

Industry Wage Survey: Candy and Other Confectionery Products August 1975



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U.S. Department of Labor
Ray Marshall, Secretary
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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the candy and other confectionery products manufacturing industry in August 1975. A similar survey was conducted in August 1970.

Separate releases were issued earlier for Chicago, Ill; Los Angeles-Long Beach, Calif.; New York, N.Y.; Philadelphia, Pa.-N.J.; and San Francisco-Oakland, Calif. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. The analysis in this bulletin was prepared by Mark Sieling of the Division of Occupational Wage Structures. Field work for the survey was directed by the Associate Regional Commissioners for Labor Statistics.

Other reports available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's regional offices, are listed at the end of this bulletin.

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Candy and Other Confectionery Products, August 1975

Summary

Straight-time earnings of production and related workers in the candy and other confectionery products manufacturing industry averaged \$3.60 an hour in August 1975. Four-fifths of the 40,286 production workers in the study¹ had hourly earnings between \$2.10 and \$4.50 with the middle half earning from \$2.84 to \$4.19 an hour. About half of the production work force were women; their pay average of \$3.25 was 19 percent below that for men.

Regionally, averages ranged from \$2.94 in the Southeast to \$4.01 in the Pacific region.² Workers in the Great Lakes and Middle Atlantic regions—about three-fifths of the industry's work force—averaged \$3.90 and \$3.77 an hour, respectively.

Among the occupations studied separately, average hourly earnings ranged from \$2.74 for hand dippers to \$5.77 for maintenance machinists. Fancy hand packers, the largest group, averaged \$3.08. Occupational earnings varied by size of establishment, labor-management contract coverage, and method of wage payment, among other wage-determining variables.

Paid holidays, usually 8 to 11 annually, and paid vacations were provided to nearly all workers in the survey. Typical vacation provisions ranged from 1 week of vacation pay after 1 year of service to at least 4 weeks after 20 years. Life, hospitalization, surgical, and basic medical insurance plans each covered over 90 percent of the workers; pension plans were available to about seven-tenths.

Industry characteristics

Employment. The industry's employment level is affected greatly by heavy seasonal demands which occur at Halloween, Christmas, and Easter. Employment typically drops to its lowest point in July, rises sharply in August, and reaches its peak in October or November. During the period August 1970-75, production employment in the peak season generally has exceeded the lowest level by about 10 to 25 percent.³

¹ See appendix B for scope and method of survey.

² For definition of regions, see table B-1 in appendix B.

³ See *Employment and Earnings, United States, 1909-75*, Bulletin 1312-10 (Bureau of Labor Statistics, 1976).

Establishments covered by the 1975 survey employed 40,286 production workers⁴—a 16-percent decline from the August 1970 survey level. Employment cutbacks of at least 15 percent occurred in 11 of the 20 occupations studied separately. Especially sharp drops of 57 and 45 percent for helpers assisting enrobing- and mogul-machine operators, respectively, 37 percent for bulk packers, and 30 percent for wrapping-machine operators were indicative of production cutbacks related to higher candy prices and lower candy consumption levels in 1975. Since the August 1975 survey, however, employment in the industry has improved—the monthly production job totals for the period January-June 1976 were about 9 to 18 percent higher than the corresponding months a year earlier.

In August 1975, the Great Lakes States accounted for slightly over one-third of all candy workers and the Middle Atlantic States for one-fourth. The New England, Southeast, and Pacific regions each accounted for less than one-tenth.

On a national level, about seven-eighths of the workers were employed in metropolitan areas as opposed to non-metropolitan areas. Among the regions, the proportion of workers in metropolitan areas ranged from two-thirds in the Southeast to nearly all in the New England and Middle Atlantic regions. The five metropolitan areas studied separately in this survey employed 14,174 workers, slightly more than a third of the survey total. About 8,600 workers were employed in the Chicago area, with approximately 900 to 1,900 in each of the remaining areas (tables 7-11).

Women, who made up 54 percent of the production work force, constituted a majority of the workers reported as hand dippers, enrobing-machine helpers, filling-machine

⁴ The estimate of the number of production workers is only a general guide to the size and composition of the labor force included in the survey. It differs from the number in the Bureau's monthly series (42,100 in August 1975) because of the exclusion of establishments employing fewer than 20 workers and the planning necessary to assemble lists of establishments considerably in advance of data collection. Thus, omitted are new establishments and establishments originally classified in the candy and other confectionery products industry but found to be in other industries at the time of the survey. Also omitted are establishments manufacturing candy and other confectionery products, but classified incorrectly in other industries at the time the lists were compiled.

operators, candy inspectors, hand packers, and wrapping-machine operators. Men predominated in such occupations as candy maker, enrobing-machine operator, janitor, laborer, machinist, and mechanic. The proportion of women employed in the industry ranged from three-fifths in the Pacific region to slightly under one-half in the Middle Atlantic region. Women were a majority in three of the selected metropolitan areas—Los Angeles-Long Beach, New York, and San Francisco-Oakland.

Principal product. Nationally, establishments whose principal products were either boxed chocolates or other packaged goods employed half of all production workers. Plants chiefly producing candy bars employed about one-fifth. Plants chiefly producing 5- and 10-cent specialties, bulk goods, or nuts each accounted for 7 to 9 percent of the work force. There was, however, considerable inter-regional variation in the distribution of workers employed by enterprises in the various product categories, as shown in text table 1.

Domestic shipments of candy and other confectionery products decreased 15 percent during the period 1970-75, from a record 3,938 million pounds in 1970 to 3,357 million in 1975.⁵ Price increases of basic input commodities in 1974, especially cane and beet sugar, and a corresponding increase in the average per-pound value of candy and confectionery products, from 48 cents in 1970 to 84 cents in 1975, probably had an important influence on reduced shipments. As retail candy prices advanced, per capita consumption dropped to 16.3 pounds in 1975—its lowest level in nearly 20 years.

Establishment size. Slightly less than one-fifth of the 349 establishments covered by this survey employed 250 workers or more, but these accounted for about three-fifths of the total production work force. About one-fifth

⁵ See *Confectionery Manufacturers' Sales and Distribution 1975* (U.S. Department of Commerce, Domestic and International Business Administration, June 1976.)

of the establishments covered employed from 100 to 249 workers and three-fifths employed from 20 to 99 workers. Each of these two size-groups accounted for approximately one-fifth of the work force.

Union contract coverage. Establishments with labor-management contracts covering a majority of their production workers accounted for slightly over half the industry's work force in 1975. The proportion of workers covered by collective bargaining agreements was nine-tenths in the Pacific region, about two-thirds in the Middle Atlantic and Great Lakes regions, two-fifths in New England, and under one-tenth in the Southeast.

The extent of unionization varied by size of establishment. About two-thirds of the workers in establishments employing 100 workers or more were in plants operating under collective bargaining agreements; in establishments of 20-99 workers, the proportion was about one-third.

The American Bakery and Confectionery Workers' International Union (AFL-CIO) was the principal union of the industry in all regions but the Great Lakes; there, the Teamsters (Ind.) contracts covered slightly more workers (28 percent compared to 23 percent).

Method of wage payment. Approximately nine-tenths of all production workers were paid time rates (table 12). Such rates were usually determined according to formal plans providing either single rates or a range of rates for specific jobs.

Incentive pay systems, covering 11 percent of all production workers nationwide, applied to 15 percent of the workers in the Great Lakes region; to about 10 percent in the New England, Middle Atlantic, and Southeast regions; and to virtually none of the workers in the Pacific region. Within the selected areas, incentive-paid workers made up approximately one-third of the production workers in Philadelphia; one-fifth in Chicago; and under 5 percent in New York, Los Angeles-Long Beach and San Francisco-Oakland.

At the national level, few occupations employed a significant proportion of incentive-paid workers. Only

Text table 1. Distribution of employment in candy and other confectionery products manufacturing, by principal product, August 1975

Principal product	United States	New England	Middle Atlantic	Southeast	Great Lakes	Pacific
All products	100	100	100	100	100	100
Candy bars	18	8	18	20	30	6
5- and 10-cent specialties	9	12	12	7	6	—
Boxed chocolates	24	53	21	29	9	18
Other packaged goods	27	8	30	23	37	12
Bulk goods	9	10	13	2	6	28
Salted nuts	7	2	1	12	4	28
All other	6	7	5	7	8	8

three-hand dippers (57 percent), fancy hand packers (27 percent), and mogul operators' helpers (26 percent)—even exceeded 20 percent.

Average hourly earnings

Straight-time earnings of production and related workers averaged \$3.60 an hour in August 1975⁶—up 43 percent since a similar survey was conducted in August 1970 (table 1). The average annual rate of increase during this period was 7.4 percent, compared with 6.3 percent recorded during the 1965-70 period and 3.8 percent during the 1960-65 period.⁷

Average wage levels ranged from \$4.01 an hour in the Pacific region to \$2.94 in the Southeast in 1975. In the Great Lakes and Middle Atlantic regions, which employed about three-fifths of the workers, earnings averaged \$3.90 and \$3.77 respectively. Among the 5 areas for which separate data were developed, hourly earnings averaged the most in San Francisco-Oakland (\$4.57) and the least in New York (\$3.27).

Nationally, men averaged \$4.00 an hour compared with \$3.25 for women (a difference of 19 percent). The average hourly wage advantage for men ranged from 54 cents in the Southeast region to 85 cents in the Great Lakes region in 1975.

Since 1960, relative pay differences between the sexes have narrowed nationwide and in most regions, even though the cents-per-hour spreads have widened, as shown in text table 2.

⁶The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$3.94 in August 1975). Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals in the monthly series, the sum of the employee-hour totals reported by establishments in the industry was divided into the reported payroll totals.

⁷See *Industry Wage Survey: Candy and other Confectionery Products, September 1965*, Bulletin 1520, (Bureau of Labor Statistics, 1966) and *Industry Wage Survey: Candy and other Confectionery Products, August 1970*, BLS Bulletin 1732, (1972).

Differences in average pay levels for men and women may result from several factors, including variations in the distribution of men and women among establishments and jobs with disparate pay levels. Differences in average earnings for men and women in the same occupation and area may reflect minor differences in duties. Job descriptions are more generalized in wage surveys than in individual establishments because allowance must be made for possible differences among establishments in specific duties performed. To the extent that individual pay rates are adjusted for length of service, longer average service can result in higher average pay for one sex than for the other when both are employed within the same rate range.

On the average, production workers in establishments employing 250 workers or more held a 17-percent hourly wage advantage over those in establishments of 100-249 (\$3.89 to \$3.32); and a 31-percent advantage over those in establishments of 20-99 (\$3.89 to \$2.97). Regionally, the wage rate advantages of workers in the largest establishment size-group over workers in the other two respectively, were, 14 and 14 percent in the Southeast; 30 and 40 percent in the Great Lakes; and 25 and 58 percent in the Middle Atlantic. In the Pacific region, workers in establishments of 100-249 workers averaged 7 percent more than those in establishments of 250 or more (\$4.34 to \$4.04); and had a 15-percent advantage over those in establishments of 20-99 (\$4.34 to \$3.79).

Establishments having labor-management contracts covering a majority of the production workers paid an average of \$3.80 an hour, 45 cents, or 13 percent, more than establishments without majority coverage. In the Middle Atlantic region, however, nonunion workers averaged more than their union counterparts, \$4.29 an hour compared with \$3.51 an hour. This relationship may result to some extent from the higher proportion of nonunion workers in the largest, and highest paying, establishments—70 percent compared to 43 percent. In the Great Lakes region, where the union pay differential favoring union workers was 15 percent, four-fifths of the workers in union plants were part of a large-scale operation, i.e., those employing 250 workers or more. Only about half of the workers in non-union plants were employed in such large establishments.

Text table 2. Pay differentials between men and women, 1960-75

Region	Wage advantage for men							
	1960		1965		1970		1975	
	Cents per hour	Percent	Cents per hour	Percent	Cents per hour	Percent	Cents per hour	Percent
United States	42	30	42	25	58	26	75	23
New England	47	36	45	28	54	25	63	20
Middle Atlantic	39	27	44	26	63	28	65	19
Southeast	18	15	12	8	28	15	54	20
Great Lakes	49	32	51	30	59	25	85	24
Pacific	42	25	44	21	72	27	73	20

The above discussion has illustrated some of the interrelationships of such wage-determining factors as community size, establishment size, and union contract coverage. However, this survey did not determine the independent influence on earnings of any one characteristic.

Individual earnings were widely dispersed and ranged from under \$2.10 to over \$6.80 an hour in August 1975 (table 2). The middle half of these workers had hourly earnings from \$2.84 to \$4.19, in comparison with \$2.04 to \$2.84 in August 1970. The relative dispersion of earnings (computed by dividing the range between the first and third quartile in the earnings array by the median) was 39 percent in 1975—an increase over the 33 percent recorded in 1970.

Occupational earnings

Occupations for which earnings data are presented in table 3 accounted for nearly three-fifths of the production workers in the 1975 survey. The occupations were selected to represent the skill levels and types of operations found in the industry. National averages for these jobs ranged from \$2.74 an hour for hand dippers (nearly all women) to \$5.77 an hour for machinists (nearly all men). Fancy hand packers, mostly women and the largest occupational group studied separately, averaged \$3.08 an hour.

Average hourly earnings of women in other numerically important jobs staffed predominantly by them were \$3.44

for enrobing-machine operators' helpers; \$3.59 for inspectors; \$3.05 for bulk hand packers; \$3.69 for candy bar hand packers; and \$3.51 for wrapping-machine operators.

Among jobs usually filled by men, class A candy makers (those possessing the full range of candy mixing and cooking skills) averaged \$4.25 an hour; class B candy makers (who make candy according to formula or under the direction of others) averaged \$3.92; enrobing-machine operators (men only) averaged \$4.25; and material handling laborers averaged \$3.72.

The occupational wage structure of workers making candy and other confectionery products was basically the same in August 1975 as that reported in the Bureau of Labor Statistics' 1970 survey. The mean change in pay differences among the 20 occupational classifications studied in both years was only 1 percentage point—well below the average spread required for a statistically significant change. (See appendix A.) As further evidence of stability, 9 of the 10 classifications fell into the middle range of occupational pay levels for both years (text table 3).

Wage relationships within individual regions did not always follow the national pattern in 1975. Class B candy makers, for example, averaged 33 cents an hour more, nationally, than did candy makers' helpers (\$3.92 compared to \$3.59). In the Great Lakes region, however, candy makers' helpers had a slightly higher average than class B candy makers (\$4.20 compared to \$4.18). This relationship

Text table 3. Occupational pay relatives and pay changes in candy and other confectionery products manufacturing, August 1970 and August 1975

Occupation	Pay relative (Dippers' rate = 100)		Average hourly earnings	
	1970	1975	Dollar amount, 1975	Percent change, 1970-75
Machinists, maintenance	207	211	\$5.77	42
Mechanics, maintenance	192	194	5.31	40
Maintenance workers, general utility	166	169	4.62	41
Candy makers, Class A	163	155	4.25	32
Mogul operators	148	149	4.08	40
Enrobing-machine operators	144	145	3.97	40
Filling-machine operators	132	144	3.95	51
Candy makers, Class B	140	143	3.92	42
Mogul operators' helpers	128	140	3.84	52
Packers, hand, candy bars	126	136	3.74	50
Laborers, material handling	132	136	3.72	43
Janitors	130	132	3.62	41
Inspectors, candy	122	132	3.61	50
Candy makers' helpers	127	131	3.59	44
Wrapping machine-operators	123	128	3.52	45
Enrobing-machine operators' helpers	116	124	3.41	49
Watchmen	127	121	3.31	32
Packers, hand, fancy	108	112	3.08	45
Packers, hand, bulk	106	109	3.00	44
Dippers, hand	100	100	2.74	39

resulted from a greater proportion of the helpers being employed in higher paying establishments than class B candy makers. When comparisons were limited to establishments employing both groups, class B candy makers earned more than helpers in virtually all cases.

The highest occupational averages were usually found in the Great Lakes or Pacific regions; the lowest in the Southeast. Wage advantages for workers in the Great Lakes over those in the Southeast ranged from 56 percent for janitors to 14 percent for maintenance mechanics. For the Pacific over the Southeast, the spread was highest for laborers (58 percent) and lowest for mechanics (18 percent). Interregional variations for three occupations are illustrated in the following tabulation, which presents regional averages as a percent of those in the Southeast.

Region	Class A candy makers	Hand packers, fancy	Wrapping- machine operators
Great Lakes	152	146	136
Pacific	146	142	147
Middle Atlantic	130	130	131
New England	121	125	124
Southeast	100	100	100

Occupational averages were generally higher in establishments employing 250 workers or more than in smaller establishments, nationally, and in the regions where such comparisons could be made (table 4). Occupational averages by establishment size and labor-management contract status are presented in table 5.

Incentive-paid workers typically averaged more than time-rated workers in the same occupations (table 6). For example, incentive-paid wrapping-machine operators averaged 9 cents more than their time-rate counterparts in the Middle Atlantic region and 42 cents more in the Great Lakes, and on a national level they had an advantage of 46 cents.

Earnings of the highest paid workers within a given occupation and area frequently exceeded those of the lowest paid by at least \$3 an hour (tables 7-11). Consequently, some workers in jobs with relatively low averages (as compared to the overall average in the industry) earned more than some workers in jobs with much higher averages. The extent of such overlap is illustrated by the following tabulation, which shows the number of class A candy makers (average \$5.25) and candy bar hand packers (average \$4.10) in Chicago by specific earnings intervals:

	Class A candy makers	Hand packers, candy bars
\$2.80 and under \$3.20	3	1
\$3.20 and under \$3.60	4	108
\$3.60 and under \$4.00	2	17
\$4.00 and under \$4.40	22	46
\$4.40 and under \$4.80	21	49
\$4.80 and under \$5.20	17	53
\$5.20 and under \$5.60	64	—
\$5.60 and over	81	—

Establishment practices and supplementary wage provisions

Data also were obtained for production workers on certain establishment practices, such as work schedules and shift practices, and on selected supplementary wage benefits, including paid holidays, paid vacations, and health, insurance and retirement plans.

Scheduled weekly hours and shift practices

Work schedules of 40 hours a week were in effect in establishments employing 95 percent of the production work force (table 13). Slightly less than seven-eighths of the workers were in establishments having formal provisions for late shifts (table 14). At the time of the survey, however, only about one-fifth of the workers were actually employed on second shifts and less than 5 percent on third shifts (table 15). Late shift workers usually received extra pay above day-shift rates, the most common premium being 10 cents an hour for second-shift work and 26 cents on third shifts.

Paid holidays. Nearly all establishments granted paid holidays annually to their employees (table 16). Regionally, the number of holidays most commonly provided ranged from 12.5 days in New England to 5 days in the Southeast. Workers in the Middle Atlantic and Great Lakes regions usually received 10 or 11 days, while those in the Pacific region typically received 9 days.

Paid vacations. Paid vacations, after qualifying periods of service, were provided by establishments employing virtually all the workers (table 17). The most common provisions nationwide were 1 week's vacation pay after 1 year of service, 2 weeks after 3 years, 3 weeks after 10 years, and 4 weeks after 20 years. Slightly over half of the workers in the New England and Great Lakes regions were eligible for 5 weeks after 25 years.

Health, insurance, and retirement plans. Life, hospitalization, surgical, and medical insurance plans, at least partially paid for by employers, were available in establishments employing nine-tenths or more of the production workers (table 18). Accidental death and dismemberment insurance, and sickness and accident insurance and/or sick leave each applied to about four-fifths of the workers. Retirement pension plans, in addition to Federal social security benefits, were available in establishments employing seven-tenths of the workers.

There was little regional variation in the incidence of life, hospitalization, surgical, and medical plans—each applying to at least 85 percent of the workers in every region shown separately. But, for other benefits some differences in worker coverage were found among regions.

In the Middle Atlantic region, for example, only about two-fifths were covered by major medical plans compared to over nine-tenths in the others.

Other selected benefits. Pay provisions for funeral leave and jury duty pay were reported in establishments employing a majority of the work force in each of the regions studied

separately (table 19). Establishments reporting provisions for technological severance pay employed two-fifths of the workers in the Middle Atlantic States. Such payments to workers, separated from employment through no fault of their own, were rarely found in other regions. Cost-of-living adjustments applied to about one-tenth of the industry's work force, nationwide, to one-fifth of those in the Middle Atlantic and one-fourth in the Pacific regions.

Table 1. Average hourly earnings: By selected characteristics

(Number and average straight-time hourly earnings¹ of production workers in candy and other confectionery products manufacturing establishments, by selected characteristics, United States and selected regions, August 1975)

Item	United States ²		New England		Middle Atlantic		Southeast		Great Lakes		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
ALL WORKERS.....	40,286	\$3.60	2,909	\$3.39	9,256	\$3.77	3,033	\$2.94	14,294	\$3.90	3,329	\$4.01
MEN.....	18,558	4.00	1,305	3.73	4,686	4.09	1,330	3.24	6,982	4.33	1,364	4.44
WOMEN.....	21,728	3.25	1,604	3.10	4,570	3.44	1,703	2.70	7,312	3.48	1,965	3.71
SIZE OF COMMUNITY:												
METROPOLITAN AREAS³.....	35,582	3.65	2,640	3.36	9,256	3.77	1,968	3.16	12,171	3.97	2,629	4.12
NONMETROPOLITAN AREAS.....	4,704	3.19	-	-	-	-	1,065	2.52	2,123	3.49	-	-
SIZE OF ESTABLISHMENT:												
20-99 WORKERS.....	7,593	2.97	404	2.58	1,786	2.74	431	2.70	2,193	3.05	1,209	3.79
100-249 WORKERS.....	8,318	3.32	-	-	2,685	3.46	621	2.69	2,577	3.28	708	4.34
250 WORKERS OR MORE.....	24,375	3.89	2,321	3.49	4,785	4.33	1,981	3.07	9,524	4.26	1,412	4.04
LABOR-MANAGEMENT CONTRACTS:												
ESTABLISHMENTS WITH--												
MAJORITY OF WORKERS COVERED.....	21,938	3.80	-	-	6,188	3.51	-	-	8,869	4.13	3,033	4.10
NONE OR MINORITY OF WORKERS COVERED.....	18,348	3.35	1,637	3.32	3,068	4.29	2,840	2.97	5,425	3.51	256	3.06

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

³ Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through Feb. 8, 1974.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

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Table 2. Earnings distribution: All production workers

(Percent distribution of production workers in candy and other confectionery products manufacturing establishments, by average straight-time hourly earnings, United States and selected regions, August 1975)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Southeast	Great Lakes	Pacific
	Total	Men	Women					
NUMBER OF WORKERS.....	40,286	18,558	21,728	2,909	9,256	3,033	14,294	3,329
AVERAGE HOURLY EARNINGS ¹	\$3.60	\$4.00	\$3.25	\$3.39	\$3.77	\$2.94	\$3.90	\$4.01
TOTAL.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
UNDER \$2.10.....	0.1	0.1	0.1	-	-	-	-	-
\$2.10 AND UNDER \$2.20.....	4.0	1.3	6.3	7.6	2.4	7.9	3.3	0.4
\$2.20 AND UNDER \$2.30.....	3.5	2.0	4.7	2.0	2.5	4.9	2.1	.4
\$2.30 AND UNDER \$2.40.....	3.8	2.2	5.2	1.2	1.6	14.3	1.0	1.5
\$2.40 AND UNDER \$2.50.....	3.2	1.4	4.7	1.4	2.0	8.5	1.7	1.9
\$2.50 AND UNDER \$2.60.....	3.4	2.7	3.9	2.2	3.2	5.6	1.4	.7
\$2.60 AND UNDER \$2.70.....	2.8	1.5	3.9	1.7	2.5	6.5	2.1	.6
\$2.70 AND UNDER \$2.80.....	3.4	2.5	4.2	.9	4.1	3.7	2.1	.7
\$2.80 AND UNDER \$2.90.....	2.1	1.4	2.8	.5	1.7	6.7	1.9	1.4
\$2.90 AND UNDER \$3.00.....	3.6	2.3	4.6	5.6	3.1	5.7	3.8	.2
\$3.00 AND UNDER \$3.10.....	3.3	3.7	2.9	11.9	3.0	3.2	1.7	1.4
\$3.10 AND UNDER \$3.20.....	5.9	4.6	7.0	6.6	9.6	2.1	4.9	.5
\$3.20 AND UNDER \$3.30.....	3.7	2.5	4.7	6.8	4.9	3.2	3.2	3.5
\$3.30 AND UNDER \$3.40.....	4.0	2.7	5.1	8.0	1.6	4.3	1.7	14.7
\$3.40 AND UNDER \$3.50.....	3.8	3.1	4.4	9.6	2.9	3.2	4.1	.8
\$3.50 AND UNDER \$3.60.....	3.4	4.1	2.8	3.3	3.0	4.3	4.2	1.7
\$3.60 AND UNDER \$3.70.....	3.4	4.5	2.5	3.4	3.4	3.0	4.3	3.8
\$3.70 AND UNDER \$3.80.....	5.0	3.9	6.0	2.6	5.4	2.0	7.1	1.9
\$3.80 AND UNDER \$3.90.....	3.4	4.8	2.2	3.0	3.2	1.2	3.7	8.1
\$3.90 AND UNDER \$4.00.....	3.0	3.3	2.8	2.0	3.6	1.2	2.9	7.7
\$4.00 AND UNDER \$4.10.....	3.8	4.1	3.5	2.3	4.5	.7	3.3	11.7
\$4.10 AND UNDER \$4.20.....	2.7	2.4	3.0	2.3	1.2	.7	5.6	2.3
\$4.20 AND UNDER \$4.30.....	3.1	4.1	2.2	1.8	2.5	1.5	4.1	8.0
\$4.30 AND UNDER \$4.40.....	1.7	2.7	.9	1.4	1.4	.7	2.3	3.2
\$4.40 AND UNDER \$4.50.....	3.1	2.9	3.3	2.0	6.9	.3	3.1	2.0
\$4.50 AND UNDER \$4.60.....	1.5	2.3	.8	1.7	2.3	.8	1.3	3.1
\$4.60 AND UNDER \$4.70.....	1.3	2.2	.5	1.2	1.1	.6	1.6	1.3
\$4.70 AND UNDER \$4.80.....	1.5	2.6	.6	.7	2.4	.1	2.1	1.4
\$4.80 AND UNDER \$4.90.....	1.5	2.2	.8	1.5	1.2	.5	1.9	3.5
\$4.90 AND UNDER \$5.00.....	.9	1.0	.8	1.2	.2	1.0	1.7	.8
\$5.00 AND UNDER \$5.10.....	1.5	1.9	1.1	.8	1.8	.1	2.4	1.3
\$5.10 AND UNDER \$5.20.....	1.2	1.4	1.0	.6	.1	.2	3.1	.4
\$5.20 AND UNDER \$5.30.....	.7	1.4	.1	.5	.8	.1	1.2	.5
\$5.30 AND UNDER \$5.40.....	1.2	2.2	.3	.4	2.9	.3	.9	1.1
\$5.40 AND UNDER \$5.50.....	1.0	2.0	.1	.2	.5	.2	2.2	.8
\$5.50 AND UNDER \$5.60.....	.3	.6	(*)	.1	.1	.2	.5	.6
\$5.60 AND UNDER \$5.70.....	.5	1.1	(*)	.3	.3	-	1.0	.5
\$5.70 AND UNDER \$5.80.....	.3	.6	(*)	.3	.2	.3	.4	.1
\$5.80 AND UNDER \$5.90.....	.2	.5	-	.3	(*)	-	.2	.2
\$5.90 AND UNDER \$6.00.....	.4	.9	(*)	.1	1.0	.2	.5	.2
\$6.00 AND UNDER \$6.20.....	.9	2.0	-	-	1.3	.1	.9	3.2
\$6.20 AND UNDER \$6.40.....	.8	1.6	(*)	(*)	1.3	.1	.7	1.8
\$6.40 AND UNDER \$6.60.....	.2	.5	-	(*)	.2	(*)	.6	.1
\$6.60 AND UNDER \$6.80.....	.3	.7	-	-	.6	-	.5	.1
\$6.80 AND OVER.....	.6	1.2	(*)	-	1.6	-	.5	.2

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

(*) Indicates less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

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Table 3. Occupational averages: All establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations in candy and other confectionery products manufacturing establishments, United States and selected regions, August 1975)

Occupation and sex	United States ²				New England				Middle Atlantic				Southeast					
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹				
		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		Mean ³	Median ³	Middle range ³		
CANDY CUTTERS.....	162	\$3.67	\$3.48	\$2.65- \$4.94	-	-	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	97	4.00	3.88	3.00- 4.94	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	65	3.17	2.35	2.34- 4.94	-	-	-	-	-	-	-	-	-	-	-	-	-	
CANDY MAKERS, CLASS A.....	898	4.25	4.30	3.35- 5.00	101	\$3.97	\$4.00	\$3.42- \$4.30	92	\$4.28	\$4.40	\$3.68- \$4.72	120	\$3.28	\$3.20	\$3.00- \$3.56	-	-
CANDY MAKERS, CLASS B.....	1,422	3.92	3.95	3.23- 4.42	46	3.36	3.44	2.75- 3.80	508	4.03	3.95	3.19- 4.43	65	2.86	3.09	2.50- 3.28	2.50- 3.28	3.50- 3.35
CANDY MAKERS' HELPERS.....	1,452	3.59	3.49	2.82- 4.14	177	3.28	3.30	3.00- 3.50	231	3.39	3.54	2.99- 3.85	62	2.90	3.12	2.35- 3.35	2.35- 3.35	3.35- 3.35
MEN.....	1,188	3.64	3.60	2.82- 4.25	89	3.42	3.50	3.10- 3.70	225	3.42	3.61	3.00- 3.85	-	-	-	-	-	-
WOMEN.....	264	3.34	3.30	2.80- 3.93	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CANDY-ROLLING MACHINE OPERATORS.....	149	3.68	3.93	3.22- 4.21	-	-	-	-	31	4.42	4.43	4.28- 4.63	-	-	-	-	-	-
MEN.....	97	3.55	3.45	3.08- 4.28	-	-	-	-	31	4.42	4.43	4.28- 4.63	-	-	-	-	-	-
WOMEN.....	52	3.91	3.93	3.93- 4.21	-	-	-	-	-	-	-	-	26	3.31	3.41	3.05- 3.70	3.05- 3.70	3.70- 3.70
DIPPERS, HAND.....	731	2.74	2.60	2.25- 3.10	-	-	-	-	27	2.31	2.25	2.10- 2.50	-	-	-	-	-	-
ENROBING-MACHINE OPERATORS.....	463	3.97	4.05	3.15- 4.80	30	3.85	4.18	3.53- 4.30	168	3.70	4.05	2.86- 4.51	-	-	-	-	-	-
MEN.....	374	4.25	4.15	3.68- 4.83	25	4.20	4.30	3.96- 4.30	126	4.08	4.05	3.68- 4.83	-	-	-	-	-	-
WOMEN.....	89	2.78	2.70	2.25- 3.20	-	-	-	-	42	2.55	2.25	2.25- 2.89	-	-	-	-	-	-
ENROBING-MACHINE OPERATORS' HELPERS.....	674	3.41	3.40	2.90- 3.93	-	-	-	-	127	3.80	4.05	3.71- 4.28	10	2.48	-	-	-	-
MEN.....	78	3.22	3.00	2.72- 3.50	-	-	-	-	-	-	-	-	21	2.67	2.60	2.20- 2.60	2.20- 2.60	2.60- 2.60
WOMEN.....	596	3.44	3.40	2.90- 3.97	-	-	-	-	125	3.82	4.05	3.83- 4.28	18	2.54	2.60	2.20- 2.60	2.20- 2.60	2.60- 2.60
FILLING-MACHINE OPERATORS.....	1,244	3.95	3.89	3.21- 4.40	-	-	-	-	-	-	-	-	49	3.00	2.60	2.45- 2.95	2.45- 2.95	2.95- 2.95
MEN.....	231	5.19	5.49	4.36- 6.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	1,013	3.66	3.77	3.00- 4.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSPECTORS, CANDY.....	718	3.61	3.59	3.17- 4.19	21	3.23	3.30	3.10- 3.30	77	4.00	3.88	3.55- 4.06	45	2.87	2.60	2.44- 2.82	2.44- 2.82	2.82- 2.82
MEN.....	37	4.03	3.84	3.77- 4.25	-	-	-	-	13	4.26	-	-	64	2.57	2.47	2.34- 2.83	2.34- 2.83	2.83- 2.83
WOMEN.....	681	3.59	3.59	3.15- 4.19	21	3.23	3.30	3.10- 3.30	64	3.95	3.95	3.55- 4.07	50	2.56	2.46	2.31- 2.82	2.31- 2.82	2.82- 2.82
JANITORS.....	1,647	3.62	3.65	3.02- 4.04	116	3.10	3.02	3.00- 3.16	362	3.81	3.61	3.23- 4.05	14	2.58	-	-	-	-
MEN.....	1,428	3.66	3.65	3.02- 4.04	110	3.10	3.02	3.00- 3.16	327	3.79	3.52	3.07- 3.91	14	4.42	-	-	-	-
WOMEN.....	219	3.38	3.31	2.83- 3.89	-	-	-	-	35	4.02	4.05	3.86- 4.27	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING.....	2,003	3.72	3.66	3.02- 4.27	187	3.24	3.02	3.02- 3.61	348	3.54	3.61	3.03- 3.78	47	3.80	3.90	3.52- 4.25	3.52- 4.25	4.25- 4.25
MACHINISTS, MAINTENANCE.....	261	5.77	5.85	5.08- 6.26	18	5.31	5.35	5.18- 5.35	50	6.21	5.49	5.21- 7.55	29	4.65	4.34	4.20- 5.25	4.20- 5.25	5.25- 5.25
MAINTENANCE WORKERS, GENERAL UTILITY.....	539	4.62	4.50	4.01- 5.15	22	4.31	4.50	3.64- 4.58	158	4.89	4.86	4.53- 5.33	14	3.50	-	-	-	-
MECHANICS, MAINTENANCE.....	915	5.31	5.35	4.70- 5.85	58	4.79	4.85	4.68- 4.95	243	5.78	5.39	5.21- 7.24	28	2.82	2.93	2.33- 3.17	2.33- 3.17	3.17- 3.17
MOGUL OPERATORS.....	172	4.08	4.00	3.57- 4.37	24	3.86	4.00	3.65- 4.00	34	3.98	3.96	3.68- 4.23	63	2.39	2.42	2.10- 2.54	2.10- 2.54	2.54- 2.54
MOGUL OPERATORS' HELPERS.....	249	3.84	3.85	3.40- 4.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	1,822	3.00	2.85	2.35- 3.51	31	2.74	2.50	2.20- 3.35	429	2.65	2.60	2.25- 3.00	62	2.39	2.42	2.10- 2.55	2.10- 2.55	2.55- 2.55
WOMEN.....	1,566	3.05	2.91	2.48- 3.55	31	2.74	2.50	2.20- 3.35	424	2.65	2.60	2.25- 3.00	-	-	-	-	-	-
PACKERS, HAND, CANDY BARS.....	1,339	3.74	3.57	3.15- 4.32	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	88	4.46	4.71	3.55- 5.35	-	-	-	-	-	-	-	-	411	2.50	2.45	2.35- 2.70	2.35- 2.70	2.70- 2.70
WOMEN.....	1,251	3.69	3.55	3.15- 4.10	-	-	-	-	-	-	-	-	9	2.66	-	-	-	-
PACKERS, HAND, FANCY.....	3,431	3.08	2.90	2.40- 3.70	332	3.13	3.35	3.07- 3.40	768	3.26	3.55	2.70- 3.76	224	2.74	2.65	2.40- 3.16	2.40- 3.16	3.16- 3.16
MEN.....	107	3.31	3.25	2.62- 3.76	-	-	-	-	21	3.74	4.13	2.75- 4.52	-	-	-	-	-	-
WOMEN.....	100	3.27	3.17	2.58- 3.76	-	-	-	-	20	3.70	4.13	2.74- 4.52	224	2.74	2.65	2.40- 3.16	2.40- 3.16	3.16- 3.16
WRAPPING-MACHINE OPERATORS.....	3,150	3.52	3.59	2.91- 4.19	321	3.39	3.30	3.02- 4.14	751	3.58	3.50	2.96- 4.08	-	-	-	-	-	-
MEN.....	203	3.72	3.60	3.09- 4.18	-	-	-	-	70	3.16	3.09	2.92- 3.33	-	-	-	-	-	-
WOMEN.....	2,947	3.51	3.59	2.90- 4.19	319	3.39	3.30	3.02- 4.16	681	3.63	3.89	2.96- 4.13	-	-	-	-	-	-

See footnotes at end of table.

Table 3. Occupational averages: All establishments—Continued(Number and average straight-time hourly earnings¹ of workers in selected occupations in candy and other confectionery products manufacturing establishment, United States and selected regions, August 1975)

Occupation and sex	Great Lakes				Pacific			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean ²	Median ³	Middle range ³		Mean ²	Median ³	Middle range ³
CANDY CUTTERS.....	103	\$4.28	\$4.94	\$3.62- \$4.94	-	-	-	-
MEN.....	82	4.13	3.88	3.40- 5.13	-	-	-	-
CANDY MAKERS, CLASS A.....	313	4.98	5.10	4.39- 5.62	81	\$4.79	\$4.79	\$4.76- \$4.82
CANDY MAKERS, CLASS B.....	465	4.18	4.16	3.61- 4.50	108	4.25	4.28	4.14- 4.58
CANDY MAKERS' HELPERS.....	593	4.20	4.21	3.50- 5.16	91	3.73	3.93	3.32- 3.93
MEN.....	540	4.25	4.28	3.60- 5.16	35	3.45	3.32	3.02- 3.80
WOMEN.....	53	3.72	3.50	3.10- 4.34	-	-	-	-
CANDY-ROLLING MACHINE OPERATORS.....	78	3.73	3.93	3.57- 3.93	-	-	-	-
MEN.....	34	3.36	3.38	3.11- 3.57	-	-	-	-
DIPPERS, HAND.....	56	3.34	3.52	2.75- 3.59	-	-	-	-
ENROBING-MACHINE OPERATORS.....	151	4.46	4.46	3.57- 5.49	48	4.31	4.30	4.15- 4.82
MEN.....	127	4.73	4.72	4.10- 5.49	41	4.46	4.30	4.15- 4.64
WOMEN.....	24	3.07	3.00	2.70- 3.35	7	3.43	-	-
ENROBING-MACHINE OPERATORS' HELPERS.....	181	3.69	3.40	2.91- 4.83	-	-	-	-
MEN.....	21	3.91	3.48	3.48- 5.24	-	-	-	-
WOMEN.....	160	3.66	3.40	2.91- 4.83	-	-	-	-
FILLING-MACHINE OPERATORS.....	375	3.82	3.74	2.84- 4.37	-	-	-	-
WOMEN.....	246	3.19	2.84	2.84- 3.77	-	-	-	-
INSPECTORS, CANDY.....	407	3.85	3.59	3.43- 4.25	35	4.27	4.27	4.27- 4.31
MEN.....	20	3.81	3.77	3.77- 3.88	-	-	-	-
WOMEN.....	387	3.86	3.59	3.43- 4.25	35	4.27	4.27	4.27- 4.31
JANITORS.....	701	4.00	3.83	3.65- 4.50	91	3.97	4.10	3.63- 4.41
MEN.....	628	4.03	3.83	3.65- 4.76	85	3.97	4.10	3.63- 4.41
WOMEN.....	73	3.77	3.83	3.67- 3.95	-	-	-	-
LABORERS, MATERIAL HANDLING.....	912	3.99	4.04	3.41- 4.50	88	4.98	5.33	4.00- 6.01
MACHINISTS, MAINTENANCE.....	125	5.86	6.00	5.30- 6.45	-	-	-	-
MAINTENANCE WORKERS, GENERAL UTILITY.....	141	4.90	4.50	4.34- 4.95	61	5.20	5.28	4.91- 5.67
MECHANICS, MAINTENANCE.....	407	5.28	5.50	4.80- 5.96	47	5.49	5.62	5.35- 5.68
MOGUL OPERATORS.....	83	4.45	4.36	3.89- 5.58	-	-	-	-
MOGUL OPERATORS' HELPERS.....	124	4.24	4.14	3.62- 5.07	-	-	-	-
PACKERS, HAND, BULK.....	799	3.49	3.55	3.15- 3.78	138	3.00	2.48	2.41- 3.77
MEN.....	-	-	-	-	17	3.07	2.55	2.55- 3.29
WOMEN.....	742	3.48	3.51	3.15- 3.78	121	2.99	2.48	2.40- 3.80
PACKERS, HAND, CANDY BARS.....	522	3.82	3.67	3.43- 4.15	-	-	-	-
WOMEN.....	522	3.82	3.67	3.43- 4.15	61	4.00	3.73	3.73- 4.62
PACKERS, HAND, FANCY.....	708	3.66	3.45	2.70- 5.04	138	3.56	3.93	3.30- 3.93
WATCHMEN.....	48	3.50	3.75	2.80- 3.77	-	-	-	-
MEN.....	42	3.45	3.75	2.80- 3.77	-	-	-	-
WRAPPING-MACHINE OPERATORS.....	1,381	3.73	3.89	3.29- 4.19	111	4.04	4.00	4.00- 4.27
MEN.....	104	4.06	4.18	3.92- 4.25	13	4.37	-	-
WOMEN.....	1,277	3.70	3.86	3.29- 4.19	98	4.00	4.00	4.00- 4.27

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ See appendix B for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for entries of fewer than 15 workers.⁴ All or virtually all workers are men.⁵ All or virtually all workers are women.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 4. Occupational averages: By size of establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations in candy and other confectionery products manufacturing establishments, by size of establishment, United States and selected regions, August 1975)

Occupation and sex	United States ²						Middle Atlantic						Great Lakes						
	Establishments with—																		
	20-99 workers		100-249 workers		250 workers or more		20-99 workers		100-249 workers		250 workers or more		20-99 workers		100-249 workers		250 workers or more		
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	
CANDY CUTTERS.....	15	\$2.98	38	\$3.09	109	\$3.96	-	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	-	-	30	3.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	-	-	-	-	55	3.33	-	-	-	-	-	-	-	-	-	-	-	-	
CANDY MAKERS, CLASS A ³	217	4.54	197	3.86	484	4.28	32	\$4.35	11	\$3.81	49	\$4.33	56	\$5.36	79	\$4.10	-	-	
CANDY MAKERS, CLASS B ³	383	3.47	431	3.53	608	4.47	123	3.04	211	3.72	-	-	79	3.85	126	3.60	260	\$4.57	
CANDY MAKERS' HELPERS.....	380	2.98	422	3.19	650	4.20	61	2.83	-	-	-	-	109	3.14	98	3.36	386	4.72	
MEN.....	293	2.97	335	3.21	560	4.26	61	2.83	-	-	-	-	86	3.16	98	3.36	356	4.76	
WOMEN.....	87	3.00	-	-	90	3.87	-	-	-	-	-	-	23	3.03	-	-	-	-	
CANDY-ROLLING MACHINE OPERATORS.....	15	3.36	53	3.33	81	3.96	-	-	-	-	-	-	-	-	34	3.62	-	-	
MEN.....	15	3.36	33	2.94	49	4.02	-	-	-	-	-	-	-	-	-	-	-	-	
DIPPERS, HAND.....	123	2.47	-	-	601	2.80	27	2.31	-	-	-	-	-	-	-	-	-	40	3.67
ENROBING-MACHINE OPERATORS.....	109	3.09	77	3.63	277	4.41	55	2.74	32	3.64	81	4.37	23	3.17	25	3.70	103	4.94	
MEN.....	45	3.75	63	3.77	266	4.45	-	-	20	3.97	80	4.37	-	-	25	3.70	99	5.00	
WOMEN.....	64	2.62	-	-	11	3.43	-	-	-	-	-	-	20	3.01	-	-	-	-	
ENROBING-MACHINE OPERATORS' ⁴ HELPERS.....	67	2.91	122	2.66	485	3.67	-	-	-	-	120	3.89	-	-	-	-	168	3.78	
MEN.....	12	3.26	26	2.73	40	3.53	-	-	-	-	-	-	-	-	-	-	16	4.22	
WOMEN.....	55	2.83	96	2.64	445	3.69	-	-	-	-	120	3.89	-	-	-	-	152	3.73	
FILLING-MACHINE OPERATORS.....	156	2.70	179	3.32	909	4.28	-	-	106	3.35	-	-	-	-	26	3.86	285	4.01	
MEN.....	11	3.27	28	3.79	192	5.51	-	-	-	-	-	-	-	-	17	4.30	-	-	
WOMEN.....	145	2.66	151	3.24	717	3.96	-	-	95	3.39	-	-	-	-	-	-	268	3.27	
INSPECTORS, CANDY.....	-	-	76	3.32	536	3.86	-	-	-	-	68	4.05	-	-	28	3.36	360	3.94	
MEN.....	-	-	12	3.76	25	4.16	-	-	-	-	-	-	-	-	-	16	3.75	16	
WOMEN.....	-	-	64	3.24	511	3.84	-	-	-	-	62	3.97	-	-	24	3.24	344	3.95	
JANITORS.....	135	2.94	285	3.30	1,227	3.77	29	2.80	136	3.36	197	4.27	21	3.13	52	3.18	628	4.10	
MEN.....	121	2.94	267	3.31	1,040	3.84	29	2.80	128	3.35	170	4.29	21	3.13	51	3.19	556	4.14	
WOMEN.....	14	2.93	18	3.27	187	3.42	-	-	-	-	27	4.18	-	-	-	-	72	3.78	
LABORERS, MATERIAL HANDLING.....	242	3.15	456	3.29	1,305	3.98	62	2.69	122	3.48	164	3.92	88	3.57	226	3.04	598	4.42	
MACHINISTS, MAINTENANCE.....	19	5.43	50	5.71	192	5.82	-	-	14	6.27	35	6.20	-	-	-	-	88	5.90	
MAINTENANCE WORKERS, GENERAL UTILITY.....	128	4.32	165	4.58	246	4.80	50	4.37	51	4.88	57	5.36	-	-	31	4.44	82	5.13	
MECHANICS, MAINTENANCE.....	77	4.98	176	5.04	662	5.42	-	-	70	5.14	170	6.07	20	4.97	72	5.08	315	5.35	
MOGUL OPERATORS.....	10	3.95	64	3.85	98	4.24	-	-	-	-	-	-	-	-	36	3.99	45	4.85	
MOGUL OPERATORS' HELPERS.....	11	2.66	100	3.42	138	4.24	-	-	-	-	-	-	-	-	17	2.77	105	4.50	
PACKERS, HAND, BULK.....	722	2.74	479	2.82	621	3.42	319	2.50	-	-	-	-	-	-	-	-	183	3.18	
MEN.....	655	2.66	293	3.11	618	3.42	314	2.50	-	-	-	-	132	3.04	174	3.18	436	3.73	
WOMEN.....	152	3.12	131	3.08	1,056	3.92	-	-	-	-	-	-	-	-	-	-	459	3.92	
PACKERS, HAND, CANDY BARS.....	147	3.06	130	3.09	974	3.87	-	-	-	-	-	-	-	-	-	-	459	3.92	
MEN.....	589	2.62	737	2.79	2,108	3.30	162	2.47	305	3.38	-	-	-	-	-	-	444	4.25	
WOMEN.....	-	-	27	2.63	76	3.50	-	-	-	-	14	4.20	-	-	-	-	38	3.70	
WATCHMEN.....	-	-	27	2.63	69	3.57	-	-	-	-	13	4.18	-	-	-	-	32	3.68	
WRAPPING-MACHINE OPERATORS.....	481	2.93	717	3.08	1,952	3.82	85	2.81	256	3.11	410	4.04	-	-	173	2.90	1,001	4.01	
MEN.....	25	3.46	84	3.17	94	4.28	-	-	52	3.18	-	-	-	-	24	2.86	77	4.46	
WOMEN.....	456	2.90	633	3.07	1,858	3.80	67	2.74	204	3.09	410	4.04	-	-	149	2.90	924	3.98	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
² Includes data for regions in addition to those shown separately.
³ All or virtually all workers are men.
⁴ All or virtually all workers are women.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 5. Occupational averages: By labor-management contract coverage and size of establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations in candy and other confectionery products manufacturing establishments, by labor management contract status, United States and selected regions, August 1975)

Occupation and size of establishment	United States ²				Middle Atlantic				Great Lakes			
	Establishments with—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
CANDY CUTTERS.....	49	\$3.46	113	\$3.76	-	-	-	-	43	\$3.47	-	-
20-99 WORKERS.....	-	-	15	2.98	-	-	-	-	-	-	-	-
250 WORKERS OR MORE.....	25	3.65	-	-	-	-	-	-	-	-	-	-
CANDY MAKERS, CLASS A.....	492	4.39	406	4.08	58	\$3.95	34	\$4.84	226	5.00	£7	\$4.93
20-99 WORKERS.....	79	4.34	138	4.66	15	3.57	-	-	-	-	49	5.48
100-249 WORKERS.....	94	3.96	103	3.77	10	3.85	-	-	47	4.18	-	-
250 WORKERS OR MORE.....	319	4.54	165	3.78	33	4.15	-	-	-	-	-	-
CANDY MAKERS, CLASS B.....	835	3.98	587	3.83	422	4.05	86	3.93	240	4.04	225	4.34
20-99 WORKERS.....	149	3.56	234	3.41	-	-	-	-	-	-	60	3.89
100-249 WORKERS.....	327	3.62	104	3.27	207	3.73	-	-	74	3.79	52	3.33
250 WORKERS OR MORE.....	359	4.48	249	4.46	-	-	-	-	147	4.20	-	-
CANDY MAKERS' HELPERS.....	826	3.84	626	3.25	190	3.48	41	2.95	424	4.37	169	3.79
20-99 WORKERS.....	93	3.33	287	2.86	30	2.97	-	-	-	-	£1	3.26
100-249 WORKERS.....	271	3.25	-	-	-	-	-	-	88	3.42	10	2.80
250 WORKERS OR MORE.....	462	4.29	188	3.99	-	-	-	-	-	-	-	-
CANDY-ROLLING MACHINE OPERATORS.....	102	3.65	47	3.73	-	-	-	-	76	3.73	-	-
20-99 WORKERS.....	-	-	15	3.36	-	-	-	-	-	-	-	-
100-249 WORKERS.....	47	3.34	-	-	-	-	-	-	-	-	-	-
250 WORKERS OR MORE.....	55	3.91	-	-	-	-	-	-	-	-	-	-
DIPPERS, HAND.....	73	3.66	658	2.64	-	-	27	2.31	-	-	33	3.03
20-99 WORKERS.....	-	-	119	2.41	-	-	27	2.31	-	-	-	-
250 WORKERS OR MORE.....	65	3.73	536	2.69	-	-	-	-	-	-	-	-
ENROBING-MACHINE OPERATORS.....	255	4.10	208	3.81	88	3.92	80	3.46	91	4.36	60	4.62
20-99 WORKERS.....	25	4.18	84	2.76	-	-	50	2.63	-	-	19	3.22
100-249 WORKERS.....	65	3.72	12	3.10	32	3.64	-	-	21	3.77	-	-
250 WORKERS OR MORE.....	165	4.24	112	4.67	-	-	-	-	66	4.63	-	-
ENROBING-MACHINE OPERATORS' HELPERS.....	405	3.65	269	3.06	72	3.56	-	-	106	3.97	-	-
20-99 WORKERS.....	-	-	47	2.50	-	-	-	-	-	-	-	-
100-249 WORKERS.....	27	3.23	95	2.49	-	-	-	-	-	-	-	-
250 WORKERS OR MORE.....	358	3.67	127	3.69	70	3.58	-	-	101	4.03	-	-
FILLING-MACHINE OPERATORS.....	428	3.90	816	3.97	202	2.97	-	-	179	4.67	196	3.05
20-99 WORKERS.....	-	-	72	2.92	-	-	-	-	-	-	-	-
100-249 WORKERS.....	117	3.43	62	3.12	106	3.35	-	-	-	-	-	-
250 WORKERS OR MORE.....	227	4.66	682	4.16	-	-	-	-	168	4.70	-	-
INSPECTORS, CANDY.....	482	3.80	236	3.23	45	3.69	32	4.44	347	3.90	60	3.58
100-249 WORKERS.....	49	3.50	27	3.00	-	-	-	-	14	3.36	14	3.35
250 WORKERS OR MORE.....	420	3.87	116	3.80	37	3.71	31	4.46	321	3.97	39	3.67
JANITORS.....	1,060	3.73	587	3.44	234	3.38	128	4.60	536	4.04	165	3.88
20-99 WORKERS.....	54	3.42	81	2.62	14	2.78	15	2.81	14	2.90	-	-
100-249 WORKERS.....	241	3.42	44	2.65	-	-	-	-	43	3.16	-	-
250 WORKERS OR MORE.....	765	3.84	462	3.66	89	3.46	108	4.94	479	4.15	-	-
LABORERS, MATERIAL HANDLING.....	1,230	3.96	773	3.34	293	3.48	55	3.91	632	4.29	280	3.32
20-99 WORKERS.....	123	3.39	119	2.89	50	2.73	-	-	55	3.73	-	-
100-249 WORKERS.....	220	3.73	236	2.88	110	3.54	-	-	71	3.60	-	-
250 WORKERS OR MORE.....	887	4.09	418	3.72	-	-	31	4.82	506	4.45	-	-
MACHINISTS, MAINTENANCE.....	132	5.79	129	5.75	26	5.78	-	-	73	5.85	52	5.89
20-99 WORKERS.....	-	-	16	5.46	-	-	-	-	-	-	-	-
100-249 WORKERS.....	21	6.07	29	5.45	14	6.27	-	-	-	-	-	-
250 WORKERS OR MORE.....	108	5.75	84	5.91	11	5.12	-	-	69	5.86	-	-

See footnotes at end of table.

Table 5. Occupational averages: By labor-management contract coverage and size of establishment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in candy and other confectionery products manufacturing establishments, by labor management contract status, United States and selected regions, August 1975)

Occupation and size of establishment	United States ²				Middle Atlantic				Great Lakes			
	Establishments with—											
	Majority covered		None or minority covered		Majority covered		None or minority covered		Majority covered		None or minority covered	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
MAINTENANCE WORKERS,												
GENERAL UTILITY.....	313	\$4.89	226	\$4.24	121	\$4.96	37	\$4.69	77	\$5.14	64	\$4.60
20-99 WORKERS.....	41	4.67	87	4.16	26	4.45	24	4.29	-	-	-	-
100-249 WORKERS.....	100	4.91	65	4.06	51	4.88	-	-	-	-	16	4.45
250 WORKERS OR MORE.....	172	4.93	74	4.49	-	-	-	-	62	5.31	69	5.15
Mechanics, Maintenance	550	5.22	365	5.46	122	5.18	121	6.39	318	5.32	89	5.15
20-99 WORKERS.....	50	5.06	27	4.84	-	-	-	-	-	-	52	5.05
100-249 WORKERS.....	134	5.12	42	4.79	-	-	-	-	-	-	20	5.06
250 WORKERS OR MORE.....	366	5.28	296	5.61	54	5.26	116	6.44	248	5.40	67	5.17
MOGUL OPERATORS	124	4.18	48	3.82	33	3.96	-	-	64	4.63	-	-
20-99 WORKERS.....	7	3.91	-	-	-	-	-	-	-	-	-	-
100-249 WORKERS.....	43	3.93	-	-	-	-	-	-	-	-	-	-
250 WORKERS OR MORE.....	74	4.36	24	3.90	-	-	-	-	45	4.85	-	-
MOGUL OPERATORS' HELPEES	208	4.01	41	2.98	-	-	-	-	116	4.33	-	-
20-99 WORKERS.....	-	-	9	2.63	-	-	-	-	-	-	-	-
100-249 WORKERS.....	-	-	17	2.69	-	-	-	-	-	-	-	-
250 WORKERS OR MORE.....	123	4.33	-	-	-	-	-	-	105	4.50	-	-
PACKERS, HAND, BULK	1,383	3.15	439	2.52	300	2.76	129	2.38	675	3.62	124	2.82
20-99 WORKERS.....	413	3.07	309	2.31	190	2.59	129	2.38	-	-	-	-
100-249 WORKERS.....	455	2.83	-	-	-	-	-	-	164	3.23	-	-
250 WORKERS OR MORE.....	515	3.49	106	3.09	-	-	-	-	400	3.73	-	-
PACKERS, HAND, CANDY BARS	755	3.66	584	3.86	-	-	-	-	498	3.86	-	-
20-99 WORKERS.....	-	-	95	2.83	-	-	-	-	-	-	-	-
100-249 WORKERS.....	109	3.16	-	-	-	-	-	-	-	-	-	-
250 WORKERS OR MORE.....	589	3.76	467	4.12	-	-	-	-	459	3.92	-	-
PACKERS, HAND, FANCY	1,526	3.64	1,905	2.62	685	3.40	83	2.15	458	4.21	250	2.66
20-99 WORKERS.....	117	3.04	472	2.52	79	2.81	83	2.15	-	-	-	-
100-249 WORKERS.....	329	3.43	405	2.28	305	3.38	-	-	-	-	-	-
250 WORKERS OR MORE.....	1,080	3.77	1,028	2.81	-	-	-	-	444	4.25	-	-
WATCHMEN	65	3.40	42	3.17	9	3.55	-	-	41	3.44	-	-
100-249 WORKERS.....	13	2.81	14	2.47	-	-	-	-	-	-	-	-
250 WORKERS OR MORE.....	52	3.55	24	3.72	-	-	-	-	-	-	-	-
WRAPPING-MACHINE OPERATORS	1,418	3.49	1,732	3.54	493	3.33	258	4.07	564	3.72	817	3.74
20-99 WORKERS.....	129	3.11	352	2.87	73	2.74	-	-	-	-	-	-
100-249 WORKERS.....	462	3.31	255	2.68	202	3.15	-	-	66	3.23	107	2.69
250 WORKERS OR MORE.....	827	3.66	1,125	3.95	218	3.69	192	4.43	473	3.84	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 6. Occupational averages: By method of wage payment

(Number and average straight-time hourly earnings¹ of workers in selected occupations in candy and other confectionery products manufacturing establishments, by labor management contract status, United States and selected regions, August 1975)

Occupation and sex	United States				New England				Middle Atlantic			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
CANDY CUTTERS.....	160	\$3.66	-	-	-	-	-	-	-	-	-	-
MEN.....	95	4.00	-	-	-	-	-	-	-	-	-	-
WOMEN.....	65	3.17	-	-	-	-	-	-	-	-	-	-
CANDY MAKERS, CLASS A.....	746	4.02	-	-	101	\$3.97	-	-	83	\$4.21	-	-
CANDY MAKERS, CLASS B.....	1,291	3.76	-	-	46	3.36	-	-	421	3.64	-	-
CANDY MAKERS' HELPERS.....	1,269	3.42	-	-	177	3.28	-	-	220	3.37	-	-
MEN.....	1,015	3.44	-	-	89	3.42	-	-	214	3.40	-	-
WOMEN.....	254	3.33	-	-	-	-	-	-	-	-	-	-
CANDY-ROLLING MACHINE OPERATORS.....	149	3.68	-	-	-	-	-	-	31	4.42	-	-
MEN.....	97	3.55	-	-	-	-	-	-	31	4.42	-	-
WOMEN.....	52	3.91	-	-	-	-	-	-	-	-	-	-
DIPPERS, HAND.....	313	2.81	418	\$2.69	-	-	-	-	27	2.31	-	-
ENROBING-MACHINE OPERATORS.....	432	3.87	31	5.36	30	3.85	-	-	160	3.64	-	-
MEN.....	343	4.15	31	5.36	25	4.20	-	-	118	4.03	-	-
WOMEN.....	89	2.78	-	-	-	-	-	-	42	2.55	-	-
ENROBING-MACHINE OPERATORS' HELPERS.....	594	3.26	-	-	-	-	-	-	116	3.80	-	-
MEN.....	72	3.03	-	-	-	-	-	-	-	-	-	-
WOMEN.....	522	3.29	-	-	-	-	-	-	114	3.81	-	-
FILLING-MACHINE OPERATORS.....	1,149	3.83	-	-	-	-	-	-	-	-	-	-
MEN.....	136	5.07	-	-	-	-	-	-	-	-	-	-
WOMEN.....	1,013	3.66	-	-	-	-	-	-	-	-	-	-
INSPECTORS, CANDY.....	653	3.52	-	-	21	3.23	-	-	57	3.98	-	-
MEN.....	37	4.03	-	-	-	-	-	-	13	4.26	-	-
WOMEN.....	616	3.49	-	-	21	3.23	-	-	44	3.90	-	-
JANITORS.....	1,647	3.62	-	-	116	3.10	-	-	362	3.81	-	-
MEN.....	1,428	3.66	-	-	110	3.10	-	-	327	3.79	-	-
WOMEN.....	219	3.38	-	-	-	-	-	-	35	4.02	-	-
LABORERS, MATERIAL HANDLING.....	2,002	3.72	-	-	187	3.24	-	-	348	3.54	-	-
MACHINISTS, MAINTENANCE.....	261	5.77	-	-	18	5.31	-	-	50	6.21	-	-
MAINTENANCE WORKERS, GENERAL UTILITY.....	539	4.62	-	-	22	4.31	-	-	158	4.89	-	-
MECHANICS, MAINTENANCE.....	915	5.31	-	-	58	4.79	-	-	243	5.78	-	-
MOGUL OPERATORS.....	146	3.84	-	-	24	3.86	-	-	31	3.93	-	-
MOGUL OPERATORS' HELPERS.....	185	3.45	-	-	-	-	-	-	-	-	-	-
PACKERS, HAND, BULK.....	1,630	2.93	192	3.59	31	2.74	-	-	417	2.62	-	-
MEN.....	1,374	2.97	192	3.59	31	2.74	-	-	412	2.62	-	-
WOMEN.....	1,145	3.64	-	-	-	-	-	-	-	-	-	-
PACKERS, HAND, CANDY BARS.....	88	4.46	-	-	-	-	-	-	-	-	-	-
MEN.....	1,057	3.57	-	-	-	-	-	-	-	-	-	-
WOMEN.....	2,490	2.86	941	3.65	332	3.13	-	-	562	3.00	-	-
PACKERS, HAND, PANCY.....	107	3.31	-	-	-	-	-	-	21	3.74	-	-
MEN.....	100	3.27	-	-	-	-	-	-	20	3.70	-	-
WOMEN.....	2,713	3.46	437	3.92	193	2.92	-	-	622	3.57	129	\$3.66
WRAPPING-MACHINE OPERATORS.....	184	3.55	-	-	-	-	-	-	70	3.16	-	-
MEN.....	2,529	3.45	418	3.85	191	2.91	-	-	552	3.62	129	3.66
WOMEN.....	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 6. Occupational averages: By method of wage payment —Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in candy and other confectionery products manufacturing establishments, by labor management contract status, United States and selected regions, August 1975)

Occupation and sex	Southeast				Great Lakes				Pacific			
	Timeworkers		Incentive workers		Timeworkers		Incentive workers		Timeworkers		Incentive workers	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
CANDY CUTTERS.....	-	-	-	-	101	\$4.28	-	-	-	-	-	-
MEN.....	-	-	-	-	80	4.12	-	-	-	-	-	-
CANDY MAKERS, CLASS A ²	81	\$3.28	-	-	186	4.59	-	-	81	\$4.79	-	-
CANDY MAKERS, CLASS B ²	120	3.05	-	-	425	4.12	40	\$4.84	108	4.25	-	-
CANDY MAKERS' HELPERS.....	43	2.66	-	-	443	3.91	-	-	91	3.73	-	-
MEN.....	40	2.69	-	-	400	3.93	-	-	35	3.45	-	-
WOMEN.....	-	-	-	-	43	3.74	-	-	-	-	-	-
CANDY-ROLLING MACHINE OPERATORS.....	-	-	-	-	78	3.73	-	-	-	-	-	-
MEN.....	-	-	-	-	34	3.36	-	-	-	-	-	-
DIPPERS, HAND ³	-	-	-	-	49	3.22	-	-	-	-	-	-
ENBOBING-MACHINE OPERATORS.....	26	3.31	-	-	128	4.27	-	-	48	4.31	-	-
MEN.....	-	-	-	-	104	4.55	-	-	41	4.46	-	-
WOMEN.....	-	-	-	-	24	3.07	-	-	7	3.43	-	-
ENBOBING-MACHINE OPERATORS' ⁴ HELPERS.....	-	-	-	-	127	3.18	-	-	-	-	-	-
MEN.....	10	2.48	-	-	15	3.27	-	-	-	-	-	-
WOMEN.....	-	-	-	-	112	3.16	-	-	-	-	-	-
FILLING-MACHINE OPERATORS.....	21	2.67	-	-	282	3.30	-	-	-	-	-	-
MEN.....	-	-	-	-	36	4.10	-	-	-	-	-	-
WOMEN.....	18	2.54	-	-	246	3.19	-	-	-	-	-	-
INSPECTORS, CANDY.....	45	3.00	-	-	366	3.74	-	-	35	4.27	-	-
MEN.....	-	-	-	-	20	3.81	-	-	-	-	-	-
WOMEN.....	41	2.87	-	-	346	3.73	-	-	35	4.27	-	-
JANITORS.....	64	2.57	-	-	701	4.00	-	-	91	3.97	-	-
MEN.....	50	2.56	-	-	628	4.03	-	-	85	3.97	-	-
WOMEN.....	14	2.58	-	-	73	3.77	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING ⁴	124	3.16	-	-	911	3.99	-	-	88	4.98	-	-
MACHINISTS, MAINTENANCE.....	14	4.42	-	-	125	5.86	-	-	-	-	-	-
MAINTENANCE WORKERS, GENERAL UTILITY.....	47	3.80	-	-	141	4.90	-	-	61	5.20	-	-
MECHANICS, MAINTENANCE.....	29	4.65	-	-	407	5.28	-	-	47	5.49	-	-
MOGUL OPERATORS ²	14	3.50	-	-	60	4.03	-	-	-	-	-	-
MOGUL OPERATORS' HELPERS ²	28	2.82	-	-	67	3.57	-	-	-	-	-	-
PACKERS, HAND, BULK.....	42	2.24	-	-	663	3.41	136	3.90	138	3.00	-	-
MEN.....	-	-	-	-	-	-	-	-	17	3.07	-	-
WOMEN.....	41	2.23	-	-	606	3.38	136	3.90	121	2.99	-	-
PACKERS, HAND, CANDY BARS.....	-	-	-	-	357	3.49	-	-	-	-	-	-
MEN.....	-	-	-	-	357	3.49	-	-	61	4.00	-	-
WOMEN.....	-	-	-	-	379	2.76	-	-	138	3.56	-	-
PACKERS, HAND, FANCY ²	267	2.43	-	-	48	3.50	-	-	-	-	-	-
WATCHMEN.....	9	2.66	-	-	42	3.45	-	-	-	-	-	-
MEN.....	9	2.66	-	-	42	3.45	-	-	-	-	-	-
WRAPPING-MACHINE OPERATORS.....	204	2.73	-	-	1,221	3.68	160	4.10	111	4.04	-	-
MEN.....	-	-	-	-	85	3.78	-	-	13	4.37	-	-
WOMEN.....	204	2.73	-	-	1,136	3.67	141	3.94	98	4.00	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

³ All or virtually all workers are men.

⁴ All or virtually all workers are women.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 7. Occupational earnings: Chicago, Ill.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in candy and other confectionery products manufacturing establishments, August 1975)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving average straight-time hourly earnings of—																										
			\$2.00 and under	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.80	\$7.20	\$7.60	and over
ALL PRODUCTION WORKERS.....	8,618	\$4.17	1	119	225	324	308	649	258	706	821	425	963	691	371	323	468	692	280	374	171	98	102	95	102	9	30	13	
MEN.....	4,714	4.45	-	103	72	151	143	253	161	89	371	233	312	466	289	241	239	356	253	362	171	98	102	95	102	9	30	13	
WOMEN.....	3,904	3.84	1	16	153	173	165	396	97	617	450	192	651	225	82	82	229	336	27	12	-	-	-	-	-	-	-	-	
SELECTED OCCUPATIONS																													
CANDY CUTTERS ³	93	4.37	-	-	-	3	15	-	-	-	-	-	15	4	2	-	29	25	-	-	-	-	-	-	-	-	-	-	-
MEN.....	73	4.21	-	-	-	3	15	-	-	-	-	-	15	4	2	-	11	23	-	-	-	-	-	-	-	-	-	-	-
CANDY MAKERS, CLASS A.....	214	5.25	-	-	-	-	-	3	4	-	1	1	8	14	16	5	1	16	9	55	65	5	1	4	-	6	-	-	
TIME.....	93	4.84	-	-	-	-	-	3	4	-	1	1	8	14	16	5	1	16	6	6	6	3	-	3	-	6	-	-	
CANDY MAKERS, CLASS B.....	288	4.43	-	-	-	-	3	13	16	20	25	14	13	59	26	11	3	1	13	70	1	-	-	-	-	-	-	-	
TIME.....	259	4.37	-	-	-	-	3	13	16	20	25	14	12	56	24	6	-	-	70	-	-	-	-	-	-	-	-	-	
CANDY MAKERS' HELPERS.....	528	4.29	-	11	7	33	17	29	12	14	27	13	54	52	47	-	14	95	103	-	-	-	-	-	-	-	-	-	
TIME.....	382	3.99	-	11	7	33	17	29	9	11	24	12	53	52	47	-	14	28	35	-	-	-	-	-	-	-	-	-	
MEN.....	484	4.33	-	11	7	33	9	23	10	11	24	12	53	45	37	-	11	95	103	-	-	-	-	-	-	-	-	-	
TIME.....	348	3.99	-	11	7	33	9	23	9	11	24	12	53	45	37	-	11	28	35	-	-	-	-	-	-	-	-	-	
WOMEN.....	44	3.85	-	-	-	-	8	6	2	3	3	1	1	7	10	-	3	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	34	3.91	-	-	-	-	8	6	-	-	-	-	-	7	10	-	3	-	-	-	-	-	-	-	-	-	-	-	
CANDY-ROLLING MACHINE OPERATORS ⁴	64	3.77	-	-	-	-	-	12	6	2	-	30	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
ENROBING-MACHINE OPERATORS ⁵	89	4.94	-	-	-	1	5	4	6	3	-	-	2	2	-	11	-	8	-	22	16	1	1	1	6	-	-	-	
TIME.....	67	4.74	-	-	-	1	5	4	6	3	-	-	2	-	11	-	8	-	21	-	-	-	-	-	6	-	-	-	
ENROBING-MACHINE OPERATORS' HELPERS.....	124	4.03	-	2	-	-	1	-	-	67	-	-	-	-	-	3	45	-	1	4	-	1	-	-	-	-	-	-	
MEN.....	10	4.37	-	2	-	-	1	-	-	1	-	-	-	-	-	-	-	-	1	4	-	1	-	-	-	-	-	-	
FILLING-MACHINE OPERATORS.....	230	4.30	-	1	3	-	12	21	9	14	49	3	17	10	1	-	2	9	6	73	-	-	-	-	-	-	-	-	
TIME.....	137	3.56	-	1	3	-	12	21	9	14	49	3	16	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MEN.....	19	4.08	-	1	-	-	-	-	2	-	-	7	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	118	3.48	-	3	-	12	21	9	12	49	3	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	315	3.98	-	-	-	12	-	12	155	3	-	22	21	-	2	51	37	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	274	3.84	-	-	-	12	-	12	155	3	-	22	21	-	2	10	37	-	-	-	-	-	-	-	-	-	-	-	
JANITORS ⁶	504	4.06	-	5	8	-	10	10	16	7	122	74	65	-	29	140	-	18	-	-	-	-	-	-	-	-	-	-	
MEN.....	455	4.09	-	5	8	-	9	10	16	2	115	55	52	-	25	140	-	18	-	-	-	-	-	-	-	-	-	-	
TIME.....	49	3.86	-	-	-	-	1	-	5	7	19	13	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WOMEN.....	443	4.01	-	2	18	16	7	10	32	5	38	47	96	79	35	6	-	52	-	-	-	-	-	-	-	-	-	-	
LABORERS, MATERIAL HANDLING.....	99	6.12	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	10	4	4	6	20	20	33	-	-	-	
MACHINISTS, MAINTENANCE.....	23	5.07	-	-	-	-	-	-	1	-	-	4	-	2	4	2	-	-	-	-	-	10	-	-	-	-	-	-	
GENERAL UTILITY.....	254	5.66	-	1	-	-	-	2	2	1	4	2	2	1	10	12	5	56	38	32	56	14	16	-	-	-	-	-	
MECHANICS, MAINTENANCE.....	54	4.65	-	-	-	-	-	3	1	8	3	3	12	2	-	-	22	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	32	4.01	-	-	-	-	-	3	1	8	3	3	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MOGUL OPERATORS' HELPERS.....	27	3.09	-	7	-	3	2	3	-	2	8	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	180	3.51	1	6	3	12	24	9	16	82	2	-	-	-	-	-	-	25	-	-	-	-	-	-	-	-	-	-	
PACKERS, HAND, BULK.....	95	3.05	1	6	3	12	24	3	16	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	274	4.10	-	-	-	-	1	-	8	100	2	15	22	24	26	23	20	33	-	-	-	-	-	-	-	-	-	-	
PACKERS, HAND, CANDY BARS.....	29	3.48	-	1	1	2	6	-	-	-	13	3	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
TIME.....	823	\$3.99	-	4	9	64	9	25	9	16	82	28	511	-	-	-	29	18	13	6	-	-	-	-	-	-	-	-	
MEN.....	70	4.00	-	4	2	6	3	3	5	2	-	2	24	-	-	-	-	-	13	6	-	-	-	-	-	-	-	-	
TIME.....	51	3.49	-	4	2	6	3	3	5	2	-	2	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Chicago Standard Metropolitan Statistical Area consists of Cook, DuPage, Kane, Lake, McHenry, and Will Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ All or virtually all workers are timeworkers.

⁴ All or virtually all workers are men.

⁵ All or virtually all workers are women.

Table 8. Occupational earnings: Los Angeles—Long Beach, Calif.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in candy and other confectionery products manufacturing establishments, August 1975)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving average straight-time hourly earnings of—																									
			Under \$2.40	\$2.40 and under \$2.50	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60 and over
ALL PRODUCTION WORKERS ³	952	\$3.44	75	62	24	19	23	47	8	39	18	107	99	23	38	111	35	33	7	42	41	12	6	22	20	12	18	11
MEN.....	442	3.87	9	3	6	7	11	6	6	22	4	42	17	9	33	44	28	24	7	30	41	8	6	20	20	12	16	11
WOMEN.....	510	3.06	66	59	18	12	12	41	2	17	14	65	82	14	5	67	7	9	—	12	—	4	—	2	—	—	2	—
SELECTED OCCUPATIONS																												
CANDY MAKERS, CLASS A ⁴	16	4.56	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	6	—	—	3	—	—	—	5	—	—	2
CANDY MAKERS, CLASS B ⁴	44	3.87	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
CANDY MAKERS' HELPERS.....	33	3.04	—	4	—	2	—	6	2	5	2	—	6	3	1	—	—	—	2	—	—	—	—	—	—	—	—	—
LABORERS, MATERIAL HANDLING ⁵	29	3.56	—	—	—	6	—	—	—	—	8	—	4	1	—	—	—	—	2	—	—	—	—	8	—	—	—	—
MAINTENANCE WORKERS, GENERAL UTILITY ⁶	14	4.99	—	—	—	—	—	—	—	—	—	—	—	3	—	—	—	—	—	—	—	—	—	—	—	2	1	1
MECHANICS, MAINTENANCE ⁶	9	4.81	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4	—	2	—	—	—	—	3
PACKERS, HAND, BULK.....	105	2.64	29	45	6	—	1	1	—	5	—	6	—	2	—	6	—	—	—	—	—	—	—	—	—	—	—	—
WOMEN ⁶	90	2.60	26	45	—	—	1	1	—	5	—	2	—	2	—	6	—	—	—	—	—	—	—	—	—	—	—	—
PACKERS, HAND, FANCY ⁷	36	3.03	6	4	2	—	—	—	—	—	—	2	15	1	—	6	—	—	—	—	—	—	—	—	—	—	—	—

¹ The Los Angeles-Long Beach Standard Metropolitan Statistical Area consists of Los Angeles County.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ All or virtually all workers were timeworkers.

⁴ Workers were distributed as follows: 12 at \$2.10 to \$2.20; 12 at \$2.20 to \$2.30; and 42 at \$2.30 to \$2.40.

⁵ All or virtually all workers were men.

⁶ Workers were distributed as follows: 8 at \$2.20 to \$2.30 and 18 at \$2.30 to \$2.40.

⁷ All or virtually all workers were women.

Table 9. Occupational earnings: New York, N.Y.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in candy and other confectionery products manufacturing establishments, August 1975)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving average straight-time hourly earnings of—																									
			\$2.10 and under \$2.20	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$6.00 and over
ALL PRODUCTION WORKERS³	1,531	\$3.27	38	22	19	62	93	95	258	95	124	122	47	34	9	50	55	124	63	55	19	62	15	13	25	6	14	12
MEN	714	3.59	2	14	8	31	29	18	33	52	53	95	38	25	8	24	14	42	40	46	8	58	8	11	25	6	14	12
WOMEN	817	2.99	36	8	11	31	64	77	225	43	71	27	9	9	1	26	41	82	23	9	11	4	7	2	-	-	-	
SELECTED OCCUPATIONS																												
CANDY MAKERS, CLASS A ⁴	17	3.53	-	-	-	-	-	-	-	-	-	2	3	3	-	3	2	1	-	1	2	-	-	-	-	-	-	-
CANDY MAKERS, CLASS B ⁴	64	3.81	-	-	4	-	-	1	2	2	7	4	11	3	-	3	2	1	-	1	2	-	-	-	-	-	-	-
CANDY MAKERS ¹ HELPERS ⁵	39	2.86	-	-	-	1	-	6	5	1	16	2	3	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-
JANITORS.....	64	3.26	2	-	-	2	6	1	1	8	12	4	1	-	-	-	-	27	-	-	-	-	-	-	-	-	-	-
MEN	58	3.23	2	-	-	2	6	-	-	8	11	4	1	-	-	-	-	23	-	-	-	-	-	-	-	-	-	-
WOMEN	88	3.12	-	-	-	7	1	-	11	14	15	16	3	2	2	1	1	1	12	-	-	1	-	1	-	-	-	-
MAINTENANCE WORKERS, GENERAL UTILITY ⁴	7	4.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	2	1	-	-	-	-	-	-
MECHANICS, MAINTENANCE.....	30	5.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	2	-	6	15	-	3	1
PACKERS, HAND, BULK.....	68	2.64	-	-	-	10	9	27	13	8	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
MEN	63	2.64	-	-	-	9	8	26	12	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN	86	3.18	-	-	-	2	35	-	-	12	2	-	-	-	-	-	-	35	-	-	-	-	-	-	-	-	-	-
PACKERS, HAND, CANDY BARS ¹	256	3.26	-	-	11	2	13	9	37	22	31	47	7	1	-	2	2	18	21	9	11	4	7	2	-	-	-	-
MEN	215	3.31	-	-	11	2	11	9	33	19	29	18	7	1	-	1	2	18	21	9	11	4	7	2	-	-	-	-
WOMEN	215	3.31	-	-	11	2	11	9	33	19	29	18	7	1	-	1	2	18	21	9	11	4	7	2	-	-	-	-

¹ The New York Standard Metropolitan Statistical Area consists of Bronx, Kings, New York, Queens, Richmond, Rockland, and Westchester Counties; N.Y.; and Bergen County, N.J.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ All or virtually all workers were timeworkers.

⁴ All or virtually all workers were men.

⁵ All or virtually all workers were women.

Table 10. Occupational earnings: Philadelphia, Pa.—N.J.¹

(Number and average straight-time hourly earnings² of workers in selected occupations in candy and other confectionery products manufacturing establishments, August 1975)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving average straight-time hourly earnings of—																									
			\$2.10 and under \$2.20	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40 and over
ALL PRODUCTION WORKERS.....	1,865	\$3.58	24	-	108	48	125	21	62	16	112	75	47	67	65	65	42	56	113	234	217	121	54	67	30	26	26	44
MEN.....	978	3.78	-	-	48	23	36	13	34	12	34	36	7	27	21	61	31	28	81	96	82	110	47	43	20	18	26	44
WOMEN.....	887	3.36	24	-	60	25	89	8	28	4	78	39	40	40	44	4	11	28	32	138	135	11	7	24	10	8	-	-
SELECTED OCCUPATIONS																												
CANDY MAKERS, CLASS A ³	36	4.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	3	5	-	1	11	1	8	-	1
TIME.....	27	4.32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	3	5	-	-	-	-	8	-	-
CANDY MAKERS, CLASS B ⁴	55	3.41	-	-	-	-	-	-	-	-	-	-	16	4	4	3	6	8	-	5	2	7	-	-	-	-	-	-
HELPERS ⁵	49	3.19	-	-	-	4	4	4	4	-	-	7	-	6	4	2	-	2	-	10	-	1	1	-	-	-	-	-
ENROLLING-MACHINE OPERATORS ³	33	3.57	-	-	-	-	-	-	12	-	-	4	1	2	3	-	1	2	-	1	1	-	-	-	-	5	1	2
JANITORS ⁴	77	3.33	-	-	4	4	-	-	-	3	24	4	1	2	3	-	-	1	8	6	17	-	-	-	-	-	-	-
MEN.....	62	3.17	-	-	4	4	-	-	-	3	24	4	1	2	3	-	-	8	1	8	17	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING ⁵	62	3.46	-	-	-	5	12	2	-	2	-	-	-	-	-	-	1	3	9	-	9	-	17	-	-	-	-	-
MAINTENANCE WORKERS, GENERAL UTILITY ^{3,4}	45	4.57	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	4	6	4	6	2	2	1	16	-
MOGUL OPERATORS ³	8	3.84	-	-	-	-	-	-	-	-	-	-	-	-	2	-	3	-	-	-	-	-	2	1	-	-	-	-
PACKERS, HAND, BULK ⁵	71	2.75	24	-	-	-	15	-	4	-	2	-	-	15	5	-	2	-	-	-	-	-	-	-	2	2	-	-
TIME.....	59	2.58	24	-	-	-	15	-	-	-	-	-	-	15	5	-	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, HAND, FANCY: TIME.....	93	2.73	-	-	-	-	59	-	-	-	2	21	5	2	1	1	2	-	-	-	-	-	-	-	-	-	-	-
WRAPPING-MACHINE OPERATORS.....	114	3.13	-	-	-	-	6	-	4	-	57	6	6	14	3	-	8	-	-	-	9	-	-	1	-	-	-	-

¹ The Philadelphia Standard Metropolitan Statistical Area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

³ All or virtually all workers were men.

⁴ All or virtually all workers were timeworkers.

⁵ All or virtually all workers were women.

Table 11. Occupational earnings: San Francisco—Oakland, Calif.¹(Number and average straight-time hourly earnings² of workers in selected occupations in candy and other confectionery products manufacturing establishments, August 1975)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																										
			Under \$3.90	\$3.90 and under \$4.00	\$4.00	\$4.10	\$4.20	\$4.30	\$4.40	\$4.50	\$4.60	\$4.70	\$4.80	\$4.90	\$5.00	\$5.10	\$5.20	\$5.30	\$5.40	\$5.50	\$5.60	\$5.70	\$5.80	\$5.90	\$6.00	\$6.10	\$6.20	\$6.30	\$6.40 and over
ALL PRODUCTION WORKERS ³	1,208	\$4.57	31	248	146	15	237	22	45	87	33	43	67	2	20	3	2	8	8	1	13	-	1	5	84	17	57	3	10
MEN.....	510	5.11	-	27	9	11	57	12	38	62	3	39	27	2	18	3	2	8	8	1	13	-	1	5	84	17	50	3	10
WOMEN.....	698	4.17	31	221	137	4	180	10	7	25	30	4	40	-	2	-	-	-	-	-	-	-	-	-	-	7	-	-	
SELECTED OCCUPATIONS																													
CANDY MAKERS, CLASS A.....	58	4.79	-	-	-	-	-	-	-	3	3	29	21	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
CANDY MAKERS, CLASS B.....	61	4.49	-	-	-	-	27	-	-	22	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	36	4.35	-	-	-	-	27	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOMEN.....	25	4.70	-	-	-	-	-	-	-	13	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ENROBING-MACHINE OPERATORS.....	14	4.46	-	-	-	8	-	-	-	-	-	-	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS.....	29	4.37	-	1	-	2	5	-	17	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEN.....	27	4.36	-	1	-	2	5	-	17	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MAINTENANCE WORKERS,																													
GENERAL UTILITY.....	19	5.87	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	2	-	-	3	2	-	8	-	-
MECHANICS, MAINTENANCE.....	29	5.63	-	-	-	-	-	-	-	-	-	3	-	-	2	-	-	6	-	-	11	-	1	-	1	4	-	1	

¹ The San Francisco-Oakland Standard Metropolitan Statistical Area includes Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.³ All or virtually all workers were timeworkers.⁴ All or virtually all workers were men.

Table 12. Method of wage payment

(Percent of production workers in candy and other confectionery products manufacturing establishments by method of wage payment,¹ United States, selected regions, and areas, August 1975)

Method of wage payment	United States ²	Regions					Areas				
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Chicago	Los Angeles—Long Beach	New York	Philadelphia	San Francisco—Oakland
All workers	100	100	100	100	100	100	100	100	100	100	100
Time-rated workers	89	92	91	92	85	99	79	100	96	67	100
Formal plans	78	71	83	72	75	94	68	84	95	67	100
Single rate	33	44	50	11	27	70	16	—	49	46	100
Range of rates	45	27	33	61	48	24	52	84	47	21	—
Individual rates	11	20	8	21	10	5	11	16	(³)	—	—
Incentive workers	11	8	9	8	15	1	21	—	4	33	—
Individual piecework	4	3	1	8	2	—	3	—	2	—	—
Group piecework	1	4	1	—	1	1	—	—	—	—	—
Individual bonus	1	1	3	—	1	—	1	—	2	16	—
Group bonus	5	—	3	—	11	—	17	—	—	17	—

¹ For definition of method of wage payment, see appendix B.

² Includes data for regions in addition to those shown separately.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

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Table 13. Scheduled weekly hours

(Percent of production workers in candy and other confectionery products manufacturing establishments by scheduled weekly hours,¹ United States, selected regions, and areas, August 1975)

Weekly hours	United States ²	Regions					Areas				
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Chicago	Los Angeles—Long Beach	New York	Philadelphia	San Francisco—Oakland
All workers	100	100	100	100	100	100	100	100	100	100	100
Under 40 hours	2	—	2	—	3	—	—	—	—	—	—
4 days	(³)	—	—	—	—	—	—	—	—	—	—
5 days	2	—	2	—	3	—	—	—	—	—	—
40 hours	95	100	98	95	88	100	88	100	100	100	100
4 days	3	2	1	7	2	1	—	3	—	—	—
5 days	92	98	97	88	86	99	88	97	100	100	100
Over 40 hours	3	—	—	5	9	—	12	—	—	—	—
5 days	1	—	—	5	2	—	—	—	—	—	—
5-1/2 days	(³)	—	—	—	1	—	2	—	—	—	—
6 days	2	—	—	—	6	—	11	—	—	—	—

¹ Data relate to the predominant schedule for full-time day-shift workers in each establishment.

² Includes data for regions in addition to those shown separately.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 14. Shift differential provisions

(Percent of production workers in candy and other confectionery products manufacturing establishments by shift differential provisions,¹ United States, selected regions, and areas, August 1975)

Shift differential	United States ²	Regions					Areas				
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Chicago	Los Angeles—Long Beach	New York	Philadelphia	San Francisco—Oakland
Second shift											
Workers in establishments with second-shift provisions	86	82	89	91	87	86	92	69	90	79	91
With shift differential	75	72	84	40	85	86	92	69	90	69	91
Uniform cents per hour	64	72	80	40	65	77	59	44	78	69	86
5 cents	3	—	10	5	1	—	1	—	—	—	—
6 cents	3	—	8	—	—	—	—	—	—	—	—
7 cents	2	—	6	11	—	—	—	—	—	—	—
7.5 cents	3	—	11	—	—	—	—	—	45	5	—
8 cents	6	—	8	—	5	—	—	—	—	—	—
9 cents	1	—	—	—	—	—	—	—	—	—	—
10 cents	22	37	24	15	22	26	18	23	6	17	—
12 cents	4	27	—	—	3	4	—	—	—	—	—
13 cents	1	—	—	—	—	11	—	—	—	—	30
Over 13 and under 15 cents	3	—	—	—	8	—	13	—	—	—	—
15 cents	8	8	4	9	10	23	1	13	26	—	28
17 cents	(³)	—	—	—	—	5	—	—	—	—	14
18 cents	4	—	—	—	13	—	21	—	—	—	—
Over 20 and under 25 cents	3	—	8	—	3	—	4	—	—	—	—
25 cents	(³)	—	—	—	—	5	—	—	—	—	14
30 cents	1	—	—	—	2	—	—	—	—	—	—
Uniform percentage	11	—	4	—	20	9	33	25	12	—	5
4 percent	2	—	—	—	—	—	—	—	—	—	—
6 percent	1	—	—	—	2	—	4	—	—	—	—
10 percent	8	—	4	—	18	7	29	25	12	—	—
15 percent	(³)	—	—	—	—	2	—	—	—	—	5
Third or other late shift											
Workers in establishments with third- or other late shift provisions	61	43	76	40	72	57	79	49	84	48	25
With shift differential	61	43	76	40	72	57	79	49	84	48	25
Uniform cents per hour	50	43	72	31	52	49	47	24	72	48	25
5 cents	(³)	—	2	—	—	—	—	—	—	8	—
7 cents	2	—	6	—	—	—	—	—	—	—	—
8 cents	2	—	8	—	—	—	—	—	—	—	—
10 cents	11	18	23	8	3	4	—	15	45	40	—
12 cents	1	—	—	—	—	—	—	—	—	—	—
13 cents	5	—	20	—	—	—	—	—	—	—	—
14 cents	2	—	—	11	3	—	—	—	—	—	—
15 cents	11	17	—	12	15	33	9	—	—	—	11
20 cents	4	—	4	—	6	7	—	9	26	—	—
Over 20 and under 25 cents	4	—	—	—	10	5	17	—	—	—	14
25 cents	1	8	—	—	—	—	—	—	—	—	—
26 cents	4	—	—	—	13	—	21	—	—	—	—
Over 26 cents	3	—	8	—	2	—	—	—	—	—	—
Uniform percentage	10	—	3	9	16	7	26	25	9	—	—
5 percent	1	—	—	9	—	—	—	—	—	—	—
8 percent	2	—	—	—	—	—	—	—	—	—	—
10 percent	6	—	1	—	13	7	21	25	9	—	—
15 percent	1	—	2	—	3	—	5	—	—	—	—
Other formal paid differential	1	—	1	—	4	—	6	—	3	—	—

¹ Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.

² Includes data for regions in addition to those shown separately.

³ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 15. Shift differential practices

(Percent of production workers in candy and other confectionery products manufacturing establishments employed on late shifts by amount of pay differential, United States, selected regions, and areas, August 1975)

Shift differential	United States ¹	Regions					Areas				
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
Second shift											
Workers employed on second shift	20	14	15	24	25	6	30	1	12	22	9
Receiving differential	17	12	14	8	25	6	30	1	12	20	9
Uniform cents per hour	14	12	13	8	20	6	21	1	10	20	8
5 cents	1	-	3	1	-	-	-	-	-	15	-
6 cents	(²)	-	-	-	-	-	-	-	-	-	-
7 cents	(²)	-	-	2	-	-	-	-	-	-	-
7.5 cents	(²)	-	(²)	-	-	-	-	-	-	2	-
8 cents	1	-	1	-	(²)	-	-	-	-	-	-
9 cents	(²)	-	-	-	-	-	-	-	-	-	-
10 cents	5	6	5	5	7	2	7	-	-	2	-
12 cents	1	3	-	-	1	1	-	-	-	-	-
13 cents	-	-	-	-	-	-	-	-	-	-	-
Over 13 and under 15 cents	1	-	-	-	4	-	6	-	-	-	-
15 cents	2	3	2	-	3	1	(²)	1	10	-	2
17 cents	(²)	-	-	-	-	2	-	-	-	-	5
18 cents	1	-	-	-	4	-	6	-	-	-	-
Over 20 and under 25 cents	1	-	2	-	1	-	2	-	-	-	-
25 cents	(²)	-	-	-	-	(²)	-	-	-	-	1
30 cents	(²)	-	-	-	1	-	-	-	-	-	-
Uniform percentage	3	-	1	-	5	(²)	8	-	2	-	1
4 percent	1	-	-	-	-	-	-	-	-	-	-
6 percent	(²)	-	-	-	1	-	1	-	-	-	-
10 percent	2	-	1	-	4	-	7	-	2	-	-
15 percent	(²)	-	-	-	-	(²)	-	-	-	-	1
Third or other late shift											
Workers employed on third or other late shift	4	1	5	3	7	1	9	-	-	1	2
Receiving differential	4	1	5	3	7	1	9	-	-	1	2
Uniform cents per hour	4	1	5	3	6	1	7	-	-	1	2
5 cents	(²)	-	(²)	-	-	-	-	-	-	-	-
7 cents	(²)	-	(²)	-	-	-	-	-	-	-	-
8 cents	(²)	(²)	-	-	-	-	-	-	-	-	-
10 cents	(²)	-	-	-	-	-	-	-	-	-	-
12 cents	(²)	-	-	-	-	-	-	-	-	-	-
13 cents	1	-	3	-	-	-	-	-	-	-	-
14 cents	(²)	-	-	2	1	-	-	-	-	-	-
15 cents	(²)	-	-	(²)	1	-	1	-	-	-	-
20 cents	(²)	-	-	-	(²)	-	-	-	-	-	-
Over 20 and under 25 cents	(²)	-	-	-	(²)	1	1	-	-	-	2
25 cents	(²)	1	-	-	-	-	-	-	-	-	-
26 cents	1	-	-	-	3	-	5	-	-	-	-
Over 26 cents	(²)	-	2	-	-	-	-	-	-	-	-
Uniform percentage	(²)	-	-	-	1	-	2	-	-	-	-
5 percent	-	-	-	-	-	-	-	-	-	-	-
8 percent	-	-	-	-	-	-	-	-	-	-	-
10 percent	(²)	-	-	-	1	-	2	-	-	-	-
15 percent	-	-	-	-	-	-	-	-	-	-	-
Other formal paid differential	(²)	-	-	-	(²)	-	(²)	-	-	-	-

¹ Includes data for regions in addition to those shown separately.

² Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 16. Paid holidays

(Percent of production workers in candy and other confectionery products manufacturing establishments with formal provisions for paid holidays, United States, selected regions, and areas, August 1975)

Number of paid holidays	United States ¹	Regions					Areas				
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	98	100	99	100	97	97	100	89	100	100	100
3 days	(²)	-	-	-	-	-	-	-	-	-	-
5 days	6	-	1	35	-	-	-	-	-	6	-
6 days	7	4	1	13	11	1	4	5	-	4	-
6 days plus 1 or 2 half days	1	-	1	-	3	-	5	-	-	6	-
7 days	9	-	3	29	2	23	4	3	-	-	-
7 days plus 1 or 2 half days	2	-	1	-	2	2	-	9	-	-	-
8 days	11	10	13	12	11	-	4	-	-	5	-
8 days plus 1 or 2 half days	2	1	-	-	6	4	6	15	-	-	-
9 days	13	-	4	11	7	33	3	39	-	21	34
9 days plus 1 half day	1	-	1	-	(²)	2	(²)	-	-	7	5
9 days plus 2 half days	4	-	10	-	2	12	3	-	-	-	32
10 days	24	15	27	-	40	20	53	18	16	10	28
11 days	14	26	32	-	14	-	19	-	72	40	-
12 days	2	17	3	-	-	-	-	-	3	-	-
12 days plus 1 half day	2	27	-	-	-	-	-	-	-	-	-
13 days	(²)	-	1	-	-	-	-	-	9	-	-

¹ Includes data for regions in addition to those shown separately.² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 17. Paid vacations

(Percent of production workers in candy and other confectionery products manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States, selected regions, and areas, August 1975)

Vacation policy	United States ¹	Regions					Areas				
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers	100	100	100	100	100	100	100	100	100	100	100
Method of payment											
Workers in establishments providing paid vacations	100	98	100	100	100	100	100	100	100	100	100
Length-of-time payment	87	79	76	77	90	96	86	100	74	57	100
Percentage payment	12	18	24	23	10	4	14	-	26	43	-
Amount of vacation pay²											
After 1 year of service:											
Under 1 week	(³)	-	-	4	-	-	-	-	-	-	-
1 week	80	77	88	71	80	71	75	100	100	89	86
Over 1 and under 2 weeks	3	4	-	-	-	-	-	-	-	-	-
2 weeks	15	17	11	25	19	29	25	-	-	7	14
After 2 years of service:											
1 week	43	29	44	75	51	32	43	78	10	45	-
Over 1 and under 2 weeks	5	4	10	-	-	1	-	5	-	-	-
2 weeks	51	64	45	25	49	67	57	17	90	51	100
After 3 years of service:											
1 week	8	11	4	32	4	4	2	11	-	12	-
Over 1 and under 2 weeks	4	4	-	9	-	1	-	5	-	-	-
2 weeks	86	82	85	59	96	95	98	84	100	83	100
Over 2 and under 3 weeks	2	-	10	-	-	-	-	-	-	-	-
After 5 years of service:											
1 week	4	-	4	23	-	3	-	11	-	17	-
Over 1 and under 2 weeks	(³)	-	-	5	-	-	-	-	-	-	-
2 weeks	74	89	52	55	87	43	91	48	22	37	-
Over 2 and under 3 weeks	2	-	10	-	-	-	-	-	-	-	-
3 weeks	19	8	33	17	13	54	9	41	78	47	100
After 10 years of service:											
1 week	3	-	3	23	-	3	-	11	-	12	-
2 weeks	21	22	4	33	9	2	4	5	-	3	-
Over 2 and under 3 weeks	1	-	-	2	1	-	2	-	-	-	-
3 weeks	69	76	74	31	88	90	94	75	100	84	95
Over 3 and under 4 weeks	2	-	10	-	-	-	-	-	-	-	-
4 weeks	4	-	8	11	2	5	-	9	-	-	5
After 15 years of service:											
1 week	3	-	3	23	-	3	-	11	-	12	-
2 weeks	8	10	3	10	7	1	2	5	-	-	-
Over 2 and under 3 weeks	1	-	-	2	1	-	2	-	-	-	-
3 weeks	52	73	31	54	55	47	57	66	9	34	51
Over 3 and under 4 weeks	2	-	10	-	-	-	-	-	-	-	-
4 weeks	33	15	53	11	37	48	39	18	91	54	49
After 20 years of service:											
1 week	3	-	3	23	-	3	-	11	-	12	-
2 weeks	8	10	3	10	7	1	2	5	-	-	-
Over 2 and under 3 weeks	(³)	-	-	-	1	-	2	-	-	-	-
3 weeks	20	11	8	33	14	9	6	31	6	12	-
4 weeks	57	76	61	23	71	67	82	53	51	75	100
5 weeks	11	-	25	11	7	19	8	-	43	-	-
After 25 years of service:											
1 week	3	-	3	23	-	3	-	11	-	12	-

See footnotes at end of table.

Table 17. Paid vacations—Continued

(Percent of production workers in candy and other confectionery products manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States, selected regions, and areas, August 1975)

Vacation policy	United States ¹	Regions					Areas				
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Chicago	Los Angeles—Long Beach	New York	Philadelphia	San Francisco—Oakland
Amount of vacation pay²—Continued											
After 25 years of service:											
2 weeks	8	10	3	10	7	1	2	5	—	—	—
Over 2 and under 3 weeks	(³)	—	—	—	1	—	2	—	—	—	—
3 weeks	17	1	8	33	14	9	6	31	6	12	—
4 weeks	30	33	34	23	16	63	12	53	51	35	100
Over 4 and under 5 weeks	4	—	10	—	4	—	6	—	—	—	—
5 weeks	35	53	30	11	58	24	72	—	32	40	—
6 weeks	3	—	11	—	—	—	—	—	10	—	—
After 30 years of service:⁴											
1 week	3	—	3	23	—	3	—	11	—	12	—
2 weeks	8	10	3	10	7	1	2	5	—	—	—
Over 2 and under 3 weeks	(³)	—	—	—	1	—	2	—	—	—	—
3 weeks	17	1	8	33	14	9	6	31	6	12	—
4 weeks	30	33	34	23	16	63	12	53	51	35	100
5 weeks	35	53	28	—	62	24	78	—	6	40	—
6 weeks	6	—	24	11	—	—	—	—	37	—	—

¹ Includes data for regions in addition to those shown separately.

² Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 10 years may include changes that occurred between 5 and 10 years.

³ Less than 0.5 percent.

⁴ Vacation provisions were virtually the same after longer periods of service.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 18. Health, insurance, and retirement plans

(Percent of production workers in candy and other confectionery products manufacturing establishments with specified health, insurance, and retirement plans.¹ United States, selected regions, and areas, August 1975)

Type of plan	United States ²	Regions					Areas				
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Chicago	Los Angeles-Long Beach	New York	Philadelphia	San Francisco-Oakland
All workers	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:											
Life insurance	92	90	94	98	93	85	98	61	100	88	90
Noncontributory plans	64	27	92	61	57	84	58	55	100	88	90
Accidental death and dismemberment insurance	82	90	72	78	88	75	98	30	86	41	90
Noncontributory plans	56	27	70	41	57	75	58	30	86	41	90
Sickness and accident insurance or sick leave or both ³	84	80	87	77	89	87	94	53	100	60	100
Sickness and accident insurance	74	80	81	66	87	17	94	-	91	60	10
Noncontributory plans	50	17	81	33	53	17	56	-	91	60	10
Sick leave (full pay, no waiting period)	20	6	19	21	22	47	28	35	19	-	86
Sick leave (partial pay or waiting period)	11	-	9	7	12	30	19	18	3	40	14
Long-term disability insurance	14	-	10	34	16	11	27	-	-	9	30
Noncontributory plans	14	-	10	28	16	11	27	-	-	9	30
Hospitalization insurance	96	97	97	100	93	95	100	84	100	88	100
Noncontributory plans	65	25	94	64	58	93	60	75	100	88	100
Surgical insurance	97	97	97	100	95	95	100	84	100	88	100
Noncontributory plans	63	15	94	64	55	93	60	75	100	88	100
Medical insurance	96	97	93	98	95	95	100	84	100	88	100
Noncontributory plans	62	15	91	62	55	93	60	75	100	88	100
Major medical insurance	77	96	37	96	95	95	100	84	34	12	100
Noncontributory plans	46	18	31	62	55	93	60	75	8	12	100
Retirement plans ⁴	70	80	89	64	72	65	74	70	100	88	86
Pensions	70	80	89	64	72	65	74	70	100	88	86
Noncontributory plans	69	80	89	58	70	65	74	70	100	88	86
Severance pay	1	-	1	-	1	-	-	-	9	-	-
No plans	3	3	3	-	4	5	-	16	-	12	-

¹ Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security; however, plans required by State temporary disability laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

² Includes data for regions in addition to those shown separately.

³ Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

⁴ Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 19. Other selected benefits

(Percent of production workers in candy and other confectionery products manufacturing establishments providing funeral leave pay, jury duty pay, technological severance pay, and cost-of-living adjustments,¹ United States, selected regions, and areas, August 1975)

Type of benefit	United States ²	Regions					Areas				
		New England	Middle Atlantic	Southeast	Great Lakes	Pacific	Chicago	Los Angeles—Long Beach	New York	Philadelphia	San Francisco—Oakland
Workers in establishments with provisions for:											
Funeral leave	75	80	80	61	87	71	97	47	100	83	61
Jury duty leave	74	77	66	61	82	54	91	22	100	51	61
Technological severance pay	14	6	43	—	—	—	—	—	84	40	—
Cost-of-living adjustments	9	8	20	13	3	26	—	35	—	—	44
Based on BLS Consumer Price Index	8	—	20	—	3	26	—	35	—	—	44
Based on other measure	2	8	—	13	—	—	—	—	—	—	—

¹ For definition of items, see appendix B.

² Includes data for regions in addition to those shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Appendix A. Occupational Pay Matrix

Conventional methods for gauging the relative degree of stability, or of change, in an industry's occupational wage structure usually select one occupation as the basis for comparison with all others studied, as in text table 3. To obtain a more complete picture of pay relationships, a matrix of wage differentials for each possible occupational pairing was developed for this study. It includes 20 of the 22 job classifications in 1975 that were also covered by the 1970 candy survey. The matrix is shown in table A-1.

Occupations were arranged along the matrix axes in order of highest to lowest pay levels as of August 1975. Percent differences were then computed for the 190 pay relationships each in 1970 and 1975. For example, reading across the mogul operators' row, their earnings were exceeded by 41 percent for machinists, 30 percent for mechanics, 13 percent for general utility workers, and 4 percent for class A candy makers in 1975; but compared to the other 15 jobs shown, the mogul-operator earnings advantage ranged from 3 to 49 percent, reading down column 5. To determine pay relationships for any of the 20 jobs, read across each line until a dash appears, then down the same numbered column, e.g., row 8, column 8 for candy makers, class B.

The average (mean) difference in 1970 and 1975 pay spreads was computed for the 190 occupational relationships. The difference—approximately minus 1 percentage point—was used to determine the standard deviation of the distribution of pay spreads. The resulting standard deviation—about 6—set the upper and lower limit around the mean for isolating individual pay relationships that changed by at least one standard error.

Based on the aforementioned procedure, significant occupational wage shifts were especially apparent for four occupations. Differences between wage rates of class A candy makers and watchmen and those of higher paying occupations increased while differences with most lower paying occupations decreased, implying that these two occupations experienced a decline within the overall occupational wage structure. Filling-machine operators and mogul operators' helpers, on the other hand, exhibited the reverse pattern—decreasing differences with higher paying occupations and increasing differences with most lower paying groups—implying an improvement in wage position for these two occupations.

Table A-1. Occupational pay relationship matrix in candy and other confectionery products, August 1975 and August 1970 (in parentheses)

Occupation	Machinists, maintenance (1)	Mechanics, maintenance (2)	Maintenance men, general utility (3)	Candy-makers, Class A (4)	Mogul operators (5)	Enrobing-machine operators (6)	Filling-machine operators (7)	Candy-makers, Class B (8)	Mogul operators' helpers (9)	Packers, hand, candy bars (10)
(1) Machinists, maintenance	—									
(2) Mechanics, maintenance	9 (8)	—								
(3) Maintenance workers, general utility	25 (24)	15 (16)	—							
(4) Candy makers, Class A	36 (26)	25 (17)	9 (2)	—						
(5) Mogul operators	41 (40)	30 (30)	13 (12)	4 (11)	—					
(6) Enrobing-machine operators	45 (44)	34 (34)	16 (16)	7 (14)	3 (3)	—				
(7) Filling-machine operators	46 (56)	34 (45)	17 (25)	8 (23)	3 (11)	1 (8)	—			
(8) Candy makers, Class B	47 (47)	35 (37)	18 (18)	8 (16)	4 (5)	1 (3)	1 (-5)	—		
(9) Mogul operators' helpers	50 (61)	38 (49)	20 (29)	11 (27)	6 (15)	3 (12)	3 (3)	2 (9)	—	
(10) Packers, hand, candy bars	54 (63)	42 (52)	24 (31)	14 (29)	9 (17)	6 (14)	6 (5)	5 (11)	3 (2)	—
(11) Laborers, material handling	55 (56)	43 (45)	24 (25)	14 (23)	10 (11)	7 (8)	6 (0)	5 (6)	3 (-3)	1 (-5)
(12) Janitors	59 (59)	47 (48)	28 (28)	17 (26)	13 (14)	10 (11)	9 (2)	8 (8)	6 (-1)	3 (-3)
(13) Inspectors, candy	60 (69)	47 (57)	28 (36)	18 (34)	13 (21)	10 (17)	9 (8)	9 (15)	6 (5)	4 (3)
(14) Candy makers' helpers	61 (63)	48 (51)	29 (31)	18 (29)	14 (16)	11 (13)	10 (4)	9 (10)	7 (1)	4 (1)
(15) Wrapping-machine operators	64 (68)	51 (56)	31 (35)	21 (33)	16 (20)	13 (17)	12 (8)	11 (14)	9 (5)	6 (3)
(16) Enrobing-machine operators' helpers	69 (78)	56 (65)	35 (43)	25 (41)	20 (27)	16 (24)	16 (14)	15 (21)	13 (10)	10 (9)
(17) Watchmen	74 (62)	60 (51)	40 (30)	28 (28)	23 (16)	20 (13)	19 (4)	18 (10)	16 (1)	13 (-1)
(18) Packers, hand, fancy	87 (91)	72 (77)	50 (54)	38 (51)	32 (37)	29 (33)	28 (23)	27 (30)	25 (19)	21 (17)
(19) Packers, hand, bulk	92 (95)	77 (81)	54 (56)	42 (54)	36 (39)	32 (35)	32 (25)	31 (32)	28 (21)	25 (19)
(20) Dippers, hand	111 (107)	94 (92)	69 (66)	55 (63)	49 (48)	45 (44)	44 (32)	43 (40)	40 (28)	36 (26)
	Laborers, material handling (11)	Janitors (12)	Inspectors, candy (13)	Candy-makers' helpers (14)	Wrapping-machine operators (15)	Enrobing-machine operators' helpers (16)	Watchmen (17)	Packers, hand, fancy (18)	Packers, hand, bulk (19)	Dippers, hand (20)
(1) Machinists, maintenance										
(2) Mechanics, maintenance										
(3) Maintenance workers, general utility										
(4) Candy makers, Class A										
(5) Mogul operators										
(6) Enrobing-machine operators										
(7) Filling-machine operators										
(8) Candy makers, Class B										
(9) Mogul operators' helpers										
(10) Packers, hand, candy bars										
(11) Laborers, material handling	—									
(12) Janitors	3 (2)	—								
(13) Inspectors, candy	3 (8)	1 (6)	—							
(14) Candy makers' helpers	4 (4)	1 (2)	1 (-4)	—						
(15) Wrapping-machine operators	6 (8)	3 (6)	3 (1)	2 (3)	—					
(16) Enrobing-machine operators' helpers	9 (14)	6 (12)	6 (5)	5 (9)	3 (6)	—				
(17) Watchmen	12 (4)	9 (2)	9 (-4)	8 (1)	6 (-4)	3 (-9)	—			
(18) Packers, hand, fancy	21 (23)	18 (20)	17 (13)	17 (17)	14 (14)	11 (8)	7 (18)	—		
(19) Packers, hand, bulk	24 (25)	21 (22)	20 (15)	20 (20)	17 (16)	14 (10)	10 (20)	3 (2)	—	
(20) Dippers, hand	36 (32)	32 (30)	32 (22)	31 (27)	28 (23)	24 (16)	21 (27)	12 (8)	9 (6)	—

¹ Less than 0.5 percent.

Appendix B. Scope and Method of Survey

Scope of survey

The survey included establishments engaged primarily in manufacturing candy and other confectionery products (SIC 2071 as defined in the 1967 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget). Establishments primarily engaged in manufacturing solid chocolate bars (SIC 2072), manufacturing chewing gum (SIC 2073), making confectionery primarily for direct sale on the premises, and shelling and roasting nuts (which are classified in trade industries) were excluded. Also excluded were separate auxiliary units, such as central offices.

Establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists. Table B-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

Method of study

Data were obtained by personal visits of the Bureau's field staff to a representative sample of establishments within the scope of the survey. To obtain appropriate accuracy at a minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given an appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

Establishment definition

An establishment is defined for this study as a single physical location where manufacturing operations are performed. An establishment is not necessarily identical with a company, which may consist of one establishment or more.

Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and

composition of the industry's labor force, rather than as precise measures of employment.

Production workers

The terms "production workers" and "production and related workers," used interchangeably in this bulletin, include working supervisors and all nonsupervisory workers engaged in nonoffice activities. Administrative, executive, professional, technical personnel, office clericals and force-account construction employees, who are used as a separate work force on the firm's own properties, are excluded.

Occupations selected for study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix C for these descriptions.) The criteria for selection of the occupations were: the number of workers in the occupation; the usefulness of the data in collective bargaining; and appropriate representation of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations but were included in the data for all production workers.

Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems, and cost-of-living bonuses were included as part of the workers' regular pay. Nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly rates or earnings for each occupation or category of workers, such as production workers, were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing straight-time salary by normal rather than actual hours.

Table B-1. Estimated number of establishments and employees within scope of survey and number studied, candy and other confectionery products industry, August 1975

Region ¹ and area ²	Number of establishments ³		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Actually studied
			Total ⁴	Production workers	
United States ⁵	349	157	50,002	40,281	37,025
New England	21	14	3,590	2,909	2,969
Middle Atlantic	94	38	11,420	9,256	7,956
New York, N.Y.	19	12	1,852	1,531	1,659
Philadelphia	22	12	2,197	1,865	1,885
Southeast	19	15	3,931	3,033	3,691
Great Lakes	101	40	18,042	14,294	14,059
Chicago, Ill.	40	20	10,847	8,618	9,436
Pacific	45	24	4,249	3,324	2,950
Los Angeles-Long Beach, Calif.	19	10	1,170	947	816
San Francisco-Oakland, Calif.	16	9	1,570	1,208	1,304

¹ The regions used in this study include *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; and *Pacific*—California, Nevada, Oregon, and Washington.

² See individual area tables 7-11 for definitions of selected areas.

³ Includes only those establishments with 20 workers or more at the time of reference of the universe data.

⁴ Includes executive, professional, office, and other workers in addition to the production workers category shown separately.

⁵ Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

The *median* designates position; that is, one-half of the employees surveyed received more than this rate and one-half received less. The *middle range* is defined by two rates of pay such that one-fourth of the employees earned less than the lower of these rates and one-fourth earned more than the higher rate.

Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through February 8, 1974.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Counties contiguous to the one containing such a city are included in a Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Labor-management agreements

Separate wage data are presented, where possible, for establishments that had (1) a majority of the production workers covered by labor-management contracts, and (2) none or a minority of the production workers covered by labor-management contracts.

Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. (Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time.) An experienced worker occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of these. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are for production in excess of a quota or for completion of a task in less than standard time.

Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time production workers employed on the day shift.

Shift provisions and practices

Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Supplementary benefits

Supplementary benefits in an establishment were considered applicable to all production workers if they applied to one-half or more of such workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers actually receiving the benefits may be smaller than the estimate.

Paid holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid vacations. The summaries of vacation plans are limited to formal arrangements and exclude informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented represent the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

Health, insurance, and retirement plans. Data are presented for health, insurance, and retirement plans for which the employer pays all or a part of the cost, excluding programs required by law such as workers' compensation and social security. Among plans included are those underwritten by a commercial insurance company and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New

Jersey, where temporary disability insurance laws require employer contributions,¹ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be a form of self-insurance.

Major medical insurance, sometimes referred to as extended medical or catastrophe insurance, includes plans designed to cover employees for sickness or injury involving an expense which exceeds the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time). Establishments providing both retirement severance payments and retirement pensions to employees were considered as having both retirement severance plans and retirement pensions; however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

Paid funeral and jury-duty leave. Data for paid funeral and jury-duty leave relate to formal plans which provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Technological severance pay. Data relate to formal plans providing for payments to employees permanently separated from the company because of a technological change or plant closing.

Cost-of-living pay adjustments. Data relate to formal plans whereby wage rates are adjusted periodically in keeping with changes in the Consumer Price Index or some other measure.

¹The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Appendix C. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field staff is instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers.

Candy cutter

(Cutter, machine; slicing-machine feeder; stripper-machine operator; caramel cutter, machine; mint-machine operator; nougat cutter, machine)

Tends a machine that cuts candy (such as caramel, nougat or fudge) into pieces or strips of specified size. Work involves: Using knife to cut slabs of candy into sections; selecting cutting disks, already mounted on shafts, according to specified width of cut, and installing cutting disks in machine; placing candy on conveyor that carries it under rotating disks for cutting into strips; repositioning cut strips on conveyor or feeding strips against knife so that slicing occurs at right angle to first cut, forming square or oblong pieces of candy suitable for shipment or further processing. May weigh random samples to insure uniformity of product and dust candy with flour or starch to prevent sticking. May also tend machine equipped with two cutting heads and device that changes feed angle so that candy is automatically sliced into strips and cut into pieces of specified size and shape.

Candy maker

(Batch maker; boiler; confectioner; cook, candy; cooker, batch; fondant maker; hard-candy maker; jelly- or gum-candy maker; taffy-candy maker)

Measures, weighs, mixes and/or cooks ingredients in making candies or in preparing bases for making candies. May, in addition, operate heating, pulling, molding, and other types of candy-making machines, or may specialize

in making one type of candy such as hard, cream, caramel, or nougat.

Class A—Makes one or more types of candy. Work involves *most of the following*: Knowledge of various ingredients, formulas, methods, and equipment used in producing candy; the exercise of judgment, initiative, and ingenuity in creating new candy items or in meeting production difficulties; working with a minimum of supervision; and directing the activities of candy makers of lesser skill and/or helpers.

Class B—Makes candy according to formulas, or under the direction of others, usually preparing one type of candy or performing only some of the operations required in candy making. May be assisted by, and assign work to, one or more helpers.

Candy maker's helper

Assists the candy maker by performing such tasks as: Obtaining, measuring, or weighing sugar, glucose, and other ingredients according to formulas or instructions; lifting or conveying ingredients to cooking kettles; cutting or chopping fruits or nuts; mixing cream-candy batches; washing cooking equipment and utensils; and cleaning working areas. May, in addition, perform various candy forming and cutting operations.

Candy-rolling machine operator

(Cut-roll machine operator; roller operator)

Tends a machine that rolls slabs of candy to specified thickness prior to cutting. Work involves: Turning hand-wheel to adjust clearance of rollers to accommodate thickness of slab without binding; starting machine and feeding slabs of candy between rollers; reversing rollers to return candy for removal; readjusting rollers and continuing operation until candy is rolled to specified thickness.

Dipper, hand

(Bonbon dipper; candy dipper, hand; caramel dipper; chocolate dipper, hand; coater, hand; cream dipper; dipper, fork; icing dipper; stripper)

Dips candy centers, fruits, or nuts into fondant, chocolate, or other icing material and finishes the surface by hand. Work involves: Regulating temperature of small dipping vat with valve or switch; dropping candy center, fruit, or nut into vat of icing and removing it with fingers or fork; and smoothing the surface and making an identifying mark on the top. May, in addition, prepare icing in small quantities in dipping vat or place nut or other garnishing on top of candy.

Enrobing-machine operator

(Coating-machine operator; coater, machine, dipper, machine; dipping-machine operator; enrober)

Controls the operation of one or more machines that automatically coat (dip) candy centers with chocolate or other icing material. Work involves: Regulating supply and temperature of chocolate or other icing material, and making minor mechanical adjustments to keep machines operating efficiently. May be assisted by several helpers.

Enrobing-machine operator's helper

(Candy liner; coating-machine feeder; corder; decorator; dipping-machine feeder; off-bearer; dipping-machine operator's helper; enrober's helper; separator; slider; straightener; staker; stringer; stoker; tray filler)

Assists the enrobing-machine operator by performing one or more hand operations involved in the candy making process. Typical of such operations are: Placing and arranging candy centers on the feed conveyor of the coating machine; dumping centers into a mechanical feed hopper which discharges them on the feed conveyor; finishing the top of coated candies by applying coating material with fingers; separating coated candies with a wire tool to prevent them from sticking together; lifting wax paper plaques

of candies from discharge conveyor and sliding them onto candy trays; and stacking trays of candy on handtrucks.

This classification does *not* include off-bearers who also pack candy boxes or other containers.

Filling-machine operator

Controls the operation of a filling machine which automatically fills containers such as cartons, boxes, bottles, cans, or jars with a specified weight or amount of the commodity being packaged. May, in some plants, feed containers to the machine and remove filled containers from the machine where these operations are not assigned to other workers.

This classification includes workers who tend machines that perform other operations such as closing, sealing, capping, or wrapping, *in addition to filling containers*.

Inspector, candy

Examines boxes or other containers of candy to see that candy is properly formed, polished, wrapped, and packed; and stamps or indicates date of inspection on box or container, or returns candy to packer with explanation for rejection. May, in addition, weigh candy, or pack boxes or containers of candy in cartons.

Janitor

(Sweeper; charworker)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve *a combination of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

Laborer, material handling

(Loader and unloader; handler and stacker; shelve; trucker; stockman or stock helper; warehouse worker or warehouse helper)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve *one or more of the following*: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. *Longshore workers who load and unload ships, are excluded.*

Machinist, maintenance

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

Maintenance worker, general utility

Keeps the machines, mechanical equipment and/or structure of an establishment (usually a small plant where specialization in maintenance work is impractical) in repair. Duties involve the performance of operations and the use of tools and equipment of several trades, rather than specialization in one trade or one type of maintenance work only. Work involves *a combination of the following*: Planning and laying out of work relating to repair of buildings, machines, mechanical and/or electrical equipment; repairing electrical and/or mechanical equipment; installing, alining and balancing new equipment; and repairing buildings, floors, and stairs as well as making and repairing bins, cribs, and partitions.

Mechanic, maintenance

Repairs machinery or mechanical equipment of an establishment. Work involves *most of the following*: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

Mogul operator

Molds soft candy centers, such as gums and jellies, by operating a mogul machine. Work involves the following: Inserting mold die in machine and fastening it in place with wedges or by tightening thumb screws; starting machine and turning valve to supply steam to jacket of candy hopper; adjusting setscrews to regulate flow of candy from depositors; oiling machine and observing its proper operation; and directing one or more helpers.

Mogul operator's helper

Assists the mogul-machine operator by feeding, catching, stacking, and trucking candy. Typical of the specific duties performed by the helper are: Lifting trays of freshly molded candy from conveyor or machine and stacking them on handtrucks to be pushed to hardening room; placing trays of hardened candy in starch molds on automatic feed rack of mogul machine; placing empty trays under conveyor of machine to catch candy after it has been separated from starch; spreading candy on trays; and pushing loaded handtrucks to and from hardening room.

Packer, hand

Packs candy or other confectionery products by hand in various size or shaped boxes, cartons, jars, or other containers.

Packer, hand, bulk—Pours, scoops, or funnels loose candy into boxes, cartons, jars, pails, bags, or other containers.

Packer, hand, candy bars—Fills cartons with a specified number of wrapped candy bars of the same kind, shape, and size.

Packer, hand, fancy—Places pieces of wrapped or unwrapped candy in boxes by hand, following a prescribed packing arrangement, packs a complete box or places a few pieces of more than one type of candy in each box; may also wrap individual pieces of candy in paper, or place candy in paper cups, and count or weigh candy.

Watchman

Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

Wrapping-machine operator

Packages rolls, bars, slabs, or individual pieces of candy in advertising or designating wrapper by feeding to a candy

wrapping machine. Work involves *most of the following*: Feeding candy items onto a conveyor belt and guiding to slots of machine which automatically wraps them; starts and stops machine and may thread paper through the rolls of the machine as necessary; catching and removing wrapped

items as they come from the machine and may also pack by putting specified number of items in boxes or other containers. (Both feeders and catchers are to be included regardless of whether they alternate between the two types of work.)

Industry Wage Studies

The most recent providing occupational wage data for industries included in the Bureau's program of industry wage surveys since 1960 are listed below. Copies are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from any of its regional sales offices, and from the regional

offices of the Bureau of Labor Statistics shown on the inside back cover. Copies that are out of stock are available for reference purposes at leading public, college, or university libraries, or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1972. BLS Bulletin 1839
Candy and Other Confectionery Products, 1975. BLS Bulletin 1939
Cigar Manufacturing, 1973. BLS Bulletin 1796
Cigarette Manufacturing, 1976. BLS Bulletin 1944
Fabricated Structural Steel, 1974. BLS Bulletin 1935
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Industrial Chemicals, 1971. BLS Bulletin 1768
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Meat Products, 1974. BLS Bulletin 1896
Men's and Boys' Separate Trousers, 1974, BLS Bulletin 1906
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1974. BLS Bulletin 1901
Men's and Boys' Suits and Coats, 1973. BLS Bulletin 1843
Miscellaneous Plastics Products, 1974. BLS Bulletin 1914
Motor Vehicles and Parts, 1973-74. BLS Bulletin 1912
Nonferrous Foundries, 1970. BLS Bulletin 1726
Paints and Varnishes, 1970. BLS Bulletin 1739
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719
Petroleum Refining, 1971. BLS Bulletin 1741
Pressed or Blown Glass and Glassware, 1975. BLS Bulletin 1923
Pulp, Paper, and Paperboard Mills, 1972. BLS Bulletin 1844
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694
Structural Clay Products, 1975. BLS Bulletin 1942
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Textile Dyeing and Finishing, 1970. BLS Bulletin 1757
Textiles, 1975. BLS Bulletin 1945

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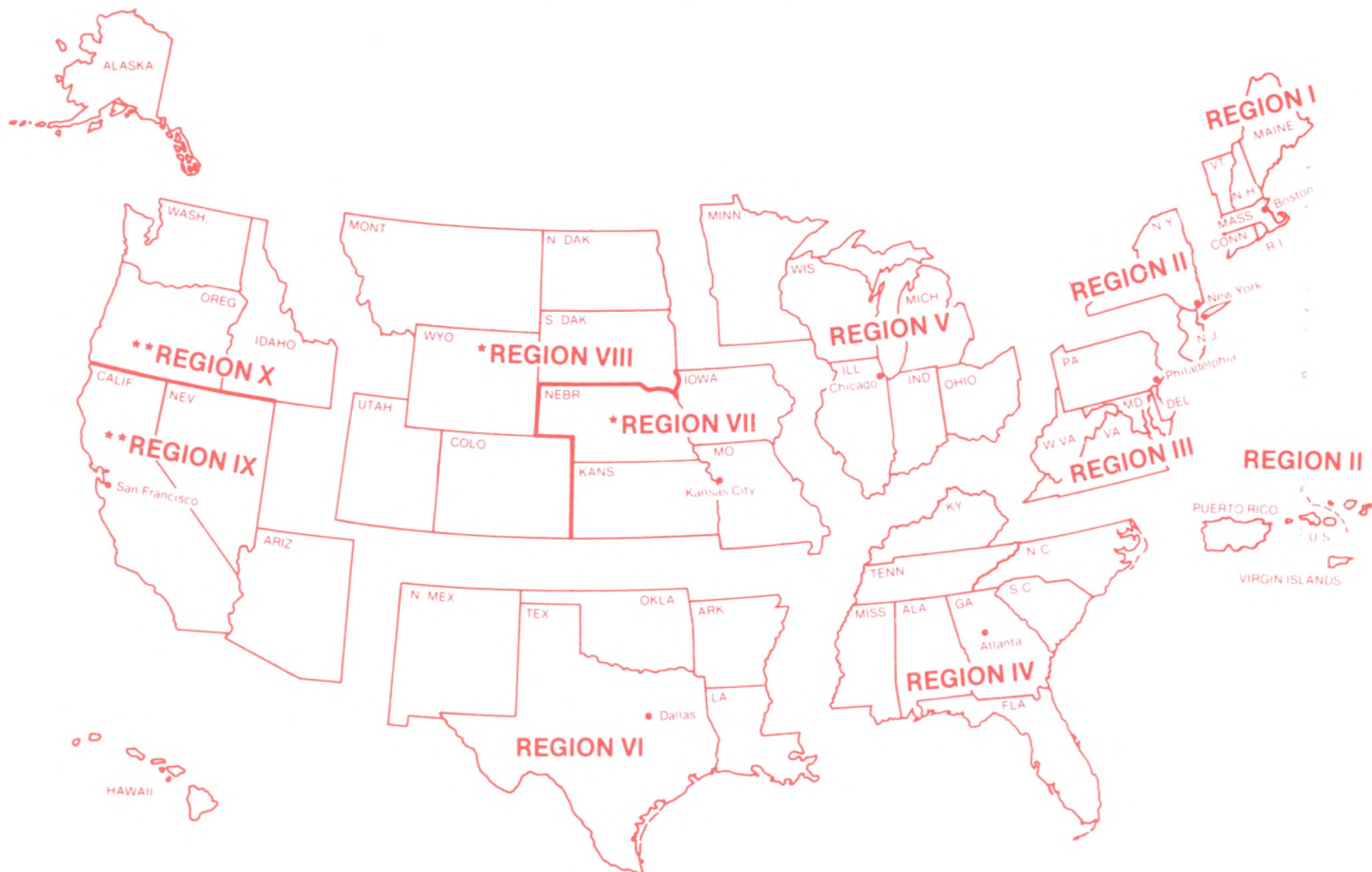
Wages and Demographic Characteristics in Work Clothing Manufacturing, 1972. BLS Bulletin 1858
West Coast Sawmilling, 1969. BLS Bulletin 1704
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728
Women's and Misses' Dresses, 1974. BLS Bulletin 1908
Wood Household Furniture, Except Upholstered, 1974. BLS Bulletin 1930

Nonmanufacturing

Appliance Repair Shops, 1975. BLS Bulletin 1936
Auto Dealer Repair Shops, 1973. BLS Bulletin 1876
Banking, 1973. BLS Bulletin 1862
Bituminous Coal Mining, 1967. BLS Bulletin 1583
Communications, 1974. BLS Bulletin 1909
Contract Cleaning Services, 1974. BLS Bulletin 1916
Contract Construction, 1973. BLS Bulletin 1911
Crude Petroleum and Natural Gas Production, 1972. BLS Bulletin 1797
Department Stores, 1973. BLS Bulletin 1869
Educational Institutions: Nonteaching Employees, 1968-69. BLS Bulletin 1671
Electric and Gas Utilities, 1972. BLS Bulletin 1834
Hospitals, 1972. BLS Bulletin 1829
Hotel and Motels, 1973. BLS Bulletin 1883
Laundry and Cleaning Services, 1968. BLS Bulletin 1645¹
Life Insurance, 1971. BLS Bulletin 1791
Metal Mining, 1972. BLS Bulletin 1820
Motion Picture Theaters, 1966. BLS Bulletin 1542¹
Nursing Homes and Related Facilities, 1973. BLS Bulletin 1855
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