

TABLE 6.—*Wage-fringe adjustments in selected manufacturing industries, 1946-58—Continued*

Company or industry	Total settlements, 1955-58
High concentration:	
United States Steel (key).....	59½ cents plus SUB ¹ plan, plus 1 holiday (includes 34-cent automatic increase).
General Motors (key).....	47½ cents plus SUB plan, plus 1 holiday (includes 31-cent automatic increase).
International Harvester.....	49 cents plus SUB plan, plus 1 holiday (includes 32-cent automatic increase).
Rubber (4 companies).....	43 cents plus SUB plan, plus 1 holiday.
General Electric.....	40 cents (estimated; includes 37-cent automatic increase).
Armour.....	54 cents (includes 28-cent automatic increase).
Aluminum Co. (steelworkers).....	63 cents plus SUB plan, plus 1 holiday (includes 36-cent automatic increase).
Anaconda Copper.....	37 cents plus 1 holiday (includes 14-cent automatic increase).
Lockheed Aircraft.....	39 cents plus 1 holiday (estimated; includes 1-cent automatic increase).
Glenn Martin.....	41 cents (estimated; includes 38-cent automatic increase).
North American Aviation.....	36 cents plus 1 holiday (includes 19-cent automatic increase).
Bethlehem Shipbuilding.....	66 cents plus 1 holiday.
Pacific Shipbuilding.....	51 cents plus 6 holidays.
Sinclair Oil.....	41½ cents (estimated) plus 1 holiday.
American Viscose.....	13½ cents (includes 8½-cent automatic increase).
Low concentration:	
Full Fashioned Hosiery.....	Association bargaining discontinued after 1954.
Northern cotton textiles (Berkshire-Hathaway).....	7½ cents. ²
American Woolen.....	Out of business after 1954.
Men's clothing.....	12½ cents plus 1 holiday.
Women's clothing.....	14 cents.
International Shoe.....	14½ cents plus noncontributory pensions.
Massachusetts Shoe.....	18 cents plus ½ holiday.

¹ SUB = Supplementary unemployment benefit.

² Association bargaining discontinued after 1954. The Berkshire-Hathaway Co. was substituted because it had been a major concern in the previous association.

Source: Wage Chronology Series, Bureau of Labor Statistics and data published by the Bureau of National Affairs. Some added information was obtained from personal correspondence.

Two important characteristics of postwar wage patterns can be noted from the table. First, the general level of settlements during the period 1946-50 were very similar for the great majority of firms and industries covered; in particular, no important differences were evident as between the high versus the low concentration sectors. During this period, five separate rounds of wage-fringe increases occurred. With few exceptions, manufacturing industries or companies, regardless of their product market characteristics, followed similar patterns. In the few instances of substantial downward modification of the pattern, as in aircraft and shipbuilding, the differences were made up in the 1951-54 period.

Beginning in 1951, however, very substantial deviations began to develop, primarily in line with the competitive characteristics of the industry. In the nonconcentrated sectors—textiles, clothing, and leather (shoes)—settlements fell very far below the pattern. In addition, the one company in the concentrated sector which fell below—American Viscose, manufacturers of rayon yarn—was subject to severe competition from the development of other synthetic fibers. In effect, those manufacturing industries which were subject to increasing competitive pressures in the product market and in which profits were being seriously curtailed, did not match the pattern established by the more profitable, and in most cases more concentrated, industries.