

Bargaining calendar will be heavy in 1982

Contracts expire or reopen for 3.6 million workers, including those in auto, rubber, and trucking industries; negotiations will be influenced by economic conditions, with job security likely to be the most vital issue

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Collective bargaining in 1982 will be heavy, following a year of light activity. About 3.6 million workers are covered by major agreements expiring or reopening in 1982, compared with approximately 2.6 million in 1981.¹ Except for the automobile and meat products industries, whose agreements expire in September, most talks in key industries will occur before midsummer. Contracts in petroleum refining expire in January; trucking agreements terminate in March; contracts in rubber expire in April; and those in electrical products, in June and July. Contracts in these six industries cover almost 1.2 million workers. A notable change in the 1982 round of bargaining will probably be union attempts, in some of these industries, to restore or retain previous wage and benefit gains.

Attention will also focus on the construction industry, where some 500,000 workers are covered by about 175 major agreements scheduled to expire or be reopened in 1982. In 1981, 225 major agreements, covering 700,000 workers, were renegotiated. Construction employment in September 1981 was down slightly from the level of a year earlier. After rising dramatically from 1979 levels, the unemployment rate in this industry has remained about 16 percent since the end of 1980. The industry has had slight declines in overall activity in the last 2 years. The value of construction put in place decreased significantly in residential housing, whose work force is substantially unorganized, but increased in the

more heavily organized commercial construction field. Large wage increases may be proposed by unions in areas where commercial construction activity continues to be brisk. Average wage increases for the first three quarters of 1981 were 13.9 percent for the first year and 11.4 percent over the life of the agreement, compared to 11.5 percent and 9.3 percent for the total economy.

We do not know, of course, the economic conditions that will exist at the time of the negotiations. But, as the Nation entered the fourth quarter of 1981, the economy was sending out mixed signals. After a robust first quarter, the economy slipped in the second and third quarters. The Gross National Product increased 8.4 percent in real terms in the first quarter, but declined 1.6 percent in the second quarter and rose only 0.6 percent in the third quarter. Interest rates, although dropping from recent record levels, have remained high. Employment displayed solid growth in the first half of the year, but the expansion waned in the third quarter. The unemployment rate, after being fairly stable in the first half of 1981, dropped from 7.6 percent in June to 7 percent in July, but began to increase in August and reached 7.5 percent in September. The Consumer Price Index (CPI), after slowing from a 9.6-percent annual rate in the first quarter of 1981, to 7.4 percent in the second quarter, increased to 13.5 percent in the third quarter.

About 56 percent of the workers covered by agreements with 1982 expirations or scheduled reopeners have cost-of-living adjustment (COLA) clauses. Although there has not been a substantial increase in the prevalence of COLA provisions in major agreements in recent

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years, concern about COLA clauses remains high. Because the majority of COLA provisions do not limit the amount of the wage increase that can result, major contracts that have such clauses and expire in 1982 have, on the average, provided for a substantially larger total wage increase over the life of the agreement than contracts without COLA clauses. The following tabulation shows the average annual wage change (in percent) of the expiring contracts:

	<i>Negotiated change</i>	<i>Negotiated change plus COLA</i>
Contracts expiring in 1982 . . .	5.9	8.1
With COLA	4.7	8.8
Without COLA	7.4	—

Petroleum refining

Contracts covering 50,000 employees of the Nation's oil companies² expire on January 8, 1982. The Oil, Chemical and Atomic Workers Union (OCAW) represents the bulk of employees affected by negotiations.

The remainder are represented by the Operating Engineers, Seafarers, Teamsters, and several local, independent unions. Contract negotiations are conducted locally by individual bargaining units, each of which negotiates a separate agreement that historically follows the lead of the first company to settle. Contracts in the industry generally cover 2 years.

In the last round of negotiations in 1979, a pattern for settlement in the industry was set when Gulf Oil Corp., which set the pattern in the two previous contract negotiations, and the OCAW agreed to a 2-year contract on January 11, 1979. Afterwards, the OCAW quickly negotiated similar accords with other major oil companies. By the end of January, the union had settled for all but 10,000 of the 60,000 employees it represented at 100 petroleum refining and petrochemical companies. The agreements generally provided for 73 cents-per-hour wage increases in 1979, and 5-percent increases in 1980; increased company contributions to hospital insurance; and a January 1980 contract reopener for wages, health benefits, and vacation provisions.

Table 1. Calendar of major collective bargaining activity

[Workers in thousands]

Year and month	Contract expirations ¹		Scheduled wage reopenings		Principal industry and activity
	Number	Workers covered	Number	Workers covered	
All years	1,900	8,987.9	30	115.1	.....
Total 1982	620	3,579.2	24	78.3	.....
January	41	95.3	3	4.9	Petroleum refineries
February	17	33.9	—	—	.....
March	44	557.0	5	15.4	Trucking
April	98	331.6	7	21.7	Construction, rubber
May	124	549.5	2	7.7	Construction, apparel
June	99	454.0	1	3.7	Electrical equipment, food and kindred products, construction
July	53	180.9	2	13.9	Electrical equipment
August	36	135.0	1	2.3	Food production (meatpacking)
September	40	1,004.8	—	—	Automotive, farm and construction equipment, and apparel
October	26	59.6	1	1.4	.....
November	27	117.3	1	1.1	.....
December	15	60.2	1	6.2	.....
Total 1983	725	3,264.3	5	11.8	.....
January	31	73.8	—	—	Tobacco
February	38	144.8	1	1.8	.....
March	70	211.8	—	—	Glass, construction
April	104	279.5	—	—	Construction
May	96	364.1	1	4.3	Aluminum, lumber, and construction
June	114	478.0	3	5.7	Construction, copper
July	39	100.1	—	—	.....
August	98	1,152.9	—	—	Steel, telephone
September	52	174.6	—	—	Longshoring (East and Gulf Coasts)
October	42	175.6	—	—	Aerospace
November	16	31.6	—	—	.....
December	25	77.4	—	—	.....
Total 1984	266	972.0	1	25.0	.....
January-June	233	654.7	1	25.0	Construction, metal containers
July-December	33	317.3	—	—	Bituminous coal
1985 or later	9	47.9	—	—	.....
Year unknown or in negotiation ²	280	1,124.5	—	—	.....

¹ Twelve agreements covering 40,000 workers are excluded because they have no fixed expiration or reopening date.

² These include 103 major agreements, covering 273,000 workers, which are due to expire between October 1 and December 31, 1981; and 177 agreements, covering 853,000 workers, which expired prior to October 1, but for which necessary information had not been

fully gathered.

Note: Only bargaining units in the private nonagricultural economy affecting 1,000 workers or more are considered for this table. Because of rounding, sums of individual items may not equal totals.

When the contract was reopened, an impasse occurred, and the OCAW started a nationwide strike against petroleum refining companies on January 8, 1980. Eleven weeks later, a settlement was reached with Gulf that set the pattern for OCAW settlements with other oil companies.³ However, the nationwide work stoppage extended until early July, and became the longest strike in the industry's history. At its peak, the strike involved refiners processing about 70 percent of the Nation's petroleum needs, but the companies' white-collar employees continued to maintain operations by working extended schedules.

Although the dispute began over the contract reopener issues, the settlements extended the existing contracts for an additional year (to 1982). The agreements provided for an immediate wage increase of 52 cents per hour, plus a 5-percent increase already scheduled for 1980; a 10.5-percent increase in 1981; increased company contributions to health insurance coverage; establishment of dental plans; and improved vacations for long-term employees.

The current negotiations are scheduled to begin in November 1981. Eight major demands have been set by OCAW's National Oil Bargaining Policy Committee and

Table 2. Major contract expiration and wage reopening dates, by industry

[Workers in thousands]

Industry	Total		Year of contract termination ¹										Scheduled wage reopening			
	Contracts	Workers covered	1982		1983		1984		1985 or later		Unknown or in negotiation ²		1982		1983 or later	
			Contracts	Workers covered	Contracts	Workers covered	Contracts	Workers covered	Contracts	Workers covered	Contracts	Workers covered	Contracts	Workers covered	Contracts	Workers covered
All industries	1,900	8,987.9	620	3,579.2	725	3,264.3	266	972.0	9	47.9	280	1,124.5	24	78.3	5	11.8
Manufacturing	896	3,897.6	279	2,094.1	358	1,222.6	118	245.7	5	16.3	136	318.9	6	18.1	1	2.8
Food and kindred products	100	306.1	33	161.4	34	73.5	10	15.9	1	8.0	22	47.2	—	—	—	—
Tobacco manufacturing	8	23.4	1	1.1	7	22.3	—	—	—	—	—	—	—	—	—	—
Textile mill products	18	47.1	7	15.2	5	19.5	2	7.5	—	—	4	4.9	2	7.5	—	—
Apparel and other finished products	52	475.1	42	446.4	3	9.0	2	7.4	—	—	5	12.3	—	—	—	—
Lumber and wood products, except furniture	15	66.2	2	4.3	11	59.3	2	2.6	—	—	—	—	1	1.5	—	—
Furniture and fixtures	15	22.7	8	14.0	4	5.8	3	2.9	—	—	—	—	—	—	—	—
Paper and allied products	63	90.6	18	22.3	26	43.8	12	16.8	—	—	7	7.6	—	—	—	—
Printing, publishing and allied industries	30	63.7	6	13.8	8	14.4	4	12.1	1	4.4	11	18.9	—	—	—	—
Chemicals and allied products	31	60.5	7	11.8	12	22.1	4	9.5	—	—	8	17.1	—	—	1	2.8
Petroleum refining and related industries	19	37.8	16	30.8	1	1.5	—	—	—	—	2	5.4	—	—	—	—
Rubber and miscellaneous plastics	15	82.9	12	78.5	3	4.4	—	—	—	—	—	—	1	1.1	—	—
Leather and leather products	14	34.5	2	12.0	5	6.0	5	14.7	—	—	2	1.8	1	1.8	—	—
Stone, clay, glass, and concrete products	36	86.9	4	6.9	18	56.2	10	16.6	—	—	4	7.1	—	—	—	—
Primary metals industries	113	483.0	12	17.7	79	405.5	11	14.2	1	.9	10	44.6	—	—	—	—
Fabricated metal products	55	102.5	11	20.8	18	30.9	10	18.0	1	1.3	15	31.5	—	—	—	—
Machinery, except electrical	85	271.5	22	142.4	37	85.9	14	22.4	1	1.8	11	19.0	—	—	—	—
Electrical machinery, equipment and supplies	100	439.9	41	255.0	40	147.8	11	15.3	—	—	8	21.8	1	6.2	—	—
Transportation equipment	103	1,150.8	25	811.3	41	202.4	14	65.3	—	—	23	71.8	—	—	—	—
Instruments and related products	13	32.1	4	14.8	4	8.7	2	2.3	—	—	3	6.4	—	—	—	—
Miscellaneous manufacturing industries	11	20.3	6	13.4	2	3.4	2	2.3	—	—	1	1.2	—	—	—	—
Nonmanufacturing	1,004	5,090.3	341	1,485.1	367	2,041.6	148	726.4	4	31.6	144	805.6	18	60.2	4	9.0
Mining, crude petroleum and natural gas production	16	200.6	1	1.3	12	36.6	2	162.0	—	—	1	.7	—	—	—	—
Construction	476	1,540.2	169	452.5	186	751.9	96	272.0	2	4.3	23	59.5	10	35.7	3	4.7
Transportation, except railroads and trucking	66	289.9	13	54.6	22	87.5	7	42.4	—	—	24	105.4	—	—	—	—
Railroads	18	398.5	—	—	—	—	—	—	—	—	18	398.5	—	—	—	—
Trucking	19	473.9	17	470.3	2	3.6	—	—	—	—	—	—	—	—	—	—
Communications	46	756.0	7	21.6	30	709.1	5	17.4	—	—	4	7.8	—	—	1	4.3
Utilities, gas and electric	75	210.0	33	102.1	19	60.4	6	14.7	—	—	17	32.8	4	14.4	—	—
Wholesale trade	22	44.2	10	24.4	7	10.5	1	2.8	—	—	4	6.5	—	—	—	—
Retail trade, except restaurants	145	652.0	50	180.2	58	265.0	18	154.5	—	—	19	52.3	2	5.9	—	—
Restaurants	22	68.3	8	19.8	8	32.4	1	3.0	1	2.3	4	10.8	—	—	—	—
Finance, insurance, and real estate	19	104.9	5	40.4	3	20.4	1	2.5	—	—	10	41.6	—	—	—	—
Services, except hotels and health services	42	128.8	15	49.8	11	34.5	7	13.5	—	—	9	30.9	1	1.0	—	—
Hotels	19	126.9	4	8.8	4	21.1	4	41.5	1	25.0	6	30.5	1	3.2	—	—
Health services	19	96.0	9	59.3	5	8.7	—	—	—	—	5	28.1	—	—	—	—

¹ Twelve agreements covering 40,000 workers are excluded because they have no fixed expiration or reopening date.

² These include 103 major agreements, covering 273,000 workers, due to expire between October 1 and December 31, 1981; and 177 agreements, covering 853,000 workers, which expired prior to October 1, but for which necessary information had not been

fully gathered.

NOTE: Only bargaining units in the private nonagricultural economy affecting 1,000 workers or more are considered for this table. Because of rounding, sums of individual items may not equal totals.

have been accepted by the rank-and-file. Reportedly, guarantees against layoffs and plant closings head the list of demands. Other proposals include employer contributions to a supplemental pension plan; elimination of employee payments to health plans; a 2-year agreement; "substantial" wage increases; an 11th holiday; improved vacations; and "no retrogression in previous terms and conditions."

Trucking

In November, the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (IBT, Ind.) will begin negotiating its 3-year National Master Freight Agreement, which covers approximately 300,000 truck drivers and warehouse workers and expires on March 31, 1982. Employers will be represented by Trucking Management, Inc. (TMI), the industry's main bargaining agent. These will be the first negotiations since the passage of the Motor Carrier Act of 1980⁴ and the election of the Teamsters' new president, Roy Williams.⁵

Coupled with approximately 30 local and area supplemental agreements, the Master Freight Agreement regulates the terms and conditions of employment of most unionized drivers and warehouse workers in the industry. Wage increases, cost-of-living adjustments, increases in employer contributions to benefit plans, as well as most other economic benefits and certain working rules are determined in national negotiations. Actual wage rates, most working rules, and allocations to the health and welfare funds are set in the supplemental agreements, as are addenda which provide local exceptions to economic benefits and working rules.

Some drivers in the Midwest, particularly in the Chicago area, do not participate in national bargaining. Seven Teamster locals and the Chicago Truck Drivers, Helpers and Warehouse Workers Union (Ind.) represent approximately 35,000 workers in bargaining with several employer associations. Since 1973, the Chicago area agreements have terminated concurrently with the Master Freight Agreement.

The last round of negotiations (in 1979) was influenced by Federal wage guidelines, which sought to hold average annual wage and benefit increases to 7 percent. The Carter Administration threatened speedy deregulation of the industry if a settlement violated these guidelines, and the Interstate Commerce Commission, which regulates rates in the industry, threatened not to approve trucking rates that would incorporate wage increases in excess of the guidelines. After a 10-day work stoppage, which started as a selective strike against approximately 73 companies and quickly evolved into a national lockout conducted by TMI, a settlement was reached.⁶ This was the longest work stoppage in 15 years of national bargaining in the trucking industry.

The 3-year agreement provided hourly wage or equivalent mileage increases of 80 cents in 1979, and 35 cents each in 1980 and 1981; semiannual COLA of 1 cent per hour for each 0.3-point movement in the CPI; increased employer contributions to the pension, and health and welfare funds; and improvements in paid holidays, paid funeral and jury duty leave, meal and lodging allowances, and sick leave.

In the fall of 1980, TMI attempted to reopen the agreement to delay or eliminate COLA increases. Deregulation was blamed, at least in part, for hardship in the industry. The Teamsters refused to bargain nationwide, but granted concessions, with employee approval, to individual companies in hardship cases. Such concessions included flexible starting times, waiving of seniority pay guarantees, and forgoing sick pay and vacations that exceed 3 weeks.

Information on 1982 demands is not yet available. However, negotiations undoubtedly will be influenced by the effects of deregulation and the state of the economy. Trucking tonnage has been static since deregulation began. There have also been a number of consolidations and bankruptcies in recent years, as marginal companies have been hit hard by recession and competition from nonunionized trucking companies. Because of this (according to press reports) the Teamsters may be willing to accept a smaller economic package and may attempt to negotiate a separate contract with short-haul trucking companies, which have been most adversely affected by competition from nonunionized trucking companies, to avoid potential job losses. In return, the union (according to press reports) will probably be asking for concessions relating to job security, subcontracting, and cost-of-living raises, which would be used to maintain health, welfare, and pension benefits. Management has expressed interest in negotiating more flexible work rules (such as those relating to starting and quitting times and weekend work) and reduced pension and health benefits.

Rubber

Major labor contracts between the United Rubber, Cork, Linoleum and Plastic Workers of America (Rubber Workers) and the "Big Four" tiremakers—Goodyear Tire and Rubber Co.; Firestone Tire and Rubber Co.; B. F. Goodrich Co.; and Uniroyal, Inc.—covering nearly 55,000 workers, are up for renewal on April 20, 1982. Contracts with several smaller tire companies expire throughout the year.⁷ In the past, bargaining has been conducted separately with each company. The Rubber Workers has selected a "target" from among the "Big Four" for full-scale bargaining. Once an accord has been reached, it has been used as a pattern for subsequent settlements with companies throughout the industry. Uniroyal was selected as the "target" in 1979;

Table 3. Expiration, reopening, and wage adjustment provisions of selected collective bargaining agreements

[Contracts are listed in order of the Standard Industrial Classification Code]

1972 SIC Code	Industry and employer ¹	Union ²	Employees covered	Contract term and reopening provisions ³	1982 provisions for automatic cost-of-living review ⁴	1982 provisions for deferred wage increases ⁵
	Manufacturing					
20	Food and kindred products: California Processors, Inc. Frozen Food Employers Association (California) ⁶ George A. Hormel and Co. John Morrell & Co. Sugar Cos. Negotiating Committee (Hawaii) ⁶ Wilson Foods Corp.	Teamsters (Ind.) Teamsters (Ind.) Food and Commercial Workers Food and Commercial Workers Longshoremen and Warehousemen (Ind.) Food and Commercial Workers	60,000 8,000 7,000 6,500 9,000 6,000	July 1, 1979 to July 1, 1982 July 1, 1979 to June 30, 1982 Sept. 1, 1979 to Aug. 31, 1982 Sept. 1, 1979 to Sept. 1, 1982 Feb. 1, 1980 to Jan. 31, 1983 Sept. 1, 1979 to Aug. 31, 1982	..... ..... January and July January and July May	..... ..... ..... ..... Feb. 1: 10 percent
21	Tobacco manufacturers: Phillip Morris, U.S.A. (Richmond, Va.)	Bakery, Confectionery and Tobacco Workers	7,200	Feb. 1, 1980 to Jan. 31, 1983	January, thereafter quarterly	Feb. 1: 43 cents
22	Textile mill products: Dan River, Inc. (Danville, Va.) Fieldcrest Mills, Inc. (Virginia and North Carolina)	United Textile Workers Clothing and Textile Workers	7,000 5,000	June 22, 1980 to June 21, 1983 Mar. 1, 1981 to Feb. 29, 1984	..........	..........
23	Apparel and other finished products: Clothing Manufacturers Association of U.S.A. Cotton Garment Manufacturers ⁶ Fashion Apparel Manufacturers Association Greater Blouse, Skirt and Undergarment Association, Inc. Industrial Association of Juvenile Apparel Manufacturers, Inc. (Greater New York City) New York Coat and Suit Association	Clothing and Textile Workers Clothing and Textile Workers Ladies Garment Workers Ladies Garment Workers Ladies Garment Workers Ladies Garment Workers	56,000 60,000 8,000 18,000 6,000 20,000	Oct. 1, 1980 to Mar. 31, 1982 Sept. 1, 1979 to Aug. 31, 1982 June 1, 1979 to May 31, 1982 June 1, 1979 to May 31, 1982 June 1, 1979 to May 30, 1982 May 1, 1979 to May 31, 1982	..... ..... ..... ..... ..... January and March	..............................
24	Lumber and wood products, except furniture: Western States Wood Products Employers Association (Boise-Cascade Corp., Champion International Co., Crown Zellerbach Corp., Georgia-Pacific Corp., International Paper Co., ITT-Rayonier Inc., Louisiana-Pacific Corp., Publishers Paper Co., Simpson Timber Co., and Weyerhaeuser Co.)	Woodworkers: Lumber Production and Industrial Workers (Ind.)	37,000	June 1, 1980 to May 31, 1983	.....	June 1: 70 cents
26	Paper and allied products: International Paper Co., Southern Kraft Division	Paperworkers and Electrical Workers (IBEW)	8,000	June 1, 1979 to May 31, 1983	.....	June 1: 4 percent to nearest 1/2 cent
30	Rubber and miscellaneous plastic products: B.F. Goodrich Co. Firestone Tire and Rubber Co. General Motors Corp., Inland Manufacturing Division (Dayton, Ohio) Goodyear Tire and Rubber Co. Uniroyal, Inc.	Rubber Workers Rubber Workers Rubber Workers Rubber Workers Rubber Workers	9,300 15,300 6,900 22,300 8,300	Apr. 21, 1979 to Apr. 20, 1982 Apr. 20, 1979 to Apr. 19, 1982 Sept. 15, 1979 to Sept. 14, 1982 Apr. 21, 1979 to Apr. 20, 1982 June 18, 1979 to Apr. 19, 1982	January and April January and April March and June January and April.....	.........................
32	Stone, clay, and glass products: Brockway Glass Co., Inc. Owens-Illinois, Inc.	Glass Bottle Blowers Glass Bottle Blowers	7,150 12,400	Apr. 1, 1980 to Mar. 31, 1983 Apr. 1, 1980 to Mar. 31, 1983	April April	Apr. 1: 55 cents Apr. 1: 55 cents
33	Primary metal industries: ⁶ 8 major basic steel companies: Allegheny Ludlum Steel Corp.; Armco Inc.; Bethlehem Steel Corp.; Inland Steel Co.; Jones and Laughlin Steel Corp.; National Steel Corp.; Republic Steel Corp.; United States Steel Corp. Aluminum Co. of America Aluminum Co. of America Armco Steel Corp. (Middletown, Ohio) Kaiser Aluminum and Chemical Corp. Kaiser Steel Corp., Steel Manufacturing Division (Fontana, Calif.) National Steel Corp., Weirton Steel Division (Ohio and West Virginia) Reynolds Metals Co. United States Steel Corp., salaried employees	Steelworkers Aluminum Workers Steelworkers Armco Employees Independent Federation (Ind.) Steelworkers Steelworkers Independent Steelworkers Union (Ind.) Steelworkers Steelworkers	215,200 9,150 10,000 6,000 11,000 5,550 10,000 8,100 5,200	Aug. 1, 1980 to Aug. 1, 1983 June 1, 1980 to May 31, 1983 June 1, 1980 to May 31, 1983 Aug. 1, 1980 to July 31, 1983 June 1, 1980 to May 31, 1983 Aug. 1, 1980 to July 31, 1983 Aug. 1, 1980 to Aug. 1, 1983 June 2, 1980 to May 31, 1983 Aug. 1, 1980 to Aug. 1, 1983	February, thereafter quarterly March, thereafter quarterly March, thereafter quarterly February, thereafter quarterly March, thereafter quarterly February, thereafter quarterly February, thereafter quarterly March, thereafter quarterly February, thereafter quarterly	Aug. 1: 15-47 cents June 7: 15-28 cents June 7: 15-28 cents Aug. 1: 15-47 cents June 7: 15 cents Aug. 1: 15-47 cents Aug. 1: 25 cents June 7: 15 cents Aug. 1: \$12-36 bi-weekly

See footnotes at end of table.

Table 3. Continued — Expiration, reopening, and wage adjustment provisions of selected collective bargaining agreements

[Contracts are listed in order of the Standard Industrial Classification Code]

1972 SIC Code	Industry and employer ¹	Union ²	Employees covered	Contract term and reopening provisions ³	1982 provisions for automatic cost-of-living review ⁴	1982 provisions for deferred wage increases ⁵
34	Fabricated metal products: Continental Group, Inc.	Steelworkers	11,000	Feb. 16, 1981 to Feb. 19, 1984	February	Feb. 15: 15-27 cents
35	Machinery, except electrical: Briggs and Stratton Corp. (Milwaukee, Wis.)	Allied Industrial Workers	7,900	Aug. 1, 1980 to July 31, 1983	February	Aug. 1: 8 percent
	Caterpillar Tractor Co.	Auto Workers	40,000	Oct. 1, 1979 to Sept. 30, 1982	March, thereafter quarterly	.....
	Deere and Co. (Illinois and Iowa)	Auto Workers	31,000	Oct. 20, 1979 to Sept. 30, 1982	March, thereafter quarterly	.....
	International Harvester Co.	Auto Workers	35,000	Oct. 1, 1979 to Sept. 30, 1982	March, thereafter quarterly	.....
	Timken Co. (Columbus and Wooster, Ohio)	Steelworkers	7,800	July 20, 1980 to Aug. 29, 1983	January, thereafter quarterly	Aug. 22: 15-38 cents
36	Electrical machinery, equipment and supplies: General Electric Co.	Electrical Workers (UE, Ind.)	16,400	July 1, 1979 to June 27, 1982	.....	.....
	General Electric Co.	Electrical Workers (IUE)	70,000	July 1, 1979 to June 27, 1982	.....	.....
	General Motors Corp. (New Jersey, New York and Ohio)	Electrical Workers (IUE)	23,450	Sept. 18, 1979 to Sept. 14, 1982	March and June	.....
	GTE Sylvania, Inc. ⁶	Multi AFL-CIO unions and Teamsters (Ind.)	9,000	Oct. 6, 1979 to Oct. 5, 1982	March	.....
	Hughes Aircraft Co. (California)	Carpenters	13,000	Dec. 1, 1979 to Dec. 1, 1982	June and September	.....
	RCA Corp.	Electrical Workers (IBEW)	13,000	Dec. 1, 1979 to Dec. 1, 1982	June	.....
	Rockwell International Corp. (Cedar Rapids, Iowa) ⁶	Electrical Workers (IBEW)	5,200	Oct. 1, 1980 to Feb. 28, 1983	January and March, thereafter quarterly	Mar. 1: 3 percent
	Western Electric Co. Inc.	Communications Workers	22,650	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 3 percent
	Westinghouse Electric Corp.	Electrical Workers (UE, Ind.)	5,500	Sept. 4, 1979 to July 11, 1982	January	.....
	Westinghouse Electric Corp.	Electrical Workers (IUE)	18,000	July 16, 1979 to July 11, 1982	January	.....
Westinghouse Electric Corp.	Federation of Westinghouse Independent Salaried Unions (Ind.)	11,250	July 16, 1979 to July 26, 1982	January	.....
371	Transportation equipment — motor vehicle and motor vehicle equipment: American Motors Corp. (Wisconsin)	Auto Workers	8,300	Sept. 17, 1980 to Sept. 16, 1983	March, thereafter quarterly	Sept. 20: 25-41 cents
	American Motors Corp., Jeep Corp. (Ohio)	Auto Workers	5,750	Jan. 1, 1980 to Jan. 31, 1983	.....	Feb. 1: 3 percent
	Budd Co. (P&M)	Auto Workers	9,000	Feb. 2, 1980 to Mar. 4, 1983	March, thereafter quarterly	Apr. 27: 21-40 cents
	Chrysler Corp., Engineering Dept.	Auto Workers	5,400	Oct. 25, 1979 to Sept. 14, 1982	March and June	.....
	Chrysler Corp. (P&M)	Auto Workers	64,000	Sept. 17, 1979 to Sept. 14, 1982	March, thereafter quarterly	.....
	Dana Corp.	Auto Workers	7,500	Dec. 3, 1979 to Dec. 5, 1982	March, thereafter quarterly	.....
	Ford Motor Corp.	Auto Workers	158,000	Oct. 4, 1979 to Sept. 14, 1982	March and June	.....
372	Transportation equipment — aircraft: Bendix Corp.	Auto Workers	6,100	Apr. 30, 1980 to Apr. 29, 1983	January, thereafter quarterly	May 3: 3 percent
	Lockheed Aircraft Corp., Lockheed-California Division	Machinists	14,000	Oct. 20, 1980 to Oct. 1, 1983	January, thereafter quarterly	Oct. 2: \$1.38 per hour
	McDonnell Douglas Corp. (California and Oklahoma)	Auto Workers	10,000	Oct. 17, 1980 to Oct. 9, 1983	January, thereafter quarterly	.....
	McDonnell-Douglas Corp. (St. Louis, Mo.) ⁶	Machinists	9,000	May 11, 1981 to May 13, 1984	February	May 5: 3 percent
	United Technologies Corp., Pratt Whitney Aircraft Division (Connecticut)	Machinists	9,700	Nov. 28, 1978 to Nov. 28, 1982	.....	.....
373	Transportation equipment — shipbuilding: General Dynamics Corp., Electric Boat Division (Groton, Conn.)	Metal Trades Council and Teamsters (Ind.)	12,750	July 1, 1979 to June 30, 1982	.....	.....
	Litton Systems, Inc., Ingalls Shipbuilding Division (Pascagoula, Miss.)	Metal Trades Council and Teamsters (Ind.)	6,400	Feb. 1, 1981 to Jan. 29, 1984	January	.....
	Newport News Shipbuilding and Drydock Co. (Virginia)	Steelworkers	17,000	Mar. 31, 1980 to Oct. 31, 1983	.....	Mar. 1: 10 cents, Oct. 4: 50 cents
	Pacific Coast Shipbuilding and Ship Repair Firms	Pacific Coast Metal Trades Dept. and Teamsters (Ind.)	35,000	July 1, 1980 to June 29, 1983	February, thereafter quarterly	July 1: 40 cents
38	Professional, scientific and controlling instruments; photographic and optical goods; watches and clocks: Honeywell, Inc. (Minneapolis and St. Paul, Minn.)	Teamsters (Ind.)	8,000	Feb. 1, 1980 to Jan. 31, 1982	.....	.....
39	Miscellaneous manufacturing: National Association of Doll Manufacturers, Inc. and Stuffed Toy Manufacturers Association, Inc. (New York, N.Y.)	Novelty and Production Workers	7,500	July 1, 1979 to June 30, 1982	.....	.....

See footnotes at end of table.

Table 3. Continued—Expiration, reopening, and wage adjustment provisions of selected collective bargaining agreements

[Contracts are listed in order of the Standard Industrial Classification Code]

1972 SIC Code	Industry and employer ¹	Union ²	Employees covered	Contract term and reopening provisions ³	1982 provisions for automatic cost-of-living review ⁴	1982 provisions for deferred wage increases ⁵
	Nonmanufacturing					
12	Bituminous coal and lignite mining: Association of Bituminous Contractors, Inc.	Mine Workers (Ind.)	12,000	June 7, 1981 to Sept. 30, 1984	June, thereafter quarterly	June: 50 cents
	Bituminous Coal Operators Association ⁶	Mine Workers (Ind.)	160,000	July 1, 1981 to Oct. 1, 1984	June	June: 50 cents
42	Trucking and warehousing: Local Cartage, for Hire, and Private carriers agreement (Chicago, Ill.)	Chicago Truck Drivers (Ind.)	7,700	Apr. 1, 1979 to Mar. 31, 1982	.....	.....
	National Master Freight agreements and supplements: ⁶					
	Local Cartage	Teamsters (Ind.)	200,000	Apr. 1, 1979 to Mar. 31, 1982	.....	.....
	Over-the-road	Teamsters (Ind.)	100,000	Apr. 1, 1979 to Mar. 31, 1982	.....	.....
	United Parcel Service	Teamsters (Ind.)	73,000	May 1, 1979 to Apr. 30, 1982	.....	.....
44	Water transportation: ⁶					
	Dry Cargo Cos., Atlantic and Gulf coasts	Masters, Mates and Pilots	5,000	June 16, 1981 to June 15, 1984	.....	.....
	Dry Cargo Cos., Tankers, Atlantic and Gulf coasts	Maritime Union	15,000	June 16, 1981 to June 15, 1984	December	June 16: 7.5 percent
	New York Shipping Association, Port of New York	Longshoremen (ILA)	10,200	Oct. 1, 1980 to Sept. 30, 1983	.....	Oct. 1: \$1.20 per hour
	Pacific Maritime Association	Longshoremen and Warehousemen (Ind.)	11,000	July 1, 1981 to July 1, 1984	.....	July 3: \$1.462 average
	Standard Freightship Agreement, Unlicensed personnel	Seafarers	10,750	June 16, 1981 to June 15, 1984	December	June 16: 7.5 percent
	Standard Tanker Agreement, Unlicensed personnel	Seafarers	10,750	June 16, 1981 to June 15, 1984	December	June 16: 7.5 percent
	Steamship Trade Association of Baltimore, Inc., Port of Baltimore	Longshoremen (ILA)	5,000	Oct. 1, 1980 to Sept. 30, 1983	.....	Oct. 1: \$1.20 per hour
45	Airlines: ⁶					
	United Airlines, Inc., flight attendants	Air Line Pilots	9,100	Apr. 1, 1980 to Mar. 31, 1982	.....	.....
48	Communications:					
	American Telephone and Telegraph Co., Long lines dept.	Communications Workers	23,300	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 3 percent
	Bell Telephone Co. of Pennsylvania	Federation of Telephone Workers of Pennsylvania (Ind.)	11,950	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 3 percent
	General Telephone Co. of California	Communications Workers	20,500	Mar. 5, 1980 to Mar. 4, 1983	.....	Mar.: 3 percent
	Illinois Bell Telephone Co. (Illinois and Indiana)	Communications Workers	5,500	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 3 percent
	Illinois Bell Telephone Co. (Illinois and Indiana)	Electrical Workers (IBEW)	13,800	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 3 percent
	Michigan Bell Telephone Co.	Communications Workers	20,000	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 3 percent
	Mountain State Telephone and Telegraph Co.	Communications Workers	29,200	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 50 cents to \$14.00
	New England Telephone and Telegraph Co.	Electrical Workers (IBEW)	16,000	Aug. 10, 1980 to Aug. 6, 1983	May	Aug. 8: \$1.43 to \$2.45
	New England Telephone Co.	Electrical Workers (IBEW)	6,300	Aug. 10, 1980 to Aug. 6, 1983	May	Aug. 8: 50 cents
	New Jersey Bell Telephone Co.	Electrical Workers (IBEW)	11,450	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 50 cents to \$14.00 weekly
	Southwestern Bell Telephone Co.	Communications Workers	88,000	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 50 cents
	Western Electric Co., Inc.	Communications Workers	14,750	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 18 19 cents
	Western Electric Co., Inc.	Communications Workers	14,000	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 2-38 cents per hour
	Western Union Telegraph Co.	Telegraph Workers	9,500	July 28, 1979 to July 27, 1982	.....	.....
	Wisconsin Telephone Co.	Communications Workers	6,250	Aug. 10, 1980 to Aug. 6, 1983	August	Aug. 8: 50 cents to \$13.00 weekly
49	Electric, gas, and sanitary services:					
	Niagara Mohawk Power Corp. (New York)	Electrical Workers (IBEW)	7,500	June 1, 1980 to May 31, 1982	.....	.....
	Pacific Gas and Electric Co. (California)	Electrical Workers (IBEW)	13,850	Jan. 1, 1980 to Dec. 30, 1982	.....	Jan 1: 3 percent
53	Retail trade general merchandise:					
	R. H. Macy and Co., Inc. (New York, N.Y.)	Retail, Wholesale and Department Store	7,000	Feb. 1, 1980 to Jan. 30, 1982	.....	.....
	Woodward and Lothrop, Inc. (Maryland, D.C. and Virginia)	Food and Commercial Workers	6,000	July 1, 1979 to June 30, 1982	.....	Feb. 7: 8 percent
54	Retail trade food stores:					
	Chain and independent food stores (Illinois and Indiana) ⁶	Food and Commercial Workers	10,000	Aug. 8: 1979 to Sept. 7, 1982	.....	.....
	Chicago area grocery stores (Illinois)	Food and Commercial Workers	7,000	July 1, 1979 to June 26, 1982	.....	.....
	Cleveland Food Industries Committee (Ohio)	Food and Commercial Workers	8,400	Sept. 1, 1980 to Sept. 3, 1983	March	Sept. 6: 40 cents
	Denver retail grocers (Colorado)	Food and Commercial Workers	9,300	May 26, 1979 to May 5, 1982	.....	.....
	Food Employers Council, Inc.					
	Retail meat industry and independent retail operators (Los Angeles, Calif.)	Food and Commercial Workers	6,500	Nov. 5, 1979 to Nov. 4, 1982	May	.....
	Food Employers Labor Relations Association of Northern California ⁶	Food and Commercial Workers	17,000	Mar. 5, 1980 to Mar. 5, 1983	.....	Mar. 5: 58 cents

See footnotes at end of table

Table 3. Continued — Expiration, reopening, and wage adjustment provisions of selected collective bargaining agreements

(Contracts are listed in order of the Standard Industrial Classification Code)

1972 SIC Code	Industry and employer ¹	Union ²	Employees covered	Contract term and reopening provisions ³	1982 provisions for automatic cost-of living review ⁴	1982 provisions for deferred wage increases ⁵
54	Retail trade — food stores: (Continued)					
	Food Industry Agreement (St. Louis, Mo.)	Food and Commercial Workers	8,500	May 6, 1979 to May 7, 1982	.....
	Food Market Agreement of Minneapolis (Minnesota)	Food and Commercial Workers	7,200	Mar. 3, 1980 to Feb. 25, 1983	.....	Feb. 25: 11 percent
	Jewel Cos., Inc., Jewel Food Division (Illinois and Indiana)	United Retail Workers Union (Ind.)	14,000	Sept. 23, 1979 to Sept. 18, 1982	.....	.....
	Philadelphia Food Stores (Pennsylvania, New Jersey and Delaware)	Food and Commercial Workers	5,000	Mar. 9, 1980 to Mar. 5, 1983	September	Mar. 1: 45 cents
	Retail Food Store Agreement (San Jose, Calif.)	Food and Commercial Workers	6,800	Jan. 1, 1980 to Feb. 28, 1983	February, thereafter quarterly	.....
	Stop and Shop Cos., Inc. (New England)	Food and Commercial Workers	8,000	Feb. 11, 1979 to Feb. 13, 1982	.....	.....
58	Retail trade — eating and drinking places: Restaurant-Hotel Employers Council of Southern California	Hotel and Restaurant Employees	10,000	Mar. 16, 1979 to Mar. 15, 1983	.....	.....
65	Finance, insurance, and real estate: Bronx Realty Advisory Board, Inc. (New York) Building Managers Association of Chicago ⁶ Realty Advisory Board of Labor Relations, Inc., Apartment Buildings (New York, N.Y.)	Service Employees	11,000	Sept. 15, 1979 to Sept. 14, 1982	.....	.....
		Service Employees	12,500	Apr. 1, 1980 to Mar. 31, 1982	.....	.....
		Service Employees	20,000	April 21, 1979 to April 20, 1982	.....	.....
70	Hotels, rooming houses, camps, and other lodging places: Hotel Association of New York City, Inc. (New York) ⁶ Hotel Employers Association of San Francisco (California) Hotel Industry (Hawaii) Nevada Resort Association, Resort Hotels (Las Vegas, Nev.)	New York Hotel Trade Council	22,500	June 1, 1978 to May 31, 1985	.....	June 1: \$17.20-25.00 per week
		Hotel and Restaurant Employees	6,000	July 1, 1980 to Aug. 14, 1983	.....	Aug. 14: 8 percent
		Hotel and Restaurant Employees	10,000	June 1, 1977 to May 31, 1982	.....	.....
		Hotel and Restaurant Employees	15,000	Apr. 2, 1980 to Apr. 1, 1984	.....	Apr. 2: 35-70 cents
78	Motion pictures: Screen Actors Guild, Commercials Contract	Actors	39,000	Feb. 7, 1979 to Feb. 6, 1982	.....	Jan. 1: 15 percent
80	Medical and other health services: Kaiser-Permanente Medical Program of Southern California (Los Angeles and Orange Counties, Calif.)	Service Employees	9,000	Apr. 1, 1980 to Mar. 31, 1982	.....	.....

¹ Geographical coverage of contracts is interstate unless specified.
² Unions are affiliated with AFL-CIO, except where noted as independent (Ind.).
³ Contract term refers to the date contract is to go into effect, not the date of signing. Where a contract has been amended or modified and the original termination date extended, the effective date of the changes becomes the new effective date of the agreement. For purposes of this listing, the expiration is the formal termination date established by the agreement. In general, it is the earliest date on which termination of the contract could be effective, except for special provisions for termination as in the case of disagreement arising out of wage reopening. Many agreements provide for automatic renewal at the expiration date unless notice of termina-

tion is given.
⁴ Dates shown indicate the month in which adjustment is to be made, not the month of the Consumer Price Index on which adjustment is based.
⁵ Hourly rate increase unless otherwise specified.
⁶ Contract is not on file with the Bureau of Labor Statistics; information is based on newspaper accounts.
 SOURCE: Contracts on file with the Bureau of Labor Statistics, Oct. 1, 1981. Where no contracts are on file, table entries are based on newspaper accounts.

Goodyear, in 1976.

In the last round of bargaining, the Rubber Workers first attempted to reach an agreement with Uniroyal, but an impasse occurred and a strike began on May 9, 1979. The union then turned its attention to Goodrich. After 3 days of marathon negotiations, Goodrich and the union signed a contract that also set the pattern for employees at Uniroyal and Firestone.⁸ The 3-year agreements provided 72 cents per hour wage increases spread over the life of the contract, plus an additional 40 cents for skilled trades workers; quarterly COLA adjustments set at 1 cent per hour for each 0.3-point movement in the CPI in the first year, and 1 cent for each 0.26-point movement in the second and third years; improved holiday, life insurance, medical, and pension benefits; 6 months' advance notice of plant closings, with the union having the right to bargain on such decisions;

and company pledges to remain neutral in the union's efforts to organize new tire plants. The union continued negotiations with Goodyear, the last major holdout, and reached agreement in July, 1 day before a strike deadline. The settlement generally followed the pattern set by Goodrich, Uniroyal, and Firestone. Goodyear, however, refused to sign a neutrality pledge, but did establish an optical insurance plan.

The domestic tire and rubber industry, like several other strategic manufacturing industries, has had problems in recent years. Sales have lagged over the last 3 years as a result of increased use of longer-wearing radial tires, the auto industry slump, rising gasoline prices, and high interest rates. Also foreign competitors, such as France's Michelin Tire Co. and Japan's Bridgestone Tire Co., have steadily made headway in the U.S. tire market.⁹

Since 1978, domestic tiremakers have slashed production capacity by 23 percent, largely by permanently closing 18 outmoded facilities. Since the last round of negotiations, between 10,000 and 12,000 Rubber Workers have lost their jobs because of plant closings and 40,000 have been temporarily laid off because of declining sales. Responding to these cuts, the union has granted a number of wage-and-benefit and work-rule concessions to forestall plant closings.

The union's bargaining goals are still being formulated. However, job security, continuation of the cost-of-living adjustment formula, and pension rules are expected to be key objectives.¹⁰

Electrical machinery, equipment, and supplies

Agreements covering about 250,000 workers are scheduled to expire in the electrical machinery, equipment, and supplies industry. Key negotiations occur at General Electric Co. (GE) in June, covering 107,000 employees, and at Westinghouse Electric Corp. in July, covering 50,500 employees. Other negotiations involving large bargaining units in the industry in 1982 include GM, 23,450 employees; Radio Corporation of America, 13,000; Hughes Aircraft Co., 13,000; General Telephone and Electronics (Sylvania), 9,000; and Allen-Bradley Co., 4,800.

As in the past, bargaining will be conducted at GE and Westinghouse by the Coordinated Bargaining Committee of General Electric and Westinghouse Unions, which now represents 13 labor organizations.¹¹ Under the committee agreement, each union negotiates a separate contract containing similar terms for each bargaining unit. Contract negotiations usually start at GE. In the past, the settlements at GE have influenced the terms of subsequent accords in the industry.

Terms at some companies, however, will probably be more like contracts in other industries than those in electrical machinery. The agreement between GM and the International Union of Electrical, Radio and Machine Workers (IUE) has much in common with auto workers' contracts. Similarly, the International Brotherhood of Electrical Workers (IBEW) and the Communications Workers of America sometimes use telephone industry settlements as their model.¹²

In the last contract negotiations, GE settled with the IUE and the United Electrical, Radio, and Machine Workers of America (UE) on July 2, 1979. The 3-year contracts provided for 44.5 cents per hour wage increases over the term of the contract; a 38 cent an hour cost-of-living increase, plus future semiannual COLA adjustments of 1 cent per hour for each 0.2-point rise in the CPI; a company-financed dental plan covering employees and their dependents; and improved sickness and accident, medical, life insurance, and pension benefits. By the end of the month, GE had also settled on

similar terms with the 11 other unions of the Coordinated Bargaining Committee.

The Westinghouse settlements were similar to those accepted at GE. The Federation of Westinghouse Independent Salaried Unions settled first, on July 24, 1979. The Federation agreed to change the fully employer-financed pension plan to one that was partially paid for by employees. Unlike the Federation, the three other major unions struck on July 16, 1979, because of the company's demand that employees begin to make contributions to the pension plans. The IBEW settled on August 19, and the IUE and UE, on September 4, on the same economic terms as those at GE. As a compromise to reach agreement, Westinghouse dropped its proposal for contributory pensions, and the unions accepted a slight decrease in the pension benefits they had been demanding. The settlements also included improved job protection provisions for workers adversely affected by plant shutdowns, relocations, or production "cutbacks."

The electrical products industry has problems that could affect negotiations. Foreign competition has beset it for some time. In some instances, foreign competitors, such as Sanyo, Matsushita, and Sharp, have built plants in the United States. Another problem is government-mandated energy-efficiency standards for appliances, which tend to increase manufacturing costs. In addition, the general scaling-back of utility usage due to energy conservation measures, and rising prices of electricity and resultant curtailing of generating plant capacity have reduced sales of heavy duty generators and transmission equipment. The slump in the new housing market, which accounts for about one-third of the unit sales of major appliances in a normal year, has hurt demand for major appliances. These problems have begun to take their toll in layoffs because of sales declines. For example, in October 1981, GE temporarily laid off all its 15,800 production workers at its Appliance Park facilities in Louisville, Ky.

Negotiations between the Coordinated Bargaining Committee and GE and Westinghouse were to begin in November 1981. Although final union demands have not been announced, union sources indicate that a major demand in 1982 will include protection against automation and high technology (particularly the introduction of robots and computers), wage increases, and improved COLA benefits. Other likely proposals deal with neutrality pledges, subcontracting, COLA and medical insurance plans for retirees, union security, and employee contributions to pension plans.

Meat products industry

Approximately 50,000 employees in the meat products industry are covered by agreements scheduled to expire on August 31. All of the major old-line, unionized meatpacking firms—Armour and Co., George A.

Hormel and Co., Swift and Co., John Morrell and Co., and Wilson and Co.—as well as several smaller companies,¹³ will be involved in the negotiations. The United Food and Commercial Workers International Union (UFCW)¹⁴ represents about 90 percent of organized workers in the industry. The remaining employees are represented by two independent unions—The National Brotherhood of Packinghouse and Industrial Workers and the Teamsters.

Contracts are negotiated with individual companies either on a single plant or company-wide basis. Larger packers, such as Armour, Morrell, Swift, and Wilson, negotiate master agreements. One firm usually signs a pattern-setting agreement, after which similar contracts are negotiated by the others.¹⁵ Variations in contract terms often occur because of differences in plant locations or company practices.

In the last round of negotiations, Morrell settled with the UFCW in July 1979, more than a month in advance of the August 31 expiration date. The 3-year contract called for wage increases of 15 cents an hour in the first year, 20 cents in the second, and 25 cents in the third; semiannual COLA adjustments of 1 cent for each 0.3-point rise in the CPI; and improved vacation, dental, optical, and pension benefits. The agreement set a pattern for 28,000 workers at Swift, Hormel, Armour, and Cudahy. After a 4-week strike, Oscar Mayer followed the pattern in contracts with the UFCW for 4,000 employees in Iowa and Wisconsin.

Long-established packing companies have been faced with many problems since the 1960's. The meatpacking industry is characterized by relatively wide fluctuations in meat production and prices, with consequent changes in sales volume. Profit per unit of output tends to be low, so that packing companies must rely on high sales volume and careful cost management to be successful. In addition, there is keen competition and technological change. In recent years, relatively new and aggressive firms, such as Iowa Beef Processors, Inc., have taken over an increasing share of the market for beef with new, highly automated plants and new marketing techniques. The old-line meat packers have suffered declining volume and profits and have been forced to close many of their older, less efficient plants. Some older companies have responded by placing greater emphasis on more highly processed meat products and on brand names.

The union's bargaining goals are still being formulated. However, because of technological changes, mergers, and plant closings in recent years, job security issues are likely to loom as important items of discussion.

Automobiles

Master agreements between the International Union, United Automobile, Aerospace and Agricultural Imple-

ment Workers of America (UAW) and the "Big Three" auto manufacturing companies—General Motors Corp. (GM), Ford Motor Co., and Chrysler Corp.—are up for renewal on September 14, 1982. Approximately 550,000 actively employed auto workers will be involved, 380,000 at GM, 112,000 at Ford, and 56,000 at Chrysler.¹⁶ UAW contracts at American Motors Corp., covering 9,500 workers, do not expire until September 1983.

The UAW bargains individually with each of the major firms. In the past, the union has picked a target company shortly before the contracts expired and directed its primary efforts at reaching an agreement with that firm. The major terms of the agreement would then be offered to the other companies. The target firm varies depending upon the union's perception of its position and that of the auto companies. In 1979, GM was the target; in 1976, Ford; and in 1973, Chrysler.

In 1979, the last round of negotiations, the Auto Workers settled with GM only hours before a strike deadline.¹⁷ The 3-year agreement provided increased benefits for current and future retirees; an immediate wage increase of 24 cents per hour; and wage increases of 3 percent each in 1979, 1980, and 1981. Quarterly COLA adjustments were to be 1 cent per hour for each 0.3-point increase in the CPI for the first and second year, and 1 cent per hour for each 0.26-point movement in the third year, with a 14-cent diversion of COLA payment to help defray the cost of improvements in benefits. A stock ownership plan was initiated, similar to that for salaried employees. Other provisions included increased employer contributions to the supplemental unemployment benefit fund; transfer rights, with full seniority, to new plants manufacturing items similar to those in plants represented by the union; and improved holiday, dental, optical, medical, and life insurance benefits.

The agreement set a pattern for auto workers at Ford, but not at financially beleaguered Chrysler, with which the Auto Workers agreed, in October 1979, to a wage-and-benefit package that was \$203 million less than the GM settlement pattern would have provided. In exchange, Chrysler nominated union President Douglas Fraser for a seat on its board of directors. In January of both 1980 and 1981, the union agreed to further pay and benefit cuts totaling \$865 million to help Chrysler meet the requirements of new Federal loan guarantee legislation.

The industry is currently restructuring to produce the smaller, more fuel-efficient cars now in demand. As it does, plants are being closed, workers are being laid off, and some production is being moved abroad. Even with these changes, the industry faces huge challenges—foreign competition, high interest rates, a sluggish economy, costly government safety and environmental

regulations, and financial problems. According to industry figures, 1980 was the weakest sales year for American automakers in the domestic market in almost 20 years, and the industry lost \$4 billion. With annual sales only slightly improved over last year, Chrysler reported a \$287 million loss for first half of 1981; Ford, a \$379 million loss; and GM, a profit of \$705 million.

Given the industry's problems, there probably will be a major change in the focus of negotiations. The Auto Workers has already requested an early start to negotiations and has shown an interest in job and income

guarantees, protection against contracting out of jobs, profit-sharing, and stock ownership arrangements. GM and Ford are reportedly considering offering profit-sharing plans as a substitute for cost-of-living adjustment provisions and are talking about substantial changes in the industry's wage structure and cuts in labor costs. Ford is studying employment-guarantee alternatives, while Chrysler is mulling over a modified cost-of-living plan. All three companies are considering tougher rules on absenteeism and "overmanning," as well as relaxing "restrictive" work rules. □

----- FOOTNOTES -----

¹ Major agreements are those that cover 1,000 workers or more.

² Major oil companies are Gulf, Cities Service, Texaco, Mobil, Union Oil of California, Phillips Petroleum, Standard Oil of California (Chevron), British Petroleum, Standard Oil of Ohio (Sohio), Standard Oil of Indiana (Amoco), Atlantic Richfield, Shell Oil, Sun Oil, Tenneco, Exxon, Conoco, Occidental, Getty, Marathon, Ashland, Amerada Hess, and Charter.

³ Twelve small oil refineries, employing about 1,700 workers, had settled with OCAW by mid-February, but the union continued to strike against the major oil companies and other small refineries. The Gulf accord quickly provided a basis for settlement for all major oil refining companies except Chevron, which resisted meeting the pattern.

⁴ The act seeks to reduce regulation of the trucking industry by making it easier to be certified to operate a route, by allowing owner-operators to haul certain freight that was previously denied to them, and by eventually ending collective rate making.

⁵ Williams succeeded Frank Fitzsimmons, who died in May 1981.

⁶ About 15,000 steel-haulers continued striking, with the last of the strikers returning to work on May 7, 1979. The steel-haulers won a return to the pre-1976 pay system, under which owner-operators received a flat percentage of the entire amount their employer received for hauling a load. They also won pay for six days of sick leave. They did not, however, win their demand for a separate, binding vote on their supplemental agreement.

⁷ URW contracts, covering about 11,000 workers, at the General Tire and Rubber Co., Kelly-Springfield Tire Co., Gates Rubber Co., Dunlop Tire and Rubber Co., Cooper Tire and Rubber Co., and Armstrong Rubber Co., expire in 1982.

⁸ In February of 1979, Firestone and the URW had signed a no-strike, no-lockout agreement that obligated Firestone to accept the URW designated industry settlement if the parties failed to reach an accord on their own.

⁹ Foreign penetration of U.S. markets has not necessarily been through imports. Michelin, for example, established tire plants in Greenville and Anderson, South Carolina in 1975.

¹⁰ A change of union leadership could be a factor in the negotiations. URW president Peter C. Bommarito, who has held the reins since 1966, did not seek reelection at the union's October 1981 convention.

¹¹ The Coordinating Bargaining Committee was established in 1966 to strengthen the negotiations in the industry. The Committee includes 11 AFL-CIO affiliated unions—International Union, Allied Industrial Workers of America; United Brotherhood of Carpenters and Joiners of America; International Union of Electrical, Radio and Machine Workers; International Brotherhood of Electrical Workers; International Brotherhood of Firemen and Oilers; American Flint Glass Workers' Union of North America; International Association of Machinists and Aerospace Workers; United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada; Sheet Metal Workers' International Association; International Union, United Automobile, Aerospace and Agricultural Implement Workers of America; and United Steelworkers of America—and 2 independent unions—the International Union, United Electrical, Radio, and Machine Workers of America; and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

¹² The CWA and IBEW agreements with Western Electric do not expire until 1983.

¹³ Rath Packing Co., Oscar Mayer and Co., Cudahy Co., Dubuque Packing Co., and Hygrade Food Products.

¹⁴ The UFCW was created in June 1979 by a merger of the Amalgamated Meat Cutters and Butcher Workmen of North America and the Retail Clerks International Union.

¹⁵ Morrell set the pattern in 1979, and Wilson signed the pattern-setting agreement in 1976. Before that Armour or Swift usually set the pattern.

¹⁶ As of August 1981, an additional 107,000 employees were on indefinite layoff at these three companies.

¹⁷ This was the first time industry bargaining was settled without a strike against the target company since 1964, and the first industry bargaining without a strike against any major producer since 1953.