobacco manufacturing	9	23,850	2	3,900	1	1,200	7	16,400
Textile mill products	13	28,900	3	5,200	-	-	8	21,400
Apparel	44	371,550	2	6,100	-	-	32	272,550
Lumber, wood products	11	18,900	1	1,200	-	-	4	8,350
Furniture, fixtures	12	20,050	-	-	-	-	6	8,050
Paper, allied products	49	86,600	7	17,800	-	-	41	74,100
Printing and publishing	23	48,400	14	30,700	-	-	13	35,000
Chemicals	41	78,400	2	2,350	1	1,200	30	54,850
Petroleum refining	16	30,150	3	3,950	-	-	12	23,950
Rubber and plastics	19	95,750	2	2,250	-	-	15	66,000
Leather products	12	25,050	-	-	-	-	6	12,150
Stone, clay, and glass	31	92,600	1	1,300	3	9,050	26	81,800
Primary metals	74	421,550	6	11,450	-	-	70	416,150
Fabricated metals	43	99,850	8	33,800	2	2,950	32	77,550
Machinery	80	251,500	7	16,900	-	-	67	223,600
Electrical machinery	77	361,300	3	15,850	1	1,200	62	208,700
Transportation equipment	107	1,034,700	15	50,300	-	-	78	876,050
Instruments	13	30,700	-	-	-	-	9	17,400
Miscellaneous manufacturing	12	22,800	-	-	1	1,800	9	17,800
Nonmanufacturing	766	3,677,400	247	1,281,350	31	125,350	379	1,904,800
Mining, crude petroleum, and natural gas	15	167,000	4	141,600	2	16,000	12	159,400
Transportation ²	76	665,600	35	274,800	1	1,700	53	462,850
Communications	69	600,900	9	92,050	-	-	30	259,350
Utilities, electric, and gas	73	212,350	34	102,750	-	-	50	130,400
Wholesale trade	16	28,250	2	2,300	-	-	7	13,450
Retail trade	123	429,750	11	33,350	5	15,450	86	323,000
Hotels and restaurants	37	172,400	7	48,650	2	18,800	16	110,100
Services	71	392,550	7	36,750	-	-	15	49,850
Construction	286	1,008,600	138	549,100	21	73,400	110	396,400
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Refers to contractual limits on the amount of weight an employee may lift.

² Excludes railroads and airlines.
NOTE: Nonadditive.

Table 7.6 Advance notice provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Requiring advance notice							
	Agreements	Workers	Total		Layoff		Plant shutdown or relocation		Technological change	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	795	4,041,250	669	3,346,100	160	710,800	171	1,221,350
Manufacturing	770	3,377,150	506	2,310,850	435	1,928,800	113	459,950	87	722,050
Food, kindred products	84	234,550	51	116,850	40	80,100	17	47,200	9	25,850
Tobacco manufacturing	9	23,850	9	23,850	6	17,500	6	12,650	1	1,200
Textile mill products	13	28,900	7	18,600	2	2,700	-	-	5	15,900
Apparel	44	371,550	11	107,900	2	6,500	5	12,700	6	97,900
Lumber, wood products	11	18,900	3	6,500	3	6,500	1	2,300	-	-
Furniture, fixtures	12	20,050	6	7,800	5	6,600	1	1,200	-	-
Paper, allied products	49	86,600	27	52,150	12	28,650	9	14,300	13	22,250
Printing and publishing	23	48,400	22	46,200	18	40,600	6	8,050	16	35,450
Chemicals	41	78,400	29	52,450	27	48,050	1	1,050	6	12,850
Petroleum refining	16	30,150	11	21,250	10	18,750	5	8,850	1	1,700
Rubber and plastics	19	95,750	14	57,100	12	31,450	4	36,900	1	24,000
Leather products	12	25,050	5	9,800	3	6,300	2	3,500	1	1,000
Stone, clay, and glass	31	92,600	26	84,250	22	74,450	14	49,100	8	21,200
Primary metals	74	421,550	35	158,750	31	97,500	7	75,850	-	-
Fabricated metals	43	99,850	33	84,750	30	77,450	7	13,700	-	-
Machinery	80	251,500	70	228,900	70	228,900	11	47,250	7	12,550
Electrical machinery	77	361,300	58	300,150	56	228,350	8	96,900	1	9,000
Transportation equipment	107	1,034,700	72	896,600	70	894,150	6	22,100	10	438,300
Instruments	13	30,700	12	29,600	11	26,700	3	6,550	1	1,100
Miscellaneous manufacturing	12	22,800	5	7,400	5	7,400	-	-	1	1,800
Nonmanufacturing	766	3,677,400	289	1,730,400	234	1,417,500	47	250,850	84	499,300
Mining, crude petroleum, and natural gas	15	167,000	6	148,200	4	133,200	-	-	3	140,000
Transportation ¹	76	665,600	35	322,700	25	215,200	18	142,200	4	15,100
Communications	69	600,900	54	508,450	52	499,750	3	18,250	5	64,550
Utilities, electric, and gas	73	212,350	49	148,950	46	128,500	2	3,850	10	39,050
Wholesale trade	16	28,250	10	19,800	6	12,300	1	1,000	4	7,500
Retail trade	123	429,750	82	323,250	59	218,500	14	42,750	44	185,250
Hotels and restaurants	37	172,400	13	73,000	11	54,200	2	7,000	3	21,750
Services	71	392,550	30	154,150	22	125,350	5	30,800	11	46,100
Construction	286	1,008,600	10	31,900	9	30,500	2	5,000	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.7 Supplemental unemployment benefit plans and severance pay by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Supplemental unemployment benefit plans ¹		Severance pay ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	220	1,947,400	500	2,640,700
Manufacturing	770	3,377,150	192	1,798,750	319	1,677,350
Food, kindred products	84	234,550	4	9,800	41	156,150
Tobacco manufacturing	9	23,850	2	4,700	8	22,650
Textile mill products	13	28,900	2	2,700	-	-
Apparel	44	371,550	28	259,650	2	4,000
Lumber, wood products	11	18,900	1	3,000	1	1,200
Furniture, fixtures	12	20,050	2	3,800	1	1,300
Paper, allied products	49	86,600	-	-	22	45,400
Printing and publishing	23	48,400	3	13,300	13	23,350
Chemicals	41	78,400	-	-	28	55,350
Petroleum refining	16	30,150	-	-	12	23,400
Rubber and plastics	19	95,750	13	81,900	7	63,100
Leather products	12	25,050	-	-	6	16,700
Stone, clay, and glass	31	92,600	4	5,900	18	68,150
Primary metals	74	421,550	54	387,250	46	358,200
Fabricated metals	43	99,850	11	35,800	16	40,400
Machinery	80	251,500	22	139,050	24	73,400
Electrical machinery	77	361,300	7	58,650	36	216,400
Transportation equipment	107	1,034,700	39	793,250	27	484,200
Instruments	13	30,700	-	-	6	11,200
Miscellaneous manufacturing	12	22,800	-	-	5	12,800
Nonmanufacturing	766	3,677,400	28	148,650	181	963,350
Mining, crude petroleum, and natural gas	15	167,000	4	11,100	4	11,300
Transportation ³	76	665,600	-	-	7	45,250
Communications	69	600,900	1	10,600	60	471,300
Utilities, electric, and gas	73	212,350	1	14,000	27	83,700
Wholesale trade	16	28,250	1	1,300	4	6,650
Retail trade	123	429,750	3	60,750	49	144,950
Hotels and restaurants	37	172,400	-	-	2	25,000
Services	71	392,550	-	-	27	174,200
Construction	286	1,008,600	18	50,900	1	1,000
Miscellaneous nonmanufacturing	-	-	-	-	-	-

¹ Supplemental unemployment benefit plans provide regular weekly payments to laid-off workers through funds financed by the employer. Some plans have added short-workweek benefits and severance pay features.

² Severance pay is a monetary allowance, usually graduated by length of service, to displaced employees,

generally upon permanent termination of employment with no chance of recall, but often upon indefinite layoff with recall rights.

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.8 Wage-employment guarantees by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Wage-employment guarantees					
	Agreements	Workers	Total		Weekly		Semi-monthly	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,536	7,054,550	195	1,332,950	141	834,050	1	13,000
Manufacturing	770	3,377,150	66	423,200	27	64,450	-	-
Food, kindred products	84	234,550	25	53,200	21	46,450	-	-
Tobacco manufacturing	9	23,850	-	-	-	-	-	-
Textile mill products	13	28,900	1	6,600	-	-	-	-
Apparel	44	371,550	3	13,000	2	10,000	-	-
Lumber, wood products	11	18,900	-	-	-	-	-	-
Furniture, fixtures	12	20,050	-	-	-	-	-	-
Paper, allied products	49	86,600	1	1,050	-	-	-	-
Printing and publishing	23	48,400	-	-	-	-	-	-
Chemicals	41	78,400	2	3,700	2	3,700	-	-
Petroleum refining	16	30,150	-	-	-	-	-	-
Rubber and plastics	19	95,750	-	-	-	-	-	-
Leather products	12	25,050	-	-	-	-	-	-
Stone, clay, and glass	31	92,600	-	-	-	-	-	-
Primary metals	74	421,550	26	311,950	-	-	-	-
Fabricated metals	43	99,850	6	29,400	-	-	-	-
Machinery	80	251,500	2	4,300	2	4,300	-	-
Electrical machinery	77	361,300	-	-	-	-	-	-
Transportation equipment	107	1,034,700	-	-	-	-	-	-
Instruments	13	30,700	-	-	-	-	-	-
Miscellaneous manufacturing	12	22,800	-	-	-	-	-	-
Nonmanufacturing	766	3,677,400	129	909,750	114	769,600	1	13,000
Mining, crude petroleum, and natural gas	15	167,000	3	10,100	-	-	-	-
Transportation ¹	76	665,600	45	532,900	39	458,100	1	13,000
Communications	69	600,900	-	-	-	-	-	-
Utilities, electric, and gas	73	212,350	8	14,350	7	13,250	-	-
Wholesale trade	16	28,250	7	12,950	7	12,950	-	-
Retail trade	123	429,750	27	124,200	26	120,150	-	-
Hotels and restaurants	37	172,400	2	18,800	2	18,800	-	-
Services	71	392,550	16	112,500	14	72,500	-	-
Construction	286	1,008,600	21	83,950	19	73,850	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 7.8 Wage-employment guarantees by industry—Continued

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	Wage-employment guarantees—Continued							
	Monthly		More than one month but less than one year		Annual		Other ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	2	10,100	36	356,950	6	27,250	9	91,600
Manufacturing	-	-	32	338,850	2	3,350	5	16,550
Food, kindred products	-	-	-	-	2	3,350	2	3,400
Tobacco manufacturing	-	-	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	1	6,600
Apparel	-	-	1	3,000	-	-	-	-
Lumber, wood products	-	-	-	-	-	-	-	-
Furniture, fixtures	-	-	-	-	-	-	-	-
Paper, allied products	-	-	-	-	-	-	1	1,050
Printing and publishing	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-
Petroleum refining	-	-	-	-	-	-	-	-
Rubber and plastics	-	-	-	-	-	-	-	-
Leather products	-	-	-	-	-	-	-	-
Stone, clay, and glass	-	-	-	-	-	-	-	-
Primary metals	-	-	25	306,450	-	-	1	5,500
Fabricated metals	-	-	6	29,400	-	-	-	-
Machinery	-	-	-	-	-	-	-	-
Electrical machinery	-	-	-	-	-	-	-	-
Transportation equipment	-	-	-	-	-	-	-	-
Instruments	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	-	-	-	-	-	-	-	-
Nonmanufacturing	2	10,100	4	18,100	4	23,900	4	75,050
Mining, crude petroleum, and natural gas	-	-	3	10,100	-	-	-	-
Transportation ¹	-	-	-	-	3	22,800	2	39,000
Communications	-	-	-	-	-	-	-	-
Utilities, electric, and gas	-	-	-	-	1	1,100	-	-
Wholesale trade	-	-	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	1	4,050
Hotels and restaurants	-	-	-	-	-	-	-	-
Services	-	-	1	8,000	-	-	1	32,000
Construction	2	10,100	-	-	-	-	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes agreements that refer to wage-employment

guarantees, but give no further details.

Part VIII. Dispute Settlement

Grievances
Arbitration
No-strike; No-lockouts

Table 8.1 Grievance and arbitration provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Grievance and arbitration provisions								No reference to grievance and arbitration	
	Agreements	Workers	Total		Arbitration only		Grievance only		Grievance and arbitration		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	1,536	7,054,550	1,513	6,957,950	5	50,450	35	88,850	1,473	6,818,650	23	96,600
Manufacturing	770	3,377,150	768	3,375,150	1	1,050	16	38,950	751	3,335,150	2	2,000
Food, kindred products	84	234,550	84	234,550	-	-	1	1,050	83	233,500	-	-
Tobacco manufacturing	9	23,850	9	23,850	-	-	-	-	9	23,850	-	-
Textile mill products	13	28,900	13	28,900	-	-	-	-	13	28,900	-	-
Apparel	44	371,550	44	371,550	-	-	1	2,800	43	368,750	-	-
Lumber, wood products	11	18,900	11	18,900	-	-	2	3,800	9	15,100	-	-
Furniture, fixtures	12	20,050	12	20,050	-	-	-	-	12	20,050	-	-
Paper, allied products	49	86,600	49	86,600	-	-	-	-	49	86,600	-	-
Printing and publishing	23	48,400	23	48,400	-	-	1	1,100	22	47,300	-	-
Chemicals	41	78,400	41	78,400	1	1,050	-	-	40	77,350	-	-
Petroleum refining	16	30,150	16	30,150	-	-	-	-	16	30,150	-	-
Rubber and plastics	19	95,750	19	95,750	-	-	-	-	19	95,750	-	-
Leather products	12	25,050	12	25,050	-	-	-	-	12	25,050	-	-
Stone, clay, and glass	31	92,600	31	92,600	-	-	-	-	31	92,600	-	-
Primary metals	74	421,550	74	421,550	-	-	-	-	74	421,550	-	-
Fabricated metals	43	99,850	43	99,850	-	-	1	1,900	42	97,950	-	-
Machinery	80	251,500	80	251,500	-	-	4	8,050	76	243,450	-	-
Electrical machinery	77	361,300	76	360,300	-	-	1	1,650	75	358,650	1	1,000
Transportation equipment	107	1,034,700	107	1,034,700	-	-	4	14,000	103	1,020,700	-	-
Instruments	13	30,700	13	30,700	-	-	1	4,600	12	26,100	-	-
Miscellaneous manufacturing	12	22,800	11	21,800	-	-	-	-	11	21,800	1	1,000
Nonmanufacturing	766	3,677,400	745	3,582,800	4	49,400	19	49,900	722	3,483,500	21	94,600
Mining, crude petroleum, and natural gas	15	167,000	15	167,000	-	-	-	-	15	167,000	-	-
Transportation ¹	76	665,600	76	665,600	-	-	4	7,800	72	657,800	-	-
Communications	69	600,900	69	600,900	2	44,000	-	-	67	556,900	-	-
Utilities, electric, and gas	73	212,350	73	212,350	-	-	-	-	73	212,350	-	-
Wholesale trade	16	28,250	16	28,250	-	-	-	-	16	28,250	-	-
Retail trade	123	429,750	123	429,750	-	-	-	-	123	429,750	-	-
Hotels and restaurants	37	172,400	36	171,200	-	-	1	6,500	35	164,700	1	1,200
Services	71	392,550	66	356,650	-	-	-	-	66	356,650	5	35,900
Construction	286	1,008,600	271	951,100	2	5,400	14	35,600	255	910,100	15	57,500
Miscellaneous nonmanufacturing ...	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 8.2 Exclusions from grievance and arbitration procedures

(Agreements covering 1,000 workers or more, January 1, 1978)

Type of exclusion	Grievance procedures	
	Agreements	Workers
All agreements	1,536	7,054,550
All agreements with grievance or arbitration procedures	1,508	6,907,500
All grievance or arbitration exclusions	255	1,099,500
Wage adjustments	127	642,600
Plant administration	82	295,950
Administration of supplementary benefits	75	291,650
Job security	21	67,550
Administration of union security provisions	6	25,550
Other issues ¹	15	50,050
No reference to grievance or arbitration exclusions	1,253	5,808,000
No reference to grievance or arbitration procedures	28	147,050
	Arbitration procedures	
	Agreements	Workers
All agreements	1,536	7,054,550
All agreements with grievance or arbitration procedures	1,478	6,869,100
All grievance or arbitration exclusions	436	2,483,600
Wage adjustments	230	1,395,700
Plant administration	213	1,504,150
Administration of supplementary benefits	151	1,143,450
Job security	35	259,900
Administration of union security provisions	14	69,850
Other issues ¹	19	60,950
No reference to grievance or arbitration exclusions	1,042	4,385,500
No reference to grievance or arbitration procedures	58	185,450

¹ Among "other" exclusions are matters such as by-laws, constitutional provisions, and disputes over union or employer association rules; disputes over the

nonpayment of contractual obligations; and administration of apprenticeship programs.

NOTE: Nonadditive.

Table 8.3 No-strikes, no-lockouts by industry

(Agreements covering 1,000 workers or more, January 1, 1978)

Industry	All agreements		Provisions for strike and lockout bans								No provision for strike and lockout bans	
	Agreements	Workers	Total		Absolute bans ¹		Limited bans ²		Subject to local negotiation		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	1,536	7,054,550	1,438	6,626,550	609	2,025,500	828	4,592,400	1	8,650	98	428,000
Manufacturing	770	3,377,150	742	3,318,200	379	1,023,600	362	2,285,950	1	8,650	28	58,950
Food, kindred products	84	234,550	80	228,300	41	96,150	39	132,150	-	-	4	6,250
Tobacco manufacturing	9	23,850	9	23,850	3	5,900	6	17,950	-	-	-	-
Textile mill products	13	28,900	13	28,900	1	2,500	12	26,400	-	-	-	-
Apparel	44	371,550	44	371,550	6	90,100	38	281,450	-	-	-	-
Lumber, wood products	11	18,900	11	18,900	4	8,150	7	10,750	-	-	-	-
Furniture, fixtures	12	20,050	12	20,050	6	9,550	6	10,500	-	-	-	-
Paper, allied products	49	86,600	49	86,600	42	76,300	7	10,300	-	-	-	-
Printing and publishing	23	48,400	17	40,500	4	5,350	13	35,150	-	-	6	7,900
Chemicals	41	78,400	34	61,700	24	42,400	10	19,300	-	-	7	16,700
Petroleum refining	16	30,150	16	30,150	5	9,850	11	20,300	-	-	-	-
Rubber and plastics	19	95,750	19	95,750	11	42,350	8	53,400	-	-	-	-
Leather products	12	25,050	12	25,050	5	11,750	7	13,300	-	-	-	-
Stone, clay, and glass	31	92,600	30	91,000	22	56,400	8	34,600	-	-	1	1,600
Primary metals	74	421,550	71	412,350	38	130,700	33	281,650	-	-	3	9,200
Fabricated metals	43	99,850	42	97,250	23	52,800	19	44,450	-	-	1	2,600
Machinery	80	251,500	79	249,900	40	76,150	39	173,750	-	-	1	1,600
Electrical machinery	77	361,300	76	359,900	36	97,950	40	261,950	-	-	1	1,400
Transportation equipment	107	1,034,700	104	1,024,800	52	182,750	51	833,400	1	8,650	3	9,900
Instruments	13	30,700	13	30,700	10	18,700	3	12,000	-	-	-	-
Miscellaneous manufacturing	12	22,800	11	21,000	6	7,800	5	13,200	-	-	1	1,800
Nonmanufacturing	766	3,677,400	696	3,308,350	230	1,001,900	466	2,306,450	-	-	70	369,050
Mining, crude petroleum, and natural gas	15	167,000	13	151,000	7	15,600	6	135,400	-	-	2	16,000
Transportation ³	76	665,600	74	652,850	11	70,900	63	581,950	-	-	2	12,750
Communications	69	600,900	34	342,700	24	276,850	10	65,850	-	-	35	258,200
Utilities, electric, and gas	73	212,350	66	195,700	53	168,750	13	26,950	-	-	7	16,650
Wholesale trade	16	28,250	13	22,250	4	5,900	9	16,350	-	-	3	6,000
Retail trade	123	429,750	119	415,250	54	175,550	65	239,700	-	-	4	14,500
Hotels and restaurants	37	172,400	32	160,500	8	19,200	24	141,300	-	-	5	11,900
Services	71	392,550	69	390,050	28	161,350	41	228,700	-	-	2	2,500
Construction	286	1,008,600	276	978,050	41	107,800	235	870,250	-	-	10	30,550
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-	-	-

¹ For this study, an absolute ban is an unmodified statement prohibiting strikes or lockouts.

² For this study, a limited ban is a statement prohibiting strikes or

lockouts except under given circumstances or for specific issues.

³ Excludes railroads and airlines.

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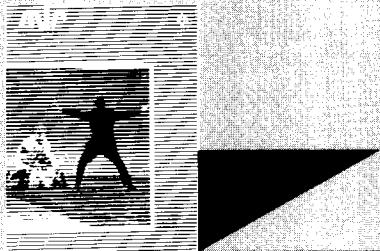
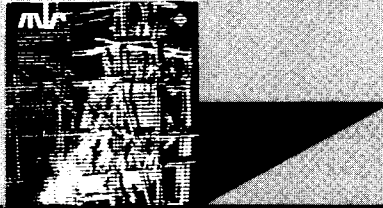
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