
UNITED STATES DEPARTMENT OF LABOR
Frances Perkins, Secretary
BUREAU OF LABOR STATISTICS
Isador Lubin, Commissioner

Wages, Hours, and Working Conditions
in Union Bakeries, June 1, 1939

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Bulletin No. 673

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1940

For sale by the Superintendent of Documents, Washington, D. C. - - - - Price 10 cents

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., February 10, 1940.

MADAM SECRETARY: I have the honor to transmit herewith a report covering a study made by the Bureau of Labor Statistics of wages, hours, and other provisions in the union agreements for the bakery industry, as of June 1, 1939.

This survey was under the general direction of Florence Peterson, Chief of the Industrial Relations Division, of the Bureau. F. S. McElroy was in immediate charge of both the field work and the preparation of the bulletin.

ISADOR LUBIN, *Commissioner.*

HON. FRANCES PERKINS,
Secretary of Labor.

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PREFACE

The Bureau of Labor Statistics has made surveys of union wage rates and hours in the bakery trades each year since 1907. In the earlier surveys 39 cities were visited, and effective union rates were reported in 29. The number of cities visited was gradually increased. This report includes rate quotations from 60 of the 72 cities visited in 1939.

The local unionization of bakery workers began as early as 1880, and assumed national character in 1886 when delegates from 17 cities met in Pittsburgh, Pa., to form the Journeymen Bakers' National Union of America. Later, when its jurisdiction had been extended to include candy and ice cream makers, this organization adopted its present name, the Bakery and Confectionery Workers' International Union of America. The Bureau's surveys, however, have never included the candy and ice cream workers.

The earlier bakery unions were composed of workers in small shops where most work was done by hand, and relatively few job distinctions were drawn. With the growth of the factory-type bakery, the unions extended their membership to include the newly created occupations or divisions of old occupations. In recent years the tendency has been to include not only workers who actually prepare bakery products, but also other workers in the bake shops.

This changing character of the industry and of its unionization is apparent in the gradually lengthening lists of occupations and union wage rates published from time to time as part of the Bureau's studies. The earlier reports listed rates for only ovenmen, mixers, and benchmen, sometimes termed first, second, or third hands. The present report lists union rates for a great variety of occupations, including in some cases maintenance men, janitors, and elevator operators.

The present report not only presents a study of the wage and hour scales of union bakery workers, but also includes a detailed analysis of the other provisions found in the agreements of bakery unions such as vacation and leave provisions, seniority and apprenticeship regulations, and methods of settling disputes.

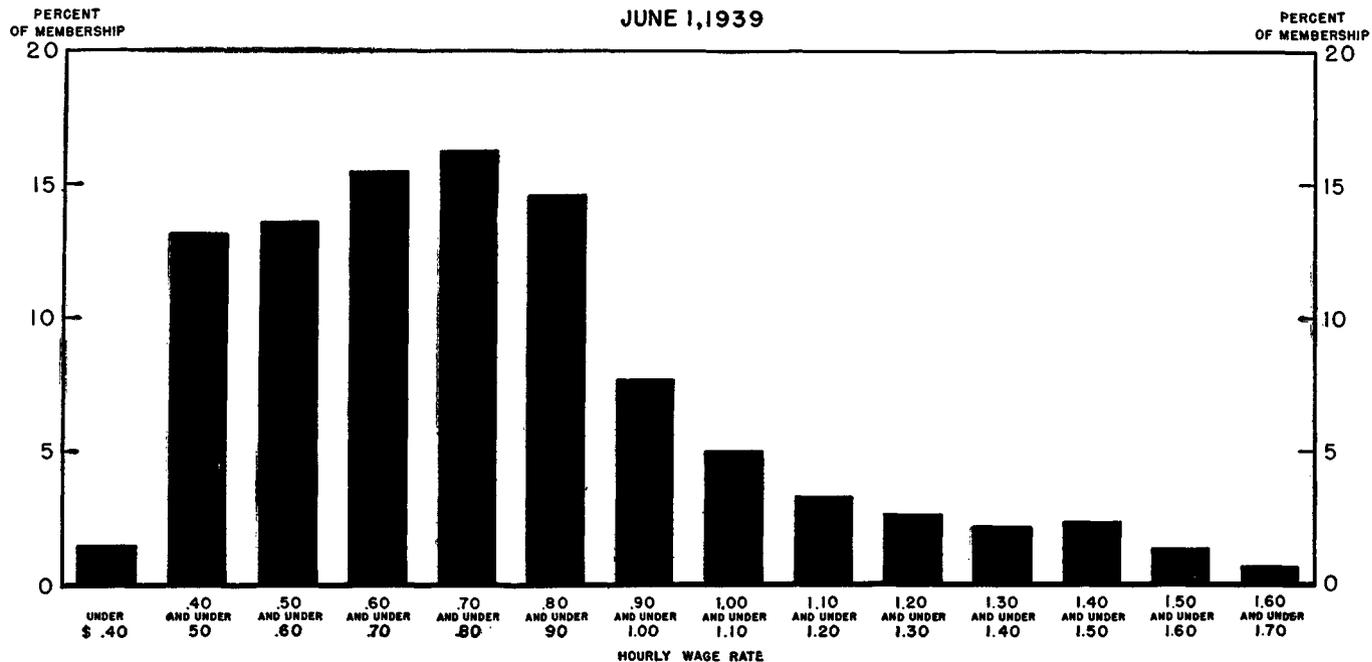
ISADOR LUBIN,
Commissioner of Labor Statistics.

FEBRUARY 1940.

VII

DISTRIBUTION OF MEMBERS IN UNION BAKERIES BY HOURLY WAGE RATES

JUNE 1, 1939



UNITED STATES BUREAU OF LABOR STATISTICS

Wages, Hours, and Working Conditions in Union Bakeries, June 1, 1939

Average Wages

The average hourly rate of union bakery workers in 60 cities was \$0.769 on June 1, 1939. This represented an increase of 1.2 percent over June 1, 1938. The actual rates ranged from \$0.25 per hour for woman novices in Portland, Maine, to \$1.667 per hour for cake foremen under one of the New York City agreements.

Wage payments under the bakery agreements are universally established on a time basis. Agreements with large factory bakeries generally specify hourly rates, whereas those with the smaller shops specify daily or weekly rates. In order to achieve comparability, these daily and weekly wage scales have been converted to an hourly basis and are so presented throughout this report. The averages cited include all of the occupations specified in the agreements, except apprentices. Variations in the descriptive terminology applied to particular occupations and in the duties assigned to workers in the various classifications prevent the computation of averages by job classifications.

Distribution of Membership According to Hourly Wage Rates

Rates of \$1.00 or more per hour were reported for 17.6 percent of the total membership. A considerable majority (73.2 percent) of the membership, however, were receiving between 40 and 90 cents per hour. Only 1.5 percent of the total membership had contractual rates of less than 40 cents per hour. The distribution of the membership according to hourly rates is shown in table 1.

TABLE 1.—*Distribution of union members in the bakery trades, by hourly rates, June 1, 1939*

Classified hourly rates	1939
Average hourly rate.....	\$0.769
Percent of members whose hourly rates were—	
Under 40 cents.....	1.5
40 and under 50 cents.....	13.2
50 and under 60 cents.....	13.6
60 and under 70 cents.....	15.5
70 and under 80 cents.....	16.3
80 and under 90 cents.....	14.6
90 cents and under \$1.00.....	7.7
\$1.00 and under \$1.10.....	5.0
\$1.10 and under \$1.20.....	3.3
\$1.20 and under \$1.30.....	2.6
\$1.30 and under \$1.40.....	2.2
\$1.40 and under \$1.50.....	2.4
\$1.50 and under \$1.60.....	1.4
\$1.60 and under \$1.70.....	.7

Overtime Rates

Time and one-half or time and one-third were most frequently specified as the overtime rates in the bakery agreements. The time and one-half rate was provided for 60.8 percent of the members and time and one-third for 25.2 percent. Generally any overtime work was discouraged except in emergencies, and frequently definite limitations were placed upon the amount of overtime permitted. These restrictions ranged from 1 to 8 hours in any week, 2 to 4 hours being the maximum most frequently specified. The overtime rates provided and the proportions of the union membership to which each applied are shown below.

	Number of quotations	Percentage of union members affected
No overtime rate provided.....	5	0.2
Straight time.....	52	4.3
Time and one-third.....	259	25.2
Time and one-half.....	792	60.8
Double time.....	7	1.8
Specified amounts, not a multiple of regular rate..	19	1.1
Overtime prohibited.....	26	6.6

Hours, 1939

The average maximum workweek provided in the union agreements for bakery workers on June 1, 1939, was 41.6 hours. A 40-hour week was specified for 60.1 percent of the members; 44 hours were specified for 11.5 percent; and 11.6 percent were allowed 48 hours. A small group (0.1 percent) worked under 54-hour week provisions and, at the other extreme, a limit of 30 hours was specified for 0.3 percent of the members.

TABLE 2.—*Distribution of union members in the bakery trades, by hours per week, June 1, 1939*

Classified weekly hours	1939
Average weekly hours.....	41.6
Percent of members whose hours per week were—	
30 hours.....	0.3
32 hours.....	.5
35 hours.....	.7
38 hours.....	3.0
37½ hours.....	.5
39 hours.....	.2
40 hours.....	60.1
42 hours.....	3.3
44 hours.....	11.5
45 hours.....	8.1
47 hours.....	.1
48 hours.....	11.6
54 hours.....	.1

Changes Between 1938 and 1939

Wage rates.—Nearly a fourth (24 percent) of the union members whose rates were reported for both 1938 and 1939 had pay increases during the year. The few rate reductions reported affected only 0.1 percent of the membership. The increases appeared in 185, or 22.8 percent, of the quotations which gave data for both years. Eight quotations, not quite 1 percent, showed decreases.

The amounts of the increases reported ranged as high as 16 percent, although the number of advances exceeding 10 percent of the 1938 rates was comparatively small. The largest percentage increases were those of bakeshop helpers in Cleveland pie plants, whose rate rose from \$0.500 per hour in 1938 to \$0.580 in 1939, and of ovenmen in one Scranton, Pa., hand shop, whose rate rose from \$0.375 to \$0.438. Half of the members who benefited by rate increases received pay increases of between 5 and 10 percent, and nearly half received increases of less than 5 percent. Of the total quotations showing rate increases there were 92 indicating advances of under 5 percent, 87 of 5 to 10 percent, and 6 of 10 percent and over.

	<i>Number of quotations</i>	<i>Percentage of union members affected</i>
Increase.....	185	24.0
Under 5 percent.....	92	11.8
5 and under 10 percent.....	87	12.0
10 and under 15 percent.....	4	.2
15 percent and over.....	2	(¹)
Decrease.....	8	.1
No change.....	618	75.9

¹ Less than one tenth of 1 percent.

Weekly hours.—Changes in hour scales during the year affected relatively few union members. Reductions in the maximum weekly hours were reported in 34 quotations, applying to 2.1 percent of the members for whom comparable 1938 and 1939 data were available. In three quotations increases in weekly hours were reported, but these increases affected less than 0.1 percent of the membership. For 97.9 percent of the members the workweek remained the same in 1939 as in 1938.

	<i>Number of quotations</i>	<i>Percentage of union members affected</i>
Increase.....	3	(1)
Decrease.....	34	2.1
No change.....	774	97.9

¹ Less than one tenth of 1 percent.

Scope and Method of Study

The wage and hour data summarized above are based on information obtained by the Bureau of Labor Statistics as of June 1, 1939. This study is one of a series of annual surveys started in 1907, covering union scales in various trades in the principal cities of the United States. The early studies included 39 cities. The coverage has been gradually extended and now includes 72 cities. Effective union agreements providing wage and hour scales for bakery workers were reported in only 60 of these cities in 1939.

Agents of the Bureau visited 110 union representatives, obtaining 1,160 quotations of scales, 811 of which included comparable data for both 1938 and 1939. The union membership covered by these contractual scales of wages and hours was 48,844, of which 40,021 were included in the reports which gave comparable rates and hours for 1938.

Averages.—The averages and percentages of change given in this report are based upon aggregates which are weighted according to the number of members in the various local unions. Thus the averages reflect not only the actual rates and hours provided in the union agreements but also the number of persons presumably benefiting from these scales. The membership weights used in both of the aggregates from which the percent of change over the year was computed are those reported for the second year.

Changes in coverage.—In the previous studies relating to bakery workers, only those engaged principally in bread baking were included. The present study has been extended to include all types of baking and to cover all occupations included under the bakery unions' agreements. The averages given in this report, therefore, are not comparable with those shown in previous reports. As the percentages of change are based entirely upon comparable quotations for the two years considered in each report, they are not affected by changes in

coverage and may be compared with those in previous reports for the purpose of determining the trend of union wage rates and hours in the bakery trades.

Provisions in Bakery Agreements¹

The following discussion of provisions in agreements entered into by bakery unions and employers is not restricted to the agreements in the cities from which wage and hour data were obtained but is based upon all of the bakery agreements (175) in the Bureau's files.

PARTIES TO THE AGREEMENTS

The bakery locals almost invariably sign their agreements with each shop separately. The agreements with small and medium-size shops are usually uniform throughout the locality, but those with the large factory bakeries frequently vary between shops.

The agreements with the smaller firms are frequently negotiated with associations of employers. If no association of employers exists, the union usually consults with several employers before drawing up the agreement which it then asks each individual employer to sign. The agreements with factory bakeries are negotiated either with associations or separately with each firm. Frequently the associations do not include all of the employers. Under these circumstances it is customary for the union to offer identical terms to the nonassociation shops.

About two-fifths of the agreements are negotiated with employers' associations. Two-thirds of these associations are permanent organizations. The others are temporary groups assembled only for union-negotiating purposes. About two-fifths of the associations include all of the union employers in the district; about one-fourth include 75 percent of the employers; and only about 5 percent include less than half of the employers in the locality.

Approximately 10 percent of the agreements provide either that no more favorable terms shall be granted to any other employer in the district or that, if such terms are granted, they shall immediately become effective for all employers.

DURATION OF THE AGREEMENTS

The great majority of the bakery agreements are for a term of 1 year, with provisions for continuance pending the signing of a new agreement or in the absence of notice by one of the parties that its termination is desired. The standard termination clause specifies that the sanction of the international office must be obtained before the local union may request the termination of the agreement, and

¹ In addition to wage and hour scales analyzed above.

that the terms of any new agreement consummated after the stated expiration date shall be retroactive to that date.

UNION STATUS AND HIRING

The closed shop.—Bakery agreements almost universally provide that union membership shall be a requisite for continued employment in the production departments of signatory shops. The membership requirement, usually expressed as "members in good standing," is sometimes amplified by a clause requiring the employer to discharge any worker who may be suspended or expelled by the union.

Working employers, foremen, and excluded employees.—One-third of the agreements specifically provide that not more than one partner or official of a firm may work in the bake shop. A small number provide further that the working member of the firm must belong to the union. Generally it is specified that working employers must observe all of the working rules, including the restrictions on hours per day or week. In 1-man shops the owner is frequently required either to belong to the union or to employ a union member at least half time in order to qualify to use the union label.

Preference in obtaining employment by purchase of stock is frequently denied through a clause prohibiting any member from going to work for a firm in which he owns stock, unless such employment is obtained in the regular manner through the union office.

Foremen who regularly work with the product are included under the agreements. Those whose work normally is entirely supervisory are generally excluded.

Packers, shippers, porters, janitors, and sometimes elevator operators are included, when such exist. Office workers and supervising officials are specifically excluded in many agreements, and are never mentioned in any of the wage-rate sections. As a rule, the coverage clause merely states that all of the occupations listed in the rate section of the agreement shall be subject to the provisions of the contract.

Union hiring.—Sixty percent of the agreements specify that all hiring shall be through the union office. In some it is definitely stated that the employer must accept the workmen sent by the union. A few stipulate that the employer's request for a particular individual will be honored if he is available. Usually a clause is included providing that if the union is unable to supply the help requested, the employer may engage nonmembers upon condition that they make application for union membership within a specified time. The time limit is sometimes set as low as 24 hours, but is most frequently 2 weeks or a month.

A few agreements specifically permit the employer to hire anyone he chooses, but require that all nonmembers apply for membership within a short time after starting work.

Check-off.—The check-off system of paying union dues and assessments is not often found in the bakery agreements. Only 5 of the 175 agreements examined contain this provision.

Union label.—Nearly three-fourths of the agreements contain provisions regarding the use of the union label upon products of the signatory shops. The great majority of these make its use mandatory, about 15 percent providing that its use shall be optional. In all cases it is required that the labels be obtained from the union, except when permission has been granted to print the label upon wrappers, and it is definitely specified that ownership of the labels remains in the union. The fee for furnishing labels is most frequently set at 15 cents per 1,000 for plain labels, with slightly higher fees for those in color. Continued use of the label is usually made contingent upon strict observance of all agreement provisions.

WAGE REGULATIONS

Sex differentials.—Many of the bakery agreements specifically designate certain occupations, such as icing cakes or hand wrapping, as women's work. Differentials in pay for identical work, however, are not found in any agreement. A few, about 4 percent, definitely prohibit such differentials.

Night differentials.—Most of the agreements do not distinguish between day and night work. About one-fifth specify somewhat higher rates for night work than for day work. Most frequently the night rate applies to work between 6 p. m. and 6 a. m., in some cases being applied to all of the work on any shift which either starts or ends between those hours. Some agreements specify a higher differential for work between midnight and 6 a. m. than for the hours from 6 p. m. to midnight. The differentials generally range from 5 to 10 cents per hour.

Transfer rates.—About 17 percent of the agreements, mostly those with the large bakeries, contain provisions regarding the pay of an employee temporarily working at an occupation not his own. Generally it is required that he be paid his regular rate or that of the temporary work, whichever is higher. Some agreements, however, provide that he shall continue to receive his regular rate, if the temporary assignment is of only a few hours' duration. Several agreements require an employee who regularly performs work in more than one rate classification to be paid for his entire time at the rate of the highest-paid classification. A few specify that the classifica-

tion occupying 51 percent of an employee's time shall determine his rate, and several provide that the highest-rated occupation requiring as much as one-third of his time shall establish his full-time rate.

Pay guaranties.—Minimum-pay guaranties are frequently included in the agreements with hand and small machine shops. Agreements with the factory bakeries do not, as a rule, contain guaranties since the work in these shops is more regular. A few, however, provide for a minimum of 30 hours pay per week for regular employees.

The guaranties for regular employees are most common in agreements which provide higher pro rata rates for part-time workers than for regular workers. These guaranties are usually either pay for the full week or for 1 day less than a full week. Part-time workers are generally guaranteed a minimum for each time they are asked to report, ranging from 2 hours' to 2 full days' pay. A number of the agreements specify that any regular employee who works less than a designated time in any week must be paid at the part-time rate.

A comparatively common provision in the agreements provides that should any law require that the agreed-upon working hours be reduced, this reduction shall be made without any reduction in the weekly pay. A similar protection against reduction in purchasing power is found in a few agreements, which provide that the wage scales shall be adjusted in the event of monetary inflation. Employees who, at the time of the adoption of the agreement, were receiving higher pay than specified in the contract, are usually protected by a clause prohibiting the reduction of their rates.

Share-the-work rules.—The equal distribution of available work in slack times is guaranteed in a number of agreements, especially with factory bakeries, which require rotation among the employees in each classification rather than lay-offs. A few agreements grant the union the privilege of restricting the number of days a member may work during slack times so as to insure rotation.

Wage payment.—Nearly half of the agreements specify the day of the week which shall be pay day. The majority of these require payment in full for the week, including the pay day. A few allow the employer 1 or 2 days after the end of the workweek in which to make up the pay roll. Part-time workers are generally required to be paid at the end of each day's work. About 10 percent of the agreements require wage payments to be made in currency.

Room, board, and allowances.—To discourage the old custom of bakery workers' being required to accept room and board as part payment of wages, more than half the agreements covering hand or small machine shops contain restrictions upon this practice. In

most cases the workers are specifically prohibited from accepting pay in such form; a few, however, merely state that it shall not be required that any member room or board with his employer.

A few agreements specifically grant the employees the right to take designated amounts of the shop's product for their own use. These allowances usually amount to about 20 or 30 cents' worth of baked goods per day. Such provisions are most frequently included in agreements covering Hebrew baking.

HOURS AND LEAVE PROVISIONS

Hours per day.—The variations in the demand for baked goods on certain days of the week, and particularly just before holidays, necessitates deviations from a uniform workday in some bakeries. This is most frequently true in the smaller shops.

Nearly all of the agreements with the large factory bakeries specify an 8-hour day. The 8-hour day is generally designated as the normal day in the agreements with the smaller shops, but these frequently include a tolerance in the form of a minimum and a maximum number of hours that may constitute a workday, subject in all cases to the specified maximum weekly hours. In a few agreements particular days are named on which longer or shorter than normal hours may be worked.

Days per week.—The hand-shop agreements as a rule allow 6 days' work each week. In machine shops the maximum weekly hours allowed are frequently less than in hand shops and the workweek generally is restricted to 5 or 5½ days.

Overtime.—Generally the agreements specify a penalty rate, most frequently time and one-half, for work in excess of either the daily or weekly maximum hours. It is frequently provided that overtime shall be worked only in emergencies, and in a few instances overtime is prohibited entirely. Nearly a fifth of the agreements set the maximum amount of overtime that any employee may work during a week. The maximums range from 1 to 8 hours, 2 hours being specified most frequently. In a few cases it is provided that in extraordinary circumstances special permission to exceed the specified maximum may be secured from the union. A few agreements require that overtime be spread among all of the employees in the shop.

Regulation of shifts.—Split shifts are commonly prohibited in the bakery agreements by a provision that the working hours in each day be continuous. A few agreements specify that a designated number of hours must intervene between the time an employee finishes one shift and starts work on another. In some cases a day's notice is required when an employer wishes to change a workman from one shift to another.

Leave of absence.—Leave without pay is not commonly provided in the bakery agreements. A few, however, allow an employee to take an occasional day off, upon advance notice, and one agreement permits a leave of absence up to 90 days. Reinstatement after an absence caused by sickness or injury is required in a number of agreements.

HOLIDAYS AND VACATIONS

Annual vacations.—Vacations with pay after a year's continuous employment with one firm are provided in over half of the agreements. Generally, the vacation allowed is 1 week, although a few agreements provide that after a longer term of service (3 to 5 years) 2 weeks shall be allowed. Many of the agreements state that the employees must take the vacation and may not accept additional pay in lieu of the time off. Some agreements provide that vacations may be given at any time during the year, but more commonly the summer months are designated, and preference in the choice of time is granted to the employee oldest in service.

A frequent provision, in agreements which specify higher rates for part-time workers than for regular employees, is that substitutes for men on vacation or absent because of illness shall be paid only the rate of the regular employees.

Holidays.—Nearly all of the agreements specify certain holidays that are to be observed. The number specified ranges from 1 to 10, 6 being most frequently listed. Those usually specified are New Year's Day, Decoration Day, Independence Day, Labor Day, Thanksgiving, and Christmas. Less frequently Lincoln's Birthday, Washington's Birthday, Armistice Day, May First, and various local holidays, such as Admission Day in California, are included. The agreements covering Hebrew baking generally specify certain religious holidays, the most frequently specified being Rosh Hashonah and Yom Kippur.

Over half the agreements, including most of those that specify pay on a weekly basis, provide that the holidays shall be paid for at the regular rate. Generally it is provided that the maximum weekly hours allowed without overtime shall be reduced in holiday weeks. In a few cases it is provided that the employees shall work 1 or 2 hours additional on the day before a holiday without additional pay. This allowance usually occurs only when pay is specified on a weekly basis and no deduction is allowed for the holidays.

Generally provision is made for necessary work on holidays, but only upon payment of a penalty rate, which is most frequently double time. Several agreements particularly specify that no work shall be done under any circumstances on the morning of Labor Day, so that no member shall be compelled to give up his participation in the parades or activities of that holiday.

SENIORITY

Seniority provisions are included in about one-third of the agreements. Most of these relate to lay-offs and rehiring. A number of the agreements with large bakeries, however, extend the principle of seniority to include promotions. The application of seniority in lay-offs and rehiring is generally mandatory, but in the case of promotions it is usually specified as a preferential factor to be given consideration by the employer. In respect to lay-off and rehiring, the agreements usually specify that its application shall be within the respective classifications or occupations of employees. In the case of promotions, plant-wide seniority is to be observed.

WORKING RULES

Shop restrictions.—A common provision in bakery agreements restricts the work to be expected of any member to that of his own craft. This is generally expressed by prohibiting the employer from requiring members to load or unload trucks, or to perform any other work not directly connected with baking.

A very small number of agreements specify the maximum number of batches of dough that a "set" or crew shall be required to complete during a shift. Several machine-shop agreements specify the minimum number of workers to be employed on particular machines or ovens, and a number provide for the periodic relief of workers on certain machines through exchange of jobs with other workers.

Part-time workers.—Part-time workers in bakeries are termed "jobbers," and their wage rates are generally specified on a daily basis. Frequently the daily rate provided for jobbers is higher than the equivalent rate for regular or full-time employees. A number of the agreements define a jobber as one who is employed less than 4 days in any 1 week, and some provide that any regular employee working 7 days in 1 week shall receive the jobbers' rate for the seventh day.

Discharges.—About half of the agreements contain provisions relating to discharges. As discharge is customarily considered a matter which any member may request his union to take up as a grievance, only a small number of the agreements specifically state this as a right.

Advance notice of discharge is required in most cases. The period ranges from 1 day to a full week. A few agreements specify that the notice shall be in writing and some require that a copy setting forth the reasons be furnished to the union. Failure to give the required notice is usually subject to a penalty amounting to the employee's pay for the required period of notice.

A number of agreements specify that no employee shall be discharged other than at the end of the workweek, and a few covering

Hebrew baking prohibit discharges during specified periods before designated religious holidays.

Very few of the agreements mention specific reasons for discharge, intoxication being the only cause listed in more than one or two agreements.

Relatively few agreements grant the employer an unrestricted right to discharge. In these cases the employers agree to exercise their right of discharge in a fair and just manner and to avoid arbitrary action.

Quit notices.—All of the agreements that require advance notice of discharge place a similar requirement of notice upon employees who desire to quit their jobs. Failure to give this notice subjects the employee to a penalty equivalent to his pay for the required period of notice.

APPRENTICES

Only a very few agreements specify the term of apprenticeship, the manner in which apprentices should be trained, or the method by which their qualifications for journeymanhood should be tested.

In about half of the agreements a wage scale for apprentices is established, and in about one-third the maximum number of apprentices allowed in any one shop is specified. One apprentice to each shift is frequently the limit, although the majority of the agreements specify the allowance as a ratio to the number of journeymen employed. These ratios range from 1 apprentice to 3 journeymen, to 1 to 10 journeymen, with ratios of 1 to 4, 5, or 6 predominating.

HEALTH, SAFETY, AND WELFARE

In most cities the laws covering sanitation in shops which prepare food for the public are sufficiently strict to make the inclusion of such rules in union agreements comparatively superfluous. Nevertheless, over half of the agreements do contain provisions requiring the employer to maintain his shop in a sanitary condition. A number of these also require each employee to maintain his personal cleanliness under penalty of union discipline.

About a third of the agreements require the employers to provide adequate lockers. Cool drinking water, comfortable ventilation, dressing rooms, and washrooms are also required under a number of agreements.

ADJUSTMENT OF DISPUTES

Union-management negotiations.—About one in every five of the agreements contain provisions for the appointment of shop stewards. More than half of these provide that the steward shall be appointed by the union, some specifying that he shall be elected by the employees in the shop. In all cases it is understood or specifically stated that

the steward is to be one of the regular employees of the shop. In most cases it is specifically stated that there shall be no discrimination against the steward because of his activity as such.

Generally the provision is for one steward in each shop. Occasionally a steward is required only for the larger shops employing five or more workers. Some of the large factory-bakery agreements call for a steward in each department of the plant. In some of the factory bakeries there are shop committees to supplement and assist the shop stewards.

The steward's duty is to see that the agreement is observed and to report any violations to the business agent of the local union. A few agreements with factory bakeries authorize the steward to take up grievances with the lesser officials of the firm.

In the majority of the agreements it is either implied or definitely stated that some union official, or the union's adjustment committee, shall represent the employees in grievance discussions with the management. Frequently, especially in the smaller shops, the specified union official is the business agent.

The factory-bakery agreements more frequently specify a series of successive steps to be followed in reaching the settlement of a grievance. A number specify that the steward and the aggrieved employee shall first present the case to the foreman and then to the superintendent. If satisfaction is not obtained, the matter is then referred to the union officers who carry the discussion to the higher company officials. In a few agreements it is provided that the shop committee shall succeed the steward after he has contacted the foreman or superintendent, and that the union officers shall participate only when the committee has failed to reach agreement with any of the management officials. Others of the factory agreements provide that the committee shall conduct all of the preliminary grievance discussions, the union officers assuming charge thereafter, if necessary.

Many of the agreements impose time limits at various stages of grievance discussion. It is frequently required that grievances be raised within a specified time after the occurrence of the event to which exception is taken and, when a sequence of procedure is specified, a time limit is often imposed upon the discussion at each stage.

A very small number of agreements specify that grievance discussions shall take place outside of working hours. Generally, however, the time for such meetings with the management is not mentioned.

Special handling of discharges.—Most of the agreements do not provide specific regulations covering disputes over discharges other than those applying to ordinary grievances. A few agreements, however, definitely state that a discharged employee may appeal through the regular grievance procedure and a small number specifically state that discharge cases may be arbitrated if all other methods of settlement

fail. A few set a definite time limit on appeals from discharge and some require a written statement of the reasons for discharge so that the employee may prepare his defense.

Arbitration.—Over half (99) of the 175 agreements studied provide for arbitration. A majority (58) of these specify that arbitration shall be resorted to after all attempts at direct settlement of grievances shall have failed. The others make no reference to previous negotiations.

Most of the arbitration clauses imply or specifically state that all grievances or disputes arising over the interpretation or application of the present agreement shall be subject to arbitration. Five agreements state that disputes over the terms of succeeding agreements shall also be arbitrated. One agreement restricts arbitration to discharge cases; one to new agreements only; and one excludes wages, hours, the system of substitutes, and the union shop from arbitration.

The great majority of the arbitration agreements provide for the creation of temporary arbitration boards as disputes arise. Only 13 require the appointment of permanent boards. Nearly all of these are agreements with employers' associations, covering all or most of the bakeries in a locality.

In most cases it is provided that the arbitration board shall consist, from the start, of an equal number of union and employer appointees, plus an impartial member who shall be chairman. Twenty agreements, however, specify that the board of equal union and employer members shall first attempt to reach an agreement and that the impartial member shall be appointed only upon their failure to settle the dispute.

The impartial member of the arbitration board is generally selected by the other members who are appointed by the union and the employers. Some agreements provide that in the event of failure to agree upon the impartial member, he shall be named by a specified outsider, usually a judge or public official. A few agreements contain only the reference to arbitration and do not specify how the arbitration board shall be constituted.

Requests for arbitration may come from either party. A few agreements specify that such requests must be in writing.

Most of the agreements (66) having provisions for arbitration specify time limits. These include the requirement that each party appoint his arbitrators within a specified time after arbitration has been requested; that the impartial member be selected promptly; that each side present its case to the board immediately upon being called; and that the board render its decision within a specified time after the closing arguments have been presented.

Strikes and lock-outs.—Various restrictions are placed upon strikes and lock-outs in 71 of the 175 agreements. In 18 they are prohibited without reservation for the term of the agreement, and in 52 they are prohibited pending arbitration of disputes. Three agreements exempt general bakery strikes or lock-outs from the restrictions, and 16 specifically permit sympathetic strikes in support of other crafts employed in the same shops. In some cases a sympathetic strike is permitted only when the employer has refused to arbitrate with the other craft; two agreements specifically prohibit all sympathetic strikes. One agreement requires a week's notice before a strike or lock-out may be called.

Eight agreements provide that the employer shall not ask any union man to cross a picket line, and a considerable number require the employer not to furnish baked goods to any shop at which a strike or lock-out is in progress.

In addition to the restrictions upon strikes incorporated in the agreements, each local union is bound by the restrictions contained in the constitution of the Bakery and Confectionery Workers' International Union of America. These provide that every effort possible must be made to settle disputes without striking, and that a strike may be called only upon the affirmative vote of three-fourths of the members present at a meeting called for the specific purpose of voting upon the strike. It is further required that every member of the local must have been given advance notice, either in writing or in person, of the time, place, and purpose of the meeting. Any local union desiring strike assistance from the international union is further required to submit full details to, and to secure advance approval from, the international's general executive board.

AIDS TO ENFORCEMENT

Nearly all of the bakery agreements require that a signed copy of the contract be conspicuously posted in each shop, so that its terms may be familiar to all workers in the plants.

About four-fifths of the agreements specifically permit union officials to enter the shops to interview union members during working hours. Generally it is only required that proper credentials be shown. A small number require that the employer's permission be requested. Four agreements specifically provide that pay-roll records shall be open to inspection by the union.

Nearly all of the agreements, which include provisions concerning use of the union label, provide that this right may be withdrawn by the union upon the employer's violation of any of the agreement terms.

Wages and Hours in Each City

The hourly wage rates and hours per week for union bakery workers in the cities covered in the survey on June 1, 1939, are shown in table 3.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Atlanta, Ga.</i>				
Company A: ¹				
Mixers or ovenmen.....	\$0. 650	40	.....	.....
Dividers, molders, or wrapping-machine operators.....	. 600	40	.....	.....
Packers or bench hands.....	. 550	40	.....	.....
Machine catchers or general helpers.....	. 500	40	.....	.....
Porters.....	. 400	40	.....	.....
Icers or wrappers, female.....	. 375	40	.....	.....
Company B (crackers and cookies):				
Dough mixers, rate A.....	. 950	40	\$0. 950	40
Dough mixers, rate B.....	. 900	40	. 900	40
Machine captains.....	. 850	40	. 850	40
Peelers.....	. 800	40	. 800	40
Bakers or ovenmen.....	. 750	40	. 750	40
Rollermen or stackers.....	. 700	40	. 700	40
Hot-pan men.....	. 650	40	. 600	40
Bakery helpers.....	. 550	40	. 550	40
Supervisors, female.....	. 530	40	. 530	40
Helpers, female.....	. 460	40	. 460	40
Company C:				
Dough mixers.....	. 580	40	. 550	40
Bakers.....	. 510	40	. 500	40
Helpers.....	. 400	40	. 400	40
Packers or slicers, female.....	. 350	40	. 350	40
<i>Baltimore, Md.</i>				
Shop A: ²				
Ovenmen.....	1. 000	40	.....	.....
Shipping clerks.....	. 988	40	.....	.....
Mixers.....	. 956	40	.....	.....
Divider men.....	. 863	40	.....	.....
Steam-box men.....	. 838	40	.....	.....
Wrapping-machine operators or molders.....	. 763	40	.....	.....
Doughnut-machine operators or flour blenders.....	. 750	40	.....	.....
Pan greasers.....	. 725	40	.....	.....
Pan rackers.....	. 713	40	.....	.....
Material scalars, pan washers, or general bakery helpers.....	. 700	40	.....	.....
Oven feeders.....	. 681	40	.....	.....
Bread packers.....	. 675	40	.....	.....
Molders' helpers.....	. 663	40	.....	.....
Porters.....	. 660	40	.....	.....
General or mixers' helpers.....	. 625	40	.....	.....
Bread rackers.....	. 619	40	.....	.....
Doughnut packers, female.....	. 500	40	.....	.....
Shop B: ²				
Mixers.....	. 775	40	.....	.....
Divider men.....	. 725	40	.....	.....
Oven feeders, dumpers, or stock-room men.....	. 700	40	.....	.....
Doughnut-machine operators or mixers' helpers.....	. 625	40	.....	.....
Molders.....	. 600	40	.....	.....
Molders' helpers or steam-box men.....	. 550	40	.....	.....
Bread packers, pan rackers, or greasers.....	. 525	40	.....	.....
Porters, general helpers, or doughnut packers, female.....	. 375	40	.....	.....
Shop C: ²				
Mixers, dividers, or ovenmen.....	. 775	3 40	.....	.....
Wrapping-machine operators.....	. 700	3 40	.....	.....
Formulae workers.....	. 675	3 40	.....	.....
Oven feeders or dumpers.....	. 625	3 40	.....	.....
Steam-box men, pan rackers or greasers, molders, shipping clerks, molders' or mixers' helpers.....	. 575	3 40	.....	.....
Flour blenders.....	. 550	3 40	.....	.....
Pan washers.....	. 420	3 40	.....	.....
General helpers or porters.....	. 382	44	.....	.....

¹ 1 week vacation with pay after 1 year of service, or 2 weeks vacation after 3 years.

² 1 week vacation with pay after 1 year of service.

³ 44 hours of straight time permitted.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Baltimore, Md.—Continued</i>				
Cake: ²				
Mixers.....	\$0.864	44		
Icers.....	.614	44		
Scalers or mixers' helpers.....	.477	44		
Icers' helpers.....	.432	44		
Wrappers, foreladies.....	.386	44		
Pan greasers; oven helpers; clean-up men; wrappers, female.....	.364	44		
Hebrew baking:				
Union A:				
Foremen or ovenmen.....	1.188	48	\$1.188	48
Second hands.....	1.125	48	1.125	48
Union B:				
Dough mixers.....	.729	48		
Bakers, journeymen.....	.625	48		
Apprentices.....	.521	48		
Helpers.....	.500	48		
<i>Birmingham, Ala.</i>				
Union A: ²				
Dough mixers.....	.650	³ 40		
Ovenmen.....	.550	³ 40		
Mixers' helpers.....	.505	³ 40		
Icing mixers or dividers.....	.500	³ 40		
Feeders and dumpers.....	.475	³ 40		
Molders.....	.450	³ 40		
Bake-shop helpers or assistant head packers.....	.400	³ 40		
Wrapping-machine operators.....	.370	³ 40		
Packers and order fillers.....	.350	³ 40		
Icers and wrappers, female.....	.340	³ 42		
Beginners, girls, first 8 weeks.....	.290	³ 42		
Machinists.....	.875	³ 42		
Machinists' helpers.....	.550	³ 42		
Utilitymen.....	.500	³ 42		
Garagemen.....	.400	³ 42		
Oilers.....	.380	³ 42		
Porters and cleaners.....	.350	³ 42		
Union B:				
Head mixers.....	.670	44		
Mixers, head rollers, or ovenmen, rate A.....	.500	44		
Dough rollers or ovenmen, rate B.....	.450	44		
Cracker stackers.....	.420	44		
Machinemen.....	.400	44		
Icing mixers, scalers, or conveyor men.....	.380	44		
Checkers, maintenance helpers, machine wrappers, packers, machine girls, cappers and baggers.....	.350	44		
<i>Boston, Mass.</i>				
Hand shops:				
Foremen.....	.833	48	.833	48
Ovenmen or dough mixers.....	.688	48	.688	48
Benchmen.....	.625	48	.625	48
Frosters.....	.375	48	.375	48
Cleaners.....	.354	48	.354	48
Head shipper.....	.521	48	.521	48
Assistant shipper.....	.458	48	.458	48
Machine shops:				
Company A: ²				
Mixers.....	.900	³ 40	.880	³ 40
Dividermen.....	.780	³ 40	.760	³ 40
Mixers' helpers, ingredient scalers, moldermen, or oven feeders.....	.720	³ 40	.710	³ 40
Flour blenders.....	.680	³ 40	.660	³ 40
Wrappers.....	.680	³ 40		
Molders' helpers, pan greasers, or rackers.....	.630	³ 40	.610	³ 40
Packers.....	.630	³ 40		
Company B: ²				
Dough mixers.....	.833	48	.833	48
Bakers, first class.....	.667	48	.667	48
Doughnut men or ovenmen.....	.604	48	.604	48
Bakers, second class, or bench hands.....	.583	48	.583	48
Scalers.....	.542	48	.542	48
Bakers, third class, or helpers.....	.417	48	.417	48
Bakers, fourth class.....	.375	48	.375	48
Helpers, female.....	.313	48	.313	48

² 1 week vacation with pay after 1 year of service.

³ 44 hours of straight time permitted.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Boston, Mass.—Continued</i>				
Machine shops—Continued.				
Company C: ²				
Mixers.....	\$0.735	4 40	\$0.735	4 40
Benchmen, divider or molder operators, mixers' helpers, or ovenmen.....	.630	4 40	.630	4 40
Molders' helpers.....	.600	4 40	.600	4 40
Rackers and helpers, or pan greasers.....	.525	4 40	.525	4 40
All-round bakers.....	.630	4 40	.630	4 40
All-round bakers' helpers.....	.550	4 40	.630	4 40
Mixers and doughnut-machine operators.....	.500	4 40	.525	4 40
Helpers, female.....	.350	4 40	.400	4 40
Shipping:				
Wrapping-machine operators.....	.630	4 40	.630	4 40
Wrapping-machine floormen.....	.473	4 40	.473	4 40
Packers, strippers, and baggers, or porters.....	.450	4 40	.450	4 40
Company D: ²				
Mixers.....	.850	3 40	.850	3 40
Benchmen.....	.750	3 40	.750	3 40
Dividers or moldermen.....	.725	3 40	.725	3 40
Flour blenders, ingredient scalars, oven feeders, or wrappers.....	.700	3 40	.700	3 40
Packers, mixers' or moldermen's helpers.....	.650	3 40	.650	3 40
Pan greasers, rackers, or helpers.....	.600	3 40	.600	3 40
Company E (cake): ²				
Mixers or ovenmen.....	\$.650	3 40	\$.650	3 40
Dough mixers or ingredient scalars.....	\$.550	3 40	\$.550	3 40
Stockmen, chute men, or helpers.....	\$.500	3 40	\$.500	3 40
Table heads.....	.500	3 40	.500	3 40
Cleaners, greasers, icers, wrappers, or packers.....	\$.400	3 40	\$.400	3 40
Company F (cake):				
Chief ovenmen.....	.690	44	-----	-----
Senior ovenmen or pie men.....	.550	44	-----	-----
Ovenmen or benchmen.....	.520	44	-----	-----
Ingredient scalars, icing mixers, or chief general helpers.....	.500	44	-----	-----
Assistant ovenmen.....	.480	44	-----	-----
Beltmen or general helpers.....	.420	44	-----	-----
Assistant pie men, beltmen's helpers, stamp or class A girls.....	.400	44	-----	-----
Beginners, less than 6 months.....	.370	44	-----	-----
Hebrew baking:				
Foremen.....	1.323	48	1.271	48
Second hands.....	1.219	48	1.167	48
Third hands.....	1.115	48	1.063	48
<i>Buffalo, N. Y.</i>				
Union A: ²				
Hand and small machine shops:				
Oven hands or mixers.....	.771	48	.771	48
Bench hands.....	.729	48	.729	48
Helpers.....	.375	48	.375	48
Machine shops:				
Foremen.....	\$.950	40	.950	40
Oven hands or mixers.....	\$.875	40	.875	40
Bench hands.....	\$.825	40	.825	40
Scalars.....	\$.775	40	.775	40
Ingredient stock men.....	.725	40	.725	40
Oven dumpers.....	\$.650	40	.650	40
Helpers, pan greasers, packers, checkers, flour dumpers and blenders, or porters.....	\$.600	40	.600	40
Bread and pan stackers.....	.575	40	.575	40
Icers or wrappers, female.....	.375	40	.375	40
Union B: ² —Machine shops:				
Foremen, bread.....	.950	7 40	.875	7 40
Foremen, cake.....	.900	7 40	-----	-----
Mixers, peel oven men, assembly men, or ingredient scalars.....	.800	7 40	.800	7 40
Divider men, bench hands, or traveling-oven men.....	.750	7 40	.750	7 40
Machine or moldermen.....	.700	7 40	.700	7 40

² 1 week vacation with pay after 1 year of service.³ 44 hours of straight time permitted.⁴ 48 hours of straight time permitted.⁵ For first 5 years; 5 cents additional from 5 to 10 years; additional 5 cents after 10 years.⁶ \$1 per week increase after July 2, 1939.⁷ 42 hours of straight time permitted.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Buffalo, N. Y.—Continued</i>				
Union B. —Machine shops—Continued.				
Forewomen, cake.....	\$0. 675	7 40	\$0. 675	7 40
Wrapping-machine operators, assembly or mixers' helpers.....	. 650	7 40	. 650	7 40
Bench, oven, wrapping or slicing helpers, flour handlers, fried-cake-machine men, yeast doughnut men, checkers, or utilitymen.....	. 600	7 40	. 600	7 40
Pan greasers, packers, or machine-hand helpers.....	. 550	7 40	. 550	7 40
Roll wrappers, fried packers, icers or packers; female.....	. 430	7 40	. 430	7 40
Elevator men.....	. 600	7 40	. 600	7 40
Janitors or warehouse men.....	. 550	7 40	. 550	7 40
Union C.—Biscuit workers:				
Baking department:				
Head mixers.....	. 850	40	. 850	40
Machine captain.....	. 840	40	. 840	40
Peelers.....	. 800	40	. 800	40
Sponge mixers, traveling or peel ovenmen.....	. 770	40	. 770	40
Cuttermen.....	. 750	40	. 750	40
Sweet mixers or sponge rollers.....	. 740	40	. 740	40
Mixers' helpers.....	. 710	40	. 710	40
Sponge drawmen.....	. 700	40	. 700	40
Oven firemen.....	. 690	40	. 690	40
Scalers.....	. 675	40	. 675	40
Clerks.....	. 670	40	. 670	40
Flour dumpers.....	. 620	40	. 620	40
Icing department:				
Head mixers.....	. 770	40	. 770	40
Mixers.....	. 720	40	. 720	40
Machine set-up.....	. 700	40	. 700	40
Machine men.....	. 650	40	. 650	40
Work supervisors.....	. 560	40	. 560	40
Machine operators.....	. 480	40	. 480	40
Packers, feeders or handlers.....	. 470	40	. 470	40
Clerks.....	. 510	40	. 510	40
Cone department:				
Mixers.....	. 680	40	. 680	40
Supervisors or clerks.....	. 600	40	. 600	40
Bakers or packers.....	. 550	40	. 550	40
Ritz baking:				
Machine captain.....	. 780	40	. 780	40
Bakers.....	. 720	40	. 720	40
Mixers or rollers.....	. 680	40	. 680	40
Spray-machine operators, oven feeders, take-out men, scrapmen, spreaders, pan feeders, or stackers.....	. 620	40	. 620	40
Packing department:				
Checkers or truckers.....	. 620	40	. 620	40
Supervisors or repack girls.....	. 570	40	. 570	40
Sponge packers.....	. 520	40	. 520	40
Tally clerk.....	. 490	40	. 490	40
Hand bundlers.....	. 480	40	. 480	40
Carton formers, hand; Q formers and stitchers, machine operators, retail store clerks, sweet packers, sealing and weighing, carton closers, or filling-machine operators.....	. 470	40	. 470	40
Shipping department:				
Loading foremen.....	. 770	40	. 770	40
Assemblers.....	. 700	40	. 700	40
Carloaders.....	. 650	40	. 650	40
Porters.....	. 590	40	. 590	40
Warehouse department: ¹				
Receiving clerks.....	. 750	40	. 750	40
Paper stock men, elevator operators, or general.....	. 670	40	. 670	40
Assembly department: ²				
Division head.....	. 690	40	. 690	40
General assemblymen.....	. 670	40	. 670	40
Cafeteria department:				
Cook.....	. 560	40	. 560	40
Kitchen helpers or matrons.....	. 450	40	. 450	40
Maintenance department:				
Machinist, 1st class.....	. 950	40	. 950	40
Painters.....	. 920	40	. 920	40
Electricians.....	. 900	40	. 900	40

¹ 1 week vacation with pay after 1 year of service.² 42 hours of straight time permitted.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Buffalo, N. Y.—Continued</i>				
Union C.—Biscuit workers—Continued				
Maintenance department—Continued.				
Head carpenters.....	\$0. 870	40	\$0. 870	40
Machinists, 2d class.....	. 850	40	. 850	40
Maintenance.....	. 820	40	. 820	40
Carpenters' or pipefitters' helpers.....	. 800	40	. 800	40
Machinists' and electricians' helpers.....	. 750	40	. 750	40
Oilers.....	. 720	40	. 720	40
Sweepers.....	. 590	40	. 590	40
Junior mechanics.....	. 550	40	. 550	40
Polish and Hebrew baking:				
Day work:				
First hands.....	. 775	40	. 750	48
Second hands.....	. 713	40	. 688	48
Night work:				
First hands.....	. 880	37½	. 867	45
Second hands.....	. 827	37½	. 822	45
<i>Butte, Mont.</i>				
Foremen or doughmixers ²	1. 179	42	1. 179	42
Ovenmen ²	1. 143	42	1. 143	42
Bench hands ²	1. 048	42	1. 048	42
<i>Chicago, Ill.</i>				
Union A:				
First hands, ovenmen, or spongers.....	. 900	48	. 900	48
Second hands.....	. 850	48	. 850	48
Helpers.....	. 700	48	. 700	48
Union B: ²				
Retail bakeries:				
First hands.....	. 833	48	. 833	48
Second hands.....	. 792	48	. 792	48
Wholesale bakeries:				
First hands, ovenmen, or spongers.....	. 850	⁸ 40	. 850	⁸ 40
Second hands.....	. 800	⁸ 40	. 800	⁸ 40
Union C: ⁹				
Mixers, ovenmen, or divider men.....	. 800	40	. 800	40
Traveling-oven feeders, bench hands, or moldermen.....	. 750	40	. 750	40
Traveling-oven dumpers.....	. 700	40	. 700	40
Mixers' helpers.....	. 650	40	. 650	40
Bake-shop helpers.....	. 550	40	. 550	40
Porters.....	. 500	40	. 500	40
Pie-machine operators, female.....	. 460	40	. 460	40
Bohemian baking:				
Small shops:				
First hands.....	. 854	48	. 833	48
Second hands.....	. 792	48	. 771	48
Large shops: ²				
First hands.....	1. 025	40	1. 000	40
Second hands.....	. 950	40	. 925	40
Greek baking—hand shops: ²				
First class or ovenmen.....	. 646	48	. 646	48
Second class, mixers, or bench hands.....	. 583	48	. 583	48
Hebrew baking:				
Foremen or first hands.....	1. 208	48	1. 188	48
Second hands.....	1. 146	48	1. 125	48
Third hands.....	1. 000	48	1. 000	48
Italian baking: ²				
Hand shops:				
First-class ovenmen or mixers.....	. 688	48	. 688	48
Second class or benchmen.....	. 631	48	. 631	48
Machine shops:				
First class ovenmen or mixers.....	. 825	40	. 825	40
Second class.....	. 758	40	. 758	40
Polish baking: ²				
Retail shops, South Side:				
Daywork:				
Foremen or spongers.....	. 875	48	. 875	48
Second hands.....	. 750	48	. 750	48

² 1 week vacation with pay after 1 year of service.⁸ Minimum of 36 hours; maximum of 42 hours.⁹ Week vacation with pay after 2 years of service.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Chicago, Ill.—Continued</i>				
Polish baking ² —Continued.				
Retail shops, West Side:				
Day work:				
Foremen or spongers	\$0.806	48	\$0.875	48
Secondhands .....	.833	48	.750	48
Night work:				
Foremen or spongers	1.096	48		
Second hands	1.035	48		
Wholesale bakeries:				
Day work:				
Foremen or spongers	1.063	32	1.063	32
Second hands .....	.938	32	.938	32
Nightwork:				
Foremen or spongers	1.263	32		
Second hands	1.138	32		
<i>Cincinnati, Ohio ³</i>				
Foremen or first hands .....	.945	40	.945	40
Ovenmen or mixers .....	.863	40	.863	40
Bench or machine hands .....	.800	40	.800	40
Helpers .....	.625	40	.625	40
Machine operators	¹⁰ .620	40	.620	40
Packers or shippers	¹⁰ .520	40	.520	40
Chute men or machine helpers	¹⁰ .480	40	.480	40
Utility helpers .....	.470	40		
Porters	¹⁰ .450	40	.450	40
Helpers, female	¹⁰ .400	40	.400	40
<i>Cleveland, Ohio</i>				
Hand shops: ²				
Union A—Retail bakeries:				
First hands .....	.875	48	.854	48
Second hands .....	.813	48	.792	48
Third hands .....	.688	48	.667	48
Union B:				
First hands .....	.854	48	.833	48
Second hands .....	.771	48	.750	48
Helpers .....	.688	48	.667	48
Machine shops: ⁹				
Medium-sized shops:				
Ovenmen, mixers, ingredient men, or cake decorators .....	.850	40	.820	40
Bench or machine hands .....	.800	40	.760	40
Mixers' helpers .....	.710	40	.710	40
Oven feeders, dumpers, or helpers .....	.650	40	.650	40
Bake-shop helpers or slicers .....	.600	40	.600	40
Bake-shop helpers, female .....	.430	40	.430	40
Larger shops: ⁶				
Ovenmen, mixers, ingredient men, or cake decorators .....	.820	40	.820	40
Bench or machine hands .....	.760	40	.760	40
Mixers' helpers .....	.710	40	.710	40
Oven feeders, dumpers, or helpers .....	.650	40	.650	40
Bake-shop helpers or slicers .....	.600	40	.600	40
Shop helpers, female .....	.430	40	.430	40
Pie makers: ⁹				
Ovenmen, fruit cookers, or dough mixers .....	.730	44	.700	45
Dough cutters .....	.580	44	.600	45
Bake-shop helpers .....	.580	44	.500	45
Machine girls .....	.470	44	.470	45
Wrapper girls .....	.400	44	.380	45
Bohemian baking:				
First hands .....	.854	48	.792	48
Second hands .....	.792	48	.750	48
Third hands .....	.688	48	.646	48
Hebrew baking:				
First hands	1.244	45	1.167	48
Second hands	1.133	45	1.063	48
Bakers, cake .....	.933	45	.875	48
Helpers .....	.644	45	.583	48

² 1 week vacation with pay after 1 year of service.³ 1 week vacation with pay after 2 years of service.¹⁰ 2 cents per hour increase after June 12, 1939.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Dallas, Tex.</i>				
Hand shops:				
Foremen.....	\$0.875	48	\$0.875	48
Helpers.....	.625	48	.625	48
<i>Davenport, Iowa</i>				
(See Rock Island (Ill.) district.)				
<i>Dayton, Ohio</i>				
Mixers.....	.740	44	-----	-----
Ovenmen or machine men.....	.690	44	-----	-----
Helpers, porters, or clean-up men.....	.530	44	-----	-----
<i>Denver, Colo.</i>				
Hand shops:				
Day work:				
Foremen.....	.833	48	.833	48
Bench or machine hands.....	.688	48	.688	48
Night work:				
Foremen.....	.896	48	.896	48
Machine operators.....	.750	48	.750	48
Machine shops:				
Day work:				
Foremen.....	.975	40	.975	40
Dough mixers or ovenmen.....	.880	40	.880	40
Bench or machine hands.....	.825	40	.825	40
Night work:				
Foremen.....	1.050	40	1.050	40
Dough mixers or ovenmen.....	.955	40	.955	40
Bench or machine hands.....	.900	40	.900	40
Part day and part night work:				
Foremen.....	1.013	40	1.013	40
Dough mixers or ovenmen.....	.918	40	.918	40
Hebrew baking:				
Foremen.....	.938	48	.938	48
Second hands.....	.894	48	.894	48
Bench hands.....	.871	48	.871	48
Helpers.....	.653	48	.653	48
<i>Des Moines, Iowa</i>				
Hand shops: ¹				
First hands or foremen.....	.688	48	.688	48
Second hands.....	.604	48	.604	48
Third hands or helpers.....	.542	48	.542	48
Machine shops:				
Foremen.....	.850	40	.850	40
Dough mixers, ovenmen, pan setters or dumpers.....	.750	40	.750	40
Benchmen.....	.700	40	.700	40
Machine men.....	.650	40	.650	40
Helpers or pan greasers.....	.575	40	.575	40
Hand wrappers or packers.....	.525	40	.525	40
Biscuit:				
Peelers.....	.700	40	-----	-----
Mixers.....	.650	40	-----	-----
Rollers or feeders.....	.590	40	-----	-----
Stackers.....	.580	40	-----	-----
<i>Detroit, Mich.</i>				
Union A ² —Machine shops:				
Mixers or senior bakers.....	.800	44	.800	44
Bakers, mixers' helpers, dividers, twisters, panners, fried-cake men.....	.750	44	.750	44
Stockmen, flour blenders, make-up helpers, wrappers, shipping clerks.....	.700	44	.700	44
Pan cleaners.....	.650	44	.650	44
Fried-cake helpers, wrapper girls, bakers' helpers, female.....	.550	44	.550	44
Union B:				
Mixers or ovenmen.....	.800	44	.800	44
Blenders, scalers, dividers, molders, mixers' helpers, benchmen, oven feeders or dumpers.....	.700	44	.700	44
Helpers, male.....	.550	44	.550	44
Helpers, female.....	.450	44	.450	44

¹ 1 week vacation with pay after 1 year of service.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Detroit, Mich.—Continued</i>				
Cake, pie or cookies:				
Dough mixers.....	\$0.800	44	\$0.800	44
Flour blenders, ingredient scalers, icing mixers, dividers, peel ovenmen, or benchmen.....	.700	44	.700	44
Helpers, male.....	.550	44	.550	44
Helpers, female.....	.450	44	.450	44
Hebrew baking:				
First hands:				
2 ovens.....	1.400	45	1.400	45
1 oven.....	1.356	45	1.356	45
Second hands.....	1.289	45	1.289	45
Helpers.....	¹¹ .667	45	.667	45
Bakers (cake).....	1.356	45	1.356	45
Polish baking:				
First hands, ovenmen or mixers.....	.958	48	.958	48
Second dough mixers.....	.875	48	.875	48
Second hands or benchmen.....	.813	48	.813	48
Third hands.....	.521	48	.521	48
<i>Duluth, Minn.</i>				
Daywork:				
Foremen.....	.910	40	.910	40
Dough mixers, or ovenmen.....	.800	40	.800	40
Bench hands.....	.750	40	.750	40
Machine men.....	.688	40	.688	40
Helpers (after 1 year).....	.625	40	.625	40
Night work:				
Foremen.....	.985	40	.985	40
Dough mixers or ovenmen.....	.875	40	.875	40
Bench hands.....	.825	40	.825	40
Machine men.....	.763	40	.763	40
Helpers (after 1 year).....	.700	40	.700	40
<i>Erie, Pa.</i>				
Ovenmen or mixers.....	.650	44	.650	44
Bench or machine men.....	.550	44	.550	44
Men-in-charge, wrapping machines.....	.500	44	.500	44
Bake-shop or oven helpers, slicing machine operators.....	.450	44	.450	44
<i>Houston, Tex.</i>				
Handshops: ²				
Foremen.....	.813	48		
Dough mixers or ovenmen.....	.646	48		
Benchmen.....	.604	48		
Machine shops: ²				
Foremen.....	.886	44	.841	44
Dough mixers, ovenmen or spongers.....	.705	44	.659	44
Counters, bench or machine men.....	.659	44	.614	44
Wrappers.....	.580	44	.534	44
Helpers.....	.568	44	.523	44
<i>Indianapolis, Ind.</i>				
Union A:				
Company A:				
Bread shops:				
Dough mixers.....	.700	40	.700	40
Ovenmen, divider or molder operators.....	.650	40	.650	40
Oven dumpers, mixers' helpers, wrapping-machine operators.....	.625	40	.625	40
Helpers, rackers, greasers, or relief men.....	.500	40	.500	40
Cake shops:				
Mixers or ovenmen.....	.700	40	.700	40
Bench or machine hands.....	.600	40	.600	40
Icers or wrappers.....	.450	40	.450	40
Roll shops:				
Dough mixers, ovenmen or first bench hands.....	.700	40	.700	40
Second bench hands.....	.650	40	.650	40
Helpers.....	.500	40	.500	40
Icers or wrappers.....	.450	40	.450	40
General helpers: Stock room, porters, or pan washers.....	.450	44	.450	44

¹ 1 week vacation with pay after 1 year of service.² \$3 per week increase after Sept. 1, 1939.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Indianapolis, Ind.—Continued</i>				
Union A—Continued.				
Company B:				
Bread shops:				
Mixers, ovenmen, or oven operators.....	\$0. 850	3 40	\$0. 850	3 40
Oven feeders, dumpers, bench or machine hands, head wrappers or slicers.....	. 750	3 40	. 750	3 40
Bake-shop helpers, wrappers, or packers.....	. 655	3 40	. 655	3 40
Assistant head checkers.....	¹² . 650	3 40	. 650	3 40
Flour dumpers.....	. 600	3 40	. 600	3 40
Porters.....	. 550	3 40	. 550	3 40
Cake shops:				
Cake mixers or assistant foremen.....	1. 000	3 40	1. 000	3 40
Pastry mixers, bench or oven hands.....	. 750	3 40	. 750	3 40
Wrappers or icers, female; panboys, helpers, or doughnut-machine operators.....	¹³ . 550	3 40	. 550	3 40
Company C:				
Mixers, molders, or dividers.....	. 700	3 40	. 700	3 40
Stock-room men.....	. 682	44	. 682	44
Traveling-oven men, rate A.....	. 680	3 40	. 680	3 40
Traveling-oven men, rate B, or mixers' helpers.....	. 600	3 40	. 600	3 40
Wrapping machine operators.....	. 620	3 40	. 620	3 40
Bake-shop helpers.....	. 550	3 40	. 550	3 40
Bread rackers or slicing-machine operators.....	. 500	3 40	. 480	3 40
Porters.....	. 409	44	. 409	44
Union B:				
Foremen.....	. 950	48	. 950	48
Mixers or ovenmen.....	. 850	48	. 850	48
Help-out-jobs.....	. 800	48	. 800	48
Benchmen or machinemen.....	. 750	48	. 750	48
<i>Jacksonville, Fla.</i>				
Bread shop:				
Mixers or head ovenmen.....	. 600	40	-----	-----
Molders, dividers, or wrappers.....	. 550	40	-----	-----
Dumpers, panners, rackers, or greasers.....	. 450	40	-----	-----
Porters.....	. 400	40	-----	-----
Cake shop:				
Mixers.....	. 600	40	-----	-----
Wrappers or icers, female.....	. 300	40	-----	-----
<i>Kansas City, Mo.</i>				
Union A (bread):				
Daywork:				
Foremen.....	1. 063	40	1. 063	40
Mixers, spongers, ovenmen, or drawers.....	. 975	40	. 975	40
Bench hands.....	. 913	40	. 913	40
Helpers, male.....	. 450	40	. 450	40
Helpers, female.....	. 400	40	. 400	40
Night work:				
Foremen.....	1. 188	40	1. 188	40
Mixers, spongers, ovenmen, or drawers.....	1. 100	40	1. 100	40
Bench hands.....	1. 038	40	1. 038	40
Union B (crackers and cookies):				
Machine captain.....	. 850	44	-----	-----
Mixers.....	. 790	44	-----	-----
Peelers.....	. 780	44	-----	-----
Bakers.....	. 750	44	-----	-----
Rollermen.....	. 730	44	-----	-----
Cuttermen, drawmen, or spongers.....	. 720	44	-----	-----
Mixers' helpers or dough feeders.....	. 670	44	-----	-----
Flour dumpers or stackers.....	. 620	44	-----	-----
Pan cleaners, sweepers or conveyormen.....	. 570	44	-----	-----
Icing department:				
Mixers.....	. 670	44	-----	-----
Mixers' helpers.....	. 650	44	-----	-----
Working supervisors, female.....	. 600	44	-----	-----
Helpers, female.....	. 440	44	-----	-----
Cone department:				
Machine captain or bakers.....	. 720	44	-----	-----
Mixers.....	. 670	44	-----	-----
Packers.....	. 570	44	-----	-----

³ 44 hours of straight time permitted.¹² 5 cents per hour increase after June 10, 1939.¹³ 10½ cents per hour increase, after June 10, 1939, for doughnut-machine operators.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Kansas City, Mo.—Continued</i>				
Union B (crackers and cookies)—Continued.				
Packing department:				
Supervisors (working).....	\$0.620	44		
Sealers or weighers.....	.570	44		
Sponge packers.....	.480	44		
Helpers, female.....	.460	44		
Union C (crackers and cookies):				
Sponge baking:				
Machine men.....	.830	40		
Head mixers.....	.818	40		
Peelermen.....	.750	40		
Rollermen or relief rollermen.....	.720	40		
Ovenmen or night mixers.....	.700	40		
Helpers.....	.650	40		
Ovenmen's helpers.....	.630	40		
Reliefmen, while on floor.....	.575	40		
Pan boys.....	.550	40		
Floormen.....	.500	40		
Sweet side baking:				
Machine men.....	.830	40		
Head mixers.....	.780	40		
Ovenmen or assistant mixers.....	.700	40		
Helpers.....	.650	40		
Dough feeders.....	.595	40		
Relief men.....	.570	40		
Pan feeders or fig grinders.....	.550	40		
Pan greasers.....	.500	40		
Hebrew baking: ¹				
Foremen.....	.927	48	\$0.989	45
Mixers, ovenmen, or drawers.....	.854	48	.811	45
Benchhands.....	.802	48	.856	45
<i>Little Rock, Ark.</i>				
Bread shops:				
Mixers or ovenmen.....	.750	14 40	.750	40
Head checkers.....	.750	14 40	.750	48
Dividers.....	.700	14 40	.700	40
Benchmen, molders, or machine operators.....	.650	14 40	.650	40
Stock-room clerks.....	.625	14 40	.625	40
Assistant checkers.....	.600	15 40	.600	48
Wrapping-machine operators.....	.600	14 40	.600	40
Twisters.....	.550	14 40	.550	40
Helpers (after 6 months).....	.500	14 40	.500	40
Cakeshops:				
Mixers.....	.620	16 40		
Ovenmen, ingredient men or sealers.....	.550	16 40		
Helpers.....	.450	16 40		
<i>Los Angeles, Calif.</i>				
Union A (bread): ²				
Hand shops:				
Dough mixers.....	17.909	44	.909	44
Ovenmen.....	17.864	44	.864	44
Bench hands.....	17.773	44	.773	44
Machine shops:				
Foremen.....	1.050	40	1.050	40
Dough mixers.....	17 1.000	40	1.000	40
Ovenmen.....	17.950	40	.950	40
Machine or bench hands.....	17.850	40	.850	40
Mixers' helpers.....	17.750	40	.750	40
Machine men or checkers.....	17.700	40	.700	40
Machine or bench hands' helpers.....	17.675	40	.675	40
Helpers.....	17.600	40	.600	40
Pan washers or greasers.....	17.600	40		
Union B (crackers): ²				
Mixers or machine men.....	.963	40		
Peelers, ovenmen, or relief men.....	.913	40		
Rollermen.....	.848	40		
Mixers' helpers.....	.815	40		

² 1 week vacation with pay after 1 year of service.¹⁴ Minimum of 40 hours; maximum of 44 hours.¹⁵ Minimum of 40 hours; maximum of 48 hours.¹⁶ Minimum of 36 hours; maximum of 44 hours.¹⁷ \$2 per week increase for male employees; \$1 increase for female employees after July 9, 1939.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Los Angeles, Calif.—Continued</i>				
Union B (crackers) ² —Continued.				
Warehousemen and all other helpers in baking shops.....	\$0. 750	40		
Truckers or general helpers.....	. 618	40		
Females:				
Supervisors.....	. 530	40		
Packers or bundlers.....	. 495	40		
Scalers, carton formers, or sweet packers.....	. 455	40		
Hebrew baking:				
First hands.....	1. 313	40	\$1. 313	40
Second hands.....	1. 188	40	1. 188	40
<i>Madison, Wis.</i>				
Machine shops:				
Foremen.....	. 938	48	. 938	48
Ovenmen, mixers, or spongers.....	. 838	40	. 838	40
Machinemen.....	. 813	40	. 813	40
Bench hands.....	. 784	40	. 784	40
Helpers.....	. 675	40	. 675	40
<i>Manchester, N. H.</i>				
Bread shops:				
Foremen.....	. 792	48	. 792	48
Second hands.....	. 688	48	. 688	48
Bench hands.....	. 625	48	. 625	48
<i>Memphis, Tenn.</i>				
Bread shops:				
Mixers, ovenmen, second hands, bench hands, or machine men.....	. 563	40	. 563	40
Helpers.....	. 375	40	. 375	40
Wrapping-machine operators, female.....	. 313	40	. 313	40
Cake shops:				
Machine captain.....	. 830	40		
Peelers.....	. 750	40		
Ovenmen, rate A.....	. 730	40		
Ovenmen, rate B.....	. 650	40		
Rollers.....	. 700	40		
Pan greasers, bake-shop helpers.....	. 550	40		
Packers, rate A.....	. 460	40		
Packers, rate B.....	. 430	40		
Cracker shops:				
Head mixers.....	. 880	3 40		
Machine captain.....	. 830	3 40		
Sponge setter, second man.....	. 760	3 40		
Peelers or assemblymen.....	. 750	3 40		
Ovenmen, rate A.....	. 730	3 40		
Ovenmen, rate B.....	. 650	3 40		
Rollermen.....	. 700	3 40		
Helpers, rate A.....	. 600	3 40		
Helpers, rate B.....	. 460	3 40		
Assemblymen's helpers.....	. 570	3 40		
Packers, floor ladies.....	. 530	3 40		
Packers, female, rate A.....	. 460	3 40		
Packers, female, rate B.....	. 430	3 40		
Head warehousemen.....	. 660	3 40		
Warehousemen, rate A.....	. 630	3 40		
Warehousemen, rate B.....	. 580	3 40		
Head shippers.....	. 625	44		
Shippers (cake and crackers).....	. 550	44		
<i>Milwaukee, Wis.</i>				
Hand shops:				
Foremen.....	. 771	48	. 771	48
First bakers.....	. 667	48	. 667	48
Second bakers.....	. 625	48	. 625	48
Third bakers.....	. 583	48	. 583	48
Helpers.....	. 521	48	. 521	48
Machine shops:				
Foremen.....	. 925	40	. 925	40
Mixers or ovenmen, class 1.....	. 800	40	. 800	40
Bench hands or ovenmen, class 2.....	. 750	40	. 750	40
Helpers.....	. 625	40	. 625	40

¹ 1 week vacation with pay after 1 year of service.

² 44 hours of straight time permitted.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Milwaukee, Wis.—Continued</i>				
Hebrew baking:				
Day work:				
Bench hands, first	\$0. 872	47	\$0. 872	47
Bench hands, second .....	. 787	47	. 787	47
Bench hands, third .....	. 702	47	. 702	47
Night work:				
Bench hands, first .....	. 902	47	. 902	47
Bench hands, second .....	. 817	47	. 817	47
Bench hands, third .....	. 732	47	. 732	47
<i>Minneapolis, Minn.</i>				
Hand shops:				
Foremen .....	. 844	45	. 844	45
Mixers or ovenmen .....	. 711	45	. 711	45
Bench hands .....	. 667	45	. 667	45
Machine shops: ²				
Foremen .....	. 935	7 40	. 900	7 40
Sponge and dough mixers, ovenmen, or oven operators .....	. 785	7 40	. 750	7 40
Bench hands, dividers, molder men, automatic-bun-machine operators .....	. 735	7 40	. 700	7 40
Dough-room men or traveling-oven feeders or dumpers .....	. 680	7 40	. 650	7 40
Twisters, molders, dough panners, or bench hand helpers .....	. 575	7 40	. 550	7 40
<i>Moline, Ill.</i>				
(See Rock Island (Ill.) district.)				
<i>Newark, N. J.</i>				
Union A (bread):				
First ovenmen	1. 354	48	1. 354	48
Second hands or bench men	1. 250	48	1. 250	48
Union B (cake and bread):				
Foremen, ovenmen, or dough mixers	1. 050	40	1. 050	40
Bench hands .....	. 925	40	. 925	40
Third hands .....	. 775	40	. 775	40
Mixers' or oven helpers .....	. 675	40	. 650	40
Bench hand helpers .....	. 625	40	. 600	40
Pan greasers, machine-packers or slicers .....	. 575	40	. 550	40
Wrappers, female .....	. 425	40	. 425	40
Hebrew baking (bread):				
Foremen or ovenmen	1. 354	48	1. 354	48
Second hands or mixers	1. 250	48	1. 250	48
<i>New Haven, Conn.</i>				
Hand shops: ²				
Foremen or mixers .....	. 750	48	. 750	48
Ovenmen .....	. 713	48	. 713	48
Benchmen .....	. 675	48	. 675	48
Hebrew baking:				
Foremen or ovenmen	1. 083	48	1. 083	48
Second hands	1. 000	48	1. 000	48
Bench hands .....	. 625	48	. 625	48
<i>New Orleans, La.</i>				
Foremen .....	. 635	48	. 625	48
Mixers, ovenmen—feeders .....	. 593	48	. 583	48
Bench hands or divider men .....	. 530	48	. 520	48
Ovenmen—take out .....	. 500	48		
Molder men or twisters .....	. 450	48		
Wrapping machine operators .....	. 350	48		
<i>New York, N. Y.</i>				
Union A:				
Small bakeries:				
First hands	1. 000	40	1. 000	40
Second hands .....	. 900	40	. 900	40
Helpers .....	. 700	40	. 700	40
"5 day" large bakeries:				
Foremen	1. 250	40	1. 250	40
Ovenmen or mixers	1. 100	40	1. 100	40
Bench hands	1. 050	40	1. 050	40
Helpers .....	. 750	40	. 750	40

¹ 1 week vacation with pay after 1 year of service.
² 42 hours of straight time permitted.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>New York, N. Y.—Continued</i>				
Union A—Continued.				
“6 day” large bakeries:				
Ovenmen or mixers.....	\$0.970	40	\$0.950	40
Bench hands, A.....	.810	40	.740	40
Bench hands, B.....	.720	40	.680	40
Pie shops:				
Oven workers.....	.800	40	.800	40
Bench hands, A.....	.750	40	.750	40
Bench hands, B.....	.700	40	.700	40
Bake shop helpers.....	.525	40	.525	40
Helpers—packing, etc.....	.450	40	.450	40
Union B (bread and cake)—Brooklyn:				
First hands.....	1.100	40	1.050	40
Second hands.....	1.000	40	.950	40
Helpers.....	.800	40	.750	40
Union C (bread): ²				
Small shops:				
First hands.....	1.071	35	1.000	35
Second hands or bench hands.....	1.000	35	.929	35
Large shops:				
First hands.....	1.214	35	1.143	35
Second hands or bench hands.....	1.143	35	1.071	35
Union D:				
Company A:				
Bread department:				
Mixers or ovenmen.....	.975	40	.....	.....
Benchmen or divider men.....	.875	40	.....	.....
Molder operators.....	.800	40	.....	.....
Soft-bun molder operators.....	.775	40	.....	.....
Mixers' helpers, oven feeders, soft-roll scalers, head machine wrappers.....	.750	40	.....	.....
Checkers.....	.725	40	.....	.....
Oven dumpers or pan greasers.....	.700	40	.....	.....
Flour dumpers or general helpers.....	.675	40	.....	.....
Rack pusher, bread or restaurant wrappers.....	.625	40	.....	.....
Cake department:				
Mixers or ovenmen.....	.950	40	.....	.....
Icing makers.....	.775	40	.....	.....
Dough scaler, mixers' helpers, or oven feeders.....	.750	40	.....	.....
Ingredient scalers or milk men.....	.725	40	.....	.....
Scalers' helpers, cake or oven dumpers.....	.700	40	.....	.....
Icers' helpers or tray men.....	.650	40	.....	.....
Tray boys.....	.625	40	.....	.....
Cake wrappers, female employees.....	.463	40	.....	.....
Company B: ²				
Mixers or ovenmen.....	.950	18 40	.....	.....
Bench workers.....	.850	18 40	.....	.....
Scalers.....	.800	18 40	.....	.....
Packers or wrappers.....	.675	18 40	.....	.....
Helpers.....	.625	18 40	.....	.....
Company C: ²				
Ovenmen, mixers, or scalers.....	.975	40	.....	.....
Bench workers.....	.850	40	.....	.....
Helpers.....	.675	40	.....	.....
Wrappers.....	.650	40	.....	.....
Packers.....	.625	40	.....	.....
Wrappers, female.....	.450	40	.....	.....
Company D: ²				
Mixers.....	.975	40	.....	.....
Ovenmen or scalers.....	.950	40	.....	.....
Benchmen.....	.850	40	.....	.....
Helpers, packers, or wrappers.....	.650	40	.....	.....
Union E ¹⁹ (crackers and cookies):				
Peelers or machine captains.....	.930	40	.....	.....
Mixers.....	.850	40	.....	.....
First bakers or ovenmen, roller men or breakermen, or mixers' helpers.....	.830	40	.....	.....
Second bakers, sponge or flour blenders.....	.800	40	.....	.....
Stackers—1 per oven, conveyormen, flour dumpers, or dough cutters.....	.700	40	.....	.....

² 1 week vacation with pay after 1 year of service¹⁸ Minimum of 40 hours; maximum of 42 hours.¹⁹ 1 week vacation with pay after 1 year of service. This local has other cookie and cracker agreements which provide different rates; the scales given, however, apply to 83 percent of the membership.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>New York, N. Y.—Continued</i>				
Union E ¹⁹ (crackers and cookies)—Continued.				
Pan feeders or assemblymen.....	\$0.680	40	-----	-----
Stackers—2 per oven.....	.650	40	-----	-----
Iceing department:				
Chocolate temperers.....	.880	40	-----	-----
Mixers.....	.850	40	-----	-----
Mixers' helpers.....	.800	40	-----	-----
Feeders.....	.750	40	-----	-----
Tray handlers.....	.680	40	-----	-----
General.....	.530	40	-----	-----
Sugar-wafer department:				
Spreading-machine captains.....	.850	40	-----	-----
Mixers.....	.800	40	-----	-----
Mixers' helpers, trimmers, or spreaders.....	.750	40	-----	-----
Shipping and miscellaneous departments:				
Checkers, carloaders, or assemblymen.....	.750	40	-----	-----
Paste or broken crackermen.....	.680	40	-----	-----
Supervisors or inspectors—female.....	.600	40	-----	-----
Packers.....	.580	40	-----	-----
Hand bundlers, carton closers, bundlers, sponge packers or labeling-machine operators.....	.550	40	-----	-----
Carton formers or miscellaneous helpers.....	.530	40	-----	-----
Chute feeders.....	.480	40	-----	-----
Plant men:				
First-class machinists, clock-time foremen, or power-plant engineers.....	1.000	40	-----	-----
Electricians or millwrights.....	.950	40	-----	-----
Second-class machinists or maintenance men.....	.900	40	-----	-----
Firemen.....	.830	40	-----	-----
Machinists' helpers.....	.800	40	-----	-----
Painters.....	.750	40	-----	-----
Oilers or warehouse laborers.....	.700	40	-----	-----
Laundry workers.....	.650	40	-----	-----
Male helpers in washrooms.....	.630	40	-----	-----
Dressing-room attendants.....	.550	40	-----	-----
Matrons.....	.500	40	-----	-----
Union F:				
Cake, retail:				
First hands.....	1.600	45	\$1.600	45
Second hands.....	1.333	45	1.333	45
Third hands.....	.933	45	.933	45
Cake, wholesale:				
Foremen.....	1.667	45	1.667	45
Benchmen, ovenmen, mixers, or finishers.....	.933	45	.933	45
Helpers.....	.400	45	.400	45
French baking—Hand shops: ²				
Agreement A:				
Day work:				
First hands.....	.960	37½	.933	45
Second hands.....	.889	37½	.889	45
Third hands or helpers.....	.845	37½	.845	45
Night work:				
First hands.....	1.029	35	1.000	42
Second hands.....	.952	35	.952	42
Third hands or helpers.....	.905	35	.905	42
Agreement B—Day and night work:				
Foremen.....	.956	45	.933	45
First or second hands.....	.867	45	.844	45
Third or bench hands.....	.778	45	.756	45
German-American baking:				
Union A (bread and cake):				
Hand shops:				
Ovenmen or first hands.....	.950	40	.950	40
Second hands.....	.850	40	.850	40
Third hands or helpers.....	.750	40	.750	40
Machine shops: ²				
Foremen.....	1.075	40	1.050	40
Ovenmen or mixers.....	.875	40	.850	40
Bench hands.....	.775	40	.750	40
Helpers.....	.625	40	.600	40

² 1 week vacation with pay, after 1 year of service.

¹⁹ 1 week vacation with pay after 1 year of service. This local has other cookie and cracker agreements which provide different rates; the scales given, however, apply to 83 percent of the membership.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>New York, N. Y.—Continued</i>				
German-American baking—Continued.				
Union B (bread and cake)—Hand shops:				
First hands.....	\$1.000	40	\$1.000	40
Second hands.....	.938	40	.938	40
Helpers.....	.625	40	.625	40
Hebrew baking:				
Union A—Hand shops (bread):				
First hands or ovenmen.....	1.400	45	1.333	45
Second hands.....	1.267	45	1.200	45
Third hands or helpers.....	1.000	45	.933	45
Union B:				
Hand shops:				
First hands.....	1.533	45	1.467	45
Second hands.....	1.400	45	1.333	45
Third hands or helpers.....	1.000	45	.933	45
Machine shops:				
First hands.....	1.643	42	1.571	42
Second hands.....	1.500	42	1.429	42
Third hands.....	1.071	42	1.000	42
Union C:				
Hand shops (bread):				
First hands.....	1.467	45	1.467	45
Second hands.....	1.333	45	1.333	45
Helpers.....	.933	45	.933	45
Machine shops:				
First hands.....	1.571	42	1.571	42
Second hands.....	1.429	42	1.429	42
Helpers.....	.933	42	.933	42
Union D (bread and cake)—Semi-Hebrew baking:				
Foremen or first hands.....	1.288	40	1.238	40
Second hands.....	1.125	40	1.075	40
Helpers.....	.900	40	.850	40
Mixers or oven workers.....	1.225	40	1.175	40
Union E (Beigel):				
Foremen.....	1.542	48	1.542	48
Second or third hands.....	1.458	48	1.458	48
Italian baking:				
Union A:				
Day work:				
Foremen.....	.933	45	.933	45
Second hands.....	.889	45	.889	45
Third hands.....	.844	45	.844	45
Night work:				
Foremen.....	1.000	42	1.000	42
Second hands.....	.952	42	.952	42
Third hands.....	.905	42	.905	42
Union B—Long Island—Hand shops:				
First hands.....	.648	54	-----	-----
Second hands.....	.481	54	-----	-----
<i>Oklahoma City, Okla.²⁰</i>				
Day work (bread):				
Foremen.....	.900	40	.900	40
Dough mixers or ovenmen.....	.800	40	.800	40
Bench or machine men.....	.700	40	.700	40
Helpers (1 year service or longer).....	.600	40	.600	40
Night work:				
Foremen.....	1.025	40	1.025	40
Dough mixers or ovenmen.....	.875	40	.875	40
Bench or machine men.....	.775	40	.775	40
<i>Omaha, Nebr.</i>				
Foremen.....	²¹ .800	²² 44	.800	44
Dough mixers or ovenmen.....	²¹ .700	²² 44	.700	44
Cake mixers or bench men.....	²¹ .650	²² 44	.650	44
Dough-room helpers, machine men, order checkers, or oven dumpers.....	²¹ .600	²² 44	.600	44
Ingredient sealers, stock-room men, or bake-shop helpers over 1 year.....	²¹ .500	²² 44	.500	44
Hand wrappers and icers over 1 year.....	²¹ .370	²² 44	.370	44

²⁰ One-half week vacation with pay after 1 year of service.²¹ 5 cents per hour increase after July 1, 1939.²² Decrease of 2 hours after Oct. 24, 1939.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Peoria, Ill.²</i>				
Hand shops:				
Foremen	\$0.911	45	\$0.911	45
Bench men .....	.733	45	.733	45
Machine shops:				
Foremen	1.025	40	.976	42
Spongers or ovenmen .....	.900	40	.875	42
Bench men or machine operators .....	.825	40	.786	42
<i>Philadelphia, Pa.</i>				
Union A (bread) ² —machine shops:				
Traveling-oven supervisors .....	.800	40	.800	40
Peel-oven feeders or dumpers .....	.775	40	.775	40
Mixers .....	.750	40	.750	40
Bench men, divider or molder operators .....	.710	40	.710	40
Ingredient scalers .....	.700	40	.700	40
Depositor operators .....	.680	40	.680	40
Traveling-oven helpers or oil oven firemen .....	.660	40	.660	40
Mixers' helpers .....	.650	40	.650	40
Route packers .....	.625	40	.625	40
Flour blenders or pilers .....	.550	40	.550	40
Wrapping-machine men .....	.540	40	.540	40
Pan greasers or porters .....	.530	40	.530	40
Twisters .....	.410	40	.410	40
Cake wrappers or icers, female .....	.425	40	.425	40
Union B (crackers and cookies):				
Company A:				
Machine captain .....	.800	40	.800	40
Bakers .....	.750	40	.750	40
Dough mixers .....	.600	40	.600	40
Dough mixers' helpers .....	.500	40	.500	40
General helpers .....	.450	40	.450	40
Packers and bundlers, female .....	.400	40	.400	40
Carton makers, female; or helpers on odd jobs .....	.375	40	.375	40
Mechanics .....	.825	40	.825	40
Company B:				
Dough mixers	1.031	²³ 32		
Bakers .....	.859	²³ 32		
Dough mixers' helpers .....	.844	²³ 32		
General helpers .....	.703	²³ 32		
Packers, carton makers, or bundlers, female .....	.510	²³ 30		
Stevedores .....	.844	²³ 32		
Mechanics or maintenance men	(²⁴)	²³ 32		
Company C:				
Machine captains .....	.875	40	.875	40
Peelers .....	.820	40	.820	40
Bakers, class A .....	.750	40	.750	40
Bakers, class B .....	.700	40	.700	40
Icing-machine operators, female .....	.500	40	.500	40
Dough mixers	(²⁵)	40	(²⁵)	40
Dough mixers' helpers	(²⁵)	40	(²⁵)	40
Icers, female	(²⁵)	40	(²⁵)	40
Truck loaders .....	.770	40	.770	40
Packers .....	.660	40	.660	40
Sackers, bundlers or carton makers, female .....	.510	40	.510	40
Hebrew baking:				
Bread:				
First hands, foremen or ovenmen	1.309	45	1.309	45
Second hands or dough mixers	1.247	45	1.247	45
Third hands	1.143	45	1.143	45
Fourth hands .....	.727	45	.727	45
Cake:				
First hands or foremen .....	.781	48		
Second hands .....	.656	48		
Third hands .....	.531	48		
Fourth hands .....	.448	48		
Polish baking ² —Hand shops (bread):				
First hands or ovenmen .....	.875	40	.875	40
Second hands .....	.750	40	.750	40

¹ 1 week vacation with pay after 1 year of service.² 40 hours of straight time permitted for male employees; 37½ hours for females.³ \$30 per week minimum, average of \$34.50.⁴ Rates vary with individuals.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Philadelphia, Pa.—Continued</i>				
Polish baking ² —Hand shops (bread)—Continued.				
Shippers.....	\$0.625	40	\$0.625	40
Third hands.....	.500	40	.500	40
Bakers—cake.....	.750	40	.750	40
<i>Phoenix, Ariz.</i>				
Hand shops:				
Foremen.....	.875	48	.....	.....
Dough mixers.....	.833	48	.....	.....
Ovenmen.....	.795	48	.....	.....
Benchmen.....	.729	48	.....	.....
Helpers.....	.521	48	.....	.....
Machine shops:				
Foremen.....	1.050	40	.....	.....
Dough mixers.....	1.000	40	.....	.....
Ovenmen.....	.955	40	.....	.....
Machine men.....	.875	40	.....	.....
Ovenmen's helpers.....	.750	40	.....	.....
Helpers.....	.625	40	.....	.....
<i>Pittsburgh, Pa.</i>				
Mixers or ovenmen ⁹.....	.800	40	.800	40
Benchmen or machine hands ⁹.....	.750	40	.750	40
Traveling-oven feeders or dumpers ⁹.....	.700	40	.....	.....
Helpers ⁹.....	.650	40	.650	40
Checkers ⁹.....	.600	40	.600	40
Packers ⁹.....	.530	40	.530	40
Helpers, female ⁹.....	.420	40	.420	40
Hebrew baking:				
First hands or ovenmen.....	1.422	²⁶ 37½	1.422	37½
Second hands or mixers.....	1.356	²⁶ 37½	1.356	37½
Third or bench hands.....	1.267	²⁶ 37½	1.267	37½
Shippers.....	.542	48	.542	48
Cake bakers' helpers.....	.530	48	.530	48
Pan greasers.....	.468	48	.468	48
Wrappers, female.....	.333	48	.333	48
Porters or stock handlers.....	.500	48	.500	48
Polish baking:				
First hands.....	.933	²⁶ 37½	.933	37½
Second hands.....	.889	²⁶ 37½	.889	37½
Third hands.....	.844	²⁶ 37½	.844	37½
Helpers.....	.556	²⁶ 37½	.556	37½
<i>Portland, Maine</i>				
Machine shops:				
Shop A:				
Foremen.....	.909	³⁷ 44	.909	³⁷ 44
First hands.....	.716	³⁷ 44	.716	³⁷ 44
Second hands.....	.500	³⁷ 44	.500	³⁷ 44
Helpers.....	.386	³⁷ 44	.386	³⁷ 44
Women:				
Novices.....	.250	³⁷ 44	.250	³⁷ 44
First year.....	.318	³⁷ 44	.318	³⁷ 44
Second year.....	.341	³⁷ 44	.341	³⁷ 44
Third year.....	.364	³⁷ 44	.364	³⁷ 44
After 3 years.....	.386	³⁷ 44	.386	³⁷ 44
Shop B:				
First hands.....	.568	⁴ 44	.568	⁴ 44
Second hands.....	.500	⁴ 44	.500	⁴ 44
Helpers.....	.341	⁴ 44	.341	⁴ 44
<i>Portland, Oreg.</i>				
Hand shops:				
Foremen.....	1.050	40	1.050	40
Ovenmen or mixers.....	1.000	40	1.000	40
Bench hands.....	.900	40	.900	40

² 1 week vacation with pay after 1 year of service.⁴ 48 hours of straight time permitted.⁹ 1 week vacation with pay after 2 years of service.²⁶ 45 hours of straight time permitted.²⁷ 40 hours per week for 12 weeks following Christmas, then 44 hours until July 1, and 48 hours from July 1 until Christmas, all at same weekly pay; 4 hours of overtime at straight pay permitted.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Portland, Oreg.—Continued</i>				
Machine shops:				
Foremen.....	\$1.111	36	\$1.111	36
Ovenmen or mixers.....	1.056	36	1.056	36
Bench hands or machinememen.....	1.000	36	1.000	36
Flour blenders.....	.833	36	.833	36
Pan greasers.....	.778	36	.778	36
<i>Providence, R. I.</i>				
Machine shops:				
Company A: ²				
Head dough mixers.....	1.000	40	1.000	40
Second dough mixers.....	.875	40	.875	40
Ovenmen or divider operators.....	.800	40	.800	40
Molder-machine operators.....	.750	40	.750	40
First benchmen.....	.700	40	.700	40
Mixers', molders', or benchmen's helpers, or pan catchers.....	.650	40	.650	40
Bread packers.....	.600	40	.600	40
Company B:				
Dough mixers.....	.900	²⁸ 40	.900	²⁸ 40
Ovenmen, dividers, or benchmen.....	.800	²⁸ 40	.800	²⁸ 40
Molders, ingredient scalers, or assistant dough mixers.....	.750	²⁸ 40	.750	²⁸ 40
Dough mixers' helpers.....	.650	²⁸ 40	.650	²⁸ 40
Molders' or ovenmen's helpers, or flour dumpers.....	.625	²⁸ 40	.625	²⁸ 40
Pan greasers.....	.500	²⁸ 40	.500	²⁸ 40
Company C (cake): ²				
Mixers.....	.835	¹⁶ 40	.835	¹⁶ 40
Ovenmen.....	.760	¹⁶ 40	.760	¹⁶ 40
Machine operators, or fried-cake mixers.....	.665	¹⁶ 40	.665	¹⁶ 40
Fryers.....	.620	¹⁶ 40	.620	¹⁶ 40
Floormen.....	.570	¹⁶ 40	.570	¹⁶ 40
Fryers' helpers or beginners.....	.475	¹⁶ 40	.475	¹⁶ 40
Girls—experienced.....	.430	¹⁶ 40	.430	¹⁶ 40
Girls, 1 to 12 weeks.....	.410	¹⁶ 40	.410	¹⁶ 40
Hebrew baking:				
Foremen or ovenmen.....	.938	48	.938	48
Second hands, bench hands, or mixers.....	.875	48	.875	48
<i>Reading, Pa.</i>				
Bread:				
Dough mixers.....	.694	40	.644	40
Head packers, bench hands, ovenmen, or mechanics.....	.619	40	.619	40
Helpers.....	.559	40	.509	40
<i>Richmond, Va.</i>				
Foremen.....	1.000	40	.975	40
Dough mixers or divider operators.....	.750	40	.725	40
Molder operators.....	.700	40	.675	40
Oven feeders or wrapper operators.....	.675	40	.650	40
Molders' helpers.....	.650	40	.625	40
Oven helpers or bread packers.....	.625	40	.600	40
Flour blenders.....	.500	40	.475	40
Mechanics.....	.750	40	.725	40
Helpers or porters.....	.400	40	.375	40
<i>Rochester, N. Y.</i>				
Union A (bread):				
Hand shops:				
Day work:				
Foremen or first hands.....	.833	48	.833	48
Second hands, oven workers, or dough mixers.....	.760	48	.760	48
Third hands, bench hands, or machine hands.....	.729	48	.729	48
Night work:				
Foremen or first hands.....	.885	48	.885	48
Second hands, oven workers, or dough mixers.....	.813	48	.813	48
Third hands, bench hands, or machine hands.....	.781	48	.781	48

² 1 week vacation with pay after 1 year of service.¹⁶ Minimum of 36 hours; maximum of 44 hours.²⁸ 36 hours per week guaranteed.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Rochester, N. Y.—Continued</i>				
Union A (bread)—Continued.				
Semimachine shops:				
Day work:				
Foremen or first hands.....	\$0.909	44	\$0.909	44
Second hands, ovenmen, or dough mixers.....	.830	44	.830	44
Benchmen.....	.795	44	.795	44
Dumpers.....	.750	44	.750	44
Night work:				
Foremen or first hands.....	.966	44	.966	44
Second hands, ovenmen, or dough mixers.....	.886	44	.886	44
Benchmen or machine hands.....	.852	44	.852	44
Dumpers.....	.807	44	.807	44
Union B—Large machine shops: ¹				
Mixers.....	.870	40	.850	40
Divider men.....	.820	40	.800	40
Machinemen, moldermen, bench hands, ovenmen, assemblers, or batchmen.....	.770	40	.750	40
Flour blenders.....	.720	40	.700	40
Pan greasers, flour handlers, oven helpers, machine hands' helpers, bench helpers, wrapping machine operators, bread rackers, or checkers.....	.620	40	.600	40
Packers, rate A.....	.620	40	.600	40
Packers, rate B.....	.570	40	.550	40
Wrappers' and slicers' helpers.....	.570	40	.550	40
Maintenance, rate A.....	.720	40	.700	40
Maintenance, rate B.....	.670	40	.650	40
Hebrew baking:				
Ovenmen.....	1.109	48	1.109	48
Dough mixers or bench hands.....	1.018	48	1.018	48
Cake bakers.....	.896	48	.896	48
Third hands.....	.784	48	.784	48
<i>Rock Island (Ill.) district</i>				
Union A: ²				
Hand shops:				
Foremen.....	.850	48	.850	48
Ovenmen or mixers.....	.750	48	.750	48
Benchmen.....	.700	48	.700	48
Machine shops:				
Foremen.....	.850	44	.850	44
Dough mixers, peel-oven men, or bench foremen.....	.750	44	.750	44
Machinemen, benchmen, or mechanical-oven men.....	.700	44	.700	44
Wrapping and stockroom foremen, wrapping-machine operators, or checkers.....	.600	44	.600	44
Stockroommen, packers, wrapping-machine helpers or truck loaders.....	.500	44	.500	44
Helpers, first 6 months.....	.500	44	.500	44
Helpers, after 6 months.....	.550	44	.550	44
Hand wrappers or icers, female; first 6 months.....	.350	44	.350	44
Hand wrappers or icers, female; after 6 months.....	.385	44	.385	44
Union B ² —Davenport, Iowa (crackers and cookies):				
Mixers.....	.625	44	.....	.....
Peelers or drawers.....	.600	44	.....	.....
Weighers or order men.....	.575	44	.....	.....
Rollermen or mixers' helpers.....	.550	44	.....	.....
Special helpers or unloaders.....	.525	44	.....	.....
Wrappers, sugar-wafer mixers or stackers.....	.500	44	.....	.....
General workers or helpers.....	.475	44	.....	.....
Helpers in baking or icing departments.....	.450	44	.....	.....
Helpers, female.....	.350	44	.....	.....
<i>St. Louis, Mo.</i>				
Hand shops: ²⁹				
Foremen.....	.833	48	.833	48
Second hands or benchmen.....	.750	48	.750	48
Machine shops: ¹				
Foremen.....	1.210	40	1.155	40
Ovenmen or spongers.....	1.100	40	1.050	40
Assistant spongers.....	1.045	40	.998	40
First bench hands.....	1.018	40	.971	40

¹ 1 week vacation with pay after 1 year of service.² 2 weeks vacation with half pay after 1 year of service.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>St. Louis, Mo.—Continued</i>				
Machine shops—Continued.				
Bench hands or machine hands.....	\$0.990	40	\$0.945	40
Bread counters.....	.825	40	.788	40
Helpers.....	.798	40	.761	40
Miscellaneous helpers.....	.625	40	.....	.....
Bread packers.....	.575	40	.....	.....
Wrapping or slicing machine operators.....	.525	40	.500	40
Cake department:				
Foremen.....	1.210	40	1.155	40
Ovenmen or mixers.....	1.100	40	1.050	40
Machine hands.....	.990	40	.945	40
Helpers.....	.798	40	.761	40
Icing mixers or ingredient scalers.....	.761	40	.725	40
Foreladies.....	.500	40	.....	.....
Helpers, female.....	.400	40	.....	.....
Shipping department:				
Foremen.....	.950	40	.....	.....
Shippers or receivers.....	.700	40	.....	.....
Freight handlers.....	.625	40	.....	.....
Hebrew baking ² —Hand shops:				
Foremen, bakers, or ovenmen.....	1.104	48	1.104	48
Second hands.....	.938	48	.938	48
Bench hands.....	.875	48	.875	48
<i>St. Paul, Minn.</i>				
Hand shops: ²				
Foremen.....	.729	48	.729	48
Ovenmen or mixers.....	.667	48	.667	48
Bench hands.....	.646	48	.646	48
Helpers.....	.475	48	.475	48
Machine shops: ²				
Bread:				
Foremen.....	.935	40	.900	40
Spongers or dough mixers.....	.785	40	.750	40
Oven operators or ovenmen.....	.785	40	.....	.....
Bench hands, dividers, or molders.....	.735	40	.700	40
Bun-machine operators.....	.735	40	.....	.....
Dough-room men.....	.680	40	.700	40
Oven feeders or dumpers.....	.680	40	.650	40
Slicing-machine or wrapping-machine operators.....	.630	40	.600	40
Oven or bench hand helpers, twisters, or dough panners.....	.575	40	.....	.....
Floor women or girls-in-charge.....	.500	40	.....	.....
Helpers, first 6 months.....	.500	40	.....	.....
Helpers, after 6 months.....	.525	40	.....	.....
Hand wrappers or icers, female; first 6 months.....	.400	40	.....	.....
Hand wrappers or icers, female; after 6 months.....	.450	40	.....	.....
Cake: ²				
Foremen.....	.935	40	.900	40
Mixers, icing or batter; or ovenmen.....	.735	40	.....	.....
Bench hands.....	.735	40	.700	40
Wrapping-machine operators, ingredient scalers, dough-nut-machine operators.....	.630	40	.600	40
Fruit cookers or depositors and/or drop-machine operators.....	.630	40	.....	.....
Floorwomen.....	.500	40	.....	.....
Helpers, first 6 months.....	.500	40	.....	.....
Helpers, after 6 months.....	.525	40	.....	.....
Hand wrappers or icers, female; first 6 months.....	.400	40	.....	.....
Hand wrappers or icers, female; after 6 months.....	.450	40	.....	.....
<i>Salt Lake City, Utah</i>				
Hand shops:				
Foremen.....	.781	48	.781	48
Ovenmen or doughmen.....	.677	48	.677	48
Bench hands.....	.625	48	.625	48
Machine shops:				
Foremen.....	.909	30 44	.909	30 44
Dough mixers or ovenmen.....	.800	30 44	.800	30 44
Machinemen or bench hands.....	.700	30 44	.700	30 44
Helpers, first year.....	.500	30 44	.500	30 44

¹ 1 week vacation with pay after 1 year of service.² 40 hours per week guaranteed.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>San Francisco, Calif.</i>				
Union A (bread):				
Small shops (retail):				
Foremen, ovenmen, or mixers	\$0.970	42	\$0.935	42
Bench hands	.910	42	.874	42
Large shops (wholesale):				
Foremen or ovenmen	1.178	36	1.157	36
Dough mixers	1.178	36	1.110	36
Bench hands	1.092	36	1.072	36
Flour blenders	1.017	36	1.017	36
Helpers (after 1 year)	.853	36	.853	36
Union B (crackers): ¹				
Machinemen, head mixers, or receiving foremen	1.058	40		
Mixers, peelers, relief men, ovenmen, or wrapping-machine operators	1.000	40		
Rollermen	.933	40		
Sponge-oven helpers or mixers' helpers	.895	40		
Icers	.880	40		
Sponge stackers, wrapping-machine helpers, shippers, cone-machine men, cone mixers, icing helpers (sugar wafers), sweet-dough feeders, pan feeders, or assemblymen	.825	40		
Benchmen	.770	40		
Oven feeders	.743	40		
Pan greasers	.693	40		
Women's auxiliary:				
Supervisors	.530	40		
Weighers, carton formers, sponge packers, wrappers, or bundlers	.494	40		
Can renovators, icing (sugar wafers), or sweet packers	.459	40		
Elevator operators	.770	40		
French and Italian baking:				
Hand shops:				
Foremen, ovenmen, or mixers	.980	42	.962	42
Bench hands	.881	42	.864	42
Machine shops:				
Foremen, ovenmen, or mixers	1.056	39	1.036	39
Bench hands	.949	39	.931	39
<i>Scranton, Pa.</i>				
Hand shops: ²				
Company A:				
First hands	.771	48		
Benchmen or ovenmen	.583	48		
Cake mixers	.521	48		
Wrappers	.333	48		
Benchmen's helpers	.292	48		
Company B:				
First hands	.656	48	.625	48
Second hands	.594	48	.563	48
Bench hands	.531	48	.500	48
Ovenmen	.438	48	.375	48
Wrappers or helpers	.333	48	.292	48
Company C:				
Foremen, first or second hands	.708	48	.688	48
Bench hands	.604	48	.583	48
Semimachine shops: ²				
Bread and variety department:				
Mixers	.667	48		
Peel-oven or bench men	.563	48		
Dividers	.521	48		
Molders	.500	48		
Traveling-oven men	.438	48		
Helpers	.417	48		
Cake department:				
Mixers or peel-oven men	.458	48		
Helpers	.438	48		
Shipping department:				
Clerks	.583	48		
Wrappers	.479	48		

¹ 1 week vacation with pay after 1 year of service.

² 2 weeks vacation with pay after 1 year of service.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Scranton, Pa.—Continued</i>				
Machine shops: ¹				
Company A:				
Peel-oven men	\$0. 875	3 40	\$0. 865	3 40
Molder operators	. 875	3 40	. 815	3 40
Mixers	. 825	3 40	. 760	3 40
Divider operators	. 775	3 40	. 710	3 40
Flour blenders	. 740	3 40	. 710	3 40
Pan greasers	. 694	3 40	. 660	3 40
Mixers' helpers	. 685	3 40	. 685	3 40
Pan setters	. 660	3 40	. 660	3 40
Traveling-oven men	. 625	3 40	. 575	3 40
Molders' helpers	. 625	3 40	. 600	3 40
Shipping department:				
Shipping clerks	. 953	3 40	. 928	3 40
Assistant shippers	. 650	3 40		
Wrappers	. 600	3 40	. 575	3 40
Wrappers' helpers	. 550	3 40		
Maintenance department:				
Maintenance men	1. 000	3 40	. 990	3 40
Firemen	. 745	3 40	. 710	3 40
Janitors	. 675	3 40	. 675	3 40
Company B:				
Utility men	. 875	3 40	. 875	3 40
Peel-oven tenders	. 865	3 40	. 865	3 40
Molders	. 815	3 40	. 815	3 40
Mixers	. 760	3 40	. 760	3 40
Flour blenders, dividers, or firemen	. 710	3 40	. 710	3 40
Mixers' helpers	. 685	3 40	. 685	3 40
Pan setters or pan greasers	. 660	3 40	. 660	3 40
Molder-machine helpers	. 600	3 40	. 600	3 40
Bench hands or wrappers	. 575	3 40	. 575	3 40
Extra helpers	. 500	3 40	. 500	3 40
Shipping clerks	. 928	3 40	. 928	3 40
Janitors	. 675	3 40	. 675	3 40
<i>Seattle, Wash.</i>				
Foremen	1. 236	36	1. 180	36
Dough mixers, ovenmen or machinemen	1. 176	36	1. 120	36
Bench hands	1. 106	36	1. 050	36
Helpers (day work):				
1 year's experience	. 827	36	. 772	36
2 years' experience	. 938	36	. 883	36
Helpers (night work):				
1 year's experience	. 797	36	. 742	36
2 years' experience	. 908	36	. 853	36
<i>South Bend, Ind.</i>				
Small shops:				
First hands	. 688	48	. 688	48
Second hands	. 625	48	. 625	48
Large shops: ²				
Mixers, head benchmen, divider men, or traveling-oven men	. 700	7 40	. 700	7 40
Molder men	. 670	7 40	. 670	7 40
Bench hands	. 650	7 40	. 650	7 40
Traveling-oven feeders	. 610	7 40	. 610	7 40
Mixers' helpers, molders' helpers, or traveling-oven dumpers	. 570	7 40	. 570	7 40
Checkers	. 550	7 40	. 550	7 40
Bake-shop helpers or conveyor men	. 530	7 40	. 530	7 40
Packers or hand wrappers	. 480	7 40	. 480	7 40
Slicers	. 420	7 40	. 420	7 40
Stale checkers	. 400	44	. 400	48

¹ 1 week vacation with pay after 1 year of service.² 44 hours of straight time permitted.³ 42 hours of straight time permitted.⁴ 1 week vacation with pay after 2 years service.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Spokane, Wash.</i>				
Union A:				
Foremen, mixers, or ovenmen.....	\$1.100	32 40	\$1.100	32 40
Machine hands.....	1.050	32 40	1.050	32 40
Bench hands.....	1.000	32 40	1.000	32 40
Shipping clerks, stock clerks, flour blenders, or packers.....	.750	32 40	.750	32 40
Helpers.....	.700	32 40	.700	32 40
Bread wrappers, after 2 months.....	.650	32 40	.650	32 40
Cake and cookie wrappers, female; after 2 months.....	.480	32 40	.480	32 40
Union B (crackers): ²				
Machinemen.....	.838	40		
Mixers.....	.800	40		
Peelers.....	.775	40		
Ovenmen.....	.725	40		
Rollermen.....	.690	40		
Scale men or wrappers.....	.688	40		
Ovenmen's helpers.....	.680	40		
Mixers' helpers.....	.650	40		
Sugar-wafer men.....	.625	40		
Rollermen's helpers.....	.600	40		
Stackers.....	.580	40		
Icing helpers, pan cleaners, feeders, sweepers, and other helpers.....	.575	40		
Receiving clerks.....	.750	40		
<i>Springfield, Mass.</i>				
Hand shops: ²				
Foremen.....	.977	44	.977	44
Second hands, mixers, or ovenmen.....	.864	44	.864	44
Bench hands.....	.750	44	.750	44
Machine shops: ²				
Foremen.....	.952	42	.909	44
Second hands or dough mixers.....	.833	42	.795	44
Assistant foremen.....	.786	42	.750	44
Peel-oven men.....	.762	42	.727	44
Bench hands.....	.714	42	.682	44
Dividers or scalers.....	.667	42	.636	44
Conveyor ovenmen.....	.643	42	.614	44
Wrapping-machine men, checkers, or helpers.....	.571	42	.500	44
Girls.....	.381	42	.364	44
Hebrew baking:				
Foremen.....	1.042	48	1.042	48
Second hands or dough mixers.....	.938	48	.938	48
Bench hands.....	.625	48	.625	48
<i>Toledo, Ohio</i>				
First mixers.....	.810	44	.750	44
Bench hands, rolls.....	.760	44	.680	44
Runner-in men.....	.760	44	.750	44
Bench hands, bread.....	.760	44	.700	44
Second mixers.....	.710	44	.660	44
Peeler-out men, traveling-oven men, dividers, molders, or mixers' helpers.....	.660	44	.660	44
Molders' helpers, peel-oven helpers, or wrapping-machine men.....	.610	44	.610	44
All other helpers in bake shop, packing or shipping.....	.560	44	.560	44
<i>Washington, D. C.</i>				
Day work: ²				
Journeyman.....	1.050	40	1.050	40
Helpers.....	.650	40	.600	40
Night work: ²				
Journeyman.....	1.250	40	1.250	40
Helpers.....	.750	40	.700	40
<i>Wichita, Kans.</i>				
Hand shops:				
First bakers.....	.583	48	.583	48
Second bakers.....	.521	48	.521	48
Helpers.....	.417	48	.417	48
Wrappers.....	.375	48		

¹ 1 week vacation with pay after 1 year of service.² Minimum of 36 hours; maximum of 40 hours.

TABLE 3.—Union scales of wages and hours in the bakery trades, June 1, 1938, and June 1, 1939—Continued

City, type of baking, and occupation	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
<i>Wichita, Kans.--Continued</i>				
Machine shops:				
Foremen.....	\$0.875	40	\$0.875	40
Mixers or ovenmen.....	.700	40	.700	40
Machinemen or bench hands.....	.650	40	.650	40
Helpers.....	.500	40	.500	40
<i>Worcester, Mass.</i>				
Hebrew baking:				
Foremen.....	1.042	48	1.042	48
Second hands.....	.938	48	.938	48
<i>Youngstown, Ohio</i>				
Hand shops (bread):				
Foremen.....	.780	48	.780	48
Ovenmen or mixers.....	.720	48	.720	48
Bench hands.....	.660	48	.660	48
First helpers, female.....	.425	48	.425	48
Second helpers, female.....	.360	48	.360	48
Machine shops: ⁹				
Mixers or ovenmen.....	.800	40	.800	40
Mixers' helpers, bench hands, or machine hands.....	.725	40	.725	40
Dumpers or feeders.....	.670	40	.670	40
Bake-shop helpers.....	.630	40	.630	40
Checkers.....	.620	40	.620	40
Chute men or head slicers and wrappers.....	.600	40	.600	40
Packers or slicing- and wrapping-machine operators.....	.560	40	.560	40
Hand wrappers, female.....	.480	40	.480	40
Hebrew baking:				
Ovenmen.....	.925	48	.925	48
Mixers.....	.850	48	.850	48
Bench hands.....	.738	48	.738	48

⁹ 1 week vacation with pay after 2 years of service.

