



Characteristics of Major Collective Bargaining Agreements, January 1, 1980

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Preface

This is the ninth in a series of bulletins presenting a wide array of data on major collective bargaining agreements, classified by identifying characteristics and substantive provisions, in all manufacturing and non-manufacturing industries exclusive of airlines, railroads, and government. In addition to the tabulations presented in prior bulletins, seven charts depicting trends in some major contract provisions have been added to this issue.

As in the eight earlier bulletins, the study is limited solely to noting the prevalence of provisions, without providing analytical comments or illustrative clauses. These will be found in the in-depth studies of collective

bargaining agreements presented in the Bureau's Bulletin 1425 series, *Major Collective Bargaining Agreements*.

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

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Introduction

This bulletin provides statistical data on the prevalence of over 100 different collective bargaining provisions, primarily by industry. For this study, the Bureau analyzed 1,550 agreements covering 1,000 workers or more which were in effect on or after January 1, 1980, with a total coverage of 6.6 million workers.¹ These agreements represent over four-fifths of all private sector contracts of this size on file with the Bureau.

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

¹ Contracts expiring Dec. 30-31, 1979, were considered in effect as of Jan. 1, 1980.

closely reflects the rules under which the parties operate.

As a service to users, computer listing printouts can be obtained identifying collective bargaining agreements which have specific provisions appearing in this bulletin. The cost of the printouts will be determined by the amount of computer use that is involved. Inquiries should be directed to Project Director, Collective Bargaining Studies, Division of Industrial Relations, Bureau of Labor Statistics, Washington, D.C. 20212 (Area Code 202-523-1320). In addition, visitors are welcome to use the contract files at 441 G St., N.W., Washington, D.C., Room 1286, and to obtain copies of the agreements on file at cost.

The charts that follow indicate trends in some major contract provisions over the last several decades. The tables are grouped to help users find specific information, along with related data. A subject index follows the tables.

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

Chart 1. Duration of agreements, selected years, 1956-80

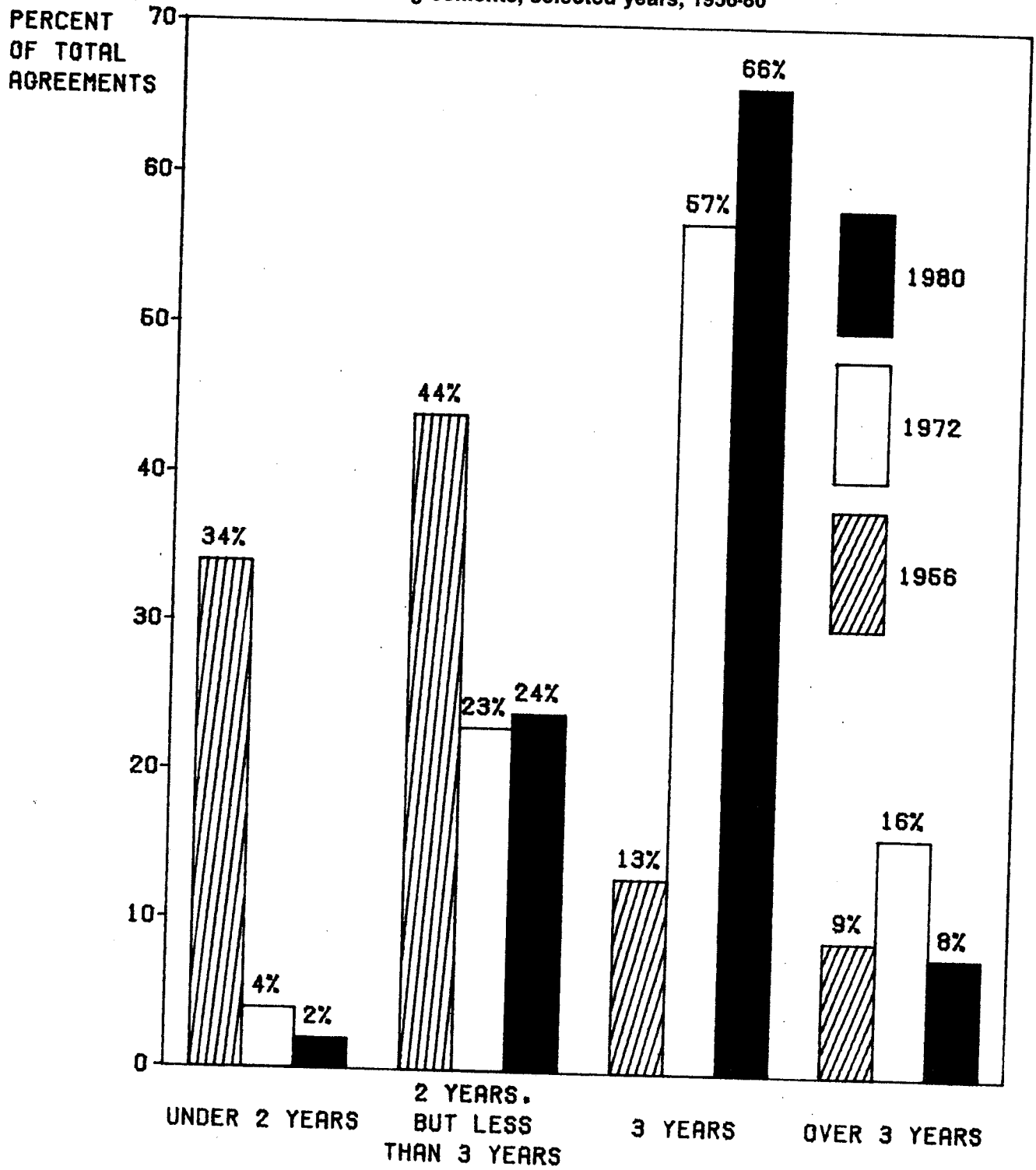


Chart 2. Union security provisions, selected years, 1958-59 to 1980

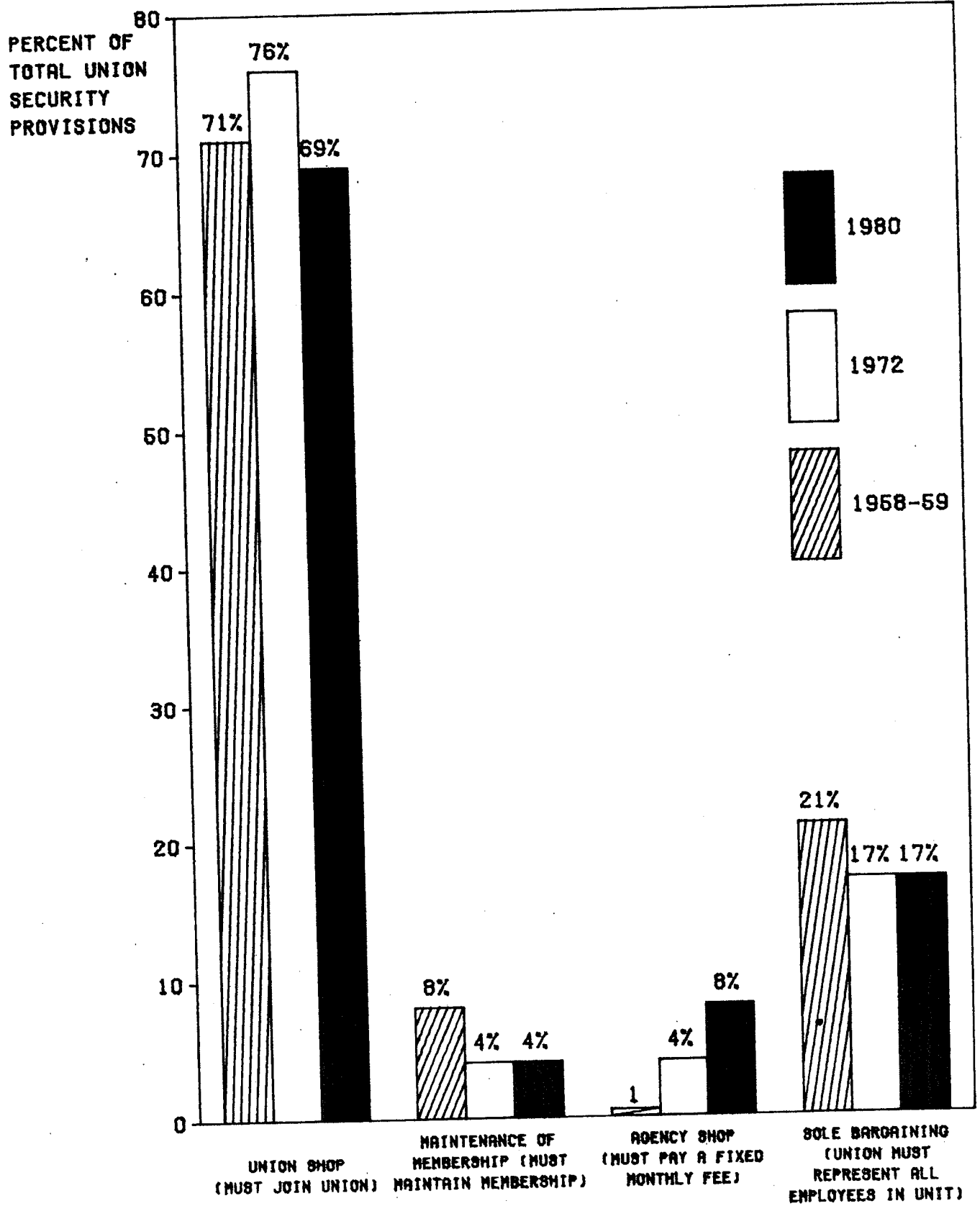


Chart 3. Checkoff provisions, selected years, 1958-59 to 1980

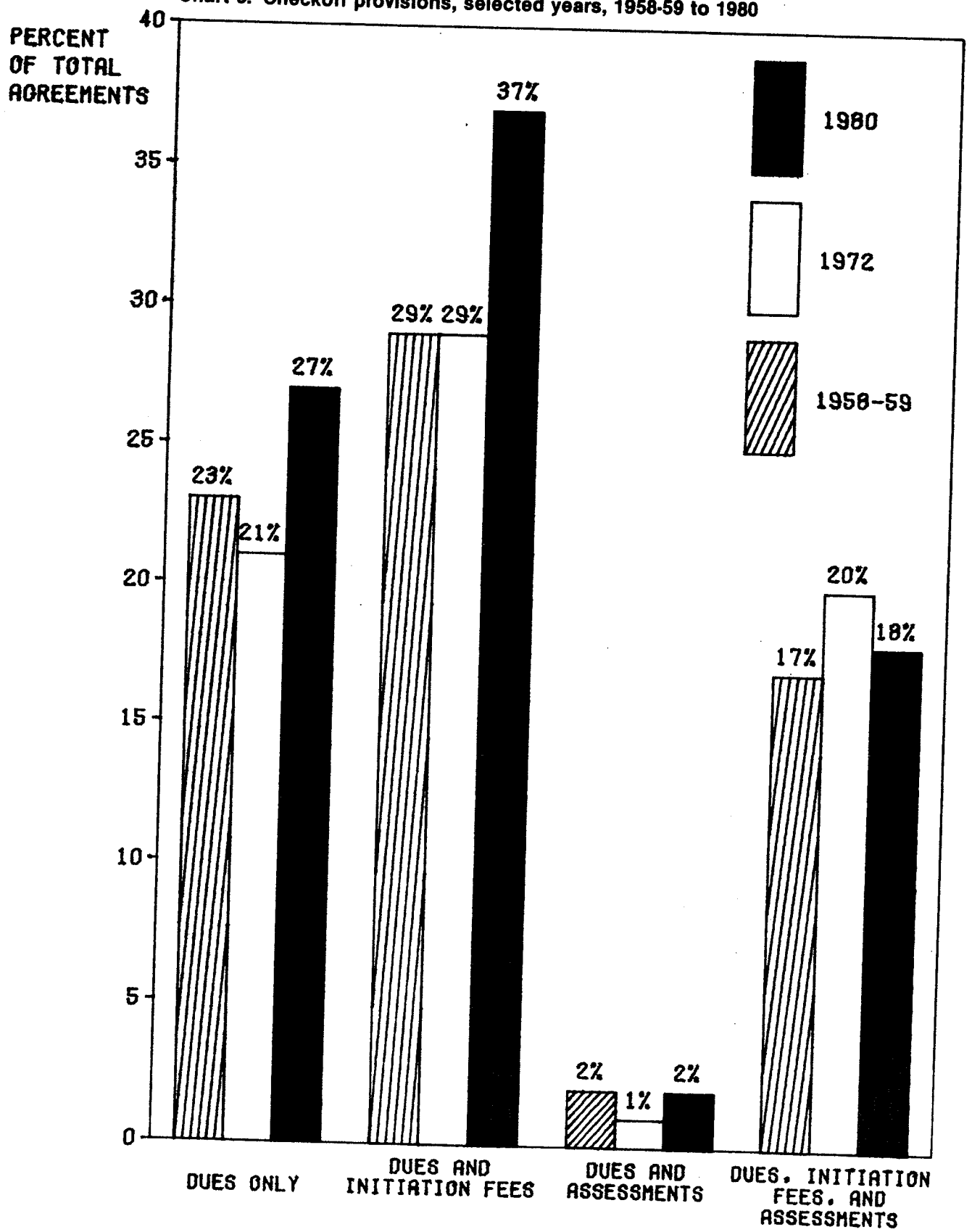


Chart 4. Antidiscrimination provisions, selected years, 1961-80

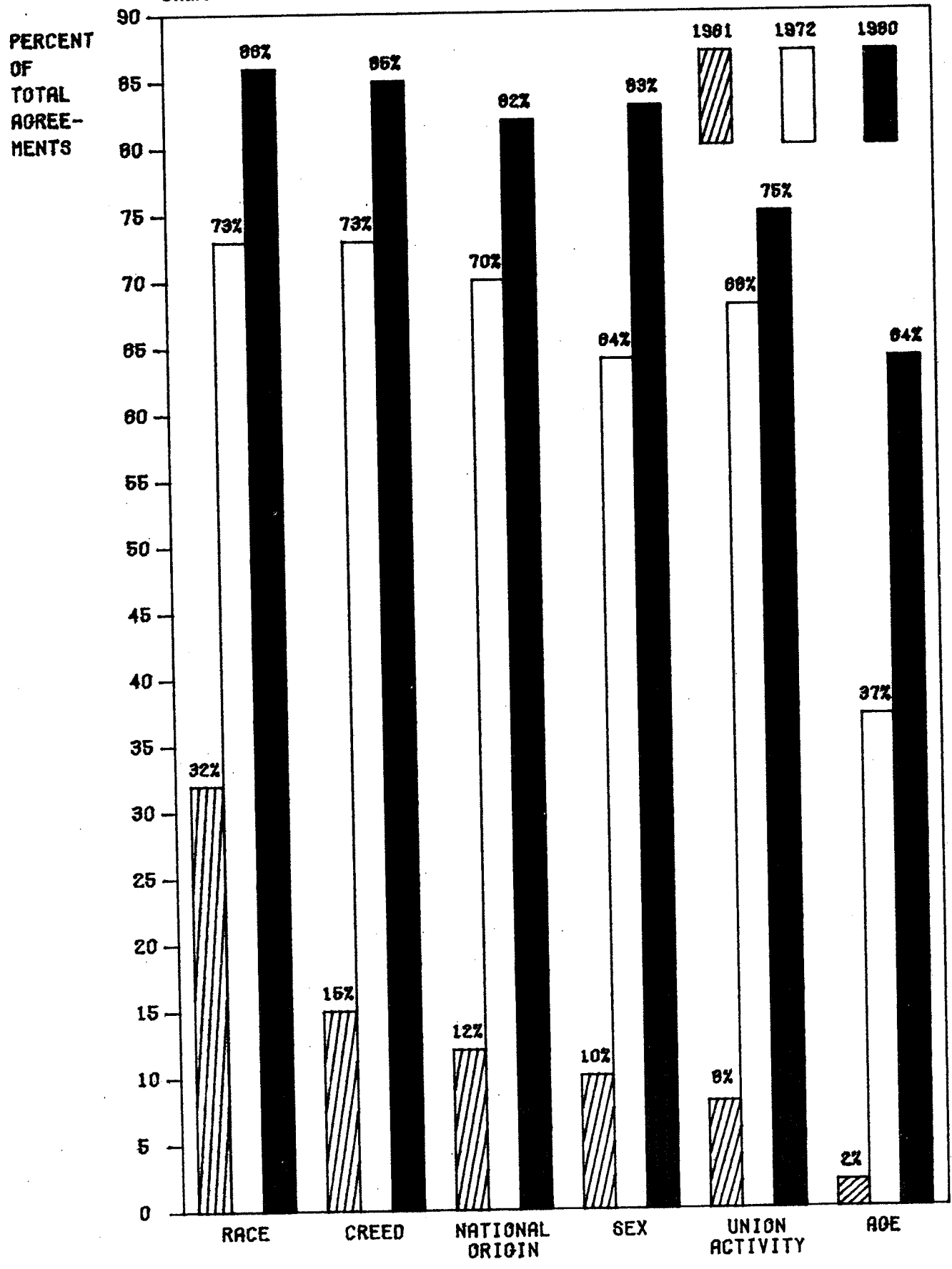


Chart 5. Total paid holiday time, selected years, 1958-80

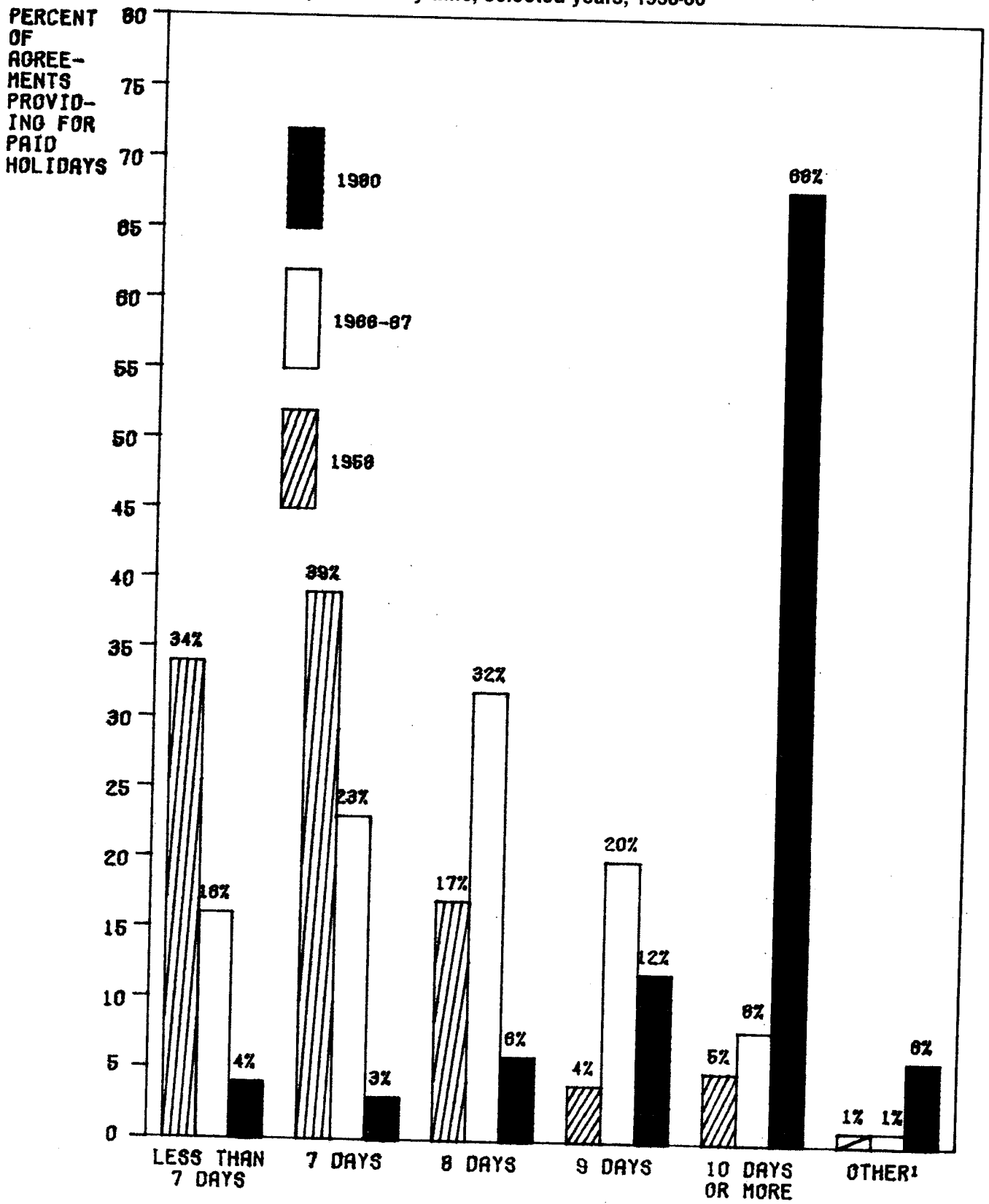


Chart 6. Maximum vacation allowances, selected years, 1966-67 to 1980

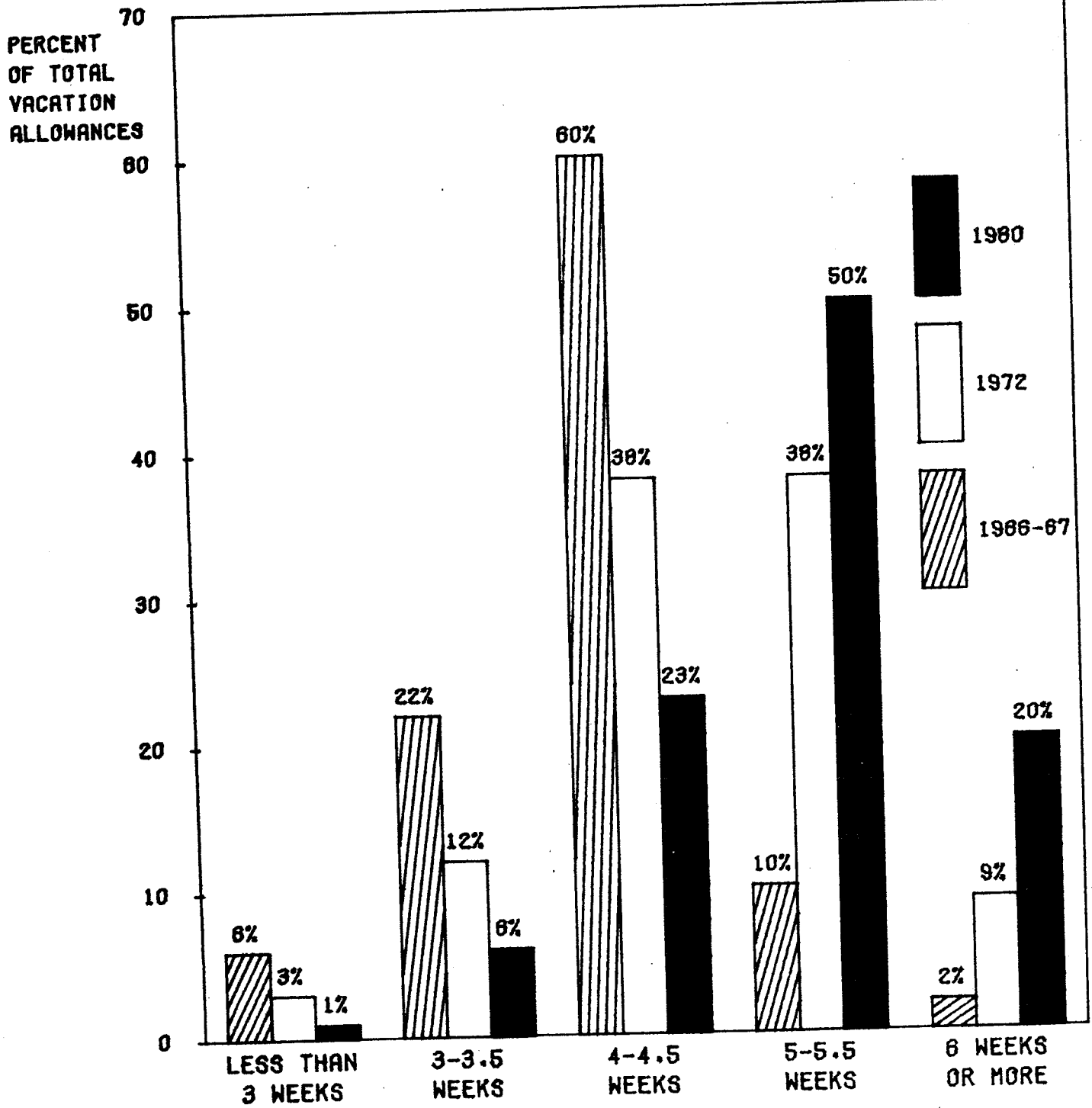
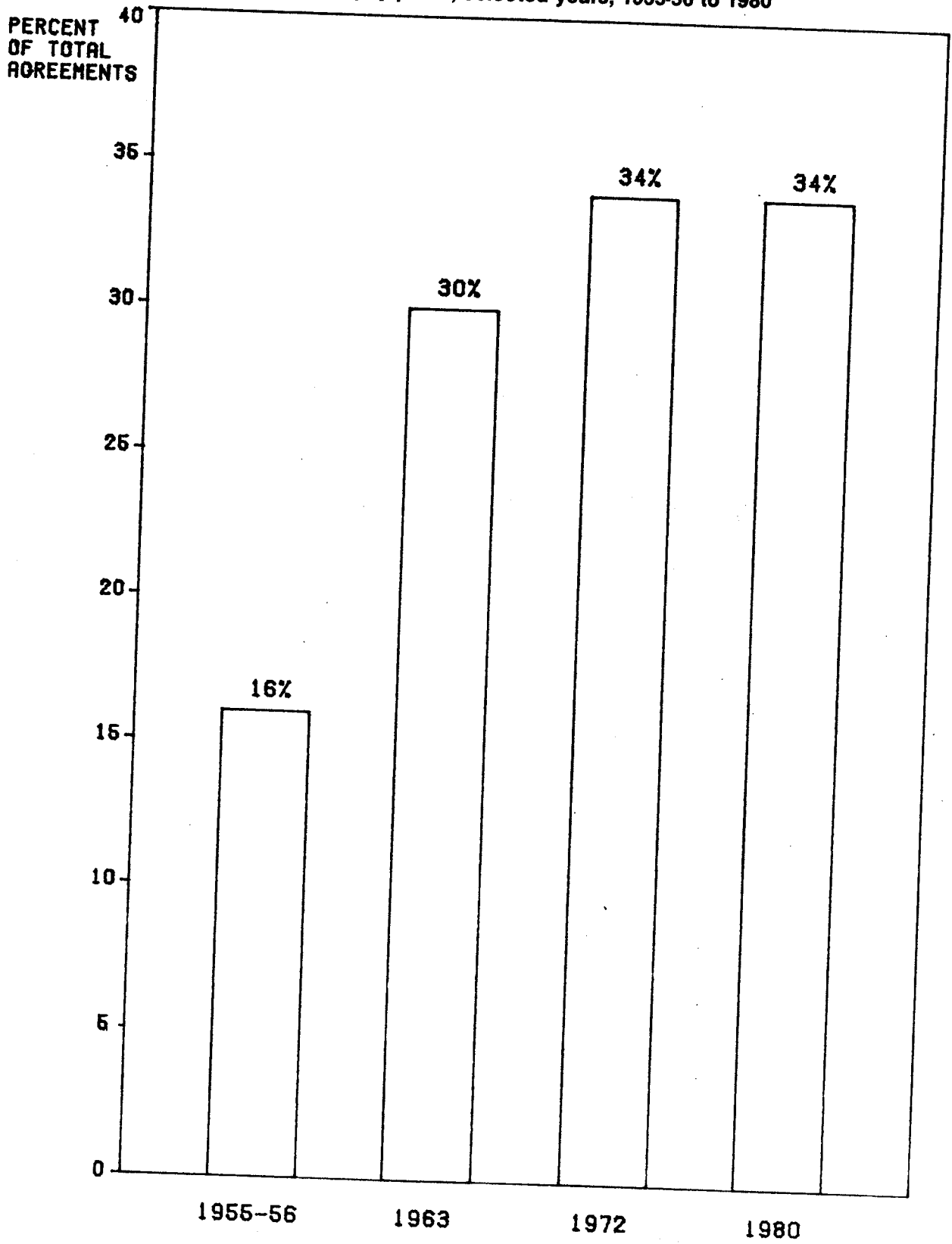


Chart 7. Severance pay plans, selected years, 1955-56 to 1980



Part I. Identifying Characteristics of Agreements Studied

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

Table 1.1 Agreements by industry and size group

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		1,000-1,999 workers		2,000-2,999 workers		3,000-3,999 workers		4,000-4,999 workers	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	762	1,029,950	282	655,600	146	486,200	86	370,650
Manufacturing	750	3,025,150	431	579,650	127	293,750	65	214,050	28	120,900
Food, kindred products	79	234,200	45	62,900	14	32,450	9	29,900	3	12,500
Tobacco manufacturing	8	21,800	2	2,500	4	9,300	-	-	1	4,200
Textile mill products	11	28,850	7	9,150	-	-	2	7,200	-	-
Apparel	31	207,900	9	12,550	4	8,700	9	28,400	4	17,250
Lumber, wood products	11	17,100	9	11,700	1	2,400	1	3,000	-	-
Furniture, fixtures	17	23,100	14	17,000	3	6,100	-	-	-	-
Paper, allied products	42	65,000	35	45,700	4	9,500	3	9,800	-	-
Printing and publishing	15	31,600	12	14,700	-	-	-	-	2	8,800
Chemicals	36	61,700	25	33,450	9	20,500	1	3,250	1	4,500
Petroleum refining	15	25,500	11	14,200	3	7,300	-	-	1	4,000
Rubber and plastics	14	68,850	8	10,400	1	2,650	1	3,000	-	-
Leather products	11	23,100	5	6,150	4	10,000	2	6,950	-	-
Stone, clay, and glass	35	93,600	19	26,700	7	15,100	3	10,100	2	8,100
Primary metals	88	460,600	48	61,900	10	23,700	5	17,250	3	12,700
Fabricated metals	41	97,000	22	29,250	11	25,550	4	14,050	1	4,500
Non-electrical machinery	81	242,150	55	73,000	13	28,600	5	16,150	-	-
Electrical machinery	83	323,750	46	64,950	10	23,200	9	29,050	4	17,700
Transportation equipment	112	957,100	47	67,550	23	54,950	11	35,950	5	22,050
Instruments	11	27,650	6	8,100	3	6,950	-	-	1	4,600
Miscellaneous manufacturing	9	14,600	6	7,800	3	6,800	-	-	-	-
Nonmanufacturing	800	3,568,650	331	450,300	155	361,850	81	274,150	58	249,750
Mining, crude petroleum, and natural gas	16	169,050	8	10,850	3	6,400	1	3,800	1	4,000
Transportation'	62	469,550	17	21,200	10	23,000	4	13,900	5	21,550
Communications	80	620,000	21	27,900	10	23,650	9	32,900	4	18,450
Utilities, electric, and gas	81	210,700	45	62,400	16	37,750	7	23,200	6	25,800
Wholesale trade	12	23,900	7	9,650	3	6,700	1	3,500	1	4,050
Retail trade	123	405,200	61	86,350	23	55,200	14	47,000	10	41,850
Hotels and restaurants	31	148,300	6	8,300	6	14,850	7	24,050	2	8,700
Services	66	323,450	25	34,900	11	25,350	6	19,550	6	25,750
Construction	327	1,195,000	140	187,250	72	166,950	32	106,250	23	99,600
Miscellaneous nonmanufacturing	2	3,500	1	1,500	1	2,000	-	-	-	-

See footnotes at end of table.

Table 1.1 Continued—Agreements by industry and size group

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	5,000-9,999 workers		10,000-24,999 workers		25,000-49,999 workers		50,000-99,999 workers		100,000 workers or more	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	164	1,087,150	81	1,144,600	17	546,500	9	588,150	3	683,000
Manufacturing	66	449,250	21	317,550	5	147,000	5	345,000	2	558,000
Food, kindred products	7	41,450	-	-	-	-	1	55,000	-	-
Tobacco manufacturing	1	5,800	-	-	-	-	-	-	-	-
Textile mill products	2	12,500	-	-	-	-	-	-	-	-
Apparel	1	8,000	3	53,000	-	-	1	80,000	-	-
Lumber, wood products	-	-	-	-	-	-	-	-	-	-
Furniture, fixtures	-	-	-	-	-	-	-	-	-	-
Paper, allied products	-	-	-	-	-	-	-	-	-	-
Printing and publishing	1	8,100	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-	-
Petroleum refining	-	-	-	-	-	-	-	-	-	-
Rubber and plastics	2	15,200	2	37,600	-	-	-	-	-	-
Leather products	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass	3	20,000	1	13,600	-	-	-	-	-	-
Primary metals	13	90,150	6	87,000	1	27,900	2	140,000	-	-
Fabricated metals	2	12,650	1	11,000	-	-	-	-	-	-
Non-electrical machinery	5	35,300	-	-	3	89,100	-	-	-	-
Electrical machinery	9	53,000	4	65,850	-	-	1	70,000	-	-
Transportation equipment	19	139,100	4	49,500	1	30,000	-	-	2	558,000
Instruments	1	8,000	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	98	637,900	60	827,050	12	399,500	4	243,150	1	125,000
Mining, crude petroleum, and natural gas	1	5,000	1	14,000	-	-	-	-	1	125,000
Transportation ¹	12	75,550	11	160,350	2	87,000	1	67,000	-	-
Communications	12	88,100	19	267,500	4	111,500	1	50,000	-	-
Utilities, electric, and gas	5	30,000	2	31,550	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-	-	-
Retail trade	11	77,700	3	36,950	-	-	1	60,150	-	-
Hotels and restaurants	6	37,400	4	55,000	-	-	-	-	-	-
Services	11	64,400	5	77,500	2	76,000	-	-	-	-
Construction	40	259,750	15	184,200	4	125,000	1	66,000	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 1.2 Expiration of agreements by year and month

(Agreements covering 1,000 workers or more, January 1, 1980)

Expiration date	Agreements	Workers	Expiration date	Agreements	Workers
All agreements	1,550	6,593,800	1982	381	2,193,850
1980	672	2,883,700	January	16	33,450
January	24	84,850	February	14	67,400
February	28	72,750	March	46	355,100
March	46	162,800	April	72	223,800
April	66	185,350	May	56	209,050
May	79	227,600	June	43	167,650
June	84	466,250	July	42	184,600
July	44	103,450	August	18	52,100
August	142	1,023,850	September	26	342,450
September	73	275,150	October	12	23,450
October	42	144,450	November	19	64,700
November	22	62,250	December	17	470,100
December	22	74,950	1983	24	64,000
1981	465	1,432,900	January	6	15,050
January	37	79,550	February	3	8,100
February	31	92,450	March	6	11,150
March	49	256,800	April	3	6,400
April	76	197,100	May	5	14,300
May	70	179,850	June	1	9,000
June	77	232,900	1984	2	3,300
July	15	99,300	March	2	3,300
August	17	49,800	1985	1	4,000
September	24	80,150	October	1	4,000
October	35	64,050	Open-ended ¹	5	12,050
November	11	42,150			
December	23	58,800			

¹ An open-ended agreement has no definite termination date. It is usually subject to reopening for negotiation of wages and other terms or to termination at any time upon proper notification.

Table 1.3 Expiration of agreements by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		1980		1981		1982		1983		1984 or later ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	672	2,883,700	465	1,432,900	381	2,193,850	24	64,000	8	19,350
Manufacturing	750	3,025,150	339	1,219,850	204	441,000	188	1,317,400	14	32,850	5	14,050
Food, kindred products	79	234,200	31	65,100	22	46,650	26	122,450	-	-	-	-
Tobacco manufacturing	8	21,800	5	17,100	-	-	2	2,500	1	2,200	-	-
Textile mill products	11	28,850	3	13,500	5	6,900	3	8,450	-	-	-	-
Apparel	31	207,900	3	85,500	7	17,450	20	100,950	1	4,000	-	-
Lumber, wood products	11	17,100	8	11,100	1	3,000	2	3,000	-	-	-	-
Furniture, fixtures	17	23,100	4	5,800	3	4,350	9	11,850	1	1,100	-	-
Paper, allied products	42	65,000	21	32,050	15	21,700	6	11,250	-	-	-	-
Printing and publishing	15	31,600	3	14,400	7	8,800	3	3,200	1	1,200	1	4,000
Chemicals	36	61,700	6	9,900	18	29,450	7	10,850	1	1,450	4	10,050
Petroleum refining	15	25,500	1	1,500	14	24,000	-	-	-	-	-	-
Rubber and plastics	14	68,850	4	5,150	-	-	10	63,700	-	-	-	-
Leather products	11	23,100	7	14,050	4	9,050	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	20	65,650	7	14,700	5	7,550	3	5,700	-	-
Primary metals	88	460,600	71	432,000	11	17,050	6	11,550	-	-	-	-
Fabricated metals	41	97,000	16	34,550	15	44,900	9	15,550	1	2,000	-	-
Non-electrical machinery	81	242,150	39	81,800	22	35,350	19	119,300	1	5,700	-	-
Electrical machinery	83	323,750	44	117,000	13	29,950	26	176,800	-	-	-	-
Transportation equipment	112	957,100	48	202,750	32	108,550	29	638,500	3	7,300	-	-
Instruments	11	27,650	4	9,650	5	15,550	2	2,450	-	-	-	-
Miscellaneous manufacturing	9	14,600	1	1,300	3	3,600	4	7,500	1	2,200	-	-
Nonmanufacturing	800	3,568,650	333	1,663,850	261	991,900	193	876,450	10	31,150	3	5,300
Mining, crude petroleum, and natural gas	16	169,050	8	21,300	3	141,000	5	6,750	-	-	-	-
Transportation ²	62	469,550	13	67,450	10	59,350	39	342,750	-	-	-	-
Communications	80	620,000	65	580,700	8	19,000	7	20,300	-	-	-	-
Utilities, electric, and gas	81	210,700	33	85,050	29	58,750	19	66,900	-	-	-	-
Wholesale trade	12	23,900	1	1,500	3	5,700	7	14,900	1	1,800	-	-
Retail trade	123	405,200	58	156,850	35	157,400	27	84,350	3	6,600	-	-
Hotels and restaurants	31	148,300	10	70,000	12	46,750	8	29,850	1	1,700	-	-
Services	66	323,450	24	120,450	30	114,750	12	88,250	-	-	-	-
Construction	327	1,195,000	119	557,050	131	389,200	69	222,400	5	21,050	3	5,300
Miscellaneous nonmanufacturing	2	3,500	2	3,500	-	-	-	-	-	-	-	-

¹ Includes 2 agreements, covering 3,300 workers, that expire in 1984; 1 agreement, covering 4,000 workers, that expires in 1985; and 5 agreements, covering 12,050 workers, that are open-ended.

² Excludes railroads and airlines.

Table 1.4 Duration of agreements by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Less than 12 months		12 months		13-23 months		24 months	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	3	13,500	18	34,650	13	42,050	225	564,450
Manufacturing	750	3,025,150	2	9,500	4	6,750	6	18,500	79	160,900
Food, kindred products	79	234,200	1	2,000	-	-	-	-	13	31,650
Tobacco manufacturing	8	21,800	-	-	-	-	-	-	-	-
Textile mill products	11	28,850	1	7,500	-	-	-	-	4	8,450
Apparel	31	207,900	-	-	-	-	-	-	-	-
Lumber, wood products	11	17,100	-	-	-	-	-	-	-	-
Furniture, fixtures	17	23,100	-	-	-	-	-	-	2	2,650
Paper, allied products	42	65,000	-	-	-	-	2	4,500	11	15,650
Printing and publishing	15	31,600	-	-	-	-	-	-	7	19,100
Chemicals	36	61,700	-	-	-	-	1	1,500	11	14,050
Petroleum refining	15	25,500	-	-	-	-	1	1,700	12	21,100
Rubber and plastics	14	68,850	-	-	-	-	-	-	-	-
Leather products	11	23,100	-	-	1	1,100	-	-	3	7,400
Stone, clay, and glass	35	93,600	-	-	-	-	-	-	1	2,300
Primary metals	88	460,600	-	-	1	1,150	-	-	1	1,000
Fabricated metals	41	97,000	-	-	-	-	-	-	3	4,600
Non-electrical machinery	81	242,150	-	-	-	-	-	-	3	4,200
Electrical machinery	83	323,750	-	-	-	-	2	10,800	3	4,250
Transportation equipment	112	957,100	-	-	2	4,500	-	-	2	19,700
Instruments	11	27,650	-	-	-	-	-	-	3	4,800
Miscellaneous manufacturing	9	14,600	-	-	-	-	-	-	-	-
Nonmanufacturing	800	3,568,650	1	4,000	14	27,900	7	23,550	146	403,550
Mining, crude petroleum, and natural gas	16	169,050	-	-	-	-	-	-	1	1,350
Transportation ¹	62	469,550	-	-	-	-	-	-	1	1,200
Communications	80	620,000	-	-	-	-	-	-	5	9,400
Utilities, electric, and gas	81	210,700	1	4,000	6	11,700	3	3,850	32	80,150
Wholesale trade	12	23,900	-	-	-	-	-	-	-	-
Retail trade	123	405,200	-	-	-	-	1	7,000	6	13,150
Hotels and restaurants	31	148,300	-	-	-	-	-	-	1	3,500
Services	66	323,450	-	-	-	-	-	-	19	106,050
Construction	327	1,195,000	-	-	8	16,200	3	12,700	81	188,750
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 1.4 Continued—Duration of agreements by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	25-35 months		36 months		37-47 months		48 months		Over 48 months	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	141	704,500	1,028	4,248,750	66	734,050	24	98,300	32	153,550
Manufacturing	79	481,050	515	1,629,400	46	664,400	5	13,100	14	41,550
Food, kindred products	7	13,300	53	177,350	4	7,600	1	2,300	-	-
Tobacco manufacturing	-	-	8	21,800	-	-	-	-	-	-
Textile mill products	1	1,800	5	11,100	-	-	-	-	-	-
Apparel	1	3,500	27	119,200	3	85,200	-	-	-	-
Lumber, wood products	-	-	10	15,450	1	1,650	-	-	-	-
Furniture, fixtures	2	2,600	11	15,550	-	-	1	1,000	1	1,300
Paper, allied products	-	-	27	40,850	1	1,000	1	3,000	-	-
Printing and publishing	1	1,200	5	6,100	-	-	-	-	2	5,200
Chemicals	-	-	19	34,100	-	-	-	-	5	12,050
Petroleum refining	2	2,700	-	-	-	-	-	-	-	-
Rubber and plastics	5	53,800	8	13,700	1	1,350	-	-	-	-
Leather products	-	-	6	12,400	1	2,200	-	-	-	-
Stone, clay, and glass	-	-	34	91,300	-	-	-	-	-	-
Primary metals	10	13,700	72	435,500	4	9,250	-	-	-	-
Fabricated metals	6	14,150	23	43,350	7	32,100	1	1,150	1	1,650
Non-electrical machinery	15	111,250	54	102,300	9	24,400	-	-	-	-
Electrical machinery	3	5,850	68	221,300	6	75,900	1	5,650	-	-
Transportation equipment	22	249,800	73	239,100	8	422,650	-	-	5	21,350
Instruments	3	5,200	5	17,650	-	-	-	-	-	-
Miscellaneous manufacturing	1	2,200	7	11,300	1	1,100	-	-	-	-
Nonmanufacturing	62	223,450	513	2,619,350	20	69,650	19	85,200	18	112,000
Mining, crude petroleum, and natural gas	3	7,450	12	160,250	-	-	-	-	-	-
Transportation ¹	3	5,400	58	462,950	-	-	-	-	-	-
Communications	7	39,250	66	568,050	1	1,500	1	1,800	-	-
Utilities, electric, and gas	7	14,000	30	94,650	1	1,350	1	1,000	-	-
Wholesale trade	2	5,100	9	16,700	-	-	1	2,100	-	-
Retail trade	11	41,100	96	318,600	8	23,650	1	1,700	-	-
Hotels and restaurants	-	-	15	42,050	2	7,700	7	38,650	6	56,400
Services	2	18,200	39	178,400	3	11,300	2	8,000	1	1,500
Construction	27	92,950	187	775,700	4	22,650	6	31,950	11	54,100
Miscellaneous nonmanufacturing	-	-	1	2,000	1	1,500	-	-	-	-

¹ Excludes railroads and airlines.

Table 1.5 Agreements by region and State

(Agreements covering 1,000 workers or more, January 1, 1980)

Region and State	Agreements	Workers	Region and State	Agreements	Workers
All agreements	1,550	6,593,800	South Atlantic—Continued		
Interstate	281	2,757,650	Florida	20	46,100
New England	76	203,400	Georgia	10	23,550
More than 1 State ¹	15	57,300	Maryland	10	24,450
Connecticut	27	77,650	North Carolina	12	20,650
Maine	8	14,100	South Carolina	7	9,900
Massachusetts	22	48,600	Virginia	14	35,000
New Hampshire	-	-	West Virginia	6	7,900
Rhode Island	4	5,750	East South Central	54	115,250
Vermont	-	-	More than 1 State ¹	1	1,800
Middle Atlantic	284	778,750	Alabama	12	32,300
More than 1 State ¹	26	76,400	Kentucky	13	23,050
New Jersey	39	79,300	Mississippi	8	24,200
New York	128	386,800	Tennessee	20	33,900
Pennsylvania	91	236,250	West South Central	76	204,000
East North Central	314	852,200	More than 1 State ¹	5	23,700
More than 1 State ¹	12	60,950	Arkansas	9	17,450
Illinois	96	252,450	Louisiana	12	32,900
Indiana	32	84,950	Oklahoma	4	11,900
Michigan	57	155,750	Texas	46	118,050
Ohio	77	206,500	Mountain	44	94,900
Wisconsin	40	91,600	More than 1 State ¹	-	-
West North Central	87	239,150	Arizona	11	18,750
More than 1 State ¹	8	36,700	Colorado	14	32,800
Iowa	9	18,850	Idaho	5	7,800
Kansas	6	13,650	Montana	1	1,000
Minnesota	31	86,850	Nevada	4	22,100
Missouri	27	67,500	New Mexico	5	7,350
Nebraska	5	14,200	Utah	4	5,100
North Dakota	-	-	Wyoming	-	-
South Dakota	1	1,400	Pacific	226	1,021,050
South Atlantic	108	327,450	More than 1 State ¹	18	72,900
More than 1 State ¹	21	125,400	Alaska	6	26,300
Delaware	3	4,200	California	150	785,650
District of Columbia	5	30,300	Hawaii	8	39,100
			Oregon	10	19,850
			Washington	34	77,250

¹ Worker distribution by State not available.

Table 1.6 Agreements by Federal administrative region and State

(Agreements covering 1,000 workers or more, January 1, 1980)

Region and State	Agreements	Workers	Region and State	Agreements	Workers
All agreements	1,550	6,593,800	Region V—Continued		
Interstate	281	2,698,300	Michigan	57	155,750
Region I	76	203,400	Minnesota	31	86,850
More than 1 State ¹	15	57,300	Ohio	77	206,500
Connecticut	27	77,650	Wisconsin	40	91,600
Maine	8	14,100	Region VI	81	211,350
Massachusetts	22	48,600	More than 1 State ¹	5	23,700
New Hampshire	-	-	Arkansas	9	17,450
Rhode Island	4	5,750	Louisiana	12	32,900
Vermont	-	-	New Mexico	5	7,350
Region II	184	514,400	Oklahoma	4	11,900
More than 1 State ¹	17	48,300	Texas	46	118,050
New Jersey	39	79,300	Region VII	51	122,900
New York	128	386,800	More than 1 State ¹	4	8,700
Puerto Rico	-	-	Iowa	9	18,850
Virgin Islands	-	-	Kansas	6	13,650
Region III	144	386,350	Missouri	27	67,500
More than 1 State ¹	15	48,250	Nebraska	5	14,200
Delaware	3	4,200	Region VIII	20	40,300
District of Columbia	5	30,300	More than 1 State ¹	-	-
Maryland	10	24,450	Colorado	14	32,800
Pennsylvania	91	236,250	Montana	1	1,000
Virginia	14	35,000	North Dakota	-	-
West Virginia	6	7,900	South Dakota	1	1,400
Region IV	114	287,550	Utah	4	5,100
More than 1 State ¹	12	73,900	Wyoming	-	-
Alabama	12	32,300	Region IX	180	931,350
Florida	20	46,100	More than 1 State ¹	7	65,750
Georgia	10	23,550	Arizona	11	18,750
Kentucky	13	23,050	California	150	785,650
Mississippi	8	24,200	Guam	-	-
North Carolina	12	20,650	Hawaii	8	39,100
South Carolina	7	9,900	Nevada	4	22,100
Tennessee	20	33,900	Region X	72	256,650
Region V	347	941,250	More than 1 State ¹	17	125,450
More than 1 State ¹	14	63,150	Alaska	6	26,300
Illinois	96	252,450	Idaho	5	7,800
Indiana	32	84,950	Oregon	10	19,850
			Washington	34	77,250

¹ Worker distribution by State not available.

Table 1.7 Agreements by union

(Agreements covering 1,000 workers or more, January 1, 1980)

Union	Agreements	Workers	Union	Agreements	Workers
All agreements	1,550	6,593,800	AFL-CIO—Continued		
AFL-CIO	1,238	4,570,150	Painters	14	39,850
Two or more AFL-CIO unions	19	71,900	Paperworkers	25	38,800
Directly affiliated unions of the AFL-CIO	6	13,550	Pattern Makers	1	1,000
Actors	2	47,500	Plasterers and Cement Masons	6	13,000
Aluminum Workers	4	13,950	Plumbers	33	87,550
Asbestos Workers	1	1,000	Potters	2	3,300
Bakery Workers	7	13,000	Printing and Graphic	3	5,800
Boilermakers	17	43,200	Retail Clerks ³	59	240,350
Bricklayers	13	25,850	Retail, Wholesale, and Department Store Workers	15	66,200
Broadcast Employees and Technicians	2	3,300	Roofers	1	1,650
Carpenters	84	321,700	Rubber Workers	14	70,350
Cement Workers	2	2,750	Seafarers	8	31,000
Chemical Workers	9	10,500	Service Employees	26	111,850
Clothing Workers	25	131,600	Sheet Metal Workers	14	28,050
Communications Workers	48	485,900	Shoe Workers; United ⁴	2	5,050
Distillery Workers	5	11,800	Stage Employees	2	2,500
Electrical Workers (IBEW)	143	399,250	Steelworkers	121	514,700
Electrical Workers (IUE)	18	126,400	Stove Workers	1	1,200
Elevator Constructors	2	17,850	Telegraphers	1	9,500
Engineers; Operating	35	130,200	Textile Workers; United	6	15,050
Furniture Workers	2	2,550	Tobacco Workers	8	21,800
Garment Workers; Ladies'	19	104,500	Transit Union; Amalgamated	5	19,350
Glass and Ceramic Workers	2	9,800	Transport Workers	1	2,300
Glass Bottle Blowers	15	51,700	Upholsters	5	7,250
Glass Workers; Flint	7	15,750	Utility Workers	9	37,050
Grain Millers	5	15,350	Woodworkers	8	11,200
Granite Cutters	1	1,500	Unaffiliated	292	1,876,000
Graphic Arts	12	28,500	Single-firm independent unions	51	165,650
Hatters	2	3,300	Auto Workers	89	860,100
Hotel and Restaurant Employees	28	120,100	Directors Guild	1	4,600
Industrial Workers; Allied	15	29,450	Distributive Workers ⁵	2	3,500
Insurance Workers	4	29,350	Electrical Workers (UE)	4	25,400
Iron Workers	20	37,950	Football Players	1	1,500
Jewelry Workers ¹	1	2,600	Guard Workers; Plant	1	2,550
Laborers	69	298,750	Laundry, Dry Cleaning, and Dyehouse Workers	3	10,700
Lathers ²	3	3,750	Longshoremen and Warehousemen	5	26,100
Laundry and Dry Cleaning Union	1	2,600	Mine Workers	3	141,000
Leather Workers	1	1,450	Nurses; American	3	11,100
Leather Goods, Plastic, and Novelty Workers	4	8,350	Office, Sales and Technical Employees	1	1,450
Longshoremen's Association	12	54,250	Pulp and Paper; Western	4	7,150
Machinists	69	209,850	Retail Workers	1	1,400
Marine and Shipbuilding Workers	6	16,700	Teamsters	109	542,450
Maritime Union; National	2	15,000	Telephone Unions; Independent	11	54,350
Masters, Mates and Pilots	2	9,700	Truck Drivers; Chicago	1	7,700
Meat Cutters ³	49	114,150	Watchmens Association	1	3,300
Mechanics Educational Society	2	2,600	Writers Guild (East and West)	1	6,000
Molders	3	6,250	Two or more unions—different affiliations	20	147,650
Musicians	6	30,000			
Newspaper Guild	3	3,200			
Office Employees	4	5,750			
Oil, Chemical and Atomic Workers	26	46,600			

¹ The Jewelry Workers merged with the Service Employees in 1980.

² The Lathers merged with the Carpenters in 1979.

³ The Retail Clerks and the Meat Cutters combined in 1979,

forming the Food and Commercial Workers Union.

⁴ The Shoe Workers merged with the Clothing Workers in 1979.

⁵ The Distributive Workers (Ind.) merged with the Auto Workers (Ind.) in 1979.

Table 1.8 Employer unit by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Single employer						Multiemployer unit	
	Agreements	Workers	Total		Single plant		Multiplant		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	1,550	6,593,800	924	3,754,200	461	1,147,100	463	2,607,100	626	2,839,600
Manufacturing	750	3,025,150	645	2,580,550	397	1,008,350	248	1,572,200	105	444,600
Food, kindred products	79	234,200	50	103,850	29	48,350	21	55,500	29	130,350
Tobacco manufacturing	8	21,800	8	21,800	5	9,500	3	12,300	-	-
Textile mill products	11	28,850	9	20,250	5	6,750	4	13,500	2	8,600
Apparel	31	207,900	6	16,050	2	4,500	4	11,550	25	191,850
Lumber, wood products	11	17,100	7	10,100	4	5,500	3	4,600	4	7,000
Furniture, fixtures	17	23,100	12	15,550	8	10,150	4	5,400	5	7,550
Paper, allied products	42	65,000	36	53,950	31	45,750	5	8,200	6	11,050
Printing and publishing	15	31,600	6	7,000	5	5,900	1	1,100	9	24,600
Chemicals	36	61,700	36	61,700	32	53,900	4	7,800	-	-
Petroleum refining	15	25,500	15	25,500	7	11,250	8	14,250	-	-
Rubber and plastics	14	68,850	14	68,850	7	10,300	7	58,550	-	-
Leather products	11	23,100	4	11,200	2	6,650	2	4,550	7	11,900
Stone, clay, and glass	35	93,600	33	88,600	12	17,600	21	71,000	2	5,000
Primary metals	88	460,600	87	456,600	48	87,450	39	369,150	1	4,000
Fabricated metals	41	97,000	35	86,250	21	43,400	14	42,850	6	10,750
Non-electrical machinery	81	242,150	79	238,650	55	97,200	24	141,450	2	3,500
Electrical machinery	83	323,750	81	320,700	55	217,350	26	103,350	2	3,050
Transportation equipment	112	957,100	108	934,300	61	313,400	47	620,900	4	22,800
Instruments	11	27,650	11	27,650	5	9,050	6	18,600	-	-
Miscellaneous manufacturing	9	14,600	8	12,000	3	4,400	5	7,600	1	2,600
Nonmanufacturing	800	3,568,650	279	1,173,650	64	138,750	215	1,034,900	521	2,395,000
Mining, crude petroleum, and natural gas	16	169,050	12	23,050	9	12,950	3	10,100	4	146,000
Transportation ¹	62	469,550	18	70,700	5	6,250	13	64,450	44	398,850
Communications	80	620,000	80	620,000	4	6,550	76	613,450	-	-
Utilities, electric, and gas	81	210,700	78	206,050	21	62,450	57	143,600	3	4,650
Wholesale trade	12	23,900	1	1,050	-	-	1	1,050	11	22,850
Retail trade	123	405,200	65	172,800	14	25,350	51	147,450	58	232,400
Hotels and restaurants	31	148,300	3	6,800	1	1,000	2	5,800	28	141,500
Services	66	323,450	19	69,150	9	23,000	10	46,150	47	254,300
Construction	327	1,195,000	3	4,050	1	1,200	2	2,850	324	1,190,950
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-	2	3,500

¹ Excludes railroads and airlines.

Table 1.9 Occupational coverage by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Production workers		Professional ¹		Clerical		Sales	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	1,192	4,968,000	22	138,000	28	124,900	39	204,200
Manufacturing	750	3,025,150	631	2,476,000	4	28,000	3	7,200	3	4,300
Food, kindred products	79	234,200	62	195,750	-	-	1	5,000	3	4,300
Tobacco manufacturing	8	21,800	7	19,600	-	-	-	-	-	-
Textile mill products	11	28,850	11	28,850	-	-	-	-	-	-
Apparel	31	207,900	30	204,900	-	-	-	-	-	-
Lumber, wood products	11	17,100	10	16,100	-	-	-	-	-	-
Furniture, fixtures	17	23,100	17	23,100	-	-	-	-	-	-
Paper, allied products	42	65,000	38	59,000	-	-	-	-	-	-
Printing and publishing	15	31,600	12	28,500	-	-	-	-	-	-
Chemicals	36	61,700	28	48,000	-	-	-	-	-	-
Petroleum refining	15	25,500	9	15,250	-	-	1	1,200	-	-
Rubber and plastics	14	68,850	13	66,200	-	-	-	-	-	-
Leather products	11	23,100	11	23,100	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	30	85,850	-	-	-	-	-	-
Primary metals	88	460,600	77	339,700	-	-	-	-	-	-
Fabricated metals	41	97,000	29	53,550	-	-	-	-	-	-
Non-electrical machinery	81	242,150	75	231,050	-	-	-	-	-	-
Electrical machinery	83	323,750	71	204,650	-	-	1	1,000	-	-
Transportation equipment	112	957,100	84	801,250	4	28,000	-	-	-	-
Instruments	11	27,650	9	18,300	-	-	-	-	-	-
Miscellaneous manufacturing	9	14,600	8	13,300	-	-	-	-	-	-
Nonmanufacturing	800	3,568,650	561	2,492,000	18	110,000	25	117,700	36	199,900
Mining, crude petroleum, and natural gas	16	169,050	14	166,900	-	-	-	-	-	-
Transportation ²	62	469,550	49	408,550	1	5,000	3	9,300	-	-
Communications	80	620,000	24	275,100	1	1,400	20	105,700	1	3,450
Utilities, electric, and gas	81	210,700	33	67,350	1	1,900	1	1,150	-	-
Wholesale trade	12	23,900	8	15,250	-	-	1	1,550	1	3,500
Retail trade	123	405,200	52	125,600	-	-	-	-	31	166,600
Hotels and restaurants	31	148,300	28	137,800	-	-	-	-	-	-
Services	66	323,450	27	109,250	15	101,700	-	-	3	26,350
Construction	327	1,195,000	325	1,184,200	-	-	-	-	-	-
Miscellaneous nonmanufacturing	2	3,500	1	2,000	-	-	-	-	-	-

See footnotes at end of table.

Table 1.9 Continued—Occupational coverage by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Production and clerical		Production and professional ¹		Production and sales		Production, professional, and clerical ¹		Other ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	60	337,150	60	181,000	27	94,050	69	326,750	53	219,750
Manufacturing	25	201,150	39	95,200	3	10,200	31	181,650	11	21,450
Food, kindred products	2	3,800	5	10,650	2	7,200	2	3,800	2	3,700
Tobacco manufacturing	-	-	1	2,200	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-
Apparel	-	-	-	-	1	3,000	-	-	-	-
Lumber, wood products	-	-	-	-	-	-	-	-	1	1,000
Furniture, fixtures	-	-	-	-	-	-	-	-	-	-
Paper, allied products	-	-	4	6,000	-	-	-	-	-	-
Printing and publishing	-	-	-	-	-	-	2	2,000	1	1,100
Chemicals	-	-	5	8,200	-	-	1	3,250	2	2,250
Petroleum refining	1	1,000	3	6,750	-	-	1	1,300	-	-
Rubber and plastics	-	-	1	2,650	-	-	-	-	-	-
Leather products	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass	1	2,300	4	5,450	-	-	-	-	-	-
Primary metals	4	101,800	3	3,600	-	-	3	9,700	1	5,800
Fabricated metals	4	16,300	2	4,800	-	-	5	20,550	1	1,800
Non-electrical machinery	2	4,500	-	-	-	-	3	4,500	1	2,100
Electrical machinery	5	25,850	4	16,600	-	-	2	75,650	-	-
Transportation equipment	6	45,600	6	27,000	-	-	10	51,550	2	3,700
Instruments	-	-	-	-	-	-	2	9,350	-	-
Miscellaneous manufacturing	-	-	1	1,300	-	-	-	-	-	-
Nonmanufacturing	35	136,000	21	85,800	24	83,850	38	145,100	42	198,300
Mining, crude petroleum, and natural gas	-	-	1	1,150	-	-	1	1,000	-	-
Transportation ²	7	43,500	-	-	-	-	1	1,200	1	2,000
Communications	14	64,300	1	1,800	-	-	8	39,050	11	129,200
Utilities, electric, and gas	4	11,100	9	23,400	-	-	23	87,650	10	18,150
Wholesale trade	1	2,100	-	-	1	1,500	-	-	-	-
Retail trade	5	8,700	-	-	21	72,700	1	1,800	13	29,800
Hotels and restaurants	1	1,500	-	-	1	5,000	-	-	1	4,000
Services	3	4,800	9	57,950	1	4,650	3	4,800	5	13,950
Construction	-	-	-	-	-	-	1	9,600	1	1,200
Miscellaneous nonmanufacturing	-	-	1	1,500	-	-	-	-	-	-

¹ Includes technical employees.

² Excludes railroads and airlines.

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

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

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

Table 2.1 Union security provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Type of union security									
	Agreements	Workers	Total		Union shop ¹		Modified union shop ²		Agency shop ³		Modified agency shop	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	1,287	5,940,950	926	3,807,650	94	293,400	110	703,750	12	68,050
Manufacturing	750	3,025,150	600	2,680,550	412	1,674,800	52	160,350	47	150,600	4	16,800
Food, kindred products	79	234,200	68	214,900	56	177,550	2	2,500	3	14,750	-	-
Tobacco manufacturing	8	21,800	5	9,600	4	7,200	1	2,400	-	-	-	-
Textile mill products	11	28,850	6	13,150	5	11,900	-	-	-	-	-	-
Apparel	31	207,900	28	200,950	26	197,800	-	-	-	-	-	-
Lumber, wood products	11	17,100	10	15,450	5	8,200	-	-	4	4,850	-	-
Furniture, fixtures	17	23,100	14	18,450	9	12,850	2	2,100	1	1,300	-	-
Paper, allied products	42	65,000	29	44,750	24	37,000	3	3,650	-	-	-	-
Printing and publishing	15	31,600	15	31,600	10	25,800	-	-	-	-	1	1,000
Chemicals	36	61,700	15	21,600	10	15,600	-	-	1	1,200	-	-
Petroleum refining	15	25,500	4	4,900	-	-	-	-	-	-	-	-
Rubber and plastics	14	68,850	13	67,700	10	63,200	1	1,050	-	-	-	-
Leather products	11	23,100	9	16,950	9	16,950	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	32	89,800	22	58,100	1	1,000	1	2,300	-	-
Primary metals	88	460,600	76	432,800	36	79,500	20	89,800	7	39,700	-	-
Fabricated metals	41	97,000	35	84,600	24	61,200	5	7,650	1	1,000	1	3,600
Non-electrical machinery	81	242,150	68	221,300	54	180,500	6	17,100	5	14,900	-	-
Electrical machinery	83	323,750	70	285,800	34	101,050	5	9,700	19	58,800	1	5,700
Transportation equipment	112	957,100	87	870,700	61	589,550	4	20,200	4	10,300	1	6,500
Instruments	11	27,650	9	24,250	7	21,350	1	1,400	1	1,500	-	-
Miscellaneous manufacturing	9	14,600	7	11,300	6	9,500	1	1,800	-	-	-	-
Nonmanufacturing	800	3,568,650	687	3,260,400	514	2,132,850	42	133,050	63	553,150	8	51,250
Mining, crude petroleum, and natural gas	16	169,050	12	162,800	7	150,250	3	10,100	-	-	-	-
Transportation*	62	469,550	49	415,150	27	135,750	-	-	2	15,000	-	-
Communications	80	620,000	73	603,100	5	15,300	4	20,250	50	513,400	4	28,000
Utilities, electric, and gas	81	210,700	64	169,150	37	94,450	12	27,000	3	5,800	3	21,650
Wholesale trade	12	23,900	11	22,850	11	22,850	-	-	-	-	-	-
Retail trade	123	405,200	111	380,550	104	354,850	6	24,200	1	1,500	-	-
Hotels and restaurants	31	148,300	28	126,500	26	105,400	1	20,000	1	1,100	-	-
Services	66	323,450	61	310,550	52	274,350	1	2,000	1	1,500	1	1,600
Construction	327	1,195,000	276	1,066,250	243	976,150	15	29,500	5	14,850	-	-
Miscellaneous nonmanufacturing	2	3,500	2	3,500	2	3,500	-	-	-	-	-	-

See footnotes at end of table.

Table 2.1 Continued—Union security provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Type of union security—Continued										Sole bargaining ⁵	
	Maintenance of membership ⁶		Union shop and agency shop		Modified union shop and agency shop		Maintenance of membership and agency shop		Other ⁷		Agreements	Workers
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	54	250,100	38	428,550	17	152,950	15	37,950	21	198,550	263	652,850
Manufacturing	35	194,800	17	215,350	13	136,850	5	12,900	15	118,100	150	344,600
Food, kindred products	-	-	2	7,100	-	-	4	11,600	1	1,400	11	19,300
Tobacco manufacturing	-	-	-	-	-	-	-	-	-	-	3	12,200
Textile mill products	1	1,250	-	-	-	-	-	-	-	-	5	15,700
Apparel	2	3,150	-	-	-	-	-	-	-	-	3	6,950
Lumber, wood products	-	-	-	-	1	2,400	-	-	-	-	1	1,650
Furniture, fixtures	-	-	-	-	1	1,200	-	-	1	1,000	3	4,650
Paper, allied products	1	2,600	-	-	-	-	-	-	1	1,500	13	20,250
Printing and publishing	1	1,000	-	-	-	-	-	-	3	3,800	-	-
Chemicals	4	4,800	-	-	-	-	-	-	-	-	21	40,100
Petroleum refining	4	4,900	-	-	-	-	-	-	-	-	11	20,600
Rubber and plastics	-	-	1	1,650	1	1,800	-	-	-	-	1	1,150
Leather products	-	-	-	-	-	-	-	-	-	-	2	6,150
Stone, clay, and glass	-	-	6	23,050	1	3,500	-	-	1	1,850	3	3,800
Primary metals	1	1,000	1	3,000	8	126,500	-	-	3	93,300	12	27,800
Fabricated metals	1	5,650	2	3,300	-	-	-	-	1	2,200	6	12,400
Non-electrical machinery	-	-	1	6,500	-	-	1	1,300	1	1,000	13	20,850
Electrical machinery	9	108,050	-	-	1	1,450	-	-	1	1,050	13	37,950
Transportation equipment	11	62,400	4	170,750	-	-	-	-	2	11,000	25	86,400
Instruments	-	-	-	-	-	-	-	-	-	-	2	3,400
Miscellaneous manufacturing	-	-	-	-	-	-	-	-	-	-	2	3,300
Nonmanufacturing	19	55,300	21	213,200	4	16,100	10	25,050	6	80,450	113	308,250
Mining, crude petroleum, and natural gas	1	1,050	-	-	1	1,400	-	-	-	-	4	6,250
Transportation ⁴	-	-	17	188,900	-	-	1	5,000	2	70,500	13	54,400
Communications	3	6,050	1	1,000	1	7,500	4	10,600	1	1,000	7	16,900
Utilities, electric, and gas	5	8,300	-	-	2	7,200	1	3,400	1	1,350	17	41,550
Wholesale trade	-	-	-	-	-	-	-	-	-	-	1	1,050
Retail trade	-	-	-	-	-	-	-	-	-	-	12	24,650
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-	3	21,800
Services	5	25,000	-	-	-	-	-	-	1	6,100	5	12,900
Construction	5	14,900	3	23,300	-	-	4	6,050	1	1,500	51	128,750
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-	-	-

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

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

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

⁴ Excludes railroads and airlines.

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

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

⁷ Includes agreements that provide combinations of union security provisions or that make union security subject to local negotiations.

Table 2.2 Checkoff provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Type of checkoff					
	Agreements	Workers	Total		Dues checkoff only		Dues and assessments	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	1,310	5,529,200	412	1,457,400	35	126,100
Manufacturing	750	3,025,150	718	2,943,750	141	351,700	10	24,700
Food, kindred products	79	234,200	75	225,650	9	30,350	2	2,300
Tobacco manufacturing	8	21,800	8	21,800	3	11,000	-	-
Textile mill products	11	28,850	10	21,350	5	8,550	-	-
Apparel	31	207,900	27	197,050	1	3,000	-	-
Lumber, wood products	11	17,100	11	17,100	2	2,500	-	-
Furniture, fixtures	17	23,100	16	21,100	2	2,000	-	-
Paper, allied products	42	65,000	42	65,000	16	25,000	1	1,250
Printing and publishing	15	31,600	12	27,900	3	3,200	5	16,500
Chemicals	36	61,700	33	56,050	17	31,700	-	-
Petroleum refining	15	25,500	15	25,500	10	18,450	-	-
Rubber and plastics	14	68,850	14	68,850	8	32,850	-	-
Leather products	11	23,100	11	23,100	2	3,300	-	-
Stone, clay, and glass	35	93,600	33	90,800	2	3,550	-	-
Primary metals	88	460,600	87	459,300	4	26,850	-	-
Fabricated metals	41	97,000	38	90,050	1	2,100	-	-
Non-electrical machinery	81	242,150	79	238,600	11	13,800	-	-
Electrical machinery	83	323,750	81	320,750	28	88,650	-	-
Transportation equipment	112	957,100	107	932,800	14	40,450	2	4,650
Instruments	11	27,650	10	26,400	-	-	-	-
Miscellaneous manufacturing	9	14,600	9	14,600	3	4,400	-	-
Nonmanufacturing	800	3,568,650	592	2,585,450	271	1,105,700	25	101,400
Mining, crude petroleum, and natural gas	16	169,050	16	169,050	3	7,850	-	-
Transportation ¹	62	469,550	56	423,150	7	42,300	3	8,000
Communications	80	620,000	80	620,000	57	446,100	3	47,650
Utilities, electric, and gas	81	210,700	72	192,800	45	132,250	2	3,200
Wholesale trade	12	23,900	8	15,450	-	-	-	-
Retail trade	123	405,200	97	275,000	11	39,850	1	1,000
Hotels and restaurants	31	148,300	23	116,050	5	24,700	-	-
Services	66	323,450	49	196,250	13	26,050	4	5,350
Construction	327	1,195,000	189	574,200	130	386,600	12	36,200
Miscellaneous nonmanufacturing	2	3,500	2	3,500	-	-	-	-

See footnotes at end of table.

Table 2.2 Continued—Checkoff provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Type of checkoff—Continued						No reference to checkoff	
	Dues and initiation fees		Dues, assessments, and initiation fees		Other ²		Agreements	Workers
	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	568	2,360,450	286	1,556,150	9	29,100	240	1,064,600
Manufacturing	383	1,720,400	180	835,350	4	11,600	32	81,400
Food, kindred products	44	142,800	18	44,400	2	5,800	4	8,550
Tobacco manufacturing	4	8,600	1	2,200	-	-	-	-
Textile mill products	4	7,800	1	5,000	-	-	1	7,500
Apparel	3	7,600	22	182,450	1	4,000	4	10,850
Lumber, wood products	8	13,100	1	1,500	-	-	-	-
Furniture, fixtures	8	11,700	6	7,400	-	-	1	2,000
Paper, allied products	24	37,750	1	1,000	-	-	-	-
Printing and publishing	1	1,000	3	7,200	-	-	3	3,700
Chemicals	12	18,850	4	5,500	-	-	3	5,650
Petroleum refining	5	7,050	-	-	-	-	-	-
Rubber and plastics	5	13,700	1	22,300	-	-	-	-
Leather products	5	14,750	4	5,050	-	-	-	-
Stone, clay, and glass	27	82,000	4	5,250	-	-	2	2,800
Primary metals	24	51,900	59	380,550	-	-	1	1,300
Fabricated metals	25	50,550	12	37,400	-	-	3	6,950
Non-electrical machinery	45	149,000	22	74,000	1	1,800	2	3,550
Electrical machinery	46	219,950	7	12,150	-	-	2	3,000
Transportation equipment	77	845,700	14	42,000	-	-	5	24,300
Instruments	10	26,400	-	-	-	-	1	1,250
Miscellaneous manufacturing	6	10,200	-	-	-	-	-	-
Nonmanufacturing	185	640,050	106	720,800	5	17,500	208	983,200
Mining, crude petroleum, and natural gas	4	6,000	9	155,200	-	-	-	-
Transportation ¹	9	21,200	36	350,400	1	1,250	6	46,400
Communications	18	121,000	2	5,250	-	-	-	-
Utilities, electric, and gas	15	35,750	10	21,600	-	-	9	17,900
Wholesale trade	7	12,850	1	2,600	-	-	4	8,450
Retail trade	63	169,650	22	64,500	-	-	26	130,200
Hotels and restaurants	14	53,650	4	37,700	-	-	8	32,250
Services	26	133,950	6	30,900	-	-	17	127,200
Construction	28	84,000	15	51,150	4	16,250	138	620,800
Miscellaneous nonmanufacturing	1	2,000	1	1,500	-	-	-	-

¹ Excludes railroads and airlines.

² Includes agreements that provide combinations of checkoff

provisions, that refer to union security provisions but give no details, or that make union security subject to local negotiations.

Table 2.3 Checkoff provisions by type of union security

(Agreements covering 1,000 workers or more, January 1, 1980)

Type of union security	All agreements		Type of checkoff						
	Agreements	Workers	Total		Dues checkoff		Dues and assessments		
			Agreements	Workers	Agreements	Workers	Agreements	Workers	
All agreements	1,550	6,593,800	1,310	5,529,200	412	1,457,400	35	126,100	
Union security	1,287	5,940,950	1,097	4,987,250	325	1,209,500	30	115,800	
Union shop	926	3,807,650	750	2,908,250	193	539,700	20	58,400	
Modified union shop	94	293,400	90	285,600	24	56,200	4	4,900	
Agency shop	110	703,750	107	689,550	67	480,550	2	46,500	
Modified agency shop	12	68,050	12	68,050	9	54,250	-	-	
Maintenance of membership	54	250,100	51	240,850	20	46,950	-	-	
Union shop and agency shop	38	428,550	36	408,050	1	2,800	-	-	
Modified union shop and agency shop	17	152,950	17	152,950	3	14,800	-	-	
Maintenance of membership and agency shop	15	37,950	14	36,700	6	11,750	2	3,400	
Other ¹	21	198,550	20	197,250	2	2,500	2	2,600	
Sole bargaining	263	652,850	213	541,950	87	247,900	5	10,300	
	Type of checkoff—Continued								
	Dues and initiation fees		Dues, assessments, and initiation fees		Other ²		No reference to checkoff		
All agreements	568	2,360,450	286	1,556,150	9	29,100	240	1,064,600	
Union security	474	2,141,950	260	1,492,150	8	27,850	190	953,700	
Union shop	354	1,480,200	175	802,100	8	27,850	176	899,400	
Modified union shop	23	66,350	39	158,150	-	-	4	7,800	
Agency shop	34	147,200	4	15,300	-	-	3	14,200	
Modified agency shop	2	10,200	1	3,600	-	-	-	-	
Maintenance of membership	28	189,250	3	4,650	-	-	3	9,250	
Union shop and agency shop	13	207,150	22	198,100	-	-	2	20,500	
Modified union shop and agency shop	7	12,650	7	125,500	-	-	-	-	
Maintenance of membership and agency shop	3	9,300	3	12,250	-	-	1	1,250	
Other ¹	10	19,650	6	172,500	-	-	1	1,300	
Sole bargaining	94	218,500	26	64,000	1	1,250	50	110,900	

¹ Includes agreements that provide other combinations of union security provisions not listed in the table, or agreements that make union security subject to local negotiations.

² Includes agreements that make checkoff subject to local negotiations, or agreements that refer to checkoff provisions but give no details.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Management rights provisions		"Favored nations" clauses ¹		Savings clauses ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	955	3,971,600	220	910,700	976	4,531,150
Manufacturing	750	3,025,150	568	2,378,750	22	151,050	388	1,818,500
Food, kindred products	79	234,200	39	85,650	7	18,500	37	132,550
Tobacco manufacturing	8	21,800	5	14,300	-	-	6	15,200
Textile mill products	11	28,850	6	16,900	-	-	1	1,250
Apparel	31	207,900	8	22,250	5	89,100	29	204,700
Lumber, wood products	11	17,100	4	8,550	1	3,000	4	5,650
Furniture, fixtures	17	23,100	12	15,800	1	1,200	9	13,650
Paper, allied products	42	65,000	32	49,200	-	-	25	36,650
Printing and publishing	15	31,600	6	7,800	3	10,100	10	25,700
Chemicals	36	61,700	25	38,900	1	2,000	18	27,900
Petroleum refining	15	25,500	9	13,000	-	-	13	21,300
Rubber and plastics	14	68,850	11	58,100	1	22,300	6	32,550
Leather products	11	23,100	7	16,400	-	-	7	14,350
Stone, clay, and glass	35	93,600	32	83,350	-	-	27	81,000
Primary metals	88	460,600	79	436,900	-	-	24	143,550
Fabricated metals	41	97,000	35	84,750	-	-	24	55,400
Non-electrical machinery	81	242,150	70	186,850	-	-	24	47,000
Electrical machinery	83	323,750	73	299,900	2	3,050	46	145,500
Transportation equipment	112	957,100	99	909,500	1	1,800	66	785,750
Instruments	11	27,650	9	20,850	-	-	6	18,750
Miscellaneous manufacturing	9	14,600	7	9,800	-	-	6	10,100
Nonmanufacturing	800	3,568,650	387	1,592,850	198	759,650	588	2,712,650
Mining, crude petroleum, and natural gas	16	169,050	14	162,050	-	-	10	150,850
Transportation ³	62	469,550	24	205,900	7	22,500	44	383,900
Communications	80	620,000	32	174,750	-	-	50	408,550
Utilities, electric, and gas	81	210,700	73	199,150	-	-	45	119,050
Wholesale trade	12	23,900	7	12,950	2	3,650	10	21,850
Retail trade	123	405,200	76	228,200	11	23,600	100	325,900
Hotels and restaurants	31	148,300	16	79,150	6	26,000	16	61,550
Services	66	323,450	38	178,900	19	112,900	45	237,450
Construction	327	1,195,000	106	349,800	152	569,500	267	1,002,050
Miscellaneous nonmanufacturing	2	3,500	1	2,000	1	1,500	1	1,500

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

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

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

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.5 Antidiscrimination clauses by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Total with anti-discrimination provisions		Discrimination barred because of—					
	Agreements	Workers	Agreements	Workers	Race or color		Creed, religion, or religious belief		Nationality or place of birth	
					Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	1,484	6,428,300	1,331	6,002,800	1,319	5,879,750	1,276	5,700,600
Manufacturing	750	3,025,150	732	2,992,650	698	2,877,750	697	2,878,550	684	2,842,300
Food, kindred products	79	234,200	77	228,900	76	227,700	76	227,700	73	213,000
Tobacco manufacturing	8	21,800	8	21,800	7	20,300	7	20,300	7	20,300
Textile mill products	11	28,850	10	23,850	8	18,650	8	18,650	8	18,650
Apparel	31	207,900	27	199,900	23	185,150	23	185,150	23	185,150
Lumber, wood products	11	17,100	10	15,600	10	15,600	10	15,600	10	15,600
Furniture, fixtures	17	23,100	15	20,400	15	20,400	15	20,400	14	18,850
Paper, allied products	42	65,000	40	62,800	38	60,550	37	59,050	38	60,550
Printing and publishing	15	31,600	15	31,600	14	27,600	14	27,600	14	27,600
Chemicals	36	61,700	36	61,700	29	45,900	29	45,900	27	43,450
Petroleum refining	15	25,500	15	25,500	14	21,500	15	25,500	14	21,500
Rubber and plastics	14	68,850	14	68,850	13	67,550	13	67,550	13	67,550
Leather products	11	23,100	10	22,000	10	22,000	10	22,000	9	19,250
Stone, clay, and glass	35	93,600	35	93,600	35	93,600	35	93,600	35	93,600
Primary metals	88	460,600	87	459,050	84	449,600	84	449,600	81	446,200
Fabricated metals	41	97,000	41	97,000	40	91,350	40	91,350	40	91,350
Non-electrical machinery	81	242,150	79	240,100	77	206,450	77	206,450	76	203,150
Electrical machinery	83	323,750	82	321,750	78	314,250	77	312,550	76	309,450
Transportation equipment	112	957,100	112	957,100	108	948,450	108	948,450	107	945,950
Instruments	11	27,650	11	27,650	11	27,650	11	27,650	11	27,650
Miscellaneous manufacturing	9	14,600	8	13,500	8	13,500	8	13,500	8	13,500
Nonmanufacturing	800	3,568,650	752	3,435,650	633	3,125,050	622	3,001,200	592	2,858,300
Mining, crude petroleum, and natural gas	16	169,050	16	169,050	16	169,050	16	169,050	14	42,050
Transportation ¹	62	469,550	57	456,100	49	419,250	50	424,250	49	422,250
Communications	80	620,000	79	618,800	79	618,800	79	618,800	79	618,800
Utilities, electric, and gas	81	210,700	78	200,900	66	177,700	67	179,450	66	177,700
Wholesale trade	12	23,900	10	19,800	10	19,800	10	19,800	10	19,800
Retail trade	123	405,200	114	386,700	100	349,650	98	345,350	96	336,950
Hotels and restaurants	31	148,300	31	148,300	26	128,800	26	128,800	20	101,450
Services	66	323,450	62	308,150	55	289,800	53	282,300	56	291,300
Construction	327	1,195,000	303	1,124,350	230	948,700	221	829,900	201	846,500
Miscellaneous nonmanufacturing	2	3,500	2	3,500	2	3,500	2	3,500	1	1,500

See footnotes at end of table.

Table 2.5 Continued—Antidiscrimination clauses by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Discrimination barred because of—Continued						Discrimination barred in accordance with the law		Discrimination barred, no reference to specific discriminatory behavior	
	Union membership or activity		Sex		Age		Agreements	Workers	Agreements	Workers
	Agreements	Workers	Agreements	Workers	Agreements	Workers				
All industries	1,166	5,078,000	1,292	5,910,050	995	4,500,000	31	94,050	10	26,850
Manufacturing	553	2,258,950	691	2,864,500	534	2,141,750	13	29,550	2	3,600
Food, kindred products	61	195,300	76	227,700	65	207,800	-	-	-	-
Tobacco manufacturing	5	12,200	7	20,300	7	20,300	1	1,500	-	-
Textile mill products	8	21,750	8	18,650	5	8,900	-	-	-	-
Apparel	8	20,800	22	183,600	14	88,050	1	3,500	-	-
Lumber, wood products	3	5,500	9	14,600	10	15,600	-	-	-	-
Furniture, fixtures	12	17,050	15	20,400	11	15,350	-	-	-	-
Paper, allied products	23	34,900	37	57,550	29	46,550	1	1,000	-	-
Printing and publishing	12	28,200	14	27,600	11	17,300	-	-	-	-
Chemicals	31	53,800	27	43,050	17	26,700	-	-	-	-
Petroleum refining	12	20,050	13	19,800	10	14,400	-	-	-	-
Rubber and plastics	8	36,500	13	67,550	10	28,300	1	1,300	-	-
Leather products	8	19,500	10	22,000	8	19,400	-	-	-	-
Stone, clay, and glass	31	85,800	35	93,600	32	89,300	-	-	-	-
Primary metals	67	365,450	83	447,000	40	97,000	3	9,450	-	-
Fabricated metals	36	90,400	41	97,000	32	65,750	1	2,900	-	-
Non-electrical machinery	66	215,500	76	204,750	64	183,300	-	-	1	1,650
Electrical machinery	63	273,150	78	314,250	64	279,200	3	6,000	-	-
Transportation equipment	84	728,850	109	951,950	89	889,550	2	3,900	1	1,950
Instruments	10	26,450	10	19,650	9	17,500	-	-	-	-
Miscellaneous manufacturing	5	7,800	8	13,500	7	11,500	-	-	-	-
Nonmanufacturing	613	2,819,050	601	3,045,550	461	2,358,250	18	64,500	8	23,250
Mining, crude petroleum, and natural gas	13	164,400	16	169,050	12	157,550	-	-	-	-
Transportation ¹	53	444,600	50	424,250	25	125,450	-	-	-	-
Communications	51	379,700	79	618,800	77	616,600	-	-	-	-
Utilities, electric, and gas	55	138,300	66	177,700	51	141,500	-	-	-	-
Wholesale trade	9	18,450	9	17,700	9	17,700	-	-	-	-
Retail trade	96	339,550	98	345,650	84	296,100	2	9,500	1	3,450
Hotels and restaurants	29	140,450	24	122,300	21	104,700	-	-	1	2,950
Services	45	210,500	52	278,600	39	227,450	2	7,100	-	-
Construction	260	979,600	206	889,500	143	671,200	14	47,900	6	16,850
Miscellaneous nonmanufacturing	2	3,500	1	2,000	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.6 Older worker provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Provision referring to—			
	Agreements	Workers	Hiring of older workers		Retention of older workers	
			Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	73	207,400	162	471,350
Manufacturing	750	3,025,150	4	6,100	98	254,550
Food, kindred products	79	234,200	-	-	8	22,850
Tobacco manufacturing	8	21,800	-	-	4	12,900
Textile mill products	11	28,850	-	-	1	1,000
Apparel	31	207,900	-	-	3	6,000
Lumber, wood products	11	17,100	-	-	-	-
Furniture, fixtures	17	23,100	1	1,600	3	4,550
Paper, allied products	42	65,000	-	-	3	4,550
Printing and publishing	15	31,600	-	-	-	-
Chemicals	36	61,700	1	1,000	6	9,400
Petroleum refining	15	25,500	-	-	2	5,000
Rubber and plastics	14	68,850	-	-	7	25,750
Leather products	11	23,100	-	-	1	2,200
Stone, clay, and glass	35	93,600	-	-	4	8,050
Primary metals	88	460,600	-	-	13	41,600
Fabricated metals	41	97,000	-	-	10	29,700
Non-electrical machinery	81	242,150	1	1,300	16	29,500
Electrical machinery	83	323,750	-	-	2	2,700
Transportation equipment	112	957,100	-	-	10	37,600
Instruments	11	27,650	-	-	2	6,800
Miscellaneous manufacturing	9	14,600	1	2,200	3	4,400
Nonmanufacturing	800	3,568,650	69	201,300	64	216,800
Mining, crude petroleum, and natural gas	16	169,050	-	-	2	5,400
Transportation ¹	62	469,550	1	10,750	3	16,900
Communications	80	620,000	-	-	2	21,700
Utilities, electric, and gas	81	210,700	2	2,700	25	73,000
Wholesale trade	12	23,900	-	-	3	7,050
Retail trade	123	405,200	2	2,200	9	22,400
Hotels and restaurants	31	148,300	-	-	1	10,000
Services	66	323,450	-	-	3	22,000
Construction	327	1,195,000	64	185,650	16	38,350
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Labor-management committees on—					
	Agreements	Workers	Industrial relations issues ¹		Safety ²		Productivity ³	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	60	245,400	572	2,867,850	81	1,091,350
Manufacturing	750	3,025,150	39	148,150	413	1,835,550	58	845,300
Food, kindred products	79	234,200	6	25,500	35	140,400	5	69,700
Tobacco manufacturing	8	21,800	-	-	-	-	-	-
Textile mill products	11	28,850	-	-	1	1,200	-	-
Apparel	31	207,900	-	-	1	1,000	-	-
Lumber, wood products	11	17,100	4	4,850	7	9,950	1	1,000
Furniture, fixtures	17	23,100	1	1,000	6	7,400	1	1,000
Paper, allied products	42	65,000	1	1,100	18	27,650	1	1,200
Printing and publishing	15	31,600	1	1,000	3	10,800	2	9,100
Chemicals	36	61,700	1	1,200	21	30,850	1	2,000
Petroleum refining	15	25,500	-	-	10	18,900	-	-
Rubber and plastics	14	68,850	4	29,250	14	68,850	2	16,450
Leather products	11	23,100	-	-	2	3,200	-	-
Stone, clay, and glass	35	93,600	1	1,000	26	66,550	-	-
Primary metals	88	460,600	7	40,150	76	429,700	33	316,850
Fabricated metals	41	97,000	2	3,200	25	66,150	3	5,050
Non-electrical machinery	81	242,150	4	10,350	48	141,800	2	2,100
Electrical machinery	83	323,750	3	8,200	42	130,300	-	-
Transportation equipment	112	957,100	3	20,000	68	656,150	7	420,850
Instruments	11	27,650	1	1,350	4	16,700	-	-
Miscellaneous manufacturing	9	14,600	-	-	6	8,000	-	-
Nonmanufacturing	800	3,568,650	21	97,250	159	1,032,300	23	246,050
Mining, crude petroleum, and natural gas	16	169,050	2	6,000	13	161,200	3	10,100
Transportation ⁴	62	469,550	1	9,000	22	289,400	12	208,350
Communications	80	620,000	4	45,000	37	316,050	1	1,550
Utilities, electric, and gas	81	210,700	2	4,300	35	108,050	2	4,900
Wholesale trade	12	23,900	2	3,950	1	1,050	-	-
Retail trade	123	405,200	2	2,200	10	19,050	-	-
Hotels and restaurants	31	148,300	-	-	1	10,000	-	-
Services	66	323,450	5	22,100	6	8,800	2	3,650
Construction	327	1,195,000	3	4,700	34	118,700	3	17,500
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-

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

² A labor-management safety committee is a joint committee

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

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

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Restriction on posting or distribution of union literature		Restriction on moonlighting ¹	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	802	3,490,350	89	445,050
Manufacturing	750	3,025,150	539	2,160,050	30	90,050
Food, kindred products	79	234,200	57	187,900	6	10,300
Tobacco manufacturing	8	21,800	1	5,800	-	-
Textile mill products	11	28,850	7	15,050	1	1,100
Apparel	31	207,900	5	14,200	1	3,000
Lumber, wood products	11	17,100	6	10,200	-	-
Furniture, fixtures	17	23,100	11	14,250	1	2,000
Paper, allied products	42	65,000	32	50,100	-	-
Printing and publishing	15	31,600	3	3,700	4	5,000
Chemicals	36	61,700	29	49,500	-	-
Petroleum refining	15	25,500	12	21,400	-	-
Rubber and plastics	14	68,850	13	67,800	-	-
Leather products	11	23,100	7	14,750	-	-
Stone, clay, and glass	35	93,600	29	80,300	3	4,100
Primary metals	88	460,600	49	129,800	2	3,800
Fabricated metals	41	97,000	34	85,950	1	1,800
Non-electrical machinery	81	242,150	70	221,950	3	27,450
Electrical machinery	83	323,750	66	278,800	2	2,600
Transportation equipment	112	957,100	94	877,150	6	28,900
Instruments	11	27,650	7	19,050	-	-
Miscellaneous manufacturing	9	14,600	7	12,400	-	-
Nonmanufacturing	800	3,568,650	263	1,330,300	59	355,000
Mining, crude petroleum, and natural gas	16	169,050	8	27,300	-	-
Transportation ²	62	469,550	37	319,100	22	180,850
Communications	80	620,000	63	522,650	4	16,450
Utilities, electric, and gas	81	210,700	59	162,050	3	7,150
Wholesale trade	12	23,900	7	14,900	2	4,500
Retail trade	123	405,200	46	137,850	5	7,700
Hotels and restaurants	31	148,300	9	30,250	-	-
Services	66	323,450	30	109,300	8	34,350
Construction	327	1,195,000	3	4,900	15	104,000
Miscellaneous nonmanufacturing	2	3,500	1	2,000	-	-

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

² Excludes railroads and airlines.
NOTE: Nonadditive.

Table 2.9 Environmental and worker protection provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Environmental provisions ¹		Worker protection provisions ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	173	1,404,150	62	435,400
Manufacturing	750	3,025,150	123	1,219,200	16	31,050
Food, kindred products	79	234,200	2	4,100	10	18,750
Tobacco manufacturing	8	21,800	1	2,400	-	-
Textile mill products	11	28,850	-	-	-	-
Apparel	31	207,900	-	-	-	-
Lumber, wood products	11	17,100	1	1,450	-	-
Furniture, fixtures	17	23,100	-	-	-	-
Paper, allied products	42	65,000	4	6,850	1	1,350
Printing and publishing	15	31,600	1	4,000	-	-
Chemicals	36	61,700	5	6,950	-	-
Petroleum refining	15	25,500	6	10,100	-	-
Rubber and plastics	14	68,850	6	51,550	-	-
Leather products	11	23,100	-	-	1	2,350
Stone, clay, and glass	35	93,600	9	27,150	-	-
Primary metals	88	460,600	37	346,150	1	3,400
Fabricated metals	41	97,000	8	22,100	2	3,300
Non-electrical machinery	81	242,150	14	38,500	1	1,900
Electrical machinery	83	323,750	6	33,300	-	-
Transportation equipment	112	957,100	22	663,400	-	-
Instruments	11	27,650	1	1,200	-	-
Miscellaneous manufacturing	9	14,600	-	-	-	-
Nonmanufacturing	800	3,568,650	50	184,950	46	404,350
Mining, crude petroleum, and natural gas	16	169,050	5	12,150	-	-
Transportation ³	62	469,550	8	44,300	28	321,450
Communications	80	620,000	1	3,800	9	54,150
Utilities, electric, and gas	81	210,700	4	6,100	4	8,200
Wholesale trade	12	23,900	-	-	1	1,000
Retail trade	123	405,200	3	6,300	3	4,550
Hotels and restaurants	31	148,300	-	-	1	15,000
Services	66	323,450	2	13,900	-	-
Construction	327	1,195,000	27	98,400	-	-
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-

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

² Worker protection provisions protect employees from

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

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 2.10 Selected safety provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Total with selected safety provisions ¹		Right to refuse unsafe work		Right to grieve unsafe work		Right to discipline employees for violating safety rules	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	957	4,395,050	338	1,813,900	268	2,047,700	295	1,280,450
Manufacturing	750	3,025,150	502	2,184,400	139	641,100	197	1,271,750	162	726,300
Food, kindred products	79	234,200	44	105,700	3	8,800	5	12,250	16	41,500
Tobacco manufacturing	8	21,800	3	6,100	-	-	-	-	-	-
Textile mill products	11	28,850	6	18,750	-	-	-	-	-	-
Apparel	31	207,900	5	27,000	2	3,000	1	2,000	-	-
Lumber, wood products	11	17,100	7	8,550	5	6,350	3	3,450	2	2,200
Furniture, fixtures	17	23,100	8	10,300	5	6,750	3	3,900	2	2,550
Paper, allied products	42	65,000	31	47,900	3	5,250	4	5,950	22	35,650
Printing and publishing	15	31,600	6	18,400	2	5,800	1	8,100	-	-
Chemicals	36	61,700	23	34,300	2	2,250	5	7,650	5	8,100
Petroleum refining	15	25,500	13	23,000	4	6,150	8	15,350	3	3,500
Rubber and plastics	14	68,850	13	67,750	1	1,150	3	23,500	4	5,300
Leather products	11	23,100	5	10,050	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	26	67,750	12	39,650	12	42,750	8	15,100
Primary metals	88	460,600	75	434,000	40	343,950	58	405,050	33	267,100
Fabricated metals	41	97,000	36	87,550	12	40,150	16	50,450	12	21,800
Non-electrical machinery	81	242,150	63	178,050	15	54,850	32	116,600	14	48,750
Electrical machinery	83	323,750	40	127,850	7	26,400	12	57,450	13	31,300
Transportation equipment	112	957,100	86	881,900	24	80,400	33	516,000	24	238,050
Instruments	11	27,650	7	21,500	1	8,000	-	-	3	4,100
Miscellaneous manufacturing	9	14,600	5	8,000	1	2,200	1	1,300	1	1,300
Nonmanufacturing	800	3,568,650	455	2,210,650	199	1,172,800	71	775,950	133	554,150
Mining, crude petroleum, and natural gas	16	169,050	16	169,050	12	162,650	9	155,200	4	8,550
Transportation ²	62	469,550	53	423,750	41	374,900	19	290,050	10	153,950
Communications	80	620,000	39	328,400	6	17,250	7	139,000	2	4,900
Utilities, electric, and gas	81	210,700	65	165,350	19	45,500	10	22,950	15	39,200
Wholesale trade	12	23,900	4	7,700	1	1,800	3	4,200	3	6,350
Retail trade	123	405,200	34	113,050	4	13,400	3	11,400	12	36,450
Hotels and restaurants	31	148,300	4	17,200	3	15,500	-	-	2	11,700
Services	66	323,450	11	35,900	4	10,400	1	1,700	1	2,000
Construction	327	1,195,000	228	948,250	108	529,400	19	151,450	84	291,050
Miscellaneous nonmanufacturing	2	3,500	1	2,000	1	2,000	-	-	-	-

See footnotes at end of table.

Table 2.10 Continued—Selected safety provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Regulation of crew size ³		Posting of safety rules		Right of inspection by joint or union safety committee		Union/employer pledge of cooperation in safety programs		No reference to selected safety provisions	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	214	939,950	63	309,800	254	1,677,250	462	2,555,000	593	2,198,750
Manufacturing	48	130,550	38	66,000	209	1,412,350	273	1,468,950	248	840,750
Food, kindred products	7	14,850	3	4,100	15	36,950	19	39,550	35	128,500
Tobacco manufacturing	2	3,700	1	2,400	-	-	-	-	5	15,700
Textile mill products	2	4,800	-	-	-	-	5	15,150	5	10,100
Apparel	-	-	-	-	3	22,000	1	3,000	26	180,900
Lumber, wood products	1	1,200	-	-	2	2,600	4	4,850	4	8,550
Furniture, fixtures	-	-	-	-	2	2,200	6	7,750	9	12,800
Paper, allied products	2	2,700	6	7,500	5	8,250	16	25,700	11	17,100
Printing and publishing	3	11,100	-	-	1	1,200	2	2,700	9	13,200
Chemicals	1	1,350	1	1,000	8	10,800	19	28,150	13	27,400
Petroleum refining	-	-	1	1,000	10	18,900	7	12,750	2	2,500
Rubber and plastics	-	-	1	1,350	11	59,850	7	30,250	1	1,100
Leather products	-	-	1	1,100	-	-	4	8,950	6	13,050
Stone, clay, and glass	1	1,300	2	2,100	9	31,500	13	23,450	9	25,850
Primary metals	5	10,550	2	2,350	35	273,950	49	313,300	13	26,600
Fabricated metals	8	33,150	3	5,600	14	39,350	19	38,200	5	9,450
Non-electrical machinery	7	16,650	5	7,600	35	121,500	37	126,550	18	64,100
Electrical machinery	-	-	5	13,000	19	59,250	19	71,050	43	195,900
Transportation equipment	9	29,200	5	14,000	35	712,650	39	706,300	26	75,200
Instruments	-	-	2	2,900	2	6,800	3	5,500	4	6,150
Miscellaneous manufacturing	-	-	-	-	3	4,600	4	5,800	4	6,600
Nonmanufacturing	166	809,400	25	243,800	45	264,900	189	1,086,050	345	1,358,000
Mining, crude petroleum, and natural gas	4	128,950	4	129,100	11	158,350	12	159,700	-	-
Transportation ²	14	122,600	4	62,400	5	13,700	12	95,000	9	45,800
Communications	3	32,700	-	-	4	5,300	27	157,050	41	291,600
Utilities, electric, and gas	36	103,750	6	17,000	12	45,550	33	85,200	16	45,350
Wholesale trade	1	1,050	-	-	-	-	1	3,500	8	16,200
Retail trade	1	3,450	1	1,400	2	7,800	21	73,950	89	292,150
Hotels and restaurants	1	10,000	-	-	-	-	1	10,000	27	131,100
Services	3	8,150	-	-	-	-	4	17,350	55	287,550
Construction	103	398,750	10	33,900	10	32,200	78	484,300	99	246,750
Miscellaneous nonmanufacturing	-	-	-	-	1	2,000	-	-	1	1,500

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

² Excludes railroads and airlines.

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

NOTE: Nonadditive.

Table 2.11 Absenteeism and tardiness provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Referring to absenteeism or tardiness								No reference to absenteeism or tardiness	
	Agreements	Workers	Total		Absenteeism only		Tardiness only		Absenteeism and tardiness		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	1,550	6,593,800	741	3,506,100	463	2,427,300	32	91,100	246	987,700	809	3,087,700
Manufacturing	750	3,025,150	526	2,245,900	323	1,544,950	16	36,550	187	664,400	224	779,250
Food, kindred products	79	234,200	41	137,450	23	96,250	1	1,900	17	39,300	38	96,750
Tobacco manufacturing	8	21,800	7	19,400	6	17,200	-	-	1	2,200	1	2,400
Textile mill products	11	28,850	7	18,150	6	16,950	-	-	1	1,200	4	10,700
Apparel	31	207,900	9	20,500	4	6,800	-	-	5	13,700	22	187,400
Lumber, wood products	11	17,100	7	12,250	6	10,600	-	-	1	1,650	4	4,850
Furniture, fixtures	17	23,100	13	16,200	10	12,550	-	-	3	3,650	4	6,900
Paper, allied products	42	65,000	33	46,800	15	19,500	1	1,500	17	25,800	9	18,200
Printing and publishing	15	31,600	5	13,000	2	2,700	2	9,300	1	1,000	10	18,600
Chemicals	36	61,700	27	42,700	24	38,400	1	1,200	2	3,100	9	19,000
Petroleum refining	15	25,500	3	3,500	3	3,500	-	-	-	-	12	22,000
Rubber and plastics	14	68,850	13	67,750	8	55,550	-	-	5	12,200	1	1,100
Leather products	11	23,100	4	8,300	3	5,550	-	-	1	2,750	7	14,800
Stone, clay, and glass	35	93,600	20	56,100	15	48,650	-	-	5	7,450	15	37,500
Primary metals	88	460,600	75	407,350	32	160,800	3	3,200	40	243,350	13	53,250
Fabricated metals	41	97,000	31	74,000	24	61,050	-	-	7	12,950	10	23,000
Non-electrical machinery	81	242,150	68	222,100	45	108,100	2	4,000	21	110,000	13	20,050
Electrical machinery	83	323,750	63	212,600	31	117,200	1	1,600	31	93,800	20	111,150
Transportation equipment	112	957,100	87	845,750	57	746,950	5	13,850	25	84,950	25	111,350
Instruments	11	27,650	7	12,300	3	6,950	-	-	4	5,350	4	15,350
Miscellaneous manufacturing	9	14,600	6	9,700	6	9,700	-	-	-	-	3	4,900
Nonmanufacturing	800	3,568,650	215	1,260,200	140	882,350	16	54,550	59	323,300	585	2,308,450
Mining, crude petroleum, and natural gas	16	169,050	10	153,700	6	146,850	1	1,050	3	5,800	6	15,350
Transportation ¹	62	469,550	34	284,100	19	93,350	1	10,750	14	180,000	28	185,450
Communications	80	620,000	33	273,150	24	226,800	6	20,750	3	25,600	47	346,850
Utilities, electric, and gas	81	210,700	26	82,050	21	71,550	1	2,100	4	8,400	55	128,650
Wholesale trade	12	23,900	6	10,850	4	8,800	-	-	2	2,050	6	13,050
Retail trade	123	405,200	38	166,800	19	108,000	1	3,000	18	55,800	85	238,400
Hotels and restaurants	31	148,300	15	86,250	13	83,450	1	1,100	1	1,700	16	62,050
Services	66	323,450	20	90,900	15	76,300	-	-	5	14,600	46	232,550
Construction	327	1,195,000	32	110,900	18	65,750	5	15,800	9	29,350	295	1,084,100
Miscellaneous nonmanufacturing	2	3,500	1	1,500	1	1,500	-	-	-	-	1	2,000

¹ Excludes railroads and airlines.

Part III. Wages and Related Provisions

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

Table 3.1 Wage administration provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Formal job evaluation systems ¹		Production standards ²		Time study ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	254	1,027,000	349	1,813,300	287	1,432,500
Manufacturing	750	3,025,150	220	788,200	338	1,786,000	279	1,415,350
Food, kindred products	79	234,200	9	16,300	14	36,400	13	32,100
Tobacco manufacturing	8	21,800	1	2,300	-	-	-	-
Textile mill products	11	28,850	1	1,200	6	16,900	6	16,900
Apparel	31	207,900	-	-	11	32,500	7	24,100
Lumber, wood products	11	17,100	3	3,400	2	3,150	1	1,500
Furniture, fixtures	17	23,100	2	2,550	10	12,550	9	11,550
Paper, allied products	42	65,000	6	8,700	5	7,400	3	3,400
Printing and publishing	15	31,600	1	1,500	1	1,200	1	1,200
Chemicals	36	61,700	7	10,550	9	14,300	9	14,300
Petroleum refining	15	25,500	-	-	1	1,250	1	1,250
Rubber and plastics	14	68,850	8	52,550	13	67,200	13	67,200
Leather products	11	23,100	-	-	5	7,250	5	7,250
Stone, clay, and glass	35	93,600	25	70,750	20	52,350	17	46,350
Primary metals	88	460,600	42	271,000	60	375,400	33	94,700
Fabricated metals	41	97,000	20	48,550	17	40,350	13	21,050
Non-electrical machinery	81	242,150	28	90,850	48	150,750	47	149,550
Electrical machinery	83	323,750	35	102,350	58	252,950	50	229,250
Transportation equipment	112	957,100	26	89,400	46	689,500	40	670,400
Instruments	11	27,650	4	13,050	7	17,900	7	17,900
Miscellaneous manufacturing	9	14,600	2	3,200	5	6,700	4	5,400
Nonmanufacturing	800	3,568,650	34	238,800	11	27,300	8	17,150
Mining, crude petroleum, and natural gas	16	169,050	7	139,300	2	5,400	2	5,400
Transportation ⁴	62	469,550	-	-	-	-	-	-
Communications	80	620,000	5	40,950	-	-	-	-
Utilities, electric, and gas	81	210,700	16	40,900	-	-	-	-
Wholesale trade	12	23,900	-	-	1	4,050	-	-
Retail trade	123	405,200	2	6,900	4	7,550	4	7,550
Hotels and restaurants	31	148,300	-	-	1	2,500	1	2,500
Services	66	323,450	3	5,050	2	4,300	1	1,700
Construction	327	1,195,000	1	5,700	1	3,500	-	-
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-

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

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

normal operations.

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

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.2 Methods of compensation by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Time payments					
	Agreements	Workers	Total		Hourly or daily only		Weekly or monthly only	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	1,502	6,441,750	1,320	5,434,150	140	845,400
Manufacturing	750	3,025,150	722	2,952,450	671	2,775,100	31	103,100
Food, kindred products	79	234,200	76	222,100	65	194,700	8	18,550
Tobacco manufacturing	8	21,800	8	21,800	8	21,800	-	-
Textile mill products	11	28,850	10	27,600	9	24,000	-	-
Apparel	31	207,900	30	205,700	22	166,400	4	27,450
Lumber, wood products	11	17,100	11	17,100	11	17,100	-	-
Furniture, fixtures	17	23,100	16	21,000	16	21,000	-	-
Paper, allied products	42	65,000	41	63,400	40	62,350	1	1,050
Printing and publishing	15	31,600	15	31,600	12	21,400	2	2,100
Chemicals	36	61,700	34	54,850	32	51,650	2	3,200
Petroleum refining	15	25,500	14	23,200	11	19,450	1	1,200
Rubber and plastics	14	68,850	14	68,850	14	68,850	-	-
Leather products	11	23,100	11	23,100	8	15,850	3	7,250
Stone, clay, and glass	35	93,600	33	90,850	32	83,350	-	-
Primary metals	88	460,600	86	457,350	85	451,550	1	5,800
Fabricated metals	41	97,000	37	88,950	33	74,650	1	1,000
Non-electrical machinery	81	242,150	80	238,750	78	233,650	1	2,100
Electrical machinery	83	323,750	76	300,650	71	285,050	2	2,000
Transportation equipment	112	957,100	110	953,350	104	920,050	5	31,400
Instruments	11	27,650	11	27,650	11	27,650	-	-
Miscellaneous manufacturing	9	14,600	9	14,600	9	14,600	-	-
Nonmanufacturing	800	3,568,650	780	3,489,300	649	2,659,050	109	742,300
Mining, crude petroleum, and natural gas	16	169,050	16	169,050	14	165,550	1	1,700
Transportation ¹	62	469,550	58	463,800	54	429,800	3	23,250
Communications	80	620,000	78	594,650	24	84,650	53	500,500
Utilities, electric, and gas	81	210,700	77	205,100	60	143,700	7	32,550
Wholesale trade	12	23,900	12	23,900	9	18,950	2	3,600
Retail trade	123	405,200	123	405,200	98	340,200	21	56,400
Hotels and restaurants	31	148,300	31	148,300	25	105,300	4	29,400
Services	66	323,450	62	298,600	43	191,450	17	93,650
Construction	327	1,195,000	322	1,178,700	321	1,177,450	1	1,250
Miscellaneous nonmanufacturing	2	3,500	1	2,000	1	2,000	-	-

See footnotes at end of table.

Table 3.2 Continued—Methods of compensation by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Time payments— Continued		Incentive wage payments		Commission payments		Mileage payments	
	Hourly and weekly		Agreements	Workers	Agreements	Workers	Agreements	Workers
	Agreements	Workers						
All industries	42	162,200	418	2,308,950	39	185,950	19	150,000
Manufacturing	20	74,250	391	2,114,350	12	25,200	6	17,300
Food, kindred products	3	8,850	24	122,850	8	16,800	1	3,000
Tobacco manufacturing	-	-	3	7,500	-	-	-	-
Textile mill products	1	3,600	9	22,600	-	-	1	7,500
Apparel	4	11,850	29	203,900	1	3,000	-	-
Lumber, wood products	-	-	7	9,950	-	-	-	-
Furniture, fixtures	-	-	11	13,900	-	-	-	-
Paper, allied products	-	-	6	7,350	-	-	2	2,950
Printing and publishing	1	8,100	2	2,200	1	1,100	-	-
Chemicals	-	-	8	14,300	-	-	-	-
Petroleum refining	2	2,550	-	-	-	-	-	-
Rubber and plastics	-	-	11	64,850	-	-	-	-
Leather products	-	-	11	23,100	-	-	-	-
Stone, clay, and glass	1	7,500	27	68,850	1	2,300	-	-
Primary metals	-	-	69	410,000	1	2,000	-	-
Fabricated metals	3	13,300	18	42,200	-	-	-	-
Non-electrical machinery	1	3,000	46	153,600	-	-	2	3,850
Electrical machinery	3	13,600	56	252,250	-	-	-	-
Transportation equipment	1	1,900	42	674,050	-	-	-	-
Instruments	-	-	5	8,500	-	-	-	-
Miscellaneous manufacturing	-	-	7	12,400	-	-	-	-
Nonmanufacturing	22	87,950	27	194,600	27	160,750	13	132,700
Mining, crude petroleum, and natural gas	1	1,800	7	138,950	-	-	-	-
Transportation ¹	1	10,750	1	2,300	1	2,000	12	130,400
Communications	1	9,500	2	4,850	7	85,700	-	-
Utilities, electric, and gas	10	28,850	-	-	-	-	-	-
Wholesale trade	1	1,350	-	-	1	1,350	-	-
Retail trade	4	8,600	6	18,050	13	41,150	1	2,300
Hotels and restaurants	2	13,600	-	-	-	-	-	-
Services	2	13,500	4	13,300	5	30,550	-	-
Construction	-	-	5	13,650	-	-	-	-
Miscellaneous nonmanufacturing	-	-	2	3,500	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.3 Methods of compensation by occupational coverage

(Agreements covering 1,000 workers or more, January 1, 1980)

Method	All agreements ¹		Production workers		Professional ²		Clerical		Sales	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,550	6,593,800	1,192	4,968,000	22	138,000	28	124,900	39	204,200
Time payments	1,502	6,441,750	1,158	4,880,250	21	136,500	28	124,900	37	183,850
Hourly or daily only	1,320	5,434,150	1,085	4,438,350	8	70,000	8	15,250	28	147,500
Weekly or monthly only	140	845,400	55	370,650	11	53,000	19	104,650	9	36,350
Hourly or daily and weekly or monthly	42	162,200	18	71,250	2	13,500	1	5,000	-	-
Incentive wage payments	418	2,308,950	375	2,009,650	-	-	-	-	1	7,000
Commission payments	39	185,950	6	29,100	-	-	-	-	10	48,400
Mileage payments	19	150,000	16	131,500	-	-	-	-	-	-
	Production and clerical		Production and professional ²		Production and sales		Production, professional, and clerical ²		Other ³	
All agreements	60	337,150	60	181,000	27	94,050	69	326,750	53	219,750
Time payments	57	331,850	58	178,500	27	94,050	65	297,650	51	214,200
Hourly or daily only	38	247,100	51	129,100	21	80,050	52	247,050	29	59,750
Weekly or monthly only	15	67,450	3	40,300	5	12,950	8	30,350	15	129,700
Hourly or daily and weekly or monthly	4	17,300	4	9,100	1	1,050	5	20,250	7	24,750
Incentive wage payments	17	154,150	9	15,700	1	1,900	12	115,700	3	4,850
Commission payments	2	18,450	-	-	6	17,200	-	-	15	72,800
Mileage payments	2	15,500	1	3,000	-	-	-	-	-	-

¹ Many agreements include more than 1 method of compensation; thus, the vertical components exceed the total.

² Includes technical employees.

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

NOTE: Nonadditive.

Table 3.4 Basic rate structure for nonincentive jobs by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Basic rate structure					
	Agreements	Workers	Total		Single rates		Rate ranges	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	1,462	6,217,450	703	2,871,600	600	2,388,550
Manufacturing	750	3,025,150	682	2,759,950	301	1,373,250	332	1,167,400
Food, kindred products	79	234,200	69	201,400	46	157,450	13	20,500
Tobacco manufacturing	8	21,800	7	20,800	6	18,400	1	4,200
Textile mill products	11	28,850	8	22,400	-	-	2	8,700
Apparel	31	207,900	31	207,900	3	7,000	3	8,550
Lumber, wood products	11	17,100	9	13,300	6	7,300	-	-
Furniture, fixtures	17	23,100	16	21,800	8	10,700	6	8,350
Paper, allied products	42	65,000	40	61,900	29	44,600	17	26,700
Printing and publishing	15	31,600	15	31,600	4	4,500	10	21,300
Chemicals	36	61,700	27	41,000	14	20,750	18	28,750
Petroleum refining	15	25,500	13	19,200	10	14,900	8	11,800
Rubber and plastics	14	68,850	12	50,900	5	5,600	4	11,450
Leather products	11	23,100	11	23,100	1	2,200	4	11,200
Stone, clay, and glass	35	93,600	31	75,850	22	56,250	4	21,400
Primary metals	88	460,600	83	400,350	64	354,700	17	41,250
Fabricated metals	41	97,000	37	91,650	13	40,650	22	46,700
Non-electrical machinery	81	242,150	79	236,750	20	54,750	62	209,400
Electrical machinery	83	323,750	73	267,200	19	43,350	56	232,250
Transportation equipment	112	957,100	101	930,600	29	520,950	68	418,250
Instruments	11	27,650	11	27,650	1	8,000	11	27,650
Miscellaneous manufacturing	9	14,600	9	14,600	1	1,200	6	9,000
Nonmanufacturing	800	3,568,650	780	3,457,500	402	1,498,350	268	1,221,150
Mining, crude petroleum, and natural gas	16	169,050	16	169,050	15	164,050	2	2,800
Transportation ¹	62	469,550	56	428,800	30	160,000	7	21,200
Communications	80	620,000	80	620,000	1	1,200	78	617,000
Utilities, electric, and gas	81	210,700	78	206,850	33	85,950	69	191,000
Wholesale trade	12	23,900	12	23,900	4	6,150	3	4,700
Retail trade	123	405,200	123	405,200	39	164,550	88	328,400
Hotels and restaurants	31	148,300	31	148,300	4	10,500	2	8,200
Services	66	323,450	61	287,600	14	36,700	19	47,850
Construction	327	1,195,000	322	1,165,800	261	867,250	-	-
Miscellaneous nonmanufacturing	2	3,500	1	2,000	1	2,000	-	-

See footnotes at end of table.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Basic rate structure—Continued				No reference to basic rate structure	
	Minimum rates		Subject to local negotiation		Agreements	Workers
	Agreements	Workers	Agreements	Workers		
All industries	330	1,477,150	4	18,100	88	376,350
Manufacturing	124	424,600	4	18,100	68	265,200
Food, kindred products	16	31,150	1	5,350	10	32,800
Tobacco manufacturing	1	2,400	-	-	1	1,000
Textile mill products	6	13,700	-	-	3	6,450
Apparel	26	196,950	-	-	-	-
Lumber, wood products	3	6,000	-	-	2	3,800
Furniture, fixtures	4	5,950	-	-	1	1,300
Paper, allied products	7	12,050	-	-	2	3,100
Printing and publishing	4	9,300	-	-	-	-
Chemicals	-	-	-	-	9	20,700
Petroleum refining	1	1,600	-	-	2	6,300
Rubber and plastics	2	23,650	2	11,300	2	17,950
Leather products	7	11,900	-	-	-	-
Stone, clay, and glass	7	13,200	-	-	4	17,750
Primary metals	5	12,750	-	-	5	60,250
Fabricated metals	8	14,450	-	-	4	5,350
Non-electrical machinery	5	7,250	-	-	2	5,400
Electrical machinery	8	13,050	-	-	10	56,550
Transportation equipment	10	40,250	1	1,450	11	26,500
Instruments	1	2,600	-	-	-	-
Miscellaneous manufacturing	3	6,400	-	-	-	-
Nonmanufacturing	206	1,052,550	-	-	20	111,150
Mining, crude petroleum, and natural gas	1	5,000	-	-	-	-
Transportation ¹	21	249,800	-	-	6	40,750
Communications	2	3,200	-	-	-	-
Utilities, electric, and gas	1	1,650	-	-	3	3,850
Wholesale trade	6	15,150	-	-	-	-
Retail trade	54	131,950	-	-	-	-
Hotels and restaurants	27	135,600	-	-	-	-
Services	32	209,750	-	-	5	35,850
Construction	62	300,450	-	-	5	29,200
Miscellaneous nonmanufacturing	-	-	-	-	1	1,500

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.5 Progression plans by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Progression plans									
	Agreements	Workers	Total		Automatic ¹		Merit ²		Automatic and merit		No details given	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	600	2,388,550	389	1,515,050	70	155,350	129	678,100	12	40,050
Manufacturing	750	3,025,150	332	1,167,400	191	581,050	55	121,100	77	432,300	9	32,950
Food, kindred products	79	234,200	13	20,500	6	11,500	3	3,750	3	3,950	1	1,300
Tobacco manufacturing	8	21,800	1	4,200	1	4,200	-	-	-	-	-	-
Textile mill products	11	28,850	2	8,700	1	7,500	-	-	1	1,200	-	-
Apparel	31	207,900	3	8,550	3	8,550	-	-	-	-	-	-
Lumber, wood products	11	17,100	-	-	-	-	-	-	-	-	-	-
Furniture, fixtures	17	23,100	6	8,350	6	8,350	-	-	-	-	-	-
Paper, allied products	42	65,000	17	26,700	15	24,700	1	1,000	1	1,000	-	-
Printing and publishing	15	31,600	10	21,300	6	16,800	2	2,500	2	2,000	-	-
Chemicals	36	61,700	18	28,750	9	14,400	4	5,000	3	6,800	2	2,550
Petroleum refining	15	25,500	8	11,800	4	6,800	2	2,200	2	2,800	-	-
Rubber and plastics	14	68,850	4	11,450	1	6,900	2	3,450	1	1,100	-	-
Leather products	11	23,100	4	11,200	3	9,000	-	-	1	2,200	-	-
Stone, clay, and glass	35	93,600	4	21,400	4	21,400	-	-	-	-	-	-
Primary metals	88	460,600	17	41,250	6	20,650	8	14,300	2	2,500	1	3,800
Fabricated metals	41	97,000	22	46,700	14	29,450	2	3,250	6	14,000	-	-
Non-electrical machinery	81	242,150	62	209,400	36	97,000	12	29,000	13	82,200	1	1,200
Electrical machinery	83	323,750	56	232,250	30	141,800	3	5,650	21	73,000	2	11,800
Transportation equipment	112	957,100	68	418,250	38	139,450	14	45,000	15	223,500	1	10,300
Instruments	11	27,650	11	27,650	4	6,700	2	6,000	5	14,950	-	-
Miscellaneous manufacturing	9	14,600	6	9,000	4	5,900	-	-	1	1,100	1	2,000
Nonmanufacturing	800	3,568,650	268	1,221,150	198	934,000	15	34,250	52	245,800	3	7,100
Mining, crude petroleum, and natural gas	16	169,050	2	2,800	2	2,800	-	-	-	-	-	-
Transportation ³	62	469,550	7	21,200	7	21,200	-	-	-	-	-	-
Communications	80	620,000	78	617,000	53	436,800	3	12,550	22	167,650	-	-
Utilities, electric, and gas	81	210,700	69	191,000	40	129,500	6	13,250	20	41,150	3	7,100
Wholesale trade	12	23,900	3	4,700	3	4,700	-	-	-	-	-	-
Retail trade	123	405,200	88	328,400	78	299,250	3	4,550	7	24,600	-	-
Hotels and restaurants	31	148,300	2	8,200	1	3,500	-	-	1	4,700	-	-
Services	66	323,450	19	47,850	14	36,250	3	3,900	2	7,700	-	-
Construction	327	1,195,000	-	-	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing ...	2	3,500	-	-	-	-	-	-	-	-	-	-

¹ Automatic progression plans provide for increases within rate ranges at fixed intervals without reference to merit.
² Merit progression plans provide for increases within rate ranges

given on the basis of workers' performance.
³ Excludes railroads and airlines.

Table 3.6 Travel provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Travel time ¹		General per diem allowance ²		Meal allowance	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	468	2,255,900	131	645,750	537	2,463,800
Manufacturing	750	3,025,150	85	514,350	24	123,750	167	494,750
Food, kindred products	79	234,200	6	17,600	1	1,800	23	59,450
Tobacco manufacturing	8	21,800	-	-	-	-	2	8,200
Textile mill products	11	28,850	-	-	-	-	-	-
Apparel	31	207,900	-	-	-	-	1	3,000
Lumber, wood products	11	17,100	5	9,050	-	-	3	5,700
Furniture, fixtures	17	23,100	1	2,000	1	2,000	2	3,200
Paper, allied products	42	65,000	2	4,100	-	-	28	47,200
Printing and publishing	15	31,600	3	6,000	1	1,000	1	1,000
Chemicals	36	61,700	4	5,850	-	-	20	34,250
Petroleum refining	15	25,500	7	9,450	3	4,900	15	25,500
Rubber and plastics	14	68,850	-	-	1	1,300	2	4,100
Leather products	11	23,100	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	-	-	-	-	8	19,000
Primary metals	88	460,600	5	22,150	-	-	21	61,200
Fabricated metals	41	97,000	7	27,050	2	7,300	7	26,450
Non-electrical machinery	81	242,150	8	17,100	-	-	11	19,700
Electrical machinery	83	323,750	6	107,100	-	-	3	91,200
Transportation equipment	112	957,100	31	286,900	15	105,450	19	83,400
Instruments	11	27,650	-	-	-	-	-	-
Miscellaneous manufacturing	9	14,600	-	-	-	-	1	2,200
Nonmanufacturing	800	3,568,650	383	1,741,550	107	522,000	370	1,969,050
Mining, crude petroleum, and natural gas	16	169,050	4	11,750	2	6,800	11	141,100
Transportation ³	62	469,550	29	211,450	8	52,900	35	256,100
Communications	80	620,000	70	554,900	21	125,100	69	572,350
Utilities, electric, and gas	81	210,700	62	176,850	22	73,550	76	202,100
Wholesale trade	12	23,900	-	-	1	1,400	1	1,000
Retail trade	123	405,200	27	79,950	2	7,250	22	124,950
Hotels and restaurants	31	148,300	4	29,700	-	-	29	140,800
Services	66	323,450	16	83,950	3	25,800	18	91,650
Construction	327	1,195,000	171	593,000	48	229,200	109	439,000
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-

See footnotes at end of table.

Table 3.6 Continued—Travel provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Lodging allowance		Transportation allowance ⁴		Incidental expenses ⁵	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	327	1,650,850	612	3,068,950	118	715,350
Manufacturing	58	248,450	101	500,100	16	43,700
Food, kindred products	10	22,400	14	36,050	3	9,500
Tobacco manufacturing	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-
Apparel	1	3,000	1	3,000	-	-
Lumber, wood products	2	4,500	4	6,950	-	-
Furniture, fixtures	1	2,000	1	2,000	-	-
Paper, allied products	3	4,700	5	7,700	1	1,100
Printing and publishing	-	-	2	2,100	1	1,000
Chemicals	4	6,400	12	17,650	-	-
Petroleum refining	5	7,200	11	17,500	-	-
Rubber and plastics	-	-	1	3,000	-	-
Leather products	-	-	-	-	-	-
Stone, clay, and glass	-	-	-	-	-	-
Primary metals	1	1,100	6	7,900	1	2,200
Fabricated metals	4	20,800	6	20,650	5	21,450
Non-electrical machinery	6	12,000	7	14,000	1	1,050
Electrical machinery	2	86,400	5	103,400	-	-
Transportation equipment	18	75,750	24	253,850	4	7,400
Instruments	-	-	1	2,150	-	-
Miscellaneous manufacturing	1	2,200	1	2,200	-	-
Nonmanufacturing	269	1,402,400	511	2,568,850	102	671,650
Mining, crude petroleum, and natural gas	-	-	7	154,600	1	1,150
Transportation ³	34	259,250	39	316,650	8	49,650
Communications	59	493,000	80	620,000	13	170,000
Utilities, electric, and gas	56	142,900	66	184,800	11	26,950
Wholesale trade	1	1,000	2	2,400	1	1,000
Retail trade	15	41,150	71	210,200	1	6,100
Hotels and restaurants	3	24,000	9	51,200	1	20,000
Services	9	66,000	22	156,450	6	54,500
Construction	92	375,100	215	872,550	60	342,300
Miscellaneous nonmanufacturing	-	-	-	-	-	-

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

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

³ Excludes railroads and airlines.

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

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

NOTE: Nonadditive.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Tools		Work clothing/uniforms				Safety equipment	
	Agreements	Workers	Agreements	Workers	Furnished and/or replaced		Maintained		Agreements	Workers
					Agreements	Workers	Agreements	Workers		
All industries	1,550	6,593,800	565	2,769,050	695	3,463,850	271	1,224,750	836	3,911,650
Manufacturing	750	3,025,150	202	1,287,950	290	1,611,650	51	118,700	440	2,145,450
Food, kindred products	79	234,200	30	122,350	55	116,750	28	57,200	41	141,850
Tobacco manufacturing	8	21,800	-	-	1	5,800	-	-	2	4,800
Textile mill products	11	28,850	2	8,600	2	6,100	-	-	1	7,500
Apparel	31	207,900	10	59,350	-	-	-	-	2	4,000
Lumber, wood products	11	17,100	3	4,600	2	3,000	-	-	3	4,150
Furniture, fixtures	17	23,100	3	5,200	6	6,800	1	1,300	10	13,150
Paper, allied products	42	65,000	17	25,100	11	17,200	1	1,250	20	30,600
Printing and publishing	15	31,600	2	5,000	1	1,000	1	1,000	3	6,700
Chemicals	36	61,700	3	3,600	24	41,200	3	4,750	25	42,350
Petroleum refining	15	25,500	3	6,500	9	17,550	1	1,050	8	13,200
Rubber and plastics	14	68,850	10	55,750	7	46,850	1	1,150	12	66,000
Leather products	11	23,100	5	14,750	-	-	-	-	1	2,200
Stone, clay, and glass	35	93,600	22	70,200	13	39,650	2	3,250	29	78,800
Primary metals	88	460,600	11	14,900	61	400,850	2	2,100	71	424,850
Fabricated metals	41	97,000	10	34,700	17	43,650	2	6,300	32	82,900
Non-electrical machinery	81	242,150	19	100,700	27	114,400	4	15,900	59	164,850
Electrical machinery	83	323,750	12	44,500	12	54,050	2	3,000	35	193,950
Transportation equipment	112	957,100	37	703,650	36	681,000	2	12,450	75	839,450
Instruments	11	27,650	1	4,600	2	9,200	1	8,000	6	16,350
Miscellaneous manufacturing	9	14,600	2	3,900	4	6,600	-	-	5	7,800
Nonmanufacturing	800	3,568,650	363	1,481,100	405	1,852,200	220	1,106,050	396	1,766,200
Mining, crude petroleum, and natural gas	16	169,050	11	156,300	12	163,350	2	6,000	15	167,250
Transportation ¹	62	469,550	20	156,250	51	417,850	40	374,500	48	410,750
Communications	80	620,000	21	82,700	4	13,150	4	13,300	15	78,300
Utilities, electric, and gas	81	210,700	42	110,800	34	92,350	12	24,950	57	147,350
Wholesale trade	12	23,900	1	2,600	5	9,150	5	9,150	4	7,450
Retail trade	123	405,200	39	98,100	103	346,650	90	317,350	14	36,550
Hotels and restaurants	31	148,300	1	6,000	30	145,300	30	145,300	3	27,500
Services	66	323,450	13	73,300	34	206,000	26	188,500	9	26,900
Construction	327	1,195,000	215	795,050	132	458,400	11	27,000	231	864,150
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.8 Nonproduction bonuses

(Agreements covering 1,000 workers or more, January 1, 1980)

Type of bonus	Agreements	Workers
All agreements	1,550	6,593,800
Christmas bonus	27	146,500
Year-end bonus	6	17,400
Attendance bonus	24	115,750
Continuous service bonus	40	143,000

NOTE: Nonproduction bonuses are extra payments to employees based on factors

other than individual output. Nonadditive.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Profit-sharing plans ¹		Savings and/or thrift plans ²		Stock purchase plans ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	29	76,300	75	273,950	33	131,700
Manufacturing	750	3,025,150	22	65,450	57	193,000	28	118,300
Food, kindred products	79	234,200	1	1,650	4	6,250	3	4,500
Tobacco manufacturing	8	21,800	5	12,300	-	-	-	-
Textile mill products	11	28,850	-	-	-	-	-	-
Apparel	31	207,900	-	-	-	-	-	-
Lumber, wood products	11	17,100	-	-	-	-	-	-
Furniture, fixtures	17	23,100	-	-	-	-	-	-
Paper, allied products	42	65,000	1	1,000	1	1,850	-	-
Printing and publishing	15	31,600	1	1,100	-	-	1	1,100
Chemicals	36	61,700	2	3,550	6	11,650	1	3,250
Petroleum refining	15	25,500	1	1,200	4	7,600	3	8,800
Rubber and plastics	14	68,850	2	23,600	1	1,100	1	6,900
Leather products	11	23,100	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	-	-	-	-	-	-
Primary metals	88	460,600	1	1,800	1	1,150	-	-
Fabricated metals	41	97,000	-	-	3	8,900	1	1,650
Non-electrical machinery	81	242,150	1	1,450	-	-	1	1,450
Electrical machinery	83	323,750	4	10,100	27	86,150	6	14,150
Transportation equipment	112	957,100	2	3,100	9	63,750	8	62,550
Instruments	11	27,650	1	4,600	1	4,600	3	13,950
Miscellaneous manufacturing	9	14,600	-	-	-	-	-	-
Nonmanufacturing	800	3,568,650	7	10,850	18	80,950	5	13,400
Mining, crude petroleum, and natural gas	16	169,050	-	-	-	-	-	-
Transportation ⁴	62	469,550	-	-	1	20,000	-	-
Communications	80	620,000	-	-	4	29,750	1	1,400
Utilities, electric, and gas	81	210,700	1	1,450	4	8,000	3	10,650
Wholesale trade	12	23,900	-	-	-	-	-	-
Retail trade	123	405,200	4	7,200	5	10,350	1	1,350
Hotels and restaurants	31	148,300	-	-	-	-	-	-
Services	66	323,450	1	1,200	1	3,000	-	-
Construction	327	1,195,000	1	1,000	3	9,850	-	-
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-

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

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

retirement.

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

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 3.10 Shift differentials by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Method of paying differential					
	Agreements	Workers	Total		Money		Time	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	1,290	5,427,450	988	4,195,000	172	749,750
Manufacturing	750	3,025,150	686	2,742,200	609	2,438,700	7	14,650
Food, kindred products	79	234,200	71	218,950	70	217,050	-	-
Tobacco manufacturing	8	21,800	8	21,800	8	21,800	-	-
Textile mill products	11	28,850	9	23,650	8	22,450	-	-
Apparel	31	207,900	4	10,600	4	10,600	-	-
Lumber, wood products	11	17,100	10	15,600	9	12,600	1	3,000
Furniture, fixtures	17	23,100	15	21,100	13	17,500	2	3,600
Paper, allied products	42	65,000	39	60,850	39	60,850	-	-
Printing and publishing	15	31,600	15	31,600	14	23,500	-	-
Chemicals	36	61,700	34	58,700	33	56,600	-	-
Petroleum refining	15	25,500	15	25,500	15	25,500	-	-
Rubber and plastics	14	68,850	13	60,550	12	45,250	-	-
Leather products	11	23,100	3	5,650	2	4,550	1	1,100
Stone, clay, and glass	35	93,600	35	93,600	35	93,600	-	-
Primary metals	88	460,600	88	460,600	88	460,600	-	-
Fabricated metals	41	97,000	39	94,000	32	76,250	-	-
Non-electrical machinery	81	242,150	79	239,650	69	218,400	1	2,150
Electrical machinery	83	323,750	81	317,150	73	289,850	1	3,100
Transportation equipment	112	957,100	110	944,250	69	746,050	1	1,700
Instruments	11	27,650	10	26,400	8	23,700	-	-
Miscellaneous manufacturing	9	14,600	8	12,000	8	12,000	-	-
Nonmanufacturing	800	3,568,650	604	2,685,250	379	1,756,300	165	735,100
Mining, crude petroleum, and natural gas	16	169,050	16	169,050	16	169,050	-	-
Transportation ¹	62	469,550	14	72,000	13	70,800	-	-
Communications	80	620,000	76	589,050	64	524,700	-	-
Utilities, electric, and gas	81	210,700	68	183,700	68	183,700	-	-
Wholesale trade	12	23,900	9	18,950	9	18,950	-	-
Retail trade	123	405,200	97	346,000	97	346,000	-	-
Hotels and restaurants	31	148,300	13	79,400	13	79,400	-	-
Services	66	323,450	38	184,350	36	180,850	1	2,000
Construction	327	1,195,000	272	1,040,750	62	180,850	164	733,100
Miscellaneous nonmanufacturing	2	3,500	1	2,000	1	2,000	-	-

See footnotes at end of table.

Table 3.10 Continued—Shift differentials by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Method of paying differential—Continued				No reference to shift differentials	
	Time and money		Other ²		Agreements	Workers
	Agreements	Workers	Agreements	Workers		
All industries	70	229,250	60	253,450	260	1,166,350
Manufacturing	17	56,400	53	232,450	64	282,950
Food, kindred products	1	1,900	-	-	8	15,250
Tobacco manufacturing	-	-	-	-	-	-
Textile mill products	1	1,200	-	-	2	5,200
Apparel	-	-	-	-	27	197,300
Lumber, wood products	-	-	-	-	1	1,500
Furniture, fixtures	-	-	-	-	2	2,000
Paper, allied products	-	-	-	-	3	4,150
Printing and publishing	-	-	1	8,100	-	-
Chemicals	1	2,100	-	-	2	3,000
Petroleum refining	-	-	-	-	-	-
Rubber and plastics	-	-	1	15,300	1	8,300
Leather products	-	-	-	-	8	17,450
Stone, clay, and glass	-	-	-	-	-	-
Primary metals	-	-	-	-	-	-
Fabricated metals	4	10,100	3	7,650	2	3,000
Non-electrical machinery	1	6,700	8	12,400	2	2,500
Electrical machinery	-	-	7	24,200	2	6,600
Transportation equipment	8	33,200	32	163,300	2	12,850
Instruments	1	1,200	1	1,500	1	1,250
Miscellaneous manufacturing	-	-	-	-	1	2,600
Nonmanufacturing	53	172,850	7	21,000	196	883,400
Mining, crude petroleum, and natural gas	-	-	-	-	-	-
Transportation ¹	-	-	1	1,200	48	397,550
Communications	12	64,350	-	-	4	30,950
Utilities, electric, and gas	-	-	-	-	13	27,000
Wholesale trade	-	-	-	-	3	4,950
Retail trade	-	-	-	-	26	59,200
Hotels and restaurants	-	-	-	-	18	68,900
Services	-	-	1	1,500	28	139,100
Construction	41	108,500	5	18,300	55	154,250
Miscellaneous nonmanufacturing	-	-	-	-	1	1,500

¹ Excludes railroads and airlines.

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

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

Table 3.11 Money differentials by shift

(Agreements covering 1,000 workers or more, January 1, 1980)

Type and amount of money differential	Second shift		Third shift		General night shift	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total with money differential	707	2,947,650	641	2,709,400	324	1,426,400
Cents per hour	518	1,646,400	464	1,461,650	176	504,100
1 to 9	24	46,350	3	4,000	6	14,650
10 TO 14	85	228,450	28	58,100	19	43,950
15 to 19	109	231,900	56	167,350	18	54,250
20 to 24	150	722,350	105	215,000	30	71,000
25 or more	150	417,350	272	1,017,200	103	320,250
Percentage	145	1,115,350	136	1,066,850	99	576,450
Less than 5	22	86,350	-	-	-	-
5	35	688,800	20	85,100	3	8,750
6 to 9	27	97,200	26	100,000	2	3,550
10	43	190,650	44	772,600	87	548,900
Over 10	18	52,350	46	109,150	7	15,250
Flat daily or weekly money premium	22	93,450	17	75,250	18	110,400
Other money differentials ¹	22	92,450	24	105,650	31	235,450

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

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

Table 3.12 Time differentials by shift

(Agreements covering 1,000 workers or more, January 1, 1980)

Time differential	Second shift		Third shift		General night shift	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total with time differential	166	710,350	165	700,250	10	56,200
8 hours' pay for 7.5 hours' work	98	345,200	10	34,750	2	4,600
8 hours' pay for 7 hours' work	62	348,950	138	624,950	6	46,700
8 hours' pay for 6.5 hours' work	-	-	3	8,400	-	-
8 hours' pay for 6 hours' work	-	-	3	6,400	-	-
Other time differentials ¹	6	16,200	11	25,750	2	4,900

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

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

Table 3.13 Time and money differentials by shift

(Agreements covering 1,000 workers or more, January 1, 1980)

Time and money differential	Second shift		Third shift		General night shift	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total with time and money differential	56	151,250	110	379,800	15	79,800
8 hours' pay for 7.5 hours' work and money	50	138,900	21	47,450	2	10,400
8 hours' pay for 7 hours' work and money	5	11,300	43	131,200	2	2,850
8 hours' pay for 6.5 hours' work and money	-	-	38	181,850	1	5,650
8 hours' pay for 6 hours' work and money	-	-	3	4,600	-	-
Other time and money differentials ¹	1	1,050	5	14,700	10	60,900

¹ Includes agreements where the standard hours of pay are not 8, where the agreements vary the time and money differential by schedule,

occupation, salary, or location, or where the time and money differentials are unclear or cannot be determined.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		With differentials for hazardous or abnormal working conditions								No reference to differentials for hazardous or abnormal working conditions	
	Agreements	Workers	Total		Hazardous work only ¹		Abnormal working conditions only ²		Both		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	1,550	6,593,800	324	1,333,550	262	1,123,450	24	54,400	38	155,700	1,226	5,260,250
Manufacturing	750	3,025,150	74	210,800	46	139,650	14	25,950	14	45,200	676	2,814,350
Food, kindred products	79	234,200	11	21,000	3	6,950	8	14,050	-	-	68	213,200
Tobacco manufacturing	8	21,800	-	-	-	-	-	-	-	-	8	21,800
Textile mill products	11	28,850	-	-	-	-	-	-	-	-	11	28,850
Apparel	31	207,900	-	-	-	-	-	-	-	-	31	207,900
Lumber, wood products	11	17,100	1	1,000	1	1,000	-	-	-	-	10	16,100
Furniture, fixtures	17	23,100	-	-	-	-	-	-	-	-	17	23,100
Paper, allied products	42	65,000	6	8,500	6	8,500	-	-	-	-	36	56,500
Printing and publishing	15	31,600	-	-	-	-	-	-	-	-	15	31,600
Chemicals	36	61,700	1	1,600	-	-	1	1,600	-	-	35	60,100
Petroleum refining	15	25,500	3	3,550	2	2,500	-	-	1	1,050	12	21,950
Rubber and plastics	14	68,850	2	2,950	2	2,950	-	-	-	-	12	65,900
Leather products	11	23,100	-	-	-	-	-	-	-	-	11	23,100
Stone, clay, and glass	35	93,600	3	4,800	1	1,750	2	3,050	-	-	32	88,800
Primary metals	88	460,600	1	1,100	1	1,100	-	-	-	-	87	459,500
Fabricated metals	41	97,000	2	5,000	1	3,500	-	-	1	1,500	39	92,000
Non-electrical machinery	81	242,150	5	6,050	4	5,000	-	-	1	1,050	76	236,100
Electrical machinery	83	323,750	5	19,300	4	16,300	1	3,000	-	-	78	304,450
Transportation equipment	112	957,100	31	129,800	18	83,950	2	4,250	11	41,600	81	827,300
Instruments	11	27,650	3	6,150	3	6,150	-	-	-	-	8	21,500
Miscellaneous manufacturing	9	14,600	-	-	-	-	-	-	-	-	9	14,600
Nonmanufacturing	800	3,568,650	250	1,122,750	216	983,800	10	28,450	24	110,500	550	2,445,900
Mining, crude petroleum, and natural gas	16	169,050	3	6,250	3	6,250	-	-	-	-	13	162,800
Transportation ³	62	469,550	20	171,950	11	107,800	-	-	9	64,150	42	297,600
Communications	80	620,000	4	14,550	3	8,550	1	6,000	-	-	76	605,450
Utilities, electric, and gas	81	210,700	16	34,350	16	34,350	-	-	-	-	65	176,350
Wholesale trade	12	23,900	-	-	-	-	-	-	-	-	12	23,900
Retail trade	123	405,200	3	8,800	-	-	3	8,800	-	-	120	396,400
Hotels and restaurants	31	148,300	-	-	-	-	-	-	-	-	31	148,300
Services	66	323,450	11	69,950	8	63,550	1	3,200	2	3,200	55	253,500
Construction	327	1,195,000	192	814,900	175	763,300	4	8,450	13	43,150	135	380,100
Miscellaneous nonmanufacturing	2	3,500	1	2,000	-	-	1	2,000	-	-	1	1,500

¹ Pay differentials for hazardous work are extra payments for work where chances of injury are greater than normal.
² Pay differentials for abnormal working conditions are extra payments

for work which is dirty, burdensome, or oppressive; for example, jobs that involve bad odors or abnormally high or low temperatures.
³ Excludes railroads and airlines.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Method and amount	Hazardous work	
	Agreements	Workers
All agreements	1,550	6,593,800
Total with hazardous work differentials	300	1,279,150
Methods of compensation		
Cents per hour	112	474,400
Under 11 cents	11	17,400
11 cents but under 15 cents	3	6,400
15 cents	7	33,250
16 cents but under 20 cents	1	2,200
20 cents	8	17,000
21 cents but under 25 cents	-	-
25 cents	51	172,300
26 cents but under 30 cents	-	-
30 cents	4	7,900
Over 30 cents	26	216,300
Other	1	1,650
Percent per hour	24	80,900
Flight pay	15	80,600
Daily rate	26	169,250
Varies with activities or work performed	112	427,800
Varies with occupation	11	46,200
Subject to local negotiation	-	-
Other	-	-
Abnormal conditions		
All agreements	1,550	6,593,800
Total with abnormal working conditions differentials	62	210,100
Methods of compensation		
Cents per hour	27	83,950
Under 11 cents	7	28,850
11 cents but under 15 cents	-	-
15 cents	4	13,300
16 cents but under 20 cents	1	2,200
20 cents	1	4,500
21 cents but under 25 cents	-	-
25 cents	6	12,400
26 cents but under 30 cents	-	-
30 cents	1	3,200
Over 30 cents	7	19,500
Other	-	-
Percent per hour	11	38,150
Daily rate	15	64,450
Varies with activity or work performed	9	23,550
Varies with occupation	-	-
Subject to local negotiation	-	-
Other	-	-

Table 3.16 Wage adjustments by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Escalator (cost-of-living) provisions		Deferred wage increase provisions ¹		Contract reopening provisions ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	752	4,120,300	1,378	6,019,900	318	1,568,750
Manufacturing	750	3,025,150	481	2,420,450	675	2,846,300	121	509,450
Food, kindred products	79	234,200	36	140,300	72	216,000	6	14,500
Tobacco manufacturing	8	21,800	7	16,000	7	20,800	1	5,800
Textile mill products	11	28,850	1	5,000	5	11,900	4	13,900
Apparel	31	207,900	11	109,000	31	207,900	4	9,600
Lumber, wood products	11	17,100	1	3,000	11	17,100	-	-
Furniture, fixtures	17	23,100	11	14,950	17	23,100	3	4,000
Paper, allied products	42	65,000	2	2,000	36	53,850	9	16,500
Printing and publishing	15	31,600	12	27,900	14	30,400	6	20,600
Chemicals	36	61,700	10	16,800	23	34,350	12	24,600
Petroleum refining	15	25,500	-	-	11	16,700	7	10,100
Rubber and plastics	14	68,850	7	53,250	12	59,200	3	25,150
Leather products	11	23,100	-	-	11	23,100	2	3,200
Stone, clay, and glass	35	93,600	22	47,350	32	89,450	3	4,750
Primary metals	88	460,600	83	449,600	85	456,500	36	259,150
Fabricated metals	41	97,000	29	79,100	36	90,450	5	6,650
Non-electrical machinery	81	242,150	72	231,100	73	230,150	2	4,400
Electrical machinery	83	323,750	72	296,650	76	293,450	4	19,250
Transportation equipment	112	957,100	95	908,550	104	930,750	11	55,150
Instruments	11	27,650	8	16,100	11	27,650	2	10,150
Miscellaneous manufacturing	9	14,600	2	3,800	8	13,500	1	2,000
Nonmanufacturing	800	3,568,650	271	1,699,850	703	3,173,600	197	1,059,300
Mining, crude petroleum, and natural gas	16	169,050	10	157,300	15	167,700	3	8,400
Transportation ³	62	469,550	45	345,000	52	407,000	40	369,550
Communications	80	620,000	59	556,000	78	609,650	9	20,050
Utilities, electric, and gas	81	210,700	19	57,850	59	164,350	32	92,000
Wholesale trade	12	23,900	9	18,150	12	23,900	1	1,350
Retail trade	123	405,200	83	303,250	115	389,200	21	55,900
Hotels and restaurants	31	148,300	2	6,700	29	142,800	12	70,900
Services	66	323,450	18	141,100	52	224,050	15	136,700
Construction	327	1,195,000	26	114,500	291	1,044,950	64	304,450
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-

¹ Deferred wage increases are increases which become effective at specified dates during the contract term.

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

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

³ Excludes railroads and airlines.

Table 3.17 Issues and timing of contract reopeners

(Agreements covering 1,000 workers or more, January 1, 1980)

Reopener clause	Agreements	Workers	Reopener clause	Agreements	Workers
Issues			Timing		
All agreements	1,550	6,593,800	All agreements	1,550	6,593,800
All agreement reopeners	318	1,568,750	All agreement reopeners	318	1,568,750
Wages only	81	278,000	Fixed date reopener only	120	527,350
Nonwage items	78	393,550	Emergency reopener only ²	90	653,300
Wage and nonwage items	129	791,850	Reopener by mutual consent only	34	86,700
Agreement may be reopened, no reference to subjects	30	105,350	Agreements may be reopened at any time	46	176,200
No reference to agreement reopeners	1,232	5,025,050	May be reopened in the event allied agreements are reopened	1	2,500
All agreement reopeners ¹	318	1,568,750	Cost-of-living reviews	5	21,600
Wages	210	1,069,850	Fixed date and emergency reopener	1	1,000
Nonwage items	207	1,185,400	Fixed date and mutual consent reopener	2	6,000
Agreements may be reopened, no reference to subjects	28	99,800	Fixed date and amended at any time	8	21,150
			Emergency and amended at any time	9	67,750
			Mutual consent and reopened at any time	1	1,200
			Emergency, mutual consent, and reopened at any time	1	4,000
			No reference to agreement reopeners	1,232	5,025,050

¹ Nonadditive.

² Emergency reopeners provide that the contract, or specific provisions of the contract, will be reopened if significant events occur in

the economy, society, or bargaining unit, such as war, national disaster, critical business reverses, or if wage or price controls are imposed.

Table 3.18 Wage adjustments by duration

(Agreements covering 1,000 workers or more, January 1, 1980)

Wage adjustment provision	All agreements		Less than 12 months		12 months		13-23 months		24 months	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,550	6,593,800	3	13,500	18	34,650	13	42,050	225	564,450
Cost-of-living only	45	120,550	-	-	1	1,150	-	-	3	4,650
Deferred wage increase only	556	1,609,450	1	2,000	11	22,600	6	23,200	134	293,000
Contract reopening only	52	194,750	2	11,500	2	3,950	2	2,600	17	35,100
Cost-of-living and deferred wage increase	566	3,121,900	-	-	1	1,750	-	-	17	39,600
Cost-of-living and contract reopening	10	85,450	-	-	-	-	-	-	-	-
Deferred wage increase and contract reopening	125	496,150	-	-	1	1,400	2	11,700	23	53,300
Cost-of-living, deferred wage increase, and contract reopening	131	792,400	-	-	-	-	1	1,800	8	70,100
No reference to wage adjustments	65	173,150	-	-	2	3,800	2	2,750	23	68,700
	25-35 months		36 months		37-47 months		48 months		Over 48 months	
All agreements	141	704,500	1,028	4,248,750	66	734,050	24	98,300	32	153,550
Cost-of-living only	4	13,000	33	91,650	3	6,600	-	-	1	3,500
Deferred wage increase only	40	134,800	329	990,500	17	53,150	13	62,300	5	27,900
Contract reopening only	3	10,000	20	102,550	-	-	1	3,000	5	26,050
Cost-of-living and deferred wage increase	70	442,350	430	1,962,600	33	630,550	6	20,050	9	25,000
Cost-of-living and contract reopening	1	1,500	9	83,950	-	-	-	-	-	-
Deferred wage increase and contract reopening	9	31,700	73	308,150	5	19,000	3	7,300	9	63,600
Cost-of-living, deferred wage increase, and contract reopening	9	53,800	107	638,800	4	18,250	1	5,650	1	4,000
No reference to wage adjustments	5	17,350	27	70,550	4	6,500	-	-	2	3,500

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Wage garnishment ¹		Equal pay for equal work ²		Red-circle rates ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	85	902,500	105	292,900	258	1,148,700
Manufacturing	750	3,025,150	43	560,200	77	172,300	193	839,150
Food, kindred products	79	234,200	4	5,250	13	34,700	23	120,300
Tobacco manufacturing	8	21,800	1	2,400	1	2,300	1	2,400
Textile mill products	11	28,850	-	-	3	13,500	1	1,200
Apparel	31	207,900	-	-	-	-	-	-
Lumber, wood products	11	17,100	-	-	-	-	2	3,100
Furniture, fixtures	17	23,100	1	1,350	2	2,200	3	3,350
Paper, allied products	42	65,000	6	8,350	-	-	14	24,250
Printing and publishing	15	31,600	-	-	3	3,400	1	1,500
Chemicals	36	61,700	1	1,000	5	7,550	3	4,350
Petroleum refining	15	25,500	-	-	-	-	7	9,900
Rubber and plastics	14	68,850	-	-	2	8,250	-	-
Leather products	11	23,100	2	5,750	1	2,750	-	-
Stone, clay, and glass	35	93,600	1	1,500	3	4,850	8	15,150
Primary metals	88	460,600	5	8,950	4	5,150	44	363,450
Fabricated metals	41	97,000	4	11,450	4	8,500	13	43,450
Non-electrical machinery	81	242,150	6	40,700	11	17,950	19	72,350
Electrical machinery	83	323,750	3	29,300	16	38,800	28	103,150
Transportation equipment	112	957,100	8	443,000	7	19,700	20	58,400
Instruments	11	27,650	1	1,200	1	1,400	3	8,150
Miscellaneous manufacturing	9	14,600	-	-	1	1,300	3	4,700
Nonmanufacturing	800	3,568,650	42	342,300	28	120,600	65	309,550
Mining, crude petroleum, and natural gas	16	169,050	1	1,150	-	-	2	5,900
Transportation ⁴	62	469,550	26	295,900	1	2,400	3	23,150
Communications	80	620,000	-	-	-	-	13	79,650
Utilities, electric, and gas	81	210,700	3	5,950	4	10,050	23	51,100
Wholesale trade	12	23,900	2	2,050	-	-	1	1,350
Retail trade	123	405,200	6	11,250	5	16,100	15	123,600
Hotels and restaurants	31	148,300	-	-	11	73,300	3	15,500
Services	66	323,450	2	20,000	6	16,700	4	7,300
Construction	327	1,195,000	2	6,000	1	2,050	1	2,000
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-

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

² Equal pay for equal work clauses specify that employees doing the same kind of work will receive the same pay. The goal usually is to eliminate discrimination in paying female workers.

³ A red-circle rate is a rate of pay higher than the contractual or

formally established rate for the job. The rate is usually attached to the incumbent worker, not to the job, and protects the employee from a decline in earnings through no fault of his or her own, for example, for physical disability resulting from on-the-job injury or age.

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Part IV. Hours, Overtime, and Premium Pay

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

Table 4.1 Overtime provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Daily overtime		Weekly overtime		Overtime outside regularly scheduled hours	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	1,374	5,825,750	993	4,285,050	558	2,240,750
Manufacturing	750	3,025,150	726	2,940,900	537	2,184,400	185	665,800
Food, kindred products	79	234,200	77	231,800	61	135,850	17	81,450
Tobacco manufacturing	8	21,800	8	21,800	4	10,200	5	17,100
Textile mill products	11	28,850	11	28,850	9	24,000	1	3,600
Apparel	31	207,900	23	187,000	11	26,100	20	168,050
Lumber, wood products	11	17,100	10	15,600	10	15,600	3	6,000
Furniture, fixtures	17	23,100	16	21,000	12	14,650	5	7,850
Paper, allied products	42	65,000	41	62,500	37	57,800	7	14,950
Printing and publishing	15	31,600	13	29,300	7	15,900	10	25,500
Chemicals	36	61,700	34	56,550	31	52,100	10	15,200
Petroleum refining	15	25,500	15	25,500	13	23,000	7	14,150
Rubber and plastics	14	68,850	14	68,850	9	55,600	1	1,100
Leather products	11	23,100	11	23,100	6	12,400	2	5,050
Stone, clay, and glass	35	93,600	34	92,600	32	87,600	3	5,500
Primary metals	88	460,600	88	460,600	79	439,300	4	6,650
Fabricated metals	41	97,000	41	97,000	29	56,700	17	41,000
Non-electrical machinery	81	242,150	81	242,150	59	146,550	21	65,250
Electrical machinery	83	323,750	82	322,700	43	195,500	15	34,950
Transportation equipment	112	957,100	108	914,350	71	783,800	36	151,050
Instruments	11	27,650	11	27,650	7	20,250	1	1,400
Miscellaneous manufacturing	9	14,600	8	12,000	7	11,500	-	-
Nonmanufacturing	800	3,568,650	648	2,884,850	456	2,100,650	373	1,574,950
Mining, crude petroleum, and natural gas	16	169,050	16	169,050	16	169,050	1	1,400
Transportation ¹	62	469,550	45	342,850	31	258,350	34	180,050
Communications	80	620,000	72	531,500	72	523,300	36	347,050
Utilities, electric, and gas	81	210,700	63	167,750	51	143,200	50	129,200
Wholesale trade	12	23,900	12	23,900	8	15,200	6	12,550
Retail trade	123	405,200	118	398,550	110	374,450	40	107,150
Hotels and restaurants	31	148,300	29	144,300	25	132,200	3	6,400
Services	66	323,450	49	241,050	45	184,400	3	6,000
Construction	327	1,195,000	243	863,900	98	300,500	199	783,150
Miscellaneous nonmanufacturing	2	3,500	1	2,000	-	-	1	2,000

See footnotes at end of table.

Table 4.1 Continued—Overtime provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Graduated overtime rates ²		Equal distribution of overtime		Right to refuse overtime		Minimum overtime guarantee	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	403	1,697,450	663	2,853,700	299	1,424,150	41	108,750
Manufacturing	240	787,350	453	1,941,650	236	1,210,550	20	55,350
Food, kindred products	26	114,050	25	48,850	14	34,650	4	5,200
Tobacco manufacturing	5	11,200	3	7,000	1	2,200	1	2,400
Textile mill products	-	-	2	2,450	1	1,200	-	-
Apparel	-	-	9	48,300	1	3,000	-	-
Lumber, wood products	1	3,000	3	5,500	4	6,500	1	1,500
Furniture, fixtures	5	8,350	11	14,700	6	9,050	1	1,000
Paper, allied products	9	16,400	15	21,750	7	10,800	-	-
Printing and publishing	10	26,000	6	11,200	4	9,000	1	1,200
Chemicals	10	16,000	28	44,150	13	20,150	3	3,700
Petroleum refining	1	1,000	10	19,650	3	5,100	-	-
Rubber and plastics	2	2,750	11	24,350	8	27,250	-	-
Leather products	-	-	4	8,700	1	2,200	-	-
Stone, clay, and glass	22	65,500	16	27,650	14	32,450	3	3,500
Primary metals	8	14,800	56	279,450	23	52,250	1	18,900
Fabricated metals	15	46,250	33	74,350	21	51,500	-	-
Non-electrical machinery	35	59,400	59	172,100	50	186,950	3	5,850
Electrical machinery	48	237,800	58	259,700	18	51,050	-	-
Transportation equipment	38	149,450	88	836,750	41	695,100	1	10,900
Instruments	5	15,400	11	27,650	3	5,350	1	1,200
Miscellaneous manufacturing	-	-	5	7,400	3	4,800	-	-
Nonmanufacturing	163	910,100	210	912,050	63	213,600	21	53,400
Mining, crude petroleum, and natural gas	5	7,300	10	153,600	5	20,200	2	3,500
Transportation ¹	8	19,800	8	42,100	5	22,750	2	2,400
Communications	55	488,800	35	271,700	8	28,600	3	16,100
Utilities, electric, and gas	44	116,450	70	176,200	19	49,850	8	19,150
Wholesale trade	2	5,600	3	5,750	4	8,200	-	-
Retail trade	4	6,950	19	50,600	12	40,700	2	2,800
Hotels and restaurants	4	26,650	3	8,050	-	-	1	3,300
Services	8	69,050	18	107,650	6	32,750	2	5,150
Construction	33	169,500	44	96,400	4	10,550	1	1,000
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

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

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

NOTE: Nonadditive.

Table 4.2 Daily overtime rate by daily overtime hours

(Agreements covering 1,000 workers or more, January 1, 1980)

Daily overtime hours	All agreements		Referring to daily overtime rate								Other ¹	
	Agree-ments	Workers	Total		Time and one-half		Double time		Varies ²		Agree-ments	Workers
			Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers	Agree-ments	Workers		
All agreements	1,550	6,593,800	1,373	5,824,600	1,253	5,470,550	84	237,100	31	94,950	5	22,000
Daily overtime after specified hours	1,374	5,825,750	1,373	5,824,600	1,253	5,470,550	84	237,100	31	94,950	5	22,000
6 hours	1	8,400	1	8,400	1	8,400	-	-	-	-	-	-
6.5 hours	-	-	-	-	-	-	-	-	-	-	-	-
7 hours	47	185,750	47	185,750	35	161,950	11	20,800	1	3,000	-	-
7.5 hours	34	145,750	34	145,750	33	144,550	1	1,200	-	-	-	-
8 hours	1,260	5,103,550	1,259	5,102,400	1,159	4,796,050	70	210,500	25	73,850	5	22,000
8.5 hours	1	1,250	1	1,250	1	1,250	-	-	-	-	-	-
9 hours	5	11,750	5	11,750	5	11,750	-	-	-	-	-	-
9.5 hours	-	-	-	-	-	-	-	-	-	-	-	-
10 hours	2	3,300	2	3,300	1	1,200	1	2,100	-	-	-	-
Daily overtime hours vary ³	24	366,000	24	366,000	18	345,400	1	2,500	5	18,100	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-
No reference to daily overtime hours	176	768,050	-	-	-	-	-	-	-	-	-	-

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

² Agreements vary the daily overtime rate by activity, location,

schedule, and occupation.

³ Agreements vary the daily overtime hours by schedule, occupation, activity, and location.

Table 4.3 Scheduled weekly hours by scheduled days of work

(Agreements covering 1,000 workers or more, January 1, 1980)

Scheduled weekly hours	All agreements		Referring to scheduled days of work					
	Agreements	Workers	Total		Less than 5 days		5 days	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,550	6,593,800	1,390	5,801,750	1	9,000	1,360	5,669,000
Total referring to scheduled weekly hours	1,390	5,752,200	1,377	5,709,150	1	9,000	1,347	5,576,400
Less than 35 hours	2	12,400	2	12,400	-	-	2	12,400
35 and 35.5 hours	70	249,000	69	247,950	-	-	67	236,350
36 and 36.5 hours	5	36,250	5	36,250	1	9,000	3	4,950
37 and 37.5 hours	44	173,550	43	164,550	-	-	43	164,550
38 and 38.5 hours	-	-	-	-	-	-	-	-
39 and 39.5 hours	3	4,550	3	4,550	-	-	3	4,550
40 hours	1,213	4,796,250	1,205	4,768,350	-	-	1,196	4,734,400
42 hours	1	1,250	1	1,250	-	-	1	1,250
45 hours	-	-	-	-	-	-	-	-
48 hours or more	3	13,950	3	13,950	-	-	1	6,100
Weekly hours vary ¹	46	459,500	44	456,900	-	-	30	410,050
Subject to local negotiation	1	1,200	1	1,200	-	-	-	-
Other ²	2	4,300	1	1,800	-	-	1	1,800
No reference to scheduled weekly hours	160	841,600	13	92,600	-	-	13	92,600
Referring to scheduled days of work—Continued								No reference to scheduled days of work
	6 days		Varies		Other ³			
All agreements	5	41,050	21	76,500	3	6,200	160	792,050
Total referring to scheduled weekly hours	5	41,050	21	76,500	3	6,200	13	43,050
Less than 35 hours	-	-	-	-	-	-	-	-
35 and 35.5 hours	-	-	2	11,600	-	-	1	1,050
36 and 36.5 hours	1	22,300	-	-	-	-	-	-
37 and 37.5 hours	-	-	-	-	-	-	1	9,000
38 and 38.5 hours	-	-	-	-	-	-	-	-
39 and 39.5 hours	-	-	-	-	-	-	-	-
40 hours	1	2,400	7	29,050	1	2,500	8	27,900
42 hours	-	-	-	-	-	-	-	-
45 hours	-	-	-	-	-	-	-	-
48 hours or more	2	7,850	-	-	-	-	-	-
Weekly hours vary ¹	1	8,500	12	35,850	1	2,500	2	2,600
Subject to local negotiation	-	-	-	-	1	1,200	-	-
Other ²	-	-	-	-	-	-	1	2,500
No reference to scheduled weekly hours	-	-	-	-	-	-	147	749,000

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

² Includes unclassifiable agreements and agreements for which

weekly hours cannot be determined.

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

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Scheduled weekly hours	All agreements		Overtime provisions						No reference to daily or weekly overtime	
	Agreements	Workers	Daily overtime only		Weekly overtime only		Daily and weekly overtime		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers		
All agreements	1,550	6,593,800	401	1,599,150	20	58,450	973	4,226,600	156	709,600
Scheduled weekly hours under 40	124	475,750	39	158,650	4	13,850	59	245,900	22	57,350
Less than 35 hours	2	12,400	1	4,000	-	-	1	8,400	-	-
35 hours	70	249,000	24	123,250	2	3,650	26	75,100	18	47,000
35.5 hours	-	-	-	-	-	-	-	-	-	-
36 hours	5	36,250	1	2,500	-	-	2	31,300	2	2,450
36.5 hours	-	-	-	-	-	-	-	-	-	-
37 hours	-	-	-	-	-	-	-	-	-	-
37.5 hours	44	173,550	11	25,550	2	10,200	29	129,900	2	7,900
38 hours	-	-	-	-	-	-	-	-	-	-
38.5 hours	-	-	-	-	-	-	-	-	-	-
39 hours	2	3,200	1	2,000	-	-	1	1,200	-	-
39.5 hours	1	1,350	1	1,350	-	-	-	-	-	-

Table 4.5 Daily and weekly overtime provisions

(Agreements covering 1,000 workers or more, January 1, 1980)

Daily overtime	All agreements		Weekly overtime after—							
	Agreements	Workers	Total		Less than 35 hours		35 and 35.5 hours		36 and 36.5 hours	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,550	6,593,800	993	4,285,050	1	8,400	25	69,800	1	9,000
Daily overtime after specified hours	1,374	5,825,750	973	4,226,600	1	8,400	23	66,150	1	9,000
6 hours	1	8,400	1	8,400	1	8,400	-	-	-	-
6.5 hours	-	-	-	-	-	-	-	-	-	-
7 hours	47	185,750	23	66,150	-	-	23	66,150	-	-
7.5 hours	34	145,750	24	120,500	-	-	-	-	-	-
8 hours	1,260	5,103,550	903	3,764,800	-	-	-	-	-	-
8.5 hours	1	1,250	-	-	-	-	-	-	-	-
9 hours	5	11,750	5	11,750	-	-	-	-	-	-
9.5 hours	-	-	-	-	-	-	-	-	-	-
10 hours	2	3,300	1	1,200	-	-	-	-	-	-
Hours vary ¹	24	366,000	16	253,800	-	-	-	-	1	9,000
No reference to daily overtime	176	768,050	20	58,450	-	-	2	3,650	-	-
Weekly overtime after—Continued									No reference to weekly overtime	
			37 and 37.5 hours		40 hours		Over 40 hours		Varies ²	
All agreements	28	132,700	920	3,834,850	4	20,600	14	209,700	557	2,308,750
Daily overtime after specified hours	26	122,500	906	3,796,850	3	15,600	13	208,100	401	1,599,150
6 hours	-	-	-	-	-	-	-	-	-	-
6.5 hours	-	-	-	-	-	-	-	-	-	-
7 hours	-	-	-	-	-	-	-	-	24	119,600
7.5 hours	22	112,050	1	6,950	-	-	1	1,500	10	25,250
8 hours	3	6,750	894	3,738,250	3	15,600	3	4,200	357	1,338,750
8.5 hours	-	-	-	-	-	-	-	-	1	1,250
9 hours	1	3,700	4	8,050	-	-	-	-	-	-
9.5 hours	-	-	-	-	-	-	-	-	-	-
10 hours	-	-	1	1,200	-	-	-	-	1	2,100
Hours vary ¹	-	-	6	42,400	-	-	9	202,400	8	112,200
No reference to daily overtime	2	10,200	14	38,000	1	5,000	1	1,600	156	709,600

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

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

Table 4.6 Weekly overtime rate by weekly overtime hours

(Agreements covering 1,000 workers or more, January 1, 1980)

Weekly overtime hours	All agreements		Referring to weekly overtime rate									
	Agreements	Workers	Total		Time and one-half		Double time		Varies ¹		Other ²	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,550	6,593,800	993	4,285,050	945	4,157,300	30	78,500	13	30,150	5	19,100
Weekly overtime after specified hours	993	4,285,050	993	4,285,050	945	4,157,300	30	78,500	13	30,150	5	19,100
Less than 35 hours	1	8,400	1	8,400	1	8,400	-	-	-	-	-	-
35 and 35.5 hours	25	69,800	25	69,800	21	59,800	4	10,000	-	-	-	-
36 and 36.5 hours	1	9,000	1	9,000	-	-	1	9,000	-	-	-	-
37 and 37.5 hours	28	132,700	28	132,700	28	132,700	-	-	-	-	-	-
38 and 38.5 hours	-	-	-	-	-	-	-	-	-	-	-	-
39 and 39.5 hours	-	-	-	-	-	-	-	-	-	-	-	-
40 hours	920	3,834,850	920	3,834,850	882	3,736,900	25	59,500	10	25,950	3	12,500
More than 40 hours	4	20,600	4	20,600	3	15,600	-	-	-	-	1	5,000
Hours vary ³	14	209,700	14	209,700	10	203,900	-	-	3	4,200	1	1,600
No reference to weekly overtime	557	2,308,750	-	-	-	-	-	-	-	-	-	-

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

² Includes agreements whose rates exceed double time and

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

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

Table 4.7 Weekly overtime hours by scheduled weekly hours

(Agreements covering 1,000 workers or more, January 1, 1980)

Scheduled weekly hours	All agreements		Weekly overtime after—							
	Agreements	Workers	Total		Less than 35 hours		35 and 35.5 hours		36 and 36.5 hours	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All agreements	1,550	6,593,800	993	4,285,050	1	8,400	25	69,800	1	9,000
Total referring to scheduled weekly hours	1,390	5,752,200	907	3,883,000	1	8,400	25	69,800	1	9,000
Less than 35 hours	2	12,400	1	8,400	1	8,400	-	-	-	-
35 and 35.5 hours	70	249,000	28	78,750	-	-	25	69,800	-	-
36 and 36.5 hours	5	36,250	2	31,300	-	-	-	-	1	9,000
37 and 37.5 hours	44	173,550	31	140,100	-	-	-	-	-	-
38 and 38.5 hours	-	-	-	-	-	-	-	-	-	-
39 and 39.5 hours	3	4,550	1	1,200	-	-	-	-	-	-
40 hours	1,213	4,796,250	803	3,302,900	-	-	-	-	-	-
42 hours	1	1,250	-	-	-	-	-	-	-	-
45 hours	-	-	-	-	-	-	-	-	-	-
48 hours or more	3	13,950	3	13,950	-	-	-	-	-	-
Weekly hours vary ¹	46	459,500	36	303,400	-	-	-	-	-	-
Subject to local negotiation	1	1,200	1	1,200	-	-	-	-	-	-
Other ²	2	4,300	1	1,800	-	-	-	-	-	-
No reference to scheduled weekly hours	160	841,600	86	402,050	-	-	-	-	-	-
Weekly overtime after—Continued										
			37 and 37.5 hours		40 hours		Over 40 hours		Varies ³	
									No reference to weekly overtime	
All agreements	28	132,700	920	3,834,850	4	20,600	14	209,700	557	2,308,750
Total referring to scheduled weekly hours	28	132,700	836	3,439,100	3	15,600	13	208,400	483	1,869,200
Less than 35 hours	-	-	-	-	-	-	-	-	1	4,000
35 and 35.5 hours	1	4,200	2	4,750	-	-	-	-	42	170,250
36 and 36.5 hours	-	-	1	22,300	-	-	-	-	3	4,950
37 and 37.5 hours	26	127,500	5	12,600	-	-	-	-	13	33,450
38 and 38.5 hours	-	-	-	-	-	-	-	-	-	-
39 and 39.5 hours	-	-	1	1,200	-	-	-	-	2	3,350
40 hours	1	1,000	801	3,298,900	1	3,000	-	-	410	1,493,350
42 hours	-	-	-	-	-	-	-	-	1	1,250
45 hours	-	-	-	-	-	-	-	-	-	-
48 hours or more	-	-	1	1,350	2	12,600	-	-	-	-
Weekly hours vary ¹	-	-	23	95,000	-	-	13	208,400	10	156,100
Subject to local negotiation	-	-	1	1,200	-	-	-	-	-	-
Other ²	-	-	1	1,800	-	-	-	-	1	2,500
No reference to scheduled weekly hours	-	-	84	395,750	1	5,000	1	1,300	74	439,550

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

² Includes agreements that cannot be classified and

agreements for which weekly hours cannot be determined.

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

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Referring to overtime rate for work outside regularly scheduled hours									
	Agreements	Workers	Total		Time and one-half		Double time		Varies ¹		Other ²	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	558	2,240,750	416	1,790,800	109	327,050	25	109,900	8	13,000
Manufacturing	750	3,025,150	185	665,800	168	612,800	12	42,050	2	6,400	3	4,550
Food, kindred products	79	234,200	17	81,450	16	80,350	1	1,100	-	-	-	-
Tobacco manufacturing	8	21,800	5	17,100	5	17,100	-	-	-	-	-	-
Textile mill products	11	28,850	1	3,600	1	3,600	-	-	-	-	-	-
Apparel	31	207,900	20	168,050	20	168,050	-	-	-	-	-	-
Lumber, wood products	11	17,100	3	6,000	3	6,000	-	-	-	-	-	-
Furniture, fixtures	17	23,100	5	7,850	5	7,850	-	-	-	-	-	-
Paper, allied products	42	65,000	7	14,950	7	14,950	-	-	-	-	-	-
Printing and publishing	15	31,600	10	25,500	7	15,500	1	4,800	1	4,000	1	1,200
Chemicals	36	61,700	10	15,200	10	15,200	-	-	-	-	-	-
Petroleum refining	15	25,500	7	14,150	7	14,150	-	-	-	-	-	-
Rubber and plastics	14	68,850	1	1,100	1	1,100	-	-	-	-	-	-
Leather products	11	23,100	2	5,050	2	5,050	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	3	5,500	3	5,500	-	-	-	-	-	-
Primary metals	88	460,600	4	6,650	4	6,650	-	-	-	-	-	-
Fabricated metals	41	97,000	17	41,000	14	34,050	3	6,950	-	-	-	-
Non-electrical machinery	81	242,150	21	65,250	18	58,200	1	2,500	1	2,400	1	2,150
Electrical machinery	83	323,750	15	34,950	13	32,350	1	1,400	-	-	1	1,200
Transportation equipment	112	957,100	36	151,050	31	125,750	5	25,300	-	-	-	-
Instruments	11	27,650	1	1,400	1	1,400	-	-	-	-	-	-
Miscellaneous manufacturing	9	14,600	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	800	3,568,650	373	1,574,950	248	1,178,000	97	285,000	23	103,500	5	8,450
Mining, crude petroleum, and natural gas	16	169,050	1	1,400	1	1,400	-	-	-	-	-	-
Transportation ³	62	469,550	34	180,050	30	146,050	-	-	4	34,000	-	-
Communications	80	620,000	36	347,050	36	347,050	-	-	-	-	-	-
Utilities, electric, and gas	81	210,700	50	129,200	45	117,850	4	9,900	-	-	1	1,450
Wholesale trade	12	23,900	6	12,550	6	12,550	-	-	-	-	-	-
Retail trade	123	405,200	40	107,150	36	100,950	2	2,700	1	1,500	1	2,000
Hotels and restaurants	31	148,300	3	6,400	3	6,400	-	-	-	-	-	-
Services	66	323,450	3	6,000	3	6,000	-	-	-	-	-	-
Construction	327	1,195,000	199	783,150	87	437,750	91	272,400	18	68,000	3	5,000
Miscellaneous nonmanufacturing	2	3,500	1	2,000	1	2,000	-	-	-	-	-	-

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

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

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

³ Excludes railroads and airlines.

Table 4.9 Graduated overtime provisions

(Agreements covering 1,000 workers or more, January 1, 1980)

Graduated overtime provision	Agreements	Workers
All agreements	1,550	6,593,800
Total with graduated overtime provisions	403	1,697,450
Overtime rate graduated after specified daily hours	339	1,191,100
9 hours	18	72,650
10 hours	70	242,650
11 hours	25	103,050
12 hours	156	598,400
13 hours	-	-
14 hours	1	1,050
15 hours	1	1,600
16 hours	56	117,000
Over 16 hours	4	13,200
Varies ¹	6	34,300
Rate increases as hours increase	1	3,400
Subject to local negotiation	-	-
Other ²	1	3,800
Overtime rate graduated after specified weekly hours	64	506,350
Less than 48 hours	7	29,350
48 hours	2	2,950
49 hours	42	410,100
Over 49 hours	13	63,950
No reference to graduated overtime	1,147	4,896,350

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

² Includes agreements requiring graduated daily overtime, or agreements for which hours are not specified or cannot be determined.

Table 4.10 Premium pay for weekends

(Agreements covering 1,000 workers or more, January 1, 1980)

Premium pay for weekends	Agreements	Workers
All agreements	1,550	6,593,800
Having premium pay for weekend work	1,430	6,078,950
Saturday, not part of regular workweek	880	3,777,050
Sunday, not part of regular workweek	1,204	5,217,550
Saturday, part of regular workweek	47	196,750
Sunday, part of regular workweek	190	1,394,400
Sixth day	442	2,064,500
Seventh day	445	2,366,700

NOTE: Nonadditive.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Premium pay rates									
	Agreements	Workers	Total		Time and one-half		Double time		Rate increases as hours increase		Other	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	880	3,777,050	645	3,001,200	161	527,300	17	52,550	57	196,000
Manufacturing	750	3,025,150	489	2,064,050	447	1,955,000	18	54,850	14	33,250	10	20,950
Food, kindred products	79	234,200	53	181,500	48	171,300	1	1,800	1	2,400	3	6,000
Tobacco manufacturing	8	21,800	8	21,800	2	5,200	-	-	6	16,600	-	-
Textile mill products	11	28,850	7	14,750	7	14,750	-	-	-	-	-	-
Apparel	31	207,900	26	167,900	26	167,900	-	-	-	-	-	-
Lumber, wood products	11	17,100	6	9,400	6	9,400	-	-	-	-	-	-
Furniture, fixtures	17	23,100	14	19,750	12	16,200	-	-	2	3,550	-	-
Paper, allied products	42	65,000	14	20,750	12	15,900	2	4,850	-	-	-	-
Printing and publishing	15	31,600	10	25,900	4	4,700	4	12,400	1	4,000	1	4,800
Chemicals	36	61,700	7	9,800	6	8,350	-	-	-	-	1	1,450
Petroleum refining	15	25,500	-	-	-	-	-	-	-	-	-	-
Rubber and plastics	14	68,850	5	13,000	5	13,000	-	-	-	-	-	-
Leather products	11	23,100	8	16,600	8	16,600	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	10	26,950	6	19,850	-	-	1	1,100	3	6,000
Primary metals	88	460,600	31	82,000	29	79,300	-	-	-	-	2	2,700
Fabricated metals	41	97,000	31	73,900	29	70,400	2	3,500	-	-	-	-
Non-electrical machinery	81	242,150	71	189,300	68	184,100	2	3,800	1	1,400	-	-
Electrical machinery	83	323,750	75	299,700	72	294,000	1	1,500	2	4,200	-	-
Transportation equipment	112	957,100	96	853,300	90	826,300	6	27,000	-	-	-	-
Instruments	11	27,650	9	24,250	9	24,250	-	-	-	-	-	-
Miscellaneous manufacturing	9	14,600	8	13,500	8	13,500	-	-	-	-	-	-
Nonmanufacturing	800	3,568,650	391	1,713,000	198	1,046,200	143	472,450	3	19,300	47	175,050
Mining, crude petroleum, and natural gas	16	169,050	4	146,000	4	146,000	-	-	-	-	-	-
Transportation ²	62	469,550	30	195,650	26	167,600	1	4,050	-	-	3	24,000
Communications	80	620,000	4	20,600	3	19,300	-	-	-	-	1	1,300
Utilities, electric, and gas	81	210,700	12	19,650	11	18,200	-	-	-	-	1	1,450
Wholesale trade	12	23,900	8	16,400	8	16,400	-	-	-	-	-	-
Retail trade	123	405,200	9	77,000	8	75,050	1	1,950	-	-	-	-
Hotels and restaurants	31	148,300	-	-	-	-	-	-	-	-	-	-
Services	66	323,450	25	121,400	16	52,900	3	5,000	1	15,000	5	48,500
Construction	327	1,195,000	299	1,116,300	122	550,750	138	461,450	2	4,300	37	99,800
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-	-	-	-	-

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

additives; and that refer to premium pay, but give no further details.
² Excludes railroads and airlines.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Premium pay rates					
	Agreements	Workers	Total		Time and one-half		Double time	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	1,204	5,217,550	270	1,353,500	855	3,433,000
Manufacturing	750	3,025,150	600	2,492,100	133	607,750	446	1,829,400
Food, kindred products	79	234,200	62	197,000	21	103,800	38	88,300
Tobacco manufacturing	8	21,800	8	21,800	-	-	7	19,400
Textile mill products	11	28,850	9	24,050	-	-	8	16,550
Apparel	31	207,900	7	27,400	3	7,800	4	19,600
Lumber, wood products	11	17,100	10	14,700	7	10,700	3	4,000
Furniture, fixtures	17	23,100	13	18,200	1	1,300	12	16,900
Paper, allied products	42	65,000	40	63,000	18	28,550	21	30,650
Printing and publishing	15	31,600	11	27,100	1	1,000	9	22,100
Chemicals	36	61,700	11	18,650	5	10,150	5	7,150
Petroleum refining	15	25,500	5	11,150	4	9,850	1	1,300
Rubber and plastics	14	68,850	14	68,850	2	2,750	12	66,100
Leather products	11	23,100	8	16,550	1	1,000	6	13,350
Stone, clay, and glass	35	93,600	33	91,300	24	68,900	6	16,200
Primary metals	88	460,600	72	425,250	43	358,900	24	52,150
Fabricated metals	41	97,000	33	79,750	1	1,050	32	78,700
Non-electrical machinery	81	242,150	72	190,300	2	2,000	70	188,300
Electrical machinery	83	323,750	78	305,350	-	-	76	302,850
Transportation equipment	112	957,100	97	854,400	-	-	96	849,700
Instruments	11	27,650	10	26,400	-	-	10	26,400
Miscellaneous manufacturing	9	14,600	7	10,900	-	-	6	9,700
Nonmanufacturing	800	3,568,650	604	2,725,450	137	745,750	409	1,603,600
Mining, crude petroleum, and natural gas ..	16	169,050	9	155,600	4	8,250	5	147,350
Transportation ¹	62	469,550	39	319,650	14	103,600	19	115,050
Communications	80	620,000	61	472,250	47	401,050	5	25,050
Utilities, electric, and gas	81	210,700	40	97,350	9	34,750	27	52,600
Wholesale trade	12	23,900	11	22,850	7	16,100	3	5,750
Retail trade	123	405,200	106	373,800	31	91,450	59	174,000
Hotels and restaurants	31	148,300	1	1,500	1	1,500	-	-
Services	66	323,450	28	135,700	8	34,300	16	42,400
Construction	327	1,195,000	308	1,144,750	15	52,750	275	1,041,400
Miscellaneous nonmanufacturing	2	3,500	1	2,000	1	2,000	-	-

See footnotes at end of table.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Premium pay rates					
	Time and one-half in some instances, double time in others		Flat-sum addition		Other ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	19	129,150	10	41,800	50	260,100
Manufacturing	11	35,300	2	2,850	8	16,800
Food, kindred products	2	3,600	1	1,300	-	-
Tobacco manufacturing	-	-	-	-	1	2,400
Textile mill products	1	7,500	-	-	-	-
Apparel	-	-	-	-	-	-
Lumber, wood products	-	-	-	-	-	-
Furniture, fixtures	-	-	-	-	-	-
Paper, allied products	1	3,800	-	-	-	-
Printing and publishing	-	-	-	-	1	4,000
Chemicals	-	-	-	-	1	1,350
Petroleum refining	-	-	-	-	-	-
Rubber and plastics	-	-	-	-	-	-
Leather products	-	-	-	-	1	2,200
Stone, clay, and glass	1	1,600	-	-	2	4,600
Primary metals	4	12,650	1	1,550	-	-
Fabricated metals	-	-	-	-	-	-
Non-electrical machinery	-	-	-	-	-	-
Electrical machinery	1	1,450	-	-	1	1,050
Transportation equipment	1	4,700	-	-	-	-
Instruments	-	-	-	-	-	-
Miscellaneous manufacturing	-	-	-	-	1	1,200
Nonmanufacturing	8	93,850	8	38,950	42	243,300
Mining, crude petroleum, and natural gas ..	-	-	-	-	-	-
Transportation ¹	2	73,500	3	24,000	1	3,500
Communications	3	14,300	-	-	6	31,850
Utilities, electric, and gas	1	1,250	-	-	3	8,750
Wholesale trade	-	-	-	-	1	1,000
Retail trade	-	-	4	10,950	12	97,400
Hotels and restaurants	-	-	-	-	-	-
Services	-	-	1	4,000	3	55,000
Construction	2	4,800	-	-	16	45,800
Miscellaneous nonmanufacturing	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes agreements that provide premium pay that exceeds

double time; that vary by activity, schedule, location, occupation; and that refer to premium pay, but give no further details.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Premium pay rates					
	Agreements	Workers	Total		Time and one-fourth		Time and one-half	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	47	196,750	6	22,000	10	29,100
Manufacturing	750	3,025,150	36	103,200	6	22,000	7	14,300
Food, kindred products	79	234,200	7	21,200	3	14,400	-	-
Tobacco manufacturing	8	21,800	4	10,200	-	-	-	-
Textile mill products	11	28,850	-	-	-	-	-	-
Apparel	31	207,900	-	-	-	-	-	-
Lumber, wood products	11	17,100	2	4,000	-	-	-	-
Furniture, fixtures	17	23,100	1	1,000	-	-	1	1,000
Paper, allied products	42	65,000	-	-	-	-	-	-
Printing and publishing	15	31,600	-	-	-	-	-	-
Chemicals	36	61,700	5	9,100	1	1,100	-	-
Petroleum refining	15	25,500	-	-	-	-	-	-
Rubber and plastics	14	68,850	-	-	-	-	-	-
Leather products	11	23,100	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	2	3,150	-	-	1	2,050
Primary metals	88	460,600	5	31,450	-	-	1	1,650
Fabricated metals	41	97,000	2	5,000	-	-	1	3,500
Non-electrical machinery	81	242,150	3	5,600	-	-	2	4,400
Electrical machinery	83	323,750	1	2,500	-	-	-	-
Transportation equipment	112	957,100	4	10,000	2	6,500	1	1,700
Instruments	11	27,650	-	-	-	-	-	-
Miscellaneous manufacturing	9	14,600	-	-	-	-	-	-
Nonmanufacturing	800	3,568,650	11	93,550	-	-	3	14,800
Mining, crude petroleum, and natural gas	16	169,050	1	2,100	-	-	-	-
Transportation ¹	62	469,550	-	-	-	-	-	-
Communications	80	620,000	7	85,500	-	-	3	14,800
Utilities, electric, and gas	81	210,700	2	4,650	-	-	-	-
Wholesale trade	12	23,900	-	-	-	-	-	-
Retail trade	123	405,200	-	-	-	-	-	-
Hotels and restaurants	31	148,300	-	-	-	-	-	-
Services	66	323,450	1	1,300	-	-	-	-
Construction	327	1,195,000	-	-	-	-	-	-
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-

See footnotes at end of table.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Premium pay rates—Continued				No reference to premium pay	
	Cents per hour		Other ²		Agreements	Workers
	Agreements	Workers	Agreements	Workers		
All industries	15	76,250	16	69,400	1,503	6,397,050
Manufacturing	10	41,800	13	25,100	714	2,921,950
Food, kindred products	-	-	4	6,800	72	213,000
Tobacco manufacturing	-	-	4	10,200	4	11,600
Textile mill products	-	-	-	-	11	28,850
Apparel	-	-	-	-	31	207,900
Lumber, wood products	-	-	2	4,000	9	13,100
Furniture, fixtures	-	-	-	-	16	22,100
Paper, allied products	-	-	-	-	42	65,000
Printing and publishing	-	-	-	-	15	31,600
Chemicals	4	8,000	-	-	31	52,600
Petroleum refining	-	-	-	-	15	25,500
Rubber and plastics	-	-	-	-	14	68,850
Leather products	-	-	-	-	11	23,100
Stone, clay, and glass	-	-	1	1,100	33	90,450
Primary metals	4	29,800	-	-	83	429,150
Fabricated metals	1	1,500	-	-	39	92,000
Non-electrical machinery	-	-	1	1,200	78	236,550
Electrical machinery	1	2,500	-	-	82	321,250
Transportation equipment	-	-	1	1,800	108	947,100
Instruments	-	-	-	-	11	27,650
Miscellaneous manufacturing	-	-	-	-	9	14,600
Nonmanufacturing	5	34,450	3	44,300	789	3,475,100
Mining, crude petroleum, and natural gas	1	2,100	-	-	15	166,950
Transportation ¹	-	-	-	-	62	469,550
Communications	2	29,900	2	40,800	73	534,500
Utilities, electric, and gas	1	1,150	1	3,500	79	206,050
Wholesale trade	-	-	-	-	12	23,900
Retail trade	-	-	-	-	123	405,200
Hotels and restaurants	-	-	-	-	31	148,300
Services	1	1,300	-	-	65	322,150
Construction	-	-	-	-	327	1,195,000
Miscellaneous nonmanufacturing	-	-	-	-	2	3,500

¹ Excludes railroads and airlines.

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

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

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Premium pay rates					
	Agreements	Workers	Total		Time and one-fourth		Time and one-half	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	190	1,394,400	23	618,300	84	528,900
Manufacturing	750	3,025,150	112	1,095,800	13	604,400	59	382,550
Food, kindred products	79	234,200	9	24,400	-	-	3	13,750
Tobacco manufacturing	8	21,800	5	11,200	-	-	-	-
Textile mill products	11	28,850	-	-	-	-	-	-
Apparel	31	207,900	-	-	-	-	-	-
Lumber, wood products	11	17,100	6	10,250	-	-	4	6,250
Furniture, fixtures	17	23,100	-	-	-	-	-	-
Paper, allied products	42	65,000	1	1,000	-	-	1	1,000
Printing and publishing	15	31,600	-	-	-	-	-	-
Chemicals	36	61,700	10	15,800	-	-	1	1,100
Petroleum refining	15	25,500	-	-	-	-	-	-
Rubber and plastics	14	68,850	1	6,900	1	6,900	-	-
Leather products	11	23,100	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	6	9,650	-	-	5	8,150
Primary metals	88	460,600	51	391,550	2	5,550	39	333,500
Fabricated metals	41	97,000	5	9,550	2	2,250	1	2,300
Non-electrical machinery	81	242,150	8	21,800	-	-	4	15,000
Electrical machinery	83	323,750	2	4,000	1	1,500	-	-
Transportation equipment	112	957,100	8	589,700	7	588,200	1	1,500
Instruments	11	27,650	-	-	-	-	-	-
Miscellaneous manufacturing	9	14,600	-	-	-	-	-	-
Nonmanufacturing	800	3,568,650	78	298,600	10	13,900	25	146,350
Mining, crude petroleum, and natural gas	16	169,050	6	14,350	1	1,150	4	11,100
Transportation ¹	62	469,550	1	15,000	-	-	-	-
Communications	80	620,000	19	135,250	-	-	17	114,150
Utilities, electric, and gas	81	210,700	40	106,800	9	12,750	2	18,950
Wholesale trade	12	23,900	1	1,050	-	-	1	1,050
Retail trade	123	405,200	9	23,650	-	-	1	1,100
Hotels and restaurants	31	148,300	-	-	-	-	-	-
Services	66	323,450	2	2,500	-	-	-	-
Construction	327	1,195,000	-	-	-	-	-	-
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-

See footnotes at end of table.

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Premium pay rates—Continued						No reference to premium pay	
	Cents per hour		Flat-sum addition		Other ²		Agreements	Workers
	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	37	103,650	8	14,150	38	129,400	1,360	5,199,400
Manufacturing	17	50,700	2	3,050	21	55,100	638	1,929,350
Food, kindred products	-	-	1	1,550	5	9,100	70	209,800
Tobacco manufacturing	-	-	-	-	5	11,200	3	10,600
Textile mill products	-	-	-	-	-	-	11	28,850
Apparel	-	-	-	-	-	-	31	207,900
Lumber, wood products	-	-	-	-	2	4,000	5	6,850
Furniture, fixtures	-	-	-	-	-	-	17	23,100
Paper, allied products	-	-	-	-	-	-	41	64,000
Printing and publishing	-	-	-	-	-	-	15	31,600
Chemicals	9	14,700	-	-	-	-	26	45,900
Petroleum refining	-	-	-	-	-	-	15	25,500
Rubber and plastics	-	-	-	-	-	-	13	61,950
Leather products	-	-	-	-	-	-	11	23,100
Stone, clay, and glass	-	-	1	1,500	-	-	29	83,950
Primary metals	5	30,800	-	-	5	21,700	37	69,050
Fabricated metals	1	1,500	-	-	1	3,500	36	87,450
Non-electrical machinery	1	1,200	-	-	3	5,600	73	220,350
Electrical machinery	1	2,500	-	-	-	-	81	319,750
Transportation equipment	-	-	-	-	-	-	104	367,400
Instruments	-	-	-	-	-	-	11	27,650
Miscellaneous manufacturing	-	-	-	-	-	-	9	14,600
Nonmanufacturing	20	52,950	6	11,100	17	74,300	722	3,270,050
Mining, crude petroleum, and natural gas	1	2,100	-	-	-	-	10	154,700
Transportation ¹	-	-	-	-	1	15,000	61	454,550
Communications	-	-	-	-	2	21,100	61	484,750
Utilities, electric, and gas	17	43,950	1	1,500	11	29,650	41	103,900
Wholesale trade	-	-	-	-	-	-	11	22,850
Retail trade	1	5,600	4	8,400	3	8,550	114	381,550
Hotels and restaurants	-	-	-	-	-	-	31	148,300
Services	1	1,300	1	1,200	-	-	64	320,950
Construction	-	-	-	-	-	-	327	1,195,000
Miscellaneous nonmanufacturing	-	-	-	-	-	-	2	3,500

¹ Excludes railroads and airlines.

² Includes agreements that provide premium pay that exceeds

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

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

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Premium pay on sixth and seventh day					
	Agreements	Workers	Total		Sixth day		Seventh day	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	540	2,772,100	442	2,064,500	445	2,366,700
Manufacturing	750	3,025,150	329	1,823,550	269	1,310,600	306	1,773,600
Food, kindred products	79	234,200	33	78,200	22	60,500	27	59,800
Tobacco manufacturing	8	21,800	3	6,100	3	6,100	3	6,100
Textile mill products	11	28,850	5	12,800	5	12,800	5	12,800
Apparel	31	207,900	3	9,600	2	5,000	3	9,600
Lumber, wood products	11	17,100	7	11,450	7	11,450	2	4,400
Furniture, fixtures	17	23,100	5	6,450	5	6,450	5	6,450
Paper, allied products	42	65,000	6	11,550	5	9,700	4	7,450
Printing and publishing	15	31,600	3	3,500	3	3,500	2	2,400
Chemicals	36	61,700	30	51,400	12	22,350	30	51,400
Petroleum refining	15	25,500	9	13,750	8	12,250	7	10,900
Rubber and plastics	14	68,850	7	17,650	7	17,650	4	11,000
Leather products	11	23,100	2	3,800	1	1,450	2	3,800
Stone, clay, and glass	35	93,600	23	71,400	16	51,750	23	71,400
Primary metals	88	460,600	67	423,200	61	412,650	67	423,200
Fabricated metals	41	97,000	17	36,250	14	33,000	17	36,250
Non-electrical machinery	81	242,150	25	111,550	23	108,650	24	109,200
Electrical machinery	83	323,750	40	214,050	36	204,000	39	211,250
Transportation equipment	112	957,100	39	733,550	35	325,550	38	731,050
Instruments	11	27,650	3	4,900	2	3,400	2	2,750
Miscellaneous manufacturing	9	14,600	2	2,400	2	2,400	2	2,400
Nonmanufacturing	800	3,568,650	211	948,550	173	753,900	139	593,100
Mining, crude petroleum, and natural gas	16	169,050	9	18,150	6	13,650	8	17,150
Transportation ¹	62	469,550	20	185,950	17	114,700	16	155,900
Communications	80	620,000	20	167,200	19	166,200	9	69,500
Utilities, electric, and gas	81	210,700	52	126,150	32	75,450	48	106,250
Wholesale trade	12	23,900	4	8,000	3	6,500	4	8,000
Retail trade	123	405,200	63	239,800	62	238,650	14	41,700
Hotels and restaurants	31	148,300	22	121,400	18	75,900	21	117,900
Services	66	323,450	18	73,450	14	59,050	16	68,250
Construction	327	1,195,000	3	8,450	2	3,800	3	8,450
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Part V. Paid and Unpaid Leave

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

Table 5.1 Leaves of absence by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Leave for—									
	Agreements	Workers	Union business		Education		Military service		Maternity/paternity		Personal reasons	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	934	4,311,000	138	1,216,050	910	4,118,750	599	2,220,200	826	3,666,800
Manufacturing	750	3,025,150	607	2,548,900	116	1,155,450	586	2,499,600	374	1,277,400	532	2,186,800
Food, kindred products	79	234,200	55	175,650	4	6,800	55	127,850	43	95,000	57	183,000
Tobacco manufacturing	8	21,800	5	11,400	-	-	3	9,200	6	16,600	3	6,100
Textile mill products	11	28,850	10	27,750	-	-	8	22,550	10	27,850	6	20,100
Apparel	31	207,900	9	42,400	-	-	16	133,550	11	44,800	13	82,750
Lumber, wood products	11	17,100	8	11,150	-	-	8	11,600	2	4,500	6	9,600
Furniture, fixtures	17	23,100	12	14,900	2	2,000	13	17,400	8	11,350	12	16,450
Paper, allied products	42	65,000	31	45,950	2	3,900	33	49,450	24	37,750	29	44,500
Printing and publishing	15	31,600	10	14,700	1	1,100	10	15,200	4	7,200	7	8,500
Chemicals	36	61,700	33	57,250	3	5,050	25	42,350	10	17,150	22	36,000
Petroleum refining	15	25,500	12	22,200	2	5,600	12	21,600	2	3,750	10	15,550
Rubber and plastics	14	68,850	14	68,850	9	59,150	14	68,850	11	52,600	13	60,550
Leather products	11	23,100	5	9,350	-	-	7	14,850	6	12,400	6	12,850
Stone, clay, and glass	35	93,600	34	92,200	4	9,450	30	86,750	24	68,000	24	68,400
Primary metals	88	460,600	77	427,700	33	269,000	83	453,850	15	128,700	50	255,300
Fabricated metals	41	97,000	35	87,000	6	11,050	33	82,950	22	55,850	32	79,500
Non-electrical machinery	81	242,150	75	232,750	11	88,600	67	215,850	41	160,200	71	197,100
Electrical machinery	83	323,750	70	283,500	9	49,500	56	182,100	57	263,700	68	198,800
Transportation equipment	112	957,100	98	894,700	27	638,250	95	904,100	64	236,500	85	855,200
Instruments	11	27,650	8	20,400	3	6,000	10	26,250	9	25,200	10	23,050
Miscellaneous manufacturing	9	14,600	6	9,100	-	-	8	13,300	5	8,300	8	13,500
Nonmanufacturing	800	3,568,650	327	1,762,100	22	60,600	324	1,619,150	225	942,800	294	1,480,000
Mining, crude petroleum, and natural gas	16	169,050	14	162,900	4	11,150	12	26,900	3	4,850	7	14,000
Transportation ¹	62	469,550	41	397,150	-	-	45	410,800	17	70,200	35	307,300
Communications	80	620,000	79	618,700	4	11,000	58	455,450	36	233,400	51	432,000
Utilities, electric, and gas	81	210,700	75	199,400	4	10,600	62	172,050	22	52,450	44	128,850
Wholesale trade	12	23,900	5	9,650	1	1,050	5	9,650	7	15,650	7	13,450
Retail trade	123	405,200	73	204,650	1	1,350	92	276,600	102	364,150	89	316,350
Hotels and restaurants	31	148,300	6	30,100	-	-	12	66,950	13	71,700	20	103,200
Services	66	323,450	20	99,800	8	25,450	29	157,100	25	130,400	30	142,950
Construction	327	1,195,000	13	37,750	-	-	8	41,650	-	-	9	18,400
Miscellaneous nonmanufacturing	2	3,500	1	2,000	-	-	1	2,000	-	-	2	3,500

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 5.2 Vacation plans

(Agreements covering 1,000 workers or more, January 1, 1980)

Type of plan	Agreements	Workers
All agreements	1,550	6,593,800
Total with vacation plans	1,401	6,045,800
Graduated plans ¹	1,109	4,863,100
Uniform plans ²	6	18,800
Ratio-to-work plans ³	40	174,800
Funded plans ⁴	234	899,650
Other ⁵	12	89,450
No reference to vacation plans	149	548,000

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

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

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

⁴ Funded plans require employers to

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

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

Table 5.3 Maximum vacation weeks allowed by industry

(Agreements covering 1,000 workers or more January 1, 1980)

Industry	All agreements		Maximum amount of paid vacation time specified									
	Agreements	Workers	Total ¹		Under 3 weeks		3 and 3.5 weeks		4 and 4.5 weeks		5 and 5.5 weeks	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	1,112	4,866,600	15	113,550	63	148,700	254	822,950	560	2,996,800
Manufacturing	750	3,025,150	683	2,762,500	10	104,850	39	73,450	158	484,500	324	1,655,150
Food, kindred products	79	234,200	74	222,600	-	-	4	5,700	25	106,700	29	60,750
Tobacco manufacturing	8	21,800	8	21,800	-	-	-	-	-	-	-	-
Textile mill products	11	28,850	11	28,850	2	6,250	8	21,400	1	1,200	-	-
Apparel	31	207,900	12	108,350	6	93,650	4	9,700	2	5,000	-	-
Lumber, wood products	11	17,100	10	14,700	-	-	3	5,500	5	6,050	2	3,150
Furniture, fixtures	17	23,100	16	22,100	-	-	4	5,150	8	12,450	4	4,500
Paper, allied products	42	65,000	42	65,000	-	-	-	-	5	8,050	3	3,000
Printing and publishing	15	31,600	9	18,100	-	-	-	-	4	12,300	5	5,800
Chemicals	36	61,700	29	44,550	-	-	-	-	3	5,500	13	20,050
Petroleum refining	15	25,500	14	24,300	-	-	-	-	-	-	14	24,300
Rubber and plastics	14	68,850	14	68,850	-	-	-	-	1	1,650	3	9,050
Leather products	11	23,100	10	21,600	-	-	2	2,100	8	19,500	-	-
Stone, clay, and glass	35	93,600	34	86,100	-	-	1	1,400	3	4,100	11	28,400
Primary metals	88	460,600	88	460,600	-	-	1	1,450	6	10,750	73	432,950
Fabricated metals	41	97,000	39	93,850	-	-	1	1,800	14	25,900	17	54,900
Non-electrical machinery	81	242,150	74	225,350	1	1,450	3	4,500	23	71,700	39	127,450
Electrical machinery	83	323,750	79	309,100	-	-	4	6,950	12	45,200	49	150,650
Transportation equipment	112	957,100	100	884,450	1	3,500	3	5,600	35	142,950	49	703,450
Instruments	11	27,650	11	27,650	-	-	1	2,200	2	2,900	6	16,750
Miscellaneous manufacturing	9	14,600	9	14,600	-	-	-	-	1	2,600	7	10,000
Nonmanufacturing	800	3,568,650	429	2,104,100	5	8,700	24	75,250	96	338,450	236	1,341,650
Mining, crude petroleum, and natural gas	16	169,050	16	169,050	1	2,000	1	5,000	2	2,800	9	18,150
Transportation ²	62	469,550	40	340,600	-	-	-	-	-	-	35	321,450
Communications	80	620,000	80	620,000	-	-	-	-	17	57,100	59	549,100
Utilities, electric, and gas	81	210,700	81	210,700	-	-	-	-	3	5,050	44	131,300
Wholesale trade	12	23,900	12	23,900	-	-	1	2,100	2	3,300	8	17,150
Retail trade	123	405,200	113	376,150	-	-	2	2,000	36	93,150	57	214,650
Hotels and restaurants	31	148,300	30	147,200	-	-	14	44,650	16	102,550	-	-
Services	66	323,450	51	184,800	3	5,500	5	10,500	17	56,000	23	88,850
Construction	327	1,195,000	6	31,700	1	1,200	1	11,000	3	18,500	1	1,000
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5.3 Continued—Maximum vacation weeks allowed by industry

(Agreements covering 1,000 workers or more January 1, 1980)

Industry	Maximum amount of paid vacation time specified		Ratio-to-work plans ³		Funded plans ⁴		Other ⁵		No reference to paid vacations	
	6 weeks or more		Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
	Agreements	Workers								
All industries	220	784,600	40	174,800	234	899,650	15	104,750	149	548,000
Manufacturing	152	444,550	25	107,250	22	71,600	11	58,100	9	25,700
Food, kindred products	16	49,450	4	10,000	-	-	-	-	1	1,600
Tobacco manufacturing	8	21,800	-	-	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-
Apparel	-	-	1	4,600	13	56,600	1	20,000	4	18,350
Lumber, wood products	-	-	1	2,400	-	-	-	-	-	-
Furniture, fixtures	-	-	-	-	1	1,000	-	-	-	-
Paper, allied products	34	53,950	-	-	-	-	-	-	-	-
Printing and publishing	-	-	4	8,500	2	5,000	-	-	-	-
Chemicals	13	19,000	1	3,250	2	3,200	4	10,700	-	-
Petroleum refining	-	-	-	-	-	-	-	-	1	1,200
Rubber and plastics	10	58,150	-	-	-	-	-	-	-	-
Leather products	-	-	-	-	1	1,500	-	-	-	-
Stone, clay, and glass	19	52,200	-	-	-	-	1	7,500	-	-
Primary metals	8	15,450	-	-	-	-	-	-	-	-
Fabricated metals	7	11,250	1	1,050	1	2,100	-	-	-	-
Non-electrical machinery	8	20,250	3	11,500	2	2,200	2	3,100	-	-
Electrical machinery	14	106,300	2	6,850	-	-	2	7,800	-	-
Transportation equipment	12	28,950	8	59,100	-	-	1	9,000	3	4,550
Instruments	2	5,800	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	1	2,000	-	-	-	-	-	-	-	-
Nonmanufacturing	68	340,050	15	67,550	212	828,050	4	46,650	140	522,300
Mining, crude petroleum, and natural gas	3	141,100	-	-	-	-	-	-	-	-
Transportation ²	5	19,150	7	43,800	13	73,200	-	-	2	11,950
Communications	4	13,800	-	-	-	-	-	-	-	-
Utilities, electric, and gas	34	74,350	-	-	-	-	-	-	-	-
Wholesale trade	1	1,350	-	-	-	-	-	-	-	-
Retail trade	18	66,350	3	6,950	6	20,400	1	1,700	-	-
Hotels and restaurants	-	-	1	1,100	-	-	-	-	-	-
Services	3	23,950	3	11,050	2	3,000	2	43,100	8	81,500
Construction	-	-	1	4,650	191	731,450	1	1,850	128	425,350
Miscellaneous nonmanufacturing ...	-	-	-	-	-	-	-	-	2	3,500

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

² Excludes railroads and airlines.

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

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

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

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

NOTE: Nonadditive.

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

(In agreements covering 1,000 workers or more, January 1, 1980)

Length of service	Amount of paid vacation									
	One-half week		1 week		1.5 weeks		2 weeks		2.5 weeks	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
6 months	47	131,600	157	870,300	5	14,950	7	27,750	-	-
1 year	1	2,000	743	2,545,350	23	154,300	313	1,888,600	6	17,100
2 years	-	-	353	1,145,600	32	87,600	678	3,238,850	9	95,800
3 years	-	-	27	68,350	34	120,950	950	3,590,850	34	726,150
5 years	-	-	3	9,900	1	1,700	751	3,024,400	71	191,700
10 years	-	-	-	-	1	1,700	39	163,450	17	91,000
12 years	-	-	-	-	1	1,700	25	136,300	15	77,550
15 years	-	-	-	-	-	-	11	104,550	-	-
20 years	-	-	-	-	-	-	11	104,550	-	-
25 years	-	-	-	-	-	-	10	102,850	1	1,700
30 years	-	-	-	-	-	-	10	102,850	1	1,700
	3 weeks		3.5 weeks		4 weeks		4.5 weeks		5 weeks	
6 months	-	-	-	-	-	-	-	-	-	-
1 year	17	224,450	1	14,000	-	-	-	-	-	-
2 years	32	266,950	1	14,000	-	-	-	-	-	-
3 years	56	295,250	2	15,500	3	35,250	-	-	-	-
5 years	250	1,493,700	11	46,600	19	84,300	-	-	-	-
10 years	881	3,388,150	42	764,400	111	257,600	3	127,500	10	55,500
12 years	829	3,230,450	51	779,450	164	418,950	6	145,300	13	59,600
15 years	357	1,362,050	73	190,600	613	2,857,000	7	12,850	38	191,250
20 years	69	158,550	8	19,550	646	2,536,400	32	99,100	318	1,755,900
25 years	58	140,750	5	7,750	281	871,100	15	110,500	633	3,100,550
30 years	58	140,750	5	7,750	246	789,700	14	44,700	556	2,959,900
	5.5 weeks		6 weeks		6.5 weeks		7 weeks		8 weeks	
6 months	-	-	-	-	-	-	-	-	-	-
1 year	-	-	-	-	-	-	-	-	-	-
2 years	-	-	-	-	-	-	-	-	-	-
3 years	-	-	-	-	-	-	-	-	-	-
5 years	-	-	-	-	-	-	-	-	-	-
10 years	1	1,200	1	1,800	-	-	-	-	-	-
12 years	1	1,200	1	1,800	-	-	-	-	-	-
15 years	3	127,500	3	4,700	-	-	1	1,800	-	-
20 years	7	22,350	10	140,300	1	6,700	2	3,600	2	5,300
25 years	23	75,900	73	421,850	1	6,700	4	7,350	2	5,300
30 years	15	41,000	185	611,650	2	8,200	11	88,800	2	5,300

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

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

(In agreements covering 1,000 workers or more, January 1, 1980)

Length of service	Length of vacation									
	One-half week		1 week		1.5 weeks		2 weeks		2.5 weeks	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
6 months	47	131,600	157	870,300	5	14,950	7	27,750	-	-
1 year	-	-	709	2,368,700	18	139,350	307	1,862,950	6	17,100
2 years	-	-	1	2,000	18	27,300	377	1,383,350	4	80,200
3 years	-	-	1	3,500	28	83,000	315	1,029,500	27	638,950
5 years	-	-	-	-	1	1,700	49	165,000	61	168,650
10 years	-	-	-	-	-	-	2	5,900	15	88,000
12 years	-	-	-	-	-	-	-	-	1	1,500
15 years	-	-	-	-	-	-	1	1,700	-	-
20 years	-	-	-	-	-	-	-	-	-	-
25 years	-	-	-	-	-	-	-	-	1	1,700
30 years	-	-	-	-	-	-	-	-	-	-
	3 weeks		3.5 weeks		4 weeks		4.5 weeks		5 weeks	
6 months	-	-	-	-	-	-	-	-	-	-
1 year	17	224,450	1	14,000	-	-	-	-	-	-
2 years	15	42,500	-	-	-	-	-	-	-	-
3 years	28	65,050	1	1,500	3	35,250	-	-	-	-
5 years	212	1,261,600	10	32,600	16	49,050	-	-	-	-
10 years	748	2,909,250	39	743,200	101	226,500	3	127,500	10	55,500
12 years	16	40,700	11	18,450	59	183,450	4	20,800	3	4,100
15 years	29	109,400	55	132,300	473	2,482,800	6	10,350	28	136,350
20 years	-	-	3	5,550	329	1,297,950	30	95,300	293	1,604,300
25 years	-	-	1	1,500	14	26,350	8	81,550	380	1,631,150
30 years	-	-	-	-	1	3,000	4	6,400	35	97,800
	5.5 weeks		6 weeks		6.5 weeks		7 weeks		8 weeks	
6 months	-	-	-	-	-	-	-	-	-	-
1 year	-	-	-	-	-	-	-	-	-	-
2 years	-	-	-	-	-	-	-	-	-	-
3 years	-	-	-	-	-	-	-	-	-	-
5 years	-	-	-	-	-	-	-	-	-	-
10 years	1	1,200	1	1,800	-	-	-	-	-	-
12 years	-	-	-	-	-	-	-	-	-	-
15 years	2	126,300	3	4,700	-	-	1	1,800	-	-
20 years	6	22,850	9	139,200	1	6,700	2	3,600	2	5,300
25 years	19	57,350	66	286,800	1	3,000	3	5,250	-	-
30 years	5	10,650	119	271,250	1	1,500	7	81,450	-	-

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

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

Table 5.6 Miscellaneous vacation provisions

(Agreements covering 1,000 workers or more, January 1, 1980)

Vacation provision	Agreements	Workers
All agreements	1,550	6,593,800
Extended vacations ¹	79	490,300
Vacation bonus ²	166	771,450
Paid absence allowances ³	70	987,000
Pro-rated vacation for part-time workers	290	1,461,950
Total with plant shutdown for vacations ⁴	404	1,708,600
Automatic shutdown	141	346,550
Optional shutdown	245	1,226,950
Automatic and optional shutdown	4	83,400
Method of shutdown vague	12	48,100
Subject to local negotiation	2	3,600

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

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

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

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

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

NOTE: Nonadditive.

Table 5.7 Paid and unpaid holiday provisions

(Agreements covering 1,000 workers or more, January 1, 1980)

Holiday provision	Agreements	Workers
All agreements	1,550	6,593,800
Total with holidays	1,527	6,496,750
Paid holidays only	1,277	5,570,100
Unpaid holidays only	217	778,850
Paid and unpaid holidays	24	79,950
Unable to determine if paid or unpaid	9	67,850
No reference to holidays	23	97,050

Table 5.8 Number of paid holidays and pay for time worked

(Agreements covering 1,000 workers or more, January 1, 1980)

Holiday provision	Agreements	Workers
Number of paid holidays		
All agreements	1,550	6,593,800
Total with paid holidays ¹	1,301	5,650,050
Fewer than 6 days	22	66,950
6 days	30	101,250
7 days	42	144,600
8 days	76	239,150
9 days	159	655,100
10 days	322	1,587,800
11 days	289	867,700
12 days	146	521,100
13 days	55	165,350
14 days	49	173,400
15 days	17	611,750
16 days	8	51,450
17 days	3	27,900
18 days	1	4,200
19 days	1	1,700
20 days	5	12,600
Funded holidays	59	348,800
Other ²	17	69,250
No reference to paid holidays	249	943,750
Pay for time worked on holidays		
All agreements	1,550	6,593,800
Total with work rates on paid holidays	1,278	5,517,150
Straight time	1	1,000
Time and one-fourth	-	-
Time and one-half	26	73,150
Time and three-fourths	-	-
Double time	152	444,700
Double time and one-fourth	2	10,550
Double time and one-half	576	2,778,000
Double time and three-fourths	1	1,650
Triple time	387	1,583,500
Triple time and one-fourth	1	2,000
Triple time and one-half	-	-
Triple time and three-fourths	-	-
Quadruple time	-	-
Equal time off on another day or pay ³	10	29,950
Funded holidays	60	347,300
Varies with holiday	43	150,150
Varies according to specified criteria	7	48,700
Other ⁴	12	46,500
No reference to rates for holidays worked	23	132,900
No reference to paid holidays	249	943,750

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

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

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

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

Table 5.9 Number of paid holidays by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Number of paid holidays									
	Agreements	Workers	Total ¹		Less than 7 paid holidays		7		8		9	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	1,225	5,232,000	52	168,200	42	144,600	76	239,150	159	655,100
Manufacturing	750	3,025,150	734	2,957,300	6	11,900	12	21,600	16	38,000	75	246,300
Food, kindred products	79	234,200	78	232,600	2	2,300	2	2,500	6	17,350	19	40,250
Tobacco manufacturing	8	21,800	8	21,800	-	-	-	-	-	-	-	-
Textile mill products	11	28,850	10	27,850	1	1,250	3	10,500	2	7,200	2	2,700
Apparel	31	207,900	28	184,750	1	4,650	-	-	2	5,000	10	29,350
Lumber, wood products	11	17,100	11	17,100	1	1,500	-	-	1	1,000	1	1,000
Furniture, fixtures	17	23,100	16	22,100	-	-	1	2,100	1	1,000	3	3,750
Paper, allied products	42	65,000	42	65,000	-	-	-	-	-	-	4	7,050
Printing and publishing	15	31,600	14	30,100	-	-	2	2,000	-	-	5	12,100
Chemicals	36	61,700	36	61,700	-	-	-	-	3	4,950	4	7,000
Petroleum refining	15	25,500	15	25,500	-	-	-	-	-	-	2	3,800
Rubber and plastics	14	68,850	14	68,850	-	-	-	-	-	-	1	1,300
Leather products	11	23,100	11	23,100	1	2,200	2	2,100	1	1,500	-	-
Stone, clay, and glass	35	93,600	34	91,850	-	-	-	-	-	-	3	4,200
Primary metals	88	460,600	88	460,600	-	-	-	-	-	-	5	19,500
Fabricated metals	41	97,000	41	97,000	-	-	-	-	-	-	4	5,050
Non-electrical machinery	81	242,150	79	233,150	-	-	-	-	-	-	2	2,900
Electrical machinery	83	323,750	83	323,750	-	-	1	1,000	-	-	8	100,400
Transportation equipment	112	957,100	106	928,250	-	-	1	1,400	-	-	2	5,950
Instruments	11	27,650	11	27,650	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	9	14,600	9	14,600	-	-	-	-	-	-	-	-
Nonmanufacturing	800	3,568,650	491	2,274,700	46	156,300	30	123,000	60	201,150	84	408,800
Mining, crude petroleum, and natural gas	16	169,050	16	169,050	-	-	-	-	1	5,000	4	5,250
Transportation ²	62	469,550	45	365,900	-	-	1	20,000	3	6,100	12	105,800
Communications	80	620,000	75	568,350	2	2,900	-	-	1	9,500	6	64,600
Utilities, electric, and gas	81	210,700	79	191,700	-	-	-	-	4	7,500	10	24,200
Wholesale trade	12	23,900	12	23,900	-	-	-	-	2	3,150	5	10,600
Retail trade	123	405,200	117	394,300	5	9,700	9	30,550	22	55,500	36	157,250
Hotels and restaurants	31	148,300	27	135,700	10	44,750	3	6,600	9	57,750	2	20,000
Services	66	323,450	52	215,800	-	-	8	36,050	7	16,700	6	16,600
Construction	327	1,195,000	68	210,000	29	98,950	9	29,800	11	39,950	3	4,500
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5.9 Continued—Number of paid holidays by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Number of paid holidays											
	10		11		12		13		14		Over 14 paid holidays ³	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	322	1,587,800	289	867,700	146	521,100	55	165,350	49	173,400	35	709,600
Manufacturing	193	756,950	207	623,700	99	280,200	49	141,300	42	127,750	35	709,600
Food, kindred products	25	65,900	17	85,900	4	13,050	2	3,800	1	1,550	-	-
Tobacco manufacturing	-	-	6	18,100	-	-	2	3,700	-	-	-	-
Textile mill products	1	1,200	1	5,000	-	-	-	-	-	-	-	-
Apparel	11	135,750	4	10,000	-	-	-	-	-	-	-	-
Lumber, wood products	2	3,150	6	10,450	-	-	-	-	-	-	-	-
Furniture, fixtures	7	9,350	3	4,600	-	-	1	1,300	-	-	-	-
Paper, allied products	10	14,950	14	17,550	12	21,950	2	3,500	-	-	-	-
Printing and publishing	5	13,500	1	1,000	1	1,500	-	-	-	-	-	-
Chemicals	16	29,800	7	9,250	6	10,700	-	-	-	-	-	-
Petroleum refining	11	19,450	2	2,250	-	-	-	-	-	-	-	-
Rubber and plastics	3	5,400	9	55,250	-	-	-	-	1	6,900	-	-
Leather products	6	15,850	1	1,450	-	-	-	-	-	-	-	-
Stone, clay, and glass	8	16,600	19	64,350	3	5,000	-	-	-	-	1	1,700
Primary metals	26	248,850	45	171,900	7	11,850	1	1,000	3	5,900	1	1,600
Fabricated metals	10	18,300	13	44,050	7	16,750	3	5,600	1	1,700	3	5,550
Non-electrical machinery	6	16,350	22	35,550	15	28,400	15	31,850	10	45,150	9	72,950
Electrical machinery	31	103,750	17	24,950	16	49,750	4	30,950	3	4,000	3	8,950
Transportation equipment	10	26,450	17	57,650	19	100,900	17	56,700	22	60,350	18	618,850
Instruments	3	8,450	1	1,350	4	12,750	2	2,900	1	2,200	-	-
Miscellaneous manufacturing	2	3,900	2	3,100	5	7,600	-	-	-	-	-	-
Nonmanufacturing	129	830,850	82	244,000	47	240,900	6	24,050	7	45,650	-	-
Mining, crude petroleum, and natural gas	7	134,900	3	21,800	1	2,100	-	-	-	-	-	-
Transportation ²	8	79,400	8	40,450	10	91,450	1	1,200	2	21,500	-	-
Communications	49	427,900	14	39,150	1	3,700	-	-	2	20,600	-	-
Utilities, electric, and gas	20	41,450	19	38,800	23	70,100	3	9,650	-	-	-	-
Wholesale trade	1	2,600	2	5,500	-	-	-	-	2	2,050	-	-
Retail trade	18	52,800	19	57,100	7	29,200	1	2,200	-	-	-	-
Hotels and restaurants	2	5,500	1	1,100	-	-	-	-	-	-	-	-
Services	13	56,150	11	33,450	5	44,350	1	11,000	1	1,500	-	-
Construction	11	30,150	5	6,650	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes all agreements granting paid full holidays, except those that provide funded holidays; that vary the number of holidays by location; that refer holidays to local negotiations; and that refer to paid holidays, but give no further details.

² Excludes railroads and airlines.

³ Includes 17 agreements covering 611,750 workers providing for 15

holidays; 8 agreements covering 51,450 workers providing for 16 holidays; 3 agreements covering 27,900 workers providing for 17 holidays; 1 agreement covering 4,200 workers providing for 18 holidays; 1 agreement covering 1,700 workers providing for 19 holidays; and 5 agreements covering 12,600 workers providing for 20 holidays.

Table 5.10 Number of unpaid holidays and pay if worked

(Agreements covering 1,000 workers or more, January 1, 1980)

Holiday provision	Agreements	Workers
Number of unpaid holidays		
All agreements	1,550	6,593,800
Total with unpaid holidays ¹	241	858,800
Half holidays only	3	12,300
1 day	4	12,950
2 days	-	-
3 days	3	12,150
4 days	4	9,650
5 days	10	37,800
6 days	94	286,950
7 days	56	227,350
8 days	28	118,050
9 days	13	52,000
10 days	8	34,950
11 days	3	9,050
12 days	-	-
More than 12 days	-	-
Subject to local negotiation	-	-
Varies by location	5	16,600
Other ²	10	29,000
Reference to unpaid holidays, no reference to days	-	-
No reference to unpaid holidays	1,309	5,735,000
Pay for time worked on unpaid holidays		
All agreements	1,550	6,593,800
Total with rates for work on unpaid holidays	232	803,850
Straight time	1	1,300
Time and one-quarter	-	-
Time and one-half	10	38,200
Time and three-quarters	-	-
Double time	197	690,150
Double time and one-quarter	-	-
Double time and one-half	2	2,200
Double time and three-quarters	-	-
Triple time or more	2	4,000
Equal time off on another day or pay	-	-
Varies with holiday	4	13,250
Varies according to specified criteria	2	2,200
Other ³	13	49,050
No reference to rates for work on unpaid holidays	8	53,150
No reference to unpaid holidays	1,310	5,736,800

¹ For purposes of this table, agreements providing whole plus half holidays are considered as providing whole holidays only.

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

holidays plus funded holidays.

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

Table 5.11 Selected payments for time not worked by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Sick leave		Funeral leave		Jury duty		Court witness		Military service	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	468	2,352,650	1,066	4,671,650	1,033	4,534,700	389	2,184,800	459	2,682,200
Manufacturing	750	3,025,150	190	738,100	678	2,763,850	670	2,695,650	224	1,072,700	363	1,961,250
Food, kindred products	79	234,200	35	143,450	74	219,150	69	207,000	11	82,950	16	42,500
Tobacco manufacturing	8	21,800	3	6,100	8	21,800	8	21,800	2	3,800	3	4,700
Textile mill products	11	28,850	1	5,000	8	22,400	11	28,850	-	-	6	14,400
Apparel	31	207,900	-	-	11	105,850	5	14,200	-	-	-	-
Lumber, wood products	11	17,100	1	3,000	9	14,600	9	14,600	-	-	-	-
Furniture, fixtures	17	23,100	3	4,900	12	14,650	10	13,200	2	2,200	2	3,000
Paper, allied products	42	65,000	7	10,800	42	65,000	39	61,450	7	12,350	15	23,900
Printing and publishing	15	31,600	5	15,100	14	30,500	13	29,200	1	1,000	3	3,300
Chemicals	36	61,700	9	15,050	34	59,250	32	55,950	9	13,750	20	35,800
Petroleum refining	15	25,500	2	2,600	13	22,700	15	25,500	8	12,300	2	3,650
Rubber and plastics	14	68,850	-	-	14	68,850	14	68,850	-	-	14	68,850
Leather products	11	23,100	-	-	9	20,500	7	14,750	-	-	-	-
Stone, clay, and glass	35	93,600	2	2,950	35	93,600	35	93,600	1	1,400	22	63,050
Primary metals	88	460,600	8	17,800	84	447,700	88	460,600	67	423,900	57	366,850
Fabricated metals	41	97,000	12	24,750	35	83,100	39	94,000	14	45,700	22	49,550
Non-electrical machinery ...	81	242,150	10	47,250	78	235,350	78	238,600	35	152,250	41	142,250
Electrical machinery	83	323,750	43	220,450	82	321,750	78	309,500	37	196,350	51	257,750
Transportation equipment ..	112	957,100	43	208,500	96	874,850	101	904,350	27	120,000	79	859,300
Instruments	11	27,650	4	6,700	11	27,650	11	27,650	2	3,550	6	16,800
Miscellaneous manufacturing	9	14,600	2	3,700	9	14,600	8	12,000	1	1,200	4	5,600
Nonmanufacturing	800	3,568,650	278	1,614,550	388	1,907,800	363	1,839,050	165	1,112,100	96	720,950
Mining, crude petroleum, and natural gas	16	169,050	4	142,050	14	162,900	14	162,050	6	14,200	9	154,550
Transportation ¹	62	469,550	34	279,800	43	363,500	35	290,700	26	279,950	5	78,400
Communications	80	620,000	60	537,950	69	520,000	66	541,250	46	417,400	40	378,650
Utilities, electric, and gas ..	81	210,700	58	157,150	69	171,700	64	167,650	31	82,350	24	72,650
Wholesale trade	12	23,900	9	20,050	11	21,800	11	22,400	4	5,200	1	1,050
Retail trade	123	405,200	65	235,950	118	398,850	117	397,100	31	144,950	12	25,100
Hotels and restaurants	31	148,300	10	69,500	15	70,700	10	47,350	2	18,800	-	-
Services	66	323,450	36	168,600	42	183,800	37	173,600	11	64,950	5	10,550
Construction	327	1,195,000	1	2,000	7	14,550	9	36,950	8	84,300	-	-
Miscellaneous nonmanufacturing	2	3,500	1	1,500	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 5.11 Continued—Selected payments for time not worked by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Reporting pay		Call-in/call-back pay		Paid meal periods		Paid rest periods		Paid wash-up, clean-up, and clothes-changing time	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,208	5,005,250	819	3,143,500	488	2,045,950	652	2,732,900	365	1,169,350
Manufacturing	694	2,867,400	525	1,503,450	259	1,118,250	310	1,237,350	208	577,250
Food, kindred products	63	200,900	47	169,250	28	70,150	59	183,550	15	41,200
Tobacco manufacturing	7	16,000	6	17,000	1	2,300	3	6,000	2	3,900
Textile mill products	11	28,850	2	6,000	-	-	2	4,800	1	5,000
Apparel	25	176,000	4	9,700	-	-	5	15,800	-	-
Lumber, wood products	10	15,600	4	6,700	3	5,250	4	8,550	1	1,200
Furniture, fixtures	16	21,900	8	10,000	3	4,200	12	16,050	3	3,500
Paper, allied products	42	65,000	38	58,750	21	32,250	18	24,450	10	14,300
Printing and publishing	11	27,500	7	15,000	4	14,300	4	5,000	1	8,100
Chemicals	31	52,250	33	54,800	24	41,500	9	13,000	13	20,000
Petroleum refining	12	21,800	14	24,000	12	22,050	-	-	7	14,100
Rubber and plastics	13	67,500	10	43,650	10	57,850	7	12,450	6	16,600
Leather products	10	21,650	1	2,200	-	-	3	5,650	-	-
Stone, clay, and glass	34	91,800	31	78,500	20	57,350	21	68,250	6	16,850
Primary metals	87	454,800	52	137,600	23	57,000	10	22,050	13	36,150
Fabricated metals	41	97,000	32	82,600	12	23,150	19	54,450	14	26,850
Non-electrical machinery	77	235,550	68	220,950	29	85,300	25	75,500	31	82,850
Electrical machinery	80	314,000	69	268,200	27	99,300	50	126,950	32	145,900
Transportation equipment	104	917,050	83	262,750	39	538,400	47	571,150	48	133,100
Instruments	11	27,650	9	24,900	2	6,800	6	13,300	2	3,550
Miscellaneous manufacturing	9	14,600	7	10,900	1	1,100	6	10,400	3	4,100
Nonmanufacturing	514	2,137,850	294	1,640,050	229	927,700	342	1,495,550	157	592,100
Mining, crude petroleum, and natural gas	16	169,050	12	159,700	7	23,850	1	1,000	4	6,450
Transportation ¹	41	295,050	30	288,050	8	57,200	27	169,350	8	52,350
Communications	11	55,850	65	542,350	24	181,800	56	415,650	3	19,550
Utilities, electric, and gas	29	78,000	73	187,050	53	137,250	5	9,050	1	3,400
Wholesale trade	5	9,850	3	6,550	2	4,500	8	16,050	1	2,100
Retail trade	59	166,950	24	77,000	11	24,950	114	389,800	7	22,750
Hotels and restaurants	22	119,200	6	44,100	12	79,800	19	100,250	6	43,800
Services	27	112,300	27	134,600	6	12,900	34	187,550	5	14,450
Construction	303	1,129,600	54	200,650	106	405,450	77	204,850	122	427,250
Miscellaneous nonmanufacturing	1	2,000	-	-	-	-	1	2,000	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 5.12 Pay for time spent on union business by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Pay for time spent on union business	
	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	877	4,019,900
Manufacturing	750	3,025,150	479	2,041,150
Food, kindred products	79	234,200	39	126,550
Tobacco manufacturing	8	21,800	1	1,500
Textile mill products	11	28,850	6	14,050
Apparel	31	207,900	2	6,200
Lumber, wood products	11	17,100	3	4,150
Furniture, fixtures	17	23,100	11	13,600
Paper, allied products	42	65,000	19	28,100
Printing and publishing	15	31,600	4	12,300
Chemicals	36	61,700	30	53,700
Petroleum refining	15	25,500	13	22,850
Rubber and plastics	14	68,850	13	67,500
Leather products	11	23,100	5	10,950
Stone, clay, and glass	35	93,600	26	72,450
Primary metals	88	460,600	38	130,200
Fabricated metals	41	97,000	34	85,850
Non-electrical machinery	81	242,150	68	217,650
Electrical machinery	83	323,750	67	270,450
Transportation equipment	112	957,100	85	872,450
Instruments	11	27,650	10	23,050
Miscellaneous manufacturing	9	14,600	5	7,600
Nonmanufacturing	800	3,568,650	398	1,978,750
Mining, crude petroleum, and natural gas	16	169,050	8	28,150
Transportation ¹	62	469,550	35	348,050
Communications	80	620,000	64	509,850
Utilities, electric, and gas	81	210,700	53	154,400
Wholesale trade	12	23,900	4	6,750
Retail trade	123	405,200	16	49,600
Hotels and restaurants	31	148,300	2	7,600
Services	66	323,450	16	76,600
Construction	327	1,195,000	200	797,750
Miscellaneous nonmanufacturing	2	3,500	-	-

¹ Excludes railroads and airlines.

Table 5.13 Number of hours of reporting pay or work

(Agreements covering 1,000 workers or more, January 1, 1980)

Guaranteed hours	Agreements	Workers
All agreements	1,550	6,593,800
Total with provision	1,208	5,005,250
Number of hours specified: ¹		
Less than 2 hours	11	34,850
2 hours	308	963,100
2.5 hours	-	-
3 hours	25	66,550
3.5 hours	15	76,150
4 hours	677	2,982,300
4.5 hours	-	-
5 hours	5	88,000
5.5 hours	-	-
6 hours	10	131,550
6.5 hours	-	-
7 hours	15	35,200
7.5 hours	1	1,200
8 hours	113	447,550
Varies ²	18	71,900
Subject to local negotiation	1	5,350
Other ³	9	101,550
No reference to guaranteed hours of pay or work	342	1,588,550

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

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

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

Table 5.14 Number of hours of call-in/call-back pay

(Agreements covering 1,000 workers or more, January 1, 1980)

Guaranteed hours of pay or work	Total		At straight time		At overtime rate		Minimum guarantee or overtime for hours worked		Rate not specified	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Total	819	3,143,500	392	1,319,150	283	1,235,200	136	549,700	8	39,450
Number of hours specified: ¹										
Less than 2 hours	9	28,200	3	19,100	6	9,100	-	-	-	-
2 hours	165	638,450	77	254,600	75	344,850	13	39,000	-	-
2.5 hours	5	15,450	-	-	3	10,650	2	4,800	-	-
3 hours	55	204,450	25	100,050	28	100,200	2	4,200	-	-
3.5 hours	2	5,150	2	5,150	-	-	-	-	-	-
4 hours	500	1,679,250	251	701,700	141	514,200	108	463,350	-	-
4.5 hours	1	4,000	1	4,000	-	-	-	-	-	-
5 hours	7	11,200	3	3,650	-	-	4	7,550	-	-
5.5 hours	-	-	-	-	-	-	-	-	-	-
6 hours	7	103,400	4	83,400	2	18,800	1	1,200	-	-
6.5 hours	-	-	-	-	-	-	-	-	-	-
7 hours	1	1,000	1	1,000	-	-	-	-	-	-
7.5 hours	-	-	-	-	-	-	-	-	-	-
8 hours	22	118,800	16	88,900	1	1,800	5	28,100	-	-
8.5 hours	-	-	-	-	-	-	-	-	-	-
Minimum guarantee varies or overtime rate for time actually worked ²	1	1,500	-	-	-	-	1	1,500	-	-
Varies according to specified criteria, no overtime provision	9	57,600	9	57,600	-	-	-	-	-	-
Varies and includes overtime for time actually worked	7	63,400	-	-	7	63,400	-	-	-	-
Overtime provided, hours unspecified	20	172,200	-	-	20	172,200	-	-	-	-
Subject to local negotiation	2	27,650	-	-	-	-	-	-	2	27,650
Other ³	6	11,800	-	-	-	-	-	-	6	11,800

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

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

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

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

Table 5.15 Total daily time allowances for paid rest periods

(Agreements covering 1,000 workers or more, January 1, 1980)

Total daily time allowance	Agreements	Workers
All agreements	1,550	6,593,800
Total with rest periods	652	2,732,900
Total daily time allowance specified	570	2,048,250
Under 10 minutes	4	6,050
10 minutes	57	134,950
Over 10 and under 15 minutes	1	1,400
15 minutes	15	90,950
Over 15 and under 20 minutes	1	1,800
20 minutes	235	646,400
Over 20 and under 30 minutes	15	82,200
30 minutes	202	886,100
Over 30 and under 40 minutes	2	2,700
40 minutes	5	20,900
Over 40 minutes	2	10,950
Varies ¹	31	163,850
Subject to local negotiation	5	411,050
Reference to rest periods, no details given	76	272,600
Other ²	1	1,000
No reference to rest periods	898	3,860,900

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

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

Table 5.16 Paid meal periods

(Agreements covering 1,000 workers or more, January 1, 1980)

Applicability	Agreements	Workers
All agreements	1,550	6,593,800
Total referring to paid meal periods	488	2,045,950
Within regular work schedule	180	618,500
Outside regular work schedule	242	813,000
Both	49	148,500
Unclear	8	29,350
Subject to local negotiation	6	414,500
Other	3	22,100
No reference to paid meal periods	1,062	4,547,850

Table 5.17 Pay for time on union business

(Agreements covering 1,000 workers or more, January 1, 1980)

Applicability	Agreements	Workers
All agreements	1,550	6,593,800
Total referring to pay for time on union business	877	4,019,900
Grievance and/or arbitration	317	1,321,450
Contract negotiations	9	18,300
Other union business ¹	238	980,000
Grievance, arbitration, and contract negotiations	51	145,100
Grievance, arbitration, and other union business	171	1,266,050
Contract negotiations and other union business	8	30,650
Grievance, arbitration, negotiations, and other union business	36	132,650
Other ²	47	125,700
No reference to pay for time on union business	673	2,573,900

¹ Other union business includes time spent collecting union dues, checking union cards, attending union conventions or training, attending labor-management committee

meetings, and similar activities.

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

Part VI. Seniority and Related Provisions

Seniority lists
Probationary periods
Superseniority
Retention of seniority rights
Testing

Table 6.1 Selected seniority provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Merging seniority lists		Probationary period for newly hired employees		Superseniority for union officials ¹		Retention of seniority in layoff ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	94	707,000	1,037	4,241,950	634	2,913,950	1,074	4,769,050
Manufacturing	750	3,025,150	43	330,950	670	2,685,550	368	1,901,350	675	2,738,600
Food, kindred products	79	234,200	12	84,100	68	202,500	18	31,500	70	211,250
Tobacco manufacturing	8	21,800	-	-	7	19,500	1	4,200	8	21,800
Textile mill products	11	28,850	-	-	11	28,850	10	25,250	10	25,250
Apparel	31	207,900	2	81,000	30	205,900	4	8,850	11	48,750
Lumber, wood products	11	17,100	-	-	9	14,900	5	6,000	9	14,700
Furniture, fixtures	17	23,100	-	-	16	21,900	9	12,900	15	19,900
Paper, allied products	42	65,000	2	4,250	35	52,100	8	14,500	37	56,450
Printing and publishing	15	31,600	1	4,000	5	6,400	5	6,700	11	17,500
Chemicals	36	61,700	5	6,850	33	53,750	8	14,050	32	51,700
Petroleum refining	15	25,500	2	5,050	13	23,450	-	-	14	24,500
Rubber and plastics	14	68,850	-	-	14	68,850	5	33,900	14	68,850
Leather products	11	23,100	-	-	11	23,100	4	8,200	7	14,750
Stone, clay, and glass	35	93,600	-	-	32	86,750	3	5,200	34	92,600
Primary metals	88	460,600	6	79,500	81	448,700	53	363,500	87	456,600
Fabricated metals	41	97,000	1	2,400	41	97,000	23	54,700	40	95,950
Non-electrical machinery	81	242,150	7	45,000	80	241,150	59	178,600	79	239,950
Electrical machinery	83	323,750	1	1,900	59	169,400	50	227,950	70	298,850
Transportation equipment	112	957,100	4	16,900	105	879,100	91	886,900	107	937,000
Instruments	11	27,650	-	-	11	27,650	8	12,450	11	27,650
Miscellaneous manufacturing	9	14,600	-	-	9	14,600	4	6,000	9	14,600
Nonmanufacturing	800	3,568,650	51	376,050	367	1,556,400	266	1,012,600	399	2,030,450
Mining, crude petroleum, and natural gas	16	169,050	-	-	13	28,050	5	13,200	14	165,900
Transportation ³	62	469,550	32	326,650	46	374,750	14	123,600	47	373,500
Communications	80	620,000	3	7,750	34	201,400	-	-	72	595,300
Utilities, electric, and gas	81	210,700	4	13,450	73	174,500	16	38,200	74	199,050
Wholesale trade	12	23,900	2	2,800	11	22,550	4	6,750	10	21,550
Retail trade	123	405,200	4	12,200	116	391,250	55	183,850	107	375,850
Hotels and restaurants	31	148,300	-	-	20	88,350	6	21,600	22	96,400
Services	66	323,450	2	2,700	34	144,050	9	22,650	37	164,500
Construction	327	1,195,000	4	10,500	19	129,500	157	602,750	16	38,400
Miscellaneous nonmanufacturing	2	3,500	-	-	1	2,000	-	-	-	-

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

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

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 6.2 Retention of seniority rights during layoff and recall

(Agreements covering 1,000 workers or more, January 1, 1980)

Length of retention of seniority rights	Agreements	Workers
All agreements	1,550	6,593,800
Referring to recall and retention of seniority rights ...	1,074	4,769,050
Less than 6 months	19	55,500
6 months	79	280,000
1 year	202	693,600
1.5 years	17	34,400
2 years	167	636,950
2.5 years	5	13,200
3 years	83	421,200
3.5 years	-	-
4 years	11	37,700
4.5 years	-	-
5 years	19	84,950
More than 5 years	3	20,250
Seniority rights may be extended or no maximum retention specified	41	387,800
For a period equal or in proportion to length of service ¹	322	1,395,050
Retention of seniority rights subject to local negotiation	2	401,000
Reference to recall but not to retention of seniority rights	93	279,850
Other ²	11	27,600
No reference to recall	476	1,824,750

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

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

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

Table 6.3 Testing provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Testing provisions	
	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	293	1,965,700
Manufacturing	750	3,025,150	139	1,219,250
Food, kindred products	79	234,200	7	17,650
Tobacco manufacturing	8	21,800	-	-
Textile mill products	11	28,850	1	7,500
Apparel	31	207,900	-	-
Lumber, wood products	11	17,100	-	-
Furniture, fixtures	17	23,100	1	2,000
Paper, allied products	42	65,000	9	15,250
Printing and publishing	15	31,600	3	6,600
Chemicals	36	61,700	9	12,550
Petroleum refining	15	25,500	3	5,000
Rubber and plastics	14	68,850	1	1,300
Leather products	11	23,100	1	3,950
Stone, clay, and glass	35	93,600	4	12,600
Primary metals	88	460,600	33	329,750
Fabricated metals	41	97,000	10	26,900
Non-electrical machinery	81	242,150	21	101,400
Electrical machinery	83	323,750	9	26,600
Transportation equipment	112	957,100	22	639,600
Instruments	11	27,650	3	7,300
Miscellaneous manufacturing	9	14,600	2	3,300
Nonmanufacturing	800	3,568,650	154	746,450
Mining, crude petroleum, and natural gas	16	169,050	3	20,300
Transportation ¹	62	469,550	21	255,050
Communications	80	620,000	9	67,400
Utilities, electric, and gas	81	210,700	34	95,300
Wholesale trade	12	23,900	-	-
Retail trade	123	405,200	1	1,000
Hotels and restaurants	31	148,300	1	15,000
Services	66	323,450	5	20,650
Construction	327	1,195,000	80	271,750
Miscellaneous nonmanufacturing	2	3,500	-	-

¹ Excludes railroads and airlines.

Table 6.4 Applicability of testing provisions

(Agreements covering 1,000 workers or more, January 1, 1980)

Testing provision	Agreements	Workers
All agreements	1,550	6,593,800
All agreements with testing provisions	293	1,965,700
Hiring only	63	163,050
Promotion and transfer only	168	981,650
Training only	20	652,350
Hiring, promotion and transfer	10	53,250
Hiring and training	-	-
Promotion, transfer, and training	14	68,200
Hiring, promotion, transfer, and training	4	6,150
Subject to local negotiation	-	-
Reference to testing, no details given	11	32,250
Other ¹	3	8,800
No reference to testing provisions	1,257	4,628,100
All agreements with testing provisions ²	293	1,965,700
Hiring	77	222,450
Promotion and transfer	196	1,109,250
Training	38	726,700
Subject to local negotiation	-	-
Reference to testing, no details given	11	32,250
Other ¹	3	8,800

¹ Includes agreements that provide testing as a part of training, and a special testing procedure to avoid layoff.

² Many agreements include more than 1 testing provision; thus, the vertical components exceed the total.

Part VII. Job Security Provisions

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

Table 7.1 Measures applicable in slack work periods by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Division of work		Reduction in hours		Regulation of overtime	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	87	406,250	282	1,922,800	58	381,050
Manufacturing	750	3,025,150	69	323,350	168	1,276,450	45	354,650
Food, kindred products	79	234,200	2	4,300	3	7,900	-	-
Tobacco manufacturing	8	21,800	1	2,300	-	-	-	-
Textile mill products	11	28,850	6	23,100	-	-	-	-
✓ Apparel	31	207,900	25	195,250	-	-	2	20,000
✓ Lumber, wood products	11	17,100	1	1,500	-	-	-	-
Furniture, fixtures	17	23,100	-	-	6	6,800	1	1,000
Paper, allied products	42	65,000	1	1,000	4	7,550	-	-
✓ Printing and publishing	15	31,600	6	18,400	1	1,500	1	8,100
Chemicals	36	61,700	2	3,450	9	19,100	-	-
Petroleum refining	15	25,500	1	1,500	-	-	-	-
Rubber and plastics	14	68,850	1	1,300	8	58,050	1	8,300
Leather products	11	23,100	5	9,300	3	8,500	1	1,100
Stone, clay, and glass	35	93,600	5	10,250	7	18,100	2	2,750
Primary metals	88	460,600	1	5,050	43	331,100	23	283,500
4/1000 Fabricated metals	41	97,000	1	2,200	12	22,700	3	4,800
Non-electrical machinery	81	242,150	4	31,900	19	36,950	5	14,500
Electrical machinery	83	323,750	2	3,850	27	103,850	3	4,200
Transportation equipment	112	957,100	3	6,200	22	638,750	2	4,600
Instruments	11	27,650	1	1,400	2	12,600	-	-
Miscellaneous manufacturing	9	14,600	1	1,100	2	3,000	1	1,800
Nonmanufacturing	800	3,568,650	18	82,900	114	646,350	13	26,400
Mining, crude petroleum, and natural gas	16	169,050	1	2,000	4	12,200	1	4,000
Transportation ¹	62	469,550	2	7,400	3	11,900	-	-
Communications	80	620,000	3	30,650	48	418,200	-	-
Utilities, electric, and gas	81	210,700	4	25,950	-	-	1	1,450
Wholesale trade	12	23,900	1	1,350	-	-	2	2,050
Retail trade	123	405,200	-	-	39	113,650	1	1,000
Hotels and restaurants	31	148,300	1	1,000	1	1,100	-	-
Services	66	323,450	3	8,650	7	36,650	-	-
Construction	327	1,195,000	3	5,900	12	52,650	8	17,900
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.2 Interplant transfer and relocation allowance provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Interplant provisions					
	Agreements	Workers	Transfer		Preferential hiring		Relocation allowance	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	470	3,122,000	175	1,714,150	214	2,059,250
Manufacturing	750	3,025,150	233	1,584,600	125	1,304,750	95	1,179,850
Food, kindred products	79	234,200	25	120,300	9	81,650	7	33,250
Tobacco manufacturing	8	21,800	2	3,900	-	-	-	-
Textile mill products	11	28,850	3	6,400	-	-	-	-
Apparel	31	207,900	1	1,000	2	7,000	-	-
Lumber, wood products	11	17,100	4	6,500	-	-	-	-
Furniture, fixtures	17	23,100	4	4,650	-	-	-	-
Paper, allied products	42	65,000	6	9,950	5	9,650	-	-
Printing and publishing	15	31,600	4	7,300	1	4,000	2	2,100
Chemicals	36	61,700	8	12,200	1	3,250	-	-
Petroleum refining	15	25,500	11	20,400	1	1,050	5	7,200
Rubber and plastics	14	68,850	4	26,350	5	50,700	-	-
Leather products	11	23,100	1	2,350	2	6,650	-	-
Stone, clay, and glass	35	93,600	17	52,050	10	27,700	2	2,750
Primary metals	88	460,600	37	321,300	32	286,200	33	317,700
Fabricated metals	41	97,000	18	53,700	11	34,350	10	33,750
Non-electrical machinery	81	242,150	24	79,100	15	96,750	10	100,200
Electrical machinery	83	323,750	14	76,400	8	48,850	4	35,800
Transportation equipment	112	957,100	46	770,800	22	645,600	22	647,100
Instruments	11	27,650	4	9,950	1	1,350	-	-
Miscellaneous manufacturing	9	14,600	-	-	-	-	-	-
Nonmanufacturing	800	3,568,650	237	1,537,400	50	409,400	119	879,400
Mining, crude petroleum, and natural gas	16	169,050	6	139,250	3	10,100	4	11,900
Transportation ¹	62	469,550	33	329,600	18	261,100	22	292,250
Communications	80	620,000	65	568,700	12	85,050	54	436,900
Utilities, electric, and gas	81	210,700	46	131,200	8	30,050	30	93,750
Wholesale trade	12	23,900	4	5,350	4	8,050	1	1,050
Retail trade	123	405,200	66	260,400	3	12,850	3	7,550
Hotels and restaurants	31	148,300	2	18,800	-	-	-	-
Services	66	323,450	12	63,100	2	2,200	5	36,000
Construction	327	1,195,000	2	19,000	-	-	-	-
Miscellaneous nonmanufacturing	2	3,500	1	2,000	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.3 Subcontracting provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Subcontracting							
	Agreements	Workers	Total		Limited		Prohibited		Not limited	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	900	4,498,700	885	4,380,950	9	97,650	6	20,100
Manufacturing	750	3,025,150	399	2,151,400	391	2,122,800	2	8,500	6	20,100
Food, kindred products	79	234,200	37	145,650	34	134,850	2	8,500	1	2,300
Tobacco manufacturing	8	21,800	3	7,900	3	7,900	-	-	-	-
Textile mill products	11	28,850	3	9,800	3	9,800	-	-	-	-
Apparel	31	207,900	30	206,900	30	206,900	-	-	-	-
Lumber, wood products	11	17,100	9	13,100	9	13,100	-	-	-	-
Furniture, fixtures	17	23,100	5	6,550	5	6,550	-	-	-	-
Paper, allied products	42	65,000	20	28,800	20	28,800	-	-	-	-
Printing and publishing	15	31,600	5	19,100	5	19,100	-	-	-	-
Chemicals	36	61,700	14	22,400	14	22,400	-	-	-	-
Petroleum refining	15	25,500	12	20,100	12	20,100	-	-	-	-
Rubber and plastics	14	68,850	14	68,850	14	68,850	-	-	-	-
Leather products	11	23,100	8	16,600	7	14,400	-	-	1	2,200
Stone, clay, and glass	35	93,600	27	80,550	27	80,550	-	-	-	-
Primary metals	88	460,600	61	409,600	60	401,600	-	-	1	8,000
Fabricated metals	41	97,000	18	56,850	18	56,850	-	-	-	-
Non-electrical machinery	81	242,150	43	168,200	41	165,700	-	-	2	2,500
Electrical machinery	83	323,750	19	67,250	19	67,250	-	-	-	-
Transportation equipment	112	957,100	60	776,950	59	771,850	-	-	1	5,100
Instruments	11	27,650	6	18,750	6	18,750	-	-	-	-
Miscellaneous manufacturing	9	14,600	5	7,500	5	7,500	-	-	-	-
Nonmanufacturing	800	3,568,650	501	2,347,300	494	2,258,150	7	89,150	-	-
Mining, crude petroleum, and natural gas	16	169,050	14	166,650	14	166,650	-	-	-	-
Transportation ¹	62	469,550	42	372,650	39	347,850	3	24,800	-	-
Communications	80	620,000	37	236,950	37	236,950	-	-	-	-
Utilities, electric, and gas	81	210,700	66	169,700	65	168,050	1	1,650	-	-
Wholesale trade	12	23,900	5	10,550	5	10,550	-	-	-	-
Retail trade	123	405,200	17	102,900	16	42,750	1	60,150	-	-
Hotels and restaurants	31	148,300	7	59,250	7	59,250	-	-	-	-
Services	66	323,450	26	139,500	25	138,350	1	1,150	-	-
Construction	327	1,195,000	287	1,089,150	286	1,087,750	1	1,400	-	-
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

Table 7.4 Apprenticeship and training provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Apprenticeship provisions ¹		Training provisions			
	Agreements	Workers	Agreements	Workers	On-the-job ²		Tuition aid ³	
					Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	712	3,116,000	613	3,246,900	98	820,900
Manufacturing	750	3,025,150	342	1,882,150	303	1,642,750	72	696,300
Food, kindred products	79	234,200	16	41,900	23	109,850	5	7,100
Tobacco manufacturing	8	21,800	1	2,200	3	4,700	1	1,500
Textile mill products	11	28,850	2	5,200	3	4,400	-	-
Apparel	31	207,900	2	6,000	1	3,000	-	-
Lumber, wood products	11	17,100	4	7,150	3	5,200	-	-
Furniture, fixtures	17	23,100	8	10,300	8	9,400	-	-
Paper, allied products	42	65,000	17	26,850	17	26,300	6	9,200
Printing and publishing	15	31,600	11	27,000	7	18,000	-	-
Chemicals	36	61,700	11	16,250	15	26,200	3	6,650
Petroleum refining	15	25,500	3	4,050	8	12,700	1	1,500
Rubber and plastics	14	68,850	10	62,800	9	62,750	3	9,050
Leather products	11	23,100	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	27	72,450	13	43,450	3	6,100
Primary metals	88	460,600	60	403,950	50	374,150	5	21,900
Fabricated metals	41	97,000	22	62,250	19	57,350	6	33,150
Non-electrical machinery	81	242,150	43	170,350	34	126,300	9	48,900
Electrical machinery	83	323,750	34	131,050	23	149,100	11	51,950
Transportation equipment	112	957,100	64	817,100	60	598,300	17	495,900
Instruments	11	27,650	4	9,400	5	8,300	2	3,400
Miscellaneous manufacturing	9	14,600	3	5,900	2	3,300	-	-
Nonmanufacturing	800	3,568,650	370	1,233,850	310	1,604,150	26	124,600
Mining, crude petroleum, and natural gas	16	169,050	7	15,050	10	156,050	1	1,350
Transportation ⁴	62	469,550	7	64,650	31	318,800	-	-
Communications	80	620,000	3	24,200	34	291,200	8	45,800
Utilities, electric, and gas	81	210,700	41	108,650	36	96,300	4	21,050
Wholesale trade	12	23,900	3	8,100	3	6,050	-	-
Retail trade	123	405,200	47	160,850	25	76,000	2	10,350
Hotels and restaurants	31	148,300	8	48,400	8	46,650	-	-
Services	66	323,450	5	8,800	19	95,850	5	26,800
Construction	327	1,195,000	249	795,150	144	517,250	6	19,250
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-

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

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

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

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

⁴ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.5 Selected work rules by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Limiting or regulating crew size		Weight limitations ¹		Restrictions on work by personnel outside bargaining unit	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	342	1,472,400	44	127,200	973	4,014,500
Manufacturing	750	3,025,150	74	192,050	13	23,700	582	2,238,950
Food, kindred products	79	234,200	11	24,300	5	7,700	59	192,200
Tobacco manufacturing	8	21,800	2	3,700	-	-	6	15,000
Textile mill products	11	28,850	1	3,600	-	-	7	23,750
Apparel	31	207,900	1	4,650	-	-	22	109,000
Lumber, wood products	11	17,100	1	1,200	-	-	5	8,550
Furniture, fixtures	17	23,100	-	-	-	-	10	12,950
Paper, allied products	42	65,000	4	4,950	-	-	33	50,650
Printing and publishing	15	31,600	9	21,800	1	1,000	7	22,400
Chemicals	36	61,700	2	2,550	2	2,350	24	36,500
Petroleum refining	15	25,500	2	2,300	-	-	10	18,700
Rubber and plastics	14	68,850	2	2,150	-	-	13	67,700
Leather products	11	23,100	-	-	-	-	6	12,900
Stone, clay, and glass	35	93,600	1	1,300	3	9,050	29	83,400
Primary metals	88	460,600	6	11,650	-	-	85	456,300
Fabricated metals	41	97,000	9	35,050	2	3,600	30	74,450
Non-electrical machinery	81	242,150	8	18,100	-	-	69	184,100
Electrical machinery	83	323,750	2	2,600	-	-	70	205,150
Transportation equipment	112	957,100	13	52,150	-	-	83	640,200
Instruments	11	27,650	-	-	-	-	7	14,150
Miscellaneous manufacturing	9	14,600	-	-	-	-	7	10,900
Nonmanufacturing	800	3,568,650	268	1,280,350	31	103,500	391	1,775,550
Mining, crude petroleum, and natural gas	16	169,050	5	142,950	2	16,000	12	159,700
Transportation ²	62	469,550	28	262,500	-	-	39	265,200
Communications	80	620,000	10	76,600	-	-	37	299,150
Utilities, electric, and gas	81	210,700	39	109,950	1	2,700	56	125,650
Wholesale trade	12	23,900	1	1,050	1	1,000	7	13,550
Retail trade	123	405,200	11	33,950	5	15,500	85	314,550
Hotels and restaurants	31	148,300	6	46,000	2	18,800	15	85,750
Services	66	323,450	7	31,650	-	-	14	40,050
Construction	327	1,195,000	161	575,700	20	49,500	125	469,950
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	1	2,000

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

² Excludes railroads and airlines.
NOTE: Nonadditive.

Table 7.6 Advance notice provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Requiring advance notice							
	Agreements	Workers	Total		Layoff		Plant shutdown or relocation		Technological change	
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	796	3,689,100	682	2,986,700	150	709,200	162	1,201,650
Manufacturing	750	3,025,150	499	2,202,350	431	1,756,750	108	504,950	81	713,950
Food, kindred products	79	234,200	45	159,900	36	80,000	14	89,900	12	32,650
Tobacco manufacturing	8	21,800	8	21,800	5	16,100	6	11,800	-	-
Textile mill products	11	28,850	7	21,000	2	2,300	1	5,000	6	19,800
Apparel	31	207,900	11	118,000	2	6,200	2	18,200	8	96,800
Lumber, wood products	11	17,100	4	6,700	4	6,700	1	1,500	-	-
Furniture, fixtures	17	23,100	11	13,100	9	10,800	2	2,300	-	-
Paper, allied products	42	65,000	20	34,900	10	17,950	9	15,250	9	17,100
Printing and publishing	15	31,600	14	30,600	12	28,400	3	3,300	9	24,800
Chemicals	36	61,700	25	38,850	23	34,450	2	3,600	5	9,000
Petroleum refining	15	25,500	9	15,500	8	13,000	6	11,600	1	1,700
Rubber and plastics	14	68,850	12	52,500	9	20,250	4	34,050	2	23,450
Leather products	11	23,100	5	9,750	3	6,300	1	1,100	2	3,450
Stone, clay, and glass	35	93,600	28	83,050	21	67,750	15	51,150	7	17,350
Primary metals	88	460,600	48	193,600	43	126,550	7	75,650	3	8,800
Fabricated metals	41	97,000	35	87,150	32	79,750	6	11,600	-	-
Non-electrical machinery	81	242,150	65	212,100	64	210,900	11	50,150	7	12,650
Electrical machinery	83	323,750	61	259,850	59	188,300	10	99,700	1	9,000
Transportation equipment	112	957,100	76	810,150	74	807,200	5	13,550	9	437,400
Instruments	11	27,650	11	27,650	11	27,650	3	5,550	-	-
Miscellaneous manufacturing	9	14,600	4	6,200	4	6,200	-	-	-	-
Nonmanufacturing	800	3,568,650	297	1,486,750	251	1,229,950	42	204,250	81	487,700
Mining, crude petroleum, and natural gas	16	169,050	6	148,200	4	133,200	-	-	3	140,000
Transportation ¹	62	469,550	24	128,600	16	56,950	10	78,950	5	23,650
Communications	80	620,000	63	492,450	61	483,650	3	18,250	7	67,450
Utilities, electric, and gas	81	210,700	53	155,800	50	135,350	2	3,750	9	36,450
Wholesale trade	12	23,900	8	18,250	5	11,200	1	1,550	2	5,500
Retail trade	123	405,200	82	304,450	64	226,500	17	48,000	43	146,950
Hotels and restaurants	31	148,300	12	51,050	10	32,250	1	1,000	3	21,750
Services	66	323,450	28	115,600	22	96,150	5	31,500	9	45,950
Construction	327	1,195,000	21	72,350	19	54,700	3	21,250	-	-
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.7 Supplemental unemployment benefit plans and severance pay by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Supplemental unemployment benefit plans ¹		Severance pay ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	216	1,712,350	523	2,585,550
Manufacturing	750	3,025,150	185	1,553,550	324	1,621,650
Food, kindred products	79	234,200	3	7,100	41	157,850
Tobacco manufacturing	8	21,800	2	4,700	8	21,800
Textile mill products	11	28,850	-	-	-	-
Apparel	31	207,900	15	86,700	2	7,500
Lumber, wood products	11	17,100	1	3,000	1	1,200
Furniture, fixtures	17	23,100	2	3,100	2	2,100
Paper, allied products	42	65,000	-	-	20	34,700
Printing and publishing	15	31,600	3	13,300	8	13,400
Chemicals	36	61,700	-	-	25	45,150
Petroleum refining	15	25,500	-	-	9	16,450
Rubber and plastics	14	68,850	9	56,850	7	51,800
Leather products	11	23,100	-	-	6	16,250
Stone, clay, and glass	35	93,600	4	5,700	21	69,250
Primary metals	88	460,600	64	418,950	52	375,350
Fabricated metals	41	97,000	10	34,650	18	41,850
Non-electrical machinery	81	242,150	26	139,800	24	66,200
Electrical machinery	83	323,750	8	68,950	40	181,050
Transportation equipment	112	957,100	38	710,750	32	504,050
Instruments	11	27,650	-	-	4	8,400
Miscellaneous manufacturing	9	14,600	-	-	4	7,300
Nonmanufacturing	800	3,568,650	31	158,800	199	963,900
Mining, crude petroleum, and natural gas	16	169,050	4	11,100	5	12,300
Transportation ³	62	469,550	-	-	7	29,950
Communications	80	620,000	1	10,600	73	553,500
Utilities, electric, and gas	81	210,700	1	13,850	31	72,300
Wholesale trade	12	23,900	1	1,050	3	4,950
Retail trade	123	405,200	3	67,650	50	139,150
Hotels and restaurants	31	148,300	-	-	2	5,100
Services	66	323,450	1	1,800	25	134,450
Construction	327	1,195,000	20	52,750	3	12,200
Miscellaneous nonmanufacturing	2	3,500	-	-	-	-

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

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

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

³ Excludes railroads and airlines.

NOTE: Nonadditive.

Table 7.8 Wage-employment guarantees by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Wage-employment guarantees					
	Agreements	Workers	Total		Weekly		Semimonthly	
			Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1,550	6,593,800	173	1,107,100	115	610,800	1	13,000
Manufacturing	750	3,025,150	59	404,100	18	45,700	-	-
Food, kindred products	79	234,200	19	46,450	15	40,000	-	-
Tobacco manufacturing	8	21,800	-	-	-	-	-	-
Textile mill products	11	28,850	1	7,500	-	-	-	-
Apparel	31	207,900	1	3,000	-	-	-	-
Lumber, wood products	11	17,100	-	-	-	-	-	-
Furniture, fixtures	17	23,100	-	-	-	-	-	-
Paper, allied products	42	65,000	-	-	-	-	-	-
Printing and publishing	15	31,600	-	-	-	-	-	-
Chemicals	36	61,700	1	1,200	1	1,200	-	-
Petroleum refining	15	25,500	-	-	-	-	-	-
Rubber and plastics	14	68,850	-	-	-	-	-	-
Leather products	11	23,100	-	-	-	-	-	-
Stone, clay, and glass	35	93,600	-	-	-	-	-	-
Primary metals	88	460,600	28	311,050	-	-	-	-
Fabricated metals	41	97,000	6	29,400	-	-	-	-
Non-electrical machinery	81	242,150	3	5,500	2	4,500	-	-
Electrical machinery	83	323,750	-	-	-	-	-	-
Transportation equipment	112	957,100	-	-	-	-	-	-
Instruments	11	27,650	-	-	-	-	-	-
Miscellaneous manufacturing	9	14,600	-	-	-	-	-	-
Nonmanufacturing	800	3,568,650	114	703,000	97	565,100	1	13,000
Mining, crude petroleum, and natural gas	16	169,050	3	10,100	-	-	-	-
Transportation ¹	62	469,550	35	367,750	27	297,600	1	13,000
Communications	80	620,000	-	-	-	-	-	-
Utilities, electric, and gas	81	210,700	8	15,400	8	15,400	-	-
Wholesale trade	12	23,900	6	11,900	5	10,900	-	-
Retail trade	123	405,200	30	127,650	29	123,600	-	-
Hotels and restaurants	31	148,300	3	21,300	3	21,300	-	-
Services	66	323,450	11	74,100	9	30,100	-	-
Construction	327	1,195,000	17	72,800	15	64,200	-	-
Miscellaneous nonmanufacturing	2	3,500	1	2,000	1	2,000	-	-

See footnotes at end of table.

Table 7.8 Continued—Wage-employment guarantees by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	Wage-employment guarantees—Continued							
	Monthly		More than 1 month but less than 1 year		Annual		Other ²	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
All industries	1	7,600	38	357,500	8	41,000	10	77,200
Manufacturing	-	-	34	342,400	2	2,850	5	13,150
Food, kindred products	-	-	-	-	2	2,850	2	3,600
Tobacco manufacturing	-	-	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	1	7,500
Apparel	-	-	1	3,000	-	-	-	-
Lumber, wood products	-	-	-	-	-	-	-	-
Furniture, fixtures	-	-	-	-	-	-	-	-
Paper, allied products	-	-	-	-	-	-	-	-
Printing and publishing	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-
Petroleum refining	-	-	-	-	-	-	-	-
Rubber and plastics	-	-	-	-	-	-	-	-
Leather products	-	-	-	-	-	-	-	-
Stone, clay, and glass	-	-	-	-	-	-	-	-
Primary metals	-	-	27	310,000	-	-	1	1,050
Fabricated metals	-	-	6	29,400	-	-	-	-
Non-electrical machinery	-	-	-	-	-	-	1	1,000
Electrical machinery	-	-	-	-	-	-	-	-
Transportation equipment	-	-	-	-	-	-	-	-
Instruments	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	-	-	-	-	-	-	-	-
Nonmanufacturing	1	7,600	4	15,100	6	38,150	5	64,050
Mining, crude petroleum, and natural gas	-	-	3	10,100	-	-	-	-
Transportation ¹	-	-	-	-	6	38,150	1	19,000
Communications	-	-	-	-	-	-	-	-
Utilities, electric, and gas	-	-	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	1	1,000
Retail trade	-	-	-	-	-	-	1	4,050
Hotels and restaurants	-	-	-	-	-	-	-	-
Services	-	-	1	5,000	-	-	1	39,000
Construction	1	7,600	-	-	-	-	1	1,000
Miscellaneous nonmanufacturing	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes agreements that refer to wage-employment

guarantees, but give no further details.

Part VIII. Dispute Settlement

Grievances
Arbitration
Strike and lockout bans

Table 8.1 Grievance and arbitration provisions by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Grievance and arbitration provisions								No reference to grievance and arbitration	
	Agreements	Workers	Total		Arbitration only		Grievance only		Grievance and arbitration		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	1,550	6,593,800	1,531	6,522,400	3	7,800	32	105,950	1,496	6,408,650	19	71,400
Manufacturing	750	3,025,150	748	3,023,050	-	-	14	38,600	734	2,984,450	2	2,100
Food, kindred products	79	234,200	79	234,200	-	-	1	1,200	78	233,000	-	-
Tobacco manufacturing	8	21,800	8	21,800	-	-	-	-	8	21,800	-	-
Textile mill products	11	28,850	11	28,850	-	-	-	-	11	28,850	-	-
Apparel	31	207,900	31	207,900	-	-	1	8,000	30	199,900	-	-
Lumber, wood products	11	17,100	11	17,100	-	-	2	3,800	9	13,300	-	-
Furniture, fixtures	17	23,100	17	23,100	-	-	-	-	17	23,100	-	-
Paper, allied products	42	65,000	42	65,000	-	-	-	-	42	65,000	-	-
Printing and publishing	15	31,600	15	31,600	-	-	-	-	15	31,600	-	-
Chemicals	36	61,700	36	61,700	-	-	1	1,000	35	60,700	-	-
Petroleum refining	15	25,500	15	25,500	-	-	-	-	15	25,500	-	-
Rubber and plastics	14	68,850	14	68,850	-	-	-	-	14	68,850	-	-
Leather products	11	23,100	11	23,100	-	-	-	-	11	23,100	-	-
Stone, clay, and glass	35	93,600	35	93,600	-	-	-	-	35	93,600	-	-
Primary metals	88	460,600	88	460,600	-	-	-	-	88	460,600	-	-
Fabricated metals	41	97,000	41	97,000	-	-	-	-	41	97,000	-	-
Non-electrical machinery	81	242,150	81	242,150	-	-	4	6,300	77	235,850	-	-
Electrical machinery	83	323,750	82	322,750	-	-	1	1,400	81	321,350	1	1,000
Transportation equipment	112	957,100	112	957,100	-	-	3	12,300	109	944,800	-	-
Instruments	11	27,650	11	27,650	-	-	1	4,600	10	23,050	-	-
Miscellaneous manufacturing	9	14,600	8	13,500	-	-	-	-	8	13,500	1	1,100
Nonmanufacturing	800	3,568,650	783	3,499,350	3	7,800	18	67,350	762	3,424,200	17	69,300
Mining, crude petroleum, and natural gas	16	169,050	16	169,050	-	-	-	-	16	169,050	-	-
Transportation ¹	62	469,550	62	469,550	-	-	3	24,050	59	445,500	-	-
Communications	80	620,000	80	620,000	-	-	-	-	80	620,000	-	-
Utilities, electric, and gas	81	210,700	81	210,700	-	-	-	-	81	210,700	-	-
Wholesale trade	12	23,900	12	23,900	-	-	-	-	12	23,900	-	-
Retail trade	123	405,200	123	405,200	-	-	-	-	123	405,200	-	-
Hotels and restaurants	31	148,300	31	148,300	-	-	1	6,500	30	141,800	-	-
Services	66	323,450	60	293,950	-	-	1	1,200	59	292,750	6	29,500
Construction	327	1,195,000	316	1,155,200	3	7,800	13	35,600	300	1,111,800	11	39,800
Miscellaneous nonmanufacturing	2	3,500	2	3,500	-	-	-	-	2	3,500	-	-

¹ Excludes railroads and airlines.

Table 8.2 Exclusions from grievance and arbitration procedures

(Agreements covering 1,000 workers or more, January 1, 1980)

Type of exclusion	Grievance procedures	
	Agreements	Workers
All agreements	1,550	6,593,800
All agreements with grievance procedures	1,528	6,514,600
All grievance exclusions ¹	255	1,138,250
Wage adjustments	130	675,800
Plant administration	78	297,800
Administration of supplementary benefits	76	314,000
Job security	21	75,600
Administration of union security provisions	4	19,250
Other issues ²	14	52,250
No reference to grievance exclusions	1,273	5,376,350
No reference to grievance procedures	22	79,200
	Arbitration procedures	
All agreements	1,550	6,593,800
All agreements with arbitration procedures	1,499	6,416,450
All arbitration exclusions ¹	432	2,469,150
Wage adjustments	226	1,338,900
Plant administration	216	1,557,800
Administration of supplementary benefits	154	1,205,050
Job security	40	289,200
Administration of union security provisions	13	66,550
Other issues ²	22	74,200
No reference to arbitration exclusions	1,067	3,947,300
No reference to arbitration procedures	51	177,350

¹ Some agreements contain more than one grievance or arbitration exclusion; thus, the sum of the vertical components exceeds the total.

² Among "other" exclusions are matters such as by-laws, constitutional provisions,

and disputes over union or employer association rules; disputes over the nonpayment of contractual obligations; and administration of apprenticeship programs.

Table 8.3 Strike and lockout bans by industry

(Agreements covering 1,000 workers or more, January 1, 1980)

Industry	All agreements		Provisions for strike and lockout bans						No provision for strike and lockout bans	
	Agreements	Workers	Total		Absolute bans ¹		Limited bans ²		Agreements	Workers
			Agreements	Workers	Agreements	Workers	Agreements	Workers		
All industries	1,550	6,593,800	1,442	6,079,400	646	1,953,950	796	4,125,450	108	514,400
Manufacturing	750	3,025,150	722	2,955,200	398	1,034,100	324	1,921,100	28	69,950
Food, kindred products	79	234,200	76	228,800	40	93,150	36	135,650	3	5,400
Tobacco manufacturing	8	21,800	8	21,800	2	4,700	6	17,100	-	-
Textile mill products	11	28,850	11	28,850	3	3,300	8	25,550	-	-
Apparel	31	207,900	31	207,900	5	88,550	26	119,350	-	-
Lumber, wood products	11	17,100	11	17,100	3	6,150	8	10,950	-	-
Furniture, fixtures	17	23,100	17	23,100	9	12,350	8	10,750	-	-
Paper, allied products	42	65,000	40	62,800	37	59,300	3	3,500	2	2,200
Printing and publishing	15	31,600	12	28,500	4	4,700	8	23,800	3	3,100
Chemicals	36	61,700	29	46,550	23	36,900	6	9,650	7	15,150
Petroleum refining	15	25,500	15	25,500	6	8,050	9	17,450	-	-
Rubber and plastics	14	68,850	14	68,850	6	23,350	8	45,500	-	-
Leather products	11	23,100	11	23,100	5	12,200	6	10,900	-	-
Stone, clay, and glass	35	93,600	34	92,200	24	56,500	10	35,700	1	1,400
Primary metals	88	460,600	83	438,400	43	142,200	40	296,200	5	22,200
Fabricated metals	41	97,000	40	94,900	23	52,350	17	42,550	1	2,100
Non-electrical machinery	81	242,150	79	238,950	45	79,750	34	159,200	2	3,200
Electrical machinery	83	323,750	83	323,750	48	118,650	35	205,100	-	-
Transportation equipment	112	957,100	108	941,900	58	206,950	50	734,950	4	15,200
Instruments	11	27,650	11	27,650	8	16,100	3	11,550	-	-
Miscellaneous manufacturing	9	14,600	9	14,600	6	8,900	3	5,700	-	-
Nonmanufacturing	800	3,568,650	720	3,124,200	248	919,850	472	2,204,350	80	444,450
Mining, crude petroleum, and natural gas	16	169,050	14	153,050	9	18,850	5	134,200	2	16,000
Transportation ³	62	469,550	57	449,600	12	56,050	45	393,550	5	19,950
Communications	80	620,000	41	296,200	31	226,450	10	69,750	39	323,800
Utilities, electric, and gas	81	210,700	71	188,400	57	160,050	14	28,350	10	22,300
Wholesale trade	12	23,900	9	16,900	1	2,000	8	14,900	3	7,000
Retail trade	123	405,200	122	402,500	50	131,050	72	271,450	1	2,700
Hotels and restaurants	31	148,300	30	141,800	10	29,350	20	112,450	1	6,500
Services	66	323,450	63	319,250	26	164,250	37	155,000	3	4,200
Construction	327	1,195,000	311	1,153,000	50	128,300	261	1,024,700	16	42,000
Miscellaneous nonmanufacturing ...	2	3,500	2	3,500	2	3,500	-	-	-	-

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

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

or lockouts except under given circumstances or for specific issues.

³ Excludes railroads and airlines.

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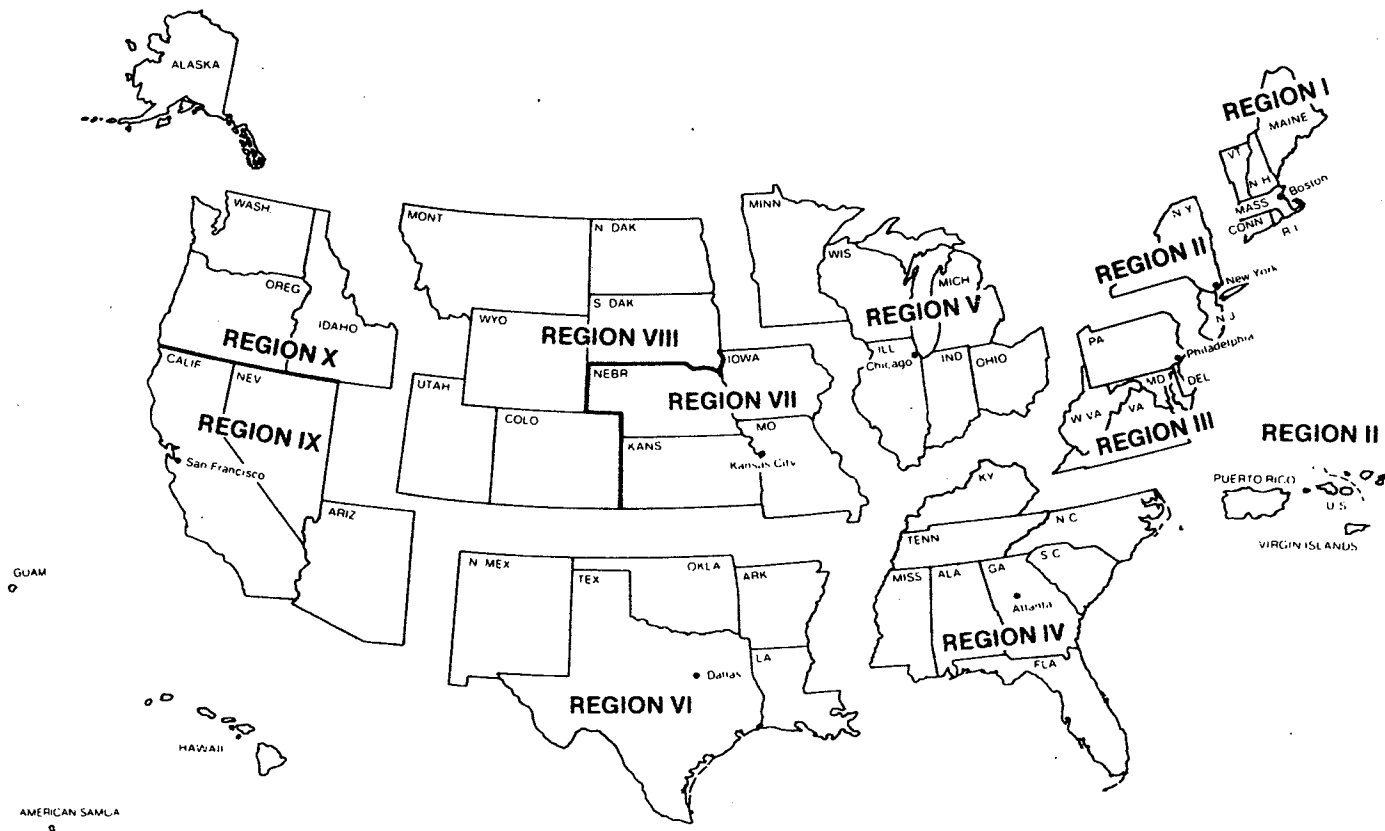
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