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Collective Bargaining Settlements in New York State

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1972
ANNUAL REPORT

NEW YORK STATE DEPARTMENT OF LABOR
DIVISION OF RESEARCH AND STATISTICS

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**COLLECTIVE BARGAINING SETTLEMENTS
IN NEW YORK STATE
1972**

STATE OF NEW YORK
Nelson A. Rockefeller, Governor

DEPARTMENT OF LABOR
Louis L. Levine, Industrial Commissioner

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1972

NEW YORK STATE DEPARTMENT OF LABOR
Division of Research and Statistics

C. A. Pearce, Director

Publication No. B-196
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This annual report on collective bargaining settlements was prepared by
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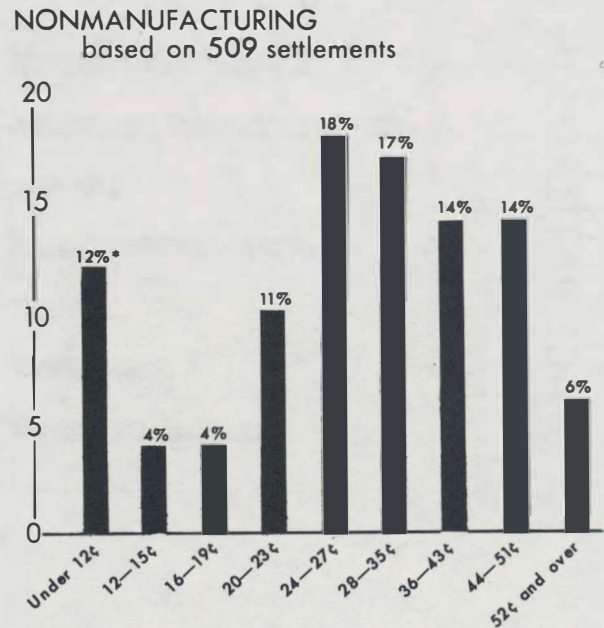
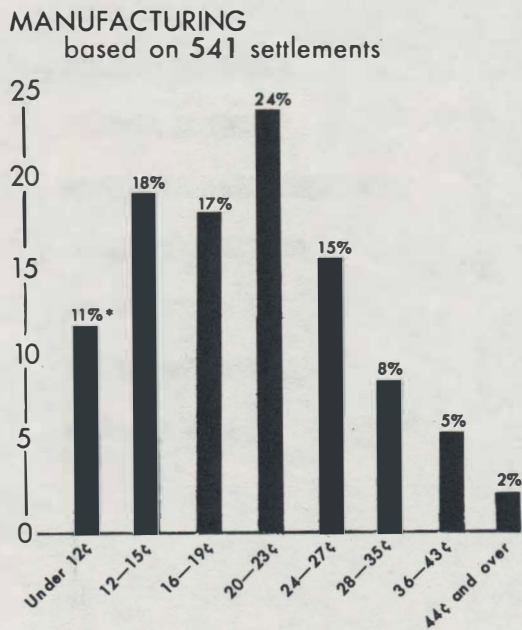
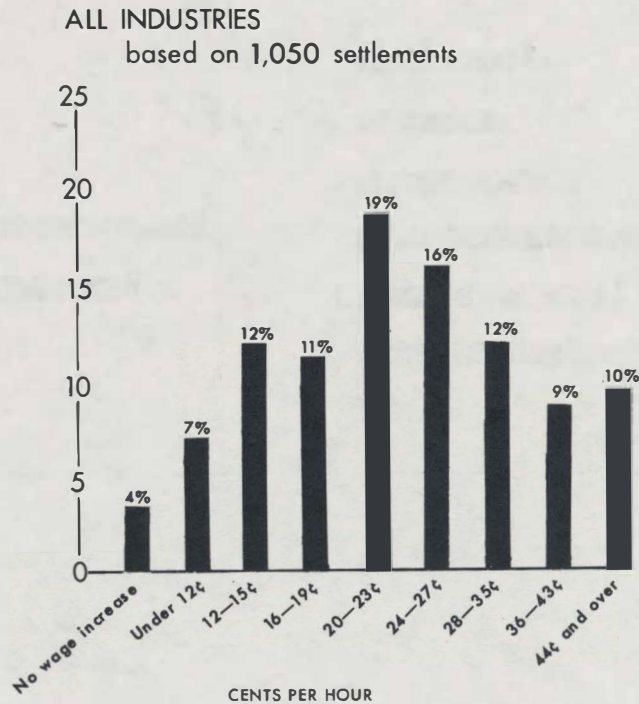
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WAGE PATTERNS IN COLLECTIVE BARGAINING, 1972

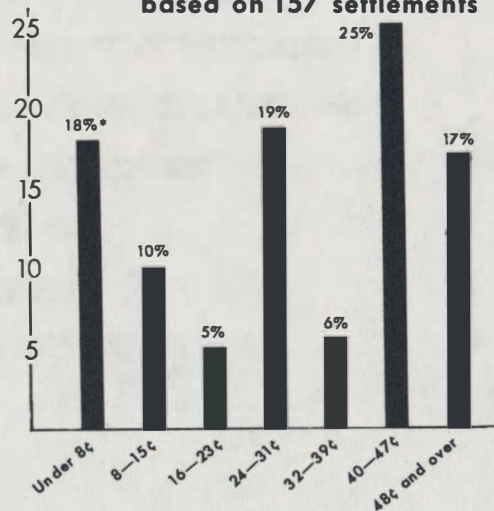


*Includes settlements with no wage raises: manufacturing 4% and nonmanufacturing 5%.

WAGE PATTERNS IN COLLECTIVE BARGAINING, 1972

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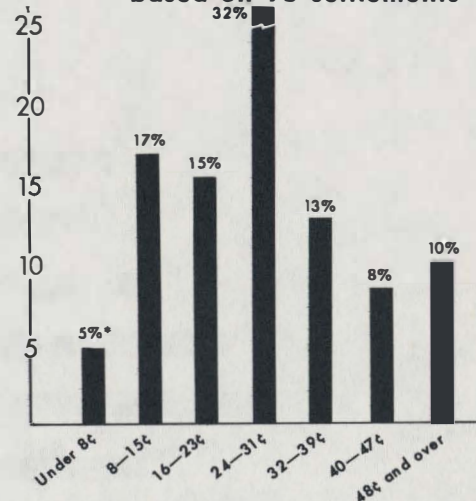
based on 157 settlements



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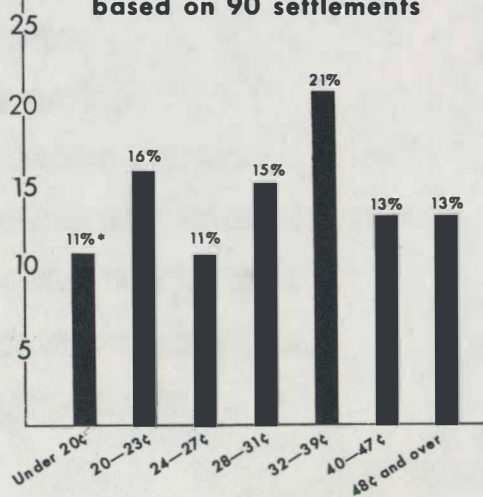
SERVICES

based on 95 settlements



TRANSPORTATION AND UTILITIES

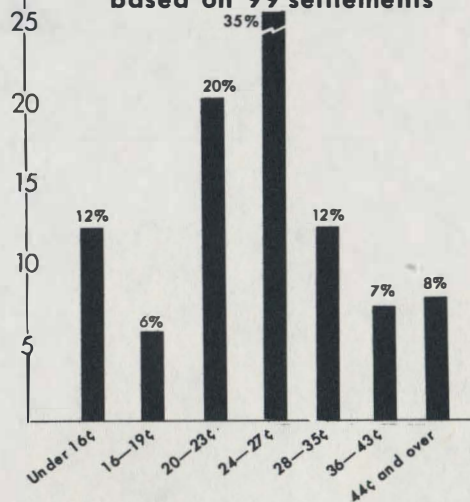
based on 90 settlements



CENTS PER HOUR

WHOLESALE AND RETAIL TRADE

based on 99 settlements



* Includes settlements with no wage raises: construction 13%, services 3%, transportation and utilities 2%

H I G H L I G H T S

- o First-year hourly increases negotiated in 1,050 collective bargaining settlements, covering 923,000 workers in New York State, averaged 23.2 cents in 1972, compared with an average increase of 30.4 cents an hour in 1971. When the increases were weighted by the number of workers covered per settlement, the median first-year raise was 30.1 cents in 1972, compared with 37.6 cents the year before. This is the first decline in the amount of the first-year increase since 1961.
- o In 4 percent of the 1972 settlements, no wage increases were provided. (In 1971 there were no wage increases in 2 percent of the settlements.)
- o Of the 19 manufacturing industries represented in this report, printing and publishing had the largest average hourly increase -- 30 cents. Among the seven nonmanufacturing industries included, the construction industry reported the highest average hourly increase -- 38.8 cents.
- o Deferred raises (those scheduled later than the first effective date of the contract) were negotiated in seven of every 10 settlements. The percentage of settlements with deferred raises was higher among manufacturing than nonmanufacturing industries -- 77 percent compared with 64 percent. (In 1971, deferred raises had been scheduled in 87 percent of the settlements.)
- o The number of contracts with durations of 1 year or less increased from nine in 1970 to 90 in 1971, and to 239 in 1972, thus reversing the trend toward long-term agreements reported by the State Labor Department for the years 1962 to 1970.
- o Escalator clauses were initiated or modified in 47 settlements reached in 1972, compared with 123 the year before.
- o Fringe benefits were initiated or changed in 88 percent of the settlements; these usually were modifications in health and welfare programs, e.g., medical and hospital coverage, dental, optical and drug benefits; life insurance; pensions; working conditions (holidays, vacations, etc.). In 1971 and 1970, the comparable percentages were 92 and 94, respectively.
- o AFL-CIO unions negotiated 81 percent of the settlements reached in 1972, covering 74 percent of the workers. Independent or unaffiliated unions negotiated the other settlements. Firms in New York City accounted for 32 percent of the settlements and 36 percent of the workers covered in this report.

CHANGES IN COLLECTIVE BARGAINING SETTLEMENTS, 1972

THIS REPORT SUMMARIZES CHANGES in 1,050 collective bargaining agreements in New York State in 1972. About 923,000 workers were covered by these agreements.^{a/} All settlements with 50 or more employees which have come to the attention of the Division of Research and Statistics are included in the report. The data are based on responses to the Division in questionnaires sent to employers and unions, and on accounts of settlements reported in the daily and labor press.

In 1972, the 923,385 workers covered in 1,050 settlements were employed in 19 manufacturing and 7 nonmanufacturing industries. Although less than half (48.5 percent) of the settlements were in nonmanufacturing, about four-fifths of the workers were employed in those industries. Over one-half were in three industries -- government (30 percent), construction (12 percent), transportation and utilities (12 percent). (See table 1, page 19.)

Unions affiliated with the AFL-CIO negotiated 81 percent of the 1,050 settlements, covering 74 percent of the workers. The remaining agreements were negotiated by independent or unaffiliated unions. (See table 2, page 20.)

Ninety-five percent of the settlements were negotiated by locals of 95 national or international unions, the rest by independent, unaffiliated unions. Listed below are 10 unions that negotiated more than 25 settlements each in 1972, covering 42 percent of all settlements and 25 percent of all workers.

<u>Union (a)</u>	<u>Number of settlements</u>	<u>Number of workers covered</u>
Teamsters.....	111	35,530
Machinists.....	58	18,670
Electrical Workers (IBEW).....	52	27,125
Electrical Workers (IUE).....	50	11,430
Carpenters.....	40	31,670
Hotel and Restaurant Employees...	33	14,675
Steelworkers.....	32	7,985
Paperworkers.....	27	6,775
Retail, Wholesale and Department Store Union.....	26	50,735
Meat Cutters.....	26	26,810

a. All unions are affiliated with the AFL-CIO, except Teamsters, which is independent.

About 32 percent of the settlements, covering 36 percent of the workers, were with firms located in New York City. Almost half (48 percent) of all settlements were with companies located in six cities of the State:

New York City.....	334	Syracuse.....	30
Buffalo.....	76	Utica.....	18
Rochester.....	39	Albany.....	6

a. The data in this report include settlements made during Phase 2 of the stabilization program. No attempt was made to determine whether or not these agreements had the approval of the Pay Board (where this was required) or were otherwise consistent with the policies of the Board. However, in construction, only those settlements approved by the Construction Industry Stabilization Committee are included.

Wage Increases

First-year hourly wage raises in 1,050 settlements averaged 23.2 cents in 1972, compared with an all-time high of 30.4 cents recorded in both 1971 and 1970.^{a/} When weighted by the number of covered workers per settlement, the median hourly raise was 30.1 cents in 1972 (37.6 cents in 1971). The higher median, so weighted, is attributable mainly to settlements in three industries -- construction, government, and transportation and public utilities, which reported average raises ranging from 32 to 39 cents an hour, covering more than half of all the workers. The percent of no-wage-raise settlements increased from 2 percent in 1971 to 4 percent in 1972. Excluding no-increase settlements, the medians in 1972 were 23.8 cents based on settlements and 30.8 cents based on workers (30.9 cents and 37.7 cents, respectively, in 1971).

The average hourly increase of 23.2 cents in 1972 represents a decline in the first-year raise of over 7 cents an hour from the 30.4 cent raise of 1971. This is the first such decline since 1961. The years 1970 and 1971 had resulted in the highest average hourly raise recorded in the studies of collective bargaining settlements published since 1948 by the Division of Research and Statistics. The lowest average raise reported was 5.9 cents in 1954. The following table shows average first-year raises (based on number of settlements) for the last 10 years.

<u>Year</u>	<u>Average raise (cents)</u>	<u>Year</u>	<u>Average raise (cents)</u>
1972	23.2	1967	14.6
1971	30.4	1966	11.9
1970	30.4	1965	9.7
1969	24.4	1964	7.8
1968	18.4	1963	7.8

First-year raises in 1-year agreements in 1972 averaged 24.4 cents an hour, compared with first-year averages of 22.1 cents in 2-year agreements and 23.6 cents in 3-year agreements.

Settlements reducing the number of hours worked remained at a relatively low level -- 12 in 1972, 10 in 1971. The highest number of such settlements in any year was 68 (in 1967). Of the 12 settlements with reductions in hours, three were in manufacturing and nine in nonmanufacturing industries (four in retail and wholesale trade). Hours of work were reduced, but employee pay is the same or higher than in the previous contract for fewer hours because the hourly rate is higher.

a. The U. S. Bureau of Labor Statistics reports that first-year wage raises in 1972 averaged 6.3 percent when weighted by number of workers affected. The BLS data cover settlements affecting 1,000 or more workers in the United States.

Collective bargaining agreements generally provide "across-the-board" wage increases, all workers in the bargaining unit receiving the same increase. However, in 95 settlements, a range of cents-per-hour increases was negotiated, generally resulting in a higher rate of compensation for the more skilled workers. More than half of these settlements (55) were in nonmanufacturing, mostly in services (15 settlements), wholesale and retail trade (12), and transportation, communication and utilities (12). In manufacturing, 30 percent of these wage raises were in two industries -- food manufacturing and textile products manufacturing. Another type of settlement gives raises as a percent of wages: 141 settlements in 1972 provided percent increases, of which almost half were in three nonmanufacturing industries -- transportation and utilities (30 settlements), government (23), and services (15).

As shown in the following table, over two-fifths (46 percent) of the first-year raises had a range of 16 to 28 cents per hour:

	<u>All settlements</u>	<u>Settlements with increases</u>
Total.....	100.0%	
No-increase settlements.....	4.3	
Increase settlements (a).....	95.7	100.0%
Under 10 cents.....	2.6	2.7
10 cents and under 12 cents.....	4.2	4.5
12 cents and under 16 cents.....	11.8	12.5
16 cents and under 20 cents.....	11.3	11.8
20 cents and under 24 cents.....	18.9	19.5
24 cents and under 28 cents.....	16.2	16.7
28 cents and under 32 cents.....	7.2	7.6
32 cents and under 36 cents.....	4.5	4.8
36 cents and under 40 cents.....	4.1	4.4
40 cents and over.....	14.9	15.5

a. These figures assume that the increases which were not convertible to cents per hour (21 percent of all) were distributed in the same proportions as those which were convertible. (See also table 4, page 21.)

Increases by Industry

Raises expressed as a percent of straight-time hourly earnings in 13 selected manufacturing industries ranged from a high of 7.2 percent in textile products to a low of 5.1 percent in instruments manufacturing. On a cents-per-hour basis, the highest average hourly increase was in printing and publishing (30 cents) and the lowest (15.7 cents) in miscellaneous manufacturing.

Median Increase in Cents Per Hour and as Percent
of Average Earnings, Selected Manufacturing Industries, New York State, 1972

Industry	Percent (a)	Cents
Textile products.....	7.2	21.1
Food and kindred products.....	7.1	25.3
Electrical machinery.....	6.1	20.9
Printing, publishing, and allied industries.....	6.0	30.0
Chemicals and allied products.....	5.8	21.7
Paper and allied products.....	5.9	19.6
Stone, clay, and glass products.....	5.7	22.0
Apparel and other finished fabric products.....	5.6	17.3
Fabricated metal products (including ordnance).....	5.4	19.8
Machinery (except electrical).....	5.4	21.6
Miscellaneous (jewelry, toys, pens, novelties, etc.)	5.3	15.7
Primary metal industries.....	5.3	21.8
Instruments.....	5.1	20.8

a. Computed by applying the average cents-per-hour increase in 1972 to the industry's 1971 average hourly earnings (union and nonunion), excluding overtime.

With no-raise settlements excluded, the average first-year hourly increase (median) was 23.8 cents. The median increase was 29.3 cents in non-manufacturing, compared to 21.1 cents in manufacturing. (The corresponding medians in 1971 were 44 cents and 26.3 cents). The higher median for non-manufacturing reflects relatively high raises negotiated in construction (38.8 cents), government (34.4 cents), and transportation and utilities (31.5 cents). Average hourly increases in five listed nonmanufacturing industries ranged from 25.4 cents in wholesale and retail trade to 38.8 cents in construction. In 14 manufacturing industries, the range was from 15.7 cents in miscellaneous manufacturing to 30 cents in printing and publishing. (See table 6, page 23.)

Deferred Raises

Raises scheduled later than the first effective date of the contract (deferred raises) were provided in seven of every 10 settlements.^{a/} For manufacturing, the percentage was 77 and for nonmanufacturing, 64. In 1971, deferred raises had been scheduled in 87 percent of the settlements. In 1972, at least three-fifths of the settlements in all industries except construction, printing and publishing, and mining included deferred raises. (Less than half of the settlements in these three industries provided deferred raises.) In 22 of 26 industries studied, deferred increases were scheduled in two-thirds of all settlements. Of the 19 manufacturing industries, 11 had deferred raises in 75 percent or more of their settlements: apparel, electrical machinery, instruments, leather products, lumber, machinery (except electrical), paper and allied products, petroleum products, primary metals, rubber, and transportation equipment. In nonmanufacturing, 75 percent of the settlements in two of the seven industries -- finance, insurance, and real estate; and wholesale and retail trade -- included deferred raises.

a. In the United States as a whole, 6.7 million workers were scheduled to receive deferred raises in 1972, according to the U. S. Bureau of Labor Statistics. See "Calendar of Wage Increases and Negotiations for 1972" in Monthly Labor Review, January 1972.

Deferred raises are usually included in most long-term contracts. In 1972, 26 of 27 settlements with durations longer than 3 years gave deferred increases. In 3-year contracts, deferred raises were included in 94 percent of the settlements and in 80 percent of the 2-year contracts. At the other end of the scale, only 17 of the 228 contracts with a duration of 1 year provided deferred raises. Of the 21 contracts that were reopened, four scheduled deferred raises.

Generally, long-term agreements grant larger increases in the first year of the contract than in the second and later years. In 1972 the average first-year raise in 2-year contracts that provided deferred raises (22.3 cents) was greater than the average for the second year (21.9 cents). Similarly, in 3-year agreements, the average first-year raise (23.4 cents) exceeded the averages of the deferred raises for the second year (20.8 cents) and the third year (20.6 cents), as shown in the following table. (The averages are medians computed for both increase settlements and no-increase settlements.)

<u>Type of agreement</u>	<u>2-year agreements</u>	<u>3-year agreements</u>
Number of long-term agreements.....	253	464
Median of total increase (sum of all increases during life of agreement).....	39.5 cents	61.1 cents
Number of deferred-increase agreements.....	202	438
Median of first-year increases (a)	22.3 cents	23.4 cents
Median of second-year increases	21.9 cents	20.8 cents
Median of third-year increases	-	20.6 cents

a. Immediate increase plus any other raise effective within the first 12 months.

Type and Duration of Settlements

Of the 1,050 settlements, almost 96 percent were contract renewals; 2 percent were reopenings; and slightly more than 2 percent were contracts signed for the first time. (The corresponding figures in 1971 were 95, 2, and 3 percent, respectively.) (See table 3, page 20.)

Average first-year raises in initial contracts (25 cents) was higher than in both renewals (23.3 cents) and reopenings (20.7 cents).

Starting in 1971, there was a decided increase in the number of short-term contracts (durations of 1 year or less) from nine in 1970 to 90 in 1971, and to 239 in 1972. From 1962 to 1970, the trend had been toward longer-term contracts. Only 27 agreements run for more than 3 years (22 in 1971). In 1972, 44 percent of the agreements were for 3 years (48 percent in 1971) and 24 percent were for 2 years (30 percent in 1971).

Escalator clauses were established or amended in 47 settlements (123 in 1971). These clauses provided for wage adjustments based on changes in the Consumer Price Index of the United States Department of Labor.^{a/} In the United States as a whole, prices were 3.3 percent higher in 1972 than in 1971, the Consumer Price Index of the U. S. Bureau of Labor Statistics rising from 121.3 (12-month average, 1971) to 125.3 (12-month average, 1972). For the New York area, the increase was 4.4 percent from 125.9 to 131.4. In some cases, reopening of the contract to discuss wages is conditioned on a specified change in the Consumer Price Index.

Fringe Benefits

Fringe benefits were changed in 88 percent of the 1972 settlements. (See table 7, page 24.) In 1971 and 1970, the percentages were 92 and 94, respectively.

Over two-thirds of all settlements, covering almost two-thirds of the workers, established health and welfare plans for the first time, or amended existing plans. Some of the changes or newly-enacted provisions were: improvement or establishment of dental, optical and drug plans; newly-established or improved life insurance plans; increases in the daily hospitalization rate; increases in medical and surgical allowances; and expanded coverage for dependents and retirees.

Pensions were improved or established for the first time in more than half of the settlements. Some changes or new provisions related to increased allowances, early retirement, vesting, and survivors' and spouses' benefits.

In 28 percent of the settlements, some changes were made in vacation benefits, usually by increasing vacation time or lowering the service eligibility requirement.

The number of paid holidays increased in three out of every 10 settlements, usually by one holiday (in almost four of the five with holiday changes). Where a settlement provided an increase of one holiday, the total number of paid holidays was increased from eight to nine in 10 percent of the settlements, from nine to 10 (17 percent), and from 10 to 11 (15 percent). The total number of paid holidays ranged from nine to 11 in over two-fifths of the settlements in 1972 that added one additional holiday. Of the 318 agreements reporting holiday changes, the largest number of paid holidays effective in 1972 in any single settlement was 16.

Summaries of wage and fringe-benefit changes, affecting a large number of workers, appear at the end of this report in "Major Settlements in 1972." The following are additional changes related to specific collective bargaining groups:

a. An estimated 4.3 million workers were covered by escalator clauses in the United States as a whole as of January 1, 1972, according to the U. S. Bureau of Labor Statistics. See "Calendar of Wage Increases and Negotiations For 1972," Monthly Labor Review, January 1972.

- Ages at which both male and female employees may retire were equalized in a contract between the Communications Workers and the New York Telephone Company.

- Abortion coverage was added to the medical plan in the settlement between the Newspaper Guild and Time, Inc.

- The American Optical Corporation and two unions (the Glass and Ceramic Workers and the Metal Polishers) established pension benefits for surviving spouses; it had been limited to widows only.

- Department store employees of Macy's with 20 years of service have their salary level guaranteed in case of job transfer.

- Electrical workers at Columbia Broadcasting System agreed to a number of automation provisions in their contract. The company will notify the union of automation plans at the earliest possible date; employees displaced by automation in the future will receive 3-months' pay in lieu of notice, plus double the normal severance pay for laid-off workers; employees who retire voluntarily because of automation will receive 3-months' pay in lieu of notice, plus 1 week's severance pay for each year of service.

- The agreement between Steel Workers and Nassau Smelting and Refining Corporation provides for reimbursement of Medicare expenses for pensioners and spouses of active workers.

- Employees will be reimbursed for any increase in subway fare, up to \$1 per week, in accordance with the contract between several luncheon clubs and the Hotel and Restaurant Employees Union.

- The renewed contract between the GAF Corporation, Ansco Division, and the Chemical Workers provide for a change from a jointly-financed pension plan to an employer-financed plan with the return of the prior employee contributions plus interest.

MAJOR SETTLEMENTS IN 1972

Following is a summary of a selection of settlements made in 1972, each affecting a large number of workers. They were reported during 1972 in the Division's monthly publication, Collective Bargaining Settlements in New York State. Each settlement is classified by industry, arranged in alphabetical order. Independent unions are labelled "Ind."; all others are affiliated with the AFL-CIO.

Apparel and other finished fabric products

- o Associated Corset and Brassiere Manufacturers, Inc. and Ladies Garment Workers (5,400 workers in New York Metropolitan Area): 10% effective January 1, added 5% effective January 1, 1973 and 1974; raises in minimum rates and improved progression schedule.

8 paid holidays effective in 1973 (now 7); liberalized holiday eligibility requirement. Company pays added 0.5% to pension fund. Effective in 1974, workers completing 1 year of service to receive length-of-service benefit of 2% of previous year's earnings (now after 3 years). Workers to be paid for time lost due to machine breakdown. (Renewal; expiration December 31, 1974.)

- o Associated Fur Manufacturers, Inc. and Meat Cutters and Butcher Workmen, Furriers Joint Council (5,000 workers in New York City): \$12 per week effective February 15, added \$10 effective February 15, 1973 and 1974; raises in minimum rates.

8 paid holidays (was 7). Company pays 18% to health and welfare, pension fund (was 11%). (Renewal; expiration February 15, 1975.)

- o United Fur Manufacturers Association, Inc. and Meat Cutters and Butcher Workmen, Furriers Joint Council (5,000 workers in New York City): Same terms as above.

- o Infant and Juvenile Manufacturers Association, Inc. and Clothing Workers (5,000 workers in New York Metropolitan Area): 16.5¢ per hour effective November 16, added 16.5¢ effective November 5, 1973 and 17¢ effective November 4, 1974.

8 paid holidays (was 7). Effective November 6, 1972, company pays 7.5% to health and welfare fund (was 7%), 8% effective May 1, 1974; 120 days hospitalization coverage (was 60 days); improved maternity benefits and increased allowance for doctor visits. Pension benefits raised from \$75 to \$85 per month. (Renewal; expiration October 15, 1975.)

- o Washable Suits, Novelties and Sportswear Contractors Association, Inc. and Clothing Workers (5,000 workers in New York Metropolitan Area): Same terms as above.

Chemicals and allied products

- o Carborundum Company, Bonded Abrasives Division and Ceramic Fiber Division, and Oil, Chemical and Atomic Workers (2,100 workers in Niagara Falls): 21¢ per hour effective July 17, added 20¢ effective July 23, 1973 and 22¢ effective July 24, 1974.

Effective August 1, 1974, company pays cost of sickness and accident coverage; major medical deductible reduced from \$100 to \$50 per family member; effective August 1, 1974, company pays full cost of accidental death and dismemberment coverage. Effective July 1, 1973, option to retire at age 63 with no actuarial reduction in pension benefits, at age 60 effective July 1, 1974 (was age 55 with actuarial deduction). (Renewal; expiration July 19, 1975.)

Construction

- o Associated General Contractors of America, New York State Chapter, Inc. and Teamsters, Ind, New York State Chapter, Construction Division (5,000 workers in Upstate New York): 38¢ per hour retroactive to April 1, added 38¢ effective June 1, 1973.

Effective April 1, 1972, company pays 40¢ per hour per worker to health and welfare fund (was 35¢), 35¢ to pension fund (was 30¢) and effective April 1, 1973, 45¢ to health and welfare fund, 40¢ to pension fund. (Renewal; expiration March 31, 1974.)

- o Building Trades Employers Association of Rochester, New York, Inc. and Carpenters, Rochester District Council (2,200 workers in Rochester Area): 6¢ per hour effective May 1; new rate \$8.57.

Company pays 35¢ per hour per worker to health and welfare fund (was 30¢). (Renewal; expiration April 30, 1973.)

- o General Contractors Association of New York, Inc. and Operating Engineers (2,000 workers in New York Metropolitan Area): 30¢ per hour retroactive to July 1, added 18¢ eff January 1, 1973, 30¢ effective July 1, 1973 and subject to Construction Industry Stabilization Committee approval, 30¢ effective January 1, 1974, July 1, 1974, January 1, 1975.

No change in fringe benefits. (Renewal; expiration June 30, 1975.)

- o Construction Industry Employers Association and Bricklayers (1,000 workers in Buffalo Area): 53¢ per hour retroactive to June 1, added raises subject to Construction Industry Stabilization Committee approval of 5.5% effective June 1, 1973 and 1974; new rate \$8.64.

No change in fringe benefits. (Renewal; expiration May 31, 1975.)

Electrical machinery

- o General Dynamics-Stromberg Carlson Corporation and Electrical Workers (IUE) (2,000 workers in Rochester): 18¢ per hour effective October 2, added 19¢ plus 6 to 11¢ adjustments for skilled trades, effective October 6, 1973 and 21¢ effective October 5, 1974 ; wage adjustment clause based on Consumer Price Index dropped.

120-day Blue Cross and Blue Shield plan (was 70 days) with improved benefits; \$3,000 life insurance (was \$1,000); maximum sickness and accident benefits raised to \$90 per week. Effective in 1972, minimum pension benefits raised from \$4.50 to \$5.50 per month for each year of service, \$6 effective in 1973, \$7 effective in 1974; formula base raised from \$6,600 to \$7,800 per year; effective in 1973, eligibility for full pension benefits when age plus years of service equal 85. 5 days paid sick leave (was 3). (Renewal; expiration October 2, 1975.)

Fabricated metal products

- o Wire and Metal Products Manufacturers Guild, Inc. and Teamsters, Ind. (1,015 workers in New York Metropolitan Area): 5.5% effective October 1, added 5.5% effective October 1, 1973 and 1974.

Effective September 29, 1975, company to pay 7% to health and welfare fund (now 6%). Effective October 1, 1973, company to pay \$5 per week per worker to pension fund (now \$4). (Renewal; expiration September 30, 1975.)

Finance, insurance, and real estate

- o Realty Advisory Board on Labor Relations, Inc. (Commercial Buildings Agreement) and Service Employees (20,000 workers in New York City): 45¢ per hour effective January 1, added 30¢ effective January 1, 1973 and 25¢ effective January 1, 1974; effective January 1, 1973 and 1974, wage adjustment clause based on rise in Consumer Price Index.

Effective in 1972, 3 weeks vacation after 5 years (was after 10 years), 4 weeks after 15 years (was after 17 years), 5 weeks after 25 years. Company pays \$348 per year per worker to health and welfare fund (was \$174); life insurance raised to \$4,000 effective in 1974. Effective in 1972, company pays added \$1 per week per worker to pension fund, added \$1 effective in 1973 and 1974; effective in 1972, normal pensions raised to \$125 per month, \$150 effective in 1974; improved pro-rata pensions for employees with between 15 and 24 years service. Improved sick leave clause. Effective in 1973 and 1974, minimum wage differential increased 5¢ per hour for starters, handymen and porter-foremen. Effective in 1972, employees whose hours fall between 7 P.M. and 6 A.M. to receive 15 minute relief and lunch period and in addition to regular daily 8 hours pay, to receive additional 1/2 hour pay at regular rate or be relieved 1/2 hour earlier. (Renewal; expiration December 31, 1974.)

- o Realty Advisory Board on Labor Relations, Inc. (Office Cleaners Agreement) and Service Employees (9,200 workers in New York City): 45¢ per hour effective January 1, added 30¢ effective January 1, 1973 and 25¢ effective January 1, 1974; effective in 1973 and 1974, wage adjustments based on Consumer Price Index.

3 weeks vacation after 5 years (was after 10 years), 4 weeks after 15 years (was after 17 years), 5 weeks after 25 years. Co pays \$292 per year per worker to health and welfare fund (was \$120). Effective January 1, 1972, company pays \$3 per week per worker to pension fund (was \$2.25), \$3.75 effective January 1, 1973, \$4.50 effective January 1, 1974. Improved sick leave clause. (Renewal; expiration December 31, 1974.)

Food and kindred products

- o New York City Bakery Employers Labor Council and Teamsters, Ind. (1,750 workers in New York City): \$12 per week for route salesmen, 35¢ per hour for trairlermen, retroactive to May 1, added 30¢ for trairlermen effective November 5, 1972, \$10 for route salesmen, 35¢ for trairlermen, effective May 6, 1973, and \$9 and 35¢ effective May 5, 1974.

Effective May 1, 1972, \$15 holiday pay rate for route salesmen. Effective January 1, 1973, 4 weeks vacation after 12 years (was after 15 years). Effective May 1, 1972, company pays added \$4 per week per worker with option of allocation to health and welfare or pension funds, added \$6 effective November 1, 1973. Effective January 1, 1973, sick pay rate raised from \$30 to \$35 per day. (Renewal; expiration October 4, 1975.)

- o Nestle Company, Inc. and P.C.K. Employees Union, Ind. (1,200 workers in Fulton): 6% effective October 1, added 6% effective May 13, 1973 and May 12, 1974.

5 weeks vacation after 25 years. Daily hospital rate raised from \$37.50 to \$55; improved maternity benefits; \$550 hospital extras (was \$375). \$20,000 major medical coverage (was \$5,000); increased sickness and accident benefits. Minimum pension benefits raised from \$42 to \$78 for each year of service. Effective May 13, 1973, 2nd shift differential 15¢ per hour (now 10¢), 3rd shift 20¢ (now 15¢). (Renewal; expiration May 16, 1975.)

Furniture and fixtures

- o Upholstery Employers Association and Upholsterers (1,000 workers in New York Metropolitan Area): 5.5% effective September 1, added 5.5% effective September 1, 1973 and 1974.

Company pays \$10.40 per month per worker for major medical plan. Effective September 1, 1973, company to pay 4% to pension fund (now 2%). (Renewal; expiration August 31, 1975.)

Government

- o Board of Education of the City of New York (Day School Classroom Teachers and Per Session Teachers) and Teachers (60,000 workers in New York City): \$100 to \$350 per year at first salary step, \$900 to \$1,150 at maximum step, effective October 1, added \$100 to \$350 and \$900 to \$1,150 effective September 9, 1973, and \$100 to \$300 and \$900 to \$1,100 effective September 9, 1974.

Effective October 1, 1972, employer pays \$310 per year per worker to health and welfare fund (was \$270), \$340 effective September 9, 1973, \$370 effective September 9, 1974. Effective October 1, 1972, \$1,250 per year promotional differential (was \$1,000), \$1,350 effective September 9, 1974. (Renewal; expiration September 9, 1975.)

- o County of Nassau and Civil Service Employees Association, Ind., Nassau Chapter (13,000 workers in Nassau County): 5% effective January 28; new annual minimum \$5,460 (was \$5,200).

3 days paid leave in case of death in immediate family. Full pay up to 2 weeks for jury duty. (Renewal; expiration December 31, 1972.)

- o New York City Health and Hospitals Corporation and State, County and Municipal Employees (15,000 workers in New York City): \$600 per year for housekeeping, dietary and institutional aides, \$625 for nurses' aides, \$650 for barbers and beauticians, retroactive to July 1, 1971, added \$600, \$625, \$650 effective July 1, 1972 ^a and 1973.

Liberalized health and welfare coverage. Employer pays \$15 per year per worker to education and training fund (was \$10). Effective January 1, 1972, \$70 annual uniform allowance for nurses' aides, \$90 effective January 1, 1973. \$25 annual equipment allowance for beauticians. (Renewal; expiration June 30, 1974.)

- o New York City Police Department and Patrolmen's Benevolent Association, Ind. (25,000 workers in New York City): \$150 per year retroactive to January 1, 1971, added \$500 effective July 1, 1971, and \$750 effective April 1, 1972 and January 1, 1973.

Employer pays \$250 per year per worker to health and welfare fund (was \$180); \$25,000 insurance coverage for those killed in line of duty. \$200 annual uniform allowance (was \$185). (Renewal; expiration June 30, 1973.)

a. Second-year raises reduced from \$600, \$625, \$650 to \$590, \$615, \$640 by Pay Board.

- o State of New York (Administrative Services Unit) and Civil Service Employees Association, Ind. (34,320 workers in New York State): 4% effective April 1; 1.5% lump sum bonus effective April 1, 1973.

No change in fringe benefits. (Renewal; expiration March 31, 1973.)

- o State of New York (Institutional Services Unit) and Civil Service Employees Association, Ind. (41,180 workers in New York State): Same terms as above.
- o State of New York (Operational Services Unit) and Civil Service Employees Association, Ind. (19,385 workers in New York State): Same terms as above.
- o State of New York (Professional, Scientific and Technical Services Unit) and Civil Service Employees Association, Ind. (33,270 workers in New York State): Same terms as above.
- o State of New York (State University of New York) and Senate Professional Association, Ind. (13,500 workers in New York State): 4% for non-teaching professionals, 3.5% for academic librarians, effective July 1 and 3.5% for teaching faculty effective September 1, 1972; 1.5% of annual salaries to be distributed as merit increases to 25% of non-teaching professionals and to 30% of faculty and academic librarians; wage reopening November 1, 1972.

No change in fringe benefits. (Reopening; expiration June 30, 1974.)

- o State of New York (Security Unit) and State, County, and Municipal Employees (7,720 workers in New York State): 4% effective April 1; \$4 weekly increment for guards to compensate for "line up" time prior to going on shift; provision for classification upgrading of correction officers; reopening April 1, 1973.

No change in fringe benefits. (Renewal; expiration March 31, 1974.)

- o Manhattan and Bronx Surface Transit Operating Authority and Transport Workers (5,700 workers in New York City): 6% effective January 1, added 6% effective January 1, 1973 and 1974.

Effective January 1, 1972, 5 weeks vacation after 15 years (was after 25 years). Effective January 1, 1972, employer pays \$450 per year per worker to health and welfare fund (was \$400), \$500 effective January 1, 1973, \$550 effective January 1, 1974; improved GHI plan effective January 1, 1972; improved dental plan effective July 1, 1972; \$20,000 major medical plan effective January 1, 1973; improved prescription drug plan, maternity benefits and life insurance. Improved pension plan to provide half pay after 20 years at age 50 (was age 55); pension benefits for beneficiaries of workers who die while working beyond normal retirement date. Effective January 1, 1972, 2% differential for work between 6 P.M. and 6 A.M. (was 3¢ per hour), 4% effective January 1, 1973, 6% effective July 1, 1973. Meal allowance raised to \$2.25. Increased tool allowance. (Renewal; expiration March 31, 1974.)

- o New York City Transit Authority and Transport Workers (30,000 workers in New York City): Same terms as above.

Leather and leather products

- o Quality Shoe Manufacturers Association and Shoe Workers (2,000 workers in New York Metropolitan Area): 12.5¢ per hour effective November 1, added 10¢ effective November 1, 1973.

3 weeks vacation after 7 years. Company pays \$15 per month per worker to health and welfare fund (was \$14) and 5% to pension fund (was 4.5%). (Renewal; expiration November 1, 1974.)

- o Block Cut Manufacturers Inc. and Clothing Workers (1,300 workers in Gloversville, Johnstown): 5¢ per hour effective April 1, added 5¢ effective April 1, 1973.

Co pays 8.5% to health and welfare, pension fund (was 7.5%). (Renewal; expiration March 31, 1974.)

Machinery (except electrical)

- o Ingersoll-Rand Company and Electrical Workers (IUE) (1,400 workers in Painted Post): 5¢ per hour effective July 16, 1973, added 5¢ effective July 16, 1974 and 10¢ effective September 1, 1975; wage adjustment clause based on Consumer Price Index dropped.

11 paid holidays (was 10). 5 weeks vacation after 30 years. Company pays \$25.30 per month for GHI individual coverage (was \$13.71), \$57.18 for family coverage (was \$40.06), \$9.18 for retirees; life insurance and accidental death and dismemberment coverage. Effective August 1, 1972, pension benefits raised from \$5 to \$6 per month for each year of service, \$7 effective August 1, 1975; pensions increased \$10 per month for workers retired prior to August 1, 1972, added \$10 effective August 1, 1973 and August 1, 1975. (Renewal; expiration March 15, 1976.)

Paper and allied products

- o Metropolitan Rigid Paper Box Manufacturers Association, Inc. and United Paperworkers International Union (1,450 workers in New York Metropolitan Area): 15¢ per hour effective September 1, added 12.5¢ effective September 1, 1973 and 17.5¢ effective September 1, 1974.

Effective in 1972, 4 weeks vacation after 18 years (was after 20 years), after 15 years effective in 1974. (Renewal; expiration August 31, 1975.)

Professional instruments

- o GAF Corporation, Ansco Division and Chemical Workers (1,500 workers in Binghamton): 21¢ per hour effective June 26, added 21¢ effective July 1, 1973.

Reduced employee cost for comprehensive medical coverage with benefits raised from \$20,000 to \$40,000. Employer-financed pension plan (was employer-employee financed); prior employee contributions to be returned with interest; new normal retirement benefit formula to provide \$6 per month for each year of service up to 30 years. (Renewal; expiration June 30, 1974.)

Rubber and miscellaneous plastics products

- o Plastic Soft Materials Manufacturers Association, Inc. and Ladies Garment Workers (4,000 workers in New York Metropolitan Area): 15¢ per hr for cutters, shipping and receiving clerks, 13¢ for others, effective March 1, added 10¢ and 9¢ effective March 1, 1973, and 10¢ and 8¢ effective March 1, 1974.

9 paid holidays effective in 1973 (now 8). 3 weeks vacation after 7 years (was after 10 years). Blue Cross coverage effective July 1, 1972. Company pays 2.5% to pension fund (was 2%). (Renewal; expiration February 28, 1975.)

Services

- o League of Voluntary Hospitals and Homes of New York and Retail, Wholesale and Department Store Union (30,000 workers in New York City): \$12 per week or 7.5%, whichever is greater, effective July 1, added \$12 or 7.5% effective July 1, 1973; raises in minimum rates; effective July 1, 1973, work week for those working in excess of 37½ hours to be reduced to 37½ hours.

Effective in 1973, 4 weeks vacation after 6 years (now after 8 years). Effective July 1, 1973, company to pay added 0.5% to pension fund. Effective in 1972, sick leave cumulative to 48 days (was 36 days). Effective July 1, 1973, uniform allowance raised from \$104 to \$130 per year. Effective in 1973, nurses in charge of licensed practical nurses to receive 1 hour extra pay per shift. (Renewal; expiration June 30, 1974.)

- o Hotel Association of New York City, Inc. and Hotel and Motel Trades Council (24,000 workers in New York City): \$10 per week for non-tip, \$4 for tip workers, retroactive to June 1, added \$11 and \$5 effective June 1, 1973, and \$12 and \$6 effective June 1, 1974; guaranteed weekly minimum \$125 for non-tip workers; reopening March 1, 1975.

\$1,500 life insurance effective June 1, 1973 (now \$1,000), \$2,000 effective October 1, 1974. Effective June 1, 1973, pension benefits raised from \$60 to \$80 per month, \$100 effective October 1, 1974. Effective September 15, 1972, employer contribution to training fund reduced from \$1 to 50¢ per month per worker, increased to \$1 effective June 15, 1974. (Renewal; expiration May 31, 1976.)

- o Master Contract (Laundry Industry) and Clothing Workers, Laundry Workers Joint Board (15,000 workers in New York Metropolitan Area): 15 to 25¢ per hour for inside workers, \$8 to \$11 per week for non-commission routemen, \$3 to \$7 for commission routemen, \$5 to \$8 for others, effective December 4, added 10 to 20¢, \$7 to \$9, \$3 to \$5, \$4 to \$5 effective December 3, 1973, and 10 to 15¢, \$6.50 to \$9, \$2 to \$5, \$4 to \$5 effective December 2, 1974; raises in minimum rates.

Effective December 4, 1972, company pays 5.97% to health and welfare fund (was 5.26%), 6.47% effective December 3, 1973. In case of merger, consolidation or sale of business, terminated employees with 5 years or more service to receive 1 day severance pay for each year of service after 5th year up to maximum of 20 days pay. (Renewal; expiration November 30, 1975.)

- o Association of Private Hospitals, Inc. and Service Employees (3,500 workers in New York Metropolitan Area): \$14 per week retroactive to August 1, added \$6 effective February 1, 1973, August 1, 1973 and February 1, 1974; effective August 1, 1972, added \$1 per week for employees after 4 years service, \$2 after 8 years service and \$3 after 10 years service; raise in minimum rates; effective August 1, 1973 and 1974, wage reopenings based on rise in Consumer Price Index in excess of 8%.

Effective August 1, 1973, 2½ times regular rate for work on holidays (now double time). Effective August 1, 1972, 4 weeks vacation after 8 years (was after 10 years), 5 weeks after 20 years, after 15 years effective August 1, 1973. Effective August 1, 1972, company pays 1% for dental plan, 2% effective August 1, 1973. Effective August 1, 1972 company pays 1% for educational plan, 2% effective August 1, 1973. Effective August 1, 1972, \$2 per week uniform allowance (was \$1.50), \$2.50 effective August 1, 1973. 50¢ per week transportation allowance. Improved funeral leave clause. 3 days paid leave for employees when wives give birth (was 2 days). Severance pay plan providing 3 weeks pay for each year of service up to maximum of 10 weeks pay. (Renewal; expiration July 31, 1974.)

Stone, clay, and glass products

- o Garlock, Inc., Mechanical Products Division and Machinists (1,050 workers in Palmyra): 14¢ per hour retroactive to February 1.

11 paid holidays (was 10). Effective in 1972, 4 weeks vacation after 17 years (was after 18 years), after 16 years effective in 1973 and 5 weeks after 30 years. (Renewal; expiration February 1, 1974.)

Textile mill products

- o Metropolitan Textile Processors Association, Inc. and Textile Workers (TWUA) (1,350 workers in New York Metropolitan Area): 6% (22 to 25¢ per hour) effective October 1, added 6% (24 to 28¢) effective October 1, 1973.

12 paid holidays (was 11). Effective in 1972, company pays \$16 per month per worker to vacation and welfare fund (was \$14), \$19 effective in 1973. Company pays \$7 per month per worker to life insurance fund effective in 1972 (was \$6), \$8 effective in 1973. Effective in 1972, company pays \$23 per month per worker to pension fund (was \$21), \$25 effective in 1973. 2 days paid sick leave effective in 1973 (now 0). (Renewal; expiration October 1, 1974.)

- o New York Dyers and Finishers Association, Inc. and Textile Workers (TWUA) (8,000 workers in New York Metropolitan Area): Same terms as above.

Transportation, communication, and utilities

- o New York Telephone Company; Empire City Subway Company, Ltd. and Communications Workers (38,600 workers in New York State): \$5 to \$30.50 per week effective February 13, added \$2.50 to \$7.50 effective July 16, 1972 and \$2.50 to \$8 effective July 15, 1973; improved wage progression schedule; effective July 16, 1972 and July 15, 1973, wage adjustment clause based on Consumer Price Index.

Effective in 1973, 4 weeks vacation after 17 years (now after 20 years). Improved basic medical and extraordinary medical expense plans; extraordinary medical expense deductible reduced from 3% to 2% of earnings and maximum unpaid amount reduced from \$500 to \$250; unlimited maximum payment for employees and dependents under age 65 (was \$20,000 maximum); for retirees and dependents, only payments over \$2,000 per expense period (was \$1,000) to be charged against \$5,000 lifetime maximum. Effective October 1, 1971, improved pension benefit formula; equalization of ages at which male and female employees may retire; pensions prior to age 55 reduced by 0.5% for each month below age 55; minimum pensions after 20 years or more service prior to age 65 raised from \$85 to \$100 per month at age 65 from \$125 to \$135 after 20 to 30 years, from \$125 to \$140 after 30 to 40 years, from \$125 to \$145 after 40 years or more; \$50,000 maximum accidental death benefits (was \$30,000). Employees to receive added 1/2 hour pay for each hour in excess of 9 worked beyond regular schedule (was after 49 hours per week). Effective February 19, 1972, employees to receive differential of 10% of 1/5 of basic weekly rate for work on Saturday when performed as part of 5-day work week, 15% effective July 16, 1972. Employees assigned to report at specified locations within central area of New York City to receive central city allowance of \$9 per week while working at such locations. (Renewal; expiration July 17, 1974.)

- o New York Shipping Association, Inc. and Longshoremen (22,000 workers in Port of New York): 70¢ per hour retroactive to November 14, 1971, ^{a/} added 40¢ effective October 1, 1972 and 1973.

Effective October 1, 1971, company pays 55¢ per hour per worker to health and welfare fund (was 49.5¢), 70¢ effective October 1, 1972, 80¢ effective October 1, 1973. Effective October 1, 1971, company pays 87¢ per hour per worker to pension fund (was 75¢), \$1.05 effective October 1, 1972, \$1.22 effective October 1, 1973; regular pension benefits at age 62 raised from \$300 to \$400 per month; effective December 31, 1972, early retirement pension of \$300 per month at age 50 after 20 years and \$350 at age 55 after 25 years; pensions for current retirees raised \$25 per month; increased disability pensions; provision for pensions for widows of early retirees. Improved guaranteed annual income provision. Supplemental cash benefits to replace travel time payments. Increased containerization royalty payments to be used for fringe benefits. (Renewal; expiration September 30, 1974.)

- o Maritime Service Committee Inc. and National Maritime Union (17,000 workers in Atlantic and Gulf Coasts): 5% effective June 16, added 5% effective June 16, 1973 and 1974.

Effective June 16, 1972, employees on container vessels to receive 14 days vacation for each 30 days worked; effective June 16, 1972, \$15 to \$35 per month added to base wages for computing vacation pay, \$30 to \$70 added effective June 16, 1973, \$40 to \$45 effective June 16, 1974. Company pays added 40¢ per day per worker to health and welfare fund effective June 16, 1972. Increased company contribution to pension fund. Effective June 16, 1972, 5% additional for employees working on mechanized or retrofit vessels, 10% effective June 16, 1973. Effective June 16, 1972, company pays added 5¢ per day per worker to joint employment committee. (Renewal; expiration June 15, 1975.)

- o Master Contract (Freightship Agreement) and Seafarers (7,500 workers in Atlantic and Gulf Coasts): \$42.49 to \$86.10 per month for unlicensed personnel effective June 16, added \$21.56 to \$42.95 effective June 16, 1973 and \$22.63 to \$45.09 effective June 16, 1974.

Increased company contribution to vacation and health and welfare funds. Improved pension benefits for early retirees. Increased premium rates for work on Saturday, Sunday and holidays. Increased overtime rates. (Renewal; expiration June 15, 1975.)

- o Niagara Mohawk Power Corporation and Electrical Workers (IBEW) (7,200 workers in Upstate New York): 7% (19.5 to 53¢ per hour) effective June 1.

3 weeks vacation after 8 years (was after 10 years). Company pays full cost of health and welfare coverage for employees; major medical deductible reduced from 2% of annual earnings to \$100; employee cost of life insurance reduced from 70¢ to 60¢ per month per \$1,000 of coverage; company pays cost of medical coverage and life insurance for early retirees. Improved pension benefits formula; 4% reduction factor for early age pensions; improved provision for disability pensions. Increased shift differentials. Improved automobile mileage allowance. Improved overtime provisions. (Renewal; expiration May 31, 1973.)

a. First-year increase reduced from 70 to 55 cents an hour by a decision of the Pay Board in May 1972.

Wholesale and retail trade

- o R.H. Macy and Company Inc, Macy's New York Division and Retail, Wholesale and Department Store Union (8,200 workers in New York City, White Plains): 21.3¢ per hour retroactive to February 1, added 5.3¢ effective August 1, 1972 and 16¢ effective March 1, 1973 ^a; new weekly minimum \$101.75 effective February 1, 1972, \$103.75 effective August 1, 1972, \$109.75 effective March 1, 1973; suggestion selling commission rate raised from 2% to 3%; effective February 1, 1973 additional wage increases for merchandise handlers in branch stores.

Effective May 1, 1972, dental plan for employees and effective February 1, 1973, optical plan for employees and families. Effective February 1, 1972, improved pension benefits ranging from \$2 to \$5 per month for each year of service (was from \$1.80 to \$4.50); effective February 1, 1972, provision for pension payments to surviving spouses of active employees eligible for pension benefits who die prior to retirement and for surviving spouses of retirees. Increase in Medicare payments for eligible employees, retirees and spouses. 1 added day paid sick leave for employees with 2 years or more service. Supper allowance raised from \$1.75 to \$2 effective April 1, 1972. Current salary level guaranteed for employees with 20 years service in case of job transfer. (Renewal; expiration January 31, 1974.)

a. Wage raises changed in accordance with Pay Board ruling, to 21.3¢ per hour retroactive to February 1, added 21.3¢ effective February 1, 1973.

Table 1. COLLECTIVE BARGAINING SETTLEMENTS AND EMPLOYEES AFFECTED,
BY INDUSTRY, NEW YORK STATE, 1972

Industry	:Number of:		:Percent		
	:employees:	Number		:	
	:in indus-	Settle-	Employ-	Settle-	Employ-
	:try (a)	:ments	:ees	:ments	:ees
	: (000)	: (b)	: (c)	: (b)	: (c)
All industries	7,022.4	1,050	923,385	100.0	100.0
Manufacturing	1,604.7	541	191,860	51.5	20.8
Apparel and other finished fabric products	225.6	36	51,530	3.4	5.6
Chemicals and allied products	79.3	30	9,785	2.9	1.1
Electrical machinery	157.1	49	17,640	4.7	1.9
Fabricated metal products (including ordnance)	88.5	52	10,215	5.0	1.1
Food and kindred products	113.9	62	13,955	5.8	1.5
Furniture and fixtures	30.1	21	4,980	2.0	0.5
Leather and leather products	38.3	12	5,280	1.1	0.6
Lumber and wood products	14.7	1	50	0.1	(d)
Machinery (except electrical)	156.3	55	14,485	5.2	1.6
Miscellaneous manufacturing industries (jewelry, toys, pens, etc.) .	79.2	37	8,005	3.5	0.9
Paper and allied products	56.1	43	8,775	4.1	1.0
Petroleum and related products	9.9	2	110	0.2	(d)
Primary metal industries	66.4	24	5,760	2.3	0.6
Printing and publishing	164.5	23	6,275	2.2	0.7
Professional instruments	115.1	24	5,040	2.3	0.5
Rubber and misc. plastics products ..	28.6	8	4,875	0.8	0.5
Stone, clay, and glass products	42.3	21	3,585	2.0	0.4
Textile mill products	55.2	23	16,645	2.2	1.8
Transportation equipment	81.1	18	4,870	1.7	0.5
Nonmanufacturing	5,417.7	509	731,525	48.5	79.2
Construction	269.1	157	111,710	15.0	12.1
Finance, insurance, real estate	595.1	20	52,635	1.9	5.7
Government	1,240.9	41	279,595	3.9	30.3
Mining	7.1	7	690	0.7	0.1
Services	1,392.6	95	104,600	9.0	11.3
Transportation and public utilities .	472.8	90	107,085	8.6	11.6
Wholesale and retail trade	1,440.1	99	75,210	9.4	8.1

a. Average nonagricultural employment for 1972. Total includes 2,600 workers in tobacco manufacturing. Because of rounding, detail does not add up to totals.

Source: New York State Department of Labor, Division of Research and Statistics.

b. Negotiated by 1,030 companies and associations with one settlement each and 10 with two settlements each.

c. Where the same union appeared in more than one settlement during the year, for example, in a wage reopening, the number of employees was counted only once.

d. Less than 0.05 percent.

Table 2. LOCAL UNIONS IN COLLECTIVE BARGAINING SETTLEMENTS
BY AFFILIATION, NEW YORK STATE, 1972

Affiliation	New York State		New York Metropolitan Area				Rest of State	
	Settle- ments	Workers	Total	Workers	New York City Settle- ments	Workers	Settle- ments	Workers
Number								
Total	1,050(a)	928,915(a)	552	557,750	334	331,860	454	143,605
AFL-CIO (b)	848	687,195	437	489,115	257	289,400	378	120,825
Independent	202	241,720	115	68,635	77	42,460	76	22,780
Percent								
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
AFL-CIO (b)	80.8	74.0	79.2	87.7	76.9	87.2	83.3	84.1
Independent	19.2	26.0	20.8	12.3	23.1	12.8	16.7	15.9

a. Includes two settlements, covering 225 workers, that were negotiated jointly by an AFL-CIO union and an independent union; and 44 Statewide settlements, affecting 227,560 workers (33 were with AFL-CIO unions covering 77,255 workers, 11 were with independent unions covering 150,305 workers). Also, ten companies with 5,530 workers had more than one settlement in 1972.

b. Includes two settlements, affecting 225 workers, that were negotiated jointly by an AFL-CIO union and an independent union; one in the New York Metropolitan Area, affecting 150 workers, and one affecting 75 workers, in Rest of State.

Table 3. TYPE OF COLLECTIVE BARGAINING SETTLEMENT
NEW YORK STATE, 1972

Type of Settlement	Settlements		Employees (a)	
	Number	Percent	Number	Percent
All types	1,050	100.0	928,915	100.0
Initial contract	25	2.4	4,925	0.5
Renewal contract	1,004	95.6	905,075	97.5
Reopening contract	21	2.0	18,915	2.0

a. Includes 5,530 workers in 10 companies that were counted in both renewals and reopenings that occurred in 1972.

Table 4. HOURLY WAGE-RATE INCREASES IN COLLECTIVE BARGAINING SETTLEMENTS
NEW YORK STATE, 1972

Increases	Number (a)		Total settlements		Increase settlements	
			Percent (c)			
	Settlements	Employees	Settlements	Employees	Settlements	Employees
All settlements	1,050	928,915	100.0	100.0	-	-
No-increase settlements	45	22,920	4.3	2.5	-	-
Increase settlements	1,005	905,995	95.7	97.5	100.0	100.0
Under 10 cents	21	10,055	2.0	1.1	2.1	1.1
10 cents and under 12 cents ...	35	5,590	3.3	0.6	3.5	0.6
12 cents and under 16 cents ...	97	32,135	9.2	3.5	9.7	3.5
16 cents and under 20 cents ...	92	53,865	8.8	5.8	9.2	5.9
20 cents and under 24 cents ...	154	59,600	14.8	6.4	15.3	6.6
24 cents and under 28 cents ...	132	54,720	12.6	5.9	13.1	6.0
28 cents and under 32 cents ...	59	67,550	5.6	7.3	5.9	7.5
32 cents and under 36 cents ...	37	44,405	3.5	4.8	3.7	4.9
36 cents and under 40 cents ...	34	23,525	3.2	2.5	3.4	2.6
40 cents and over	122	175,895	11.6	18.9	12.1	19.4
Amount not reported (b)	222	378,655	21.1	40.7	22.0	41.9
Median (c)			23.2¢	30.1¢	23.8¢	30.8¢

a. Includes 5,530 workers in 10 companies that had more than one settlement in 1972.

b. Wage-rate settlements that could not be converted to cents-per-hour raises. Most of these increases were expressed as a percent of earnings. Also includes 24 settlements, involving 28,745 workers in construction, subject to approval by the Construction Industry Stabilization Committee and one settlement, involving 2,500 workers in wholesale and retail trade, subject to approval by the Cost of Living Council.

c. Based on 828 settlements, involving 550,260 workers.

Table 5. HOURLY WAGE-RATE INCREASES IN COLLECTIVE BARGAINING SETTLEMENTS
NEW YORK STATE, 1971

Increases	Number (a)		Total settlements		Increase settlements	
			Percent (c)			
	Settlements	Employees	Settlements	Employees	Settlements	Employees
All settlements	892	721,775	100.0	100.0	-	-
No-increase settlements	17	5,115	1.9	0.7	-	-
Increase settlements	875	716,660	98.1	99.3	100.0	100.0
Under 10 cents	8	1,915	0.9	0.3	0.9	0.3
10 cents and under 12 cents ..	8	1,385	0.9	0.2	0.9	0.2
12 cents and under 16 cents ..	52	9,125	5.8	1.3	5.9	1.3
16 cents and under 20 cents ..	41	7,340	4.6	1.0	4.7	1.0
20 cents and under 24 cents ..	86	58,760	9.6	8.1	9.8	8.2
24 cents and under 28 cents ..	110	63,100	12.3	8.7	12.6	8.8
28 cents and under 32 cents ..	61	26,870	6.8	3.7	7.0	3.7
32 cents and under 36 cents ..	43	62,760	4.8	8.7	4.9	8.8
36 cents and under 40 cents ..	32	100,225	3.6	13.9	3.7	14.0
40 cents and over	258	214,120	29.0	29.7	29.5	29.8
Amount not reported (b)	176	171,060	19.8	23.7	20.1	23.9
Median (c)			30.4¢	37.6¢	30.9¢	37.7¢

a. Includes one settlement in which the number of workers covered is unknown.

b. Wage-rate settlements that could not be converted to cents-per-hour raises. Most of these increases were expressed as a percent of earnings.

c. Based on 716 settlements, involving 550,715 workers.

Table 6. HOURLY WAGE-RATE INCREASES IN COLLECTIVE BARGAINING SETTLEMENTS
SELECTED INDUSTRIES, NEW YORK STATE, 1972

Industry	Total in survey	Employees (b)	Number of settlements	Median increase (cents) (c)	Settlements with first-year wage increases								
					Number involving various increases (cents per hour)								
					Under 16	and under 20	and under 24	and under 28	and under 32	and under 36	and under 40	40 and over	
All industries (a) ...	1,050	928,915	1,005	23.8	153	92	154	132	59	37	34	122	
Manufacturing (a)	541	194,245	522	21.1	113	77	114	68	25	12	13	21	
Apparel and other finished fabric products	36	51,530	36	17.3	11	3	4	2	3	1	-	-	
Chemicals and allied products	30	9,785	27	21.7	3	5	7	4	3	-	-	-	
Electrical machinery	49	17,695	49	20.9	15	5	13	11	-	1	1	-	
Fabricated metal products	51	8,635	48	19.8	10	11	10	7	2	-	-	1	
Food and kindred products	62	14,515	58	25.3	5	7	7	9	5	-	6	5	
Machinery (except elec- trical)	55	14,585	52	21.6	7	13	11	11	2	4	-	1	
Miscellaneous manufactur- ing industries (jewelry, toys, pens, etc.)	37	8,005	35	15.7	17	3	1	5	3	-	2	-	
Paper and allied products	43	8,775	41	19.6	7	11	10	4	-	2	-	-	
Primary metal industries .	24	5,760	24	21.8	6	2	8	4	1	-	1	1	
Printing and publishing ..	23	7,775	23	30.0	1	-	5	1	1	1	2	4	
Professional instruments .	24	5,040	24	20.8	4	4	8	2	1	-	-	-	
Stone, clay, and glass products	21	3,585	21	22.0	5	3	5	3	1	-	-	4	
Textile mill products	23	16,645	23	21.1	4	3	11	1	-	1	-	-	
Transportation equipment .	18	5,040	18	28.0	2	1	4	1	1	1	1	5	
Nonmanufacturing (a)	509	734,670	483	29.3	40	15	40	64	34	25	21	101	
Construction	157	111,710	137	38.8	19	1	5	12	12	3	5	54	
Government	41	279,595	41	34.4	-	1	-	2	2	5	1	5	
Services	95	107,070	92	27.0	10	2	6	10	7	5	2	9	
Transportation and public utilities	90	107,760	88	31.5	1	4	9	6	8	3	9	14	
Wholesale and retail trade	99	75,210	99	25.4	10	5	18	31	3	7	4	9	

a. Includes settlements and workers in other industries, not listed in the table.

b. Includes 5,530 workers in ten companies with more than one settlement in 1972.

c. Median increases are based on settlements in which the wage increases were expressed in cents per hour. There were 783 such settlements for all industries and 724 for those industries listed in the table.

Table 7. CHANGES MADE IN FRINGE BENEFITS IN COLLECTIVE BARGAINING SETTLEMENTS
NEW YORK STATE, 1972 AND 1971

Type of fringe benefit	Number		Percent	
	Settlements	Employees	Settlements	Employees
All settlements - 1972				
Total (a)	1,050	928,915	100.0	100.0
No change in fringe benefit	129	183,870	12.3	19.8
Change in some type of fringe benefit (b)	921	745,045	87.7	80.2
Health and welfare (c)	707	609,135	67.3	65.6
Pensions	579	506,125	55.1	54.5
Vacations	296	293,550	28.2	31.6
Holidays	318	179,600	30.3	19.3
Other (d)	437	500,775	41.6	53.9
Wage-increase settlements - 1972				
Total	1,005	905,995	100.0	100.0
No change in fringe benefit	115	179,630	11.4	19.8
Change in some type of fringe benefit (b)	890	726,365	88.6	80.2
Health and welfare (c)	684	592,320	68.1	65.4
Pensions	561	496,050	55.8	54.8
Vacations	288	283,190	28.7	31.3
Holidays	310	177,055	30.8	19.5
Other (d)	427	494,690	42.5	54.6
No-increase settlements - 1972				
Total	45	22,920	100.0	100.0
No change in fringe benefit	14	4,240	31.1	18.5
Change in some type of fringe benefit (b)	31	18,680	68.9	81.5
Health and welfare (c)	23	16,815	51.1	73.4
Pensions	18	10,075	40.0	44.0
Vacations	8	10,360	17.8	45.2
Holidays	8	2,545	17.8	11.1
Other (d)	10	6,085	22.2	26.5
All settlements - 1971				
Total (e)	892	721,775	100.0	100.0
No change in fringe benefit	71	28,715	8.0	4.0
Change in some type of fringe benefit (b)	821	693,060	92.0	96.0
Health and welfare (c)	612	492,010	68.6	68.2
Pensions	767	667,125	86.0	92.4
Vacations	389	341,535	43.6	47.3
Holidays	416	210,930	46.6	29.2
Other (d)	539	499,320	60.4	69.2

a. Includes 5,530 workers in 10 companies with more than one settlement.

b. This is the number of settlements providing at least one type of fringe benefit change. It is less than the sum of the numbers shown in the subheads, since a settlement may include two or more types of change.

c. Includes hospital, medical, disability, and life insurance benefits, etc.

d. "Other" includes shift differentials, supplemental unemployment benefits (SUB), funeral leave, overtime, severance pay, etc.

e. Includes one settlement in which the number of workers covered is unknown.

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