

# Bargaining Calendar 1984

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Bureau of Labor Statistics  
March 1984

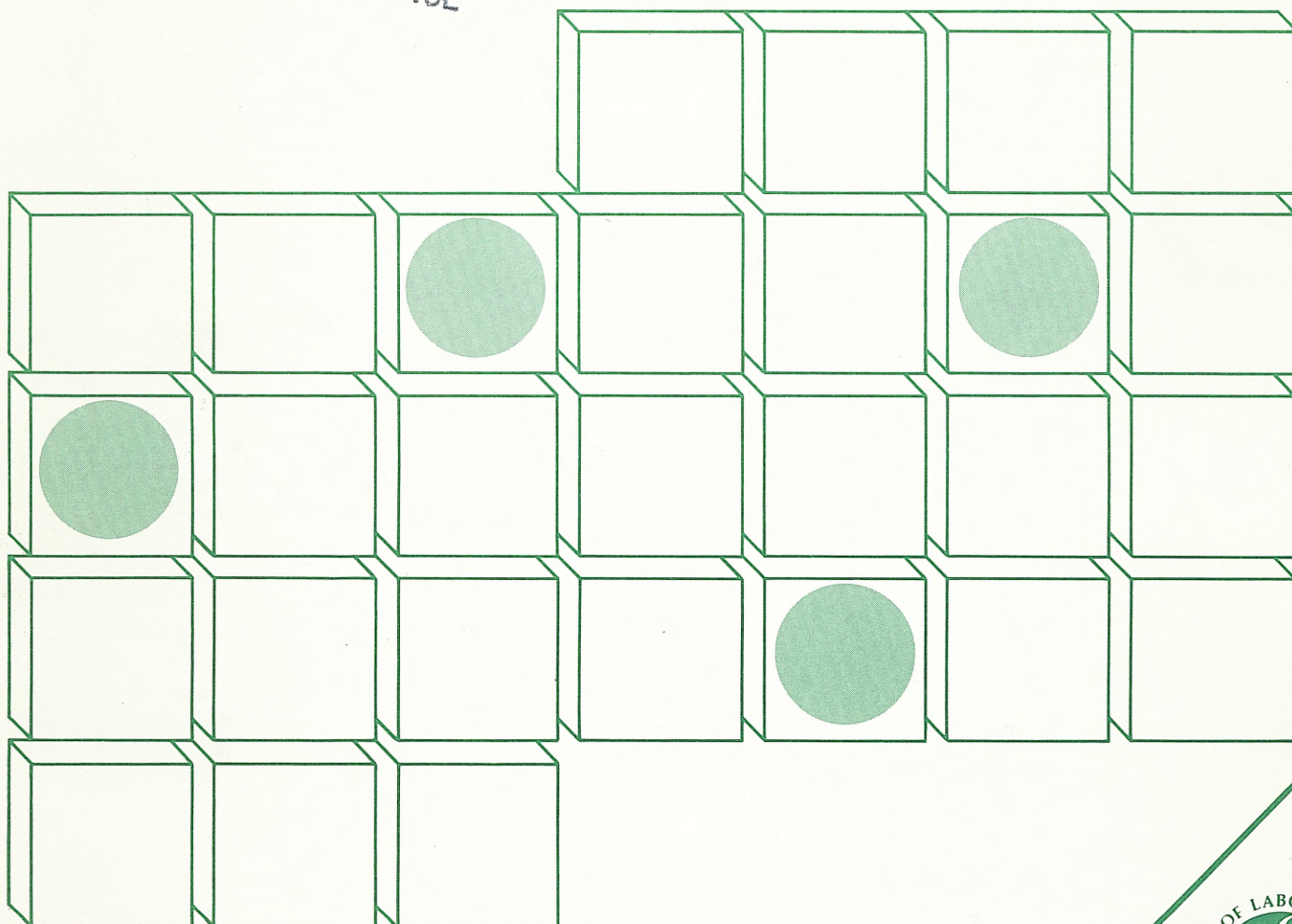
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U.S. Department of Labor  
Raymond J. Donovan, Secretary

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Janet L. Norwood, Commissioner  
March 1984

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# Preface

This bulletin presents information assembled by the Bureau of Labor Statistics on anticipated labor-management developments in private industry in 1984. As in previous years, the information—identified by employer and union name—relates to major bargaining situations (those covering 1,000 workers or more) in which contracts expire or are subject to reopening, deferred wage changes come due, or wages are subject to change under cost-of-living adjustment clauses.

The bulletin includes an analysis of 1984 bargaining that first appeared in the January 1984 issue of the *Monthly Labor Review*, and additional detailed information from the Bureau's file of contracts and from published sources. The bulletin is based on information available to the Bureau in mid-October 1983.

Tables 1 through 4 summarize data on contract expirations, reopeners, deferred wage changes, and cost-of-living clauses by industry, month, and other characteristics. Tables 5 and 6 indicate the distribution of workers scheduled to receive deferred wage increases in 1984 by industry, month, and amount. Table 7 indicates the prevalence of cost-of-living adjustment

clauses in October 1983, and table 8 indicates the timing and frequency of 1984 cost-of-living reviews. Major bargaining situations with contracts scheduled to expire in 1984, arranged by month and industry, are listed in tables 9 and 10; those with contracts subject to reopening in 1984, arranged by month, are in table 11.

Appendix A lists abbreviations used in this bulletin, and appendix B identifies codes used in the tables.

The bulletin was prepared in the Division of Developments in Labor-Management Relations. The analysis was written by John J. Lacombe II and James R. Conley. Jane Greene and Clarece Lee refined and entered much of the information into the computer system. Larry Adams and Douglas LeRoy designed the computer programming and processed the data.

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# Bargaining Calendar in 1984

## Overview

Collective bargaining activity in 1984 will be heavy for the third consecutive year, breaking the 30-year pattern of 2 years of heavy bargaining followed by 1 year of light activity. About 635 contracts covering 38 percent, or 3 million, of the 7.9 million workers in major collective bargaining situations (involving 1,000 or more workers)<sup>1</sup> are scheduled to expire or are subject to reopening during the year. (See tables 1 and 2.) Typically, a "heavy" year has involved roughly two-fifths of the workers under major situations and a "light" year, fewer than three-tenths.

The cycle was broken when agreements in the automobile industry, reached early in 1982, were negotiated for a 2½-year term, rather than 3 years as had been the case since the mid-1950's. In addition, other 1982 and 1983 settlements, particularly in the construction industry, were of shorter duration than usual, reflecting the uncertainty that bargainers felt about the future based on events in the last 2 years, including recession, double-digit unemployment, deregulation, and nonunion competition.

Historically, terms of individual settlements have reflected general economic conditions; the health and strength of individual companies, industries, and unions; and the terms of pattern-setting agreements. Of course, economic conditions that will exist at the time of the coming negotiations cannot be predicted; however, current data suggest that the economic climate will be better than in recent years.

The composite index of leading indicators, compiled by the U.S. Department of Commerce to predict movements in aggregate economic activity, rose steadily during the first 9 months of 1983. The Federal Reserve Board's total industry utilization rate was 78.6 percent in October 1983, the highest rate since October 1981 and up from a historic low of 69.6 percent in November 1982. The civilian unemployment rate fell to 8.4 percent in November, the lowest level in 2 years. The Consumer Price Index for all urban consumers in October 1983 was 2.9 percent above a year earlier, compared to a 5.1-percent rise the preceding year.

The break in the three-year cycle is only one interesting aspect of 1984 collective bargaining. Answers to some intriguing questions will emerge during the year: Were the small increases, freezes, and cuts in wages negotiated in 1982 and 1983 mere aberrations? Is pattern bargaining dead? How will bargainers react to economic conditions? Will job security concerns continue to be reflected in negotiations on

layoff, plant closing, and job retraining provisions? If current economic trends continue, wage-and-benefit improvements may be of greater concern to negotiators in 1984 than in 1983 when job security and company survival were paramount issues.

**Table 1. Calendar of major collective bargaining activity**  
[Workers in thousands]

Year and month	Agreement expirations and/or scheduled wage reopenings		Principal industry and activity
	Number	Workers covered	
All years <sup>1</sup> .....	1,629	7,925	...
Total 1984 <sup>2</sup> .....	635	3,004	...
January .....	36	88	Petroleum refining
February .....	25	69	...
March .....	67	195	Construction
April .....	114	292	Construction
May .....	103	270	Construction
June .....	122	738	Railroads, construction, maritime
July .....	34	164	Food stores
August .....	32	88	...
September .....	40	930	Automobiles, bituminous coal
October .....	29	80	...
November .....	21	56	...
December .....	15	49	...
Total 1985 <sup>3</sup> .....	416	2,136	...
January .....	21	60	...
February .....	9	20	...
March .....	47	531	Trucking, men's apparel, construction
April .....	59	179	Rubber, construction
May .....	78	376	Women's apparel, construction
June .....	79	426	Electrical products, construction, trade
July .....	28	144	Electrical products
August .....	28	95	...
September .....	22	132	Automobiles
October .....	12	38	...
November .....	24	93	...
December .....	9	42	...
Total 1986 <sup>4</sup> .....	322	1,944	...
January-June .....	237	805	...
July-December .....	85	1,139	...
Year unknown or in negotiation <sup>5</sup> .....	282	965	...

<sup>1</sup>Total exceeds the sum of the parts because 46 agreements covering 187,000 workers have both reopenings and expirations in the reference period.

<sup>2</sup>Includes 36 agreements covering 136,000 workers which have wage reopenings scheduled in 1984.

<sup>3</sup>Includes 9 agreements covering 49,000 workers which have wage reopenings scheduled in 1985.

<sup>4</sup>Includes 1 agreement covering 2,000 workers which has a wage reopening scheduled in 1984.

<sup>5</sup>Includes agreements which were scheduled to expire between October 1 and December 31, 1983; agreements which expired prior to October 1, 1983 but new agreements were not reached by then; agreements which expired prior to October 1, 1983 but for which necessary information had not been gathered; and agreements which have no fixed expiration or reopening date.

NOTE: Because of rounding, sums of individual items may not equal totals.



**Table 2. Agreement expirations and/or scheduled wage reopenings in major collective bargaining situations, by year and industry**

[Workers in thousands]

Industry	Total <sup>1</sup>		Year of expiration and/or scheduled wage reopening							
	Number of agreements	Workers covered	1984 <sup>2</sup>		1985 <sup>3</sup>		1986 <sup>4</sup>		Unknown or in negotiation <sup>5</sup>	
			Number of agreements	Workers covered	Number of agreements	Workers covered	Number of agreements	Workers covered	Number of agreements	Workers covered
All industries	1,629	7,925	635	3,004	416	2,136	322	1,944	282	965
Manufacturing	712	3,300	219	1,155	192	986	158	769	147	401
Food and kindred products	81	240	31	74	26	132	15	25	14	24
Tobacco manufacturing	6	18	—	—	1	1	5	18	—	—
Textile mill products	11	37	2	7	2	7	1	3	6	21
Apparel and other finished products	44	342	3	10	33	316	3	7	5	9
Lumber and wood products, except furniture	13	57	3	4	1	2	5	44	4	8
Furniture and fixtures	11	16	3	3	6	11	1	1	1	2
Paper and allied products	52	82	20	33	9	10	12	23	11	16
Printing, publishing, and allied industries	25	47	12	26	6	13	1	3	6	9
Chemicals and allied products	33	65	8	16	8	12	9	18	8	18
Petroleum refining and related industries	18	34	16	28	1	2	1	5	1	2
Rubber and miscellaneous plastics	12	58	1	4	10	54	1	1	—	—
Leather and leather products	13	34	7	24	3	7	1	1	2	2
Stone, clay, glass, and concrete products	30	75	11	19	4	7	9	37	6	13
Primary metals industries	77	440	12	18	5	7	29	354	32	61
Fabricated metal products	43	79	15	25	9	14	10	23	9	17
Machinery, except electrical	64	162	23	52	14	20	15	60	11	26
Electrical machinery equipment and supplies	71	380	15	50	23	214	22	96	10	17
Transportation equipment	86	1,092	30	747	24	146	13	44	18	152
Instruments and related products	12	25	4	10	2	5	3	5	3	4
Miscellaneous manufacturing industries	10	15	3	3	5	9	2	2	—	—
Nonmanufacturing	917	4,625	416	1,850	224	1,150	164	1,176	135	564
Mining, crude petroleum, and natural gas production	13	189	2	162	1	1	3	8	7	18
Construction	435	1,265	230	604	97	238	81	290	39	176
Transportation, except railroads and trucking	60	268	21	95	12	52	1	2	26	120
Railroads	26	394	26	394	—	—	—	—	—	—
Trucking	16	430	—	—	14	427	1	1	1	2
Communications	44	726	8	24	9	26	24	671	3	5
Utilities, gas and electric	75	238	37	100	25	94	9	33	14	52
Wholesale trade	12	45	7	13	1	25	2	4	2	3
Retail trade, except restaurants	119	553	35	213	37	150	27	112	19	77
Restaurants	17	61	5	11	6	30	3	25	5	16
Finance, insurance, and real estate	18	93	8	27	3	22	1	3	6	41
Services, except hotels and health services	37	130	16	44	8	43	4	10	9	33
Hotels	19	117	9	77	4	32	4	11	1	9
Health services	26	115	12	86	7	10	4	6	3	13

<sup>1</sup>Total exceeds the sum of the part because 46 agreements covering 187,000 workers have both reopenings and expirations in the reference period.

<sup>2</sup>Includes 36 agreements covering 136,000 workers which have wage reopenings scheduled in 1984.

<sup>3</sup>Includes 9 agreements covering 49,000 workers which have wage reopenings scheduled in 1985.

<sup>4</sup>Includes 1 agreement covering 2,000 workers which has a wage reopening scheduled in 1984.

<sup>5</sup>Includes agreements which were scheduled to expire between October 1 and December 31, 1983; agreements which expired prior to October 1, 1983, but new agreements were not reached by then; agreements which expired prior to October 1, 1983, but for which necessary information had not been gathered; and agreements which have no fixed expiration or reopening date.

NOTE: Because of rounding, sums of individual items may not equal totals.

The improving economic conditions of 1983 are not reflected in major settlements reached in private industry during the first 9 months of the year. Wage adjustments for that period averaged 1.7 percent in the first year and 2.8 percent annually over the life of the contract. The first-year average was the lowest for any 3-quarter period (except the one ending June 1983), and the over-the-life average was the lowest since the series began in 1968.

The average adjustments were low because about two-fifths of the workers covered by settlements took wage cuts or will have no wage increase over the contract term. (Most of them were in steel, aluminum, and agricultural equipment manufacturing and construction.) For the remaining three-fifths, many of whom were in electric and gas utilities, retail trade, construction, paper manufacturing, and communications, wage increases averaged 4.9 percent a year over the contract duration.

In many industries, 1983 settlements were similar, re-

flecting industrywide concerns about economic conditions. For example, in the steel industry, the unemployment rate was 28.1 percent; declining capacity utilization and international competition pressured both labor and management to trim labor costs. In construction, high interest rates, competition from nonunion construction firms, and an unemployment rate of 18 percent at midyear resulted in record low settlements.

This article examines 1984's scheduled contract negotiations, wage changes, and cost-of-living adjustment (COLA) reviews which will directly affect the economic well-being of the 7.9 million workers under major agreements, and indirectly affect millions of others. In addition, it discusses likely issues for the coming negotiations in the petroleum refining, construction, railroad, automobile manufacturing, and bituminous coal mining industries. (See table 3 for expiration dates and wage adjustment provisions of these and other industries.)



**Table 3. Expiration and wage adjustment provisions of selected major collective bargaining agreements**

[Listed in order of Standard Industrial Classification code]

1972 SIC Code	Industry and employer	Union <sup>1</sup>	Number of workers <sup>2</sup>	Contract term <sup>3</sup>	Provisions for 1984 automatic cost-of- living review <sup>4</sup>	Provisions for 1984 deferred wage in- creases <sup>5</sup>
<b>Manufacturing</b>						
20	Food and kindred products: California Processors, Inc. Frozen Food Employers Association (California) Nabisco, Inc. Sugar Cos. Negotiating Committee (Hawaii) Wilson Foods Corp.	Teamsters (Ind.) Teamsters (Ind.) Bakery, Confectionery and Tobacco Workers Longshoremen and Warehousemen (Ind.) Food and Commercial Workers	50,000 4,000 10,000 7,500 4,800	July 1, 1982 to July 1, 1985 July 1, 1982 to June 30, 1985 Sept. 1, 1983 to Aug. 31, 1985 Feb. 1, 1983 to Jan. 31, 1985 June 27, 1982 to Sept. 1, 1985	July ..... ..... ..... .....	July 1: 10-55 cents July 1: 30 cents Sept. 1: 60 cents Feb. 1: 30 cents .....
21	Tobacco manufactures: Philip Morris, U.S.A. (Richmond, Va.)	Bakery, Confectionery and Tobacco Workers	10,300	Feb. 1, 1983 to Jan. 31, 1986	January, thereafter quarterly	Feb. 1: 4.1 percent
22	Textile mill products: Fieldcrest Mills, Inc. (Virginia and North Carolina)	Clothing and Textile Workers	5,000	Mar. 1, 1981 to Feb. 29, 1984	.....	.....
23	Apparel and other finished products: Clothing Manufacturers Association of U.S.A. Shirts, pajamas and other cotton garment manufacturers Greater Blouse, Skirt and Undergarment Association, Inc. New York Coat and Suit Association	Clothing and Textile Workers Clothing and Textile Workers Ladies Garment Workers Ladies Garment Workers	70,000 12,500 23,000 20,000	Apr. 1, 1982 to May 31, 1985 Sept. 6, 1982 to Sept. 6, 1985 June 1, 1982 to May 31, 1985 June 1, 1982 to May 30, 1985	June January February February	June 4: 50 cents July: 40 cents June 2: 40 cents June 2: 40 cents
24	Lumber and wood products, except furniture: Western States Wood Products Employers Association (Boise-Cascade Corp., Champion International Co., Crown Zellerbach Corp., Georgia-Pacific Corp., International Paper Co., ITT- Rayonier Inc., Louisiana-Pacific Corp., Publishers Paper Co., Simpson Timber Co., and Weyerhaeuser Co.)	Woodworkers; Lumber Production and Industrial Workers (Ind.)	36,000	June 1, 1983 to May 31, 1986	.....	June 1: 4 percent
26	Paper and allied products: International Paper Co., Multiple Mill Group	Paperworkers and Electrical Workers (IBEW)	6,000	June 1, 1983 to May 30, 1986	.....	June 1: 6 percent
27	Printing: Metropolitan Lithographers Association, Inc. (New York, New Jersey, Connecticut, and Pennsylvania)	Amalgamated Lithographers of America, Local One	5,000	July 1, 1982 to June 30, 1984	.....	.....
30	Rubber and miscellaneous plastic products: B F Goodrich Co. Firestone Tire and Rubber Co. General Motors Corp., Inland Manufacturing Division (Dayton, Ohio) Goodyear Tire and Rubber Co.	Rubber Workers Rubber Workers Rubber Workers Rubber Workers	8,700 9,500 3,600 18,000	Apr. 21, 1982 to Apr. 20, 1985 Apr. 21, 1982 to Apr. 20, 1985 May 10, 1982 to Sept. 14, 1984 Apr. 21, 1982 to Apr. 20, 1985	January, thereafter quarterly January, thereafter quarterly March and June January, thereafter quarterly	..... ..... ..... .....
32	Stone, clay, and glass products: Brockway Glass Co., Inc. Owens-Illinois, Inc.	Glass, Pottery and Plastics Workers Glass, Pottery and Plastics Workers	7,000 8,600	Apr. 1, 1983 to Mar. 31, 1986 Apr. 1, 1983 to Mar. 31, 1986	April April	April 1: 30 cents April 1: 30 cents
33	Primary metal industries: 7 major basic steel companies: Armco Inc.; Bethlehem Steel Corp.; Inland Steel Co.; Jones & Laughlin Steel Corp.; National Steel Corp.; Republic Steel Corp.; United States Steel Corp. Aluminum Co. of America Aluminum Co. of America Armco Steel Corp. (Middletown, Ohio) Kaiser Aluminum and Chemical Corp. Reynolds Metals Co. Reynolds Metal Co.	Steelworkers Aluminum Workers Steelworkers Armco Employees Independent Federation (Ind.) Steelworkers Steelworkers Aluminum Workers	240,000 10,000 10,000 4,800 7,500 7,900 7,500	Feb. 28, 1983 to July 31, 1986 June 1, 1983 to May 31, 1986 June 1, 1983 to May 31, 1986 May 15, 1983 to July 31, 1986 June 1, 1983 to May 31, 1986 June 1, 1983 to May 31, 1986 June 1, 1983 to May 31, 1986	August and November March, thereafter quarterly March, thereafter quarterly August and November March, thereafter quarterly March, thereafter quarterly March, thereafter quarterly	Feb.: 40 cents ..... ..... ..... ..... ..... ..... .....

See footnotes at end of table.



**Table 3. Continued—Expiration and wage adjustment provisions of selected major collective bargaining agreements**

[Listed in order of Standard Industrial Classification code]

1972 SIC Code	Industry and employer	Union <sup>1</sup>	Number of workers <sup>2</sup>	Contract term <sup>3</sup>	Provisions for 1984 automatic cost-of- living review <sup>4</sup>	Provisions for 1984 deferred wage in- creases <sup>5</sup>
34	Fabricated metal products: American Can Co. ....	Steelworkers	5,500	Mar. 9, 1983 to Feb. 16, 1986	February, thereafter quarterly	.....
	Continental Group, Inc. ....	Steelworkers	5,400	Mar. 9, 1983 to Feb. 16, 1986	February, thereafter quarterly	.....
35	Machinery, except electrical: Caterpillar Tractor Co. ....	Auto Workers	20,400	Apr. 25, 1983 to June 1, 1986	June, thereafter quarterly	.....
	Cummins Engine Co., Inc. (Columbus, Ind.) ....	Diesel Workers Union (Ind.)	7,000	May 4, 1981 to Apr. 29, 1984	February and April	.....
	Deere and Co. (Illinois and Iowa) ....	Auto Workers	18,000	June 1, 1983 to June 1, 1986	June, thereafter quarterly	.....
	International Harvester Co. ....	Auto Workers	19,000	May 3, 1982 to Sept. 30, 1984	March and June	Sept. 30: 3 percent
	Timken Co. (Ohio) ....	Steelworkers	8,000	Aug. 28, 1983 to Aug. 25, 1986	September, thereafter quarterly	July 29: 40 cents
36	Electrical machinery, equipment, and supplies: General Electric Co. ....	Electrical Workers (UE, Ind.)	13,000	June 28, 1982 to June 27, 1985	June and December	June 25: 3 percent
	General Electric Co. ....	Electrical Workers (IUE)	60,000	June 28, 1982 to June 27, 1985	June and December	June 25: 3 percent
	General Motors Corp. (New Jersey, New York, and Ohio) ....	Electrical Workers (IUE)	30,000	Apr. 3, 1982 to Sept. 14, 1984	March and June	.....
	Hughes Aircraft Co. (California) ....	Carpenters	12,000	Dec. 5, 1982 to Nov. 2, 1985	.....	Apr. 7: 13-22 cents, Aug. 4: 13-22 cents, Dec. 1: 30-56 cents Dec. 3: 3 percent
	RCA Corp. ....	Electrical Workers (IBEW)	8,000	Dec. 1, 1982 to Dec. 1, 1985	June and December	Dec. 3: 3 percent
	RCA Corp. ....	Electrical Workers (IUE)	8,000	Dec. 1, 1982 to Dec. 1, 1985	June and December	Dec. 3: 3 percent
	Western Electric Co. Inc. ....	Communications Workers	58,000	Aug. 2, 1983 to Aug. 6, 1986	August	Aug.: 1.5 percent
	Westinghouse Electric Corp. ....	Electrical Workers (IBEW)	12,000	July 12, 1982 to July 21, 1985	January and July	July 9: 3 percent
	Westinghouse Electric Corp. ....	Electrical Workers (IUE)	15,000	July 16, 1982 to July 21, 1985	January and July	July 9: 3 percent
	Westinghouse Electric Corp. ....	Federation of Westinghouse Independent Salaried Unions (Ind.)	11,000	July 12, 1982 to July 21, 1985	January and July	July 9: 3 percent
371	Transportation equipment-motor vehicle and motor vehicle equipment: American Motors Corp. (Wisconsin) ....	Auto Workers	14,000	Mar. 1, 1982 to Sept. 16, 1985	.....	.....
	American Motors Corp., Jeep Corp. (Ohio) ....	Auto Workers	5,750	Mar. 1, 1982 to Jan. 31, 1985	.....	.....
	Budd Co. (P&M) ....	Auto Workers	7,800	Apr. 26, 1982 to Mar. 8, 1985	.....	.....
	Chrysler Corp., Engineering Dept. ....	Auto Workers	5,300	Aug. 15, 1983 to Sept. 15, 1985	March, thereafter quarterly	June 4: 3 percent
	Chrysler Corp. (P&M) ....	Auto Workers	41,500	Aug. 5, 1983 to Sept. 14, 1985	March, thereafter quarterly	June 4: 3 percent
	Ford Motor Co. ....	Auto Workers	160,000	Mar. 1, 1982 to Sept. 14, 1984	March and June	.....
	General Motors Corp. ....	Auto Workers	470,000	Apr. 12, 1982 to Sept. 14, 1984	March and June	.....
	Mack Trucks, Inc. ....	Auto Workers	8,500	Dec. 7, 1982 to Oct. 20, 1984	March, June, and September	.....
372	Transportation equipment-aircraft: Beech Aircraft Corp. ....	Machinists	6,000	Aug. 3, 1981 to Aug. 5, 1984	March and June	.....
	Bendix Corp. ....	Auto Workers	5,500	Apr. 30, 1983 to Apr. 30, 1986	October	May 7: 3 percent
	Boeing Co. ....	Machinists	26,000	Oct. 4, 1983 to Oct. 3, 1986	January, thereafter quarterly	.....
	Cessna Aircraft Co. (Kansas) ....	Machinists	6,000	Sept. 28, 1981 to Sept. 30, 1984	.....	.....
	Lockheed Aircraft Corp. (California and Georgia) ....	Machinists	25,000	Oct. 2, 1983 to Oct. 1, 1986	January, thereafter quarterly	.....
	McDonnell-Douglas Corp. (St. Louis, Mo.) ....	Machinists	9,500	May 11, 1981 to May 13, 1984	February	.....
	Rockwell International Corp. (California, Ohio, and Oklahoma) ....	Auto Workers	13,000	Sept. 5, 1981 to June 30, 1984	January and April	.....
	United Technologies Corp., Pratt Whitney Aircraft Division (Connecticut) ....	Machinists	16,000	Nov. 29, 1982 to Dec. 1, 1985	June and December	Dec. 3: 19-54 cents

See footnotes at end of table.



**Table 3. Continued—Expiration and wage adjustment provisions of selected major collective bargaining agreements**

[Listed in order of Standard Industrial Classification code]

1972 SIC Code	Industry and employer	Union <sup>1</sup>	Number of workers <sup>2</sup>	Contract term <sup>3</sup>	Provisions for 1984 automatic cost-of- living review <sup>4</sup>	Provisions for 1984 deferred wage in- creases <sup>5</sup>
373	Transportation equipment-shipbuilding: Bethlehem Steel Corp., Shipbuilding Department Litton Systems, Inc., Ingalls Shipbuilding Division (Pascagoula, Miss.) Newport News Shipbuilding and Drydock Co. (Virginia) Pacific Coast Shipbuilding and Ship Repair Firms	Marine and Shipbuilding Workers Pascagoula Metal Trades Council and Teamsters (Ind.) Steelworkers Pacific Coast Metal Trades District Council and Teamsters (Ind.)	5,000 7,500 18,000 11,000	Aug. 14, 1981 to Aug. 19, 1984 Feb. 1, 1981 to Jan. 29, 1984 Nov. 1, 1983 to May 31, 1987 July 1, 1983 to June 30, 1986	February and May ..... ..... February, thereafter quarterly	..... ..... March 1: 7 percent .....
374	Transportation equipment-railway cars: Pullman, Inc., Pullman Standard Division	Steelworkers	4,500	Apr. 4, 1981 to May 4, 1984	January	.....
38	Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks: Honeywell, Inc. (Minneapolis and St. Paul, Minn.)	Teamsters (Ind.)	7,000	Feb. 1, 1982 to Jan. 31, 1985	.....	.....
39	Miscellaneous manufacturing: National Association of Doll Manufacturers, Inc. and Stuffed Toy Manufacturers Association, Inc. (New York, N.Y.)	Novelty and Production Workers	6,000	July 1, 1982 to June 30, 1985	.....	July 1: \$15.00 per week
<b>Nonmanufacturing</b>						
12	Bituminous coal and lignite mining: Association of Bituminous Contractors, Inc. Bituminous Coal Operators Association	Mine Workers (Ind.) Mine Workers (Ind.)	11,000 160,000	June 7, 1981 to Sept. 30, 1984 July 1, 1981 to Oct. 1, 1984	..... .....	March 25: 15 cents, June 25: 30 cents March 25: 15 cents, June 25: 30 cents
15	Construction: Mid-America Regional Bargaining Association (Illinois)	Carpenters	16,500	June 1, 1983 to May 31, 1984	.....	.....
16	Construction: Associated General Contractors (Northern California)	Operating Engineers	12,000	June 16, 1983 to June 15, 1986	November	June 16: 5 percent
17	Construction: New York Electrical Contractors Association, Inc.	Electrical Workers (IBEW)	10,000	June 10, 1983 to June 12, 1986	.....	June 14: \$1.00
40	Railroads: Class I railroads: Operating unions	Locomotive Engineers (Ind.) Transportation Union	26,000 85,000	Apr. 1, 1981 to June 30, 1984 Apr. 1, 1981 to June 30, 1984	January January	..... .....
	Nonoperating unions: Shop craft	Electrical Workers (IBEW) Firemen and Oilers Machinists Railway Carmen	9,300 8,400 15,000 31,700	Apr. 1, 1981 to June 30, 1984 Apr. 1, 1981 to June 30, 1984 Apr. 1, 1981 to June 30, 1984	January January January January	..... ..... ..... .....
	Nonshop craft	Maintenance of Way Employees Railway Clerks	61,000 70,500	Apr. 1, 1981 to June 30, 1984 Apr. 1, 1981 to June 30, 1984	January January	..... .....
	Conrail and Amtrak, maintenance and equipment employees	Transport Workers and Railway Carmen	7,000	Apr. 1, 1981 to June 30, 1984	January	.....
	Conrail, Clerks	Railway Clerks	12,450	Apr. 1, 1981 to June 30, 1984	January	.....
	Conrail, operating employees	United Transportation Union	16,100	Apr. 1, 1981 to June 30, 1984	January	.....
42	Trucking and warehousing: Local Cartage, for Hire, and Private carriers agreement (Chicago, Ill.) National Master Freight agreements and Local Cartage supplements Local Cartage Over-the-road United Parcel Service	Chicago Truck Drivers (Ind.) Teamsters (Ind.) Teamsters (Ind.) Teamsters (Ind.)	7,500 200,000 100,000 69,000	Apr. 1, 1982 to Mar. 31, 1985 Mar. 1, 1982 to Mar. 31, 1985 Mar. 1, 1982 to Mar. 31, 1985 May 1, 1982 to June 1, 1985	April April April May	..... ..... ..... .....

See footnotes at end of table.



**Table 3. Continued—Expiration and wage adjustment provisions of selected major collective bargaining agreements**

[Listed in order of Standard Industrial Classification code]

1972 SIC Code	Industry and employer	Union <sup>1</sup>	Number of workers <sup>2</sup>	Contract term <sup>3</sup>	Provisions for 1984 automatic cost-of- living review <sup>4</sup>	Provisions for 1984 deferred wage in- creases <sup>5</sup>
44	Water transportation: Dry Cargo and Tanker Cos. . . . .	Masters, Mates and Pilots	3,300	June 16, 1981 to June 15, 1984	.....	.....
	Dry Cargo and Tankers Cos., Tankers. . .	Maritime Union	15,000	June 16, 1981 to June 15, 1984	.....	.....
	Pacific Maritime Association . . . . .	Longshoremen and Warehousemen (Ind.)	9,600	July 1, 1981 to July 1, 1984	.....	.....
	Dry Cargo and Tankers Cos. . . . .	Seafarers	10,000	June 16, 1981 to June 15, 1984	.....	.....
	Airlines: American Airlines, Inc. . . . .	Transport Workers	10,400	Sept. 1, 1982 to Aug. 31, 1985	.....	Sept. 8: 7 percent
48	Communications: American Telephone and Telegraph Co. .	Communications Workers	525,000	Aug. 28, 1983 to Aug. 9, 1986	August	Aug. 5: 0-1.5 percent
	American Telephone and Telegraph Co. .	Electrical Workers (IBEW)	100,000	Aug. 7, 1983 to Aug. 9, 1986	August	Aug. 5: 0-1.5 percent
	American Telephone and Telegraph Co. .	Telecommunications Workers	50,000	Aug. 7, 1983 to Aug. 9, 1986	August	Aug. 5: 0-1.5 percent
	General Telephone Co. of California . . .	Communications Workers	21,000	Mar. 4, 1983 to Mar. 6, 1986	.....	Mar.: 4 percent, Oct.: 4 percent
	General Telephone Co. of the Southwest	Communications Workers	9,000	May 16, 1983 to May 16, 1986	.....	May: 5.25 percent, Nov.: 1.95 percent
	Western Union Telegraph Co. . . . .	Telegraph Workers	8,800	July 28, 1982 to July 27, 1985	.....	July: 7.1 percent
49	Electric, gas, and sanitary services: Consolidated Edison Company of New York, Inc. . . . .	Utility Workers	16,000	Aug. 22, 1983 to June 17, 1986	.....	July 29: 7 percent
	Niagara Mohawk Power Corp. (New York)	Electrical Workers (IBEW)	7,700	June 1, 1982 to May 31, 1984	.....	.....
	Pacific Gas and Electric Co. (California) .	Electrical Workers (IBEW)	18,000	Jan. 1, 1983 to Dec. 30, 1985	January	Jan. 1: 3 percent
	Southern California Gas Co. (California)	Utility Workers	4,900	Apr. 1, 1982 to Mar. 31, 1984	.....	.....
53	Retail trade-general merchandise: Bloomingdale Bros. (New York)	Retail, Wholesale and Department Store	4,000	Mar. 1, 1982 to Feb. 28, 1985	.....	.....
	R. H. Macy and Co., Inc. (New York, N.Y.) . . . . .	Retail, Wholesale and Department Store	4,000	June 1, 1981 to May 31, 1984	.....	.....
	Woodward and Lothrop, Inc. (Maryland, D.C., and Virginia)	Food and Commercial Workers	5,500	Feb. 1, 1983 to Jan. 31, 1986	.....	Feb. 5: 5 percent average
54	Retail trade—food stores: Acme Food Stores and others (Pennsylvania, New Jersey, and Delaware)	Food and Commercial Workers	8,000	Jan. 18, 1981 to Jan. 18, 1984	.....	.....
	Chain and independent food stores (Minneapolis, Minn.) . . . . .	Food and Commercial Workers	7,500	Mar. 6, 1983 to Mar. 5, 1986	.....	Mar. 1: 5 percent
	Chicago area grocery stores (Illinois) . .	Food and Commercial Workers	6,750	June 27, 1982 to Mar. 25, 1985	.....	Mar. 25: 0-35 cents, Sept. 30: 15 cents
	Cleveland Food Industries Committee (Ohio) . . . . .	Food and Commercial Workers	3,500	Mar. 14, 1983 to Sept. 4, 1984	.....	.....
	Food Employers Council, Inc. Independent retail operators, general merchandise (Los Angeles, Calif.) . . .	Food and Commercial Workers	65,000	July 27, 1981 to July 29, 1984	January	.....
	Food Employers Labor Relations Association of Northern California	Food and Commercial Workers	13,000	Mar. 1, 1983 to Feb. 28, 1985	.....	.....
	Food Industry Agreement (St. Louis, Mo.)	Food and Commercial Workers	8,500	May 9, 1982 to May 11, 1985	.....	May 6: 0-30 cents, Nov. 11: 0-20 cents
	Meijer, Inc. (Michigan) . . . . .	Food and Commercial Workers	9,000	Aug. 2, 1981 to July 21, 1984	February	.....
	Stop and Shop Cos., Inc. (New England)	Food and Commercial Workers	10,250	Feb. 24, 1982 to Feb. 9, 1985	.....	Feb. 12: 10-30 cents part time, \$10-30 per week full time
58	Retail trade-eating and drinking places: Seattle Restaurant and Hotel Association (Seattle, Wash.) . . . . .	Hotel Employees and Restaurant Employees	5,000	June 1, 1981 to May 31, 1984	.....	.....
63	Insurance: John Hancock Mutual Life Insurance Co.	Insurance Employees	6,000	July 1, 1981 to June 27, 1984	.....	.....
65	Finance, insurance, and real estate: Bronx Realty Advisory Board, Inc. (New York) . . . . .	Service Employees	3,300	Sept. 15, 1982 to Mar. 14, 1986	.....	.....
	Building Managers Association of Chicago	Service Employees	6,500	Mar. 29, 1982 to Mar. 28, 1984	.....	.....
	Realty Advisory Board of Labor Relations, Inc., Apartment Buildings (New York, N.Y.) . . . . .	Service Employees	20,000	Apr. 21, 1982 to Apr. 20, 1985	April	Apr. 21: 50-52.5 cents

See footnotes at end of table.



**Table 3. Continued—Expiration and wage adjustment provisions of selected major collective bargaining agreements**

[Listed in order of Standard Industrial Classification code]

1972 SIC Code	Industry and employer	Union <sup>1</sup>	Number of workers <sup>2</sup>	Contract term <sup>3</sup>	Provisions for 1984 automatic cost-of- living review <sup>4</sup>	Provisions for 1984 deferred wage in- creases <sup>5</sup>
70	Hotels, rooming houses, camps, and other lodging places: Hotel Association of New York City, Inc. (New York) .....	New York Hotel Trades Council	25,000	June 1, 1981 to May 31, 1985	.....	.....
	Hotel Industry (Hawaii) .....	Hotel Employees and Restaurant Employees	7,000	Dec. 1, 1980 to May 31, 1984	.....	.....
	Nevada Resort Association, Resort Hotels (Las Vegas, Nev.) .....	Hotel Employees and Restaurant Employees	25,000	Apr. 2, 1980 to Apr. 1, 1984	.....	.....
78	Motion pictures: Screen Actors Guild/American Federation of Television and Radio Artists .....	Actors	86,000	July 1, 1983 to June 30, 1986	.....	.....
80	Medical and other health services: Health Employers, Inc. (Minneapolis and St. Paul, Minn.) .....	Service Employees	4,800	Mar. 1, 1982 to Feb. 28, 1984	.....	.....

<sup>1</sup>Unions are affiliated with AFL-CIO, except where noted as independent (Ind.).<sup>2</sup>Number of workers at time of settlement.<sup>3</sup>Contract term refers to the date contract is to go into effect, not the date of signing. Where a contract has been amended or modified and the original termination date extended, the effective date of the change becomes the new effective date of the agreement. For purposes of this listing, the expiration is the formal termination date established by the agreement. In general, it is the earliest date on which termination of the contract could be

effective, except for special provisions for termination as in the case of disagreement arising out of wage reopening. Many agreements provide for automatic renewal at the expiration date unless notice of termination is given.

<sup>4</sup>Dates shown indicate the month in which adjustment is to be made, not the month of the Consumer Price Index on which adjustment is based.<sup>5</sup>Hourly rate increase unless otherwise specified.

## Talks in petroleum refining

Most of the workers under collective bargaining contracts with the Nation's oil companies<sup>2</sup> are represented by the Oil, Chemical and Atomic Workers (OCAW); others are represented by the Operating Engineers, Teamsters, Seafarers, and independent or single-company unions. Negotiations are conducted locally by individual bargaining units, each of which reaches an agreement customarily patterned after the contract of the first company to settle.

Contract negotiators again will be facing uncertainty about the supply and demand for oil because of the world economy and potential international developments which could disrupt the flow of oil. During the last few years, consumption of oil has fallen in response to the sharp increase in the price of international crude since 1978, and the prolonged worldwide economic recessions.<sup>3</sup>

Industry profits have been steadily improving since the first quarter of 1983 when they were down because of unusually warm weather and weak economic conditions. According to industry experts, earnings are expected to improve through early 1984, in part, because of a recovery in nonoil operations such as chemicals, metals, and coal.<sup>4</sup>

The last round of settlements, in 1982, followed a pattern set by the 2-year agreement between Gulf Oil Corp. and the OCAW. It covered 50,000 workers at 400 facilities owned by 100 companies. The accord provided for a 9-percent wage increase in January 1982 and a 90-cent-an-hour increase in January 1983. The union was not successful in obtaining a no-layoff clause to protect workers from job cutbacks that had hit the industry.<sup>5</sup> The pattern agreements also provided that companies which already had pension improvements for nonunion employees extend these improvements to unionized workers.

Pension issues complicated OCAW's negotiations with Texaco at Port Arthur, Tex., resulting in a 7½-month strike. A subsequent 4-year agreement provided the same terms as the pattern contract for the first 2 years; during the last 2 years, the workers are scheduled to receive any 1984 and 1985 wages and benefits negotiated at other Texaco facilities in 1984.

The National Oil Bargaining Conference of the OCAW has already determined goals for the coming negotiations. The goals ratified by the union membership in August reflect slack demand in the industry, with job security a crucial element. By the union's tally, about 7,200 of its members have lost jobs over the last 3 years because of plant closings and modernization programs. National goals include:

- "Substantial" annual wage increases over a 2-year term.
- No yielding on previously won terms (including those covering layoff, plant closing, wage rate retention, health and safety, and pension review).
- Employer payment of insurance premiums for employees and retirees and their spouses and dependents.
- Insurance coverage for laid-off workers during periods of recall rights.
- No actuarial reduction in pension after 30 years' service.
- Plant closing and layoff protection through provisions dealing with severance, transfer, relocation, retraining, and recall rights.
- Protected benefits for active union members and officers while on approved leave of absence.
- Check-off provision for Political Action Committee.

Negotiations on national goals generally have been con-



ducted concurrently with talks on local issues such as work rules and grievances.

### **Construction talks scheduled for midyear**

More than 600,000 workers are covered by 230 major collective bargaining agreements in the construction industry that will expire or are subject to reopening in 1984. These agreements cover half of all construction workers under major agreements and account for more than half of the industry's major contracts. Most workers are under 200 contracts that expire in March through June.

The number of expiring agreements is relatively large and stems from the recent tendency to negotiate shorter term agreements when faced with economic uncertainty. The average duration of construction agreements reached in the first 9 months of 1983 was 25.5 months, compared with 28.1 months when the same parties previously bargained. About 40 percent of the 180 construction agreements negotiated in the first 9 months in 1983 will expire or reopen in 1984, compared with 33 percent of the 181 contracts negotiated in 1982 that expired or reopened in 1983.

Weak demand for new construction, which caused high unemployment, and continuing competition from nonunion firms have sharply limited the size of construction contract settlements. The industry's unemployment rate was 15.2 percent in October 1983, down from 22.3 percent in October 1982, but still high when compared with the 10-percent rate of October 1979.

Agreements reached in the first 9 months of 1983 provided the industry's lowest average wage and compensation adjustments for any 3-quarter period since this component of the major collective bargaining series began in 1968. Wage adjustments averaged 1.3 percent for the first contract year and 2.2 percent annually over the life of the contracts; corresponding adjustments in compensation (wage and benefit costs) averaged 2.2 percent and 2.7 percent.

Unless the industry's business improves, the 1983 contract provisions designed to reduce employer costs can be expected in many new agreements. These provisions include: lower regular rates for new hires, modification of overtime provisions, and lower wage rates for projects valued below a specified amount. (This last provision is intended to allow unionized employers to compete with nonunion employers on small contracts while, at the same time, maintain wage levels on the larger contracts for which nonunion firms may be too small to compete.)

### **Rail contracts expire in June**

Agreements for 345,000 railroad workers expire June 30, 1984. Eighty-four percent of these workers are employed by private Class I railroads (carriers with operating revenues of more than \$50 million a year); 11 percent by Consolidated Rail Corp. (Conrail); and the remainder by Amtrak. Representatives of 13 railroad unions will conduct coordinated

bargaining sessions with the National Railway Labor Conference, the bargaining agent for most of the rail carriers. Three unions represent a majority of the workers—the United Transportation Union; the Brotherhood of Maintenance of Way Employees; and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees.<sup>6</sup> The conference, formed in 1963, represented all the major rail carriers except Amtrak until 1978. Since then, it has represented most Class I railroads; Conrail and several bankrupt railroads bargained on their own.

Between 1973 and 1978, the major unions and the conference coordinated bargaining of agreements providing for common expiration dates and for identical changes in wages, cost-of-living adjustments (COLA), and health and welfare benefits. Some unions negotiated supplemental agreements, however, covering sickness plans. Issues specific to individual unions are considered in separate negotiations between each union and the conference.

The 1981 rail negotiations resulted in 39-month agreements in December which provided for a 2-percent wage increase retroactive to April (when the previous contracts expired), 3 percent retroactive to October, and 3 percent in July of 1982 and 1983. They provided automatic "cost-of-living increases" of 32 cents an hour retroactive to July 1981, 35 cents an hour in January 1982, and semiannual COLA's of 1 cent for each 0.3-point change in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), with a maximum increase of 8 percent per year. Portions of the COLA were incorporated into base rates twice during the term of the agreement. Improved vacations, an additional paid holiday, and improved medical and dental benefits were also provided.<sup>7</sup>

Financially troubled Conrail (a quasi-government corporation) reached agreements with its 70,000 union-represented workers concurrently with the conference. These agreements conform with the understanding between Conrail and the unions that employees would forego part of the increases under national pattern agreements. Thus, Conrail employees did not receive 10 percent of the 1981 wage increase and about 2 percent of the 1982 increase negotiated under the other railroad agreements.<sup>8</sup>

The enactment of the Railroad Retirement Solvency Act of 1983<sup>9</sup> will alleviate concern about the viability of the railroad pension fund during the coming negotiations. In the absence of this act, pensions of more than 1 million railroad retirees would have been reduced 40 percent beginning in October 1983. The act ensures the solvency of the railroad pension plan through the 1980's, but current and future retirees are subject to some benefit cuts and changes.

Undoubtedly, negotiations will be influenced by the industry's improved economic performance and by the recent deregulation, which spurred merger proposals and increased competition among major carriers. At its convention in August, Fred Hardin, president of the 230,000-member United Transportation Union predicted that the railroads would seek



givebacks and concessions similar to those negotiated in other industries in 1982 and 1983. He also mentioned the possibility of the "Caboose Issue," concerning a proposal by the companies to replace humans in the caboose with electric monitors, surfacing at the talks.<sup>10</sup> According to an industry analyst at the National Railway Labor Conference, such replacements have been cost effective in trial runs in Florida and would save up to \$400 million for the industry.

### Ford and GM contracts expire

Master agreements between the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and the two largest automobile manufacturing companies—General Motors Corp. (GM) and the Ford Motor Co.—expire September 14, 1984. Approximately 750,000 workers are covered by motor vehicle equipment industry agreements expiring in 1984; about three-fifths are employed by GM or Ford.<sup>11</sup> These expiring agreements were negotiated before previous agreements had expired to provide relief to a financially troubled industry. Currently, demand for automobiles is the strongest since 1978; therefore, auto workers will probably seek improved wages and benefits in their 1984 agreements. The auto companies are likely to respond by proposing tougher rules on crew size and absenteeism.<sup>12</sup>

The UAW bargains individually with each major firm. In the past, the union "targeted" one of the "Big Three" companies (GM, Ford, and Chrysler) for its primary effort at reaching a pattern-setting agreement.

In 1979, the financially troubled Chrysler Corp. deviated from the pattern contracts that had characterized the "Big Three" since the mid-1950's. Chrysler negotiated a 3-year agreement that was less costly than those at Ford and GM. Subsequently, in January 1980 and in January 1981, Chrysler employees agreed to further wage and benefit reductions to aid the company's effort to win Federal loan guarantees.

The givebacks at Chrysler, combined with the continuing slump in sales of domestic automobiles, caused GM and Ford to press the UAW for wage-and-benefit concessions during 1981. Although the existing agreements were not due to expire until September 1982, high unemployment in the industry and the threat of further layoffs and future plant closings led the UAW to agree to an unscheduled reopening of the contracts. Settlements were reached with Ford in February 1982 and with GM in April 1982, superseding the existing 3-year contracts. The new accords did not provide for any specific wage increases over the 2½-year contract term, but retained COLA provisions. However, each of the first three COLA's was delayed for 18 months. (The COLA provisions of the Ford and GM contracts differed slightly to equalize labor costs as GM had already paid the March 1982 COLA increase called for in the previous agreement.)

At the Chrysler Corp., a \$482-million profit in the first 6 months of 1983 and plans to pay back \$1.2 billion in federally backed loans 7 years early prompted demands by the UAW for a reopening of the contract slated to expire in

June 1984. The union's primary goal was an immediate \$2-an-hour raise in wages to attain the level at Ford and GM.

Following an unsuccessful effort in July, new talks quickly resulted in a new accord in September which restored pension benefits and insurance to current parity with Ford and GM, and also provided an initial \$1-an-hour increase retroactive to August 15, and increases of 3 percent (averaging 30 cents an hour) in June 1984; 40 cents an hour in March and June of 1985; and 32 cents in September 1985. Quarterly cost-of-living adjustments of 1 cent for each 0.26-point rise in a consumer price index were reinstated. The agreement expires in October 1985.

Bargainers in 1984 will be dealing with a changing industry. Productivity gains through the increasing use of robotics may mean a permanent loss of employment despite any upturn in the economy.<sup>13</sup> While all major U.S. auto manufacturers showed a marked increase in profits and sales in the third quarter of 1983,<sup>14</sup> about 130,000 workers were still on indefinite layoff in mid-September.<sup>15</sup>

### Coal contracts expire in fall

Bargaining in the coal industry will be influenced by the new leadership of the United Mine Workers of America (UMW, Ind.) and a weak market. The national contract between the UMW and the Bituminous Coal Operators Association (BCOA), covering about 160,000 miners, is scheduled to expire September 30, 1984. This pact traditionally sets the pattern for the contract between the UMW and the Association of Bituminous Contractors (ABC), covering about 10,000 mine construction workers, also scheduled to expire September 30. Other UMW contracts include an agreement expiring May 31 which covers 2,500 anthracite workers in Pennsylvania, and about a dozen separate contracts with individual operators (primarily in the West) expiring at various times in 1984.

Other unions representing miners include the Southern Labor Union (Ind.), the Progressive Mine Workers Union (Ind.), the International Union of Operating Engineers (AFL-CIO), and the International Brotherhood of Electrical Workers (AFL-CIO). Independent single-firm unions also have collective bargaining agreements with operators.

About two-thirds of all coal miners work in underground mines, most of which are located east of the Mississippi. The remainder work in surface mines which account for about 60 percent of the coal mined in the United States. Surface mining operations are about evenly divided between the East and West. Western surface mining has accounted for an ever-increasing proportion of total coal production, and a majority of the miners are unionized, although the proportion is smaller than in the East.

Coal negotiations in 1984 will be held in a troubled industry. The Energy Information Administration of the U.S. Department of Energy estimates that U.S. coal production for 1983 dropped to 769.0 million tons,<sup>16</sup> from a record 838.1 million tons in 1982—the lowest production since 1978. In 1980—the year before the last round of coal col-



lective bargaining—829.7 million tons of coal were produced. Coal consumption growth in the United States was moderated by economic problems affecting the demand for energy production by electrical utilities (which account for 80 percent of domestic use), by structural problems in the iron and steel industry, and by relatively stable prices for oil, coal's chief competitor. Because of poor coal production, unemployment in the industry was 27.6 percent in the third quarter of 1983—nearly triple the nationwide unemployment rate.<sup>18</sup> In contrast, in the third quarter of 1980 (the year before the last round of coal negotiations), 8.9 percent of the coal miners were unemployed, compared with a national unemployment rate of 7.7 percent.

Although the economy improved in the latter half of 1983, the growth in domestic demand for coal was sluggish and did not offset the drop in coal exports.<sup>18</sup> Major factors contributing to the drop included a more competitive world market for coal and the continued economic slump abroad, which left other countries with large stockpiles of coal.

Coal production may improve in 1984, but not robustly, according to the Energy Information Administration. This assumes a continued economic recovery both domestically and abroad. Purchases of coal by electric utilities and by industrial users are expected to increase. In addition, producer/distributor and consumer stocks of coal may be increased following reductions in inventories, and there may also be traditional prebargaining stockpiling.

Unemployment in the industry is likely to remain high when the 1984 coal negotiations begin and will be a major concern of UMW President Richard L. Trumka, who will be negotiating as head of the union for the first time. Trumka succeeded Sam Church who also headed negotiations for the first time during the 1981 bargaining round. Reportedly, Trumka will take a firm stand against any possible contract "givebacks." The union's continuing concern with occupational health and safety for miners will also have an impact on talks.

The last coal agreement between the UMW and the BCOA was ratified on June 6, 1981, ending a strike which began March 27. An earlier contract proposal had been rejected by the rank and file. Agreement was reached when the mine operators agreed to continue to pay royalties into the workers' benefit fund on coal purchased for sale or resale. The miners had contended that elimination of the royalty payment would have led to widespread purchase of coal from nonunion mines. The approved contract gave miners more protection against layoffs by prohibiting operators from contracting out work or leasing coal lands or operations if it deprived UMW members of work they had normally performed.

The union did not win its demand for restoration of a cost-of-living clause providing automatic pay adjustments based on the movement of the BLS Consumer Price Index. However, it did negotiate "set" pay increases designated as cost-of-living adjustments—15 cents quarterly from March 1982 through March 1984, and 30 cents in June 1984. The

contract provided wage increases of \$1.20 an hour effective on resumption of work, 50 cents in June 1982, and 40 cents in June 1983. There also were improvements in pensions and health and welfare benefits.

The union later negotiated a separate but similar agreement for 10,000 mine construction workers and a less costly agreement for miners in the nine-county hard coal region in eastern Pennsylvania, where workers had been on strike since May 1, 1981.

### Wage changes of expiring agreements

Agreements expiring in 1984 will have yielded average effective wage adjustments over their life of at least 5.1 percent a year. When COLA adjustments through October 1983 are taken into account, the adjustment averages 5.5 percent.

	<i>Specified</i>	<i>Specified plus COLA</i>
Agreements expiring in 1984 ..	5.1	5.5
With COLA .....	2.8	3.9
Without COLA .....	7.4	7.4

Some of the contracts with COLA provide for reviews after October 1983; however, if the current trends continue, it is unlikely that any future COLA adjustments will substantially change the averages.

### Scheduled wage changes in 1984—all agreements

About 3.4 million of the 7.9 million workers covered by major collective bargaining agreements are scheduled to receive deferred wage increases in 1984. (See tables 4 and 5, p. 11; and table 6, p. 12.) This compares with 3 million or about a third of the total in 1983 (record lows for this component of the major collective bargaining series which began in 1967) and 4.3 million or nearly half of the total in 1982. About 13,500 workers will incur wage decreases in 1984, primarily as a result of 1983 construction industry settlements.

Deferred adjustments (increases and decreases) scheduled for 1984 average 4.1 percent or 46.8 cents.<sup>19</sup> Increases alone will average 4.2 percent, the lowest percent increase since this information was first compiled in 1970. This moderation reflects the size of settlements reached in 1982 and through the third quarter of 1983. Deferred increases from 1982 settlements will average 5.3 percent; those from 1983 settlements will average 3.6 percent. In contrast, 1983 deferred increases averaged 6.7 percent from 1981 settlements and 5.8 percent from 1982 settlements.

Contracts with COLA's generally provide smaller deferred wage increases than those without because they are negotiated with the anticipation that the COLA will generate some wage increases. Of the workers scheduled to receive deferred increases in 1984, about 56 percent have COLA coverage. Their deferred wage adjustments will average 3.1



**Table 4. Scheduled deferred wage adjustments in 1984 under major collective bargaining agreements, by industry**

Selected industry	Number of agreements	Number of workers (thousands)	Mean adjustment						Median adjustment		Mean increase		Mean decrease	
			Total		With COLA		Without COLA		Cents	Percent <sup>1</sup>	Cents	Percent <sup>1</sup>	Cents	Percent <sup>1</sup>
			Cents	Percent <sup>1</sup>	Cents	Percent <sup>1</sup>	Cents	Percent <sup>1</sup>						
All private nonagricultural industries	637	3,407	46.8	4.1	30.8	3.1	67.3	5.5	40.0	3.3	47.2	4.2	-48.1	-3.6
Manufacturing <sup>2</sup>	273	1,415	39.1	4.2	35.7	3.8	51.2	5.3	40.0	3.2	39.1	4.2	-44.4	( <sup>3</sup> )
Food and kindred products	29	76	50.8	4.9	35.4	3.2	54.3	5.3	41.7	5.1	50.8	4.9	—	—
Apparel and other finished products	35	318	40.9	5.9	41.1	5.9	36.6	6.1	40.0	5.8	40.9	5.9	—	—
Paper and allied products	20	30	57.8	5.5	—	—	57.8	5.5	56.1	5.9	57.8	5.5	—	—
Metalworking	118	786	35.5	3.3	33.3	3.0	56.9	5.9	35.5	3.0	35.6	3.3	-44.4	( <sup>3</sup> )
Nonmanufacturing <sup>4</sup>	364	1,992	52.3	4.1	24.0	2.0	71.5	5.6	45.0	3.3	53.0	4.2	-48.4	-3.6
Construction	159	467	90.0	5.7	92.5	5.7	89.7	5.7	100.0	6.1	93.8	6.0	-48.4	-3.6
Transportation, communications and gas and electric utilities	84	884	36.9	2.8	18.2	1.5	97.7	7.0	15.8	1.4	36.9	2.8	—	—
Wholesale and retail trade	77	344	41.6	4.9	30.0	2.8	44.0	5.3	43.8	4.7	41.6	4.9	—	—
Services	36	107	62.3	6.2	72.3	6.1	61.7	6.2	58.9	7.0	62.3	6.2	—	—

<sup>1</sup>Percent of straight-time average hourly earnings.

<sup>2</sup>Includes workers in the following industry groups for which data are not shown separately to ensure confidentiality of earnings data: textiles (5,000); lumber (45,000); furniture (10,000); printing (14,000); chemicals (26,000); leather (15,000); stone, clay and concrete (42,000); instruments (11,000); tobacco (18,000); rubber (8,000); and miscellaneous manufacturing (10,000).

<sup>3</sup>Data do not meet publication criteria.

<sup>4</sup>Includes 164,000 workers in the mining industry and 24,000 workers in the finance, insurance and real estate industries for which data are not shown separately to ensure confidentiality of earnings data.

NOTE: Workers are distributed according to the average adjustment for all workers in each bargaining situation considered. Deferred wage increases include guaranteed minimum adjustments under cost-of-living clauses. Because of rounding, sums of individual items may not equal totals. Dashes indicate no adjustment.

**Table 5. Distribution of workers scheduled to receive deferred wage increases in 1984 under major collective bargaining agreements, by industry and amount of increase**

[Workers in thousands]

Increase	All private nonagricultural industries	Selected manufacturing industries <sup>1</sup>					Selected nonmanufacturing industries <sup>2</sup>				
		Total	Food and kindred products	Apparel and other finished products	Paper and allied products	Metalworking	Total	Construction	Transportation, communications and gas and electric utilities	Wholesale and retail trade	Services
Cents per hour											
Under 15 cents . . . . .	148	94	4	—	—	78	54	3	30	18	3
15 and under 20 . . . . .	658	30	2	—	—	25	629	—	613	2	14
20 and under 25 . . . . .	69	24	—	—	—	23	45	—	4	35	4
25 and under 30 . . . . .	107	39	1	—	—	33	68	26	—	36	6
30 and under 35 . . . . .	380	359	17	54	2	228	21	7	4	8	3
35 and under 40 . . . . .	125	52	8	7	—	23	73	5	6	53	7
40 and under 45 . . . . .	583	520	7	176	2	287	63	4	20	32	8
45 and under 50 . . . . .	245	48	4	5	4	9	197	13	5	15	4
50 and under 60 . . . . .	323	131	8	77	11	23	192	58	5	101	8
60 and under 70 . . . . .	170	64	15	—	2	42	106	14	45	40	5
70 and under 80 . . . . .	109	21	—	—	9	7	88	32	51	3	3
80 and under 90 . . . . .	70	9	2	—	—	4	61	29	22	2	7
90 and under 100 . . . . .	51	4	—	—	—	1	47	14	29	—	5
100 and under 110 . . . . .	130	5	—	—	—	—	125	96	2	—	27
110 and under 120 . . . . .	77	9	9	—	—	—	68	43	23	—	2
120 and over . . . . .	146	5	—	—	—	2	140	112	27	—	1
Percent <sup>3</sup>											
Under 2 percent . . . . .	819	135	6	—	—	115	684	27	646	11	—
2 and under 3 . . . . .	231	116	5	—	—	103	115	41	8	61	3
3 and under 4 . . . . .	858	570	17	—	1	469	289	43	31	47	6
4 and under 5 . . . . .	230	93	6	20	5	24	137	32	2	74	29
5 and under 6 . . . . .	418	242	29	148	11	27	177	66	58	47	5
6 and under 7 . . . . .	313	126	5	65	13	24	188	67	14	46	41
7 and under 8 . . . . .	348	110	1	85	—	15	239	107	84	40	6
8 and under 9 . . . . .	96	15	8	—	1	2	80	38	28	1	12
9 and under 10 . . . . .	42	1	—	—	—	1	41	17	2	18	4
10 and under 11 . . . . .	16	3	—	—	—	1	13	11	—	—	2
11 and under 12 . . . . .	2	—	—	—	—	—	2	2	—	—	—
12 and over . . . . .	19	4	—	—	—	4	15	3	12	—	—
Number of workers (in thousands) . . . . .	3,393	1,414	76	318	30	785	1,979	454	884	344	107
Number of agreements . . . . .	633	272	29	35	20	117	361	156	84	77	36

<sup>1</sup>Includes workers in the following industry groups for which data are not shown separately to ensure confidentiality of earnings data: textiles (5,000); lumber (45,000); furniture (10,000); printing (14,000); chemicals (26,000); leather (15,000); stone, clay, and concrete (42,000); instruments (11,000); tobacco (18,000); rubber (8,000); and miscellaneous manufacturing (10,000).

<sup>2</sup>Includes 164,000 workers in the mining industry and 24,000 workers in the finance, insurance, and real estate industry for which data are not shown separately to ensure

confidentiality of earnings data.

<sup>3</sup>Percent of straight-time average hourly earnings.

NOTE: Workers are distributed according to the average adjustment for all workers in each bargaining situation considered. Deferred wage increases include guaranteed minimum adjustments under cost-of-living clauses. Because of rounding, sums of individual items may not equal totals. Dashes indicate no workers.



**Table 6. Deferred wage increases scheduled in 1984 in major collective bargaining situations, by month**

(Workers in thousands)

Effective month	Principal industries	Workers covered
Total <sup>1</sup>	All industries	3,393
January	Construction, men's apparel	247
February	Steel	382
March	Food stores	363
April	Construction, glass manufacturing	268
May	Construction	236
June	Bituminous coal mining, men's apparel, electrical products, construction	721
July	Women's apparel, construction, electrical products	501
August	Communications	779
September	Food stores, motion picture production	161
October	Communications	105
November	Construction, food stores	106
December	Electrical products	142

<sup>1</sup>The total is smaller than the sum of individual items because 460,000 workers are scheduled to receive more than one increase. Total is based on data available as of October 1983 and, thus, may understate the number of workers scheduled to receive deferred increases for the entire year; 13,500 workers are scheduled to have a deferred wage decrease in 1984.

percent, compared with 5.5 percent for those without COLA clauses.

*Cost-of-living adjustments.* COLA clauses are designed primarily to help workers recover purchasing power lost through price increases. Some COLA clauses, however, also decrease wages if prices drop. Wage adjustments are based on a measure of price change, usually the BLS CPI-W. The size of the COLA wage change varies, depending on the formula used in adjustment calculations, the timing of reviews, whether or not maximum amounts ("caps") are specified, and if the formula provides for COLA decreases.

As of October 1983, 57 percent (4.5 million) of the 7.9 million workers under major agreements were covered by COLA clauses. (See table 7.) Coverage peaked at 61 percent in 1977, and proportionally coverage has remained relatively stable. Numerically, however, it has declined steadily (from 6.0 million in 1977 to 4.5 million in the third quarter of 1983) largely because of falling employment in industries where COLA clauses are common. The following shows the number of workers under major contracts and the number and percent covered by COLA clauses, 1971-84 (numbers in millions):

Year	Number under major agreements	With COLA coverage	
		Number	Percent
1971	10.8	3.0	27.8
1972	10.6	4.3	40.6
1973	10.4	4.1	39.4
1974	10.2	4.0	32.2
1975	10.3	5.3	51.5
1976	10.1	6.0	59.4
1977	9.8	6.0	61.2
1978	9.6	5.8	60.4
1979	9.5	5.6	58.9
1980	9.3	5.4	58.1
1981	9.1	5.3	58.2
1982	9.0	5.1	56.7
1983	8.5	4.9	57.6
1984	7.9	4.5	57.3

Almost 3.7 million of the 4.5 million workers with COLA provisions are covered by contracts that tie possible adjustments to the movement in the BLS-CPI for "all cities." An additional 120,000 workers are under contracts which use an index for an individual city, and contracts for 700,000 in the motor vehicle and equipment industry relate adjustments to a combination of the U.S. and Canadian indices because contracts cover workers in both countries.

The most prevalent COLA adjustment formula calls for a 1-cent per hour wage change for each 0.3-point change in the CPI. This formula is found in COLA clauses for more than 1.7 million workers in industries such as steel, railroads, trucking, and aerospace. COLA clauses in major agreements in the automobile and rubber industries provide adjustments of 1 cent for each 0.26-point movement in the index they use; those in the electrical equipment industry provide 1 cent for each 0.175-percent change in the CPI; and those in telephone communications call for adjustments of 55 cents a week plus 0.65 percent of the individual's weekly rate for each 1.0-percent increase in the CPI.

Cost-of-living reviews are made at intervals specified in each clause. Eighty-six percent of the workers covered by COLA clauses will have at least one review in 1984. (See tables 7 and 8, page 13.) Annual reviews are the most common, affecting 1.7 million workers, primarily in the telephone communications, trucking, and apparel industries; quarterly reviews cover 1.5 million, including workers in the automobile, steel, and aerospace industries; semiannual reviews affect 615,000 workers, mostly in railroads and electrical products.

More than 60,000 workers are covered by provisions for minimum or "guaranteed" COLA payments. These amounts were determined at the time the contracts were negotiated and are not dependent on the movement of a price index. Therefore, the Bureau of Labor Statistics does not treat these amounts as COLA adjustments.

Recently, there have been negotiated modifications in COLA clauses designed to reduce employer costs related to COLA's. These changes include delays or deferrals of COLA payments, diversions of COLA adjustments from wages to help finance benefits, elimination of some COLA adjustments, and formulas that provide smaller increases.

BARGAINING IN 1984 will be conducted at a time when economic conditions are predicted to be brighter nationally but may still be uncertain in many industries. Unscheduled contract reopenings to raise or lower wages to reflect changing circumstances would not be as surprising as they were 2 years ago. The 1984 bargaining scene may, therefore, differ somewhat from what has been described. In any case, bargaining will be watched carefully to see if historic patterns are re-established, or if the events of the last 2 years presage a new direction.



**Table 7. Prevalence of cost-of-living adjustment clauses in major collective bargaining agreements, October 1983**

[Workers in thousands]

1972 SIC Code	Private nonagricultural industry	All agreements		Agreements with COLA clauses			1972 SIC Code	Private nonagricultural industry	All agreements		Agreements with COLA clauses		
		Number	Workers covered	Number	Workers covered	Percent of workers covered by COLA clauses			Number	Workers covered	Number	Workers covered	Percent of workers covered by COLA clauses
	Total .....	1,630	7,926	573	4,539	57							
10	Metal mining .....	11	27	8	22	84							
11	Anthracite mining .....	1	2	1	2	100							
12	Bituminous coal and lignite mining .....	1	160	—	—	0	36	Electrical machinery equipment and supplies .....	73	382	56	341	89
15	Building construction general contractors .....	151	521	9	48	9	37	Transportation equipment ...	86	1,092	68	1,025	94
16	Construction other than building construction .....	110	369	13	65	18	38	Instruments and related products .....	12	25	4	6	26
17	Construction-special trade contractors .....	174	375	14	29	8	39	Miscellaneous manufacturing industries .....	10	15	2	3	21
20	Food and kindred products .....	81	240	24	105	44	40	Railroad transportation .....	26	394	26	394	100
21	Tobacco manufacturing .....	6	18	5	18	96	41	Local and urban transit .....	3	17	1	15	86
22	Textile mill products .....	11	37	1	5	13	42	Motor freight transportation ..	16	430	15	428	100
23	Apparel and other finished products .....	44	342	27	300	88	44	Water transportation .....	19	89	6	33	37
24	Lumber and wood products, except furniture .....	13	57	1	1	2	45	Transportation by air .....	38	162	5	21	13
25	Furniture and fixtures .....	11	16	2	3	17	48	Communications .....	44	726	24	637	88
26	Paper and allied products ..	52	82	—	—	0	49	Electric, gas, and sanitary services .....	75	238	14	50	21
27	Printing, publishing, and allied industries .....	25	47	11	24	51	50	Wholesale trade—durables ..	3	7	—	—	0
28	Chemicals and allied products	33	65	7	13	19	51	Wholesale trade—nondurables	8	36	1	25	70
29	Petroleum refining and related industries .....	18	34	—	—	0	53	Retail trade—general merchandise .....	17	61	3	13	22
30	Rubber and miscellaneous plastics .....	12	58	10	52	89	54	Food stores .....	89	464	20	90	19
31	Leather and leather products	12	33	—	—	0	55	Automotive dealers and service stations .....	7	10	—	—	0
32	Stone, clay, glass, and concrete products .....	30	75	25	67	90	56	Apparel and accessory stores	2	8	—	—	0
33	Primary metals industries ..	78	441	71	421	95	58	Eating and drinking places ..	17	61	—	—	0
34	Fabricated metal products ..	43	79	30	63	80	59	Miscellaneous retail stores ..	5	13	1	4	32
35	Machinery, except electrical	63	161	53	148	92	60-65	Finance, insurance, and real estate .....	18	93	6	46	50
							70-89	Services .....	82	362	9	21	6

NOTE: Due to rounding, sums of individual items may not equal totals, and percentages may not reflect shown ratios. Dashes indicate absence of cost-of-living coverage.

**Table 8. Timing and frequency of 1984 cost-of-living reviews in agreements in major collective bargaining situations**

[Workers in thousands]

Frequency of review	First quarter		Second quarter		Third quarter		Fourth quarter		Full year <sup>1</sup>	
	Number of agreements	Workers covered	Number of agreements	Workers covered	Number of agreements	Workers covered	Number of agreements	Workers covered	Number of agreements	Workers covered
<b>All</b>										
Total .....	218	1,870	164	1,699	189	1,657	136	805	387	3,925
Quarterly .....	145	1,154	121	1,077	122	638	114	624	178	1,478
Semiannual .....	38	466	15	146	12	69	13	141	56	615
Annual .....	35	250	28	475	55	950	9	40	127	1,715
Other <sup>2</sup> .....	0	0	0	0	0	0	0	0	26	117
<b>Expiring in 1984</b>										
Total .....	88	1,213	36	756	15	32	1	2	101	1,247
Quarterly .....	59	812	33	751	15	32	1	2	59	812
Semiannual .....	28	399	3	5	0	0	0	0	31	404
Annual .....	1	3	0	0	0	0	0	0	1	3
Other <sup>2</sup> .....	0	0	0	0	0	0	0	0	10	28
<b>Expiring in later years</b>										
Total .....	130	657	128	942	174	1,625	135	803	286	2,679
Quarterly .....	86	343	88	326	107	605	113	622	119	667
Semiannual .....	10	67	12	141	12	69	13	141	25	210
Annual .....	34	248	28	475	55	950	9	40	126	1,713
Other <sup>2</sup> .....	0	0	0	0	0	0	0	0	16	89

<sup>1</sup>Agreements that have at least one review in the year.

<sup>2</sup>Includes monthly, combinations of annual and quarterly, combinations of annual and semiannual, and reviews dependent on the levels of the Consumer Price Index.

NOTE: Data include only cost-of-living reviews through the termination of the present agreement; does not assume the continuation of existing reviews after expiration dates.



<sup>1</sup> Major collective bargaining situations cover 1,000 workers or more. Agreements in these situations may be embodied in more than one contract. However, negotiations for all workers in a situation are conducted among all parties to the agreement. Thus, a situation may include one or more companies and/or one or more employee organizations that bargain together to reach an agreement.

<sup>2</sup> Major oil companies are Gulf, Citgo, Texaco, Mobil, Union Oil of California, Phillips Petroleum, Standard Oil of California (Chevron), British Petroleum, Standard Oil of Ohio (Sohio), Standard Oil of Indiana (Amoco), and Atlantic Richfield.

<sup>3</sup> See *1982 Annual Energy Outlook: With Projections to 1990* (U.S. Department of Energy, Energy Information Administration, April 1983).

<sup>4</sup> See *Petroleum Information International, October 10, 1983*, weekly publication of Petroleum Information Corporation.

<sup>5</sup> For more details on the 1982 petroleum industry agreements see "Wage Highlights," *Current Wage Developments*, February 1982, p. 1.

<sup>6</sup> The 10 other unions participating in the negotiations are the American Train Dispatchers Association; Brotherhood of Locomotive Engineers (Ind.); International Association of Machinists and Aerospace Workers; Railroad Yardmasters of America; Sheet Metal Workers International Association; Brotherhood of Railroad Signalmen; International Brotherhood of Firemen & Oilers; International Brotherhood of Electrical Workers; Brotherhood of Railway Carmen of the United States and Canada; and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers.

<sup>7</sup> For more details of the 1981 railroad accords see *Current Wage Developments*, December 1981, p. 1.

<sup>8</sup> For more details of the Conrail settlement see *Current Wage Developments*, November 1981, p. 2.

<sup>9</sup> "President Signs Rail Pension Bill," *The New York Times*, Aug. 13, 1983.

<sup>10</sup> "Hardin Recaps UTU Gains, Sets Goals," *UTU News*, Aug. 20, 1983.

<sup>11</sup> Agreements covering 66,000 American Motors Corp. and Chrysler Corp. workers do not expire until September and October 1985, respectively.

<sup>12</sup> General Motors currently has an absenteeism plan that penalizes workers who miss more than 20 percent of scheduled work time by reducing benefits following counseling. This counseling was a "major factor" leading to the decline in "controllable absences" from 11.3 percent in 1981 to 10.3 percent in 1982 and to 8.8 percent in the first quarter of 1983. See *Current Wage Developments*, August 1983, pp. 3-4.

<sup>13</sup> "Detroit's Jobs That Will Never Come Back," *Business Week*, May 23, 1983, pp. 168-170.

<sup>14</sup> "The UAW Wants A Piece Of The Action," *Business Week*, Aug. 8, 1983.

<sup>15</sup> Figures supplied by the UAW Research Department. Approximately 27,000 were on indefinite layoff at Chrysler as of September 19, 1983, and, as of October 5, 1983, 65,000 at GM, 36,700 at Ford, and 700 at American Motors.

<sup>16</sup> Energy Information Administration, *Quarterly Coal Report, April-June 1983* (U.S. Department of Energy, September 1983).

<sup>17</sup> Unpublished data from the Bureau of Labor Statistics.

<sup>18</sup> Energy Information Administration, *Quarterly Coal Report*.

<sup>19</sup> About 231,000 construction workers will receive deferred increases under settlements in which the parties agreed to a total wage and benefit package, with the allocation between wages and benefits to be determined later by the union. Because the final allocation was not known at the time this article was prepared, the entire package has been treated as a wage increase which, thus, may be overstated.



Table 9. Collective bargaining situations covering 1,000 workers or more<sup>1</sup> with agreements expiring<sup>2</sup> in 1984, by month

Situation identification and month of agreement expiration	Number of workers	Codes <sup>3</sup>		
		Industry	State	Union
Grand total: 602 situations .....	2,883,485			
<b>January</b>				
Total: 36 situations .....	87,705			
Acme Markets and others .....	8,000	54	99	364
Aldens, Inc. ....	2,000	53	33	531
American Cyanamid Co., Lederle Lab .....	1,455	28	21	121
American Oil Co. ....	3,500	29	99	357
Amoco Oil Co., Texas City Refinery .....	1,350	29	74	357
Associated Produce Dealers of Los Angeles Inc. ....	1,800	51	93	531
Atlantic Richfield Co. ....	1,100	29	93	357
Atlantic Richfield Co. and Arco Pipe Line Co. ....	3,200	29	99	357
Big Apple and Krogers stores .....	3,000	54	58	155
Blaw Knox Co., Blaw-Knox Foundry and Mill Machinery .....	3,000	33	99	335
Boston Gas Co. (physical and clerical empls.) .....	1,000	49	14	335
Bryan Foods, Inc. ....	1,200	20	54	155
Bulova Watch Co. Inc. ....	1,200	38	21	500
Chef-boy-ar-dee, A Div. of American Home Foods, Inc. ....	1,350	20	23	364
Corning Glass Works .....	4,000	32	21	137
Dana Corp., Spicer Axle Div. ....	2,300	37	32	107
DelMonte Corp., Midwest Div. ....	1,400	20	33	332
General Telephone Co. of Wisconsin (all depts.) .....	1,500	48	35	346
Gulf Oil Corp. ....	2,500	29	74	357
Honeywell Inc. ....	7,000	38	41	531
Litton Industries Inc., Ingalls Shipbuilding Div. ....	7,500	37	64	100
Mobil Oil Corp. ....	1,200	29	74	357
NECA .....	1,500	17	23	127
NECA, Northwest Line Contractors .....	1,750	16	90	127
Pan American World Airways (pilots) .....	1,700	45	99	104
Shell Oil Co. ....	2,000	29	74	357
Shell Oil Co. ....	1,200	29	93	357
Shell Oil Co., Wood River Refinery .....	1,200	29	23	100
Standard Oil Co. of California, Chevron USA Div. ....	1,200	29	93	357
Standard Oil Co. of Indiana .....	1,200	29	32	357
Television Film Agreement .....	2,800	78	99	162
Theatrical Motion Picture Agreement .....	2,200	78	99	162
Union Oil Co. of California .....	2,000	29	93	337
United Technologies Corp., Florida R & D Center .....	1,600	37	59	218
Utah Power and Light Co. (all depts.) .....	3,800	49	80	127
Wholesale bread shops, wholesale cake bakeries and retail bakeries .....	3,000	20	21	108
<b>February</b>				
Total: 24 situations .....	67,015			
Allis-Chalmers Corp. ....	1,000	35	43	335
Associated Fur Manufacturers .....	2,500	23	21	264
AMBAC Industries, Electrical Products Div. ....	1,100	36	64	347
Campbell Soup Co. ....	1,000	20	22	364
Delta Air Lines (pilots) .....	4,000	45	99	104
Exxon Co., Bayway Refinery .....	1,000	29	22	531
Georgetown Steel Corp. and Georgetown Texas Steel .....	1,700	33	99	335
Health Employers Inc. (service and maintenance workers) .....	4,800	80	41	118
Kroger Co. ....	3,265	54	74	364
Kroger, Safeway & Weingarten .....	3,500	54	71	184
Midtown Realty Owners Assn. ....	2,500	65	21	118
National Blank Book Co. ....	1,100	27	14	243
Printing Industries of Metro New York .....	4,800	27	21	243
PPG Industries Inc. ....	2,300	32	99	311
Quaker Oats Co. ....	1,050	20	42	332
Rochester Telephone Corp. ....	1,000	48	21	346
Rohr Industries, Inc. ....	5,050	37	93	218
Safeway, J Weingarten, Kroger, Eagle and Lucky stores .....	10,000	54	74	184
San Diego Gas and Electric Co. ....	2,300	49	93	127
Stanford University Medical Center .....	1,250	80	93	905
United Technologies Corp., Sikorsky Aircraft Div. ....	6,600	37	16	531
Universal Mfg. Corp. ....	1,500	36	64	127
USAir (mechanics) .....	1,900	45	99	218
Wean United Inc. ....	1,800	35	99	335



Table 9. Collective bargaining situations covering 1,000 workers or more<sup>1</sup> with agreements expiring<sup>2</sup> in 1984, by month

—Continued

Situation identification and month of agreement expiration	Number of workers	Codes <sup>3</sup>		
		Industry	State	Union
<b>March</b>				
Total: 61 situations .....	161,875			
Acme Boot Co. ....	2,500	31	62	333
Allied Chemical Corp. ....	1,680	28	54	531
American Can Co. ....	1,700	34	99	218
Anaconda Co, Brass Div, a subsidiary of Atlantic Richfield Co. ....	2,100	33	99	600
AGC .....	5,000	15	16	143
AGC .....	3,500	15	74	116
AGC .....	6,000	15	74	119
AGC .....	1,600	15	85	119
AGC .....	1,200	15	74	119
AGC .....	2,000	15	85	143
AGC .....	2,200	16	74	129
AGC .....	1,500	16	21	129
AGC .....	3,650	16	74	143
AGC .....	1,000	17	16	119
AGC of Jefferson County, Inc., and others .....	1,500	15	99	143
AGC; and Connecticut Construction Industries Assn., Inc. ....	3,000	16	16	129
AGC; and Construction Employers Assn. ....	1,225	15	74	115
AMF/Harley-Davidson Motor Co. Inc. ....	1,000	37	35	107
Builders Assn. of Kansas City .....	4,500	17	43	119
Builders Assn. of Missouri .....	1,000	17	43	164
Building Managers Assn. of Chicago .....	6,500	65	33	118
Connecticut Construction Industries Assn., Inc.(heavy and highway .....	3,000	16	16	143
Continental Can Corp. ....	2,000	34	99	218
Crouse-Hinds Co. ....	2,000	36	21	127
Cutler Hammer Inc.(subsidiary of Eaton Corp) .....	950	36	35	218
Daily News .....	1,120	27	21	323
Exxon Co, U.S.A. ....	2,400	29	72	500
Fieldcrest Mills - Columbus Towel Div. ....	2,000	22	58	337
Fieldcrest Mills Inc. ....	5,000	22	50	337
FMC Corp, San Jose Divs .....	2,400	37	93	218
Greater NY Health Care Facilities Assn. ....	10,000	80	21	118
Gulf Coast Construction Assn., and Sabine Area Piping Contractors Assn. ....	2,000	17	74	170
Indiana Constructors, Inc. ....	1,000	16	32	129
Indiana Highway Constructors, Inc. ....	4,000	16	32	143
International Silver Co. ....	1,200	39	16	335
Kaiser Foundation Hospitals .....	1,400	80	93	163
Kaiser-Permanente(clerical, service, maintenance and technical) .....	8,000	80	93	118
Lever Brothers Co. ....	2,000	28	99	121
Mechanical Contractors Assn. and others (pipefitters) .....	8,000	17	74	170
Mechanical Contractors Assn. of New Mexico, Inc. ....	1,100	17	85	170
Metropolitan Life Insurance Co. ....	3,000	63	99	238
New York Times .....	2,100	27	21	323
Northern California foundries .....	1,600	33	93	161
NECA .....	2,000	17	84	127
Outboard Marine Corp, Evinrude Motors Div. ....	1,000	35	35	335
Plumbing and Mechanical Contractors; and others .....	2,100	17	93	170
Publishers Assn. of New York (delivers) .....	1,200	27	21	425
Publishers Assn. of New York (pressmen) .....	1,500	27	21	175
Puget Sound Power and Light Co. ....	1,600	49	91	127
Pulp and Paper Employer Bargaining Council .....	6,700	26	90	527
PDCA; Commercial and Industrial Painting Contractors Assn. ....	2,000	17	90	164
Rock Products & Ready-mix Concrete Employers of Southern Calif .....	3,000	50	93	531
Samsonite Corp. ....	1,200	31	84	333
Southern California Gas Co. ....	4,900	49	93	342
Sun Oil Co. of Pa .....	1,100	29	23	357
Textile Rental Services Assn. ....	3,000	72	93	236
Textron, Inc., CWC Castings .....	1,500	33	34	553
Union Carbide Corp. ....	2,100	28	74	100
Vought Corp. ....	3,500	37	74	553
Window Cleaning Employers Assn. ....	1,250	73	21	118
Wisconsin Electric Power Co. ....	1,600	49	35	127



Table 9. Collective bargaining situations covering 1,000 workers or more<sup>1</sup> with agreements expiring<sup>2</sup> in 1984, by month

—Continued

Situation identification and month of agreement expiration	Number of workers	Codes <sup>3</sup>		
		Industry	State	Union
April				
Total: 111 situations .....	284,716			
American Airlines (pilots) .....	3,900	45	99	459
Arizona Public Service Co. ....	3,500	49	86	127
Associated General Contractors of Minnesota, St. Paul and Minneapolis .....	8,000	15	41	119
Avco Corp, New Idea Div. ....	1,125	35	31	335
AGC .....	750	15	59	119
AGC .....	1,842	15	59	143
AGC .....	900	15	71	143
AGC (Lake Charles) .....	950	15	72	119
AGC (Lake Charles) .....	1,200	15	72	143
AGC .....	2,500	15	72	129
AGC (Columbus) .....	1,700	15	31	143
AGC (Dayton) .....	1,500	15	31	143
AGC (Denver) .....	5,000	15	84	119
AGC (Southern Colorado) .....	2,450	15	84	119
AGC .....	1,000	15	34	119
AGC .....	1,500	15	71	119
AGC (New Orleans) .....	2,400	15	72	119
AGC (New Orleans) .....	1,600	15	72	143
AGC .....	3,600	16	41	143
AGC .....	2,800	16	41	531
AGC .....	3,000	17	72	119
AGC .....	600	17	84	116
AGC (building and heavy-highway) .....	8,000	16	41	129
AGC (building) .....	3,500	15	41	143
AGC (building) .....	1,000	15	41	116
AGC (commercial agreement) .....	2,500	17	31	119
AGC (heavy and highway agreement) .....	3,000	16	41	119
AGC (residential agreement) .....	1,000	17	31	119
AGC and Colorado Contractors Assn. ....	4,500	15	84	129
AGC of Louisiana, Inc. ....	2,200	15	72	143
AGC of Minnesota, Outstate Builders Div. ....	3,479	15	41	119
AGC; and others .....	2,600	15	84	143
AGC; and Minnesota Concrete and Masonry Contractors Assn. ....	2,000	17	41	115
AGC, West Central Ohio Div. ....	950	15	31	119
Baton Rouge Industrial Contractors Assn.; and Associated Mechanical Contractors .....	4,000	17	72	170
Beloit Corp. ....	1,000	35	35	218
Boeing Services International, Inc. ....	1,100	37	59	218
Boise Cascade Co. ....	950	26	41	343
Buckeye International Inc., Buckeye Steel Castings Co. Div. ....	1,100	33	31	335
Builders Assn. of Missouri .....	2,600	15	43	531
Building Contractors Assn. of New Jersey .....	5,000	15	22	143
BTEA of Westchester and Putnam Counties and Builders Institute .....	2,500	15	21	119
BTEA, Div. of the Builders Exchange of Rochester (building) .....	1,275	16	21	143
BTEA, Div. of the Builders Exchange of Rochester (paving and excavating) .....	1,730	15	21	143
California Conference of Mason Contractor Assns, Inc. ....	1,400	17	93	115
Chicago Beer Wholesalers .....	1,300	51	54	531
Cleaning Contractors Agreement .....	1,700	73	31	118
Colorado Contractors .....	1,200	16	84	531
Connecticut Construction Industries Assn., Inc. ....	2,100	16	16	531
Consolidated Paper, Inc. ....	2,700	26	35	231
Construction Contractors Council--AGC Labor Div, Inc. ....	6,000	15	53	119
Construction Contractors Council--AGC Labor Div, Inc. ....	2,100	15	53	129
Construction Contractors Council--AGC Labor Div, Inc. ....	3,300	16	53	143
Cummins Engine Co. ....	7,000	35	32	500
Danly Machine Corp. ....	1,800	35	33	335
Day and Zimmerman Inc., Lone Star Div. ....	800	34	74	500
Des Moines Construction Council .....	1,000	15	42	119
Electric Wheel Co, Div. of Firestone Co. ....	800	35	33	553
Employing Lithographers of Los Angeles .....	1,000	27	93	243
FMC Corp, Crane & Excavator Div. ....	800	35	42	553
General Dynamics Corp, Convair Aerospace Div. ....	3,500	37	99	218
Gentry-Foremost, Gilroy Foods and Basic Vegetables Products, Inc. ....	1,400	20	93	531
Georgia-Pacific Corp, Wando-Williams Plant .....	1,200	25	57	312
Graphic Arts Assn. of Delaware Valley .....	1,400	27	23	243
Greater NY Assn. of Meat & Poultry Dealers, Inc. ....	2,800	51	21	155
Hinky Dinky & Safeway Stores .....	1,500	54	46	184
Independent contractors .....	1,250	15	11	119
Independent contractors .....	800	15	59	143
Independent contractors (building) .....	1,500	17	50	119
James River Corp. ....	980	26	35	231



Table 9. Collective bargaining situations covering 1,000 workers or more<sup>1</sup> with agreements expiring<sup>2</sup> in 1984, by month

—Continued

Situation identification and month of agreement expiration	Number of workers	Codes <sup>3</sup>		
		Industry	State	Union
April—Continued				
Jeffboat, Inc. ....	1,870	37	32	531
Kroger and Safeway stores .....	8,000	54	74	364
Lumber and Mill Employers Assn. ....	1,375	24	93	119
Merck & Co., Inc. ....	3,000	28	20	357
Minneapolis Assn. of Plumbing Contractors .....	1,310	17	41	170
Montana Heavy Highway and Building Contractors .....	2,000	16	81	143
Montana Heavy Highway and Building Contractors .....	1,300	16	81	129
Mueller Brass Co. ....	1,250	33	34	100
National Industrial Council of the National Handbag Assn. ....	3,000	31	20	141
Nevada Resort Assn.(downtown hotels and casinos) .....	7,000	70	88	145
Nevada Resort Assn.(resort hotels) .....	18,000	70	88	145
New England Road Builders .....	2,000	16	14	531
New York Industrial Council of the National Handbag Assn. ....	6,000	31	21	141
North Texas Contractors Assn. ....	2,800	15	74	119
North Texas Contractors Assn. ....	3,300	15	74	143
North Texas Contractors Assn. ....	750	17	74	116
North Texas Contractors Assn. ....	700	17	74	170
Northwestern Mutual Life Insurance Co. ....	1,550	63	35	163
NECA .....	2,700	17	53	127
NECA (St. Paul) .....	1,500	17	41	127
NECA (Minneapolis) .....	1,600	17	41	127
Owens-Corning Fiberglas Corp. ....	1,100	32	47	101
Public Service Co. of Indiana, Inc. ....	2,200	49	32	127
Public Service Electric and Gas Co. ....	4,400	49	22	127
Public Service Electric and Gas Co. ....	1,530	49	22	500
Pullman Inc., Pullman-Standard Div. ....	4,500	37	99	335
PDCA .....	2,000	17	41	164
PDCA .....	1,000	17	72	164
Rauland Div. of Zenith Radio Co. ....	2,000	36	33	127
Revere Copper Products, Inc. ....	1,000	33	21	354
Rexnord Inc., Nordberg Machine Group .....	900	35	35	100
Riverside Markets, Div. of Penn Traffic Co. ....	3,100	54	99	500
Safeway, Milgrams, and United Super stores .....	1,100	54	40	364
Shoe Companies in New Hampshire and Maine .....	2,000	31	10	337
Shoprite, Pathmark, Grand Union and Foodtown stores .....	20,000	54	20	184
Southern California Shoe Manufacturers Assn. Inc. ....	1,200	31	93	337
SMACCA .....	950	17	53	187
Twin Cities Piping Industry Assn. ....	2,000	17	41	170
W A Sheaffer Pen Co. ....	1,100	39	42	553
West Tennessee Construction Industry Collective Bargaining Group, Inc. ....	900	15	62	119
Western Airlines (pilots) .....	1,600	45	99	104
May				
Total: 96 situations .....	252,747			
Allied Construction Employers Assn., Inc. ....	1,500	15	35	119
Allied Construction Employers Assn., Inc. ....	900	17	35	115
Allied Construction Employers' Assn., and Eastern Wisconsin Erectors Assn. ....	900	17	35	116
Anthracte Operators Wage Agreement Committee .....	2,000	11	23	454
Associated Brick Mason Contractors of Greater New York City; and Building Contractors Assn. ....	3,000	15	21	143
Associated Steel Erectors of Chicago .....	2,500	17	33	116
AGC .....	2,600	15	34	143
AGC (Detroit) .....	1,350	15	34	129
AGC (Lower Peninsula) .....	3,500	15	34	129
AGC .....	1,800	17	31	119
AGC .....	7,000	17	35	119
AGC .....	3,000	17	72	116
AGC; and others .....	8,000	15	34	119
AGC; and others .....	2,650	17	34	116
AGC; and Omaha Building Contract Employers Assn. ....	1,700	15	46	143
AGC; The Detroit Mason Contractors Assn.; and independent companies .....	3,000	17	34	115
Building Contractors Assn.; and Construction League of Indianapolis .....	2,000	15	32	119
BTEA .....	800	15	21	119
BTEA .....	1,000	15	21	143
Central Maine Power Co. ....	1,100	49	11	127
Colonial and Safeway stores .....	1,500	54	54	184
Colonial, Kroger and Big Apple stores .....	7,500	54	58	184



Table 9. Collective bargaining situations covering 1,000 workers or more<sup>1</sup> with agreements expiring<sup>2</sup> in 1984, by month

—Continued

Situation identification and month of agreement expiration	Number of workers	Codes <sup>3</sup>		
		Industry	State	Union
May—Continued				
Construction Employers of Hudson Valley, Inc. (building agreement) .....	1,500	15	21	119
Construction Industry Employers Assn. ....	2,450	15	21	119
Construction Industry Employers Assn. ....	3,000	15	21	143
Construction Industry Employers Assn. ....	1,200	15	21	129
Construction Industry Employers Assn., Inc. ....	750	15	21	116
Council of Hawaii Hotels .....	10,500	70	95	145
Council of Hawaii Hotels (neighbor islands agreement) .....	7,000	70	95	480
East Bay Restaurant Assn., Inc. ....	1,400	58	93	145
Electrical Contractors Assn. of the City of Chicago .....	6,500	17	33	127
Fox River Valley Contractors Assn. ....	800	15	33	143
General Portland, Inc. ....	1,100	32	99	120
General Telephone of the Northwest (plant traffic and clerical depts.) .....	4,300	48	90	127
Great Lakes Fabricators and Erectors .....	1,350	17	34	129
Health Employers Inc. ....	5,000	80	41	905
Houston Lighting And Power Co. ....	4,050	49	74	127
Ideal Cement Corp. Div. of Ideal Basic Industries, Inc. ....	1,300	32	99	120
Independent contractors .....	1,000	17	53	164
Independent employers .....	3,000	15	21	143
Industrial Contractors and Builders Assn. of Indiana .....	1,350	17	32	116
Keystone Building Contractors Assn., Inc. ....	1,500	15	23	119
Kimberly-Clark Corp. ....	1,500	26	35	231
Kroger Co. ....	4,500	54	60	184
Lone Star Industries Inc. ....	1,300	32	99	120
Longview Fibre Co. ....	1,530	26	91	527
Macy's and Emporium department stores .....	4,000	53	93	364
Magic Chef Inc., Norge Div. ....	1,100	36	33	218
Marquette Cement Manufacturing Co. ....	1,050	32	99	120
Martin Marietta Aluminum Inc. ....	1,500	33	93	335
Martin Marietta Corp. ....	1,100	32	99	120
Mason Contractors Assn. of St. Louis .....	1,000	17	43	115
McDonnell Douglas Corp. ....	9,500	37	43	218
Mechanical Contractors Assn. ....	7,000	17	33	170
Mechanical Contractors Assn. of Central Ohio .....	950	17	31	170
Mechanical Contractors Assn. of Cincinnati .....	925	17	31	170
Mechanical Contractors Assn. of Northeast Pennsylvania .....	1,100	15	23	170
Mechanical Contractors Assn. of Washington .....	1,000	17	91	170
Metropolitan Detroit Plumbing and Mechanical Contractors .....	1,900	17	34	170
Mid-America Regional Bargaining Assn. ....	5,500	15	33	115
Mid-America Regional Bargaining Assn. ....	16,500	15	33	119
Mid-America Regional Bargaining Assn. ....	10,000	15	33	143
Mid-America Regional Bargaining Assn. ....	1,000	17	33	168
Millwrights, Conveyor and Machine Erector Contractors .....	1,350	17	34	119
National Distillers Products Corp. ....	1,500	20	99	126
Nestle Co. ....	1,200	20	21	332
Niagara Mohawk Power Corp. ....	7,700	49	21	127
Nordstrom Inc. ....	1,250	53	91	184
NECA .....	1,300	17	74	127
NECA .....	3,500	17	34	127
NECA .....	1,242	17	31	127
NECA .....	900	17	32	127
NECA .....	1,300	17	35	127
NECA .....	1,000	17	88	127
NECA (Orange County) .....	1,400	17	93	127
NECA (San Francisco) .....	1,500	17	93	127
NECA (Oakland) .....	1,100	17	93	127
NECA .....	1,500	17	91	127
NECA (Northern California) .....	1,800	17	93	127
NECA (San Diego) .....	1,900	17	93	127
Panhandle Eastern Pipe Line Co. ....	1,400	49	70	357
Pennsylvania Electric Co. ....	2,200	49	23	127
PDCA .....	1,100	17	34	164
PPG Industries Inc., Chemical Div. ....	1,400	28	72	218
Scott Paper, West Coast Div. ....	1,400	26	91	527
Seattle Department Store Assn. ....	2,250	53	91	184
Sheet Metal Employers Assn. ....	1,000	17	34	187
Southern California-Arizona Cement Cos .....	2,200	32	99	120
SMACC .....	1,150	17	35	187
SMACC .....	1,400	17	91	187
Toledo Edison Co. ....	1,100	49	31	127
Underground Contractors Assn. ....	1,600	16	33	143



Table 9. Collective bargaining situations covering 1,000 workers or more<sup>1</sup> with agreements expiring<sup>2</sup> in 1984, by month  
—Continued

Situation identification and month of agreement expiration	Number of workers	Codes <sup>3</sup>		
		Industry	State	Union
May—Continued				
Universal Atlas Cement Co. ....	1,500	32	99	120
Ventilating and Air Conditioning Assn. of Chicago, Inc. ....	4,000	17	33	187
Wholesale Bakers Group (drivers) .....	4,000	20	93	531
Woodworkers Assn. of Chicago .....	1,300	24	33	119
June				
Total: 114 situations .....	699,785			
Air Conditioning Contractors of Arizona .....	1,000	17	86	187
Alliance of Motion Picture and Television Producers .....	3,960	78	99	540
Allied Building Metal Industries, Inc. ....	1,200	17	21	116
Allied Building Metal Industries, Inc. ....	1,100	17	21	116
American Maritime Assn.(unlicensed seaman) .....	10,000	44	99	186
Amtrak (Dining Car) .....	2,400	40	99	100
Amtrak .....	5,200	40	99	183
Amtrak .....	1,300	40	99	127
Amtrak .....	3,400	40	99	152
Amtrak (Joint Council) .....	2,100	40	99	100
Assn. of Plumbing Mechanical Contractors of Sacramento, Inc. ....	1,100	17	93	170
Associated Bricklayers and Mason Contractors of Greater New York .....	4,575	17	21	115
Associated Building Contractors of Northern Ohio, Inc. ....	1,500	15	31	119
AGC .....	4,250	15	94	143
AGC .....	6,300	15	94	129
AGC .....	1,700	15	94	119
AGC .....	6,500	15	94	531
AGC .....	1,500	16	87	129
AGC .....	1,500	17	15	119
AGC of New Jersey and others .....	5,000	15	99	129
AGC; Southern Nevada Home Builders Assn., Inc; and others .....	3,000	16	88	119
Bell Helicopter Co. ....	4,000	37	74	553
Brunswick Corp, Mercury Div. ....	2,250	35	35	218
Building construction agreement .....	20,000	15	21	119
Cedars-Sinai Medical Center .....	1,600	80	93	118
Cement League and BTEA .....	1,500	17	21	143
Cement League and BTEA .....	965	17	21	168
Cement League and BTEA .....	1,200	17	21	116
Century Brass Products .....	1,300	34	16	553
Cerro Metal Products, a Division of Cerro-Marmon Corp. ....	1,000	33	23	553
Chain and independent food stores .....	1,435	54	91	364
Class I Railroads .....	26,000	40	99	415
Class I Railroads .....	85,000	40	99	358
Class 1 Railroads .....	8,600	40	99	178
Class 1 Railroads .....	31,700	40	99	181
Class 1 Railroads .....	8,400	40	99	132
Class 1 Railroads .....	9,300	40	99	127
Class 1 Railroads .....	15,000	40	99	218
Class 1 Railroads .....	2,300	40	99	121
Class 1 Railroads .....	2,200	40	99	232
Class 1 Railroads .....	70,500	40	99	183
Class 1 Railroads .....	4,000	40	99	187
Class 1 Railroads .....	61,000	40	99	152
Class 1 Railroads .....	2,600	40	99	180
Connecticut Light and Power Co. ....	1,700	49	16	127
Conrail .....	4,820	40	99	100
Conrail .....	16,100	40	99	358
Conrail .....	12,450	40	99	183
Conrail .....	10,360	40	99	152
Conrail .....	1,980	40	99	218
Conrail .....	1,490	40	99	127
Conrail .....	2,400	40	99	178
Construction Employers of Hudson Valley, Inc.(building agreement) .....	1,000	15	21	143
Detroit Edison Co. ....	3,500	49	34	342
Dry Cleaning Agreement .....	1,000	72	93	531
Elevator Manufacturers Assn. of New York, Inc. ....	1,800	17	21	128
Employers Assn. of Greater Chicago .....	3,000	55	33	218
Employers Assns .....	1,000	17	59	170
General Contractors of New York, Inc. and other employer assns and independent companies .....	1,300	17	21	147



Table 9. Collective bargaining situations covering 1,000 workers or more<sup>1</sup> with agreements expiring<sup>2</sup> in 1984, by month

—Continued

Situation identification and month of agreement expiration	Number of workers	Codes <sup>3</sup>		
		Industry	State	Union
June—Continued				
General Contractors Assn. ....	2,000	17	21	531
General Contractors Assn. of New York, Inc. ....	5,000	17	21	143
General Contractors Assn. of New York, Inc; Nassau and Suffolk Counties ....	2,000	16	20	119
Great Lakes Assn. of Marine Operators ....	1,000	44	99	186
Great Western Sugar Co.(maintenance and processing employees) ....	2,000	20	99	531
Gulf States Utilities Co. ....	3,000	49	70	1
GTE Lenkurt, Inc. ....	950	36	93	127
Hammermill Paper Co. ....	1,300	26	23	231
Honeywell Inc. ....	1,100	36	23	347
Huffy Corp. ....	1,650	37	31	335
Industrial area excavating companies ....	1,500	17	21	531
J H Williams Co, a Div. of TRW, Inc. ....	875	34	21	335
John Hancock Mutual Life Insurance Co. ....	6,000	63	99	238
League of Voluntary Hospitals and Homes ....	46,000	80	21	332
Lingerie Negligee Mfrs. Assn. of New York Inc. ....	4,900	23	21	134
Litton Business Systems, Inc., Cole Div. ....	650	25	23	335
Long Island building contractors ....	1,305	15	21	119
Long Island Lighting Co.(clerical and field empls.) ....	4,150	49	21	127
Marion Power Shovel Co. ....	1,200	35	31	335
Maritime Service Committee and Tanker Service Committee (unlicensed seamen) ....	15,000	44	99	321
Maritime Service Committee; and others (licensed seamen) ....	2,300	44	99	311
Maritime Service Committee; and others (licensed seamen) ....	3,300	44	99	154
Mechanical Contractors Assn.(steamfitters agreement) ....	3,300	17	21	170
Mechanical Contractors Council of Central California ....	2,000	17	93	170
Metropolitan Lithographers Assn. ....	5,000	27	21	555
Mid-America Regional Bargaining Assn.(commercial and heavy industrial projects) ....	4,500	16	33	129
Mid-America Regional Bargaining Assn.(heavy and highway) ....	7,500	15	33	129
Nassau and Suffolk Contractors Assn. ....	1,847	15	21	129
Nassau and Suffolk Contractors Assn.(building agreement) ....	2,000	15	21	143
Nassau and Suffolk Contractors Assn.(heavy and highway) ....	2,000	16	21	143
North American Phillips Consumer Electronic ....	1,023	25	62	347
Northern Indiana Public Service Co.(physical and clerical empls.) ....	4,100	49	32	335
Owens-Corning Fiberglas Corp. ....	1,800	32	31	100
Pacific Maritime Assn.(unlicensed seamen) ....	1,000	44	99	186
Philadelphia Container Assn. ....	1,100	26	23	231
Plumbing and Air Conditioning Contractors of Arizona ....	4,750	17	86	170
Portland Food Employers Assn. ....	4,900	54	92	184
Pottlatch Corp, Northwest Paper Div. ....	1,450	26	41	231
PDCA ....	1,200	17	14	164
PDCA ....	1,600	17	74	164
Republic Airlines (flight attendants) ....	2,400	45	99	104
Resilient floor coverers ....	1,400	17	21	119
Rockwell International Corp. ....	13,000	37	99	553
South Central Employers ....	1,800	16	70	112
Southern California Lumber Employers Council ....	1,200	24	93	119
Sperry Rand Corp, Univac Div. ....	1,750	35	41	127
Structural Steel and Ornamental Iron Assn. of New Jersey, Inc; and others ....	4,000	16	22	116
SMACC ....	900	17	43	187
SMCA of New York City, Inc. ....	2,500	17	21	187
The General Contractors Assn. ....	3,500	16	21	129
Union Carbide Corp, Nuclear Div, Y-12 Plant ....	2,800	28	62	101
Union Employers Assn. ....	1,000	27	33	204
Union Painting Contractors Assn. ....	1,200	17	99	164
Wholesale bread and cake bakeries ....	8,000	20	99	108
Wisconsin Power & Light Co.(manual and clerical empls.) ....	1,750	49	35	127
July				
Total: 31 situations .....	150,620			
Air Conditioning, Refrigeration, Heating and Piping Assn.; and others ....	1,000	17	59	170
Allen-Bradley Co. ....	3,000	36	35	484
Amalgamated Sugar Co. ....	1,800	20	99	208
American Crystal Sugar Co. ....	2,400	20	99	208
Assn. of Master Painters and Decorators of the City of New York, Inc. ....	4,250	17	21	164
ACF Industries, Inc., Amcar Div. ....	2,000	37	99	335
AGC (building and heavy) ....	7,000	16	99	600
Bay Area Soft Drink Bottlers Assn. ....	1,200	20	93	531
Bowaters Southern Paper Corp. ....	1,150	26	62	231



Table 9. Collective bargaining situations covering 1,000 workers or more<sup>1</sup> with agreements expiring<sup>2</sup> in 1984, by month  
—Continued

Situation identification and month of agreement expiration	Number of workers	Codes <sup>3</sup>		
		Industry	State	Union
July—Continued				
Brown Company, KVP Div. ....	1,000	26	34	231
Brown Company, Sutherland Div. ....	1,100	26	34	231
Conrail .....	3,510	40	99	415
Food Employers Council, Inc. ....	70,000	54	93	364
General Telephone Co. of Ohio .....	2,600	48	31	346
Great Northern Paper .....	1,600	26	11	231
Greater St Louis Automotive Assn., Inc. ....	1,300	55	43	218
Grocery Warehouse Distributors .....	2,800	54	93	531
Hammermill Paper Co, Thilmany Pulp and Paper Div. ....	1,250	26	35	231
Illinois Power Co. ....	2,500	49	33	127
Lear-Siegler Inc.,Instrument Div. ....	1,100	38	34	553
Meijer,Inc. ....	9,000	53	34	364
Missouri River Basin Agreement .....	2,310	16	99	121
Ohio Edison Co. ....	1,100	49	31	342
Pacific Maritime Assn. ....	9,600	44	90	480
Solar Turbines, Inc. ....	1,600	37	93	218
Southern Illinois Builders Assn. ....	1,750	15	33	119
Southern Illinois Contractors Assn. ....	2,000	16	33	143
Southern Illinois Contractors Assn.; and Southern Illinois Builders .....	3,000	16	33	129
Trans World Airlines (flight attendants) .....	4,700	45	99	500
True Temper Corp. ....	1,300	34	99	335
Zenith Radio Corp. ....	1,700	36	33	500
August				
Total: 29 situations .....	76,890			
A & P Tea Co. ....	1,000	54	34	364
Alabama Power Co. ....	3,900	49	63	127
Automobile Dealers Industrial Assn. ....	1,000	55	21	553
Beech Aircraft Corp. ....	6,000	37	99	218
Bethlehem Steel Corp.(shipbuilding) .....	5,000	37	99	320
Brown Shoe Co. ....	8,500	31	99	100
Chain and independent food stores .....	1,000	54	34	364
Champion International Corp. ....	2,000	26	56	231
Colt Industries, Fairbanks Morse Div. ....	1,200	35	35	335
Contracting Plumbers Assn. of Brooklyn and Queens, Inc. ....	1,500	17	21	170
Delaware Valley Set-up Box Club .....	1,200	26	23	231
General Telephone Co. of Florida .....	8,000	48	59	127
Golden Gate Restaurant Assn. ....	3,000	58	93	145
Independent restaurant and taverns .....	1,000	58	93	145
Kroger Co. ....	3,500	54	34	364
Leviton Mfg. Co. Inc., Wiring Devices Div. ....	1,500	36	21	127
Massachusetts Maintenance Contractors Assn.(building cleaning) .....	6,000	73	14	118
Mechanical Contractors Assn.;and independent companies (plumbers) .....	1,100	17	53	170
Mechanical Contractors Assn. and independent companies (pipefitters) .....	1,800	17	53	170
Metropolitan Rigid Paper Box Mfrs. Assn. ....	1,500	26	21	231
New Jersey Zinc Co. ....	1,400	33	99	335
New York/New Jersey Bakery Employers .....	2,440	20	20	108
NECA .....	1,350	17	58	127
Remington Arms Co, Inc. ....	1,500	34	21	500
Roofing and SMCA of the BTEA .....	1,100	17	14	187
Seagram Distilleries .....	1,400	20	99	126
United Super Market Assn. ....	5,000	54	34	364
USAir (flight attendants) .....	1,800	45	99	104
William Powell Co. ....	1,200	34	31	335
September				
Total: 39 situations .....	925,505			
Akron-Canton Food Industry Committee (possible reopening in March) .....	4,000	54	31	364
Albert Einstein College of Medicine .....	1,300	80	21	332
American Protective Service .....	2,300	73	93	500
Ametek Inc.,US Gauge Div. ....	1,150	38	23	218
Assn. of Bituminous Contractors, Inc. ....	11,000	16	99	454
Assn. of Hospitals of Santa Clara County .....	930	80	93	1
Bituminous Coal Operators Assn. ....	160,000	12	99	454



Table 9. Collective bargaining situations covering 1,000 workers or more<sup>1</sup> with agreements expiring<sup>2</sup> in 1984, by month

—Continued

Situation identification and month of agreement expiration	Number of workers	Codes <sup>3</sup>		
		Industry	State	Union
September—Continued				
Buffalo Forge Co. ....	850	35	21	335
California Bakery Employers Assn. ....	3,200	20	93	531
Cessna Aircraft Co. ....	6,000	37	47	218
Cleveland Food Industry Committee (grocery departments) (possible reopening in March)	8,000	54	31	364
Cleveland Food Industry Committee stores(meat departments) (possible reopening in March) .....	3,500	54	31	364
Columbia Broadcasting System, Inc. ....	1,700	48	99	127
Confectioners Industrial Relations Board, Inc. ....	1,100	20	21	108
Continental (pilots) .....	1,300	45	99	104
Ford Motor Co. ....	160,000	37	99	553
General Foods Corp, Jell-O Dover Operations .....	1,000	20	51	364
General Motors Corp. ....	30,000	36	99	347
General Motors Corp. ....	470,000	37	99	553
Greater New York Folding Box and Display Mfrs. Assn. ....	1,100	26	21	231
Hawaii Employers Council .....	5,000	15	95	119
Hotel Assn. of Washington, D.C. ....	6,000	70	53	145
International Harvester Co. ....	19,000	35	99	553
Kellogg Co. ....	2,175	20	99	208
Lufkin Industries Inc. ....	1,500	35	74	100
Mechanical Contractors Assn. of Houston; and 2 others (plumbers) .....	1,100	17	74	170
Morse Chain Co., Division of Borg Warner Corp. ....	1,050	35	21	218
NECA (inside agreement) .....	1,500	17	59	127
Pet Inc., Dairy Div. ....	1,100	20	99	531
Philadelphia Hotel and Motor Inn Assn. ....	800	70	23	145
Rockwell International, Industrial Products Group .....	1,300	35	23	335
Scott Paper Co. ....	1,850	26	23	231
Square D Co. ....	1,000	36	61	127
Star-Kist Foods, Inc. ....	2,400	20	93	186
Uptown Security Agreement .....	1,600	73	93	500
Walt Disney Productions (Disneyland Div) .....	1,900	79	93	1
Warner & Swasey Co, Turning Machine Div. ....	1,000	35	31	218
Western Field Construction Negotiating Committee .....	5,000	16	99	112
Wire & Metal Products Manufacturers Guild, Inc. ....	1,800	34	21	531
October				
Total: 26 situations .....	72,375			
Acco Industries Inc. ....	900	34	99	335
Acme Markets .....	2,400	54	22	364
Associated Liquor Wholesalers .....	1,000	51	21	531
Associated Liquor Wholesalers .....	1,000	51	21	126
Atlas Crankshaft Corp. ....	1,250	34	31	553
Bendix Corp., Kansas City Div. ....	3,650	34	43	218
Building Operators Labor Relations, Inc. ....	3,000	65	23	118
Elevator Industries Assn. ....	1,500	73	21	127
Gates Learjet Corp. ....	2,000	37	47	218
General Motors Corp, Inland Div. ....	3,600	30	31	333
Hawaiian Electric Co. ....	1,000	49	95	127
Infant And Juvenile Mfrs. Assn. ....	3,000	23	20	305
ITT Grinnell Corp. ....	1,000	34	23	161
Kroger Co. ....	3,400	54	99	364
Kroger Co. ....	3,250	54	31	364
Mack Trucks Inc. ....	8,500	37	99	553
Massey-Ferguson Inc. ....	1,100	35	99	553
National Steel and Shipbuilding Co. ....	3,000	37	93	100
New England Bakery Employers .....	1,300	20	10	531
New York Stock Exchange .....	2,700	62	21	163
Restaurant League of New York Inc., .....	3,000	58	21	145
Rockwell International Corp, Atomics .....	2,500	34	34	335
Southeastern States Area Agreement .....	5,425	16	99	112
Stackpole Carbon Co. ....	1,000	36	23	347
Trans World Airlines (ground service) .....	10,000	45	99	218
Union Carbide Corp, K-25 Plant .....	1,900	28	62	357



Table 9. Collective bargaining situations covering 1,000 workers or more<sup>1</sup> with agreements expiring<sup>2</sup> in 1984, by month  
—Continued

Situation identification and month of agreement expiration	Number of workers	Codes <sup>3</sup>		
		Industry	State	Union
November				
Total: 20 situations .....	55,352			
Bic Pen Corp. ....	1,150	39	16	333
Borg Warner Corp, York Div. ....	2,000	35	23	553
Carolina Telephone and Telegraph .....	3,200	48	56	346
Chicago Fireproof High Rise Buildings .....	2,600	73	33	118
Chicago Walk Up Apartments .....	4,900	73	33	118
Columbia Gas Transmission Corp, Columbia Gas of Kentucky .....	1,100	49	99	357
General Dynamics Corp, Fort Worth Div. ....	4,300	37	74	553
General Dynamics Corp, Fort Worth Div. ....	1,500	37	74	163
General Telephone Co. of Ohio .....	1,250	48	31	127
Greater New York Milk Dealers .....	1,900	20	21	531
Industrial Refuse Collecting Contractors .....	2,000	49	21	531
Johns Hopkins University Hospital .....	1,400	80	52	332
Keebler Co. ....	4,500	20	99	108
Martin Marietta Corp. ....	3,250	34	99	553
Master Laundry Agreement .....	1,600	72	34	533
National Sample Card Manufactures Assn., Inc. ....	1,302	27	21	243
New York City Laundries .....	6,000	72	21	305
Norfolk Shipbuilding and Drydock Corp. ....	2,900	37	54	112
Pineapple companies .....	5,500	20	95	480
Salt River Power District and Salt River Water Assn. ....	3,000	49	86	127
December				
Total: 15 situations .....	48,900			
Amana Refrigeration Inc. ....	1,000	36	62	218
Cemeteries Agreement .....	1,800	65	20	118
Chicago Residential Hotel Assn. ....	800	70	33	118
Constructors' Labor Council of West Virginia, Inc. ....	7,600	16	55	600
Continental Airlines (flight attendants) .....	1,900	45	99	500
Dana Corp. ....	4,700	37	99	553
Eastern Airlines (ground service) .....	12,300	45	99	218
GTE Lenkurt, Inc. ....	1,200	36	85	127
Hotel Assn. of Greater Detroit .....	2,300	70	34	145
Kaise- Permanente .....	4,000	80	93	905
New York Oil Heating Assn. ....	2,000	50	55	531
Northwest Airlines (ground service) .....	3,600	45	99	218
Pennsylvania Heavy and Highway Contractors Bargaining Assn. ....	2,500	16	23	335
Republic Airlines (pilots) .....	1,200	45	99	104
West Virginia Contractors Bargaining Assn., Inc. ....	2,000	16	55	335

<sup>1</sup> Some smaller situations are included. They had until recently covered at least 1,000 workers and may attain that coverage again.

<sup>2</sup> If the agreements are also subject to reopening in 1984, the month of

reopening is indicated in parenthesis after the situation identification.

<sup>3</sup> See appendix B for identification of codes.



Table 10. Collective bargaining situations covering 1,000 workers or more <sup>1</sup>with agreements expiring<sup>2</sup> in 1984, by industry

Industry and situation identification	Number of workers	Month	Codes <sup>3</sup>	
			State	Union
Grand total: 602 situations .....	2,883,485			
<b>Anthracite mining</b>				
Total: 1 situation .....	2,000			
Anthracite Operators Wage Agreement Committee .....	2,000	5	23	454
<b>Bituminous coal and lignite mining</b>				
Total: 1 situation .....	160,000			
Bituminous Coal Operators Assn. ....	160,000	9	99	454
<b>General building contractors</b>				
Total: 78 situations .....	241,928			
Allied Construction Employers Assn., Inc. ....	1,500	5	35	119
Associated Brick Mason Contractors of Greater New York City; and Building Contractors Assn. ....	3,000	5	21	143
Associated Building Contractors of Northern Ohio, Inc. ....	1,500	6	31	119
Associated General Contractors of Minnesota, St. Paul and Minneapolis .....	8,000	4	41	119
AGC .....	5,000	3	16	143
AGC .....	750	4	59	119
AGC .....	1,842	4	59	143
AGC .....	900	4	71	143
AGC (Lake Charles) .....	950	4	72	119
AGC (Lake Charles) .....	1,200	4	72	143
AGC .....	2,500	4	72	129
AGC .....	3,500	3	74	116
AGC .....	6,000	3	74	119
AGC .....	2,600	5	34	143
AGC (Detroit) .....	1,350	5	34	129
AGC (Columbus) .....	1,700	4	31	143
AGC (Dayton) .....	1,500	4	31	143
AGC (Denver) .....	5,000	4	84	119
AGC (Southern Colorado) .....	2,450	4	84	119
AGC .....	1,600	3	85	119
AGC .....	1,200	3	74	119
AGC .....	1,000	4	34	119
AGC .....	2,000	3	85	143
AGC .....	1,500	4	71	119
AGC .....	4,250	6	94	143
AGC .....	6,300	6	94	129
AGC (Lower Peninsula) .....	3,500	5	34	129
AGC .....	1,700	6	94	119
AGC .....	6,500	6	94	531
AGC (New Orleans) .....	2,400	4	72	119
AGC (New Orleans) .....	1,600	4	72	143
AGC (building) .....	3,500	4	41	143
AGC (building) .....	1,000	4	41	116
AGC and Colorado Contractors Assn. ....	4,500	4	84	129
AGC of Jefferson County, Inc., and others .....	1,500	3	99	143
AGC of Louisiana, Inc. ....	2,200	4	72	143
AGC of Minnesota, Outstate Builders Div. ....	3,479	4	41	119
AGC of New Jersey and others .....	5,000	6	99	129
AGC; and others .....	8,000	5	34	119
AGC; and others .....	2,600	4	84	143
AGC; and Construction Employers Assn. ....	1,225	3	74	115
AGC; and Omaha Building Contract Employers Assn. ....	1,700	5	46	143
AGC, West Central Ohio Div. ....	950	4	31	119
Builders Assn. of Missouri .....	2,600	4	43	531
Building construction agreement .....	20,000	6	21	119
Building Contractors Assn. of New Jersey .....	5,000	4	22	143
Building Contractors Assn.; and Construction League of Indianapolis .....	2,000	5	32	119
BTEA .....	800	5	21	119
BTEA .....	1,000	5	21	143
BTEA of Westchester and Putnam Counties and Builders Institute .....	2,500	4	21	119
BTEA, Div. of the Builders Exchange of Rochester (paving and excavating) .....	1,730	4	21	143
Construction Contractors Council--AGC Labor Div, Inc. ....	6,000	4	53	119
Construction Contractors Council--AGC Labor Div, Inc. ....	2,100	4	53	129
Construction Employers of Hudson Valley, Inc. (building agreement) .....	1,500	5	21	119



Table 10. Collective bargaining situations covering 1,000 workers or more 'with agreements expiring' in 1984, by industry  
—Continued

Industry and situation identification	Number of workers	Month	Codes <sup>3</sup>	
			State	Union
General building contractors—Continued				
Construction Employers of Hudson Valley, Inc.(building agreement) .....	1,000	6	21	143
Construction Industry Employers Assn. ....	2,450	5	21	119
Construction Industry Employers Assn. ....	3,000	5	21	143
Construction Industry Employers Assn. ....	1,200	5	21	129
Construction Industry Employers Assn., Inc. ....	750	5	21	116
Des Moines Construction Council .....	1,000	4	42	119
Fox River Valley Contractors Assn. ....	800	5	33	143
Hawaii Employers Council .....	5,000	9	95	119
Independent contractors .....	1,250	4	11	119
Independent contractors .....	800	4	59	143
Independent employers .....	3,000	5	21	143
Keystone Building Contractors Assn., Inc. ....	1,500	5	23	119
Long Island building contractors .....	1,305	6	21	119
Mechanical Contractors Assn. of Northeast Pennsylvania .....	1,100	5	23	170
Mid-America Regional Bargaining Assn. ....	5,500	5	33	115
Mid-America Regional Bargaining Assn. ....	16,500	5	33	119
Mid-America Regional Bargaining Assn. ....	10,000	5	33	143
Mid-America Regional Bargaining Assn.(heavy and highway) .....	7,500	6	33	129
Nassau and Suffolk Contractors Assn. ....	1,847	6	21	129
Nassau and Suffolk Contractors Assn.(building agreement) .....	2,000	6	21	143
North Texas Contractors Assn. ....	2,800	4	74	119
North Texas Contractors Assn. ....	3,300	4	74	143
Southern Illinois Builders Assn. ....	1,750	7	33	119
West Tennessee Construction Industry Collective Bargaining Group, Inc. ....	900	4	62	119
Heavy construction contractors				
Total: 38 situations .....	122,410			
Assn. of Bituminous Contractors, Inc. ....	11,000	9	99	454
AGC .....	2,200	3	74	129
AGC .....	3,600	4	41	143
AGC .....	1,500	6	87	129
AGC .....	2,800	4	41	531
AGC .....	1,500	3	21	129
AGC .....	3,650	3	74	143
AGC (building and heavy) .....	7,000	7	99	600
AGC (building and heavy-highway) .....	8,000	4	41	129
AGC (heavy and highway agreement) .....	3,000	4	41	119
AGC; and Connecticut Construction Industries Assn., Inc. ....	3,000	3	16	129
AGC; Southern Nevada Home Builders Assn., Inc; and others .....	3,000	6	88	119
BTEA, Div. of the Builders Exchange of Rochester (building) .....	1,275	4	21	143
Colorado Contractors .....	1,200	4	84	531
Connecticut Construction Industries Assn., Inc. ....	2,100	4	16	531
Connecticut Construction Industries Assn., Inc.(heavy and highway) .....	3,000	3	16	143
Construction Contractors Council—AGC Labor Div, Inc. ....	3,300	4	53	143
Constructors' Labor Council of West Virginia, Inc. ....	7,600	12	55	600
General Contractors Assn. of New York, Inc; Nassau and Suffolk Counties .....	2,000	6	20	119
Indiana Constructors, Inc. ....	1,000	3	32	129
Indiana Highway Constructors, Inc. ....	4,000	3	32	143
Mid-America Regional Bargaining Assn.(commercial and heavy industrial projects) .....	4,500	6	33	129
Missouri River Basin Agreement .....	2,310	7	99	121
Montana Heavy Highway and Building Contractors .....	2,000	4	81	143
Montana Heavy Highway and Building Contractors .....	1,300	4	81	129
Nassau and Suffolk Contractors Assn.(heavy and highway) .....	2,000	6	21	143
New England Road Builders .....	2,000	4	14	531
NECA, Northwest Line Contractors .....	1,750	1	90	127
Pennsylvania Heavy and Highway Contractors Bargaining Assn. ....	2,500	12	23	335
South Central Employers .....	1,800	6	70	112
Southeastern States Area Agreement .....	5,425	10	99	112
Southern Illinois Contractors Assn. ....	2,000	7	33	143
Southern Illinois Contractors Assn.; and Southern Illinois Builders .....	3,000	7	33	129
Structural Steel and Ornamental Iron Assn. of New Jersey, Inc; and others .....	4,000	6	22	116
The General Contractors Assn. ....	3,500	6	21	129
Underground Contractors Assn. ....	1,600	5	33	143
West Virginia Contractors Bargaining Assn., Inc. ....	2,000	12	55	335
Western Field Construction Negotiating Committee .....	5,000	9	99	112



Table 10. Collective bargaining situations covering 1,000 workers or more 'with agreements expiring' in 1984, by industry  
—Continued

Industry and situation identification	Number of workers	Month	Codes <sup>1</sup>	
			State	Union
Special trade contractors				
Total: 98 situations .....	190,167			
Air Conditioning Contractors of Arizona .....	1,000	6	86	187
Air Conditioning, Refrigeration, Heating and Piping Assn.; and others .....	1,000	7	59	170
Allied Building Metal Industries, Inc. ....	1,200	6	21	116
Allied Building Metal Industries, Inc. ....	1,100	6	21	116
Allied Construction Employers Assn., Inc. ....	900	5	35	115
Allied Construction Employers' Assn.; and Eastern Wisconsin Erectors Assn. ....	900	5	35	116
Assn. of Master Painters and Decorators of the City of New York, Inc. ....	4,250	7	21	164
Assn. of Plumbing Mechanical Contractors of Sacramento, Inc. ....	1,100	6	93	170
Associated Bricklayers and Mason Contractors of Greater New York .....	4,575	6	21	115
Associated Steel Erectors of Chicago .....	2,500	5	33	116
AGC .....	1,500	6	15	119
AGC .....	3,000	4	72	119
AGC .....	1,800	5	31	119
AGC .....	7,000	5	35	119
AGC .....	600	4	84	116
AGC .....	3,000	5	72	116
AGC .....	1,000	3	16	119
AGC (commercial agreement) .....	2,500	4	31	119
AGC (residential agreement) .....	1,000	4	31	119
AGC; and others .....	2,650	5	34	116
AGC; and Minnesota Concrete and Masonry Contractors Assn. ....	2,000	4	41	115
AGC; The Detroit Mason Contractors Assn.; and independent companies .....	3,000	5	34	115
Baton Rouge Industrial Contractors Assn.; and Associated Mechanical Contractors .....	4,000	4	72	170
Builders Assn. of Kansas City .....	4,500	3	43	119
Builders Assn. of Missouri .....	1,000	3	43	164
California Conference of Mason Contractor Assns, Inc. ....	1,400	4	93	115
Cement League and BTEA .....	1,500	6	21	143
Cement League and BTEA .....	965	6	21	168
Cement League and BTEA .....	1,200	6	21	116
Contracting Plumbers Assn. of Brooklyn and Queens, Inc. ....	1,500	8	21	170
Electrical Contractors Assn. of the City of Chicago .....	6,500	5	33	127
Elevator Manufacturers Assn. of New York, Inc. ....	1,800	6	21	128
Employers Assns .....	1,000	6	59	170
General Contractors of New York, Inc. and other employer assns and independent companies .....	1,300	6	21	147
General Contractors Assn. ....	2,000	6	21	531
General Contractors Assn. of New York, Inc. ....	5,000	6	21	143
Great Lakes Fabricators and Erectors .....	1,350	5	34	129
Gulf Coast Construction Assn., and Sabine Area Piping Contractors Assn. ....	2,000	3	74	170
Independent contractors .....	1,000	5	53	164
Independent contractors (building) .....	1,500	4	50	119
Industrial area excavating companies .....	1,500	6	21	531
Industrial Contractors and Builders Assn. of Indiana .....	1,350	5	32	116
Mason Contractors Assn. of St. Louis .....	1,000	5	43	115
Mechanical Contractors Assn.(steamfitters agreement) .....	3,300	6	21	170
Mechanical Contractors Assn.;and independent companies (plumbers) .....	1,100	8	53	170
Mechanical Contractors Assn. ....	7,000	5	33	170
Mechanical Contractors Assn. and independent companies (pipefitters) .....	1,800	8	53	170
Mechanical Contractors Assn. and others (pipefitters) .....	8,000	3	74	170
Mechanical Contractors Assn. of Central Ohio .....	950	5	31	170
Mechanical Contractors Assn. of Cincinnati .....	925	5	31	170
Mechanical Contractors Assn. of Houston; and 2 others (plumbers) .....	1,100	9	74	170
Mechanical Contractors Assn. of New Mexico, Inc. ....	1,100	3	85	170
Mechanical Contractors Assn. of Washington .....	1,000	5	91	170
Mechanical Contractors Council of Central California .....	2,000	6	93	170
Metropolitan Detroit Plumbing and Mechanical Contractors .....	1,900	5	34	170
Mid-America Regional Bargaining Assn. ....	1,000	5	33	168
Millwrights, Conveyor and Machine Erector Contractors .....	1,350	5	34	119
Minneapolis Assn. of Plumbing Contractors .....	1,310	4	41	170
North Texas Contractors Assn. ....	750	4	74	116
North Texas Contractors Assn. ....	700	4	74	170
NECA .....	1,500	1	23	127
NECA .....	1,300	5	74	127
NECA .....	2,700	4	53	127
NECA .....	1,350	8	58	127
NECA .....	3,500	5	34	127
NECA (St. Paul) .....	1,500	4	41	127
NECA .....	1,242	5	31	127
NECA .....	900	5	32	127



Table 10. Collective bargaining situations covering 1,000 workers or more with agreements expiring<sup>2</sup> in 1984, by industry  
—Continued

Industry and situation identification	Number of workers	Month	Codes <sup>3</sup>	
			State	Union
Special trade contractors—Continued				
NECA .....	1,300	5	35	127
NECA (Minneapolis) .....	1,600	4	41	127
NECA .....	1,000	5	88	127
NECA (Orange County) .....	1,400	5	93	127
NECA (San Francisco) .....	1,500	5	93	127
NECA (Oakland) .....	1,100	5	93	127
NECA .....	2,000	3	84	127
NECA .....	1,500	5	91	127
NECA (Northern California) .....	1,800	5	93	127
NECA (San Diego) .....	1,900	5	93	127
NECA (inside agreement) .....	1,500	9	59	127
Plumbing and Air Conditioning Contractors of Arizona .....	4,750	6	86	170
Plumbing and Mechanical Contractors; and others .....	2,100	3	93	170
PDCA .....	1,200	6	14	164
PDCA .....	1,600	6	74	164
PDCA .....	1,100	5	34	164
PDCA .....	2,000	4	41	164
PDCA .....	1,000	4	72	164
PDCA; Commercial and Industrial Painting Contractors Assn. ....	2,000	3	90	164
Resilient floor coverers .....	1,400	6	21	119
Roofing and SMCA of the BTEA .....	1,100	8	14	187
Sheet Metal Employers Assn. ....	1,000	5	34	187
SMACC .....	900	6	43	187
SMACC .....	1,150	5	35	187
SMACC .....	1,400	5	91	187
SMACCA .....	950	4	53	187
SMCA of New York City, Inc. ....	2,500	6	21	187
Twin Cities Piping Industry Assn. ....	2,000	4	41	170
Union Painting Contractors Assn. ....	1,200	6	99	164
Ventilating and Air Conditioning Assn. of Chicago, Inc. ....	4,000	5	33	187
Food and kindred products				
Total: 27 situations .....	60,515			
Amalgamated Sugar Co. ....	1,800	7	99	208
American Crystal Sugar Co. ....	2,400	7	99	208
Bay Area Soft Drink Bottlers Assn. ....	1,200	7	93	531
Bryan Foods, Inc. ....	1,200	1	54	155
California Bakery Employers Assn. ....	3,200	9	93	531
Campbell Soup Co. ....	1,000	2	22	364
Chef-boy-ar-dee, A Div. of American Home Foods, Inc. ....	1,350	1	23	364
Confectioners Industrial Relations Board, Inc. ....	1,100	9	21	108
DelMonte Corp, Midwest Div. ....	1,400	1	33	332
General Foods Corp, Jell-O Dover Operations .....	1,000	9	51	364
Gentry-Foremost, Gilroy Foods and Basic Vegetables Products, Inc. ....	1,400	4	93	531
Great Western Sugar Co.(maintenance and processing employees) .....	2,000	6	99	531
Greater New York Milk Dealers .....	1,900	11	21	531
Keebler Co. ....	4,500	11	99	108
Kellogg Co. ....	2,175	9	99	208
National Distillers Products Corp. ....	1,500	5	99	126
Nestle Co. ....	1,200	5	21	332
New England Bakery Employers .....	1,300	10	10	531
New York/New Jersey Bakery Employers .....	2,440	8	20	108
Pet Inc., Dairy Div. ....	1,100	9	99	531
Pineapple companies .....	5,500	11	95	480
Quaker Oats Co. ....	1,050	2	42	332
Seagram Distilleries .....	1,400	8	99	126
Star-Kist Foods,Inc. ....	2,400	9	93	186
Wholesale bread and cake bakeries .....	8,000	6	99	108
Wholesale bread shops, wholesale cake bakeries and retail bakeries .....	3,000	1	21	108
Wholesale Bakers Group (drivers) .....	4,000	5	93	531
Textile mill products				
Total: 2 situations .....	7,000			
Fieldcrest Mills - Columbus Towel Div. ....	2,000	3	58	337
Fieldcrest Mills Inc. ....	5,000	3	50	337



Table 10. Collective bargaining situations covering 1,000 workers or more 'with agreements expiring' in 1984, by industry  
—Continued

Industry and situation identification	Number of workers	Month	Codes <sup>3</sup>	
			State	Union
<b>Apparel and other textile products</b>				
Total: 3 situations .....	10,400			
Associated Fur Manufacturers .....	2,500	2	21	264
Infant And Juvenile Mfrs. Assn. ....	3,000	10	20	305
Lingerie Negligee Mfrs. Assn. of New York Inc. ....	4,900	6	21	134
<b>Lumber and wood products</b>				
Total: 3 situations .....	3,875			
Lumber and Mill Employers Assn. ....	1,375	4	93	119
Southern California Lumber Employers Council .....	1,200	6	93	119
Woodworkers Assn. of Chicago .....	1,300	5	33	119
<b>Furniture and fixtures</b>				
Total: 3 situations .....	2,873			
Georgia-Pacific Corp, Wando-Williams Plant .....	1,200	4	57	312
Litton Business Systems, Inc., Cole Div. ....	650	6	23	335
North American Phillips Consumer Electronic .....	1,023	6	62	347
<b>Paper and allied products</b>				
Total: 20 situations .....	33,360			
Boise Cascade Co. ....	950	4	41	343
Bowaters Southern Paper Corp. ....	1,150	7	62	231
Brown Company, KVP Div. ....	1,000	7	34	231
Brown Company, Sutherland Div. ....	1,100	7	34	231
Champion International Corp. ....	2,000	8	56	231
Consolidated Paper, Inc. ....	2,700	4	35	231
Delaware Valley Set-up Box Club .....	1,200	8	23	231
Great Northern Paper .....	1,600	7	11	231
Greater New York Folding Box and Display Mfrs. Assn. ....	1,100	9	21	231
Hammermill Paper Co. ....	1,300	6	23	231
Hammermill Paper Co, Thilmany Pulp and Paper Div. ....	1,250	7	35	231
James River Corp. ....	980	4	35	231
Kimberly-Clark Corp. ....	1,500	5	35	231
Longview Fibre Co. ....	1,530	5	91	527
Metropolitan Rigid Paper Box Mfrs. Assn. ....	1,500	8	21	231
Philadelphia Container Assn. ....	1,100	6	23	231
Pottlatch Corp, Northwest Paper Div. ....	1,450	6	41	231
Pulp and Paper Employer Bargaining Council .....	6,700	3	90	527
Scott Paper Co. ....	1,850	9	23	231
Scott Paper, West Coast Div. ....	1,400	5	91	527
<b>Printing and publishing</b>				
Total: 11 situations .....	21,522			
Daily News .....	1,120	3	21	323
Employing Lithographers of Los Angeles .....	1,000	4	93	243
Graphic Arts Assn. of Delaware Valley .....	1,400	4	23	243
Metropolitan Lithographers Assn. ....	5,000	6	21	555
National Blank Book Co. ....	1,100	2	14	243
National Sample Card Manufactures Assn.,Inc. ....	1,302	11	21	243
New York Times .....	2,100	3	21	323
Printing Industries of Metro New York .....	4,800	2	21	243
Publishers Assn. of New York (delivers) .....	1,200	3	21	425
Publishers Assn. of New York (pressmen) .....	1,500	3	21	175
Union Employers Assn. ....	1,000	6	33	204
<b>Chemicals and allied products</b>				
Total: 8 situations .....	16,335			
Allied Chemical Corp. ....	1,680	3	54	531
American Cyanamid Co, Lederle Lab .....	1,455	1	21	121
Lever Brothers Co. ....	2,000	3	99	121
Merck & Co., Inc. ....	3,000	4	20	357



Table 10. Collective bargaining situations covering 1,000 workers or more 'with agreements expiring' in 1984, by industry  
—Continued

Industry and situation identification	Number of workers	Month	Codes <sup>3</sup>	
			State	Union
Chemicals and allied products—Continued				
PPG Industries Inc., Chemical Div. ....	1,400	5	72	218
Union Carbide Corp. ....	2,100	3	74	100
Union Carbide Corp, K-25 Plant .....	1,900	10	62	357
Union Carbide Corp, Nuclear Div, Y-12 Plant .....	2,800	6	62	101
Petroleum and coal products				
Total: 15 situation .....	26,150			
American Oil Co. ....	3,500	1	99	357
Amoco Oil Co., Texas City Refinery .....	1,350	1	74	357
Atlantic Richfield Co. ....	1,100	1	93	357
Atlantic Richfield Co. and Arco Pipe Line Co. ....	3,200	1	99	357
Exxon Co., Bayway Refinery .....	1,000	2	22	531
Exxon Co, U.S.A. ....	2,400	3	72	500
Gulf Oil Corp. ....	2,500	1	74	357
Mobil Oil Corp. ....	1,200	1	74	357
Shell Oil Co. ....	2,000	1	74	357
Shell Oil Co. ....	1,200	1	93	357
Shell Oil Co, Wood River Refinery .....	1,200	1	23	100
Standard Oil Co. of California, Chevron USA Div. ....	1,200	1	93	357
Standard Oil Co. of Indiana .....	1,200	1	32	357
Sun Oil Co. of Pa .....	1,100	3	23	357
Union Oil Co. of California .....	2,000	1	93	337
Rubber and miscellaneous plastic products				
Total: 1 situation * .....	3,600			
General Motors Corp, Inland Div. ....	3,600	10	31	333
Leather and leather products				
Total: 7 situations .....	24,400			
Acme Boot Co. ....	2,500	3	62	333
Brown Shoe Co. ....	8,500	8	99	100
National Industrial Council of the National Handbag Assn. ....	3,000	4	20	141
New York Industrial Council of the National Handbag Assn. ....	6,000	4	21	141
Samsonite Corp. ....	1,200	3	84	333
Shoe Companies in New Hampshire and Maine .....	2,000	4	10	337
Southern California Shoe Manufacturers Assn. Inc. ....	1,200	4	93	337
Stone, clay, and glass				
Total: 11 situations .....	18,750			
Corning Glass Works .....	4,000	1	21	137
General Portland, Inc. ....	1,100	5	99	120
Ideal Cement Corp, Div. of Ideal Basic Industries, Inc. ....	1,300	5	99	120
Lone Star Industries Inc. ....	1,300	5	99	120
Marquette Cement Manufacturing Co. ....	1,050	5	99	120
Martin Marietta Corp. ....	1,100	5	99	120
Owens-Corning Fiberglas Corp. ....	1,800	6	31	100
Owens-Corning Fiberglas Corp. ....	1,100	4	47	101
PPG Industries Inc. ....	2,300	2	99	311
Southern California-Arizona Cement Cos .....	2,200	5	99	120
Universal Atlas Cement Co. ....	1,500	5	99	120
Primary metal industries				
Total: 11 situations .....	17,150			
Anaconda Co, Brass Div, a subsidiary of Atlantic Richfield Co. ....	2,100	3	99	600
Blaw Knox Co, Blaw-Knox Foundry and Mill Machinery .....	3,000	1	99	335
Buckeye International Inc., Buckeye Steel Castings Co. Div. ....	1,100	4	31	335
Cerro Metal Products, a Division of Cerro-Marmon Corp. ....	1,000	6	23	553
Georgetown Steel Corp, and Georgetown Texas Steel .....	1,700	2	99	335
Martin Marietta Aluminum Inc. ....	1,500	5	93	335
Mueller Brass Co. ....	1,250	4	34	100



Table 10. Collective bargaining situations covering 1,000 workers or more 'with agreements expiring' in 1984, by Industry  
—Continued

Industry and situation identification	Number of workers	Month	Codes <sup>1</sup>	
			State	Union
Primary metal industries—Continued				
New Jersey Zinc Co. ....	1,400	8	99	335
Northern California foundries .....	1,600	3	93	161
Revere Copper Products, Inc. ....	1,000	4	21	354
Textron, Inc., CWC Castings .....	1,500	3	34	553
Fabricated metal products				
Total: 15 situations .....	25,025			
Acco Industries Inc. ....	900	10	99	335
American Can Co. ....	1,700	3	99	218
Atlas Crankshaft Corp. ....	1,250	10	31	553
Bendix Corp., Kansas City Div. ....	3,650	10	43	218
Century Brass Products .....	1,300	6	16	553
Continental Can Corp. ....	2,000	3	99	218
Day and Zimmerman Inc., Lone Star Div. ....	800	4	74	500
ITT Grinnell Corp. ....	1,000	10	23	161
J H Williams Co, a Div. of TRW, Inc. ....	875	6	21	335
Martin Marietta Corp. ....	3,250	11	99	553
Remington Arms Co, Inc. ....	1,500	8	21	500
Rockwell International Corp, Atomics .....	2,500	10	34	335
True Temper Corp. ....	1,300	7	99	335
William Powell Co. ....	1,200	8	31	335
Wire & Metal Products Manufacturers Guild, Inc. ....	1,800	9	21	531
Machinery, except electrical				
Total: 22 situations .....	51,425			
Allis-Chalmers Corp. ....	1,000	2	43	335
Avco Corp, New Idea Div. ....	1,125	4	31	335
Beloit Corp. ....	1,000	4	35	218
Borg Warner Corp, York Div. ....	2,000	11	23	553
Brunswick Corp, Mercury Div. ....	2,250	6	35	218
Buffalo Forge Co. ....	850	9	21	335
Colt Industries, Fairbanks Morse Div. ....	1,200	8	35	335
Cummins Engine Co. ....	7,000	4	32	500
Danly Machine Corp. ....	1,800	4	33	335
Electric Wheel Co, Div. of Firestone Co. ....	800	4	33	553
FMC Corp, Crane & Excavator Div. ....	800	4	42	553
International Harvester Co. ....	19,000	9	99	553
Lufkin Industries Inc. ....	1,500	9	74	100
Marion Power Shovel Co. ....	1,200	6	31	335
Massey-Ferguson Inc. ....	1,100	10	99	553
Morse Chain Co., Division of Borg Warner Corp. ....	1,050	9	21	218
Outboard Marine Corp, Evinrude Motors Div. ....	1,000	3	35	335
Rexnord Inc., Nordberg Machine Group .....	900	4	35	100
Rockwell International, Industrial Products Group .....	1,300	9	23	335
Sperry Rand Corp, Univac Div. ....	1,750	6	41	127
Warner & Swasey Co, Turning Machine Div. ....	1,000	9	31	218
Wean United Inc. ....	1,800	2	99	335
Electric and electronic equipment				
Total: 16 situations .....	51,100			
Allen-Bradley Co. ....	3,000	7	35	484
Amana Refrigeration Inc. ....	1,000	12	62	218
AMBAC Industries, Electrical Products Div. ....	1,100	2	64	347
Crouse-Hinds Co. ....	2,000	3	21	127
Cutler Hammer Inc.(subsidiary of Eaton Corp) .....	950	3	35	218
General Motors Corp. ....	30,000	9	99	347
GTE Lenkurt, Inc. ....	950	6	93	127
GTE Lenkurt, Inc. ....	1,200	12	85	127
Honeywell Inc. ....	1,100	6	23	347
Leviton Mfg. Co. Inc., Wiring Devices Div. ....	1,500	8	21	127
Magic Chef Inc., Norge Div. ....	1,100	5	33	218
Rauland Div. of Zenith Radio Co. ....	2,000	4	33	127
Square D Co. ....	1,000	9	61	127
Stackpole Carbon Co. ....	1,000	10	23	347
Universal Mfg. Corp. ....	1,500	2	64	127



Table 10. Collective bargaining situations covering 1,000 workers or more 'with agreements expiring' in 1984, by industry  
—Continued

Industry and situation identification	Number of workers	Month	Codes <sup>3</sup>	
			State	Union
<b>Electric and electronic equipment—Continued</b>				
Zenith Radio Corp. ....	1,700	7	33	500
<b>Transportation equipment</b>				
Total: 30 situations .....	746,570			
ACF Industries, Inc., Amcar Div. ....	2,000	7	99	335
AMF/Harley-Davidson Motor Co. Inc. ....	1,000	3	35	107
Beech Aircraft Corp. ....	6,000	8	99	218
Bell Helicopter Co. ....	4,000	6	74	553
Bethlehem Steel Corp.(shipbuilding) .....	5,000	8	99	320
Boeing Services International, Inc. ....	1,100	4	59	218
Cessna Aircraft Co. ....	6,000	9	47	218
Dana Corp. ....	4,700	12	99	553
Dana Corp, Spicer Axle Div. ....	2,300	1	32	107
Ford Motor Co. ....	160,000	9	99	553
FMC Corp, San Jose Divs .....	2,400	3	93	218
Gates Learjet Corp. ....	2,000	10	47	218
General Dynamics Corp, Convair Aerospace Div. ....	3,500	4	99	218
General Dynamics Corp, Fort Worth Div. ....	4,300	11	74	553
General Dynamics Corp, Fort Worth Div. ....	1,500	11	74	163
General Motors Corp. ....	470,000	9	99	553
Huffy Corp. ....	1,650	6	31	335
Jeffboat, Inc. ....	1,870	4	32	531
Litton Industries Inc., Ingalls Shipbuilding Div. ....	7,500	1	64	100
Mack Trucks Inc. ....	8,500	10	99	553
McDonnell Douglas Corp. ....	9,500	5	43	218
National Steel and Shipbuilding Co. ....	3,000	10	93	100
Norfolk Shipbuilding and Drydock Corp. ....	2,900	11	54	112
Pullman Inc., Pullman-Standard Div. ....	4,500	4	99	335
Rockwell International Corp. ....	13,000	6	99	553
Rohr Industries, Inc. ....	5,050	2	93	218
Solar Turbines, Inc. ....	1,600	7	93	218
United Technologies Corp, Florida R & D Center .....	1,600	1	59	218
United Technologies Corp, Sikorsky Aircraft Div. ....	6,600	2	16	531
Vought Corp. ....	3,500	3	74	553
<b>Instruments and related products</b>				
Total: 4 situations .....	10,450			
Ametek Inc., US Gauge Div. ....	1,150	9	23	218
Bulova Watch Co. Inc. ....	1,200	1	21	500
Honeywell Inc. ....	7,000	1	41	531
Lear-Siegler Inc., Instrument Div. ....	1,100	7	34	553
<b>Miscellaneous manufacturing industries</b>				
Total: 3 situations .....	3,450			
Bic Pen Corp. ....	1,150	11	16	333
International Silver Co. ....	1,200	3	16	335
W A Sheaffer Pen Co. ....	1,100	4	42	553
<b>Railroad transportation</b>				
Total: 26 situations .....	394,110			
Amtrak (Dining Car) .....	2,400	6	99	100
Amtrak .....	5,200	6	99	183
Amtrak .....	1,300	6	99	127
Amtrak .....	3,400	6	99	152
Amtrak (Joint Council) .....	2,100	6	99	100
Class I Railroads .....	26,000	6	99	415
Class I Railroads .....	85,000	6	99	358
Class 1 Railroads .....	8,600	6	99	178
Class 1 Railroads .....	31,700	6	99	181
Class 1 Railroads .....	8,400	6	99	132
Class 1 Railroads .....	9,300	6	99	127
Class 1 Railroads .....	15,000	6	99	218
Class 1 Railroads .....	2,300	6	99	121



Table 10. Collective bargaining situations covering 1,000 workers or more<sup>1</sup> with agreements expiring<sup>2</sup> in 1984, by industry  
—Continued

Industry and situation identification	Number of workers	Month	Codes <sup>3</sup>	
			State	Union
Railroad transportation—Continued				
Class 1 Railroads .....	2,200	6	99	232
Class 1 Railroads .....	70,500	6	99	183
Class 1 Railroads .....	4,000	6	99	187
Class 1 Railroads .....	61,000	6	99	152
Class 1 Railroads .....	2,600	6	99	180
Conrail .....	4,820	6	99	100
Conrail .....	16,100	6	99	358
Conrail .....	3,510	7	99	415
Conrail .....	12,450	6	99	183
Conrail .....	10,360	6	99	152
Conrail .....	1,980	6	99	218
Conrail .....	1,490	6	99	127
Conrail .....	2,400	6	99	178
Water transportation				
Total: 7 situations .....	42,200			
American Maritime Assn.(unlicensed seaman) .....	10,000	6	99	186
Great Lakes Assn. of Marine Operators .....	1,000	6	99	186
Maritime Service Committee and Tanker Service Committee (unlicensed seamen) .....	15,000	6	99	321
Maritime Service Committee; and others (licensed seamen) .....	2,300	6	99	311
Maritime Service Committee; and others (licensed seamen) .....	3,300	6	99	154
Pacific Maritime Assn. ....	9,600	7	90	480
Pacific Maritime Assn.(unlicensed seamen) .....	1,000	6	99	186
Transportation by air				
Total: 14 situations .....	52,300			
American Airlines (pilots) .....	3,900	4	99	459
Continental (pilots) .....	1,300	9	99	104
Continental Airlines (flight attendants) .....	1,900	12	99	500
Delta Air Lines (pilots) .....	4,000	2	99	104
Eastern Airlines (ground service) .....	12,300	12	99	218
Northwest Airlines (ground service) .....	3,600	12	99	218
Pan American World Airways (pilots) .....	1,700	1	99	104
Republic Airlines (flight attendants) .....	2,400	6	99	104
Republic Airlines (pilots) .....	1,200	12	99	104
Trans World Airlines (flight attendants) .....	4,700	7	99	500
Trans World Airlines (ground service) .....	10,000	10	99	218
USAir (flight attendants) .....	1,800	8	99	104
USAir (mechanics) .....	1,900	2	99	218
Western Airlines (pilots) .....	1,600	4	99	104
Communication				
Total: 8 situations .....	23,550			
Carolina Telephone and Telegraph .....	3,200	11	56	346
Columbia Broadcasting System, Inc. ....	1,700	9	99	127
General Telephone of the Northwest (plant traffic and clerical depts.) .....	4,300	5	90	127
General Telephone Co. of Florida .....	8,000	8	59	127
General Telephone Co. of Ohio .....	1,250	11	31	127
General Telephone Co. of Ohio .....	2,600	7	31	346
General Telephone Co. of Wisconsin (all depts.) .....	1,500	1	35	346
Rochester Telephone Corp. ....	1,000	2	21	346
Electric, gas, and sanitary services				
Total: 29 situations .....	77,180			
Alabama Power Co. ....	3,900	8	63	127
Arizona Public Service Co. ....	3,500	4	86	127
Boston Gas Co.(physical and clerical empls.) .....	1,000	1	14	335
Central Maine Power Co. ....	1,100	5	11	127
Columbia Gas Transmission Corp, Columbia Gas of Kentucky .....	1,100	11	99	357
Connecticut Light and Power Co. ....	1,700	6	16	127
Detroit Edison Co. ....	3,500	6	34	342
Gulf States Utilities Co. ....	3,000	6	70	1
Hawaiian Electric Co. ....	1,000	10	95	127



Table 10. Collective bargaining situations covering 1,000 workers or more 'with agreements expiring' in 1984, by industry  
—Continued

Industry and situation identification	Number of workers	Month	Codes <sup>3</sup>	
			State	Union
Electric, gas, and sanitary services—Continued				
Houston Lighting And Power Co. ....	4,050	5	74	127
Illinois Power Co. ....	2,500	7	33	127
Industrial Refuse Collecting Contractors .....	2,000	11	21	531
Long Island Lighting Co.(clerical and field empls.) .....	4,150	6	21	127
Niagara Mohawk Power Corp. ....	7,700	5	21	127
Northern Indiana Public Service Co.(physical and clerical empls.) .....	4,100	6	32	335
Ohio Edison Co. ....	1,100	7	31	342
Panhandle Eastern Pipe Line Co. ....	1,400	5	70	357
Pennsylvania Electric Co. ....	2,200	5	23	127
Public Service Co. of Indiana, Inc. ....	2,200	4	32	127
Public Service Electric and Gas Co. ....	4,400	4	22	127
Public Service Electric and Gas Co. ....	1,530	4	22	500
Puget Sound Power and Light Co. ....	1,600	3	91	127
Salt River Power District and Salt River Water Assn. ....	3,000	11	86	127
San Diego Gas and Electric Co. ....	2,300	2	93	127
Southern California Gas Co. ....	4,900	3	93	342
Toledo Edison Co. ....	1,100	5	31	127
Utah Power and Light Co.(all depts.) .....	3,800	1	80	127
Wisconsin Electric Power Co. ....	1,600	3	35	127
Wisconsin Power & Light Co.(manual and clerical empls.) .....	1,750	6	35	127
Wholesale trade - durable goods				
Total: 2 situations .....	5,000			
New York Oil Heating Assn. ....	2,000	12	55	531
Rock Products & Ready-mix Concrete Employers of Southern Calif .....	3,000	3	93	531
Wholesale trade - nondurable goods				
Total: 5 situations .....	7,900			
Associated Liquor Wholesalers .....	1,000	10	21	531
Associated Liquor Wholesalers .....	1,000	10	21	126
Associated Produce Dealers of Los Angeles Inc. ....	1,800	1	93	531
Chicago Beer Wholesalers .....	1,300	4	54	531
Greater NY Assn. of Meat & Poultry Dealers, Inc. ....	2,800	4	21	155
General merchandise stores				
Total: 5 situations .....	18,500			
Aldens, Inc. ....	2,000	1	33	531
Macy's and Emporium department stores .....	4,000	5	93	364
Meijer, Inc. ....	9,000	7	34	364
Nordstrom Inc. ....	1,250	5	91	184
Seattle Department Store Assn. ....	2,250	5	91	184
Food stores				
Total: 27 situations .....	189,150			
A & P Tea Co. ....	1,000	8	34	364
Acme Markets .....	2,400	10	22	364
Acme Markets and others .....	8,000	1	99	364
Akron-Canton Food Industry Committee (possible reopening in March) .....	4,000	9	31	364
Big Apple and Krogers stores .....	3,000	1	58	155
Chain and independent food stores .....	1,000	8	34	364
Chain and independent food stores .....	1,435	6	91	364
Cleveland Food Industry Committee (grocery departments) (possible reopening in March) .....	8,000	9	31	364
Cleveland Food Industry Committee stores(meat departments) (possible reopening in March) .....	3,500	9	31	364
Colonial and Safeway stores .....	1,500	5	54	184
Colonial, Kroger and Big Apple stores .....	7,500	5	58	184
Food Employers Council, Inc. ....	70,000	7	93	364
Grocery Warehouse Distributors .....	2,800	7	93	531
Hinky Dinky & Safeway Stores .....	1,500	4	46	184
Kroger and Safeway stores .....	8,000	4	74	364
Kroger Co. ....	3,400	10	99	364
Kroger Co. ....	4,500	5	60	184
Kroger Co. ....	3,250	10	31	364



Table 10. Collective bargaining situations covering 1,000 workers or more 'with agreements expiring' in 1984, by industry  
—Continued

Industry and situation identification	Number of workers	Month	Codes <sup>3</sup>	
			State	Union
Food stores—Continued				
Kroger Co. ....	3,500	8	34	364
Kroger Co. ....	3,265	2	74	364
Kroger,Safeway & Weingarten .....	3,500	2	71	184
Portland Food Employers Assn. ....	4,900	6	92	184
Riverside Markets, Div. of Penn Traffic Co. ....	3,100	4	99	500
Safeway, J Weingarten, Kroger, Eagle and Lucky stores .....	10,000	2	74	184
Safeway,Milgrams, and United Super stores .....	1,100	4	40	364
Shoprite, Pathmark, Grand Union and Foodtown stores .....	20,000	4	20	184
United Super Market Assn. ....	5,000	8	34	364
Automotive dealers and service stations				
Total: 3 situations .....	5,300			
Automobile Dealers Industrial Assn. ....	1,000	8	21	553
Employers Assn. of Greater Chicago .....	3,000	6	33	218
Greater St Louis Automotive Assn., Inc. ....	1,300	7	43	218
Eating and drinking places				
Total: 4 situations .....	8,400			
East Bay Restaurant Assn., Inc. ....	1,400	5	93	145
Golden Gate Resturant Assn. ....	3,000	8	93	145
Independent restaurant and taverns .....	1,000	8	93	145
Restaurant League of New York Inc., .....	3,000	10	21	145
Finance, insurance, and real estate				
Total: 8 situations .....	27,050			
Building Managers Assn. of Chicago .....	6,500	3	33	118
Building Operators Labor Relations, Inc. ....	3,000	10	23	118
Cemeteries Agreement .....	1,800	12	20	118
John Hancock Mutual Life Insurance Co. ....	6,000	6	99	238
Metropolitan Life Insurance Co. ....	3,000	3	99	238
Midtown Realty Owners Assn. ....	2,500	2	21	118
New York Stock Exchange .....	2,700	10	21	163
Northwestern Mutual Life Insurance Co. ....	1,550	4	35	163
Services				
Total: 36 situations .....	182,390			
Albert Einstein College of Medicine .....	1,300	9	21	332
Alliance of Motion Picture and Television Producers .....	3,960	6	99	540
American Protective Service .....	2,300	9	93	500
Assn. of Hospitals of Santa Clara County .....	930	9	93	1
Cedars-Sinai Medical Center .....	1,600	6	93	118
Chicago Fireproof High Rise Buildings .....	2,600	11	33	118
Chicago Residential Hotel Assn. ....	800	12	33	118
Chicago Walk Up Apartments .....	4,900	11	33	118
Cleaning Contractors Agreement .....	1,700	4	31	118
Council of Hawaii Hotels .....	10,500	5	95	145
Council of Hawaii Hotels (neighbor islands agreement) .....	7,000	5	95	480
Dry Cleaning Agreement .....	1,000	6	93	531
Elevator Industries Assn. ....	1,500	10	21	127
Greater NY Health Care Facilities Assn. ....	10,000	3	21	118
Health Employers Inc. ....	5,000	5	41	905
Health Employers Inc.(service and maintenance workers) .....	4,800	2	41	118
Hotel Assn. of Greater Detroit .....	2,300	12	34	145
Hotel Assn. of Washington, D.C. ....	6,000	9	53	145
Johns Hopkins University Hospital .....	1,400	11	52	332
Kaise- Permanente .....	4,000	12	93	905
Kaiser Foundation Hospitals .....	1,400	3	93	163
Kaiser-Permanente(clerical, service, maintenance and technical) .....	8,000	3	93	118
League of Voluntary Hospitals and Homes .....	46,000	6	21	332
Massachusetts Maintenance Contractors Assn.(building cleaning) .....	6,000	8	14	118
Master Laundry Agreement .....	1,600	11	34	533
Nevada Resort Assn.(downtown hotels and casinos) .....	7,000	4	88	145
Nevada Resort Assn.(resort hotels) .....	18,000	4	88	145



**Table 10. Collective bargaining situations covering 1,000 workers or more 'with agreements expiring' in 1984, by industry**  
**—Continued**

Industry and situation identification	Number of workers	Month	Codes <sup>3</sup>	
			State	Union
<b>Services—Continued</b>				
New York City Laundries .....	6,000	11	21	305
Philadelphia Hotel and Motor Inn Assn. ....	800	9	23	145
Stanford University Medical Center .....	1,250	2	93	905
Television Film Agreement .....	2,800	1	99	162
Textile Rental Services Assn. ....	3,000	3	93	236
Theatrical Motion Picture Agreement .....	2,200	1	99	162
Uptown Security Agreement .....	1,600	9	93	500
Walt Disney Productions (Disneyland Div) .....	1,900	9	93	1
Window Cleaning Employers Assn. ....	1,250	3	21	118

<sup>1</sup> Some smaller situations are included. They had until recently covered at least 1,000 workers and may attain that coverage again.

<sup>2</sup> If the agreements are also subject to reopening in 1984, the month of

reopening is indicated in parenthesis after the situation identification.

<sup>3</sup> See appendix B for identification of codes.



Table 11. Collective bargaining situations covering 1,000 workers or more with agreements subject to reopening in 1984, by month

Situation identification and month of possible reopening	Number of workers	Codes <sup>1</sup>	
		Industry	Union
Grand total: 36 situations .....	136,400		
<b>February</b>			
Total: 1 situation .....	1,800		
Northern Illinois Gas Co.(production, maintenance and clerical empls.) .....	1,800	49	127
<b>March</b>			
Total: 6 situations .....	33,175		
Akron-Canton Food Industry Committee .....	4,000	54	364
AGC .....	9,000	15	143
Cleveland Food Industry Committee (grocery departments) .....	8,000	54	364
Cleveland Food Industry Committee stores(meat departments) .....	3,500	54	364
National Automatic Sprinkler and Fire Control Assn., Inc. ....	7,175	17	170
Omaha Heavy Contractors Assn. ....	1,500	16	143
<b>April</b>			
Total: 3 situations .....	7,650		
Chevron U.S.A., Inc. ....	1,650	29	500
Indiana Highway Assn., Inc. ....	1,500	16	129
Virginia Electric and Power Co. ....	4,500	49	127
<b>May</b>			
Total: 7 situations .....	17,300		
AGC (heavy-highway and utility) .....	1,200	16	143
Central Illinois Builders Div. of AGC .....	1,800	15	143
Central Illinois Builders, Div. of AGC .....	6,000	16	143
Central Illinois Builders, Div. of AGC .....	1,500	16	129
Independent employers .....	1,200	15	119
Plumbing Contractors Assn. of Chicago and Cook County .....	4,500	17	170
West Penn Power Co. ....	1,100	49	342
<b>June</b>			
Total: 8 situations .....	38,700		
Allied Construction Employers .....	1,500	15	143
AGC .....	4,000	15	143
AGC; and others .....	1,100	15	119
East Ohio Gas Co. ....	2,000	49	118
Greater Peoria Contractors and Suppliers Assn. ....	1,700	15	143
Hotel Assn. of New York City .....	25,000	70	100
Mid-America Regional Bargaining Assn. ....	2,200	15	119
Stockham Valves and Fittings, Inc. ....	1,200	33	335
<b>July</b>			
Total: 3 situations .....	13,300		
East Bay Restaurant Assn. (San Francisco) .....	3,000	58	145
Georgia Power Co. ....	5,500	49	127
Pennsylvania Power and Light Co. ....	4,800	49	127



**Table 11. Collective bargaining situations covering 1,000 workers or more with agreements subject to reopening in 1984, by month —Continued**

Situation identification and month of possible reopening	Number of workers	Codes <sup>1</sup>	
		Industry	Union
August			
Total: 3 situations .....	11,400		
NECA .....	3,700	17	127
Oscar Mayer and Co, Inc. ....	4,000	20	364
Swift & Co. ....	3,700	20	364
September			
Total: 1 situation .....	4,300		
Armour and Co. ....	4,300	20	364
October			
Total: 3 situations .....	7,675		
Consolidated Gas Supply Corp. ....	1,775	49	118
Hygrade Food Products Corp. ....	1,500	20	364
Printing Industries of Metro New York .....	4,400	27	204
November			
Total: 1 situation .....	1,100		
Wisconsin Public Service .....	1,100	49	129

<sup>1</sup> See appendix B for identification codes.



# Appendix A. Common Abbreviations

AGC	-Associated General Contractors	Mgr(s)	-Manager(s)
Agmt	-Agreement	Misc	-Miscellaneous
Am	-American	Natl	-National
Assn	-Association	NECA	-National Electrical Contractors Association
Assoc	-Associated	Negot	-Negotiation
Bldg	-Building	New Eng	-New England
Bldrs	-Builders	No	-Northern
BTEA	-Building Trades Employers Association	Noninstr	-Noninstructional
Cent	-Central	Nonprof	-Nonprofessional
Chpt	-Chapter	Northw	-Northwestern
Cler	-Clerical	Off	-Office
Cncl	-Council	O-t-R	-Over-the-Road
Consol	-Consolidated	PDCA	-Painting & Decorating Contractors Association
Comty	-Community	Pers	-Personnel
Cnty	-County	Phila	-Philadelphia
Comm	-Committee	Pittsb	-Pittsburgh
Conf	-Confidential, Conference	Plt	-Plant
Const	-Construction	P and M	-Production and Maintenance
Contrs	-Contractors	Prods	-Products
Cust	-Custodial	Prof	-Professional
Dept	-Department	Ref	-Refinery
Dir	-Director	Rel	-Relations
Dist	-District	Rest	-Restaurant
Distr	-Distributors	Secy	-Secretary
Div or D	-Division	SMACC	-Sheet Metal & Air Conditioning Contractors Association
Estab	-Establishment	SMCA	-Sheet Metal Contractors Association
Emplr	-Employer	So	-Southern
Emps	-Employees	Southe	-Southeastern
Fndry	-Foundry	Southw	-Southwestern
Hdware	-Hardware	Struc	-Structural
Hosp	-Hospital	Sub	-Subsidiary
Hvy and Hwy	-Heavy and Highway	Supt	-Superintendent
I-A	-Industry area (group of companies signing same contract)	Supvy	-Supervisory
Indep	-Independent	Tech	-Technical
Indus	-Industrial, Industry	Tele	-Telephone
Inter	-Interstate	Transp	-Transportation
Intl	-International	Un	-Union(s)
JC	-Joint Council	US	-United States
Lab	-Labor	Univ	-University
Ltd	-Limited	Util	-Utilities
Mach	-Machinery	Wareh	-Warehouse
Maint	-Maintenance	Whsale	-Wholesale
Mech	-Mechanical		
Metro	-Metropolitan		
Mfrs	-Manufacturers		
Mfg	-Manufacturing		



## Appendix B. Identification of Codes

### Industry codes

9	Fisheries	45	Air transportation
10	Metal mining	48	Communications
11	Anthracite mining	49	Electric, gas, and sanitary services
12	Bituminous coal and lignite mining	50	Wholesale trade
13	Crude petroleum and natural gas	52	Retail trade—building materials, hardware, and farm equipment dealers
14	Mining and quarrying of nonmetallic minerals, except fuels	53	Retail trade—general merchandise
15	Building construction—general contractors	54	Retail trade—food stores
16	Construction other than building construction—general contractors	55	Retail trade—automotive dealers and gasoline service stations
17	Construction—special trade contractors	56	Retail trade—apparel and accessory stores
20	Food and kindred products	57	Retail trade—furniture, home furnishings, and equipment stores
21	Tobacco manufactures	58	Retail trade—eating and drinking places
22	Textile mill products	59	Retail trade—miscellaneous retail stores
23	Apparel and other finished products made from fabrics and similar materials	60	Banking
24	Lumber and wood products, except furniture	61	Credit agencies other than banks
25	Furniture and fixtures	62	Security and commodity brokers, dealers, exchanges, and services
26	Paper and allied products	63	Insurance carriers
27	Printing, publishing, and allied industries	64	Insurance agents, brokers, and service
28	Chemicals and allied products	65	Real estate
29	Petroleum refining and related industries	66	Combinations of real estate, insurance, loan, and law offices
30	Rubber and miscellaneous plastics products	67	Holding and other investment companies
31	Leather and leather products	70	Hotels, rooming houses, camps, and other lodging places
32	Stone, clay, glass, and concrete products	72	Personal services
33	Primary metal industries	73	Miscellaneous business services
34	Fabricated metal products, except machinery and transportation equipment	75	Automobile repair, automobile services, and garages
35	Machinery, except electrical	76	Miscellaneous repair services
36	Electrical machinery, equipment, and supplies	78	Motion pictures
37	Transportation equipment	79	Amusement and recreation services, except motion pictures
38	Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks	80	Medical and other health services
39	Miscellaneous manufacturing industries	81	Legal services
40	Railroad transportation	82	Educational services
41	Local and suburban transit and interurban passenger transportation	84	Museums, art galleries, botanical and zoological gardens
42	Motor freight transportation and warehousing	86	Nonprofit membership organizations
44	Water transportation	88	Private households
		89	Miscellaneous services



## Identification of Codes—Continued

### State codes<sup>1</sup>

#### 10 NEW ENGLAND REGION

- 11 Maine
- 12 New Hampshire
- 13 Vermont
- 14 Massachusetts
- 15 Rhode Island
- 16 Connecticut

#### 20 MIDDLE ATLANTIC REGION

- 21 New York
- 22 New Jersey
- 23 Pennsylvania

#### 30 EAST NORTH CENTRAL REGION

- 31 Ohio
- 32 Indiana
- 33 Illinois
- 34 Michigan
- 35 Wisconsin

#### 40 WEST NORTH CENTRAL REGION

- 41 Minnesota
- 42 Iowa
- 43 Missouri
- 44 North Dakota
- 45 South Dakota
- 46 Nebraska
- 47 Kansas

#### 50 SOUTH ATLANTIC REGION

- 51 Delaware
- 52 Maryland
- 53 District of Columbia
- 54 Virginia
- 55 West Virginia
- 56 North Carolina
- 57 South Carolina

#### 50 SOUTH ATLANTIC REGION—Continued

- 58 Georgia
- 59 Florida

#### 60 EAST SOUTH CENTRAL REGION

- 61 Kentucky
- 62 Tennessee
- 63 Alabama
- 64 Mississippi

#### 70 WEST SOUTH CENTRAL REGION

- 71 Arkansas
- 72 Louisiana
- 73 Oklahoma
- 74 Texas

#### 80 MOUNTAIN REGION

- 81 Montana
- 82 Idaho
- 83 Wyoming
- 84 Colorado
- 85 New Mexico
- 86 Arizona
- 87 Utah
- 88 Nevada

#### 90 PACIFIC REGION

- 91 Washington
- 92 Oregon
- 93 California
- 94 Alaska
- 95 Hawaii

#### OTHER

- 99 Interregional

Agreements covering employees or operations wholly within one State are designated by the State code listed. The regional code (10, 20, 30, 40, 50, 60, 70, 80, 90) is used where an agreement covers

employees or operations in two States or more but does not go beyond the limits of the region. Code 99 is used where the agreement covers employees or operations in more than one region.



## Identification of Codes—Continued

### Union codes<sup>2</sup>

100	Two or more AFL-CIO unions	154	Masters, Mates and Pilots
101	Directly affiliated unions of the AFL-CIO	155	Meat Cutters <sup>10</sup>
102	Actors	158	Metal Polishers
104	Air Line Pilots	161	Molders
105	Engineers; Professional and Technical	162	Musicians
106	Asbestos Workers	163	Office Employees
107	Industrial Workers; Allied	164	Painters
108	Bakery, Confectionery and Tobacco Workers	166	Pattern Makers
109	Barbers <sup>3</sup>	168	Plasterers and Cement Masons
112	Boilermakers	169	Plate Printers
114	Brick and Clay Workers <sup>4</sup>	170	Plumbers
115	Bricklayers	174	Potters <sup>5</sup>
116	Iron Workers	178	Railroad Signalmen
118	Service Employees	180	Railroad Yardmasters
119	Carpenters	181	Railway Carmen
120	Cement Workers	183	Railway Clerks
121	Chemical Workers	184	Retail Clerks <sup>10</sup>
124	Coopers	185	Roofers
126	Distillery Workers	186	Seafarers
127	Electrical Workers (IBEW)	187	Sheet Metal Workers
128	Elevator Constructors	189	Siderographers
129	Engineers; Operating	192	Theatrical Stage Employees
132	Firemen and Oilers	196	Stove Workers
133	Garment Workers; United	197	Transit Union; Amalgamated
134	Garment Workers; Ladies <sup>7</sup>	201	Telegraph Workers
135	Glass Bottle Blowers <sup>5</sup>	202	Textile Workers; United
137	Glass Workers; Flint	204	Typographical Union
140	Granite Cutters <sup>6</sup>	205	Upholsterers
141	Leather Goods, Plastic, and Novelty Workers	208	Grain Millers
142	Hatters <sup>7</sup>	215	Flight Engineers
143	Laborers	218	Machinists
144	Horseshoers	220	Aluminum Workers <sup>4</sup>
145	Hotel and Restaurant Employees	221	Novelty Workers
146	Jewelry Workers <sup>8</sup>	231	Paperworkers
147	Lathers <sup>9</sup>	232	Train Dispatchers
150	Letter Carriers	233	Railway and Airway Supervisors <sup>11</sup>
152	Maintenance of Way Employees	236	Laundry and Dry Cleaning Union
153	Tile, Marble and Terrazzo Finishers	238	Insurance Workers
		239	Longshoremen's Association
		241	Farm Workers; United
		243	Graphic Arts
		244	Printing and Graphic
		305	Clothing and Textile Workers
		312	Furniture Workers
		314	Glass and Ceramic Workers <sup>4</sup>

<sup>2</sup> Unions with codes 100-399 are affiliated with the AFL-CIO.

<sup>3</sup> Merged with the United Food and Commercial Workers International Union in 1980.

<sup>4</sup> The Brick and Clay Workers and the Aluminum Workers combined in 1980 to form the Aluminum, Brick and Clay Workers International Union. In 1982, the Glass and Ceramic Workers merged with the new union to form the Aluminum, Brick and Glass Workers International Union.

<sup>5</sup> In 1982, the Glass Bottle Blowers and the Potters merged to form the Glass, Pottery, Plastics and Allied Workers International Union.

<sup>6</sup> Merged with the Tile, Marble and Terrazzo Finishers in 1980.

<sup>7</sup> Affiliated with the Clothing and Textile Workers in 1982.

<sup>8</sup> Merged with the Service Employees in 1980.

<sup>9</sup> Merged with the Carpenters in 1979.

<sup>10</sup> The Meat Cutters and the Retail Clerks combined in 1979 to form the United Food and Commercial Workers International Union.

<sup>11</sup> Merged with the Railway Clerks in 1980.



## Identification of Codes—Continued

### Union codes<sup>2</sup>—Continued

319	Marine Engineers	516	Telephone unions; Independent
320	Marine and Shipbuilding Workers	517	Basketball Players
321	Maritime Union; National	519	Hockey Players
323	Newspaper Guild	520	Football Players
332	Retail, Wholesale, and Department Store	521	Umpires
333	Rubber Workers	524	Packinghouse and Industrial Workers
334	Shoe Workers; United <sup>12</sup>	527	Pulp and Paper; Western
335	Steelworkers	528	Southern Labor Union
341	Transport Workers	529	Western States Service Stations
342	Utility Workers	530	Writers Guild (East and West)
343	Woodworkers	531	Teamsters
345	Radio Association <sup>13</sup>	533	Laundry, Dry Cleaning, and Dyehouse Workers
346	Communications Workers	534	Tool Craftsmen
347	Electrical Workers (IUE)	535	Industrial Workers; National
352	Broadcast Employees and Technicians	536	Industrial Trade
354	Mechanics Educational Society	538	Independent Unions; Congress of
356	Leather Workers	539	Retail Workers
357	Oil, Chemical and Atomic Workers	540	Directors Guild
358	Transportation Union; United	541	Guards Union
360	Postal Workers	542	Truck Drivers; Chicago
362	Flight Attendants	543	Allied Workers
364	Food and Commercial Workers; United <sup>10</sup>	551	Textile Foremen's Guild
400	Two or more independent unions	553	Auto Workers <sup>16</sup>
404	Die Sinkers	557	Log Scalers
412	Lace Operatives	558	Tool, Die and Mold Makers
414	Insurance Agents	559	Security Officers
415	Locomotive Engineers	561	Warehouse Industrial International Union
417	Machine Printers	562	Composers and Lyricists Guild
419	Mailers <sup>14</sup>	600	Two or more unions—different affiliations (i.e., AFL-CIO and independent unions)
423	Distributive Workers <sup>15</sup>	701	Engineers and Architects
425	Newspaper and Mail Deliverers	702	Industrial Trades
442	Shoe Craftsmen	704	Office, Sales and Technical Employees
449	Watch Workers	705	Shoeworkers Protective Association
454	Mine Workers	708	Texas Unions
459	Allied Pilots Association	715	Industrial Union; Amalgamated
461	Guard Workers; Plant	717	Mine Workers; Progressive
465	Christian Labor Association	903	American Nurses Association
469	Utility Workers of New England	904	Licensed Practical Nurses
470	Atlantic Independent Union	905	Nurses' association (other than ANA and NFLPN)
471	Bakery Employees Union; Independent	907	Single independent associations
480	Longshoremen and Warehousemen	970	University Professors
484	Electrical Workers (UE)		
490	Protection Employees; Plant		
494	Watchmen's Association		
500	Single-firm independent union		

<sup>12</sup> Merged with the Clothing and Textile Workers in 1979.

<sup>13</sup> Became part of the Masters, Mates and Pilots division of the International Longshoremen's Association in 1982.

<sup>14</sup> Merged with the Typographical Union in 1979.

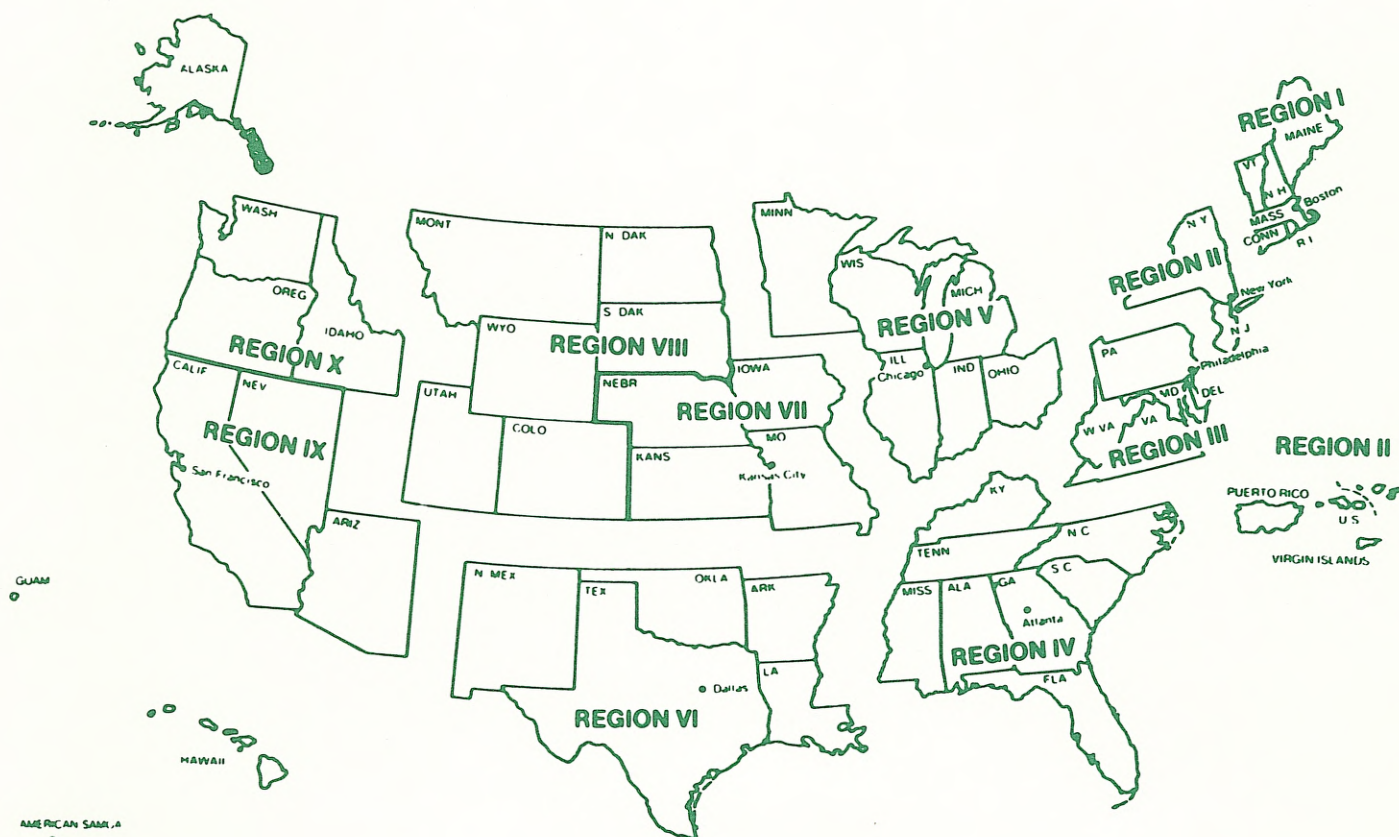
<sup>15</sup> Merged with the Auto Workers in 1979.

<sup>16</sup> Reaffiliated with the AFL-CIO in 1981.



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