

the pension plans filed under the Welfare and Pension Plans Disclosure Act. It found that the incidence of vesting increased from 67 percent of the plans in the winter of 1962-63 to 70 percent in mid-1967. The proportion of pension plan members belonging to plans with vesting increased from 60 to 64 percent.

Vesting increased, both relatively and absolutely, in single employer and multiemployer plans; in negotiated and nonnegotiated plans; and in contributory and noncontributory plans. By far the strongest gains were made by multiemployer plans; the number with vesting nearly doubled and the number of covered workers rose by more than a fourth. Despite these gains, however, multiemployer plans—almost all of which are under collective bargaining—continued to lag far behind single employer plans. Although about three out of four members of single employer plans belong to plans with vesting provisions, only one out of four members of multiemployer plans have that type of protection. However, single-employer plans often made vesting contingent upon the worker leaving his contributions in the plan or on his being terminated involuntarily.

During this period, the requirements for vesting were liberalized by plans covering several million workers. For example, almost one out of five plan members in 1967 can qualify for full vesting after 10 years of service, regardless of their age, compared with only one out of 17 in 1962-63.

About four-fifths of the workers covered by contributory plans in 1967 had vesting protection compared to three-fifths of the workers covered by noncontributory plans. This disparity results from the heavy concentration in the latter group of multiemployer plans without vesting. If limited to single employer plans, nine out of 10 workers in contributory plans had vesting compared to seven out of 10 in noncontributory plans.

Vesting was provided more frequently to workers in nonnegotiated than in negotiated plans: About 73 percent of the workers in nonbargained plans were in plans with vesting provisions, compared to 59 percent of the workers in bargained plans.

The low incidence of vesting in negotiated multiemployer plans accounted for most of the difference between bargained and nonbargained plans. Among single employer plans, about three-fourths of the workers had vesting both in bargained plans and in nonbargained plans.

Three types of vesting provisions are found in private pension plans: Immediate full vesting, deferred full vesting, and deferred graded vesting. About one out of 1,000 plans had an immediate full vesting provision under which benefits are vested as soon as they are earned. However, most plans with vesting—about seven out of 10—had deferred full vesting provisions that postpone vesting until the participant has met certain age, service, and/or other requirements. The remaining three out of 10 plans had deferred graded vesting provisions under which a member acquires the right to a given percentage of his accrued benefits after satisfying minimum age and service requirements. This percentage increases as additional service requirements are met until all accrued benefits are vested.

In addition to service requirements, minimum age requirements—usually 40 years—were specified by about three out of five plans. How-