

APPENDIX B

ORGANIZATIONS' PROPOSALS

ARTICLE I—WAGES

A. ADJUSTMENT OF STRAIGHT TIME WAGE RATES AND DIFFERENTIALS

1. *Initial Wage Increase.* Increase all existing straight time rates of pay and differentials for employees covered by the agreement by an amount equal to twenty percent (20%) effective January 1, 1967, applied so as to give effect to this increase in pay irrespective of the method of payment.

2. *Cost-of-Living Adjustment.* Wage rates established in accordance with paragraph 1 of this Part A shall be subject to a cost-of-living adjustment, effective April 1, 1967, July 1, 1967, October 1, 1967, January 1, 1968, and each quarter thereafter. Such cost-of-living adjustment shall be in the amount of one cent (1¢) per hour for each three-tenths (.3) of a point change in the Bureau of Labor Statistics Consumer Price Index for the months of March, June, September and December respectively, above the base index figure for December 1966 (1957-59=100), except that it shall not operate to reduce wage rates below those established under paragraph 1 of this Part A.

B. INCREASE IN OVERTIME RATES

Effective January 1, 1967, all overtime rules in existing agreements, including but not limited to those requiring payment for time in excess of eight hours in a calendar day or in any other twenty-four hour period, or in excess of forty hours or on more than five days in a work week, or on rest days, holidays or vacation days, or for calls and change of shifts, shall be revised to provide for payment at twice the straight-time rate, except that where rules now in effect require payment at twice the straight-time rate, the rate shall be increased to three times the straight-time rate.

C. SHIFT DIFFERENTIALS

In addition to all other wage payments required effective January 1, 1967, all employees shall be paid shift differentials of eighteen cents (18¢) per hour for work on any shift beginning at or after 12:00 noon and before 5:00 p.m., and twenty-five cents (25¢) per hour for work on any shift beginning at or after 5:00 p.m. and before 6:00 a.m.

ARTICLE II—VACATIONS

SECTION 1. Article 1 of the Vacation Agreement of December 17, 1941, as amended by the Agreement of August 21, 1954, the Agreement of August 19, 1960, and the Agreements of November 20 and 21, 1964, and February 4, 1965, is hereby further amended to read as follows:

(a) Effective with the calendar year 1967, an annual vacation of ten (10) consecutive work days with pay will be granted to each employee covered by this Agreement who renders compensated service on not less than one hundred twenty (120) days during the preceding calendar year.