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**WAGES AND HOURS OF LABOR SERIES**

**WAGES AND HOURS OF LABOR  
IN THE LEATHER INDUSTRY, 1932**



**Prepared by DIVISION OF WAGE STATISTICS  
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# BULLETIN OF THE U.S. BUREAU OF LABOR STATISTICS

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## WAGES AND HOURS OF LABOR IN THE LEATHER INDUSTRY, 1932

**T**HE Bureau of Labor Statistics made a study of days and hours worked and earnings of workers in the leather industry in the United States in 1932. The study was limited to tanneries engaged primarily in the manufacture of one or more of such leathers as sole, belting, side upper, kid, patent, or upholstery leather, made from cattle hides, and calf, sheep, and goat skins.

Agents of the Bureau obtained from the pay rolls and other records of 114 representative tanneries in 15 States the number of days and hours worked in a representative pay-roll period and the amount of earnings made in such period by each of 21,399 wage earners. Except for a few tanneries the wage figures were collected for a pay period in March, April, or May, and, therefore, are representative of conditions in those months. The number of wage earners covered in the study was approximately 43 percent of the total number engaged in the manufacture of all kinds of leather in the United States, as shown by the 1929 Census of Manufactures.

### Average Days, Hours, and Earnings, 1932, by Occupation

Table 1 shows average days, full-time and actual hours and earnings in 1 week, the percent of full time actually worked in the week, and average earnings per hour in 1932 for the industry as a whole and for the wage earners in each of the important occupations in the hide house, beam house, tan house, finishing, sorting and shipping, and maintenance departments in the leather industry; wage figures are also shown for a group of "other employees" in each department, including the wage earners in a number of occupations each too few in number to warrant occupational tabulation.

The 21,399 wage earners in all occupations combined worked an average of 5.2 days in 1 week. In arriving at the average per day for these wage earners, each full day or part of a day on which an employee did any work in the week was counted as a day. Their full-time hours per week averaged 50.4 and they actually worked an average of 42 hours in the week or 83.3 percent of full time, thus showing that the hours worked were 16.7 percent less than full time. They earned an average of 47.1 cents per hour and \$19.74 in 1 week. Had each wage earner worked full time and at the same average per hour as was earned in the hours actually worked, the average full-time earnings per week would have been \$23.74 or \$4 more than was actually earned in the week.

Average earnings per hour of males in the various occupations ranged from 35.1 cents for the measuring-machine operator's helpers

(1)

in the sorting and shipping department to 66.9 cents for splitting-machine operators in the finishing departments, and those of females ranged from 23.2 cents for machine setters-out in the finishing department to 39 cents for laborers and truckers in the sorting and shipping department.

Average actual earnings in 1 week of males ranged from \$14.98 for laborers and truckers in the maintenance department to \$29.06 for pumicers in the finishing department, and those of females ranged from \$7.75 for machine setters-out in the finishing department to \$16.13 for laborers and truckers in the tan house.

Average hours actually worked in 1 week by males ranged from 31.8 for buffing-wheel operators to 49.5 for color, fat liquor, and seasoning mixers, and those worked by females ranged from 33.4 for machine setters-out to 50 for hand boarders or grainers. Each of these occupations is in the finishing department.

Hides are received at tanneries in various conditions, known in the industry as "market", i.e., tanned without previous cure; "green salted", preserved by piling down in salt; "dry salted", salted and then allowed to dry; and "flint hides", dried without previous salting. The hides are classified at the tanneries according to weight (as heavy, medium, or light) and are graded by the sorters and counters according to the number and size of scores and cuts made in skinning or dressing animals, holes made by grubs, etc.

Wage earners in the finishing department represented about 65 percent of those covered by the study. They are divided into three groups—those working on patent leather, those working on sole and belting, and those working on other kinds of leather.

TABLE 1.—Average days, hours, and earnings, 1932, by department, occupation, and sex

Department and occupation	Sex	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
						Average number	Percent of full time			
<b>HIDE HOUSE</b>										
Sorters and counters.....	Male.....	59	177	5.3	50.0	43.8	87.6	\$0.473	\$23.65	\$20.70
Laborers and truckers.....	do.....	29	119	5.3	50.1	44.1	88.0	.410	20.54	18.07
Other employees.....	do.....	38	58	5.6	50.2	46.3	92.2	.597	29.97	27.63
<b>BEAM HOUSE</b>										
Haulers.....	do.....	89	671	5.4	50.9	42.8	84.1	.461	23.46	19.72
Splitting-machine operators.....	do.....	23	39	5.2	49.7	42.0	84.5	.597	29.67	25.09
Unhairing-machine operators.....	do.....	86	287	5.3	51.1	43.0	84.1	.490	25.04	21.07
Fleshing-machine operators.....	do.....	105	344	5.3	50.8	42.5	83.7	.492	24.99	20.90
Beamsters or scudders, hand.....	do.....	63	432	5.0	51.0	39.5	77.5	.492	25.09	19.46
Beamsters or scudders, machine.....	do.....	20	49	5.1	50.5	40.1	79.4	.534	26.97	21.40
Trimmers.....	do.....	70	405	5.1	50.6	42.1	83.2	.449	22.72	18.90
Machine helpers.....	do.....	21	76	5.0	49.6	41.3	83.3	.431	21.38	17.81
Laborers and truckers.....	do.....	64	356	5.1	50.8	42.4	83.5	.424	21.54	17.98
Other employees.....	do.....	91	363	5.5	50.2	47.2	94.0	.564	28.31	26.69
<b>TAN HOUSE</b>										
Liquor men.....	do.....	89	150	5.4	50.7	45.9	90.5	.462	23.42	21.24
Haulers.....	do.....	97	753	5.2	50.8	40.7	80.1	.436	22.15	17.76
Laborers and truckers.....	do.....	46	184	4.8	51.4	39.5	76.8	.382	19.63	15.11
	Female.....	1	5	5.6	52.5	49.5	94.3	.326	17.12	16.13
Other employees.....	Male.....	84	324	5.3	50.6	44.5	87.9	.577	29.20	25.08
	Female.....	1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )

<sup>1</sup> For less than 3 wage earners in this establishment, data included in total.

TABLE 1.—Average days, hours, and earnings, 1932, by department, occupation, and sex—Continued

Department and occupation	Sex	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
						Average number	Percent of full time			
<b>FINISHING DEPARTMENT, SOLE AND BELTING</b>										
Bleachers	Male	37	96	5.0	52.7	39.5	75.0	\$0.398	\$20.97	\$15.71
Extractors, temperers, and oilers	do.	37	237	5.0	52.5	39.9	76.0	.419	22.00	16.73
Wringing and setting-out machine operators	do.	38	284	5.1	51.5	38.8	75.3	.432	22.25	16.73
Dry-loft men	do.	37	333	5.2	52.0	39.2	75.4	.391	20.33	15.31
Spongers and stuffers	do.	33	232	5.2	51.3	39.2	76.4	.390	20.01	15.28
Rolling-machine operators	do.	37	534	5.3	51.3	40.8	79.5	.474	24.32	19.37
<b>FINISHING DEPARTMENT—PATENT LEATHER</b>										
Buffing-wheel operators	Male	5	13	4.5	49.8	31.8	63.9	.638	31.77	20.31
Togglers and tackers	do.	8	120	4.9	49.1	35.4	72.1	.572	28.09	20.23
	Female	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Oil and dope mixers	Male	8	13	5.2	49.1	43.3	88.2	.526	25.83	22.78
Daubers	do.	8	88	5.2	47.2	40.9	86.7	.658	30.82	26.74
	Female	2	7	5.7	50.5	49.9	98.8	.273	13.79	13.60
Pumicers	Male	8	93	5.5	47.7	43.8	91.8	.663	31.63	29.06
	Female	1	3	6.0	48.0	49.5	103.1	.258	12.38	12.78
Trimmers	Male	5	14	5.6	49.7	41.5	83.5	.490	24.35	20.32
	Female	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
<b>FINISHING DEPARTMENT, OTHER THAN SOLE OR PATENT</b>										
Setters-out, machine	Male	70	701	5.1	50.2	41.3	82.3	.449	22.54	18.55
	Female	4	61	4.3	50.6	33.4	66.0	.232	11.74	7.75
Setters-out, hand	Male	23	152	5.1	50.4	38.5	76.4	.456	22.98	17.56
Driers	do.	61	324	5.3	50.4	44.1	87.5	.378	19.05	16.67
	Female	20	84	5.3	49.4	43.2	87.4	.266	13.14	11.47
Splitting-machine operators	Male	31	59	5.0	51.0	39.6	77.6	.669	34.12	26.51
Sorters, blue and crust	do.	52	163	5.5	50.2	41.7	91.0	.508	25.50	23.23
	Female	5	11	5.9	49.7	48.3	97.2	.248	12.33	11.96
Shaving-machine operators	Male	71	558	5.1	50.0	38.9	77.8	.623	31.15	24.26
Color, fat liquor, and seasoning mixers	do.	47	89	5.7	50.2	49.5	98.6	.495	24.85	24.47
Colorers and fat liquors	do.	63	370	5.1	49.7	43.2	86.9	.474	23.56	20.48
	Female	4	14	4.5	49.6	38.7	78.0	.327	16.22	12.65
Oiling-off machine operators	Male	23	43	5.1	50.4	41.0	81.3	.419	21.12	17.16
	Female	9	42	4.6	49.8	36.3	72.9	.288	14.34	10.44
Dampeners or sawdusters	Male	43	119	5.6	50.6	45.4	89.7	.372	18.82	16.88
	Female	3	8	5.5	49.3	44.4	90.1	.257	12.67	11.40
Stakers, machine	Male	72	854	5.1	49.8	41.4	83.1	.560	27.89	23.14
	Female	6	13	4.8	48.5	36.4	75.1	.305	14.79	11.09
Stakers, hand	Male	14	127	4.7	49.1	36.3	73.9	.606	29.75	22.01
Tackers, togglers, and pasters	do.	60	1,111	5.0	49.9	38.2	76.6	.551	27.49	21.05
	Female	4	143	5.0	48.1	34.1	70.9	.341	16.40	11.62
Rolling-machine operators	Male	17	56	4.7	49.2	37.6	76.4	.442	21.75	16.61
	Female	13	44	5.1	49.0	41.4	84.5	.322	15.78	13.34
Buffing-wheel operators	Male	63	603	5.0	50.4	41.3	81.9	.543	27.37	22.43
	Female	4	29	4.8	50.7	42.7	84.2	.235	11.91	10.04
Brushing-machine operators	Male	34	83	5.3	50.3	44.2	87.9	.381	19.16	16.84
	Female	7	13	5.4	49.1	41.9	85.3	.272	13.36	11.39
Trimmers	Male	38	114	5.1	49.5	39.8	80.4	.443	21.93	17.61
	Female	40	238	5.2	50.1	40.1	80.0	.290	14.53	11.61
Finishers or seasoners, machine	Male	38	224	5.0	49.8	43.9	88.2	.421	20.97	18.46
	Female	30	200	5.1	49.4	40.8	82.6	.291	14.38	11.89
Finishers or seasoners, hand	Male	39	413	5.4	50.3	43.3	85.5	.500	25.15	21.51
	Female	42	875	5.2	50.2	42.8	85.3	.306	15.36	13.09
Glazing-machine operators	Male	59	752	5.1	49.7	40.4	81.3	.603	29.97	24.39
	Female	17	270	4.9	50.6	38.1	75.3	.372	18.82	14.16
Boarders or grainers, hand	Male	31	173	5.2	50.7	39.5	77.9	.517	26.21	20.41
	Female	1	5	6.0	50.0	50.0	100.0	.311	15.54	15.54
Boarders or grainers, machine	Male	13	42	5.0	48.3	42.0	87.0	.530	25.60	22.27

<sup>1</sup> For less than 3 wage earners in this establishment, data included in total.

TABLE 1.—Average days, hours, and earnings, 1932, by department, occupation, and sex—Continued

Department and occupation	Sex	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
						Average number	Percent of full time			
<b>FINISHING DEPARTMENT, OTHER THAN SOLE OR PATENT—continued</b>										
Embossing or plating press operators.	Male.....	53	280	5.3	50.2	43.6	86.9	\$0.496	\$24.90	\$21.63
	Female....	7	33	5.0	49.4	40.2	81.4	.275	13.59	11.05
Ironers, hand or machine....	Male.....	26	133	5.0	49.3	40.5	82.2	.465	22.92	18.81
	Female....	27	170	5.1	49.8	42.3	84.9	.286	14.24	12.12
Machine helpers.....	Male.....	41	188	5.1	50.9	41.2	80.9	.421	21.43	17.35
	Female....	7	37	4.8	50.0	40.9	81.8	.261	13.05	10.65
<b>FINISHING DEPARTMENT, ALL LEATHERS<sup>1</sup></b>										
Laborers and truckers.....	Male.....	78	562	5.4	50.6	43.9	86.8	.378	19.13	16.63
	Female....	7	25	5.7	50.9	45.5	89.4	.279	14.20	12.69
Other employees.....	Male.....	108	1,234	5.4	50.6	43.8	86.6	.541	27.37	23.68
	Female....	25	117	4.8	50.4	39.2	77.8	.287	14.46	11.25
<b>SORTING AND SHIPPING DEPARTMENT</b>										
Measuring-machine operators.	Male.....	45	91	5.5	50.0	44.5	89.0	.440	22.00	19.58
	Female....	19	51	5.0	49.6	41.9	84.5	.301	14.93	12.63
Measuring-machine operators' helpers.	Male.....	22	40	5.6	48.7	44.3	91.0	.351	17.09	15.53
	Female....	23	46	5.5	49.8	44.1	88.6	.274	13.65	12.10
Sorters.....	Male.....	84	364	5.5	49.9	44.6	89.4	.577	28.79	25.73
	Female....	8	22	5.5	49.9	45.4	91.0	.305	15.22	13.94
Packers and shippers.....	Male.....	96	384	5.5	50.4	44.8	88.9	.427	21.52	19.12
	Female....	10	37	5.4	49.7	44.3	89.1	.284	14.11	12.60
Laborers and truckers.....	Male.....	36	111	5.2	50.3	42.0	83.5	.382	19.21	16.03
	Female....	1	6	5.0	50.0	36.2	72.4	.390	19.50	14.11
Other employees.....	Male.....	65	156	5.6	50.2	47.0	93.6	.556	27.91	26.15
	Female....	12	26	5.2	49.4	41.8	84.6	.323	15.96	13.51
<b>MAINTENANCE DEPARTMENT</b>										
Machine fixers.....	Male.....	36	94	5.5	52.3	46.7	89.3	.576	30.12	26.93
Laborers and truckers.....	do.....	56	329	5.2	51.4	42.0	81.7	.357	18.35	14.98
	Female....	1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Other employees.....	Male.....	103	809	5.6	50.6	47.2	93.3	.525	26.57	24.78
<b>ALL DEPARTMENTS</b>										
All occupations.....	do.....	114	18,755	5.2	50.4	42.1	83.5	.493	24.85	20.78
	Female....	57	2,644	5.1	50.0	40.9	81.8	.303	15.15	12.41
	Male and female.	114	21,399	5.2	50.4	42.0	83.3	.471	23.74	19.74

<sup>1</sup> For less than 3 wage earners in this establishment, data included in total.<sup>2</sup> These employees were not segregated by kind of leathers.

## Average Days, Hours, and Earnings, 1932, by Kind of Leather, Sex, and State

Table 2 shows for each of five kinds of leather (sole, kid, side upper, calf, and sheepskin) average days, hours, and earnings for the wage earners of each sex separately and for both sexes combined in each State or group of States, and also for all States covered in each of the five divisions of the industry. Both sexes were employed in the production of four kinds of leather and males only in the manufacture of sole leather.

In sole-leather tanneries males in all States combined earned an average of 42.1 cents per hour and \$17.06 in 1 week. Earnings per

hour ranged, by States, from 30.9 cents to 55.5 cents, and earnings in 1 week ranged from \$8.97 to \$22.77.

In kid-leather tanneries males in all States earned an average of 50.2 cents per hour and \$21.73 in 1 week; females earned an average of 29.9 cents per hour and \$12.38 in 1 week; and males and females combined earned an average of 45.2 cents per hour and \$19.32 in 1 week.

In side-upper tanneries males in all States earned an average of 48.8 cents per hour and \$20.09 in 1 week; females earned an average of 27.4 cents per hour and \$10.52 in 1 week; and both sexes combined earned an average of 46.2 cents per hour and \$18.86 in 1 week.

In calfskin-leather tanneries males covered in all States earned an average of 52.3 cents per hour and \$22.54 in 1 week; females earned an average of 32 cents per hour and \$13.73 in 1 week; and both sexes combined earned an average of 49.6 cents per hour and \$21.35 in 1 week.

In sheepskin-leather tanneries males covered in all States earned an average of 56.2 cents per hour and \$24.61 in 1 week; females earned an average of 32.6 cents per hour and \$12.93 in 1 week; and both sexes combined earned an average of 51.7 cents per hour and \$22.19 in 1 week.

TABLE 2.—Average days, hours, and earnings, 1932, by kind of leather, sex, and State

Kind of leather, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Average hours actually worked in 1 week	Percent of full-time hours worked	Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
SOLE									
Male wage earners:									
Kentucky and Tennessee.....	3	199	5.5	49.6	41.4	83.5	\$0.382	\$18.95	\$15.80
Michigan.....	4	408	5.8	54.0	44.7	82.8	.351	18.95	15.68
New York.....	4	623	4.9	50.4	41.0	81.3	.555	27.97	22.77
North Carolina.....	5	608	4.1	54.1	29.0	53.6	.309	16.72	8.97
Ohio.....	2	275	5.7	50.3	43.3	86.1	.433	21.78	18.72
Pennsylvania.....	13	1,840	5.5	51.5	44.6	86.6	.430	22.15	19.20
West Virginia.....	4	465	5.3	50.9	33.1	65.0	.372	18.93	12.29
Total.....	35	4,418	5.2	51.7	40.5	78.3	.421	21.77	17.06
KID									
Male wage earners:									
Delaware.....	4	1,201	4.7	50.5	39.9	79.0	.467	23.58	18.62
Massachusetts.....	6	653	5.4	50.6	44.3	87.5	.493	24.95	21.84
New Jersey.....	3	592	5.4	52.3	44.8	85.7	.512	26.78	22.93
Pennsylvania.....	6	1,251	5.3	50.3	45.2	89.9	.533	26.81	24.09
Total.....	19	3,697	5.1	50.7	43.2	85.2	.502	25.45	21.73
Female wage earners:									
Delaware.....	4	676	4.9	51.1	39.9	78.1	.280	14.31	11.19
Massachusetts.....	6	191	5.7	48.0	45.1	94.0	.265	12.72	11.96
New Jersey.....	3	191	5.2	52.1	44.8	86.0	.329	17.14	14.72
Pennsylvania.....	5	223	4.9	49.7	39.7	79.9	.361	17.94	14.35
Total.....	18	1,281	5.1	50.5	41.4	82.0	.299	15.10	12.38
Male and female wage earners:									
Delaware.....	4	1,877	4.8	50.7	39.9	78.7	.400	20.28	15.95
Massachusetts.....	6	844	5.5	50.0	44.5	89.0	.440	22.00	19.60
New Jersey.....	3	783	5.3	52.2	44.8	85.8	.467	24.38	20.93
Pennsylvania.....	6	1,474	5.2	50.2	44.4	88.4	.510	25.60	22.61
Total.....	19	4,978	5.1	50.7	42.8	84.4	.452	22.92	19.32

TABLE 2.—Average days, hours, and earnings, 1932, by kind of leather, sex, and State—Continued

Kind of leather, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Average hours actually worked in 1 week	Percent of full-time hours worked	Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
<b>SIDE UPPERS</b>									
<b>Male wage earners:</b>									
Illinois.....	5	1,462	5.0	50.1	40.0	79.8	\$0.503	\$25.20	\$20.13
Massachusetts and New Hampshire.....	5	637	5.3	48.0	43.5	90.6	.543	26.06	23.62
Michigan and Wisconsin.....	4	903	5.4	52.7	44.1	83.7	.390	20.55	17.19
New York.....	2	551	4.5	48.8	36.6	75.0	.563	27.47	20.62
Total.....	16	3,553	5.1	50.2	41.1	81.9	.488	24.50	20.09
<b>Female wage earners:</b>									
Illinois.....	5	341	4.8	50.0	38.0	76.0	.277	13.85	10.53
Massachusetts and New Hampshire.....	3	47	3.4	48.0	27.1	56.5	.348	16.70	9.43
Michigan and Wisconsin.....	4	131	5.3	52.3	43.6	83.4	.246	12.87	10.71
New York.....	1	3	4.0	48.0	33.9	70.6	.527	25.30	17.87
Total.....	13	522	4.8	50.4	38.4	76.2	.274	13.81	10.52
<b>Male and female wage earners:</b>									
Illinois.....	5	1,803	4.9	50.1	39.6	79.0	.462	23.15	18.32
Massachusetts and New Hampshire.....	5	684	5.2	48.0	42.4	88.3	.535	25.68	22.65
Michigan and Wisconsin.....	4	1,034	5.4	52.7	44.0	83.5	.372	19.60	16.37
New York.....	2	554	4.5	48.8	36.6	75.0	.563	27.47	20.61
Total.....	16	4,075	5.0	50.2	40.8	81.3	.462	23.19	18.86
<b>CALF</b>									
<b>Male wage earners:</b>									
Massachusetts.....	4	841	5.3	48.0	39.9	83.1	.615	29.52	24.57
New Jersey.....	3	168	5.1	52.3	44.8	85.7	.550	28.77	24.67
New York.....	2	156	5.6	50.0	47.6	95.2	.433	21.65	20.63
Ohio and Pennsylvania.....	2	762	5.7	50.0	50.8	101.6	.533	26.65	27.09
Wisconsin.....	4	985	5.3	52.2	38.8	74.3	.444	23.18	17.23
Total.....	15	2,912	5.4	50.3	43.1	85.7	.523	26.31	22.54
<b>Female wage earners:</b>									
Massachusetts.....	4	124	5.5	48.0	43.2	90.0	.343	16.46	14.84
New Jersey.....	2	32	4.6	49.6	37.6	75.8	.334	16.57	12.58
New York.....	1	9	4.9	48.0	41.9	87.3	.370	17.76	15.48
Ohio and Pennsylvania.....	2	172	5.6	50.0	45.6	91.2	.304	15.20	13.85
Wisconsin.....	4	117	5.6	51.1	40.1	78.5	.313	15.99	12.57
Total.....	13	454	5.5	49.7	42.9	86.3	.320	15.90	13.73
<b>Male and female wage earners:</b>									
Massachusetts.....	4	965	5.3	48.0	40.4	84.2	.578	27.74	23.32
New Jersey.....	3	200	5.0	51.8	43.7	84.4	.520	26.94	22.74
New York.....	2	165	5.6	49.9	47.3	94.8	.430	21.46	20.35
Ohio and Pennsylvania.....	2	934	5.7	50.0	49.9	99.8	.494	24.70	24.65
Wisconsin.....	4	1,102	5.3	52.1	38.9	74.7	.430	22.40	16.73
Total.....	15	3,366	5.4	50.2	43.1	85.9	.496	24.90	21.35
<b>SHEEPSKIN</b>									
<b>Male wage earners:</b>									
Massachusetts.....	8	979	5.4	48.2	44.4	92.1	.576	27.76	25.59
Missouri, New York, and Pennsylvania.....	3	147	4.9	49.3	39.6	80.3	.458	22.58	18.11
Total.....	11	1,126	5.4	48.4	43.8	90.5	.562	27.20	24.61
<b>Female wage earners:</b>									
Massachusetts.....	6	221	5.3	48.0	40.5	84.4	.340	16.32	13.75
Missouri, New York, and Pennsylvania.....	3	73	4.9	46.8	37.1	79.3	.281	13.15	10.44
Total.....	9	294	5.2	47.7	39.6	83.0	.326	15.55	12.93
<b>Male and female wage earners:</b>									
Massachusetts.....	8	1,200	5.4	48.2	43.7	90.7	.536	25.84	23.41
Missouri, New York, and Pennsylvania.....	3	220	4.9	48.4	38.8	80.2	.402	19.46	15.56
Total.....	11	1,420	5.3	48.2	42.9	89.0	.517	24.92	22.19

## Average Days, Hours, and Earnings, 1932, by Sex and State

Table 3 shows for the wage earners of each sex covered in each State in 1932, or group of two States, and for both sexes combined in each State or group of States, average days, hours, and earnings, and the percent of full time actually worked in 1 week. In certain cases combination was made of the figures for two States—as, Illinois and Missouri, Kentucky and Tennessee, and Massachusetts and New Hampshire—in order to avoid presenting data for one tannery only, and thus possibly reveal its identity.

The table shows that the 1,224 males of the five tanneries covered in Delaware worked an average of 4.7 days in the week for which figures are shown in this report; that their average full-time hours per week were 50.4; that they actually worked an average of 39.7 hours in the week, or 78.8 percent of their average full-time hours per week; that they earned an average of 46.7 cents per hour and \$18.57 in the week; and that had they worked full time during the week at same average per hour as was earned in the hours actually worked in the week they would have earned an average of \$23.54 or \$4.97 more than was actually earned in the week.

Average earnings per hour for males ranged, by States, from 30.9 cents to 55.9 cents; those for females ranged from 25 to 34.2 cents; and those for both sexes combined ranged from 30.9 to 52.9 cents per hour.

Males in all States combined earned an average of 49.3 cents per hour and \$20.78 in 1 week and their average full-time earnings per week were \$24.85. Females earned an average of 30.3 cents per hour and \$12.41 in 1 week and their average full-time earnings per week were \$15.15.

TABLE 3.—Average days, hours, and earnings, 1932, by sex and State

Sex and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
MALES									
Delaware.....	5	1,224	4.7	50.4	39.7	78.8	\$0.467	\$23.54	\$18.57
Illinois and Missouri.....	9	1,960	5.1	49.9	40.2	80.6	.499	24.90	20.07
Kentucky and Tennessee.....	3	199	5.5	49.6	41.4	83.5	.382	18.95	15.80
Massachusetts and New Hampshire.....	26	4,192	5.4	48.6	43.0	88.5	.553	26.88	23.77
Michigan.....	5	814	5.7	54.0	45.1	83.5	.369	19.93	16.65
New Jersey.....	10	1,208	5.3	50.5	44.5	88.1	.559	28.23	24.88
New York.....	11	2,063	5.0	49.8	42.5	85.3	.533	26.54	22.65
North Carolina.....	5	608	4.1	54.1	29.0	53.6	.309	16.72	8.97
Ohio.....	5	929	5.4	50.8	45.0	88.6	.501	25.45	22.52
Pennsylvania.....	23	3,565	5.4	51.0	44.9	88.0	.478	24.38	21.45
West Virginia.....	4	465	5.3	50.9	33.1	65.0	.372	18.93	12.29
Wisconsin.....	8	1,528	5.2	52.1	39.9	76.6	.425	22.14	16.96
Total.....	114	18,755	5.2	50.4	42.1	83.5	.493	24.85	20.78

TABLE 3.—Average days, hours, and earnings, 1932, by sex and State—Continued

Sex and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Per cent of full time			
<b>FEMALES</b>									
Delaware.....	4	676	4.9	51.1	39.9	78.1	\$0.280	\$14.31	\$11.19
Illinois and Missouri.....	6	394	4.8	49.3	37.5	76.1	.278	13.71	10.42
Massachusetts and New Hampshire.....	19	640	5.3	48.0	41.6	86.7	.319	15.31	13.28
Michigan.....	1	76	5.2	54.0	43.8	81.1	.250	13.50	10.92
New Jersey.....	5	223	5.1	51.7	43.7	84.5	.330	17.06	14.41
New York.....	5	47	5.4	48.0	44.1	91.9	.342	16.42	15.08
Ohio.....	1	125	5.6	50.0	45.9	91.8	.305	15.25	14.01
Pennsylvania.....	9	291	5.0	49.9	41.1	82.4	.342	17.07	14.06
Wisconsin.....	7	172	5.6	50.8	41.1	80.9	.289	14.68	11.88
Total.....	57	2,644	5.1	50.0	40.9	81.8	.303	15.15	12.41
<b>MALES AND FEMALES</b>									
Delaware.....	5	1,900	4.8	50.7	39.8	78.5	.401	20.33	15.94
Illinois and Missouri.....	9	2,354	5.0	49.8	39.7	79.7	.464	23.11	18.45
Kentucky and Tennessee.....	3	199	5.5	49.6	41.4	83.5	.382	18.95	15.80
Massachusetts and New Hampshire.....	26	4,832	5.4	48.6	42.8	88.1	.523	25.42	22.38
Michigan.....	5	890	5.6	54.0	45.0	83.3	.359	19.39	16.16
New Jersey.....	10	1,431	5.3	50.7	44.4	87.6	.524	26.57	23.25
New York.....	11	2,110	5.0	49.8	42.5	85.3	.529	26.34	22.48
North Carolina.....	5	608	4.1	54.1	29.0	53.6	.309	16.72	8.97
Ohio.....	5	1,054	5.4	50.7	45.1	89.0	.477	24.18	21.51
Pennsylvania.....	23	3,856	5.4	50.9	44.6	87.6	.468	23.82	20.89
West Virginia.....	4	465	5.3	50.9	33.1	65.0	.372	18.93	12.29
Wisconsin.....	8	1,700	5.3	51.9	40.0	77.1	.411	21.33	16.45
Total.....	114	21,399	5.2	50.4	42.0	83.3	.471	23.74	19.74

### Classified Earnings per Hour, 1932, by Department and Occupation

Table 4 shows average earnings per hour for the wage earners in 10 representative occupations in the industry, 1 of them in the hide house, 2 in the beam house, 1 in the tan house, 1 in the finishing department, sole and belting, 4 in the finishing department, other than sole or patent leather, and 1 in the sorting and shipping department. It also shows a percentage distribution, by average earnings per hour, of the wage earners in each of these occupations. The averages and distribution figures are fairly representative of the average earnings per hour of the wage earners in all the occupations in the industry in that they show practically all of the variations that would be shown had figures been published for all occupations. For a like distribution, by number, of the wage earners in each of these occupations in each State, see table B, page 43.

The table shows that the 177 sorters and counters found in the hide house of 59 tanneries earned an average of 47.3 cents per hour; that 1 percent of them earned an average of less than 21 cents per hour; that 8 percent earned an average of 70 cents or more per hour; and that 23 percent earned an average that was within the classified group "40 and under 45 cents per hour."



Table 5 shows for laborers and also for the wage earners in all occupations in the establishments included in the study of the industry in 1932 the number and percent at each classified group of average earnings per hour.

The 1,702 laborers included in this report earned an average of 38.5 cents per hour and each of 306 of them, or 18 percent of the total, earned an average that fell within the classified group "35 and under 37½ cents per hour." The 21,399 wage earners found in all occupations in the establishments covered in this report earned an average of 47 cents per hour and 2,128 of this number, or 10 percent, earned an average that was within the classified group "50 and under 55 cents per hour."

TABLE 5.—Classified earnings per hour of laborers and of wage earners in all occupations combined, in 1932

Classified earnings per hour	Number		Percent of total	
	Laborers	Wage earners in all occupations, including laborers	Laborers	Wage earners in all occupations, including laborers
12 and under 13 cents.....		1		(1)
13 and under 14 cents.....		1		(1)
14 and under 15 cents.....		3		(1)
15 and under 16 cents.....	5	29	(1)	(1)
16 and under 17 cents.....	2	21	(1)	(1)
17 and under 18 cents.....	5	38	(1)	(1)
18 and under 19 cents.....	2	27	(1)	(1)
19 and under 20 cents.....	2	38	(1)	(1)
20 and under 21 cents.....	4	127	(1)	1
21 and under 22 cents.....	2	51	(1)	(1)
22 and under 23 cents.....	4	148	(1)	1
23 and under 24 cents.....	6	89	(1)	(1)
24 and under 25 cents.....	7	159	(1)	1
25 and under 27½ cents.....	67	774	4	4
27½ and under 30 cents.....	96	909	6	4
30 and under 32½ cents.....	197	1,390	12	6
32½ and under 35 cents.....	153	952	9	4
35 and under 37½ cents.....	306	1,655	18	8
37½ and under 40 cents.....	204	1,239	12	6
40 and under 42½ cents.....	194	1,878	11	9
42½ and under 45 cents.....	110	1,399	6	7
45 and under 47½ cents.....	120	1,510	7	7
47½ and under 50 cents.....	85	928	5	4
50 and under 55 cents.....	56	2,128	3	10
55 and under 60 cents.....	18	1,536	1	7
60 and under 65 cents.....	35	1,605	2	8
65 and under 70 cents.....	14	983	1	5
70 and under 75 cents.....	1	673	(1)	3
75 and under 80 cents.....	5	397	(1)	2
80 and under 85 cents.....		258		1
85 and under 90 cents.....		213		1
90 and under 95 cents.....		100		(1)
95 cents and under \$1.....	2	33	(1)	(1)
\$1 and under \$1.10.....		59		(1)
\$1.10 and under \$1.20.....		19		(1)
\$1.20 and under \$1.30.....		10		(1)
\$1.30 and under \$1.40.....		8		(1)
\$1.40 and under \$1.50.....		4		(1)
\$1.50 and under \$1.60.....		4		(1)
\$1.60 and under \$1.70.....		1		(1)
\$2 and under \$2.25.....		2		(1)
Total.....	1,702	21,399		
Average earnings per hour.....	\$0.385	\$0.470		

<sup>1</sup> Less than 1 percent.

## Full-Time Hours per Week, 1932

The full-time hours per week and per day of a wage earner are the hours established for him by a regular time of beginning and quitting work each day less his regular time off duty for meals. Such hours do not include any overtime or extra work on Sunday and holidays, nor are they reduced by the exclusion of any regular time lost by slack or short-time work, sickness, or other disability, or for any other cause.

Table 6 shows average full-time hours per week for the wage earners in each of 10 representative occupations in the industry in 1932. It also shows a percentage distribution, by full-time hours per week, of the wage earners in these occupations. In compiling this table, for each occupation the full-time hours of each wage earner found in the occupation was used, even though the wage earner actually worked more or less than his regular full time. For a similar distribution, by number, of the wage earners in each occupation and State, see table C, page 48.

The full-time hours per week and per day, Monday to Friday, and Saturday, in table 7 are the regular hours of operation under normal conditions for daywork in each of the 114 establishments included in the study of the industry and for nightwork in 7 of the 114 in which there were both day and night shifts. There was a day and a night shift in 1 of the 9 establishments covered in Illinois and Missouri; in 2 of the 26 establishments covered in Massachusetts and New Hampshire; and in 4 of the 11 covered in New York.

The full-time hours per week for daywork ranged by establishments from 40 to 60, and for nightwork ranged from 48 to 69 per week. Hours per day, Monday to Friday, ranged from 8 to 10 and for nightwork from 8 to 11½. Hours on Saturday for daywork ranged from 4¼ to 10 and for nightwork from 4½ to 11½.

The 5-day week, with no work on Saturday, was in operation in 4 establishments in which there was daywork.

TABLE 6.—Average and classified full-time hours per week in 10 specified occupations, 1932, by department and sex

Department, occupation, and sex	Number of establishments	Number of wage earners	Average full-time hours per week	Percent of wage earners whose full-time hours per week were—											
				40	44	45	Over 45, under 48	48	49½	50	51	Over 51, under 54	54	55	60
Hide house: Sorters and counters, male.....	59	177	50.0			2	1	29	1	40	5	11	9	2	
Beam house:															
Fleshing-machine operators, male.....	105	344	50.8			3	1	31	1	27		15	18	2	4
Laborers and truckers, male.....	64	356	50.8					31		30		14	21	2	1
Tan house: Haulers, male.....	97	753	50.8			2	( <sup>1</sup> )	34	1	21		8	28	1	2
Finishing department, sole and belting: Rolling-machine operators, male.....	37	534	51.3					38		14		2	42		3
Finishing department, other than sole or patent:															
Stakers, machine, male.....	72	854	49.8	( <sup>1</sup> )		3	4	32	2	27	3	24	6		
Stakers, machine, female.....	6	13	48.5			15		38		46					
Tackers, togglers, and pasters, male.....	60	1,111	49.9	( <sup>1</sup> )			1	40	( <sup>1</sup> )	39	1	7	12		
Tackers, togglers, and pasters, female.....	4	143	48.1			15		55		29					
Finishers or seasoners, hand, male.....	39	413	50.3			1	( <sup>1</sup> )	23	3	51		6	11	4	
Finishers or seasoners, hand, female.....	42	875	50.2			( <sup>1</sup> )	( <sup>1</sup> )	25	1	35	9	22	7		
Glazing-machine operators, male.....	59	752	49.7		6	4	( <sup>1</sup> )	20	6	32	7	25	1		
Glazing-machine operators, female.....	17	270	50.6			4		7	( <sup>1</sup> )	34	9	40	6		
Sorting and shipping department:															
Packers and shippers, male.....	96	384	50.4	( <sup>1</sup> )	1	( <sup>1</sup> )	3	34	1	25	3	11	20		2
Packers and shippers, female.....	10	37	49.7				8	24		27	14	27			

<sup>1</sup> Less than 1 percent.

TABLE 7.—Number of establishments in each State with specified number of full-time hours per week and per day, 1932

DAYWORK

Full-time hours per week	Full-time hours per day		Number of establishments											Total	
	Monday to Friday	Saturday	Delaware	Illinois and Missouri	Kentucky and Tennessee	Massachusetts and New Hampshire	Michigan	New Jersey	New York	North Carolina	Ohio	Pennsylvania	West Virginia		Wisconsin
40.....	8	0						1							1
45.....	9	0		1								1			2
46½.....	9¼	0										1			1
47.....	8½	4½	1												1
	8	8			1							5	2		8
	8 <sup>7</sup> / <sub>10</sub>	4½				1									1
48.....	8¾	4¼				4						1			5
	8¾	4¾				4									4
	8¾	5				5									5
	8 <sup>1</sup> / <sub>20</sub>	4¾				5		4							9
Total.....					1	19		4				6	2		32
49½.....	9	4½					1								1
50.....	9	5	1	8	2	5	1	3		2	4		4		30
51.....	9¼	4¾													1
51¾.....	9¼	5	1												1
52.....	9½	4½					1								1
	9	7½							1						1
52½.....	9½	5				1	4				1				6
Total.....						1	4		1		1				7
53.....	9	8												2	2
	9¾	5				1									1
Total.....						1								2	3
53½.....	9½	6					1			1					2
53¾.....	9¾	5									1				1
54.....	9	9	1				4	1	3	3	7	2	2		25
55.....	10	5									1	1			1
60.....	10	10					1		1	1	1				4
Grand total.....			5	9	3	26	5	10	11	5	5	23	4	8	114

NIGHTWORK

48.....	8	8				1									1
	8 <sup>1</sup> / <sub>20</sub>	4¾						3							3
	(1)					1									1
Total.....						2		3							5
57½.....	11½			1											1
60.....	11½	11½						1							1
Grand total.....				1		2		4							7

1 9¼ hours Monday to Thursday, 9 hours Friday.

## Changes in Full-Time Hours Per Week and Per Day Since January 1, 1930

Between January 1, 1930, and the period of the 1932 study (March to May, inclusive), the full-time hours per week and per day of the wage earners in 4 establishments were reduced, and in 110 of the 114 establishments included in this report were not changed.

Hours were reduced in 3 establishments in 1930 and in 1 in 1932. In 1 the reduction was from 10 per day or 60 per week to 9 per day or 54 per week; in 1 from 9 per day or 54 per week to 8 per day or 48 per week; in 1 from 8 per day or 48 per week to a 5-day week of 9 hours per day or 45 per week; and in 1 from 8 per day for 5 days and 4 on Saturday or 44 per week to a 5-day week of 8 hours per day or 40 per week.

## Changes in Wage Rates Since January 1, 1930

Between January 1, 1930, and the period of the 1932 study, 109 of the 114 tanneries for which figures are included in this report reduced wage rates of their wage earners, and 1 increased and then reduced rates twice. There was no change in rates in four tanneries. Rates in 3 tanneries were reduced four times; in 5, three times; in 38, twice; and in 64 were reduced once only.

Table 8 shows the number of establishments in which rates were changed, the wage earners affected, the percent of reduction or increase, and the number of changes in 1930, 1931, and 1932.

TABLE 8.—Changes in wage rates in 110 tanneries between Jan. 1, 1930, and the period of the 1932 study

Number of establishments	Wage earners affected by change	Percent of reduction	Number of changes made		
			1930	1931	1932
1	All .....	10, 10, 10, and 10 .....	1	2	1
1	do. ....	10, 5, 10, and 10 .....	1	2	1
1	(Working foremen .....	18, and 9 .....		2	
1	(All others .....	10, 10, 10, and 17½ .....	1	2	1
1	All .....	10, 10, and 10 .....	1	1	1
1	do. ....	10, 10, and 10 .....		2	1
1	do. ....	7, 8, and 10 .....		2	1
1	do. ....	10, 5, and 5 .....		1	2
1	do. ....	5, 5, and 5 .....		2	1
1	do. ....	10, and 22 .....	1	1	
1	do. ....	10, and 20 <sup>1</sup> .....		2	
1	do. ....	15, and 11 .....		1	1
1	do. ....	15, and 10 .....		1	1
1	do. ....	12, and 10 .....		1	1
1	do. ....	10, and 12 .....		1	1
2	do. ....	10, and 10 .....	2	2	
3	do. ....	10, and 10 .....	3		3
1	do. ....	10, and 10 .....		2	
16	do. ....	10, and 10 .....		16	16
1	do. ....	10, and 7 .....		2	
1	do. ....	7, and 10 .....	1	1	
4	do. ....	Between 10 and 15, and 5 <sup>2</sup> .....		8	
1	do. ....	10, and 10 or 5 <sup>3</sup> .....		1	1
1	do. ....	5, and 10 .....	1	1	
1	do. ....	10, and 5 .....		2	
1	do. ....	5, and 10 .....		1	1
1	do. ....	20 .....		1	

<sup>1</sup> 20 percent of the original rate.

<sup>2</sup> This reduction of 5 percent was made to obtain funds to pay cost of operating hospital and clinics maintained for employees.

<sup>3</sup> 10 percent for those at rates of \$20 or more per week, and 5 percent for those at rates under \$20 per week.

TABLE 8.—Changes in wage rates in 110 tanneries between Jan. 1, 1930, and the period of the 1932 study—Continued

Number of establishments	Wage earners affected by change	Percent of reduction	Number of changes made		
			1930	1931	1932
2	do.....	15.....		2	
1	do.....	13.....		1	
2	do.....	12½.....		2	
37	do.....	10.....		37	
12	do.....	10.....			12
1	do.....	9.....		1	
1	do.....	8 ¼.....			1
1	do.....	7½.....	1		
1	do.....	6.....		1	
1	do.....	5.....			1
1	do.....	10.....	1		
1	All in maintenance department and all laborers.....	25.....		1	
1	All except glazers, stakers, and shavers.....	(9).....	1		
1	All except glazers.....	5.....		1	
1	All.....	10.....		1	
1	All except working foremen.....	10.....	1		
1	All except stakers, shippers, and measurers.....	10.....			1

<sup>4</sup> For all in service. Entrance rate reduced 12 percent.

<sup>5</sup> Increase of 10 percent for all except glazers, stakers, and shavers. Glazers on first-way work increased from 9 to 9½ cents per dozen, and on second-way work from 12.6 to 13.3 cents per dozen, and on finish work from 23½ to 25¼ cents per dozen.

## Pay for Overtime and Extra Work on Sunday and Holidays, 1932

Overtime is any time worked by an employee in excess of his regular full-time hours per day and per week, regardless of the rate paid for such work. Work on Sunday and holidays is extra time only when performed by an employee whose regular working schedule does not provide for work regularly on those days. Work on Saturday in an establishment in which the 5-day week, Monday to Friday, is in effect is overtime.

In reply to inquiries concerning overtime and extra work on Sunday and holidays, 10 of the 114 establishments covered in the study reported a higher rate for overtime and 11 a higher rate for extra work on Sunday and holidays than for regular working time.

The rate of pay for overtime in 9 of the 10 establishments was 1½ times the rate for regular working time and in 1 was 1¼ times the regular rate. The 1½ rate applied to all wage earners in 6 establishments; to all except knee stakers in 1; to wage earners in the mechanical department only in 1; and to timeworkers only in 1. The rate of 1¼ applied to all wage earners in 1 establishment.

The rate of pay for extra work on Sunday and holidays in 10 of the 11 establishments was 1½ times the rate for regular working time and in 1 was 1¼ times the regular rate. The 1½ rate applied to all wage earners in 7 establishments; to all except knee stakers in 1; to those in the mechanical department only in 1; and to timeworkers only in 1, but in June, July, and August the rate to these timeworkers was twice the regular rate. The rate of 1¼ applied to all wage earners in one establishment.

During the pay period covered by the study there was a limited amount of overtime in 89 of the 114 establishments, and of extra work on Sunday and holidays in 67 of them.

## Bonus and Other Incentive Systems, 1932

In answering inquiries concerning bonus systems, 8 of the 114 tanneries for which wage figures are presented in this bulletin reported such systems in operation at the time of the study, and 11 of them reported incentive systems which are primarily for the purpose of increasing production and incidentally increasing earnings of wage earners. Neither bonus systems nor incentive plans were in operation in 95 of the tanneries covered in the 1932 study of the industry.

A bonus is compensation in addition to earnings at basic rates of pay. Example: A tannery had a bonus system based on attendance, which provided for the payment of a bonus of 2 cents per hour for each hour worked during each pay period to each wage earner who was not absent any time during the period. A wage earner whose basic rate was 50 cents per hour in a pay period of 1 week worked full time or 48 hours and earned at such rate \$24. His attendance bonus at 2 cents per hour for 48 hours was 96 cents, which added to the \$24 made his total earnings in the week \$24.96.

An incentive, as shown in table 9, is a plan which provides for the payment for all or a part of the production in excess of a set standard at the same or a lower rate than for the standard, as in the following examples:

Each of three tanneries in the table had an incentive system, based on production, which provided for payment for the excess production in number of units over the set standard at the same rate per unit as for standard. The standard was 6 units per hour and the rate was 10 cents per unit. A wage earner did 7 units in an hour thus increasing production per man-hour and accomplishing the primary purpose of the system. The wage earner earned 10 cents more in the hour because he produced 1 unit more than the standard. The plan is almost identical with the piecework system, but the former has a standard while the latter has none.

One tannery had an incentive system which provided for the payment of two thirds of the excess production in number of units over the set standard of 60 per hour at the same rate per unit as for standard of 60 per hour at the same rate per unit as for standard. The rate per unit was 1 cent. A wage earner produced 66 units in 1 hour. He was paid 60 cents for 60 of them and 4 cents for 6, and earned a total of 64 cents.

TABLE 9.—*Bonus and other incentive systems in operation in 19 tanneries in 1932*

### BONUS SYSTEMS

Number of tanneries	Bonus based on—	Wage earners who may earn bonus	Bonus earned when—	Amount of bonus
1	Attendance.	All.....	Not absent any time during pay period.	2 cents per hour for each hour worked during pay period.
1	do.....	do.....	Not absent all day on any day of week except Saturday.	½ hour per week at regular rate.
	do.....	All in tan house.....	There is no unexcused absence in week.	2 cents per hour for each hour worked in week.

TABLE 9.—*Bonus and other incentive systems in operation in 19 tanneries in 1932—Continued*

**BONUS SYSTEMS—Continued**

Number of tanneries	Bonus based on—	Wage earners who may earn bonus	Bonus earned when—	Amount of bonus
1	Production.	All except those in the mechanical or maintenance department and miscellaneous outside labor.	Production in number of units in specified period of time is more than set standard.	Varies with each operation of class of work.
1	do.	Buffing-wheel operator.	Operator buffs more than 53 hides in 5 hours; 64 in 6 hours; 75 in 7 hours; 85 in 8 hours; 95 in 9 hours; 106 in 10 hours; 116 in 11 hours; 126 in 12 hours; 136 in 13 hours; or 146 in 14 hours.	10 cents per dozen hides.
1	do.	Plating-press operators, machine stakers, and machine finishers or seasoners.	More than set standard of 9 dozen hides is completed in 1 hour.	3 cents per dozen to plating-press operators and 1½ cents per dozen to stakers and finishers for excess over standard.
1	Time saving or production.	Trimmers, female.	Job or task is completed in less than the time allotted.	All of time saved at basic rate.
1	Efficiency.	Tackers and setters out.	Quality of work is more than 80 percent.	10 percent of earnings at basic rates.

**INCENTIVE SYSTEMS**

3	Production.	All productive.	Production in number of units in specified period of time is more than set standard.	All units in excess of standard at basic rate per unit.
1	do.	All productive except hand stakers.	do.	Do.
1	do.	Machine setters-out, fleshing-machine operators, stampers, and oiling-off machine operators.	do.	Do.
1	do.	Sorters.	do.	¾ of all units in excess of standard at basic rate per unit.
1	do.	Tackers, machine finishers or seasoners, machine boarders or grainers, machine stakers, and shaving-machine operators.	Production in number of square feet in a specified period of time is more than set standard.	All square feet in excess of standard at basic rate.
1	Production or point system.	All.	Points made in 1 hour exceed set standard of 60.	¾ of excess over standard at basic rate per point.
1	do.	Beamsters or hand scudders, finishers or seasoners, trimmers, and measuring-machine operators.	do.	Do.
1	do.	Jack glazing machine operators, rolling-machine operators, embossing or plating machine operators, measuring-machine operators, and packers.	do.	Do.
1	Efficiency.	All productive.	Production in number of units in specified period of time is more than set standard.	¾ of all units in excess of standard at basic rate per unit.
		All nonproductive.	do.	¾ of units in excess of set standard (by productive wage earners) at basic rates per unit distributed among wage earners in proportion to efficiency of each department.

## Index Numbers of Employment and of Pay Rolls, 1923 to 1932

Index numbers of employment and of pay rolls in the leather industry in the United States are presented in table 10 for each month, January 1923 to December 1932, and for each of the years in this period. These numbers were computed from the volume of employment and the amount of pay rolls for each of the months and years, with the 1926 average taken as the base or 100, and are as published by the Bureau in monthly reports on the Trend of Employment.

During the years 1923 to 1932, monthly employment was highest (with an index of 116.8) in February 1923, and lowest (with an index of 63.1) in July 1932. Pay rolls were highest (with an index of 110.2) in May 1923, and lowest (with an index of 45.9) in July 1932. Employment, by years, was highest in 1923 (with an index of 109.6) and lowest in 1932 (with an index of 68.4), and pay rolls were highest in 1923 and lowest in 1932.

TABLE 10.—*Index numbers of employment and of pay rolls, January 1923 to December 1932, by month and year*

[Average for 1926=100]

Month	Employment									
	1923	1924	1925	1926	1927	1928	1929	1930	1931	1932
January.....	115.1	103.8	100.3	101.5	102.0	99.1	90.8	90.5	77.6	70.3
February.....	116.8	104.3	101.6	102.3	103.8	99.9	91.3	89.9	77.6	71.7
March.....	115.7	103.4	101.5	102.4	101.9	99.1	90.0	89.1	78.4	70.7
April.....	113.9	99.2	98.9	99.9	97.4	95.8	89.4	88.3	77.6	70.3
May.....	109.5	94.4	96.4	97.9	95.8	95.8	89.2	86.8	77.3	67.3
June.....	108.9	91.6	96.1	95.1	95.9	94.5	90.0	85.0	77.3	63.4
July.....	108.2	88.9	94.8	96.8	96.7	95.1	93.0	84.4	79.2	63.1
August.....	106.8	89.9	96.5	99.5	97.1	95.5	94.2	84.6	80.1	64.4
September.....	105.7	94.7	98.8	101.2	97.8	95.3	95.3	84.1	77.5	67.0
October.....	105.4	95.9	99.6	101.0	97.4	94.0	96.2	83.2	74.6	69.9
November.....	106.2	97.3	100.2	101.1	97.5	90.9	94.2	80.1	71.6	71.7
December.....	103.5	99.1	100.0	101.3	97.4	89.4	92.4	76.4	69.9	70.7
Average.....	109.6	96.9	98.7	100.0	98.4	95.4	92.2	85.2	76.6	68.4
Month	Pay rolls									
	1923	1924	1925	1926	1927	1928	1929	1930	1931	1932
January.....	104.2	104.8	99.4	100.1	102.0	97.6	87.6	90.3	69.9	55.4
February.....	108.0	106.3	103.4	103.0	104.0	99.6	92.0	90.3	72.0	58.8
March.....	109.7	104.3	103.2	103.5	100.9	99.7	88.6	87.3	73.8	57.7
April.....	108.6	98.8	95.3	100.3	96.1	93.2	89.4	86.2	73.3	54.8
May.....	110.2	92.6	95.9	98.0	94.5	93.9	90.3	85.5	73.8	49.5
June.....	108.9	90.9	93.4	95.2	95.3	91.8	92.2	83.9	73.1	46.6
July.....	105.6	83.7	89.7	94.9	93.9	92.5	93.6	82.2	74.2	45.9
August.....	103.7	87.6	94.8	99.8	96.7	92.8	97.6	83.5	75.7	48.2
September.....	104.7	90.5	94.1	100.5	95.0	92.8	97.6	81.5	70.6	51.5
October.....	107.6	94.7	99.6	102.7	95.2	93.2	100.6	79.3	65.6	55.4
November.....	106.5	94.5	100.3	99.8	94.9	87.8	94.9	74.6	60.1	54.1
December.....	105.8	99.3	100.9	101.7	97.8	89.0	81.4	71.7	57.9	53.1
Average.....	107.0	95.7	97.5	100.0	97.2	93.7	93.2	83.0	70.0	52.6

## Importance of the Industry

Table 11 shows the importance of the leather industry in the United States and in each State, according to the figures from the reports of the United States Census of Manufactures, in number of establishments, average number of wage earners, amount paid in wages, cost of materials, value of products, and value added by manufacture. The figures for the United States are for each of the specified years from 1899 to 1929. Those for each State are for 1929 only.

The figures in the table for any of the years from 1899 to 1919 included establishments each with an annual product valued at \$500 or more, while those for the years since 1919 are limited to establishments each with an annual product valued at \$5,000 or more. The increase of the minimum value from \$500 in the earlier to \$5,000 in the later years accounts for the decrease in the number of establishments reported in 1921 and subsequent years.

Averages per wage earner of wages, cost of materials, value of products, value added by manufacture, and percent of wages are of value added by manufacture, have been computed and are shown in the last five columns of the table.

Average annual earnings per wage earner ranged by years from \$434 in 1899 to \$1,283 in 1927. Averages ranged, by States, in 1929 from \$852 to \$1,444. Wages formed 44 percent of the value added by manufacture in 1929 and ranged, by years, from 31 percent (in 1919) to 55 percent (in 1921), and in 1929 ranged, by States, from 27 to 57 percent.

TABLE 11.—Number of establishments and wage earners, amount of wages, cost of materials, value of products, value added by manufacture, and per capita earnings, etc., 1899 to 1929

State and year	From United States Census of Manufactures					
	Number of establishments	Average number of wage earners	Amount paid in wages	Cost of materials	Value of products	Value added by manufacture
<b>United States:</b>						
1899.....	1,306	52,109	\$22,591,091	\$155,000,004	\$204,038,127	\$49,038,123
1904.....	1,049	57,239	27,049,152	191,179,073	252,620,986	61,441,913
1909.....	919	62,202	32,102,845	248,278,933	327,874,187	79,595,254
1914.....	741	55,936	31,914,497	284,245,420	367,201,705	82,956,285
1919.....	680	72,476	88,205,473	646,521,527	928,591,701	232,070,174
1921.....	608	48,955	57,740,510	277,724,919	383,365,048	105,640,129
1923.....	597	59,703	73,784,340	321,749,551	488,897,835	167,148,284
1925.....	531	52,263	65,834,112	296,953,488	452,186,000	155,232,512
1927.....	494	52,924	67,887,231	331,924,736	494,255,838	162,271,102
1929.....	471	49,932	63,413,707	337,597,868	481,340,299	143,742,431
<b>1929</b>						
Delaware.....	11	2,686	3,169,646	14,910,454	20,613,037	5,702,583
Illinois.....	26	3,661	4,946,169	24,379,714	37,478,835	13,099,121
Kentucky and Tennessee.....	11	899	864,244	5,201,068	6,725,174	1,524,106
Massachusetts.....	113	10,707	14,206,501	60,240,934	88,348,403	28,107,469
Michigan.....	13	2,070	2,584,427	13,685,107	19,250,379	5,565,272
New Jersey.....	51	4,159	6,003,625	26,298,817	39,564,554	13,265,737
New York.....	67	5,354	7,021,302	38,029,471	53,794,167	15,764,696
North Carolina.....	9	1,329	1,132,077	13,781,166	18,017,395	4,236,229
Ohio.....	18	1,529	2,197,862	9,852,760	15,975,285	6,122,525
Pennsylvania.....	62	8,876	11,323,960	70,329,178	95,958,590	25,629,412
West Virginia.....	9	1,107	1,131,695	11,613,401	14,354,329	2,740,928
Wisconsin.....	18	3,791	4,648,457	19,762,163	30,015,331	10,253,168
All other States.....	63	3,764	4,183,742	29,513,635	41,244,820	11,731,185

TABLE 11.—Number of establishments and wage earners, amount of wages, cost of materials, value of products, value added by manufacture, and per capita earnings, etc., 1899 to 1929—Continued

State and year	Computed by United States Bureau of Labor Statistics				Percent wages are of value added
	Average per wage earner of—				
	Annual wages	Cost of materials	Value of products	Value added by manufacture	
<b>United States:</b>					
1899.....	\$434	\$2,975	\$3,916	\$941	46
1904.....	473	3,340	4,413	1,073	44
1909.....	516	3,991	5,271	1,280	40
1914.....	571	5,082	6,565	1,483	38
1919.....	1,217	8,920	12,812	3,892	31
1921.....	1,179	5,673	7,831	2,158	55
1923.....	1,236	5,389	8,189	2,800	44
1925.....	1,260	5,682	8,652	2,970	42
1927.....	1,283	6,273	9,339	3,066	42
1929.....	1,270	6,761	9,640	2,879	44
<b>1929</b>					
Delaware.....	1,180	5,551	7,674	2,123	56
Illinois.....	1,351	6,659	10,237	3,578	38
Kentucky and Tennessee.....	961	5,785	7,481	1,665	57
Massachusetts.....	1,327	5,626	8,251	2,625	51
Michigan.....	1,249	6,611	9,300	2,689	46
New Jersey.....	1,444	6,323	9,513	3,190	45
New York.....	1,311	7,103	10,047	2,944	45
North Carolina.....	852	10,370	18,557	3,188	27
Ohio.....	1,437	6,444	10,448	4,004	36
Pennsylvania.....	1,276	7,924	10,811	2,887	44
West Virginia.....	1,022	10,491	12,997	2,476	41
Wisconsin.....	1,226	5,213	7,918	2,705	45
All other States.....	1,112	7,841	10,958	3,117	36

### Scope and Method

This bulletin presents 1932 wage figures for 21,399 wage earners of 114 representative tanneries in 15 States. The tanneries were engaged mainly in the manufacture of one or more of the following kinds of leather—sole, belting, side upper, kid, patent, or upholstery. The States included in the study are those of material importance in number of wage earners according to the 1929 United States Census of Manufactures. Table 12 shows that 13 of the 15 States employed 46,168 wage earners or 92 percent of the total number in the industry in all States. Based on the 1929 census the 21,399 wage earners covered in this report is 43 percent of the total employed in all States and 46 percent of the total employed in 13 of the 15 States.

Data for each of the establishments having a pay period of more than 1 week were converted to a 1-week basis.

Average days worked in 1 week were computed by dividing the total days on which all wage earners in an occupation worked in 1 week by the total number of wage earners in the occupation in the week. In computing the average, each day or part of a day on which a wage earner did any work was counted as a day.

Average full-time hours per week of all wage earners in each occupation were computed by dividing the combined full-time hours per week by the number of wage earners in the occupation in 1 week. The full-time hours per week of each wage earner were used in arriving at this average, even though some wage earners in the week covered in the report worked more or less than full time on account of overtime, sickness, disability, or other cause.

Average hours actually worked in 1 week were computed by dividing the aggregate hours actually worked in 1 week by all wage earners in an occupation by the number of wage earners in the occupation in the week.

Average earnings per hour of wage earners in each occupation as presented in the various tables in this bulletin were computed by dividing the combined earnings of all wage earners in the occupation in 1 week by the combined hours worked by them in the week.

Average full-time earnings per week of wage earners in each occupation were computed by multiplying the average earnings per hour of all wage earners in the occupation by their average full-time hours per week. This is on the assumption that the earnings for full time would have been at the same average rate per hour as for the time that was actually worked in 1 week.

Average actual earnings per week for an occupation were computed by dividing the aggregate earnings of the wage earners of that occupation in 1 week by the number of wage earners in the occupation.

Table 12 shows the number of wage earners in the leather industry in each State or group of States according to the reports of the United States Census of Manufactures in 1929, the number of tanneries from which the Bureau of Labor Statistics obtained data in 1932, and the number of wage earners included in the study in that year.

TABLE 12.—Number of wage earners in the leather industry in 1929 and number of establishments and wage earners for which 1932 data are shown, by States

State	Number of wage earners reported by U. S. Census of Manufactures, 1929	Number of establishments and wage earners for which data for 1932 are shown in this report		State	Number of wage earners reported by U. S. Census of Manufactures, 1929	Number of establishments and wage earners for which data for 1932 are shown in this report	
		Establishments	Wage earners			Establishments	Wage earners
Delaware.....	2, 686	5	1, 900	Pennsylvania.....	8, 876	23	3, 856
Illinois.....	3, 661	8	2, 241	West Virginia.....	1, 107	4	465
Kentucky and Tennessee.....	899	3	199	Wisconsin.....	3, 791	8	1, 700
Massachusetts.....	10, 707	25	4, 638	Missouri and New Hampshire.....	( <sup>1</sup> )	2	307
Michigan.....	2, 070	5	890	Other States.....	3, 764	-----	-----
New Jersey.....	4, 159	10	1, 431				
New York.....	5, 354	11	2, 110	Total.....	49, 932	114	21, 399
North Carolina.....	1, 329	5	608				
Ohio.....	1, 529	5	1, 054				

<sup>1</sup> Included in other States.

## Occupations

The occupations for which separate figures are shown in this bulletin are arranged below under departments, as nearly as possible in the order of manufacture. Each of these and of those in the group "Other employees" is defined in the appendix (pp. 63 to 102).

Hide house:	Finishing department, other than sole or patent—Continued
Sorters and counters	Splitting-machine operators
Laborers and truckers	Sorters, blue and crust
Beam house:	Shaving-machine operators
Haulers	Color, fat liquor, and seasoning mixers
Splitting-machine operators	Colorers and fat liquorers
Unhairing-machine operators	Oiling-off machine operators
Fleshing-machine operators	Dampeners or sawdusters
Beamsters or scudders, hand	Stakers, machine
Beamsters or scudders, machine	Stakers, hand
Trimmers	Tackers, togglers, and pasters
Machine helpers	Rolling-machine operators
Laborers and truckers	Buffing-wheel operators
Tan house:	Brushing-machine operators
Liquor men	Trimmers
Haulers	Finishers or seasoners, machine
Laborers and truckers	Finishers or seasoners, hand
Finishing department, sole and belting:	Glazing-machine operators
Bleachers	Boarders or grainers, machine
Extractors, temperers, and oilers	Embossing or plating-press operators
Wringing and setting-out machine operators	Ironers, hand or machine
Dry-loft men	Machine helpers
Spongers and stuffers	Finishing department, all leathers: <sup>1</sup>
Rolling-machine operators	Laborers and truckers
Finishing department, patent leather:	Sorting and shipping department:
Buffing-wheel operators	Measuring-machine operators
Togglers and tackers	Measuring-machine operators' helpers
Oil and dope mixers	Sorters
Daubers	Packers and shippers
Pumicers	Laborers and truckers
Trimmers	Maintenance department:
Finishing department, other than sole or patent:	Machine fixers
Setters-out, machine	Laborers and truckers
Setters-out, hand	
Driers	

## General Tables

In addition to the summary and other tables already shown in this bulletin, five general tables are presented, as follows:

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State.

For the purpose of easy comparison "Average full-time hours per week" and "Average hours actually worked in 1 week" are presented in parallel columns, as are average full-time earnings and average actual earnings per week.

The figures for sorters and counters the first occupation in the table, show that the 177 wage earners reported therein worked an average of 5.3 days in 1 week; that their full-time hours per week averaged 50.0; that they actually worked an average of 43.8 hours in the week or 87.6 percent of full time; that they earned an average of

<sup>1</sup> These employees were not segregated by kind of leathers.

47.3 cents per hour and \$20.70 in 1 week; that had they worked their full-time hours of 50 per week at the same average per hour as was earned in the 43.8 hours they would have earned an average of \$23.65; and that average earnings per hour ranged, by States, from 28.3 cents to 53.0 cents.

TABLE B.—Average and classified earnings per hour in 10 specified occupations, 1932, by department, sex, and State.

TABLE C.—Average and classified full-time hours per week in 10 specified occupations, 1932, by department, sex, and State.

TABLE D.—Average and classified hours actually worked in 1 week in 10 specified occupations, 1932, by department, sex, and State.

TABLE E.—Average and classified actual earnings in 1 week in 10 specified occupations, 1932, by department, sex, and State.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State

## HIDE HOUSE

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>Sorters and counters, male:</b>									
Delaware.....	5	18	5.3	50.7	42.8	84.4	\$0.344	\$17.44	\$14.71
Illinois and Missouri.....	7	21	5.1	49.3	41.7	84.6	.530	26.13	22.09
Kentucky and Tennessee.....	1	3	6.0	50.0	46.5	93.0	.283	14.15	13.16
Massachusetts and New Hampshire.....	18	64	5.8	48.7	46.9	96.3	.519	25.28	24.35
Michigan.....	1	3	6.0	54.0	53.3	98.7	.377	20.36	20.08
New Jersey.....	6	11	5.0	52.0	45.8	88.1	.464	24.13	21.25
New York.....	4	5	5.6	50.0	47.1	94.2	.519	25.95	24.44
Ohio.....	2	8	5.6	50.0	46.8	93.6	.355	17.75	16.59
Pennsylvania.....	7	16	5.4	50.4	45.9	91.1	.601	25.25	23.01
Wisconsin.....	8	28	4.4	51.9	34.1	65.7	.441	22.89	15.05
Total.....	59	177	5.3	50.0	43.8	87.6	.473	23.65	20.70
<b>Laborers and truckers, male:</b>									
Delaware.....	2	10	4.5	50.5	38.9	77.0	.356	17.98	13.86
Illinois and Missouri.....	3	10	5.2	49.5	42.6	86.1	.356	17.62	15.18
Massachusetts and New Hampshire.....	7	32	5.3	48.3	41.6	86.1	.469	22.65	19.49
Michigan.....	1	8	4.5	54.0	36.8	68.1	.326	17.60	11.99
New Jersey.....	3	6	5.5	52.4	47.9	91.4	.416	21.80	19.96
New York.....	6	23	5.7	50.3	46.9	93.2	.425	21.38	19.97
Ohio.....	1	14	5.2	50.0	46.6	93.2	.378	18.90	17.59
Pennsylvania.....	4	13	5.6	51.2	48.1	93.9	.414	21.20	19.88
West Virginia.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	29	119	5.3	50.1	44.1	88.0	.410	20.54	18.07
<b>Other hide-house employees, male:</b>									
Delaware.....	3	6	5.8	49.2	46.7	94.9	.665	32.72	31.04
Illinois and Missouri.....	5	7	5.9	49.3	48.6	98.6	.589	29.04	28.61
Kentucky and Tennessee.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Massachusetts and New Hampshire.....	6	9	5.8	48.7	47.4	97.3	.649	31.61	30.77
Michigan.....	1	3	6.0	54.0	54.0	100.0	.369	19.94	19.94
New Jersey.....	4	5	6.0	51.9	52.7	101.5	.707	36.69	37.25
New York.....	4	10	4.5	49.2	37.6	76.4	.545	28.81	20.50
Ohio.....	2	3	4.7	50.0	38.5	77.0	.589	29.45	22.67
Pennsylvania.....	5	6	5.8	50.9	49.4	97.1	.688	35.02	34.02
West Virginia.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Wisconsin.....	6	6	5.8	51.7	48.0	92.8	.689	30.45	28.27
Total.....	38	58	5.6	50.2	46.3	92.2	.597	29.97	27.63

<sup>1</sup> Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## BEAM HOUSE

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>Haulers, male:</b>									
Delaware.....	4	23	5.3	48.4	41.7	86.2	\$0.406	\$19.65	\$16.95
Illinois and Missouri.....	7	69	5.1	50.0	40.6	81.2	.478	23.90	19.39
Kentucky and Tennessee.....	1	7	6.0	50.0	52.0	104.0	.363	18.15	18.91
Massachusetts and New Hampshire.....	17	107	5.5	48.7	44.6	91.6	.480	23.38	21.42
Michigan.....	5	27	5.8	54.2	43.5	80.3	.379	20.54	16.49
New Jersey.....	5	34	5.9	52.1	50.4	96.7	.449	23.39	22.65
New York.....	10	108	5.4	50.1	43.7	87.2	.539	27.00	23.57
North Carolina.....	5	30	3.7	53.9	21.2	39.3	.280	15.09	5.94
Ohio.....	3	24	5.7	50.7	47.7	94.1	.527	26.72	25.15
Pennsylvania.....	20	167	5.6	51.9	45.0	86.7	.451	23.41	20.31
West Virginia.....	4	27	5.6	51.1	35.6	69.7	.338	17.27	12.02
Wisconsin.....	8	48	5.2	52.3	40.5	77.4	.424	22.18	17.15
Total.....	89	671	5.4	50.9	42.8	84.1	.461	23.46	19.72
<b>Splitting-machine operators, male:</b>									
Illinois and Missouri.....	3	5	5.4	50.0	44.5	89.0	.503	25.15	22.38
Massachusetts and New Hampshire.....	7	12	5.3	48.0	45.2	94.2	.737	35.38	33.33
New York.....	3	5	5.4	49.2	38.1	77.4	.717	35.28	27.32
Ohio.....	1	3	6.0	50.0	52.7	105.4	.645	32.25	33.97
Pennsylvania.....	2	3	5.3	49.3	44.0	89.2	.558	27.51	24.53
Wisconsin.....	7	11	4.6	51.8	35.7	68.9	.393	20.36	14.03
Total.....	23	39	5.2	49.7	42.0	84.5	.597	29.67	25.09
<b>Unhauling-machine operators, male:</b>									
Delaware.....	3	12	5.4	49.2	43.9	89.2	.409	20.12	17.97
Illinois and Missouri.....	7	20	5.3	50.0	39.9	79.8	.513	25.65	20.46
Kentucky and Tennessee.....	2	4	6.0	49.0	44.5	90.8	.324	15.88	14.38
Massachusetts and New Hampshire.....	12	34	4.8	49.5	39.9	80.6	.543	26.83	21.71
Michigan.....	5	14	6.0	54.4	50.3	92.5	.404	21.98	20.30
New Jersey.....	8	28	6.3	52.6	55.4	105.3	.507	26.67	28.08
New York.....	8	41	5.1	49.3	40.4	81.9	.592	29.19	23.92
North Carolina.....	5	10	4.0	54.3	27.4	50.5	.335	18.19	9.17
Ohio.....	4	10	5.2	51.6	41.0	79.5	.488	25.18	20.01
Pennsylvania.....	20	89	5.6	51.6	45.7	88.6	.476	24.56	21.75
West Virginia.....	4	12	5.2	50.5	33.5	66.3	.387	19.54	12.95
Wisconsin.....	8	13	4.2	51.6	32.8	63.6	.453	23.37	14.88
Total.....	86	287	5.3	51.1	43.0	84.1	.490	25.04	21.07
<b>Fleshing-machine operators, male:</b>									
Delaware.....	5	31	4.8	49.8	40.3	80.9	.442	22.01	17.80
Illinois and Missouri.....	8	31	5.2	49.5	39.3	79.4	.501	24.80	19.68
Kentucky and Tennessee.....	2	5	6.0	49.6	46.0	92.7	.433	21.48	19.91
Massachusetts and New Hampshire.....	24	79	5.1	48.8	42.5	87.1	.554	27.04	23.54
Michigan.....	5	11	5.9	54.5	47.6	87.3	.409	22.29	19.46
New Jersey.....	9	25	6.1	52.5	51.1	97.3	.509	26.72	26.01
New York.....	11	32	5.4	49.8	44.2	88.8	.564	28.09	24.96
North Carolina.....	5	11	4.5	54.0	27.5	50.9	.328	17.71	8.99
Ohio.....	3	13	5.8	50.6	47.3	93.5	.510	25.81	24.09
Pennsylvania.....	21	74	5.5	52.1	44.4	85.2	.463	24.12	20.58
West Virginia.....	4	7	5.0	50.6	32.1	63.4	.389	19.68	12.50
Wisconsin.....	8	25	5.0	52.3	36.7	70.2	.419	21.91	15.37
Total.....	105	344	5.3	50.8	42.5	83.7	.492	24.99	20.90

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## BEAM HOUSE—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>Beamsters or scudders, hand, male:</b>									
Delaware.....	2	56	3.0	50.5	24.8	49.1	\$0.549	\$27.72	\$13.58
Illinois and Missouri.....	7	34	4.8	50.0	40.6	81.2	.508	25.40	20.67
Kentucky and Tennessee.....	1	4	6.0	50.0	47.9	95.8	.381	19.05	18.24
Massachusetts and New Hampshire.....	6	15	5.7	48.0	45.5	94.8	.526	25.25	23.90
Michigan.....	5	43	5.6	54.4	43.3	79.6	.392	21.32	17.00
New Jersey.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
New York.....	8	68	5.4	50.0	46.2	92.4	.540	27.00	24.94
North Carolina.....	5	24	3.8	53.8	25.5	47.4	.315	16.95	8.06
Ohio.....	4	24	5.3	50.7	44.4	87.6	.558	28.29	24.79
Pennsylvania.....	14	114	5.7	50.8	44.3	87.2	.510	25.91	22.60
West Virginia.....	3	14	5.4	49.7	32.0	64.4	.399	19.83	12.78
Wisconsin.....	7	34	4.3	51.8	34.0	65.6	.419	21.70	14.27
Total.....	63	432	5.0	51.0	39.5	77.5	.492	25.09	19.46
<b>Beamsters or scudders, machine, male:</b>									
Illinois and Missouri.....	1	4	6.0	50.0	49.8	99.6	.392	19.60	19.53
Massachusetts and New Hampshire.....	5	17	4.6	48.4	37.3	77.1	.679	32.86	25.29
New Jersey.....	3	10	6.2	52.5	44.4	84.6	.482	25.31	21.41
New York.....	2	3	5.7	48.7	52.3	107.4	.563	27.42	29.45
North Carolina.....	3	5	3.4	53.4	24.3	45.5	.355	18.96	8.63
Ohio.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Pennsylvania.....	2	4	5.5	51.0	47.0	92.2	.431	21.98	20.28
Wisconsin.....	3	4	4.5	52.5	29.1	55.4	.408	21.42	11.87
Total.....	20	49	5.1	50.5	40.1	79.4	.534	26.97	21.40
<b>Trimmers, male:</b>									
Delaware.....	2	81	4.4	50.6	42.6	84.2	.401	20.29	17.07
Illinois and Missouri.....	8	38	5.2	49.7	40.9	82.3	.460	22.86	18.81
Kentucky and Tennessee.....	2	6	5.0	49.0	26.0	53.1	.341	16.71	8.87
Massachusetts and New Hampshire.....	15	96	5.5	49.0	45.1	92.0	.496	24.30	22.38
Michigan.....	2	7	6.0	54.0	50.6	93.7	.388	20.95	19.60
New Jersey.....	7	27	5.5	51.7	45.8	88.6	.534	27.61	24.46
New York.....	7	29	5.2	50.3	42.6	84.7	.464	23.34	19.77
North Carolina.....	5	19	3.3	54.0	23.6	43.7	.344	18.58	8.12
Ohio.....	2	10	5.5	50.0	49.6	99.2	.509	25.45	25.24
Pennsylvania.....	9	44	5.5	51.5	44.0	85.4	.464	23.90	20.43
West Virginia.....	3	14	5.0	51.4	35.1	68.3	.369	18.97	12.94
Wisconsin.....	8	34	4.9	52.2	40.2	77.0	.366	19.11	14.70
Total.....	70	405	5.1	50.6	42.1	83.2	.449	22.72	18.90
<b>Machine helpers, male:</b>									
Delaware.....	3	18	4.6	49.3	40.7	82.6	.322	15.87	13.08
Illinois and Missouri.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Massachusetts and New Hampshire.....	7	22	5.2	48.0	43.5	90.6	.512	24.58	22.25
New Jersey.....	3	13	5.8	52.4	48.0	91.6	.417	21.85	20.00
New York.....	3	6	5.3	50.7	43.7	86.2	.514	26.06	22.45
Pennsylvania.....	3	12	4.8	49.4	33.3	67.4	.400	19.76	13.32
Wisconsin.....	1	3	4.0	50.0	30.8	61.6	.465	23.25	14.34
Total.....	21	76	5.0	49.6	41.3	83.3	.431	21.38	17.81

<sup>1</sup> Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## BEAM HOUSE—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>Laborers and truckers, male:</b>									
Delaware.....	2	23	4.7	49.4	39.9	80.8	\$0.434	\$21.44	\$17.33
Illinois and Missouri.....	4	43	5.0	50.0	41.8	83.6	.449	22.45	18.78
Massachusetts and New Hampshire.....	16	78	5.2	49.5	42.9	86.7	.429	21.24	18.42
Michigan.....	4	24	5.3	54.0	44.8	83.0	.324	17.50	14.50
New Jersey.....	1	15	5.6	52.5	48.1	91.6	.431	22.63	20.72
New York.....	9	46	5.0	49.7	43.1	86.7	.439	21.82	18.89
North Carolina.....	4	14	3.5	55.0	26.5	48.2	.300	16.50	7.96
Ohio.....	2	23	5.9	50.0	53.2	106.4	.537	26.85	28.57
Pennsylvania.....	14	67	5.7	51.3	45.6	88.9	.406	20.83	18.54
West Virginia.....	4	7	5.7	51.4	37.9	73.7	.333	17.12	12.61
Wisconsin.....	4	16	2.8	53.1	21.0	40.9	.375	19.91	8.12
Total.....	64	356	5.1	50.8	42.4	83.5	.424	21.54	17.98
<b>Other beam-house employees, male:</b>									
Delaware.....	4	20	4.9	50.1	42.2	84.2	.555	27.81	23.38
Illinois and Missouri.....	7	28	5.4	49.5	46.6	94.1	.521	25.79	21.27
Kentucky and Tennessee.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Massachusetts and New Hampshire.....	21	146	5.6	48.8	49.2	100.8	.609	29.72	29.94
Michigan.....	4	16	5.9	54.0	50.9	94.3	.371	20.03	18.87
New Jersey.....	7	13	5.8	52.1	49.7	95.4	.669	34.85	33.22
New York.....	10	42	5.5	49.2	45.7	92.9	.540	26.57	24.69
North Carolina.....	5	10	3.7	54.3	26.6	49.0	.344	18.68	9.15
Ohio.....	4	9	5.8	50.9	49.0	96.3	.686	34.92	33.62
Pennsylvania.....	18	51	5.7	52.5	49.5	94.3	.547	28.72	27.06
West Virginia.....	3	9	5.6	50.7	39.3	77.5	.418	21.19	16.43
Wisconsin.....	7	18	5.1	51.7	43.1	83.4	.528	27.30	22.74
Total.....	91	363	5.5	50.2	47.2	94.0	.564	28.31	26.59

## TAN HOUSE

<b>Liquor men, male:</b>									
Delaware.....	5	14	4.9	49.1	37.7	76.8	\$0.425	\$20.87	\$16.00
Illinois and Missouri.....	7	10	5.6	49.5	49.4	99.8	.485	24.01	23.95
Kentucky and Tennessee.....	2	3	6.0	49.3	54.0	109.5	.330	16.27	17.81
Massachusetts and New Hampshire.....	23	51	5.4	48.7	43.3	88.9	.493	24.01	21.33
Michigan.....	4	4	6.0	54.0	53.1	98.3	.381	20.57	20.24
New Jersey.....	7	7	6.1	51.9	53.4	102.9	.521	27.04	27.81
New York.....	6	13	5.6	51.1	57.3	112.1	.456	23.30	26.14
North Carolina.....	5	11	4.7	57.5	42.8	74.4	.321	18.46	13.75
Ohio.....	2	3	4.3	51.3	31.5	61.4	.447	22.93	14.09
Pennsylvania.....	19	29	5.9	51.5	50.4	97.9	.492	25.34	24.80
West Virginia.....	3	3	5.3	52.0	46.0	88.5	.377	19.60	17.35
Wisconsin.....	6	8	4.8	52.3	35.0	66.9	.459	24.01	16.04
Total.....	89	156	5.4	50.7	45.9	90.5	.462	23.42	21.24
<b>Haulers, male:</b>									
Delaware.....	4	13	5.5	47.8	43.7	91.4	.348	16.63	15.21
Illinois and Missouri.....	9	52	5.1	49.5	37.1	74.9	.476	23.56	17.65
Kentucky and Tennessee.....	3	14	6.0	49.6	43.4	87.5	.382	18.95	16.60
Massachusetts and New Hampshire.....	18	180	5.3	48.7	42.8	87.9	.470	22.89	20.09
Michigan.....	5	46	5.8	54.7	42.9	78.4	.380	20.79	16.33
New Jersey.....	6	28	5.2	51.2	42.0	82.0	.443	22.68	18.59
New York.....	9	78	5.1	51.2	43.2	84.4	.505	25.86	21.84
North Carolina.....	5	69	3.8	54.1	23.4	52.5	.297	16.07	8.42
Ohio.....	5	26	5.1	51.4	42.8	83.3	.379	19.48	16.25
Pennsylvania.....	21	172	5.4	51.2	43.7	85.4	.444	22.73	19.38
West Virginia.....	4	45	5.3	50.5	35.0	69.3	.368	18.58	12.86
Wisconsin.....	3	40	4.9	51.9	36.4	70.1	.415	21.54	15.13
Total.....	97	753	5.2	50.8	40.7	80.1	.436	22.15	17.76

<sup>1</sup> Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

TAN HOUSE—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>Laborers and truckers, male:</b>									
Delaware.....	1	4	4.0	51.3	40.3	78.6	\$0.400	\$20.52	\$16.10
Illinois and Missouri.....	2	11	5.4	50.0	42.9	85.8	.470	23.50	20.15
Kentucky and Tennessee.....	3	9	4.9	49.1	37.6	76.6	.282	13.85	10.61
Massachusetts and New Hampshire.....	11	37	5.0	48.2	41.1	85.3	.438	21.11	17.99
Michigan.....	1	3	6.0	54.0	27.8	51.5	.377	20.36	10.50
New Jersey.....	3	11	4.6	51.1	40.4	79.1	.378	19.32	15.27
New York.....	5	14	4.6	52.3	42.7	81.6	.419	21.91	17.90
North Carolina.....	4	24	3.0	55.9	17.3	32.1	.240	12.94	4.17
Pennsylvania.....	13	58	5.4	52.6	46.6	88.6	.372	19.57	17.34
West Virginia.....	2	11	4.6	52.4	39.3	75.0	.310	16.24	12.19
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	46	184	4.8	51.4	39.5	76.8	.382	19.63	15.11
<b>Laborers and truckers, female:</b>									
New Jersey.....	1	8	5.6	52.5	49.5	94.3	.326	17.12	16.13
<b>Other tan-house employees, male:</b>									
Delaware.....	3	7	6.0	47.6	47.6	100.0	.557	26.50	26.50
Illinois and Missouri.....	6	26	5.3	50.0	42.0	84.0	.615	30.75	25.85
Kentucky and Tennessee.....	2	5	5.2	50.0	44.3	88.6	.480	24.00	21.24
Massachusetts and New Hampshire.....	19	92	5.0	48.3	39.0	80.7	.756	36.51	29.51
Michigan.....	5	14	6.1	54.4	52.4	96.3	.380	20.67	19.93
New Jersey.....	5	19	5.8	51.7	50.8	98.3	.578	29.88	29.33
New York.....	10	51	5.4	49.3	48.0	97.4	.566	27.90	27.16
North Carolina.....	4	18	3.6	55.9	30.6	54.7	.374	20.91	11.44
Ohio.....	4	5	5.6	51.5	50.3	97.7	.587	30.23	29.55
Pennsylvania.....	19	71	5.7	52.7	50.0	94.9	.482	25.40	24.09
West Virginia.....	4	9	5.2	50.0	38.9	77.8	.448	22.40	17.42
Wisconsin.....	3	7	5.6	51.4	47.0	91.4	.603	30.99	28.35
Total.....	84	324	5.3	50.6	44.5	87.9	.577	29.20	25.68

FINISHING DEPARTMENT

SOLE AND BELTING									
<b>Bleachers, male:</b>									
Kentucky and Tennessee.....	3	9	4.3	49.6	36.3	73.2	\$0.327	\$16.22	\$11.87
Massachusetts and New Hampshire.....	1	5	5.0	50.0	32.4	64.8	.464	23.20	15.01
Michigan.....	4	5	5.2	55.2	40.5	73.4	.335	18.49	13.56
New York.....	5	15	4.5	53.2	41.5	78.0	.462	24.58	19.15
North Carolina.....	5	17	4.8	53.4	30.7	57.5	.293	15.65	9.00
Ohio.....	2	4	5.0	51.8	48.5	93.6	.375	19.43	18.18
Pennsylvania.....	13	34	5.4	53.2	45.1	84.8	.434	23.09	19.54
West Virginia.....	4	7	5.3	51.4	32.6	63.4	.365	18.25	11.56
Total.....	37	96	5.0	52.7	39.5	75.0	.398	20.97	15.71
<b>Extractors, temperers, and oilers, male:</b>									
Kentucky and Tennessee.....	3	10	5.0	49.8	41.6	83.5	.389	19.37	16.17
Massachusetts and New Hampshire.....	1	17	4.9	50.0	34.8	69.6	.541	27.05	18.85
Michigan.....	4	11	5.5	54.5	39.8	73.0	.323	17.60	12.86
New York.....	5	26	4.8	53.1	43.1	81.2	.462	24.53	19.90
North Carolina.....	5	28	3.6	54.6	31.4	57.5	.284	15.51	8.93
Ohio.....	2	12	5.2	50.3	48.6	96.6	.377	18.96	18.32
Pennsylvania.....	13	97	5.6	52.4	46.4	88.5	.462	23.68	20.99
West Virginia.....	4	36	4.7	52.3	26.0	49.7	.340	17.78	8.85
Total.....	37	237	5.0	52.5	39.9	76.0	.419	22.00	16.73

1 Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## FINISHING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>SOLE AND BELTING—continued</b>									
<b>Wringing and setting-out machine operators, male:</b>									
Delaware.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Kentucky and Tennessee.....	3	11	5.0	49.5	37.4	75.6	\$0.412	\$20.39	\$15.42
Massachusetts and New Hampshire.....	1	8	5.0	50.0	33.7	67.4	.549	27.45	18.51
Michigan.....	4	32	5.5	54.2	39.0	72.0	.324	17.56	12.63
New York.....	5	58	4.4	49.8	40.9	82.1	.684	29.08	23.88
North Carolina.....	5	26	4.3	54.1	30.2	55.8	.274	14.82	8.30
Ohio.....	2	7	5.3	51.5	52.4	101.7	.378	19.47	19.79
Pennsylvania.....	13	113	5.3	51.6	41.4	80.2	.420	21.67	17.38
West Virginia.....	4	28	5.5	51.0	29.8	58.4	.362	18.46	10.81
Total.....	38	284	5.1	51.5	38.8	75.3	.432	22.25	16.73
<b>Dry-loft men, male:</b>									
Delaware.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Kentucky and Tennessee.....	2	10	4.9	50.0	37.8	75.6	.313	15.65	11.80
Massachusetts and New Hampshire.....	1	26	4.9	50.0	33.8	67.6	.525	26.25	17.76
Michigan.....	4	34	5.9	54.4	44.1	81.1	.296	16.10	13.06
New York.....	5	36	4.8	50.6	41.1	81.2	.556	28.13	22.84
North Carolina.....	5	32	4.3	54.5	30.1	55.2	.267	14.55	8.05
Ohio.....	2	6	4.7	51.2	44.8	87.5	.342	17.51	15.33
Pennsylvania.....	13	150	5.4	51.9	42.7	82.3	.395	20.50	16.86
West Virginia.....	4	38	5.5	51.6	29.5	57.2	.318	16.41	9.38
Total.....	37	333	5.2	52.0	39.2	75.4	.391	20.33	15.31
<b>Spongers and stuffers, male:</b>									
Delaware.....	1	4	6.0	47.0	31.4	66.8	.433	20.35	13.58
Kentucky and Tennessee.....	3	9	5.4	49.1	41.7	84.9	.310	15.22	12.94
Massachusetts and New Hampshire.....	1	13	4.8	50.0	33.3	66.6	.520	26.00	17.35
Michigan.....	4	16	6.0	54.8	43.9	80.1	.296	16.22	12.98
New York.....	4	37	5.0	49.8	43.1	86.5	.519	25.85	22.38
North Carolina.....	5	37	4.6	54.0	29.4	54.4	.272	14.69	8.00
Ohio.....	1	8	6.1	50.0	47.1	94.2	.422	21.10	19.88
Pennsylvania.....	11	87	5.3	50.9	43.6	85.7	.381	19.39	16.61
West Virginia.....	3	21	5.3	50.9	28.9	56.8	.349	17.76	10.09
Total.....	33	232	5.2	51.3	39.2	76.4	.390	20.01	15.23
<b>Rolling-machine operators, male:</b>									
Kentucky and Tennessee.....	3	27	5.7	49.6	39.8	80.2	.490	24.30	19.52
Massachusetts and New Hampshire.....	1	9	5.0	50.0	31.3	62.6	.550	27.50	17.24
Michigan.....	4	40	6.0	54.2	45.6	84.1	.373	20.22	17.01
New York.....	5	99	4.8	50.5	41.3	81.8	.604	30.50	24.98
North Carolina.....	5	53	4.2	54.4	33.0	60.7	.329	17.90	10.86
Ohio.....	2	27	6.7	50.4	43.5	86.3	.475	23.94	20.62
Pennsylvania.....	13	221	5.6	51.0	44.7	87.6	.472	24.07	21.11
West Virginia.....	4	58	5.3	50.5	29.9	59.2	.408	20.60	12.22
Total.....	37	534	5.3	51.3	40.8	79.5	.474	24.32	19.37

1 Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

FINISHING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>PATENT LEATHER</b>									
<b>Buffing-wheel operators, male:</b>									
Massachusetts and New Hampshire.....	2	8	4.4	48.0	28.6	59.6	\$0.763	\$36.62	\$21.83
New York.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Pennsylvania.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	5	13	4.5	49.8	31.8	63.9	.638	31.77	20.31
<b>Togglers and tackers, male:</b>									
Massachusetts and New Hampshire.....	4	68	5.3	48.0	42.2	87.9	.584	28.03	24.64
New Jersey.....	1	8	5.0	40.0	40.0	100.0	.625	25.00	25.00
New York.....	1	3	6.0	51.0	51.0	100.0	.596	30.39	30.39
Pennsylvania.....	1	37	4.2	52.5	21.3	40.6	.538	28.25	11.43
Wisconsin.....	1	4	3.3	54.0	28.6	53.0	.330	17.82	9.44
Total.....	8	120	4.9	49.1	35.4	72.1	.572	28.09	20.23
<b>Oil and dope mixers, male:</b>									
Massachusetts and New Hampshire.....	4	8	5.6	48.0	46.0	95.8	.513	24.62	23.61
New Jersey.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
New York.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Pennsylvania.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	8	13	5.2	49.1	43.3	88.2	.526	25.83	22.78
<b>Daubers, male:</b>									
Illinois and Missouri.....	1	4	5.0	50.0	44.6	89.2	.377	18.85	16.83
Massachusetts and New Hampshire.....	4	48	5.6	48.0	45.7	95.2	.647	31.06	29.57
New Jersey.....	1	20	5.0	40.0	40.0	100.0	.875	35.00	35.00
Pennsylvania.....	1	11	5.0	52.5	30.9	58.9	.408	21.42	12.62
Wisconsin.....	1	5	2.0	54.0	18.0	33.3	.300	16.20	5.40
Total.....	8	88	5.2	47.2	40.9	86.7	.653	30.82	26.74
<b>Daubers, female:</b>									
New York.....	1	4	6.0	48.0	49.5	103.1	.290	13.92	14.35
Pennsylvania.....	1	3	5.3	53.8	50.4	93.7	.250	13.45	12.62
Total.....	2	7	5.7	50.5	49.9	98.8	.273	13.79	13.60
<b>Pumicers, male:</b>									
Illinois and Missouri.....	1	5	5.0	50.0	44.0	88.0	.549	27.45	24.16
Massachusetts and New Hampshire.....	4	50	6.0	48.0	47.6	99.2	.658	31.58	31.33
New Jersey.....	1	17	5.0	40.0	40.0	100.0	.875	35.00	35.00
Pennsylvania.....	1	20	4.8	52.5	38.1	72.6	.539	28.30	20.52
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	8	93	5.5	47.7	43.8	91.8	.663	31.63	29.06
<b>Pumicers, female:</b>									
New York.....	1	3	6.0	48.0	49.5	103.1	.258	12.38	12.78
<b>Trimmers, male:</b>									
Massachusetts and New Hampshire.....	3	9	5.4	48.0	40.0	83.3	.514	24.67	20.58
Pennsylvania.....	1	4	6.0	52.5	44.8	85.3	.490	25.73	21.93
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	5	14	5.6	49.7	41.5	83.5	.490	24.35	20.32

<sup>1</sup> Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## FINISHING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>OTHER THAN SOLE OR PATENT</b>									
<b>Setters-out, machine, male:</b>									
Delaware.....	4	70	4.3	50.1	37.4	74.7	\$0.362	\$18.14	\$13.54
Illinois and Missouri.....	8	82	4.9	49.8	34.7	69.7	.506	25.20	17.59
Massachusetts and New Hampshire.....	23	198	5.3	48.9	41.5	84.9	.471	23.03	19.53
Michigan.....	1	21	5.6	54.0	48.2	89.3	.385	20.79	18.54
New Jersey.....	8	39	5.6	51.3	49.0	95.5	.634	27.39	26.15
New York.....	7	76	4.8	48.6	39.9	82.1	.644	26.44	21.72
Ohio.....	4	42	5.2	50.4	42.9	85.1	.369	18.60	15.80
Pennsylvania.....	8	105	5.4	51.7	47.2	91.3	.412	21.30	19.45
Wisconsin.....	7	68	5.1	52.4	37.8	72.1	.381	19.96	14.40
Total.....	70	701	5.1	50.2	41.3	82.3	.449	22.54	18.55
<b>Setters-out, machine, female:</b>									
Delaware.....	2	52	4.2	50.3	31.8	63.2	.210	10.56	6.69
New Jersey.....	2	9	5.0	52.3	42.5	81.3	.327	17.10	13.92
Total.....	4	61	4.3	50.6	33.4	66.0	.232	11.74	7.75
<b>Setters-out, hand, male:</b>									
Illinois and Missouri.....	3	37	5.1	50.0	35.6	71.2	.466	23.30	16.56
Massachusetts and New Hampshire.....	3	14	5.0	48.0	39.8	82.9	.537	25.78	21.40
Michigan.....	1	6	5.0	54.0	39.9	73.9	.368	19.87	14.67
New Jersey.....	3	5	5.0	49.1	35.3	71.9	.605	29.71	21.34
New York.....	5	29	5.0	50.8	42.7	84.1	.430	21.84	18.37
Ohio.....	1	10	6.0	50.0	53.5	107.0	.472	23.60	25.21
Pennsylvania.....	2	14	4.9	51.3	47.3	92.2	.433	22.21	20.48
Wisconsin.....	5	37	5.1	50.9	30.6	60.1	.433	22.04	13.26
Total.....	23	152	5.1	50.4	38.5	76.4	.456	22.98	17.56
<b>Driers, male:</b>									
Delaware.....	4	43	4.7	51.2	44.8	87.5	.312	15.97	13.99
Illinois and Missouri.....	9	41	5.1	49.5	38.4	77.6	.362	17.92	13.90
Massachusetts and New Hampshire.....	21	83	5.4	48.5	43.8	90.3	.448	21.73	19.65
Michigan.....	1	16	4.9	54.0	41.8	77.4	.275	14.85	11.50
New Jersey.....	3	17	5.5	51.8	48.4	93.4	.343	17.77	16.61
New York.....	7	37	4.9	49.0	42.4	86.5	.463	22.69	19.65
Ohio.....	1	5	6.0	50.0	53.3	106.6	.347	17.35	18.48
Pennsylvania.....	8	49	5.6	51.5	52.6	102.1	.326	16.79	17.13
Wisconsin.....	7	33	5.6	53.1	37.5	70.6	.383	20.34	14.35
Total.....	61	324	5.3	50.4	44.1	87.5	.378	19.05	16.67
<b>Driers, female:</b>									
Delaware.....	2	20	4.6	49.6	39.2	79.0	.217	10.76	8.50
Illinois and Missouri.....	2	12	4.9	50.0	40.0	80.0	.235	11.75	9.40
Massachusetts and New Hampshire.....	9	29	5.7	48.0	45.4	94.6	.299	14.35	13.56
New Jersey.....	2	8	5.0	52.1	43.2	82.9	.292	15.21	12.61
New York.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Ohio.....	1	7	5.7	50.0	47.3	94.6	.272	13.60	12.85
Wisconsin.....	3	7	6.0	50.0	46.5	93.0	.270	13.50	12.53
Total.....	20	84	5.3	49.4	43.2	87.4	.266	13.14	11.47
<b>Splitting-machine operators, male:</b>									
Illinois and Missouri.....	8	15	5.1	50.0	41.3	82.6	.654	32.70	26.98
Massachusetts and New Hampshire.....	2	4	4.8	48.0	38.0	79.2	.733	35.18	27.84
Michigan.....	1	6	6.0	54.0	44.9	83.1	.484	26.14	21.74
New Jersey.....	5	5	4.2	51.9	33.7	64.9	1.182	61.35	39.79
New York.....	4	9	4.9	48.9	38.2	78.1	.700	34.23	26.77
Ohio.....	3	8	5.0	51.5	39.1	75.9	.670	34.51	26.18
Wisconsin.....	8	12	5.0	52.4	39.5	75.4	.666	29.66	22.33
Total.....	31	69	5.0	51.0	39.6	77.6	.669	34.12	26.51

<sup>1</sup>Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## FINISHING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>OTHER THAN SOLE OR PATENT—CON.</b>									
<b>Sorters, blue and crust, male:</b>									
Delaware.....	4	17	5.1	51.4	43.2	84.0	\$0.396	\$20.35	\$17.10
Illinois and Missouri.....	7	19	5.1	49.5	40.9	82.6	.508	25.15	20.78
Massachusetts and New Hampshire.....	17	48	5.4	48.6	44.2	90.9	.562	27.31	24.86
Michigan.....	1	6	5.2	54.0	45.8	84.8	.336	13.14	13.40
New Jersey.....	6	18	5.7	50.3	45.6	96.6	.614	30.33	29.86
New York.....	2	8	5.8	49.5	48.6	98.2	.380	18.81	18.47
Ohio.....	3	7	6.0	50.6	48.4	95.7	.579	29.30	28.02
Pennsylvania.....	5	18	5.8	50.4	50.2	99.6	.617	26.06	25.99
Wisconsin.....	7	22	5.8	52.3	46.9	89.7	.452	23.64	21.20
Total.....	52	163	5.5	50.2	45.7	91.0	.508	25.50	23.23
<b>Sorters, blue and crust, female:</b>									
Delaware.....	1	3	6.0	51.0	48.5	95.1	.200	10.20	9.70
Massachusetts and New Hampshire.....	2	5	6.0	48.0	48.0	100.0	.262	12.59	12.59
Michigan.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	5	11	5.9	49.7	48.3	97.2	.248	12.33	11.96
<b>Shaving-machine operators, male:</b>									
Delaware.....	4	77	4.9	51.1	33.6	65.8	.526	26.88	17.66
Illinois and Missouri.....	9	60	4.9	49.9	35.4	70.9	.537	26.80	19.00
Massachusetts and New Hampshire.....	22	163	5.1	48.4	38.8	80.2	.740	35.82	28.72
Michigan.....	1	11	5.6	54.0	52.7	97.6	.497	26.84	26.16
New Jersey.....	10	58	4.9	50.0	37.4	74.8	.658	32.90	24.61
New York.....	6	50	5.0	49.4	41.7	84.4	.584	28.85	24.31
Ohio.....	2	22	5.9	50.2	46.0	91.6	.710	35.64	32.69
Pennsylvania.....	9	49	5.4	50.2	47.7	95.0	.640	32.13	30.56
Wisconsin.....	8	68	4.9	51.9	36.7	70.7	.483	25.07	17.75
Total.....	71	558	5.1	50.0	38.9	77.8	.623	31.15	24.26
<b>Color, fat liquor, and seasoning mixers, male:</b>									
Delaware.....	3	8	5.5	48.6	50.4	103.7	.617	29.99	31.11
Illinois and Missouri.....	7	18	5.4	49.7	47.3	95.2	.455	22.61	21.52
Massachusetts and New Hampshire.....	17	27	5.8	48.7	50.2	103.1	.497	24.20	24.95
Michigan.....	1	3	6.0	54.0	54.0	100.0	.286	15.43	15.43
New Jersey.....	6	9	6.1	51.4	52.6	102.3	.528	27.14	27.77
New York.....	2	3	5.3	50.0	41.8	83.6	.564	28.20	23.56
Ohio.....	2	4	6.0	50.0	55.1	110.2	.471	23.55	25.94
Pennsylvania.....	2	3	6.0	54.6	59.8	109.5	.601	32.81	35.95
Wisconsin.....	7	14	5.6	52.4	45.4	86.6	.457	23.95	20.71
Total.....	47	89	5.7	50.2	49.5	98.6	.495	24.85	24.47
<b>Colorers and fat liquorers, male:</b>									
Delaware.....	4	27	4.4	48.9	37.1	75.9	.390	19.07	14.48
Illinois and Missouri.....	8	62	5.2	50.0	42.9	85.8	.439	21.95	18.86
Massachusetts and New Hampshire.....	19	95	5.7	48.5	46.9	96.7	.479	23.23	22.44
Michigan.....	1	3	6.0	54.0	54.7	101.3	.337	18.20	18.43
New Jersey.....	8	68	5.0	49.2	42.8	87.0	.501	24.65	21.48
New York.....	7	42	4.8	49.4	41.9	84.8	.541	26.73	22.63
Ohio.....	2	8	5.3	51.5	49.9	96.9	.554	28.53	27.62
Pennsylvania.....	7	30	4.7	51.5	40.4	78.4	.464	23.90	18.76
Wisconsin.....	7	35	4.9	51.5	40.3	78.3	.451	23.23	18.15
Total.....	63	370	5.1	49.7	43.2	86.9	.474	23.56	20.48

<sup>1</sup> Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours worked and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## FINISHING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>OTHER THAN SOLE OR PATENT—CON.</b>									
<b>Colorers and fat liquorers, female:</b>									
New Jersey.....	2	9	4.1	49.8	34.8	69.9	\$0.326	\$16.23	\$11.33
New York.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Pennsylvania.....	1	4	5.0	49.5	45.0	90.9	.318	15.74	14.32
Total.....	4	14	4.5	49.6	38.7	78.0	.327	16.22	12.65
<b>Oiling-off machine operators, male:</b>									
Delaware.....	2	5	3.8	52.4	34.2	65.3	.332	17.40	11.34
Illinois and Missouri.....	2	4	4.0	50.0	20.3	40.6	.334	16.70	6.77
Massachusetts and New Hampshire.....	8	13	5.6	48.5	43.8	90.3	.400	19.40	17.55
New Jersey.....	4	7	5.0	51.6	42.2	81.8	.408	20.70	17.03
New York.....	3	5	4.8	48.4	43.0	88.8	.607	29.38	26.00
Pennsylvania.....	2	5	5.8	54.8	53.0	96.7	.435	23.84	23.08
Wisconsin.....	2	4	6.0	50.0	41.0	82.0	.371	18.55	15.21
Total.....	23	43	5.1	50.4	41.0	81.3	.419	21.12	17.16
<b>Oiling-off machine operators, female:</b>									
Delaware.....	2	14	4.1	49.0	28.5	58.2	.223	10.93	6.36
Massachusetts and New Hampshire.....	3	10	4.8	48.0	38.8	80.8	.272	13.06	10.55
New Jersey.....	1	3	3.3	52.0	28.2	54.2	.348	18.10	9.80
Pennsylvania.....	3	15	5.1	51.3	43.5	84.8	.329	16.88	14.31
Total.....	9	42	4.6	49.8	36.3	72.9	.288	14.34	10.44
<b>Dampeners or sawdusters, male:</b>									
Delaware.....	2	3	5.3	54.3	51.0	93.9	.307	16.67	15.66
Illinois and Missouri.....	6	17	4.7	50.0	31.6	63.2	.487	24.35	15.40
Massachusetts and New Hampshire.....	16	49	5.9	48.9	49.0	100.2	.373	18.24	18.26
Michigan.....	1	6	5.5	54.0	46.1	85.4	.322	17.39	14.83
New Jersey.....	3	5	5.6	52.4	48.8	93.1	.314	16.45	15.32
New York.....	3	7	5.3	50.6	44.1	87.2	.380	19.23	16.73
Ohio.....	1	7	5.9	50.0	51.4	102.8	.372	18.60	19.12
Pennsylvania.....	3	6	5.8	53.8	52.5	97.6	.361	19.42	18.93
Wisconsin.....	8	19	5.8	52.2	42.4	81.2	.342	17.85	14.48
Total.....	43	119	5.6	50.6	45.4	89.7	.372	18.82	16.88
<b>Dampeners or sawdusters, female:</b>									
Illinois and Missouri.....	1	4	5.0	50.0	40.3	80.6	.285	11.75	9.46
Massachusetts and New Hampshire.....	1	3	6.0	48.0	48.0	100.0	.284	13.62	13.62
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	3	8	5.5	49.3	44.4	90.1	.257	12.67	11.40
<b>Stakers, machine, male:</b>									
Delaware.....	4	129	4.4	50.8	34.3	67.5	.538	27.33	18.47
Illinois and Missouri.....	9	60	5.0	49.8	35.4	71.1	.529	26.34	18.76
Massachusetts and New Hampshire.....	25	259	5.4	48.9	43.9	89.8	.599	29.29	26.27
Michigan.....	1	12	6.0	54.0	50.7	93.9	.394	21.28	19.97
New Jersey.....	9	89	5.2	51.9	44.0	84.8	.546	28.34	24.00
New York.....	7	82	4.9	48.9	43.8	89.6	.570	27.87	24.98
Ohio.....	1	21	6.0	50.0	55.6	111.2	.588	29.40	32.72
Pennsylvania.....	8	132	5.0	48.2	40.3	83.6	.596	28.73	24.04
Wisconsin.....	8	70	5.4	52.2	39.8	76.2	.419	21.87	16.64
Total.....	72	854	5.1	49.8	41.4	83.1	.560	27.89	23.14

<sup>1</sup> Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## FINISHING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
OTHER THAN SOLE OR PATENT—CON.									
Stakers, machine, female:									
Illinois and Missouri.....	3	6	4.0	48.3	29.9	61.9	\$0.259	\$12.51	\$7.74
Massachusetts and New Hampshire.....	2	5	5.6	48.0	42.8	89.2	.338	16.22	14.46
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	6	13	4.8	48.5	36.4	75.1	.305	14.79	11.09
Stakers, hand, male:									
Delaware.....	3	22	4.7	48.7	29.9	61.4	.564	27.47	16.88
Illinois and Missouri.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Massachusetts and New Hampshire.....	5	26	5.3	48.2	41.6	86.3	.749	36.10	31.18
New Jersey.....	1	3	5.3	52.5	46.5	88.6	.437	22.94	20.32
Pennsylvania.....	4	75	4.5	49.4	35.8	72.5	.571	28.21	20.43
Total.....	14	127	4.7	49.1	36.3	73.9	.606	29.75	22.01
Tackers, togglers, and pasters, male:									
Illinois and Missouri.....	7	221	4.6	50.0	33.1	66.2	.535	26.75	17.71
Massachusetts and New Hampshire.....	21	381	5.2	48.2	38.5	79.9	.588	28.34	22.63
Michigan.....	1	53	5.8	54.0	44.8	83.0	.422	22.79	18.90
New Jersey.....	8	46	4.7	51.4	39.2	76.3	.576	29.61	22.57
New York.....	7	139	4.9	48.6	41.2	84.8	.579	28.14	23.83
Ohio.....	4	85	4.5	51.3	37.6	73.3	.606	31.09	22.77
Pennsylvania.....	4	45	5.3	50.3	44.5	88.5	.594	29.88	26.45
Wisconsin.....	8	141	5.0	52.2	38.0	72.8	.443	23.12	16.82
Total.....	60	1,111	5.0	49.9	38.2	76.6	.551	27.49	21.05
Tackers, togglers, and pasters, female:									
Illinois and Missouri.....	2	64	5.0	48.3	33.8	70.0	.292	14.10	9.86
Massachusetts and New Hampshire.....	1	77	5.0	48.0	34.6	72.1	.381	18.29	13.15
New York.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	4	143	5.0	48.1	34.1	70.9	.341	16.40	11.62
Rolling-machine operators, male:									
Illinois and Missouri.....	3	5	5.0	50.0	39.8	79.6	.348	17.40	13.87
Massachusetts and New Hampshire.....	6	21	5.0	48.2	40.8	84.6	.432	20.82	17.65
New Jersey.....	1	3	5.0	49.5	40.5	81.8	.411	20.34	16.63
New York.....	2	16	4.0	48.0	33.7	70.2	.557	26.74	18.76
Ohio.....	3	8	4.5	53.0	33.6	63.4	.345	18.29	11.57
Wisconsin.....	2	3	5.7	51.0	40.2	78.8	.394	20.09	15.82
Total.....	17	56	4.7	49.2	37.6	76.4	.442	21.75	16.61
Rolling-machine operators, female:									
Illinois and Missouri.....	4	13	5.8	49.2	48.2	98.0	.261	12.84	12.57
Massachusetts and New Hampshire.....	6	18	5.0	48.0	38.7	80.6	.403	19.34	15.58
New Jersey.....	1	7	4.4	49.5	35.4	71.5	.307	15.20	10.84
Pennsylvania.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Wisconsin.....	1	4	5.5	50.0	44.0	88.0	.264	13.20	11.59
Total.....	13	44	5.1	49.0	41.4	84.5	.322	15.78	13.34

† Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## FINISHING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>OTHER THAN SOLE OR PATENT—CON.</b>									
<b>Buffing-wheel operators, male:</b>									
Delaware.....	3	60	4.3	51.3	44.1	86.0	\$0.343	\$17.60	\$15.12
Illinois and Missouri.....	9	126	5.0	50.8	40.8	80.3	.594	30.18	24.24
Massachusetts and New Hampshire.....	22	166	5.0	48.3	40.9	84.7	.639	30.86	26.12
Michigan.....	1	20	6.0	54.0	52.8	97.8	.443	23.92	23.41
New Jersey.....	5	21	5.3	51.9	45.8	88.2	.528	27.40	24.16
New York.....	6	84	4.9	49.7	38.0	76.5	.614	30.52	23.33
Ohio.....	3	11	5.9	51.5	43.2	83.9	.565	29.10	24.43
Pennsylvania.....	7	33	4.7	50.6	42.9	84.8	.457	23.12	19.62
Wisconsin.....	7	82	5.5	52.7	39.4	74.8	.426	22.45	16.77
Total.....	63	603	5.0	50.4	41.3	81.9	.543	27.37	22.43
<b>Buffing-wheel operators, female:</b>									
Delaware.....	1	22	4.9	51.3	44.4	86.5	.220	11.29	9.77
Massachusetts and New Hampshire.....	1	3	6.0	48.0	48.0	100.0	.215	10.33	10.33
New Jersey.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Pennsylvania.....	1	3	3.0	50.0	24.0	48.0	.414	20.70	9.94
Total.....	4	29	4.8	50.7	42.7	84.2	.235	11.91	10.04
<b>Brushing-machine operators, male:</b>									
Delaware.....	2	3	4.3	51.3	37.0	72.1	.294	15.08	10.87
Illinois and Missouri.....	6	11	5.2	50.0	44.0	88.0	.414	20.70	18.20
Massachusetts and New Hampshire.....	9	21	5.1	48.2	40.3	83.6	.422	20.34	16.98
Michigan.....	1	5	6.0	54.0	47.4	87.8	.297	16.04	14.08
New Jersey.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
New York.....	4	6	4.7	49.3	44.2	89.7	.516	25.44	22.84
Ohio.....	1	6	6.0	50.0	55.1	110.2	.329	16.45	18.13
Pennsylvania.....	2	5	5.6	51.0	51.0	100.0	.261	13.30	13.30
Wisconsin.....	8	24	5.5	51.5	43.7	84.9	.369	19.00	16.11
Total.....	34	83	5.3	50.3	44.2	87.9	.381	19.16	16.84
<b>Brushing-machine operators, female:</b>									
Illinois and Missouri.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Massachusetts and New Hampshire.....	4	8	5.8	48.0	45.8	95.4	.262	12.58	12.01
New Jersey.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	7	13	5.4	49.1	41.9	85.3	.272	13.36	11.39
<b>Trimmers, male:</b>									
Illinois and Missouri.....	5	21	5.4	50.0	39.9	79.8	.448	22.40	17.88
Massachusetts and New Hampshire.....	14	25	4.8	48.1	38.0	79.0	.516	24.82	19.61
New Jersey.....	4	13	5.0	46.9	42.7	91.0	.532	24.95	22.71
New York.....	5	13	4.8	48.9	39.5	80.8	.565	27.63	22.32
Ohio.....	4	21	5.3	52.1	36.8	70.6	.350	18.24	12.87
Pennsylvania.....	3	13	5.5	48.8	46.8	95.9	.297	14.49	13.91
Wisconsin.....	3	8	5.0	52.5	36.9	70.3	.357	18.74	13.21
Total.....	38	114	5.1	49.5	39.8	80.4	.443	21.93	17.61

<sup>1</sup> Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

FINISHING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>OTHER THAN SOLE OR PATENT—CON.</b>									
<b>Trimmers, female:</b>									
Delaware.....	4	27	4.5	51.1	37.3	73.0	\$0.304	\$15.53	\$11.34
Illinois and Missouri.....	6	45	4.5	49.8	33.5	67.3	.215	10.71	7.22
Massachusetts and New Hampshire.....	12	69	5.6	48.0	43.3	90.2	.322	15.46	13.93
Michigan.....	1	20	5.3	54.0	43.6	80.7	.212	11.45	9.26
New Jersey.....	3	9	5.2	50.7	42.9	84.6	.365	18.51	15.65
New York.....	2	4	5.5	48.0	46.0	95.8	.325	15.60	14.94
Ohio.....	1	10	5.8	50.0	44.2	88.4	.338	16.90	14.93
Pennsylvania.....	4	13	5.4	50.2	47.8	95.2	.258	12.95	12.35
Wisconsin.....	7	41	5.4	51.4	37.4	72.8	.309	15.88	11.56
Total.....	40	238	5.2	50.1	40.1	80.0	.290	14.53	11.61
<b>Finishers or seasoners, machine, male:</b>									
Delaware.....	1	8	3.9	51.3	44.3	86.4	.259	13.29	11.50
Illinois and Missouri.....	8	58	4.9	49.5	41.9	84.6	.383	18.96	16.04
Massachusetts and New Hampshire.....	10	33	5.4	48.4	44.2	91.3	.445	21.54	19.66
Michigan.....	1	4	6.0	54.0	55.6	103.0	.429	23.17	23.88
New Jersey.....	2	16	5.0	44.8	40.5	90.4	.542	24.28	21.97
New York.....	5	52	4.7	49.2	40.4	82.1	.484	23.81	19.55
Ohio.....	2	4	5.8	52.0	41.3	79.4	.376	19.55	15.53
Pennsylvania.....	4	28	5.4	53.4	54.3	101.7	.394	21.04	21.39
Wisconsin.....	5	23	5.5	50.9	44.2	86.8	.366	18.63	16.17
Total.....	38	224	5.0	49.8	43.9	88.2	.421	20.97	18.46
<b>Finishers or seasoners, machine, female:</b>									
Delaware.....	3	31	5.0	51.0	40.2	78.8	.265	13.52	10.64
Illinois and Missouri.....	3	14	4.9	50.0	40.9	81.8	.268	13.40	10.97
Massachusetts and New Hampshire.....	10	77	5.1	48.0	40.7	84.8	.284	13.63	11.57
New Jersey.....	5	25	4.5	51.9	38.1	73.4	.319	16.56	12.17
New York.....	4	15	5.2	48.0	42.6	88.8	.346	16.61	14.76
Ohio.....	1	10	5.8	50.0	46.9	93.8	.298	14.90	13.97
Pennsylvania.....	3	26	5.2	49.4	41.2	83.4	.292	14.42	12.04
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	30	200	5.1	49.4	40.8	82.6	.291	14.38	11.89
<b>Finishers or seasoners, hand, male:</b>									
Illinois and Missouri.....	5	89	5.3	50.0	41.9	83.8	.593	29.65	24.88
Massachusetts and New Hampshire.....	12	88	5.8	48.4	46.5	96.1	.561	27.15	26.10
Michigan.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
New Jersey.....	3	29	5.3	50.9	44.3	87.0	.586	29.83	25.95
New York.....	5	38	5.2	49.1	41.0	83.5	.456	22.39	18.69
Ohio.....	3	65	4.7	51.2	37.8	73.8	.484	24.78	18.27
Pennsylvania.....	4	29	5.7	51.9	56.4	108.7	.326	16.62	18.39
Wisconsin.....	6	74	5.5	51.6	39.9	77.3	.394	20.33	15.74
Total.....	39	413	5.4	50.3	43.0	85.5	.500	25.15	21.51

1 Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## FINISHING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>OTHER THAN SOLE OR PATENT—CON.</b>									
<b>Finishers or seasoners, hand, female:</b>									
Delaware.....	4	221	5.1	51.2	41.3	80.7	\$0.287	\$14.69	\$11.86
Illinois and Missouri.....	5	71	5.1	50.0	42.1	84.2	.304	15.20	12.77
Massachusetts and New Hampshire.....	15	204	5.3	48.0	41.9	87.3	.322	15.46	13.48
Michigan.....	1	32	5.5	54.0	47.6	88.1	.306	16.00	13.97
New Jersey.....	4	85	5.2	52.3	45.6	87.2	.332	15.94	16.41
New York.....	1	5	6.0	48.0	49.5	103.1	.315	15.75	14.30
Ohio.....	1	59	5.5	50.0	45.4	90.8	.327	16.28	13.88
Pennsylvania.....	7	117	5.0	49.8	42.4	85.1	.287	14.52	12.42
Wisconsin.....	4	81	5.7	50.6	43.2	85.4			
Total.....	42	875	5.2	50.2	42.8	85.3	.306	15.36	13.09
<b>Glazing-machine operators, male:</b>									
Delaware.....	3	107	4.5	50.8	34.1	67.1	.508	25.81	17.34
Illinois and Missouri.....	7	28	5.1	50.0	34.9	69.8	.505	25.25	17.62
Massachusetts and New Hampshire.....	22	182	5.2	49.5	37.5	75.8	.594	29.40	22.29
Michigan.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
New Jersey.....	5	104	5.1	52.2	44.1	84.5	.604	31.53	26.62
New York.....	6	27	5.0	49.0	39.5	80.6	.572	28.03	22.57
Ohio.....	1	58	5.8	50.0	52.0	104.0	.547	27.35	28.44
Pennsylvania.....	8	209	5.0	47.6	41.0	86.1	.719	34.22	29.49
Wisconsin.....	6	35	5.8	51.9	46.7	90.0	.439	22.78	20.50
Total.....	59	752	5.1	49.7	40.4	81.3	.603	29.97	24.39
<b>Glazing-machine operators, female:</b>									
Delaware.....	4	146	4.9	51.4	39.5	76.8	.327	16.81	12.92
Illinois and Missouri.....	4	17	4.5	47.1	32.9	69.9	.371	17.47	12.18
Massachusetts and New Hampshire.....	3	19	4.3	48.0	31.8	66.3	.382	18.34	12.16
New Jersey.....	2	21	5.7	52.4	49.0	93.5	.426	22.32	20.86
New York.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Pennsylvania.....	2	64	4.8	50.0	34.5	69.0	.464	23.20	16.01
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	17	270	4.9	50.6	38.1	75.3	.372	18.82	14.16
<b>Boarders or grainers, hand, male:</b>									
Illinois and Missouri.....	5	18	4.4	50.0	36.0	72.0	.534	26.70	19.23
Massachusetts and New Hampshire.....	7	36	5.3	48.0	40.6	84.6	.648	31.10	26.29
Michigan.....	1	18	5.6	54.0	49.5	91.7	.423	22.84	20.94
New Jersey.....	3	37	4.9	50.4	40.5	80.4	.552	27.82	22.35
New York.....	4	11	4.5	51.8	37.8	73.0	.434	22.48	16.39
Ohio.....	4	19	5.7	51.3	37.4	72.9	.504	25.86	18.82
Wisconsin.....	7	34	5.3	51.7	35.5	68.7	.412	21.30	14.60
Total.....	31	173	5.2	50.7	39.5	77.9	.517	26.21	20.41
<b>Boarders or grainers, hand, female:</b>									
Ohio.....	1	5	6.0	50.0	50.0	100.0	.311	15.54	15.54
<b>Boarders or grainers, machine, male:</b>									
Illinois and Missouri.....	4	15	5.0	50.0	41.7	83.4	.546	27.30	22.75
Massachusetts and New Hampshire.....	2	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
New Jersey.....	1	6	5.0	40.0	40.0	100.0	.600	24.00	24.00
New York.....	3	12	4.3	48.7	38.1	78.2	.612	29.80	23.33
Pennsylvania.....	1	4	6.0	50.0	50.0	100.0	.270	13.50	13.50
Wisconsin.....	2	3	6.0	53.0	47.2	89.1	.299	15.85	14.12
Total.....	13	42	5.0	48.3	42.0	87.0	.530	25.60	22.27

<sup>1</sup>Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

FINISHING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>OTHER THAN SOLE OR PATENT—CON.</b>									
<b>Embossing or plating-press operators, male:</b>									
Delaware.....	2	16	5.3	50.8	56.8	111.8	\$0.429	\$21.79	\$24.37
Illinois and Missouri.....	6	37	5.2	50.0	42.4	84.8	.563	28.15	23.86
Massachusetts and New Hampshire.....	18	55	5.4	48.4	44.8	92.6	.500	24.20	22.38
Michigan.....	1	11	5.5	54.0	47.3	87.6	.377	20.36	17.82
New Jersey.....	5	27	4.9	48.6	41.0	84.4	.373	27.85	23.53
New York.....	7	54	4.8	49.1	43.1	87.8	.556	27.30	23.97
Ohio.....	3	16	5.6	50.8	44.1	86.8	.530	26.92	23.36
Pennsylvania.....	4	14	5.4	51.2	47.8	93.4	.467	23.91	22.31
Wisconsin.....	7	50	5.7	52.9	38.9	73.5	.381	20.15	14.83
Total.....	53	280	5.3	50.2	43.6	86.9	.496	24.90	21.63
<b>Embossing or plating-press operators, female:</b>									
Illinois and Missouri.....	5	28	5.0	49.3	40.8	82.8	.269	13.26	10.95
New Jersey.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Wisconsin.....	1	3	5.7	50.0	36.3	72.6	.290	14.50	10.54
Total.....	7	33	5.0	49.4	40.2	81.4	.275	13.59	11.05
<b>Ironers, hand or machine, male:</b>									
Delaware.....	2	30	4.4	50.2	30.9	61.6	.486	24.40	15.03
Illinois and Missouri.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Massachusetts and New Hampshire.....	7	12	5.0	48.0	41.9	87.3	.462	22.18	19.34
New Jersey.....	1	10	4.4	52.0	40.6	78.1	.389	20.23	15.78
New York.....	2	3	5.3	48.7	52.3	107.4	.529	25.76	27.68
Pennsylvania.....	7	68	5.4	48.6	44.5	91.6	.475	23.09	21.15
Wisconsin.....	6	9	4.4	50.8	35.3	69.5	.378	19.20	13.35
Total.....	26	133	5.0	49.3	40.5	82.2	.465	22.92	18.81
<b>Ironers, hand or machine, female:</b>									
Delaware.....	4	64	4.8	51.1	39.0	76.3	.260	13.29	10.14
Illinois and Missouri.....	1	3	5.0	50.0	44.0	88.0	.221	11.05	9.74
Massachusetts and New Hampshire.....	10	44	5.6	48.0	45.4	94.6	.286	13.73	12.98
New Jersey.....	2	7	4.0	52.1	36.5	70.1	.387	20.16	14.13
New York.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Ohio.....	1	25	5.6	50.0	45.8	91.6	.296	14.80	13.54
Pennsylvania.....	4	17	5.5	48.5	47.0	96.9	.318	15.42	14.93
Wisconsin.....	4	8	4.8	50.0	35.6	71.2	.261	13.05	9.29
Total.....	27	170	5.1	49.8	42.3	84.9	.286	14.24	12.12
<b>Machine helpers, male:</b>									
Illinois and Missouri.....	8	42	5.2	50.0	41.0	82.0	.413	20.90	17.15
Massachusetts and New Hampshire.....	11	46	5.0	48.0	39.4	82.1	.478	22.94	18.83
Michigan.....	1	16	4.8	54.0	40.1	74.3	.380	20.52	15.24
New Jersey.....	6	15	5.1	52.3	43.4	83.0	.483	25.26	20.96
New York.....	3	11	5.0	50.2	43.4	86.5	.540	27.11	23.44
Ohio.....	4	26	4.6	52.3	34.1	65.2	.392	20.50	13.36
Pennsylvania.....	1	12	6.0	55.0	61.3	111.5	.260	14.30	15.95
Wisconsin.....	7	20	5.2	52.4	40.8	77.9	.393	20.59	16.04
Total.....	41	188	5.1	50.9	41.2	80.9	.421	21.43	17.35
<b>Machine helpers, female:</b>									
Delaware.....	1	3	4.0	51.3	35.5	69.2	.220	11.29	7.82
Illinois and Missouri.....	4	24	4.6	48.8	39.4	80.7	.254	12.40	10.02
Massachusetts and New Hampshire.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Michigan.....	1	8	5.3	54.0	45.4	84.1	.278	15.01	12.62
Total.....	7	37	4.8	50.0	40.9	81.8	.261	13.05	10.65

1 Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## FINISHING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>ALL LEATHER</b>									
<b>Laborers and truckers, male:</b>									
Delaware.....	3	17	4.9	50.8	44.5	87.6	\$0.331	\$16.81	\$14.76
Illinois and Missouri.....	8	97	5.1	50.0	42.4	80.5	.381	19.05	16.14
Kentucky and Tennessee.....	1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Massachusetts and New Hampshire.....	14	99	5.6	48.7	45.1	92.6	.401	19.53	18.06
Michigan.....	5	47	5.8	54.5	42.5	78.0	.328	17.88	13.97
New Jersey.....	6	22	5.2	51.5	44.9	87.2	.332	17.10	14.90
New York.....	7	72	5.0	49.4	44.0	89.1	.463	22.87	20.41
North Carolina.....	3	11	3.6	54.0	25.3	46.9	.260	14.04	6.58
Ohio.....	2	6	5.7	50.0	50.8	101.6	.347	17.35	17.62
Pennsylvania.....	19	121	5.6	51.1	48.4	94.7	.371	18.96	17.95
West Virginia.....	3	15	5.5	48.8	31.0	63.5	.364	17.76	11.29
Wisconsin.....	7	54	5.3	51.7	41.7	80.7	.333	17.22	13.90
Total.....	78	562	5.4	50.6	43.9	86.8	.378	19.13	16.63
<b>Laborers and truckers, female:</b>									
Delaware.....	2	4	5.8	51.0	53.1	104.1	.221	11.27	11.73
Massachusetts and New Hampshire.....	2	6	6.0	48.0	48.0	100.0	.250	11.98	11.98
New Jersey.....	2	12	5.9	52.5	45.5	86.7	.315	16.54	14.33
Wisconsin.....	1	3	4.0	50.0	30.3	60.6	.292	14.60	8.85
Total.....	7	25	5.7	50.9	45.5	89.4	.279	14.20	12.69
<b>Other finishing-department employees, male:</b>									
Delaware.....	5	76	5.4	50.5	46.2	91.5	.555	28.03	25.61
Illinois and Missouri.....	9	130	5.4	49.7	44.8	90.1	.552	27.43	24.74
Kentucky and Tennessee.....	3	17	5.0	49.1	36.2	73.7	.434	21.31	15.71
Massachusetts and New Hampshire.....	24	192	5.6	48.9	45.0	92.0	.633	30.95	28.50
Michigan.....	5	61	5.7	51.9	47.1	90.3	.362	18.79	17.04
New Jersey.....	8	67	5.5	48.5	46.9	96.7	.798	38.70	37.46
New York.....	10	127	4.7	49.4	40.6	82.2	.539	26.63	21.88
North Carolina.....	5	80	4.2	53.4	26.4	49.4	.313	16.71	8.25
Ohio.....	5	115	5.7	50.9	47.9	94.1	.502	25.55	24.02
Pennsylvania.....	23	237	5.5	51.7	47.1	91.1	.535	27.66	25.20
West Virginia.....	4	34	5.3	50.6	33.1	65.4	.382	19.33	12.61
Wisconsin.....	7	96	5.4	52.3	44.3	84.7	.499	26.10	22.09
Total.....	108	1,234	5.4	50.6	43.8	86.6	.541	27.37	23.68
<b>Other finishing-department employees, female:</b>									
Delaware.....	3	22	5.1	51.1	44.5	87.1	.275	14.05	12.24
Illinois and Missouri.....	6	49	4.3	49.8	34.6	69.5	.275	13.70	9.50
Massachusetts and New Hampshire.....	5	13	5.8	48.0	46.3	96.5	.377	18.10	17.47
Michigan.....	1	14	4.1	54.0	33.0	61.1	.183	9.88	6.05
New Jersey.....	2	3	6.0	52.2	52.2	100.0	.406	21.20	21.20
New York.....	2	3	5.7	48.0	46.2	96.3	.339	16.27	15.66
Ohio.....	1	4	6.0	50.0	49.0	98.0	.261	13.05	12.78
Pennsylvania.....	4	7	4.6	50.6	36.6	72.3	.326	16.50	11.91
Wisconsin.....	1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Total.....	25	117	4.8	50.4	39.2	77.8	.287	14.46	11.25

<sup>1</sup> Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours worked and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## SORTING AND SHIPPING DEPARTMENT

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>Measuring-machine operators, male:</b>									
Delaware.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Illinois and Missouri.....	4	8	6.0	50.0	48.9	97.8	\$0.565	\$28.25	\$27.60
Massachusetts and New Hampshire.....	20	38	5.6	48.4	45.1	93.2	.480	23.23	21.69
Michigan.....	1	5	5.4	54.0	41.7	77.2	.236	12.74	9.86
New Jersey.....	1	6	6.0	52.5	47.5	90.5	.291	15.28	13.80
New York.....	4	6	5.3	50.0	46.5	93.0	.505	25.25	23.49
Ohio.....	2	6	3.8	52.7	30.5	57.9	.355	18.71	10.82
Pennsylvania.....	4	8	5.9	47.4	47.4	100.0	.430	20.37	20.37
Wisconsin.....	8	13	5.6	51.9	42.9	82.7	.372	19.31	16.96
Total.....	45	91	5.5	50.0	44.5	89.0	.440	22.00	19.58
<b>Measuring-machine operators, female:</b>									
Delaware.....	3	12	5.3	51.0	44.4	87.1	.268	13.67	11.87
Illinois and Missouri.....	5	16	4.2	49.7	35.6	71.6	.272	13.52	9.67
Massachusetts and New Hampshire.....	3	5	5.8	48.0	47.1	98.1	.319	15.31	15.03
New Jersey.....	2	5	5.8	47.1	45.3	96.2	.292	13.75	13.24
New York.....	2	4	4.5	48.0	36.9	76.9	.470	22.56	17.31
Pennsylvania.....	3	8	5.5	50.4	47.3	93.8	.316	15.93	14.94
Wisconsin.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	19	51	5.0	49.6	41.9	84.5	.301	14.93	12.63
<b>Measuring-machine operator's helpers, male:</b>									
Delaware.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Illinois and Missouri.....	4	7	6.0	50.0	48.4	96.8	.390	19.50	18.84
Massachusetts and New Hampshire.....	11	21	5.5	49.5	42.5	87.6	.334	16.20	14.17
New York.....	2	3	5.3	48.7	45.4	93.2	.474	23.08	21.51
Pennsylvania.....	2	5	5.6	46.2	42.9	92.9	.294	13.58	12.60
Wisconsin.....	2	3	5.3	50.0	45.0	90.0	.353	17.65	15.87
Total.....	22	40	5.6	48.7	44.3	91.0	.351	17.09	15.58
<b>Measuring-machine operators' helpers, female:</b>									
Delaware.....	2	9	5.2	51.0	46.1	90.4	.236	12.04	10.90
Illinois and Missouri.....	5	9	4.7	49.4	38.8	78.5	.320	15.81	12.43
Massachusetts and New Hampshire.....	10	13	5.8	48.0	46.3	96.5	.291	13.97	13.48
Ohio.....	1	4	5.8	50.0	43.8	87.6	.255	12.75	11.18
Pennsylvania.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Wisconsin.....	4	9	6.0	51.8	44.1	85.1	.257	13.31	11.34
Total.....	23	46	5.5	49.8	44.1	83.6	.274	13.65	12.10
<b>Sorters, male:</b>									
Delaware.....	4	50	5.7	50.8	47.5	93.5	.611	31.04	29.03
Illinois and Missouri.....	8	27	5.1	49.6	42.5	85.7	.522	25.89	22.22
Kentucky and Tennessee.....	2	3	6.0	48.7	36.7	75.4	.345	16.80	12.67
Massachusetts and New Hampshire.....	24	98	5.7	48.9	45.9	93.9	.592	28.95	27.15
Michigan.....	3	3	6.7	54.0	57.0	105.6	.328	17.71	18.72
New Jersey.....	7	47	5.5	49.9	41.3	82.8	.631	31.49	26.04
New York.....	7	25	4.9	50.2	41.6	82.9	.525	26.36	21.86
North Carolina.....	2	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Ohio.....	3	11	6.0	50.6	51.0	100.8	.601	25.35	25.56
Pennsylvania.....	14	70	5.5	49.3	45.1	91.5	.611	30.12	27.58
West Virginia.....	2	5	5.8	52.8	29.1	55.1	.344	18.16	10.02
Wisconsin.....	8	23	5.8	52.3	44.7	85.5	.494	25.84	22.11
Total.....	84	364	5.5	49.9	44.6	89.4	.577	28.79	25.73

<sup>1</sup> Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## SORTING AND SHIPPING DEPARTMENT—Continued

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>Sorters, female:</b>									
Delaware.....	2	7	5.0	52.3	40.5	77.4	\$0.332	\$17.36	\$13.48
Illinois and Missouri.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Massachusetts and New Hampshire.....	2	10	5.9	48.0	47.6	99.2	.290	13.92	13.78
Michigan.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
New York.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Ohio.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Total.....	8	22	5.5	49.9	45.4	91.0	.305	15.22	13.84
<b>Packers and shippers, male:</b>									
Delaware.....	3	27	5.8	50.8	50.1	98.6	.475	24.13	23.80
Illinois and Missouri.....	8	27	5.4	49.8	46.4	93.2	.424	21.12	19.69
Kentucky and Tennessee.....	2	11	6.0	49.6	45.0	90.7	.333	16.52	15.01
Massachusetts and New Hampshire.....	20	86	5.7	48.3	45.7	94.6	.455	21.98	20.83
Michigan.....	4	21	5.0	54.0	41.7	77.2	.308	16.63	12.85
New Jersey.....	9	21	5.5	51.2	45.5	88.9	.506	25.91	23.02
New York.....	10	51	5.0	50.8	43.8	86.2	.504	25.60	22.06
North Carolina.....	5	20	4.8	53.6	33.4	62.3	.283	15.17	9.45
Ohio.....	4	16	5.8	50.5	47.6	94.3	.387	19.54	18.41
Pennsylvania.....	20	69	5.7	49.7	46.1	92.8	.400	19.88	18.44
West Virginia.....	4	7	5.9	50.6	37.2	73.5	.402	20.34	14.96
Wisconsin.....	7	28	5.8	52.1	43.6	83.7	.387	20.16	16.86
Total.....	96	384	5.5	50.4	44.8	88.9	.427	21.52	19.12
<b>Packers and shippers, female:</b>									
Delaware.....	2	15	5.5	51.2	44.2	86.3	.262	13.41	11.59
Massachusetts and New Hampshire.....	5	8	5.5	48.0	44.9	93.5	.287	13.78	12.89
New Jersey.....	1	3	6.0	46.5	46.5	100.0	.341	15.83	15.83
New York.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Pennsylvania.....	1	10	4.9	50.0	43.2	86.4	.297	14.85	12.84
Total.....	10	37	5.4	49.7	44.3	89.1	.284	14.11	12.60
<b>Laborers and truckers, male:</b>									
Delaware.....	2	8	5.0	51.2	42.3	82.6	.368	18.84	15.57
Illinois and Missouri.....	3	10	5.2	50.0	45.3	90.6	.322	16.10	14.59
Massachusetts and New Hampshire.....	10	30	5.4	48.7	42.6	87.5	.374	18.21	15.93
Michigan.....	2	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
New Jersey.....	1	5	6.0	52.5	47.5	90.5	.357	18.74	16.94
New York.....	5	15	4.3	49.3	31.8	64.5	.539	26.57	17.16
Pennsylvania.....	8	30	5.4	51.7	45.7	88.4	.372	19.23	17.02
West Virginia.....	1	4	4.0	48.0	25.0	52.1	.391	18.77	9.78
Wisconsin.....	4	7	6.1	51.4	44.0	85.6	.364	18.71	16.02
Total.....	36	111	5.2	50.3	42.0	83.5	.382	19.21	16.03
<b>Laborers and truckers, female:</b>									
Illinois and Missouri.....	1	6	5.0	50.0	36.2	72.4	.390	19.50	14.11
<b>Other sorting and shipping department employees, male:</b>									
Delaware.....	4	26	5.8	50.9	49.1	96.5	.572	29.11	28.07
Illinois and Missouri.....	8	26	5.4	49.8	46.2	92.8	.511	25.45	23.59
Kentucky and Tennessee.....	1	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Massachusetts and New Hampshire.....	15	28	5.7	48.6	45.5	93.6	.582	28.29	26.47
Michigan.....	2	3	6.0	54.0	53.9	99.8	.376	20.30	20.28
New Jersey.....	4	11	5.4	49.9	43.9	88.0	.627	31.29	27.52
New York.....	5	6	5.0	50.0	42.3	84.6	.490	24.50	20.70
North Carolina.....	3	5	5.0	53.1	44.1	83.1	.473	25.12	20.85
Ohio.....	3	11	5.8	50.7	48.9	96.4	.541	27.43	26.45
Pennsylvania.....	15	26	5.7	49.5	47.2	95.4	.656	32.47	31.02
Wisconsin.....	5	13	5.8	52.5	50.0	95.2	.437	22.94	21.87
Total.....	65	156	5.6	50.2	47.0	93.6	.556	27.91	26.15

<sup>1</sup> Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

**SORTING AND SHIPPING DEPARTMENT—Continued**

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
Other sorting and shipping department employees, female:									
Delaware.....	3	4	5.5	50.8	46.8	92.1	\$.393	\$19.96	\$18.35
Illinois and Missouri.....	4	9	4.3	49.4	36.9	74.7	.272	13.44	10.04
Massachusetts and New Hampshire.....	2	9	5.6	48.0	45.0	93.8	.344	16.51	15.51
New Jersey.....	1	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Wisconsin.....	2	3	5.7	52.7	38.3	72.7	.290	15.28	11.08
Total.....	12	26	5.2	49.4	41.8	84.6	.323	15.96	13.51

**MAINTENANCE DEPARTMENT**

Machine fixers, male:									
Delaware.....	4	19	5.1	50.9	43.7	85.9	\$0.583	\$29.67	\$25.47
Illinois and Missouri.....	4	11	5.2	49.5	46.2	93.3	.513	25.39	23.73
Kentucky and Tennessee.....	1	( <sup>1</sup> )							
Massachusetts and New Hampshire.....	7	16	5.8	54.8	47.2	86.1	.648	35.51	30.59
Michigan.....	3	7	6.0	54.0	50.5	93.5	.402	21.71	20.27
New Jersey.....	3	8	5.6	52.6	49.3	93.7	.674	35.45	33.18
New York.....	3	3	6.3	48.7	57.4	117.9	.607	29.56	34.86
North Carolina.....	3	5	4.6	54.0	35.8	66.3	.379	20.47	13.57
Ohio.....	1	6	6.0	50.0	56.6	113.2	.629	31.45	35.57
Pennsylvania.....	5	15	5.3	53.5	45.4	84.9	.595	31.83	27.01
Wisconsin.....	2	3	5.3	53.7	44.6	83.1	.585	31.41	26.08
Total.....	36	94	5.5	52.3	46.7	89.3	.576	30.12	26.93
Laborers and truckers, male:									
Illinois and Missouri.....	6	27	4.9	49.6	42.4	85.5	.369	18.30	15.67
Kentucky and Tennessee.....	1	9	5.6	50.0	40.9	81.8	.300	15.00	12.28
Massachusetts and New Hampshire.....	5	29	5.5	48.0	46.0	95.8	.462	22.18	21.25
Michigan.....	4	41	4.7	54.0	33.8	62.6	.296	15.98	9.99
New Jersey.....	6	21	5.3	49.3	44.6	90.5	.446	21.99	19.90
New York.....	6	30	5.3	53.6	46.9	87.5	.361	19.35	16.91
North Carolina.....	2	27	3.9	54.0	32.6	60.4	.284	15.34	9.24
Ohio.....	3	14	5.4	50.6	41.8	82.6	.360	18.22	15.04
Pennsylvania.....	14	87	5.6	51.0	45.6	89.4	.348	17.75	15.89
West Virginia.....	4	24	4.8	51.5	36.0	69.9	.312	16.07	11.23
Wisconsin.....	5	20	5.5	52.3	46.3	88.5	.359	18.78	16.65
Total.....	56	329	5.2	51.4	42.0	81.7	.357	18.35	14.98
Other maintenance-department employees, male:									
Delaware.....	5	32	5.8	49.8	46.6	93.6	.583	29.03	27.17
Illinois and Missouri.....	8	84	5.4	50.2	45.5	90.6	.524	26.30	23.84
Kentucky and Tennessee.....	3	17	5.6	50.9	46.8	91.9	.380	19.34	17.79
Massachusetts and New Hampshire.....	22	168	5.8	48.3	49.2	101.9	.599	28.93	29.48
Michigan.....	5	43	5.9	54.4	52.2	96.0	.430	23.39	22.48
New Jersey.....	8	48	5.1	51.4	44.5	86.6	.538	27.65	23.95
New York.....	9	60	5.3	50.6	46.1	91.1	.555	28.08	25.60
North Carolina.....	5	30	4.8	54.0	36.5	67.6	.388	20.95	14.19
Ohio.....	5	50	5.8	50.8	48.4	95.3	.570	28.96	27.57
Pennsylvania.....	22	184	5.7	51.2	48.0	93.8	.501	25.65	24.05
West Virginia.....	4	28	5.7	49.7	42.8	86.1	.465	23.11	19.88
Wisconsin.....	7	65	5.7	51.6	47.8	92.6	.476	24.56	22.76
Total.....	103	809	5.6	50.6	47.2	93.3	.525	26.57	24.78

<sup>1</sup> Data included in total.

TABLE A.—Average days on which wage earners worked in 1 week, average full-time and actual hours and earnings per week, average earnings per hour, and percent of full time worked, 1932, by department, occupation, sex, and State—Continued

## ALL DEPARTMENTS

Occupation, sex, and State	Number of establishments	Number of wage earners	Average days on which wage earners worked in 1 week	Average full-time hours per week	Hours actually worked in 1 week		Average earnings per hour	Average full-time earnings per week	Average actual earnings in 1 week
					Average number	Percent of full time			
<b>All occupations, male:</b>									
Delaware.....	5	1,224	4.7	50.4	39.7	78.8	\$.467	\$23.54	\$18.57
Illinois and Missouri.....	9	1,960	5.1	49.9	40.2	80.6	.499	24.90	20.07
Kentucky and Tennessee.....	3	199	5.5	49.6	41.4	83.5	.382	18.95	15.80
Massachusetts and New Hampshire.....	26	4,192	5.4	48.6	43.0	88.5	.553	26.88	23.77
Michigan.....	5	814	5.7	54.0	45.1	83.5	.369	19.93	16.65
New Jersey.....	10	1,208	5.3	50.5	44.5	88.1	.559	28.23	24.88
New York.....	11	2,063	5.0	49.8	42.5	85.3	.533	26.54	22.65
North Carolina.....	5	608	4.1	54.1	29.0	53.6	.309	16.72	8.97
Ohio.....	5	929	5.4	50.8	45.0	88.6	.501	25.45	22.52
Pennsylvania.....	23	3,565	5.4	51.0	44.9	88.0	.478	24.38	21.45
West Virginia.....	4	465	5.3	50.9	33.1	65.0	.372	18.93	12.29
Wisconsin.....	8	1,528	5.2	52.1	39.9	76.6	.425	22.14	16.96
Total.....	114	18,755	5.2	50.4	42.1	83.5	.493	24.85	20.78
<b>All occupations, female:</b>									
Delaware.....	4	676	4.9	51.1	39.9	78.1	.280	14.31	11.19
Illinois and Missouri.....	6	394	4.8	49.3	37.5	76.1	.278	13.71	10.42
Massachusetts and New Hampshire.....	19	640	5.3	48.0	41.6	86.7	.319	15.31	13.28
Michigan.....	1	76	5.2	54.0	43.8	81.1	.250	13.50	10.92
New Jersey.....	5	223	5.1	51.7	43.7	84.5	.330	17.06	14.41
New York.....	5	47	5.4	48.0	44.1	91.9	.342	16.42	15.06
Ohio.....	1	125	5.6	50.0	45.9	91.8	.305	15.25	14.01
Pennsylvania.....	9	291	5.0	49.9	41.1	82.4	.342	17.07	14.06
Wisconsin.....	7	172	5.6	50.8	41.1	80.9	.289	14.68	11.88
Total.....	57	2,644	5.1	50.0	40.9	81.8	.303	15.15	12.41
<b>All occupations, male and female:</b>									
Delaware.....	5	1,900	4.8	50.7	39.8	78.5	.401	20.33	15.94
Illinois and Missouri.....	9	2,354	5.0	49.8	39.7	79.7	.464	23.11	18.45
Kentucky and Tennessee.....	3	199	5.5	49.6	41.4	83.5	.382	18.95	15.80
Massachusetts and New Hampshire.....	26	4,832	5.4	48.6	42.8	88.1	.523	25.42	22.38
Michigan.....	5	890	5.6	54.0	45.0	83.3	.359	19.39	16.16
New Jersey.....	10	1,431	5.3	50.7	44.4	87.6	.524	26.57	23.25
New York.....	11	2,110	5.0	49.8	42.5	85.3	.529	26.34	22.48
North Carolina.....	5	608	4.1	54.1	29.0	53.6	.300	16.72	8.97
Ohio.....	5	1,054	5.4	50.7	45.1	89.0	.477	24.18	21.51
Pennsylvania.....	23	3,856	5.4	50.9	44.6	87.6	.463	23.82	20.89
West Virginia.....	4	465	5.3	50.9	33.1	65.0	.372	18.93	12.29
Wisconsin.....	8	1,700	5.3	51.9	40.0	77.1	.411	21.33	16.45
Total.....	114	21,399	5.2	50.4	42.0	83.3	.471	23.74	19.74

TABLE B.—Average and classified earnings per hour in 10 specified occupations, 1932, by department, sex, and State

Department, occupation, sex, and State	Number of establishments	Number of wage earners	Average earnings per hour	Number of wage earners whose earnings per hour were—															\$1.00, under \$1.20	
				13, under 15 cents	15, under 17 cents	17, under 19 cents	19, under 21 cents	21, under 23 cents	23, under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45, under 50 cents	50, under 60 cents	60, under 70 cents	70, under 80 cents	80, under 90 cents		90 cents, under \$1.00
				<b>HIDE HOUSE</b>																
<b>Sorters and counters, male:</b>																				
Delaware	5	18	\$0.344							7	2	6	1		2					
Illinois and Missouri	7	21	.530									6	3	3		2	7			
Kentucky and Tennessee	1	3	.283									3								
Massachusetts and New Hampshire	18	64	.519										6	13	16	11	13	5		
Michigan	1	3	.377										1	1	1					
New Jersey	6	11	.464										4	2	1	3	1			
New York	4	5	.519										1	1	2	1	1			
Ohio	2	8	.355				1	3					3					1		
Pennsylvania	7	16	.501											8	1	6	1			
Wisconsin	8	28	.441								1	2	12	12	1					
<b>Total</b>	<b>59</b>	<b>177</b>	<b>.473</b>				<b>1</b>	<b>3</b>			<b>10</b>	<b>4</b>	<b>28</b>	<b>41</b>	<b>34</b>	<b>25</b>	<b>17</b>	<b>14</b>		
<b>REAM HOUSE</b>																				
<b>Fleshing-machine operators, male:</b>																				
Delaware	5	31	.442										5	15	9	2				
Illinois and Missouri	8	31	.501											16	3	7	1	3	1	
Kentucky and Tennessee	2	5	.433									1		2	2					
Massachusetts and New Hampshire	24	79	.554										3	17	13	21	15	2	4	
Michigan	5	11	.409										6	1	4					
New Jersey	9	25	.509										2	1	7	13	2			
New York	11	32	.564										5	5	2	13	11	1		
North Carolina	5	11	.328						1	5	1	1	4	3						
Ohio	3	13	.510										1	3						
Pennsylvania	21	74	.463										1	9	19	24	16	6		
West Virginia	4	7	.389										1	2	3		3			
Wisconsin	8	25	.419										1	11	5	5	3			
<b>Total</b>	<b>105</b>	<b>344</b>	<b>.492</b>						<b>1</b>	<b>6</b>	<b>4</b>	<b>43</b>	<b>90</b>	<b>69</b>	<b>76</b>	<b>40</b>	<b>6</b>	<b>5</b>	<b>4</b>	

TABLE B.—Average and classified earnings per hour in 10 specified occupations, 1932, by department, sex, and State—Continued

Department, occupation, sex, and State	Number of establishments	Number of wage earners	Average earnings per hour	Number of wage earners whose earnings per hour were—															
				13, under 15 cents	15, under 17 cents	17, under 19 cents	19, under 21 cents	21, under 23 cents	23, under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45, under 50 cents	50, under 60 cents	60, under 70 cents	70, under 80 cents	80, under 90 cents	90 cents, under \$1.00
<b>BEAM HOUSE—continued</b>																			
<b>Laborers and truckers, male:</b>																			
Delaware	2	23	.434										1	9	12		1		
Illinois and Missouri	4	43	.449									5	10	6	17	2	1	2	
Massachusetts and New Hampshire	16	78	.429										25	36	9	6			
Michigan	4	24	.324									8	6	7	3				
New Jersey	1	15	.431												15				
New York	9	46	.439						1	1	14	10		11	2	7			
North Carolina	4	14	.300			1	2			3	4	4							
Ohio	2	23	.537										5		1	11	6		
Pennsylvania	14	67	.406							1	7	19	19	24	12	4			
West Virginia	4	7	.333								4	3							
Wisconsin	4	16	.375								3	1	4		8				
Total	64	356	.424			1	2			13	30	89	107	62	33	15	4		
<b>TAN HOUSE</b>																			
<b>Haulers, male:</b>																			
Delaware	4	13	.348							1	2	10							
Illinois and Missouri	9	52	.476								1	18	15	4	3	7	4		
Kentucky and Tennessee	3	14	.382								3	2	2	3	4				
Massachusetts and New Hampshire	18	180	.470								8	23	22	60	62	5			
Michigan	5	46	.360								2	14	18	2	3	6	1		
New Jersey	6	28	.443								4	12	1	1	8	2			
New York	9	78	.505									12	10	16	22	17	1		
North Carolina	5	59	.297			10			1	5	40	3							
Ohio	5	26	.379							1	2	15	7	1					
Pennsylvania	21	172	.444									24	86	37	25				
West Virginia	4	45	.368								4	15	3	2	21				
Wisconsin	8	40	.415									6	27	4	3				
Total	97	753	.436			10			2	17	86	146	175	151	129	32	5		

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FINISHING DEPARTMENT, SOLE AND BELTING																	
Rolling-machine operators, male:																	
Kentucky and Tennessee.....	3	27	.490							1	5	1		4	13	2	1
Massachusetts and New Hampshire.....	1	9	.550											8	1		
Michigan.....	4	40	.373						3	22	2			13			
New York.....	5	99	.604										16	10	13	45	15
North Carolina.....	5	53	.329		1	2	6		9	5	18	12					
Ohio.....	2	27	.475							5	3		7	12			
Pennsylvania.....	13	221	.472								14	93	23	89	1		1
West Virginia.....	4	58	.408							3	21	4	30				
Total.....	37	534	.474		1	2	6		13	35	61	128	87	135	49	16	1
FINISHING DEPARTMENT, OTHER THAN SOLE OR PATENT																	
Stakers, machine, male:																	
Delaware.....	4	129	.538									3	2	99	25		
Illinois and Missouri.....	9	60	.529								2	20	18	2	9	8	1
Massachusetts and New Hampshire.....	25	259	.599					1	3	6	12	25	60	113	30	9	
Michigan.....	1	12	.394								6	6					
New Jersey.....	9	89	.546										7	53	19		4
New York.....	7	82	.570						1	2	2	7	5	14	51		
Ohio.....	1	21	.588										3	7	11		
Pennsylvania.....	8	132	.596									1	4	85	42		
Wisconsin.....	8	70	.419					1	6	12	30	19	2				
Total.....	72	854	.560					5	11	31	80	83	322	270	38	13	1
Stakers, machine, female:																	
Illinois and Missouri.....	3	6	.259			2			4								
Massachusetts and New Hampshire.....	2	5	.338						2	1	2						
Wisconsin.....	1	(1)	(1)						(1)								
Total.....	6	13	.305			2			6	3	2						
Tackers, togglers, and pasters, male:																	
Illinois and Missouri.....	7	221	.535				1	8	18	17	23	84	32	3	2	29	4
Massachusetts and New Hampshire.....	21	381	.588		1	3		1	9	16	20	23	17	87	114	74	13
Michigan.....	1	53	.422								7	46					
New Jersey.....	8	46	.576							3	5	3	3	15	14	3	
New York.....	7	139	.579								4	6	7	39	83		
Ohio.....	4	85	.606							2	2		1	34	41	2	3
Pennsylvania.....	4	45	.594	2	1				4	2			1	1	28	6	
Wisconsin.....	8	141	.443						1	19	17	20	51	32	1		
Total.....	60	1,111	.551	2	1	1	3	2	22	60	72	121	164	240	284	87	45

1 Data included in totals.

TABLE B.—Average and classified earnings per hour in 10 specified occupations, 1932, by department, sex, and State—Continued

Department, occupation, sex, and State	Number of establishments	Number of wage earners	Average earnings per hour	Number of wage earners whose earnings per hour were—																																		
				13, under 15 cents	15, under 17 cents	17, under 19 cents	19, under 21 cents	21, under 23 cents	23, under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45, under 50 cents	50, under 60 cents	60, under 70 cents	70, under 80 cents	80, under 90 cents	90 cents, under \$1.00	\$1.00, under \$1.20																		
<b>FINISHING DEPARTMENT, OTHER THAN SOLE OR PATENT—continued</b>																																						
<b>Tackers, togglers, and pasters, female:</b>																																						
Illinois and Missouri	2	64	\$0.292					2	2	28	32																											
Massachusetts and New Hampshire	1	77	.381							14	9	18	36																									
New York	1	(1)									(1)																											
<b>Total</b>	<b>4</b>	<b>143</b>	<b>.341</b>					<b>2</b>	<b>2</b>	<b>42</b>	<b>43</b>	<b>18</b>	<b>36</b>																									
<b>Finishers or seasoners, hand, male:</b>																																						
Illinois and Missouri	5	89	.593							1	1	7	16	8	10	16	24	5	1																			
Massachusetts and New Hampshire	12	88	.561							1	1	5	13	7	18	35	8																					
Michigan	1	(1)	(1)									(1)																										
New Jersey	3	29	.586											4	12	9	2	1																				
New York	5	38	.456								2	18	3			15																						
Ohio	3	65	.484						1	3	2	4	23	3	25	2		2																				
Pennsylvania	4	29	.326					2	6		10	6	1	3		1																						
Wisconsin	6	74	.394							3	9	21	28	12	1																							
<b>Total</b>	<b>39</b>	<b>413</b>	<b>.500</b>					<b>2</b>	<b>7</b>	<b>8</b>	<b>25</b>	<b>61</b>	<b>86</b>	<b>37</b>	<b>66</b>	<b>78</b>	<b>34</b>	<b>8</b>	<b>1</b>																			
<b>Finishers or seasoners, hand, female:</b>																																						
Delaware	4	221	.287			2		2	9	136	54	11	4	2	1																							
Illinois and Missouri	5	71	.304				5	4	12	36	5				5	3																						
Massachusetts and New Hampshire	15	204	.322		1	3	5	7		93	29	34	23	4	5																							
Michigan	1	32	.283							32																												
New Jersey	4	85	.306							1	84																											
New York	1	5	.332								5																											
Ohio	1	59	.315					1	2	8	35	12		1																								
Pennsylvania	7	117	.287							15	84	6	6		6																							
Wisconsin	4	81	.287			5	3	13	9	16	22		3	10																								
<b>Total</b>	<b>42</b>	<b>875</b>	<b>.306</b>		<b>1</b>	<b>10</b>	<b>13</b>	<b>27</b>	<b>32</b>	<b>337</b>	<b>318</b>	<b>63</b>	<b>37</b>	<b>17</b>	<b>17</b>	<b>3</b>																						

<b>Glazing-machine operators, male:</b>																		
Delaware	3	107	.508					1	3	7	9	9	13	21	35	6	2	1
Illinois and Missouri	7	28	.505							1	1	9	6	4	6	1		
Massachusetts and New Hampshire	22	182	.594							1	2	11	28	40	54	44	2	
Michigan	1	(1)	(1)								(1)							
New Jersey	5	104	.604							1		3		40	47	11	2	
New York	6	27	.572								1	1	3	8	14			
Ohio	1	58	.547									1	3	54				
Pennsylvania	8	209	.719						1					16	43	101	48	
Wisconsin	6	35	.439						1		3	21	2	8				
<b>Total</b>	<b>59</b>	<b>752</b>	<b>.603</b>					<b>1</b>	<b>5</b>	<b>10</b>	<b>18</b>	<b>55</b>	<b>55</b>	<b>191</b>	<b>199</b>	<b>163</b>	<b>54</b>	<b>1</b>
<b>Glazing-machine operators, female:</b>																		
Delaware	4	146	.327		1					42	21	18	7	5	24			
Illinois and Missouri	4	17	.371			7		11	10	7	3					3	1	
Massachusetts and New Hampshire	3	19	.382								4	8	2	3	2			
New Jersey	2	21	.426									1	20					
New York	1	(1)	(1)								(1)							
Pennsylvania	2	64	.464									2	29	20	13			
Wisconsin	1	(1)	(1)								(1)							
<b>Total</b>	<b>17</b>	<b>270</b>	<b>.372</b>		<b>1</b>	<b>8</b>	<b>12</b>	<b>11</b>	<b>49</b>	<b>31</b>	<b>29</b>	<b>58</b>	<b>28</b>	<b>39</b>	<b>3</b>	<b>1</b>		
<b>SORTING AND SHIPPING DEPARTMENT</b>																		
<b>Packers and shippers, male:</b>																		
Delaware	3	27	.475							3	7	1	4	9	3			
Illinois and Missouri	8	27	.424						3	5		9	6	3	1			
Kentucky and Tennessee	2	11	.333						2	1	8							
Massachusetts and New Hampshire	20	86	.455						2	14	11	21	12	19	5		1	1
Michigan	4	21	.308						18	1			1	1				
New Jersey	9	21	.506				1		2		3	2		5	6	1	1	
New York	10	51	.504							6	5	6	3	23	3	5		
North Carolina	5	20	.283	4			1	1	3	9		2						
Ohio	4	16	.387							1	11	3	1					
Pennsylvania	20	69	.400				3	1	4	16	11	17	3	11	2	1		
West Virginia	4	7	.402							3	1	2		1				
Wisconsin	7	28	.387						2	7	9	5	3	2				
<b>Total</b>	<b>96</b>	<b>384</b>	<b>.427</b>	<b>4</b>		<b>1</b>	<b>4</b>	<b>2</b>	<b>36</b>	<b>66</b>	<b>66</b>	<b>68</b>	<b>33</b>	<b>74</b>	<b>20</b>	<b>7</b>	<b>2</b>	<b>1</b>
<b>Packers and shippers, female:</b>																		
Delaware	2	15	.262					3	3	7	2							
Massachusetts and New Hampshire	5	8	.237							5	3							
New Jersey	1	3	.341							1	1		1					
New York	1	(1)	(1)							(1)								
Pennsylvania	1	10	.297							6	4							
<b>Total</b>	<b>10</b>	<b>37</b>	<b>.284</b>					<b>3</b>	<b>3</b>	<b>20</b>	<b>10</b>		<b>1</b>					

<sup>1</sup> Data included in total.

TABLE C.—Average and classified full-time hours per week in 10 specified occupations, 1932, by department, sex, and State

Department, occupation, sex, and State	Number of establishments	Number of wage-earners	Average full-time hours per week	Number of wage earners whose full-time hours per week were—											
				40	44	45	Over 45, under 48	48	49½	50	51	Over 51, under 54	54	55	60
<b>HIDE HOUSE</b>															
<b>Sorters and counters, male:</b>															
Delaware.....	5	18	50.7				2			2	9	4	1		
Illinois and Missouri.....	7	21	49.3			3				18					
Kentucky and Tennessee.....	1	3	50.0							3					
Massachusetts and New Hampshire.....	18	64	48.7					48		11		5			
Michigan.....	1	3	54.0										3		
New Jersey.....	6	11	52.0						1	2		8			
New York.....	4	5	50.0					2		2			1		
Ohio.....	2	8	50.0							8					
Pennsylvania.....	7	16	50.4			1		2		10				3	
Wisconsin.....	7	28	51.9							14		3	11		3
Total.....	59	177	50.0			4	2	52	1	70	9	20	16	3	
<b>BEAM HOUSE</b>															
<b>Fleshing-machine operators, male:</b>															
Delaware.....	5	31	49.8			4	2	9				10	6		
Illinois and Missouri.....	8	31	49.5			3				28					
Kentucky and Tennessee.....	2	5	49.6					1		4					
Massachusetts and New Hampshire.....	24	79	48.8					54		19		6			
Michigan.....	5	11	54.5										10		1
New Jersey.....	9	25	52.5						2	1		16	6		
New York.....	11	32	49.8					20		5		6	6		1
North Carolina.....	5	11	54.0									4	6		1
Ohio.....	3	13	50.6							11			2		
Pennsylvania.....	21	74	52.1					19		18		3	18	3	6
West Virginia.....	4	7	50.6			2		4					3		10
Wisconsin.....	8	25	52.3							8		11	6		
Total.....	105	344	50.8			9	2	107	2	94		50	61	6	13
<b>Laborers and truckers, male:</b>															
Delaware.....	2	23	49.4					13				10			
Illinois and Missouri.....	4	43	50.0							43					
Massachusetts and New Hampshire.....	16	78	49.5					42		18		18			
Michigan.....	4	24	54.0										24		
New Jersey.....	1	15	52.5									15			
New York.....	9	46	49.7					29		7			9		1
North Carolina.....	4	14	55.0									3	8		3
Ohio.....	2	23	50.0							23					
Pennsylvania.....	14	67	51.3					23		13		2	21	8	
West Virginia.....	4	7	51.4					3					4		
Wisconsin.....	4	16	53.1							3		3	10		
Total.....	64	356	50.8					110		107		51	76	8	4
<b>TAN HOUSE</b>															
<b>Haulers, male:</b>															
Delaware.....	4	13	47.8			7	1					4	1		
Illinois and Missouri.....	9	52	49.5				5			47					
Kentucky and Tennessee.....	3	14	49.6					3		11					
Massachusetts and New Hampshire.....	18	180	48.7					139		25		16			
Michigan.....	5	46	54.7										41		5
New Jersey.....	6	28	51.2						10	1		17			
New York.....	9	78	51.2					31		13			29	2	3
North Carolina.....	5	59	54.1									10	46		3
Ohio.....	5	26	51.4							17			1		
Pennsylvania.....	21	172	51.2			6	2	60		26		5	58	8	7
West Virginia.....	4	45	50.5					26					19		
Wisconsin.....	8	40	51.9							18		11	11		
Total.....	97	753	50.8			18	3	259	10	158		64	213	10	18

TABLE C.—Average and classified full-time hours per week in 10 specified occupations, 1932, by department, sex, and State—Continued

Department, occupation, sex, and State	Number of establishments	Number of wage earners	Average full-time hours per week	Number of wage earners whose full-time hours per week were—												
				40	44	45	Over 45, under 48	48	49½	50	51	Over 51, under 54	54	55	60	
<b>FINISHING DEPARTMENT, SOLE AND BELTING</b>																
Rolling-machine operators, male:																
Kentucky and Tennessee	3	27	49.6					6		21						
Massachusetts and New Hampshire	1	9	50.0							9						
Michigan	4	40	54.2											39		1
New York	5	99	50.5					63						30		6
North Carolina	5	53	54.4									10		37		6
Ohio	2	27	50.4							24				3		
Pennsylvania	13	221	51.0					101		21					95	4
West Virginia	4	58	50.5					34						24		
Total	37	534	51.3					204		75			13	225		17
<b>FINISHING DEPARTMENT, OTHER THAN SOLE OR PATENT</b>																
Stakers, machine, male:																
Delaware	4	129	50.8					25			24	71	9			
Illinois and Missouri	9	60	49.8			2				58						
Massachusetts and New Hampshire	25	259	48.9					169		71		19				
Michigan	1	12	54.0											12		
New Jersey	9	89	51.9		3				1	2		83				
New York	7	82	48.9					56		20				6		
Ohio	1	21	50.0							21						
Pennsylvania	8	132	48.2			20	34	24	14	36		4				
Wisconsin	8	70	52.2							25		24	21			
Total	72	854	49.8	3		22	34	274	15	233	24	201	48			
Stakers, machine, female:																
Illinois and Missouri	3	6	48.3			2				4						
Massachusetts and New Hampshire	2	5	48.0					5								
Wisconsin	1	( <sup>1</sup> )	( <sup>1</sup> )							( <sup>1</sup> )						
Total	6	13	48.5			2		5		6						
Tackers, toggles, and pasters, male:																
Illinois and Missouri	7	221	50.0							221						
Massachusetts and New Hampshire	21	381	48.2					343		34		4				
Michigan	1	53	54.0											53		
New Jersey	8	46	51.4		2			7	4	2		22	9			
New York	7	139	48.6					8	89	34	8					
Ohio	4	85	51.3							58				27		
Pennsylvania	4	45	50.3					5		30		9				
Wisconsin	8	141	52.2							52		42	47			
Total	60	1,111	49.9	2			13	439	5	431	8	77	136			
Tackers, toggles, and pasters, female:																
Illinois and Missouri	2	64	48.3			22				42						
Massachusetts and New Hampshire	1	77	48.0					77								
New York	1	( <sup>1</sup> )	( <sup>1</sup> )					( <sup>1</sup> )								
Total	4	143	48.1			22		79		42						

<sup>1</sup> Data included in total.

TABLE C.—Average and classified full-time hours per week in 10 specified occupations, 1932, by department, sex, and State—Continued

Department, occupation, sex, and State	Number of establishments	Number of wage earners	Average full-time hours per week	Number of wage earners whose full-time hours per week were—											
				40	44	45	Over 45, under 48	48	49½	50	51	Over 51, under 54	54	55	60
<b>FINISHING DEPARTMENT, OTHER THAN SOLE OR PATENT—continued</b>															
<b>Finishers or seasoners, hand, male:</b>															
Illinois and Missouri	5	89	50.0								89				
Massachusetts and New Hampshire	12	88	48.4					79		3		6			
Michigan	1	(1)	(1)									(1)			
New Jersey	3	29	50.9						5	13		11			
New York	5	38	49.1					16	8	14					
Ohio	3	65	51.2							46			19		
Pennsylvania	4	29	51.9			6	1			4				18	
Wisconsin	6	74	51.6							42		6	26		
<b>Total</b>	<b>39</b>	<b>413</b>	<b>50.3</b>			<b>6</b>	<b>1</b>	<b>95</b>	<b>13</b>	<b>211</b>		<b>23</b>	<b>46</b>	<b>18</b>	
<b>Finishers or seasoners, hand, female:</b>															
Delaware	4	221	51.2							22	81	101	17		
Illinois and Missouri	5	71	50.0							71					
Massachusetts and New Hampshire	15	204	48.0					204							
Michigan	1	32	54.0										32		
New Jersey	4	85	52.3						1			84			
New York	1	5	48.0					5							
Ohio	1	59	50.0							59					
Pennsylvania	7	117	49.8			3	2	11	6	89		6			
Wisconsin	4	81	50.6							68			13		
<b>Total</b>	<b>42</b>	<b>875</b>	<b>50.2</b>			<b>3</b>	<b>2</b>	<b>220</b>	<b>7</b>	<b>309</b>	<b>81</b>	<b>191</b>	<b>62</b>		
<b>Glazing-machine operators, male:</b>															
Delaware	3	107	50.8							27	49	31			
Illinois and Missouri	7	28	50.0							28					
Massachusetts and New Hampshire	22	182	49.5					95		47		40			
Michigan	1	(1)	(1)									(1)			
New Jersey	5	104	52.2						6			98			
New York	6	27	49.0					16		10			1		
Ohio	1	58	50.0							58					
Pennsylvania	8	209	47.6			43	27	3	42	36	57		1		
Wisconsin	6	35	51.9							14		18	3		
<b>Total</b>	<b>59</b>	<b>752</b>	<b>49.7</b>			<b>43</b>	<b>27</b>	<b>3</b>	<b>153</b>	<b>42</b>	<b>241</b>	<b>49</b>	<b>188</b>	<b>6</b>	
<b>Glazing-machine operators, female:</b>															
Delaware	4	146	51.4							18	24	88	16		
Illinois and Missouri	4	17	47.1			10				7					
Massachusetts and New Hampshire	3	19	48.0					19							
New Jersey	2	21	52.4						1			20			
New York	1	(1)	(1)					(1)							
Pennsylvania	2	64	50.0							64					
Wisconsin	1	(1)	(1)							(1)					
<b>Total</b>	<b>17</b>	<b>270</b>	<b>50.6</b>			<b>10</b>		<b>20</b>	<b>1</b>	<b>91</b>	<b>24</b>	<b>108</b>	<b>16</b>		

1 Data included in total.

TABLE C.—Average and classified full-time hours per week in 10 specified occupations, 1932, by department, sex, and State—Continued

Department, occupation, sex, and State	Number of establishments	Number of wage earners	Average full-time hours per week	Number of wage earners whose full-time hours per week were—										
				40	44	45	Over 45, under 48	48	49½	50	51	Over 51, under 54	54	55
<b>SORTING AND SHIPPING DEPARTMENT</b>														
<b>Packers and shippers, male:</b>														
Delaware.....	3	27	50.8							8	8	11		
Illinois and Missouri.....	8	27	49.8			1				26				
Kentucky and Tennessee.....	2	11	49.6					2		9				
Massachusetts and New Hampshire.....	20	86	48.3		1			69		16				
Michigan.....	4	21	54.0										21	
New Jersey.....	9	21	51.2	1			1		3	1		14	1	
New York.....	10	51	50.8					28		3			17	3
North Carolina.....	5	20	53.6									9	10	1
Ohio.....	4	16	50.5							14			2	
Pennsylvania.....	20	69	49.7		1		12	28		7	2	2	15	2
West Virginia.....	4	7	50.6					4					3	
Wisconsin.....	7	28	52.1							11		8	9	
<b>Total.....</b>	<b>96</b>	<b>384</b>	<b>50.4</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>13</b>	<b>131</b>	<b>3</b>	<b>95</b>	<b>10</b>	<b>44</b>	<b>78</b>	<b>6</b>
<b>Packers and shippers, female:</b>														
Delaware.....	2	15	51.2								5	10		
Massachusetts and New Hampshire.....	5	8	48.0					8						
New Jersey.....	1	3	46.5				3							
New York.....	1	(1)	(1)					(1)						
Pennsylvania.....	1	10	50.0							10				
<b>Total.....</b>	<b>10</b>	<b>37</b>	<b>49.7</b>				<b>3</b>	<b>9</b>		<b>10</b>	<b>5</b>	<b>10</b>		

<sup>1</sup> Data included in total.

TABLE D.—Average and classified hours actually worked in 1 week in 10 specified occupations, 1932, by department, sex, and State

Department, occupation, sex, and State	Number of establishments	Number of wage earners	Average hours actually worked in 1 week	Number of wage earners whose hours actually worked in 1 week were—																						
				Under 16	16, under 24	24, under 32	32	Over 32, under 40	40	Over 40, under 44	44	Over 44, under 45	45	Over 45, under 48	48	Over 48, under 50	50	Over 50, under 54	54	Over 54, under 55	55	Over 55, under 60	60	Over 60		
<b>HIDE HOUSE</b>																										
<b>Sorters and counters, male:</b>																										
Delaware.....	5	18	42.8		1		2		3					1		2		8		2	1					
Illinois and Missouri.....	7	21	41.7					6	3	5			1	2		3		3		1						
Kentucky and Tennessee.....	1	3	46.5												3											
Massachusetts and New Hampshire.....	18	64	46.9		1		1	2	6		6		1		1	20	4	6	8	2			4		2	
Michigan.....	1	3	53.3																				1			
New Jersey.....	6	11	45.8	1	1									3		1	2	1	2						1	
New York.....	4	5	47.1			1							1						1				2			
Ohio.....	2	8	46.8		1									3		1		1			4					
Pennsylvania.....	7	16	45.9		1										3								3			
Wisconsin.....	8	28	34.1	4			6		7		3		1	1												
<b>Total.....</b>	<b>59</b>	<b>177</b>	<b>43.8</b>	<b>5</b>	<b>5</b>	<b>10</b>	<b>2</b>	<b>22</b>	<b>3</b>	<b>21</b>	<b>5</b>	<b>2</b>	<b>6</b>	<b>10</b>	<b>24</b>	<b>17</b>	<b>18</b>	<b>16</b>	<b>3</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>8</b>	
<b>BEAM HOUSE</b>																										
<b>Fleshing-machine operators, male:</b>																										
Delaware.....	5	31	40.3	1		7		3	2	3			3	1	5	2					4					
Illinois and Missouri.....	8	31	39.3		2	2		14	2	3	1			3		1	1	1	4					1		
Kentucky and Tennessee.....	2	5	46.0			1																				
Massachusetts and New Hampshire.....	24	79	42.5	1	9		1	10		7	1		1	7	8	6	2	14					6		1	
Michigan.....	5	11	47.6					1		2				1	4			1				1		1		
New Jersey.....	9	25	51.1		1			3	1				1	4		2		3					1	2	7	
New York.....	11	32	44.2			3		6		5		4	1	2		1	3	3				1	1	1	1	
North Carolina.....	5	11	27.5	2		1	4			4																
Ohio.....	3	13	47.3			2						1		2									1			
Pennsylvania.....	21	74	44.4		2	3	11	1	2	8	2		2	4	2	3	1	10	4	9			6		6	
West Virginia.....	4	7	32.1			3	1		1																	
Wisconsin.....	8	25	36.7	2		1		14		5	2			1												
<b>Total.....</b>	<b>105</b>	<b>344</b>	<b>42.5</b>	<b>6</b>	<b>13</b>	<b>8</b>	<b>37</b>	<b>2</b>	<b>58</b>	<b>13</b>	<b>29</b>	<b>5</b>	<b>4</b>	<b>12</b>	<b>21</b>	<b>20</b>	<b>13</b>	<b>16</b>	<b>37</b>	<b>13</b>	<b>2</b>	<b>8</b>	<b>12</b>	<b>7</b>	<b>8</b>	

<b>Laborers and truckers, male.</b>																					
Delaware	2	23	39.9	2	1			1	6	1											
Illinois and Missouri	4	43	41.8				3	1	10	1	3	13	2	5	1	5	1	3	1	1	2
Massachusetts and New Hampshire	16	78	42.9	7	2	1	5		10	1	2	1			4	13	5		16	1	6
Michigan	4	24	44.8				1		2						1	5	1		4	1	3
New Jersey	1	15	48.1		1					1	2								11	1	3
New York	9	46	43.1	1			3	1	11	1	7		4	7				3	2	2	1
North Carolina	4	14	26.5	1	4		4		5												3
Ohio	2	23	53.2							2	1					1	1	1	8		3
Pennsylvania	14	67	45.6			3		8	2	5	8				8	1	1	2	6	9	6
West Virginia	4	7	37.9				3				2				1			1			2
Wisconsin	4	16	21.7	10					1						1			1			3
<b>Total</b>	<b>64</b>	<b>356</b>	<b>42.4</b>	<b>21</b>	<b>15</b>	<b>1</b>	<b>27</b>	<b>2</b>	<b>47</b>	<b>10</b>	<b>28</b>	<b>15</b>	<b>2</b>	<b>10</b>	<b>24</b>	<b>26</b>	<b>10</b>	<b>8</b>	<b>51</b>	<b>14</b>	<b>1</b>
<b>TAN HOUSE</b>																					
<b>Haulers, male:</b>																					
Delaware	4	13	43.7					2						7	1			1		1	
Illinois and Missouri	9	52	37.1	2	1		9	3	12		4	3			1			3	2		1
Kentucky and Tennessee	3	14	43.4						5		2				1			1	2		1
Massachusetts and New Hampshire	18	180	42.8	4			25		27		29	3	4	7	5	31	18	1	20	1	1
Michigan	5	46	42.9	2	3		3		9		6			1	6	5			2		3
New Jersey	6	28	42.0				2		4		11				2		5		2		1
New York	9	78	43.2	1	1		8		25		11			1	4	3		2	3	1	5
North Carolina	5	59	28.4	8	2		29		17							1					2
Ohio	5	26	42.8	1	1		8		1	1		1	2	1	1			1	2		1
Pennsylvania	21	172	43.7	2	4	1	19	1	14	34	15	1		5	3	3	3	11	8	27	9
West Virginia	4	45	35.0	1	6	19	1	2		4				4	1	1	2			4	5
Wisconsin	8	40	36.4	3	3		9	1	7		3			2	1	1	2		1		7
<b>Total</b>	<b>97</b>	<b>753</b>	<b>40.7</b>	<b>23</b>	<b>18</b>	<b>7</b>	<b>132</b>	<b>6</b>	<b>123</b>	<b>45</b>	<b>85</b>	<b>8</b>	<b>8</b>	<b>27</b>	<b>29</b>	<b>42</b>	<b>34</b>	<b>21</b>	<b>41</b>	<b>37</b>	<b>3</b>
<b>FINISHING DEPARTMENT, SOLE AND BELTING</b>																					
<b>Rolling-machine operators, male:</b>																					
Kentucky and Tennessee	3	27	39.8			2	5		2		8			1	2	4			2	1	
Massachusetts and New Hampshire	1	9	31.3				9														
Michigan	4	40	45.6				2		5		9	8		2	2			1	8	2	1
New York	5	99	41.3	2	1		9		24	1	38		3	2	2				5	5	1
North Carolina	5	53	33.0	1	8	1	14		19		2				2			1	5		4
Ohio	2	27	43.5						3	1	10	4	3					2	1	1	1
Pennsylvania	13	221	44.7	1	4		11	10	16	40	14	1		4	17	24	8	6	3	51	4
West Virginia	4	58	29.9		1	20	13		20						4						4
<b>Total</b>	<b>37</b>	<b>534</b>	<b>40.8</b>	<b>4</b>	<b>16</b>	<b>21</b>	<b>63</b>	<b>10</b>	<b>89</b>	<b>42</b>	<b>81</b>	<b>13</b>	<b>7</b>	<b>10</b>	<b>32</b>	<b>24</b>	<b>11</b>	<b>13</b>	<b>19</b>	<b>59</b>	<b>1</b>

TABLE D.—Average and classified hours actually worked in 1 week in 10 specified occupations, 1932, by department, sex, and State—Continued

Department, occupation, sex, and State	Number of establishments	Number of wage earners	Average hours actually worked in 1 week	Number of wage earners whose hours actually worked in 1 week were—																							
				Under 16	16, under 24	24	Over 24, under 32	32	Over 32, under 40	40	Over 40, under 44	44	Over 44, under 45	45	Over 45, under 48	48	Over 48, under 50	50	Over 50, under 54	54	Over 54, under 55	55	Over 55, under 60	60	Over 60		
<b>FINISHING DEPARTMENT, OTHER THAN SOLE OR PATENT</b>																											
<b>Stakers, machine, male:</b>																											
Delaware.....	4	129	34.3	2	3		38	28	35						22												
Illinois and Missouri.....	9	60	35.4	2	1		16		13		2	16			9												
Massachusetts and New Hampshire.....	25	259	43.9	9	3		10	1	38	2	35		2	1	25	44	3	41	41			1					
Michigan.....	1	12	50.7						1						1		3					1	1			3	
New Jersey.....	9	89	44.0	4	1		4		21	3	8				1		1	2	44								
New York.....	7	82	43.8		1		2		19		1		4	7	9	27		5							6		
Ohio.....	1	21	55.6								3		1		1							2		2	2	9	
Pennsylvania.....	8	132	40.3	6	4		22		14		14			20	31			12	5			1		3			
Wisconsin.....	8	70	39.8	6	5		6		17		5			1	1	4	3		17		5						
Total.....	72	854	41.4	29	18		98	29	158	10	79	5	11	30	118	48	10	60	111		6	4	1	17	2	10	
<b>Stakers, machine, female:</b>																											
Illinois and Missouri.....	3	6	20.9	2	1		1		2																		
Massachusetts and New Hampshire.....	2	5	42.8		1											4											
Wisconsin.....	1	(1)	(1)							(1)																	
Total.....	6	13	36.4	2	2		1		2	2						4											
<b>Tackers, togglers and pasters, male:</b>																											
Illinois and Missouri.....	7	221	33.1	19	25		47	2	58	3	18	31	1	6	11												
Massachusetts and New Hampshire.....	21	381	38.5	18	40	4	30	1	68		61	3	4	9	1	37	56	8	2	11	22		1			8	
Michigan.....	1	53	44.8	1	1		3		6		3					38				1							
New Jersey.....	8	46	39.2	5	1		3		7		11	1				2	1		1								
New York.....	7	139	41.2	2	1		16		5	14	61	5	13	2	7												
Ohio.....	4	85	37.6	1	4		23	1	8		39	2														7	
Pennsylvania.....	4	45	44.5	1			6		3		2						1	25	2							2	
Wisconsin.....	8	141	38.0	16	4	4	18		15	3	18	2	3	5	32			5								14	
Total.....	60	1,111	38.2	63	76	8	143	4	170	20	213	43	26	14	132	57	9	30	39	29	4					31	



TABLE D.—Average and classified hours actually worked in 1 week in 10 specified occupations, 1932, by department, sex, and State—Continued

Department, occupation, sex, and State	Number of establishments	Number of wage earners	Average hours actually worked in 1 week	Number of wage earners whose hours actually worked in 1 week were—																					
				Under 16	16, under 24	24	Over 24, under 32	32	Over 32, under 40	40	Over 40, under 44	44	Over 44, under 45	45	Over 45, under 48	48	Over 48, under 50	50	Over 50, under 54	54	Over 54, under 55	55	Over 55, under 60	60	Over 60
<b>FINISHING DEPARTMENT, OTHER THAN SOLE OR PATENT—Continued</b>																									
<b>Glazing-machine operators, female:</b>																									
Delaware.....	4	146	39.5	1	3		17		26		77			1		21									
Illinois and Missouri.....	4	17	32.9	1			5	1	9		1														
Massachusetts and New Hampshire.....	3	19	31.8	5	3		2						2	6	1										
New Jersey.....	2	21	49.0								6		1	1	1		12								
New York.....	1	(1)	(1)						(1)																
Pennsylvania.....	2	64	34.5	1	1		1		57				4												
Wisconsin.....	1	(1)	(1)						(1)																
Total.....	17	270	38.1	8	7		25	1	95		84		7	8	1	22		12							
<b>SORTING AND SHIPPING DEPARTMENT</b>																									
<b>Packers and shippers, male:</b>																									
Delaware.....	3	27	50.1						1		2			2		3	15			1		3			
Illinois and Missouri.....	8	27	46.4					1	1	1	1	6		2	3	1	4	4							
Kentucky and Tennessee.....	2	11	45.0				2						1			7									
Massachusetts and New Hampshire.....	20	86	45.7	2			2		5		13	1				44	7	2	7			3			
Michigan.....	4	21	41.7		5		2		1		1							2	2			1			
New Jersey.....	9	21	45.5	1			1		2	1	1			8	1	3		4	4						
New York.....	10	51	43.8		2		7		8	1	18		3	1	2		1	2	2			1		2	2
North Carolina.....	5	20	33.4		3		7		5		2			2			1	3	2						
Ohio.....	4	16	47.6				1		4		9	4	6	1	14	12	1	2	3			1		1	1
Pennsylvania.....	20	69	46.1		1				4	9	4	6		1	14	12	2	3	11		1			1	1
West Virginia.....	4	7	37.2						4		1			1			1	1	1						
Wisconsin.....	7	28	43.6			4	2		2		1	1	1		3		4	6	1	1	2				
Total.....	96	384	44.8	3	11	4	18	1	33	12	43	14	5	15	36	58	21	17	48	26	3	3	7	3	3
<b>Packers and shippers, female:</b>																									
Delaware.....	2	15	44.2		1		1		1		2								6						
Massachusetts and New Hampshire.....	5	8	44.9								4														
New Jersey.....	1	3	46.5													1	3								
New York.....	1	(1)	(1)											(1)											
Pennsylvania.....	1	10	43.2				1	1	1				1	6											
Total.....	10	37	44.3		1		2	1	2		6		1	7	8	3			6						

1 Data included in total.



TABLE E.—Average and classified actual earnings in 1 week in 10 specified occupations, 1932, by department, sex, and State—Continued

Department, occupation, sex, and State	Number of establishments	Number of wage earners	Average earnings actually received in 1 week	Number of wage earners whose earnings in 1 week were—																											
				Under \$4	\$4, under \$6	\$6, under \$8	\$8, under \$10	\$10, under \$12	\$12, under \$14	\$14, under \$16	\$16, under \$18	\$18, under \$20	\$20, under \$22	\$22, under \$24	\$24, under \$26	\$26, under \$28	\$28, under \$30	\$30, under \$32	\$32, under \$34	\$34, under \$36	\$36, under \$38	\$38, under \$40	\$40, under \$45	\$45, under \$50	\$50 and over						
<b>BEAM HOUSE—continued</b>																															
<b>Laborers and truckers, male:</b>																															
Delaware.....	2	23	\$17.33	2	1					5	5	1	6	1	1		1														
Illinois and Missouri.....	4	43	18.78		1	1	1	6	2	3	5	12	9	3			1														
Massachusetts and New Hampshire.....	16	78	18.42	5	2	2	1	3	1	3	4	16	25	9		4	1	1	1												
Michigan.....	4	24	14.50		1	1	2	7	1	7	3	2																			
New Jersey.....	1	15	20.72			1				1	2		11																		
New York.....	9	46	18.89		1			4	4	10	6	13	5	1	2																
North Carolina.....	4	14	7.96	2	4		4	1	3																						
Ohio.....	2	23	28.57						3		2							7	8	1											
Pennsylvania.....	14	67	18.54	1	1	3	5	1	8	8	11	6	10	11	1	1															
West Virginia.....	4	7	12.61			1	2	2	1	1																					
Wisconsin.....	4	16	8.12	8	2			1	1	2	1	1																			
<b>Total.....</b>	<b>64</b>	<b>356</b>	<b>17.98</b>	<b>18</b>	<b>10</b>	<b>7</b>	<b>12</b>	<b>13</b>	<b>25</b>	<b>27</b>	<b>41</b>	<b>47</b>	<b>65</b>	<b>45</b>	<b>16</b>	<b>7</b>	<b>5</b>	<b>8</b>	<b>9</b>	<b>1</b>											
<b>TAN HOUSE</b>																															
<b>Haulers, male:</b>																															
Delaware.....	4	13	15.21			1	1			2	7	2																			
Illinois and Missouri.....	9	62	17.65	2		2	9	4	9	3	4	5	2			11	1														
Kentucky and Tennessee.....	3	14	16.60			1	3		1	3		7																			
Massachusetts and New Hampshire.....	18	180	20.09	1	2	1	1		13	14	15	35	32	36	21	6	3														
Michigan.....	5	46	16.33			3	2	4	6	11	8	9		1																	
New Jersey.....	6	28	18.59		1	1		2	12	1	1	2	1	1	2	2	1	1													
New York.....	9	78	21.84	1			1	3	1	15	7	9	3	22	7	2	2	2													
North Carolina.....	5	59	8.42	7	6	6	21	18		1																					
Ohio.....	5	26	16.25			2	2	8	1	4	2	2	1																		
Pennsylvania.....	21	172	19.38		2	2	3	14	10	9	32	14	34	23	11	3	13	1	1												
West Virginia.....	4	45	12.86			1	4	8	21	8	3																				
Wisconsin.....	8	40	15.13	2	1	1	2	5	8	3	5	3	1	5		4															
<b>Total.....</b>	<b>97</b>	<b>753</b>	<b>17.76</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>43</b>	<b>65</b>	<b>67</b>	<b>68</b>	<b>96</b>	<b>76</b>	<b>101</b>	<b>71</b>	<b>56</b>	<b>35</b>	<b>21</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>2</b>										



TABLE E.—Average and classified actual earnings in 1 week in 10 specified occupations, 1932, by department, sex, and State—Continued

Department, occupation, sex, and State	Number of establishments	Number of wage earners	Average earnings actually received in 1 week	Number of wage earners whose earnings in 1 week were—																					
				Under \$4	\$4, under \$6	\$6, under \$8	\$8, under \$10	\$10, under \$12	\$12, under \$14	\$14, under \$16	\$16, under \$18	\$18, under \$20	\$20, under \$22	\$22, under \$24	\$24, under \$26	\$26, under \$28	\$28, under \$30	\$30, under \$32	\$32, under \$34	\$34, under \$36	\$36, under \$38	\$38, under \$40	\$40, under \$45	\$45, under \$50	\$50 and over
<b>FINISHING DEPARTMENT, OTHER THAN SOLE OR PATENT—continued</b>																									
<b>Tackers, togglers, and pasters, female:</b>																									
Illinois and Missouri	2	64	\$9.86			1	33	30																	
Massachusetts and New Hampshire	1	77	13.15	3	3	8	10	2	1	15	35														
New York	1	(1)	(1)																						
Total	4	143	11.62	3	3	9	45	32	1	15	35														
<b>Finishers or seasoners, hand, male:</b>																									
Illinois and Missouri	5	89	24.88		1	4	2	2	2	3	7	11	8	2	6	2	4	6	11	7	8	3			
Massachusetts and New Hampshire	12	88	26.10			1		2		1	3	5	12	11	4	12	10	7	15	4	1				
Michigan	1	(1)	(1)																						
New Jersey	3	29	25.95					2		4			3	2	1	4	2	4	4		2		1		
New York	5	38	18.69			4			1	2	9	6	2	14											
Ohio	3	65	18.27	3	3		14	6	2	2	2	3	3	1	1	10	2	3		1	7				
Pennsylvania	4	29	18.39			2				4	8		9	5								1			
Wisconsin	6	74	15.74				4	4	16	22	6	15	2	5											
Total	39	413	21.51	3	4	13	20	16	25	42	27	40	40	40	12	28	18	20	30	12	17	5	1		
<b>Finishers or seasoners, hand, female:</b>																									
Delaware	4	221	11.86		2	10	32	69	90	12		3	2		1										
Illinois and Missouri	5	71	12.77	3	1	4	14	19	16	5			1			5									
Massachusetts and New Hampshire	15	204	13.48	3	4	8	14	31	33	69	25	7	7			3		2	1						
Michigan	1	32	13.46		1	1	4	1	5	20															
New Jersey	4	85	13.97	5	3	1	2	1	7	52	13	1													
New York	1	5	16.41																						
Ohio	1	69	14.30		1	2	5	2	8	28	11	2													
Pennsylvania	7	117	13.88	2	1	6	7	11	30	39	14		1		6										
Wisconsin	4	81	12.42	2	1	3	10	21	7	34	3														
Total	42	875	13.09	15	14	35	88	155	196	259	71	13	11		7	8			2	1					





## APPENDIX.—Factory Occupational Terms, Definitions, and Classification by Bureau of Labor Statistics

[Key letter to kinds of leather produced: Patent, P; Sole and belting, S & B; and All others, O. Key number to tannery department: Hide house, 1; Beam house, 2; Tan house, 3; Finishing department—sole and belting, 4; Finishing department—patent leather, 5; Finishing department—other than sole or patent, 6; Finishing department—miscellaneous workers, all leathers, 7; Sorting and shipping department, 8; and General maintenance department, 9]

- Air plunger, lime vats.* (See Lime-solution man.) Classified as: Other employees (2).
- Alcohol-washing-wheel operator, beam house.* (See Washing-wheel operator, hide house.) Classified as: Laborers and truckers (2).
- Amalac buffer, leather (O).* (See Buffing-wheel operator (O).) Classified as: Buffing-wheel operators (6).
- Amalac sprayer, leather (O).* (See Sprayer, seasoning (O).) Classified as: Finishers or seasoners, machine (6).
- Assistant belt-knife splitter* assists splitting-machine operator, working as an understudy. Classified as: Other employees (7).
- Assistant foreman, hide house,* assists foreman in supervisory work, maintains records of stocks received and distributed, and also does some productive work. Classified as: Other employees (1).
- Aulson finishing-machine operator (O)* operates a seasoning machine known as an "Aulson." See also Seasoner, leather, machine (O). Classified as: Finishers or seasoners, machine (6).
- Aulson graining-machine operator (O)* runs leather-graining machine named after its inventor, "Aulson." See also Grainer, leather, machine (O). Classified as: Boarders or grainers, machine (6).
- Automatic shaver, leather (O).* (See Traudt automatic shaver, leather (O).) Classified as: Shaving-machine operators (6).
- Averager, shipments,* uses adding machine to record number of feet of leather in each lot or order made up for shipment, as number of feet in each piece is announced by caller off. Classified as: Other employees (8).
- Back roller (S & B).* (See Bend roller (S & B).) Classified as: Rolling-machine operators (4).
- Backer, fleshing machine.* (See Fleshing-machine operator's helper, hides or skins.) Classified as: Machine helpers (2).
- Backer, leather-splitting machine (O).* (See Splitting-machine puller, leather (O).) Classified as: Machine helpers (6).
- Backer, oiling-off machine (O),* works at back of oiling-off machine taking leather away from it and may either pile leather on table or hang it up on conveyor of tunnel drier. Classified as: Machine helpers (6).
- Bagcutter* uses knife by hand to cut up bags in which tanning materials were received. These pieces of bag are used on contact rolls of fleshing machine in beam house to keep hides from slipping. Classified as: Other employees (2).
- Baker, doped leather (P),* places in baking or drying oven frames on which pieces of dope-covered leather are toggled and removes them from oven when dope is dry. Classified as: Daubers (5).
- Baker setting-out machine operator (O),* operates a setting-out machine known as a "Baker." See also Setting-out machine operator (O). Classified as: Setters-out, machine (6).
- Baker staking-machine operator (O),* operates a staking machine known as a "Baker." See also Clamp staker (O). Classified as: Stakers, machine (6).
- Baler, bellies or shoulders.* (See Belly baler.) Classified as: Packers and shippers (8).
- Baler, hair.* (See Hair baler.) Classified as: Laborers and truckers (2).
- Baler, scrap leather.* (See Scrap-leather baler.) Classified as: Laborers and truckers (8).
- Bark grinder* feeds tanning bark or wood into "hog" or grinding machine which grinds it into a fine pulp. This pulp is later used in making tanning solutions. Classified as: Laborers and truckers (3).
- Bark hauler, for grinding,* uses truck or team for hauling bark or wood to grinding machine where it is made into pulp used for leaching tanning liquor. Classified as: Other employees (3).

- Bark stripper* removes peeling from bark before it is ground into pulp for making tanning liquor. Classified as: Laborers and truckers (3).
- Bate-pool tender.* (See Bate-vat tender.) Classified as: Haulers (2).
- Bate-vat tender* places hides or skins in bating vats and pulls them out when process is completed. These vats contain solution which neutralizes lime left in hides or skins after liming and reduces them to normal thickness. This operation may be the final one in beam house or first one in tan house, depending on arrangement of plant. Classified as: Haulers (2).
- Bater, hides or skins.* (See Bate-vat tender.) Classified as: Haulers (2).
- Bating-solution maker* mixes correct proportions of various chemicals with water as shown by prescribed formula. This solution is used in vats in beam house to neutralize lime left in hides or skins after liming and to reduce them to normal thickness. Classified as: Other employees (2).
- Bating-vat foreman, working,* supervises work of bating in beam house and also does some productive work. Classified as: Other employees (2).
- Beam-house foreman, working,* supervises various beam-house operations; sees that work is done properly and also performs some productive work when necessary. Classified as: Other employees (2).
- Beam-house helper.* (See Floorman, general, beam house.) Classified as: Laborers and truckers (2).
- Beam-house inspector.* (See Unhairing inspector; Inspector, beaming or scudding; also Wet-wheeling inspector.) Classified as: Other employees (2).
- Beaming inspector.* (See Inspector, beaming or scudding.) Classified as: Other employees (2).
- Beaming-knife inspector* inspects cutting edge of beaming knives and may sharpen them when necessary. Classified as: Other employees (2).
- Beamster, hand,* uses dull edge of beaming knife to scrape fine hair and dirt from grain side of hides or skins, and sharp edge to trim off ragged edges left by fleshing machine. See also Scudder, hand. Classified as: Beamsters or scudders, hand (2).
- Beamster, machine,* works in beam house operating machine used to remove from hides or skins fine hair and dirt left by unhairing machine. See also Scudder, machine. Classified as: Beamsters or scudders, machine (2).
- Belly baler* places bellies or shoulders in baling machine, presses them down tightly and fastens them together securely for shipment. Classified as: Packers and shippers (8).
- Belly-finishing foreman, working,* supervises work in belly-leather finishing department where sour dipping, sponging, rolling, and washing of belly leather is done. Also inspects this work and performs some productive duties. Classified as: Other employees (7).
- Belly roller (S & B).* (See Rolling-machine operator (S & B).) Classified as: Rolling-machine operators (4).
- Belly soaker* places bellies in vats of clear water in beam house for soaking and removes them at proper time. Classified as: Haulers (2).
- Belly sponger (S & B).* (See Sponger, leather (S & B).) Classified as: Spongers and stuffers (4).
- Belly staker (O)* places leather over table and holds it in place with his body. Grip jaws of staking arms engage part of leather and stretch it as they pull away from operator. This operation is repeated until entire piece of leather is stretched and softened. Classified as: Stakers, machine (6).
- Belly wringer (S & B).* (See Wringing-machine operator, leather (S & B).) Classified as: Wringing and setting-out machine operators (4).
- Belt fixer.* (See Belt man.) Classified as: Other employees (9).
- Belt-knife splitter, hides.* (See Splitting-machine operator, hides.) Classified as: Splitting-machine operators (2).
- Belt-knife splitter, leather (O).* (See Splitting-machine operator, leather (O).) Classified as: Splitting-machine operators (6).
- Belt lacer.* (See Beltman.) Classified as: Other employees (9).
- Beltman* installs or repairs power-transmission belts throughout plant. Classified as: Other employees (9).
- Bend roller (S & B)* rolls bends, that is, the part left of a side of leather after belly and shoulder have been removed. See also Rolling-machine operator (S & B). Classified as: Rolling-machine operators (4).
- Binder, hides.* (See Toggler, hides.) Classified as: Laborers and truckers (2).
- Black-finishing foreman, working,* supervises work of seasoning or finishing of black leather, inspects completed work and may also do some productive work. Classified as: Other employees (7).

- Black-leather buffer (O).* (See Buffing-wheel operator (O).) Classified as: Buffing-wheel operators (6).
- Black-leather trimmer, hand (O),* uses hand knife to trim edges of heavy black leather on a wooden block. See also Trimmer, leather, hand (O). Classified as: Trimmers (6).
- Blacking-machine operator, leather (O).* (See Seasoner, leather, machine (O).) Classified as: Finishers or seasoners, machine (6).
- Blacking-wheel man, leather (O).* (See Colorer, leather (O).) Classified as: Colorers and fat liquorers (6).
- Blacksmith* works at forge and uses hammer and anvil to make or repair parts for machinery and equipment. Classified as: Other employees (9).
- Blacksmith's helper* assists blacksmith by building and keeping up fires, handling materials, and using sledge hammer under his supervision. Classified as: Other employees (9).
- Bleach doper, leather (S & B).* (See Bleacher (S & B).) Classified as: Bleachers (4).
- Bleacher (S & B)* operates machine consisting of rectangular rack at top of which is horizontal conveyor. Sides of leather are hung to crossbars of conveyor and as they advance slowly over a series of bleaching vats located just below rack, they are mechanically dipped into bleaching solution. Operator sees that sides are properly hung on conveyor, that they are correctly bleached, and adds new liquor when necessary to maintain proper strength of bleaching solution. Is usually assisted by two laborers—one who hangs sides on conveyor, and another who removes them after bleaching. Classified as: Bleachers (4).
- Bleaching foreman, working (S & B).* (See Scrub-house foreman, working (S & B).) Classified as: Other employees (7).
- Bleaching-machine laborer (S & B).* (See Bleaching-machine operator's helper, (S & B).) Classified as: Laborers and truckers (7).
- Bleaching-machine operator (S & B).* (See Bleacher (S & B).) Classified as: Bleachers (4).
- Bleaching-machine operator's helper (S & B)* hangs sides of leather on conveyor of bleaching machine and takes them off after bleaching. Also trucks leather to and from this machine. Two helpers are usually necessary at bleaching machine. Classified as: Laborers and truckers (7).
- Bleaching wringer, leather (S & B).* (See Wringing-machine operator, leather (S & B).) Classified as: Wringing and setting-out machine operators (4).
- Blocking-machine operator (O)* operates specially devised machine which both stakes and buffs leather. An emery block and a leather-covered backing block replace blade and stationary roll of staking machine. Leather is placed between two blocks and thus stretched out and softened, and at the same time emery block buffs flesh side of leather giving it a soft, smooth finish. Classified as: Stakers, machine (6).
- Blue-coat seasoner, hand (O),* applies a blue-black coat of seasoning to leather by hand. See also Finisher, leather, hand (O). Classified as: Finishers or seasoners, hand (6).
- Blue-leather setter (O)* operates machine for setting out leather before it is colored. See also Setting-out machine operator (O). Classified as: Setters out, machine (6).
- Blue sorter, hides or skins (O).* (See Sorter, blue leather (O).) Classified as: Sorters, blue and crust (6).
- Blue sorter's helper* delivers blue leather to sorters and after this operation trucks it away. Also does some sorting under supervision of sorter, to whom he acts as an understudy. Classified as: Other employees (7).
- Board setter, leather (O).* (See Paster, leather stretching (O).) Classified as: Tackers, togglers, and pasters (6).
- Board washer, after leather pasting.* (See Pasting-board washer.) Classified as: Laborers and truckers (7).
- Boarder, leather, graining machine (O),* operates machine used for softening leather and bringing out its grain. (See also Grainer, leather, machine (O).) Classified as: Boarders or grainers, machine (6).
- Boarder, leather, hand (O),* uses rubber or cork-faced board attached to forearm to soften up leather and bring out its grain. (See also Grainer, leather, hand (O).) Classified as: Boarders or grainers, hand (6).
- Boiler, dope (P).* (See Oil and dope mixer (P).) Classified as: Oil and dope mixers (5).
- Boilermaker* does any needed repair work on steam boilers. Classified as: Other employees (9).
- Boiler repairman.* (See Boilermaker.) Classified as: Other employees (9).

- Bottom-room leather sorter (O).* (See Sorter, crust leather (O).) Classified as: Sorters, blue and crust (6).
- Bower glazing-machine operator (O)* runs glazing machine known as a "Bower." (See also Glazing-machine operator (O).) Classified as: Glazing-machine operators (6).
- Breaker-wheel operator, degreased skins.* (See Dry-milling-wheel operator, beam house.) Classified as: Other employees (2).
- Breaker-wheel operator, leather.* (See Dry-milling-wheel operator, finishing.) Classified as: Other employees (7).
- Brine-tank man* loads pickled sheepskins into brine tank of beam house and after they are soaked sufficiently removes them. They are then ready for degreasing press. Classified as: Haulers (2).
- Brusher, hand, hides,* places hides on specially devised table and uses beaming knife to clean them. (See also Scudder, hand.) Classified as: Beamsters or scudders, hand (2).
- Brusher, hand, suede leather,* uses brush by hand to brush surface of suede finished leather. Classified as: Other employees (7).
- Brushing-machine operator (O)* retains hold of end of each piece of leather as he feeds it into machine between revolving brushes, permitting it to pass into machine until his hands almost touch brushes and then pulls it back out of machine, thus removing dust and other particles from its surface, as it is being pulled out. Classified as: Brushing-machine operators (6).
- Brushing-machine operator (S & B)* feeds dried leather after "washing" or "pouring" into machine which is equipped with three large cylinder-shaped brushes which rotate at high speed, thus polishing surface of leather and bringing out grain as it passes through machine. Classified as: Other employees (4).
- Brushing-machine operator's helper* delivers rough stock conveniently near machine for operator and takes it away after stock is brushed. Classified as: Laborers and truckers (7).
- Bucket carrier, for seasoning mixer,* assists seasoning mixer in preparation and distribution of seasoning compounds. Classified as: Laborers and truckers (7).
- Buffer, leather, hand (S & B),* uses a hand knife similar to a drawing knife to shave or refresh parts of leather omitted by "whitening" machine on pieces which are to be used for soles and belting. Classified as: Other employees (7).
- Buffer, leather, machine (S & B).* (See Buffing-wheel operator (S & B).) Classified as: Other employees (7).
- Buffing foreman, working,* supervises work in leather buffing department; checks up on accuracy of work and may also operate leather-buffing wheel. Classified as: Other employees (7).
- Buffing inspector* examines leather after buffing to determine if work has been properly done. Classified as: Other employees (7).
- Buffing-machine operator (S & B).* (See Buffing-wheel operator (S & B).) Classified as: Other employees (7).
- Buffing-wheel operator (O)* places leather over idle sandpaper-covered backing roll of machine and carefully regulates pressure which forces it up against abrasive of buffing roll. Operator slowly pulls out leather as it is being buffed to smooth and remove scratches and defects. Classified as: Buffing-operators (6).
- Buffing-wheel operator (P)* operates buffing machine to smooth surface of either side of pieces of leather which are to be finished as patent. (See also Buffing-wheel operator (O).) Classified as: Buffing-wheel operators (5).
- Buffing-wheel operator (S & B)* runs machine equipped with large buffing wheel covered with sandpaper used to smooth off flesh side of sole or belting leather as it is fed into it. Machine is very similar to that used to buff light leather. Classified as: Other employees (7).
- Bundler, shipments,* ties up small lots of light or heavy weight leather into bundles for shipment. Classified as: Packers and shippers (8).
- Bundler, skins,* counts sorted skins in hide house and puts them up into small bundles of specified number for storage or into packs for beam house. Classified as: Sorters and counters (1).
- Burnisher, leather (O).* (See Buffing-wheel operator (O).) Classified as: Buffing-wheel operators (6).
- Buzzle buffer, leather (O),* operates special machine which buffs both sides of leather at same time. (See also Buffing-wheel operator (O).) Classified as: Buffing-wheel operators (6).

- Caller off, shipments*, calls off to averager or checker number of feet marked on back of each piece of leather as each lot or order is being made ready for shipment. Classified as: Others employees (8).
- Car weigher* maintains records of weight of railroad cars. Classified as: Other employees (9).
- Carpenter* does general carpentry work about plant making repairs and changes in wooden structure. Classified as: Other employees (9).
- Carpenter foreman, working*, supervises work of carpenters in and about plant, and also works with them. Classified as: Other employees (9).
- Carpenter's helper* assists carpenter in handling supplies, and may also do some repair work under his supervision. Classified as: Other employees (9).
- Carrier, skins, to stakers.* (See Floorman, general, finishing.) Classified as: Laborers and truckers (7).
- Cart pusher, beam house.* (See Trucker, beam house.) Classified as: Laborers and truckers (2).
- Case maker* builds wooden boxes in which leather is packed for shipment. Classified as: Other employees (8).
- Catchers, hides or skins, fleshing machine.* (See Fleshing-machine operator's helper, hides or skins.) Classified as: Machine helpers (2).
- Catcher, leather, seasoning machine (O)*, works at back of seasoning machine taking leather off after seasoning has been applied, and "swabs" or spreads it out by hand. Classified as: Machine helpers (6).
- Cellar hand, piling and trucking.* (See Laborer, hide house.) Classified as: Laborers and truckers (1).
- Cementer, leather repairing.* (See Patcher, leather cementing.) Classified as: Other employees (7).
- Chalker, white leather (O)*, applies powdered chalk to grain side of some lots of white finished leather and may also subject it to mild rolling. This process improves its color and smoothness. Classified as: Other employees (7).
- Changer, tanning liquor.* (See Liquor runner, tanning.) Classified as: Liquormen (3).
- Checker, beaming or scudding.* (See Inspector, beaming or scudding.) Classified as: Other employees (2).
- Checker, color shades*, makes shade tests of mixed colors used in finishing leather to determine if colors have been properly mixed. Tries them out on samples and checks samples against finished leather. Classified as: Other employees (7).
- Checker*, packs, counts, and checks number and grade of all hides or skins in each pack or lot in beam house and keeps record of same. Classified as: Other employees (2).
- Checker, shipments*, checks amounts and grades of leather shipped out and maintains record of same. Uses adding machine to check number of feet of leather in each lot or order made up for shipment as number of feet in each piece is announced by caller-off. Classified as: Other employees (8).
- Cheeking-machine operator* operates machine in beam house which reduces neck or fore part of hide or skin to same thickness as remaining parts. Fore part of hide or skin is placed flesh side down over stationary cutting edge of knife of machine, an idle roll or bar is clamped down over hide or skin forcing it up against knife, and finally other end of hide or skin is attached to large live roll or cylinder at front of machine around which it winds pulling fore part over knife, thus trimming a layer from flesh side. Classified as: Splitting-machine operators (2).
- Choreman, trucking.* (See Floorman, general, beam house.) Classified as: Laborers and truckers (2).
- Choreman, vats.* (See Soaking-vat man; also Lime-vat hauler.) Classified as: Haulers (2).
- Chrome-tanning liquor mixer.* (See Mixer, chrome-tanning liquor.) Classified as: Liquormen (3).
- Chrome-tanning wheelman.* (See Chrome-wheel operator.) Classified as: Haulers (3).
- Chrome-wheel operator* operates tanning wheel in which chrome-tanning liquor is used. See also Tanning-wheel man. Classified as: Haulers (3).
- Clamp staker (O)* operates clamp-staking machine, which differs from regular belly-staking machine in that it has a clamp which holds leather in place as it is being staked, while operator of belly-staking machine has to hold leather in place by leaning against machine. See also Staker, machine (O). Classified as: Stakers, machine (6).

- Cleaner, floors, beam house*, uses brush or broom to gather up hair, fleshings, trimmings, etc., from floor of beam house for salvage purposes and uses a hose to wash floor clean. Classified as: Laborers and truckers (2).
- Cleaner, floors, general*. (See Sweeper; also Scrubber, floors.) Classified as: Laborers and truckers (9).
- Cleaner, tanning vat or wheel*. (See Washer, tanning mill.) Classified as: Laborers and truckers (3).
- Cold-water pool soaker*. (See Plain-water pool soaker; also Soaking-vat man.) Classified as: Haulers (2).
- Coleman staking-machine operator (O)* operates staking machine known as a "Coleman". See also Belly staker (O). Classified as: Stakers, machine (6).
- Color-drum man, leather (O)*. (See Colorer, leather (O).) Classified as: Colorers and fat liquorers (6).
- Color-finishing foreman, working*, supervises work around black and colored leather drums or wheels used in finishing leather. Inspects leather after coloring and also helps in work at coloring wheels. Classified as: Other employees (7).
- Color mixer (O)* prepares dyes and colors used in dyeing and coloring leather in finishing process. Classified as: Color, fat-liquor, and seasoning mixers (6).
- Color mixer's helper* assists color mixer weigh out and mix colors used in leather-finishing process. Classified as: Other employees (7).
- Color-mixing foreman, working*, supervises work of mixing coloring and fat liquors used in finishing leather, and also helps in this work. Classified as: Other employees (7).
- Color-table man (O)*. (See Finisher, leather, hand (O).) Classified as: Finishers or seasoners, hand (6).
- Colored-leather setter (O)* operates machine for setting out leather after it has been colored. See also Setting-out machine operator (O). Classified as: Setters-out, machine (6).
- Colorer, leather (O)*, operates coloring wheel or drum. Places leather and coloring liquor into it and after coloring drains out coloring fluid and removes leather, placing it on "horses" or stools. Classified as: Colorers and fat liquorers (6).
- Compound mixer (S & B)*. (See Dope mixer (S & B); also Oiling-compound mixer (S & B).) Classified as: Other employees (7).
- Conditioner, leather (S & B)*. (See Stuffer, leather (S & B).) Classified as: Spongers and stuffers (4).
- Conditioner's helper (S & B)* uses truck to deliver sole leather to conditioners and takes it away after conditioning. Classified as: Laborers and truckers (7).
- Cooker, dope (P)*. (See Oil and dope mixer (P).) Classified as: Oil and dope mixers (5).
- Counter, hides or skins*, counts out desired number of sorted hides or skins and makes up packs or lots in hide house. Number in pack varies with kind of hides or skins and also depends on amount of finished leather desired. In some establishments, counters may also be required to trim special lots. Generally, however, trimming is done in beam house. Classified as: Sorters and counters (1).
- Counter, leather, for staker (O)*. (See Sorter, leather, for staker (O).) Classified as: Sorters, blue and crust (6).
- Counter, sorted leather, shipping lots*, counts out tanned skins into lots of 1 dozen each, picking them from sorted piles of same grade and size to make up each lot. Classified as: Packers and shippers (8).
- Cover stripper (O)* removes cloth cover from pasted skin. This cloth cover is used for protection only on white skins. Classified as: Other employees (7).
- Crane hooker*. (See Crane operator's helper.) Classified as: Laborers and truckers (7).
- Crane operator* operates power crane to transfer packs of hides from general hide cellar to hide house, or lowers them into and hoists them out of various tanning or finishing vats; or may move heavy stock, machinery, etc., from one place to another about plant. Classified as: Other employees (7).
- Crane operator's helper* attaches hooks or slings of crane to load, signals crane operator as to its movement and releases slings, etc. Classified as: Laborers and truckers (7).
- Crop dipper, leather (S & B)*. (See Dipper, leather, before rolling (S & B); also Dampener, leather, for rolling (S & B).) Classified as: Spongers and stuffers (4).
- Crop hanger, drying (S & B)*. (See Dry-loft man (S & B).) Classified as: Dry-loft men (4).

- Crop roller (S & B)* rolls crops, that is, sides of leather after bellies have been cut off. *See also* Rolling-machine operator (S & B). Classified as: Rolling-machine operators (4).
- Crop setting-out machine operator (S & B)*. (*See* Setting-out machine operator (S & B).) Classified as: Wringing and setting-out machine operators (4).
- Crop sponger (S & B)*. (*See* Sponger, leather (S & B).) Classified as: Spongers and stuffers (4).
- Cropper, bellies, bends, etc.*, places hide on special table, assisted by helper, and feels leather to determine breaking point between crop and belly and then uses knife to cut off belly along that breaking line; also cuts off shoulder on some sides, when "bends" are desired. Cropping generally takes place between first (rocker) tanning and second (lay-away) tanning. Classified as: Other employees (3).
- Cropper leader* supervises work of cropping bellies, bends, etc., in tan house, and also works with croppers. Classified as: Other employees (3).
- Cropper, necks and shanks*, uses hand knife to trim ragged edges from necks and shanks of hides or skins in beam house. Classified as: Trimmers (2).
- Cropper's helper, bellies, bends, etc.*, assists cropper to place side or hide on special table or cropping "horse" in tan house and holds it while belly and shoulders are cut off; also piles up crops, bends, bellies, and shoulders. Classified as: Other employees (3).
- Crust-leather drier (O)*. (*See* Tunnel drier, leather (O).) Classified as: Driers (6).
- Crust-leather sorting foreman, working*, supervises work of crust-leather sorting and also does some productive work. Classified as: Other employees (7).
- Crust-loft foreman, working*, supervises work in crust loft or room where dried leather is stored and performs some productive work. May also have charge of crust-leather sorting. Classified as: Other employees (7).
- Crust-leather sorter (O)*. (*See* Sorter, crust leather (O).) Classified as: Sorters, blue and crust (6).
- Currier*. (*See* Stuffing-wheel operator.) Classified as: Other employees (7).
- Cutter, sole stock*, uses power shear knife to cut sides of leather into strips intended for sale as sole leather. Classified as: Other employees (8).
- Cutter, tanned hides, hand*. (*See* Cropper, bellies, bends, etc.) Classified as: Other employees (3).
- Cutter, tanned hides, machine*, operates machine used to cut tanned hides into specified parts. This machine insures perfectly straight lines for cut parts. *See also* Cropper, bellies, bends, etc. Classified as: Other employees (3).
- Cutter, toggles*, uses a knife to cut short pieces of rope (toggles) from hides when they are pulled or reeled out of soaking or liming vats of beam house. Classified as: Laborers and truckers (2).
- Cutter's helper, tanned hides*. (*See* Cropper's helper, bellies, bends, etc.) Classified as: Other employees (3).
- Cylinder repairer*. (*See* Machine fixer, general.) Classified as: Machine fixers (9).
- Dampener, leather, for rolling (S & B)*, places sole or belt leather in a water bath and then in a steaming room for mellowing, in preparation for rolling. *See also* Sponger, leather (S & B). Classified as: Spongers and stuffers (4).
- Dampener, leather, for sawduster (O)*, dips dried leather in water and may put it away in damp sawdust to soften it for stakers. *See also* Sawduster, leather (O). Classified as: Dampeners and sawdusters (6).
- Dampening-solution mixer (S & B)* mixes together the chemicals used to prepare solution with which sole and belting leather is dampened or moistened before rolling. Classified as: Other employees (7).
- Dauber, leather (P)*, uses brush by hand to spread carefully patent-finish dope on grain side of leather stretched out on a frame; after spreading dope and removing excess dope; may also place these frames in baking or drying oven and remove them when dope is dry. Classified as: Daubers (5).
- Degreasing-press foreman, working*, has charge of hydraulic degreasing presses in beam house and also assists in degreasing work. Classified as: Other employees (2).
- Degreasing-press operator* piles sheepskins into packs after they have had alcohol or brine bath and places packs on bed of press in beam house. Pressure is then applied, thus causing grease to be "pressed" out, after which pack now reduced to a compact cake is removed. Helpers assist in placing packs on press and removing them after pressing. *See also* Degreasing-wheel operator. Classified as: Other employees (2).

- Degreasing-solution mixer* uses prescribed formula to prepare kerosene-oil degreasing solution for degreasing sheepskins. May also feed it into degreasing wheels or drums in beam house. Classified as: Other employees (2).
- Degreasing-solution reclaimer* operates machine similar to a cream separator which is used to reclaim kerosene oil from degreasing solution used in beam house. Classified as: Other employees (2).
- Degreasing-wheel operator* tends a degreasing wheel into which sheepskins are loaded and milled in a kerosene-oil preparation in beam house to remove excess grease. They are generally given two baths, being fleshed between first and second baths. This method of degreasing is a substitute for press method. *See also* Degreasing-press operator. Classified as: Other employees (2).
- Dehairing-machine operator.* (*See* Unhairing-machine operator.) Classified as: Unhairing-machine operators (2).
- Delimer, hides or skins.* (*See* Bate-vat tender.) Classified as: Haulers (2).
- Diamond "A" dipper, leather* (S & B), dips by hand sides or other pieces of leather after wet rolling, into a compound solution called "Diamond A", which bleaches it and gives it a better finish. It is then again hung to dry. *See also* Leather pourer (S & B). Classified as: Spongers and stuffers (4).
- Dipper, bellies* (S & B). (*See* Dipper, leather, before rolling (S & B); *also* Dampener, leather, for rolling (S & B).) Classified as: Spongers and stuffers (4).
- Dipper, dry leather* (S & B). (*See* Dry-dip operator (S & B).) Classified as: Extractors, temperers, and oilers (4).
- Dipper, leather, after rolling* (S & B), dips sides or other pieces of leather, after rolling, into a solution of oil and water which gives them a special finish. Leather is then hung up to dry and next day it is taken down and brushed. *See also* Leather pourer (S & B). Classified as: Spongers and stuffers (4).
- Dipper, leather, before rolling* (S & B), dips dry leather in bath of oil-fat solution, in lieu of sponging. *See also* Sponger, leather (S & B). Classified as: Spongers and stuffers (4).
- Dipper, leather, for sawduster* (O). (*See* Dampener, leather, for sawduster (O).) Classified as: Dampeners or sawdusters (6).
- Dipper, leather, wash compound* (S & B). (*See* Dipper, leather, after rolling (S & B).) Classified as: Spongers and stuffers (4).
- Dipper, skins, for pasting*, dips tanned skins into weak pasting solution for pasters, who stick them to boards for stretching and drying in finishing department. Classified as: Laborers and truckers (7).
- Dipper, skins, hypo*, dips skins by hand into a neutralizing solution after each chrome-tanning process. Classified as: Haulers (3).
- Dipper, sour process* (S & B). (*See* Sour-process dipper (S & B).) Classified as: Extractors, temperers, and oilers (4).
- Dipping foreman, working* (S & B), supervises work of dipping sole or belting leather before rolling; inspects completed work and performs some productive duties. Classified as: Other employees (7).
- Disinfecting man* uses chemicals and methods prescribed by United States Department of Agriculture to disinfect railroad cars, floors, hide racks, water, etc., that come in contact with uncertified hides. Classified as: Other employees (2).
- Dope and oil mixer* (P). (*See* Oil and dope mixer (P).) Classified as: Oil and dope mixers (5).
- Dope cooker* (P). (*See* Oil and dope mixer (P).) Classified as: Oil and dope mixers (5).
- Dope mixer* (S & B) mixes together necessary chemicals in accordance with prescribed formula to make various solutions used in sponging, filling, or stuffing, and in pouring or washing sole and belt leather. Classified as: Other employees (7).
- Dope-mixing foreman, working* (P), supervises work of mixing priming and japaning dopes for patent leather. Also performs some productive work. Classified as: Other employees (7).
- Doper, leather* (P), uses hand brush or spray gun to apply first two priming coats of patent finish dope (nitrocellulose) to grain side of toggled leather. Each coat is allowed to dry fully before applying the next. *See also* Dauber, leather (P). Classified as: Daubers (5).
- Dragger, hides*, drags hides by hand from lime vat to unhairing machine after they have been pulled from last lime vat of beam house. Classified as: Laborers and truckers (2).
- Drencher, hides.* (*See* Bate-vat tender.) Classified as: Haulers (2).
- Drier, hair.* (*See* Hair-drier tender.) Classified as: Laborers and truckers (2).

- Drier, leather (O)*, hangs leather up in dry loft or in tunnel drier and later, when dry, removes it. *See also* Drier, leather (S & B). Classified as: Driers (6).
- Drier, leather (S & B)*, loads pieces of leather at various stages of finishing on conveyor of drier and another worker removes it from other end when dry, or hangs it in loft or other drying place and takes it down when dry. *See also* Tunnel drier, leather (S & B); and Dry-loft man (S & B). Classified as: Dry-loft men (4).
- Drier loader, leather (O)*. (*See* Tunnel drier, leather (O).) Classified as: Driers (6).
- Drier unloader, leather (O)*. (*See* Tunnel drier, leather (O).) Classified as: Driers (6).
- Drumman, tanning*. (*See* Tanning-wheel man.) Classified as: Haulers (3).
- Drum repairer*. (*See* Paddle-wheel repairer.) Classified as: Other employees (9).
- Dry-back roller, leather (S & B)*. (*See* Dry roller, leather (S & B); *also* Bend roller (S & B).) Classified as: Rolling-machine operators (4).
- Dry-dip operator (S & B)* hangs sides of sole or belt leather after bleaching and drying on rack of machine which dips them down into vat of tanning extract and removes them from machine after dipping. Also sees that strength of extract is properly maintained. Purpose of dipping is to soften dried leather and improve color. Classified as: Extractors, temperers, and oilers (4).
- Dry-loft foreman, working (S & B)*, supervises work in dry loft or room in which sole or belting leather is dried at different stages of finishing. May also help hang up leather and take it down when dry. Classified as: Other employees (7).
- Dry-loft man (O)* hangs up wet leather in a heated room or loft and takes it down when dry. *See also* Dry-loft man (S & B). Classified as: Driers (6).
- Dry-loft man (S & B)* hangs pieces of wet leather in loft or other place for drying at various stages of finishing; first, after oiling when it is allowed to stand for several days; again, after some of the sponging and filling operations, and after washing, setting-out, etc. Also takes down leather after it has dried. Classified as: Dry-loft men (4).
- Dry-milling-wheel operator, beam house*, loads into hollow wooden wheel or drum compact "cakes" of degreased sheepskins and sets wheel in motion. As wheel revolves, cakes tumble inside wheel, striking against stationary wooden boards or prongs, thus opening up cakes, separating skins, and softening them. Operator removes skins from drum after milling. Classified as: Other employees (2).
- Dry-milling-wheel operator, finishing*, loads leather into and operates hollow wooden wheel or drum similar to that used by dry-milling-wheel operator, beam house. This process softens leather. Classified as: Other employees (7).
- Dry-milling-wheel operator, tan house*. This work may be performed in either tan house or beam house. *See also* Dry-milling-wheel operator, beam house. Classified as: Other employees (3).
- Dry roller, leather (S & B)*, operates rolling machine to roll sides or other pieces of leather second time which is generally a "dry" rolling. Also rolls leather third time after brushing. This also is known as "dry" rolling. *See also* Rolling-machine operator (S & B). Classified as: Rolling-machine operators (4).
- Dry setter-out (S & B)*. (*See* Resetter-out (S & B).) Classified as: Wringing and setting-out machine operators (4).
- Dry-wheel operator, tan house*, may perform work in either tan house or beam house. *See also* Dry-milling-wheel operator, beam house. Classified as: Other employees (3).
- Drying-mangle foreman, working*, supervises work at drying mangles; inspects completed work and may operate machines. Classified as: Other employees (7).
- Drying-mangle ironer (O)*. (*See* Ironer, leather, machine (O).) Classified as: Ironers, hand or machine (6).
- Drying-rack tender*. (*See* Drying-reed tender.) Classified as: Laborers and truckers (7).
- Drying-reed tender* looks after storage of seasoning-room reeds or temporary drying racks on which leather is hung after seasoning has been applied. Classified as: Laborers and truckers (7).
- Dyehouse-wheel man, leather (O)*. (*See* Colorer, leather (O).) Classified as: Colorers and fat liquorers (6).
- Dye mixer (O)*. (*See* Color mixer (O).) Classified as: Color, fat-liquor, and seasoning mixers (6).

- Dye weigher* weighs out proper quantity of chemicals used in preparation of dyes and colors in accordance with formulas. Classified as: Other employees (7).
- Electric-truck operator* operates an electric truck to haul materials or product about yard or plant. Classified as: Other employees (9).
- Electric-truck repairman* does any needed repair work on electric trucks and keeps them in proper running order. Classified as: Other employees (9).
- Electrician* repairs and maintains electrical wiring and attends to and keeps in repair dynamos, motors, and other electrical equipment about plant. Classified as: Other employees (9).
- Elevator operator* operates an elevator for hoisting or lowering hides, leather, supplies, or workers from one floor to another in plant. Classified as: Other employees (9).
- Embossing-press foreman, working*, supervises work at presses used for plating and embossing leather; inspects completed work and also operates these presses when necessary. Classified as: Other employees (7).
- Embossing-press operator, leather (O)*, spreads leather out evenly on bed of press, then operates levers which force it up against heated embossed plate of press, leaving it against this plate for a few seconds, thus reproducing artificial grain of any desired leather. Operator may work at back or front of machine. Also changes embossing plates when necessary. Classified as: Embossing or plating-press operators (6).
- Enameler, leather (P)*, uses hand brush to apply enamel solution to grain side of leather for patent finish. Classified as: Daubers (5).
- Evaporator, tanning liquor*, reclaims tanning liquor by boiling off excess water. The salvaged extract is again used in tanning. Classified as: Liquormen (3).
- Export packer, leather*, packs leather intended for foreign market in accordance with special shipping regulations. Classified as: Packers and shippers (8).
- Extract doper (S & B)*. (See Extract-wheel man (S & B).) Classified as: Extractors, temperers, and oilers (4).
- Extract mixer, tanning*. (See Liquor mixer, tanning.) Classified as: Liquormen (3).
- Extract-wheel man (S & B)* loads sole or belt leather into large wheel containing strong solution of tannic acid. Closes trap and operates wheel for specified time, then opens trap, dumps leather out, opens it up and places it on "horses" for setting out machine. May be assisted by laborers who handle hides. Classified as: Extractors, temperers, and oilers (4).
- Extract-wheel man's helper (S & B)* helps extract-wheel man load sides into wheel or drum and, after extracting, helps remove sides from wheel and "horse" them up for wringing or setting-out machines. Classified as: Laborers and truckers (7).
- Extract-wheel man's laborer (S & B)*. (See Extract-wheel man's helper (S & B).) Classified as: Laborers and truckers (7).
- Extract wringer, leather (S & B)*. (See Wringing-machine operator, leather (S & B).) Classified as: Wringing and setting-out machine operators (4).
- Extracting foreman, working (S & B)*. (See Scrub-house foreman, working (S & B).) Classified as: Other employees (7).
- Extractor, tanning liquor*, boils in vacuum tanks tanning liquor obtained in leach house, or weakened liquor coming from tan yard, for purpose of building up this liquor from a low tannic-acid content to required strength. Classified as: Liquormen (3).
- Extractor tender, hair*. (See Hair whizzer.) Classified as: Laborers and truckers (2).
- Fat-liquor mixer (O)* prepares fat liquors in which leather is milled in leather-finishing processes. Classified as: Color, fat-liquor, and seasoning mixers (6).
- Fat liquorer, leather (O)*, loads leather into drums or wheels, starts and stops them, puts fat liquor in and drains it out after operation, and removes leather from machine. This operation restores oil which was removed in other processes. Classified as: Colorers and fat liquorers (6).
- Feeder, hair, drier*. (See Hair whizzer; also Hair-drier tender.) Classified as: Laborers and truckers (2).
- Feeder, leather, plating machine (O)*. (See Plating-machine feeder, leather (O).) Classified as: Machine helpers (6).
- Feeder, leather, splitting machine*. (See Splitting-machine feeder, leather (O).) Classified as: Machine helpers (6).
- Feeder, tanning mill*. (See Tumbling-vat hauler.) Classified as: Haulers (3).
- Filler, leach vats*. (See Leach-pulp pitcher.) Classified as: Other employees (3).

- Filler, mixing tanks.* (See Liquor mixer, tanning.) Classified as: Liquor men (3).
- Filler, rolls, for putter-out (O).* (See Filler, rolls, for setter-out (O).) Classified as: Machine helpers (6).
- Filler, rolls, for setter-out (O),* changes rolls on setting-out machine and assists setter-out in placing light leather over rolls of machine, in removing it after setting out and in "horsing" it up. Classified as: Machine helpers (6).
- Filler, rolls, for strikers-out (O).* (See Filler, rolls, for setter-out (O).) Classified as: Machine helpers (6).
- Filler, tanning wheel.* (See Tumbling-vat hauler.) Classified as: Haulers, (3).
- Filling mixer (S & B).* (See Dope mixer (S & B).) Classified as: Other employees (7).
- Filling-wheel operator (S & B)* loads sole or belt leather into large revolving wheel containing mixture of molasses, saxon oil, sugar, and epsom salts for leather filling. See also Oiler, leather wheeling (S & B). Classified as: Extractors, temperers, and oilers (4).
- Final-coat sprayer (P)* uses a spray gun to apply final finishing or sealing coat of patent finish to leather. After drying it is ready for sorting and shipping. Classified as: Daubers (5).
- Final washer, hides or skins,* gives hides or skins final washing before sending them out of beam house. This may be done in a mill or paddle wheel. See also Washing-wheel operator, hide house. Classified as: Laborers and truckers (2).
- Fine grainer, hides, hand,* uses graining knife by hand to remove from hides fine hairs left by unhairing machine. Also cleans off any dirt so that hides will tan evenly. See also Scudder, hand. Classified as: Beamsters or scudders, hand (2).
- Fine hairer, hand sanding,* uses small sanding brush by hand to remove from full grain leather (that is, leather which will not be buffed on grain side) all fine hair left by unhairing machine. Classified as: Other employees (7).
- Fine-hairing assistant foreman, working,* assists foreman in supervisory duties. Also inspects grain side of leather for fine hair. Classified as: Other employees (7).
- Fine-hairing beamster, hand,* uses small hand scraper to remove from grain side of hide or skin fine hair left by unhairing machine. This work differs from hand beaming only in kind of tool used. Classified as: Beamsters or scudders, hand (2).
- Fine wheeler, leather, buffing (O).* (See Buffing-wheel operator (O).) Classified as: Buffing-wheel operators (6).
- Finisher, leather, hand (O),* dips a small plush-covered board into pan containing seasoning compound and applies it to grain side of leather. A second board is then used to go over leather and dry up any surplus seasoning. Three or more coats are applied in like manner, leather being hung up and dried between coats. Classified as: Finishers or seasoners, hand (6).
- Finisher, leather, machine (O),* operates machine which applies seasoning compound to grain side of leather. See also Seasoner, leather, machine (O). Classified as: Finishers or seasoners, machine (6).
- Finishing-compound mixer (O).* (See Seasoning mixer (O).) Classified as: Color, fat-liquor, and seasoning mixers (6).
- Finishing-compound mixer (S & B).* (See Dope mixer (S & B); also Oiling-compound mixer (S & B).) Classified as: Other employees (7).
- Finishing foreman, working (S & B),* supervises work of finishing sole or belting leather in various operations; inspects completed work and performs some productive duties. Classified as: Other employees (7).
- Finishing inspector* examines grain side of leather to determine if it has been properly finished. See also Seasoning inspector. Classified as: Other employees (7).
- Finishing-wheel operator (O).* (See Buffing-wheel operator (O); also Plusher, leather buffing (O).) Classified as: Buffing-wheel operators (6).
- First-fleshing machine operator.* (See Green-fleshing machine operator.) Classified as: Fleshing-machine operators (2).
- First soaker, hides,* when hides are to be given a preliminary or green fleshing, places them in soaking tank of water in beam house, overnight or for about 12 hours, for purpose of softening up hides. They are then reeled out and delivered to fleshing machine. Classified as: Haulers (2).
- First wet roller (S & B)* operates rolling machine to roll leather after it has been sponged, dipped, or sprayed with an oil solution. This is first wet-rolling operation. See also Rolling-machine operator (S & B). Classified as: Rolling-machine operators (4).

- Flesher, kid skins*, operates machine in beam house to flesh kid skins. *See also* Fleshing-machine operator, hides or skins. Classified as: Fleshing-machine operators (2).
- Fleshing-machine backer*. (*See* Fleshing-machine operator's helper, hides or skins.) Classified as: Machine helpers (2).
- Fleshing-machine operator, hides or skins*, places hide or skin, flesh side up, over backing rolls of fleshing machine, and by means of foot lever forces both leather and rolls up against fleshing blades of revolving cylinder. The blades remove excess flesh, reducing hide or skin to uniform thickness. Generally only one half of a hide or skin is fleshed at a time, operator having to turn it around on backer rolls before the other half can be fleshed. Classified as: Fleshing-machine operators (2).
- Fleshing-machine operator, leather (S & B)*. (*See* Splitting-machine operator, leather (S & B).) Classified as: Other employees (7).
- Fleshing-machine operator's helper, hides or skins*, works at back of some makes of fleshing machines in beam house taking away hides or skins as they come out of machine and piling them on trucks. Classified as: Machine helpers (2).
- Floorboy, leather pasting*, handles tanned skins and pasting boards as directed by foreman. May also wash pasting boards. Classified as: Laborers and truckers (7).
- Floorboy, shaving machine*, works about floor, handling stock, delivering it to and taking it away from shaving machines. *See also* Floorman, general, finishing. Classified as: Laborers and truckers (7).
- Floorboy, staking*, takes leather from sammy bins, delivers it to wet stakers, takes staked leather to driers, and returns dry leather to dry stakers or perchers. *See also* Floorman, general, finishing. Classified as: Laborers and truckers (7).
- Floorman, general, beam house*, does general work around beam house floor such as washing hides or skins, toggling packs before soaking, liming and untoggling them after they have been pulled or reeled out of vats, trucking hides or skins to and from vats and machines, piling them for machine operators, etc. Classified as: Laborers and truckers (2).
- Floorman, general, finishing*, handles materials or leather about floor of finishing department, delivering it to and taking it away from various finishers. May use truck for this work. Classified as: Laborers and truckers (7).
- Floorman, general, tan house*, uses truck to convey hides or skins where needed about tanning floor; transfers them from trucks to tables next to tanning wheels or drums, and takes them away after tanning. Classified as: Laborers and truckers (3).
- Floorman, wheel tanning*, performs various kinds of work in tan house; loads mills and vats with hides or skins, starts and stops them, picks up skins after tanning, and opens them up for setting-out machines. May also do coloring and fat liquoring. Classified as: Haulers (3).
- Formula man, tanning liquors*, is a chemist who prepares tanning formula and tells liquormen how to mix tanning liquor. Classified as: Other employees (3).
- Frame repairer* does any needed repair work on toggling frames. Classified as: Other employees (9).
- French grainer, leather, hand (O)*, uses small hand board for French graining, where leather is gone over very lightly. *See also* Grainer, leather, hand (O). Classified as: Boarders or grainers, hand (6).
- General maintenance man* does general maintenance repair work except on machines. Classified as: Other employees (9).
- General mechanic* performs general repair work in and about plant, other than that on machines. Classified as: Other employees (9).
- General utility man, beam house*. (*See* Floorman, general, beam house.) Classified as: Laborers and truckers (2).
- Glazing inspector* examines glazed leather to determine whether it has been properly glazed. Classified as: Other employees (7).
- Glazing-machine operator (O)* places seasoned leather, grain side up, on table of machine, and holds it in position or moves it over table where mechanical rubbing arm of machine moves rapidly over it. This repeated rubbing gives leather a polish or gloss. Classified as: Glazing-machine operators (6).
- Glazing-machine repairer* keeps glazing machines in proper running order and does any needed repair work on them. Classified as: Machine fixers (9).
- Glazing passer*. (*See* Glazing inspector.) Classified as: Other employees (7).
- Glazing-room foreman, working*, supervises work in leather-glazing department; inspects work when completed and may also do some productive work. Classified as: Other employees (7).

- Gold-spot machine operator (S & D)** runs sole-leather stock through machine which brands company trade mark on it. Only better grades of leather are trade marked. Classified as: Other employees (7).
- Grade sorter, black and colored leather,** sorts black and colored leather according to specific grade. Classified as: Sorters (8).
- Grader, hides.** (See Sorter, hides or skins, hide house.) Classified as: Sorters and counters (1).
- Grain-pool hauler.** (See Warm-water pool hauler.) Classified as: Haulers (2).
- Grain-split inspector (O)** inspects grain side of split leather to determine finish it will best take. Classified as: Sorters, blue and crust (6).
- Grainer, hides, hand.** (See Fine grainer, hides, hand.) Classified as: Beamsters or scudders, hand (2).
- Grainer, hides, machine.** (See Scudder, machine.) Classified as: Beamsters or scudders, machine (2).
- Grainer, leather, hand (O)** uses rubber or cork-faced board attached to left forearm for graining leather. Grainer folds leather over, then rubs folded edge with board. This back and forth rubbing of folded edge brings out grain. Entire piece of leather is gone over in this manner. To bring out certain grains, such as beaded grain, leather has to be gone over from all four sides of piece. Graining is now largely a softening operation which follows embossing, which leaves the leather rather stiff. Classified as: Boarders or grainers, hand (6).
- Grainer, leather, machine (O),** stands at front of machine, folds leather and brings its folded edge in contact with rubber-coated section of machine cylinder. As revolving cylinder is pulled back over large horizontal table of machine, leather is slowly unfolded, folded edge being constantly subjected to pressure of cylinder. This unfolding of leather under pressure softens it and brings out grain. Classified as: Boarders or grainers, machine (6).
- Graining-machine operator.** (See Scudder, machine.) Classified as: Beamsters or scudders, machine (2).
- Green-fleshing machine operator** puts hides or skins through fleshing machine for a first or preliminary fleshing in beam house. This follows soaking but precedes liming process. See also Fleshing-machine operator, hides or skins. Classified as: Fleshing-machine operators (2).
- Green-pool soaker, hides.** (See First soaker, hides.) Classified as: Haulers (2).
- Green-stock handler** uses truck to convey packs of hides or skins to wash wheels and from wash wheels after washing to soaking vats of beam house. Classified as: Laborers and truckers (2).
- Gun sprayer, leather (O).** (See Sprayer, seasoning (O).) Classified as: Finishers or seasoners, machine (6).
- Hair baler** piles hair received from drying machine into baling machine which presses it into a compact bundle. Wires are then fastened around bale to hold it together for shipment. Classified as: Laborers and truckers (2).
- Hair collector.** (See Hair handler.) Classified as: Laborers and truckers (2).
- Hair-drier tender** works at delivery end of tunnel drier in beam house taking off dried hair as it comes from machine. May also bale it for shipment. Hair is fed into this drier by conveyor from hair whizzer (extractor). Classified as: Laborers and truckers (2).
- Hair handler** gathers up hair from beam-house floor and trucks it to hair washer or to storage bin. May also truck baled hair to storeroom. Classified as: Laborers and truckers (2).
- Hair-mill tender.** (See Hair whizzer.) Classified as: Laborers and truckers (2).
- Hair-room foreman, working,** has charge of work in hair room of beam house, such as washing, drying, and baling of hair; also performs some productive work. Classified as: Other employees (2).
- Hair sorter** sorts out hair according to specific colors desired. This is a hand-picking operation in beam house. Classified as: Other employees (2).
- Hair-washer tender** feeds hair which was taken from hides or skins into special washing machine in beam house, which removes dirt and other foreign substances from it. Classified as: Laborers and truckers (2).
- Hair whizzer** takes wet hair away from back of washing machine in beam house and shovels it into centrifugal water-extracting machine which rotates very rapidly causing most of water to be expelled from it; then feeds hair onto conveyor of tunnel drier which removes remaining moisture. Classified as: Laborers and truckers (2).
- Hand buffer (S & B).** (See Buffer, leather, hand (S & B).) Classified as: Other employees (7).

- Hand finisher, leather (S & B).* (See Sponger, leather (S & B); also Stuffer, leather (S & B).) Classified as: Spongers and stuffers (4).
- Hand ironer, leather (O).* (See Ironer, leather, hand (O).) Classified as: Ironers, hand or machine (6).
- Hand seasoner, brush (O),* uses hand brush to apply seasoning to surface of leather. See also Finisher, leather, hand (O). Classified as: Finishers or seasoners, hand (6).
- Hand setter-out (O).* (See Setter-out, hand (O).) Classified as: Setters-out, hand (6).
- Hand shanker, setting-out (O).* (See Shanker, hand, setting-out (O).) Classified as: Setters-out, hand (6).
- Handler, green stock.* (See Green-stock handler.) Classified as: Laborers and truckers (2).
- Handler, hides or skins.* (See Floorman, general, beam house; also Green-stock handler.) Classified as: Laborers and truckers (2).
- Handler, leather, for sorters,* delivers leather to sorters and takes it away after sorting. See also Floorman, general, finishing. Classified as: Laborers and truckers (7).
- Handler, leather, for stakers.* (See Floorman, general, finishing.) Classified as: Laborers and truckers (7).
- Handler, leather, shaving machine.* (See Floorman, general, finishing.) Classified as: Laborers and truckers (7).
- Handler, leather, tunnel drying (O).* (See Tunnel drier, leather (O).) Classified as: Driers (6).
- Handler, limes.* (See Lime-vat hauler.) Classified as: Haulers (2).
- Hanger-in, rocker vats,* hangs hides, skins, or splits on rocker-vat frames for first or rocker tanning. May also take them off these frames after tanning. See also Rocker-yard vat man. Classified as: Haulers (3).
- Hanger, skins, drying (O).* (See Dry-loft man (O); also Tunnel drier, leather (O).) Classified as: Driers (6).
- Hanger-up, leather, drying (S. & B).* (See Dry-loft man (S. & B).) Classified as: Dry-loft men (4).
- Hauler, beam house,* places hides or skins into various vats or pits for purpose of soaking, pickling, liming, etc. Uses pole having hook on one end to pull skins out of vats, while hides, which are tied together in rope form, are transferred from one vat to another by use of a mechanical reel. May also look after preparation of various solutions and maintain proper strength of these solutions in vats. Classified as: Haulers (2).
- Hauler, fleshings,* gathers up fleshings from beam-house floor and trucks them to bin where they are limed and cured. Classified as: Laborers and truckers (2).
- Hauler, pickle vats.* (See Pickle-vat puller.) Classified as: Haulers (2).
- Hauler, supplies,* uses hand (or power) truck to convey supplies wherever needed about department. Classified as: Laborers and truckers (3).
- Hauler, tan house,* places hides or skins into various tanning wheels or vats, containing washing and tanning solutions and removes them at proper time. See also Tanning wheelman; Lay-away yard vat man; Rocker-yard vat man; also Rinsing-pool man. Classified as: Haulers (3).
- Head baler* supervises baling of bellies, shoulders, scrap leather, etc., for shipment, and also works with balers. Classified as: Other employees (8).
- Head bark grinder* supervises work of bark grinding in tan house and also works with bark grinders. Classified as: Other employees (3).
- Head beamster* has charge of all hand beaming, also works as a hand beamster; may inspect knives of beamsters and sharpen them when necessary. Classified as: Other employees (2).
- Head electrician, working,* supervises all electrical repair work, and also does some actual repair work with electricians. Classified as: Other employees (9).
- Head floorman, shaving department,* supervises work of floor boys in leather-shaving room, and also does some floor work. Classified as: Other employees (7).
- Head glazer.* (See Glazing-room foreman, working.) Classified as: Other employees (7).
- Head pipe fitter, working,* supervises all work done by pipe fitters and also works with them. Classified as: Other employees (9).
- Head selector, hides or skins,* is responsible for proper selecting in hide house of all hides or skins for each order and generally works with selectors and sorters. Classified as: Other employees (1).
- Head shipper* supervises work of preparing orders of leather for shipment, and also helps with sorting, packing, and shipping of same. Classified as: Other employees (8).

- Hefter, sorting**, sorts leather according to weight and thickness, using bare hands on light leather and small hand gage on heavy leather to measure thickness and determine in just what group it will be placed. Classified as: Sorters (8).
- Helper, belt-knife leather splitting (O)**, assists operator on belt-knife splitting machine, either feeding leather into rolls at front of machine or else taking various splits off at back of machine. Classified as: Machine helpers (6).
- Helper, splitting room**, performs general work about splitting room, delivering stock to splitters and taking it away after it has been split. *See also* Floor-man, general, finishing. Classified as: Laborers and truckers (7).
- Hide dragger**. (*See* Dragger, hides.) Classified as: Laborers and truckers (2).
- Hide examiner** takes one or more sample groups of hides from each shipment received and examines each of them to determine if they measure up to specifications. After this inspection, another sample group is examined for number of holes, grubs, etc. Classified as: Other employees (1).
- Hide hauler**. (*See* Laborer, hide house.) Classified as: Laborers and truckers (1).
- Hide-house laborer**. (*See* Laborer, hide house.) Classified as: Laborers and truckers (1).
- Hide-house man** does both sorting and counting of hides or skins in hide house. *See also* Sorter, hides or skins, hide house; *also* Counter, hides or skins. Classified as: Sorters and counters (1).
- Hide opener** unties and opens up hides and packs of skins which are received at hide house folded and tied, and spreads them out for trimmers. Classified as: Laborers and truckers (1).
- Hide puller, beam house**. (*See* Puller, hides or skins, beam house.) Classified as: Haulers (2).
- Hide reeler**. (*See* Reeler, hides.) Classified as: Haulers (2).
- Hide soaker**. (*See* Soaking-vat man.) Classified as: Haulers (2).
- Hide splitter, into sides**. (*See* Splitter, hides into sides.) Classified as: Other employees (2).
- Hide splitter, thickness**. (*See* Splitting-machine operator, hides.) Classified as: Splitting-machine operator (2).
- Hide splitter's helper** helps splitter pick up hides and place them over splitting "horse" or stool in beam house. After splitting, places these sides in piles. Classified as: Laborers and truckers (2).
- Hide trimmer**. (*See* Trimmer, hides or skins.) Classified as: Trimmers (2).
- Hide weigher** weighs incoming hides and keeps a record of weights, which are later checked against vendor's weights. Classified as: Other employees (1).
- Hog feeder**. (*See* Bark grinder.) Classified as: Laborers and truckers (3).
- Hoister, pack, hides**. (*See* Pack hoister, hides.) Classified as: Haulers (3).
- Hoister, pack, leather (S & B)**, operates crane or other device for lowering packs of sole or belt leather into tempering vats and hoisting them out after tempering. *See also* Temperer, vats (S & B). Classified as: Extractors, temperers, and oilers (4).
- Hooker**. (*See* Crane operator's helper.) Classified as: Laborers and truckers (7).
- Horsing-up, hides or skins**, opens up hides or skins and places them over "horses" or stools. This is done after removal from each tanning, coloring, or washing operation, and is known as "horsing-up". Classified as: Laborers and truckers (3).
- Horsing-up, leather**, picks up leather from floor after it has been dumped from process wheels or drums, opens it up and places it on "horse" or rack. Classified as: Laborers and truckers (7).
- Hot-box drier (S & B)**. (*See* Tunnel drier, leather (S & B).) Classified as: Dry-loft men (4).
- Hot-room man, drying (O)**. (*See* Dry-loft man (O).) Classified as: Driers (6).
- Hydraulic-press operator, degreasing**. (*See* Degreasing-press operator.) Classified as: Other employees (2).
- Hydraulic-press operator (S & B)**, operates large hydraulic press used to force out excess liquor from heavy leather. May help place leather on bed of press and remove it after pressing. Classified as: Other employees (7).
- Hydraulic-press operator, tan house**, places hides, skins, sides, etc., on bed of hydraulic press which expels excess tanning liquor or brine, grease, etc., from them and removes them after pressing. Is assisted by laborers. Pressing is resorted to only on heavy leather. Classified as: Other employees (3).

- Inspector, beaming knives.* (See Beaming-knife inspector.) Classified as: Other employees (2).
- Inspector, beaming or scudding,* examines work of beamsters or scudders to make sure that work has been properly done. Classified as: Other employees (2).
- Inspector, bellies,* examines bellies after cropping and sorts them into grades, depending on use for which they are best adapted. Classified as: Other employees (3).
- Inspector, hides.* (See Hide examiner.) Classified as: Other employees (1).
- Inspector, leather,* examines grain side of leather after various finishing operations for scratches and defects of any character. May also mark spots to be buffed or touched up. See also Glazing inspector; Finishing inspector; Seasoning inspector; Buffing inspector; and Shaving inspector. Classified as: Other employees (7).
- Inspector, leather, shades,* grades finished leather for proper shades. Classified as: Sorters (8).
- Inspector, sides, for patent finish (O).* (See Sorter, leather, for patent finish.) Classified as: Sorters, blue and crust (6).
- Inspector, unhairing.* (See Unhairing inspector.) Classified as: Other employees, (2).
- Inspector, wet-wheeling.* (See Wet-wheeling inspector.) Classified as: Other employees (2).
- Ironer, leather, hand (O),* uses regular electric hand iron to iron and smooth out grain side of leather. Classified as: Ironers, hand or machine (6).
- Ironer, leather, machine (O),* sits or stands in front of machine and feeds leather between heated mangle rolls similar to those used in a laundry, to smooth out its surface. Classified as: Ironers, hand or machine (6).
- Jack-roller operator, leather (O),* operates special machine for rolling of light or upper leather to remove wrinkles, mat leather, and also close pores to prevent leather from absorbing too much seasoning. See also Stone-jack operator, leather rolling (O). Classified as: Rolling-machine operators (6).
- Jack-roller operator, leather (S & B),* operates specially designed rolling machine used to iron and roll out wrinkles from shoulder and fore part of side of leather, which is to be finished for soles or belting. See also Stone-jack operator, leather rolling (O). Classified as: Rolling-machine operators (4).
- Janitor* sweeps, scrubs, and cleans up floors of plant. See also Sweeper; and Scrubber, floors. Classified as: Laborers and truckers (9).
- Japanner, leather (P).* (See Dauber, leather (P).) Classified as: Daubers (5).
- Japanning foreman, working (P),* supervises work in japan room where patent leather is finished. May also help in the work of japanning leather or mixing colors. Classified as: Other employees (7).
- Jitney operator* runs electric-storage-battery truck to convey loads of hides or leather in and about various departments of plant. Classified as: Other employees (7).
- Kerosene reclaimer.* (See Still operator, kerosene reclaiming; also Degreasing solution reclaimer.) Classified as: Other employees (2).
- Knee staker (O).* (See Staker, hand (O).) Classified as: Stakers, hand (6).
- Knife grinder* uses emery wheel or other grinding device to sharpen knives of bark-grinding machines used in tan house. Classified as: Other employees (3).
- Laborer, beam house,* handles hides or skins in beam house, trucking them to and from vats and machines. Also cleans up around machines. Classified as: Laborers and truckers (2).
- Laborer, finishing, all leather,* performs general work about finishing department loading leather onto trucks and pushing them to and from various machines, piling stock conveniently near for operators, and moving it after operation, moving and storing leather drying and stretching frames, etc. Classified as: Laborers and truckers (7).
- Laborer, hide house,* does general work about coolers, cellars, and hide house. Unloads hides and skins from cars, stores them away in coolers or cellars and later uses truck to transfer them as needed to hide house. May resalt and lay away some lots of hides and skins which are received too green to put through beam house. Classified as: Laborers and truckers (1).
- Laborer, maintenance,* sweeps, scrubs, and cleans floors of plant; and also cleans up and does odd jobs about yard. Classified as: Laborers and truckers (9).
- Laborer, sorting and shipping,* works in sorting and shipping room, handling and piling loose leather stock for sorters and packers. Also trucks packed leather to shipping dock. Classified as: Laborers and truckers (8).

- Laborer, tan house*, performs general roustabout work about tannery, uses truck to convey hides and skins to and from various workers, piles them near tanning wheels and cleans tanning wheels, vats, and floors. Classified as: Laborers and truckers (3).
- Lay-away-vat foreman, working*, has charge of lay-away or second tanning vats. Supervises laying away and hoisting of packs and determines when leather is properly tanned. Also performs some productive work. Classified as: Other employees (3).
- Lay-away yard vat man* works about lay-away vats. Places sides, crops, bellies, bends, etc., on racks which are later lowered into tanning vats and allowed to stand for a few days. Racks are then hoisted; sides, crops, bellies, etc., are turned over, liquor changed, and racks again lowered into fresh tanning fluid. This is repeated until tanning is completed. Reels or cranes are used to hoist and lower racks. Classified as: Haulers (3).
- Leach-house laborer* handles tanning bark and does general work about leach house. Classified as: Laborers and truckers (3).
- Leach-pulp caster* removes refuse tan pulp from leaching vat after leaching. This refuse is used for fuel in power plant or for road ballast. Classified as: Other employees (3).
- Leach-pulp pitcher* operates machine which spreads ground bark in leaching vats. This work is done by hand in some plants. Classified as: Other employees (3).
- Leach runner*. (See Leach-vat operator.) Classified as: Liquormen (3).
- Leach-vat operator* supervises placing of ground bark or wood in vat where boiling water is repeatedly pumped from bottom of vat and poured over it, the operation being similar to that of a percolator. When all tannic acid is leached out, pulp is removed and replaced with fresh pulp and leaching resumed. Operator supervises leaching, runs pumps, and directs work of pitching (loading) and casting (unloading) of vats. Classified as: Liquormen (3).
- Leaching foreman, working*, supervises leaching operations and assists in work when necessary. Classified as: Other employees (3).
- Leather conditioner (S & B)*. (See Stuffer, leather (S & B).) Classified as: spongers and stuffers (4).
- Leather dipper (S & B)*. (See Dipper, leather, before rolling (S & B); also Dipper, leather, after rolling (S & B).) Classified as: Spongers and stuffers (4).
- Leather hanger, drying (S & B)*. (See Dry-loft man (S & B).) Classified as: Dry-loft men (4).
- Leather inspector*. (See Inspector, leather.) Classified as: Other employees (7).
- Leather inspector's helper* handles leather for inspectors, delivering it to them and taking it away after inspection. Classified as: Laborers and truckers (7).
- Leather piler, stock room*, piles leather in racks of storeroom in accordance with grade, finish, etc. Classified as: Laborers and truckers (8).
- Leather pourer (S & B)* applies to grain side of pieces of leather, after rolling, a specially prepared compound which gives leather a uniform color and when brushed, a special finish or luster. Pouring or washing of leather may be done either by spraying this compound, pouring it on with a hose, applying it with a sponge by hand, or by dipping leather in a bath of same. After pouring or washing, leather is hung up to dry. Classified as: Spongers and stuffers (4).
- Leather pourer's helper (S & B)*. (See Leather washer's helper (S & B).) Classified as: Laborers and truckers (7).
- Leather soaker, finishing (O)*. (See Dampener, leather, for sawduster (O).) Classified as: Dampeners or sawdusters (6).
- Leather sprayer (S & B)*. (See Sprayer, leather, before rolling (S & B); also Sprayer, leather, after rolling (S & B).) Classified as: Spongers and stuffers (4).
- Leather washer, after rolling (S & B)*, uses sponge by hand to apply a specially prepared compound, after rolling, to grain side of leather which gives it a uniform color, and when brushed a special finish or luster. (See also Leather pourer (S & B).) Classified as: Spongers and stuffers (4).
- Leather washer, before rolling (S & B)*, hangs bends or sides or sole leather on specially constructed frames directly over troughs containing washing solution and uses a mop dipped in this solution to wash grain side only of leather before it is rolled. See also Dampener, leather, for rolling (S & B). Classified as: Spongers and stuffers (4).
- Leather washer, scrubbing*. (See Scrubbing-machine operator (O); also Washer, skins, hand.) Classified as: Other employees (7).

- Leather washer's helper* (S & B) assists washer or pourer to spread out crops, bends, etc., so that pourer can use a hose or spray gun on grain side, and hangs leather up to dry after pouring. Classified as: Laborers and truckers (7).
- Leveler, leather splitting* (O), feeds leather into belt-knife splitting machine to skive off flesh side to a uniform thickness. This work is preparatory to splitting operation. Classified as: Splitting-machine operators (6).
- Lime fleshing-machine operator.* (See Refleshing-machine operator.) Classified as: Fleshing-machine operators (2).
- Lime handler, hides or skins.* (See Lime-vat hauler.) Classified as: Haulers (2).
- Lime reeler, hides.* (See Reeler, hides.) Classified as: Haulers (2).
- Lime slacker* slacks lime used in the preparation of liming solution used in beam house. May also prepare liming solution. Classified as: Other employees (2).
- Lime-solution man* prepares liming solution; regulates temperature of this solution in vats in beam house and at stated intervals inserts an air hose in vats to stir up lime which settles at bottom of vat. This latter operation is called "plunging." Classified as: Other employees (2).
- Lime trimmer, hides or skins,* uses hand knife to trim or cut off pieces of flesh left along edges of hides or skins by lime fleshing machine in beam house. Classified as: Trimmers (2).
- Lime-vat floorman.* (See Lime-vat hauler.) Classified as: Haulers (2).
- Lime-vat foreman, working,* supervises work at lime vats in beam house; also assists lime-vat hauler. Classified as: Other employees (2).
- Lime-vat hauler* puts hides or skins through series of vats or pits in beam house containing lime solutions to loosen hair and facilitate its removal. Liming solution is made stronger in each successive vat, hides or skins requiring from 6 or 8 days to pass through all vats. Hauler uses a pole having a hook on one end to pull skins out of vats, while hides, which are tied together in rope form, are transferred from one vat to another by use of an overhead mechanical reel. May also look after preparation of liming solutions and keeps them up to proper strength in vats. Classified as: Haulers (2).
- Lime-vat tender.* (See Lime-vat hauler.) Classified as: Haulers (2).
- Lime-wheel man* tends series of lime vats in beam house which are equipped with revolving paddle wheels, the operation of which causes skins to circulate in lime solution. Operator starts and stops paddle wheel as required and uses pole with hook on one end to pull skins from one vat to next. See also Lime-vat hauler. Classified as: Haulers (2).
- Limer, fleshings,* spreads out raw fleshings in bin in beam house and places lime over each layer to cure and prepare them for shipment as glue stock. Classified as: Laborers and truckers (2).
- Liming-solution maker* mixes slack lime, water, etc., in exact proportions according to prescribed formula. This solution is used in vats in beam house to soften hides or skins and open pores so that hair may be easily removed. Classified as: Other employees (2).
- Liquor maker, tanning.* (See Liquorman.) Classified as: Liquormen (3).
- Liquorman* prepares tanning liquor (chrome or vegetable), pumps it into tanning vats, and tests it frequently to keep it up to the proper strength, adding fresh liquor when necessary. After tanning, pumps weakened liquor to leach house for reclaiming. Classified as: Liquormen (3).
- Liquorman's helper* works under direction of liquorman. Classified as: Other employees (3).
- Liquor mixer, tanning,* mixes tanning liquor obtained from leach house with other imported tanning liquors to obtain any desired tanning liquor. Also builds up weakened liquor by adding new or fresh tanning liquor or extracts. Classified as: Liquormen (3).
- Liquor runner, scrub house,* operates pumps to force bleaching and dry-dip liquor into vats, and pumps it out after operation is completed. Classified as: Other employees (7).
- Liquor runner, tanning,* operates pumps which carry tanning liquor into rocker and lay-away vats, adds fresh liquor as needed, and finally pumps out weakened liquor, after tanning, returning it to leach-house vats where it is reclaimed. Classified as: Liquormen (3).
- Load mixer (S & B).* (See Dope mixer (S & B).) Classified as: Other employees (7).
- Loader, fleshings.* (See Loader, glue stock.) Classified as: Laborers and truckers (2).
- Loader, glue stock,* loads into cars for shipment the treated or limed beam-house fleshings. These are used in the manufacture of glue, and therefore known as "glue stock." Classified as: Laborers and truckers (2).

- Loader, leather, smokehouse*, hangs up leather in smokehouse where it is discolored by absorbing smoke, thus attaining a special coloring; also removes leather from smokehouse after this process. Classified as: Laborers and truckers (7).
- Locomotive brakeman* operates brakes on dinkey locomotive operated in yard of plant. Classified as: Other employees (9).
- Locomotive engineer* operates dinkey locomotive to pull loaded cars about yard of plant. Classified as: Other employees (9).
- Loft drier (S & B)*. (See Dry-loft man (S & B).) Classified as: Dry-loft men (4).
- Lot sorter, leather*, sorts out leather into groups according to lot number after tanning. Classified as: Other employees (3).
- Lugger, patent leather*. (See Lumper, patent leather.) Classified as: Laborers and truckers (7).
- Lumper, beam house*. (See Laborer, beam house.) Classified as: Laborers and truckers (2).
- Lumper, for toggler*, handles leather for togglers. See also Floorman, general, finishing. Classified as: Laborers and truckers (7).
- Lumper foreman, working*, supervises work of lumpers in finishing department and works with them. Classified as: Other employees (7).
- Lumper, hide house*. (See Laborer, hide house.) Classified as: Laborers and truckers (1).
- Lumper, patent leather*, puts toggled sides of treated and baked patent leather on roof-top racks where they are exposed to sunshine for glazing. Ultraviolet rays act as a glazer or glistener on patent leather. Lumper later trucks leather back to warehouse. Classified as: Laborers and truckers (7).
- Lumper, shipping*, acts as a general utility man, helps wrap, pack, box, and truck leather in shipping department. Classified as: Laborers and truckers (8).
- Lumper, tan house*. (See Laborer, tan house.) Classified as: Laborers and truckers (3).
- Machine fixer, general*, keeps machinery of plant in proper running condition and does any needed repair work thereon. Classified as: Machine fixers (9).
- Machine fixer's helper* assists machine fixer by handling machine parts, tools, supplies, etc., and may also do some repair work under fixer's supervision. Classified as: Other employees (9).
- Machine helper, beam house*, works at back of fleshing or other machines in beam house, piling hides or skins on trucks as they come out. Classified as: Machine helpers (2).
- Machine helper (O)* works at back of various machines in finishing department to pile leather as it comes out, and feeds some machines, under supervision of their operators. Classified as: Machine helpers (6).
- Machine repairer, general*. (See Machine fixer, general.) Classified as: Machine fixers (9).
- Machine toggler (O)* toggles leather on screens by hand in usual manner and then stretches screen and leather by means of mechanical device. See also Toggler, leather (O). Classified as: Tackers, togglers, and pasters (6).
- Machinist* operates various machine tools to make or repair broken parts of productive machinery; also works at bench repairing these parts. Classified as: Other employees (9).
- Mangle ironer, leather (O)*. (See Ironer, leather, machine (O).) Classified as: Ironers, hand or machine (6).
- Marker, leather measurement*. (See Measuring-machine operator's helper, leather.) Classified as: Measuring-machine operators' helpers (8).
- Mason* uses stone, brick, and mortar or cement to form or repair floors, foundations, walls, walks, etc., about plant. Classified as: Other employees (9).
- Mason's helper* assists mason by mixing and carrying mortar, cement, brick, stone, and other materials. Classified as: Other employees (9).
- Master mechanic, working*, supervises all machine maintenance and repair work, and also does some repair work. Classified as: Other employees (9).
- Mat ironer, leather (O)*. (See Ironer, leather, machine (O).) Classified as: Ironers, hand or machine (6).
- Mat-kid ironer (O)* uses regular electric iron by hand to smooth out and iron "mat kid," that is, kid which is not to be glazed. Classified as: Ironers, hand or machine (6).
- Measurer, leather, for color*, runs regular measuring machine to arrive at total footage of leather required for each order. Color-wheel formula is then prepared for that particular amount of leather. See also Measuring-machine operator, leather. Classified as: Measuring-machine operators (8).

- Measuring-machine operator, leather*, lays leather out on table in front of machine and feeds it under a series or row of parallel measuring wheels, each of which rotates independently of the others and is raised and becomes engaged with measuring mechanism only while in contact with leather. Aggregate revolutions of all wheels are translated automatically into square feet, which appear on a dial at top of machine. Operator reads dial and calls off number of square feet in each piece to marker who enters this footage on the back of the piece of leather. Classified as: Measuring-machine operators (8).
- Measuring-machine operator's helper, leather*, works at back of measuring machine taking off measured leather, marking number of square feet on back of each piece and piling it on truck. Classified as: Measuring-machine operators' helpers (8).
- Mechanic, general.* (See General mechanic.) Classified as: Other employees (9).
- Mill hand, tanning.* (See Tumbling-vat hauler.) Classified as: Haulers (3).
- Mill tender, tanning.* (See Tanning-wheel man.) Classified as: Haulers (3).
- Milling-out man, tan house*, performs work which may be done in either tan house or beam house. See also Dry-milling-wheel operator, beam house. Classified as: Other employees (3).
- Milling-wheel operator, hides or skins.* (See Wet-milling-wheel operator; also Dry-milling-wheel operator, beam house.) Classified as: Other employees (2).
- Milling-wheel operator, leather.* (See Dry-milling-wheel operator, finishing.) Classified as: Other employees (7).
- Millman, leather finishing (O).* (See Colorer, leather (O); also Fat liquorer, leather (O).) Classified as: Colorers and fat liquorers (6).
- Millwright* installs or moves machines in plant, puts up and maintains shafting, pulleys, etc., in correct working condition. Classified as: Other employees (9).
- Millwright foreman, working*, supervises work of millwrights and also works with them. Classified as: Other employees (9).
- Millwright's helper* assists millwright by handling machine parts, materials, tools, etc., working under his supervision. Classified as: Other employees (9).
- Mixer, chrome-tanning liquor*, prepares chrome tan and fat liquors; feeds it to tanning drums, wheels, or coloring mills; and tests it frequently to keep it to proper strength, adding fresh liquor when necessary. Also supervises all tanning and fat-liquoring mills, telling floormen when to start and stop mills. Classified as: Liquormen (3).
- Mixer, dope (P).* (See Oil and dope mixer (P).) Classified as: Oil and dope mixers (5).
- Mixer, finish dope (S & B).* (See Dope mixer (S & B).) Classified as: Other employees (7).
- Mixer, scrub-house dope (S & B)*, prepares various solutions used for washing sole and belting leather in scrub house. Classified as: Other employees (7).
- Monorail operator* runs monorail crane used for transferring heavy loads of materials or leather from place to place about plant. Classified as: Other employees (9).
- Mordant-wheel man* places skins into a hollow wooden wheel containing a mordant solution and mills them around after they have been tanned and sanded. This chemical solution neutralizes activity of and sets chrome tan in fibers of skin. Removes skins after operation. Classified as: Other employees (3).
- Mosser, split leather (O)*, uses brush or other hand implement to apply a gelatin substance to surface of splits which are intended for inner soles. This material causes leather to "sponge up." Classified as: Finishers or seasoners, hand (6).
- Motor oiler.* (See Oiler, maintenance.) Classified as: Other employees (9).
- Moveman, leather finishing.* (See Floorman, general, finishing.) Classified as: Laborers and truckers (7).
- Nailer, hides, rocker sticks*, uses hammer and tacks to fasten hides to rocker sticks and places these sticks on rocker frames in bark-tanning pits. Also pulls them out of these pits, after tanning, and removes them from sticks. Classified as: Haulers (3).
- Nowak brushing-machine operator (O)* operates leather-brushing machine known as a "Nowak". See also Brushing-machine operator (O). Classified as: Brushing-machine operators (6).
- Nubuck leather sorter (O)* separates crust leather into groups according to grade and quality and picks out sides which are best suited to be made into imitation white buckskin leather, known as "nubuck." Classified as: Sorters, blue and crust (6).

- Offal baler.* (See Scrap-leather baler.) Classified as: Laborers and truckers (8).
- Oil and dope mixer (P)* mixes necessary chemicals, oil, etc., to make various patent-leather dope solutions in accordance with prescribed formulas, and cooks them to proper consistency to be used in making patent leather. Classified as: Oil and dope mixers (5).
- Oil-drum operator (S & B).* (See Oiler, leather wheeling (S & B).) Classified as: Extractors, temperers, and oilers (4).
- Oil-mixing-machine operator* runs colloidal machine which blends oil and other materials so that it may properly be taken up by leather. Classified as: Other employees (7).
- Oil sprayer, leather (S & B).* (See Sprayer, leather, before rolling (S & B).) Classified as: Spongers and stuffers (4).
- Oil-wheel doper (S & B).* (See Oiler, leather wheeling (S & B).) Classified as: Extractors, temperers, and oilers (4).
- Oil-wheel laborer.* (See Oil-wheel operators' helper.) Classified as: Laborers and truckers (7).
- Oil-wheel operator (S & B).* (See Oiler, leather wheeling (S & B).) Classified as: Extractors, temperers, and oilers (4).
- Oil-wheel operator's helper (S & B)* assists oil-wheel operator in loading sides of leather into oil wheel and after oiling "horses" them up. Classified as: Laborers and truckers (7).
- Oiled-leather hanger, drying (S & B).* (See Dry-loft man (S & B).) Classified as: Dry-loft men (4).
- Oiler, leather wheeling (S & B),* loads sole or belt leather into large revolving wheel containing specially prepared oil for purpose of restoring some of oil which was lost in beam and tan house. Closes trap and operates wheel for specified length of time, then opens trap and dumps leather out, opens leather up and places it on "horse" for setting-out machine. Oiling operation is sometimes repeated for second time. Oilers may be assisted by laborers. Classified as: Extractors, temperers, and oilers (4).
- Oiler, maintenance,* keeps oil and grease cups on motors, machines, pulleys, shafting, etc., throughout plant filled with lubricants. Classified as: Other employees (9).
- Oiler-off, hand,* uses sponge to apply coating of oil to grain side of leather to prevent leather from cracking when it is put through drier. Classified as: Other employees (7).
- Oiler-off, machine.* (See Oiling-off machine operator (O).) Classified as: Oiling-off machine operators (6).
- Oiling-compound mixer (S & B)* mixes necessary chemicals, oils, etc., to make various oiling compounds used for leather. Uses prescribed formulas for this purpose. Classified as: Other employees (7).
- Oiling-drum operator, leather (O).* (See Fat liquorer, leather (O).) Classified as: Colorers and fat liquorers (6).
- Oiling-off machine operator (O)* feeds leather into oiling machine where roller or brush applies oil to its grain side to prevent cracking when put through drier. Is assisted by backer who takes leather off at rear of machine. Classified as: Oiling-off machine operators (6).
- Oiling-off machine operator's helper (O).* (See Backer, oiling-off machine (O).) Classified as: Machine helpers (6).
- Oiling-wheel foreman, working,* supervises work about oil drums or wheel used in finishing leather. Also helps prepare oiling solution. Classified as: Other employees (7).
- Opener-up, hides.* (See Hide opener.) Classified as: Laborers and truckers (1).
- Outside foreman, working,* supervises work done about plant by roustabout gang and also works with them. Classified as: Other employees (9).
- Pack changer, hides.* (See Pack hoister, hides.) Classified as: Haulers (3).
- Pack hoister, hides,* works about lay-away or other tanning vats operating reels or cranes to lower packs of hides, sides, bellies, bends, etc., into vats; hoists them out, helps turn them, and finally lowers packs again into vats. Classified as: Haulers (3).
- Pack hoister, leather (S & B).* (See Hoister, pack, leather (S & B).) Classified as: Extractors, temperers, and oilers (4).
- Pack hoister's helper, hides,* assists pack hoister to raise packs of hides, sides, etc., from tanning vats. Classified as: Laborers and truckers (3).
- Pack lifter, hides.* (See Pack hoister, hides.) Classified as: Haulers (3).
- Pack puller, hides.* (See Pack hoister, hides.) Classified as: Haulers (3).

- Pack weigher, hides*, weighs in hide house packs of hides after they have been counted and trimmed. These weights are later used by mixers as guides in preparing exact quantities of tanning solutions. Classified as: Other employees (1).
- Packer, leather*, ties up crops and bends, packs light leather in cases or bundles, and bales bellies and shoulders, in accordance with orders and loads them for shipment. Classified as: Packers and shippers (8).
- Paddle loader*. (See Lime-wheel man.) Classified as: Haulers (2).
- Paddle-wheel repairer* makes repairs on wooden paddles and drums used in beam house and tan house. Classified as: Other employees (9).
- Paddle-wheel man*. (See Lime-wheel man.) Classified as: Haulers (2).
- Painter* uses hand brush or spray gun to paint building or equipment. Classified as: Other employees (9).
- Parer, leather scars (O)*, uses knife by hand to pare off any scars or rough spots from finished leather. Classified as: Trimmers (6).
- Passer, leather, sorting*, sorts leather for quality in final inspection before shipment. Classified as: Sorters (8).
- Pastemaker* mixes together necessary chemicals, etc., to prepare paste used for pasting skins to stretching boards. Classified as: Other employees (7).
- Paster, flexible splits (O)*. (See Paster, leather stretching (O).) Classified as: Tackers, togglers, and pasters (6).
- Paster, leather stretching (O)*, dips leather in a weak paste and spreads it out on a pasting board, grain side to board. Paster uses dull blade or scraper similar to that of a hand setter-out, to spread out smoothly and stretch leather to proper size on board where it dries in this stretched condition. This method of stretching is generally used only on light-weight leather. Classified as: Tackers, togglers, and pasters (6).
- Pasting-board repairer* does necessary repair work on pasting boards or plates, usually taping edges and relacquering surfaces. Classified as: Other employees (9).
- Pasting-board sander*. (See Sander, pasting boards.) Classified as: Other employees (7).
- Pasting-board washer* uses brush or rag with water to remove paste from pasting boards after finished skins have been stripped from them. Classified as: Laborers and truckers (7).
- Pasting foreman, working*, supervises pasting of leather to stretching boards; inspects work of pasters and also does some productive work. Classified as: Other employees (7).
- Pasting-plate repairer*. (See Pasting-board repairer.) Classified as: Other employees (9).
- Patcher, leather cementing*, cements or sews on patches to mend holes in leather before seasoning or finishing is applied. See also Stitcher, leather repairing. Classified as: Other employees (7).
- Patent-leather dope mixer*. (See Oil and dope mixer (P).) Classified as: Oil and dope mixers (5).
- Percher, machine (O)*. (See Staker, machine (O).) Classified as: Stakers, machine (6).
- Picker-up, leather, oil wheel*. (See Horser-up, leather.) Classified as: Laborers and truckers (7).
- Pickle-house foreman, working*, supervises work in pickle house where pickled skins are examined, counted, and made up into packs. May also have charge of degreasing of skins and general preparation of pickled skins for tan house. Also performs some productive work. Classified as: Other employees (1).
- Pickle-house lumper* is a roustabout in pickle house or department where pickled skins are received at plant, sorted, made up into packs, and degreased. See also Laborer, hide house. Classified as: Laborers and truckers (1).
- Pickle-mill man*. (See Pickle-wheel man.) Classified as: Haulers (2).
- Pickle-solution maker* mixes correct proportions of various chemicals with water as shown by prescribed formula. This solution is used in vats in beam house or tan house to preserve hides or skins for short periods of time. Classified as: Other employees (2).
- Pickle sorter, skins*, sorts skins after they have been taken from pickle vats, and grades them as to their suitability for chrome or vegetable tanning. Classified as: Other employees (2).

- Pickle-vat man* places hides or skins in pickle vats and pulls them out at required time. These vats are used to prepare them for tanning as well as to preserve them for several weeks should there be a delay in starting tanning. This operation may be final one in beam house or first one in tan house, depending on arrangement of plant. *See also* Pickle-wheel man. Classified as: Haulers (2).
- Pickle-vat puller* uses long pole with hook on one end to pull hides or skins from pickle vats in beam house or tan house and piles them on truck to drain. Classified as: Haulers (2).
- Pickle-wheel man* tends pickle vat in beam house or tan house, which is equipped with revolving paddle wheel, the operation of which causes skins to circulate in solution. Operator starts and stops paddle wheel as required and uses pole with hook on one end to pull skins out of vat. *See also* Pickle-vat man. Classified as: Haulers (2).
- Piecer, hides or skins.* (*See* Trimmer, hides or skins.) Classified as: Trimmers (2).
- Pigment grinder* operates machine which grinds pigments used in making seasoning for leather-finishing processes. Classified as: Other employees (7).
- Pigment grinder's helper* assists pigment grinder in work of grinding materials used in finishing leather. Classified as: Other employees (7).
- Pigment-leather finisher, hand* (O). (*See* Finisher, leather, hand (O).) Classified as: Finishers or seasoners, hand (6).
- Pigment mixer* (O). (*See* Seasoning mixer (O); *also* Color mixer (O).) Classified as: Color, fat-liquor, and seasoning mixers (6).
- Piler, fleshings, lime curing.* (*See* Limer, fleshings.) Classified as: Laborers and truckers (2).
- Piler, for machine operator*, piles hides or skins near machine where fleshing, splitting, unhairing, or other similar work is done in beam house, so that operator or feeder can easily reach them. Classified as: Laborers and truckers (2).
- Pinner, hides*, uses short pieces of rope or metal clamps to tie hides end to end in rope form in hide house, to facilitate their transfer from one soaking vat to another when they reach beam-house processes. *See also* Toggler, hides. Classified as: Laborers and truckers (1).
- Pipe fitter* cuts and fits new pipe where needed. Repairs and maintains steaming, drying, and draining systems. Also may look after sanitary plumbing about plant. Classified as: Other employees (9).
- Pit tanner.* (*See* Lay-away yard vat man; *also* Rocker-yard vat man.) Classified as: Haulers (3).
- Placer, leather, spraying booth* (O), assists sprayer by placing light leather on vertical screen in spray booth and taking it off after spraying. Leather is held in place on screen by suction device while it is being sprayed. Classified as: Machine helpers (6).
- Plain-water pool soaker* places skins, after removal from soaking wheel vats, in vats of plain water in beam house, where they are permitted to soak for 48 hours. This is done to soften and plump them for fleshing. Classified as: Haulers (2).
- Plate repairer.* (*See* Pasting-board repairer.) Classified as: Other employees (9).
- Plating-machine feeder, leather* (O), stands at front of machine and places leather between ironing plates of machine, taking care to lay leather out flat. Classified as: Machine helpers (6).
- Plating-press operator, leather* (O), spreads leather out evenly on bed of press, then operates levers which force it up against heated plate or press and leaves it against plate for a few seconds, thus pressing its surface smooth. This is just another form of ironing or finishing surface of leather. Classified as: Embossing or plating-press operators (6).
- Plumber* cuts and fits pipe where needed in maintenance of sanitary plumbing of plant. Classified as: Other employees (9).
- Plunger, air, lime vats.* (*See* Lime-solution man.) Classified as: Other employees (2).
- Plusher, leather buffing* (O), operates buffing device with a plush-covered wheel which gives a fine nap to leather for a suede finish. Classified as: Buffing-wheel operators (6).
- Polishing-wheel operator* runs polishing wheel about 2 feet wide covered with sheepskin. Holds glazed leather against this revolving wheel, thus giving its surface a polish. This operation is used only on special lots. Classified as: Other employees (7).
- Pourer, leather* (S & B). (*See* Leather pourer (S & B).) Classified as: Spongers and stuffers (4).

- Powderer, white leather (O).* (See Chalker, white leather (O).) Classified as: Other employees (7).
- Preparer, lime paddles.* (See Lime wheelman.) Classified as: Haulers (2).
- Presser, finished leather (S & B),* places finished leather in hydraulic press to give leather a hard finish. Classified as: Other employees (7).
- Pressman, degreasing.* (See Degreasing-press operator.) Classified as: Other employees (2).
- Pressman, sheepskins.* (See Degreasing-press operator.) Classified as: Other employees (2).
- Pressman, tan house,* operates one of several types of power presses used to expel excess tanning liquor from hides or skins. See also Hydraulic-press operator, tan house; Roll-press operator, tan house; also Screw-press operator, tan house. Classified as: Other employees (3).
- Puering-house worker.* (See Puering-vat tender.) Classified as: Haulers (2).
- Puering-vat foreman, working,* has charge of work about puering vats in beam house; also assists haulers in productive work. Classified as: Other employees (2).
- Puering-vat tender* loads skins into puering vats in beam house and pulls them out after this process. Also prepares puering solution, which opens pores of skins and loosens fine hair left by unhairing machines and prepares skins for slating or scudding machines. Classified as: Haulers (2).
- Puller, bleach sticks,* removes by hand bleaching sticks from between hides after bleaching and before they are sent to next process. Classified as: Other employees (3).
- Puller, hides or skins, beam house,* pulls hides or skins out of last liming vat in beam house, cuts off or removes toggles, and delivers them to unhairing machine. Classified as: Haulers (2).
- Puller, hides or skins, tan house,* pulls hides or skins from tanning vats or wheels after tanning process and places them on a "horse." Classified as: Haulers (3).
- Puller, lime vat.* (See Puller, hides or skins, beam house.) Classified as: Haulers (2).
- Puller, puering vat,* uses pole with hook on end to pull skins from puering vats in beam house after puering. Classified as: Haulers (2).
- Puller, splits,* hauls or pulls "splits" from one pit or vat and places them in another tan house. See also Rocker-yard man; and Lay-away yard vat man. Classified as: Haulers (3).
- Puller-off, leather, toggle frames (O).* (See Stripper, leather (O).) Classified as: Tackers, togglers, and pasters (6).
- Puller-up, skins,* uses pole with hook on one end to remove loose skins from various beam-house pools or vats. As skins are not usually tied together in rope form, they have to be removed singly from vats. Classified as: Haulers (2).
- Pumicer, leather (P),* uses pumice stone to rub down and smooth surface of patent leather after baking of first coat of dope; after pumice rub, dauber may apply another coat of dope and again place leather in ovens to bake. Classified as: Pumicers (5).
- Pump repairer* makes any necessary repairs on pumping machinery and keeps it in good operating condition. Classified as: Other employees (9).
- Pumper, lime solution,* operates pump which forces liming solution into liming vats of beam house. Classified as: Other employees (2).
- Pumpman, pressure,* operates pump which supplies pressure to hydraulic degreasing press in beam house. Classified as: Other employees (2).
- Punching-machine operator (S & B)* places butt end of each crop under punching device of machine which punches three small holes, one at either outside edge and another in center of butt end of pieces of leather which are to be used for soles and belting. These holes are for purpose of hanging leather for drying at various stages in finishing processes. Classified as: Other employees (7).
- Putter-out, hand (O).* (See Setter-out, hand (O).) Classified as: Setters-out, hand (6).
- Putter-out, machine (O).* (See Setter-out, machine (O).) Classified as: Setters-out, machine (6).
- Putter-up, shipments.* (See Packer, leather.) Classified as: Packers and shippers (8).
- Putting-out machine repairer* keeps putting-out or setting-out machines in proper running order and does any repair work on them. Classified as: Machine fixers (9).
- Quira-press operator* feeds wet leather between rolls of wringing or drying mangle which force excess tanning liquid out of it. Classified as: Other employees (7).

- Rawhide trimmer.* (See Trimmer, hides or skins.) Classified as: Trimmers (2).
- Receiving clerk* weighs all incoming hides, skins, or supplies and checks them against invoices. Classified as: Other employees (1).
- Reclaimer, tanning liquor.* (See Evaporator, tanning liquor.) Classified as: Liquormen (3).
- Reed tender, seasoning room.* (See Drying-reed tender.) Classified as: Laborers and truckers (7).
- Reeler, hides,* operates mechanical reel used in transferring hides from one vat to another in beam house. Reel travels back and forth over vats. One end of hide pack, which has previously been tied in rope form, is pulled over cylinder of reel, which is then set in motion and pack thus reeled out of one vat into next one. Classified as: Haulers (2).
- Refine-hairing beamster, hand.* (See Fine-hairing beamster, hand.) Classified as: Beamsters or scudders, hand (2).
- Refreshing-machine operator* puts hides or skins through fleshing machine for second and final fleshing. This follows liming process in beam house. See also Fleshing-machine operator, hides or skins. Classified as: Fleshing-machine operators (2).
- Reglazer, leather (O),* puts second glazing or finish on leather. See also Glazing-machine operator (O). Classified as: Glazing-machine operators (6).
- Repair foreman, working,* supervises machine and general repair work, and also works with repairmen. Classified as: Other employees (9).
- Repairer, leather.* (See Stitcher, leather repairing; also Patcher, leather cementing.) Classified as: Other employees (7).
- Repairer, machines, general.* (See Machine fixer, general.) Classified as: Machine fixers (9).
- Repairer, paddle wheels.* (See Paddle wheel repairer.) Classified as: Other employees (9).
- Resetter-out (S & B).* Not all plants reset leather, nor do they reset it at the same stage of finishing or for the same purpose. Some plants reset leather after a first or wet rolling, others after a second filling or stuffing, others after drying to give it a hard finish, etc. See also Setting-out machine operator (S & B). Classified as: Wringing and setting-out machine operators (4).
- Re-sorter, leather, after buffing (O),* re-sorts leather according to grade after buffing. Classified as: Sorters, blue and crust (6).
- Retanning millman.* (See Retanning-wheelman.) Classified as: Haulers (3).
- Retanning-vat man* hangs split hides or skins on poles or rods extending across top of tanning vat, starts pumps which carry tanning solution into vats, where hides remain until fully tanned. Classified as: Haulers (3).
- Retanning-wheel man* places split hides or skins, which have been partially tanned before splitting, into a vat having a large revolving wheel at the top. This wheel causing them to circulate in vat. Retanning requires from 12 to 72 hours, depending on thickness of split or process used. Tanning is speeded up considerably by splitting and then retanning. Classified as: Haulers (3).
- Rinsing-pool man* removes hides or skins from tempering vats and puts them into vats of plain water where they are rocked for a few hours to rinse. May also lay away or dip them in vats of plain water after bark tanning to remove sediment. Classified as: Haulers (3).
- Ripper, hides.* (See Splitter, hides into sides.) Classified as: Other employees (2).
- Rocker, leather.* (See Horser-up, leather.) Classified as: Laborers and truckers (7).
- Rocker man, tanning.* (See Rocker-yard vat man.) Classified as: Haulers (3).
- Rocker-vat foreman, working,* has charge of rocker or first tanning vats. Determines when leather has been sufficiently tanned to be transferred to lay-away vats. Also performs some productive work. Classified as: Other employees (3).
- Rocker-vat worker.* (See Rocker-yard vat man.) Classified as: Haulers (3).
- Rocker-yard vat man* works about the first set of tanning vats known as "rocker vats." Places on racks hides or sides as they come from beam house. These racks are placed on rockers in vats. They rock back and forth in vats and are thus distinguished from "lay-away vats." When properly tanned, hides are pulled out of vats and placed in press which forces out tanning liquor. A crane is used to lower racks into vat and to pull them out. Classified as: Haulers (3).
- Roll-press operator, tan house,* feeds hides or skins between rolls or mangle of a special press to expel excess tanning liquor. Classified as: Other employees (3).
- Roller, leather, for tropical shipping (O),* rolls in special manner, leather intended for tropics, then packs it between layers of cotton which prevent it from sticking together. Classified as: Rolling-machine operators (6).

- Roller, retanned leather (O)*, rolls leather after retanning. *See also* Stone-jack operator, leather rolling (O). Classified as: Rolling-machine operators (6).
- Rolling foreman, working (S & B)*, supervises work of rolling of crops, bends, bellies, and shoulders used for soles or belting; inspects completed work and performs some productive duties. Classified as: Other employees (7).
- Rolling-machine operator (O)* operates machine which smooths out and removes wrinkles from pieces of leather. *See also* Rolling-machine operator (S & B). Classified as: Rolling-machine operators (6).
- Rolling-machine operator (S & B)* places side or other piece of leather over narrow horizontal table of machine and as traveling arm with idle roll attached starts on its return movement over the table, operator presses foot pedal thus raising table and forcing leather up against idler roll, causing it to be ironed out or rolled under pressure. The entire piece is gone over and rolled in this manner. Purpose of rolling is to iron out wrinkles and make leather more compact. It is both wet rolled and dry rolled. Classified as: Rolling-machine operators (4).
- Rope sorter.* (*See* Salvager, waste rope.) Classified as: Other employees (9).
- Roustabout* does miscellaneous common labor about yard of plant. *See also* Yard man. Classified as: Laborers and truckers (9).
- Russet-leather sorter (O)*. (*See* Sorter, leather, for russet finish (O).) Classified as: Sorters, blue and crust (6).
- Russet-sorting foreman, working*, supervises work in russet-leather sorting room; also works with sorters to determine what finish leather will best take. Classified as: Other employees (7).
- Salvager, waste rope*, sorts out usable pieces of rope salvaged from receiving department and warehouse, puts it in bundles and sends it to shipping department for use there. Classified as: Other employees (9).
- Sammy man, leather finishing (O)*. (*See* Sawduster, leather (O).) Classified as: Dampeners or sawdusters (6).
- Sander, fine hair.* (*See* Fine hairer, hand sanding.) Classified as: Other employees (7).
- Sander, leather (O)*, holds by hand flesh side of leather, after it has been embossed, up against large sanding or buffing cylinder. Sanding serves same purpose as buffing. On embossed leather, it also helps soften it. Classified as: Buffing-wheel operators (6).
- Sander, pasting boards*, uses sandpaper by hand on surface of pasting boards to remove rough spots and give them a smooth and even surface. Classified as: Other employees (7).
- Sanding-wheel man* places skins into a hollow wooden-sanding wheel containing pumice stone or sand and mills them around to remove grease and oil from them in preparation for tanning. Skins are sanded before and after pressing. Classified as: Other employees (3).
- Sawduster, leather (O)*, dips oiled leather, after it has been dried, in water, then lays it in bins and covers it with sawdust. This process serves to soften leather and prepares it for first process of wet staking. Classified as: Dampeners or sawdusters (6).
- Scaleman, beam house*, weighs packs or lots of hides or skins and maintains a record of these weights in beam house. Classified as: Other employees (2).
- Scaleman, hide house.* (*See* Hide weigher; also Pack weigher, hides.) Classified as: Other employees (1).
- Scar shaver* uses special knife by hand to shave scars from leather. Classified as: Other employees (7).
- Scourer, leather (S & B)*. (*See* Scrubbing-machine operator (S & B).) Classified as: Bleachers (4).
- Scrap-leather baler* piles scrap leather collected about plant into baling machine, presses it into compact bundle and fastens wires around it to hold it together for shipment. Classified as: Laborers and truckers (8).
- Screen toggler (O)*. (*See* Toggler, leather (O).) Classified as: Tackers, togglers, and pasters (6).
- Screw-press operator, tan house*, operates power press, screw type, used to force out or expel excess tanning liquor from hides or skins after tanning. Used only on heavy leather. Classified as: Other employees (3).
- Scrub-house foreman, working (S & B)*, supervises various operations in scrub house where sole or belting leather scrubbing, bleaching, wringing, setting-out, extracting, tempering, and oiling is done. Also inspects leather at different stages and performs some productive duties. Classified as: Other employees (7).

- Scrubber, floors*, washes floors in plant either by hand, using a brush, mop, and water, or a machine with a rotating device which causes brushes to move in a circular motion, thus cleaning floor. Classified as: Laborers and truckers (9).
- Scrubbing-machine operator (O)* feeds light-weight leather which has been removed from pasting boards into washing machine equipped with two sets of stiff cylinder-shaped brushes which rub against sides of leather as they pass through machine where water is constantly flowing on it, thus washing off paste. Classified as: Other employees (7).
- Scrubbing-machine operator (S & B)* feeds newly tanned leather, suitable for soles and belts, into machine equipped with series of revolving bristle brushes which scrub and remove sediment from surface of leather as it passes through. Water is automatically sprayed ahead of brushes, thus wetting leather and assisting in removing loosened sediment. *See also* Scrubbing-wringer operator (S & B). Classified as: Bleachers (4).
- Scrubbing-wringer operator (S & B)* feeds newly tanned leather, suitable for soles and belts, into wringing machine, after it has been dipped in clear water to clean and remove sediment from it. Some machines have a spray attachment which washes leather as it is being "wring." Operator may also use a hand brush to scrub leather as it is being fed into wringing machine. (*See also* Scrubbing-machine operator (S & B). Classified as: Bleachers (4).
- Scudder, hand*, works in beam house at a rounded or oval-shaped table which slopes downward away from him. Hide or skin is placed over table and held in position by scudder who leans his body against upper end of table. Scudder uses dull edge of long double-edged beaming knife to scrape fine hair and dirt from grain side, and with sharp edge of knife trims off flesh left by fleshing machine. In some plants trims whole hide or skin. Classified as: Beamsters or scudders, hand (2).
- Scudder, machine*, throws each hide or skin over concave bed of machine, presses foot lever causing this bed to rise and to force hide or skin up against surface of a revolving cylinder unevenly set with thick dull blades which remove all fine hair and dirt from it. This is a beam-house operation. Classified as: Beamsters or scudders, machine (2).
- Scudding inspector.* (*See* Inspector, beaming or scudding.) Classified as: Other employees (2).
- Scudding-machine operator.* (*See* Scudder, machine.) Classified as: Beamsters or scudders, machine (2).
- Seasoned-leather drier (O).* (*See* Tunnel drier, leather (O).) Classified as: Driers (6).
- Seasoner, leather, hand (O)*, dips brush or other device into seasoning solution and applies it to grain side of leather. After drying, application is repeated as many times as necessary. *See also* Finisher, leather, hand (O). Classified as: Finishers or seasoners, hand (6).
- Seasoner, leather, machine (O)*, operates machine which applies by means of mechanical brushes seasoning compounds to grain side of leather as it is carried in between feed rolls. Operator may work at front of machine, feeding in leather; is responsible for proper adjustment of feeder rolls and seasoning brushes and keeps tray filled with seasoning compounds. Classified as: Finishers or seasoners, machine (6).
- Seasoning helper* performs general work around seasoning room. (*See also* Bucket carrier, for seasoning mixer. Classified as: Laborers and truckers (7).
- Seasoning inspector* examines seasoned or finished leather to make sure that it has been properly finished. Classified as: Other employees (7).
- Seasoning-machine operator (O).* (*See* Seasoner, leather, machine (O).) Classified as: Finishers or seasoners, machine (6).
- Seasoning mixer (O)* prepares liquors used in seasoning or finishing of leather, other than sole and belting or patent. Classified as: Color, fat-liquor, and seasoning mixers (6).
- Seasoning mixer (S & B)* mixes various chemicals to prepare seasoning or stuffing solutions used in finishing processes on sole and belting leather. (*See also* Dope mixer (S & B). Classified as: Other employees (7).
- Second-class carpenter* does rough carpentry repair work in and about plant. Classified as: Other employees (9).
- Second filling-wheel operator (S & B).* (*See* Filling-wheel operator (S & B).) Classified as: Extractors, temperers, and oilers (4).
- Second soaker, hides*, places hides, after they have been given a first or green fleshing, in vats of water in beam house where they remain for 24 hours for purpose of softening them. Classified as: Haulers (2).

- Second wet roller (S & B)* operates rolling machine to roll leather second time after resetting, which follows first wet rolling. *See also* Rolling-machine operator (S & B). Classified as: Rolling-machine operators (4).
- Selector, hides or skins*, does both sorting and counting of hides or skins in hide house. *See also* Sorter, hides or skins; and Counter, hides or skins. Classified as: Sorters and counters (1).
- Semifinal leather sorter (O)* sorts leather after tanning and before coloring according to grade and quality, and determines finish it will take best. Classified as: Sorters, blue and crust (6).
- Setter-out, hand (O)*, uses a dull-bladed slicker tool by hand to press against and stretch skin which is placed on a sloping worktable. Every part of skin is gone over in this manner, thus setting it out and stretching it. Only light-weight skins are set out by hand. Classified as: Setters-out, hand (6).
- Setter-out, machine (O)*, operates any one of several types of setting-out machines. *See also* Setting-out machine operator (O); Setting-out machine operator, serial table (O); and Shanking-machine operator, setting-out (O). Classified as: Setters-out, machine (6).
- Setting-out-machine operator (O)* places leather in machine, starts and stops it, and removes leather after setting. Machine is equipped with revolving cylinder covered with dull spiral blades which stretch leather, and small mangle or backer rolls which press leather up against blades of setting-out roll. Machine used for setting heavy leather differs greatly from that used for light-weight skins. Classified as: Setters-out, machine (6).
- Setting-out-machine operator (S & B)*. (*See* Setting-out machine operator (O).) Classified as: Wringing and setting-out machine operators (4).
- Setting-out-machine operator, serial table (O)*, operates a setting-out machine known as "serial table", which consists of a series of flat boards or tables which pass between setting rolls. Operator throws leather in position over top of table where it is set out as table passes between setting-out rolls. *See also* Setting-out machine operator (O). Classified as: Setters-out, machine (6).
- Shader, skins (O)*. (*See* Sorter, blue leather (O).) Classified as: Sorters, blue and crust (6).
- Shanker, hand, setting-out (O)*, uses bare hands to stretch shanks to proper length after skins are removed from setting-out machine. Classified as: Setters-out, hand (6).
- Shanking-machine operator, fleshing*, operates small fleshing machine in beam house on which shanks of skins are fleshed before skin proper is fleshed. *See also* Fleshing-machine operator, hides or skins. Classified as: Fleshing-machine operators (2).
- Shanking-machine operator, setting-out (O)*, operates a small setting-out machine which is used to reset shanks after skins go through setting-out machine. Operator feeds shanks into machine where setting-out rolls stretch and set them out. Classified as: Setters-out, machine (6).
- Shaver, hand (S & B)*. (*See* Buffer, leather, hand (S & B).) Classified as: Other employees (7).
- Shaving inspector* examines leather after shaving to determine if work has been properly done. Classified as: Other employees (7).
- Shaving-machine operator (O)* operates machine consisting of a live cylinder covered with sharp spiral knives; carefully regulates pressure on backing rolls which hold flesh side of leather up against knives of this revolving cylinder, thus shaving off surplus leather and reducing it to uniform thickness. Classified as: Shaving-machine operators (6).
- Shavings baler*. (*See* Scrap-leather baler.) Classified as: Laborers and truckers (8).
- Sheridan-press operator, leather (O)*, runs plating press named after its inventor. *See also* Plating-press operator, leather (O). Classified as: Embossing or plating-press operators (6).
- Shipper* supervises making up of orders of leather, getting out packed stock, marking and loading it for shipment, and maintains records of same. Classified as: Packers and shippers (8).
- Shipper's assistant* assists shipper, putting up leather orders and trucking them to loading platforms for shipment. Classified as: Laborers and truckers (8).
- Shipping checker*. (*See* Checker, shipments.) Classified as: Packers and shippers (8).
- Shipping clerk* supervises work of preparing orders of leather for shipments. *Sees* that orders are properly filled and shipped and assists in this work. Classified as: Other employees (8).

- Shop machinist.* (See Machinist.) Classified as: Other employees (9).
- Shoulder baler.* (See Belly baler.) Classified as: Packers and shippers (8).
- Side dyer, leather (O).* (See Colorer, leather (O).) Classified as: Colorers and fat liquorers (6).
- Side-glazing-machine operator (O)* runs a glazing machine which has a horizontal table instead of the more common type of sloping table. Operator also stands or sits at side of machine instead of at front. See also Glazing-machine operator (O). Classified as: Glazing-machine operators (6).
- Skin washer.* (See Scrubbing-machine operator (O); also Washer, skins, hand.) Classified as: Other employees (7).
- Slating-machine operator* operates machine in beam house similar to a scudding machine, except that it is of smaller size and slats are used in lieu of blades as a means of removing fine hair from hides or skins. See also Scudder, machine. Classified as: Beamsters or scudders, machine (2).
- Slicker, leather (P).* (See Dauber, leather (P).) Classified as: Daubers (5).
- Slicker, leather (S & B).* (See Sponger, leather and stuffers (4).
- Slicker, leather (S & B).* (See Sponger, leather (S & B); also Stuffer, leather (S & B).) Classified as: Spongers and stuffers (4).
- Slicker, seasoning, after machine (O).* (See Streaker-off, hand (O).) Classified as: Finishers or seasoners, hand (6).
- Slickering beamster* uses dull slickering knife to scrape dirt, etc., from hides or skins in beam house. See also Scudder, hand. Classified as: Beamsters or scudders, hand (2).
- Slickering buffer (S & B).* (See Buffer, leather, hand (S & B).) Classified as: Other employees (7).
- Smooth plater, leather (O).* (See Plating-press operator, leather (O).) Classified as: Embossing or plating-press operators (6).
- Smutter, leather (P),* uses a hand brush to sprinkle a thin dark smutting fluid over grain side of leather, after it has been japanned and embossed; then spreads this liquid with a rag, and allows it to dry. This is the first step in Spanishing of leather, a 2-tone effect. Classified as: Daubers (5).
- Smutting-room foreman, working (P),* supervises work in room where smut is applied to patent leather; prepares necessary solutions and also helps in leather smutting. Classified as: Other employees (7).
- Snipper, leather edges, hand (O).* (See Trimmer, leather, hand (O).) Classified as: Trimmers (6).
- Snuffer, leather (O),* operates buffing wheel to remove very thin layer from grain side of leather to get a smoother surface and permit a better finish. Also may use buffing device on flesh side to smooth it. Classified as: Buffing-wheel operators (6).
- Snuffer, leather (P),* operates a felted buffing wheel to buff flesh side of leather. This wheel brushes off small particles of flesh and lays all fibers in same direction; may use buffing wheel on grain side of leather to smooth and give it a better finish before patent solution is applied. Classified as: Buffing-wheel operators (5).
- Soaked-fleshing machine operator.* (See Green-fleshing machine operator.) Classified as: Fleshing-machine operators (2).
- Soaking boss, bating,* has charge of bating in beam house; also helps load and unload bating vats. May also prepare bating solution. Classified as: Other employees (2).
- Soaking-vat hauler.* (See Soaking-vat man.) Classified as: Haulers (2).
- Soaking-vat man* places in soaking vats in beam house packs of hides which have already been tied together in rope form. Hides are left in these vats for one or two days to clean and soften them and to prepare them for liming and unhairing processes. After soaking, hides are either reeled out on floor and delivered to fleshing machines for a "green" fleshing, or reeled into adjoining liming vats. Classified as: Haulers (2).
- Soaking-wheel man* loads skins into beam house vats equipped with revolving wheel or paddle which when in motion causes skins to circulate in water. They are usually soaked one or two days to soften them. After soaking skins are pulled out and later placed in lime vats. Classified as: Haulers (2).
- Softener, hides or skins.* (See Wet-milling-wheel operator.) Classified as: Other employees (2).
- Softener, leather.* (See Staker, machine (O).) Classified as: Stakers, machine (6).
- Softener, sheepskins.* (See Dry-milling-wheel operator, beam house.) Classified as: Other employees (3).

- Sorter, blue leather (O)*, sorts hides or skins in blue or wet state after tanning to determine which colors they will take best in leather finishing and also separates them into light, medium, and heavy grades. Classified as: Sorters, blue and crust (6).
- Sorter, crust leather (O)*, selects dry or crust leather according to quality and determines finish it will take best. Classified as: Sorters, blue and crust (6).
- Sorter, finished leather*, sorts finished leather in accordance with finish, grade, shade and weight, using small hand gage for thickness test. Classified as: Sorters (8).
- Sorter, hides or skins, beam house*, separates hides or skins in beam house into groups depending on weight or thickness and possible finish; for example, light, medium, and heavy, and whether they are suitable for upper leather, patent leather, soles, etc. Classified as: Other employees (2).
- Sorter, hides or skins, hide house*, sorts and grades hides or skins in hide house in accordance with size, weight, and thickness. Quality can be determined only at a later stage when hair has been removed and they have been partly finished. In some establishments sorter also counts hides or skins and makes up packs for beam house. Classified as: Sorters and counters (1).
- Sorter, leather (S & B)*, sorts and grades sides of leather to determine which shall be finished into sole and which into belt leather. Classified as: Other employees (7).
- Sorter, leather, before buffing (O)*, sorts leather in buffing room according to grade, before it is buffed. Classified as: Sorters, blue and crust (6).
- Sorter, leather, for patent finish*, selects crust leather according to grade and quality and picks out sides which are best suited for patent-leather finish. Classified as: Sorters, blue and crust (6).
- Sorter, leather, for russet finish (O)*, selects dry or crust leather, according to its quality and fitness for russet finish. Classified as: Sorters, blue and crust (6).
- Sorter, leather, for staker (O)*, sorts dry or crust leather for stakers, to determine degree of softness. Classified as: Sorters, blue and crust (6).
- Sorter, leather, quality*, separates various kinds of leather into grades depending on quality. Classified as: Sorters (8).
- Sorter, leather, thickness*, separates various kinds of leather according to thickness, using small hand gage to sort it. Classified as: Sorters (8).
- Sorter, leather, weight.* (See Hefter, sorting.) Classified as: Sorters (8).
- Sorter, rawhides.* (See Sorter, hides or skins, hide house.) Classified as: Sorters and counters (1).
- Sorter, rough leather (O).* (See Sorter, crust leather (O).) Classified as: Sorters, blue and crust (6).
- Sorter, sides*, separates sides in beam house into grades of light, medium, and heavy, to determine whether they are suitable for patent leather, uppers, soles, etc. Classified as: Other employees (2).
- Sorter, splits, crust leather (O).* (See Split sorter, crust leather (O).) Classified as: Sorters, blue and crust (6).
- Sorter, splits, finished leather.* (See Split sorter, finished leather.) Classified as: Sorters (8).
- Sorter, upper leather.* (See Upper-leather sorter.) Classified as: Sorters (8).
- Sorter's helper, leather*, handles leather for various sorters, delivering it to them and taking it away after sorting. Classified as: Laborers and truckers (8).
- Sorting foreman, hides or skins, working*, supervises work of sorting hides or skins in beam house, and also performs some productive work. Classified as: Other employees (2).
- Sorting foreman, leather, working*, supervises work of blue-leather sorting. Also helps in this sorting which determines what color leather will best take. Classified as: Other employees (7).
- Sour-process dipper (S & B)* takes sides of sole and belt leather after they have been oiled and dried, and dips them into vat containing a heated solution of sugar and salt (sour dip), then piles them away where they are allowed to stand for a short time before next process. Sour dipping softens leather and restores its color. Classified as: Extractors, temperers, and oilers (4).
- Sour-process dipper's helper (S & B)* assists sour dipper place sides of leather in sour-dip vat and remove them after this process. Also trucks leather to and from vat. Classified as: Laborers and truckers (7).
- Spanish-finish foreman, working (P)*, supervises work of Spanish finishing of patent leather; prepares solvents and also performs some productive work. Classified as: Other employees (7).

- Spanish finisher (P)* applies solvent with brush by hand to surface of smutted embossed leather after smutting fluid has dried. Then with a rag rubs off smut from high spots of embossed leather, thus giving it a 2-tone effect, high spots being lighter colored than lower spots. Classified as: Daubers (5).
- Spencer graining-machine operator, leather (O)*, runs leather-graining machine known as the "Spencer", after its inventor. See also Grainer, leather, machine (O). Classified as: Boarders or grainers, machine (6).
- Split inspector* examines split leather to determine finish it will take best. Classified as: Other employees (7).
- Split seamer, hand (O)*, hand seasons splits. See also Finisher, leather, hand (O); also Mosser, split leather (O). Classified as: Finishers or seasoners, hand (6).
- Split sorter, crust leather (O)*, separates crust-leather splits into grades according to size and weight. Classified as: Sorters, blue and crust (6).
- Split sorter, finished leather*, sorts finished split leather according to grade and weight. Classified as: Sorters (8).
- Split trimmer, blue (O)*, trims splits in blue or wet state. See also Trimmer, leather, hand (O). Classified as: Trimmers (6).
- Splitter, hides into sides*, throws hide over special "horse" or frame and lines up back or spine of hide with rail at top of this horse. A groove along length of rail serves as guide for splitter's knife, which is used by hand in cutting hide into two sides. Splitting of hides may be done in hide house, beam house, or finally in tan house. Classified as: Other employees (2).
- Splitter, hides, out of lime.* (See Splitting-machine operator, hides.) Classified as: Splitting-machine operators (2).
- Splitter, hides, thickness.* (See Splitting-machine operator, hides.) Classified as: Splitting-machine operators (2).
- Splitter, leather, thickness.* (See Splitting-machine operator, leather (O); also Splitter, leather, Union machine (O).) Classified as: Splitting-machine operators (6).
- Splitter, leather, Union machine (O)*, operates old-type leather-splitting machine known as "Union", which can be adjusted to make very thin splits. Operator places skin, flesh side over knife, and clamps it in place with block device. That part of skin ahead of the knife is then rolled around revolving shaft. As forepart of skin winds around this shaft, it pulls remainder of skin over knife which splits to desired thickness that portion of skin back of the knife. The entire skin is gone over in this manner. It is a slow and costly method and generally used only on high-grade leather. Classified as: Splitting-machine operators (6).
- Splitting foreman, hides, working*, supervises work of splitting hides or skins in beam house, when they are split "out of lime." May help adjust and operate machine and checks up on thickness of splits. Classified as: Other employees (2).
- Splitting foreman, leather, working*, supervises work in leather-splitting room and also examines splits and may help on machines. Classified as: Other employees (7).
- Splitting-machine adjuster* adjusts knives of splitting machines for operation by others. Also repairs these machines. Classified as: Machine fixers (9).
- Splitting-machine feeder, hides*, spreads hides or skins out evenly in beam house and feeds them into splitting machine where rollers arranged similar to laundry wringer carry them to long band splitting knife operating near these rollers. Classified as: Machine helpers (2).
- Splitting-machine feeder, leather (O)*, stands at front of machine, lays leather out evenly on table and makes sure that it is feeding into rolls properly. Classified as: Machine helpers (6).
- Splitting-machine operator, hides*, works at back of machine which splits hides into two thicknesses, grain side and flesh side; receives these split parts of hide as they come out and piles them on trucks, or helper may do this work. Splitter examines thickness of hides and is responsible for proper adjustment of machine at all times. In beam house this work is known as splitting "out of lime." Machine consists of rollers which carry hides through in a similar manner to a laundry wringer, with a belt-like knife rotating parallel to and just ahead of these rollers. Classified as: Splitting-machine operators (2).
- Splitting-machine operator, leather (O)*, works at back of machine, adjusting it and checking up on thickness of leather splits, using a micrometer to gage thickness of various splits. First layer is usually extremely thin and is called a "buff", second, third and fourth layers are called "splits" (number

varies with thickness of splits and thickness of hides); and final layer is called a "slab." Leather is fed by helper into front of machine, where a long belt knife revolving horizontally splits it to desired thickness. Operation is repeated until desired number of layers have been split or cut. Is assisted by helpers who feed leather into machine and take away splits. Classified as: Splitting-machine operators (6).

*Splitting-machine operator, leather (S & B)*, runs belt-knife splitting machine to shave off a thin layer from flesh side of sole and belting leather to reduce it to uniform thickness. See also Splitting-machine operator, leather (O). Classified as: Other employees (7).

*Splitting-machine operator's helper, leather (O)*. (See Splitting-machine feeder leather (O); also Splitting-machine puller, leather (O).) Classified as: Machine helpers (6).

*Splitting-machine puller, leather (O)*, stands at rear of splitting machine, catches leather as it comes out after being split and piles "grain cuts" (hair sides) and "splits" (flesh sides) in separate piles. Classified as: Machine helpers (6).

*Splitting straw boss, leather, working*, works under supervision of leather-splitting foreman, adjusts splitting machines, and may also operate machine if necessary. Classified as: Other employees (7).

*Sponger, leather (S & B)*, uses sponge by hand to apply an oil-fat solution to grain side of pieces of sole or belt leather to prevent it from cracking when it dries or in rolling or setting-out operations. Classified as: Spongers and stuffers (4).

*Sponger's helper, leather (S & B)*, uses truck to deliver crops, bends, bellies, shoulders, etc., to spongers and takes them away after sponging. Classified as: Laborers and truckers (7).

*Spotter, white hair*. (See White-hair recoverer.) Classified as: Beamsters or scudders, hand (2).

*Spray-gun leather oiler (S & B)*. (See Sprayer, leather, before rolling (S & B).) Classified as: Spongers and stuffers (4).

*Sprayer, dope (P)*. (See Doper, leather (P).) Classified as: Daubers (5).

*Sprayer, final coat, (P)*. (See Final-coat sprayer, (P).) Classified as: Daubers (5).

*Sprayer, leather, after rolling (S & B)*, uses spray gun to apply a specially prepared compound to sides or other pieces of leather after rolling, which gives them a uniform color and when brushed a special finish or luster. Classified as: Spongers and stuffers (4).

*Sprayer, leather, before rolling (S & B)*, uses spray gun to apply an oil-fat preparation to grain side of sole or belt leather to prevent it from cracking in drier or in rolling operation. See also Sponger, leather (S & B). Classified as: Spongers and stuffers (4).

*Sprayer, seasoning (O)*, uses spray gun to spray seasoning or finishing compounds to grain side of leather. Is assisted by helper who hangs up leather and takes it down after spraying. Classified as: Finishers or seasoners, machine (6).

*Spraying foreman, working*, supervises work in leather-spraying room, inspects finished work and may also do some productive work. Classified as: Other employees (7).

*Spreader, hides*. (See Toggler, hides.) Classified as: Laborers and truckers (2).

*Staker, hand (O)*, pulls leather under pressure over dull knife or blade of a short knee-high staking post to stretch and soften it. Both hands and one knee are used in this method, which is known as "knee-staking." It is an old-fashioned method of staking light leather. Classified as: Stakers, hand (6).

*Staker, machine (O)*, operates staking machine used to stretch and soften fibers of leather in one of finishing processes. Leather is generally staked wet, after it has been dipped and covered with sawdust, then dried, and finally dry-staked. Dry-staking is sometimes known as "perching." See also Belly staker (O); and Clamp staker (O). Classified as: Stakers, machine (6).

*Staking foreman, working*, supervises work of stakers, inspects their work for accuracy, and also performs some productive duties. Classified as: Other employees (7).

*Staking-machine repairer* keeps staking machines in proper running order and does any needed repair work on them. Classified as: Machine fixers (9).

*Stamper, hides or skins, beam house*. (See Stamper, hides or skins, hide house.) Classified as: Other employees (2).

*Stamper, hides or skins, hide house*, uses punching or stamping device to make impressions of lot number on each hide or skin. These numbers serve to identify them in all processes throughout plant. This stamping may be done in hide house, beam house, or tan house, depending on arrangement of plant. Classified as: Other employees (1).

- Stamper, hides or skins, tan house.** (See Stamper, hides or skins, hide house.) Classified as: Other employees (3).
- Stamper, leather finishing,** uses small stamping machine in finishing department similar to that used on hides to make impressions of new lot number on special groups or grades of leather. These numbers serve to identify them in future finishing processes. Classified as: Other employees (7).
- Steam-room drier (O).** (See Dry-loft man (O).) Classified as: Driers (6).
- Stenciler, shipments,** uses ink pot, brush, and stencil cut-out forms to print on each case or bundle of leather for shipment the name and address of shipper as well as to whom consigned. Classified as: Other employees (8).
- Still-lime-vat hauler,** after preliminary liming and washing in beam house, places sides in still-vat containing a sulphide solution which dissolves hair, thus making use of an unhairing machine unnecessary. The term "still-vat" means that there are no wheels or paddles to agitate solution. Classified as: Haulers (2).
- Still operator, kerosene reclaiming,** regulates temperature and supply valves of still in beam house used for reclaiming kerosene from degreasing fluid, and by means of other valves diverts product of distillation to proper containers. Classified as: Other employees (2).
- Still-water soaker** places hides or skins into still-water vats of beam house, so named because there are no paddles or revolving wheels to agitate water which softens them. Classified as: Haulers (2).
- Stitcher, leather repairing,** operates sewing machine to stitch patches over small holes in light-weight leather before patent finish is applied to it. Also sews small pieces of leather together to make larger piece. Classified as: Other employees (7).
- Stock clerk, leather,** supervises work of piling leather in various racks according to grade, finish, etc., maintains record of quantity on hand and that drawn from stock to fill orders. Classified as: Other employees (8).
- Stock setting-out machine operator (S & B).** (See Setting-out-machine operator (S & B).) Classified as: Wringing and setting-out-machine operators (4).
- Stocker, rocker vats.** (See Rocker-yard vat man.) Classified as: Haulers (3).
- Stone-jack operator, leather rolling (O),** places leather on sloping table of machine, grain side up, holds it in place while it is being rolled and shifts it over table while arm of stone jack is traveling forward. On backward movement of arm, cylinder at end of traveling arm is brought to bear on leather, ironing out wrinkles. Entire piece of leather is ironed in this manner. Generally only shoulders are ironed first on jack, then entire piece of leather is rolled on a large flat-bed rolling machine. Classified as: Rolling-machine operators (6).
- Stoner, leather (P).** (See Pumicer, leather (P).) Classified as: Pumicers (5).
- Storekeeper, supplies,** checks incoming stocks of supplies, stores them and later issues them on orders from various departments; also maintains records of their distribution. Classified as: Other employees (9).
- Straw boss, working,** supervises work of common laborers and works with them as a leader. Classified as: Other employees (9).
- Straker-off, hand (O),** uses flat or swab to spread out seasoning compound which was applied unevenly to grain side of leather by roll or brush of seasoning or finishing machine. Classified as: Finishers or seasoners, hand (6).
- Stretcher, belting leather (S & B),** clamps wet sides of leather down onto adjustable metallic frame, using large wrenches to draw clamps up tightly. When sides are securely clamped down, frame is lengthened mechanically thus stretching out sides to proper length. After leather is dried on frames, stretcher releases clamps and removes it. Classified as: Other employees (7).
- Stretcher, leather (O).** (See Toggler, leather (O); Tacker, leather, boards (O); also Paster, leather stretching (O).) Classified as: Tackers, togglers, and pasters (6).
- Stretching-frame pusher** pushes stretcher frames to drying room and after stretched leather has dried on frames, pushes them back to stretching room. Classified as: Laborers and truckers (7).
- Striker-out, hand (O).** (See Setter-out, hand (O).) Classified as: Setters-out, hand (6).
- Striker-out, machine (O).** (See Setter-out, machine (O).) Classified as: Setters-out, machine (6).
- Stringer, hides.** (See Toggler, hides.) Classified as: Laborers and truckers (2).
- Stripper, bark.** (See Bark stripper.) Classified as: Laborers and truckers (3).

- Stripper, leather (O)*, removes dried stretched leather from stretching or tacking boards and toggling frames or from pasting boards, removing toggle clamps and pulling tacks when necessary. Classified as: Tackers, togglers, and pasters (6).
- Stripper, leather (P)*, removes tacks and toggle strings from finished patent leather and strips it from toggling frames. Classified as: Toggling and tackers (5).
- Stuffer, leather (O)*. (See Fat liquorer, leather (O).) Classified as: Colorers and fat liquorers (6).
- Stuffer, leather (S & B)*, uses hand brush or sponge to apply a stuffing or filling solution to grain side of sole leather for building up a hard finish. Classified as: Spongers and stuffers (4).
- Stuffing mixer (S & B)*. (See Dope mixer (S & B).) Classified as: Other employees (7).
- Stuffing-wheel operator* loads leather into rotating wheel containing oil solution used to "stuff" or oil it, starts and stops machine, and unloads it after process. This extra oiling of finished leather is done only on some special lots of side upper leather. Classified as: Other employees (7).
- Sueding-wheel operator, leather buffing (O)*. (See Plusher, leather buffing (O).) Classified as: Buffing-wheel operators (6).
- Sulphide-solution maker* uses formula to arrive at correct proportions of various chemicals in preparation of sulphide solution used in vats in beam house to loosen hair on hides or skins and may place it into proper wheels or vats. Classified as: Other employees (2).
- Sulphide-tanks foreman, working*, supervises work about sulphide tanks in beam house and is responsible for specific gravity of liquor in tanks. Also performs some productive work. Classified as: Other employees (2).
- Sumac-tanning wheelman* operates tanning wheel in which a "sumac" tanning solution is used. See also Tanning-wheel man. Classified as: Haulers (3).
- Swabber, seasoning, after machine (O)*. (See Streaker-off, hand (O).) Classified as: Finishers or seasoners, hand (6).
- Sweeper* uses brush or broom to gather up waste and dirt from floors of plant, and places it in receptacle for removal. Classified as: Laborers and truckers (9).
- Table hand, backing, oiling-off machine (O)*. (See Backer, oiling-off machine (O).) Classified as: Machine helpers (6).
- Tack cleaner, after stripping*. (See Tack sweeper, after stripping.) Classified as: Laborers and truckers (7).
- Tack picker, after stripping*, picks up tacks after leather stripping. See also Tack sweeper, after stripping. Classified as: Laborers and truckers (7).
- Tack sweeper, after stripping*, uses broom or brush to sweep up tacks from floor of room in which stretched leather skins were stripped from tacking or stretching boards. Classified as: Laborers and truckers (7).
- Tacker, leather, boards (O)*, places wet leather on large stretching or tacking board, using special pliers to stretch it out to proper size and tacks edges down to hold it in place. These boards are set aside for leather to dry in this stretched condition. Classified as: Tackers, togglers, and pasters (6).
- Tacker, leather, toggle frames (P)*, uses hammer and tacks to fasten light leather to toggle frames. See also Toggler, leather (P). Classified as: Toggling and tackers (5).
- Tacking foreman, leather, working*, supervises tacking of leather to stretching frames, inspects work of tackers and may also do some productive work. Classified as: Other employees (7).
- Tacking-frame repairer* repairs broken or defective tacking frames and may build new ones as needed. Classified as: Other employees (7).
- Taker, leather from buffers*, uses truck to convey leather away from buffing wheels, after this operation. See also Floorman, general, finishing. Classified as: Laborers and truckers (7).
- Taker, leather, from oil wheels*. (See Floorman, general, finishing.) Classified as: Laborers and truckers (7).
- Taker-down, leather drying (S & B)*. (See Dry-loft man (S & V).) Classified as: Dry-loft men (4).
- Taker-off, leather, spraying booth (O)*. (See Placer, leather, spraying booth (O).) Classified as: Machine helpers (6).
- Taker-out, rocker vats*, removes hides, skins, or splits from rocker-vat frames after first tanning. May also hang others on these frames for tanning. See also Rocker-yard-vat man. Classified as: Haulers (3).

- Tan-fleshing-machine operator* puts hides or skins through fleshing machine in beam house for final fleshing after chrome tanning. *See also* Fleshing-machine operator, hides or skins. Classified as: Fleshing-machine operators (2).
- Tan-yard man.* (*See* Yard man.) Classified as: Laborers and truckers (9).
- Tanning-drum tender.* (*See* Tanning-wheel man.) Classified as: Haulers (3).
- Tanning foreman, working,* supervises all tanning operations and preparation of tanning liquors. Classified as: Other employees (3).
- Tanning-paddle-wheel tender.* (*See* Tanning-wheel man.) Classified as: Haulers (3).
- Tanning-vat hauler.* (*See* Tumbling-vat hauler.) Classified as: Haulers (3).
- Tanning-wheel man* loads light weight hides or skins into vats having an overhead paddle wheel or into large revolving wheels or drums; sets paddle wheel or drum in motion and, after hides or skins have been sufficiently tanned, stops machine and removes them. Hides or skins are then opened up and placed on "horses" or stools. Classified as: Haulers (3).
- Teamster* drives team of horses or mules to haul materials or product about yard of plant. Classified as: Other employees (9).
- Teamster's helper* assists teamster in loading and unloading materials or product in yard of plant. Classified as: Laborers and truckers (9).
- Temperer, vats (S & B),* lays away heavy sole or belt leather into vats containing tannic acid solution and leaves it there for 10 or 12 days. This is final tanning operation intended to set tan in leather. After tempering, pulls it out and piles it on trucks for setting-out machines. May use crane or other device to lower packs into vats and to hoist them out after tempering. Classified as: Extractors, temperers, and oilers (4).
- Thrower down, packs.* (*See* Lay-away yard vat man.) Classified as: Haulers (3).
- Tier, heavy stock, for shipment.* (*See* Bundler, shipments.) Classified as: Packers and shippers (8).
- Tier, light stock, for shipment.* (*See* Bundler, shipments.) Classified as: Packers and shippers (8).
- Tier-down, toggles, hides.* (*See* Toggler, hides.) Classified as: Laborers and truckers (2).
- Tier-in, toggles, hides.* (*See* Toggler, hides.) Classified as: Laborers and truckers (2).
- Toggle cutter.* (*See* Cutter, toggles.) Classified as: Laborers and truckers (2).
- Toggler, hides,* punches small holes in corners of hides in beam house and uses small pieces of rope or metal clamps to fasten them together end to end in rope form to facilitate their transfer from one soaking vat to another. *See also* Pinner, hides. Classified as: Laborers and truckers (2).
- Toggler, leather (O),* spreads out wet leather on large metal frame or screen covered with heavy wire, using special clamps for securing edges of leather to screen after it has been stretched. These frames are set aside for leather to dry in this stretched condition. Classified as: Tackers, togglers, and pasters (6).
- Toggler, leather (P),* ties strings or toggles to edges of leather skins which are to be finished into patent leather and uses hammer and tacks to fasten strings to top and bottom of special wooden frame, while side edges are tied or otherwise secured to sides of frame. In this stretched condition leather is doped, baked, and finished into patent leather. Classified as: Toggler and tackers (5).
- Topper, leather (O),* dips rag in a finishing fluid, then passes it over grain side of embossed leather, just touching high spots, thus giving leather a two-tone effect, lower spots being of a different color than higher spots, which have been "topped". Classified as: Finishers or seasoners, hand (6).
- Tractor operator* operates tractor used in hauling leather about shipping department. Classified as: Other employees (8).
- Traudt automatic shaver, leather (O),* operates shaving machine known as a "Traudt" which automatically regulates pressure of backing rolls so as to shave sides or other pieces of leather to uniform thickness. *See also* Shaving-machine operator (O). Classified as: Shaving-machine operators (6).
- Tray colorman, leather (O),* dips leather by hand into coloring solution and hangs it on "horses" or stool. Classified as: Colorers and fat liquorers (6).
- Trimmer, hides or skins,* uses hand knife to trim ragged edges from hides or skins and to remove ears, tail, etc. In some plants also splits hide into sides. Trimming may be done either in hide house or in beam house. Classified as: Trimmers (2).

- Trimmer, hides, sides*, places hide sides on worktable in beam house after they have been through fleshing machine and uses hand knife to trim ragged edges and pieces of loose flesh from them. Classified as: Trimmers (2).
- Trimmer, kid skins*. (See *Trimmer, hides or skins*.) Classified as: Trimmers (2).
- Trimmer, leather, hand (O)*, uses hand knife or scissors to trim ragged edges from finished leather after it has been stripped from toggle or tacking boards. This work may also be done by machine. Classified as: Trimmers (6).
- Trimmer, leather, hand (P)*, uses hand knife or scissors to trim off narrow strip from edges of patent leather which were marked by toggle clamps and tacks, after it has been removed from frames. Classified as: Trimmers (5).
- Trimmer, leather, machine (O)*, holds edge of leather up against a small blade of machine which has a rapid up-and-down movement, thus cutting off ragged edges. Machine trimming does much neater work than hand trimming with scissors. Classified as: Trimmers (6).
- Truck driver* operates power truck to haul materials or product about yard of plant. Classified as: Other employees (9).
- Trucker, beam house*, uses hand or power truck to convey hides or skins to and from vats or machines in beam house or to some other department of plant. Classified as: Laborers and truckers (2).
- Trucker, finishing, all leather*, uses hand or power truck to convey all kinds of leather to and from various workers in finishing department and after finishing may truck it to sorting and shipping department. Classified as: Laborers and truckers (7).
- Trucker, hide house*, uses hand or power truck to carry hides or skins from one part of hide house to another or to some other department of plant. Classified as: Laborers and truckers (1).
- Truckers, maintenance*, uses hand or power truck to convey repair materials, machine parts, etc., wherever needed about plant. Classified as: Laborers and truckers (9).
- Trucker, sorting and shipping*, uses hand or power truck to convey leather from stock or sorting room to shipping department. Classified as: Laborers and truckers (8).
- Trucker, tan house*, uses hand or power truck to convey hides or skins to and from various vats or machines in tan house, or to some other department of plant. Classified as: Laborers and truckers (3).
- Tumbling-vat hauler* loads hides or skins into tanning mill or wheel vats; removes them after tanning; opens them up and places them on a "horse" or stool. Classified as: Haulers (3).
- Tumbling-vat haulers' helper* assists tumbling-vat hauler load and unload tanning vats. Classified as: Laborers and truckers (3).
- Tunnel drier, hair*. (See *Hair-drier tender*.) Classified as: Laborers and truckers (2).
- Tunnel drier, leather (O)*, loads pieces of leather at various stages of finishing on conveyor of drier and removes them when dry. See also *Tunnel drier, leather (S & B)*. Classified as: Driers (6).
- Tunnel drier, leather (S & B)*, hangs pieces of leather at various stages of finishing on hooks of conveyor or across its bars, where it is carried through long drying tunnel. It is loaded at one end and when it is dry it is removed from other end of drier by another worker. Classified as: Dry-loft men (4).
- Turner leather-embossing machine operator (O)* operates a leather-embossing machine named "Turner" after its inventor. See also *Embossing-press operator leather (O)*. Classified as: Embossing or plating-press operators (6).
- Turner setting-out machine operator (O)* operates a setting-out machine known as a "Turner". See also *Setting-out machine operator (O)*. Classified as: Setters-out, machine (6).
- Unhairing inspector* examines hides or skins in beam house after unhairing to determine whether all hair has been removed. Those not fully unhaired are turned over to hand beamsters who use a scraper to remove these remaining hairs. Classified as: Other employees (2).
- Unhairing-machine operator* feeds hide or skin into machine where rubber covered rolls carry it through and uses a foot pedal to force hair or grain side of hide or skin against spiral knives or blades, thus removing hair which had been loosened in a previous beam-house liming process. Only one half of a hide or skin is unhaired at one time. Operator turns it around on backer rolls before other half can be unhaired. Classified as: Unhairing-machine operators (2).
- Union machine splitter, leather (O)*. (See *Splitter, leather, Union machine (O)*.) Classified as: Splitting-machine operators (6).

- Unloader, hides or skins*, unloads hides or skins from cars, weighs them, and stores them in cellars or coolers of hide house. Classified as: Laborers and truckers (1).
- Unloader, leather, smokehouse.* (See Loader, leather, smokehouse.) Classified as: Laborers and truckers (7).
- Unloading foreman, working.* (See Working foreman, hide house.) Classified as: Other employees (1).
- Upper-leather sorter* sorts upper leather for grade, weight, and kind of finish. Classified as: Sorters (8).
- Utility man, beam house*, is a general all-round worker who fills in for absent workmen wherever needed on machines or about the floor of beam house. Classified as: Other employees (2).
- Utility man, coloring*, serves as handy man in coloring department, assisting foreman, helping around coloring vats, and filling in for absent workers. Classified as: Other employees (7).
- Utility man, finishing*, does general work about finishing department, assisting foreman and filling in for absent workers. Classified as: Other employees (7).
- Utility man, maintenance*, does general maintenance or repair work about plant and may fill in on various jobs when workers are absent. Classified as: Other employees (9).
- Utility man, shipping*, does general work about shipping department. Is capable of sorting, packing, and performing any of shipping-department operations. Classified as: Packers and shippers (8).
- Utility man, tan house*, is a general all-round worker who fills in for absent workmen wherever needed on machines or about the floor of tan house. Classified as: Other employees (3).
- Varnisher (P)* uses hand brush to apply varnish to grain side of finished leather to give it a hard finish. Classified as: Daubers (5).
- Vat cleaner.* (See Washer, tanning mill.) Classified as: Laborers and truckers (3).
- Vat tender, limes.* (See Lime-vat hauler.) Classified as: Haulers (2).
- Vaughn setting-out-machine operator (O)* operates a setting-out machine known as a "Vaughn." See also Setting-out-machine operator (O). Classified as: Setters-out machine (6).
- Warm-water-pool hauler* places hides in vats of warm water in beam house after liming to remove lime and removes them when process is completed. Classified as: Haulers (2).
- Wash-box leader (S & B)* supervises work of washing or pouring of sole or belting leather after rolling. Also works with pourers. Classified as: Other employees (7).
- Wash-box man, leather (S & B).* (See Dipper, leather, after rolling (S & B).) Classified as: Spongers and stuffers (4).
- Washer, hides, beam house.* (See Washing-wheel operator, hide house.) Classified as: Laborers and truckers (2).
- Washer, hides, hide house.* (See Washing-wheel operator, hide house.) Classified as: Laborers and truckers (1).
- Washer, hides, for bating*, operates washing wheel in beam house in which hides or skins are placed after liming, fleshing, and unhairing to remove lime and other impurities and to prepare them for bating pools. See also Washing-wheel operator, hide house. Classified as: Laborers and truckers (2).
- Washer, hides, overhead wheel, beam house.* (See Washing-wheel operator, hide house.) Classified as: Laborers and truckers (2).
- Washer, leather (S & B).* (See Leather washer, before rolling (S & B); also Leather washer, after rolling (S & B).) Classified as: Spongers and stuffers (4).
- Washer, pasting boards.* (See Pasting-board washer.) Classified as: Laborers and truckers (7).
- Washer, skins, hand*, uses brush by hand to wash tanned skins with water and thus remove paste from them after they have been stripped from pasting boards. Classified as: Other employees (7).
- Washer, skins, machine.* (See Scrubbing-machine operator (O).) Classified as: Other employees (7).
- Washer, spray-booth screens*, uses brush or rag with water to remove seasoning or finishing compounds from spray-booth screens on which tanned skins were placed while being sprayed. Classified as: Laborers and truckers (7).
- Washer, tanning mill*, uses brush and hose to wash and clean tanning wheels, drums, or vats, after tanning operations. Classified as: Laborers and truckers (3).

- Washer tender, hair.* (See Hair-washer tender.) Classified as: Laborers and truckers (2).
- Washing-mill operator, beam house.* (See Washing-wheel operator, hide house.) Classified as: Laborers and truckers (2).
- Washing-wheel foreman, working,* has charge of washing wheels in beam house in which green hides are washed before soaking. Helps load and unload wheels and handle packs on floor. Classified as: Other employees (2).
- Washing-wheel operator, beam house.* (See Washing-wheel operator, hide house.) Classified as: Laborers and truckers (2).
- Washing-wheel operator, hide house,* operates large revolving wash wheel or drum in which water is used to remove dirt and other impurities from hides or skins in hide or beam house. Operator loads hides or skins into wheel, starts and stops it, and after washing dumps load on floor, picks hides or skins up and places them on trucks. Similar machines are also used after liming, unhairing, and fleshing. Alcohol is used instead of water in some wash wheels to soften grease and facilitate degreasing. Classified as: Laborers and truckers (1).
- Waste-disposal foreman, working,* supervises work of laborers who dispose of waste in and about plant. Also works with them. Classified as: Other employees (9).
- Waste-rope sorter.* (See Salvager, waste rope.) Classified as: Other employees (9).
- Water softener* puts water through a machine which mixes it with special chemicals to soften and make it suitable for tanning. Classified as: Other employees (3).
- Waterproofer, leather (O),* uses sponge to apply waterproofing solution to grain side of leather. See also Stuffing-wheel operator. Classified as: Other employees (7).
- Waterproofer, leather (S & B),* applies with a brush with a hand a waterproofing solution to grain side of sole leather. Classified as: Spongers and stuffers (4).
- Weigher, blue sorted leather,* weighs blue sorted leather into quantities known as "wheels." Up to this stage hides and skins have been handled in quantities known as "packs". Wheel-like packs vary in number of pieces, depending on amount of finished leather desired. Wheels remain intact till they reach bottoming or russet room, where they are sorted and started on through finishing department. Classified as: Other employees (7).
- Weigher, hides or skins, beam house.* (See Scale man, beam house.) Classified as: Other employees (2).
- Weigher, hides or skins, hide house.* (See Hide weigher; also Pack weigher, hides.) Classified as: Other employees (1).
- Weigher, hides or skins, tan house,* weighs packs or lots of hides or skins before tanning and maintains a record of each lot weight. Classified as: Other employees (3).
- Weigher, shaved leather (S & B).* (See Weigher, sides, for coloring (S & B).) Classified as: Other employees (7).
- Weigher, sides, for coloring (S & B),* weighs shaved sides of leather to determine amount of coloring liquor necessary to color them. Classified as: Other employees (7).
- Weight sorter, black and colored leather.* (See Hefter, sorting.) Classified as: Sorters (8).
- Welder* uses acetylene torch or electric arc to weld parts together or to mend broken parts of machines. Classified as: Other employees (9).
- Wet-milling-wheel operator* loads wet hides or skins into large revolving wheel or drum of beam house and operates it for short period of time, thus softening and drying them. After milling, removes hides or skins and piles them on trucks. Classified as: Other employees (2).
- Wet roller, leather (S & B).* (See First wet roller (S & B); also Second wet roller (S & B).) Classified as: Rolling-machine operators (4).
- Wet trimmer, hides or skins.* (See Lime trimmer, hides or skins.) Classified as: Trimmers (2).
- Wet wheeler, emery grinding, beam house,* uses rough emery wheel to grind hides or skins while wet to remove unevenness from flesh side. This work, which is performed in either beam house or tan house, is a preliminary step in preparing suede leather. Classified as: Other employees (2).
- Wet wheeler, emery grinding, tan house,* may perform work in either beam house or tan house. See also Wet wheeler, emery grinding, beam house. Classified as: Other employees (3).
- Wet wheeler, leather, buffing (O).* (See Buffing-wheel operator (O); also Plusher, leather buffing (O).) Classified as: Buffing-wheel operators (6).

- Wet-wheeling foreman, working*, supervises work of emery-wheel grinding of uneven parts from flesh side of wet hides or skins in beam house; also does some productive work. Classified as: Other employees (2).
- Wet-wheeling inspector* examines hides or skins after wet wheeling in beam house to determine whether work of grinding uneven parts from flesh side of them has been properly done. Classified as: Other employees (2).
- Wetter-down, leather, for rolling (S & B)*. (See Dampener, leather, for rolling (S & B).) Classified as: Spongers and stuffers (4).
- Wetter-down, leather, for sawduster (O)*. (See Dampener, leather, for sawduster (O).) Classified as: Dampeners or sawdusters (6).
- Wheel-finishing inspector* examines leather after it has been finished on buffing wheels to determine if buffing has been properly done. Classified as: Other employees (7).
- Wheel repairer*. (See Paddle-wheel repairer.) Classified as: Other employees (9).
- Wheeler, fleshings*. (See Hauler, fleshings.) Classified as: Laborers and truckers (2).
- Wheeler, hides*. (See Green-stock handler; also Trucker, beam house.) Classified as: Laborers and truckers (2).
- Wheeler, leather buffing (O)*. (See Buffing-wheel operator (O).) Classified as: Buffing-wheel operators (6).
- Wheeler, wet hides or skins*. (See Wet wheeler, emery grinding, beam house.) Classified as: Other employees (2).
- Wheel man, leather*. (See Colorer, leather (O); also Fat liquorer, leather (O).) Classified as: Colorers and fat liquorers (6).
- White-hair recoverer* places hide or skin over beaming table, hair or grain side up, and uses small hand scraper to remove and salvage patches of white hair before hides or skins are sent to unhairing machine. White hair is removed separately because of higher selling price than mixed or colored hair. Classified as: Beamsters or scudders, hand (2).
- White-kid buffer (O)*. (See Buffing-wheel operator (O).) Classified as: Buffing-wheel operator (6).
- White-seasoning mixer (O)* prepares liquors used in seasoning or finishing white kid leather. Classified as: Color, fat-liquor, and seasoning mixers (6).
- White-skin-seasoning operator (O)* takes skins which are to be finished in white and applies seasoning preparation and then completely finishes them. See also Finisher, leather, machine (O). Classified as: Finishers or seasoners, machine (6).
- White-tanning-wheel man* operates tanning wheel in which an elm-tanning solution is used to tan hides or skins which are to be finished in the "white". See also Tanning wheel man. Classified as: Haulers (3).
- Whitener, hand (O)*, uses hand knife to shave off thin portion from grain side of spotty-finished light-weight leather. Classified as: Other employees (7).
- Whitener, hand (S & B)*, uses small shaving knife to trim off minor imperfections from grain side of sole and belting leather. Classified as: Other employees (7).
- Whitening-machine operator (S & B)* operates belt-splitting machine to split a thin layer from flesh side of sole and belting leather. See also Splitting-machine operator, leather (S & B). Classified as: Other employees (7).
- Wiper, leather (S & B)*, uses a rag by hand to wipe off side of leather after washing compound has dried. Classified as: Spongers and stuffers (4).
- Wiper, patent leather*, uses cloth to remove dust from surface of patent leather after sun drying. Classified as: Laborers and truckers (7).
- Wizard drying-machine operator* runs centrifugal drying machine in which leather is placed to expel water and excess coloring liquor. See also Hair whizzer. Classified as: Other employees (7).
- Woburn setting-out machine operator (O)* operates a setting-out machine known as a "Woburn". See also Setting-out machine operator (O). Classified as: Setters-out, machine (6).
- Wood grinder*. (See Bark grinder.) Classified as: Laborers and truckers (3).
- Wood hauler, for grinding*. (See Bark hauler, for grinding.) Classified as: Other employees (3).
- Working foreman, hide house*, supervises work of unloading, weighing, and storing of incoming hides or skins. Sees that specified number of packs of desired grade of hides or skins is gotten out of storage, trimmed, sorted and counted, and finally delivered to beam house. May also have charge of washing of hides or skins, and performs some productive work. Classified as: Other employees (1).

- Working foreman, sorting and shipping*, supervises work of sorting and shipping, and also helps in this work. Classified as: Other employees (8).
- Working-out scudder, hand*, uses beaming knife to remove particles of hair, flesh, dirt, etc., which do not come off readily from hides or skins which were thrown out by regular workers. Classified as: Beamsters or scudders, hand (2).
- Wringing-machine operator, leather (S & B)*, feeds sides of sole and belt leather between mangle rolls of machine which expels excess liquid from them after extracting, bleaching, or other similar processes. Classified as: Wringing and setting-out machine operators (4).
- Wringing-machine operator's helper, leather (S & B)*, helps wringer operator handle leather, also uses truck to deliver leather near machine and take it away after this operation. Classified as: Laborers and truckers (7).
- Yard laborer.* (See Yard man.) Classified as: Laborers and truckers (9).
- Yard man* performs manual work around yard of plant such as loading and unloading cars, cleaning up yard, etc. Classified as: Laborers and truckers (9).