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

# Union Wages, Hours, and Working Conditions in the Building Trades

June 1, 1939

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Prepared by  
INDUSTRIAL RELATIONS DIVISION  
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## Letter of Transmittal

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UNITED STATES DEPARTMENT OF LABOR,  
BUREAU OF LABOR STATISTICS,  
*Washington, D. C., March 1, 1940.*

THE SECRETARY OF LABOR:

I have the honor to transmit herewith the annual report on Union Wages, Hours, and Working Conditions in the Building Trades as of June 1, 1939, showing actual and average rates for each trade and average rates for all trades in 72 cities of the United States.

ISADOR LUBIN, *Commissioner.*

HON. FRANCES PERKINS,  
*Secretary of Labor.*



## Preface

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The Bureau of Labor Statistics has made surveys of union wages and hours in the building trades in selected cities each year since 1907. The earliest studies included 37 cities. The coverage was gradually extended—the present study including 72 cities.

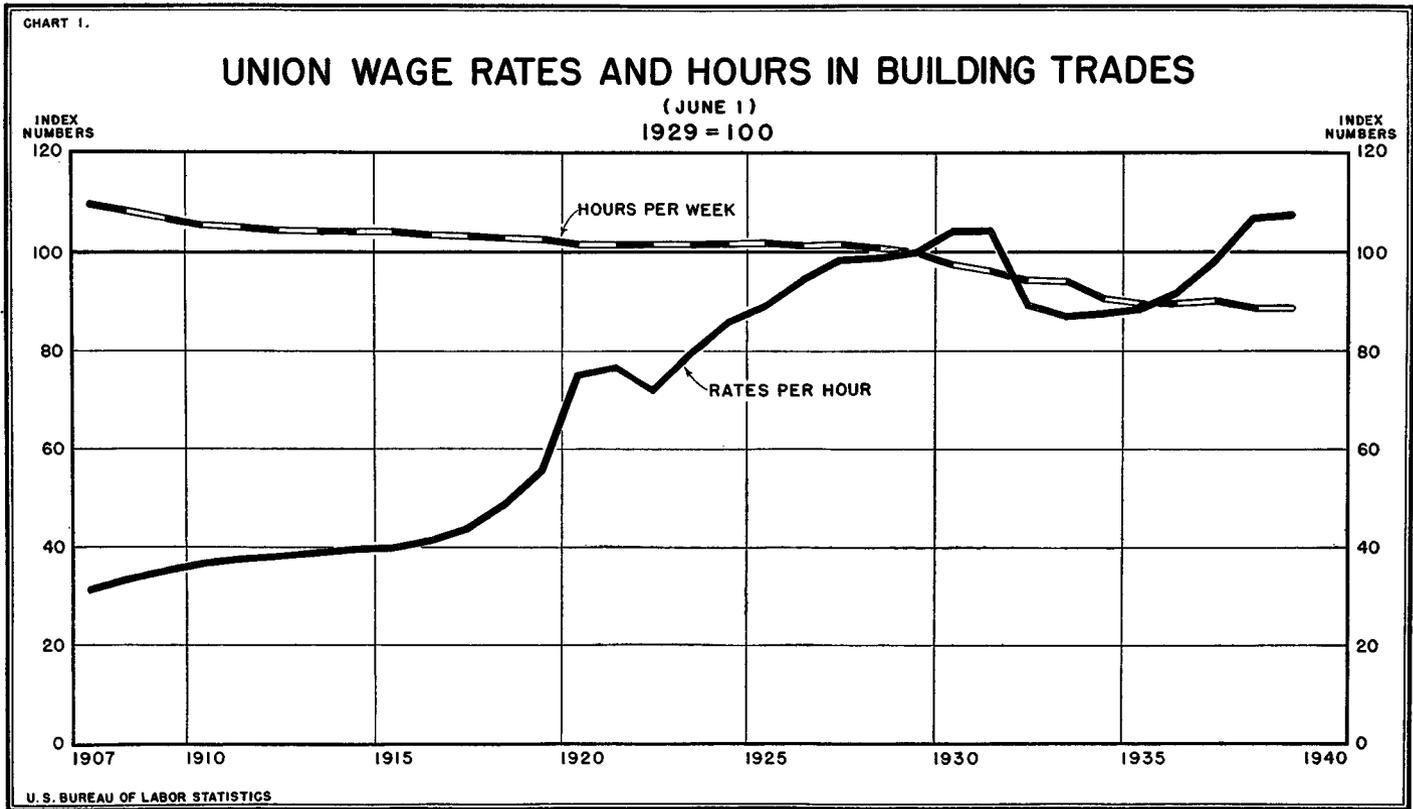
The 1939 report not only shows the actual rates of each trade in each of the cities covered, but also average rates for each trade, as well as the average rates of all the trades in each city. There is also included a table showing the trend throughout the period 1907–39.

For the first time since these annual surveys were undertaken, a complete analysis has been made of the provisions in the agreements other than those pertaining to wages and hours. Among other matters, the provisions include statements with regard to the contractual relationship between the unions and the employers, methods of enforcing agreements, methods of adjusting disputes, and detailed working rules.

This bulletin was prepared by the Industrial Relations Division, under the supervision of Florence Peterson, chief of the division. Frank S. McElroy was in immediate charge of the field work and the preparation of the bulletin.

ISADOR LUBIN,  
*Commissioner of Labor Statistics.*

FEBRUARY 1, 1940.



## **Union Wages, Hours, and Working Conditions in the Building Trades, June 1, 1939**

### **Wages and Hours**

#### **Summary**

The average union wage rate per hour was \$1.364 for all of the building trades in the 72 cities covered in a survey by the Bureau of Labor Statistics on June 1, 1939. The average for the journeyman trades was \$1.468, and for the helper and laborer trades, \$0.866.

The hourly-wage rate index for all building trades advanced to 107.4 (1929=100), a rise of 0.6 percent above 1938. Increases in wage scales were reported in 14.6 percent of the quotations comparable with 1938 and applied to about 10 percent of the total building-trades union membership included in the study.

Weekly hours as provided for in the agreements of all trades averaged 38.3 in 1939. The journeymen averaged 38.1 hours, and helpers and laborers, 39.5 hours. Comparatively few changes in hour scales were reported. The index of union scales of hours declined 0.1 percent to 88.5 (1929=100). Forty hours per week was the union scale for 68.8 percent of the total membership covered in the study. Less than 40-hour scales were specified for 27.1 percent of the members. Only 4.1 percent had a basic workweek of over 40 hours.

In the cities included in this survey, union wage rates generally apply to the construction of all public buildings, large commercial buildings, and larger residences. In the construction of small dwellings, however, the union scales are frequently not effective. Rate differentials favoring dwelling construction are provided in a few agreements. Lower rates or longer weekly hours are sometimes provided for maintenance and repair work than for regular construction. A few agreements specify higher pro rata rates for broken-time work than for full weekly employment.

## Scope and Method of the Study

### Cities Covered

The cities covered in the survey of union scales of wages and hours in the building trades are located in 40 States and the District of Columbia. They include cities of all sizes from the largest to some with a population of around 40,000; 53 of them are located in the North and Pacific regions and 19 in the South and Southwest.

### List of Cities Covered

[Numerals indicate the population group in which the city was included in tables 7 and 8]

#### *North and Pacific*

Baltimore, Md.	2.	New Haven, Conn.	4.
Boston, Mass.	2.	New York, N. Y.	1.
Buffalo, N. Y.	2.	Omaha, Nebr.	4.
Butte, Mont.	5.	Peoria, Ill.	4.
Charleston, W. Va.	5.	Philadelphia, Pa.	1.
Chicago, Ill.	1.	Pittsburgh, Pa.	2.
Cincinnati, Ohio.	3.	Portland, Maine.	5.
Cleveland, Ohio.	2.	Portland, Oreg.	3.
Columbus, Ohio.	3.	Providence, R. I.	3.
Davenport, Iowa, included in Rock Island (Ill.) district.		Reading, Pa.	4.
Dayton, Ohio.	4.	Rochester, N. Y.	3.
Denver, Colo.	3.	Rock Island (Ill.) district.	4.
Des Moines, Iowa.	4.	St. Louis, Mo.	2.
Detroit, Mich.	1.	St. Paul, Minn.	3.
Duluth, Minn.	4.	Salt Lake City, Utah.	4.
Erie, Pa.	4.	San Francisco, Calif.	2.
Grand Rapids, Mich.	4.	Scranton, Pa.	4.
Indianapolis, Ind.	3.	Seattle, Wash.	3.
Kansas City, Mo.	3.	South Bend, Ind.	4.
Los Angeles, Calif.	1.	Spokane, Wash.	4.
Madison, Wis.	5.	Springfield, Mass.	4.
Manchester, N. H.	5.	Toledo, Ohio.	3.
Milwaukee, Wis.	2.	Washington, D. C.	3.
Minneapolis, Minn.	3.	Wichita, Kans.	4.
Moline, Ill., included in Rock Island (Ill.) district.		Worcester, Mass.	4.
Newark, N. J.	3.	York, Pa.	5.
		Youngstown, Ohio.	4.

*South and Southwest*

Atlanta, Ga.	3.	Louisville, Ky.	3.
Birmingham, Ala.	3.	Memphis, Tenn.	3.
Charleston, S. C.	5.	Nashville, Tenn.	4.
Charlotte, N. C.	5.	New Orleans, La.	3.
Dallas, Tex.	3.	Norfolk, Va.	4.
El Paso, Tex.	4.	Oklahoma City, Okla.	3.
Houston, Tex.	3.	Phoenix, Ariz.	5.
Jackson, Miss.	5.	Richmond, Va.	4.
Jacksonville, Fla.	4.	San Antonio, Tex.	4.
Little Rock, Ark.	5.		

*Collection of the data.*—As far as possible, the scales collected were those actually in force on June 1. The collection of the data was made by agents of the Bureau who personally visited some responsible official of each local union included in the study. Each scale was verified by the union official interviewed, and was further checked by comparison with the written agreements when copies were available. Interviews were obtained with 1,551 union representatives and 2,729 quotations of scales were received. The union membership covered by these contractual scales of wages and hours was approximately 444,000.

**Definitions**

A union scale is a wage rate or schedule of hours agreed to by an employer (or group of employers) and a labor organization for persons who are actually working or would be working if there were work to be done in that locality. A union scale usually fixes a limit in one direction, that is, a minimum wage rate and maximum hours of work with specific provisions for overtime.

The union may be (1) either an independent local union, (2) one affiliated with a national or international federation, (3) an organization embracing one craft or more than one craft, or (4) one having a contract with only one employer or more than one employer.

A collective agreement is a mutual arrangement between a union and an employer (or group of employers) regarding wages and hours and other working conditions. Collective agreements are usually written and signed by both parties, although oral agreements may be equally binding. The Bureau has included scales set under oral agreements only in those cases where there was clear evidence that the rates were actually in effect.

*Apprentices and foremen.*—A young person working in a trade for a definite number of years, for the purpose of learning the trade, and receiving instruction as an element of compensation, is considered an apprentice. Scales for apprentices have not been included. Scales for helpers in a number of trades were collected. In some trades the work of helpers is performed at least in part by apprentices. When-

ever it was found that helpers' work was done largely by apprentices, the scales for such helpers were omitted.

No rates were collected for strictly supervising foremen nor for individuals who were paid unusual rates because of some personal qualification as distinct from the usual trade qualifications.

*Union rates and actual rates.*—As mentioned above, the rates of wages and hours included in this report were obtained from union business agents, secretaries, and other officials of local unions in the 72 cities visited. A large majority of the rates were recorded in written agreements, copies of which in most cases were given to the agents for the Bureau's files. Where no written records were on file in the union office, the Bureau representative listed the scales on a schedule which the union official then signed. If the Bureau representative had any reason to doubt the accuracy of these scales, he made further inquiry from persons who might be informed about the situation. It is believed that the scales collected in this survey accurately represent the union scales in effect on June 1, 1939.

It does not necessarily follow, however, that these scales are in all cases the actual wages paid or hours worked. The union agreement usually fixes the minimum wages and maximum hours. More experienced and skilled workers may command more than the union rate. This is especially true during periods of prosperity, when a plentiful supply of jobs creates competitive bidding for the better workmen. In periods of depression, in order to spread or share available work, actual hours worked are sometimes less than those provided in the union agreement. Where such a share-the-work policy was formally adopted by the union and in effect for a majority of the members, the adjusted scale of hours is used in this report rather than the theoretical scale appearing in the written agreement.

*Union rates and prevailing rates.*—This report is concerned only with the contract scales for union members on union jobs. No attempt has been made to discover what proportions of all the workers in the different occupations are members of the unions. Inasmuch as union strength varies from city to city and between trades, the prevailing scale for any occupation in any one city may or may not coincide with the union scale. Where practically all the workers of a particular trade belong to the local union, the union scale will be equivalent to the prevailing scale in that community. On the other hand, where the proportion of craftsmen belonging to the union is small, the union scale may not be the actual prevailing scale.

*Averages.*—The averages for each trade given in this report are weighted according to the number of members in the various local unions. Thus the averages reflect not only the specific rates provided in the union agreements, but also the number of persons presumably benefiting from these rates.

*Index numbers.*—In the series of index numbers the percentage change from year to year is based on aggregates computed from the quotations of the unions which furnished reports for identical occupations in both years. The membership weights in both of the aggregates used in each year-to-year comparison are those reported for the second year. The index for each year is computed by multiplying the index for the preceding year by the ratio of the aggregates so obtained. The index numbers were revised on this basis in 1936 in order to eliminate the influence of changes in union membership which obscure the real changes in wages and hours.

*For the trend of union rates, the table of indexes should be consulted; for a comparison of wage rates between trades or cities at a given time, the table of averages should be used.*

## Trend of Union Wage Rates and Hours, 1907 to 1939

The index of union hourly wage rates for all building trades rose to 107.4, on June 1, 1939. The advance from the preceding year, however, amounted to only 0.6 percent, the smallest percentage increase recorded in any year since the present upward movement of the index began in 1934.

The relative stability of union wage rates in the building trades during the year covered by this study contrasts strongly with the upward movement which has characterized their previous advance from the depression lows of 1933. In 1934 the index rose 0.7 percent above 1933; in 1935 it advanced 1.1 percent over 1934. The years 1936 and 1937 recorded increasingly greater percentage advances over the preceding years, and the advance of 8.9 percent in 1938 surpassed all previous annual increases since 1923.

While the journeymen's wage-rate index of 106.8 represents the highest thus far obtained, it is only 0.6 percent above that for 1938. The helpers and laborers' index of wage rates advanced considerably more rapidly than that of the journeymen in 1936, 1937, and 1938, and maintained a greater relative increase in the past year, although at 112.6 it was only 0.8 percent above the 1938 index.

The indexes of union scales of hours per week continued to move downward, but in each case the decline was relatively slight. For all building trades combined, the index of 88.5 showed a decrease of 0.1 percent over the year. The journeymen's index of hours (88.3) also dropped 0.1 percent and the helpers and laborers' index (89.7) declined 0.2 percent. The complete series of annual index numbers from 1907 to 1939 is shown in table 1.

TABLE 1.—*Indexes of union hourly wage rates and weekly hours in all building trades, 1907 to 1939*

Year	Index numbers (1929=100)					
	All building trades		Journeymen		Helpers and laborers	
	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours
1907.....	31.5	110.0	31.7	109.3	30.7	113.1
1908.....	33.5	108.3	33.8	107.7	32.1	110.8
1909.....	35.1	106.8	35.5	106.4	33.2	108.5
1910.....	36.5	105.5	37.0	105.2	34.3	106.6
1911.....	37.1	105.1	37.6	104.8	34.5	106.4
1912.....	37.9	104.8	38.5	104.5	34.8	106.1
1913.....	38.8	104.6	39.4	104.2	35.8	106.1
1914.....	39.6	104.2	40.3	103.9	36.2	105.5
1915.....	39.9	104.1	40.6	103.8	36.5	105.4
1916.....	41.2	103.7	42.0	103.4	37.7	105.1
1917.....	43.8	103.5	44.3	103.2	41.4	104.7
1918.....	48.6	102.9	49.0	102.6	48.0	104.3
1919.....	55.7	102.4	56.0	102.2	55.5	103.3
1920.....	75.2	101.9	74.9	101.7	80.5	102.7
1921.....	76.6	101.8	76.3	101.6	81.3	102.7
1922.....	71.8	101.8	71.9	101.7	74.0	102.4
1923.....	79.4	101.9	79.2	101.8	78.5	102.6
1924.....	85.7	101.9	85.6	101.8	84.9	102.6
1925.....	89.0	101.9	88.8	101.8	87.7	102.4
1926.....	94.8	101.7	94.7	101.6	95.6	102.2
1927.....	98.1	101.5	97.9	101.4	97.3	102.2
1928.....	98.7	100.9	98.7	100.7	98.3	102.1
1929.....	100.0	100.0	100.0	100.0	100.0	100.0
1930.....	104.2	97.2	104.1	97.1	105.1	97.8
1931.....	104.5	96.0	104.5	95.8	104.5	97.0
1932.....	89.3	94.3	89.3	94.1	89.2	94.8
1933.....	86.8	94.0	86.9	93.8	85.2	94.4
1934.....	87.4	90.5	87.4	90.3	87.7	91.4
1935.....	88.4	89.8	88.4	89.6	88.2	90.8
1936.....	91.6	89.8	91.3	89.6	93.4	91.0
1937.....	98.0	90.2	97.6	90.0	101.5	91.3
1938.....	106.7	88.7	106.1	88.4	111.7	89.9
1939.....	107.4	88.5	106.8	88.3	112.6	89.7

### Trends in Individual Trades

The wage-rate index of every trade included in the survey rose somewhat between 1938 and 1939 (table 2). In most cases the rise was small, the majority moving less than a full index point. The largest advance in the journeyman group was that of the lathers' index, which is 3.3 percent higher than in 1938, bringing the current index to 116.4. The elevator constructors' helpers also had a 3.3 percent increase in their index, which rose from 104.5 in 1938 to 107.9 in 1939.

The 1939 indexes of wage rates represent all-time highs for all trades except the bricklayers, granite cutters, painters, sign painters, and stonecutters. Only the granite cutters, sign painters, and stonecutters' indexes were lower in 1939 than 10 years previously in 1929.

The steam and sprinkler fitters' helpers had the greatest advance above the 1929 level, the index now being 122.5. Three other indexes, those of the engineers (117.4), the lathers (116.4), and the composition roofers (115.2), are all more than 15 percent above 1929.

TABLE 2.—Indexes of union hourly wage rates and weekly hours in each building trade, 1907 to 1939

[1929=100]

Year	Asbestos workers		Bricklayers		Carpenters		Cement finishers		Electricians (inside wiremen)		Elevator constructors	
	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours
1907.....			37.9	112.0	32.0	107.2	38.5	109.1	31.3	110.3		
1908.....			38.9	109.6	34.0	105.6	38.4	108.1	34.2	109.5		
1909.....			39.7	107.3	35.9	104.4	39.6	108.9	35.3	108.8		
1910.....			40.4	105.3	37.6	103.1	40.0	108.7	36.3	108.2		
1911.....			40.4	104.9	38.1	102.6	41.5	107.7	36.7	108.0		
1912.....			41.0	104.9	38.9	102.5	41.5	107.7	37.1	107.6		
1913.....			41.7	104.7	39.5	102.4	42.5	106.5	37.9	107.2		
1914.....			42.8	104.2	40.1	102.0	42.9	105.8	39.1	106.8	41.8	102.7
1915.....			42.9	104.1	40.6	102.0	43.3	105.8	39.9	106.2	42.1	102.2
1916.....	40.0	103.0	43.3	103.9	41.8	102.0	43.7	104.2	40.7	105.3	43.1	102.1
1917.....	42.1	102.6	44.8	103.6	45.5	102.0	46.2	103.0	43.3	104.9	46.2	101.6
1918.....	47.1	102.0	48.1	103.6	50.5	100.9	51.0	102.5	48.2	104.2	49.2	101.6
1919.....	57.3	101.0	53.4	103.4	58.2	100.3	57.2	101.7	55.2	103.3	57.3	100.9
1920.....	74.5	100.9	72.8	103.3	77.8	100.4	77.7	101.2	72.8	103.0	73.6	100.8
1921.....	75.5	101.1	72.3	103.3	78.4	100.3	80.3	101.2	75.4	103.0	77.4	100.7
1922.....	70.3	101.1	70.4	103.3	72.7	100.4	74.5	101.1	71.1	103.0	72.4	100.4
1923.....	72.9	100.9	79.7	103.3	81.0	100.7	81.5	101.1	73.8	103.0	76.9	100.5
1924.....	81.4	101.0	84.3	103.2	86.7	100.6	90.1	101.1	82.4	102.9	86.3	100.5
1925.....	84.6	101.0	89.2	103.1	88.5	100.6	90.6	100.8	86.7	102.9	90.5	100.4
1926.....	90.5	101.0	94.7	103.2	95.0	100.6	96.7	100.8	91.3	102.9	95.3	100.4
1927.....	95.0	100.9	97.0	102.7	98.1	100.6	101.0	100.5	95.1	102.9	98.8	100.4
1928.....	95.6	100.9	97.8	102.7	98.4	100.0	100.0	99.9	96.0	102.4	99.8	100.4
1929.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1930.....	105.8	96.3	102.4	97.6	104.0	96.9	106.6	96.1	101.8	97.6	104.7	96.8
1931.....	106.8	94.0	102.2	96.1	104.2	95.4	107.0	95.0	103.2	96.6	105.2	95.0
1932.....	89.0	92.8	87.5	93.9	85.4	93.0	93.4	93.9	98.5	94.3	97.9	95.0
1933.....	88.7	91.8	85.2	94.9	85.2	91.6	91.2	95.7	89.9	94.3	91.0	93.0
1934.....	88.6	91.7	84.5	93.3	86.7	90.8	92.1	92.2	90.1	88.7	91.2	92.2
1935.....	89.8	91.0	84.2	93.2	87.8	90.4	92.6	92.0	94.4	85.1	91.3	91.9
1936.....	93.4	91.3	84.7	93.2	92.3	90.5	95.0	91.6	96.9	85.4	92.4	92.6
1937.....	100.6	91.0	90.6	94.1	98.3	90.3	101.9	91.7	101.1	89.6	96.0	92.4
1938.....	110.3	89.5	100.1	91.0	107.1	88.6	111.3	88.9	111.4	89.1	107.7	91.7
1939.....	110.8	89.5	100.6	91.1	107.3	88.6	111.7	88.9	112.0	88.8	109.5	89.5

TABLE 2.—Indexes of union hourly wage rates and weekly hours in each building trade, 1907 to 1939—Continued

Year	Engineers (portable and hoisting)		Glaziers		Granite cutters		Lathers		Marble setters		Mosaic and terrazzo workers	
	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours
1907					36.6	102.5			38.4	102.6		
1908					36.8	102.3			38.8	102.6		
1909					37.4	102.3			39.0	101.5		
1910					37.6	101.9			39.5	101.3		
1911					37.7	101.6			39.9	100.9		
1912	41.8	105.6			38.1	101.2	39.4	104.0	40.1	100.9		
1913	43.0	104.1			40.1	100.0	40.3	104.0	42.7	100.9		
1914	43.6	104.0			40.3	100.4	41.0	104.0	43.2	100.7		
1915	43.6	103.5			40.5	100.4	41.5	103.5	43.6	100.7		
1916	44.1	103.1			42.2	100.3	42.7	103.5	43.8	100.5	37.7	103.9
1917	46.5	102.4			43.3	100.3	44.4	103.0	43.8	100.4	39.7	103.9
1918	53.2	100.8			52.2	100.3	47.9	103.0	46.1	100.4	42.9	100.2
1919	58.3	100.3	45.9	101.6	61.7	100.3	53.3	102.7	51.2	100.0	46.1	100.2
1920	75.5	99.8	71.0	101.2	76.0	100.3	76.0	102.1	67.7	100.0	68.2	100.2
1921	76.7	99.4	72.2	101.6	83.7	100.1	77.2	101.9	68.8	100.1	69.4	100.2
1922	72.2	99.1	72.4	101.7	83.5	99.3	72.5	102.0	67.4	100.1	67.4	100.2
1923	79.8	98.7	76.7	101.2	85.1	99.9	80.1	102.3	76.2	100.1	69.0	100.2
1924	84.8	98.7	80.9	101.2	85.8	100.2	86.4	102.1	79.7	100.1	81.5	100.3
1925	88.5	99.0	90.0	100.8	86.8	100.3	94.2	101.8	81.4	100.1	85.7	100.2
1926	93.4	99.2	91.2	101.2	97.7	100.1	96.6	101.5	91.0	100.1	87.5	100.2
1927	96.4	100.8	97.4	101.5	97.1	100.3	100.5	101.0	92.9	100.0	91.1	99.9
1928	100.4	99.7	98.5	101.1	98.2	100.3	100.8	100.5	93.4	100.0	95.3	99.9
1929	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1930	107.7	95.1	104.6	96.8	105.1	95.2	104.3	94.3	100.3	94.7	104.7	94.5
1931	107.7	93.7	105.3	95.1	105.2	94.4	103.7	93.8	100.8	93.0	105.6	93.6
1932	100.7	92.6	88.2	92.9	94.2	94.8	93.1	93.3	92.3	92.0	97.2	89.8
1933	99.6	91.7	88.0	92.9	90.7	93.6	89.7	92.9	89.2	91.9	89.5	91.0
1934	101.4	89.7	93.2	88.1	90.6	92.1	92.1	87.5	88.8	90.9	90.8	90.9
1935	103.1	89.2	94.1	87.5	90.5	92.1	93.1	87.4	89.4	90.9	90.8	90.3
1936	104.2	89.7	95.5	87.8	90.5	91.5	95.5	86.5	89.9	90.8	91.1	89.4
1937	112.6	89.5	104.6	87.9	91.0	91.9	101.8	87.7	95.1	90.8	95.4	90.0
1938	116.0	89.3	112.2	86.3	96.3	85.3	112.7	86.1	103.2	90.8	106.0	87.7
1939	117.4	89.2	113.0	86.1	97.7	85.3	116.4	85.4	103.5	90.8	107.5	87.7
	Painters		Plasterers		Plumbers and gas fitters		Roofers—composition		Roofers—slate and tile		Sheet-metal workers	
Year	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours
1907	27.5	114.1	39.9	108.8	37.8	104.7					33.8	105.4
1908	30.5	112.3	39.8	108.3	38.2	104.8					34.5	105.3
1909	32.6	110.7	40.1	108.3	38.8	104.8					34.7	105.3
1910	34.6	109.3	40.5	108.2	39.1	104.6					35.7	105.3
1911	35.3	108.6	40.8	108.8	41.4	104.3					36.8	105.0
1912	35.7	108.5	41.6	107.5	41.6	103.5					37.6	103.7
1913	37.3	107.9	42.0	107.5	43.0	103.5					39.3	103.5
1914	38.5	107.6	42.2	107.4	43.6	103.1	36.2	103.7	37.0	104.0	40.7	103.4
1915	38.7	107.6	42.4	106.9	43.9	102.1	37.1	103.7	38.4	104.0	41.3	103.2
1916	42.3	106.9	43.9	105.8	44.3	102.6	37.4	103.7	39.5	103.6	42.0	102.8
1917	43.6	106.8	45.2	105.7	45.8	102.5	39.5	103.0	42.1	101.8	43.8	102.7
1918	48.1	106.3	47.6	105.4	50.6	101.6	44.8	102.5	46.1	101.8	51.3	101.6
1919	56.3	106.1	54.9	105.4	57.2	101.3	49.8	102.5	52.5	101.5	56.6	101.2
1920	76.7	103.0	71.7	105.2	74.0	101.3	74.8	102.5	67.9	101.5	75.9	100.8
1921	78.9	103.1	75.6	104.9	77.4	101.1	70.2	100.6	73.9	101.4	78.7	100.8
1922	73.8	103.9	72.7	105.0	71.9	101.1	71.0	100.6	70.7	101.3	73.0	100.7
1923	81.0	103.6	81.0	105.5	79.4	101.1	71.9	100.6	78.8	101.6	78.6	100.7
1924	85.3	103.5	90.6	105.6	86.6	101.1	83.3	100.6	87.3	101.2	86.3	100.7
1925	90.0	103.8	92.1	105.3	88.4	101.1	85.8	100.6	91.3	101.2	89.2	100.7
1926	95.4	103.4	98.9	102.2	95.2	101.1	93.3	100.6	94.3	101.2	95.3	100.7
1927	98.6	103.0	101.0	101.8	97.2	100.9	95.9	100.6	98.8	101.2	98.2	100.4
1928	100.2	100.3	101.2	100.9	99.2	100.9	98.1	100.5	99.0	101.2	96.3	100.1
1929	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1930	105.6	98.9	105.0	97.7	103.9	95.4	106.0	96.1	103.1	95.7	104.6	96.3
1931	106.1	98.0	104.7	97.0	105.1	94.1	106.7	94.9	103.5	94.1	106.2	94.7
1932	89.6	97.9	87.1	95.2	91.4	93.7	93.2	93.0	89.9	94.1	92.1	93.3
1933	87.8	97.7	83.7	97.2	90.6	93.3	91.2	95.1	87.7	94.1	89.4	93.2
1934	86.4	85.6	84.6	93.1	91.4	92.4	93.0	92.6	87.2	93.8	89.7	91.9
1935	86.7	85.5	85.6	91.6	92.8	91.8	95.6	92.5	89.5	92.6	90.4	92.0
1936	91.1	85.9	86.1	90.1	95.2	90.6	96.2	93.1	90.2	93.4	92.2	91.9
1937	97.7	85.9	94.9	90.2	100.4	91.1	103.7	93.2	96.9	93.3	98.9	92.0
1938	104.2	86.0	106.1	86.5	112.5	86.5	114.8	91.5	103.4	92.2	108.8	90.1
1939	105.0	85.7	107.0	86.5	113.5	86.8	115.2	91.6	104.4	92.2	110.4	90.1

TABLE 2.—Indexes of union hourly wage rates and weekly hours in each building trade, 1907 to 1939—Continued

Year	Sign painters		Steam and sprinkler fitters		Stonecutters		Stonemasons		Structural-iron workers		Tile layers	
	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours
1907			33.8	105.9	38.1	101.2	34.7	106.8	31.8	108.1		
1908			34.2	105.9	38.2	101.2	35.2	106.8	34.7	105.9		
1909			38.9	105.6	38.2	101.2	35.3	106.8	37.2	104.5		
1910			36.1	105.0	38.4	101.2	35.6	105.2	39.5	103.4		
1911			37.3	104.9	38.5	101.2	36.0	104.5	40.5	103.2		
1912			37.9	104.2	38.6	100.9	36.4	104.5	41.2	102.1	42.7	102.8
1913	39.9	106.7	39.3	103.8	39.6	100.8	37.6	104.4	42.5	101.7	44.8	102.3
1914	40.1	106.3	40.6	102.5	41.1	100.8	38.7	104.4	43.3	101.5	45.0	102.3
1915	40.1	106.0	40.9	102.5	41.4	100.8	39.1	104.3	43.3	101.5	45.3	101.9
1916	40.9	106.1	41.7	102.2	41.8	100.4	39.7	104.1	44.0	101.2	45.9	101.4
1917	42.7	105.6	43.3	102.1	43.8	100.3	41.2	104.0	46.6	101.0	48.2	101.1
1918	46.7	105.5	47.3	101.1	46.7	100.3	45.2	104.0	53.4	100.7	49.6	101.1
1919	56.1	105.4	53.2	101.0	55.5	100.3	50.7	103.4	60.1	100.5	54.1	100.7
1920	75.7	105.3	70.2	100.9	72.7	100.2	70.7	103.4	76.2	100.5	72.8	100.4
1921	78.5	105.4	71.1	100.8	74.7	100.2	72.4	103.5	77.6	100.5	72.2	100.5
1922	77.8	105.4	69.5	100.8	71.7	100.2	67.4	103.4	70.5	100.5	71.0	100.3
1923	84.0	103.4	72.9	100.8	78.2	100.1	79.7	103.4	75.1	100.5	77.6	100.6
1924	95.7	101.6	83.6	100.8	84.0	100.1	84.5	103.1	85.0	100.5	88.1	100.6
1925	96.7	101.6	88.0	100.8	87.5	100.3	86.1	103.1	85.9	100.2	90.2	100.6
1926	96.2	103.7	95.3	100.7	95.4	100.1	94.9	103.3	92.4	100.5	94.6	100.6
1927	98.9	101.8	98.0	100.5	95.1	100.1	96.1	103.1	99.0	100.5	99.0	100.5
1928	99.0	101.7	99.4	100.5	95.5	100.2	97.3	103.0	99.2	100.4	98.9	100.2
1929	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1930	99.9	99.1	104.9	95.5	100.7	96.9	101.5	96.6	105.5	96.9	104.5	94.8
1931	99.8	98.1	105.5	94.5	101.0	96.4	102.0	94.9	106.5	95.8	105.6	93.6
1932	90.1	97.6	90.9	93.6	93.7	94.3	90.5	94.5	92.3	93.4	91.1	92.6
1933	83.2	97.8	88.2	93.1	84.7	94.3	84.5	93.8	91.3	93.1	88.3	92.4
1934	82.9	95.1	89.2	92.5	85.1	93.0	84.4	93.4	92.5	91.8	88.3	86.2
1935	85.6	93.1	90.7	92.2	85.1	92.7	84.2	93.3	93.2	90.7	89.0	86.2
1936	87.6	92.0	93.7	92.4	86.3	92.8	85.2	93.3	95.6	90.6	90.7	86.1
1937	96.8	92.9	98.8	92.5	88.3	92.8	94.1	93.3	104.4	90.2	97.1	89.8
1938	97.7	92.0	111.4	87.6	96.1	91.7	102.1	90.2	113.2	89.5	106.4	89.8
1939	97.9	91.9	112.2	88.0	96.5	91.8	102.4	90.2	114.5	89.4	106.5	89.8

Year	Building laborers		Hod carriers (masons' tenders)		Plasterers' laborers		Elevator constructors' helpers		Marble setters' helpers		Steam and sprinkler fitters' helpers		Tile layers' helpers	
	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours
1907	35.0	108.5	33.1	110.5	34.1	106.6					26.4	103.1		
1908	35.2	108.5	33.2	110.5	35.6	106.2					26.8	103.0		
1909	35.3	108.1	33.3	110.1	36.0	105.9					26.9	102.8		
1910	36.7	105.5	33.8	109.2	36.2	105.9					29.1	101.8		
1911	36.8	105.5	34.1	108.6	36.2	105.8					29.3	101.7		
1912	37.2	105.5	34.3	107.8	36.6	105.3			35.8	100.5	30.2	101.6	36.1	103.0
1913	38.8	105.5	34.8	107.8	37.5	105.3			37.9	100.5	31.0	101.3	36.8	102.5
1914	39.2	105.2	35.2	106.4	38.3	105.4	37.5	102.9	38.1	100.1	31.6	102.0	37.1	102.5
1915	39.4	105.2	35.4	106.4	38.4	105.4	37.8	102.2	38.1	100.1	32.5	102.0	38.4	100.9
1916	41.2	104.6	36.5	106.4	39.4	104.4	38.8	102.2	38.1	100.1	33.0	101.7	39.8	100.6
1917	45.5	108.5	40.7	106.3	42.1	104.2	40.9	101.7	40.6	100.1	35.1	101.7	40.8	99.8
1918	53.4	108.0	47.5	106.3	48.5	104.2	43.6	101.7	42.5	100.1	40.5	100.3	42.1	99.8
1919	60.5	101.1	55.6	105.9	55.3	103.8	52.9	100.9	48.6	100.0	48.6	100.2	51.0	99.5
1920	87.7	100.0	80.8	105.7	80.1	103.8	74.1	100.7	82.0	100.0	70.4	100.2	83.5	99.5
1921	88.2	100.0	81.2	105.7	82.7	103.4	77.5	100.5	81.9	100.2	72.2	100.2	84.4	99.6
1922	82.8	99.3	67.3	105.9	72.6	103.4	73.8	100.6	76.2	100.2	74.1	100.3	79.3	99.6
1923	84.4	100.0	73.5	105.9	80.0	103.5	77.3	100.6	82.3	100.2	78.7	100.3	81.1	100.5
1924	93.0	99.7	76.8	105.8	86.0	103.4	85.2	100.6	89.2	100.2	87.2	100.3	88.3	100.5
1925	89.7	99.8	85.8	105.7	91.7	103.3	89.2	100.5	84.6	100.2	89.7	100.3	90.8	100.5
1926	98.7	100.0	93.5	105.8	97.1	99.9	96.1	100.5	93.9	100.2	95.0	100.2	98.4	100.5
1927	99.1	100.2	95.7	105.8	98.0	99.8	99.0	100.5	93.3	100.0	99.3	100.4	99.5	100.5
1928	99.5	100.1	95.8	105.8	99.6	100.1	100.9	100.5	94.3	100.1	101.4	100.0	101.5	100.5
1929	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1930	105.5	98.1	103.8	99.3	106.0	97.4	105.4	96.2	101.7	95.9	100.3	92.1	108.5	93.6
1931	103.9	97.0	103.8	98.8	105.6	96.6	105.7	94.7	101.8	94.2	100.3	91.8	108.5	92.6
1932	89.4	93.6	85.8	96.6	87.6	96.3	96.0	94.7	93.2	93.8	94.3	91.7	95.8	91.4
1933	84.2	93.2	84.7	96.1	82.5	94.7	88.9	92.5	90.7	94.0	91.6	91.6	91.4	91.5
1934	87.3	89.1	90.3	94.3	84.8	91.8	88.4	91.8	90.9	92.3	91.9	91.1	91.5	87.6
1935	88.6	89.0	87.4	94.2	86.2	90.7	88.6	91.5	91.5	92.3	93.0	91.1	94.6	76.3
1936	96.2	89.5	92.1	94.0	88.0	89.2	89.5	92.1	91.6	92.2	93.2	91.5	96.0	76.3
1937	105.3	89.7	99.1	94.3	95.8	89.2	91.8	91.7	97.0	92.2	100.0	91.8	101.2	81.6
1938	112.9	89.3	109.1	93.2	108.1	85.1	104.5	91.1	105.4	92.2	121.8	82.3	111.6	81.6
1939	113.6	89.2	109.4	92.9	109.0	84.8	107.9	86.8	105.9	92.2	122.5	82.2	111.9	81.6

Five journeyman trades had slight increases in their indexes of weekly hours between 1938 and 1939. Eight of the journeyman hour indexes and five helper and laborer indexes declined during the year. None of the hour index changes except those of the elevator constructors and their helpers amounted to as much as 1 percent of the 1938 values. The elevator constructors' hour index, however, decreased 2.4 percent from 91.7 in 1938 to 89.5 in 1939, while their helpers' index dropped from 91.2 in 1938 to 86.8 in 1939, a decrease of 4.8 percent. In relation to the base year, the hour index for tile layers' helpers (81.6) has declined more than that of any other trade. The hod carriers' index (92.9) has had the least decline. Among the journeyman trades the index for granite cutters (85.3) has declined most and that for slate and tile roofers (92.2) has decreased least from the 1929 level.

Since data for boilermakers, machinists, paperhangers, and rodmen were not collected in 1929, it is impossible to present index numbers for these crafts comparable to those for the other crafts. The changes over the previous year, as shown in comparable quotations for each year in which data have been collected for these trades, are as follows:

*Percentage change from previous year*

	<i>1937</i>	<i>1938</i>	<i>1939</i>
Boilermakers:			
Wage rates.....	+2.4	+10.4	+0.6
Hour scales.....	-.1	-5.0	0.0
Machinists:			
Wage rates.....	+14.7	+6.5	+.2
Hour scales.....	-.4	-.5	-.1
Paperhangers:			
Wage rates.....		+1.7	+.5
Hour scales.....		-.6	+.2
Rodmen:			
Wage rates.....		+9.8	+1.0
Hour scales.....		0.0	-.1

## Changes in Union Scales Between 1938 and 1939<sup>1</sup>

Increased wage rates were reported in 372, or 14.6 percent, of the 1939 quotations which were comparable with 1938 (table 3). The great bulk of the comparable quotations, 2,176 of the total of 2,556, indicated that no change had been made during the past year. The decreases in wage rates reported were negligible, there being only 8 reductions among all quotations obtained.

Approximately 1 in every 10 union members in the building trades participated in the benefits of the increased scales. Proportionately the increases were about evenly divided between the journeymen and the helpers and laborers. Some increases were reported in every trade group, but no one trade had an outstanding volume of raises.

The bricklayers had only 7 increases among 75 quotations, but they led all the other journeyman trades in the proportion of their total membership affected (29 percent). Four other journeyman trades, the elevator constructors, granite cutters, lathers, and sheet-metal workers, reported that their raises benefited over 20 percent of their total memberships. In 8 of the 28 journeyman classifications, however, over 95 percent of the total memberships had no changes in their wage scales during the year.

The elevator constructors' helpers had 11 increases among 87 comparable quotations, exceeding all of the trade groups in the proportion of members affected (42.1 percent). The plumbers' laborers reported only 4 raises in 29 quotations, but those increases applied to 22.2 percent of the members in this classification. The distribution of the wage rate changes and of the members affected are shown in table 3.

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<sup>1</sup> Certain anomalies enter into a comparison of average rates between 2 years when such averages reflect not only the actual rates provided for in the agreements but the number of union members for that year in each local union covered by the reported rates. By and large, it would be expected that a general increase in actual rates would be accompanied by a corresponding increase in the average rate paid to union members, but if union membership increases most (or decreases least) in the lower-paid crafts or in areas with less-than-average rates, the average of the rates paid to all union members may not increase correspondingly or may even show a decrease. Conversely, the average rate may increase in spite of a downward swing in actual rates, if union membership declines sufficiently in the lower-paid crafts or in areas where lower-than-average rates are paid.

Because the averages do not accurately reflect changes from year to year, no table comparing 1938 and 1939 averages is included in this report. For the trend of actual union rates, the table of indexes (table 1) should be consulted, since these are so computed as to eliminate the effect of fluctuating memberships at various rates. The current averages, on the other hand, best serve for comparison of the general level of wage rates between trades, or between cities and regions at the time the survey was made.

TABLE 3.—Number of changes in union wage-rate quotations and percentage of members affected, June 1, 1939, compared with June 1, 1938

Trade	Number of quotations comparable with 1938	Number of quotations showing—			Percentage of union members affected		
		Increase	Decrease	No change	Increase	Decrease	No change
All building trades.....	2,556	372	8	2,176	10.4	0.2	89.4
<i>Journey men</i> .....	2,079	294	4	1,781	10.3	(1)	89.7
Asbestos workers.....	52	7	—	45	7.6	—	92.4
Boilermakers.....	36	6	—	30	7.3	—	92.7
Bricklayers.....	75	7	—	68	29.0	—	71.0
Carpenters.....	96	7	—	89	3.0	—	97.0
Cement finishers.....	70	9	—	61	4.5	—	95.5
Electricians—inside wiremen.....	89	16	—	73	7.5	—	92.5
Elevator constructors.....	113	13	—	100	28.9	—	71.1
Engineers, portable and hoisting.....	239	48	2	189	12.5	(1)	87.5
Glaziers.....	65	10	—	55	13.8	—	86.2
Granite cutters.....	30	10	—	20	24.4	—	75.6
Lathers.....	83	16	—	67	21.1	—	78.9
Machinists.....	30	4	1	25	3.2	1.2	95.6
Marble setters.....	64	5	1	58	4.5	.2	95.3
Mosaic and terrazzo workers.....	56	7	—	49	17.4	—	82.6
Painters.....	102	16	—	86	14.8	—	85.2
Paperhangers.....	59	11	—	48	7.1	—	92.9
Plasterers.....	73	13	—	60	12.1	—	87.9
Plumbers and gas fitters.....	75	6	—	69	13.0	—	87.0
Rodmen.....	64	13	—	51	12.1	—	87.9
Roofers, composition.....	69	8	—	61	4.9	—	95.1
Roofers, slate and tile.....	45	4	—	41	7.2	—	92.8
Sheet-metal workers.....	61	9	—	52	21.5	—	78.5
Sign painters.....	66	3	—	63	3.4	—	96.6
Steam and sprinkler fitters.....	96	21	—	75	9.2	—	90.8
Stonecutters.....	70	6	—	64	8.3	—	91.7
Stonemasons.....	66	6	—	60	3.6	—	96.4
Structural-iron workers.....	71	11	—	60	15.1	—	84.9
Tile layers.....	64	2	—	62	1.1	—	98.9
<i>Helpers and laborers</i> .....	477	78	4	395	11.0	1.0	88.0
Building laborers.....	69	10	1	58	9.6	.6	89.8
Composition roofers' helpers.....	25	2	—	23	3.1	—	96.9
Elevator constructors' helpers.....	87	11	—	76	42.1	—	57.9
Hod carriers (masons' tenders).....	73	10	2	61	10.8	4.1	85.1
Marble setters' helpers.....	42	6	—	36	6.7	—	93.3
Plasterers' laborers.....	65	12	1	52	11.4	.2	88.4
Plumbers' laborers.....	29	4	—	25	22.2	—	77.8
Steam and sprinkler fitters' helpers.....	43	18	—	25	10.5	—	89.5
Tile layers' helpers.....	44	5	—	39	2.7	—	97.3

<sup>1</sup> Less than 1/10 of 1 percent.

Over half of the wage raises reported in 1939 were for less than 10 percent, and nearly one-third represented increases between 10 and 15 percent.

Of the total membership benefited by increased scales, less than one-tenth had their rates raised by 15 percent or more. The greatest percentage increase reported was that for rodmen in Little Rock, Ark., which was an advance from \$0.65 to \$1 per hour. Table 4 shows the distribution of the wage-rate increases according to the percentage of increase.

TABLE 4.—Number of increases in union wage-rate quotations, and percentage of members affected, by percentage of increase, June 1, 1939, compared with June 1, 1938

Trade	Number of quotations showing increases of—						Percentage of total members affected by increases of—					
	Less than 10 per cent	10 and under 15 per cent	15 and under 20 per cent	20 and under 25 per cent	25 and under 30 per cent	30 per cent and over	Less than 10 per cent	10 and under 15 per cent	15 and under 20 per cent	20 and under 25 per cent	25 and under 30 per cent	30 per cent and over
All building trades .....	193	109	13	25	19	13	7.2	2.3	0.2	0.4	0.2	0.1
<i>Journeymen</i> .....	138	96	10	21	17	12	7.2	2.1	.3	.3	.2	.2
Asbestos workers .....	5	2					5.5	2.1				
Boilermakers .....	4	1			1		5.6	1.5			.2	
Bricklayers .....	3	2		2			26.9	1.0		1.1		
Carpenters .....	4		1	1		1	2.1		.7	.1		.1
Cement finishers .....	3	4		1	1		1.3	2.8		.1	.3	
Electricians, inside wiremen .....	5	9	1			1	3.7	3.7	.1			(1)
Elevator constructors .....	12	1					28.7	.2				
Engineers, portable and hoisting .....	19	11	3	6	4	5	5.6	4.3	.6	1.2	.3	.5
Glaziers .....	6	3	1				11.8	.8	1.2			
Granite cutters .....	8	1	1				21.8	2.5	.1			
Lathers .....	6	4		2	3	1	6.1	1.8		1.5	9.7	2.0
Machinists .....	2			1		1	1.7			.1		1.4
Marble setters .....	1	1	1	2			2.8	.1	.2	1.4		
Mosaic and terrazzo workers .....	2	3		1	1		7.1	8.5		1.2	.6	
Painters .....	10	5				1	12.7	1.7				.4
Paperhangers .....	5	4			1	1	5.1	1.2				.4
Plasterers .....	4	6		2	1		5.5	5.5		.6	.5	
Plumbers and gas fitters .....	3	2			1		3.3	9.4			.3	
Rodmen .....	4	7	1			1	6.5	3.9	1.1			.6
Roofers, composition .....	8						4.9					
Roofers, slate and tile .....	2	1	1				1.3	2.5	3.4			
Sheet-metal workers .....	6	3			1		19.8	1.7				
Sign painters .....	2				1		3.3				.1	
Steam and sprinkler fitters .....	2	17		1	1		.4	8.4		.2	.2	
Stonecutters .....	3	3					5.2	3.1				
Stonemasons .....	2	2		1	1		2.1	1.2		.2	.1	
Structural-iron workers .....	6	3		1	1		11.4	2.7		.8	.2	
Tile layers .....	1	1					.7	.4				
<i>Helpers and laborers</i> .....	55	13	3	4	2	1	6.6	3.0	.1	1.1	.2	(1)
Building laborers .....	7	3					5.3	4.3				
Composition roofers' helpers .....	1					1	2.6					.5
Elevator constructors' helpers .....	11						42.1					
Hod carriers (masons' tenders) .....	7	2			1		9.5	1.1			.2	
Marble setters' helpers .....	3	1	1	1			3.4	1.0	.5	1.8		
Plasterers' laborers .....	9	2			1		9.0	.9			1.5	
Plumbers' laborers .....	1	2		1			.3	1.9		20.0		
Steam and sprinkler fitters' helpers .....	15	1	1	1			5.7	1.4	1.6	1.8		
Tile layers' helpers .....	1	2	1	1			.2	1.0	.4	1.1		

<sup>1</sup> Less than 1/10 of 1 percent.

*Hours.*—Changes in hour scales between 1938 and 1939 were very few. Only 51 reductions and 14 increases in weekly hours were reported among the 2,555 quotations showing comparable hours for both years. The decreases applied to 1.6 percent of the total membership and the increases to 0.4 percent.

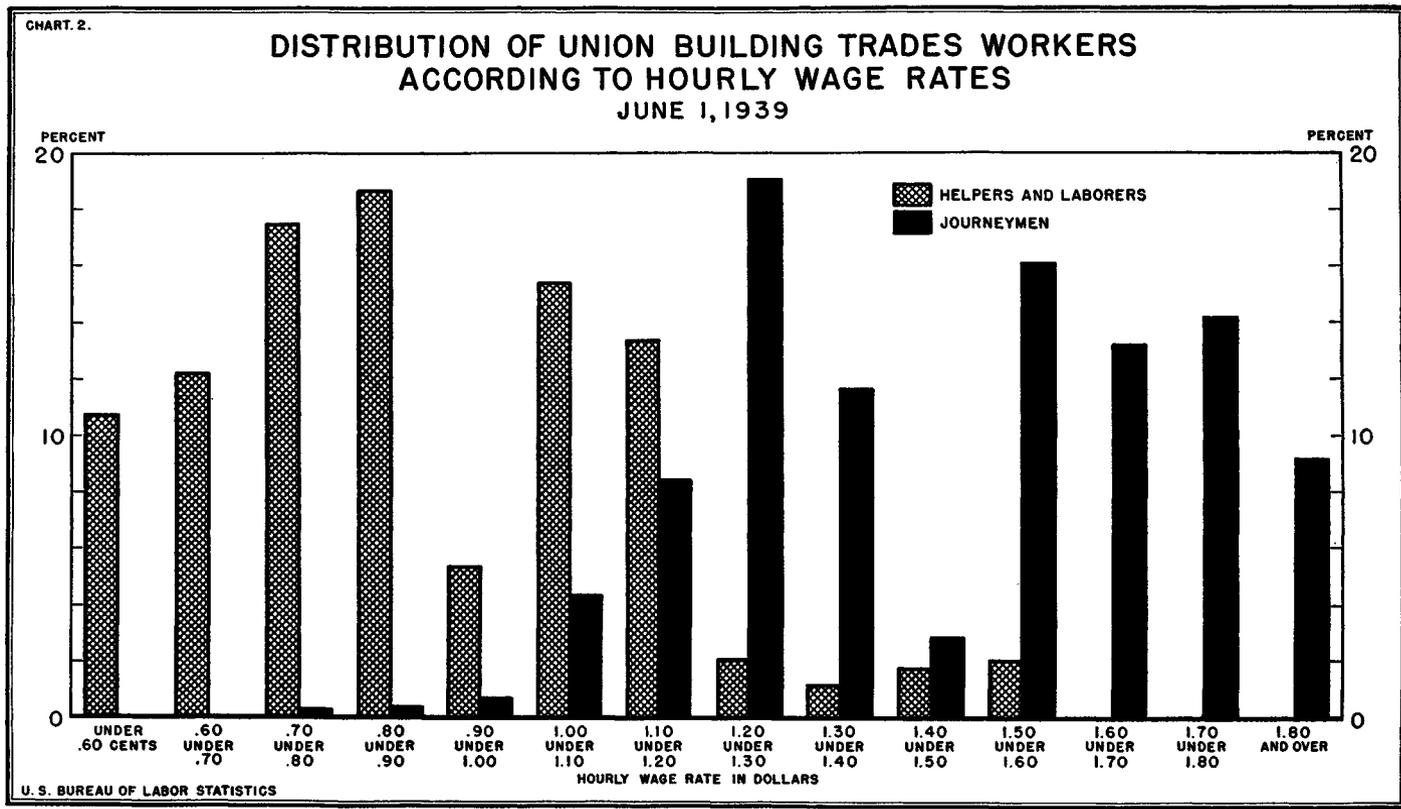
All of the increases and 43 of the decreases applied to the journeyman group. The helpers and laborers reported 8 reductions in weekly hours among 477 comparable quotations.

The elevator constructors and their helpers were the only trades that had as many as 10 percent of their members affected by hour changes. Reductions in New York, Newark, and Duluth affected 19.6 percent of the journeymen elevator constructors and 32.7 percent of their helpers.

The distribution of the changes in weekly hours between 1938 and 1939 and the percentage of members affected are shown in table 5.

TABLE 5.—Number of changes in union hour quotations, and percentage of members affected, June 1, 1939, compared with June 1, 1938

Trade	Number of quotations comparable with 1938	Number of quotations showing—			Percentage of union members affected		
		Increase	Decrease	No change	Increase	Decrease	No change
All building trades.....	2,555	14	51	2,490	0.4	1.6	98.0
<i>Journeymen</i> .....	2,078	14	43	2,021	.5	1.5	98.0
Asbestos workers.....	52			52			100.0
Boilermakers.....	36		1	35		.2	99.8
Bricklayers.....	75	1		74	.4		99.6
Carpenters.....	96		4	92		.4	99.6
Cement finishers.....	70		2	68		.4	99.6
Electricians, inside wiremen.....	89		3	86		2.4	97.6
Elevator constructors.....	113		3	110		19.6	80.4
Engineers, portable and hoisting.....	239		5	234		.5	99.5
Glaziers.....	65		2	63		2.1	97.9
Granite cutters.....	30			30			100.0
Lathers.....	82		1	81		8.0	92.0
Machinists.....	30		2	28		1.2	98.8
Marble setters.....	64			64			100.0
Mosaic and terrazzo workers.....	56			56			100.0
Painters.....	102	2	2	98	.8	3.9	95.3
Paperhangers.....	59	1	2	56	2.9	1.6	95.5
Plasterers.....	73		2	71		.7	99.3
Plumbers and gas fitters.....	75	1	5	69	2.7	2.2	95.1
Rodmen.....	64		1	63		.6	99.4
Roofers, composition.....	69	1		68	.3		99.7
Roofers, slate and tile.....	45	1		44	.9		99.1
Sheet-metal workers.....	61	1		60	.3		99.7
Sign painters.....	66	2	3	61	3.5	4.5	92.0
Steam and sprinkler fitters.....	96	1	4	91	2.8	1.0	96.2
Stonecutters.....	70	2		68	.4		99.6
Stonemasons.....	66	1		65	.3		99.7
Structural-iron workers.....	71		1	70		.2	99.8
Tile layers.....	64			64			100.0
<i>Helpers and laborers</i> .....	477		8	469		1.7	98.3
Building laborers.....	69		1	68		.9	99.1
Composition roofers' helpers.....	25			25			100.0
Elevator constructors' helpers.....	87		3	84		32.7	67.3
Hod carriers (masons' tenders).....	73		2	71		2.1	97.9
Marble setters' helpers.....	42			42			100.0
Plasterers' laborers.....	65		1	64		2.3	97.7
Plumbers' laborers.....	29			29			100.0
Steam and sprinkler fitters' helpers.....	43		1	42		.5	99.5
Tile layers' helpers.....	44			44			100.0



## Average Union Wage Rates, 1939

The average union rate per hour for all building trades in the 72 cities studied on June 1, 1939, was \$1.364. The journeyman average was \$1.468 and that of the helpers and laborers \$0.866 (table 6).

The plasterers' average of \$1.686 was the highest for any trade. The bricklayers (\$1.662), lathers (\$1.625), and boilermakers (\$1.602) were next in line. Nine additional journeyman trades had average hourly rates above \$1.50 per hour. The lowest journeyman average was \$1.27 for composition roofers.

The elevator constructors' helpers had the highest average, \$1.144 per hour, among the helper and laborer trades. Four other helper and laborer trades had averages of over \$1 per hour. The lowest average was that of the building laborers, \$0.79 per hour.

Among the journeyman trades the hourly wage rates ranged from \$0.60 for composition roofers in Louisville to \$2.50 for bucket-hoist operators on superstructure work in New York City. Generally the journeyman rates ranged between \$1.10 and \$1.80 per hour. Scales above \$1.80 were reported for 9.2 percent of the journeyman members and scales below \$1.10 for 5.4 percent. Only 1.1 percent of the journeymen had rates of less than \$1 per hour. The rates of \$2 and over applied to a considerable number of workers, 5.1 percent of the total journeymen, but they occurred in only 10 of the 72 cities covered—Birmingham, Butte, Chicago, Cleveland, Newark, New York, Pittsburgh, St. Louis, San Francisco, and Washington, D. C. In many cases these high rates were not the scales for the general work of the trades, but applied to specialty work such as spray painting or work under air pressure. Sixteen of the trades had some quotations in these higher brackets.

Sixteen journeyman trades had over half their total membership in wage brackets above \$1.50 per hour. Five trades had no scales exceeding \$1.80 per hour. On the other hand, 11 trades had no rates of less than \$1. The boilermakers and structural-iron workers reported no rates below \$1.20 and the marble setters reported none below \$1.10.

The helper and laborer rates ranged from 40 cents per hour for building laborers in Atlanta, El Paso, Jackson (Miss.), Jacksonville, and Nashville, and for plumbers' laborers in Dallas, to \$1.517 per hour for plasterers' tenders in Brooklyn. The proportions of the helper and laborer membership having the various scales were not definitely concentrated but were widely distributed over the entire range of rates.

Over half of the total, however, had rates of 85 cents per hour or higher, and over 35 percent had rates of \$1 or more.

The building laborers and the hod carriers were the only trades which did not have a considerable proportion of their membership in the \$1.20 and over bracket. A majority of the elevator constructors' helpers, plasterers' tenders, and steam- and sprinkler-fitters' helpers had hourly rates of \$1 or better. The elevator constructors' helpers had no scales lower than 75 cents per hour. Only the building laborers, hod carriers, and plasterers' tenders reported rates of under 60 cents for any substantial proportion of their members.

The average rates by trades and the distribution of the memberships reported, according to hourly wage rates, are shown in table 6.

TABLE 6.—Distribution of union members in the building trades, by hourly wage rates, June 1, 1939

Trade	Average rate per hour	Percentage of union journeymen whose rates (in cents) per hour were—											
		Under 100	100 and under 110	110 and under 120	120 and under 130	130 and under 140	140 and under 150	150 and under 160	160 and under 170	170 and under 180	180 and under 190	190 and under 200	200 and over
<i>Journeymen</i> .....	\$1.468	1.1	4.3	8.4	19.1	11.6	2.8	16.1	13.2	14.2	1.4	2.7	5.1
Asbestos workers.....	1.458	5.4	2.1	2.5	13.6	34.2	4.3	7.3	8.5	9.6	.....	.....	12.5
Boiler makers.....	1.602	.....	.....	.....	7.9	9.4	.....	42.2	5.9	6.6	.....	28.0	.....
Bricklayers.....	1.662	.....	.9	.....	2.0	4.6	1.5	27.4	13.9	20.6	2.4	25.6	1.1
Carpenters.....	1.401	.8	5.9	12.0	25.9	11.8	3.7	8.3	11.4	20.2	.....	.....	.....
Cement finishers.....	1.441	.4	2.9	3.2	35.1	9.4	4.4	9.5	15.7	17.7	1.2	.4	.1
Electricians, inside wiremen.....	1.532	.6	3.4	11.0	13.0	12.5	1.1	13.9	10.7	12.9	1.1	.....	19.8
Elevator constructors.....	1.531	.....	.8	2.1	12.2	13.8	12.2	25.7	8.2	4.3	20.7	.....	.....
Engineers, portable and hoisting.....	1.561	.7	4.0	4.8	10.6	10.8	3.1	24.3	10.2	9.0	2.9	3.5	16.1
Glaziers.....	1.404	4.8	10.7	18.8	17.3	8.9	3.2	5.2	2.0	.....	13.1	16.0	.....
Granite cutters.....	1.279	.....	19.1	17.0	5.7	50.0	4.2	.7	.1	.4	.....	.....	2.8
Lathers.....	1.625	.1	.8	2.0	7.2	7.5	3.1	23.8	13.9	27.4	.....	.....	14.2
Machinists.....	1.459	.8	4.4	.5	31.7	4.1	.....	7.4	46.5	4.6	.....	.....	.....
Marble setters.....	1.586	.....	.....	2	5.0	15.9	.9	12.3	59.6	4.6	1.5	.....	.....
Mosaic and terrazzo workers.....	1.442	.....	2.3	1.7	29.2	19.9	1.3	15.8	8.3	21.5	.....	.....	.....
Painters.....	1.365	2.3	5.6	14.0	23.5	8.8	.1	23.9	21.6	2.2	.....	.....	( <sup>1</sup> )
Paperhangers.....	1.337	1.6	8.5	12.2	33.2	14.0	.....	3.0	27.5	.....	.....	.....	.....
Plasterers.....	1.636	.....	.8	.1	6.3	9.4	.5	18.2	16.4	16.9	.8	.4	30.2
Plumbers and gas fitters.....	1.526	.2	1.1	2.2	20.2	11.3	9.3	21.6	1.9	16.5	.....	.....	15.7
Rodmen.....	1.470	.....	2.7	8.0	23.8	10.2	2.5	15.9	2.3	32.3	.....	.....	2.3
Roofers, composition.....	1.270	12.7	15.3	8.5	21.9	11.1	3.4	5.8	11.3	8.6	.....	.....	1.4
Roofers, slate and tile.....	1.397	4.5	9.4	7.2	18.8	13.3	2.0	12.2	14.0	12.9	5.7	.....	.....
Sheet-metal workers.....	1.427	.5	3.3	8.3	25.0	25.0	.7	10.4	2.0	8.0	16.8	.....	.....
Sign painters.....	1.568	( <sup>1</sup> )	5.9	5.6	13.1	8.6	4.4	12.5	8.3	24.6	9.3	.....	7.7
Steam and sprinkler fitters.....	1.589	.2	1.9	1.6	4.4	19.5	4.6	19.6	5.8	25.0	.....	.....	17.4
Stonecutters.....	1.364	10.3	5.6	7.5	32.0	4.9	5.9	8.2	15.0	1.1	.....	9.2	.3
Stonemasons.....	1.544	.....	.3	.....	21.0	4.2	10.6	26.7	7.7	13.0	7.9	8.6	.....
Structural-iron workers.....	1.596	.....	.....	.....	7.7	14.7	2.0	24.1	17.8	18.5	.....	9.5	5.7
Tile layers.....	1.497	.....	( <sup>1</sup> )	1.8	18.0	15.3	3.1	19.8	42.0	.....	.....	.....	.....

<sup>1</sup> Less than 1/10 of 1 percent.

TABLE 6.—Distribution of union members in the building trades, by hourly wage rates, June 1, 1939—Continued

Trade	Average rate per hour	Percentage of union helpers and laborers whose rates (in cents) per hour were—											
		Under 60	60 and under 65	65 and under 70	70 and under 75	75 and under 80	80 and under 85	85 and under 90	90 and under 95	95 and under 100	100 and under 110	110 and under 120	120 and over
<i>Helpers and Laborers</i> <sup>1</sup> .....	\$0.866	10.7	8.5	3.7	9.9	7.6	6.8	11.9	3.5	1.8	15.4	13.4	6.8
Building laborers.....	.790	14.3	12.5	4.2	12.4	6.1	8.3	15.4	2.3	.....	16.6	7.9	(1)
Elevator constructors' helpers	1.144	.....	.....	.....	.....	.....	1.7	4.8	2.9	11.4	29.1	13.4	35.8
Hod carriers (masons' tenders)	.886	8.1	3.0	3.3	11.3	7.0	6.8	11.0	4.2	5.1	15.6	22.1	2.5
Marble setters' helpers	1.038	1.0	2.2	1.5	4	9.5	5.9	4.7	10.0	8.6	15.7	7.1	33.4
Plasterers' laborers	1.094	5.0	1.7	1.5	3.1	2.7	2.3	9	4.6	4.5	12.2	29.9	31.6
Steam and sprinkler fitters' helpers	1.109	.6	2.4	1.4	4.1	17.2	9.0	4.4	5.8	1.3	7.1	6.4	40.3
Tile layers' helpers	1.001	1.3	1.4	.8	1.5	15.7	1.2	11.7	12.8	7.7	4.7	10.7	30.5

<sup>1</sup> Includes also plumbers' laborers and composition roofers' helpers, not shown separately because of the small number of quotations obtained for these trades.

### Differences by Size of City and Region

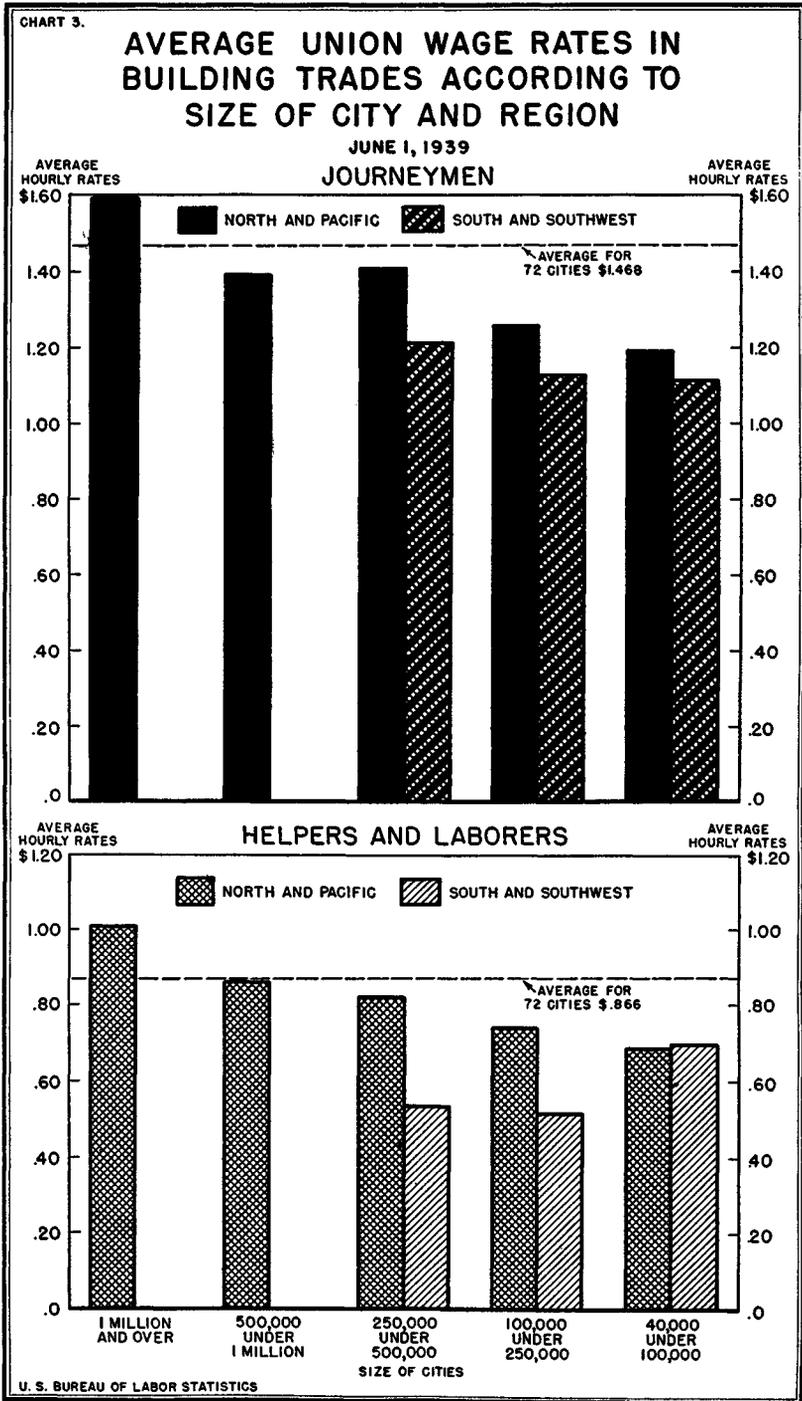
The average wage rates for the building trades varied directly with the size of the cities<sup>2</sup> for which reports were received. This was true not only for the averages of all building trades combined, but also for the averages of the separate journeyman and helper and laborer groups (table 7).

For the Northern and Pacific cities the direct variation in accordance with population held for both the averages of all trades combined and for the averages of the helper and laborer trades. In the journeyman averages there was one exception; the average for group 3 cities slightly exceeded that for group 2 cities.

In the Southern and Southwestern cities there was a direct variation in the journeyman averages, but not in those for helpers and laborers nor in the averages for all trades. In the helper and laborer group the average for group 5 was greater than those for either group 3 or 4. The combined averages for all trades in Southern cities showed an inverse variation in respect to the city-size groups. This reversal, however, was undoubtedly due to the fact that the number of helper and laborer members reported in the smaller cities of the South and Southwest was relatively small, which gave disproportionate weight to the higher journeyman rates in the averages for those cities.

Seventeen of the journeyman trades and two of the helper and laborer trades had direct variation between their averages and the city size groups. For the Northern and Pacific cities there was direct variation between the city sizes and the averages for 9 journeyman and 3 helper and laborer trades; for the Southern and Southwestern

<sup>2</sup> See table 7 for a description of the population groups used.



cities this was true for 13 journeyman trades and 3 helper and laborer trades.

Practically all of the deviations from direct variation between the averages for the different trades and the size of city were in the comparisons of group 2 with group 3 cities and of group 4 with group 5 cities. Seven journeyman trades and one helper trade had higher averages for group 3 cities than for group 2 cities, and 4 trades in each classification had higher averages for group 5 cities than for group 4 cities.

There is no city in the South or Southwest with a population of over 500,000. Consequently, any comparison of average wage rates between the regions must be confined to population groups 3, 4, and 5.

The averages for all building trades combined and those for the journeyman trades in the Northern and Pacific cities were higher than the comparable averages for Southern and Southwestern cities in all of the population groups. The same relationship held for the helpers and laborers' averages in the comparisons for city groups 3 and 4, but the positions were reversed in group 5 cities. This, in part, is due to the fact that the least-skilled occupations are less widely organized in Southern and Southwestern cities than in Northern and Pacific cities, which tends to give additional weight in the averages to the more highly paid classifications.

The regional differences prevailed generally for all of the different crafts. In the population groups 3 and 4 every trade for which there were comparable regional reports had higher average rates in the Northern and Pacific cities than in the Southern and Southwestern cities. The only exceptions were in the group 5 cities where two of the journeyman trades and two of the helper and laborer trades had higher averages for the Southern and Southwestern cities than for the Northern and Pacific cities.

TABLE 7.—Average union hourly wage rates in the building trades, by region and population group, June 1, 1939

Trade	Cities in population group— <sup>1</sup>										
	Group 1 <sup>2</sup>	Group 2 <sup>2</sup>	Group 3			Group 4			Group 5		
	North and Pacific	North and Pacific	All	North and Pacific	South and Southwest	All	North and Pacific	South and Southwest	All	North and Pacific	South and Southwest
All building trades.....	\$1.510	\$1.313	\$1.236	\$1.294	\$1.026	\$1.116	\$1.137	\$1.039	\$1.055	\$1.056	\$1.054
<i>Journeymen</i> .....	1.597	1.395	1.373	1.413	1.216	1.232	1.262	1.131	1.165	1.194	1.119
Asbestos workers.....	1.612	1.440	1.344	1.364	1.289	1.261	1.269	1.250	1.167	1.375	1.068
Boilermakers.....	1.758	1.481	1.493	1.529	1.320	1.405	1.415	1.238	1.351	1.313	( <sup>3</sup> )
Bricklayers.....	1.784	1.579	1.578	1.613	1.480	1.465	1.481	1.431	1.300	1.379	1.323
Carpenters.....	1.549	1.330	1.308	1.358	1.092	1.166	1.211	.997	1.098	1.117	1.061
Cement finishers.....	1.558	1.389	1.345	1.369	1.249	1.245	1.263	1.182	1.267	1.318	1.222
Electricians, inside wiremen.....	1.643	1.466	1.458	1.490	1.347	1.242	1.275	1.137	1.115	1.181	1.016
Elevator constructors.....	1.642	1.500	1.456	1.503	1.329	1.304	1.332	1.215	1.212	1.248	1.159
Engineers, portable and hoisting.....	1.717	1.566	1.491	1.534	1.222	1.321	1.366	1.154	1.318	1.369	1.263
Glaziers.....	1.665	1.335	1.179	1.234	.979	1.079	1.129	.834	1.009	1.048	.965
Granite cutters.....	1.329	1.125	1.203	1.203	.....	1.063	1.063	.....	1.191	1.191	.....
Lathers.....	1.774	1.552	1.442	1.493	1.352	1.399	1.404	1.378	1.230	1.330	1.101
Machinists.....	1.562	1.320	1.406	1.527	1.145	1.196	1.236	1.162	( <sup>3</sup> )	( <sup>3</sup> )	.....
Marble setters.....	1.662	1.412	1.537	1.556	1.443	1.398	1.432	1.338	1.357	1.292	1.406
Mosaic and terrazzo workers.....	1.617	1.355	1.342	1.354	1.304	1.345	1.378	1.271	1.269	1.278	1.250
Painters.....	1.471	1.304	1.225	1.277	1.011	1.064	1.107	.913	.959	.985	.915
Paperhangers.....	1.450	1.323	1.174	1.194	1.026	1.089	1.106	.956	1.033	1.057	.946
Plasterers.....	1.815	1.588	1.570	1.630	1.417	1.442	1.473	1.373	1.259	1.383	1.178
Plumbers and gas fitters.....	1.630	1.470	1.444	1.452	1.414	1.301	1.304	1.292	1.235	1.293	1.150
Rodmen.....	1.565	1.504	1.369	1.457	1.149	1.301	1.361	1.107	1.199	1.288	1.094
Roofers, composition.....	1.429	1.270	1.192	1.241	.842	1.007	1.032	.807	.984	.993	.962
Roofers, slate and tile.....	1.587	1.475	1.301	1.352	1.161	1.147	1.196	.908	1.000	.....	1.000
Sheet-metal workers.....	1.613	1.341	1.329	1.349	1.233	1.238	1.254	1.143	1.136	1.185	1.000
Sign painters.....	1.756	1.552	1.380	1.402	1.302	1.162	1.214	1.056	1.210	1.210	.....
Steam and sprinkler fitters.....	1.750	1.473	1.445	1.456	1.382	1.267	1.287	1.196	1.245	1.295	1.125
Stone cutters.....	1.406	1.307	1.359	1.378	1.075	1.241	1.241	.....	1.167	.....	1.167
Stonemasons.....	1.594	1.484	1.560	1.577	1.423	1.480	1.481	1.476	1.324	1.327	1.316
Structural-iron workers.....	1.701	1.540	1.592	1.649	1.376	1.408	1.442	1.294	1.338	1.363	1.309
Tile layers.....	1.574	1.428	1.415	1.445	1.322	1.316	1.338	1.273	1.327	1.294	1.350
<i>Helpers and laborers</i> <sup>4</sup> .....	1.011	.862	.742	.823	.536	.710	.743	.518	.691	.689	.698
Building laborers.....	.924	.792	.675	.748	.496	.660	.680	.442	.643	.644	.640
Elevator constructors' helpers.....	1.252	1.065	1.065	1.107	.970	.910	.953	.849	.886	.884	.892
Hod carriers (masons' tenders).....	1.006	.943	.821	.933	.596	.789	.849	.519	.756	.748	.784
Marble setters' helpers.....	1.195	.924	.887	.937	.587	.816	.825	.583	1.014	1.031	( <sup>3</sup> )
Plasterers' laborers.....	1.270	1.108	.937	1.034	.620	.809	.950	.561	.866	.830	( <sup>3</sup> )
Steam and sprinkler fitters' helpers.....	1.319	.865	.908	.933	.722	.684	.702	.627	.789	.789	.....
Tile layers' helpers.....	1.092	.904	.885	.937	.558	.802	.820	.619	.953	1.043	( <sup>3</sup> )

<sup>1</sup> Group 1 includes cities of over 1,000,000 population; group 2, 500,000 to 1,000,000; group 3, 250,000 to 500,000; group 4, 100,000 to 250,000; and group 5, 40,000 to 100,000.

<sup>2</sup> No city of this size in South or Southwest.

<sup>3</sup> Reports for these trades were received from only 1 city in each of these classifications; therefore, no averages could be shown.

<sup>4</sup> Includes also plumbers' laborers and composition roofers' helpers, not shown separately because of the small number of quotations obtained for these trades.

### Average Rates in Each City

Not all the trades had effective union scales in all the cities. This was especially true among the helper and laborer trades. Average rates of helpers and laborers are shown only for those cities in which

there were effective scales for a considerable number of building laborers and at least one other helper trade.

Six cities had averages <sup>3</sup> of over \$1.50 per hour for the journeyman trades. New York City's average was \$1.76; Newark, with an average of \$1.699, was second; Chicago was third with \$1.653; while Washington, Pittsburgh, and St. Louis followed with averages of \$1.59, \$1.559, and \$1.528, respectively. Butte, although one of the cities in the smallest population group, had the seventh highest average for journeymen (\$1.494).

Union organization varies considerably more in the helper and laborer trades than in the journeyman trades among the different cities. In many of the smaller cities no union scales were reported for the more unskilled occupations. This tended to raise their averages higher than they would be had all of the helper and laborer trades been included. Likewise, since no city averages are given in the absence of union rates for at least one helper trade and a substantial number of laborers, a number of cities are missing entirely from the listing for groups 4 and 5. The remaining list thereby tends to include only those cities which have higher rates for their least skilled trades (table 7).

TABLE 8.—Average union hourly wage rates in the building trades, by cities and population groups, June 1, 1939

City and population group	Average hourly rate	City and population group	Average hourly rate
<i>Journeymen</i>		<i>Journeymen—Continued</i>	
Population group 1 (over 1,000,000):		Population group 3 (250,000 to 500,000):	
New York, N. Y.	\$1.760	Newark, N. J.	\$1.699
Chicago, Ill.	1.653	Washington, D. C.	1.590
<i>Average for group 1</i>	<i>1.597</i>	Cincinnati, Ohio	1.440
Detroit, Mich.	1.347	Toledo, Ohio	1.439
Philadelphia, Pa.	1.280	Denver, Colo.	1.423
Los Angeles, Calif.	1.192	Kansas City, Mo.	1.404
Population group 2 (500,000 to 1,000,000):		<i>Average for group 3</i>	
Pittsburgh, Pa.	1.559	Indianapolis, Ind.	<i>1.373</i>
St. Louis, Mo.	1.528	Rochester, N. Y.	1.366
Cleveland, Ohio	1.435	Seattle, Wash.	1.357
Boston, Mass.	1.401	Minneapolis, Minn.	1.333
<i>Average for group 2</i>	<i>1.395</i>	St. Paul, Minn.	1.309
Buffalo, N. Y.	1.352	Columbus, Ohio	1.294
Baltimore, Md.	1.314	Houston, Tex.	1.270
San Francisco, Calif.	1.309	Louisville, Ky.	1.265
Milwaukee, Wis.	1.217	Birmingham, Ala.	1.251

<sup>3</sup> The averages are weighted according to the number of members in each local union covered by the reported rates. While a comparison of average rates between cities where averages include the influence of the membership factor may be somewhat misleading where membership is unusually large or small in comparison to the same trade in other cities, a weighted average of this kind is obviously more realistic than a simple average of specific rates. In the latter case a wage rate in a trade including half a dozen members would be given the same importance as that of a trade including several thousand members.

TABLE 8.—Average union hourly wage rates in the building trades, by cities and population groups, June 1, 1939—Continued

City and population group	Average hourly rate	City and population group	Average hourly rate
<i>Journeyman—Continued</i>		<i>Helpers and laborers—Continued</i>	
Population group 3—Continued.		Population group 2—Continued.	
Providence, R. I.	\$1.234	Milwaukee, Wis.	\$0.882
Portland, Oreg.	1.200	Pittsburgh, Pa.	.867
Dallas, Tex.	1.198	<i>Average for group 2</i>	.862
Memphis, Tenn.	1.195	Buffalo, N. Y.	.690
New Orleans, La.	1.167	Baltimore, Md.	.632
Atlanta, Ga.	1.126	Population group 3 (250,000 to 500,000):	
Population group 4 (100,000 to 250,000):		Newark, N. J.	1.073
Dayton, Ohio.	1.421	Seattle, Wash.	.921
Peoria, Ill.	1.388	Kansas City, Mo.	.907
Youngstown, Ohio	1.353	Minneapolis, Minn.	.886
Spokane, Wash.	1.328	Cincinnati, Ohio	.838
Springfield, Mass.	1.312	Toledo, Ohio.	.817
Des Moines, Iowa.	1.265	St. Paul, Minn.	.808
Erie, Pa.	1.264	Portland, Oreg.	.798
Rock Island (Ill.) district <sup>1</sup>	1.258	Indianapolis, Ind.	.785
Scranton, Pa.	1.258	Denver, Colo.	.789
South Bend, Ind.	1.243	Washington, D. C.	.742
El Paso, Tex.	1.241	<i>Average for group 3</i>	.749
<i>Average for group 4</i>	<i>1.232</i>	Rochester, N. Y.	.705
Oklahoma City, Okla.	1.208	Providence, R. I.	.679
New Haven, Conn.	1.206	Memphis, Tenn.	.658
Reading, Pa.	1.194	Columbus, Ohio.	.656
Grand Rapids, Mich.	1.192	Houston, Tex.	.540
San Antonio, Tex.	1.192	New Orleans, La.	.575
Worcester, Mass.	1.187	Louisville, Ky.	.546
Salt Lake City, Utah	1.161	Dallas, Tex.	.522
Duluth, Minn.	1.144	Atlanta, Ga.	.472
Nashville, Tenn.	1.138	Birmingham, Ala.	.468
Omaha, Nebr.	1.134	Population group 4 (100,000 to 250,000):	
Richmond, Va.	1.116	Spokane, Wash.	1.001
Wichita, Kans.	1.083	Peoria, Ill.	.878
Jacksonville, Fla.	1.047	Worcester, Mass.	.808
Norfolk, Va.	1.028	Salt Lake City, Utah.	.771
Population group 5 (40,000 to 100,000):		South Bend, Ind.	.765
Butte, Mont.	1.494	Des Moines, Iowa.	.761
Charleston, W. Va.	1.218	New Haven, Conn.	.751
Madison, Wis.	1.213	Scranton, Pa.	.725
Phoenix, Ariz.	1.211	Rock Island (Ill.) district <sup>1</sup>	.724
<i>Average for group 5</i>	<i>1.165</i>	<i>Average for group 4</i>	.710
Jackson, Miss.	1.148	Reading, Pa.	.709
Manchester, N. H.	1.118	Dayton, Ohio.	.678
Little Rock, Ark.	1.063	Youngstown, Ohio.	.676
Charlotte, N. C.	1.022	Duluth, Minn.	.645
Charleston, S. C.	1.014	Springfield, Mass.	.638
Portland, Maine.	.990	Erie, Pa.	.615
York, Pa.	.945	Oklahoma City, Okla.	.584
		San Antonio, Tex.	.581
<i>Helpers and laborers</i>		El Paso, Tex.	.542
Population group 1 (over 1,000,000):		Grand Rapids, Mich.	.527
New York, N. Y.	1.152	Nashville, Tenn.	.488
Chicago, Ill.	1.039	Jacksonville, Fla.	.449
<i>Average for group 1</i>	<i>1.011</i>	Population group 5 (40,000 to 100,000):	
Detroit, Mich.	.776	Butte, Mont.	.894
Los Angeles, Calif.	.715	Phoenix, Ariz.	.743
Philadelphia, Pa.	.665	York, Pa.	.722
Population group 2 (500,000 to 1,000,000):		<i>Average for group 5</i>	.691
St. Louis, Mo.	.871	Madison, Wis.	.686
Cleveland, Ohio.	.922	Manchester, N. H.	.669
San Francisco, Calif.	.910	Portland, Maine.	.644
Boston, Mass.	.889	Charleston, W. Va.	.546
		Jackson, Miss.	.450

<sup>1</sup> Includes Rock Island, Ill., Davenport, Iowa, and Moline, Ill.

## Wage Rates for Special Types of Work

Most of the building trades' agreements provide only one rate of wages, which applies to all work of the specified crafts regardless of the type of construction involved. Penalty rates for work considered particularly dangerous or difficult, such as spray painting, work on high scaffolds, or work under air pressure, are sometimes provided.

Agreements for elevator constructors generally specify a 10-percent differential in favor of maintenance or repair work. Similar maintenance differentials are occasionally found in the agreements for a few other crafts, particularly electricians, plumbers, and carpenters. These differentials are sometimes based upon the full weekly employment of the workman and may not be invoked on part-time work. This principle of a differential in favor of full-time employment is applied in a few of the agreements for engineers, which provide full-time weekly rates of approximately 10 percent under the broken-time hourly rates, applying to all types of work.

### Home Building

Supplementary to the collection of the union wage and hour scales, each union official interviewed was asked to estimate the proportion of new construction in his territory to which the union scales apply. The same question was also asked of a number of active general contractors in each city.

The concensus of opinion was that nearly all public buildings, large commercial buildings, and larger residences in the cities surveyed are constructed under union conditions. In respect to the construction of smaller dwellings (ranging under \$10,000), the opinions varied widely between cities, although those relating to particular cities were generally in comparatively close agreement.<sup>4</sup>

In only 4 cities was it universally agreed that union rates prevailed upon practically all residential construction. In two additional cities the contractors agreed that union conditions were nearly universal, although the union officials in these cities were not so sure. The contractors in 12 other cities and the union officials in 16 cities estimated that union conditions prevail on over half of the smaller residence jobs. The union officials in 47 cities and the contractors in 52 cities

<sup>4</sup> Inasmuch as the proportions quoted are based only upon well-informed estimates, care must be exercised in their application, and the possibility of personal bias would be taken into consideration.

estimated that less than half the small-dwelling work in their localities is done under union conditions. In 49 of these cities the contractors placed the proportion of union work at less than 25 percent for the small-house construction, while the union officials agreed that it was under 25 percent in 25 cities.

Differentials favoring dwelling construction, as opposed to public and commercial work, are contained in a few agreements. The electricians reported such differentials in 10 cities, the carpenters in 4 cities, and the plasterers in 3 cities. The asbestos workers, cement finishers, lathers, painters, plumbers, roofers, sheet-metal workers, steam fitters, and tile layers each had dwelling differentials in one or two cities.

The most extensive development of dwelling differentials was reported in Philadelphia, where the Building Trades Council has executed a general agreement with the Home Builders' Association of Philadelphia and Suburbs, which covers the "operative building" of dwelling units. It provides wage scales for the trades involved at rates generally about 20 percent below those specified in the regular commercial agreements. By the definition in the agreement, these provisions are restricted to "the erection or alteration, upon ground purchased by operative builders, of buildings, anticipating the sale of the completed structures at a profit." Building work under contract awarded after competitive bidding is specifically excluded from the benefits of this agreement.

Most of the local unions that are customarily concerned with dwelling construction in Philadelphia have ratified this agreement and are participating in the work under its terms. Generally the participating unions have placed restrictions upon their members who are permitted to work under this agreement, customarily either classifying such members within the local or organizing them into subordinate locals. These members then are prohibited under normal conditions from accepting work on any jobs which are covered by the regular commercial agreements.

## Overtime Rates

Double time was specified as the initial overtime rate in agreements covering 63.3 percent of the total building-trades membership in the cities surveyed. Time and one-half was reported for 35.9 percent of the membership. A small number of reports showed time and one-third or specific monetary rates which were not multiples of the regular rates. In 41 instances no provision was made in the agreements for any penalty rate for overtime. Most of these cases were in localities where oral agreements prevailed and it was explained that overtime work was so seldom required that no consideration of a penalty rate had been necessary. Two other agreements prohibited overtime work entirely.

The overtime sections of the agreements frequently provided that the initial overtime rate should apply only for a limited number of hours after the regular quitting time, and that a further increased scale should apply thereafter. This was particularly true of those agreements which specified time and one-half as the initial overtime rate. These agreements frequently required the payment of double time for work continuing after 6 p. m. and also for any overtime work on Saturday.

Double time was more generally specified for excess hours among the journeyman trades than among the helpers and laborers. In the journeyman group the double time rate applied to 70.9 percent of the membership, while 28.6 percent had a time and one-half rate. The helpers and laborers had a time and one-half rate for 70.7 percent of their members and double time for 27.1 percent.

A slight modification of the overtime provisions was allowed under some of the helper and laborer agreements whereby serving laborers were permitted to begin work before the regular starting time in order to have the materials prepared and distributed before the journeymen were ready to start work. The limited periods allowed for this preparatory work were not usually classed as overtime nor made subject to penalty rates.

The distribution of the initial overtime rates and the percentages of the memberships to which each applied are shown in table 9.

TABLE 9.—Overtime rates provided in building-trades union agreements, June 1, 1939

Trade	Number of quotations showing initial overtime rates of—					Percentage of union members having initial overtime rates of—				
	Time and one-half	Double time	Other penalty scales	Overtime prohibited	No penalty rate specified	Time and one-half	Double time	Other penalty scales	Overtime prohibited	No penalty rate specified
All building trades.....	1, 254	1, 419	13	2	41	35.9	63.3	0.1	(1)	0.7
<i>Journeyemen</i> .....	958	1, 208	13	2	19	28.6	70.9	.2	(1)	.3
Asbestos workers.....	27	31	-----	-----	-----	37.9	62.1	-----	-----	-----
Boilermakers.....	7	34	-----	-----	-----	2.0	98.0	-----	-----	-----
Bricklayers.....	22	54	-----	-----	-----	15.0	85.0	-----	-----	-----
Carpenters.....	43	59	-----	-----	-----	18.5	81.5	-----	-----	-----
Cement finishers.....	46	25	1	-----	-----	55.4	44.0	.6	-----	-----
Electricians, inside wiremen.....	38	52	1	-----	1	35.9	63.6	.2	-----	.3
Elevator constructors.....	25	90	-----	-----	-----	10.3	89.7	-----	-----	-----
Engineers, portable and hoisting.....	119	133	1	-----	2	33.5	65.7	.2	-----	.6
Glaziers.....	50	14	2	-----	-----	64.3	35.1	.6	-----	-----
Granite cutters.....	14	18	-----	-----	-----	19.4	80.6	-----	-----	-----
Lathers.....	13	72	-----	-----	6	4.2	90.8	-----	-----	5.0
Machinists.....	16	23	-----	-----	-----	10.2	89.8	-----	-----	-----
Marble setters.....	24	41	-----	-----	-----	17.6	82.4	-----	-----	-----
Mosaic and terrazzo workers.....	28	31	-----	-----	-----	45.5	54.5	-----	-----	-----
Painters.....	89	17	2	1	1	59.7	39.0	.5	0.3	.5
Paperhangers.....	51	10	-----	1	-----	88.0	11.8	-----	.2	-----
Plasterers.....	23	52	-----	-----	1	9.6	87.2	-----	-----	3.2
Plumbers and gas fitters.....	26	50	1	-----	-----	11.6	88.2	.2	-----	-----
Rodmen.....	1	66	-----	-----	-----	1.9	98.1	-----	-----	-----
Roofers, composition.....	56	20	1	-----	2	76.7	22.2	.7	-----	.4
Roofers, slate and tile.....	35	19	2	-----	1	54.2	40.0	5.6	-----	.2
Sheet-metal workers.....	12	51	-----	-----	-----	9.0	91.0	-----	-----	-----
Sign painters.....	57	7	1	-----	1	55.7	43.7	.3	-----	.3
Steam and sprinkler fitters.....	29	67	1	-----	-----	31.5	68.4	.1	-----	-----
Stonecutters.....	53	18	-----	-----	4	32.4	61.2	-----	-----	6.4
Stonemasons.....	19	48	-----	-----	-----	11.9	88.1	-----	-----	-----
Structural-iron workers.....	1	73	-----	-----	-----	1.0	99.0	-----	-----	-----
Tile layers.....	34	33	-----	-----	-----	32.0	68.0	-----	-----	-----
<i>Helpers and laborers</i> .....	296	211	-----	-----	22	70.7	27.1	-----	-----	2.2
Building laborers.....	62	8	-----	-----	6	87.3	10.1	-----	-----	2.6
Composition roofers' helpers.....	23	5	-----	-----	4	79.6	12.5	-----	-----	7.9
Elevator constructors' helpers.....	14	76	-----	-----	-----	6.6	93.4	-----	-----	-----
Hod carriers (masons' tenders).....	57	17	-----	-----	5	74.2	23.4	-----	-----	2.4
Marble setters' helpers.....	30	17	-----	-----	1	33.1	66.8	-----	-----	.1
Plasterers' laborers.....	42	24	-----	-----	2	35.0	64.2	-----	-----	.8
Plumbers' laborers.....	23	11	-----	-----	1	22.3	76.4	-----	-----	1.3
Steam and sprinkler fitters' helpers.....	10	40	-----	-----	-----	7.7	92.3	-----	-----	-----
Tile layers' helpers.....	35	13	-----	-----	3	45.3	53.6	-----	-----	1.1

<sup>1</sup> Less than 1/10 of 1 percent.

## Union Hours, 1939

The average maximum workweek for all building trades was 38.3 hours. The journeyman trades averaged 38.1 hours per week and the helper and laborer trades averaged 39.5 hours (table 10).

The plasterers' average of 35.3 hours per week was the lowest of any trade. The highest average among the journeyman trades was that of the engineers, 40.2 hours. This high average was due to the fact that a number of the agreements for engineers specify a 48-hour week for street or road work.

The average for steam and sprinkler fitters, 35.7 hours per week, was the lowest in the helper and laborer group. The building laborers had the highest average of all the trades, 40.5 hours per week.

The basic workweek for 68.8 percent of the building-trades members was 40 hours. Thirty-five hours was specified for 17.5 percent of the total membership, and 9.5 percent were limited to 30 hours per week. Only 3.7 percent were allowed 44 hours and less than half of 1 percent were permitted to work 48 hours in any week without overtime.

The 40-hour week predominated for both the journeyman and the helper and laborer groups. The unskilled and semiskilled trades, however, had longer workweeks for 17 percent of their members as compared with 1.4 percent of the journeyman group. Less than 40-hour weeks prevailed for 29.2 percent of the journeymen and for 16.5 percent of the helpers and laborers.

TABLE 10.—Distribution of union members in each building trade, by weekly hours, June 1, 1939

Trade	Average hours per week	Percentage of union members whose hours per week were—					
		30	32	35	40	44	48
All building trades.....	38.3	9.5	0.1	17.5	68.8	3.7	0.4
<i>Journeyman</i> .....	38.1	9.9	.1	19.2	69.4	1.0	.4
Asbestos workers.....	38.7	14.7	-----	2.3	76.3	6.7	-----
Boilermakers.....	38.4	2.1	-----	28.1	69.8	-----	-----
Bricklayers.....	38.4	1.6	-----	29.5	67.9	1.0	-----
Carpenters.....	38.7	2.2	-----	21.6	75.5	.7	-----
Cement finishers.....	38.9	1.2	-----	22.9	73.0	2.5	.4
Electricians, inside wiremen.....	37.6	22.6	-----	4.0	72.5	.6	.3
Elevator constructors.....	39.5	1.4	-----	19.9	63.1	15.6	-----
Engineers, portable and hoisting.....	40.2	4.5	-----	1.8	83.3	2.4	8.0
Glaziers.....	38.3	1.1	-----	32.3	65.2	1.4	-----
Granite cutters.....	37.1	-----	-----	37.1	42.9	-----	-----
Lathers.....	37.0	29.4	-----	1.4	68.5	.2	.3
Machinists.....	39.9	-----	-----	4.6	98.1	2.3	-----
Marble setters.....	39.9	.4	-----	1.3	98.1	.2	-----
Mosaic and terrazzo workers.....	38.8	1.1	-----	23.1	74.9	.9	-----
Painters.....	36.4	18.8	-----	35.0	45.7	.5	-----
Paperhangers.....	36.7	28.4	-----	10.4	60.1	1.1	-----
Plasterers.....	35.3	42.4	4.0	3.2	48.9	1.5	-----
Plumbers and gas fitters.....	37.9	17.6	-----	7.2	74.6	.6	-----
Rodmen.....	39.7	1.7	-----	2.2	95.6	.5	-----
Roofers, composition.....	39.6	.7	-----	11.4	82.9	3.6	1.4
Roofers, slate and tile.....	39.5	.5	-----	12.4	83.3	3.0	.8
Sheet-metal workers.....	38.9	2.2	-----	17.8	79.9	1.1	-----
Sign painters.....	38.2	-----	-----	40.7	53.9	5.4	-----
Steam and sprinkler fitters.....	37.8	19.4	-----	5.8	74.4	.4	-----
Stonecutters.....	39.5	-----	-----	11.2	86.8	2.0	-----
Stonemasons.....	38.8	1.1	-----	22.5	76.2	.2	-----
Structural-iron workers.....	39.0	4.0	-----	11.5	84.0	.5	-----
Tile layers.....	39.8	1.3	-----	1.4	96.6	.7	-----
<i>Helpers and laborers</i> <sup>1</sup> .....	39.5	7.3	-----	9.2	66.5	16.4	2.6
Building laborers.....	40.5	.8	-----	8.7	65.5	24.2	2.8
Elevator constructors' helpers.....	38.4	1.1	-----	32.5	54.8	11.6	-----
Hod carriers (masons' tenders).....	39.3	1.7	-----	16.5	74.4	7.1	2.3
Marble setters' helpers.....	39.9	1.0	-----	.9	97.7	.4	-----
Plasterers' laborers.....	36.4	35.4	-----	4.4	56.5	3.5	.2
Steam and sprinkler fitters' helpers.....	35.7	40.3	-----	5.8	53.7	.2	-----
Tile layers' helpers.....	40.0	1.1	-----	1.2	95.9	.5	1.3

<sup>1</sup> Includes  $\frac{3}{10}$  of 1 percent having a 36.9-hour scale, amounting to less than  $\frac{1}{10}$  of 1 percent in the journeyman totals.

<sup>2</sup> Includes also plumbers' laborers and composition roofers' helpers, not shown separately because of the small number of quotations obtained for these trades.

<sup>3</sup> One-tenth of 1 percent of the building laborers and  $\frac{2}{10}$  of 1 percent of the hod carriers had 49-hour scales amounting to  $\frac{1}{10}$  of 1 percent of the group totals.

A majority of the members in each of the trades, except the granite cutters, painters, and plasterers, had 40-hour scales. Every trade reported some members as having 35-hour scales and nearly all reported a few 30-hour and 44-hour scales. The plasterers had the greatest proportion of members (42.4 percent) with 30-hour scales, and the building laborers had the largest proportion (24.2 percent) with 44-hour scales. Relatively few 48-hour weeks were reported. Only the engineers, composition roofers, and tile layers' helpers had as many as 1 percent of their members working on a 48-hour basis.

## Provisions in Union Agreements <sup>1</sup>

The great majority of union agreements in the building trades are written documents, signed by both union and individual employers or employer associations.

The following discussion of the provisions generally included in building-trades agreements is based upon the analysis of 774 current agreements now in the files of the Bureau of Labor Statistics.

### Parties to the Agreements

About 60 percent of the agreements studied were negotiated by the unions with representatives of either permanent or temporary associations of employers. The others contain terms prescribed by the unions and accepted by the individual employers without formal meetings.

In over a third of the cases studied, in which actual negotiations were conducted, the negotiators for the employers represented associations comprising all of the union firms in the localities. In less than 10 percent of the cases the employers' associations represented fewer than half the union contractors in the respective districts.

Wherever permanent employers' associations exist the unions negotiate with representatives of these associations who are usually empowered to sign for all association members. Nonassociation contractors are then almost invariably offered agreements containing identical terms, with the exception that some of the joint machinery for settling disputes between the union and association members, of necessity, must be modified in respect to individual signers. In a few instances a slight advantage is given to association members through a provision that, in case of a shortage of workmen, members of the association shall have preference in the employment of union members.

Where no permanent associations of employers exist, the unions frequently are able to negotiate with groups of employers temporarily associated for the purpose of arranging an agreement with the union. Under such circumstances the agreed-upon terms are incorporated in separate identical agreements between the unions and the individual employers. In many cases, however, there is neither a permanent nor temporary association of employers, and the preparation of the agreement terms devolves entirely upon the unions. The customary pro-

<sup>1</sup> In addition to the wage and hour scales discussed above.

cedure then is for the union, after consulting with a number of important employers individually, to draw up a contract which must be accepted by each union firm in the community.

In a few cities blanket agreements covering all, or most, trades are entered into between the building trades council, as agent for the separate local unions, and the employers. Such agreements generally include only the wage and hour scales of the various crafts and an agreement, by reference, to observe the established working rules of the respective local unions in the employment of their particular members.

A few trades, notably the elevator constructors, sprinkler fitters, and tile and marble setters, have national agreements negotiated between the international unions and the national associations of contractors. The national agreements generally define the craft jurisdictions, establish general working conditions, and provide for a national board of conciliation or arbitration to which are referred disputes which cannot be settled locally. Wage and hour scales, however, are generally left to the locals to be incorporated in supplementary agreements.

The Sheet Metal Workers Union and the Asbestos Workers International Union have adopted standard agreement forms which are used by nearly all their local unions, thus establishing uniform working conditions throughout these crafts, excepting, of course, the provisions relating to wages and hours, which vary between localities.

Agreements entered into are sometimes influenced by constitutional provisions of the international unions. For instance, the electrical workers, operating engineers, structural-iron workers, plasterers and cement finishers, and the painters and paperhangers all have constitutional provisions requiring the local unions to obtain approval of every agreement from their international offices before the agreements can be made effective. This, in effect, makes the international office an additional party to the approved agreement although not a signer. In a few instances, constitutional limitations or requirements are placed upon the subjects which the local unions may include in their agreements. The carpenters, painters, paperhangers, plasterers, and cement finishers are prohibited from agreeing to work only for members of an employers' association; the plumbers, steam fitters, painters, and paperhangers are prohibited from establishing more than one wage scale; the plumbers and steam fitters may not sign an agreement containing a clause which prohibits sympathetic strikes; and the bricklayers and tile, marble, and terrazzo helpers are required to include an arbitration clause in every agreement.

### Qualifications of Employers

Many of the agreements specify definite qualifications which must be met by each contractor who desires to become a party thereto. The most common is a requirement that he maintain valid workmen's compensation insurance. Agreements for trades such as plumbing or electric wiring, in which contractors are frequently required to have licenses, often require that the license be obtained before the agreement is signed.

Other requirements appear in about 10 percent of the agreements. These include most frequently the maintenance of an office separate from the contractor's home, and proof of his financial ability to meet pay-roll obligations. Less frequently he is required to maintain a business telephone, to be a member of the contractors' association, or to be approved, after investigation, by a joint board composed of union and union contractors' representatives. In some cases the approval of prospective signers is delegated entirely to the contractors' association.

A few agreements require the possession of an adequate stock of materials, and a small number require that the signer shall guarantee either the continuous employment of one or two men or cumulative employment for a specified number of man-hours during the year.

In a few agreements nonmembers of the contractors' association are required to pay to the union amounts equivalent to membership fees in the association, and to meet all assessments later imposed upon members of the association. These fees are designed to cover the nonmember's share in the cost of maintaining the joint trade boards. In return he is granted the right to use the facilities for settling disputes thus provided.

Most of the unions have rules governing those of their own membership who wish to become contractors and these rules are sometimes incorporated in the agreements. Generally such members are required to take out a withdrawal card which certifies to their honorable separation from the union. They are then required to sign the regular trade agreement as contractors, and are prohibited from working as journeymen for others. Should they elect to give up contracting they must return their withdrawal cards, and are generally prohibited from engaging in contracting for a year thereafter.

### Duration of the Agreements

The great majority of building-trades agreements are made for a 1-year term. Comparatively few agreements have specified terms exceeding 1 year, although some provide that the terms shall continue in effect indefinitely until one of the parties shall give notice of a

desired change. In some instances it is provided that particular sections of the agreements may be opened for reconsideration without affecting other portions of the contract. The elevator constructors have this provision in respect to the wage section of their agreement.

### Union Status and Coverage of Agreement

The closed shop is almost universally provided in the building-trades agreements. Three-fourths definitely state that only good-standing members of the signatory local union shall be employed on any work of their craft undertaken by the signatory employers. Most of those agreements in which this provision is not specifically stated contain sections extending the agreement to include application of the working rules of the local unions. These almost invariably incorporate the closed-shop principle. In a very small number of agreements the employers agree only to give preference to union members in hiring workmen.

### The Check-off

The check-off method of collecting union dues is rarely provided in building-trades agreements. This is largely due to the fact that building tradesmen work intermittently, and frequently change employers so that it would be difficult to keep employers informed concerning the proper deductions to be made from the pay of their particular employees on pay days.

In practice most building-trades unions insure the payment of dues by requiring the job stewards periodically to inspect the dues books of all members on their jobs and to report all delinquents to the business agent. In some cases the stewards are also authorized to collect dues from all members working with them.

### Working Employers

About a fourth of the agreements place some restrictions upon the employers working in other than a supervisory capacity. Many agreements prohibit the use of tools by employers. This provision is included in the standard agreement form of the International Association of Heat and Frost Insulators and Asbestos Workers, and appears in practically all of their local agreements.

A considerable number of agreements permit only one member of an employing firm or partnership to work on the job; generally such working employers must be accompanied by at least one journeyman. A small number of agreements allow two members of a firm to work and a few require only that not over half of any crew may be members of the employing firm. A very small number of agreements require working employers to be members of the union. Generally it is

required that working employers observe the hour scales and working rules applying to employees.

#### Foremen

Foremen are generally included under the terms of building-trades agreements and are usually required to be members of the unions. The membership requirement is specified in the constitutions of several international unions. The constitution of the Granite Cutters' International Association of America requires working foremen to be members but prohibits their attending union meetings, and that of the Sheet Metal Workers' International Association specifies that foremen may optionally belong to the union.

Even though they are union members, a number of agreements specifically provide that foremen shall be considered agents of the employer with power to hire and fire, and that they shall not be subject to censure or discipline by the union for the execution of their employers' instructions. On the other hand, many agreements specifically state that foremen must adhere to the same hour and overtime provisions applying to journeymen. It is customarily understood that the employer may employ workmen of his own choice as foremen. Frequently the agreements which require hiring to be done through the union office specifically exempt the foremen from this requirement.

Generally the employment of a foreman is required only when there are a number of workmen on a job. Occasionally, however, it is specified that every job shall have a foreman and that a man working alone must be given foreman's wages.

In a few cases duties that are generally performed by job stewards are assigned to the foremen, such as the enforcement of agreement provisions and the reporting of violations to the union. A frequent requirement is that workmen shall take orders only from their own foreman, the employer, or his superintendent.

#### Union Hiring

The great majority of the agreements contain no reference to hiring methods, requiring only that union members shall be employed. About one in eight specifically say that all hiring shall be done through the union offices. Several specify that stated proportions of each crew, most frequently 50 percent, shall be furnished by the union office and that the employer may engage the others as he sees fit. On the other hand a number of agreements specifically state that the employer may hire any member he desires without consulting the union.

Over a fourth of the agreements state that, in case the local union is unable to furnish the workmen needed, the employer may engage nonmembers who will be granted working permits by the union. A

considerable number of these specify that such permit men must be replaced by members of the local union as soon as they become available. In a few cases nonmembers are required to apply for membership in the union immediately upon being employed.

#### **Aids to Enforcement**

A majority of the agreements provide that properly accredited representatives of the unions may visit the jobs during working hours to interview union members or to observe whether or not the agreement provisions are being followed. In a number of cases it is also provided that the employers' pay-roll records shall be open to union inspection. Under some agreements each employer is required to furnish the union with a copy of his weekly pay roll.

A few agreements require the employer to report each job to the union before work is started and to post on the job a card issued by the union certifying that the job has been registered.

Union rules usually require the first man starting work on any job to report the job to the union and to serve as acting steward until a regular steward has been appointed. Through these requirements of job registration and stewards' reports the union office is enabled to know just where work is being performed and the status of each job. This not only assists the business agent in checking the jobs, but also serves to inform the union members where employment may be available.

#### **Wage Regulations**

##### **Older or Disabled Workers**

The employment of older men in a specified ratio to the size of each crew is required under a number of agreements. The Operative Plasterers' and Cement Finishers International Association of the United States and Canada has a constitutional provision making this requirement a part of the working rules. The requirement is most frequently that there shall be at least one superannuated man, or man of the age of 55 or over, among each 10 journeymen employed. The plasterers and cement finishers working rules extend the requirement to provide that "where there are 2 or more apprentices in any employment there shall be one superannuated man."

The agreements rarely specify actual wage differentials in favor of older or partially disabled workers, but in a few instances indicate that special arrangements may be made in individual cases when workers are unable to hold employment at the regular rate of wages. A number of local unions have provisions to this effect in their working rules, which may be assumed to be followed in practice, although not specifically written into the agreements. Generally the method followed is

for the union, after investigation, to issue a privilege card to the individual member. This card authorizes his employment at less than the contract rate. In some cases the privilege card specifies the rate at which the holder may be hired. More frequently the privileged member is allowed to make his own arrangements regarding wages.

#### **Minimum Call Pay**

Regular workmen reporting for work at starting time, in the absence of previous instructions not to report, and any men who are ordered to report, but are not given a full day's work, are frequently guaranteed a minimum amount of pay for reporting. The amount guaranteed for reporting is most often 2 hours' pay. Guarantees of a half day's pay occur in a number of agreements. Such guarantees in no cases, however, cover inability to go to work or to continue work because of weather conditions.

#### **Piece Work, Lumping, or Subcontracting Labor**

Lumping or contracting to perform a given amount of work for a flat price is prohibited in the rules of nearly every union, and the prohibition is expressly stated in a great many agreements. Piece work is likewise generally prohibited although the application of wood lath on this basis is allowed in a few agreements.

#### **Wage Payment**

Nearly all of the agreements specify a weekly pay period and a majority name the day of the week which shall be pay day. The great majority specifically state that pay shall be distributed during working hours, generally on the job. Should the employer elect to pay at his office he is usually required to allow the men to go to the office during regular working hours, and to pay them for the necessary transportation.

A considerable number of agreements require each man's pay to be contained in an envelope upon which shall be entered his name, the net amount paid, and the details concerning any deductions from his gross earnings for the week. Some agreements specify that the men must not be required to spend an undue amount of time waiting in line for their pay, and a few specify that members of their crafts shall not be required to line up with other crafts for payment. About one in every six agreements provide that should the pay not be distributed before quitting time on pay day the men shall receive pay for the time spent waiting for their money. Frequently this waiting-time pay is at the rate of time and a half.

The majority of the agreements either specifically or impliedly require that each pay shall cover all accrued time, including that of

the pay day. About 1 in 10 allows payment to be on the day following the close of the pay period, 1 in 9 allows 2 days' pay to be withheld, and a very small number grant the employer from 3 to 5 days in which to prepare his pay roll.

Some agreements require that men who are discharged or laid off shall be paid at once. Men who quit voluntarily usually must wait until the regular pay day for their money, although a few agreements specify that they shall be paid at once, provided they have given sufficient notice (not less than 4 hours), for the preparation of their pay.

A majority of the agreements do not specify the form of wage payment. Slightly more than a fifth require payment to be in cash and nearly an equal number specifically permit payment by check. Frequently the local union reserves the right to withdraw the privilege of payment by check, in case it is found difficult to obtain cash for the checks, or in case the employer should fail at any time to maintain sufficient balance to cover the checks.

### Hours and Shift Provisions

#### Hours Per Day

The 8-hour day predominates in the agreements of the building trades. The only provisions for a longer day without overtime among the agreements studied are those of hod carriers and building laborers in Little Rock who are permitted to work 9 hours.

The 7-hour day is in effect for some trades in 15 of the 72 cities. In Denver all but 1 craft is working on a 7-hour basis; in New York about half the trades and in Minneapolis and Saint Paul about a fourth of the trades have 7-hour provisions in their agreements.

The 6-hour day is specified in all but 3 of the regular construction agreements for Seattle, in about half of those for Butte, and about a fifth of those for San Francisco. In 11 other cities the 6-hour day is effective for a few trades.

A majority of the agreements specify the hours of the day during which regular work must be performed. This is most generally between 8 a. m. and 5 p. m.

#### Days Per Week

The great majority of the agreements limit work to 5 days per week. In 22 cities there are no exceptions to the 5-day week, and in 11 other cities only the elevator constructors engaged in maintenance or repair work are allowed over 5 days.

The 5½-day week is established for all of the work of some trades in 36 cities. In Charlotte, N. C., the 5½-day week applies to all but 3 trades; in Jackson, Miss., and Jacksonville, Fla., to about half the

trades; in El Paso, Tex., to about a third of the trades; and in Charleston, S. C., Little Rock, Ark., Oklahoma City, Okla., Phoenix, Ariz., and Wichita, Kans., to about a fourth of the trades.

A 6-day week is permitted in the agreements of five trades in El Paso; three in Oklahoma City, Salt Lake City, and Butte; two in Dallas; and one in Jackson and Wichita. A few agreements from other cities, permit 6-day weeks on street and highway construction, but not on the construction of buildings.

Maintenance and repair men are very frequently specifically permitted to work 5½ days under the agreements which limit construction men to a 5-day week. This provision is particularly prevalent in agreements covering electricians and elevator constructors.

#### Overtime Restrictions

In addition to the imposition of a penalty rate (see p. 27), a number of agreements further restrict overtime work. Many require a permit from the union. A number prohibit overtime entirely. Some allow overtime only when there are no unemployed union members available, and others limit it to occasions when it is apparent that not over an hour's work will be required to finish the job.

#### Regulation of Shifts

A considerable number of the agreements contain provisions permitting shift work under particular conditions. Special permission from the union is invariably required and generally it is specified that 8 hours' pay be given for 6 or 7 hours of shift work. In all cases it is required that no workmen be used on a late shift who have worked any time that day on a regular or early shift.

The occasions upon which shift work may be approved by the union are generally limited to work in occupied premises. New construction is generally excluded although a few agreements include new construction when there is a time penalty clause in the job contract.

#### Sundays and Holidays

##### Sundays

Sunday work is commonly prohibited in the building-trades agreements except in case of emergency. Generally its necessity must be demonstrated and a permit obtained from the union before Sunday work may be undertaken. A majority of the agreements require the payment of double time for all work done on Sunday. These restrictions applying to Sunday work are also applied to work on Saturday in those agreements providing for a 5-day week.

### Holidays

Over 80 percent of the agreements specify certain holidays on which no work is to be performed. The number of holidays ranges from 3 to 11, 6 or 7 being specified in more than half the agreements. The holidays generally listed are New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. Frequently included as holidays are Armistice Day, Washington's Birthday, Election Day, Lincoln's Birthday, and Columbus Day. Various other holidays are specified in certain agreements, most of these being State holidays such as Admission Day in California and San Jacinto Day in Texas. Some agreements have a general provision to include all legal holidays. The agreements providing as many as 10 or 11 holidays are mostly for New York City or Boston.

### Restrictions on Holiday Work

Holiday work is commonly allowed only upon the issuance of a permit by the union when proven to be necessary, and is almost always required to be paid for at double-time rates. Labor Day work is frequently even more stringently restricted, being permitted only when necessary for the preservation of life or property. The standard agreement form used by the asbestos workers requires triple wages for all work on Labor Day.

### Seniority and Sharing of Work

Seniority is rarely treated in the agreements of the building trades. In occasional agreements with firms which normally offer comparatively steady employment to a regular crew of men, such as sign painting companies, larger glazing firms, or stone-cutting shops, seniority is applied, on the shop basis, in respect to lay-offs occasioned by slack work.

Work-sharing requirements are contained in relatively few agreements (about 1 in 22). Some provide that all overtime or work outside the regular hours must be given to workers supplied by the union from its unemployed list. Others provide that, in case a specified proportion of the union is unemployed, the union may restrict the working time of its members to less than the normal weekly hours. Others specifically limit the weekly hours of individuals, but not of the shop, to less than normal during slack seasons. In a few cases the employer agrees to allow the union periodically to rotate a fixed percentage of his workmen.

The majority of the plans for sharing work are based upon regulations applied by the unions to their own members rather than through agreements with the employers. Generally this amounts to the es-

establishment of an unemployed list from which members are taken in rotation as calls for workers are received. The members who are sent out may usually work to the completion of the job, although they are sometimes restricted to a limited period. This type of work sharing is common and is most successful among those trades having agreements which require the contractors to secure all needed workmen through the union.

### Working Rules

Every union has a set of rules which define the duties and obligations of both employer and employee in respect to the performance of their regular work. In nearly all agreements some or all of these rules are stated as being binding upon both parties. Frequently the working rules sections of the agreements are detailed and exhaustive. In other cases only the rules covering a few specific situations are made part of the contract. A number of agreements do not enumerate specific rules, but incorporate the established working rules of the union merely by reference. The rules vary considerably between cities and between crafts. The topics most frequently covered are treated in the following paragraphs.

### Material and Tool Restrictions

Most frequently the agreements state that there shall be no restrictions upon the use of any material. Exception is sometimes made in respect to prison-made materials, which are banned in about 10 percent of the agreements. A union-made material requirement appears in less than 2 percent of the agreements. A very small number prohibit the use of materials considered dangerous to the health of the workmen.

Tool restrictions are likewise infrequently included in the agreements. About one in six definitely provides that there shall be no restrictions upon the use of any tools. A small number place restrictions upon the use of a few particular tools. Most of these are agreements covering granite cutters, stone cutters, and painters. In the stone trades the limitations are generally in respect to the size and use of pneumatic hammers. The painters' restrictions generally relate to the maximum size brush permitted in applying oil paints or prohibit the use of spray machines under certain conditions. In general the tool limitations imposed are not designed to retard the use of labor-saving tools, but rather to preserve the standards of workmanship in the crafts; or, in respect to spray painting, to protect the workmen from indiscriminate use of equipment which they consider a hazard to health.

### Furnishing Tools

In nearly all building operations it is customary for the workmen to furnish, for their own use, the ordinary hand tools used in their work. The employer is expected to supply all the more unusual tools, power tools, and heavy or large equipment. To avoid possible question as to what tools each shall furnish many agreements specify the tools to be supplied by each. The requirements necessarily vary between crafts and the provisions for particular crafts frequently vary in details between cities. By way of example, plumbers and steam fitters are generally required to furnish all necessary wrenches up to a 14-inch size, and journeymen paperhangers must furnish their own straight edges or cutters.

Inasmuch as it is frequently impracticable to remove personal tools from the job each night, a considerable number of agreements specify that precautions must be taken to protect them from fire or theft when the workmen are not on the job. The employer is generally required to supply a substantial locker or safe place in which tools may be locked, and is frequently required to reimburse employees for the loss of tools or clothes through fire or theft. A number of agreements specify the maximum amounts an employee may claim for such losses.

### Maintenance of Tools

Edged tools dull rapidly and frequently need to be reset or sharpened if good workmanship and efficient production are to be maintained. In order that the sharpening may not be neglected and that it shall be done properly, many agreements specify that setting or sharpening shall be done during working hours, either by the journeymen using the tools or by a journeyman designated to sharpen tools for the crew.

### Travel Between Jobs or Job and Office

The transfer of workmen between jobs or any necessary trips between the jobs and the office occurring during a day's work is customarily the employer's obligation. Frequently the agreements specifically state that the employer must furnish such transportation and pay for the time consumed.

### Use of Employees' Cars

Many of the agreements permit individual employees to use their own automobiles in their daily trips to and from work and to haul their own tools to and from the job at the beginning and end of the work, but not otherwise. Generally the transportation of the employers' equipment in employees' cars is either strictly limited or prohibited entirely. The use of employees' cars in moving from job to job during working hours is also generally prohibited. These restric-

tions serve not only to prevent some employers from taking advantage of their employees who possess automobiles, but also to prevent such workmen from having preference over others in obtaining employment through offering the use of their cars, which in effect would amount to a rebate on their wages.

In some cases when jobs are inaccessible through regular public transportation systems, employers are permitted to arrange with employees who have cars to transport other men to and from work. Such circumstances are generally restricted and the compensation to be given the car owner is specified.

#### **Volume of Work**

Few of the agreements or working rules studied impose any restrictions upon the amount of work to be performed by a workman in a day. On the other hand about a fourth of the agreements definitely prohibit any such limitations. Complementary to this provision some agreements prohibit the employer from establishing time standards for specific jobs and from requiring workmen to turn in detailed work sheets showing the time spent on particular operations. A few lathers' agreements specify the maximum amount of lathing to be done in a day or state the minimum that shall be considered a "fair" day's work.

#### **Minimum Quality of Work**

A number of agreements specify the minimum quality of the work to be installed and require that both the employees and the employer shall observe such standards. In many cases the standards are described in detail. In other cases reference is merely made to recognized standards established by law or adopted by the standards committees of national organizations.

Some agreements constitute the union business agent as inspector with authority to stop work on a job until the standards are adhered to. Under a number of agreements employees who are responsible for mistakes or poor installations must replace the work on their own time.

#### **Original Contractor Clause**

In a few agreements the union agrees to recognize only one employer of the craft on any particular job. In effect this requires that all work of a particular craft on any one project must be awarded to one contractor, and once started must be completed by the contractor to whom it was originally awarded. This provision is designed mainly to insure that, should the contractor stop work because of failure to receive payments agreed upon, the work may not be completed by another union firm without a settlement being made with the original contractor.

### Discharge

Because building tradesmen change employers frequently and are accustomed to being hired on a day-to-day basis, and to being laid off without notice in accordance with the need for their services, they do not consider discharge (for cause) to be the serious matter that it becomes in industries where continuous employment with one employer is the rule. As a result, differentiation between discharge for cause and lay-off due to lack of work is seldom made. Very frequently the term "discharge" is used in the agreements to mean any termination of employment initiated by the employer regardless of the cause.

Restrictions upon discharge are very infrequent. On the contrary, a considerable number of agreements specifically affirm the employers' right to discharge without limitation. A comparatively small number of agreements do restrict the discharge of a job steward by requiring that he be retained for the duration of the job, and many prohibit discharge because of union activity.

### Miscellaneous

Many agreements contain minor working rules of limited application which run into innumerable variations. Examples of these are: That when construction rises above certain heights elevators must be installed, that painters shall start each week in clean white overalls, that drop cloths furnished by employers shall be clean and sanitary, that sign painters shall not be responsible for damage caused by paint carried by the wind, that materials must be distributed on the job and made conveniently available to the journeymen, and that no bricklayer working on a wall may work ahead of the line.

### Out-of-Town Work

Most of the agreements provide that when workmen are sent out of town the employer shall provide round-trip transportation, pay at straight time for travel during regular working hours, and room and board while away from home. The wages to be paid on such work are usually whichever is higher—the home rate or the prevailing rate where the job is located. Some agreements specify that men shall be guaranteed full time while away from home. In a few instances the agreements require an employer taking an out-of-town job to send at least one man from the local union to superintend the work.

The bylaws of the international unions require members who wish to work outside the jurisdiction of their own local unions to apply for a permit from the local in whose jurisdiction they desire to work. These permits are issued subject to the local bylaws and the holder is required to observe all of the local agreement provisions and the local working rules.

When the job is so located that the workmen may conveniently return home each night, but is outside the city limits or beyond one streetcar or bus fare from the shop office, it is commonly required that the contractor furnish transportation or pay the excess fare. Traveling time between the city line, or some fixed radius from the city hall, and the job is required to be paid at the straight-time rate under about one-fourth of the agreements. In a few instances it is required that arrangements be made so that the men may be at the city line, or city railroad station, within a half hour of both starting and quitting times, or the overtime rate shall apply.

### Out-of-Town Contractors

Only those out-of-town firms which have accepted the local agreement terms and working rules are considered "fair." Inasmuch as most agreements require contractors to employ only members of the local union signing the agreement, the importation of outside workers is, in effect, prohibited unless such workmen are given working permits by the local union. The permits do not allow the holders to accept less than the local rate of wages, but do not prevent their receiving their home scale if it is higher.

Some agreements specifically state that a definite proportion of local members must be employed on jobs performed by out-of-town firms. This is a constitutional provision of the lathers, who require 50 percent to be local men, and of the painters and paperhangers, who require 75 percent. A few agreements specify that the union shall give preference to local firms in furnishing workmen when labor is scarce.

### Apprentices

Many of the international unions have provisions in their constitutions specifying the term of apprenticeship, the age limits for apprentices, and the number permitted. Other details are generally delegated to the local unions.

The constitutional limitations on the number of apprentices are generally based upon the number of journeymen working for the firms which employ apprentices, although the plasterers and cement finishers are limited to 2 apprentices in any local union having less than 25 members and the lathers to 1 for each 5 members in the local union. The constitutional limitations applying to any one firm are: One to four journeymen for sheet-metal workers and ornamental-iron workers; one to five, with a limit of 5 for any 1 firm, for plumbers, steam fitters, and stone cutters; and one to 7 for structural-iron workers. The constitutions of the bricklayers, granite cutters, and painters specifically, and those of the carpenters and asbestos workers impliedly, delegate the regulation of the number of apprentices to the local unions.

The limitations set in the constitutions are maxima. They may be, and frequently are, made more restricted by the local unions. In the application of the limitations, the local unions frequently give preference in admission to apprenticeship to sons of members or of contractors, or to helpers who are already working in the trade.

The minimum terms of apprenticeship specified in the international constitutions are: 5 years for plumbers and steam fitters; 4 years for asbestos workers, carpenters, plasterers, cement finishers, sheet-metal workers, and stone cutters; 3 years for bricklayers, granite cutters, painters, and paperhangers; and 2 years for lathers and iron workers. The bricklayers' constitution further requires that apprentices attend a technical night school for 1 year or complete an approved home study course, and that of the plumbers and steam fitters requires school attendance under the Federal training plan where such facilities are available.

The minimum age for apprentices specified in the constitutions varies from 15 to 18 years. The maximum age is usually 21 or 22 years, although the asbestos workers extend the entrance age to 25 years and the iron workers to 30 years.

In a few trades in which there are established systems of helpers the local unions sometimes make no provisions for apprentices and require that new journeymen be taken from among the experienced helpers. The standard agreement of the elevator constructors permits registered apprentices to complete their course, but prohibits the registering of any additional ones.

Detailed regulation of apprenticeship is not generally made a part of the agreements. Frequently, only the wage scale and the permitted ratio of apprentices to journeymen on any one job are given. A number of agreements specify that the regulations governing apprentices shall be established by a joint board, but customarily the implication is that apprentices shall be employed on the basis of rules adopted by the local unions. Comparatively complete statements of apprenticeship regulations appear in about 15 percent of the agreements.

The regulations governing apprentices, as expressed in the agreements and working rules of the local unions, vary extensively. As a rule the more extensive regulations are found in the larger cities, particularly in those crafts that have set up joint boards of control with employer participation. These regulations frequently require that the employer of an apprentice be able to give him well rounded training in the craft; that he agree to keep the apprentice fully employed throughout his term; that he require the apprentice to attend trade school; and that he make periodic reports to the apprenticeship committee regarding the apprentice's conduct and progress.

The working rules generally require that an apprentice work in company with a journeyman and prohibit his being placed in charge of a job. In most cases they are not allowed to change employers except upon special permit from the apprenticeship committee or upon the occasion of their employer's retirement from business.

Most of the local unions require each apprentice to pass an examination at the end of his term before granting him a journeyman's card. These examinations are generally conducted by a committee of the union although the joint board is frequently given this authority. Some local unions require a written examination or an oral test, while in others it consists of a practical demonstration on the job. In others the applicant is considered qualified for journeymanship when he is vouched for by three or more journeymen who have worked with him. In a few cases the test is whether the applicant can obtain and hold work at the journeyman scale.

The entrance wage rate for apprentices is usually about one-third of the journeymen's rate, with specified increases every 6 months or each year. Generally the trades having the longer terms have proportionately lower starting rates.

### Health and Safety

Minimum standards of safety are frequently established by State laws, city ordinances, or by the adoption of safety codes by the national associations of contractors. The agreements, therefore, do not generally provide extensive safety regulations. Less than half contain any references to safety.

The requirements that are stated in the agreements generally relate to the construction of scaffolds or to the use of particularly hazardous equipment. The minimum specifications for scaffolds are frequently given in detail, although many agreements merely require that standards established elsewhere shall be observed. Some agreements state that refusal to work from an unsafe scaffold shall not be grounds for discharge, but do not define what constitutes safe construction.

A few agreements require the employer to furnish masks or protective glasses to men using certain machines and to provide guards on power cutting machines. The granite cutters' agreements frequently require surfacing machines to be enclosed or to be kept a specified distance from unprotected workmen. In a few cases the use of open salamanders is prohibited, and lathers are sometimes required to be furnished sterile blue nails when it is necessary for them to hold the nails in their mouths.

Provisions designed to protect the health of the workers, as opposed to injury are included in very few agreements. The most frequent

of these requires employers to furnish rubber boots and raincoats to men working in concrete or in mud and rain. Painters' agreements sometimes prohibit the use of poisonous materials, or specifically permit the use of gloves by the workmen. Plasterers' agreements sometimes require buildings in which they are working to be enclosed and heated during the winter months.

### Adjustment of Disputes

#### Stewards

Nearly all building-trades unions require one of their members in each shop or on each job to act as steward or union representative. This rule is made a part of over half the agreements. Usually the steward is appointed by the business agent although sometimes he is elected by the workmen on the job. The duties generally assigned to the steward are to examine the union cards of all men employed on the job, to see that all provisions of the agreement are observed, and to report all violations to the union. In many instances he is required to collect any delinquent dues owed the union by members on his job and to see that injured men are properly cared for.

Not many agreements or working rules specifically require the steward to do more than to report to the union in respect to agreement violations or grievances that may arise. Occasionally, however, he is authorized to present grievances to the foreman and to attempt settlement on the job. In a few instances the steward may stop all work on the job if nonunion men are employed, and he is sometimes authorized to call time or close the job for the day in case of inclement weather.

Generally it is required that the steward's union duties shall not interfere with the performance of his regular work for the employer. On the other hand, discrimination against him because of his union duties, is prohibited. Frequently it is required that the steward be the last man of the crew to be laid off.

#### Business Agents

Most local building-trades unions with sufficient membership to carry the expense have a full-time paid representative called the "business agent." The business agent serves as the union's contact man and enforcement officer. He is required to keep a record of all union jobs in the district, to see that stewards are appointed, to investigate all reports of grievances or agreement violations, to persuade employers to sign the agreement, to assist members in securing employment, and generally to look after the interests and business of the union. Also, he is usually the one who represents his union in the meetings of the building-trade council.

Few of the agreements specifically state that the business agent shall act with the employer in settling grievances or disputes. In practice, however, most grievances are handled in the initial stages by the business agent and employer, and the great majority of the problems that arise are settled by them.

The extent to which the business agent may commit the union is generally established in the bylaws of the local union and varies from city to city. In a few locals his handling of grievances or disputes is limited to instructions given him by the executive or grievance committee, and frequently any concessions that he may have to make to secure a settlement must be approved by the union. Very rarely does he have authority to call a strike even against an individual firm without approval by the union.

#### **Grievance Committees**

The committees within the local unions to whom grievance matters are referred are variously termed "grievance committees," "adjustment committees," or the "general executive committee." Generally these committees are empowered either to meet with the employers in grievance discussions or to instruct the business agent regarding the arrangements that he shall make in such meetings, and to recommend appropriate action to the union. Relatively few of the agreements specifically mention these committees, their participation in adjustments being based upon custom or the laws of the local unions.

#### **Employer Representatives**

A number of the agreements which are signed by permanent employers' associations provide that the executive officer of the association shall represent the members of the association in all grievance discussions with the union, even when the matter under consideration affects but one firm. Any decision reached by this officer in conference with the union representative is made binding upon the association members.

#### **Joint Boards**

Over half of the agreements provide for the creation of permanent joint boards composed of an equal number of union and employer representatives to whom disputes may be referred. These provisions are confined almost exclusively to agreements signed by permanent associations of employers. The joint boards are charged with the duty of enforcing the agreement and with interpreting any of the agreement provisions that may be questioned. In some cases they are authorized to draw up supplemental regulations governing both parties to the agreements, and are frequently entrusted with the

control of apprentices and the creation of standards of competition and workmanship.

Although the submission of grievances to these joint boards is sometimes required without previous action by the union and employer, generally it is implied that attempts at direct settlement have been made previous to submission. The joint boards are usually required to meet promptly for the consideration of disputes and frequently must render their decision within a specified time. Any decision by a majority of the board is made binding upon both parties to the agreement.

A number of additional agreements provide for the creation of joint boards only when disputes cannot be settled by direct negotiations between the union and employer. These temporary joint boards are limited to consideration of the dispute which caused their formation.

Generally the joint boards are permitted to establish their own rules governing the submission of questions and the procedure in reaching a decision. The power to compel either union or association members to appear at their hearings is frequently specifically given them in the agreements, as is the authority to impose fines or other discipline upon proven violators of the agreement.

The standard agreement of the elevator constructors provides that disputes which cannot be settled locally shall be referred to a national joint board which is called the "national arbitrating committee."

### Arbitration

Nearly half of all the agreements contain provisions for the arbitration by outsiders of disputes which cannot be peacefully settled by joint action.

About 70 percent of the agreements which provide for permanent joint boards and half of those providing for temporary joint boards provide also for the appointment of arbitrators in case the joint boards are unable to reach a decision. Generally the provision in these agreements is that, in case of disagreement, the joint board shall select a single impartial umpire who shall cast the deciding vote. In a few cases the selection of an entirely new board of arbitrators, composed of equal union and employer representatives plus an impartial individual, is required. Permanent impartial chairmen are required to be selected by the joint boards under a small number of agreements.

Arbitration provisions are not frequently included in agreements not negotiated with employers' associations. A few of these, however, provide for arbitration when disputes cannot be settled directly. Generally these call for the appointment of one union and one employer representative who then select an outsider as the third member of the arbitration board.

### Subjects of Arbitration

Generally the disputes which are to be arbitrated are limited to those arising from the interpretation or application of the current agreement. About one in six of the arbitration agreements, however, extend the arbitration provisions to include disputes over the terms of succeeding agreements. A small number specifically exclude questions relating to craft jurisdiction or to union conditions.

### Strikes and Lock-Outs

Restrictions are placed upon strikes in about 60 percent of the agreements and upon lock-outs in about half. In the majority of these agreements the restriction is expressed as "pending arbitration" although a considerable number make no qualifications whatever. General strikes, ordered by the Building Trades Council, and general lock-outs, ordered by the combined employers' associations, are excepted from the prohibition against strikes or lock-outs in about 10 percent of the cases. Some agreements specifically allow sympathetic strikes in support of other members of the same craft, and a number state that the strike restrictions shall not apply in respect to the question of maintaining the closed shop.

In addition to the restrictions placed upon strikes in the agreements, each local union is bound by the strike provisions contained in the constitutions and rules of their international associations. In all cases approval must be obtained from the international office in advance if the local union is to receive any assistance or strike benefits from the international. In some cases an unauthorized strike renders the local union liable to suspension.

Generally, approval of a strike by the international is contingent upon proof that all other methods of settling the dispute have been tried and have failed. In most cases it is required that the strike call be delayed, following application for approval, until the international can send a representative into the district to investigate and to make a final effort to bring about a settlement.

Most of the international constitutions require a two-thirds affirmative vote of the local union's membership present, at a special meeting called to consider strike action, before approval of the international may be requested. In cases where the proposed strike will not affect all employers it is sometimes also required that two-thirds of the members working for the affected employers concur.

### Jurisdictional Controversies

Methods for the settlement of jurisdictional disputes between unions are rarely made part of the union-employer agreements. The standard agreement form of the sheet-metal workers provides

that such disputes shall be settled "in accordance with national or international agreements, and decisions rendered by recognized and duly authorized labor tribunals and/or the National Jurisdictional Awards Board for the Construction Industry." A few other agreements specify that jurisdictional questions shall be referred to the international officers. These provisions imply but do not specifically require that such questions shall be settled without resort to a strike.

Only 1 in 25 of the agreements contains a specific prohibition of jurisdictional strikes, although those contracts which state "there shall be no strikes during the life of this agreement" may be assumed to include jurisdictional disputes as well as those arising between union and employer.

Generally, jurisdictional disputes are settled through machinery set up between the unions themselves. In some of the larger cities local agreements covering jurisdictional matters have been entered into by the unions. More frequently, however, jurisdiction is a matter of concern to all locals of each craft and such questions are handled by the international offices.

## Union Scales of Wages and Hours by Trades and Cities

Table 11 lists the union rates of wages per hour and hours per week in effect on June 1, 1938, and June 1, 1939, by trade, in each of the 72 cities included in the survey. Since there are no union rates in effect for some trades in a few cities, some of the trade classifications lack a full listing of cities.

Sometimes there are two or more union rates for the same occupation in the same city. This may be due to two or more unions having different scales, to one union having different agreements with different employers because of various qualifications or conditions, or to both these situations. Where more than one union rate is in effect all are listed in the following tables, the letters A, B, C, etc., being used to designate the different quotations. The sequence of the letters is in no way intended to indicate the relative importance of the quotations or unions so designated.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Atlanta, Ga.	\$1.125	40	\$1.000	40	Newark, N. J.	\$1.650	40	\$1.650	40
Baltimore, Md.	1.375	40	1.375	40	Home insulators	.850	44	-----	-----
Birmingham, Ala.	1.250	40	1.250	40	New Haven, Conn.	1.375	40	1.375	40
Boston, Mass.	1.500	40	1.500	40	New Orleans, La.	1.250	40	1.125	40
Buffalo, N. Y.	1.375	40	1.375	40	New York, N. Y.	2.000	30	2.000	30
Charleston, W. Va.	1.375	40	1.375	40	Norfolk, Va.	1.125	40	1.125	40
Charlotte, N. C.	1.000	44	-----	-----	Oklahoma City, Okla.	1.375	40	1.375	40
Chicago, Ill.	1.700	40	1.700	40	Omaha, Nebr.	1.300	40	1.300	40
Cincinnati, Ohio	1.425	40	1.425	40	Philadelphia, Pa.	1.375	40	1.375	40
Cleveland, Ohio	1.425	40	1.425	40	Residential work	.850	44	-----	-----
Columbus, Ohio	1.375	40	1.300	40	Phoenix, Ariz.	1.250	40	1.250	40
Dallas, Tex.	1.375	40	1.375	40	Pittsburgh, Pa.	1.675	40	1.675	40
Dayton, Ohio	1.375	40	1.375	40	Portland, Ore.	1.375	30	1.375	30
Denver, Colo.	1.250	35	1.250	35	Providence, R. I.	1.375	40	1.375	40
Des Moines, Iowa	1.000	40	1.000	40	Richmond, Va.	1.250	40	1.250	40
Detroit, Mich. <sup>1</sup>	1.375	40	1.375	40	Rochester, N. Y.	1.375	40	1.200	40
Duluth, Minn.	1.200	40	1.200	40	St. Louis, Mo.	1.500	40	1.500	40
Grand Rapids, Mich. <sup>1</sup>	1.000	40	1.000	40	St. Paul, Minn.	1.375	35	1.375	35
Houston, Tex.	1.375	40	1.375	40	San Antonio, Tex.	1.375	40	1.375	40
Indianapolis, Ind.	1.375	40	1.325	40	San Francisco, Calif.	1.250	40	1.250	40
Jackson, Miss.	1.250	40	-----	-----	Sranton, Pa. <sup>1</sup>	1.250	40	1.250	40
Kansas City, Mo.	1.350	40	1.350	40	Seattle, Wash.	1.350	30	1.350	30
Little Rock, Ark.	1.125	40	-----	-----	South Bend, Ind.	1.250	40	1.250	40
Los Angeles, Calif.	1.250	40	1.250	40	Spokane, Wash.	1.250	35	1.250	35
Louisville, Ky. <sup>1</sup>	1.250	40	1.250	40	Springfield, Mass.	1.375	40	1.375	40
Memphis, Tenn.	1.250	40	1.250	40	Toledo, Ohio	1.375	40	1.375	40
Milwaukee, Wis.	1.350	40	1.250	40	Washington, D. C.	1.625	40	1.625	40
Minneapolis, Minn.	1.375	35	1.375	35	York, Pa.	1.375	40	-----	-----
Nashville, Tenn.	1.125	40	1.125	40	Youngstown, Ohio	1.375	40	1.300	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Baltimore, Md.	\$1.500	40	\$1.500	40	Minneapolis, Minn.	\$1.375	40	---	---
Birmingham, Ala.	1.250	40	1.250	40	Nashville, Tenn.	1.200	40	\$1.200	40
Boston, Mass.	1.500	40	1.500	40	Newark, N. J.	1.650	40	1.650	40
Buffalo, N. Y.	1.500	40	1.500	40	New Orleans, La.	1.250	40	1.250	40
Butte, Mont.	1.225	40	1.225	40	New York, N. Y.	1.900	35	1.900	35
Charleston, W. Va.	1.375	40	---	---	Peoria, Ill.	1.500	40	1.375	40
Chicago, Ill.	1.700	40	1.700	40	Philadelphia, Pa. <sup>1</sup>	1.250	40	1.250	40
Cincinnati, Ohio	1.500	40	---	---	Phoenix, Ariz.	1.375	40	1.325	40
Cleveland, Ohio.	1.500	40	1.500	40	Pittsburgh, Pa.	1.375	40	1.375	40
Columbus, Ohio.	1.500	40	1.500	40	Portland, Ore.	1.500	40	1.500	40
Dayton, Ohio.	1.500	40	1.500	40	Rochester, N. Y.	1.500	40	1.375	40
Detroit, Mich.	1.500	40	1.500	40	St. Louis, Mo.	1.500	40	1.500	40
Houston, Tex.	1.250	40	1.250	40	St. Paul, Minn.	1.375	40	---	---
Indianapolis, Ind. <sup>1</sup>	1.500	40	1.500	40	Salt Lake City, Utah	1.250	40	1.250	40
Jacksonville, Fla.	1.250	40	---	---	San Francisco, Calif.	1.500	40	1.500	40
Kansas City, Mo.	1.500	40	1.375	40	Seattle, Wash.	1.600	30	1.500	30
Los Angeles, Calif.	1.375	40	1.375	40	South Bend, Ind.	1.625	40	1.625	40
Louisville, Ky.	1.500	40	1.350	40	Spokane, Wash.	1.500	35	1.500	35
Memphis, Tenn.	1.250	40	1.000	44	Toledo, Ohio.	1.625	40	1.625	40
Milwaukee, Wis.	1.375	40	1.375	40	Washington, D. C.	1.600	40	1.500	40

BRICKLAYERS :									
City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Atlanta, Ga.	\$1.250	40	\$1.250	40	Minneapolis, Minn.	\$1.375	40	\$1.375	40
Baltimore, Md.	1.500	40	1.500	40	Moline, Ill. (See Rock Island (Ill.) district.)	---	---	---	---
Birmingham, Ala.	1.500	40	1.500	40	Nashville, Tenn.	1.500	40	1.500	40
Boston, Mass.	1.500	40	1.500	40	Newark, N. J.	1.813	40	1.813	40
Buffalo, N. Y.	1.500	40	1.500	40	New Haven, Conn.	1.375	40	1.375	40
Butte, Mont.	1.625	30	1.625	30	New Orleans, La.	1.500	40	1.250	40
Charleston, S. C.	1.000	44	1.000	44	New York, N. Y.	1.900	35	1.886	35
Charleston, W. Va.	1.500	40	1.500	40	Norfolk, Va.	1.375	40	1.375	40
Charlotte, N. C.	1.250	44	1.250	44	Oklahoma City, Okla.	1.500	40	1.500	40
Chicago, Ill.	1.700	40	1.700	40	Omaha, Nebr.	1.375	40	1.375	40
Caisson, sewer, and tunnel work	2.000	40	2.000	40	Peoria, Ill.	1.625	40	1.625	40
Cincinnati, Ohio	1.625	40	1.625	40	Sewer work	1.875	40	1.875	40
Cleveland, Ohio.	1.625	40	1.625	40	Philadelphia, Pa.	1.650	35	1.650	35
Caisson, sewer, and tunnel work	2.000	40	2.000	40	Phoenix, Ariz.	1.500	40	1.500	40
Columbus, Ohio	1.563	40	1.563	40	Pittsburgh, Pa.	1.750	40	1.750	40
Dallas, Tex.	1.500	40	1.500	40	Portland, Maine	1.250	40	1.250	40
Davenport, Iowa. (See Rock Island (Ill.) district.)	---	---	---	---	Portland, Ore.	1.500	40	1.500	40
Dayton, Ohio.	1.650	40	1.650	35	Providence, R. I.	1.500	40	1.500	40
Denver, Colo.	1.650	35	1.500	35	Reading, Pa.	1.375	40	1.375	40
Sewer work	1.900	35	1.750	35	Richmond, Va.	1.500	40	1.500	40
Des Moines, Iowa.	1.600	40	1.600	40	Rochester, N. Y.	1.500	40	1.375	40
Detroit, Mich.	1.500	40	1.500	40	Rock Island (Ill.) district.	1.500	40	1.500	40
Duluth, Minn.	1.250	40	1.250	40	St. Louis, Mo.	1.500	40	1.500	40
El Paso, Tex.	1.500	40	1.500	40	St. Paul, Minn.	1.375	40	1.375	40
Erle, Pa.	1.500	40	1.500	40	Salt Lake City, Utah.	1.375	40	1.375	40
Grand Rapids, Mich.	1.500	40	1.500	40	San Antonio, Tex.	1.500	40	1.500	40
Houston, Tex.	1.500	40	1.500	40	San Francisco, Calif.	1.750	30	1.750	40
Indianapolis, Ind.	1.600	40	1.600	40	Scranton, Pa.	1.500	40	1.500	40
Jackson, Miss.	1.500	44	1.500	44	Seattle, Wash.	1.600	30	1.600	30
Jacksonville, Fla. <sup>1</sup>	1.000	44	1.000	44	Caisson, sewer, and tunnel work	1.767	30	---	---
Kansas City, Mo.	1.625	40	1.625	40	South Bend, Ind.	1.500	40	1.500	40
Little Rock, Ark.	1.500	40	1.250	40	Spokane, Wash.	1.500	35	1.500	35
Los Angeles, Calif.	1.250	40	1.250	40	Springfield, Mass.	1.625	40	1.625	40
Louisville, Ky.	1.500	40	1.500	40	Toledo, Ohio.	1.625	40	1.625	40
Madison, Wis.	1.375	40	1.375	40	Washington, D. C.	1.750	40	1.750	40
Manchester, N. H.	1.500	40	1.500	40	Wichita, Kans.	1.375	40	1.250	40
Memphis, Tenn.	1.625	40	1.625	40	Worcester, Mass.	1.500	40	1.500	40
Milwaukee, Wis.	1.450	40	1.450	40	York, Pa.	1.000	40	1.000	40
Caisson, sewer, and tunnel work	1.750	40	1.750	40	Youngstown, Ohio.	1.500	40	1.500	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

CARPENTERS 5

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Atlanta, Ga.	\$1.000	40	\$1.000	40	Moline, Ill. (See Rock Island (Ill.) district.)				
Baltimore, Md.	1.250	40	1.250	40	Nashville, Tenn. <sup>1</sup>	\$1.000	40	\$1.000	40
Ship caulkers	.800	44	.800	44	Newark, N. J.	1.750	35	1.750	35
Birmingham, Ala.	1.125	40	1.125	40	Wharf and bridge	1.750	40	1.750	40
Boston, Mass.	1.375	40	1.375	40	New Haven, Conn.	1.150	40	1.063	40
Wharf and bridge	1.275	40	1.275	40	New Orleans, La. <sup>1</sup>	1.000	40	1.000	40
Buffalo, N. Y.	1.300	40	1.300	40	New York, N. Y.	1.750	35	1.750	35
Millwrights	1.400	40	1.400	40	Wharf and bridge	1.750	40	1.750	40
Butte, Mont.	1.500	30	1.500	30	Norfolk, Va.	.900	44	.900	44
Charleston, S. C.	1.000	40	.750	44	Oklahoma City, Okla.	1.250	40	1.250	40
Ship carpenters and caulkers	.750	40	.750	44	Omaha, Nebr.	1.125	40	1.125	40
Charleston, W. Va.	1.125	40	1.125	40	Peoria, Ill.	1.375	40	1.375	40
Chicago, Ill.	1.625	40	1.625	40	Philadelphia, Pa. <sup>1</sup>	1.250	40	1.250	40
Cincinnati, Ohio	1.450	40	1.450	40	Residential	1.000	40	1.000	40
Cleveland, Ohio	1.375	40	1.375	40	Phoenix, Ariz.	1.125	40	1.125	40
Columbus, Ohio	1.150	40	1.150	40	Pittsburgh, Pa.	1.500	40	1.500	40
Dallas, Tex.	1.000	40	1.000	40	Portland, Maine	.800	40		
Davenport, Iowa. (See Rock Island (Ill.) district.)					Portland, Oreg.	1.125	40	1.125	40
Dayton, Ohio	1.375	40	1.375	40	Wharf and dock	1.250	40	1.250	40
Denver, Colo.	1.430	35	1.430	35	Boom work	1.333	40	1.333	40
Des Moines, Iowa <sup>1</sup>	1.225	40	1.225	40	Providence, R. I.	1.175	40	1.000	40
Detroit, Mich.	1.250	40	1.250	40	Reading, Pa.	1.200	40	1.200	40
Floor layers	1.275	40	1.250	40	Richmond, Va.	.900	40	.900	44
Duluth, Minn.	1.125	40	1.125	40	Rochester, N. Y.	1.335	40	1.225	40
El Paso, Tex.	1.125	40	1.125	40	Residential	1.000	40		
Erie, Pa.	1.150	40	1.150	40	Rock Island (Ill.) district	1.200	40	1.200	40
Grand Rapids, Mich.	1.000	40	1.000	40	St. Louis, Mo.	1.500	40	1.500	40
Wharf and bridge	1.250	40	1.250	40	Ship carpenters	1.000	40	1.000	40
Houston, Tex.	1.125	40	1.125	40	St. Paul, Minn.	1.250	35	1.250	35
Residential	1.000	40	1.000	40	Salt Lake City, Utah	1.125	40	1.125	40
Indianapolis, Ind.	1.250	40	1.250	40	San Antonio, Tex.	1.000	40	1.000	40
Jackson, Miss.	1.000	44	1.000	44	San Francisco, Calif.	1.250	40	1.250	40
Jacksonville, Fla.:					Wharf and bridge	1.400	40	1.400	40
Union A.	1.000	44	1.000	44	Shipwrights and caulkers	1.125	40	1.125	40
Union B.	1.000	40	1.000	44	Scranton, Pa.	1.125	40	1.125	40
Kansas City, Mo.	1.375	40	1.375	40	Seattle, Wash.	1.250	30	1.250	30
Little Rock, Ark.	1.000	40	1.000	40	Floor layers	1.350	30	1.350	30
Los Angeles, Calif.	\$1.100	40	1.100	40	Boom work	1.417	30	1.417	30
Millwrights and parquetry floor layers	1.250	40	1.250	40	Bridge, dock, and pile driver	1.333	30	1.333	30
Ship carpenters	1.000	40	1.000	40	Ship caulkers	1.200	40	1.200	40
Wharf and bridge	1.333	40	1.333	40	Shipwrights	1.150	40	1.150	40
Louisville, Ky.	1.250	40	1.250	40	South Bend, Ind.	1.250	40	1.250	40
Madison, Wis.	1.100	40	1.100	40	Spokane, Wash.	1.250	35	1.250	35
Manchester, N. H.	1.000	40	1.000	40	Boom work	1.500	35	1.500	35
Memphis, Tenn.	1.125	40	1.125	40	Springfield, Mass.	1.250	40	1.250	40
Floor layers <sup>1</sup>	.875	40	.875	40	Toledo, Ohio	1.375	40	1.300	40
Pile drivers	1.250	40			Washington, D. C.	1.500	40	1.500	40
Milwaukee, Wis.	1.200	40	1.200	40	Wichita, Kans.	1.000	44	1.000	44
Residential	1.000	40	1.000	40	Worcester, Mass.	1.175	40	1.175	40
Minneapolis, Minn.	1.250	35	1.250	35	York, Pa.	.900	40	.750	40
					Youngstown, Ohio	1.250	40	1.250	40

CEMENT FINISHERS

Atlanta, Ga.	\$1.250	40	\$1.250	40	Butte, Mont.	\$2.000	30	\$2.000	30
Baltimore, Md.	1.250	40	1.250	40	Charleston, S. C.	1.000	44	1.000	44
Birmingham, Ala.:					Charleston, W. Va.	1.100	40		
Union A.	1.500	40	1.250	40	Chicago, Ill.	1.625	40	1.625	40
Union B.	1.500	40	1.500	40	Road and curbing	1.688	40		
Boston, Mass.	1.450	40	1.450	40	Cincinnati, Ohio	1.375	40	1.375	40
Buffalo, N. Y.	1.250	40	1.250	40	Cleveland, Ohio	1.375	40	1.375	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

## CEMENT FINISHERS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Columbus, Ohio.....	\$1.250	40	\$1.125	40	Norfolk, Va.....	\$0.875	44	\$0.875	44
Dallas, Tex.....	1.250	48	1.250	48	Oklahoma City, Okla.....	1.500	40	1.500	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Omaha, Nebr.....	1.250	44	1.250	44
Dayton, Ohio.....	1.250	40	1.250	40	Peoria, Ill.....	1.375	40	1.375	40
Denver, Colo.....	1.430	35	1.430	35	Philadelphia, Pa.....	1.250	40	1.250	40
Des Moines, Iowa.....	1.250	40	1.250	40	Residential.....	1.000	40	1.000	40
Detroit, Mich.....	1.250	40	1.250	40	Phoenix, Ariz.....	1.250	40	1.250	40
Duluth, Minn.....	1.000	40	1.000	40	Pittsburgh, Pa.....	1.500	40	1.500	40
El Paso, Tex.....	1.000	40	1.000	40	Portland, Maine.....	1.250	40	1.250	40
Erie, Pa.....	1.250	40	1.250	40	Portland, Oreg.....	1.125	40	1.125	40
Grand Rapids, Mich.....	1.250	40	1.250	40	Providence, R. I.....	1.150	40	1.150	40
Houston, Tex.....	1.250	40	1.250	40	Reading, Pa.....	1.000	40	1.000	40
Indianapolis, Ind.....	1.250	40	1.250	40	Richmond, Va.....	1.250	40	1.000	44
Jackson, Miss.....	1.250	40	1.250	44	Rochester, N. Y.....	1.500	40	1.375	40
Jacksonville, Fla.....	1.000	44	1.000	44	Rock Island (Ill.) district.....	1.200	40	1.200	40
Kansas City, Mo.....	1.375	40	1.375	40	St. Louis, Mo.....	1.575	40	1.575	40
Little Rock, Ark.....	1.250	40	1.250	40	St. Paul, Minn.....	1.250	40	1.250	40
Los Angeles, Calif.....	1.250	40	1.250	40	Salt Lake City, Utah.....	1.125	40	1.125	40
Louisville, Ky.....	1.250	40	1.250	40	San Antonio, Tex.....	1.250	40	1.250	40
Madison, Wis.....	1.100	40	1.000	40	San Francisco, Calif.....	1.250	40	1.250	40
Manchester, N. H.....	1.500	40	1.500	40	Scranton, Pa.....	1.200	40	1.200	40
Memphis, Tenn.....	1.250	44	1.125	44	Seattle, Wash.....	1.250	30	1.250	30
Milwaukee, Wis.....	1.300	40	1.300	40	South Bend, Ind.....	1.250	40	1.250	40
Minneapolis, Minn.....	1.250	35	1.250	35	Spokane, Wash.....	1.675	30	1.675	30
Moline, Ill. (See Rock Island (Ill.) district.)					Springfield, Mass.....	1.625	40	1.625	40
Nashville, Tenn.....	1.250	40	1.250	40	Toledo, Ohio.....	1.625	40	1.625	40
Newark, N. J.....	1.813	40	1.813	40	Washington, D. C.....	1.500	40	1.500	40
New Haven, Conn.....	1.375	40	1.375	40	Wichita, Kans.....	1.000	44	1.000	44
New Orleans, La.....	1.125	40	1.000	40	Worcester, Mass.....	1.500	40	1.500	40
New York, N. Y.:					Youngstown, Ohio.....	1.200	40	1.150	40
Union A.....	1.750	35	1.750	35					
Union B.....	1.900	35	1.886	35					

## ELECTRICIANS (Inside wiremen and fixture hangers)

Atlanta, Ga.:					Erie, Pa.....	\$1.250	40	\$1.250	40
Class A—Jobs over \$5,000.....	\$1.250	40	\$1.250	40	Grand Rapids, Mich.....	1.250	44	1.250	44
Class B—Jobs under \$5,000.....	1.125	40	1.125	40	Residential.....	1.000	44	1.000	44
Baltimore, Md.....	1.375	40	1.375	40	Houston, Tex.....	1.500	40	1.500	40
Birmingham, Ala.....	1.250	40	1.250	40	Indianapolis, Ind.....	1.500	40	1.500	40
Boston, Mass.....	1.500	40	1.500	40	Residential, small.....	1.000	40	1.000	40
Buffalo, N. Y.....	1.375	40	1.375	40	Jacksonville, Fla.....	1.250	40	1.250	40
Butte, Mont.....	1.667	30	1.667	30	Kansas City, Mo.....	1.375	40	1.375	40
Charleston, S. C.....	1.000	40	1.000	40	Little Rock, Ark.....	1.000	40	750	40
Charleston, W. Va.....	1.250	40	1.250	40	Residential, small.....	.875	44	750	44
Charlotte, N. C.....	1.000	40	1.000	40	Los Angeles, Calif.....	1.125	40	1.125	40
Chicago, Ill.....	1.700	40	1.700	40	Louisville, Ky.:				
Modernization.....	1.250	40	1.250	40	Class A <sup>1</sup> .....	1.313	40	1.250	40
Cincinnati, Ohio.....	1.500	40	1.500	40	Class B <sup>2</sup> .....	1.250	40	1.250	40
Cleveland, Ohio.....	1.650	40	1.650	40	Residential.....	.750	40	750	40
Fixture hangers.....	1.650	40	1.500	40	Madison, Wis.....	1.300	30	1.300	30
Industrial wiring.....	1.500	40	1.500	40	Manchester, N. H.....	1.000	40	1.000	40
Columbus, Ohio.....	1.250	40	1.125	40	Memphis, Tenn.....	1.250	40	1.250	40
Dallas, Tex.....	1.250	40	1.250	40	Milwaukee, Wis.:				
Davenport, Iowa. (See Rock Island (Ill.) district.)					Class A.....	1.300	40	1.300	40
Dayton, Ohio.....	1.650	40	1.650	40	Class B.....	1.063	40	1.063	40
Denver, Colo.....	1.500	35	1.430	35	Residential.....	.925	40	925	40
Des Moines, Iowa.....	1.375	40	1.375	40	Minneapolis, Minn.....	1.375	40	1.375	40
Detroit, Mich.....	1.675	40	1.650	40	Moline, Ill. (See Rock Island (Ill.) district.)				
Duluth, Minn.....	1.125	40	1.125	40	Class A.....	1.125	40	1.125	40
El Paso, Tex.....	1.250	40	1.250	40	Class B.....	1.750	35	1.750	40
					Residential.....	1.125	40	1.125	40
					Newark, N. J.....	1.750	35	1.750	40
					New Haven, Conn.....	1.125	40	1.125	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

**ELECTRICIANS (Inside wiremen and fixture hangers)—Continued**

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
New Orleans, La.	\$1.450	40	\$1.375	40	Rock Island (Ill.) district	\$1.325	40	\$1.300	40
New York, N. Y.	2.000	30	2.000	30	St. Louis, Mo.	1.500	40	1.500	40
Alteration, maintenance, or repairs	1.125	40	1.125	40	St. Paul, Minn.	1.350	40	1.350	40
Norfolk, Va.	1.000	40	1.000	40	Salt Lake City, Utah	1.125	40	1.125	40
Oklahoma City, Okla.	1.250	40	1.125	44	San Antonio, Tex.	1.250	40	1.250	40
Omaha, Nebr.	1.250	40	1.250	40	San Francisco, Calif.	1.375	40	1.375	40
Peoria, Ill.	1.375	40	1.375	40	Fixture hangers	1.000	40	1.000	40
Maintenance	1.125	40	1.125	40	Scranton, Pa.	1.125	40	1.125	40
Philadelphia, Pa.	1.500	40	1.500	40	Seattle, Wash.	1.500	30	1.500	30
Maintenance	1.375	40	1.250	40	Fixture hangers	1.250	35	1.250	35
Residential	1.100	40	1.100	40	South Bend, Ind.	1.100	40	1.100	40
Phoenix, Ariz.	1.125	40	1.000	44	Spokane, Wash.	1.375	35	1.375	35
Residential	1.000	44	1.000	44	Fixture hangers and small repairs	1.375	35	1.250	35
Pittsburgh, Pa.	1.650	40	1.650	40	Springfield, Mass.	1.375	40	1.375	40
Portland, Maine	1.000	40	.900	40	Toledo, Ohio	1.650	35	1.650	35
Portland, Oreg.	1.375	30	1.250	30	Fixture hangers	1.500	35	1.500	35
Providence, R. I.	1.150	40	1.150	40	Washington, D. C.	1.800	40	1.800	40
Reading, Pa.	1.000	40	1.000	40	Residential	.750	40	---	---
Maintenance or repairs	.900	44	---	---	Wichita, Kans.	1.000	45	1.000	48
Residential	.800	40	---	---	Worcester, Mass.	1.250	40	1.250	40
Richmond, Va.	1.000	40	.900	40	York, Pa.	1.000	40	1.000	40
Rochester, N. Y.	1.500	40	1.375	40	Youngstown, Ohio	1.500	40	1.500	40

**ELEVATOR CONSTRUCTORS**

Atlanta, Ga.	\$1.250	40	\$1.250	40	Indianapolis, Ind.	\$1.545	40	\$1.545	40
Maintenance	1.125	44	1.125	44	Maintenance	1.390	40	1.390	40
Baltimore, Md.	1.400	40	1.400	40	Jacksonville, Fla.	1.200	44	1.150	44
Birmingham, Ala.	1.350	40	1.350	40	Maintenance	1.080	44	1.025	44
Maintenance <sup>1</sup>	1.215	44	1.215	44	Kansas City, Mo.	1.540	40	1.540	40
Boston, Mass.	1.525	40	1.525	40	Maintenance	1.390	40	1.390	40
Maintenance	1.375	44	1.375	44	Little Rock, Ark.	1.200	44	1.125	44
Buffalo, N. Y.	1.430	40	1.430	40	Maintenance	1.080	44	1.010	44
Maintenance <sup>1</sup>	1.290	40	1.290	40	Los Angeles, Calif.	1.250	40	1.250	40
Butte, Mont.	1.540	44	1.540	44	Louisville, Ky.	1.425	40	1.400	40
Maintenance	1.254	44	1.254	44	Maintenance	1.280	44	1.260	44
Charleston, W. Va.	1.300	40	1.300	40	Memphis, Tenn.	1.415	40	1.415	40
Chicago, Ill.	1.700	40	1.700	40	Maintenance	1.273	40	1.273	40
Maintenance	1.530	44	1.530	44	Milwaukee, Wis.	1.370	40	1.370	40
Cincinnati, Ohio	1.545	40	1.545	40	Maintenance	1.230	40	1.230	40
Maintenance	1.390	40	1.390	40	Minneapolis, Minn.	1.380	40	1.380	40
Cleveland, Ohio	1.600	40	1.600	40	Maintenance	1.240	44	1.240	44
Maintenance	1.440	40	1.440	40	Moline, Ill. (See Rock Island (Ill.) district.)	---	---	---	---
Columbus, Ohio	1.400	40	1.400	40	Nashville, Tenn.	1.300	40	1.300	40
Maintenance	1.300	40	1.300	40	Maintenance	1.170	40	1.170	40
Dallas, Tex.	1.425	40	1.425	40	Newark, N. J.	1.850	35	1.750	40
Maintenance	1.280	44	1.280	44	New Haven, Conn.	1.500	40	1.500	40
Davenport, Iowa. (See Rock Island (Ill.) district.)	---	---	---	---	Maintenance	1.350	44	1.350	44
Dayton, Ohio	1.545	40	---	---	New Orleans, La.	1.300	44	1.300	44
Maintenance	1.390	40	---	---	Maintenance	1.170	44	1.170	44
Denver, Colo.	1.440	35	1.440	35	New York, N. Y.	1.850	35	1.750	40
Maintenance	1.300	40	1.300	40	Norfolk, Va.	1.200	44	1.125	44
Des Moines, Iowa	1.400	40	1.400	40	Maintenance	1.080	44	.950	44
Maintenance	1.260	44	1.260	44	Oklahoma City, Okla.	1.350	40	1.350	40
Detroit, Mich.	1.550	40	1.550	40	Maintenance	1.215	44	1.215	44
Maintenance	1.380	40	1.380	40	Omaha, Nebr.	1.250	40	1.250	40
Duluth, Minn.	1.250 <sup>10</sup>	40	1.250	44	Maintenance	1.125	40	1.125	40
Maintenance	1.125	44	1.125	44	Peoria, Ill.	1.420	40	1.420	40
Erie, Pa.	1.300	40	1.300	40	Maintenance	1.290	40	1.290	40
Maintenance	1.170	40	1.170	40	Philadelphia, Pa. <sup>1</sup>	1.530	40	1.530	40
Grand Rapids, Mich.	1.350	40	1.350	40	Repair <sup>1</sup>	1.530	44	1.530	44
Maintenance	1.210	40	1.210	40	Maintenance <sup>1</sup>	1.377	44	1.377	44
Houston, Tex.	1.500	40	1.500	40	Phoenix, Ariz.	1.250	40	1.250	40
Maintenance	1.350	44	1.350	44	Pittsburgh, Pa.	1.665	40	1.665	40
					Maintenance	1.500	40	1.500	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

## ELEVATOR CONSTRUCTORS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Portland, Maine	\$1.200	40	\$1.200	40	San Francisco, Calif.	\$1.560	40	\$1.500	40
Maintenance	1.010	44	1.010	44	Maintenance	1.404	40	1.350	40
Portland, Ore.	1.400	40	1.400	40	Scranton, Pa. <sup>1</sup>	1.365	44	1.365	44
Maintenance	1.260	40	1.260	40	Seattle, Wash.	1.540	30	1.540	30
Providence, R. I.	1.410	40	1.410	40	Maintenance	1.386	30	1.386	30
Maintenance	1.269	44	1.269	44	South Bend, Ind.	1.280	40	1.280	40
Reading, Pa.	1.800	40	1.300	40	Maintenance	1.150	44	1.150	44
Maintenance	1.170	40	1.170	40	Spokane, Wash.	1.485	44	1.485	44
Richmond, Va.	1.250	40	1.250	40	Maintenance	1.337	44	1.337	44
Maintenance	1.125	44	1.125	44	Springfield, Mass.	1.475	40	1.475	40
Rochester, N. Y. <sup>1</sup>	1.375	40	1.375	40	Toledo, Ohio	1.600	40	1.600	40
Maintenance	1.238	40	1.238	40	Maintenance	1.440	40	1.440	40
Rock Island (Ill.) district	1.400	40	1.400	40	Washington, D. C.	1.800	40	1.800	40
Maintenance	1.260	40	1.260	40	Maintenance	1.620	40	1.620	40
St. Louis, Mo.	1.630	40	1.580	40	Wichita, Kans.	1.150	40	1.150	40
St. Paul, Minn.	1.380	40	1.380	40	Maintenance	1.035	44	1.035	44
Maintenance	1.240	44	1.240	44	Worcester, Mass.	1.425	40	1.425	40
San Antonio, Tex.	1.350	40	1.350	40	Youngstown, Ohio	1.500	40	1.500	40
Maintenance	1.215	44	1.215	44	Maintenance	1.350	44	1.350	44

## ENGINEERS (Portable and hoisting)

Atlanta, Ga.:					Butte, Mont.—Continued.				
2- or 3-drum rigs	\$1.375	40	\$1.375	40	Hoists on steel erection	\$1.375	14 30	\$1.375	30
1-drum rigs	1.125	40	1.125	40	Bulldozers, scrapers, Le				
Baltimore, Md.:					Tourneaus (under 16	1.250	14 30	1.200	30
Heavy equipment: Der-					yards)				
rickets, 2-drum hoists,	11.625	40	1.625	40	Caterpillars or tractors	1.000	14 30	1.000	30
cranes, pile drivers					(without attachments)				
Light equipment: 1-drum					Portable engineers on	1.500	30	1.500	30
hoists, compressors, con-					building construction				
crete mixers, conveyors,					Street and road graders	1.125	48	1.125	48
road rollers, welders,					(public work)				
pavers, batching plants.	131.375	40	1.375	40	Charleston, S. C.:				
Birmingham, Ala. <sup>1</sup>					Hoists (over 1 drum),				
2-drum machines, rollers	1.250	44	1.250	44	shovels, pile drivers	1.250	44	1.250	44
1-drum machines	1.125	44	1.125	44	1-drum hoists, bulldozers	1.000	44	1.000	44
Tractors, bulldozers, Le					Concrete mixers, pumps	.750	44	.750	44
Tourneau machines	1.150	44			Charleston, W. Va.:				
Boston, Mass.:					Steamshovels, cranes, der-				
Digging	1.625	40	1.625	40	rickets, 2-drum hoists	1.375	40	1.375	40
Hoisting	1.375	40	1.375	40	Concrete mixers (over 1				
Hoisting assistants	1.150	40	1.150	40	bag), portable air com-				
Buffalo, N. Y.:					pressors, tractors, 1-				
Shovels, draglines, skim-					drum hoists	1.125	40	1.125	40
mers, cranes, derricks,					Chicago, Ill.:				
pile drivers, head tow-					Building construction:				
ers, cableways	1.500	40	1.500	40	All equipment	1.700	40	1.700	40
Rollers	1.375	40	1.250	40	Paving and open con-				
Hoists, locomotives, back-					struction:				
filling machines	1.333	40	1.333	40	Power shovels, drag-				
Air compressors, welders,					lines, Koehring grad-				
pneumatic mixers, pow-					ers, Haiss or Barber				
er graders, trenchers,					Green diggers, ex-				
heating boilers, concrete					cavating cranes, and				
mixers, pumps	1.250	40	1.250	40	all machines of like				
Butte, Mont.:					capacity	2.000	48	2.000	48
Shovels	131.500	14 30	1.500	30	Rollers on black top	1.800	48	1.800	48
Le Tourneaus (16 yards					Clamshells, surfacing				
and over)	1.500	14 30	1.500	30	and retreading ma-				
Shovel-rigged machines,					chines, asphalt plants.	1.750	48	1.750	48
winches, pile drivers, 1-					Grade rollers	1.700	48	1.700	48
drum hoists	1.500	14 30	1.250	30					

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

ENGINEERS (Portable and hoisting)—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Chicago, Ill.—Continued.					Denver, Colo.—Continued.				
Paving and open construction—Con.					Mixers, compressors, cableways, clamshells, truck cranes, locomotives, rollers, back fillers, blade machines, bulldozers, pumps:				
Boilers; curb, sidewalk, and culvert mixers; dinky locomotives; stone crushers; tamping and finishing machines; form graders; material handling devices; power blades; welding machines; air compressors.....	\$1.625	48	\$1.625	48	In city.....	\$1.430	35	\$1.430	35
Paving pumps.....	1.125	48	1.125	48	Outside city.....	1.250	40		
Cincinnati, Ohio:					Des Moines, Iowa:				
Class A.....	\$1.000	40	1.000	40	Shovels, derricks, 2-drum machines.....	1.375	40		
Class B.....	\$1.375	40	1.375	40	Mixers, compressors, pumps, rollers, tractors, elevators, 1-drum machines.....	1.300	40	1.300	40
Class C.....	\$1.525	40	1.525	40	Detroit, Mich.:				
Cleveland, Ohio:					All machinery except on steel construction.....	1.500	40	1.500	40
Building construction:					Steel construction.....	1.625	40	1.500	40
Pumps.....	2.050	40	2.050	40	El Paso, Tex.:				
Derricks, high-speed hoists.....	1.500	40	1.500	40	Shovels, draglines, and other large equipment.....	1.250	40	1.250	40
Air compressors, low-speed hoists, boilers.....	1.375	40	1.375	40	Concrete mixers and other small equipment.....	1.000	40	1.000	40
1-bag cement mixers.....	1.150	40	1.150	40	Erie, Pa.:				
Road construction:					Shovels, derricks, cranes.....	1.375	40	1.375	40
Shovels, cranes, draglines, Peerless cranes, hoes.....	1.875	40	1.875	40	Hoists, air compressors.....	1.250	40	1.250	40
Hoists on tunnel shafts, air compressors (plant operation).....	1.620	40	1.620	40	Road rollers, paving machines, mixers (over 1 bag).....	1.125	40	1.125	40
Foremen.....	1.600	40	1.600	40	1-bag mixers, tractors.....	.925	40	.925	40
Asphalt rollers, paving mixers, trench machines, truck cranes.....	1.500	40	1.500	40	Grand Rapids, Mich.....	1.500	40	1.500	40
Plant mixers, grade rollers, backfillers, air compressors.....	1.300	40	1.300	40	Houston, Tex.:				
Columbus, Ohio:					Large equipment.....	1.375	40	1.375	40
Cranes, shovels, draglines, trench machines, derricks, cableways.....	1.400	40	1.400	40	Small equipment.....	1.125	40	1.125	40
Hoists.....	1.300	40	1.300	40	Indianapolis, Ind.:				
Dallas, Tex.:					General construction:				
Draglines, power shovels, 2-drum hoists.....	1.250	40	1.250	40	Cranes, draglines, shovels, derricks, paving and hoisting machines.....	1.450	40	1.450	40
Bulldozers.....	1.250	40	1.000	40	Cement mixers, air compressors, pumps, welding machines.....	1.300	40	1.300	40
Air compressors, concrete mixers, 1-drum hoists.....	1.000	40	1.000	40	Road construction:				
Tractors.....	1.000	40	.750	40	Power cranes, draglines, shovels, 2-drum machines, pavers (21-foot capacity).....	1.400	40	1.400	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Scoops, bulldozers, trench machines, backfillers.....	1.250	40	1.250	40
Dayton, Ohio:					Elevating graders, power blades.....	1.125	40	1.125	40
Shovels, derricks, heavy hoisting equipment.....	1.500	40	1.500	40	Mixers (under 21-foot capacity), 50-horsepower tractors, finishing machines, form graders, 1-drum machines.....	1.000	40	1.000	40
Mixers (21 feet and over) without power moving device.....	1.375	40	1.375	40	30-50-horsepower tractors, air compressors, water pumps, dirt rollers, firemen and oilers.....	.850	40	.850	40
Compressors, pumps, rollers, small mixers.....	1.250	40	1.250	40	Jackson, Miss.:				
Denver, Colo.:					Hoists, shovels, pile drivers, graders, draglines, air compressors, concrete mixers (5-bag).....	1.250	44	1.250	44
Shovels, cranes, draglines, derricks, locomotive cranes, pile drivers, 2-drum hoists:									
In city.....	1.500	35	1.500	35					
Outside city.....	1.500	40	1.500	40					

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

## ENGINEERS (Portable and hoisting)—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Jackson, Miss.—Continued.					Madison, Wis.—Continued.				
Concrete mixers (2-bag).....	\$1.000	44			1-drum hoists.....	\$1.350	40	\$1.000	40
Jacksonville, Fla.:					Mixers.....	1.300	40	1.000	40
Shovels.....	1.500	44	\$1.500	44	Manchester, N. H.....	1.375	40		
2- and 3-drum hoists.....	1.250	44	1.250	44	Memphis, Tenn.:				
Air compressors on steel construction.....	1.250	44			3-drum hoists, skimmer-scoops, pile drivers, draglines, paving machinery, 2-bag mixers.....	1.375	40	1.250	44
1-drum brick hoists, concrete mixers, air compressors.....	1.125	44	1.125	44	Tractors, bulldozers, pavers, 1-bag mixers.....	1.125	40	1.000	44
Pumps.....	.900	44	.900	44	1-drum hoists, street rollers.....	1.250	40	1.125	44
Kansas City, Mo.:					Milwaukee, Wis.:				
Boilers (2), clamshells, cableways, cranes, derricks and derrick cars, draglines, dredges, locomotives regardless of power, master mechanics, orange peels, pile driver and floating driver, shovels, skimmer-scoops, trench hoes, truck cranes or derricks, 2-drum hoists.....	1.500	16 40	1.500	40	Building work:				
Boilers (1), boring or drilling machines, compressors, concrete pumps, ready-mix concrete plants on job, endless chain hoists, generators, scoops, loaders, master mechanic's helper, concrete mixers, 1-drum hoists, pumps, siphons or jets, lowboats, traction front-end shovels, welding machines, rock crushers.....	1.375	16 40			Cranes, power shovels, derricks.....	1.650	40	1.650	40
Backfillers, bulldozers, ditch machines.....	1.250	16 40			Concrete pumps.....	1.500	40	1.500	40
Elevating graders, finishing machines, power blades, rollers, tractors.....	1.000	16 40			Pile drivers.....	1.450	40	1.450	40
Los Angeles, Calif.:					Hoists.....	1.350	40	1.350	40
Building construction:					Mixers.....	1.300	40	1.300	40
Cranes, derricks.....	1.600	40	1.375	40	Compressors.....	1.100	40	1.100	40
Highline cableways.....	1.500	40	1.500	40	Pumps.....	1.050	40	1.050	40
Heavy hoisting and portable machines not otherwise specified.....	1.500	40	1.375	40	Road work:				
Material hoists.....	1.375	40	1.125	40	Rollers, plant men.....	1.650	40	1.650	40
2-drum hoists.....	1.375	40	1.250	40	Sewer and tunnel work:				
Compressors, concrete mixers under 1 yard.....	1.250	40	1.125	40	Backfillers, cranes, draglines, trench machines, concrete pumps.....	1.650	40	1.650	40
Excavating:					Minneapolis, Minn.:				
Steam shovels, draglines.....	1.500	40	1.500	40	Power shovels.....	1.500	40	1.500	40
Highway work:					2- or 3-drum hoists, derricks, asphalt rollers (8 tons or over).....	1.400	40	1.400	40
Trench machines.....	1.500	40	1.250	40	Steam pumps, stone crushers, street rollers (less than 8 tons).....	1.200	40	1.200	40
Tractors, rollers, concrete mixers (less than 1 yard).....	1.250	40	1.125	40	Moline, Ill. (See Rock Island (Ill.) district.)				
Louisville, Ky.:					Nashville, Tenn.:				
Class A.....	1.500	40	1.250	40	2- or 3-drum hoists, shovels, backfillers, cranes, cableways, ditching machines, diggers, draglines, derricks, pile drivers.....	1.250	40	1.250	40
Class B.....	1.250	40	1.000	40	Compressors, concrete mixers, conveyors, drills, graders, pumps, rollers, stone crushers, tractors, 1-drum hoists.....	1.000	40	1.000	40
Madison, Wis.:					Newark, N. J.:				
Dredges.....	1.650	40	1.500	40	Hoists or compressors on steel work.....	2.250	40	2.250	40
Derricks, shovels, cranes.....	1.650	40	1.250	40	Pile drivers on foundation work.....	2.025	40	2.025	40
					Brick hoists, mixers, compressors, excavating machines.....	2.000	40	2.000	40
					New Haven, Conn.:				
					Air compressors, carryalls, cranes, derricks, pile drivers, steam or power shovels, 2-drum hoists.....	1.500	40	1.500	40
					1-drum hoists.....	1.500	40	1.300	40
					Paving rollers, bulldozers, pumps, compressors.....	1.800	40		

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

ENGINEERS (Portable and hoisting)—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
New Orleans, La.:					Philadelphia, Pa.:				
2-drum (or more) hoists, draglines, shovels, cranes, and other large equipment.....	\$1.375	40	\$1.250	40	Machines handling steel or stone:				
1-drum hoists, concrete mixers, pumps, and other small equipment..	1.125	40	1.000	40	Daily unit.....	\$1.875	40	\$1.750	40
New York, N. Y.:					Weekly unit.....	1.625	40	1.500	40
Heavy work:					Shovels:				
Hoists, cranes, derricks (steel hoisting).....	2.250	40	2.250	40	Daily unit.....	1.750	40	1.625	40
Shovels.....	2.125	40	2.125	40	Weekly unit.....	1.625	40	1.500	40
Pile drivers.....	2.025	40	1.925	40	Tractors with bulldozers, rollers on earth:				
Stone hoists.....	2.000	35	2.000	35	Daily unit.....	1.375	40	1.375	40
Cranes, derricks (other than steel hoisting), pumps (well point system).....	1.925	40	1.925	40	Weekly unit.....	1.250	40	1.250	40
Rollers, concrete mixers, compressors, suction pumps.....	1.750	40	1.750	40	All other building and construction equipment:				
Superstructure work:					Daily unit.....	1.625	40	1.625	40
Bucket hoist (building material).....	2.500	30	2.500	30	Weekly unit.....	1.500	40	1.500	40
Platform hoist (building material).....	2.000	35	2.000	35	Phoenix, Ariz.:				
Oklahoma City, Okla.:					Shovels, draglines, trench hoes, cableways.....	1.500	40	1.500	40
Clamshells, shovels, hod hoists, concrete mixers, derricks, pile drivers.....	1.250	44	1.250	44	Cranes, derricks, pile drivers, mixers, backfillers, bulldozers, rollers, crushers, hoists.....	1.250	40	1.250	40
Air compressors.....	1.000	44	1.000	44	Hot plant mixers, head firemen, crushers (under 400 tons).....	1.125	40	1.125	40
Omaha, Nebr.:					Pumps.....	1.000	40	1.000	40
Derricks, cranes, power shovels, draglines, clamshells, pile drivers.....	1.275	40	1.275	40	Pittsburgh, Pa.:				
Dredges, cableways, compressors, hoists, mixers.....	1.250	40	1.250	40	Major excavating and hoisting equipment.....	1.563	1840	1.563	40
Peoria, Ill.:					Minor hoisting equipment.....	1.500	1840	1.500	40
Building construction.....	1.500	40	1.500	40	Bulldozers, tractors, graders.....	1.250	1840	1.250	40
Dredging:					Portland, Maine:				
Hydraulic, dipper, or clamshell dredges.....	1.500	48	1.500	48	Gas, steam, or electric shovels; 3-drum elevators.....	1.375	40	1.300	40
Cranemen on dipper dredges, powerboat operators.....	1.250	48	1.250	48	Mixers, pumps, 1- or 2-drum elevators.....	1.250	40	.900	40
Road construction:					Portland, Oreg.:				
Paving mixers, power cranes, draglines, derricks, shovels, 2-drum machines, rollers, trench machines, pile drivers, backfillers, scoop or grader tractors, bulldozers, subgraders, surfacers, loaders, crushers, mixers (over 3 bags).....	1.500	17 40	1.500	40	Engineers with boiler-makers.....	1.500	40	1.500	40
Dinkeys, air compressors, power batchers, water pumps.....	1.375	17 40	1.375	40	Steel setting, pile drivers, power shovels.....	1.375	40	1.375	40
1-drum machines, 1- or 2-bag mixers, bullfloats, small rollers, tractors (over 50 horsepower).....	1.250	17 40	1.250	40	Derricks, cranes.....	1.250	40	1.250	40
					2-drum hoists.....	1.125	10	1.125	40
					1-drum hoists.....	1.000	40	1.000	40
					Providence, R. I.:				
					3-drum machines, shovels:				
					Straight time.....	1.500	40	1.500	40
					Broken time.....	1.750	40	1.750	40
					Other equipment:				
					Straight time.....	1.250	40	1.250	40
					Broken time.....	1.500	40	1.500	40
					Reading, Pa.:				
					Machines handling steel or stone:				
					Daily unit.....	1.875	40	1.750	40
					Weekly unit.....	1.625	40	1.500	40
					Shovels:				
					Daily unit.....	1.750	40	1.625	40
					Weekly unit.....	1.625	49	1.500	40
					All other building and construction equipment:				
					Daily unit.....	1.625	40	1.625	40
					Weekly unit.....	1.500	40	1.500	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

## ENGINEERS (Portable and hoisting)—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Reading, Pa.—Continued.					Scranton, Pa.:				
Tractors with bulldozers, dirt rollers:					Derricks.....	\$1.500	49	\$1.500	40
Daily unit.....	\$1.375	40	\$1.375	40	Concrete mixers, pumps.....	1.500	49	1.250	40
Weekly unit.....	1.250	40	1.250	40	Seattle, Wash.:				
Rochester, N. Y.:					Power shovels.....	1.850	30	1.850	30
Back hoes; keystones; pumps, 2 or 3 in battery; concrete mixers (14 bags or over).....	1.500	40	1.375	40	Locomotive cranes, clamshells, paving mixers.....	1.750	30	1.750	30
Wagon scrapers.....	1.125	40	1.000	40	Rollers on plant-mixed material.....	1.650	30	1.650	30
Rollers; scull crackers; bulldozers; pumps (4 inches or over); concrete mixers (under 14 bags).....	1.000	40	1.000	40	Hoists on steel erection.....	1.625	30	1.625	30
Rock Island (Ill.) district: Small machines (building work).....	1.200	40	1.200	40	All other hoists, motor patrols, power graders, bulldozers (60 horse-power or over).....	1.500	30	1.500	30
Heavy machines (road work).....	1.250	40	1.250	40	Bulldozers (under 60 horse-power), rollers other than on plant-mixed material, excavating compressors.....	1.350	30	1.350	30
Finishing machines (road work).....	1.150	40	1.150	40	Caterpillar tractors.....	1.250	30	1.250	30
St. Louis, Mo.:					South Bend, Ind.:				
2-drum hoists, orange peels, clamshells, pie drivers, locomotive cranes, and other large equipment.....	2.000	40	2.000	40	Cranes, derricks, shovels, 2- or more drum machines.....	1.500	40	1.250	40
1-drum hoists, small mixers, and other small equipment.....	1.500	40	1.500	40	Mixers of 1-bag capacity, 1-drum machines.....	1.250	40	1.000	40
Asphalt rollers, mixing plants.....	1.750	40			Spokane, Wash.:				
St. Paul, Minn.:					Shovels, clamshells, locomotives, 3-drum hoists.....	1.625	40	1.625	40
Power shovels.....	1.500	40	1.500	40	Concrete mixers, black top and grade rollers.....	1.500	40	1.500	40
2- or 3-drum hoists, derricks, asphalt rollers (8 tons or over).....	1.400	40	1.400	40	Bulldozers and all other road machinery.....	1.250	40	1.250	40
Steam pumps, stone crushers, rollers (under 8 tons).....	1.200	40	1.200	40	Excavating compressors.....	1.250	40	1.375	40
Salt Lake City, Utah:					Dinkeys.....	1.100	40	1.100	40
Shovels, draglines, pavers, and machinery not otherwise classified.....	1.250	44	1.250	44	Springfield, Mass.:				
Bulldozers, Le Tourneau machines, blades, rollers.....	1.000	44	1.000	44	Excavating shovels, cranes, 3-drum hoists.....	1.500	40	1.500	40
San Antonio, Tex.:					1- or 2-drum hoists.....	1.250	40	1.250	40
Cableways.....	1.500	40	1.500	40	Road mixers.....	1.250	40	1.250	48
Derricks.....	1.250	40	1.500	40	Small mixers (roads).....	.750	40	.750	48
Clamshells, power shovels, draglines, pile drivers, 2- or 3-drum hoists.....	1.250	40	1.250	40	Toledo, Ohio:				
Truck cranes.....	1.250	40	1.000	40	Building and excavating work:				
Rollers, tractors, maintainers, pumps, 1-drum hoists, air compressors.....	1.000	40	1.000	40	Derricks, shovels.....	\$1.500	40	1.500	40
Graders.....	.750	40	.750	40	Hoists, pumps, mixers (over 1 bag).....	1.275	40	1.375	40
San Francisco, Calif.:					1-bag mixers.....	1.125	40	1.125	40
Power shovels or other machines with "shovel-type" controls.....	2.000	30	2.000	30	Road work:				
Pile drivers.....	1.625	40	1.625	40	Derricks, shovels.....	1.500	40	1.500	40
Machinery for handling steel.....	1.600	40	1.500	40	Pumps (over 4 inches), mixers (over 1 bag).....	1.375	40	1.375	40
Tractors (over 50 horse-power), rollers, trenchers, draglines, clamshells, asphalt burners.....	1.500	40	1.500	40	Hoists, pumps (under 4 inches), bulldozers.....	1.250	40	1.250	40
Building hoists.....	1.375	40	1.375	40	1-bag mixers.....	1.000	40	1.000	40
					Washington, D. C.:				
					Building work:				
					Shovels, cranes, derricks, pile drivers.....	2.000	40	2.000	40
					Hoists, pavers, wheel-type scrapers.....	1.750	40	1.750	40
					Pumps, compressors.....	1.600	40	1.600	40
					Bulldozers.....	1.150	40	1.000	40
					Street and sewer work:				
					Shovels, cranes, draglines.....	1.438	40	1.438	40
					1-drum hoists, rollers, concrete mixers.....	1.300	40	1.300	40
					Bulldozers, tractors, compressors.....	.900	40	.900	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

**ENGINEERS (Portable and hoisting)—Continued**

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
York, Pa.:					Youngstown, Ohio—Con.				
Machines handling steel or stone:					1-drum hoists (350 feet or more)	\$1.500	20	40	-----
Daily unit.....	\$1.375	40	\$1.750	40	1-drum hoists (less than 350 feet); pavers; concrete mixers (over 14 bags); bulldozers, tractors with scrapers, graders (all over 30 horsepower); trench machines (over 8 feet); Le Tourneau and tractor combinations.	1.250	20	40	-----
Weekly unit.....	1.625	40	1.500	40	Concrete mixers (14 bags, 2 hours daily minimum).	1.125	20	40	-----
Shovels:					Bulldozers, tractors with scrapers, graders (all under 30 horsepower); all other machinery	1.000	20	40	-----
Daily unit.....	1.750	40	1.625	40					
Weekly unit.....	1.625	40	1.500	40					
All other building and construction equipment:									
Daily unit.....	1.625	40	1.625	40					
Weekly unit.....	1.500	40	1.500	40					
Tractors with bulldozers, earth rollers:									
Daily unit.....	1.375	40	1.375	40					
Weekly unit.....	1.250	40	1.250	40					
Youngstown, Ohio:									
Shovels, boom derricks, derrick cars, 2-drum hoists, pile drivers, road pavers, dredges, cranes	1.563	20	40	-----					

**GLAZIERS**

Atlanta, Ga.....	\$0.900	40	\$0.800	40	Moline, Ill. (See Rock Island (Ill.) district.)				
Baltimore, Md.....	1.125	40	1.125	40	Nashville, Tenn.....	\$0.750	40	\$0.750	40
Birmingham, Ala. <sup>1</sup> .....	1.075	40	1.075	40	Newark, N. J. <sup>21</sup> .....	1.313	40	1.313	40
Boston, Mass.....	1.375	40	1.375	40	New Haven, Conn.....	1.250	40	1.250	40
Buffalo, N. Y.....	1.350	40	1.350	40	New Orleans, La.....	.875	40	.750	44
Butte, Mont.....	1.375	40	1.375	40	New York, N. Y.....	1.886	35	1.886	35
Charleston, W. Va.....	1.000	40	1.000	40	Norfolk, Va.....	.800	40	.800	40
Chicago, Ill.....	1.943	35	1.943	35	Oklahoma City, Okla.....	.900	40	.900	40
Cincinnati, Ohio.....	1.550	40	1.550	40	Omaha, Nebr.....	1.000	40	1.000	44
Cleveland, Ohio:					Peoria, Ill.....	1.250	40	1.250	40
Wood sash.....	1.375	40	1.375	40	Philadelphia, Pa. <sup>1</sup> .....	1.250	40	1.250	40
Steel sash.....	1.500	40	1.500	40	Phoenix, Ariz.....	1.000	40	1.000	40
Columbus, Ohio.....	1.000	40	1.000	40	Pittsburgh, Pa.....	1.450	40	1.400	40
Dallas, Tex.....	1.000	40	1.000	40	Portland, Ore.....	1.100	40	1.100	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Providence, R. I.....	1.000	40	1.000	40
Dayton, Ohio.....	1.375	40	1.375	40	Reading, Pa.....	1.000	40	1.000	40
Denver, Colo.....	1.200	35	1.200	35	Rochester, N. Y.:				
Des Moines, Iowa <sup>1</sup> .....	1.000	40	.900	40	Structural and plate glass	1.000	40	1.000	40
Detroit, Mich.....	1.150	40	1.100	40	Steel sash.....	1.200	40	1.200	40
Duluth, Minn.....	.850	44	.850	44	Rock Island (Ill.) district.....	1.150	40	1.150	40
El Paso, Tex.....	1.000	44	1.000	44	St. Louis, Mo.....	1.625	40	1.500	40
Erie, Pa.....	1.100	44	1.100	44	St. Paul, Minn.....	1.000	40	1.000	40
Houston, Tex.....	1.125	40	1.125	40	Salt Lake City, Utah.....	1.000	10	1.000	10
Indianapolis, Ind.....	1.250	40	1.250	40	San Antonio, Tex.....	1.000	40	1.000	40
Jackson, Miss.....	.900	44	.800	44	San Francisco, Calif.....	1.210	40	1.210	40
Jacksonville, Fla. <sup>1</sup> .....	.750	40	.750	40	Scranton, Pa.....	1.125	40	1.125	40
Kansas City, Mo.....	1.500	40	1.500	40	Seattle, Wash.....	1.200	30	1.200	30
Little Rock, Ark.....	.875	44	.875	44	South Bend, Ind.....	1.000	40	1.000	40
Los Angeles, Calif.....	1.100	40	1.100	40	Spokane, Wash.....	1.100	35	1.100	35
Louisville, Ky.....	1.000	40	1.000	40	Shop work.....	1.100	40	1.100	40
Madison, Wis.....	1.050	40	1.000	40	Springfield, Mass.....	1.250	40	1.250	40
Manchester, N. H.....	.900	40	.900	40	Toledo, Ohio.....	1.125	40	1.125	40
Memphis, Tenn. <sup>1</sup> .....	.800	40	-----	-----	Washington, D. C.....	1.500	40	1.500	40
Milwaukee, Wis.....	1.200	40	1.100	40	Worcester, Mass.....	1.000	40	1.000	40
Minneapolis, Minn.....	1.000	40	1.000	40	Youngstown, Ohio.....	1.400	40	1.375	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Boston, Mass.:					New York, N. Y.:	\$1.357	35	\$1.357	35
In yards.....	\$1.065	40	\$1.000	40	Outside.....	2.000	35	2.000	35
On buildings.....	1.750	40	1.750	40	Machine.....	1.429	35	1.429	35
Buffalo, N. Y.....	1.250	40	1.200	40	Philadelphia, Pa.....	1.063	40	1.000	40
Butte, Mont.....	1.250	2440	1.250	2440	Outside.....	1.250	40	1.250	40
Outside.....	1.313	2440	1.313	2440	Pittsburgh, Pa.....	1.625	40	.....	.....
Chicago, Ill.....	1.375	40	1.375	40	Portland, Maine.....	1.063	40	1.000	40
Cincinnati, Ohio.....	1.125	40	1.125	40	Portland, Ore.....	1.125	2440	1.125	2440
Machine.....	1.225	40	1.225	40	Providence, R. I.....	1.125	40	1.031	40
Cleveland, Ohio.....	1.187	40	1.125	40	St. Louis, Mo.....	1.125	40	1.125	40
Supplying own tools.....	1.750	40	1.500	40	Machine.....	1.188	40	1.188	40
Denver, Colo.....	1.250	35	1.250	35	San Francisco, Calif.....	1.125	40	1.125	40
Machine.....	1.375	35	1.375	35	Seattle, Wash.....	1.000	40	1.000	40
Los Angeles, Calif.....	1.125	40	1.000	40	Springfield, Mass.....	1.063	10	1.000	10
Manchester, N. H.....	1.125	40	1.031	40	Washington, D. C.....	1.250	40	1.250	40
Newark, N. J.....	1.357	35	1.357	35	Outside.....	251.500	40	1.500	40
New Haven, Conn.....	1.063	40	.....	.....					

## LATHERS

Atlanta, Ga.:					Memphis, Tenn.:				
Metal.....	\$1.250	40	\$1.250	40	Metal.....	\$1.375	40	\$1.375	40
Wood.....	1.000	40	1.000	40	Wood.....	1.000	40	1.000	40
Baltimore, Md.....	1.375	40	1.250	40	Milwaukee, Wis.....	1.375	40	1.375	40
Birmingham, Ala.....	1.250	40	1.250	40	Minneapolis, Minn.....	1.500	30	1.500	30
Boston, Mass.....	1.667	30	1.667	30	Moline, Ill. (See Rock Island (Ill.) district.)				
Buffalo, N. Y.....	1.500	40	1.500	40	Nashville, Tenn.....	1.250	40	1.250	40
Butte, Mont.....	1.625	30	1.625	30	Newark, N. J.....	1.625	40	1.625	40
Charleston, S. C.:					Wood.....	268.500	40	268.500	40
Metal and rock.....	1.125	40	.....	.....	New Haven, Conn.....	1.500	40	1.500	40
Channel.....	1.250	40	.....	.....	New Orleans, La.....	1.500	40	1.250	40
Wood.....	264.500	40	.....	.....	New York, N. Y.:				
Charleston, W. Va.....	1.250	40	1.250	40	Wire.....	2.000	30	2.000	30
Chicago, Ill.....	1.700	40	1.700	40	Metal.....	1.750	40	1.750	40
Cincinnati, Ohio.....	1.400	40	1.400	40	Wood and metal (Brooklyn).....	2.167	30	1.714	35
Cleveland, Ohio.....	1.625	40	1.625	40	Wood.....	271.400	30	271.400	30
Columbus, Ohio <sup>1</sup> .....	1.400	40	1.313	40	Norfolk, Va.:				
Dallas, Tex.....	1.500	40	1.500	40	Wire and metal.....	1.375	40	.....	.....
Davenport, Iowa. (See Rock Island (Ill.) district.)					Wood <sup>1</sup> .....	265.000	40	.....	.....
Dayton, Ohio.....	1.500	40	1.500	40	Oklahoma City, Okla.....	1.500	40	1.250	40
Denver, Colo.....	1.500	35	1.500	35	Omaha, Nebr.....	1.250	40	1.200	40
Des Moines, Iowa.....	1.430	40	1.430	40	Peoria, Ill.....	1.500	40	1.500	40
Detroit, Mich.:					Philadelphia, Pa.....	1.563	40	1.500	40
Metal.....	1.550	40	1.500	40	Residential.....	1.200	40	1.200	40
Nail on.....	1.375	40	1.375	40	Phoenix, Ariz.:				
Duluth, Minn.....	1.350	40	1.350	40	Wood.....	1.125	40	1.125	40
El Paso, Tex.....	1.375	40	.....	.....	Wire and metal.....	1.250	40	1.250	40
Erie, Pa.....	1.500	40	1.500	40	Pittsburgh, Pa.....	1.750	40	1.750	40
Grand Rapids, Mich.:					Portland, Ore.:				
Wire and metal.....	1.250	40	1.250	40	Metal and first-class wood lathing.....	1.375	40	1.375	40
Wood.....	.750	40	.750	40	Second-class wood lathing.....	1.250	40	1.250	40
Houston, Tex.....	1.500	40	1.500	40	Providence, R. I.....	1.500	40	1.375	40
Indianapolis, Ind.....	1.450	40	1.375	40	Reading, Pa.....	1.375	40	1.250	40
Jackson, Miss.....	1.000	48	1.000	48	Richmond, Va. <sup>1</sup> .....	1.250	40	.....	.....
Jacksonville, Fla.:					Rochester, N. Y.....	1.500	40	1.500	40
Wood.....	265.000	44	.....	.....	Rock Island, (Ill.) district.....	1.500	40	1.500	40
Metal and wire.....	1.250	44	1.000	44	St. Louis, Mo.:				
Kansas City, Mo.....	1.500	40	1.500	40	Union A:				
Los Angeles, Calif.....	1.500	30	1.500	30	Wood.....	1.125	40	.875	40
Louisville, Ky.....	1.375	40	1.375	40	Wood.....	266.500	40	266.000	40
Madison, Wis.....	1.300	40	1.300	40					
Manchester, N. H.....	1.375	40	1.250	40					

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

LATHERS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
St. Louis, Mo.—Continued.					Seattle, Wash.:				
Union B:					Metal.....	\$1.500	30	\$1.500	30
Wood.....	269.000	40	268.000	40	Wood.....	1.500	30	1.500	30
Metal.....	1.625	40	1.625	40	Wood, residential.....	1.350	30	1.350	30
St. Paul, Minn.....	1.500	30	1.500	30	South Bend, Ind.....	1.500	40	1.500	40
Salt Lake City, Utah:					Spokane, Wash.....	1.500	30	1.500	30
Wood, first-class.....	1.250	40	1.250	40	Springfield, Mass.:				
Wood, second-class.....	1.100	40	1.100	40	Wire and metal.....	1.500	40	1.500	40
Metal, first-class.....	1.500	40	1.500	40	Wood.....	267.500	40	267.500	40
Metal, second-class.....	1.125	40	1.125	40	Toledo, Ohio.....	1.625	35	1.625	35
San Antonio, Tex.....	1.500	40	1.500	40	Washington, D. C.....	1.625	40	1.625	40
San Francisco, Calif.:					Wichita, Kans.....	1.250	40	1.250	40
Metal and first-class wood.....	1.600	30	1.600	30	Youngstown, Ohio.....	1.500	40	1.500	40
Second-class wood.....	1.350	30	1.350	30					
Scranton, Pa.....	1.375	40	1.375	40					

MACHINISTS

Atlanta, Ga.:					Minneapolis, Minn.....	\$1.250	40	---	---
Rate A.....	\$1.000	40	\$1.000	44	Nashville, Tenn.....	1.250	40	\$1.250	40
Rate B.....	1.000	44	1.000	44	Newark, N. J.....	1.650	40	1.650	40
Baltimore, Md.....	1.250	40	1.250	40	New Orleans, La. <sup>1</sup> .....	1.000	40	1.000	44
Boston, Mass.....	1.375	40	1.375	40	New York, N. Y.....	1.750	35	1.750	35
Remodeling work.....	1.250	40	1.250	40	Omaha, Nebr.....	1.350	40	---	---
Chicago, Ill.....	1.625	40	1.625	40	Peoria, Ill.....	1.500	40	1.375	40
Cleveland, Ohio.....	1.250	40	1.250	40	Philadelphia, Pa.....	1.250	40	1.250	40
Des Moines, Iowa.....	1.375	40	1.375	40	Pittsburgh, Pa.....	1.500	40	1.500	40
Detroit, Mich.....	1.500	40	1.500	40	Portland, Oreg.....	1.375	40	---	---
El Paso, Tex.....	1.250	40	---	---	St. Louis, Mo.....	1.500	40	1.500	40
Erie, Pa.....	1.250	40	---	---	St. Paul, Minn.....	1.250	40	---	---
Houston, Tex.....	1.250	40	1.500	40	San Antonio, Tex.....	1.250	40	1.180	40
Indianapolis, Ind.....	1.000	40	1.000	40	Large construction work.....	1.500	40	1.250	40
Jacksonville, Fla.....	1.000	44	750	44	Spokane, Wash.....	1.250	40	---	---
Kansas City, Mo.....	1.375	40	1.375	40	Toledo, Ohio.....	1.375	40	1.375	40
Los Angeles, Calif.....	1.250	40	1.250	40	Washington, D. C.....	1.650	40	1.650	40
Louisville, Ky.....	1.250	40	1.250	40	Wichita, Kans.....	1.250	40	---	---
Memphis, Tenn.....	1.250	40	1.250	40	Worcester, Mass.....	.860	40	.860	40
Milwaukee, Wis.....	1.250	40	1.250	40	York, Pa.....	1.150	40	---	---

MARBLE SETTERS

Atlanta, Ga.....	\$1.250	40	\$1.250	40	Houston, Tex.....	\$1.375	40	\$1.375	40
Baltimore, Md.....	1.250	40	1.250	40	Indianapolis, Ind.....	1.375	40	1.375	40
Birmingham, Ala.....	1.500	40	1.500	40	Jacksonville, Fla.....	1.250	44	1.250	44
Boston, Mass.....	1.500	40	1.500	40	Kansas City, Mo.....	1.438	40	1.438	40
Buffalo, N. Y.....	1.375	40	1.375	40	Little Rock, Ark.....	1.500	40	1.250	40
Butte, Mont.....	1.625	30	1.625	30	Los Angeles, Calif.....	1.250	40	1.250	40
Charleston, S. C.....	1.250	44	1.250	44	Louisville, Ky.....	1.500	40	1.500	40
Charlotte, N. C.....	1.375	44	1.250	44	Madison, Wis.....	1.375	40	1.375	40
Chicago, Ill.....	1.625	40	1.625	40	Memphis, Tenn.....	1.625	40	1.375	40
Cincinnati, Ohio.....	1.625	40	1.625	40	Milwaukee, Wis.....	1.375	40	1.375	40
Cleveland, Ohio.....	1.500	40	1.500	40	Minneapolis, Minn.....	1.325	40	1.325	40
Columbus, Ohio.....	1.375	40	1.375	40	Moline, Ill. (See Rock Is-				
Dallas, Tex.....	1.375	40	1.375	40	land (Ill.) district.).....				
Davenport, Iowa. (See					Nashville, Tenn.....	1.375	40	1.375	40
Rock Island (Ill.) district.)					Newark, N. J.....	1.688	40	1.688	40
Dayton, Ohio.....	1.500	40	1.500	40	New Haven, Conn.....	1.375	40	1.375	40
Denver, Colo.....	1.500	35	1.500	35	New Orleans, La.....	1.500	40	1.250	40
Des Moines, Iowa.....	1.375	40	1.375	40	New York, N. Y.....	1.688	40	1.688	40
Detroit, Mich.....	1.500	40	1.500	40	Carvers.....	1.813	40	1.813	40
Duluth, Minn.....	1.250	40	1.250	40	Norfolk, Va.....	1.375	40	1.375	40
El Paso, Tex.....	1.500	40	1.500	40	Oklahoma City, Okla.....	1.250	40	1.250	40
Erie, Pa.....	1.375	40	1.500	40	Omaha, Nebr.....	1.375	40	1.375	40
Grand Rapids, Mich.....	1.250	40	1.250	40	Peoria, Ill.....	1.500	40	1.500	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

## MARBLE SETTERS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Philadelphia, Pa.	\$1.625	40	\$1.600	40	San Antonio, Tex.	\$1.250	40	\$1.250	40
Phoenix, Ariz.	1.500	40	1.500	40	San Francisco, Calif.	1.313	40	1.313	40
Pittsburgh, Pa.	1.500	40	1.500	40	Scranton, Pa.	1.500	40	1.500	40
Portland, Maine	1.250	40	1.250	40	Seattle, Wash.	1.500	30	1.500	30
Portland, Oreg.	1.250	40	1.250	40	South Bend, Ind.	1.500	40	1.500	40
Providence, R. I.	1.500	40	1.500	40	Spokane, Wash.	1.500	35	1.500	35
Richmond, Va.	1.375	40	---	---	Springfield, Mass.	1.625	40	1.625	40
Rochester, N. Y. <sup>1</sup>	1.320	40	1.320	40	Toledo, Ohio	1.500	40	1.500	40
Rock Island (Ill.) district.	1.250	40	1.250	40	Washington, D. C.	<sup>2</sup> 1.750	40	1.750	40
St. Louis, Mo.	1.375	40	1.375	40	Worcester, Mass.	1.500	40	1.500	40
St. Paul, Minn.	1.325	40	1.325	40	Youngstown, Ohio	1.250	40	1.250	40
Salt Lake City, Utah	1.125	40	1.125	40					

## MOSAIC AND TERRAZZO WORKERS

Atlanta, Ga.	\$1.250	40	\$1.250	40	Moline, Ill. (See Rock Island (Ill.) district.)				
Baltimore, Md.	1.375	40	1.375	40	Nashville, Tenn.	\$1.250	40	\$1.250	40
Birmingham, Ala.	1.250	40	1.250	40	Newark, N. J.	1.750	35	1.750	35
Boston, Mass.	1.500	40	1.500	40	New Haven, Conn.	1.375	40	1.375	40
Buffalo, N. Y.	1.250	40	1.250	40	New Orleans, La.	1.500	40	1.250	40
Butte, Mont.	1.625	30	1.625	30	New York, N. Y.	1.750	35	1.750	35
Charleston, S. C.	1.250	44	1.250	44	Oklahoma City, Okla.	1.250	40	1.250	40
Charleston, W. Va.	1.250	40	---	---	Peoria, Ill.	1.250	40	1.250	40
Charlotte, N. C.	1.250	44	1.250	44	Philadelphia, Pa.	1.500	40	1.375	40
Chicago, Ill.	1.625	40	1.625	40	Phoenix, Ariz.	1.250	40	1.250	40
Cincinnati, Ohio	1.250	40	1.250	40	Pittsburgh, Pa.	1.500	40	1.500	40
Cleveland, Ohio	1.375	40	1.375	40	Portland, Maine	1.250	40	1.250	40
Columbus, Ohio	1.000	40	1.000	40	Providence, R. I.	1.500	40	1.500	40
Dallas, Tex.	1.500	40	---	---	Richmond, Va.	1.250	40	1.250	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Rochester, N. Y.	1.320	40	1.320	40
Dayton, Ohio	1.500	40	1.500	40	Rock Island (Ill.) district.	1.125	40	1.125	40
Denver, Colo.	1.430	35	1.430	35	St. Louis, Mo.	1.300	40	1.300	40
Des Moines, Iowa	1.250	40	1.250	40	St. Paul, Minn.	1.250	40	1.250	40
Detroit, Mich.	1.375	40	1.250	40	Salt Lake City, Utah	1.125	40	1.125	40
El Paso, Tex.	1.500	40	1.500	40	San Antonio, Tex.	1.250	40	1.250	40
Erie, Pa.	1.375	40	1.250	40	San Francisco, Calif.	1.250	40	1.250	40
Grand Rapids, Mich.	1.250	40	1.250	40	Scranton, Pa.	1.425	40	1.425	40
Houston, Tex.	1.375	40	1.375	40	Seattle, Wash.	1.350	30	1.350	30
Indianapolis, Ind.	1.375	40	1.250	40	South Bend, Ind.	1.500	40	1.500	40
Jacksonville, Fla.	1.250	44	1.000	44	Spokane, Wash.	1.500	35	1.500	35
Kansas City, Mo.	1.250	40	1.250	40	Springfield, Mass.	1.625	40	1.625	40
Los Angeles, Calif.	1.250	40	1.250	40	Toledo, Ohio	1.250	40	1.250	40
Louisville, Ky.	1.250	40	1.250	40	Washington, D. C.	<sup>2</sup> 1.500	40	1.500	40
Madison, Wis.	1.200	40	1.200	40	Worcester, Mass.	1.500	40	1.500	40
Memphis, Tenn.	1.250	40	1.250	40	Youngstown, Ohio	1.250	40	1.250	40
Milwaukee, Wis.	1.310	40	1.300	40					

## PAINTERS

Atlanta, Ga.	\$0.900	40	\$0.800	40	Cleveland, Ohio	\$1.300 <sup>30</sup>	40	\$1.300	40
Baltimore, Md.	1.125	40	1.125	40	Fresco painting	1.350 <sup>30</sup>	40	1.350	40
Birmingham, Ala. <sup>1</sup>	1.075	40	1.075	40	Structural-steel painting	1.625 <sup>30</sup>	40	1.575	40
Spray painting	2.000	40	2.000	40	Columbus, Ohio <sup>1</sup>	1.125	40	1.125	40
Boston, Mass.	1.250	40	1.250	40	Structural-steel painting <sup>1</sup>	1.250	40	1.250	40
Buffalo, N. Y.	1.250	40	1.250	40	Dallas, Tex.	1.000	40	1.000	40
Spray painting	1.530	40	1.530	40	Davenport, Iowa. (See Rock Island (Ill.) district.)				
Butte, Mont.	1.375	40	1.375	40	Dayton, Ohio	1.250	40	1.250	40
Charleston, S. C. <sup>1</sup>	.850	40	.750	40	Swing or scaffold painting	1.350	40	1.350	40
Charleston, W. Va.	1.000	40	1.000	40	Spray painting	1.650	30	1.650	30
Charlotte, N. C.	.750	44	.750	44	Denver, Colo.	1.250	35	1.250	35
Spray painting	1.000	44	1.000	44	Swing-stage painting	1.430	35	---	---
Chicago, Ill.	1.667	30	1.667	30	Steeple jack	1.650	35	---	---
Cincinnati, Ohio	1.350	40	1.350	40					

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

PAINTERS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Des Moines, Iowa	\$1.200	40	\$1.200	40	New York, N. Y.—Con.				
Detroit, Mich	1.250	40	1.250	40	Brooklyn	\$1.600	35	\$1.600	35
Duluth, Minn	1.000	40	1.000	40	Fresco painting	1.714	35	1.714	35
El Paso, Tex	1.000	44	1.000	44	Norfolk, Va.	.800	40	.800	40
Stage painting	1.125	44	1.125	44	Oklahoma City, Okla. <sup>1</sup>	1.000	40	1.000	40
Spray painting	1.250	44	1.250	44	Omaha, Nebr. <sup>1</sup>	.950	40	.900	40
Erie, Pa	1.050	40	1.050	40	Peoria, Ill.	1.200	40	1.125	40
Swing or structural-iron painting	1.150	40	1.150	40	Swing-stage	1.500	40	1.410	40
Grand Rapids, Mich	1.000	40	.900	40	Philadelphia, Pa	1.175	40	1.125	40
Houston, Tex	1.125	40	1.125	40	Phoenix, Ariz.	1.000	40	1.000	40
Stage painting	1.250	40	1.250	40	Spray painting	1.250	40	1.250	40
Spray painting	1.375	40	1.375	40	Pittsburgh, Pa	1.500	40	1.375	40
Indianapolis, Ind	1.250	40	1.250	40	Portland, Maine	.700	44		
Jackson, Miss	.900	40	.800	44	Portland, Oreg	1.100	32	1.100	35
Jacksonville, Fla. <sup>1</sup>	.750	40	.750	40	Providence, R. I.	1.000	40	1.000	40
Structural-iron painting <sup>1</sup>	1.000	40			Reading, Pa	1.000	40	1.000	40
Spray painting <sup>1</sup>	1.250	40	1.250	40	Structural-steel or spray painting	1.500	40	1.500	40
Kansas City, Mo.	1.375	40	1.375	40	Richmond, Va.	.800	40	.800	40
Little Rock, Ark	.875	44	.875	44	Rochester, N. Y.	1.200	40	1.200	40
Swing stage	1.000	44			Rock Island (Ill.) district	1.150	40	1.150	40
Spray painting	1.250	44	1.250	44	St. Louis, Mo.	1.500	40	1.500	40
Los Angeles, Calif	1.100	35	1.100	40	St. Paul, Minn.	1.200	35	1.200	35
Louisville, Ky	1.000	40	1.000	40	Fresco painting	1.500	35	1.500	35
Madison, Wis	1.050	40	1.000	40	Salt Lake City, Utah	1.000	40	1.000	40
Manchester, N. H.	.900	40	.900	40	Swing-stage	1.250	40	1.250	40
Memphis, Tenn	1.000	40	1.000	40	Spray painting	1.500	40		
Spray painting	1.250	40	1.250	30	San Antonio, Tex	1.000	40	1.000	40
Milwaukee, Wis	1.125	40	1.125	40	San Francisco, Calif	1.250	35	1.214	35
Swing-stage	1.225	40	1.225	40	Scranton, Pa.	1.125	40	1.125	40
Spray painting	1.250	40	1.250	40	Seattle, Wash.	1.250	30	1.250	30
Structural-iron or bridge painting	1.375	40	1.375	40	South Bend, Ind.	1.000	40	1.000	40
Residential	1.000	40	1.000	40	Spray painting	1.125	40	1.125	40
Minneapolis, Minn	1.250	35	1.250	35	Spokane, Wash.	1.250	35	1.250	35
Moline, Ill. (See Rock Island (Ill.) district.)					Spray painting	1.600	35	1.600	35
Nashville, Tenn	1.000	40	1.000	40	Springfield, Mass.	1.125	40	1.125	40
Spray painting	1.500	40	1.500	40	Fresco painting	1.375	40	1.375	40
Newark, N. J.	1.250	40	1.125	40	Toledo, Ohio.	1.300	35	1.300	35
New Haven, Conn	1.063	40	1.063	40	Spray painting	1.400	35	1.400	35
New Orleans, La.	1.000	40	.750	40	Washington, D. C.	1.571	35	1.571	35
Fresco painting	1.250	40	1.250	40	Wichita, Kans.	.750	44	.750	44
Residential	.750	40			Worcester, Mass	1.000	40	1.000	40
Union B.	.750	40			York, Pa.	.700	40	.650	40
New York, N. Y.:					Youngstown, Ohio	1.250	40	1.200	40
Manhattan, Bronx, Richmond	1.500	35	1.500	35					

PAPERHANGERS

Atlanta, Ga	\$0.900	40	\$0.800	40	Dayton, Ohio	\$1.250	40	\$1.250	40
Baltimore, Md	1.125	40	1.125	40	Denver, Colo	1.250	35	1.250	35
Birmingham, Ala. <sup>1</sup>	1.075	40	1.075	40	Des Moines, Iowa	1.200	40	1.200	40
Buffalo, N. Y.	1.250	40	1.250	40	Detroit, Mich	1.250	40	1.250	40
Butte, Mont	1.375	40	1.375	40	Duluth, Minn	1.000	40	1.000	40
Charleston, W. Va.	1.250	40	1.000	40	El Paso, Tex	1.000	44	1.000	44
Charlotte, N. C.	1.000	44	1.000	44	Erie, Pa.	1.050	40	1.050	40
Chicago, Ill.	1.667	30	1.667	30	Grand Rapids, Mich	1.000	40	.900	40
Cincinnati, Ohio	1.375	40			Houston, Tex	1.125	40	1.125	40
Cleveland, Ohio	1.300	33	1.300	40	Indianapolis, Ind.:				
Columbus, Ohio	1.125	40	1.125	40	Union A.	1.250	44	1.250	44
Dallas, Tex	1.000	40	1.000	40	Union B.	1.250	40	1.250	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Jackson, Miss	.900	40	.800	44
					Jacksonville, Fla. <sup>1</sup>	.750	40	.750	40
					Kansas City, Mo.	1.375	40	1.375	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

## PAPERHANGERS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Little Rock, Ark.	\$0.875	44	\$0.875	44	Reading, Pa.	\$1.100	40	\$1.100	40
Los Angeles, Calif.	1.225	35	1.225	40	Richmond, Va.	.800	40	.800	40
Madison, Wis.	1.050	40	1.000	40	Rochester, N. Y.	1.200	40	1.200	40
Manchester, N. H.	.900	40	.900	40	Rock Island (Ill.) district	1.150	40	1.150	40
Memphis, Tenn.	1.000	40	1.000	40	St. Louis, Mo.	1.500	40	1.500	40
Minneapolis, Minn.	1.250	35	1.250	35	St. Paul, Minn.	1.200	35	1.200	35
Moline, Ill. (See Rock Island (Ill.) district.)					Salt Lake City, Utah	1.000	40	1.000	40
Newark, N. J.	1.375	40	1.250	40	San Antonio, Tex.	1.000	40	1.000	40
New Orleans, La.:					San Francisco, Calif.	1.250	35	1.214	35
Union A	1.000	40	.750	40	Scranton, Pa.	1.125	40	1.125	40
Union B	.750	40	---	---	Seattle, Wash.	1.250	30	1.250	30
Oklahoma City, Okla. <sup>1</sup>	1.000	40	1.000	40	South Bend, Ind.	1.000	40	1.000	40
Peoria, Ill.	1.200	40	1.125	40	Spokane, Wash.	1.250	35	1.250	35
Philadelphia, Pa. <sup>1</sup>	1.125	40	1.125	40	Springfield, Mass.	1.125	40	1.125	40
Phoenix, Ariz.	1.000	40	1.000	40	Toledo, Ohio	1.300	35	1.300	35
Pittsburgh, Pa.	1.500	40	1.375	40	Washington, D. C.	1.000	40	1.000	40
Portland, Maine	.700	44	---	---	Worcester, Mass.	.950	40	.950	40
Portland, Oreg.	1.100	34	1.100	35	York, Pa.	.700	40	.700	40
Providence, R. I.	1.000	40	1.000	40	Youngstown, Ohio	1.250	40	1.200	40

## PLASTERERS

Atlanta, Ga.	\$1.250	40	\$1.250	40	Nashville, Tenn.	\$1.375	40	\$1.375	40
Baltimore, Md.	1.250	40	1.250	40	Newark, N. J.	1.813	40	1.813	40
Birmingham, Ala.:					New Haven, Conn.	1.375	40	1.375	40
Union A	1.500	40	1.500	40	New Orleans, La.	1.375	40	1.250	40
Union B	1.500	40	1.250	40	New York, N. Y.:				
Boston, Mass.	1.667	30	1.667	30	Union A	2.000	30	2.000	30
Buffalo, N. Y.	1.500	40	1.500	40	Union B	1.900	35	1.886	35
Butte, Mont.	2.000	30	2.000	30	Norfolk, Va.	1.375	40	1.250	40
Charleston, S. C.	1.000	44	1.000	44	Oklahoma City, Okla.	1.500	40	1.500	40
Charleston, W. Va.	1.375	40	1.375	40	Omaha, Nebr.	1.375	40	1.250	40
Charlotte, N. C.	1.000	44	---	---	Peoria, Ill.	1.625	40	1.625	40
Chicago, Ill.	1.700	40	1.700	40	Philadelphia, Pa. <sup>1</sup>	1.650	32	1.563	32
Cincinnati, Ohio	1.625	40	1.625	40	Residential	1.250	40	1.250	40
Cleveland, Ohio	1.625	40	1.625	40	Phoenix, Ariz.	1.500	35	1.500	35
Columbus, Ohio	1.450	40	1.375	40	Pittsburgh, Pa.	1.750	40	1.750	40
Dallas, Tex.	1.500	40	1.500	40	Portland, Maine	1.125	40	1.125	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Portland, Oreg.	1.500	40	1.500	40
Dayton, Ohio	1.500	40	1.500	40	Providence, R. I.	1.500	40	1.500	40
Denver, Colo.	1.500	35	1.500	35	Reading, Pa.	1.250	40	1.250	40
Des Moines, Iowa	1.375	40	1.375	40	Richmond, Va.	1.250	44	1.250	44
Detroit, Mich.	1.550	40	1.550	40	Rochester, N. Y.	1.500	40	1.375	40
Residential	1.375	40	1.250	40	Rock Island (Ill.) district	1.500	40	1.500	40
Duluth, Minn.	1.350	40	1.350	40	St. Louis, Mo.:				
El Paso, Tex.	1.500	40	1.500	40	Rate A	1.750	40	1.750	40
Erie, Pa.	1.500	40	1.500	40	Rate B	1.250	40	---	---
Grand Rapids, Mich.	1.500	40	1.250	40	St. Paul, Minn.	1.500	35	1.500	35
Houston, Tex.	1.500	40	1.500	40	Salt Lake City, Utah	1.500	35	1.500	35
Indianapolis, Ind.	1.575	40	1.575	40	San Antonio, Tex.	1.500	40	1.500	40
Jackson, Miss.	1.250	40	1.250	44	San Francisco, Calif.	1.667	30	1.667	30
Jacksonville, Fla.	1.250	44	1.000	44	Scranton, Pa.	1.500	40	1.500	40
Kansas City, Mo.	1.575	40	1.575	40	Seattle, Wash.	1.000	30	1.600	30
Little Rock, Ark.	1.250	40	1.250	40	South Bend, Ind.	1.500	40	1.500	40
Los Angeles, Calif.	1.500	30	1.500	30	Spokane, Wash.	1.675	30	1.675	30
Louisville, Ky.	1.375	40	1.375	40	Springfield, Mass.	1.625	40	1.625	40
Madison, Wis.	1.375	40	1.250	40	Toledo, Ohio	1.650	35	1.625	35
Manchester, N. H.	1.500	40	1.500	40	Washington, D. C.	2.000	30	2.000	30
Memphis, Tenn.	1.563	40	1.563	40	Wichita, Kans.	1.375	40	1.250	44
Milwaukee, Wis.	1.375	40	1.375	40	Worcester, Mass.	1.500	40	1.500	40
Minneapolis, Minn.	1.500	30	1.500	30	York, Pa.	1.250	40	1.250	40
Moline, Ill. (See Rock Island (Ill.) district.)					Youngstown, Ohio	1.500	40	1.500	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

PLUMBERS AND GAS FITTERS

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Atlanta, Ga.	\$1.250	40	\$1.250	40	Newark, N. J.	\$1.500	40	\$1.500	40
Baltimore, Md.	1.250	40	1.250	40	New Haven, Conn. <sup>1</sup>	1.125	40	1.125	40
Birmingham, Ala.	1.500	40	1.500	40	New Orleans, La.	1.375	40	1.250	40
Boston, Mass.	1.500	40	1.500	40	New York, N. Y.	2.000	30	2.000	30
Buffalo, N. Y. <sup>1</sup>	1.375	40	1.375	40	Alteration work <sup>1</sup>	1.250	40	1.125	40
Butte, Mont.	2.000	30	2.000	30	Residential:				
Gas fitters.	1.438	40	1.438	40	Staten Island.	1.750	35	1.750	35
Charleston, S. C. <sup>1</sup>	1.000	40	1.000	40	Brooklyn and Queens.	1.250	40	1.250	40
Charleston, W. Va.	1.250	40	1.250	40	Norfolk, Va.	1.100	40	1.100	40
Charlotte, N. C.	1.250	40	1.250	44	Oklahoma City, Okla.	1.250	40	1.250	40
Chicago, Ill.	1.700	40	1.700	40	Omaha, Nebr.	1.250	40	1.250	40
Cincinnati, Ohio	1.500	40	1.500	40	Peoria, Ill.	1.375	40	1.375	40
Cleveland, Ohio	1.500	40	1.500	40	Philadelphia, Pa.	1.440	35	1.440	35
Columbus, Ohio	1.375	40	1.375	40	Residential.	1.150	40	1.150	40
Dallas, Tex.	1.500	40	1.500	44	Phoenix, Ariz.	1.250	44	1.250	44
Davenport, Iowa. (See Rock Island (Ill.) district.)					Pittsburgh, Pa.	1.700	40	1.700	40
Dayton, Ohio.	1.400	40	1.400	40	Portland, Maine.	1.250	40	1.250	40
Denver, Colo.	1.430	35	1.430	35	Portland, Ore.	1.500	30	1.500	30
Des Moines, Iowa.	1.375	40	1.375	40	Providence, R. I.	1.350	40	1.350	40
Detroit, Mich.	1.500	40	1.500	32	Reading, Pa.	1.200	40	1.200	40
Duluth, Minn.	1.250	40	1.250	40	Richmond, Va.	1.000	40	1.000	44
El Paso, Tex.	1.500	40	1.500	40	Rochester, N. Y.	1.375	40	1.375	40
Erie, Pa.	1.250	40	1.250	40	Rock Island (Ill.) district.	1.375	40	1.375	40
Grand Rapids, Mich.	1.250	40	1.000	44	St. Louis, Mo.	1.625	40	1.625	40
Houston, Tex.	1.500	40	1.500	40	St. Paul, Minn.	1.250	40	1.250	40
Indianapolis, Ind.	1.500	40	1.500	40	Salt Lake City, Utah.	1.200	40	1.200	40
Jackson, Miss.	1.250	40	1.250	40	San Antonio, Tex.	1.500	40	1.500	40
Jacksonville, Fla.	1.250	40	1.250	40	San Francisco, Calif.	1.400	40	1.375	40
Kansas City, Mo.	1.500	40	1.500	40	Gas fitters.	1.000	40		
Little Rock, Ark.	1.000	40	1.000	40	Scranton, Pa.	1.200	40	1.200	40
Los Angeles, Calif.	1.250	40	1.250	40	Seattle, Wash.	1.500	30	1.500	30
Louisville, Ky.	1.375	40	1.375	40	South Bend, Ind.	1.250	40	1.250	40
Madison, Wis.	1.375	40	1.300	40	Spokane, Wash.	1.400	35	1.400	35
Manchester, N. H.	1.250	40	1.250	40	Springfield, Mass.	1.375	40	1.375	40
Memphis, Tenn.	1.375	40	1.375	40	Toledo, Ohio.	1.500	40	1.500	40
Milwaukee, Wis.	1.350	40	1.350	40	Washington, D. C.	1.500	40	1.500	40
Minneapolis, Minn.	1.375	35	1.375	40	Wichita, Kans.	1.000	40		
Moline, Ill. (See Rock Island (Ill.) district.)					Worcester, Mass.	1.200	40	1.200	40
Nashville, Tenn. <sup>1</sup>	1.250	40	1.250	40	York, Pa.	.900	40	.850	40
					Youngstown, Ohio.	1.500	40	1.500	40

RODMEN

Atlanta, Ga.	\$1.125	40	\$1.125	40	Erie, Pa.	\$1.250	40	\$1.125	40
Baltimore, Md.	1.375	40	1.250	40	Grand Rapids, Mich.	1.250	40	1.250	40
Birmingham, Ala.	1.150	40	1.150	40	Houston, Tex.	1.125	40	1.125	40
Boston, Mass.	1.500	40	1.500	40	Indianapolis, Ind.	1.550	40	1.300	40
Buffalo, N. Y.	1.500	40	1.500	40	Jackson, Miss.	1.000	40	1.000	40
Butte, Mont.	1.500	40	1.500	40	Jacksonville, Fla.	1.000	40		
Charleston, S. C.	1.125	40			Kansas City, Mo.	1.375	40	1.325	40
Charleston, W. Va.	1.250	40	1.250	40	Little Rock, Ark.	1.000	40	.650	44
Chicago, Ill.	1.700	40	1.700	40	Los Angeles, Calif.	1.250	40	1.250	40
Cincinnati, Ohio	1.375	40	1.375	40	Louisville, Ky.	1.320	40	1.320	40
Cleveland, Ohio	1.625	40	1.625	40	Madison, Wis.	1.250	40	1.250	40
Columbus, Ohio	1.125	40	1.125	40	Manchester, N. H. <sup>1</sup>	1.375	40	1.250	40
Dallas, Tex.	1.000	40	1.000	40	Memphis, Tenn.	1.125	40	1.125	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Milwaukee, Wis.	1.250	40	1.250	40
Dayton, Ohio.	1.350	40	1.350	40	Minneapolis, Minn.	1.500	40	1.500	40
Denver, Colo.	1.430	35	1.430	35	Moline, Ill. (See Rock Island (Ill.) district.)				
Detroit, Mich.	1.250	40	1.250	40	Nashville, Tenn.	1.125	40	1.000	40
Duluth, Minn.	1.250	40	1.250	40	Newark, N. J.	2.000	40	2.000	40
El Paso, Tex.	1.125	44	1.125	44	New Haven, Conn.	1.650	40	1.650	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

RODMEN—Continued									
City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
New Orleans, La.	\$1.125	40	\$1.000	40	St. Louis, Mo.	\$1.750	40	\$1.750	40
New York, N. Y.	1.750	40	1.750	40	St. Paul, Minn.	1.500	40	1.500	40
Norfolk, Va.	1.000	40	1.000	40	Salt Lake City, Utah	1.125	40	1.125	40
Oklahoma City, Okla.	1.250	44	1.250	44	San Antonio, Tex. <sup>1</sup>	1.000	40	1.000	40
Omaha, Nebr.	1.125	40	1.125	40	San Francisco, Calif.	1.313	40	1.250	40
Peoria, Ill.	1.500	40	1.375	40	Scranton, Pa.	1.375	40	1.375	40
Philadelphia, Pa. <sup>1</sup>	1.250	40	1.250	40	Seattle, Wash.	1.250	30	1.250	30
Phoenix, Ariz.	1.250	40	1.125	40	South Bend, Ind.	1.500	40	1.500	40
Pittsburgh, Pa.	1.500	40	1.500	40	Spokane, Wash.	1.300	35	1.300	35
Portland, Maine	1.000	40	1.000	40	Springfield, Mass.	1.375	40	1.375	40
Portland, Oreg.	1.125	40	1.125	40	Toledo, Ohio	1.250	40	1.250	40
Providence, R. I.	1.500	40	1.500	40	Washington, D. C.	1.500	40	1.500	40
Reading, Pa.	1.250	40	1.125	40	Wichita, Kans.	1.250	40	---	---
Richmond, Va.	1.250	40	1.250	40	Worcester, Mass.	1.500	40	1.500	40
Rochester, N. Y. <sup>1</sup>	1.440	40	1.375	40	Youngstown, Ohio	1.500	40	1.500	40
Rock Island (Ill.) district	1.300	40	1.300	40					

ROOFERS, COMPOSITION									
Atlanta, Ga.	\$1.000	40	\$1.000	40	Nashville, Tenn.	\$0.750	40	\$0.750	40
Baltimore, Md.	1.150	40	1.150	40	Newark, N. J.	1.513	40	1.513	40
Birmingham, Ala.	1.125	40	1.125	40	Foremen	1.650	40	1.650	40
Boston, Mass.	1.375	40	1.375	40	New Orleans, La.	1.000	40	---	---
Buffalo, N. Y.	1.100	40	1.100	40	New York, N. Y.	1.600	35	1.600	35
Butte, Mont.	1.200	48	1.200	48	Oklahoma City, Okla.	.750	48	.750	48
Charleston, S. C.	1.000	40	1.000	40	Foremen	.850	48	.850	48
Charleston, W. Va.	.875	44	---	---	Omaha, Nebr.	.900	44	.850	44
Chicago, Ill.	1.750	40	1.750	40	Peoria, Ill.	1.250	40	1.250	40
Foremen	2.000	40	2.000	40	Foremen	1.375	40	1.375	40
Cincinnati, Ohio	1.250	40	1.250	40	Philadelphia, Pa.	1.050	40	1.050	40
Cleveland, Ohio	1.425	40	1.425	40	Foremen	1.200	40	1.200	40
Foremen	1.550	40	1.550	40	Phoenix, Ariz. <sup>1</sup>	1.000	44	1.000	40
Columbus, Ohio	1.000	40	1.000	40	Pittsburgh, Pa.	1.500	40	1.375	40
Foremen	1.100	40	1.100	40	Foremen	1.625	40	1.500	40
Davenport, Iowa. (See Rock Island (Ill.) dis- trict.)	---	---	---	---	Portland, Oreg.	1.125	40	1.125	40
Dayton, Ohio	1.200	40	1.200	40	Providence, R. I.	1.150	40	1.150	40
Foremen	1.300	40	1.300	40	Reading, Pa.	1.050	40	---	---
Denver, Colo.	1.350	35	1.350	35	Rochester, N. Y.	1.250	40	1.100	40
Des Moines, Iowa	.750	40	.750	40	Rock Island (Ill.) district	1.250	40	1.250	40
Detroit, Mich.:					Foremen	1.375	40	1.375	40
New work	1.250	40	1.250	40	St. Louis, Mo.	1.375	40	1.375	40
Old work	1.000	44	1.000	44	Foremen	1.500	40	1.500	40
Duluth, Minn.	.800	40	.800	40	St. Paul, Minn.	1.200	40	1.200	40
Foremen	1.000	40	1.000	40	Salt Lake City, Utah	.500	48	---	---
El Paso, Tex.	1.000	44	---	---	Foremen	.900	48	---	---
Grand Rapids, Mich. <sup>1</sup>	.700	40	---	---	San Francisco, Calif.	1.210	40	1.210	40
Houston, Tex.	1.000	40	1.000	40	Foremen	1.335	40	1.335	40
Indianapolis, Ind. <sup>1</sup>	.950	40	.900	40	Scranton, Pa.	1.125	40	1.125	40
Foremen <sup>1</sup>	1.050	40	1.000	40	Seattle, Wash.	1.250	50	1.250	30
Jackson, Miss.	.875	44	.875	44	South Bend, Ind.	1.250	40	1.150	40
Jacksonville, Fla.	.750	40	---	---	Foremen	1.350	40	1.250	40
Kansas City, Mo.	1.250	40	1.250	40	Spokane, Wash.	1.000	40	---	---
Foremen	1.375	40	1.375	40	Foremen	1.250	40	---	---
Los Angeles, Calif.	.875	40	.875	40	Springfield, Mass.	1.375	40	1.375	40
Louisville, Ky.	.600	40	.600	40	Toledo, Ohio	1.250	40	1.250	40
Madison, Wis.	.900	40	.900	40	Washington, D. C.	1.000	40	1.000	40
Milwaukee, Wis.	1.000	40	1.000	40	Foremen	1.300	40	1.300	40
Minneapolis, Minn.	1.200	40	1.200	40	Wichita, Kans.	.875	36 <sup>5</sup> / <sub>8</sub>	.875	36 <sup>5</sup> / <sub>8</sub>
Moline, Ill. (See Rock Is- land (Ill.) district.)	---	---	---	---	Foremen	1.000	36 <sup>5</sup> / <sub>8</sub>	1.000	36 <sup>5</sup> / <sub>8</sub>
					Youngstown, Ohio	1.200	40	1.100	40
					Foremen	1.350	40	1.350	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

		ROOFERS, SLATE AND TILE									
City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938			
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		
Atlanta, Ga.	\$1.000	40	\$1.000	40	Moline, Ill. (See Rock Island (Ill.) district.)						
Baltimore, Md.	1.375	40	1.250	40	Newark, N. J.	\$1.650	40	\$1.650	40		
Concrete pre-cast slate roofers	1.625	40			New Orleans, La.	1.000	40				
Birmingham, Ala. <sup>1</sup>	1.125	40	1.125	40	New York, N. Y.	1.860	35	1.860	35		
Boston, Mass. <sup>1</sup>	1.375	40	1.375	40	Speculative	1.600	35				
Pre-cast tile roofers	1.625	40	1.500	40	Oklahoma City, Okla.	.750	48	.750	48		
Buffalo, N. Y.	1.250	40	1.250	40	Omaha, Nebr.	1.050	44	1.050	44		
Charleston, S. C.	1.000	40	1.000	40	Peoria, Ill.	1.250	40	1.250	40		
Chicago, Ill.	1.750	40	1.750	40	Philadelphia, Pa.	1.375	40	1.375	40		
Cincinnati, Ohio	1.400	40	1.400	40	Pre-cast tile	1.500	40				
Cleveland, Ohio	1.625	40	1.625	40	Phoenix, Ariz. <sup>1</sup>	1.000	44	1.000	40		
Columbus, Ohio	1.000	40	1.000	40	Pittsburgh, Pa.	1.500	40	1.500	40		
Davenport, Iowa. (See Rock Island (Ill.) district.)					Portland, Oreg.	1.125	40	1.125	40		
Dayton, Ohio.	1.375	40	1.375	40	Providence, R. I.	1.150	40	1.150	40		
Denver, Colo.	1.350	35	1.350	35	Reading, Pa.	1.200	40				
Des Moines, Iowa	1.150	40	1.150	40	Rochester, N. Y.	1.100	40	1.100	40		
Detroit, Mich.	1.500	40	1.500	40	Rock Island (Ill.) district	1.250	40	1.250	40		
El Paso, Tex.	1.250	44			St. Louis, Mo.	1.750	40	1.750	40		
Grand Rapids, Mich. <sup>1</sup>	.900	40			St. Paul, Minn.	1.200	40	1.200	40		
Houston, Tex.	1.500	40	1.500	40	Salt Lake City, Utah.	.900	48				
Indianapolis, Ind. <sup>1</sup>	1.050	40			San Francisco, Calif.	1.210	40	1.210	40		
Jackson, Miss.	1.000	44	1.000	44	Scranton, Pa.	1.125	40	1.125	40		
Jacksonville, Fla.	.750	40			Seattle, Wash.	1.250	30	1.250	30		
Kansas City, Mo.	1.250	40	1.250	40	South Bend, Ind.	1.250	40	1.150	40		
Los Angeles, Calif.	.875	40	.875	40	Spokane, Wash.	1.000	40				
Louisville, Ky.	1.000	40	1.000	40	Springfield, Mass.	1.375	40	1.375	40		
Memphis, Tenn.	1.125	44			Toledo, Ohio	1.250	40	1.250	40		
Milwaukee, Wis.	1.350	40	1.350	40	Residential	1.100	40	1.100	40		
Minneapolis, Minn.	1.200	40	1.200	40	Washington, D. C.	351.750	40	1.500	40		
					Youngstown, Ohio.	1.350	40	1.350	40		

SHEET-METAL WORKERS

Atlanta, Ga.	\$1.000	40	\$1.000	40	Madison, Wis.	\$1.200	40	\$1.100	40
Baltimore, Md.	1.375	40	1.375	40	Memphis, Tenn.	1.125	40	1.125	40
Birmingham, Ala. <sup>1</sup>	1.125	40	1.125	40	Milwaukee, Wis.	1.200	40	1.200	40
Boston, Mass. <sup>1</sup>	1.375	40	1.375	40	Minneapolis, Minn.	1.250	40	1.250	40
Buffalo, N. Y.	1.300	40	1.300	40	Moline, Ill. (See Rock Island (Ill.) district.)				
Butte, Mont.	1.500	40	1.500	40	Nashville, Tenn.	1.000	40	1.000	40
Charleston, S. C.	1.000	40	1.000	40	Newark, N. J.:				
Charleston, W. Va.	1.125	40	1.125	40	Union A.	1.650	40	1.650	40
Chicago, Ill.	1.700	40	1.700	40	Union B.	1.300	40	1.300	40
Cincinnati, Ohio	1.375	40	1.375	40	New Haven, Conn.	1.250	40	1.250	40
Cleveland, Ohio	1.375	40	1.375	40	New Orleans, La.	1.000	40	.900	40
Columbus, Ohio	1.150	40	1.150	40	New York, N. Y.	1.850	35	1.750	35
Dallas, Tex.	1.500	40	1.375	40	Oklahoma City, Okla.	1.250	40	1.250	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Omaha, Nebr.	1.000	40	1.000	40
Dayton, Ohio.	1.375	40	1.375	40	Peoria, Ill.	1.375	40	1.375	40
Denver, Colo.	1.430	35	1.430	35	Philadelphia, Pa.	1.375	40	1.375	40
Des Moines, Iowa	1.375	40	1.375	40	Residential	1.250	40	1.250	40
Detroit, Mich.	1.250	40	1.250	40	Pittsburgh, Pa.	1.500	40	1.500	40
Duluth, Minn.	1.100	40	1.100	40	Portland, Oreg.	1.200	40	1.200	40
El Paso, Tex.	1.250	40	1.250	40	Providence, R. I.	1.150	40	1.150	40
Grand Rapids, Mich.	.900	40	.800	40	Reading, Pa.	1.250	40		
Houston, Tex.	1.500	40	1.500	40	Rochester, N. Y.	1.300	40	1.200	40
Indianapolis, Ind.	1.340	40	1.325	40	Rock Island (Ill.) district.	1.175	40	1.175	40
Jackson, Miss. <sup>1</sup>	1.000	44	1.000	44	St. Louis, Mo.	1.500	40	1.500	40
Jacksonville, Fla. <sup>1</sup>	.900	40			St. Paul, Minn.	1.250	40	1.250	40
Kansas City, Mo.	1.500	40	1.500	40	Salt Lake City, Utah.	1.100	35	1.100	35
Los Angeles, Calif.	1.125	40	1.125	40	San Antonio, Tex.	1.250	40	1.250	40
Louisville, Ky.	1.000	40	1.000	40	San Francisco, Calif.	1.250	40	1.250	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

## SHEET-METAL WORKERS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Scranton, Pa.	\$1.125	40	\$1.125	40	Toledo, Ohio	\$1.250	40	\$1.250	40
Seattle, Wash.	1.375	30	1.375	30	Washington, D. C.	1.500	40	1.500	40
South Bend, Ind.	1.250	40	1.125	40	Wichita, Kans.	1.050	40	1.000	40
Spokane, Wash.	1.250	40	1.250	35	York, Pa.	1.000	40	1.000	40
Springfield, Mass.	1.375	40	1.375	40	Youngstown, Ohio	1.375	40	1.375	40

## SIGN PAINTERS

Atlanta, Ga.	\$1.000	44	\$1.000	44	Nashville, Tenn.	\$1.125	40	\$1.125	40
Baltimore, Md.	1.125	40	1.125	40	Newark, N. J.	1.250	40	1.250	40
Birmingham, Ala.	1.375	40	1.371	35	New Orleans, La.	1.250	40	1.250	40
Boston, Mass.	1.250	40	1.250	40	New York, N. Y.	1.729	35	1.729	35
Buffalo, N. Y.	1.250	40	1.250	40	Outside work	2.310	35	2.310	35
Butte, Mont.	1.375	40	1.375	40	Norfolk, Va.	1.000	40	1.000	40
Charleston, W. Va.	1.125	40	1.125	40	Oklahoma City, Okla.	1.000	40	1.000	40
Chicago, Ill.	1.875	40	1.875	40	Omaha, Nebr.:				
Cincinnati, Ohio	1.250	44	1.250	44	Bulletin work	1.000	40	1.000	40
Cleveland, Ohio	1.575	40	1.575	40	Pictorial work	1.250	40	1.250	40
Columbus, Ohio	1.250	40	1.250	40	Peoria, Ill.	1.300	40	1.250	40
Dallas, Tex.	1.250	44	1.250	44	Philadelphia, Pa.	1.250	40	1.250	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Outside work	1.450	40	1.450	40
Dayton, Ohio	1.500	40	1.500	40	Pittsburgh, Pa.	1.650	40	1.650	40
Denver, Colo.	1.430	35	1.430	35	Portland, Ore.	1.375	40	1.375	40
Des Moines, Iowa	1.125	40	1.125	40	Providence, R. I.	1.000	40	1.000	40
Detroit, Mich.	1.350	40	1.350	40	Reading, Pa.	1.000	40	1.000	40
Duluth, Minn.	1.250	40	1.250	40	Richmond, Va.	1.260	40	1.260	40
El Paso, Tex.	1.250	44	1.250	44	Rochester, N. Y.	1.375	40	1.375	40
Erie, Pa.	1.050	40	1.050	40	Rock Island (Ill.) district.	1.250	40	1.250	40
Grand Rapids, Mich.	1.250	40	1.250	40	St. Louis, Mo.	1.650	40	1.650	40
Houston, Tex.	1.500	40	1.500	40	St. Paul, Minn.	1.500	40	1.500	40
Indianapolis, Ind.	\$1.250	40	1.250	40	Salt Lake City, Utah	1.000	40	1.000	40
Jacksonville, Fla.	1.000	44	1.000	44	San Antonio, Tex.	1.063	44	1.063	44
Kansas City, Mo.	1.500	40	1.500	40	San Francisco, Calif.	1.714	35	1.714	35
Los Angeles, Calif.	1.125	35	1.125	40	Scranton, Pa.	1.125	40	1.125	40
Outside work	1.350	35	1.350	40	Seattle, Wash.	1.600	35	1.500	30
Louisville, Ky.	1.125	40	1.125	40	South Bend, Ind.	1.900	40	1.000	44
Manchester, N. H.	.900	40	.900	40	Spokane, Wash.	1.250	35	1.250	35
Memphis, Tenn.	1.250	40	1.250	40	Springfield, Mass.	1.375	44	1.375	44
Milwaukee, Wis.	1.400	40	1.400	40	Toledo, Ohio	1.375	40	1.375	40
Minneapolis, Minn.	1.500	40	1.500	40	Washington, D. C.	1.500	40	1.500	40
Moline, Ill. (See Rock Island (Ill.) district.)					Wichita, Kans.	1.000	44	.800	44
					Worcester, Mass.	1.000	40	1.000	40
					Youngstown, Ohio	1.250	40	1.250	40

## STEAM AND SPRINKLER FITTERS

Atlanta, Ga.	\$1.250	40	\$1.250	40	Cleveland, Ohio	\$1.500	40	\$1.500	40
Baltimore, Md.	1.375	40	1.250	40	Sprinkler fitters	1.375	40	1.250	40
Sprinkler fitters	1.375	40	1.125	40	Refrigeration installation	1.500	40	1.500	40
Birmingham, Ala.	1.500	40	1.500	40	Refrigeration service	1.100	40	1.100	40
Boston, Mass.	1.500	40	1.500	40	Columbus, Ohio	1.375	40	1.375	40
Sprinkler fitters	1.375	40	1.250	40	Dallas, Tex.	1.500	40	1.500	44
Buffalo, N. Y.	1.375	40	1.375	40	Davenport, Iowa. (See Rock Island (Ill.) district.)				
Sprinkler fitters	1.375	40	1.250	40	Dayton, Ohio	1.400	40	1.400	40
Butte, Mont.	2.000	30	2.000	30	Denver, Colo.	1.430	35	1.430	35
Charleston, S. C.	1.000	40	1.000	40	Des Moines, Iowa	1.375	40	1.375	40
Charleston, W. Va.	1.250	40	1.250	40	Detroit, Mich.	1.500	40	1.500	14 32
Charlotte, N. C.	1.250	40	1.250	44	Duluth, Minn.	1.250	40	1.250	40
Chicago, Ill.	1.700	40	1.700	40	El Paso, Tex.	1.500	40	1.500	40
Sprinkler fitters	1.700	40	1.700	40					
Cincinnati, Ohio	1.500	40	1.500	40					

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

STEAM AND SPRINKLER FITTERS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Erie, Pa.	\$1.250	40	\$1.250	40	Portland, Maine	\$1.250	40	\$1.250	40
Grand Rapids, Mich.	1.250	40	1.000	44	Portland, Ore.	1.500	30	1.500	30
Houston, Tex.	1.500	40	1.500	40	Refrigeration fitters.	1.375	30	1.375	30
Indianapolis, Ind.	1.500	40	1.500	40	Oil fitters.	1.000	40	1.000	40
Jackson, Miss.	1.250	40	1.250	40	Providence, R. I.	1.375	40	1.375	40
Jacksonville, Fla.	1.250	40	1.250	40	Sprinkler fitters.	1.375	40	1.250	40
Kansas City, Mo.	1.500	40	1.500	40	Reading, Pa.	1.200	40	1.200	40
Sprinkler fitters.	1.375	40	1.250	40	Richmond, Va.	1.000	40	1.000	44
Little Rock, Ark.	1.000	40	1.000	40	Rochester, N. Y.	1.375	40	1.375	40
Los Angeles, Calif.	1.375	40	1.250	40	Rock Island (Ill.) district.	1.375	40	1.375	40
Louisville, Ky.	1.375	40	1.375	40	St. Louis, Mo.	1.625	40	1.625	40
Madison, Wis. <sup>1</sup>	1.300	40	1.300	40	Sprinkler fitters.	1.500	40	1.375	40
Manchester, N. H.	1.250	40	1.250	40	St. Paul, Minn.	1.375	40	1.375	40
Memphis, Tenn.	1.375	40	1.375	40	Sprinkler fitters.	1.375	40	1.250	40
Milwaukee, Wis.	1.350	40	1.350	40	Salt Lake City, Utah.	1.200	40	1.200	40
Sprinkler fitters.	1.375	40	1.250	40	San Antonio, Tex.	1.500	40	1.500	40
Minneapolis, Minn.	1.375	37 35	1.375	37 35	San Francisco, Calif.	1.375	40	1.375	40
Sprinkler fitters.	1.375	40	1.250	40	Sprinkler fitters.	1.375	40	1.250	40
Moline, Ill. (See Rock Island (Ill.) district.)					Refrigeration fitters, high pressure.	1.375	40	1.375	40
Nashville, Tenn. <sup>1</sup>	1.250	40	1.250	40	Refrigeration fitters, low pressure.	1.100	44	1.100	44
Newark, N. J.	1.650	40	1.650	40	Oil burner fitters.	1.000	44	1.000	44
Sprinkler fitters.	1.375	40	1.250	40	Scranton, Pa.	1.200	40	1.200	40
New Haven, Conn. <sup>1</sup>	1.125	40	1.125	40	Seattle, Wash.	1.500	30	1.500	30
New Orleans, La.	1.375	40	1.250	40	South Bend, Ind.	1.250	40	1.250	40
New York, N. Y.	2.000	30	2.000	30	Spokane, Wash.	1.400	35	1.400	35
Alterations <sup>1</sup>	1.250	40	1.125	40	Springfield, Mass.	1.375	40	1.375	40
Norfolk, Va.	1.100	40	1.100	40	Toledo, Ohio.	1.500	40	1.500	40
Oklahoma City, Okla.	1.250	40	1.250	40	Washington, D. C. <sup>1</sup>	1.650	40	1.650	40
Omaha, Nebr.	1.250	40	1.250	40	Sprinkler fitters.	1.375	40	1.250	40
Peoria, Ill.	1.375	40	1.375	40	Refrigeration and oil burner fitters.	1.000	40	1.000	40
Philadelphia, Pa.	1.440	35	1.440	35	Wichita, Kans.	1.000	44	---	---
Residential.	1.150	40	1.150	40	Worcester, Mass.	1.200	40	1.200	40
Sprinkler fitters.	1.375	40	1.250	44	York, Pa.	.900	40	1.850	40
Phoenix, Ariz.	1.250	44	1.250	44	Youngstown, Ohio.	1.500	40	1.500	40
Pittsburgh, Pa.	1.700	40	1.700	40					
Sprinkler fitters.	1.375	40	1.250	40					

STONE CUTTERS

Boston, Mass.	\$1.350	40	\$1.350	40	Kansas City, Mo.	\$1.250	40	\$1.250	40
Inside work.	1.175	40	1.175	40	Inside work.	1.125	40	1.125	40
Carvers.	1.440	40	1.440	40	Planermen.	.800	40	.800	40
Buffalo, N. Y.	1.250	40	1.250	40	Carvers.	1.500	40	1.500	40
Carvers and scaffold cutters.	1.500	40	1.500	40	Little Rock, Ark.	1.000	44	1.000	40
Chicago, Ill.	1.200	40	1.200	40	Milwaukee, Wis.	1.450	40	1.450	40
Carvers.	1.400	40	1.400	40	Inside work.	1.250	40	1.250	40
Planermen.	.940	40	.940	40	Machine men.	1.000	40	1.000	40
Cincinnati, Ohio.	1.250	40	1.250	40	Minneapolis, Minn.	1.375	40	1.375	40
Carvers.	1.375	40	1.375	40	Carvers.	1.500	40	1.500	40
Planermen.	1.000	40	1.000	40	Inside work:				
Cleveland, Ohio.	381.375	40	1.375	40	Cutters.	1.250	40	1.250	40
Inside work.	1.250	40	1.250	40	Carvers.	1.375	40	1.375	40
Columbus, Ohio.	1.250	40	1.250	40	Machine men.	.800	40	.800	40
Dallas, Tex.	1.125	44	1.125	44	Moline, Ill. (See Rock Island (Ill.) district.)				
Planermen.	.900	44	.900	44	Newark, N. J.	1.688	40	1.688	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Machine men.	1.563	40	1.563	40
Denver, Colo.	1.250	35	1.250	35	New Haven, Conn.	1.350	40	---	---
Detroit, Mich.	1.275	40	1.250	40	Inside work.	1.200	40	---	---
Carvers.	1.525	40	1.500	40	New Orleans, La.	1.500	40	---	---
Planermen.	1.025	40	1.000	40	New York, N. Y.	1.929	35	1.929	34
Houston, Tex.	1.125	44	1.125	44	Inside work.	1.688	40	1.688	40
Planermen.	.900	44	.900	44	Planermen.	1.563	40	1.563	40
					Peoria, Ill.	1.000	40	1.000	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

City		June 1, 1939		June 1, 1938		City		June 1, 1939		June 1, 1938	
		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week			Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Philadelphia, Pa.		\$1.250	40	\$1.250	40	Salt Lake City, Utah		\$1.250	40	\$1.100	40
Inside work		1.000	40	1.000	40	Scranton, Pa.		1.500	40	1.500	40
Planermen		.800	40	.800	40	Carvers		1.750	40	1.750	40
Carvers		1.500	35	1.500	35	Planermen		1.250	40	1.250	40
Phoenix, Ariz.		1.250	44	1.250	40	Toledo, Ohio		1.250	40	1.250	40
Pittsburgh, Pa.		1.625	40	1.625	40	Planermen		1.000	40	1.000	40
Carvers		2.000	40	2.000	40	Washington, D. C.		1.500	40	1.500	40
Reading, Pa.		1.125	40	1.125	40	Inside work		1.125	40	1.125	40
Rock Island (Ill.) district		1.250	40			Planermen		.975	40	.975	40
St. Louis, Mo.		1.125	40	1.000	40	Carvers:					
Carvers		1.375	40	1.250	40	Outside		1.750	40	1.750	40
St. Paul, Minn.		1.375	40	1.375	40	Inside		1.375	40	1.375	40
Carvers		1.500	40	1.500	40	Wichita, Kans.		1.000	44	1.000	44
Inside work:						Machine men		.800	44	.800	44
Cutters		1.250	40	1.250	40	Youngstown, Ohio		1.375	40		
Carvers		1.375	40	1.375	40						
Machine men		.800	40	.800	40						

## STONE MASONS

Atlanta, Ga.		\$1.250	40	\$1.250	40	Newark, N. J.		\$1.813	40	\$1.813	40
Baltimore, Md.		1.500	40	1.500	40	New Haven, Conn.		1.375	40	1.375	40
Birmingham, Ala.		1.500	40	1.500	40	New Orleans, La.		1.500	40	1.250	40
Boston, Mass.		1.500	40	1.500	40	New York, N. Y.		1.957	35	1.957	35
Buffalo, N. Y.		1.500	40	1.500	40	All other masonry (hammer dressed and better).		1.886	35	1.828	35
Butte, Mont.		1.625	30	1.625	30	Rough masonry (cellar work)		1.716	35	1.716	35
Charleston, S. C.		1.000	44	1.000	44	Norfolk, Va.		1.375	40	1.375	40
Charleston, S. Va.		1.500	40	1.500	40	Oklahoma City, Okla.		1.500	40	1.500	40
Charlotte, N. C.		1.250	44	1.250	44	Peoria, Ill.		1.625	30	1.625	40
Chicago, Ill.		1.700	40	1.700	40	Philadelphia, Pa.		1.500	40	1.500	40
Cincinnati, Ohio		1.500	40	1.500	40	Rubble masons		1.250	40	1.250	40
Cleveland, Ohio		1.625	40	1.625	40	Phoenix, Ariz.		1.250	40	1.250	40
Columbus, Ohio		1.450	40	1.375	40	Pittsburgh, Pa.		1.625	40	1.625	40
Cement blockmen		1.563	40	1.375	40	Portland, Maine		1.250	40	1.250	40
Dallas, Tex.		1.500	40	1.500	40	Providence, R. I.		1.500	40	1.500	40
Dayton, Ohio		1.650	40	1.650	35	Reading, Pa.		1.275	40	1.375	40
Denver, Colo.		1.650	35	1.500	35	Richmond, Va.		1.500	40	1.500	40
Des Moines, Iowa		1.600	40	1.600	40	Rochester, N. Y.		1.500	40	1.375	40
Detroit, Mich.		1.500	40	1.500	40	St. Louis, Mo.		1.250	40	1.250	40
Duluth, Minn.		1.250	40	1.250	40	St. Paul, Minn.		1.375	40	1.375	40
Erie, Pa.		1.500	40	1.500	40	San Antonio, Tex.		1.500	40	1.500	40
Grand Rapids, Mich.		1.500	40	1.500	40	San Francisco, Calif.		1.750	30	1.750	30
Houston, Tex.		1.500	40	1.500	40	Scranton, Pa.		1.500	40	1.500	40
Indianapolis, Ind.		1.600	40	1.600	40	Seattle, Wash.		1.600	30	1.600	30
Jacksonville, Fla.		1.250	44	1.000	44	South Bend, Ind.		1.500	40	1.500	40
Kansas City, Mo.		1.375	40	1.375	40	Spokane, Wash.		1.500	35	1.500	35
Little Rock, Ark.		1.500	40			Springfield, Mass.		1.625	40	1.625	40
Los Angeles, Calif.		1.250	40	1.250	40	Toledo, Ohio		1.625	40	1.625	40
Louisville, Ky.		1.500	40	1.500	40	Washington, D. C.		1.750	40	1.750	40
Madison, Wis.		1.375	40	1.375	40	Worcester, Mass.		1.500	40	1.500	40
Manchester, N. H.		1.500	40	1.500	40	York, Pa.		1.000	40	1.000	40
Memphis, Tenn.		1.625	40	1.625	40	Youngstown, Ohio		1.500	40	1.500	40
Milwaukee, Wis.		1.450	40	1.450	40						
Minneapolis, Minn.		1.375	40	1.375	40						
Nashville, Tenn.		1.500	40	1.500	40						

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

STRUCTURAL-IRON WORKERS 35

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Atlanta, Ga.	\$1.375	40	\$1.375	40	Nashville, Tenn.	\$1.250	40	\$1.250	40
Baltimore, Md.	1.650	40	1.500	40	Newark, N. J.	2.000	40	2.000	40
Birmingham, Ala.	1.375	40	1.375	40	New Haven, Conn.	1.650	40	1.650	40
Boston, Mass.	1.500	40	1.500	40	New Orleans, La.	1.375	40	1.375	40
Buffalo, N. Y.	1.500	40	1.500	40	New York, N. Y.	1.925	40	1.925	40
Butte, Mont.	1.500	40	1.500	40	Finishers.	1.750	35	1.750	35
Charleston, S. C.	1.250	40	—	—	Norfolk, Va.	1.250	40	1.250	40
Charleston, W. Va.	1.375	40	1.375	40	Oklahoma City, Okla.	1.250	44	1.250	44
Chicago, Ill.	1.700	40	1.700	40	Omaha, Nebr.	1.250	40	1.250	40
Finishers.	1.700	40	1.625	40	Peoria, Ill.	1.500	40	1.375	40
Cincinnati, Ohio.	1.525	40	1.525	40	Philadelphia, Pa.	1.650	40	1.650	40
Cleveland, Ohio.	1.625	40	1.625	40	Phoenix, Ariz.	1.375	40	1.250	40
Columbus, Ohio.	1.375	40	1.375	40	Pittsburgh, Pa.	1.500	40	1.500	40
Dallas, Tex.	1.250	40	1.250	40	Portland, Maine	1.250	40	1.250	40
Davenport, Iowa. (See	—	—	—	—	Portland, Oreg.	1.375	40	1.375	40
Rock Island (Ill.) district.)	—	—	—	—	Providence, R. I.	1.500	40	1.500	40
Dayton, Ohio.	1.500	40	1.500	40	Reading, Pa.	1.500	40	1.500	40
Denver, Colo.	1.430	35	1.430	35	Richmond, Va.	1.500	40	1.500	40
Des Moines, Iowa.	1.375	40	1.375	40	Rochester, N. Y. <sup>1</sup>	1.440	40	1.375	40
Detroit, Mich.	1.625	40	1.500	40	Rock Island (Ill.) district.	1.300	40	1.300	40
Duluth, Minn.	1.500	40	1.500	40	St. Louis, Mo.	1.750	40	1.750	40
El Paso, Tex.	1.250	44	1.250	44	St. Paul, Minn.	1.500	40	1.500	40
Erie, Pa.	1.500	40	1.250	40	Salt Lake City, Utah.	1.250	40	1.250	40
Grand Rapids, Mich.	1.500	40	1.500	40	San Antonio, Tex. <sup>1</sup>	1.250	40	1.250	40
Houston, Tex.	1.375	40	1.375	40	San Francisco, Calif.	1.600	40	1.500	40
Indianapolis, Ind.	1.550	40	1.550	40	Finishers:	—	—	—	—
Jackson, Miss.	1.250	40	1.250	40	Union A.	1.313	40	1.250	40
Jacksonville, Fla.	1.250	40	—	—	Union B.	1.250	40	1.250	40
Kansas City, Mo.	1.500	40	1.500	40	Scranton, Pa.	1.500	40	1.500	40
Little Rock, Ark.	1.250	40	1.000	44	Seattle, Wash.	1.500	30	1.500	30
Los Angeles, Calif.	1.375	40	1.375	40	Finishers.	1.350	30	1.350	30
Finishers.	1.250	40	1.250	40	South Bend, Ind.	1.500	40	1.500	40
Louisville, Ky.	1.500	40	1.500	40	Spokane, Wash.	1.500	35	1.500	35
Madison, Wis.	1.375	40	1.375	40	Springfield, Mass.	1.375	40	1.375	40
Manchester, N. H. <sup>1</sup>	1.375	40	1.250	40	Toledo, Ohio.	1.625	40	1.625	40
Memphis, Tenn.	1.250	40	1.250	40	Washington, D. C.	2.000	30	2.000	30
Milwaukee, Wis.	1.375	40	1.375	40	Wichita, Kans.	1.250	40	—	—
Minneapolis, Minn.	1.500	40	1.500	40	Worcester, Mass.	1.500	40	1.500	40
Moline, Ill. (See Rock	—	—	—	—	Youngstown, Ohio.	1.500	40	1.500	40
Island (Ill.) district.)	—	—	—	—					

TILE LAYERS

Atlanta, Ga.	\$1.250	40	\$1.250	40	Grand Rapids, Mich.	\$1.250	40	\$1.250	40
Baltimore, Md.	1.250	40	1.250	40	Houston, Tex.	1.375	40	1.375	40
Birmingham, Ala.	1.250	40	1.250	40	Indianapolis, Ind.	1.500	40	1.375	40
Boston, Mass.	1.500	40	1.500	40	Jackson, Miss.	1.250	44	1.250	44
Buffalo, N. Y.	1.250	40	1.250	40	Jacksonville, Fla.	1.250	44	1.250	44
Butte, Mont.	1.625	30	1.625	30	Kansas City, Mo.	1.250	40	1.250	40
Charleston, S. C.	1.000	44	1.000	44	Little Rock, Ark.	1.500	40	—	—
Charleston, W. Va.	1.250	40	1.250	40	Los Angeles, Calif.	1.250	40	1.250	40
Charlotte, N. C.	1.250	44	1.250	44	Louisville, Ky.	1.250	40	1.250	40
Chicago, Ill.	1.625	40	1.625	40	Madison, Wis.	1.375	40	1.375	40
Cincinnati, Ohio.	1.375	40	1.375	40	Memphis, Tenn.	1.250	40	1.250	40
Cleveland, Ohio.	1.500	40	1.500	40	Milwaukee, Wis.	1.375	40	1.375	40
Columbus, Ohio.	1.250	40	1.250	40	Minneapolis, Minn.	1.325	40	1.325	40
Dallas, Tex.	1.500	40	1.500	40	Moline, Ill. (See Rock	—	—	—	—
Davenport, Iowa. (See	—	—	—	—	Island (Ill.) district.)	—	—	—	—
Rock Island (Ill.) district.)	—	—	—	—	Nashville, Tenn.	1.250	40	1.250	40
Dayton, Ohio.	1.500	40	1.500	40	Newark, N. J.	1.688	40	1.688	40
Denver, Colo.	1.500	35	1.500	35	New Haven, Conn.	1.375	40	1.375	40
Des Moines, Iowa.	1.250	40	1.250	40	New Orleans, La.	1.250	40	1.250	40
Detroit, Mich.	1.500	40	1.500	40	New York, N. Y.	1.688	40	1.688	40
Duluth, Minn.	1.250	40	1.250	40	Oklahoma City, Okla.	1.250	40	1.250	40
El Paso, Tex.	1.500	40	1.500	40	Omaha, Nebr.	1.250	40	1.250	40
Erie, Pa.	1.375	40	1.250	40	Peoria, Ill.	1.500	40	1.500	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

## TILE LAYERS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Philadelphia, Pa.	\$1.400	40	\$1.400	40	Salt Lake City, Utah	\$1.125	40	\$1.125	40
Residential	1.120	40			San Antonio, Tex.	1.250	40	1.250	40
Phoenix, Ariz.	1.500	40	1.500	40	San Francisco, Calif.	1.375	40	1.375	40
Pittsburgh, Pa.	1.500	40	1.500	40	Scranton, Pa.	1.425	40	1.425	40
Portland, Maine	1.250	40	1.250	40	Seattle, Wash.	1.350	30	1.350	30
Portland, Oreg.	1.250	40	1.250	40	South Bend, Ind.	1.500	40	1.500	40
Providence, R. I.	1.500	40	1.500	40	Spokane, Wash.	1.500	35	1.500	35
Reading, Pa.	1.375	40	1.375	40	Springfield, Mass.	1.625	40	1.625	40
Richmond, Va.	1.250	40			Toledo, Ohio	1.600	40	1.500	40
Rochester, N. Y.	1.320	40	1.320	40	Washington, D. C. <sup>20</sup>	1.500	40	1.500	40
Rock Island (Ill.) district	1.250	40	1.250	40	Worcester, Mass.	1.500	40	1.500	40
St. Louis, Mo.	1.500	40	1.500	40	Youngstown, Ohio	1.250	40	1.250	40
St. Paul, Minn.	1.325	40	1.325	40					

## BUILDING LABORERS

Atlanta, Ga.:					Moline, Ill. (See Rock Island (Ill.) district.)				
Class A	\$0.500	44	\$0.500	44	Nashville, Tenn.	\$0.400	40	\$0.400	40
Class B	.400	44	.400	44	Newark, N. J.	1.125	40	1.125	40
Baltimore, Md.	.563	40	.500	40	New Haven, Conn.	.750	40	.750	40
Birmingham, Ala.	.450	40	.500	40	New Orleans, La.	.500	44	.500	44
Boston, Mass.	.850	40	.850	40	New York, N. Y.:				
Buffalo, N. Y.	.650	40	.650	40	Cement and concrete workers	1.143	35	1.143	35
Butte, Mont.	.800	48	.800	48	Excavating:				
Concrete laborers	1.333	30	1.333	30	Building construction	1.031	40	1.031	40
Charleston, W. Va.	.500	10	40		Heavy construction	.875	40	.875	40
Chicago, Ill.	1.025	40	1.025	40	Staten Island	1.025	40	1.025	40
Cement workers	1.025	44	1.025	44	Oklahoma City, Okla.	.500	44	.500	44
Cincinnati, Ohio	.750	40	.750	40	Peoria, Ill.	.875	40	.825	40
Cleveland, Ohio	.900	40	.900	40	Philadelphia, Pa. <sup>1</sup>	.600	44	.600	44
Columbus, Ohio	.550	40	.500	40	Phoenix, Ariz.	.750	40	.750	40
Dallas, Tex.	.500	40	.500	40	Unskilled	.625	49	.625	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Pittsburgh, Pa.	.800	40	.800	40
Dayton, Ohio.	.600	44	.550	44	Excavating work	.700	40	.700	40
Denver, Colo.	.714	35	.714	35	Portland, Maine:				
Des Moines, Iowa	.750	40	.725	40	Skilled	.600	40	.600	40
Detroit, Mich.	.700	44	.700	44	Common	.500	40	.500	40
Duluth, Minn.	.600	44	.600	44	Portland, Oreg.	.750	40	.750	40
Public building work	.625	44			Providence, R. I.	.600	40	.600	40
El Paso, Tex.:					Reading, Pa.	.600	40	.600	40
Service laborers	.500	48			Rochester, N. Y.	.700	40	.650	40
General laborers	.400	48			Rock Island (Ill.) district	.700	40	.650	45
Erie, Pa.	.575	40			St. Louis, Mo.	.875	40	.875	40
Grand Rapids, Mich.	.500	49	.500	49	St. Paul, Minn.	.750	40	.750	40
Houston, Tex.	.500	40			Salt Lake City, Utah	.650	40	.650	40
Indianapolis, Ind.	.700	40	.625	40	San Antonio, Tex.	.500	44	.500	44
Jackson, Miss.	.400	44	.400	44	San Francisco, Calif.	.810	40	.810	40
Jacksonville, Fla.	.400	44	.400	44	Scranton, Pa.	.700	40	.700	40
Kansas City, Mo.	.850	40	.850	40	Seattle, Wash.	.900	30	.900	30
Los Angeles, Calif.	.625	44	.625	44	South Bend, Ind.	.750	40	.750	40
Louisville, Ky.	.500	44	.500	44	Spokane, Wash.	.800	35	.800	35
Madison, Wis. <sup>1</sup>	.650	40	.650	40	Springfield, Mass.	.560	40	.560	40
Manchester, N. H.	.625	40	.625	40	Toledo, Ohio	.750	44	.750	44
Memphis, Tenn.	.650	40	.625	40	Washington, D. C.	.700	10	.700	40
Milwaukee, Wis.	.850	40	.850	40	Worcester, Mass.	.700	40	.650	40
Minneapolis, Minn.	.850	40	.850	40	York, Pa.	.600	40		
					Youngstown, Ohio	.650	10	.650	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

COMPOSITION ROOFERS' HELPERS

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Baltimore, Md.	\$0.850	40	\$0.850	40	Rochester, N. Y.	\$0.600	40	\$0.600	40
Third hands or kettlemen	.700	40	.700	40	Kettlemen	.700	40	.700	40
Boston, Mass.	.900	40	.900	40	Rock Island (Ill.) district	.750	40	.750	40
Buffalo, N. Y.	.850	40	.850	40	St. Louis, Mo.	.875	40	.875	40
Butte, Mont.	1.000	48	1.000	48	Salt Lake City, Utah	.650	48	.....	.....
Davenport, Iowa. (See Rock Island (Ill.) district.)	.....	.....	.....	.....	Kettlemen	.700	48	.....	.....
Denver, Colo.	.800	35	.800	35	Scranton, Pa.	.750	40	.750	40
Duluth, Minn. <sup>1</sup>	.600	40	.600	40	Seattle, Wash.	.900	35	.900	35
El Paso, Tex.	.600	44	.....	.....	Spokane, Wash.	.800	40	.....	.....
Indianapolis, Ind. <sup>1</sup>	.800	40	.750	40	Toledo, Ohio	1.000	40	1.000	40
Kansas City, Mo.	.750	40	.750	40	Kettlemen	.900	40	.900	40
Los Angeles, Calif.	.750	40	.750	40	Washington, D. C.	.650	40	.650	40
Moline, Ill. (See Rock Island (Ill.) district.)	.....	.....	.....	.....	Kettlemen	.800	40	.800	40
Oklahoma City, Okla.	.600	48	.600	48	Wichita, Kans.	40.750	36 <sup>3</sup> / <sub>8</sub>	.500	36 <sup>3</sup> / <sub>8</sub>
Philadelphia, Pa.	.600	40	.600	40	York, Pa.	.650	40	.....	.....
Phoenix, Ariz.: <sup>1</sup>	.750	44	.....	.....	Youngstown, Ohio	.850	40	.850	40
On roof	.625	44	.....	.....	Kettlemen	.900	40	.900	40
On ground	.....	.....	.....	.....					

ELEVATOR CONSTRUCTORS' HELPERS

Atlanta, Ga.	\$0.875	40	\$0.875	40	Minneapolis, Minn.	\$0.970	40	\$0.970	40
Maintenance	.788	44	.788	44	Maintenance	.870	44	.870	44
Baltimore, Md.	.980	40	.980	40	Moline, Ill. (See Rock Island (Ill.) district.)	.....	.....	.....	.....
Birmingham, Ala.	.945	40	.945	40	Nashville, Tenn.	.910	40	.910	40
Maintenance	.850	44	.850	44	Maintenance	.819	40	.819	40
Boston, Mass.	1.068	40	1.068	40	Newark, N. J.	1.350	35	1.250	40
Maintenance	.963	44	.963	44	New Haven, Conn.	1.050	40	1.050	40
Buffalo, N. Y. <sup>1</sup>	1.000	40	1.000	40	New Orleans, La.	.910	44	.910	44
Butte, Mont.	1.070	44	1.070	44	Maintenance	.820	44	.820	44
Charleston, W. Va.	.910	40	.910	40	New York, N. Y.	1.350	35	1.250	40
Chicago, Ill.	1.190	40	1.190	40	Norfolk, Va.	.840	44	.790	44
Maintenance	1.070	44	1.070	44	Maintenance	.760	44	.720	44
Cincinnati, Ohio	1.080	40	1.080	40	Oklahoma City, Okla.	.945	40	.945	40
Cleveland, Ohio	1.120	40	1.120	40	Maintenance	.845	44	.845	44
Columbus, Ohio	1.010	40	1.010	40	Omaha, Nebr.	.880	40	.880	40
Dallas, Tex.	1.000	40	1.000	40	Maintenance	.790	40	.790	40
Maintenance	.900	44	.900	44	Peoria, Ill.	.990	40	.990	40
Davenport, Iowa. (See Rock Island (Ill.) district.)	.....	.....	.....	.....	Philadelphia, Pa. <sup>1</sup>	1.070	40	1.070	40
Dayton, Ohio	1.080	40	.....	.....	Repair <sup>1</sup>	1.070	44	1.070	44
Denver, Colo.	1.008	35	1.008	35	Maintenance <sup>1</sup>	.965	44	.965	44
Maintenance	.910	40	.910	40	Phoenix, Ariz.	1.000	40	1.000	40
Des Moines, Iowa.	.980	40	.980	40	Pittsburgh, Pa.	1.170	40	1.170	40
Detroit, Mich.	1.180	40	1.180	40	Portland, Maine	.840	40	.840	40
Maintenance	1.050	40	1.050	40	Portland, Oreg.	.980	40	.980	40
Duluth, Minn.	.875 <sup>10</sup>	40	.875	44	Maintenance	.882	40	.882	40
Erie, Pa.	.910	40	.910	40	Providence, R. I.	.990	40	.990	40
Grand Rapids, Mich.	.950	40	.950	40	Maintenance	.888	44	.888	44
Houston, Tex.	1.050	40	1.050	40	Reading, Pa.	.910	40	.910	40
Maintenance	.950	44	.950	44	Maintenance	.860	40	.860	40
Indianapolis, Ind.	1.080	40	1.080	40	Richmond, Va.	.875	40	.875	40
Jacksonville, Fla.	.840	44	.805	44	Rochester, N. Y. <sup>1</sup>	.960	40	.960	40
Maintenance	.750	44	.725	44	Rock Island (Ill.) district	.980	40	.980	40
Kansas City, Mo.	1.080	40	1.080	40	St. Louis, Mo.	1.140	40	1.140	40
Little Rock, Ark.	.840	44	.788	44	St. Paul, Minn.	.970	40	.970	40
Maintenance	.780	44	.710	44	Maintenance	.870	44	.870	44
Los Angeles, Calif.	.875	40	.875	40	San Antonio, Tex.	.945	40	.945	40
Louisville, Ky.	1.000	40	.980	40	Maintenance	.850	44	.850	44
Maintenance	.900	44	.....	.....	San Francisco, Calif.	1.092	40	1.050	40
Memphis, Tenn.	.990	40	.990	40	Scranton, Pa. <sup>1</sup>	.955	44	.955	44
Milwaukee, Wis.	.960	40	.960	40	Seattle, Wash.	1.078	30	1.078	30
Maintenance	.860	40	.860	40	Maintenance	.970	30	.970	30

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

## ELEVATOR CONSTRUCTORS' HELPERS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
South Bend, Ind.	\$0.900	40	\$0.900	40	Washington, D. C.	\$1.260	40	\$1.260	40
Maintenance	.900	44	.900	40	Wichita, Kans.	.810	40	.810	40
Spokane, Wash.	1.040	44	1.040	44	Worcester, Mass.	1.000	40	1.000	40
Springfield, Mass.	1.030	40	1.030	40	York, Pa.	.870	40	—	—
Toledo, Ohio	1.120	40	1.120	40	Youngstown, Ohio	1.050	40	1.050	40

## HOD CARRIERS (MASONS' TENDEES)

Atlanta, Ga.	\$0.500	44	\$0.500	44	Nashville, Tenn.	\$0.500	40	\$0.500	40
Baltimore, Md.	.813	40	.750	40	Newark, N. J.	1.125	40	1.125	40
Birmingham, Ala.	.500	40	.600	40	New Haven, Conn.	.750	40	.750	40
Bricklayers' tenders	.450	40	.500	40	New Orleans, La.	.675	44	.600	44
Boston, Mass.	.850	40	.850	40	New York, N. Y.	1.143	35	1.143	35
Buffalo, N. Y.	.700	40	.700	40	Stone masons' tenders	1.200	35	1.200	35
Mortar mixers	.750	40	.750	40	Oklahoma City, Okla.	.750	40	.700	40
Butte, Mont.	1.333	30	1.333	30	Peoria, Ill.	.875	40	.825	40
Charleston, W. Va.:					Philadelphia, Pa.	.700	44	.700	44
On mortar box	.625	10	.625	40	Phoenix, Ariz.	.750	40	.750	40
On wheelbarrow	.625	10	.500	40	Mortar mixers	1.000	40	—	—
Chicago, Ill.	1.025	40	1.025	40	Pittsburgh, Pa.	1.125	40	1.125	40
Cincinnati, Ohio	1.000	40	1.000	40	Portland, Maine	.700	40	.700	40
Cleveland, Ohio	.900	40	.900	40	Portland, Oreg.	1.125	40	1.125	40
Columbus, Ohio	.800	40	.800	40	Providence, R. I.	.700	40	.700	40
Dallas, Tex.	.500	40	.500	40	Reading, Pa.	.850	40	.850	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Richmond, Va.	.500	40	—	—
Dayton, Ohio	1.000	40	1.000	40	Rochester, N. Y.	.700	40	.650	40
Denver, Colo.	1.000	35	1.000	35	Rock Island (Ill.) district	.700	40	.650	45
Des Moines, Iowa	.775	40	.775	40	Mortar mixers	.900	40	.900	45
Detroit, Mich.	.800	44	.800	44	St. Louis, Mo.	1.000	40	1.000	40
Duluth, Minn.	1.000	40	1.000	40	St. Paul, Minn.	1.150	35	1.150	35
El Paso, Tex.	.600	48	—	—	Mortar mixers	.850	40	.850	40
Erie, Pa.	.675	40	—	—	Salt Lake City, Utah	1.000	40	1.000	40
Grand Rapids, Mich.	.600	49	.600	49	Brick wheeler	.900	40	.900	40
Houston, Tex.	.625	40	.625	40	San Antonio, Tex.	.600	40	.600	40
Indianapolis, Ind.	.950	40	.950	40	Bricklayers' tenders	.500	40	.450	40
Jackson, Miss.	.600	44	.600	44	San Francisco, Calif.	1.250	30	1.250	30
Jacksonville, Fla.	.500	44	.500	44	Scranton, Pa.	.700	40	.700	40
Kansas City, Mo.:					Seattle, Wash.	1.150	30	1.150	30
Union A.	1.000	40	1.000	40	South Bend, Ind.	.900	40	.900	40
Union B.	.900	40	.900	40	Bricklayers' and masons' helpers	.750	40	.750	40
Los Angeles, Calif.	.750	40	.750	40	Spokane, Wash.	1.167	35	—	—
Louisville, Ky.	.875	40	.875	40	Mortar mixers	1.100	35	1.100	35
Madison, Wis.	.650	40	.650	40	Springfield, Mass.	1.000	40	1.000	40
Mortar mixers	.800	40	.800	40	Toledo, Ohio	.800	40	.800	40
Manchester, N. H.	.800	40	.800	40	Mortar mixers	.850	40	.850	40
Memphis, Tenn.	.650	40	.625	40	Worcester, Mass.	.900	40	.900	40
Milwaukee, Wis.	.950	40	.950	40	York, Pa.	.850	40	—	—
Moline, Ill. (See Rock Island (Ill.) district.)					Youngstown, Ohio	.700	10	.700	40

## MARBLE SETTERS' HELPERS

Baltimore, Md.	\$0.750	40	\$0.750	40	Davenport, Iowa. (See Rock Island (Ill.) district.)				
Boston, Mass.	.950	40	.950	40	Dayton, Ohio	\$0.650	44	\$0.650	44
Buffalo, N. Y.	.750	40	.750	40	Denver, Colo.	.900	35	.900	35
Butte, Mont.	1.333	30	1.333	30	Des Moines, Iowa	.750	40	.725	40
Chicago, Ill.	1.125	40	1.125	40	Detroit, Mich.	1.000	40	.950	40
Cincinnati, Ohio	.800	40	.800	40	Duluth, Minn.	.700	40	—	—
Cleveland, Ohio	1.000	40	1.000	40	Erie, Pa.	.750	40	.750	40
Columbus, Ohio	.650	40	.650	40	Indianapolis, Ind.	.750	40	.750	40
Dallas, Tex.	.650	40	—	—					

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

MARBLE SETTERS' HELPERS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Kansas City, Mo.	\$0.910	40	\$0.910	40	Portland, Oreg.	\$0.750	40	\$0.750	40
Los Angeles, Calif.	.750	40	.750	40	Providence, R. I.	.925	40	.925	40
Louisville, Ky.	.600	40	.950	40	Reading, Pa.	.850	40	.850	40
Milwaukee, Wis.	.950	40	.950	40	Rochester, N. Y.	.750	40	.675	40
Minneapolis, Minn.	.850	40	.850	40	Rock Island (Ill.) district.	.750	40	.650	40
Moline, Ill. (See Rock Island (Ill.) district.)					St. Louis, Mo.	.825	40	.825	40
Newark, N. J.	1.306	40	1.306	40	St. Paul, Minn.	.750	40	.850	40
New Haven, Conn.	.875	40	.875	40	Salt Lake City, Utah.	.750	40	.750	40
New Orleans, La.	.900	40	.500	40	San Antonio, Tex.	.750	40		
New York, N. Y.	1.306	40	1.306	40	Scranton, Pa.	.925	40	.925	40
Oklahoma City, Okla.	.500	44			Seattle, Wash.	.900	30	.900	30
Omaha, Nebr.	.700	40	.700	40	Spokane, Wash.	.900	35	.900	35
Peoria, Ill.	.800	40	.800	40	Springfield, Mass.	.900	40	.900	40
Philadelphia, Pa.	1.000	40	1.000	40	Toledo, Ohio.	.800	40	.800	40
Phoenix, Ariz.	.875	40	.875	40	Washington, D. C.	.938	40	.938	40
Pittsburgh, Pa.	1.000	40	1.000	40	York, Pa.	.850	40		
					Youngstown, Ohio.	.900	40	.850	40

PLASTERERS' LABORERS

Atlanta, Ga.	\$0.500	44	\$0.500	44	New Haven, Conn.	\$0.750	40	\$0.750	40
Baltimore, Md.	.813	40	.750	40	New Orleans, La.	.750	44	.600	45
Birmingham, Ala.	.500	40	.500	40	New York, N. Y.:				
Boston, Mass.	1.100	30	1.100	30	Manhattan, Bronx, Richmond.	1.420	30	1.420	30
Buffalo, N. Y.	.700	40	.700	40	Brooklyn.	1.517	30	1.517	30
Butte, Mont.	1.333	30	1.333	30	Staten Island.	1.420	35	1.420	35
Charleston, W. Va.	.625	40			Queens:				
Chicago, Ill.	1.100	40	1.100	40	Commercial.	1.420	30	1.420	30
Cincinnati, Ohio.	1.000	40	1.000	40	Residential 1.	1.000	30	1.000	30
Cleveland, Ohio.	.900	40	.900	40	Oklahoma City, Okla.	.750	40	.700	40
Columbus, Ohio.	.800	40	.800	40	Peoria, Ill.	1.000	40	.925	40
Dallas, Tex.	1.500	40	.500	40	Philadelphia, Pa.:	1.150	1040	1.075	40
Davenport, Iowa. (See Rock Island (Ill.) district.)					Residential.	1.000	40	.875	40
Dayton, Ohio.	.600	44	.550	44	Phoenix, Ariz.	1.000	40	1.000	40
Denver, Colo.	1.000	35	1.000	35	Pittsburgh, Pa.	1.125	40	1.125	40
Des Moines, Iowa.	.900	40	.900	40	Portland, Maine.	.800	40	.800	40
Detroit, Mich.:					Portland, Oreg.	1.125	40	1.125	40
Union A.	1.000	40	1.000	40	Providence, R. I.	.900	40	.900	40
Union B.	.800	44	.800	44	Reading, Pa.	.850	40	.850	40
Duluth, Minn.	1.000	40	1.000	40	Rochester, N. Y.	.700	40	.650	40
El Paso, Tex.	.600	48			Rock Island (Ill.) district.	.900	40	.900	40
Erie, Pa.	.775	40	.850	40	St. Louis, Mo.	1.250	40	1.250	40
Indianapolis, Ind.	.950	40	.950	40	St. Paul, Minn.	1.150	35	1.150	35
Jacksonville, Fla.	.500	44	.500	44	Salt Lake City, Utah.	1.250	35	1.250	35
Kansas City, Mo.	1.000	40	1.000	40	San Antonio, Tex.	.600	40	.600	40
Los Angeles, Calif.	1.250	30	1.250	30	San Francisco, Calif.	1.400	30	1.400	30
Louisville, Ky.	.875	40	.875	40	Scranton, Pa.	.700	40	.700	40
Madison, Wis. <sup>1</sup>	.950	40	.900	40	Seattle, Wash.	1.150	30	1.150	30
Manchester, N. H.	.800	40	.800	40	South Bend, Ind.	.900	40	.900	40
Memphis, Tenn.	.650	40	.625	40	Spokane, Wash.	1.167	30	1.167	30
Milwaukee, Wis.	1.000	40	1.000	40	Springfield, Mass.	1.000	40	1.000	40
Minneapolis, Minn.	1.150	30	1.150	30	Toledo, Ohio.	.960	35	.900	40
Moline, Ill. (See Rock Island (Ill.) district.)					Washington, D. C.	1.050	30	1.050	30
Nashville, Tenn.	.500	40	.500	40	Worcester, Mass.	1.000	40	.900	40
Newark, N. J.	1.125	40	1.125	40	York, Pa.	.850	40		
					Youngstown, Ohio.	.800	40	.800	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

## PLUMBERS' LABORERS

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Birmingham, Ala.	\$0.500	40	\$0.500	40	Newark, N. J.	\$0.675	40	\$0.675	40
Buffalo, N. Y.	.600	40	.600	40	New Haven, Conn.	.650	40	.650	40
Charleston, W. Va.	.500	40	.500	40	New York, N. Y. <sup>1</sup>	1.167	30	1.167	30
Cleveland, Ohio	1.000	40	1.000	40	Alteration work <sup>1</sup>	.750	40	.625	40
Dallas, Tex.	.400	40	---	---	Residential work:				
Dayton, Ohio.	.600	44	.550	44	Staten Island	.857	35	.857	35
Denver, Colo.	1.000	35	1.000	35	Brooklyn and Queens	.750	40	.750	40
Des Moines, Iowa.	.750	40	.750	40	Oklahoma City, Okla.	.500	44	500	44
Duluth, Minn.	.700	44	---	---	Phoenix, Ariz.	.625	40	---	---
El Paso, Tex.	.500	48	---	---	Pittsburgh, Pa.	1.000	40	1.000	40
Houston, Tex.	.500	40	---	---	Portland, Ore.	.750	40	.750	40
Indianapolis, Ind.	.700	40	.625	40	Reading, Pa.	.750	40	.750	40
Kansas City, Mo.	.900	40	.900	40	Rochester, N. Y.	.700	40	.700	40
Madison, Wis. <sup>1</sup>	.650	40	.650	40	St. Louis, Mo.	1.000	40	1.000	40
Milwaukee, Wis.:					San Antonio, Tex.	.500	44	.450	44
First man	1.000	40	1.000	40	Scranton, Pa.	.700	40	.700	40
Second man	.900	40	.900	40	Seattle, Wash.	.900	30	.900	30
Minneapolis, Minn.:					York, Pa.	.750	40	---	---
Class A <sup>42</sup>	1.000	40	1.000	40					
Class B	.900	40	.900	40					

## STEAM AND SPRINKLER FITTERS' HELPERS

Baltimore, Md.	\$0.963	40	\$0.875	40	New York, N. Y.	\$1.500	30	\$1.500	30
Sprinkler fitters	.770	40	.725	40	Alteration work <sup>1</sup>	.750	40	.625	40
Boston, Mass.:					Oklahoma City, Okla.	.700	40	.700	40
Sprinkler fitters	.770	40	.750	40	Philadelphia, Pa.	.800	35	.800	35
Buffalo, N. Y.	.750	40	---	---	Residential work	.600	40	.600	40
Sprinkler fitters	.770	40	.750	40	Sprinkler fitters	.770	40	.750	40
Chicago, Ill.	1.063	40	1.063	40	Pittsburgh, Pa.	1.000	40	1.000	40
Cleveland, Ohio:					Sprinkler fitters	.770	40	.750	40
Sprinkler fitters	.775	40	.750	40	Portland, Maine	.800	40	.800	40
Dallas, Tex.	.750	40	.750	44	Providence, R. I.	.875	40	.875	40
Dayton, Ohio.	.600	40	.600	40	Sprinkler fitters	.770	40	.750	40
Duluth, Minn.	.700	44	---	---	Reading, Pa.	.750	40	.750	40
El Paso, Tex.	.650	40	---	---	Rochester, N. Y.	.700	40	.700	40
Erie, Pa.	.650	40	.600	40	St. Louis, Mo.	1.000	40	1.000	40
Houston, Tex.	.750	40	.750	40	Sprinkler fitters	.875	40	.813	40
Kansas City, Mo.	.781	40	.781	40	St. Paul, Minn.	.700	40	.700	40
Los Angeles, Calif.	.750	40	---	---	Sprinkler fitters	.770	40	.750	40
Sprinkler fitters	.770	40	.750	40	San Antonio, Tex.	.750	40	.750	40
Milwaukee, Wis.	.800	40	.800	40	San Francisco, Calif.:				
Sprinkler fitters	.770	40	.750	40	Sprinkler fitters	.770	40	.750	40
Minneapolis, Minn.	.750	35	.750	35	Scranton, Pa.	.625	40	.625	40
Sprinkler fitters	.770	40	.750	40	Springfield, Mass.	.850	40	.850	40
Nashville, Tenn.	.500	40	---	---	Washington, D. C. <sup>1</sup>	.910	40	.910	40
Newark, N. J.	1.125	40	1.125	40	Sprinkler fitters	.770	40	---	---
Sprinkler fitters	.770	40	.750	40	Worcester, Mass.	.800	40	.800	40
New Haven, Conn.	.650	40	.650	40	York, Pa.	.750	40	---	---
New Orleans, La.	.700	40	.600	40					

## TILE LAYERS' HELPERS

Baltimore, Md.	\$0.750	40	\$0.750	40	Davenport, Iowa. (See				
Boston, Mass.	.950	40	.950	40	Rock Island (Ill.) district.)				
Buffalo, N. Y.	.750	40	.750	40	Dayton, Ohio <sup>1</sup>	\$0.650	44	\$0.650	44
Butte, Mont.	1.333	30	1.333	30	Denver, Colo.	.900	35	.900	35
Chicago, Ill.	1.125	40	1.125	40	Detroit, Mich.	.950	40	.950	40
Cincinnati, Ohio	.750	40	.750	40	Duluth, Minn.	.700	40	---	---
Cleveland, Ohio	1.000	40	1.000	40	El Paso, Tex.	.750	48	---	---
Columbus, Ohio	.650	40	.650	40	Erie, Pa.	.750	40	.750	40
Dallas, Tex.	.500	48	---	---	Indianapolis, Ind.	.750	40	.750	40

See footnotes at end of table.

TABLE 11.—Union scales of wages and hours in the building trades in 72 cities, June 1, 1939, and June 1, 1938—Continued

TILE LAYERS' HELPERS—Continued

City	June 1, 1939		June 1, 1938		City	June 1, 1939		June 1, 1938	
	Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week		Rates of wages per hour	Hours per week	Rates of wages per hour	Hours per week
Kansas City, Mo.	\$0.910	40	\$0.910	40	Portland, Oreg.	\$0.750	40	\$0.750	40
Los Angeles, Calif.	.781	40	.781	40	Providence, R. I.	.925	40	.925	40
Louisville, Ky.	.600	40			Reading, Pa.	.850	40	.850	40
Milwaukee, Wis.	.900	40	.900	40	Rochester, N. Y.	.750	40	.675	40
Minneapolis, Minn.	.850	40	.850	40	Rock Island (Ill.) district.	.750	40	.650	40
Moline, Ill. (See Rock Island (Ill.) district.)					St. Louis, Mo.	.850	40	.850	40
Newark, N. J.	1.250	40	1.250	40	St. Paul, Minn.	.850	40	.850	40
New Haven, Conn.	.875	40	.875	40	Salt Lake City, Utah.	.750	40	.750	40
New Orleans, La.	.600	40	.500	40	San Antonio, Tex.	.550	40	.500	40
New York, N. Y.	1.250	40	1.250	40	San Francisco, Calif.	.875	40	.875	40
Oklahoma City, Okla.	.500	44			Scranton, Pa.	.925	40	.925	40
Omaha, Nebr.	.700	40	.700	40	Seattle, Wash.	.900	30	.900	30
Peoria, Ill.	.800	40	.800	40	Spokane, Wash.	.900	35	.900	35
Philadelphia, Pa.	.900	40	.900	40	Springfield, Mass.	.900	40	.900	40
Residential.	.720	40			Toledo, Ohio.	.800	40	.800	40
Phoenix, Ariz.	.875	40	.875	40	Washington, D. C.	.938	40	.938	40
Pittsburgh, Pa.	1.000	40	1.000	40	York, Pa.	.850	40		
Portland, Maine	.750	40	.750	40	Youngstown, Ohio.	.900	40	.850	40

<sup>1</sup> See appendix A, p. 82, for a listing of new scales, effective after June 1, 1939, which have come to the attention of the Bureau of Labor Statistics.

<sup>2</sup> Stock work, \$1.625 per hour.

<sup>3</sup> In cities where different kinds of bricklaying are not listed separately, it can generally be assumed that the general bricklaying rate prevails also for sewer and tunnel bricklayers.

<sup>4</sup> \$2 per hour when working a 6-hour day.

<sup>5</sup> In cities where different kinds of carpentering are not listed separately, it can generally be assumed that the general carpenter rate prevails also for millwrights, parquetry-floor layers, ship carpenters, and wharf and bridge carpenters.

<sup>6</sup> \$1.285 per hour for moving-picture studio work.

<sup>7</sup> Also applies to repair jobs of under 150 man-hours.

<sup>8</sup> Jobs of over 30 man-days or 240 man-hours.

<sup>9</sup> Jobs of under 30 man-days or 240 man-hours.

<sup>10</sup> 44 hours allowed.

<sup>11</sup> Full time rate given; broken time rate, \$1.80.

<sup>12</sup> Full time rate given; broken time rate, \$1.50.

<sup>13</sup> 10 percent additional for underground work.

<sup>14</sup> 40 hours allowed.

<sup>15</sup> Broken time rate given; 10 percent less for full time.

<sup>16</sup> 44 hours on road work.

<sup>17</sup> 48 hours allowed.

<sup>18</sup> 48 hours on dams, sewers, etc.

<sup>19</sup> Full time rate given; broken time rate, \$1.625.

<sup>20</sup> 48 hours on road or street work.

<sup>21</sup> On strike June 1, 1939.

<sup>22</sup> 44 hours Feb. 1 to June 1.

<sup>23</sup> 44 hours Mar. 1 to June 1.

<sup>24</sup> 44 hours Mar. 1 to June 1 and Sept. 1 to Dec. 1.

<sup>25</sup> \$13.50 per day plus cost of sharpening when furnishing own tools.

<sup>26</sup> Per 1,000 lath.

<sup>27</sup> Per 100 lath; limit 850 lath per day.

<sup>28</sup> \$2.15 per hour when working a 30-hour week.

<sup>29</sup> \$2 per hour when working a 30-hour week.

<sup>30</sup> 35-hour week, September to March.

<sup>31</sup> Limited to 21 hours per week during January, February, and March.

<sup>32</sup> 35-hour week 3 months each year.

<sup>33</sup> 35-hour week September to March.

<sup>34</sup> 30-hour week Nov. 1 to Apr. 30.

<sup>35</sup> \$2 per hour when working less than a 40-hour week.

<sup>36</sup> 25 cents per hour additional on jobs over 50 feet high; double rate on jobs of over 100 feet.

<sup>37</sup> 40 hours Sept. 1 to Dec. 31.

<sup>38</sup> 25 cents per hour additional for cutting old stone.

<sup>39</sup> In cities where finishers are not listed separately, it can be assumed that the rate shown prevails for both erecting and finishing.

<sup>40</sup> \$0.65 per hour during first year.

<sup>41</sup> Wheelbarrow rate; \$0.625 when using hod.

<sup>42</sup> 3 or more years' experience.

## Appendix A

### Changes in Rates After June 1, 1939

In a number of instances changes in wage or hour scales had been agreed upon which were to take effect after the date of this survey. All such new scales which were reported to the Bureau of Labor Statistics are listed below, with the dates effective.

#### JOURNEYMEN

##### *Asbestos workers*

Detroit, Mich.: \$1.425, July 1, 1939; \$1.45, January 1, 1940.  
Grand Rapids, Mich.: \$1.25, July 1, 1939.

Louisville, Ky.: \$1.375, June 11, 1939.  
Scranton, Pa.: \$1.375, July 1, 1939.

##### *Boilermakers*

Indianapolis, Ind.: \$1.625, June 15, 1939.

Philadelphia, Pa.: \$1.50, July 1, 1939.

##### *Bricklayers*

Jacksonville, Fla.: \$1.25, August 1, 1939.

##### *Carpenters*

Des Moines, Iowa: \$1.25, July 1, 1939.  
Memphis, Tenn.: Floor layers, \$1, June 15, 1939.  
Nashville, Tenn.: \$1.15, September 1, 1939.

New Orleans, La.: \$1.125, July 1, 1939.  
Philadelphia, Pa.: Commercial, \$1.375, November 1, 1939.

##### *Elevator constructors*

Birmingham, Ala.: \$1.425, July 1, 1939.  
Maintenance, \$1.243, July 1, 1939.  
Buffalo, N. Y.: \$1.450, July 9, 1939.  
Maintenance, \$1.305, July 9, 1939.  
Philadelphia, Pa.: \$1.58, July 3, 1939.  
Repair, \$1.58, July 3, 1939.  
Maintenance, \$1.422, July 3, 1939.

Rochester, N. Y.: \$1.475, July 1, 1939.  
Maintenance, \$1.328, July 1, 1939.  
Scranton, Pa.: 40-hour week, July 1, 1939.

##### *Engineers—portable and hoisting*

Birmingham, Ala.: Over 1-yard capacity shovels,  
\$1.50, June 15, 1939.  
Steel construction engineers, \$1.375, June 15, 1939.  
All others, \$1.25, June 15, 1939.

##### *Glaziers*

Birmingham, Ala.: \$1.125, July 1, 1939.  
Des Moines, Iowa: \$1.125, July 10, 1939.  
Jacksonville, Fla.: \$1, August 1, 1939.

Memphis, Tenn.: \$0.90, July 1, 1939.  
Newark, N. J.: \$1.438, July 10, 1939.  
Philadelphia, Pa.: \$1.30, January 1, 1940.

##### *Lathers*

Columbus, Ohio: \$1.55, January 1, 1940.  
Norfolk, Va.: Wood, \$5.50 per 1,000, July 1, 1939.

Richmond, Va.: \$1.375, August 10, 1939.

##### *Marble setters*

Rochester, N. Y.: \$1.375, July 11, 1939.

##### *Painters*

Birmingham, Ala.: \$1.125, July 1, 1939.  
Charleston, S. C.: \$1, July 15, 1939.  
Columbus, Ohio: \$1.25, June 26, 1939.  
Structural-iron painting, \$1.35, June 26, 1939.

Jacksonville, Fla.: \$1, August 1, 1939.  
Structural-iron painting, \$1.25, August 1, 1939.  
Spray painting, \$1.50, August 1, 1939.  
Oklahoma City, Okla.: \$1.125, September 1, 1939.  
Omaha, Nebr.: \$1, September 1, 1939.

##### *Paperhangers*

Birmingham, Ala.: \$1.125, July 1, 1939.  
Jacksonville, Fla.: \$1, August 1, 1939.

Oklahoma City, Okla.: \$1.125, September 1, 1939.  
Philadelphia, Pa.: \$1.25, January 1, 1940.

##### *Plasterers*

Philadelphia, Pa.: \$1.70, December 1, 1939.

*Plumbers and gas fitters*

Buffalo, N. Y.: \$1.50, November 1, 1939.  
 Charleston, S. C.: \$1.25, July 1, 1939.  
 Nashville, Tenn.: \$1.375, January 1, 1940.

New Haven, Conn.: \$1.25, July 15, 1939.  
 New York, N. Y.: Alteration plumbers, \$1.429,  
 December 1, 1939, 7-hour day.

*Rodmen*

Manchester, N. H.: \$1.50, August 1, 1939.  
 Philadelphia, Pa.: \$1.325, January 1, 1940.

Rochester, N. Y.: \$1.50, July 1, 1939.  
 San Antonio, Tex.: \$1.25, November 1, 1939.

*Roofers—composition*

Grand Rapids, Mich.: \$0.75, August 1, 1939; \$0.80, November 1, 1939.  
 Indianapolis, Ind.: \$1, July 2, 1939.  
 Foreman, \$1.10, July 2, 1939.

Phoenix, Ariz.: 42-hour week, October 1, 1939.

*Roofers—slate and tile*

Birmingham, Ala.: \$1.188, July 1, 1939.  
 Boston, Mass.: \$1.44, September 1, 1939.  
 Grand Rapids, Mich.: \$0.95, August 1, 1939; \$1,  
 November 1, 1939.

Indianapolis, Ind.: \$1.10, July 2, 1939.  
 Phoenix, Ariz.: 42-hour week, October 1, 1939.

*Sheet-metal workers*

Birmingham, Ala.: \$1.188, July 1, 1939.  
 Boston, Mass.: \$1.50, January 1, 1940.

Jackson, Miss.: 40-hour week, August 2, 1939.  
 Jacksonville, Fla.: \$1, August 1, 1939.

*Steam and sprinkler fitters*

Charleston, S. C.: \$1.25, July 1, 1939.  
 Madison, Wis.: \$1.375, July 1, 1939.  
 Nashville, Tenn.: \$1.375, January 1, 1940.  
 New Haven, Conn.: \$1.25, July 15, 1939.

New York, N. Y.: Alteration, \$1.429, December 1,  
 1939, 7-hour day.  
 Washington, D. C.: \$1.75, September 15, 1939.

*Structural-iron workers*

Manchester, N. H.: \$1.50, August 1, 1939.  
 Rochester, N. Y.: \$1.50, July 1, 1939.

San Antonio, Tex.: \$1.50, November 1, 1939.

## HELPERS AND LABORERS

*Building laborers*

Madison, Wis.: \$0.70, July 1, 1939.

Philadelphia, Pa.: \$0.65, November 1, 1939.

*Composition roofers' helpers*

Duluth, Minn.: \$0.65, June 15, 1939.  
 Indianapolis, Ind.: \$0.85, July 2, 1939.

Phoenix, Ariz.: 42-hour week, October 1, 1939.

*Elevator constructors' helpers*

Buffalo, N. Y.: \$1.02, July 9, 1939.  
 Philadelphia, Pa.: \$1.106, July 3, 1939.  
 Repair, \$1.106, July 3, 1939.  
 Maintenance, \$0.995, July 3, 1939.

Rochester, N. Y.: \$1.03, July 1, 1939.  
 Scranton, Pa.: 40-hour week, July 1, 1939.

*Hod carriers (mason tenders)*

Madison, Wis.: \$0.70, July 1, 1939.

*Marble setters' helpers*

Dayton, Ohio: \$0.75, July 1, 1939.

*Plasterers' laborers*

Madison, Wis.: \$1, November 1, 1939.  
 New York, N. Y., Queens: Residential, \$0.90, July  
 15, 1939, 7-hour day.

Philadelphia, Pa.: Commercial, \$1.18, December 1,  
 1939.

*Plumbers' laborers*

Madison, Wis.: \$0.70, July 1, 1939.  
 New York, N. Y., Brooklyn: Commercial, \$1.25,  
 July 1, 1939, 6-hour day; \$1.333, October 1, 1939.  
 Alteration, \$0.857, December 1, 1939, 7-hour day.

*Steam and sprinkler fitters' helpers*

New York, N. Y.: Alteration, \$0.857, December 1, 1939, 7-hour day.  
 Washington, D. C.: \$0.96, September 15, 1939.

*Tile layers' helpers*

Dayton, Ohio: \$0.75, July 1, 1939.

## Appendix B

### Wages and Hours in Supplementary Building Trades

In a number of cities the building-trades unions which were visited reported agreements covering subsidiary occupations which do not come within the general classifications included in the survey. No particular effort was made to obtain a complete listing of the scales for these unclassified occupations. Such of them as were reported, however, are listed in the following table.

TABLE 12.—Union scales of wages and hours in supplementary building trades, by cities, June 1, 1939

City and occupation	Hourly wage rate	Hours per week	City and occupation	Hourly wage rate	Hours per week
<i>Atlanta, Ga.</i>			<i>Butte, Mont.</i>		
Electricians' helpers:			Asphalt mixers and layers.....	\$1.333	30
Class A jobs.....	\$0.600	40	Jackhammermen.....	.900	48
Class B jobs.....	.500	40	Riprapping.....	.900	48
Sign-painters' helpers.....	.500	44	Work in water.....	.900	48
<i>Baltimore, Md.</i>			<i>Charleston, W. Va.</i>		
Asbestos-workers' helpers.....	.925	40	Blasters.....	1.100	44
Boilermakers' helpers.....	1.375	40	Jackhammermen.....	.625	44
Jackhammermen.....	.750	40	<i>Chicago, Ill.</i>		
Scaffold builders.....	.813	40	Caisson diggers.....	1.350	44
Terrazzo-workers' helpers.....	.900	40	Sign-painters' helpers.....	1.250	40
<i>Birmingham, Ala.</i>			Terrazzo-workers' helpers.....	1.075	40
Air-tool operators.....	.600	40	Terrazzo-base-machine operators.....	1.150	40
Asphalt rakers, tampers, and smoothers.....	.600	40	Windlass or niggerhead workers.....	1.200	40
Concrete rubbers.....	.600	40	Wreckers (buildings).....	.700	44
Glaziers' helpers.....	.500	40	<i>Cincinnati, Ohio</i>		
Labor foremen.....	1.000	40	Boilermakers' helpers.....	1.300	40
Powdermen.....	1.000	40	Terrazzo-workers' helpers.....	.850	40
Powdermen's helpers.....	.500	40	<i>Cleveland, Ohio</i>		
Sign builders.....	.700	40	Boilermakers' helpers.....	1.375	40
Sign-builders' helpers:			Curb-stone setters.....	1.500	40
First year.....	.450	40	Firemen and oilers:		
Thereafter.....	.600	40	Building work.....	1.150	40
Sign-painters' helpers:			Road work.....	1.375	40
First year.....	.550	40	Flagstone cutters and layers.....	1.250	40
Second year.....	.650	40	Marble polishers.....	1.100	40
Thereafter.....	.800	40	Sign-painters' helpers.....	1.075	40
Terrazzo-workers' helpers.....	.500	40	Slate and tile roofers' helpers.....	1.000	40
<i>Boston, Mass.</i>			Terrazzo-workers' helpers.....	1.000	40
Boilermakers' helpers.....	1.325	40	Welders (structural-iron).....	1.625	40
Electric welders (steel construction).....	1.500	40	Wreckers (barmen).....	.800	40
Roofers' helpers:			Wreckers' helpers.....	.700	40
Pre-cast tile.....	1.100	40	<i>Columbus, Ohio</i>		
Slate and tile.....	.900	40	Boilermakers' helpers.....	1.250	40
Sign-painters' helpers.....	.938	40	Laborers:		
<i>Buffalo, N. Y.</i>			Caisson.....	1.375	40
Jackhammermen.....	.850	40	Road.....	.650	40
Terrazzo-workers' helpers.....	.750	40			

TABLE 12.—Union scales of wages and hours in supplementary building trades, by cities, June 1, 1939—Continued

City and occupation	Hourly wage rate	Hours per week	City and occupation	Hourly wage rate	Hours per week
<i>Columbus, Ohio—Continued</i>			<i>Indianapolis, Ind.</i>		
Laborers—Continued.			Boilermakers' helpers.....	\$1.300	40
Sewer.....	\$0.700	40	Terrazzo-workers' helpers.....	.850	40
Tunnel.....	1.250	40	Terrazzo base-machine operators.....	1.000	40
Terrazzo-workers' helpers.....	.800	40	<i>Kansas City, Mo.</i>		
<i>Dallas, Tex.</i>			Asphalt rakers.....	1.125	40
Jackhammermen.....	.625	40	Asphalt workers.....	1.000	40
Sign-painters' helpers:			Boilermakers' helpers.....	1.250	40
Senior.....	.750	44	Compressed-air workers.....	1.400	40
Junior.....	.400	44	Concrete vibrator operators.....	.900	40
Terrazzo-workers' helpers.....	.500	48	Jackhammermen.....	.925	40
Terrazzo floor-machine operators.....	.850	48	Mastic, hot kettle men.....	1.250	40
Vibrator operators.....	.500	40	Other mastic workers.....	1.000	40
<i>Davenport, Iowa (See Rock Island (Ill.) district)</i>			Oilers and firemen.....	1.000	40
<i>Dayton, Ohio</i>			Pier hole diggers.....	.925	40
Boilermakers' helpers.....	1.375	40	Powdermen.....	1.100	40
Sign-painters' helpers.....	1.100	40	Sandblasting:		
Terrazzo-workers' helpers.....	.650	44	Gunmen.....	1.100	40
<i>Denver, Colo.</i>			Nozzlemen.....	1.350	40
Firemen and oilers:			Ordinary sandblast.....	1.000	40
In city.....	1.000	35	Scaffoldmen.....	1.150	40
Out of city.....	.800	40	Signalmen.....	.900	40
Jackhammermen:			Slate and tile roofers' helpers.....	.750	40
In city.....	1.000	35	Terrazzo-workers' helpers.....	.910	40
Out of city.....	1.000	40	Unloaders, reinforcing.....	.850	40
Terrazzo-workers' helpers.....	.900	35	Wreckers:		
Terrazzo base-machine operators.....	1.150	35	Alterations.....	.850	40
Terrazzo floor-machine operators.....	1.000	35	Entire building.....	.750	40
<i>Des Moines, Iowa</i>			<i>Los Angeles, Calif.</i>		
Jackhammermen or vibrator operators.....	.900	40	Boilermakers' helpers.....	1.000	40
<i>Detroit, Mich.</i>			Jackhammermen.....	.750	44
Boilermakers' helpers.....	1.375	40	Terrazzo-workers' helpers.....	.750	40
Compressed air workers:			Terrazzo base-machine operators.....	.875	40
Miners.....	1.350	40	<i>Louisville, Ky.</i>		
Muckers.....	1.150	40	Terrazzo-workers' helpers.....	.600	40
Machinery and steel erectors.....	1.250	40	<i>Memphis, Tenn.</i>		
Marble polishers.....	1.100	40	Boilermakers' helpers.....	1.000	40
Sign-painters' helpers.....	.850	40	<i>Minneapolis, Minn.</i>		
Terrazzo-workers' helpers.....	.950	40	Boilermakers' helpers.....	1.250	40
Terrazzo base-machine operators.....	1.150	40	Composition floor layers.....	1.250	35
<i>El Paso, Tex.</i>			Wrecking laborers.....	.850	40
Jackhammermen.....	.500	48	<i>Moline, Ill. (See Rock Island (Ill.) district)</i>		
Potmen (roofing).....	.500	48	<i>Nashville, Tenn.</i>		
Sign-painters' helpers:			Boilermakers' helpers.....	1.100	40
Senior.....	.625	44	<i>Newark, N. J.</i>		
Junior.....	.313	44	Boilermakers' helpers.....	1.512	40
Terrazzo-workers' helpers.....	.750	48	Hardwood finishers.....	1.125	40
<i>Erie, Pa.</i>			Home insulators' helpers.....	.750	44
Jackhammermen.....	.650	40	Machinists' helpers.....	1.238	40
Terrazzo-workers' helpers.....	.750	40	Slate and tile roofers' helpers.....	1.000	40
<i>Houston, Tex.</i>			<i>New Haven, Conn.</i>		
Boilermakers' helpers.....	1.000	40	Terrazzo-workers' helpers.....	.875	40
Composition floor layers.....	1.250	40	<i>New Orleans, La.</i>		
Sign-painters' helpers.....	.900	40	Air-gun laborers.....	.600	44
			Marble polishers.....	1.000	40

TABLE 12.—Union scales of wages and hours in supplementary building trades, by cities, June 1, 1939—Continued

City and occupation	Hourly wage rate	Hours per week	City and occupation	Hourly wage rate	Hours per week
<i>New Orleans, La.—Continued</i>			<i>Phoenix, Ariz.—Continued</i>		
Terrazzo-workers' helpers.....	\$0. 600	40	Hot plant watch firemen.....	\$0. 875	40
Terrazzo base-machine operators.....	1. 000	40	Jackhammermen.....	. 750	48
Terrazzo floor-machine operators.....	. 750	40	Mixer operators (1- 2-bag).....	. 750	40
Terrazzo machine operators' helpers.....	. 600	40	Nozzlemen.....	1. 250	40
<i>New York, N. Y.</i>			Oilers.....	. 750	40
Asbestos-workers' helpers.....	1. 500	30	Pipe layers (cement).....	. 750	48
Compressed-air workers:			Powdermen.....	1. 000	48
Electricians.....	2. 333	30	Terrazzo-workers' helpers.....	. 875	40
Gage tenders.....	2. 167	30	Vibrator operators.....	. 875	48
Lock tenders.....	2. 333	30	<i>Pittsburgh, Pa.</i>		
Lock tenders' helpers.....	2. 167	30	Caisson laborers.....	1. 000	40
Miners.....	2. 333	30	Marble polishers.....	1. 100	40
Miners' helpers.....	2. 167	30	Sign-painters' helpers.....	1. 100	40
Monorail men.....	2. 333	30	Slate and tile roofers' helpers.....	. 800	40
Motormen and brakemen.....	2. 167	30	Terrazzo-workers' helpers.....	1. 000	40
Pipe fitters.....	2. 333	30	Wreckers.....	. 700	40
Shield drivers.....	2. 333	30	<i>Portland, Maine</i>		
Shovel operators.....	2. 333	30	Terrazzo-workers' helpers.....	. 750	40
Ornamental-iron workers' helpers.....	1. 300	35	<i>Portland, Oreg.</i>		
Rock drillers:			Boilermakers' helpers.....	1. 250	40
Open cut work.....	1. 250	40	Terrazzo-workers' helpers.....	. 750	40
Subsurface work.....	1. 375	40	<i>Providence, R. I.</i>		
Drillers' helpers.....	1. 000	40	Terrazzo-workers' helpers.....	. 925	40
Slate and tile roofers' helpers.....	. 960	35	<i>Reading, Pa.</i>		
Wreckers (Barmen).....	1. 250	40	Electricians' helpers.....	. 650	40
Wreckers' helpers.....	1. 150	40	Jackhammermen.....	. 850	40
Wrecking labor (Staten Island).....	1. 430	35	<i>Richmond, Va.</i>		
<i>Norfolk, Va.</i>			Sign-painters' helpers.....	. 600	40
Pile drivers' and dock builders' helpers.....	. 600	40	<i>Rochester, N. Y.</i>		
Sign-painters' helpers.....	. 500	40	Terrazzo grinders.....	. 750	40
<i>Oklahoma City, Okla.</i>			<i>Rock Island (Ill.) district</i>		
Sign-painters' helpers:			Firemen and oilers.....	1. 000	40
First year.....	. 500	40	Terrazzo grinders:		
Thereafter.....	. 650	40	On steps.....	. 900	40
Terrazzo-workers' helpers.....	. 500	44	On floor.....	. 800	40
<i>Omaha, Nebr.</i>			<i>St. Louis, Mo.</i>		
Terrazzo-workers' helpers.....	. 750	40	Boilermakers' helpers.....	1. 350	40
<i>Peoria, Ill.</i>			Drillers or deep excavation laborers.....	1. 000	48
Boilermakers' helpers.....	1. 375	40	Granite polishers and sawyers.....	1. 000	40
Sign-painters' helpers.....	. 800	40	Heavy construction laborers.....	. 800	48
Terrazzo-workers' helpers.....	. 800	40	Helpers on pre-cast cement slabs.....	1. 225	40
Terrazzo base-machine operators.....	. 900	40	Sign-painters' helpers.....	1. 250	40
<i>Philadelphia, Pa.</i>			Slate and tile roofers' helpers.....	1. 100	40
Boilermakers' helpers.....	1. 125	40	Stone derrickmen.....	1. 100	40
Carrying reinforcing steel.....	. 700	40	Terrazzo-workers' helpers.....	. 925	40
Compressed-air and foundation laborers:			Terrazzo machine operators.....	1. 025	40
Bottom men.....	. 900	44	Wreckers.....	. 618	40
Top men.....	. 600	44	<i>St. Paul, Minn.</i>		
Machinists' helpers.....	. 900	40	Boilermakers' helpers.....	1. 250	40
Riggers.....	1. 250	40	Terrazzo-workers' helpers.....	. 800	40
Scaffold builders.....	. 700	44	Terrazzo machine operators.....	. 900	40
Sign-painters' helpers:			<i>Salt Lake City, Utah</i>		
Inside.....	. 875	40	Jackhammermen.....	. 750	40
Outside.....	. 910	40			
Slate and tile roofers' helpers.....	. 750	40			
Stripping workers.....	. 700	44			
Terrazzo-workers' helpers.....	1. 100	40			
<i>Phoenix, Ariz.</i>					
Asphalt rakers.....	1. 000	48			
Drillers, diamond.....	1. 125	48			
Drillers, wagon.....	1. 000	48			

TABLE 12.—Union scales of wages and hours in supplementary building trades, by cities, June 1, 1939—Continued

City and occupation	Hourly wage rate	Hours per week	City and occupation	Hourly wage rate	Hours per week
<i>San Antonio, Tex.</i>			<i>Springfield, Mass.</i>		
Jackhammermen.....	\$0.600	44	Terrazzo-workers' helpers.....	\$0.900	40
Oilers, firemen, or engineers' helpers..	.750	40	<i>Toledo, Ohio</i>		
Sign-painters' helpers.....	.633	44	Boilermakers' helpers.....	1.500	40
Terrazzo-workers' helpers.....	.550	40	Machinists' helpers.....	.850	40
Terrazzo base-machine operators.....	.900	40	Sewer work:		
Terrazzo floor-machine operators.....	.650	40	Miners.....	1.250	44
<i>San Francisco, Calif.</i>			Muckers.....	1.000	44
Cribbing laborers.....	1.190	40	Pipelayers, hand.....	1.000	44
Jackhammermen.....	.970	40	Pipelayers, machine.....	1.100	44
Refrigerator service men.....	.900	40	Sheet-metal workers' helpers.....	.650	40
Tunnel laborers.....	1.190	40	Sign-painters' helpers.....	.893	40
Welders.....	1.375	40	Terrazzo-workers' helpers.....	.750	40
<i>Scranton, Pa.</i>			<i>Washington, D. C.</i>		
Terrazzo-workers' helpers.....	.925	40	Boilermakers' helpers.....	1.250	40
<i>Seattle, Wash.</i>			Sign-painters' helpers.....	.900	40
Boilermakers' helpers.....	1.333	30	<i>Wichita, Kans.</i>		
Sign-painters' helpers.....	1.150	35	Machinists' helpers.....	.900	40
<i>South Bend, Ind.</i>			Structural iron-workers' helpers.....	.835	40
Asbestos-workers' helpers.....	.800	40	<i>Worcester, Mass.</i>		
Sign-painters' helpers.....	.750	40	Jackhammermen.....	.750	40
<i>Spokane, Wash.</i>			Sand-pit men.....	.625	40
Cement mixers, hand.....	1.375	35	Scaffold builders.....	1.100	40
Grinders, jackhammermen, or vibrator operators.....	1.100	35	<i>York, Pa.</i>		
			Machinists' helpers.....	.900	40

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