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

Union Wages, Hours, and Working Conditions in the Printing Trades

June 1, 1939



Prepared by
INDUSTRIAL RELATIONS DIVISION
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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., March 29, 1940.

MADAM SECRETARY: I have the honor to transmit herewith a report covering a study made of wages, hours, and other provisions in the union agreements for the printing industry.

ISADOR LUBIN, *Commissioner.*

HON. FRANCES PERKINS,
Secretary of Labor.

PREFACE

The Bureau of Labor Statistics has made surveys of union wages and hours in the printing trades in selected cities each year since 1907. In the earlier surveys 39 cities were visited. This coverage has been gradually extended, the present study including 72 cities.

About 150 years ago there were local associations of printers in some of our larger eastern cities. In 1836, the first national organization was formed under the name of the National Typographic Society. The local societies, however, resumed their independence in 1840, but joint conventions were not held again until 1850. In 1852, fourteen locals united to form a new national organization, which in 1869 adopted its present name, the International Typographical Union of North America.

In earlier years there were few divisions of the work in the shops, and a "printer" was frequently called upon to perform any or all of the various operations connected with printing. As a consequence, the International Typographical Union originally included all workers of the industry in its membership.

With the development of modern machinery and the growth of larger establishments, different parts of the work have become specialized and have grown into a number of skilled trades. Stimulated by these changes in the industry, the tendency towards craft organization grew, both within and outside the Typographical Union.

Corresponding to the major divisions of the work in printing plants, there were organized successively the International Printing Pressmen and Assistants' Union of North America (1889), the International Brotherhood of Bookbinders (1892), the International Photoengravers' Union of North America (1900), and the International Stereotypers and Electrotypers' Union of North America (1902). By 1903, the Typographical Union had transferred all of its members in each of these branches to the newer international unions, and the craft union system was firmly established in the printing industry.

In addition to the five larger international unions, all growing from the original Typographic Union, there have been organized three unions of specialty printers—the Amalgamated Lithographers of America (1882); the International Plate Printers, Die Stampers, and Engravers' Union of North America (1892); and the International Association of Siderographers (1899).

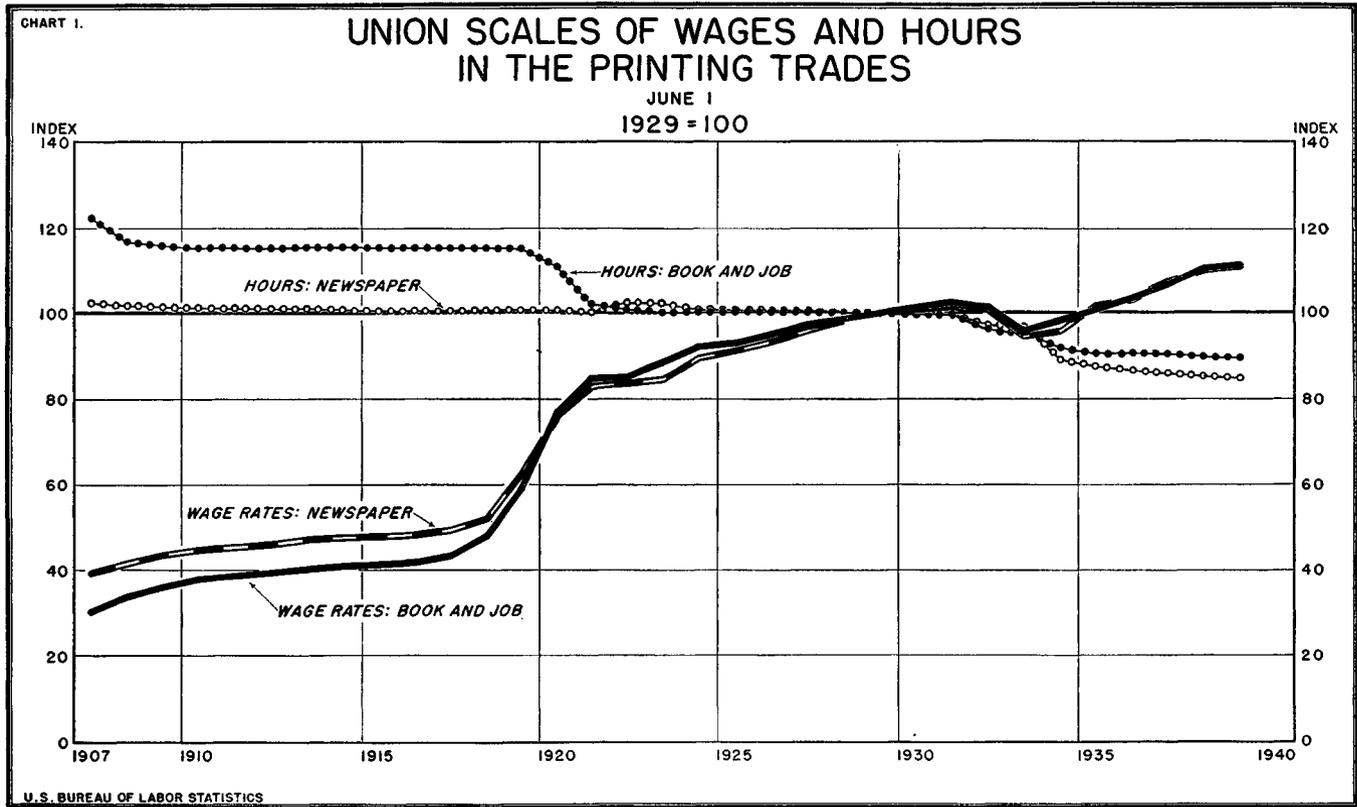
The Bureau's studies have been limited to the occupations included in the five major divisions of printing, each of which has been found to be organized in practically every city visited in the survey.

The 1939 report shows the average and the actual rates for each of the trades in each of the cities covered, as well as the average rates of all the trades in each city. There is also included a table of index numbers showing the trend throughout the period from 1907 to 1939.

In addition to the statistical treatment of union wage and hour scales, this report includes a detailed analysis of the other provisions contained in the printing-trades' agreements. Among other matters, this part of the report discusses the contractual relationship between the unions and the employers, the methods provided for adjusting disputes, and the working rules governing employment.

This survey was made under the general direction of Florence Peterson, Chief of the Industrial Relations Division of the Bureau. Frank S. McElroy was in immediate charge of the field work and the preparation of the wage and hour section of the bulletin. Agnes Irwin prepared the analysis of agreement provisions.

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Bulletin No. 675 of the

United States Bureau of Labor Statistics

Union Wages, Hours, and Working Conditions in the Printing Trades June 1, 1939

Chapter 1.—Wages and Hours

Summary

The average union wage rate per hour was \$1.193 for all of the printing trades in the 72 cities covered in a survey made by the Bureau of Labor Statistics on June 1, 1939. The average for the book and job trades was \$1.135 and for the newspaper trades, \$1.302.

There was an average increase of 0.9 percent in the wage rates of union members in all printing trades between June 1, 1938, and June 1, 1939. The book and job wage-rate index rose 0.8 percent, and the newspaper index rose 1.1 percent, making the respective indexes 11.2 and 11.1 percent higher than in 1929. About one-fourth of the total membership, for whom both 1938 and 1939 reports were received, had increases in their wage rates during the year.

The average maximum workweek provided in union agreements for all printing trades was 39 hours in 1939. The book and job trades averaged 39.6 hours, and the newspaper trades averaged 38.4 hours on day shifts and 37.3 hours on night shifts.

Less than 5 percent of the total printing-trades membership had any change in weekly hours during the year. The index of weekly hours for the book and job trades declined from 89.9 in 1938 to 89.6 in 1939 (1929=100), and the newspaper index declined from 85.3 to 84.9.

Scope and Method of the Study

Data on union scales of wages and hours in the printing trades have been collected by the Bureau of Labor Statistics each year since 1907. The early studies were made in 39 cities and included 7 book and job occupations and 4 newspaper occupations. The study has been gradually extended to cover 72 cities and now includes 11 book and job occupations and 7 newspaper occupations. These cities are located in 40 States and the District of Columbia.

List of Cities Covered

[Letters indicate population group in which city was included in tables 9 and 10]

North and Pacific

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

South and Southwest

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

As far as possible the scales covered were those actually in effect 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 481 union representatives, and 2,108 quotations of scales

were received. The union membership covered by these contractual scales of wages and hours was 64,110 in the book and job trades and 35,009 in the newspaper trades.

Definitions

A union scale is a scale of wages and 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.

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 are signed by both parties. The Bureau has included scales in 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 the 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 are not included.

No rates are included for strictly supervising foremen or for individuals who are paid unusual rates because of some personal qualification as distinct from the usual trade qualifications.

Union rates and actual rates.—As previously stated, 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. If 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 rates are in all cases the actual wages paid or hours worked. The union scale usually fixes the minimum wages and maximum hours. More experienced and skilled workers may earn 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 was in effect for the majority of the members, the adjusted scale of hours was 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. No attempt was made to discover what proportions of all the workers in the different occupations were union members. As union strength varies from city to city and trade to trade, the prevailing scale for any one occupation in any one city may or may not coincide with the union scale. If 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, if 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 actual rates provided for in 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 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 from 1907 to 1939

Wage rates.—The index of wage rates for all printing trades advanced from 110.2 to 111.2 between June 1, 1938, and June 1, 1939 (1929=100). The index for the newspaper trades increased to 111.1, a rise of 1.1 percent over the previous year. The book and job index of wage rates increased 0.8 percent, to 112.2. The increase in each index represented the smallest percentage advance recorded in any year since the present upward movement began in 1934. Indexes of hourly wage rates and weekly hours are shown in table 1 for all printing trades for the years 1907 to 1939.

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

[1929=100.0]

Year	Hourly wage rates			Weekly hours		
	All printing	Book and job	Newspaper	All printing	Book and job	Newspaper
1907.....	(1)	30.0	39.2	(1)	122.4	102.3
1908.....	(1)	33.3	41.3	(1)	116.8	101.8
1909.....	(1)	35.7	43.1	(1)	115.8	101.5
1910.....	(1)	37.6	44.6	(1)	115.4	101.3
1911.....	40.0	38.6	45.2	111.6	115.4	101.3
1912.....	40.7	39.3	46.0	111.5	115.3	101.1
1913.....	41.5	40.0	47.0	111.4	115.3	101.0
1914.....	42.3	40.9	47.5	111.3	115.3	100.8
1915.....	42.5	41.1	47.8	111.3	115.3	100.7
1916.....	42.9	41.7	48.0	111.3	115.3	100.6
1917.....	44.4	43.2	49.2	111.3	115.3	100.6
1918.....	48.3	47.8	51.6	111.3	115.3	100.6
1919.....	59.1	58.9	62.2	111.3	115.2	100.8
1920.....	75.7	76.9	76.1	108.1	110.9	100.7
1921.....	83.0	84.7	82.8	101.5	102.1	100.4
1922.....	83.8	85.0	83.5	101.1	100.8	102.4
1923.....	86.4	88.3	84.4	100.7	100.2	102.2
1924.....	90.6	92.0	89.5	100.3	100.2	100.8
1925.....	92.0	92.9	91.1	100.3	100.3	100.5
1926.....	94.0	95.0	93.1	100.2	100.1	100.7
1927.....	96.7	97.3	95.9	100.1	100.1	100.4
1928.....	98.5	98.7	98.3	100.1	100.1	100.2
1929.....	100.0	100.0	100.0	100.0	100.0	100.0
1930.....	101.5	101.8	101.0	99.9	99.9	99.8
1931.....	102.1	102.5	101.3	99.8	99.9	99.8
1932.....	101.3	101.4	101.1	96.5	96.1	97.3
1933.....	95.3	95.8	94.5	95.7	95.1	96.8
1934.....	97.3	98.4	95.8	90.8	91.8	89.1
1935.....	101.0	100.6	101.6	89.3	90.4	87.6
1936.....	103.3	103.5	103.1	88.9	90.5	86.5
1937.....	106.8	106.7	107.0	88.5	90.3	85.7
1938.....	110.2	110.4	109.8	88.1	89.9	85.3
1939.....	111.2	111.2	111.1	87.8	89.6	84.9

¹ Combined data for the years 1907-10 not available.

Each of the two group indexes of wage rates has had an almost steady advance each year throughout the period covered by the Bureau's series, the only exceptions being in 1932 and 1933 when both indexes had declines which carried them somewhat below their 1927 levels.

The book and job wage-rate index advanced more over the entire period (1907-39) than did the newspaper index, 270.7 percent as compared with 183.4 percent. This relatively more rapid movement in the book and job index occurred principally in the years from 1907 to 1921. In 1921 the book and job index was 182.3 percent above its 1907 value as compared with the advance of 111.2 percent in the newspaper index. The rise during the 3 years from 1918 to 1921 was particularly pronounced. During this short period the book and job wage-rate index advanced 77.2 percent, and the newspaper index increased 60.5 percent. Since 1921 the indexes of the two groups have, in general, moved together, there now being only one-tenth of a point difference in their values.

Hours of work.—The index of full-time weekly hours in all printing trades declined 0.4 percent from 88.1 on June 1, 1938, to 87.8 on June 1, 1939. The 1939 index of hours per week for the newspaper trades was 84.9 and for the book and job trades 89.6.

Most of the difference in the movement of the book and job and newspaper indexes of hours since 1929 came in the year from 1933 to 1934, when the newspaper index declined 8.0 percent as compared with 3.5 percent for the book and job index. Previous to 1932 there was little variation from year to year in the newspaper index of hours. The book and job index, on the other hand, declined 5.4 percent between 1907 and 1909, with a second drop of 11.4 percent between 1919 and 1921. From 1922 through 1931 there was little change in the book and job index. After 1931 it decreased 10.3 percent, as compared with a 14.9 percent drop in the newspaper index. During the entire period of 32 years, however, the book and job index declined 26.8 percent and the newspaper index only 17 percent.

Trends in Individual Trades

Wage rates.—The wage-rate index of every trade included in the survey rose somewhat between 1938 and 1939 (see table 2). Most of the increases were small, only two indexes advancing as much as 2 percent over 1938. The index for newspaper pressmen rose 2.2 percent to 111.7, and that of the newspaper photoengravers increased 2.1 percent to 117.8. The bookbinders' index had the greatest rise in the book and job group, an increase of 1.9 percent making it 9.3 percent higher than in 1929.

The 1939 indexes of wage rates are the highest ever reached for every printing trade included in the survey. Most of the indexes declined in 1932 and all dropped in 1933. Since that time each has increased somewhat every year. The 1933 decreases carried all of the indexes, except that of the book and job photoengravers, below the base year (1929). The press assistants and feeders' index at that time showed the greatest recession, having fallen to 90.9. By 1936 all of the indexes, except that of the press assistants and feeders, were higher than in 1929. In 1937 the press assistants and feeders' index rose to 104.8. In 1939 a majority of the indexes were over 10 percent higher than in 1929, the highest being that of the newspaper photoengravers (117.8) and the lowest that of the book and job machine operators (108.0).

Hours.—Five book and job trades and four newspaper trades had slight decreases in their indexes of weekly hours between 1938 and 1939. Seven trades had no change in their hour indexes. The greatest change occurred in the index for newspaper stereotypers, which declined 3 percent, from 88.8 in 1938 to 86.1 in 1939. Among

the book and job trades the bookbinders' index had the greatest reduction, a decrease of 1.4 percent, from 91.2 to 90.0.

All of the hour indexes in 1939, except those of the cylinder pressmen and the press assistants and feeders, were at their lowest point. The press assistants' index had been lower in 1932 and again in 1934 and 1935, and the cylinder-pressmen's index had been lower in 1934 and 1935.

In relation to the base year (1929), the newspaper typographical trades showed the greatest reduction in average hours. Their indexes in 1939 were: Hand compositors, 83.4; machine operators, 82.1; and machine tenders, 79.6. The electrotypers had the lowest hour index (83.6) among the book and job trades.

The indexes for each printing trade, except mailers, from 1907 to 1939 are shown in table 2. Separate indexes for day and night work in the newspaper trades are not shown, since the movement from year to year is very similar.

TABLE 2.—Indexes of union hourly wage rates and weekly hours in each printing trade

BOOK AND JOB
[1929=100.0]

Year	Bindery women		Bookbinders		Compositors, hand		Machine operators		Machine tenders (machinists)	
	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours
1907.....			33.5	119.4	35.9	108.8	38.0	107.8		
1908.....			37.0	108.7	36.0	108.8	39.4	107.8		
1909.....			37.6	108.1	36.0	108.8	40.9	107.8		
1910.....			37.9	107.7	37.6	108.8	42.3	107.8		
1911.....			38.6	107.4	38.6	108.8	42.8	107.8		
1912.....			38.8	107.4	39.4	108.7	43.8	107.5	43.9	108.6
1913.....			39.8	107.4	39.9	108.7	45.0	107.5	44.6	108.6
1914.....			40.4	107.4	40.9	108.7	45.5	107.5	44.7	108.6
1915.....	37.3	107.0	40.5	107.4	41.1	108.7	45.6	107.5	44.9	108.6
1916.....	37.9	107.0	40.6	107.4	42.0	108.7	45.7	107.7	45.0	108.8
1917.....	40.6	107.0	43.1	107.4	42.9	108.7	46.8	107.7	46.1	108.8
1918.....	45.3	107.0	48.4	107.4	47.3	108.7	50.5	107.7	50.6	108.8
1919.....	58.7	107.0	61.8	107.4	57.8	108.7	60.9	107.7	62.2	108.8
1920.....	81.1	107.0	81.2	107.4	76.1	108.7	77.6	107.7	77.9	108.8
1921.....	94.7	102.1	88.9	101.9	87.3	102.8	87.8	102.1	90.1	100.8
1922.....	91.7	100.8	85.3	100.9	88.8	100.7	87.9	100.6	89.0	100.4
1923.....	95.8	100.3	90.5	100.4	90.9	99.7	89.5	100.2	90.8	100.1
1924.....	97.2	100.3	94.5	100.1	94.9	100.0	93.3	99.8	94.8	100.0
1925.....	98.3	100.3	95.6	100.4	94.4	100.0	93.3	100.2	94.9	100.2
1926.....	96.4	100.5	97.3	100.3	96.3	100.0	94.4	100.0	98.2	100.0
1927.....	98.7	99.9	99.4	100.0	98.0	100.0	98.1	100.2	98.8	100.0
1928.....	99.2	99.8	98.9	100.7	99.5	100.0	98.4	100.0	99.2	100.0
1929.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1930.....	100.7	99.9	101.2	99.9	102.2	100.0	102.7	100.0	101.8	100.0
1931.....	101.2	99.8	101.6	99.8	102.8	100.0	103.2	100.0	102.9	100.0
1932.....	98.7	99.9	97.9	99.7	102.5	99.7	103.3	99.9	103.5	100.0
1933.....	94.8	99.9	94.4	99.6	96.3	96.5	96.9	95.6	97.4	95.0
1934.....	99.6	93.5	97.9	93.5	97.3	94.1	97.0	92.9	100.4	91.5
1935.....	100.5	92.8	99.3	91.5	99.0	92.4	98.6	91.2	100.9	90.7
1936.....	102.4	92.4	100.6	91.5	102.0	91.7	102.0	90.4	104.0	90.2
1937.....	104.0	91.9	103.4	91.5	105.8	91.6	104.8	90.3	107.0	90.2
1938.....	109.0	91.5	107.2	91.2	109.4	91.4	107.7	90.1	110.3	90.1
1939.....	110.6	90.4	109.3	90.0	109.9	91.4	108.0	90.1	110.7	90.0

TABLE 2.—Indexes of union hourly wage rates and weekly hours in each printing trade—Continued

BOOK AND JOB—Continued

Year	Electrotypers		Photo-engravers		Press assistants and feeders		Pressmen, cylinder		Pressmen, platen	
	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours
1907	32.5	108.1			27.7	120.7	35.4	115.8	35.1	114.2
1908	32.6	107.7			30.7	109.6	37.2	110.2	36.2	110.3
1909	32.8	107.5			31.2	108.5	40.3	108.6	37.5	108.0
1910	34.1	104.7			31.8	108.3	40.6	108.4	38.1	107.8
1911	36.1	104.0			33.1	108.3	41.4	108.4	38.9	107.8
1912	36.6	104.0			33.6	108.3	42.1	108.4	39.4	107.8
1913	37.3	103.8			34.4	108.1	42.6	108.4	40.2	107.9
1914	39.0	103.6			35.3	108.1	43.6	108.4	40.8	107.9
1915	39.9	103.6			35.5	108.1	43.6	108.4	41.0	107.9
1916	41.0	103.5	38.9	108.9	36.0	108.1	44.2	108.4	41.8	107.9
1917	42.3	103.4	42.3	108.9	37.9	108.1	45.0	108.4	43.9	107.9
1918	44.4	103.4	44.9	108.6	44.3	108.1	49.9	108.4	48.4	107.9
1919	50.9	103.4	52.3	108.6	57.1	108.1	60.5	108.4	59.4	107.9
1920	72.9	103.3	72.2	100.2	78.4	108.0	78.6	108.4	80.5	107.8
1921	84.7	100.1	76.9	100.0	84.8	102.2	86.8	102.4	89.9	102.2
1922	86.4	98.7	77.6	100.0	82.1	101.1	84.8	101.2	87.9	101.6
1923	91.8	99.6	78.4	100.0	91.9	100.4	91.5	100.7	91.5	100.3
1924	95.2	99.3	83.9	100.0	91.1	100.6	94.2	100.9	94.3	100.6
1925	94.9	100.2	86.0	100.2	96.2	100.3	95.4	100.4	94.8	100.5
1926	95.8	100.2	91.5	100.0	97.3	100.2	97.3	100.2	99.3	99.7
1927	96.9	100.3	95.9	100.0	98.5	100.1	97.5	100.2	100.2	99.7
1928	97.7	100.2	98.6	100.0	99.1	100.0	98.3	100.0	98.5	99.9
1929	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1930	102.9	98.8	100.2	99.8	101.2	100.0	101.8	100.0	101.7	100.0
1931	105.2	98.1	100.5	99.8	102.0	100.0	102.5	100.0	102.2	100.5
1932	104.8	98.2	103.5	94.9	97.6	87.9	99.8	91.4	100.0	98.2
1933	98.2	93.1	101.5	91.7	90.9	92.9	93.6	92.4	93.1	95.9
1934	105.1	90.1	103.1	90.5	94.4	89.8	93.3	89.2	95.7	92.0
1935	106.7	88.2	109.6	89.9	96.5	89.6	97.5	88.9	96.4	91.3
1936	107.1	86.5	112.3	85.7	99.7	91.9	101.5	90.7	100.4	91.3
1937	108.5	86.3	113.7	85.2	104.8	91.7	105.1	90.4	105.0	90.9
1938	113.4	84.5	116.6	84.4	110.2	91.5	108.2	90.1	108.2	90.6
1939	114.2	83.6	117.5	83.8	110.9	91.5	109.0	90.1	109.2	90.6

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Year	Composers, hand		Machine operators		Machine tenders (machinists)		Photo-engravers		Pressmen, web presses ¹		Stereotypers	
	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours	Wage rate	Hours
1907	39.1	101.6	40.0	101.6					38.1	101.4	41.6	105.5
1908	41.2	101.5	41.8	101.6					40.4	99.6	43.9	103.9
1909	43.4	101.5	43.1	101.6					42.2	98.9	45.3	102.8
1910	45.2	101.5	44.4	101.6					43.6	98.6	46.4	101.6
1911	46.1	101.5	44.8	101.6					43.9	98.6	46.7	101.4
1912	47.1	101.2	45.6	101.3	49.6	100.6			44.5	98.4	47.4	101.2
1913	47.9	101.2	46.4	101.2	50.0	100.6			45.5	98.4	50.2	101.3
1914	48.4	100.9	46.9	100.9	50.3	100.5			45.8	98.4	50.7	101.1
1915	48.7	100.8	47.3	100.6	50.6	100.3			46.0	98.4	50.8	101.0
1916	48.9	100.7	47.5	100.5	50.7	100.2	42.7	106.9	46.3	98.4	51.3	101.0
1917	50.1	100.7	48.9	100.5	51.3	100.2	44.6	106.9	47.2	98.3	52.6	100.9
1918	52.3	100.8	50.6	100.7	53.8	100.3	48.3	105.7	50.9	98.3	54.8	100.9
1919	62.9	100.8	61.6	100.7	68.3	100.3	56.9	105.4	62.7	99.0	61.7	101.0
1920	76.4	101.1	76.3	100.8	84.3	100.4	65.6	104.3	77.5	98.6	75.3	100.5
1921	83.3	100.9	81.2	100.6	87.9	100.4	77.6	101.1	83.0	98.4	87.7	99.1
1922	85.2	102.1	83.4	102.1	88.7	101.0	81.3	101.8	78.7	103.5	86.4	101.0
1923	86.0	102.1	84.8	102.0	88.9	101.0	81.0	100.9	79.8	103.0	88.1	100.9
1924	90.6	101.1	89.4	100.6	94.0	100.4	84.4	100.9	88.7	99.8	90.7	100.8
1925	91.3	101.0	91.1	100.6	91.4	100.9	87.8	100.2	92.7	99.2	93.1	100.4
1926	93.4	101.2	93.4	100.3	90.5	100.7	94.4	99.8	92.7	100.3	94.3	100.4
1927	96.5	100.6	95.4	100.2	95.7	100.1	95.7	100.2	97.5	100.1	95.5	100.2
1928	98.3	100.4	98.9	99.9	97.9	100.3	99.5	100.0	99.6	99.7	95.5	100.7
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	100.9	99.7	100.8	99.8	100.8	99.8	101.6	99.9	101.7	99.8	100.8	100.0
1931	101.0	99.7	100.9	99.8	101.0	99.8	102.6	99.5	102.3	99.8	101.2	100.1
1932	100.0	97.6	100.2	95.9	100.4	92.9	103.8	99.4	103.6	97.8	100.2	99.3
1933	93.4	96.5	93.7	95.2	93.3	92.1	96.0	99.6	97.0	98.7	94.6	98.1
1934	94.8	86.7	94.9	85.2	94.5	82.6	100.5	95.5	97.2	93.9	96.0	94.9
1935	100.9	85.6	101.2	84.3	100.9	81.4	105.3	92.4	102.5	91.8	100.5	92.7
1936	102.3	84.0	102.9	82.7	102.8	79.9	107.9	92.1	103.1	91.4	102.0	92.3
1937	107.1	83.5	107.3	82.2	107.2	79.7	109.9	91.1	106.6	90.3	105.2	90.6
1938	109.3	83.5	109.7	82.1	109.8	79.6	115.5	88.6	109.3	89.7	108.8	88.8
1939	110.1	83.4	110.5	82.1	110.3	79.6	117.8	88.4	111.7	89.1	109.9	86.1

¹ Includes pressmen in charge.

Since data for mailers were not collected in 1929, it is impossible to present index numbers for this craft comparable to those for the other trades. The changes over the previous year, as shown in comparable quotations for each year in which data have been collected for this trade, were as follows:

Mailers:	Percentage change from previous year			
	1938	1938	1939	1939
	Wage rate	Hours	Wage rate	Hours
Book and job.....	+5.9	0	+1.7	0
Newspaper.....	+2.7	0	+ .8	+0.1

Changes Between 1938 and 1939¹

Wage rates.—Increased wage rates were reported in 518, or 25.7 percent, of the 1939 quotations which were comparable with 1938 (see table 3). Only 10 quotations, less than one-half of 1 percent, showed decreases. The increases applied to 25.6 percent of the total membership and the decreases to only one-tenth of 1 percent.

In the book and job trades, 26.8 percent of the comparable quotations showed increases in wage rates between June 1, 1938, and June 1, 1939. Of the total members reported, 23.8 percent had increases, 76.2 percent had no changes in hourly wage rates, and fewer than one-tenth of 1 percent had decreases.

The bookbinders had the greatest proportionate number of increases, with 59 out of 133 comparable rates showing rises. These increases applied to 48.4 percent of the total bookbinders' membership reported. The bindery women had 16 increases in 66 comparable quotations, affecting 34.6 percent of their members. The mailers had only 6 increases among 24 quotations, but as these increases were gained by some of the larger local unions the benefits accrued to 70.4 percent of the total membership reported. The electrotypers and the pressmen, both cylinder and platen, each reported rises in about one-fourth of their comparable quotations. About one in six of the reports for the typographers and photoengravers showed increases during the year.

¹ 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 those years 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 tables of indexes (tables 1 and 2) 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.

The newspaper trades had a slightly smaller proportion of quotations showing increases (24.7 percent) than the book and job group, but their raises applied to a somewhat larger proportion (29.0 percent) of their membership.

The increases reported for newspaper photoengravers benefited over half their members on both day and night shifts. The pressmen's reports showed raises accruing to nearly half of the total journeymen and men in charge on day shifts, and to over half of those on night shifts. In each of the other newspaper trades there were increases for slightly larger proportions of the day workers than of the night workers.

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

Trade	Number of quotations comparable with 1938	Number of quotations showing—			Percentage of members affected		
		Increase	Decrease	No change	Increase	Decrease	No change
All printing trades.....	2, 013	518	10	1, 485	25. 6	0. 1	74. 3
Book and job.....	1, 001	268	2	731	23. 8	(1)	76. 2
Bindery women.....	66	16	.....	50	34. 6	.....	65. 4
Bookbinders.....	133	59	2	72	43. 4	. 2	51. 4
Compositors, hand.....	70	11	.....	59	16. 2	.....	83. 8
Electrotypers.....	52	14	.....	38	26. 8	.....	73. 2
Machine operators.....	74	12	.....	62	11. 8	.....	88. 2
Machine tenders (machinists).....	42	8	.....	34	19. 4	.....	80. 6
Mallers.....	24	6	.....	18	70. 4	.....	29. 6
Photoengravers.....	54	9	.....	45	13. 5	.....	86. 5
Press assistants and feeders.....	169	54	.....	115	19. 9	.....	80. 1
Pressmen, cylinder.....	203	55	.....	148	22. 6	.....	77. 4
Pressmen, platen.....	114	24	.....	90	26. 3	.....	73. 7
Newspaper.....	1, 012	250	8	754	29. 0	. 2	70. 8
Day work.....	531	134	5	392	29. 9	. 2	69. 9
Night work.....	481	116	3	362	28. 0	. 2	71. 8
Compositors, hand:							
Day work.....	81	21	1	59	26. 7	. 1	73. 2
Night work.....	69	17	.....	52	20. 7	.....	79. 3
Machine operators:							
Day work.....	90	21	3	66	23. 6	. 3	76. 1
Night work.....	79	19	.....	60	18. 0	.....	82. 0
Machine tenders (machinists):							
Day work.....	70	19	.....	51	18. 9	.....	81. 1
Night work.....	64	16	.....	48	14. 1	.....	85. 9
Mallers:							
Day work.....	43	9	1	33	16. 6	1. 3	82. 1
Night work.....	41	9	1	31	14. 0	1. 3	84. 7
Photoengravers:							
Day work.....	49	14	.....	35	53. 3	.....	46. 7
Night work.....	46	11	.....	35	58. 9	.....	41. 1
Pressmen, web (journeymen):							
Day work.....	71	16	.....	55	41. 6	.....	58. 4
Night work.....	64	13	1	50	57. 4	. 3	42. 3
Pressmen in charge, web:							
Day work.....	58	15	.....	43	49. 3	.....	50. 7
Night work.....	54	13	1	40	55. 9	. 2	43. 9
Stereotypers:							
Day work.....	69	19	.....	50	23. 7	.....	76. 3
Night work.....	64	18	.....	46	22. 9	.....	77. 1

¹ Less than 1/10 of 1 percent.

The majority of the increases reported were comparatively small. In 352 instances the 1939 rates were less than 5 percent higher than in 1938, and in 143 instances they were between 5 and 10 percent higher. In only 23 instances did the increases amount to 10 percent or more. The greatest percentage increase reported was that of the newspaper mailers on night shift in Washington, D. C., whose rate advanced from \$0.65 per hour in 1938 to \$0.80 per hour in 1939, an increase of 23 percent.

These larger increases applied to very few members. Of the total number of members benefited by higher scales, less than 3 percent had their rates raised as much as 10 percent above 1938. The increases of less than 5 percent applied to nearly three-fourths of the members benefited, and those of 5 to 10 percent applied to one-fourth. The distribution of the wage-rate increases according to the percentage of increase is shown in table 4.

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

Trade	Number of quotations showing increases of—					Percentage of members affected by increases of—				
	Less than 5 percent	5 and under 10 percent	10 and under 15 percent	15 and under 20 percent	20 percent and over	Less than 5 percent	5 and under 10 percent	10 and under 15 percent	15 and under 20 percent	20 percent and over
All printing trades.....	352	143	14	6	3	18.6	6.4	0.3	0.1	0.2
Book and job.....	168	89	8	1	2	17.7	5.3	.5	(1)	.3
Bindery women.....	7	7	1	---	1	18.6	13.0	.4	---	2.6
Bookbinders.....	24	34	1	---	---	32.6	15.8	(1)	---	---
Compositors, hand.....	8	3	---	---	---	15.2	1.0	---	---	---
Electrotypers.....	14	---	---	---	---	28.8	---	---	---	---
Machine operators.....	9	3	---	---	---	10.9	.9	---	---	---
Machine tenders (machinists).....	8	1	---	---	---	19.4	.9	---	---	---
Mallers.....	5	---	---	---	---	69.5	---	---	---	---
Photoengravers.....	3	6	---	---	---	1.2	12.3	---	---	---
Press assistants and feeders.....	31	21	1	---	---	15.6	3.4	.6	.3	---
Pressmen, cylinder.....	41	10	3	1	---	18.8	1.5	2.3	(1)	---
Pressmen, platen.....	18	4	2	---	---	23.3	1.0	2.0	---	(1)
Newspaper.....	184	54	6	5	1	20.1	8.5	(1)	.3	.1
Day work.....	96	30	4	4	---	19.7	9.6	(1)	.6	---
Night work.....	88	24	2	1	1	20.4	7.3	(1)	.1	.2
Compositors, hand:										
Day work.....	17	2	2	---	---	22.0	4.6	.1	---	---
Night work.....	15	2	---	---	---	16.6	4.1	---	---	---
Machine operators:										
Day work.....	18	2	1	---	---	19.0	4.6	(1)	---	---
Night work.....	17	2	---	---	---	14.4	3.6	---	---	---
Machine tenders (machinists):										
Day work.....	17	2	---	---	---	16.2	2.7	---	---	---
Night work.....	14	2	---	---	---	10.9	3.2	---	---	---
Mallers:										
Day work.....	3	4	---	2	---	7.3	5.0	---	4.3	---
Night work.....	4	3	---	1	1	9.1	2.7	---	.6	1.6
Photoengravers:										
Day work.....	7	6	1	---	---	47.9	5.1	.3	---	---
Night work.....	9	2	---	---	---	57.0	1.9	---	---	---
Pressmen, web:										
Day work.....	11	4	---	1	---	18.5	22.1	---	1.0	---
Night work.....	8	4	1	---	---	35.7	21.5	.2	---	---
Pressmen in charge:										
Day work.....	11	3	---	1	---	22.7	26.1	---	.5	---
Night work.....	10	2	1	---	---	42.1	13.6	.2	---	---
Stereotypers:										
Day work.....	12	7	---	---	---	12.4	11.3	---	---	---
Night work.....	11	7	---	---	---	8.8	14.1	---	---	---

¹ Less than 1/10 of 1 percent.

Hours of work.—Changes in hour scales affected less than 5 percent of the membership for whom comparable reports were received. There were 110 quotations which indicated that weekly hours had been reduced during the year, and 3 which showed increased weekly hours. The decreased hour scales affected 4.2 percent of the total membership and the increases, 0.1 percent.

All of the increases and 68 of the decreases applied to the newspaper workers. The book and job members had 42 hour reductions among 1,001 comparable quotations.

About 17 percent of the stereotypers, 14 percent of the bookbinders, and 12 percent of the bindery women had their weekly hours reduced. These were the only trades in which as many as 10 percent of the members were affected by hour changes.

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 weekly hours and percentage of members affected, June 1, 1939, as compared with June 1, 1938*

Trade	Number of quotations comparable with 1938	Number of quotations showing—			Percentage of members affected		
		Increase	Decrease	No change	Increase	Decrease	No change
All printing trades	2,013	3	110	1,900	0.1	4.2	95.7
Book and job	1,001		42	959		4.3	95.7
Bindery women	66		3	63		12.0	88.0
Bookbinders	133		21	112		14.1	85.9
Compositors, hand	70		1	69		.2	99.8
Electrotypers	52		3	49		9.3	90.7
Machine operators	74		1	73		.1	99.9
Machine tenders (machinists)	42		1	41		.3	99.7
Mailables	24			24			100.0
Photoengravers	54		4	50		9.4	90.6
Press assistants and feeders	169		2	167		.2	99.8
Pressmen, cylinder	203		4	199		.3	99.7
Pressmen, platen	114		2	112		.4	99.6
Newspaper	1,012	3	68	941	.2	3.9	95.9
Day work	531	2	37	492	.3	4.9	94.8
Night work	481	1	31	449	.2	2.8	97.0
Compositors, hand:							
Day work	81		3	78		3.8	96.2
Night work	69		2	67		1.5	98.5
Machine operators:							
Day work	90		3	87		4.0	96.0
Night work	79		2	77		1.6	98.4
Machine tenders (machinists):							
Day work	70	1	2	67	.2	2.5	97.3
Night work	64		2	62		1.1	98.9
Mailables:							
Day work	43	1	1	41	2.9	.7	96.4
Night work	41	1	1	39	1.6	.7	97.7
Photoengravers:							
Day work	49		2	47		1.5	98.5
Night work	46		2	44		3.7	96.3
Pressmen, web (journeymen):							
Day work	71		6	65		4.4	95.6
Night work	64		4	60		1.5	98.5
Pressmen in charge, web:							
Day work	58		5	53		4.6	95.4
Night work	54		4	50		1.4	98.6
Stereotypers:							
Day work	69		15	54		17.7	82.3
Night work	64		14	50		17.1	82.9

Average Union Wage Rates, 1939

The average union rate per hour for all printing trades in the 72 cities studied on June 1, 1939, was \$1.193. The book and job average was \$1.135 and the newspaper average, \$1.302. (See table 6.)

The photoengravers' averages were higher than those of any other trade. For book and job work they averaged \$1.564 per hour, and for newspaper work they averaged \$1.583 on day shifts and \$1.829 on night shifts. The only other average to exceed \$1.50 per hour was that of the newspaper pressmen in charge on night shifts, which was \$1.514. All of the book and job trades except the bindery women and the press assistants and feeders averaged above \$1.00 per hour, as did all but the mailers in the newspaper group.

Among the book and job trades the hourly wage rates ranged from \$0.275 per hour, for bindery women working on tailors' sample books in Philadelphia, to \$2.00 per hour, for machine operators setting Hebrew text in New York City. Over three-fourths of all the book and job members had rates of over \$1.00 per hour, with 63.2 percent having rates between \$1.00 and \$1.40. Rates of \$1.40 per hour and higher were reported for 12.5 percent of the membership. Scales of \$1.50 and over per hour were reported only among the electrotypers, machine operators, machine tenders, photoengravers, and cylinder pressmen. There were rates between \$1.80 and \$1.90 for 31.5 percent of the photoengravers; between \$1.70 and \$1.80 for 4.3 percent of the photoengravers and 0.1 percent of the cylinder pressmen; between \$1.60 and \$1.70 for 44.7 percent of the electrotypers, 0.6 percent of the photoengravers, and 2.6 percent of the cylinder pressmen; and between \$1.50 and \$1.60 for 8.9 percent of the electrotypers, 1.5 percent of the machine tenders, 10.8 percent of the photoengravers, and 1.9 percent of the cylinder pressmen. The highest book and job rate, \$2.00 per hour, applied to 0.3 percent of the machine operators although no other members of this craft had rates as high as \$1.40 per hour.

Practically all of the bindery women had rates below 80 cents per hour, there being only one quotation, covering less than one-tenth of 1 percent of the membership, which recorded a higher rate. A majority, 54.6 percent, of the press assistants and feeders had rates below \$1.00 per hour. In each of the other book and job trades, over half of the members had rates of \$1.00 or higher. There were no typographic nor cylinder pressmen's rates under 80 cents per hour. The electrotypers had no rates below 90 cents and the photoengravers none under \$1.00.

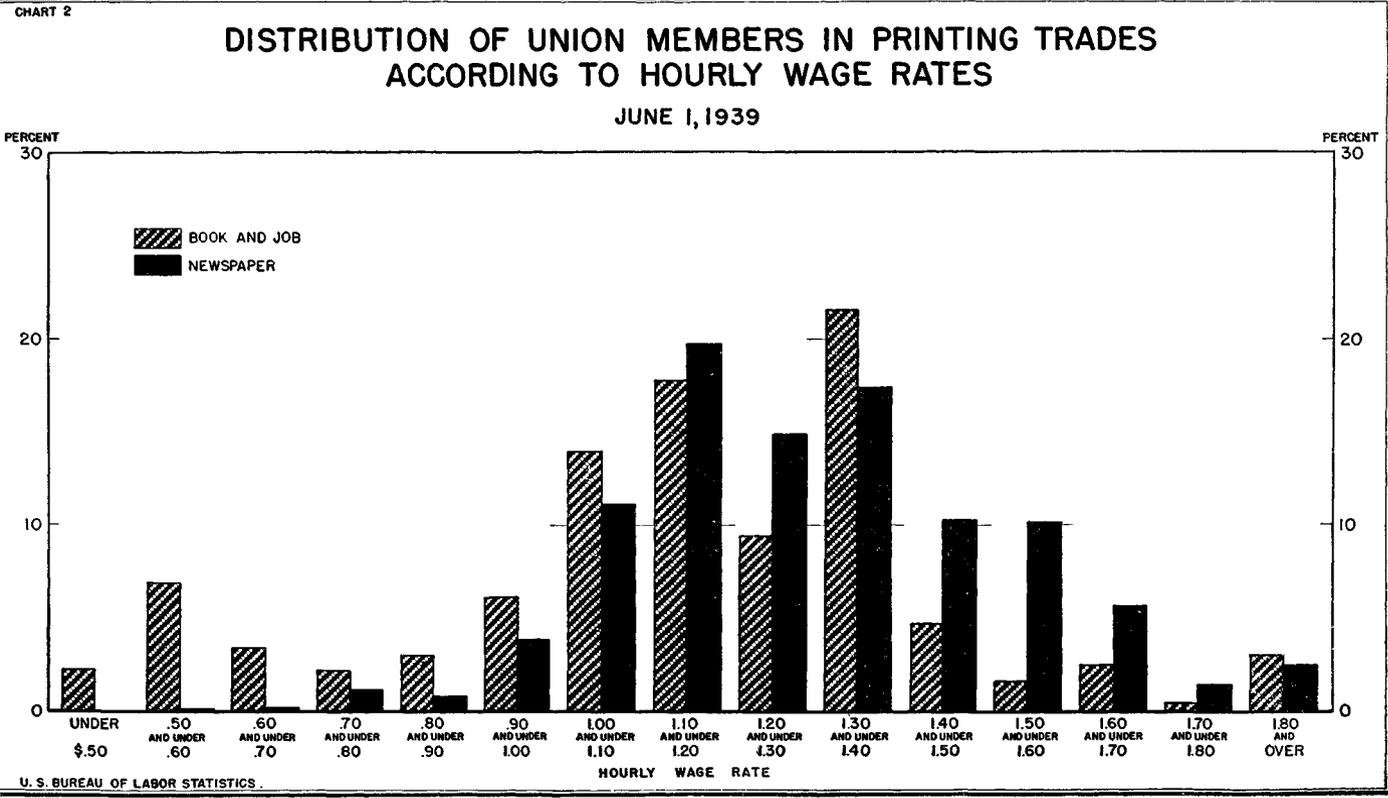
The rates for newspaper workers ranged from \$0.50 per hour, for mailers on day shifts in Little Rock and Wichita, to \$2.667 for hand and machine compositors setting Hebrew text on night shifts in New York City. Over 62 percent of the newspaper membership had

TABLE 6.—Percentage distribution of union members in the printing trades by hourly rates, June, 1, 1939

Trade	Average rate per hour	Percentage of union members whose rates (in cents) per hour were—																			
		Under 40	40 and under 45	45 and under 50	50 and under 55	55 and under 60	60 and under 70	70 and under 80	80 and under 90	90 and 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
All printing trades	\$1.193	0.3	0.5	0.7	2.6	2.0	2.3	1.9	2.3	5.4	13.1	18.5	11.4	20.2	6.7	4.7	3.7	0.8	2.2	0.1	0.6
Book and job	1.135	.5	.8	1.0	3.9	3.0	3.5	2.3	3.1	6.2	14.1	17.8	9.5	21.8	4.8	1.7	2.6	.4	3.0		(1)
Bindery women	.535	4.8	4.8	9.6	30.8	22.2	26.0	1.8				(1)									
Bookbinders	1.032		2.2		1.5	4.4		.6	1.1	11.5	35.1	31.5	10.2	1.1	.1						
Compositors, hand	1.205								1.5	3.0	17.6	28.2	10.3	39.2	.2						
Electrotypers	1.423									2.5	2.1	9.4	25.1	4.2	3.1	8.9	44.7				
Machine operators	1.276									.8	1.8	9.6	18.9	7.4	61.2						.3
Machine tenders (machinists)	1.285									.7	.6	7.6	19.9	20.9	38.0	10.8	1.5				
Mailers	1.037				3.0		1.1	1.8	10.2	7.7	18.0	56.8	1.4								
Photoengravers	1.564										.6		4.5	16.5	31.3	10.8	.6	4.3	31.5		
Press assistants and feeders	.962	.1	.3	.2	3.5	1.1	4.5	13.0	13.6	18.3	17.0	19.4	8.7	.3							
Pressmen, cylinder	1.246								1.0	3.7	20.2	17.0	11.9	30.1	11.5	1.9	2.6	.1			
Pressmen, platen	1.053							.4	7.5	13.5	26.7	8.9	11.4	24.3	7.3						
Newspaper	1.302				(1)	.1	.2	1.1	.8	3.9	11.2	19.9	15.0	17.5	10.3	10.2	5.7	1.5	.7	.3	1.6
Day work	1.238				(1)	.1	.2	1.1	.8	5.6	13.6	25.3	16.9	15.0	10.5	6.1	1.4	1.7		.5	.6
Night work	1.373					(1)	.2	.5	.8	2.0	8.6	13.9	13.0	20.0	10.0	14.8	10.5	1.3	1.6	.1	2.7
Compositors, hand	1.349								(1)	.1	1.9	7.6	19.1	22.2	24.0	15.9	8.2	(1)		.5	.5
Day work	1.296											2.8	10.8	16.1	22.4	16.2	23.5	7.9			.3
Night work	1.402								(1)												
Machine operators	1.356																				
Day work	1.307							.1	.4	1.8	7.8	16.1	25.5	23.4	9.9	11.0	.7			1.4	1.9
Night work	1.406									.1	3.1	9.3	12.0	31.5	13.9	27.6	1.5				1.0
Machine tenders (machinists)	1.352																				
Day work	1.305										1.3	7.0	15.3	27.4	23.4	15.5	9.9			.2	
Night work	1.413										2.9	8.9	12.6	27.3	15.8	11.2	21.3				
Mailers	.984																				
Day work	.917				.5	1.3	1.4	18.4	3.2	41.8	32.8	.6									
Night work	1.038					.3	1.9	3.6	5.1	12.0	44.3	31.5	1.3								
Photoengravers	1.703												.2	2.3	14.8	17.8	19.4	15.1	30.1		
Day work	1.583																				
Night work	1.829										.9			1.4	6.1	6.4	18.5	12.2	14.7		39.8
Pressmen (Journemen)	1.239																				
Day work	1.158						3		.8	1.9	23.5	56.1	2.7	2.3	12.4						
Night work	1.357								.2	2.1	4.9	12.9	24.0	23.5	.1	.3	28.5	3.5			
Pressmen in charge	1.386																				
Day work	1.290									.8		5.6	24.6	32.2	21.1	.5	2.0	13.2			
Night work	1.514										1.6	7.3	9.6	19.4	12.3	.2	.2	24.6	4.1		
Stereotypers	1.241																				
Day work	1.171								1.6	3.9	15.6	39.1	28.8	8.7	1.8						
Night work	1.334								.6	1.4	7.6	27.0	13.3	13.8	11.4	.8	23.5		.6		

¹ Less than 1/10 of 1 percent.

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WAGES AND HOURS

rates of \$1.20 per hour and higher. Twenty percent were receiving \$1.50 or better, and only 6.1 percent were working for less than \$1.00 per hour.

More than half the newspaper photoengravers on day shifts had rates of \$1.50 per hour or more, and over half of those working nights had rates of \$1.80 and higher. Five other newspaper trades reported some hourly scales in excess of \$1.80, the pressmen in charge on night shifts being the only craft, other than photoengravers, in which these rates applied to an important proportion (28.7 percent) of the membership. At the other extreme, although each trade had some rates in the lower brackets, the mailers constituted the only trade having a considerable number of members working for less than \$1.00 per hour. These rates applied to 66.6 percent of the mailers on day shifts and to 22.9 percent of those working nights. None of the mailers had rates above \$1.30 per hour. Most of the typographic members had day rates ranging between \$1.10 and \$1.50. A considerable number of their members, however, had night rates in the \$1.50 to \$1.70 brackets. Nearly all of the pressmen and stereotypers had day rates between \$1.00 and \$1.50 per hour. On night shifts, however, 32.3 percent of the pressmen and 24.9 percent of the stereotypers were being paid \$1.50 or more per hour. The pressmen in charge generally had higher rates, 93.6 percent of their day workers having scales between \$1.10 and \$1.70, while 28.7 percent of their night workers received \$1.80 or better.

Night Wage-Rate Differentials

The union agreements of the newspaper trades in the cities surveyed provided an average differential of 10.9 cents per hour in favor of night workers as compared with the day workers in identical occupations in the same city. A few agreements specified the same rate for both day and night work; the majority, however, provided higher rates for the night shift.

The actual differentials were as high as 66.7 cents for hand and machine compositors setting Hebrew text in New York City. Nearly half of the night workers had differentials in excess of 8 cents per hour and over 37 percent had differentials of between 6 and 8 cents per hour.

The photoengravers had the greatest average differential (21.1 cents) among the separate trades. Forty percent of their night working members had differentials of between 28 and 32 cents per hour and 25 percent, between 20 and 24 cents per hour. The pressmen, pressmen in charge, stereotypers, and mailers all had average differentials exceeding 10 cents per hour. The lowest average differential was that of the machine operators, 7.9 cents per hour. The stereotypers had the greatest proportionate number of night workers

(24.6 percent) with differentials in excess of 32 cents per hour, but they likewise had the greatest proportionate number (8.2 percent) with no differentials.

The night differential for hand compositors setting Hebrew text in Chicago was 64.5 cents per hour, a close second to that in New York. Other differentials exceeding 32 cents per hour were reported for color pressmen (35.4 cents) and men in charge of color presses (39.3 cents) in New York, and for stereotypers on foreign language papers in Chicago (32.7 cents). Regular black presswork carried differentials of 33.1 cents per hour for pressmen in charge in Toledo, 39.5 cents for stereotypers in Newark, and 33 cents for stereotypers in New York.

The average differentials and the distribution of the night-working newspaper membership according to the amount of the differentials are shown in table 7.

TABLE 7.—Differentials between union day and night wage rates in newspaper printing trades, June 1, 1939

Trade or occupation	Average difference per hour in wage rate ¹	Percentage of night workers whose wage-rate differences (in cents) in comparison to day work, were—													32 and over
		0	Up to 4	4 and under 6	6 and under 8	8 and under 10	10 and under 12	12 and under 14	14 and under 16	16 and under 20	20 and under 24	24 and under 28	28 and under 32		
All newspaper trades....	\$0.109	2.3	2.7	9.0	37.3	7.9	5.9	10.8	8.0	3.6	7.0	0.1	2.4	3.0	
Compositors, hand.....	.080	.4	---	7.6	59.8	11.2	10.3	5.5	5.5	---	---	---	---	.2	
Machine operators.....	.079	.7	---	9.8	66.8	8.5	4.5	4.6	4.3	---	---	---	---	.8	
Machine tenders (machinists).....	.084	2.3	---	10.1	37.7	9.5	31.7	2.9	5.8	---	---	---	---	---	
Mailers.....	.101	.9	10.5	16.8	6.7	1.3	3.1	50.6	9.8	---	.3	---	---	---	
Photoengravers.....	.211	---	---	2.6	3.3	---	6.3	21.0	---	1.0	25.4	---	40.4	---	
Pressmen (journeymen).....	.149	6.2	3.4	4.9	4.9	9.0	2.8	.9	19.0	16.3	28.9	---	.2	3.5	
Pressmen in charge.....	.166	5.7	3.6	4.0	4.5	7.9	1.4	1.7	14.8	21.9	30.0	---	---	4.5	
Stereotypers.....	.142	8.2	10.4	14.0	12.2	6.7	.1	9.9	7.8	4.4	---	1.7	---	24.6	

¹ Since some cities did not have both day and night workers, and are thus excluded from table 7, the average differentials shown in this table are not the same as the differences between the averages for day and night work shown in table 6.

Overtime Rates

Time and one-half was predominantly specified as the initial overtime rate in the printing-trade agreements. This rate applied to over 98 percent of the total membership reported. Some of the agreements, however, specified that this rate should apply only to a limited amount of overtime and that a higher rate should apply when overtime work was prolonged.

The typographical union, although allowing its members who hold regular situations to work overtime in emergencies, requires them to share this extra work with unemployed members by taking equivalent time off later and allowing a substitute to work in their places.

The distribution of the initial overtime rates provided in the printing-trade agreements and the proportions of the memberships to which they apply are shown in table 8.

TABLE 8.—Overtime rates provided in printing-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 scale	No penalty rate specified	Time and one-half	Double time	Other penalty scale	No penalty rate specified
All printing trades.....	2,069	3	8	128	98.1	0.8	0.8	10.3
Book and job.....	1,051	3		110	98.4	1.3		1.3
Bindery women.....	64	3		1	88.0	11.9		.1
Bookbinders.....	135			11	99.5			1.5
Compositors, hand.....	70			2	99.2			.8
Electrotypers.....	55				100.0			
Machine operators.....	74			2	99.7			.3
Machine tenders (machinists).....	47			1	99.9			.1
Mailers.....	36				100.0			
Photoengravers.....	56				100.0			
Press assistants and feeders.....	172			3	99.5			.5
Pressmen, cylinder.....	224				100.0			
Pressmen, platen.....	118				100.0			
Newspaper.....	1,018		8	18	97.4		2.2	.4
Day work.....	535		3	11	96.8		2.8	.4
Night work.....	483		5	7	98.1		1.6	.3
Compositors, hand:								
Day work.....	80			4	99.8			.2
Night work.....	68			1	100.0			(²)
Machine operators:								
Day work.....	86			6	98.5			1.5
Night work.....	75			4	99.5			.5
Machine tenders (machinists):								
Day work.....	69			1	99.8			.2
Night work.....	64				100.0			
Mailers:								
Day work.....	49				100.0			
Night work.....	47			2	99.1			.9
Photoengravers:								
Day work.....	50				100.0			
Night work.....	47				100.0			
Pressmen:								
Day work.....	73		1		90.7		9.3	
Night work.....	64		2		93.6		6.4	
Pressmen in charge:								
Day work.....	58		1		95.6		4.4	
Night work.....	53		2		95.9		4.1	
Stereotypers:								
Day work.....	70		1		92.5		7.5	
Night work.....	65		1		93.5		6.5	

¹ Includes 1 quotation prohibiting overtime entirely, applying to $\frac{1}{2}$ of 1 percent of the bookbinders and amounting to $\frac{1}{10}$ of 1 percent of the book and job membership and to less than $\frac{1}{10}$ of 1 percent of the membership in all printing trades.

² Less than $\frac{1}{10}$ of 1 percent.

Average Wage Rates by Size of City

The average wage rates for the printing trades varied directly with the size of the cities for which reports were received. This was true not only of the averages for all printing trades combined but also of the separate averages for the book and job and newspaper groups. (See table 9.)

For the northern and Pacific cities the direct variation in accordance with population held for the averages of all trades combined and for the averages of the book and job trades. In the newspaper averages there was one exception; the average for size C cities slightly exceeded that for size B cities. This was largely due to the influence of the high rates and comparatively large memberships in Washington and Newark.

In the southern and southwestern cities the newspaper averages varied directly with the city sizes but the averages for the book and job trades and those for all trades combined did not. The average for all printing trades in size D cities exceeded that for size C cities, mainly because in the size D cities the newspaper membership in relation to the the book and job membership, was greater than in the size C cities. This situation resulted in a much heavier proportionate weighting of the newspaper rates (which generally average higher than book and job rates) in the average for the size D cities.

The book and job average for size E cities in the South and Southwest was greater than that of the size D cities. This resulted from the fact that the lower-paid occupations, bookbinders and bindery women, either did not exist or were not organized in the smaller southern and southwestern cities, which gave a disproportionate weight to the more highly paid crafts in the average for those cities.

In general, the averages for the separate trades varied directly with the population groups. The averages of all cities for five book and job trades varied directly throughout the city-size classifications. In the averages for northern and Pacific cities three book and job trades maintained direct variation, and in the averages for southern and southwestern cities two trades had direct variation with the city sizes.

The averages for the newspaper trades varied with the city-size groups more consistently than those of the book and job trades. There was direct variation in the averages of all cities for every newspaper trade except the pressmen, pressmen in charge, and the stereotypers. The averages for the northern and Pacific cities were not so consistent. However, three trades had direct variation throughout their day-rate averages and two had direct variation throughout their night-rate averages. For southern and southwestern cities there were deviations from direct variation in three each of the day-rate and night-rate averages.

Regional Differences in Wage Rates

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 C, D, and E. (See table 9.)

The northern and Pacific cities consistently had higher averages than those of comparable size southern and southwestern cities. This was true in all city-size groups for both the newspaper and book and job averages, and also for the averages of all trades combined.

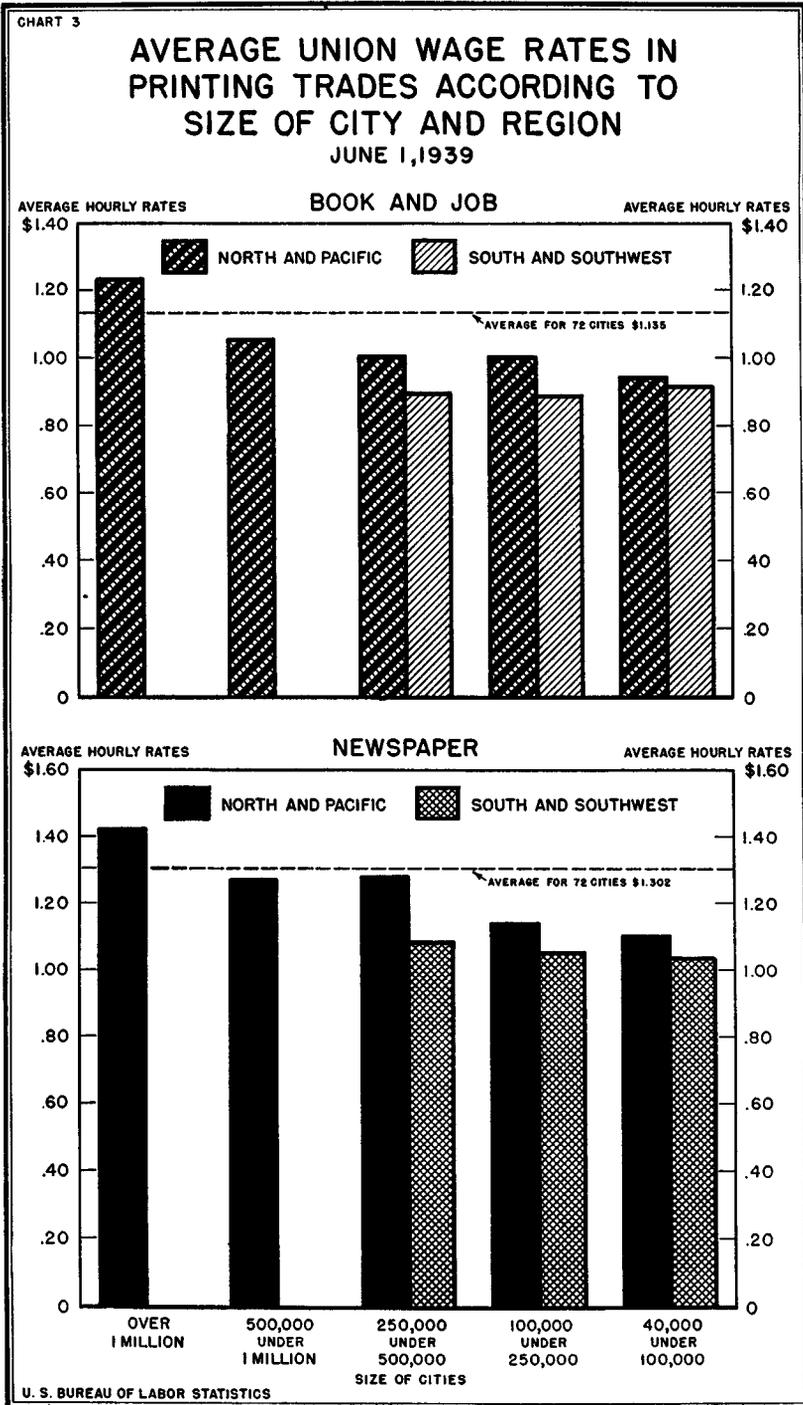
The regional differences prevailed generally for each of the different crafts. There were no exceptions in the trade averages for size C cities, and only four each in the size D and size E averages.

TABLE 9.—Average hourly wage rates of union members in the printing trades, by region and size of city, June 1, 1939

Trade	Average hourly wage rates in cities of specified population group ¹										
	Group A, North and Pa- cific	Group B, North and Pa- cific	Group C			Group D			Group E		
			All regions	North and Pa- cific	South and South- west	All regions	North and Pa- cific	South and South- west	All regions	North and Pa- cific	South and South- west
All printing trades....	\$1.288	\$1.139	\$1.091	\$1.110	\$0.991	\$1.051	\$1.069	\$0.995	\$0.999	\$1.009	\$0.985
Book and job.....	1.234	1.059	.991	1.006	.898	.984	1.004	.890	.940	.949	.920
Bindery women.....	.555	.552	.502	.509	.440	.506	.524	.458	.470	.476	(?)
Bookbinders.....	1.018	1.088	1.052	1.077	.915	.922	.922	.922	1.017	1.038	(?)
Compositors, hand.....	1.311	1.142	1.112	1.131	1.013	1.036	1.064	.942	.982	.970	1.010
Electrotypers.....	1.586	1.191	1.239	1.247	1.126	1.132	1.206	1.024	(?)	(?)	-----
Machine operators.....	1.355	1.177	1.134	1.153	1.052	1.049	1.055	1.031	.997	1.016	.966
Machine tenders (ma- chinists).....	1.376	1.209	1.199	1.224	.972	1.121	1.124	(?)	1.125	1.125	1.125
Mallers.....	1.072	1.107	1.011	1.025	.911	.810	.807	(?)	(?)	-----	-----
Photoengravers.....	1.649	1.444	1.443	1.467	1.284	1.377	1.381	1.360	1.334	(?)	1.256
Press assistants and feeders.....	1.061	.861	.788	.815	.588	.800	.824	.603	.654	.720	1.546
Pressmen, cylinder.....	1.355	1.155	1.124	1.158	.949	1.123	1.136	1.013	.987	1.009	.937
Pressmen, platen.....	1.233	.974	.916	.930	.799	.884	.908	.772	.846	.833	.860
Newspaper.....	1.423	1.271	1.238	1.279	1.082	1.116	1.142	1.054	1.071	1.102	1.038
Day work.....	1.354	1.222	1.195	1.233	1.050	1.094	1.114	1.036	1.053	1.093	1.005
Night work.....	1.474	1.333	1.308	1.355	1.134	1.148	1.188	1.073	1.086	1.110	1.063
Compositors, hand: Day work.....	1.450	1.320	1.263	1.295	1.136	1.118	1.141	1.063	1.050	1.091	1.012
Night work.....	1.518	1.402	1.352	1.398	1.181	1.181	1.215	1.124	1.114	1.177	1.066
Machine operators: Day work.....	1.462	1.321	1.283	1.311	1.141	1.125	1.143	1.050	1.065	1.096	1.030
Night work.....	1.526	1.388	1.331	1.409	1.207	1.187	1.216	1.113	1.122	1.170	1.085
Machine tenders (machinists): Day work.....	1.466	1.309	1.265	1.300	1.175	1.140	1.162	1.079	1.088	1.113	1.050
Night work.....	1.552	1.394	1.349	1.399	1.216	1.196	1.240	1.121	1.138	1.181	1.104
Mallers: Day work.....	.986	.953	.842	.901	.695	.811	.815	.803	.761	.969	(?)
Night work.....	1.082	1.045	.932	.971	.829	.856	.906	.801	.697	.689	.731
Photoengravers: Day work.....	1.700	1.452	1.450	1.466	1.265	1.345	1.342	1.353	(?)	-----	(?)
Night work.....	1.975	1.609	1.578	1.635	1.264	1.496	1.494	1.501	-----	-----	-----
Pressmen (journey- men): Day work.....	1.216	1.136	1.123	1.150	1.033	1.019	1.033	.982	1.052	1.101	.933
Night work.....	1.459	1.249	1.195	1.228	1.105	1.077	1.117	1.018	1.097	1.155	1.011
Pressmen in charge: Day work.....	1.381	1.243	1.218	1.245	1.120	1.148	1.154	1.107	1.182	1.182	-----
Night work.....	1.632	1.381	1.285	1.318	1.202	1.192	1.185	1.208	1.214	1.214	-----
Stereotypers: Day work.....	1.237	1.218	1.139	1.168	1.042	1.043	1.061	.995	1.058	1.082	1.008
Night work.....	1.467	1.317	1.204	1.261	1.099	1.039	1.132	1.020	1.105	1.134	1.067

¹ Group A, over 1,000,000 population; group B, 500,000 to 1,000,000; group C, 250,000 to 500,000; group D, 100,000 to 250,000; and group E, 40,000 to 100,000. No cities of over 500,000 in the South and Southwest.

² Insufficient quotations to compute an average for this classification.



Average Rates in Each City

Averages of the combined book and job rates and of the combined newspaper rates in each city, grouped according to population, are presented in table 10. The averages used were weighted according to the number of members in each local union covered by the reported rates. 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.²

Not all the trades had effective union scales in all the cities. This was especially true among the bindery women, bookbinders, electrotypers, machine tenders, mailers, and photoengravers—occupations which either did not exist or were not organized in a number of the smaller cities. The averages, however, do represent all the effective union scales in each city. As it may be assumed that the types of printing done in cities of comparable size will in general be similar, these averages should be comparable within the city-size groups.

No averages have been included in table 10 unless they were computed from the effective rates of at least two distinct printing trades. In this respect the three typographical classifications were considered as constituting only one trade, as were the newspaper pressmen and pressmen in charge. Day and night newspaper rates for identical occupations were also considered as representing but one trade. In consequence, a few cities included in the survey do not appear in table 10.

The highest city averages for book and job work were those of New York (\$1.285 per hour) and Chicago (\$1.264). Toledo (\$1.183), Youngstown (\$1.178), Seattle (\$1.169), and Madison (\$1.160) all averaged above \$1.15 per hour, and 28 other cities averaged above \$1 per hour. The lowest city averages for the book and job trades were those of Memphis (\$0.765) and Little Rock (\$0.790).

The newspaper averages were all considerably higher than those of the book and job trades. This resulted mainly from the fact that newspaper work includes none of the three lowest-paid printing crafts—bookbinders, bindery women, and press assistants and feeders—and in part from the fact that newspaper scales for comparable occupations, such as typesetting, very often are higher than the book and job rates.

² Although 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 a trade including several hundred members.

The New York City average (\$1.568) for newspaper work was first by a wide margin. The second highest average, \$1.419 for Washington, was nearly 15 cents per hour less than that of New York. Newark (\$1.383), Chicago (\$1.370), Providence (\$1.368), Cleveland (\$1.351), Cincinnati (\$1.316), Milwaukee (\$1.314), and Boston (\$1.307), however, all had averages in excess of \$1.30 per hour and 53 other cities had averages of over \$1 per hour. The lowest newspaper average was that of New Orleans, \$0.909 per hour.

TABLE 10.—Average hourly wage rates of union members in the printing trades, by cities and by classified population, June 1, 1939

BOOK AND JOB

City and population group	Average hourly rate	City and population group	Average hourly rate
A. Over 1,000,000:		D. 100,000 to 250,000:	
New York, N. Y.	\$1.285	Youngstown, Ohio.....	\$1.178
Chicago, Ill.	1.264	Rock Island (Ill.) district ¹	1.137
<i>Average for group A</i>	<i>1.234</i>	Springfield, Mass.....	1.119
Detroit, Mich.....	1.134	Erie, Pa.....	1.098
Los Angeles, Calif.....	1.052	Dayton, Ohio.....	1.052
Philadelphia, Pa.....	1.047	Omaha, Nebr.....	1.040
B. 500,000 to 1,000,000:		Duluth, Minn.....	1.020
Pittsburgh, Pa.....	1.157	South Bend, Ind.....	1.018
San Francisco, Calif.....	1.146	New Haven, Conn.....	1.017
Cleveland, Ohio.....	1.142	Peoria, Ill.....	.995
Buffalo, N. Y.....	1.062	El Paso, Tex.....	.992
<i>Average for group B</i>	<i>1.059</i>	Norfolk, Va.....	.991
St. Louis, Mo.....	1.012	<i>Average for group D</i>	<i>.984</i>
Milwaukee, Wis.....	1.007	Reading, Pa.....	.962
Baltimore, Md.....	1.004	Oklahoma City, Okla.....	.946
Boston, Mass.....	.982	Des Moines, Iowa.....	.935
C. 250,000 to 500,000:		Richmond, Va.....	.935
Toledo, Ohio.....	1.183	Scranton, Pa.....	.935
Seattle, Wash.....	1.169	Spokane, Wash.....	.933
Rochester, N. Y.....	1.140	Wichita, Kans.....	.930
Indianapolis, Ind.....	1.103	Grand Rapids, Mich.....	.926
Cincinnati, Ohio.....	1.083	Worcester, Mass.....	.926
Newark, N. J.....	1.063	Salt Lake City, Utah.....	.922
Columbus, Ohio.....	1.040	San Antonio, Tex.....	.874
Portland, Oreg.....	1.028	Jacksonville, Fla.....	.830
Providence, R. I.....	1.026	Nashville, Tenn.....	.817
Dallas, Tex.....	1.024	E. 40,000 to 100,000:	
<i>Average for group C</i>	<i>.991</i>	Madison, Wis.....	1.160
Houston, Tex.....	.987	Phoenix, Ariz.....	1.043
Kansas City, Mo.....	.982	Charlotte, N. C.....	1.024
Denver, Colo.....	.974	Butte, Mont.....	.991
Washington, D. C.....	.962	Charleston, W. Va.....	.981
Atlanta, Ga.....	.914	<i>Average for group E</i>	<i>.940</i>
St. Paul, Minn.....	.894	York, Pa.....	.901
Birmingham, Ala.....	.893	Portland, Maine.....	.850
New Orleans, La.....	.851	Jackson, Miss.....	.831
Minneapolis, Minn.....	.844	Manchester, N. H.....	.821
Louisville, Ky.....	.835	Little Rock, Ark.....	.790
Memphis, Tenn.....	.765		

¹ Includes Davenport, Iowa, and Moline, Ill.

TABLE 10.—Average hourly wage rates of union members in the printing trades by cities and by classified population, June 1, 1939—Continued

NEWSPAPER			
City and population group	Average hourly rate	City and population group	Average hourly rate
A. Over 1,000,000:		D. 100,000 to 250,000:	
New York, N. Y.	\$1.568	Scranton, Pa.	\$1.288
<i>Average for group A.</i>	<i>1.423</i>	Youngstown, Ohio	1.270
Chicago, Ill.	1.370	Dayton, Ohio	1.238
Detroit, Mich.	1.293	Erie, Pa.	1.225
Los Angeles, Calif.	1.227	Reading, Pa.	1.204
Philadelphia, Pa.	1.210	Des Moines, Iowa.	1.190
B. 500,000 to 1,000,000:		Omaha, Nebr.	1.172
Cleveland, Ohio	1.351	Jacksonville, Fla.	1.169
Milwaukee, Wis.	1.314	Worcester, Mass.	1.150
Boston, Mass.	1.307	Duluth, Minn.	1.146
<i>Average for group B.</i>	<i>1.271</i>	Rock Island (Ill.) district ¹	1.134
Pittsburgh, Pa.	1.234	Peoria, Ill.	1.122
St. Louis, Mo.	1.234	<i>Average for group D.</i>	<i>1.116</i>
Baltimore, Md.	1.228	Grand Rapids, Mich.	1.113
San Francisco, Calif.	1.227	El Paso, Tex.	1.098
Buffalo, N. Y.	1.221	Springfield, Mass.	1.082
C. 250,000 to 500,000:		Salt Lake City, Utah.	1.081
Washington, D. C.	1.419	San Antonio, Tex.	1.076
Newark, N. J.	1.383	Norfolk, Va.	1.067
Providence, R. I.	1.368	Richmond, Va.	1.064
Cincinnati, Ohio	1.316	New Haven, Conn.	1.061
Columbus, Ohio	1.293	Oklahoma City, Okla.	1.057
Toledo, Ohio	1.293	South Bend, Ind.	1.037
Seattle, Wash.	1.271	Spokane, Wash.	1.008
Minneapolis, Minn.	1.252	Nashville, Tenn. ....	.948
Indianapolis, Ind.	1.250	Wichita, Kans. ....	.931
<i>Average for group C.</i>	<i>1.233</i>	E. 40,000 to 100,000:	
St. Paul, Minn.	1.217	Butte, Mont.	1.183
Portland, Oreg.	1.208	Phoenix, Ariz.	1.155
Houston, Tex.	1.180	Madison, Wis.	1.145
Denver, Colo.	1.147	<i>Average for group E.</i>	<i>1.071</i>
Kansas City, Mo.	1.139	Manchester, N. H.	1.061
Rochester, N. Y.	1.136	Portland, Maine.	1.042
Louisville, Ky.	1.103	Charlotte, N. C.	1.033
Dallas, Tex.	1.091	Charleston, S. C. ....	.989
Memphis, Tenn.	1.090	Little Rock, Ark. ....	.989
Atlanta, Ga.	1.045		
Birmingham, Ala.	1.010		
New Orleans, La. ....	.909		

¹ Includes Davenport, Iowa, and Moline, Ill.

Union Hours, 1939.

The average maximum workweek provided in the union agreements for all of the printing trades on June 1, 1939, was 39 hours. For the book and job trades the average was 39.6 hours and for the newspaper trades, 37.9 hours. Night work on newspapers averaged 37.3 hours per week as compared with 38.4 hours for work on day shifts.

The photoengravers' average of 37.4 hours per week was the lowest among the book and job trades. The electrotypers averaged 37.7 hours per week, the typographic trades averaged just under 40 hours, and the six other book and job trades averaged exactly 40 hours per week.

The mailers were the only newspaper trade with an average of 40 or more hours per week. Their average for day work was 41 hours and for night work 39.3 hours per week. The shortest average workweek was that of the night pressmen and pressmen in charge, 35.8 hours per week.

Forty hours was the basic workweek for 65.7 percent of the members reported. Thirty-seven and one-half hours was specified for 22.3 percent of the total membership, and 8.1 percent were limited to 35 or fewer hours per week. Only 2 percent were allowed to work more than 40 hours in any week without overtime.

The 40-hour week predominated in the book and job agreements, applying to 87.6 percent of the membership in that field. The newspaper trades, however, had 37½-hour weeks for 51.6 percent of their members, and 40-hour weeks for 25.4 percent. Although, on the average, the newspaper hours were shorter than book and job hours, the newspaper trades had workweeks in excess of 40 hours for 3.9 percent of their members as compared with 1.1 percent in the book and job trades. Less than 37½-hour weeks prevailed for 4.9 percent of the book and job members and for 17.7 percent of the newspaper members.

A majority of the members in each book and job trade, excepting the photoengravers, had 40-hour scales. The photoengravers had a 37½-hour week for 43 percent of their book and job members and a 35-hour week for 31.6 percent.

The newspaper trades had much less concentration at any one scale of hours. The typographic trades and the photoengravers had 37½-hour scales for a majority of their members on both day and night shifts. A majority of the day mailers and day stereotypers, however, were working 40-hour weeks. The pressmen, pressmen in charge, and stereotypers each had 35-hour scales or less for important percentages of their night-working memberships. The newspaper mailers, on the other hand, were the only trade having as many as 10 percent of their members working in excess of 40 hours per week.

The distribution of the membership in each trade according to the maximum weekly hours allowed by the agreements is shown in table 11.

TABLE 11.—Percentage distribution of union members in printing trades, by hour scales, June 1, 1939

Trade	Average hours per week	Percentage of members whose hours per week were—									
		Under 35	35	Over 35 and under 37½	37½	Over 37½ and under 40	40	Over 40 and under 44	44	Over 44 and under 48	48
All printing trades.....	39.0	3.4	4.7	1.4	22.3	0.5	65.7	0.4	1.2	(1)	0.4
Book and job.....	39.6	1.6	3.2	.1	6.3	.1	87.6	.....	1.1	.....	(1)
Bindery women.....	40.0	.....	.....	.....	2.5	.1	96.4	.....	1.0	.....	.....
Bookbinders.....	40.0	.....	.....	.....	1.5	.1	97.3	.....	1.1	.....	.....
Compositors, hand.....	39.9	.....	.....	.....	3.9	.....	95.8	.....	.3	.....	.....
Electrotypers.....	37.7	33.4	.....	.....	.....	.....	56.8	.....	9.8	.....	(1)
Machine operators.....	39.9	.....	.6	.3	3.2	.....	85.7	.....	.2	.....	.....
Machine tenders (machinists).....	39.3	.....	7.4	.....	11.7	.....	80.9	.....	.....	.....	.....
Mailers.....	40.0	1.6	.....	1.4	.....	.....	92.1	.....	4.2	.....	.....
Photoengravers.....	37.4	.....	31.6	.....	43.0	.5	24.6	.....	.3	.....	.....
Press assistants and feeders.....	40.0	.....	.....	.....	1.5	.....	97.9	.....	.6	.....	.....
Pressmen, cylinder.....	40.0	.....	.1	.....	2.1	.....	97.1	.....	.7	.....	.....
Pressmen, platen.....	40.0	.....	.....	.....	1.6	.....	96.8	.....	1.6	.....	.....
Newspaper.....	37.9	6.6	7.3	3.8	51.6	1.4	25.4	1.2	1.5	(1)	1.2
Day work.....	38.4	2.6	4.1	3.1	50.2	2.0	33.5	2.1	.2	.....	2.1
Night work.....	37.3	10.9	10.9	4.5	53.3	.8	16.4	.1	2.9	.....	.2
Compositors, hand.....	37.7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Day work.....	37.8	3.0	5.2	4.4	61.9	3.3	22.2	.....	.....	.....	.....
Night work.....	37.6	1.9	6.1	2.4	73.5	.7	15.4	.....	.....	.....	.....
Machine operators.....	37.3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Day work.....	37.2	6.9	9.9	7.5	52.9	3.1	19.7	.....	.....	.....	.....
Night work.....	37.3	3.9	8.3	5.5	66.6	1.2	14.5	.....	.....	.....	.....
Machine tenders (machinists).....	37.7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Day work.....	37.7	1.8	4.0	4.3	64.5	7.6	17.8	.....	.....	.....	.....
Night work.....	37.6	1.1	4.9	3.4	75.3	.9	14.4	.....	.....	.....	.....
Mailers.....	40.1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Day work.....	41.0	.6	.....	.....	19.1	.....	61.3	.2	.....	.....	18.8
Night work.....	39.3	.....	8.5	.4	45.3	.....	21.9	.....	23.2	.....	.....
Photoengravers.....	38.2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Day work.....	38.4	.....	.....	.2	63.5	.5	34.9	.....	.9	.....	.....
Night work.....	37.9	.....	.....	.7	83.8	1.3	13.5	.5	.2	.....	.....
Pressmen, web (journeymen).....	37.7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Day work.....	39.0	.....	.1	.....	49.0	.....	40.9	9.3	.3	.....	.4
Night work.....	35.8	40.1	29.6	7.4	5.2	.2	16.8	.....	.....	.....	.7
Pressmen in charge, web.....	37.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Day work.....	38.8	.....	.....	.....	52.4	.....	42.0	4.6	.7	.....	.3
Night work.....	35.8	37.2	31.0	10.0	5.0	.2	15.9	.2	.....	.....	.5
Stereotypers.....	38.1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Day work.....	39.3	.7	2.8	.3	32.3	1.9	57.1	.....	.4	.9	3.6
Night work.....	36.4	26.5	5.3	10.2	34.8	.5	19.8	1.4	.....	.....	1.5

¹ Less than ¼ of 1 percent.

Chapter 2.—Union Agreement Provisions ³

The following discussion of provisions in agreements signed by printing-trades unions and their employers is not restricted to the agreements in the cities from which wage-and-hour data were obtained, but is based on 853 current union agreements from 323 cities and towns, which are on file in the Bureau of Labor Statistics.

Parties to the Agreements

A large proportion of the printing-trades workers throughout the country are organized. Newspaper printing and publishing is somewhat better organized than book and job printing. Bookbinders and bindery women are organized by the International Brotherhood of Bookbinders, while photoengravers are in the International Photo-Engravers' Union of North America. The International Printing Pressmen's and Assistants' Union of North America includes pressmen (cylinder, platen, and rotary), assistants and feeders in the book and job section of the industry, and web pressmen, both journeymen and those in charge, in the newspaper branch. Electrotypers in the book and job branch and stereotypers on newspapers are in the International Stereotypers' and Electrotypers' Union of North America. The membership of the International Typographical Union of North America includes hand compositors, typesetting-machine operators, machinists, and mailers in both branches of publishing. These unions have a combined membership of 157,000—the last reported membership being typographical, 79,200; pressmen, 39,600; bookbinders, 20,000; photoengravers, 10,400; and stereotypers and electrotypers, 8,300. At the present time there are more printing-trades workers organized than ever before in the United States.

As a rule each union negotiates and signs agreements separately with the employers or the employers' association concerned. In most cities, however, local Allied Printing Trades Councils have been formed, with which all printing-trades unions are affiliated. The most important function of these councils is the issuance of a joint union label to employers dealing with the unions. Other activities of the councils tend to work toward a uniform collective bargaining policy among the various printing unions.

³ Other than wage rates and weekly hours described above.

The printing agreements are frequently signed with employers' associations, particularly in the larger cities. These associations commonly represent the employers in only one branch of the industry, either book and job or newspaper publishing. In smaller cities, however, there are instances of a single employers' association for all types of printing and publishing establishments. In many cases the unions attempt to secure uniformity of labor standards throughout a city by presenting the agreement signed by the association to those employers who are not members, asking each to sign an identical agreement. In order to encourage employers to remain in the association, many agreements carry a provision to the effect that if the union grants more favorable conditions to competitors outside the association, the same conditions will automatically be applied to those in the association.

In addition, there is some effort to secure uniform working conditions for all members of a craft throughout the country. The International Typographical Union, for instance, has a standard agreement form in which the local unions insert their negotiated wage rates and hours and add any provisions covering matters of special concern in the locality.

Duration of the Agreements

Nearly half of the printing-trades agreements extend for 1 year. In these trades, however, agreements with longer duration are found more frequently than in most industries. The remaining agreements generally run for either 2- or 3-year periods, though a few are for as long as 5 years.

The agreements lasting for more than 1 year usually provide that certain provisions, such as wage rates, may be reopened prior to the expiration date, usually at yearly intervals. Occasionally the question of wage rates may be reopened at any time if the required notice is given the other party. This provision is most common in the pressmen's agreements.

After the original term, many of the printing-trades agreements are automatically renewed from year to year unless either party desires to negotiate changes in some of the provisions and gives notice within a specified period before the expiration date. Generally such notice must be given 30 or 60 days before expiration of the agreement. Typographical Union agreements, however, often specify that the agreement continues in effect after the expiration date only during a period reasonably sufficient for negotiating the new agreement.

Union Status and Hiring

Almost all the printing-trades agreements provide for the closed union shop for all the occupations covered, the union guaranteeing to supply satisfactory persons on the employer's request. In the printing

trades the foreman, too, must be a union member in good standing and is, of course, obliged to follow union bylaws and decisions. The union, however, may not discipline him for actions taken in his capacity as the employer's representative in the shop.

Local unions almost invariably reserve to their members the right to refuse to work on material from a shop which is on strike or for employers declared unfair to organized labor. In some cases the union must notify the employer in advance before such action is taken.

Union Label

The printing trades unions have made unusually effective use of the union label as an aid to the enforcement of union conditions in the shop. Today the label is in general use throughout the printing trades. Although each of the unions has its own label, that of the joint council of printing-trade unions is used whenever a council exists in the locality. The labels are issued to employers who have signed agreements and are living up to the provisions agreed upon. The labels may be withdrawn by the council whenever one of the agreements signed by the separate unions has been violated by an employer.

Hiring

Throughout the printing trades, as has been stated above, the unions agree to furnish an adequate number of competent men to meet the requirements of the employer. Under this provision the selection of new employees from among the union members is usually delegated to the foreman, subject to rules established by the respective unions. On newspapers, and less frequently on book and job work, the union rules provide that the regular jobs in a shop must be given to those on the shop's substitute list, in order of seniority, provided that the substitutes are competent. The decision as to competency is left to the foreman, although his decision is subject to review by arbitration or, in the Typographical Union, by the shop chapel, the local, or the International Executive Board.

A worker obtains a position on the substitute list of a shop by adding his name at the bottom of the list for the shop, subject to the foreman's approval. Extra work is then given out in the order of the names on the list. So long as a member is on the substitute list for one shop, he is usually prohibited from working in any other shop. In the application of the 40-hour rule of the Typographical Union, members who are required to furnish substitutes in order to cancel accumulated overtime may put on their substitutes without consulting the foreman, although the foreman has the authority to discharge the substitute for incompetency.

Should additional men be required after all members on the substitute list of a shop have been put to work, union rules require the

foreman to call upon the local union to furnish the needed workers. In the case of stereotypers, electrotypers, and compositors, when the unions are unable to supply such help the agreements commonly require the regular men to work additional hours until a sufficient number of substitutes is available. In the other trades the employer may secure temporary help from other sources, sometimes being authorized to advertise for help in the name of the local union.

Under many agreements these nonunion workers must be replaced by union members when they become available; in others the nonmembers are permitted to retain their jobs if they join the union within 30 days. The latter provision is particularly common in photoengravers' agreements.

Wage Regulations

Differentials

The printing agreements, signed separately by the five unions for the workers under their jurisdiction, establish different minimum pay scales for each occupation, and frequently for the various occupational subdivisions. The rates for pressmen on book and job work are classified according to the size, kind, and less frequently by the number of presses operated; color work is frequently rated higher than black press work. The rate schedules for compositors generally require higher pay for machine work than for hand composition and frequently differentiate between monotype and linotype operating. Machinists often are granted rate differentials depending upon the number of machines tended. For all but the very small shops the bookbinders and bindery women's agreements specify extensive differentials depending upon the particular operations to which the workers may be assigned. Electrotypers' agreements in many cases provide higher rates for finishers and molders than for branchmen, batterymen, builders, or casters. All of these differentials are based upon the skill or responsibility required in the various operations.

In the printing trades, wage rates are set uniformly for each job and the payment of sex differentials is not permitted. The Typographical Union's constitution specifically prohibits such differentials. Although women are among the lowest-paid workers in the industry, this is due to the general practice of employing women workers only in the bindery trades.

In order to avoid dismissals of older or disabled workers who are unable to maintain the usual rate of production, printing agreements—particularly those of the Typographical Union—frequently permit the employment of such workers at less than the established occupational rate. The rate for older or disabled workers is either specified as a percentage of the regular scale or is negotiated in each individual case by the union and the employer.

Since night work is common, particularly in newspaper publishing, the payment of differentials for night work is a general practice. Such differentials may be either in the form of higher hourly rates or fewer hours for the same weekly wage.

Minimum Call Pay

It is usual for agreements to provide that workers reporting to work, if not previously notified to the contrary, are to receive a minimum amount of pay. Half a day's pay is more often provided in book and job agreements, while those in the newspaper branch more frequently prescribe that they shall receive their pay for a whole day.

Miscellaneous Pay Provisions

About 15 percent of the agreements make specific requirement for the payment of wages weekly and in cash, a given day of the week being designated as pay day in some. If pay day falls on a holiday, payment of wages the day before is required in a few agreements.

Only 1 agreement in 30 specifies the rate to be paid when a worker is temporarily transferred to another job. These require that the worker be paid whichever rate is higher, that on the new job or his regular rate.

Hour and Leave Regulations

Days Per Week

The 5-day week is predominant in the printing trades, though 5½- and 6-day weeks do occur. (In such instances the total hours per week are generally limited to 40, persons working Saturday mornings taking a half day off during the week.) The 5½-day week is confined to book and job work, being provided in approximately 10 percent of the bookbinders' agreements and 15 percent of the pressmen's and compositors' book and job agreements. Less than 5 percent of the agreements of the photoengravers and electrotypers in the book and job shops provide for a workweek longer than 5 days.

In the newspaper section of the industry, 15 percent of the photoengravers' and pressmen's agreements and 10 percent of the stereotypers' and typographical agreements provide for a 6-day week. In a few city-wide agreements a shop is given a choice between the 5- and 6-day week, but the entire shop must work the same days per week. This provision is designed to meet the varying needs of the newspapers. In these cases the total weekly hours under either arrangement must be the same.

Under the newspaper agreements the restrictions on weekly work-days apply to the employees and not to the shops. Papers which publish editions 7 days a week are required to arrange a work schedule for each man which will allow him days off at the same time each week.

Days off are distributed throughout the week so that on each day an approximately equal number of the regular employees will be off duty.

Daily Working Hours

A majority of the agreements establish the 8-hour day, although shorter workdays occur with some frequency, particularly in newspaper publishing. Only two of the exceptions to the 8-hour rule provide for a longer workday.

In the newspaper trades approximately one out of three of the photoengravers' and typographical agreements, one out of four of the pressmen's, and one out of five of the stereotypers' provide for a shorter than 8-hour workday. A 7½-hour day is usual in these agreements when the 5-day week is observed, although a 7-hour day is occasionally found. A 6-hour, 40-minute day is common when 6 days a week are worked. A 6-hour or 6½-hour day is specified in a few agreements.

In the book and job trades the greatest number of exceptions to the 8-hour day occur in photoengravers' agreements, where about 50 percent of the agreements establish the 7½-hour day. The typographical union provides for less than 8 hours in approximately 15 percent of its book and job agreements. Very few bookbinders' or electrotypers' or pressmen's agreements in the book and job section of the industry specify a workday of less than 8 hours. Hours less than 7, however, are uncommon in the book and job trades.

Overtime Regulations

In the printing trades, overtime work must generally be paid for at a higher rate. An occasional exception permits workers, absent due to illness, to make up the lost time by working overtime at regular rates. The agreements of the photoengravers' union often include a provision to the effect that a worker voluntarily absent, except for sickness or with permission of the employer, may be required to make up the lost time in the current week without receiving overtime rates.

The initial overtime rate is almost invariably time-and-a-half. A higher overtime rate, usually double time, is sometimes applied after 3 or 4 hours of overtime in any 1 day. Triple time after the second 3 or 4 hours of work is specified in approximately 30 percent of the photoengravers' agreements. Double time is occasionally provided if overtime work is performed after a certain hour of the day—usually midnight. In order to establish firmly the 5-day week, book and job trades often specify time-and-half for Saturday work and, in some agreements, double time for Saturday afternoon work.

In order to divide available work, the typographical, pressmen's, and stereotypers' and electrotypers' unions require the locals to make rules for the cancelation of overtime by the employment of substi-

tutes. For instance, the Typographical Union requires its members who work overtime to engage a substitute to cancel the overtime worked, as long as competent substitutes are available. If such are available, the substitute must be engaged as soon as the amount of overtime work equals two-thirds of a regular workday. Members of this union working under a 5-day contract are sometimes required to work a sixth shift at the straight time rate if no competent substitutes are available. The overtime rate must be paid, however, for work on the seventh day regardless of the cause, and all such work on extra shifts is to be canceled by the employment of a substitute at the first opportunity.

About 20 percent of the photoengravers' agreements limit the amount of overtime which can be worked by regular men if substitutes are available.

Workers who have left the building and are called back to work are usually guaranteed \$1, plus the regular overtime rate for the hours worked. Occasionally, a minimum amount of time is guaranteed a person called back. Such call-back provisions occur most frequently in the newspaper branch of the industry.

Shifts

Day and night shifts are usual in the printing trades. The hours that are to be considered day work and night work are usually specified. For instance, Typographical Union agreements usually classify as day work all that performed between 7 a. m. and 6 p. m., while night work is that between 6 p. m. and 7 a. m. Where a third shift is worked, as is frequent for larger companies, the hour limits for this shift may also be specified.

Hours at night are shorter than hours on the day shift in approximately 20 percent of the agreements. A small number—not more than 10 percent—also provide still shorter hours for the third or "lobster" shift. For example, a 5½-hour shift is provided for in the New York Italian Typographical Union for both the "lobster" and split shifts.

The typographical agreements almost invariably provide that split shifts are to be paid for at the night rates. Some of the stereotypers' agreements also allow split shifts. Photoengravers' agreements, however, often specifically forbid the splitting of shifts.

Leave of Absence Without Pay

In order to secure leave without pay, the worker in printing and publishing is ordinarily required to secure permission from the foreman and to provide a suitable substitute during his absence.

Holidays and Vacations

In book and job shops, double time is the rate commonly provided for work on Sundays and holidays. Triple time is occasionally provided in photoengravers' agreements. In some instances only the regular rate for overtime work is paid when work must be done on Sundays and holidays.

Because of the necessity for 7-day schedules on many newspapers, union agreements in these cases do not usually attach as severe penalties to Sunday and holiday work as are applied in book and job shops. Work on the regular Sunday morning editions is usually done at the regular rate of pay. For holiday editions of newspapers the common practice is to pay a full day's wage for the 4 or 6 hours required to get out the paper. In other instances, however, holiday work can usually be eliminated for certain occupations and the regular overtime rate or a special holiday rate will be paid those required to work. An example of the latter is found in photoengravers' agreements, which frequently set a double-time rate for holiday work.

An increase in the Sunday and holiday rate after a certain period of time is worked is found in a few cases, most commonly in photoengravers' agreements. In such instances the overtime rate is increased from time-and-a-half to double time or from double time to triple time after a specified amount of overtime work. The amount varies from 3 hours to a full shift of overtime. In some cases workers called to the shop on Sunday or a holiday are guaranteed a minimum amount of pay. This is usually 3 or 4 hours' pay at the holiday rate.

Holidays vary in the agreements from three to eleven, but the six most usually specified are: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. Work on Labor Day is prohibited entirely or considerably restricted in some cases. In the printing trades, payment of wages for time off on a holiday is very unusual.

Vacations With Pay

In the agreements now in effect in the printing trades, annual vacations with pay are the exception rather than the rule. However, vacations are in effect in a good many instances by verbal agreements or understandings, even when not specifically written into agreements. Paid vacations in this industry, however, have greatly increased in frequency over the past few years from virtually none to nearly 5 percent today. Vacation provisions are found in some agreements of each of the printing unions, being most frequent in those of the Typographical Union. Vacation provisions may be expected to increase in frequency, particularly since the Typographical Union

has voted to instruct all of its local unions to negotiate for vacations with pay when the present agreements come up for renewal. When vacations are granted, the usual requirement limits vacation rights to employees of at least 1 year's service. The usual period of vacation is 1 week, although there are several instances of 2-week vacations.

Seniority, Lay-off, and Promotion

The printing-trades unions were among the first in this country to secure firmly established seniority rules to govern conditions of employment. The agreements generally contain provisions governing the application of seniority, while the constitutions of these unions and their local working rules govern in detail the acquisition and loss of seniority rights.

The seniority standing of each employee is based on his length of service in a shop. Since each union bargains separately for the occupations under its jurisdiction, the length of service considered is confined to time worked in one of the occupations covered. Therefore, the seniority is not on a shop-wide basis, but on a craft-wide basis. In effect, however, since it is rare to change from one occupation to another, an employee's seniority under these agreements would equal his total service with an employer.

No individual is permitted to hold seniority in more than one shop, and acceptance of employment in any shop results in loss of priority in all others. In an emergency, however, when the union is called upon to supply extra men, a member may secure permission from the chapel in which he holds priority to accept temporary employment in another shop without loss of his seniority standing.

Discharge for cause, or lay-off exceeding specified periods, results in loss of seniority. Discharge for incompetency in one branch of a craft, however, does not usually result in the loss of seniority in other branches in which the member has demonstrated his competency.

During slack periods, lay-offs in the printing trades are generally governed by the application of seniority, the last person employed in a craft or branch of the craft being the first to be laid off. Similarly, workers must be reemployed on the basis of their seniority standing. Since the apprentice system is general in the printing trades, seniority is also applied among the apprentices when lay-offs are necessary, in order to maintain the established ratio of apprentices to journeymen.

Rotation or equal division of available work during slack periods is unusual in the printing trades. Some agreements, however, in order to spread the work in cases of extensive lay-off, permit temporary reduction in the scheduled working hours with a corresponding reduction in the daily or weekly earnings of those employed.

Advance notice of lay-off is required in about 10 percent of the agreements.

Since transfers and promotions are not frequent in the printing trades, most of the agreements do not specify the application of seniority in such cases. Some agreements, however, state that seniority shall govern the selection of a night worker to fill a vacancy on the day force.

Working Rules

Many printing agreements specifically state that output and the use of machines may not be restricted by the union. On the other hand, it is often provided that the employer may not establish minimum production standards or time limits. Many agreements prohibit the payment of wages on a piece-rate or bonus basis. In addition, the bookbinders' constitution forbids accepting of bonuses by any member, and the International Typographical Union forbids its locals to include piece or bonus rates in new agreements or in renewed agreements after January 1, 1941.

The constitutions of unions of bookbinders, stereotypers and electrotypers, and pressmen treat in some detail with the number of persons to be employed on various types of machinery or the maximum number of machines an individual may operate.

The Typographical Union, in particular, frequently sets standards of production for machine work in order to provide methods of judging competency. This union also regulates in detail the exchange of type between separately owned firms. In some cases this requirement is applied only to material originating locally and not to that furnished by national advertisers.

Discharge and Quits

The Typographical Union usually lists the causes for discharge in its agreements, while the other unions include such listings in some of their agreements. The three common causes justifying discharge are: (1) Incompetency, (2) neglect of duty, (3) violation of shop rules (conspicuously posted) or union regulations. Other listed reasons for discharge include dishonesty, falsifying time cards, insubordination, and habitual lateness. The foreman is responsible for making the decision to discharge for one of these causes. When the foreman's decision is disputed, the matter is appealed through the regular established procedure.

Usually the reason for discharge must be furnished in writing upon request. Generally in the typographical agreements, and occasionally in others, the employer is required to give advance notice of discharge. In these agreements the requirement for an equal period of notice if the employee is quitting his job is fairly common.

Apprentices

Uniform minimum standards for apprentices are established in the printing trades through extensive provisions in the constitutions of the international unions, supplemented by local union regulations and agreement provisions negotiated with employers. Decisions as to apprentice wage scales, the details of supervision and training, and the ratio of apprentices to journeymen are generally left to local negotiation.

The typographical and the pressmen's constitutions include a requirement that no local accept an apprentice under 16 years of age. In the other unions, the locals may set the age limit in their discretion. In these cases 16 is also the usual minimum age for apprentices.

One year is the minimum apprentice period for bindery girls and 4 years for bookbinders. Pressmen and stereotypers and electrotypers require a 5-year apprenticeship, while the typographical union sets a 6-year term. Photoengravers' apprentices serve either a 5- or 6-year term.

All of the international constitutions require that the local unions fix a ratio of apprentices to journeymen, the purpose being to admit to the trade only the number of new workers actually needed. The photoengravers' constitution sets a ratio of one apprentice to every seven journeymen as the maximum, the locals being permitted to establish more restrictive ratios. The executive council of the international union, however, may permit exceptions down to a ratio of one to five. Approximately one-fourth of the current photoengravers' agreements do not fix apprentice ratios, but prohibit the hiring of any new apprentices during the life of the agreement or, less often, except with the mutual consent of the parties to the agreement.

The other unions place no restrictions on the ratio which is to be fixed in the locality. One apprentice to four or five journeymen is the most common ratio. In large establishments it is usually required that more journeymen be employed per apprentice than in the smaller plants. Occasionally a maximum will be set on the total number of apprentices which may be employed in any one office.

In order to maintain a close check on the apprenticeship system, every printing-trades union is required to register each apprentice, and apprentices are prohibited, as a rule, from changing from one shop to another without permission of the local union. The apprentices are not accepted into full membership in the union until they have completed their term of apprenticeship. The bookbinders' and the typographical unions, however, accept apprentices as junior members of the union after 1 year of apprenticeship is completed. In the book-

binders', pressmen's, and the typographical unions there are established special local committees in charge of the supervision of apprentice training, and other unions occasionally have such special committees. Periodic examinations of the apprentices are usual. In some cases the employer is also given representation on the apprentice committee. There are specified, in addition, certain physical requirements as well as educational training which must be completed. Pressmen and typographical apprentices are required to take correspondence courses given by their international unions. The local unions usually reserve the right to refuse to register apprentices in shops where the equipment is considered inadequate for proper instruction. In all cases reports must be made periodically, by the local committee or officers in charge of apprentices, to the international office of the union.

Wage rates for apprentices are graduated up to the regular union rate at the completion of apprenticeship, increases being granted every 6 months or every year. For the longer apprentice terms the beginning rate is proportionately lower and in many such cases the union does not assume the responsibility for rate setting until after 1 or 2 years of apprenticeship have been completed.

Overtime work is frequently prohibited except for advanced apprentices. Another requirement is that there must be at least one journeyman working overtime before an apprentice may be allowed to do so. A provision, found chiefly in typographical agreements, is that the ratio between apprentices and journeymen required during regular hours must be maintained for overtime work. Night work is also occasionally restricted or it may be forbidden completely, this latter being a frequent requirement in photoengravers' agreements.

Health and Safety

The health and safety provisions of printing-trades agreements are usually stated in very general terms, commonly specifying only that the employer is to furnish a clean and healthful place of work. The typographical agreements frequently require that machinery in the composing room or adjacent quarters must be equipped so as to protect the employees from dust, gases, and other impurities. Sometimes the agreements declare that it is the joint responsibility of the union and the employer to maintain sanitary conditions and, occasionally, there is provision for a joint sanitation committee. The agreements make no mention of safety regulations.

Adjustment of Disputes

The printing unions, in order to meet the problems of standardizing conditions of work in an industry characterized by the existence of many relatively small plants operating within a city, usually organize

the workers into a single city-wide local for each occupation. In the adjustment of disputes, therefore, the process of settlement follows the general pattern of union organization.

Grievances arising in a shop are first handled by the shop representatives of the union concerned. The shop representatives are elected by the membership of each union in the shop and, therefore, there will be a separate set of representatives for each occupational group. Within the occupational groups, decisions on grievances are made by all of the workers of a given employer in the particular union. The International Typographical Union has developed this form of shop organization, called the chapel in this case, to the greatest extent.

If the chapel is unable to reach a satisfactory adjustment with the employer, appeal is made to the officers of the local union. These unions commonly have a full-time, paid business agent, employed by the local union to function in the negotiations with the employers as well as in certain business affairs of the union. A large part of the negotiations after a chapel has appealed to the local union, therefore, are carried on by the business agent, although he may be assisted by other officers of the union or a committee designated by the local.

Most of these agreements give representatives of the local union access to the shop at reasonable times in order to make a first-hand check on the enforcement of the agreement, as well as to investigate complaints.

Discharges

In the printing trades, disputes over discharges are usually taken through the regular adjustment procedure, although, particularly in the Typographical Union, a special procedure is frequently followed. A union member who believes he has been illegally or unjustly discharged may appeal to a special discharge committee or, in the Typographical Union, to the membership of his chapel. A committee or chapel meeting is then called to consider the appeal and decide whether the case is to be taken through the regular adjustment machinery. A discharged Typographical Union member or the employer, if dissatisfied with the chapel's decision, may appeal to the city-wide local union. According to about half of the typographical agreements, the local union's decision may then be appealed to the international union; in the others the case may be taken to a local bipartisan committee.

Arbitration

A majority of the printing-trades agreements provide for joint standing committees to which grievances are referred which remain unsettled after negotiations between the company and the chapel and local union. These committees customarily are composed of two representatives of the company and two of the union. If the dis-

putes cover more than one member of an employer's association, the employer's representatives are selected by the association.

The committee renders a decision by majority vote on all matters referred to it. If, however, the committee is unable to agree, the matter is ordinarily referred to arbitration by the addition of a fifth impartial member. The impartial member is selected jointly by the employer and union representatives and acts as chairman. All decisions of the arbitration committee are final and binding.

In order to expedite the settlement of disputes, time limits are frequently imposed on the functioning of the bipartisan and arbitration committees. The committee may be required to meet within a given number of days after it receives a grievance case, the bipartisan committee is limited as to the amount of time it may spend in deadlock on a case before selecting an impartial chairman, and the selection of a chairman may be referred elsewhere if the committee is unable to agree within a given time. A number of newspaper agreements, for example, refer the selection to the president of the international union and the chairman of a special committee of the American Newspaper Publishers' Association. Some pressmen's agreements provide for appeal to the International Arbitration Board of the American Newspaper Publishers' Association and the Printing Pressmen's International Union.

Occasional reference is made to outside agencies, such as the courts, for the selection of the arbitrator. There is also frequently a limit placed upon the amount of time which may elapse before the arbitrators' decision is rendered.

In addition to the arbitration of disputes arising under existing agreements, the pressmen's union, in more than 50 percent of their contracts, provides for the arbitration of disputes arising over the terms of new agreements. Other printing agreements rarely provide for this type of arbitration.

Strikes and Lock-outs

Strikes and lock-outs in the printing trades are generally forbidden until all means of settling the dispute, including arbitration, have been exhausted. This clause permits the stoppage of work to enforce decisions of the arbitration committee or other authorized body. Occasionally, however, the agreement will state that no interruption of work is permitted during the life of the agreement. The international constitutions of the printing-trade unions all require that a local must secure prior approval from the international before a strike is authorized. Sympathetic strikes in a few cases are specifically forbidden.

Chapter 3.—Union Scales of Wages and Hours, by Trades and Cities

Table 12 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 one 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 table, 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.

The wage scales provided in the agreements are frequently specified on a daily or weekly basis. For comparability these rates have been converted to an hourly basis and are so shown in table 12. In some cases the workweek specified in the agreements involves fractional hours. These hour scales have been listed to the nearest one-place decimal rather than as minutes or fractions of an hour in order to save space.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939, and June 1, 1938

BOOK AND JOB BINDERY WOMEN

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.....	\$0.450	40.0	\$0.410	40.0	Chicago, Ill.—Con. Paging and numbering..... Feeding auto stitchers, folding machines, or ruling machines; operating blank book or Singer sewing machines; rotary perforating machines; table workers..... Cincinnati, Ohio..... Cleveland, Ohio: Hand work..... Machine work.....	\$0.625	40.0	\$0.591	44.0					
Baltimore, Md.....	.400	44.0												
Birmingham, Ala.....	.450	40.0	.450	40.0										
Boston, Mass.: Machine operators.....	.610	40.0	.600	40.0										
Folders and book inspectors.....	.570	40.0	.560	40.0										
Hand folding and general work.....	.550	40.0	.540	40.0										
Buffalo, N. Y.....	.425	40.0	.425	40.0										
Butte, Mont.....	.563	40.0	.563	40.0										
Charleston, W. Va.....	.450	40.0	.450	40.0										
Chicago, Ill.: Gathering, collating, flat wire stitching, covering.....	.638	40.0	.602	44.0										
											.600	40.0	.568	44.0
											.500	40.0	.500	40.0
											.513	37.5	.502	37.5
						.576	37.5	.564	37.5					

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued				BINDERY WOMEN—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	\$0.550	40.0	\$0.550	40.0	Milwaukee, Wis.	\$0.440	40.0	\$0.420	40.0
Dayton, Ohio:					Minneapolis, Minn.:				
Commercial	.525	40.0	.525	40.0	Machine work	.505	40.0	.505	40.0
Job bindery:					Table work	.450	40.0	.450	40.0
Group leader	.625	40.0	.625	40.0	Nashville, Tenn.	.450	40.0	.450	40.0
Machine operators:					Newark, N. J.	.550	40.0	.550	40.0
single stitchers	.575	40.0	.575	40.0	Auxiliary women ¹	.375	40.0	.375	40.0
Collating, refolding, miscellaneous work, pattern department helpers	.525	40.0	.525	40.0	New Orleans, La.	.400	40.0	.400	40.0
Magazine work:					New York, N. Y.:				
Hopper feeders for gathering machines or Kast automatic machines	.550	40.0	.525	40.0	Union A:				
Joggers, gathering machines; book stackers, Kast automatic machines	.525	40.0	.525	40.0	Addition (hard cover) binding	.620	40.0	.620	40.0
Denver, Colo.	.511	44.0	.511	44.0	Pamphlet and magazine binding	.550	40.0	.550	40.0
Foreladies	.568	44.0	.568	44.0	Union B:				
Des Moines, Iowa	.500	40.0	.500	40.0	Law office workers	.738	40.0	.738	40.0
Detroit, Mich.:					Machine workers	.663	40.0	.663	40.0
Company A	.550	40.0	.550	40.0	Table workers	.613	40.0	.613	40.0
Company B	.400	40.0	.400	40.0	Performing on one branch of work only	.550	40.0	.550	40.0
Foreladies	.500	40.0	.500	40.0	Oklahoma City, Okla.	.500	40.0	.455	40.0
Sheet layers	.450	40.0	.450	40.0	Foreladies	.600	40.0	.555	40.0
Houston, Tex.	.500	40.0	.500	40.0	Philadelphia, Pa.:				
Indianapolis, Ind.	.565	40.0	.565	40.0	Union A	.510	40.0	.500	40.0
Jacksonville, Fla.	.400	39.0	.400	39.0	Union B	.275	40.0	.225	40.0
Kansas City, Mo.	.518	40.0	.518	40.0	Portland, Oreg.	.580	40.0	.580	40.0
Foreladies	.593	40.0	.593	40.0	Rochester, N. Y.	.500	40.0	.500	40.0
Little Rock, Ark.	.450	40.0	.450	40.0	St. Louis, Mo.	.510	40.0	.510	40.0
Los Angeles, Calif.	.500	40.0	.500	40.0	St. Paul, Minn.	.470	40.0	.470	40.0
Louisville, Ky.	.450	40.0	.450	40.0	San Antonio, Tex.	.400	40.0	.400	40.0
Memphis, Tenn.	.400	40.0	.400	40.0	Foreladies	.500	40.0	.500	40.0
					San Francisco, Calif.	.625	40.0	.625	40.0
					Scranton, Pa.	.500	40.0	.500	40.0
					Seattle, Wash.	.688	40.0	.688	40.0
					Spokane, Wash.	.550	40.0	.550	40.0
					Washington, D. C.	.513	40.0	.513	40.0
					York, Pa.	.470	40.0	.440	40.0

BOOKBINDERS

Atlanta, Ga.	\$0.900	40.0	\$0.820	40.0	Chicago, Ill.—Con.				
Birmingham, Ala.	.900	40.0	.900	40.0	Edition binding—Continued.				
Boston, Mass.:					Stampers in charge of one or more machines	\$1.118	40.0	\$1.043	44.0
Union A:					Paper cutter operators	1.075	40.0	1.000	44.0
Commercial	1.010	40.0	.985	40.0	Operators on auto stitching machines	1.067	40.0	.992	44.0
City Library bindery	.977	40.0	.977	40.0	Forwarders, cloth, leather, and job; finishers; case makers; edge gilders; marblers; stampers; steam rollers and backers; case making machine operators; stock cutters; headman (binder stock)	1.050	40.0	.975	44.0
Union B:									
Rulers	1.010	40.0	.985	40.0					
Buffalo, N. Y.	.900	40.0	.900	40.0					
Butte, Mont.	1.050	40.0	1.050	40.0					
Foremen	1.150	40.0	-----	-----					
Charleston, W. Va.:									
Machine operators	1.125	40.0	1.175	40.0					
Forwarders	1.000	40.0	1.025	40.0					
Chicago, Ill.:									
Edition binding:									
Combination cutter and 1 folding machine	1.183	40.0	1.108	44.0					
Men in charge of stock and cutting machines	1.120	40.0	1.045	44.0					

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

BOOKBINDERS—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.—Con.					Dayton, Ohio:				
Edition binding—Con.					Commercial:				
Gathering machine operators.....	\$1.047	40.0	\$0.972	44.0	Company A.....	\$1.025	40.0	\$1.000	40.0
Book trimmers.....	1.044	40.0	.969	44.0	Foremen.....	1.150	40.0	1.125	40.0
Operators, 1 folding machine.....	1.039	40.0	.964	44.0	Company B ¹.....	.900	40.0	-----	-----
Operators, 2 folding machines.....	1.095	40.0	1.020	44.0	Job and miscellaneous bindery work:				
Operators, 3 folding machines.....	1.164	40.0	1.089	44.0	Men-in-charge of folding and stitching machines.....	1.000	40.0	.925	40.0
Tip printers; operators on binding machines.....	1.027	40.0	.952	44.0	Knife grinders.....	.725	40.0	.725	40.0
Casing - men (setting squares); operators on casing, indexing, gluing, pasting, or covering machines; cutters of binders (stock).....	1.016	40.0	.941	44.0	Truckers—gathering.....	.675	40.0	.675	40.0
Caser helpers and pasters, smashers and sawyers, general work, tipping for gilders, book repairers.....	1.005	40.0	.930	44.0	Truckers—folding.....	.625	40.0	.625	40.0
Book pressing; gluing for machines and tipping for gilders.....	.925	40.0	.850	44.0	Book repairmen.....	.625	40.0	.625	40.0
Pamphlet work:					Magazine work:				
Combination—cutter and 1 folding machine.....	1.183	40.0	1.108	44.0	Cutters, large machines.....	1.000	40.0	1.000	40.0
Men-in-charge of stock and cutting machine; combination—gathering, stitching, and covering machine.....	1.120	40.0	1.045	44.0	Cutters, small machines.....	1.000	40.0	.950	40.0
Paper cutters; book trimmers; forwarders or finishers; binding or gathering machine operators; combination gathering and stitching machine operators;					Folding machine operators:				
Kast inserting machine operators (1 machine).....	1.075	40.0	1.000	44.0	Master operators.....	1.000	40.0	.950	40.0
Operators—automatic folding machines:					Operators.....	.950	40.0	.900	40.0
1 machine.....	1.039	40.0	.964	44.0	Joggers.....	.625	40.0	.625	40.0
2 machines.....	1.100	40.0	1.020	44.0	Gathering machine operators:				
3 machines.....	1.164	40.0	1.059	44.0	Master operators.....	1.050	40.0	1.000	40.0
Paper rulers.....	1.250	40.0	1.250	40.0	Operators.....	1.000	40.0	.950	40.0
Cincinnati, Ohio ¹.....	.925	40.0	.925	40.0	Hopper feeders.....	.750	40.0	.725	40.0
Cleveland, Ohio.....	1.145	37.5	1.120	37.5	Book stackers, cover loaders.....	.675	40.0	.675	40.0
Columbus, Ohio.....	1.180	40.0	1.180	40.0	Book stackers.....	.625	40.0	.625	40.0
					Kast automatic machine operators.....	1.000	40.0	.950	40.0
					Trimmers:				
					Operators.....	.950	40.0	.900	40.0
					Helpers.....	.625	40.0	.625	40.0
					Pattern department:				
					Die cutters and pattern cutters.....	.975	40.0	.950	40.0
					Envelope machine operators.....	.825	40.0	.800	40.0
					Cleveland folding machine operators.....	.750	40.0	.725	40.0
					Denver, Colo.....	1.011	44.0	1.011	44.0
					Des Moines, Iowa.....	1.000	40.0	1.000	40.0
					Detroit, Mich.:				
					Company A.....	1.100	40.0	1.100	40.0
					Company B:				
					Machine operators.....	.880	40.0	.880	40.0
					Embossers.....	.850	40.0	.850	40.0
					Varnish machine operators and paper cutters.....	.830	40.0	.830	40.0
					Senior die cutter.....	.600	40.0	.600	40.0
					Varnish machine helpers.....	.500	40.0	.500	40.0
					Houston, Tex.....	1.000	40.0	1.000	40.0
					Foremen and head rulers.....	1.148	40.0	1.148	40.0
					Indianapolis, Ind.....	1.130	40.0	1.130	40.0
					Jacksonville, Fla.....	.800	39.0	.800	39.0
					Kansas City, Mo.....	1.035	40.0	1.035	40.0
					Foremen.....	1.160	40.0	1.160	40.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

BOOKBINDERS—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.....	\$0.900	40.0	New York, N. Y.—Con. Union A.—Con. Assistant sheetmen or heads of stock, assistant folding machine operators, smashing machine operators, builders-in.....	\$1.113	40.0	\$1.113	40.0
Los Angeles, Calif.....	1.050	40.0	\$1.050	40.0					
Louisville, Ky.....	.850	40.0	.850	40.0					
Memphis, Tenn.....	.800	40.0	.800	40.0					
Milwaukee, Wis.....	.975	40.0	.950	40.0					
Minneapolis, Minn.: Foremen and combination men.....	1.050	40.0	1.050	40.0					
Bookbinders, paper cutters, folding machine operators, paper rulers.....	.970	40.0	.970	40.0					
Nashville, Tenn.....	.900	40.0	.900	40.0					
Newark, N. J.: Finishers, 3-knife trimmers, special folding machine operators (parallel).....	1.150	40.0	1.125	40.0					
Operators on folding machines with 2 automatic.....	1.137	40.0	1.112	40.0					
Finishers, assistants, blank book forwarders, operators of 65-inch cutters.....	1.125	40.0	1.100	40.0					
Bookbinders and cutters.....	1.100	40.0	1.075	40.0					
Sheetstraighteners.....	.975	40.0	.950	40.0					
New Orleans, La.....	.938	40.0	.938	40.0					
New York, N. Y.: Union A.: Head stampers.....	1.425	40.0	1.425	40.0					
Finishers, general reference book.....	1.350	40.0	1.350	4.00					
Gilders.....	1.325	40.0	1.325	40.0					
Stampers, machine.....	1.275	40.0	1.275	40.0					
Stock cutters, machine; circuit work; gathering machine; stitcher and coverer operators; power rounders and backers; head banding and lining machine operators; head sheetmen; folding machine operators; book trimmers, machine; casing-in machine operators; extra finisher's assistants.....	1.225	40.0	1.225	40.0					
Hand rounders and backers, head banders and liners, hand casers and stretcher makers; hand casers-in, book repairers, sheet and plate cutters, gathering machine operators, colorers.....	1.175	40.0	1.175	40.0					
					Hand gluers-up, board cutters, pasters-off.....	1.000	40.0	1.000	40.0
					Loaders-up for folding machines.....	.825	40.0	.825	40.0
					Head gold layers.....	.800	40.0	.800	40.0
					Gold layers (female).....	.750	40.0	.750	40.0
					Hand workers, semiskilled.....	.500	40.0	.500	40.0
					Hand workers, unskilled.....	.400	40.0	.400	40.0
					Union B: Continuous trimmer operators.....	1.191	40.0	1.166	40.0
					Operators of combination Kast inserting and stitching machines; operators of bracket trimmers or similar machines; operators of Dayton 3-knife machines; gathering, stitching, covering, and folding machine operators.....	1.168	40.0	1.143	40.0
					Operators of duplex trimmers or combination gathering and stitching machines.....	1.146	40.0	1.121	40.0
					Blank book forwarders and finishers; operators of flat machines, die machines, band cutting machines, gathering machines, stitching or covering machines (operated as separate units).....	1.123	40.0	1.098	40.0
					Manifold table workers.....	1.100	40.0	1.075	40.0
					Assistant operators of combination and folding machines.....	.941	40.0	.916	40.0
					Helpers and semi-skilled workers.....	.550	40.0	.550	40.0

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities. June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

BOOKBINDERS—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 York, N. Y.—Con. Union C:					New York, N. Y.—Con. Union D (sample book work)				
Paper rulers, first class	\$1.250	40.0	\$1.250	40.0	Portland, Ore.	\$0.625	40.0	\$0.600	40.0
Paper rulers, second class	1.175	40.0	1.175	40.0	Stock cutters	1.090	40.0	1.090	40.0
Oklahoma City, Okla.	1.000	40.0	.909	40.0	Rochester, N. Y.	1.010	40.0	1.010	40.0
Foremen	1.125	40.0	1.034	40.0	St. Louis, Mo.	1.000	40.0	1.000	40.0
Philadelphia, Pa.: Union A:					Rulers	1.070	40.0	1.070	40.0
Head stampers	1.100	40.0	1.100	40.0	St. Paul, Minn.: Foremen and combination men	1.090	40.0	1.090	40.0
Operators of case making machines, folding machines, stamping machines, casing-in machines, rounding and backing machines	1.010	40.0	1.010	40.0	Bookbinders, paper cutters, folding machine operators, paper rulers	1.050	40.0	1.050	40.0
Cutters, table workers, sheet men, case makers (hand), job forwarders	.960	40.0	.960	40.0	San Antonio, Tex.	.970	40.0	.970	40.0
Union B (blank book work)	1.020	40.0	1.000	40.0	Foremen	.900	40.0	.900	40.0
Union C (paper ruling):					San Francisco, Calif.	1.250	40.0	1.250	40.0
"L" machine	1.200	40.0	1.180	40.0	Scranton, Pa.: Bench workers	1.275	40.0	1.275	40.0
Faint lining	1.020	40.0	1.000	40.0	Machine operators	.975	40.0	.975	40.0
					Seattle, Wash.	1.025	40.0	1.025	40.0
					Spokane, Wash.	1.250	40.0	1.250	40.0
					Foremen	1.000	40.0	1.000	40.0
					Washington, D. C.	1.100	40.0	1.100	40.0
					York, Pa.	1.000	40.0	1.000	40.0
					Foremen	.900	40.0	.850	40.0
						1.100	40.0	.975	40.0

HAND COMPOSITORS

Atlanta, Ga.	\$1.000	40.0	\$1.000	40.0	Louisville, Ky.	\$1.100	40.0	\$1.100	40.0
Baltimore, Md.	1.000	40.0	1.000	40.0	Madison, Wis.	1.075	40.0	1.075	40.0
Birmingham, Ala.	1.025	40.0	1.025	40.0	Manchester, N. H.	.820	40.0	.820	40.0
Boston, Mass.	1.060	40.0	1.035	40.0	Memphis, Tenn.	.860	40.0	.830	40.0
Buffalo, N. Y.	1.100	40.0	1.100	40.0	Milwaukee, Wis.	1.050	40.0	1.013	40.0
Butte, Mont.	1.160	40.0	1.160	40.0	Minneapolis, Minn.	1.050	40.0	1.050	40.0
Charleston, S. C.	.885	40.0	.885	40.0	Moline, Ill. (See Rock Island (Ill.) district.)				
Charleston, W. Va.	1.150	40.0	1.150	40.0	Nashville, Tenn.	.900	40.0	.850	40.0
Charlotte, N. C.	.900	40.0	.900	40.0	Newark, N. J.	1.313	40.0	1.313	40.0
Chicago, Ill.	1.350	40.0	1.350	40.0	New Haven, Conn.	1.000	40.0	1.000	40.0
Cincinnati, Ohio	1.175	40.0	1.175	40.0	New Orleans, La.	.960	40.0	.900	40.0
Cleveland, Ohio	1.231	37.5	1.204	37.5	New York, N. Y.	1.363	40.0	1.363	40.0
Columbus, Ohio	1.175	40.0	1.175	40.0	German text	1.363	40.0	1.363	40.0
Dallas, Tex.	1.000	40.0	1.000	40.0	Hebrew text	1.488	40.0	1.488	40.0
Davenport, Iowa. (See Rock Island (Ill.) district.)					Italian text	1.200	40.0	1.200	40.0
Dayton, Ohio	1.200	40.0	1.200	40.0	Norfolk, Va.	1.000	40.0	1.000	40.0
Denver, Colo.	1.088	40.0	1.088	40.0	Oklahoma City, Okla.	1.063	40.0	1.063	40.0
Des Moines, Iowa	1.065	40.0	1.040	40.0	Omaha, Nebr.	1.060	40.0	1.060	40.0
Detroit, Mich.	1.250	40.0	1.250	40.0	Peoria, Ill.	1.100	40.0	1.100	40.0
Duluth, Minn.	1.000	40.0	.955	40.0	Philadelphia, Pa.	1.165	40.0	1.130	40.0
El Paso, Tex.	1.117	37.5	1.117	37.5	Phoenix, Ariz.	1.080	40.0	1.080	40.0
Erie, Pa.	1.100	40.0	1.100	40.0	Pittsburgh, Pa.	1.170	40.0	1.170	40.0
Grand Rapids, Mich.	.900	40.0	.900	40.0	Portland, Maine	.850	40.0	.850	40.0
Houston, Tex.	1.040	40.0	1.040	40.0	Portland, Ore.	1.120	40.0	1.120	40.0
Indianapolis, Ind.	1.175	40.0	1.175	40.0	Providence, R. I.	.909	40.0	.909	44.0
Jackson, Miss.	.900	40.0	.900	40.0	Reading, Pa.	.975	40.0	.975	40.0
Jacksonville, Fla.	1.000	40.0	1.000	40.0	Richmond, Va.	.900	40.0		
Kansas City, Mo.	1.100	40.0	1.100	40.0	Rochester, N. Y.	1.100	40.0	1.100	40.0
Little Rock, Ark.	.944	40.0	.944	40.0	Rock Island (Ill.) district				
Los Angeles, Calif.	1.145	40.0	1.145	40.0	St. Louis, Mo.	1.150	40.0	1.100	40.0
						1.100	40.0	1.100	40.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing 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
St. Paul, Minn.	\$1.050	40.0	\$1.050	40.0	Springfield, Mass.	\$1.000	40.0				
Salt Lake City, Utah	1.000	40.0	1.000	40.0	Toledo, Ohio	1.200	40.0	\$1.200	40.0		
San Antonio, Tex.	1.000	40.0	1.000	40.0	Washington, D. C.	1.180	37.5	1.180	37.5		
San Francisco, Calif.	1.300	40.0	1.300	40.0	Wichita, Kans.	.950	40.0	.950	40.0		
Scranton, Pa. ¹	1.130	40.0	1.105	40.0	Worcester, Mass.	.898	44.0	.898	44.0		
Seattle, Wash.	1.250	40.0	1.250	40.0	York, Pa.	.880	40.0	.880	40.0		
Spokane, Wash.	1.000	40.0	1.000	40.0	Youngstown, Ohio	1.105	40.0	1.105	40.0		

ELECTROTYPERS

Atlanta, Ga.	\$1.030	40.0	\$1.030	40.0	Indianapolis, Ind.	\$1.200	40.0	\$1.200	40.0
Birmingham, Ala.	1.219	40.0	1.188	40.0	Kansas City, Mo.	1.200	40.0	1.200	40.0
Boston, Mass.:					Los Angeles, Calif.	1.250	40.0	1.200	40.0
Finishers and molders.	1.120	44.0	1.080	44.0	Memphis, Tenn.	1.135	40.0	1.136	44.0
Branchmen	.986	44.0	.970	44.0	Milwaukee, Wis.	1.250	40.0	1.200	40.0
Buffalo, N. Y.:					Minneapolis, Minn.	1.200	40.0	1.200	40.0
Finishers and molders.	1.150	44.0	1.150	44.0	Moline, Ill. (See Rock Island (Ill.) district.)				
Branchmen	1.120	44.0	1.120	44.0	Nashville, Tenn.	1.000	40.0		
Chicago, Ill.	1.600	² 32.0	1.600	² 32.0	Newark, N. J.	1.650	40.0	1.650	40.0
Cincinnati, Ohio:					New Haven, Conn.	1.273	44.0	1.273	44.0
Finishers and molders.	1.275	40.0	1.275	40.0	New Orleans, La.	1.088	40.0	1.063	40.0
Branchmen and casters	1.250	40.0	1.225	40.0	New York, N. Y.	1.650	40.0	1.650	40.0
Cleveland, Ohio:					Oklahoma City, Okla.	1.031	40.0	1.031	40.0
Finishers and molders.	1.325	40.0	1.325	40.0	Omaha, Nebr.	1.100	40.0	1.100	40.0
Batterymen, builders, casters, branchmen	1.225	40.0	1.225	40.0	Philadelphia, Pa.	1.500	² 32.0	1.450	² 36.0
Columbus, Ohio:					Pittsburgh, Pa.	1.125	40.0	1.125	40.0
Finishers and molders.	1.188	40.0	1.188	40.0	Portland, Ore.	1.250	40.0	1.250	40.0
Batterymen and builders	1.113	40.0	1.113	40.0	Richmond, Va.	1.100	40.0	1.100	40.0
Dallas, Tex.:					Rock Island (Ill.) district.	1.250	40.0	1.250	40.0
Shop A	1.250	40.0			St. Louis, Mo.	1.250	40.0	1.250	40.0
Shop B	1.100	40.0			St. Paul, Minn.	1.200	40.0	1.200	40.0
Davenport, Iowa. (See Rock Island (Ill.) district.)					San Francisco, Calif.	1.375	40.0	1.375	40.0
Dayton, Ohio:					Scranton, Pa.	1.075	40.0	1.075	40.0
Finishers and molders.	1.275	40.0	1.275	40.0	Seattle, Wash.	1.250	³ 30.0	1.250	40.0
Branchmen	1.250	40.0	1.225	40.0	South Bend, Ind.	1.200	40.0	1.150	40.0
Denver, Colo.	1.000	44.0	1.000	44.0	Spokane, Wash.	.906	48.0	.906	48.0
Des Moines, Iowa	1.200	40.0	1.150	40.0	Springfield, Mass.:				
Detroit, Mich.	1.400	40.0	1.400	40.0	Finishers and molders.	1.230	³ 40.0	1.200	³ 40.0
Grand Rapids, Mich.:					Branchmen	1.000	³ 40.0	1.000	³ 40.0
Finishers and molders.	1.070	40.0	1.070	40.0	Toledo, Ohio:				
Branchmen	.970	40.0	.970	40.0	Finishers and molders.	1.200	40.0	1.200	40.0
Houston, Tex.	1.100	40.0	1.100	40.0	Branchmen	1.200	40.0	1.150	40.0
					Washington, D. C.	1.375	40.0	1.338	40.0
					York, Pa.	1.125	40.0	1.125	40.0
					Youngstown, Ohio	1.250	40.0	1.250	40.0

MACHINE OPERATORS

Atlanta, Ga.	\$1.000	40.0	\$1.000	40.0	Chicago, Ill.	\$1.385	40.0	\$1.385	40.0
Baltimore, Md.	1.000	40.0	1.000	40.0	Cincinnati, Ohio ¹	1.175	40.0	1.175	40.0
Birmingham, Ala.	1.025	40.0	1.025	40.0	Cleveland, Ohio	1.281	37.5	1.254	37.5
Boston, Mass.:					Columbus, Ohio	1.175	40.0	1.175	40.0
Linotype operators.	1.100	40.0	1.075	40.0	Dallas, Tex.	1.200	40.0	1.200	40.0
Monotype operators.	1.060	40.0	1.035	40.0	Davenport, Iowa. (See Rock Island (Ill.) district.)				
Buffalo, N. Y.	1.280	40.0	1.280	40.0	Dayton, Ohio	1.200	40.0	1.200	40.0
Butte, Mont. ¹	1.223	40.0	1.223	40.0	Denver, Colo.	1.088	40.0	1.088	40.0
Charleston, S. C.	.885	40.0	.885	40.0	Des Moines, Iowa	1.065	40.0	1.040	40.0
Charleston, W. Va.	1.150	40.0	1.150	40.0					
Charlotte, N. C.	.900	40.0	.900	40.0					

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

MACHINE OPERATORS—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
Detroit, Mich.....	\$1.380	40.0	\$1.380	40.0	Oklahoma City, Okla.....	\$1.063	40.0	\$1.063	40.0
Duluth, Minn.....	1.000	40.0	.955	40.0	Omaha, Nebr.....	1.060	40.0	1.060	40.0
El Paso, Tex.....	1.117	37.5	1.117	37.5	Peoria, Ill.....	1.100	40.0	1.100	40.0
Erie, Pa.....	1.100	40.0	1.100	40.0	Philadelphia, Pa.....	1.165	40.0	1.130	40.0
Grand Rapids, Mich.....	.900	40.0	.900	40.0	Phoenix, Ariz.....	1.080	40.0	1.080	40.0
Houston, Tex.....	1.150	40.0	1.150	40.0	Pittsburgh, Pa.....	1.170	40.0	1.170	40.0
Indianapolis, Ind.....	1.175	40.0	1.175	40.0	Portland Oreg.....	1.210	40.0	1.210	40.0
Jackson, Miss.....	.900	40.0	.900	40.0	Providence, R. I.....	.977	40.0	.977	44.0
Jacksonville, Fla.....	1.000	40.0	1.000	40.0	Reading, Pa.....	1.055	40.0	1.055	40.0
Kansas City, Mo.....	1.140	40.0	1.140	40.0	Richmond, Va.....	1.025	40.0	.....	.....
Little Rock, Ark.....	.944	40.0	.944	40.0	Rochester, N. Y.....	1.100	40.0	1.100	40.0
Machinist-operators.....	1.019	40.0	1.019	40.0	Rock Island (Ill.) district.....	1.150	40.0	1.100	40.0
Los Angeles, Calif.....	1.230	40.0	1.230	40.0	St. Louis, Mo.....	1.190	40.0	1.190	40.0
Louisville, Ky.....	1.100	40.0	1.100	40.0	St. Paul, Minn.....	1.050	40.0	1.050	40.0
Madison, Wis.....	1.125	40.0	1.125	40.0	Salt Lake City, Utah.....	1.000	40.0	1.000	40.0
Manchester, N. H.....	.820	40.0	.820	40.0	San Antonio, Tex.....	1.000	40.0	1.000	40.0
Memphis, Tenn.....	.860	40.0	.830	40.0	San Francisco, Calif.....	1.300	40.0	1.300	40.0
Milwaukee, Wis.....	1.050	40.0	1.013	40.0	Machinist-operators.....	1.363	40.0	1.363	40.0
Minneapolis, Minn.....	1.050	40.0	1.050	40.0	Scranton, Pa.....	1.130	40.0	1.105	40.0
Moline, Ill. (See Rock Island (Ill.) district.)	.....	.....	.....	.....	Machinist-operators.....	1.155	40.0	1.130	40.0
Nashville, Tenn.....	.988	40.0	.913	40.0	Seattle, Wash.....	1.286	35.0	1.286	35.0
Newark, N. J.....	1.313	40.0	1.313	40.0	Spokane, Wash.....	1.063	40.0	1.063	40.0
New Haven, Conn.....	1.000	40.0	1.000	40.0	Springfield, Mass.....	1.000	40.0	.....	.....
New Orleans, La.....	.960	40.0	.900	40.0	Toledo, Ohio.....	1.200	40.0	1.200	40.0
New York, N. Y.....	1.363	40.0	1.363	40.0	Washington, D. C.....	1.180	37.5	1.180	37.5
German text.....	1.363	40.0	1.363	40.0	Wichita, Kans.....	.950	40.0	.950	40.0
Hebrew text.....	2.000	36.0	2.000	36.0	Worcester, Mass.....	.898	44.0	.898	44.0
Hungarian text.....	1.125	40.0	1.125	40.0	York, Pa.....	.880	40.0	.880	40.0
Italian text.....	1.200	40.0	1.200	40.0	Youngstown, Ohio.....	1.130	40.0	1.130	40.0
Norfolk, Va.....	1.000	40.0	1.000	40.0	Machinist-operators.....	1.205	40.0	1.205	40.0

MACHINE TENDERS (MACHINISTS)

Atlanta, Ga.....	\$1.000	40.0	\$1.000	40.0	Minneapolis, Minn.....	\$1.050	40.0	\$1.050	40.0
Baltimore, Md.....	1.000	40.0	1.000	40.0	Moline, Ill. (See Rock Island (Ill.) district.)	.....	.....	.....	.....
Birmingham, Ala.....	1.025	40.0	1.025	40.0	Newark, N. J.....	1.313	40.0	1.313	40.0
Boston, Mass.:	.....	.....	.....	.....	New Haven, Conn.....	1.031	40.0	1.031	40.0
Linotype.....	1.100	40.0	1.075	40.0	New Orleans, La.....	.960	40.0	.....	.....
Monotype.....	1.080	40.0	1.035	40.0	New York, N. Y.:	.....	.....	.....	.....
Buffalo, N. Y.....	1.325	40.0	1.325	40.0	1-4 machines.....	1.363	40.0	1.363	40.0
Charleston, W. Va.....	1.150	40.0	1.150	40.0	5-8 machines.....	1.403	40.0	1.403	40.0
Charlotte, N. C.....	.900	40.0	.900	40.0	9-12 machines.....	1.453	40.0	1.453	40.0
Chicago, Ill.....	1.385	40.0	1.385	40.0	13 or more.....	1.503	40.0	1.503	40.0
Cincinnati, Ohio.....	1.175	40.0	1.175	40.0	Philadelphia, Pa.....	1.165	40.0	1.130	40.0
Cleveland, Ohio.....	1.285	37.5	1.284	37.5	Phoenix, Ariz.....	1.150	40.0	1.150	40.0
Columbus, Ohio.....	1.175	40.0	1.175	40.0	Pittsburgh, Pa.....	1.170	40.0	1.170	40.0
Dallas, Tex.....	1.000	40.0	1.000	40.0	Portland, Oreg.....	1.210	40.0	.....	.....
Davenport, Iowa. (See Rock Island (Ill.) district.)	.....	.....	.....	.....	Providence, R. I.....	1.182	40.0	1.182	44.0
Dayton, Ohio.....	1.200	40.0	1.200	40.0	Reading, Pa.....	1.105	40.0	1.105	40.0
Denver, Colo.....	1.163	40.0	1.163	40.0	Richmond, Va.....	1.000	40.0	.....	.....
Des Moines, Iowa.....	1.065	40.0	1.040	40.0	Rock Island (Ill.) district.....	.....	.....	.....	.....
Detroit, Mich.....	1.380	40.0	1.380	40.0	.....	1.200	40.0	.....	.....
Erie, Pa.....	1.150	40.0	1.150	40.0	St. Louis, Mo.....	1.190	40.0	1.190	40.0
Houston, Tex.....	1.150	40.0	1.150	40.0	St. Paul, Minn.....	1.125	40.0	1.125	40.0
Indianapolis, Ind.....	1.175	40.0	1.175	40.0	Seattle, Wash.....	1.286	35.0	1.286	35.0
Kansas City, Mo.....	1.140	40.0	1.140	40.0	Spokane, Wash.....	1.125	40.0	.....	.....
Los Angeles, Calif.....	1.230	40.0	1.230	40.0	Springfield, Mass.....	1.000	40.0	.....	.....
Memphis, Tenn.....	.860	40.0	.830	40.0	Washington, D. C.....	1.180	37.5	1.180	37.5
Milwaukee, Wis.....	1.050	40.0	1.013	40.0	York, Pa.....	.880	40.0	.880	40.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

MAILERS

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	40.0	\$1.000	40.0	Oklahoma City, Okla.	\$0.960	40.0	\$0.960	40.0
Birmingham, Ala.	.810	40.0			Peoria, Ill.	.640	40.0	.600	40.0
Chicago, Ill.	1.125	40.0	1.100	40.0	Philadelphia, Pa.:				
Cincinnati, Ohio ¹	1.000	40.0	1.000	40.0	Company A:				
Cleveland, Ohio:					Foremen	1.175	40.0		
Rate A	1.227	36.7	1.227	36.7	Class B	.800	40.0		
Rate B	1.240	36.7	1.240	36.7	Class C	.700	40.0		
Dayton, Ohio	.850	40.0	.825	40.0	Class D	.625	40.0		
Journeywomen	.525	40.0	.525	40.0	Class E	.525	40.0		
Mailing machine operators	.900	40.0	.875	40.0	Company B	1.000	32.5	1.000	32.5
Denver, Colo.	1.088	40.0			Company C	1.000	32.5		
Des Moines, Iowa	.960	40.0	.930	40.0	Company D:				
Detroit, Mich.	1.125	40.0			Under 5 years ¹	.700	44.0	.673	44.0
Indianapolis, Ind.	1.073	40.0	1.073	40.0	Over 5 years	.800	44.0	.800	44.0
Kansas City, Mo.	.930	40.0	.930	40.0	Portland, Ore.	1.079	40.0		
Los Angeles, Calif.	1.125	40.0	1.125	40.0	St. Louis, Mo.	1.031	40.0		
Minneapolis, Minn.	1.000	40.0	1.000	40.0	St. Paul, Minn.	1.000	40.0	1.000	40.0
New York, N. Y.:					San Francisco, Calif.	1.063	40.0		
Stampers and machine operators	1.057	40.0	1.057	40.0	Seattle, Wash.	1.133	37.5	1.133	37.5
Mailers	.994	40.0	.994	40.0	Toledo, Ohio	1.027	37.5	1.027	37.5
					Washington, D. C.	1.000	40.0	1.000	40.0

PHOTOENGRAVERS

Atlanta, Ga.	\$1.375	40.0	\$1.375	40.0	Minneapolis, Minn.	\$1.300	40.0	\$1.300	40.0
Baltimore, Md.	1.375	40.0	1.375	40.0	Moline, Ill. (See Rock Island (Ill.) district.)				
Birmingham, Ala.	1.250	40.0	1.250	40.0	Nashville, Tenn.	1.375	40.0	1.375	40.0
Boston, Mass.	1.375	40.0	1.375	40.0	Newark, N. J.	1.860	35.0	1.860	35.0
Buffalo, N. Y.	1.467	37.5	1.375	40.0	New Haven, Conn.	1.375	40.0	1.375	40.0
Charlotte, N. C.	1.250	40.0	1.250	40.0	New Orleans, La.	1.250	40.0	1.250	40.0
Chicago, Ill.	1.467	37.5	1.467	37.5	New York, N. Y.	1.800	35.0	1.800	35.0
Rotogravure	1.707	37.5	1.600	40.0	Oklahoma City, Okla.	1.300	40.0	1.300	40.0
Cincinnati, Ohio	1.467	37.5	1.467	37.5	Omaha, Nebr.	1.325	40.0	1.325	40.0
Cleveland, Ohio:					Peoria, Ill.	1.375	40.0	1.375	40.0
Rate A	1.533	37.5	1.533	37.5	Philadelphia, Pa.	1.573	37.5	1.573	37.5
Rate B	1.600	40.0	1.600	40.0	Phoenix, Ariz.	1.300	40.0	1.300	40.0
Columbus, Ohio	1.533	37.5	1.467	37.5	Pittsburgh, Pa.	1.467	37.5	1.467	37.5
Dallas, Tex.:					Portland, Ore.	1.575	40.0	1.575	40.0
Company A	1.250	40.0	1.250	40.0	Providence, R. I.	1.438	40.0	1.375	40.0
Company B	1.023	44.0			Richmond, Va.	1.375	40.0	1.375	40.0
Davenport, Iowa. (See Rock Island (Ill.) district.)					Rochester, N. Y.	1.467	37.5	1.375	40.0
Dayton, Ohio	1.467	37.5	1.467	37.5	Rock Island (Ill.) district.	1.400	40.0	1.400	40.0
Denver, Colo.	1.250	40.0	1.250	40.0	St. Louis, Mo.	1.493	37.5	1.400	40.0
Des Moines, Iowa	1.375	40.0	1.375	40.0	St. Paul, Minn.	1.300	40.0	1.300	40.0
Detroit, Mich.	1.375	40.0	1.375	40.0	San Antonio, Tex.	1.375	40.0	1.375	40.0
Duluth, Minn.	1.250	40.0	1.250	40.0	San Francisco, Calif.	1.375	40.0	1.375	40.0
Grand Rapids, Mich.	1.000	40.0	1.000	40.0	Scranton, Pa.	1.375	40.0	1.375	40.0
Houston, Tex.	1.375	40.0	1.375	40.0	Seattle, Wash.	1.575	40.0	1.575	40.0
Indianapolis, Ind.	1.467	37.5	1.467	37.5	Springfield, Mass.	1.375	40.0	1.375	40.0
Kansas City, Mo.	1.375	40.0	1.375	40.0	Toledo, Ohio	1.429	38.5	1.429	38.5
Los Angeles, Calif.	1.250	40.0	1.250	40.0	Washington, D. C. ¹	1.400	40.0	1.400	40.0
Madison, Wis.	1.467	37.5	1.400	37.5	Wichita, Kans.	1.250	40.0	1.250	40.0
Memphis, Tenn.	1.250	40.0	1.250	40.0	Worcester, Mass.	1.375	40.0		
Milwaukee, Wis.	1.467	37.5	1.400	37.5	Youngstown, Ohio	1.533	37.5	1.467	37.5

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

PRESS ASSISTANTS AND FEEDERS

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.:					Chicago, Ill.—Con.				
Assistants.....	\$0.660	40.0	\$0.660	40.0	Assistants on presses				
Cylinder feeders, male	.570	40.0	.570	40.0	25 by 38 inches and				
Cylinder feeders, female or platen feeders, male or female.....	.570	40.0	.534	40.0	larger; coupon presses; feeders on hand-fed folding machines.....	\$1.156	40.0	\$1.156	40.0
Baltimore, Md.:					Assistants on 2 Harris				
Cylinder feeders.....	.682	44.0	.682	44.0	2-color presses 22				
Platen feeders.....	.500	44.0	.500	44.0	by 30 inches, or feeders on hand-fed cylinder presses.....	.789	40.0	.789	40.0
Boston, Mass.:					Feeders on Colt's Army or Universal presses.....	.764	40.0	.764	40.0
Assistants on rotary and magazine presses, 2-sheet rotary presses, 1- or 2-color perfecting presses.....	.980	40.0	.955	40.0	Platen press feeders.....	.751	40.0	.751	40.0
Assistants on cylinder presses.....	.920	40.0	.895	40.0	Cincinnati, Ohio: ¹				
Buffalo, N. Y.:					First assistant, rotary presses.....	.963	40.0	.963	40.0
Assistants on rotary web, Duplex flat bed, or Perfector presses.....	.925	40.0			Helpers and automatic machine tenders and second assistants, rotary presses.....	.913	40.0	.913	40.0
2-color assistants.....	.900	40.0			Feeders on large 2-color cylinder presses.....	.863	40.0	.863	40.0
Cylinder and job cylinder assistants.....	.850	40.0	.750	40.0	Cylinder press feeders.....	.838	40.0	.838	40.0
Platen assistants.....	.650	40.0	.550	40.0	Cleveland, Ohio:				
Butte, Mont.: ¹					Cylinder press assistants.....	.943	37.5	.922	37.5
Cylinder feeders.....	.580	40.0	.580	40.0	Feeders on specialty work (after 30 days).....	.875	40.0	.875	40.0
Platen feeders.....	.397	40.0	.397	40.0	Platen press assistants.....	.728	37.5	.712	37.5
Charlotte, N. C.:					Columbus, Ohio				
Cylinder assistants.....	.570	40.0	.570	40.0	Wax paper printing, rotary helpers.....	.500	40.0	.500	40.0
Platen assistants.....	.460	40.0	.460	40.0	Dallas, Tex.:				
Chicago, Ill.:					Cylinder feeders.....	.591	40.0	.591	40.0
Assistants on tubular rotary single-deck presses.....	1.256	40.0	1.256	40.0	Wax paper printing: Plate register men.....	.575	40.0	.550	40.0
Assistants on 1- or 2-roll rotary presses:					Rotary assistants.....	.500	40.0	.475	40.0
Tension men.....	1.256	40.0	1.256	40.0	Davenport, Iowa. (See Rock Island (Ill.) district.)				
Oilers or utility men.....	1.219	40.0	1.219	40.0	Dayton, Ohio:				
Assistants on McKee 4-color presses or separating machines.....	1.219	40.0	1.219	40.0	Feeders on 2-color flat-bed presses.....	.950	40.0	.900	40.0
Assistants on 2-deck or rotary using 1 or 2 rolls with insert attachment.....	1.206	40.0	1.206	40.0	Feeders on flat-bed or cylinder presses.....	.900	40.0	.850	40.0
Stock cutters (flat machines).....	1.194	40.0	1.194	40.0	Web press assistants (magazines):				
Assistants on 2-color presses, rotary presses, auto- or sheet-fed rotary presses, Cox Duplex, Goss Comet, or U. P. M. on single attachments; jiggers; feeder and operator on hand-fed folding machines.....	1.181	40.0	1.181	40.0	96 pages:				
Operators or assistants on automatic folding machines:					Tympan roll man.....	1.050	40.0	1.025	40.0
1 machine.....	1.181	40.0	1.181	40.0	White roll man.....	.925	40.0	.900	40.0
2 machines.....	1.244	40.0	1.244	40.0	Packer boy.....	.675	40.0	.650	40.0
3 machines.....	1.319	40.0	1.319	40.0	80 pages:				
					White roll man.....	.925	40.0	.900	40.0
					Packer boy.....	.675	40.0	.650	40.0
					32 pages:				
					Tympan roll man.....	1.000	40.0	.975	40.0
					White roll man.....	.875	40.0	.850	40.0
					McKee press assistants:				
					First assistant.....	.975	40.0	.950	40.0
					Second assistant.....	.900	40.0	.875	40.0
					2-color Miehle press assistants.....	.900	40.0	.875	40.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

PRESS ASSISTANTS AND FEEDERS—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
Dayton, Ohio—Con.					Memphis, Tenn.:				
Offset pattern press assistants.....	\$0.875	40.0	\$0.850	40.0	Cylinder feeders (male).....	\$0.575	40.0	\$0.575	40.0
Web rotary press assistants (wax paper printing):					Cylinder feeders (female).....	.500	40.0	.500	40.0
First 6 months.....	.700	40.0	.700	40.0	Platen feeders (male).....	.485	40.0	.485	40.0
After 6 months.....	.730	40.0	.730	40.0	Platen feeders (female).....	.432	40.0	.432	40.0
Denver, Colo.:					Milwaukee, Wis.:				
Ready print Comet.....	.883	40.0	.883	40.0	Cylinder and rotary assistants.....	.850	40.0	.812	40.0
Cylinder.....	.845	40.0	.845	40.0	Job cylinder assistants.....	.588	40.0		
Platen.....	.600	40.0	.500	40.0	Platen assistants.....	.538	40.0	.512	40.0
Des Moines, Iowa:					Minneapolis, Minn.:				
Cylinder and folder assistants.....	.830	40.0	.830	40.0	Cylinder feeders.....	.820	40.0	.820	40.0
Platen assistants.....	.620	40.0	.620	40.0	Cylinder wash-up and oiler men.....	.530	40.0	.530	40.0
Platen feeders.....	.600	40.0	.600	40.0	Platen feeders.....	.530	40.0	.530	40.0
Rotary, color and offset assistants.....	.840	40.0	.840	40.0	Platen wash-up and oiler men.....	.430	40.0	.430	40.0
Detroit, Mich.:					Assistants on 2 Kelly A or Miehle vertical presses.....	.680	40.0	.680	40.0
Rotary assistants.....	1.000	40.0	1.000	40.0	Moline, Ill. (See Rock Island (Ill.) district).				
Cylinder assistants.....	.925	40.0	.925	40.0	Nashville, Tenn.:				
Platen assistants.....	.750	40.0	.750	40.0	Cylinder feeders (male).....	.650	40.0	.650	40.0
El Paso, Tex.:					Cylinder feeders (female).....	.550	40.0	.550	40.0
Platen feeders.....	.450	40.0	.450	40.0	Newark, N. J.:				
Houston, Tex.:					Assistants on 3-color Sterling presses.....	1.125	40.0	1.125	40.0
Cylinder feeders.....	.688	40.0	.688	40.0	Assistants on 2-color presses over 70 inches.....	1.100	40.0	1.100	40.0
2-color cylinder feeders.....	.750	40.0	.750	40.0	Assistants on 2-color presses.....	1.075	40.0	1.075	40.0
Indianapolis, Ind.:					Cylinder press assistants.....	1.025	40.0	1.025	40.0
Cylinder assistants.....	.969	40.0	.969	40.0	Platen press assistants.....	.725	40.0	.725	40.0
Rotary assistants and helpers.....	1.023	40.0	1.023	40.0	New Haven, Conn.:				
Pony press assistants.....	.887	40.0	.887	40.0	Cylinder feeders.....	.600	40.0	.600	40.0
Wax paper press assistants.....	.680	40.0	.650	40.0	Platen feeders.....	.400	40.0	.400	40.0
Jackson, Miss.:					New Orleans, La.:				
Cylinder feeders.....	.600	40.0	.600	40.0	Cylinder feeders.....	.719	40.0	.688	40.0
Jacksonville, Fla.:					Platen feeders.....	.470	40.0	.440	40.0
Assistants, 2-4 platen presses.....	.450	40.0	.450	40.0	Offset assistants.....	.875	40.0		
Kansas City, Mo.:					New York, N. Y.:				
Rotary press assistants.....	.919	40.0	.919	40.0	Assistants on 2-color rotary over 68 inches.....	1.132	40.0	1.132	40.0
Cylinder press assistants.....	.893	40.0	.893	40.0	First assistants, Mc-Kee process presses.....	1.132	40.0	1.132	40.0
Platen (under 24-inch presses) assistants.....	.616	40.0	.616	40.0	Second assistants, Mc-Kee process presses.....	1.075	40.0	1.075	40.0
Platen (24 to 29-inch presses) assistants.....	.666	40.0	.666	40.0	Assistants on 2-color cylinder perfecting presses.....	1.121	40.0	1.121	40.0
Little Rock, Ark.:					Assistants on 42-inch pile feeder auto job cylinder presses.....	1.098	40.0	1.098	40.0
Cylinder feeders.....	.597	40.0	.568	44.0					
Platen feeders.....	.381	40.0	.364	44.0					
Los Angeles, Calif.:									
Cylinder feeders and assistants, combination cylinder and platen feeders, offset assistants.....	.825	40.0	.825	40.0					
Platen feeders.....	.675	40.0	.675	40.0					
Louisville, Ky.:									
Cylinder feeders.....	.635	40.0	.605	40.0					
Platen feeders.....	.509	40.0	.490	40.0					

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

PRESS ASSISTANTS AND FEEDERS—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 York, N. Y.—Con. Assistants on hand- or auto-fed flat-bed cylinder presses over 42 inches; utility men on web presses. Assistants on 2 auto job cylinder presses over 22 inches up to and including 31 inches; assistants on auto job presses not over 17 by 22 inches.	\$1.075	40.0	\$1.075	40.0	Rock Island (Ill.) district: Cylinder feeders.....	\$0.850	40.0	\$0.850	40.0
Oklahoma City, Okla.: Cylinder feeders.....	.688	40.0	.688	40.0	St. Louis, Mo.: Rotary web assistants. Assistants on 24 by 36 inches or larger cylinder presses; assistants on lithographic presses.....	1.050	40.0	1.050	40.0
Platen feeders.....	.500	40.0	.500	40.0	Assistants on small cylinder or auto presses.....	.890	40.0	.890	40.0
Omaha, Neb.: Cylinder or rotary assistants.....	.750	40.0	.750	40.0	Platen feeders.....	.740	40.0	.740	40.0
Peoria, Ill.: Cylinder feeders.....	.880	40.0	.880	40.0	St. Paul, Minn.: Cylinder assistants.....	.820	40.0	.820	40.0
Platen feeders.....	.650	40.0	.650	40.0	Platen assistants.....	.530	40.0	.530	40.0
Philadelphia, Pa.: Assistants on McKee or sheet-fed rotary presses; roll men on rotary web presses. Cylinder feeders and rollers on rotary web presses.....	.975	40.0	.940	40.0	Salt Lake City, Utah: Cylinder feeders.....	.700	40.0	.700	40.0
Junior feeders.....	.935	40.0	.900	40.0	Platen feeders.....	.500	40.0	.500	40.0
Phoenix, Ariz.: Cylinder assistants.....	.690	40.0	.690	40.0	San Antonio, Tex.: Cylinder feeders.....	.600	40.0	.600	40.0
Platen assistants.....	.555	40.0	.555	40.0	Platen feeders.....	.400	40.0	.400	40.0
Pittsburgh, Pa.: 2-color cylinder helpers.....	.970	40.0	.925	40.0	San Francisco, Calif.: Cylinder assistants.....	.925	40.0	.925	40.0
Cylinder feeders (male).....	.845	40.0	.800	40.0	Platen feeders.....	.688	40.0	.688	40.0
Cylinder feeders (female).....	.715	40.0	.670	40.0	Scranton, Pa.: Cylinder feeders.....	.820	40.0	.783	40.0
Job press feeders (male).....	.685	40.0	.640	40.0	Cylinder feeders on 2-color or perfecting presses.....	.858	40.0	.820	40.0
Job press feeders (female).....	.615	40.0	.570	40.0	Platen feeders.....	.608	40.0	.570	40.0
Portland, Ore.: Cylinder assistants.....	.770	40.0	.770	40.0	Seattle, Wash.: Cylinder feeders.....	.890	40.0	.890	40.0
Platen feeders.....	.670	40.0	.670	40.0	Platen feeders.....	.750	40.0	.750	40.0
Providence, R. I.: Cylinder feeders.....	.727	40.0	.727	40.0	South Bend, Ind.: Cylinder assistants or feeders.....	.700	40.0	-----	-----
Reading, Pa.: Cylinder assistants.....	.864	40.0	.840	40.0	Spokane, Wash.: Cylinder feeders.....	.770	40.0	.770	40.0
Platen assistants.....	.709	40.0	.690	40.0	Platen feeders.....	.750	40.0	.750	40.0
Richmond, Va.: Cylinder assistants.....	.700	40.0	.700	40.0	Toledo, Ohio: Cylinder feeders.....	.850	40.0	.850	40.0
Perfector and 2-color assistants.....	.725	40.0	.675	40.0	Washington, D. C.: Cylinder feeders.....	.888	40.0	.868	40.0
Cylinder feeders.....	.500	40.0	.470	40.0	Perfector press assistants.....	.913	40.0	.893	40.0
Rochester, N. Y.: Cylinder assistants.....	.820	40.0	.770	40.0	4-color McKee assistants.....	1.000	40.0	.978	40.0
2-color assistants.....	.850	40.0	-----	-----	U. P. M. press assistants.....	1.000	40.0	1.000	40.0
Platen assistants.....	.820	40.0	.820	40.0	5-color McKee assistants.....	1.125	40.0	1.103	40.0
Platen feeders.....	.660	40.0	.660	40.0	Platen feeders.....	.613	40.0	.598	40.0
					Wichita, Kans.: Cylinder assistants.....	.650	40.0	.650	40.0
					Worcester, Mass.: Cylinder feeders.....	.700	40.0	.700	40.0
					York, Pa.: Cylinder feeders.....	.730	40.0	.700	40.0
					Perfecting or 2-color press assistants.....	.760	40.0	.730	40.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

CYLINDER PRESSMEN

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.:					Chicago, Ill.—Con.				
1 press.....	\$0.910	40.0	\$0.830	40.0	Rotary presses—Con.				
2 presses.....	.910	40.0	.909	40.0	1 Miesal press.....	\$1.575	40.0	\$1.575	40.0
Rotary presses, first man.....	.910	40.0	.910	40.0	Sheet or web-feed rotary presses, 70 inches or over:				
Rotary presses, second man.....	.910	40.0	.860	40.0	1 four-color, first position.....	1.675	40.0	1.675	40.0
Rotogravure.....	.910	40.0	.830	40.0	1 five-color, first position.....	1.750	40.0	1.750	40.0
Baltimore, Md.....	.909	44.0	.909	44.0	Second position on either.....	1.625	40.0	1.625	40.0
Birmingham, Ala.....	.875	40.0	.875	40.0	One tubular press, 1 or 2 units.....	1.525	40.0	1.525	40.0
Rotary magazine presses:					Second pressmen, 3 or 4 units.....	1.425	40.0	1.425	40.0
In charge.....	1.313	40.0	1.288	40.0	1 thirty-two-page, 2-unit press, first pressmen.....	1.475	40.0	1.475	40.0
First position.....	1.138	40.0	1.113	40.0	1 sixty-four-page, 2-unit press, first pressmen.....	1.625	40.0	1.625	40.0
Tension men.....	1.063	40.0	1.038	40.0	Second pressmen.....	1.475	40.0	1.475	40.0
Boston, Mass.....	1.060	40.0	1.035	40.0	1 sixty-four-page, 4-unit press, first pressmen.....	1.625	40.0	1.625	40.0
Buffalo, N. Y.:					1 eighty-page, 2-unit press, first pressmen.....	1.625	40.0	1.625	40.0
Job cylinder presses.....	1.100	40.0	1.000	40.0	Second pressmen.....	1.475	40.0	1.475	40.0
Rotary web presses.....	1.250	40.0			1 ninety-six-page, novel news, 2-unit press, first pressman.....	1.625	40.0	1.625	40.0
2-color presses.....	1.225	40.0	1.125	40.0	Second pressmen.....	1.475	40.0	1.475	40.0
Duplex and Perfector presses.....	1.175	40.0			1 one hundred and twenty-eight-page 4-unit press, first pressmen.....	1.625	40.0	1.625	40.0
Butte, Mont. 1:					Second pressmen.....	1.475	40.0	1.475	40.0
In charge.....	1.198	40.0	1.198	40.0	1 one hundred and ninety-two-page, novel news, 4-unit press, first pressmen.....	1.675	40.0	1.675	40.0
Charleston, W. Va.....	1.000	40.0	1.000	40.0	Second pressmen.....	1.525	40.0	1.525	40.0
Charlotte, N. C.....	.850	40.0	.850	40.0	Bread wrapper printing:				
Chicago, Ill.:					1 two-color Kidder or similar.....	1.413	40.0	1.413	40.0
3 presses up to 46 by 65 inches; 3 patent inside blanket presses; 1 press with Upham attachment; 1 double cylinder flat-bed, 2-color press; 1 double cylinder perfecting press; 1 press over 25 by 38 inches and not over 3 job presses; 1 two-color auto Harris; 1 two-color Harris-Seybold-Potter; 1 two-color Miller; 1 two-color multicolor ticket press; or any 2 of the following presses in combination: Auto press, Harris single, Kelly, Miehle horizontal, Miehle vertical, Miller Simplex, Osterlund, Stokes, and Smith.....	1.350	40.0	1.350	40.0	1 three-color Kidder or similar.....	1.438	40.0	1.438	40.0
Foremen, 3- to 6-cylinder presses.....	1.475	40.0	1.475	40.0	1 four-color Kidder or similar.....	1.475	40.0	1.475	40.0
Rotary presses:					Cincinnati, Ohio: 1				
1 two-color, sheet feed.....	1.500	40.0	1.500	40.0	Rotary presses, not more than 4-color.....	1.163	40.0	1.163	40.0
1 three-color, sheet feed.....	1.550	40.0	1.550	40.0	Web presses, 1- or 2-sheet feed.....	1.131	40.0	1.131	40.0
1 four-color, sheet feed.....	1.625	40.0	1.625	40.0	Cylinder presses, 3- or 4-bag.....	1.069	40.0	1.069	40.0
1 five-color, sheet feed.....	1.700	40.0	1.700	40.0	1 or 2 presses up to 65 inches or 1 press 65 inches and over.....	1.056	40.0	1.056	40.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

CYLINDER PRESSMEN—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
Cincinnati, Ohio—Con.					Indianapolis, Ind.:				
Auto job cylinder presses:					Cylinder or offset presses	\$1.150	40.0	\$1.150	40.0
1 press	\$0.838	40.0	\$0.838	40.0	Rotary presses	1.246	40.0	1.246	40.0
2 presses	.900	40.0	.900	40.0	Pressmen, wax paper printing	1.050	40.0	1.000	40.0
Cleveland, Ohio	1.198	37.5	1.172	37.5	Jackson, Miss.	.900	40.0	.900	40.0
Offset presses	1.309	37.5	1.282	37.5	Jacksonville, Fla.	1.000	40.0	1.000	40.0
Semirotary presses	1.261	37.5	1.234	37.5	Kansas City, Mo.:				
Specialty cylinder printing	1.113	40.0	1.113	40.0	1 cylinder press or 1 auto with feeder	1.085	40.0	1.085	40.0
Web pressmen	1.470	37.5	1.470	37.5	Small auto press and 1 or 2 platens, 2 cylinder presses, or 2 small auto with feeder attachments	1.135	40.0	1.135	40.0
Columbus, Ohio	1.180	40.0	1.180	40.0	Double rotary presses, under foremen	1.185	40.0	1.185	40.0
Rotary pressmen, wax paper printing	1.000	40.0	1.000	40.0	Cylinder foremen	1.210	40.0	1.210	40.0
Dallas, Tex.:					Little Rock, Ark.	.859	40.0	.818	44.0
Auto or 2-color pressmen	.915	40.0	.915	40.0	Pressmen-in-charge, 1 cylinder and 3 or 4 platen presses	.919	40.0	.875	44.0
Rotary pressmen, wax paper printing	.940	40.0	.940	40.0	Pressmen-in-charge, 2 cylinder and 5 platen presses	.966	40.0	.920	44.0
Davenport, Iowa. (See Rock Island (Ill.) district.)					Pressmen-in-charge, 3 cylinder and 10 platen presses, or 6 or more cylinder presses	1.050	40.0		
Dayton, Ohio:					Los Angeles, Calif.:				
Cylinder or automatic job presses	1.200	40.0	1.150	40.0	Foremen, 3 or more cylinder presses or 2 cylinder and 1 platen press	1.125	40.0	1.125	40.0
2-color presses	1.250	40.0	1.200	40.0	1 flat-bed perfecting press, Cox Duplex or Goss Comet	1.088	40.0	1.088	40.0
Web presses:					1 or 2 single cylinder presses; 1 or 2 automatic presses; 1 two-color cylinder press; 1 cylinder and not more than 2 platen presses	1.050	40.0	1.050	40.0
96 pages	1.450	40.0	1.425	40.0	Label presses	1.000	40.0		
80 pages	1.350	40.0	1.325	40.0	Louisville, Ky.:				
32 pages	1.375	40.0	1.350	40.0	1 or 2 cylinder or job automatic presses	.946	40.0	.901	40.0
McKee fashion presses	1.325	40.0	1.300	40.0	Manchester, N. H.	.900	40.0	.900	40.0
All other McKee presses	1.400	40.0	1.375	40.0	Auto presses	.850	40.0	.850	40.0
2-color Miehle presses	1.175	40.0	1.150	40.0	Memphis, Tenn.	.810	40.0	.810	40.0
2-color Miller presses, offset pattern presses, or Harris offset presses	1.100	40.0	1.075	40.0	Foremen	.920	40.0	.920	40.0
2 Kelly presses	1.075	40.0	1.050	40.0	1 two-color press over 25 by 38 inches	.860	40.0	.860	40.0
Web rotary presses—wax paper printing	1.050	40.0	1.050	40.0	Offset presses	1.000	40.0		
Denver, Colo.:					Foremen	1.250	40.0		
Kelly or offset presses	1.088	40.0	1.088	40.0	Milwaukee, Wis.:				
Foremen	1.213	40.0	1.213	40.0	Cylinder or rotary presses	1.050	40.0	1.012	40.0
Des Moines, Iowa	1.040	40.0	1.040	40.0	Minneapolis, Minn.:				
Small cylinder presses	1.000	40.0	1.000	40.0	1 or 2 single-cylinder presses; 2 Kelly A or Miehle vertical presses; 1 single cylinder and 1 platen	1.050	40.0	1.050	40.0
Rotary, color or offset presses	1.080	40.0	1.080	40.0					
Detroit, Mich.:									
Job cylinder, Kelly, Miehle vertical, Miller, Hi-speed Simplex, or horizontal presses	1.250	40.0	1.250	40.0					
2-color rotary pressmen or rotary foremen	1.500	40.0	1.500	40.0					
Duluth, Minn.	1.050	40.0	.955	44.0					
El Paso, Tex.	.905	40.0	.905	40.0					
Erie, Pa.	1.100	40.0	1.000	40.0					
Offset presses	1.100	40.0	.900	40.0					
Houston, Tex.:									
Cylinder or offset presses	1.000	40.0	1.000	40.0					
2-color presses	1.125	40.0	1.125	40.0					

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

CYLINDER PRESSMEN—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
Minneapolis, Minn.—Continued.									
3 single-cylinder presses, man-in-charge; 2-color double-end or single-roll rotary presses	\$1.150	40.0	\$1.150	40.0					
4 single-cylinder presses, man-in-charge	1.180	40.0	1.180	40.0					
Moline, Ill. (See Rock Island (Ill.) district.)									
Nashville, Tenn.	.950	40.0	.950	40.0					
Newark, N. J.:									
Foremen	1.413	40.0	1.413	40.0					
1 three-color Sterling press	1.400	40.0	1.400	40.0					
1 two-color cylinder press over 70 inches	1.388	40.0	1.388	40.0					
1 single-color cylinder press with bronzing attachment over 65 inches	1.350	40.0	1.350	40.0					
1 single-color cylinder press over 68 inches or 1 special Kidder press, Prudential	1.338	40.0	1.338	40.0					
1 or 2 job cylinder presses with automatic feeder; 1 job cylinder press with automatic feeder and 1 auto-fed platen press; 1 job cylinder press with automatic feeder and 2 hand-fed platen presses; or 1 or 2 single-cylinder presses not over 68 inches or 1 Duplex web press	1.288	40.0	1.288	40.0					
1 two-color Harris, S. I. (15 by 18 inches) or 4-color Kidder presses	1.200	40.0	1.200	40.0					
New Haven, Conn.	1.000	40.0	1.000	40.0					
New Orleans, La.	.944	40.0	.888	40.0					
Foremen	1.088	40.0	1.050	40.0					
Combination cylinder and platen presses	.944	40.0	.888	40.0					
Offset presses	1.125	40.0							
New York, N. Y.:									
1 sheet-feed rotary or offset press on color or 1 auto-cylinder press over 29 inches up to and including 42 inches, with or without an assistant	1.499	40.0	1.499	40.0					
1 two-color flat-bed over 70 inches	1.476	40.0	1.476	40.0					
					New York, N. Y.—Con.				
					1 two-color flat-bed under 70 inches; 1 two-color Harris 28 by 34 inches and up; 1 press with bronzing machine; or 1 perfecting press on color register work	\$1.431	40.0	\$1.431	40.0
					1 or 2 auto job cylinder presses over 22 inches up to and including 29 inches	1.406	40.0	1.406	40.0
					1 cylinder press over 68 inches; 1 or 2 cylinder presses not over 68 inches; 1 or 2 auto job cylinder presses not over 22 inches; 1 poster press, 28 by 41 inches or over; or 1 label press (close register work)	1.363	40.0	1.363	40.0
					Automatic presses:				
					2 two-color Harris (15 by 18 inches)	1.340	40.0	1.340	40.0
					1 two-color Harris (18 by 22 inches)	1.318	40.0	1.318	40.0
					2 one-color Harris (15 by 18 inches or 18 by 22 inches)	1.295	40.0	1.295	40.0
					1 two-color Harris (15 by 18 inches)	1.273	40.0	1.273	40.0
					Ticket presses:				
					1 Meisel - Kidder press over 20 inches	1.363	40.0	1.363	40.0
					2 Meisel - Kidder presses (10 by 20 inches)	1.340	40.0	1.340	40.0
					2 Meisel-Kidder presses (4 by 10 inches)	1.295	40.0	1.295	40.0
					Web presses:				
					Men - in - charge of double roll over 46 inches, or 3- or 4-color press, or 46-inch process press	1.590	40.0	1.590	40.0
					Single roll over 46 inches	1.545	40.0	1.545	40.0
					Single roll, 46 inches or less	1.499	40.0	1.499	40.0
					Cox Duplex press or multi-web ticket press	1.431	40.0	1.431	40.0
					Combinations:				
					1 cylinder press and 1 auto job cylinder press up to and including 22 inches	1.409	40.0	1.409	40.0

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued
CYLINDER PRESSMEN—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 York, N. Y.—Con. Combinations—Con. 1 cylinder press and 1 or 2 hand-fed platen presses, or 1 cylinder press and 1 auto-fed platen.....	\$1.363	40.0	\$1.363	40.0	St. Louis, Mo.: One 4- or 5-color press.....	\$1.268	40.0	\$1.268	40.0
Norfolk, Va.....	.950	40.0	-----	-----	Second man.....	1.134	40.0	-----	-----
Oklahoma City, Okla.: Pressmen under foremen.....	.955	40.0	.955	40.0	Single- or two-roll rotary presses.....	1.241	40.0	1.241	40.0
Foremen, with 1 journeyman.....	1.138	40.0	1.138	40.0	2 cylinder presses, 25 by 38 inches or larger; 2-color presses; double cylinder presses; 1 cylinder press, 68 inches or larger; automatic presses over 19 by 25 inches.....	1.134	40.0	1.134	40.0
Foremen, 1 Kelly press or auto-Kelly-Dexter presses.....	1.188	40.0	1.188	40.0	1 cylinder press, 25 by 38 inches or larger, and 1 or 2 platen presses.....	1.092	40.0	-----	-----
Foremen, no journeymen.....	1.025	40.0	1.025	40.0	1 automatic press less than 17 by 22 inches and 3 platen presses.....	1.034	40.0	-----	-----
Omaha, Nebr.....	1.000	40.0	1.000	40.0	Automatic presses: 2 presses less than 17 by 22 inches.....	1.014	40.0	-----	-----
Peoria, Ill.....	1.050	40.0	1.050	40.0	2 presses, 17 by 22 inches, up to 19 by 25 inches.....	1.050	40.0	-----	-----
Foremen.....	1.140	40.0	1.140	40.0	1 cylinder press and 1 or 2 platen presses, or 2 cylinder presses, (24 by 36 inches).....	1.014	40.0	1.014	40.0
Philadelphia, Pa.: ¹ Rotary color presses or sheet-fed rotary presses (McKee).....	1.365	40.0	1.330	40.0	1 cylinder press, 24 by 36 inches, or less.....	.958	40.0	-----	-----
Rotary presses.....	1.325	40.0	1.290	40.0	Coupon presses, 28 inches.....	.943	40.0	-----	-----
U. P. M. presses with 1 auto attachment.....	1.240	40.0	1.205	40.0	Coupon presses, 42 inches.....	.975	40.0	-----	-----
Rotary 2d pressmen.....	1.225	40.0	1.190	40.0	St. Paul, Minn.: 1 or 2 single cylinder presses; 1 single cylinder and 1 platen; 1 Kelly, 1 Miehle vertical, 1 Simplex horizontal, or 1 Miller Hi-Speed; or second position on rotary presses.....	1.050	40.0	1.050	40.0
Perfector 2-color presses or Jitney rotary presses.....	1.215	40.0	1.180	40.0	Men-in-charge, rotary presses.....	1.150	40.0	1.150	40.0
Cylinder presses.....	1.165	40.0	1.130	40.0	Salt Lake City, Utah.....	.950	40.0	.950	40.0
Phoenix, Ariz.....	1.080	40.0	1.080	40.0	Foremen.....	1.050	40.0	1.050	40.0
Pittsburgh, Pa.....	1.145	40.0	1.100	40.0	San Antonio, Tex.....	.900	40.0	.900	40.0
2-color presses.....	1.270	40.0	1.225	40.0	San Francisco, Calif.....	1.275	40.0	1.275	40.0
Portland, Maine.....	.875	40.0	.875	40.0	Foremen, cylinder or manifold presses; pressmen, flat-bed web presses.....	1.350	40.0	1.350	40.0
Portland, Oreg.....	1.100	40.0	1.100	40.0	Rotary magazine presses, first position.....	1.425	40.0	1.425	40.0
Offset presses.....	1.150	40.0	1.150	40.0	Rotary magazine presses, second position.....	1.275	40.0	1.275	40.0
Foremen, 1 or 2 presses.....	1.163	40.0	1.163	40.0	Manifold pressmen.....	1.275	40.0	1.275	40.0
Foremen, 3 or more presses.....	1.225	40.0	1.225	40.0					
Providence, R. I.....	.909	40.0	.909	40.0					
Reading, Pa.: 1 or 2 presses.....	.915	40.0	.890	40.0					
Working foremen.....	1.155	40.0	1.130	40.0					
Assistant working foremen.....	1.015	40.0	.990	40.0					
Richmond, Va.: Single-color presses.....	.900	40.0	.850	40.0					
Perfector or 2-color presses.....	1.100	40.0	1.100	40.0					
Rochester, N. Y.....	1.100	40.0	1.100	40.0					
2-color presses.....	1.150	40.0	-----	-----					
Rock Island (Ill.) district.....	1.050	40.0	1.050	40.0					
Foremen.....	1.200	40.0	1.200	40.0					
Rotary presses: Men-in-charge.....	1.313	40.0	1.313	40.0					
First or second assistants.....	1.000	40.0	1.000	40.0					
Third assistants.....	.813	40.0	.813	40.0					

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

CYLINDER PRESSMEN—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					Washington, D. C.—Con.				
1 or 2 cylinder presses.....	\$1.083	40.0	\$1.058	40.0	1 or 2 hand- or auto-fed cylinder presses.....	\$1.050	40.0	\$1.028	40.0
2-color presses.....	1.183	40.0	1.158	40.0	1 or 2 Miehle vertical presses; 1 or 2 Kelly job presses; 1 or 2 Miller Hi-Speed presses.....	1.050	40.0	1.000	40.0
Seattle, Wash.....	1.250	40.0	1.250	40.0	Wichita, Kans.....	.850	40.0	.850	40.0
Foremen.....	1.375	40.0	1.375	40.0	Job cylinder pressmen.....	.800	40.0	.800	40.0
Rotary web presses.....	1.429	35.0	-----	-----	Worcester, Mass.: 2 cylinder presses over 56 inches.....	1.050	40.0	1.050	40.0
Men-in-charge.....	1.571	35.0	-----	-----	1 cylinder press over 56 inches.....	1.000	40.0	1.000	40.0
Multilith presses.....	1.000	40.0	-----	-----	York, Pa.....	1.000	40.0	.970	40.0
South Bend, Ind. ¹	1.000	40.0	-----	-----	Perfecting or 2-color presses.....	1.050	40.0	1.020	40.0
Spokane, Wash.....	1.100	40.0	1.100	40.0	Youngstown, Ohio.....	1.100	40.0	1.100	40.0
Toledo, Ohio.....	1.125	40.0	1.125	40.0					
Washington, D. C.: 1 five-color Cottrell-McKee press.....	1.606	40.0	1.581	40.0					
1 U. P. M. rotary press or 1 offset press over 42 inches.....	1.240	40.0	1.215	40.0					
1 Perfector or 1 two-color press.....	1.175	40.0	1.153	40.0					

PLATEN PRESSMEN

Atlanta, Ga.:					Denver, Colo.:				
1 to 3 presses.....	\$0.910	40.0	\$0.830	40.0	1 press, hand-fed ⁶	\$0.875	40.0	\$0.875	40.0
4 or more presses.....	.910	40.0	.910	40.0	2 presses, hand-fed ⁶.....	.908	40.0	.908	40.0
Baltimore, Md.....	.727	44.0	.727	44.0	3 presses, hand-fed ⁶.....	.963	40.0	.963	40.0
Birmingham, Ala.....	.660	40.0	.660	40.0	Des Moines, Iowa.....	.930	40.0	.930	40.0
Boston, Mass.:					Detroit, Mich.:				
Automatic presses.....	.980	40.0	.955	40.0	3 presses, hand-fed, or 2 automatic and 1 hand-fed presses.....	1.100	40.0	1.100	40.0
Hand-fed presses.....	.940	40.0	.915	40.0	Duluth, Minn.....	.775	40.0	.705	44.0
Buffalo, N. Y.....	.975	40.0	.875	40.0	El Paso, Tex.....	.850	40.0	.850	40.0
Butte, Mont. ¹.....	.937	40.0	.937	40.0	Erie, Pa.....	1.000	40.0	.900	40.0
Charleston, W. Va.....	.875	40.0	.875	40.0	Houston, Tex.:				
Charlotte, N. C.....	.680	40.0	.680	40.0	1 or 2 presses.....	.750	40.0	.750	40.0
Chicago, Ill.:					3 presses.....	.825	40.0	.825	40.0
1 to 3 presses.....	1.175	40.0	1.175	40.0	4 or more presses.....	.900	40.0	.900	40.0
4 presses, hand-fed.....	1.200	40.0	1.200	40.0	Indianapolis, Ind.:				
5 presses, hand-fed.....	1.238	40.0	1.238	40.0	1 or 2 presses.....	1.014	40.0	1.014	40.0
6 presses, hand-fed.....	1.275	40.0	1.275	40.0	5 presses.....	1.150	40.0	1.150	40.0
Proofer on job press.....	1.350	40.0	1.350	40.0	Jackson, Miss.....	.740	40.0	.740	40.0
Cincinnati, Ohio: ¹					Jacksonville, Fla.....	.800	40.0	.800	40.0
2 or 3 platen presses with 1 color cylinder press.....	1.056	40.0	1.056	40.0	Kansas City, Mo.:				
1 or 2 platen presses.....	.838	40.0	.838	40.0	1 or 2 presses.....	1.015	40.0	1.015	40.0
3 hand-fed or automatic presses.....	.863	40.0	.863	40.0	3 presses.....	1.035	40.0	1.035	40.0
4 hand-fed or automatic presses.....	.888	40.0	.888	40.0	4 presses.....	1.060	40.0	1.060	40.0
5 hand-fed or automatic presses.....	.913	40.0	.913	40.0	5 presses.....	1.085	40.0	1.085	40.0
Cleveland, Ohio:					Little Rock, Ark.....	.859	40.0	.818	44.0
1 or 2 presses.....	.983	37.5	.962	37.5	Los Angeles, Calif.:				
3 or 4 presses.....	1.079	37.5	1.056	37.5	1 to 3 presses.....	.975	40.0	.975	40.0
5 to 8 presses.....	1.165	37.5	1.140	37.5	Louisville, Ky.:				
Columbus, Ohio.....	1.180	40.0	1.180	40.0	2 hand-fed presses.....	.788	40.0	.751	40.0
Dallas, Tex.....	.754	40.0	.754	40.0	Manchester, N. H.....	.750	40.0	.750	40.0
Davenport, Iowa. (See Rock Island (Ill.) district.)					Memphis, Tenn.:				
Dayton, Ohio:					4 hand-fed presses.....	.780	40.0	.780	40.0
1 or 2 job presses.....	1.000	40.0	.950	40.0	Foremen.....	.875	40.0	.875	40.0
4 or 5 job presses.....	1.200	40.0	1.150	40.0	Milwaukee, Wis.:				
					1 to 3 presses.....	.938	40.0	.900	40.0
					4 presses.....	.975	40.0	.937	40.0
					Minneapolis, Minn.:				
					1 press.....	.750	40.0	.750	40.0
					2 presses.....	.820	40.0	.820	40.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

BOOK AND JOB—Continued

PLATEN PRESSMEN—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
Minneapolis, Minn.—Continued.					Portland, Oreg.-----	\$0.980	40.0	\$0.980	40.0
3 presses-----	\$0.910	40.0	\$0.910	40.0	Foremen-----	1.043	40.0	1.043	40.0
4 presses-----	.980	40.0	.980	40.0	Providence, R. I.:				
Men-in-charge (more than 4 presses)	1.050	40.0	1.050	40.0	Small presses-----	.795	40.0	.795	40.0
Moline, Ill. (See Rock Island (Ill.) district.)					Large presses-----	.841	40.0	.841	40.0
Nashville, Tenn.:					Reading, Pa.:				
1 press-----	.660	40.0	.660	40.0	Hand-fed presses-----	.812	40.0	.790	40.0
2 presses-----	.725	40.0	.725	40.0	1 or 2 automatic presses-----	.864	40.0	.840	40.0
3 presses-----	.775	40.0	.775	40.0	Rochester, N. Y.:				
4 presses-----	.850	40.0	.850	40.0	1 to 3 hand-fed presses.	1.000	40.0	1.000	40.0
Newark, N. J.:					4 hand-fed presses-----	1.100	40.0	1.100	40.0
1 to 3 hand-fed presses.	1.106	40.0	1.106	40.0	Automatic presses-----	1.100	40.0	1.100	40.0
4 hand-fed presses-----	1.156	40.0	1.156	40.0	Rock Island (Ill.) district.	.938	40.0	.938	40.0
5 hand-fed presses-----	1.200	40.0	1.200	40.0	St. Louis, Mo.:				
1 New Era press-----	1.288	40.0	1.288	40.0	1 or 2 presses-----	.892	40.0		
Foremen-----	1.231	40.0	1.231	40.0	3 or 4 presses-----	.975	40.0		
New Haven, Conn.-----	.850	40.0	.850	40.0	St. Paul, Minn.:				
New Orleans, La.-----	.850	40.0	.813	40.0	1 press-----	.750	40.0	.750	40.0
New York, N. Y.:					2 presses-----	.820	40.0	.820	40.0
2 automatic presses over 20 inches-----	1.340	40.0	1.340	40.0	3 presses-----	.910	40.0	.910	40.0
1 automatic and 1 or 2 hand-fed presses; or 2 auto presses not over 20 inches-----	1.273	40.0	1.273	40.0	Salt Lake City, Utah-----	.875	40.0	.875	40.0
1 to 3 hand-fed presses or 2 multi-color presses-----	1.181	40.0	1.181	40.0	San Antonio, Tex.-----	.750	40.0	.750	40.0
New Era presses:					San Francisco, Calif.-----	1.200	40.0	1.200	40.0
1 or 2 head-----	1.181	40.0	1.181	40.0	Scranton, Pa. ¹ -----	.833	40.0	.808	40.0
3 head-----	1.226	40.0	1.226	40.0	Seattle, Wash.-----	1.160	40.0	1.160	40.0
4 head-----	1.273	40.0	1.273	40.0	Foremen-----	1.276	40.0	1.276	40.0
5 or 6 head-----	1.363	40.0	1.363	40.0	South Bend, Ind.: ¹				
Norfolk, Va.-----	.750	40.0			2 to 4 presses-----	.900	40.0		
Oklahoma City, Okla.-----	.825	40.0	.825	40.0	Spokane, Wash.-----	1.075	40.0	1.075	40.0
Omaha, Nebr.-----	1.000	40.0	1.000	40.0	Toledo, Ohio:				
Peoria, Ill.-----	.930	40.0	.930	40.0	1 or 2 presses-----	1.000	40.0	1.000	40.0
Men-in-charge-----	.960	40.0	.960	40.0	3 presses-----	1.050	40.0	1.050	40.0
Philadelphia, Pa. ¹ -----	1.045	40.0	1.010	40.0	Washington, D. C.:				
Phoenix, Ariz.-----	.935	40.0	.935	40.0	1 to 3 hand-fed presses.	.825	40.0	.800	40.0
Pittsburgh, Pa.-----	1.075	40.0	1.030	40.0	1 or 2 hand-fed and 1 automatic presses-----	.900	40.0	.875	40.0
Portland, Maine-----	.800	40.0	.800	40.0	2 automatic presses-----	.963	40.0	.938	40.0
					Wichita, Kans.-----	.750	40.0	.750	40.0
					Worcester, Mass.:				
					Automatic presses-----	.850	40.0	.850	40.0
					2 hand-fed presses-----	.770	40.0	.770	40.0
					Youngstown, Ohio-----	1.038	40.0	1.038	40.0

NEWSPAPER

HAND COMPOSITORS: Day Work

Atlanta, Ga.-----	\$1.100	40.0	\$1.100	40.0	Cincinnati, Ohio-----	\$1.360	37.5	\$1.360	37.5
Baltimore, Md.-----	1.262	36.7	1.227	36.7	German text-----	.800	40.0	.800	40.0
Birmingham, Ala.-----	1.065	40.0	1.045	40.0	Cleveland, Ohio-----	1.353	37.5	1.353	37.5
Boston, Mass.-----	1.347	37.5	1.347	37.5	German text-----	1.253	37.5	1.253	37.5
Buffalo, N. Y.-----	1.280	37.5	1.280	37.5	Columbus, Ohio-----	1.333	37.5	1.333	37.5
German text-----	.900	40.0	.810	40.0	Dallas, Tex.-----	1.166	37.5	1.166	37.5
Butte, Mont. ¹ -----	1.180	35.0	1.180	35.0	Davenport, Iowa. (See Rock Island (Ill.) district.)				
Charleston, S. C.-----	.950	40.0	.950	40.0	Dayton, Ohio ¹ -----	1.222	37.5	1.195	37.5
Charlotte, N. C.-----	1.000	40.0	1.000	40.0	Denver, Colo.-----	1.185	36.7	1.185	36.7
Chicago, Ill. ¹ -----	1.493	37.5	1.493	37.5	Des Moines, Iowa-----	1.175	40.0	1.150	40.0
Bohemian text-----	1.350	40.0	1.350	40.0	Detroit, Mich.-----	1.387	37.5	1.387	37.5
German text-----	1.350	24.0	1.350	24.0	German text-----	1.067	37.5	1.200	37.5
Hebrew text-----	1.933	30.0	1.933	30.0	Duluth, Minn.-----	1.161	36.0	1.140	36.7
Polish text-----	1.362	36.7	1.362	36.7					
Swedish text-----	1.350	40.0	1.350	40.0					

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

NEWSPAPER—Continued									
HAND COMPOSITORS: Day Work—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
El Paso, Tex.	\$1.117	37.5	\$1.117	37.5	Norfolk, Va. ¹	\$1.063	40.0	\$1.063	40.0
Erie, Pa.	1.230	37.5	1.230	37.5	Oklahoma City, Okla.	1.063	40.0	1.063	40.0
Grand Rapids, Mich.	1.150	40.0	1.125	40.0	Omaha, Nebr.	1.150	40.0	1.110	40.0
Houston, Tex.	1.290	37.5	1.290	37.5	Peoria, Ill.	1.170	38.3	1.170	38.3
Indianapolis, Ind.	1.250	37.5	1.250	37.5	Philadelphia, Pa. ¹	1.204	37.5	1.163	37.5
Jacksonville, Fla.	1.150	40.0	1.125	40.0	Phoenix, Ariz.	1.111	37.5	1.111	37.5
Kansas City, Mo.	1.150	40.0	1.150	40.0	Pittsburgh, Pa.	1.355	37.5	1.355	37.5
Little Rock, Ark.	.970	36.3	.970	36.3	Portland, Maine	1.075	40.0	1.025	40.0
Los Angeles, Calif.	1.258	37.5	1.258	37.5	Portland, Oreg.	1.200	37.5	1.200	37.5
Louisville, Ky.	1.115	40.0	1.115	40.0	Providence, R. I.	1.900	40.0	1.900	40.0
Madison, Wis.	1.125	40.0	1.125	40.0	Reading, Pa.	1.156	37.5	1.129	37.5
Manchester, N. H.	1.025	40.0	1.025	40.0	Richmond, Va.	1.050	40.0	1.050	40.0
Memphis, Tenn.	1.045	37.5	1.045	37.5	Rochester, N. Y. ¹	1.150	40.0	1.100	40.0
Milwaukee, Wis.	1.340	37.5	1.335	37.5	German text	.771	1940.0	.771	1940.0
Minneapolis, Minn.:					Rock Island (Ill.) district	1.125	40.0	1.075	40.0
Rate A	1.336	* 33.3	1.336	33.3	St. Louis, Mo.	1.300	38.3	1.300	38.3
Rate B	1.270	* 33.3	1.270	33.3	German text	1.300	38.3	1.300	38.3
Moline, Ill. (See Rock Island (Ill.) district.)					St. Paul, Minn.	1.220	37.5	1.190	37.5
Nashville, Tenn.	.958	* 40.0	.958	40.0	Salt Lake City, Utah	1.180	37.5	1.180	37.5
Newark, N. J.	1.431	37.5	1.400	38.3	San Antonio, Tex.	1.120	40.0	1.120	40.0
New Haven, Conn.	1.050	40.0	1.050	40.0	San Francisco, Calif.	1.280	37.5	1.280	37.5
New York, N. Y.	1.524	37.5	1.524	37.5	Scranton, Pa.	1.269	39.0	1.269	39.0
Bohemian and Slavonic text	1.052	38.5	1.052	38.5	Seattle, Wash.	1.286	35.0	1.286	35.0
Hebrew text	2.000	36.0	2.000	36.0	South Bend, Ind. ¹	1.050	40.0	1.000	40.0
Hellenic text:					Spokane, Wash.	1.033	37.5	1.033	37.5
Rate A	.938	40.0			Toledo, Ohio	1.280	37.5	1.280	37.5
Rate B	.875	40.0			Washington, D. C.	1.440	35.0	1.357	35.0
Hungarian text	1.218	39.0	1.218	39.0	Wichita, Kans.	.950	40.0	.950	40.0
Italian text	1.967	30.0	1.967	30.0	Worcester, Mass.	1.125	40.0	1.100	40.0
Russian text	1.667	27.0	1.488	40.0	Youngstown, Ohio	1.306	37.5	1.306	37.5

HAND COMPOSITORS: Night Work

Atlanta, Ga.	\$1.163	40.0	\$1.163	40.0	Little Rock, Ark.	\$1.040	36.3	\$1.040	36.3
Baltimore, Md.	1.330	36.7	1.295	36.7	Los Angeles, Calif.	1.324	37.5	1.324	37.5
Birmingham, Ala.	1.125	40.0	1.105	40.0	Louisville, Ky.	1.183	40.0	1.183	40.0
Boston, Mass.	1.387	37.5	1.387	37.5	Madison, Wis.	1.188	40.0	1.188	40.0
Buffalo, N. Y.	1.347	37.5	1.347	37.5	Manchester, N. H.	1.100	40.0	1.100	40.0
Butte, Mont. ¹	1.251	35.0	1.250	35.0	Memphis, Tenn.	1.115	37.5	1.115	37.5
Charleston, S. C.	1.010	40.0	1.010	40.0	Milwaukee, Wis.	1.470	37.5	1.468	37.5
Charlotte, N. C.	1.060	40.0	1.060	40.0	Minneapolis, Minn.	1.350	* 33.3	1.350	33.3
Chicago, Ill. ¹	1.600	37.5	1.600	37.5	Moline, Ill. (See Rock Island (Ill.) district.)				
Hebrew text	2.578	22.5	2.578	22.5	Nashville, Tenn.	1.024	* 40.0	1.024	40.0
Cincinnati, Ohio	1.450	37.5	1.450	37.5	Newark, N. J. ¹	1.497	37.5	1.465	38.3
Cleveland, Ohio	1.482	37.5	1.482	37.5	New Haven, Conn.	1.050	40.0	1.050	40.0
Columbus, Ohio	1.422	37.5	1.422	37.5	New York, N. Y.	1.591	37.5	1.591	37.5
Dallas, Tex.	1.211	37.5	1.211	37.5	Hebrew text	2.667	27.0	2.667	27.0
Davenport, Iowa. (See Rock Island (Ill.) district.)					Italian text	2.097	30.0	2.097	30.0
Dayton, Ohio ¹	1.287	37.5	1.260	37.5	Norfolk, Va. ¹	1.125	40.0	1.125	40.0
Denver, Colo.	1.264	36.7	1.264	36.7	Oklahoma City, Okla.	1.125	40.0	1.125	40.0
Des Moines, Iowa	1.265	40.0	1.240	40.0	Omaha, Nebr.	1.216	40.0	1.176	40.0
Detroit, Mich.	1.469	37.5	1.469	37.5	Peoria, Ill.	1.235	38.3	1.235	38.3
Duluth, Minn.	1.233	36.0	1.210	36.7	Philadelphia, Pa. ¹	1.280	37.5	1.240	37.5
El Paso, Tex.	1.183	37.5	1.183	37.5	German text	1.125	40.0	1.125	40.0
Erie, Pa.	1.310	37.5	1.310	37.5	Phoenix, Ariz.	1.180	37.5	1.180	37.5
Grand Rapids, Mich.	1.200	40.0	1.175	40.0	Pittsburgh, Pa.	1.422	37.5	1.422	37.5
Houston, Tex.	1.326	37.5	1.326	37.5	Portland, Maine	1.150	40.0	1.100	40.0
Indianapolis, Ind.	1.350	37.5	1.350	37.5	Portland, Oreg.	1.267	37.5	1.267	37.5
Jackson, Miss.	.880	40.0	.880	40.0	Providence, R. I.	1.400	40.0	1.400	40.0
Jacksonville, Fla.	1.250	40.0	1.175	40.0	Reading, Pa.	1.285	35.0	1.257	35.0
Kansas City, Mo.	1.225	40.0	1.225	40.0	Richmond, Va.	1.113	40.0	1.113	40.0
					Rochester, N. Y. ¹	1.215	40.0	1.165	40.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

NEWSPAPER—Continued

HAND COMPOSITORS: Night Work—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
Rock Island (Ill.) district.....	\$1.175	40.0	\$1.125	40.0	Seattle, Wash.....	\$1.357	35.0	\$1.357	35.0
St. Louis, Mo.....	1.444	37.5	1.444	37.5	Spokane, Wash.....	1.100	37.5	1.100	37.5
St. Paul, Minn.....	1.300	37.5	1.270	37.5	Toledo, Ohio.....	1.350	37.5	1.350	37.5
Salt Lake City, Utah.....	1.266	37.5	1.266	37.5	Washington, D. C.....	1.583	35.0	1.500	35.0
San Antonio, Tex.....	1.180	40.0	1.180	40.0	Wichita, Kans.....	1.013	40.0	1.013	40.0
San Francisco, Calif.....	1.347	37.5	1.347	37.5	Worcester, Mass.....	1.188	40.0	1.163	40.0
Seranton, Pa.....	1.346	39.0	1.346	39.0	Youngstown, Ohio.....	1.373	37.5	1.373	37.5

MACHINE OPERATORS: Day Work

Atlanta, Ga.....	\$1.100	40.0	\$1.100	40.0	Moline, Ill. (See Rock Island (Ill.) district.)				
Baltimore, Md.....	1.262	36.7	1.227	36.7	Newark, N. J.....	\$0.958	40.0	\$0.958	40.0
Birmingham, Ala.....	1.065	40.0	1.045	40.0	New Haven, Conn.....	1.431	37.5	1.400	38.3
Piece work.....	¹¹ 1.127	40.0	¹¹ 1.127	40.0	New York, N. Y.....	1.050	40.0	1.050	40.0
Boston, Mass.....	1.347	37.5	1.347	37.5	Bohemian and Slavonic text.....	1.524	37.5	1.524	37.5
Buffalo, N. Y.....					German text.....	1.052	38.5	1.052	38.5
Machinist operators.....	1.325	37.5	1.325	37.5	Hobrew text.....	1.524	37.5	1.524	37.5
German text.....	.900	40.0	.810	40.0	Hellenic text.....	2.000	36.0	2.000	36.0
Butte, Mont.....	1.180	35.0	1.180	35.0	Rate A.....	.938	40.0	.....	.....
Charleston, S. C.....	.950	40.0	.950	40.0	Rate B.....	.875	40.0	.....	.....
Charlotte, N. C.....	1.000	40.0	1.000	40.0	Hungarian text.....	1.218	39.0	1.218	39.0
Chicago, Ill.....	1.493	37.5	1.493	37.5	Italian text.....	1.967	30.0	1.967	30.0
Bonus operators ¹	1.220	37.5	1.220	37.5	Russian text.....	1.667	27.0	2.000	36.0
Bohemian text.....	1.625	32.0	1.625	32.0	Norfolk, Va. ¹	1.063	40.0	1.063	40.0
German text.....	1.385	34.0	1.386	34.0	Oklahoma City, Okla.....	1.063	40.0	1.063	40.0
Hobrew text.....	1.933	30.0	1.933	30.0	Omaha, Nebr.....	1.150	40.0	1.110	40.0
Polish text.....	1.538	32.5	1.538	32.5	Peoria, Ill.....	1.170	38.3	1.170	38.3
Swedish text.....	1.385	40.0	1.385	40.0	Philadelphia, Pa. ¹	1.204	37.5	1.163	37.5
Cincinnati, Ohio.....	1.360	37.5	1.360	37.5	German text.....	1.063	40.0	1.063	40.0
German text.....	.800	40.0	.800	40.0	Phoenix, Ariz.....	1.111	37.5	1.111	37.5
Cleveland, Ohio.....	1.353	37.5	1.353	37.5	Pittsburgh, Pa.....	1.355	37.5	1.355	37.5
German text.....	1.253	37.5	1.253	37.5	Portland, Maine.....	1.075	40.0	1.025	40.0
Columbus, Ohio.....	1.333	37.5	1.333	37.5	Portland, Ore.....	1.200	37.5	1.200	37.5
Dallas, Tex.....	¹² 1.155	30.0	¹² 1.155	30.0	Providence, R. I.....	1.300	40.0	1.300	40.0
Davenport, Iowa. (See Rock Island (Ill.) district.)					Reading, Pa.....	1.156	37.5	1.129	37.5
Dayton, Ohio ¹	1.222	37.5	1.195	37.5	Richmond, Va.....	1.050	40.0	1.050	40.0
Denver, Colo.....	1.185	36.7	1.185	36.7	Rochester, N. Y. ¹	1.150	40.0	1.100	40.0
Des Moines, Iowa.....	1.175	40.0	1.150	40.0	German text.....	.771 ¹⁰	40.0	.771 ¹⁰	40.0
Detroit, Mich.....	1.387	37.5	1.387	37.5	Rock Island (Ill.) district.....	1.125	40.0	1.075	40.0
German text.....	1.067	37.5	1.200	37.5	St. Louis, Mo.....	1.300	38.3	1.300	38.3
Machinist operators.....	1.120	37.5	1.253	37.5	Piece work.....	¹² 1.197	35.0	¹² 1.197	35.0
Duluth, Minn.....	1.161	36.0	1.140	36.7	St. Paul, Minn.....	1.220	37.5	1.190	37.5
El Paso, Tex.....	1.117	37.5	1.117	37.5	Piece work.....	¹² 1.144	31.0	¹² 1.140	31.0
Erie, Pa.....	1.230	37.5	1.230	37.5	Salt Lake City, Utah.....	¹⁴ 1.165	35.0	¹⁴ 1.165	35.0
Grand Rapids, Mich.....	1.150	40.0	1.125	40.0	San Antonio, Tex.....	¹¹ 1.130	32.5	¹¹ 1.130	32.5
Houston, Tex.....	1.260	37.5	1.260	37.5	San Francisco, Calif.....	1.280	37.5	1.280	37.5
Indianapolis, Ind.....	1.250	37.5	1.250	37.5	Seranton, Pa.....	1.269	39.0	1.269	39.0
Jacksonville, Fla.....	1.150	40.0	1.125	40.0	Machinist operators.....	1.295	39.0	1.295	39.0
Kansas City, Mo.....	1.150	40.0	1.150	40.0	Seattle, Wash.....	1.286	35.0	1.286	35.0
Little Rock, Ark.....	1.030	36.3	1.030	36.3	South Bend, Ind. ¹	1.050	40.0	1.000	40.0
Los Angeles, Calif.....	1.258	37.5	1.258	37.5	Spokane, Wash.....	1.033	37.5	1.033	37.5
Louisville, Ky.....	1.115	40.0	1.115	40.0	Toledo, Ohio.....	1.280	37.5	1.280	37.5
Madison, Wis.....	1.125	40.0	1.125	40.0	Washington, D. C.....	1.440	35.0	1.357	35.0
Manchester, N. H.....	1.025	40.0	1.025	40.0	Wichita, Kans.....	.950	40.0	.950	40.0
Memphis, Tenn.....	¹² 1.24	37.5	¹² 1.24	37.5	Worcester, Mass.....	1.125	40.0	1.100	40.0
Milwaukee, Wis.....	1.340	37.5	1.335	37.5	Youngstown, Ohio.....	1.306	37.5	1.306	37.5
Minneapolis, Minn.....	1.336	⁸ 33.3	1.336	33.3					
Piece work:									
Rate A.....	¹³ 1.185	⁸ 30.0	¹³ 1.185	30.0					
Rate B.....	¹³ 1.195	⁸ 30.0	¹³ 1.195	30.0					
Ad work.....	1.480	30.0	1.480	30.0					

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

NEWSPAPER—Continued				MACHINE OPERATORS: Night Work					
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.	\$1.163	40.0	\$1.163	40.0	Moline, Ill. (See Rock Island (Ill.) district.)				
Baltimore, Md.	1.330	36.7	1.295	36.7	Nashville, Tenn.	\$1.024	⁹ 40.0	\$1.024	40.0
Birmingham, Ala.	1.125	40.0	1.105	40.0	Newark, N. J.	1.050	40.0	1.050	40.0
Piece work	¹¹ 1.137	40.0	¹¹ 1.137	40.0	New Haven, Conn.	1.591	37.5	1.591	37.5
Boston, Mass.	1.387	37.5	1.387	37.5	New York, N. Y.	1.591	37.5	1.591	37.5
Buffalo, N. Y.:					German text	1.591	37.5	1.591	37.5
Machinist operators	1.369	37.5	1.369	37.5	Hebrew text	2.667	27.0	2.667	27.0
Butte, Mont. ¹	1.251	35.0	1.250	35.0	Hungarian text	1.282	39.0	1.282	39.0
Charleston, S. C.	1.010	40.0	1.010	40.0	Italian text	2.097	30.0	2.097	30.0
Charlotte, N. C.	1.060	40.0	1.060	40.0	Norfolk, Va. ¹	1.125	40.0	1.125	40.0
Chicago, Ill. ¹	1.600	37.5	1.600	37.5	Oklahoma City, Okla.	1.125	40.0	1.125	40.0
Bonus operators ¹	1.339	37.5	1.339	37.5	Omaha, Nebr.	1.216	40.0	1.176	40.0
Hebrew text	2.578	22.5	2.578	22.5	Peoria, Ill.	1.235	38.3	1.235	38.3
Cincinnati, Ohio	1.450	37.5	1.450	37.5	Philadelphia, Pa. ¹	1.280	37.5	1.240	37.5
Cleveland, Ohio	1.482	37.5	1.482	37.5	German text	1.125	40.0	1.125	40.0
German text	1.377	37.5	1.377	37.5	Phoenix, Ariz.	1.180	37.5	1.180	37.5
Columbus, Ohio	1.422	37.5	1.422	37.5	Pittsburgh, Pa.	1.422	37.5	1.422	37.5
Dallas, Tex.	¹² 1.165	30.0	¹² 1.165	30.0	Portland, Maine	1.150	40.0	1.100	40.0
Davenport, Iowa. (See Rock Island (Ill.) district.)					Portland, Ore.	1.267	37.5	1.267	37.5
Dayton, Ohio ¹	1.287	37.5	1.260	37.5	Providence, R. I.	1.400	40.0	1.400	40.0
Denver, Colo.	1.264	36.7	1.264	36.7	Reading, Pa.	1.285	35.0	1.257	35.0
Des Moines, Iowa	1.265	40.0	1.240	40.0	Richmond, Va.	1.113	40.0	1.113	40.0
Detroit, Mich.	1.469	37.5	1.469	37.5	Rochester, N. Y. ¹	1.215	40.0	1.165	40.0
Duluth, Minn.	1.233	36.0	1.210	36.7	Rock Island (Ill.) district	1.175	40.0	1.125	40.0
El Paso, Tex.	1.183	37.5	1.183	37.5	St. Louis, Mo.	1.444	37.5	1.444	37.5
Erie, Pa.	1.310	37.5	1.310	37.5	Piece work	¹³ 2.223	35.0	¹² 2.223	35.0
Grand Rapids, Mich.	1.200	40.0	1.175	40.0	St. Paul, Minn.	1.300	37.5	1.270	37.5
Houston, Tex.	1.326	37.5	1.326	37.5	Piece work	¹² 1.65	31.0	¹² 1.60	31.0
Indianapolis, Ind.	1.350	37.5	1.350	37.5	Salt Lake City, Utah	¹⁴ 1.176	35.0	¹⁴ 1.176	35.0
Jackson, Miss.	.880	40.0	.880	40.0	San Antonio, Tex.	¹¹ 1.35	32.5	¹¹ 1.35	32.5
Jacksonville, Fla.	1.250	40.0	1.175	40.0	San Francisco, Calif.	1.347	37.5	1.347	37.5
Kansas City, Mo.	1.225	40.0	1.225	40.0	Scranton, Pa.	1.346	39.0	1.346	39.0
Little Rock, Ark.	1.100	36.3	1.100	36.3	Machinist operators	1.372	39.0	1.372	39.0
Los Angeles, Calif.	1.324	37.5	1.324	37.5	Seattle, Wash.	1.357	35.0	1.357	35.0
Louisville, Ky.	1.183	40.0	1.183	40.0	South Bend, Ind. ¹	1.113	40.0	1.063	40.0
Madison, Wis.	1.188	40.0	1.188	40.0	Spokane, Wash.	1.100	37.5	1.100	37.5
Manchester, N. H.	1.100	40.0	1.100	40.0	Toledo, Ohio	1.350	37.5	1.350	37.5
Memphis, Tenn.	¹² 1.134	37.5	¹² 1.134	37.5	Washington, D. C.	1.583	35.0	1.500	35.0
Milwaukee, Wis.	1.470	37.5	1.468	37.5	Wichita, Kans.	1.013	40.0	1.013	40.0
Minneapolis, Minn.	1.526	⁸ 30.0	1.526	30.0	Worcester, Mass.	1.188	40.0	1.163	40.0
Piece work:					Youngstown, Ohio	1.373	37.5	1.373	37.5
Rate A	¹³ 1.190	⁸ 30.0	¹³ 1.190	30.0					
Rate B	¹³ 1.195	⁸ 30.0	¹³ 1.195	30.0					

MACHINE TENDERS (MACHINISTS): Day Work

Atlanta, Ga.	\$1.100	40.0	\$1.100	40.0	Davenport, Iowa. (See Rock Island (Ill.) district.)				
Baltimore, Md.	1.262	36.7	1.227	36.7	Dayton, Ohio ¹	\$1.222	37.5	\$1.195	37.5
Birmingham, Ala.	1.065	40.0	1.045	40.0	Denver, Colo.	1.185	36.7	1.185	36.7
Boston, Mass.	1.347	37.5	1.347	37.5	Des Moines, Iowa	1.175	40.0	1.150	40.0
Buffalo, N. Y.	1.369	37.5	1.369	37.5	Detroit, Mich.	1.387	37.5	1.387	37.5
Butte, Mont. ¹	1.251	35.0	1.251	35.0	Duluth, Minn.	1.161	36.0	1.140	36.7
Charleston, S. C.	.990	40.0	.990	40.0	El Paso, Tex.	1.117	37.5	1.117	37.5
Charlotte, N. C.	1.000	⁷ 40.0	1.000	40.0	Erie, Pa.	1.283	37.5	1.283	37.5
Chicago, Ill. ¹	1.493	37.5	1.493	37.5	Grand Rapids, Mich.	1.150	40.0	1.125	40.0
German text	1.485	⁸ 30.0	1.485	⁸ 24.0	Houston, Tex.	1.260	37.5	1.260	37.5
Hebrew text	1.933	30.0	1.933	30.0	Indianapolis, Ind.	1.250	37.5	1.250	37.5
Cincinnati, Ohio	1.360	37.5	1.360	37.5	Jacksonville, Fla.	1.150	40.0	1.125	40.0
German text	1.000	40.0	1.000	40.0	Kansas City, Mo.	1.150	40.0	1.150	40.0
Cleveland, Ohio	1.353	37.5	1.353	37.5	Little Rock, Ark.	1.030	36.3	1.030	36.3
Columbus, Ohio	1.333	37.5	1.333	37.5					
Dallas, Tex.	1.166	37.5	1.166	37.5					

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

NEWSPAPER—Continued

MACHINE TENDERS (MACHINISTS): Day Work—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
Los Angeles, Calif.	\$1.258	37.5	\$1.258	37.5	Pittsburgh, Pa.	\$1.355	37.5	\$1.355	37.5
Louisville, Ky.	1.115	40.0	1.115	40.0	Portland, Maine	1.075	40.0	1.025	40.0
Madison, Wis.	1.125	40.0	1.125	40.0	Portland, Oreg.	1.200	37.5	1.200	37.5
Manchester, N. H.	1.025	40.0	1.025	40.0	Providence, R. I.	1.309	40.0	1.300	40.0
Memphis, Tenn.	1.161	37.5	1.161	37.5	Reading, Pa.	1.208	37.5	1.182	37.5
Milwaukee, Wis.	1.340	37.5	1.335	37.5	Richmond, Va.	1.050	40.0	1.050	40.0
Minneapolis, Minn.:					Rochester, N. Y. ¹	1.150	40.0	1.100	40.0
Rate A	1.336	* 33.3	1.336	33.3	Rock Island (Ill.) district	1.175	40.0	1.125	40.0
Rate B	1.480	* 30.0	1.480	30.0	St. Louis, Mo.	1.300	38.3	1.300	38.3
Moline, Ill. (See Rock Island (Ill.) district.)					St. Paul, Minn.	1.220	37.5	1.190	37.5
Nashville, Tenn.	.958	40.0	.958	40.0	Salt Lake City, Utah	1.180	37.5	1.180	37.5
Newark, N. J. ¹	1.431	37.5	1.400	38.3	San Antonio, Tex.	1.180	40.0	1.180	40.0
New Haven, Conn.	1.088	40.0	1.088	40.0	San Francisco, Calif.	1.280	37.5	1.280	37.5
New York, N. Y.:					Seattle, Wash.	1.286	35.0	1.286	35.0
1 to 12 machines.	1.474	37.5	1.474	37.5	South Bend, Ind. ¹	1.050	40.0	1.000	40.0
13 or more machines.	1.530	37.5	1.530	37.5	Spokane, Wash.	1.100	37.5	1.100	37.5
Norfolk, Va. ¹	1.063	40.0	1.063	40.0	Toledo, Ohio	1.280	37.5	1.280	37.5
Oklahoma City, Okla.	1.063	40.0	1.063	40.0	Washington, D. C.	1.440	35.0	1.357	35.0
Omaha, Nebr.	1.150	40.0	1.110	40.0	Wichita, Kans.	.950	40.0	.950	40.0
Peoria, Ill.	1.170	38.3	1.170	38.3	Worcester, Mass.	1.125	40.0	1.100	40.0
Philadelphia, Pa. ¹	1.204	37.5	1.163	37.5	Youngstown, Ohio	1.306	37.5	1.306	37.5
Phoenix, Ariz.	1.180	37.5	1.180	37.5					

MACHINE TENDERS (MACHINISTS): Night Work

Atlanta, Ga.	\$1.163	40.0	\$1.163	40.0	Nashville, Tenn.	\$1.024	* 40.0	\$1.024	40.0
Baltimore, Md.	1.330	36.7	1.295	36.7	Newark, N. J. ¹	1.497	37.5	1.465	38.3
Birmingham, Ala.	1.125	40.0	1.105	40.0	New Haven, Conn.	1.088	40.0	1.088	40.0
Boston, Mass.	1.387	37.5	1.387	37.5	New York, N. Y.:				
Buffalo, N. Y.	1.369	37.5	1.369	37.5	1 to 12 machines.	1.585	37.5	1.585	37.5
Butte, Mont. ¹	1.322	35.0	1.321	35.0	13 or more machines.	1.641	37.5	1.641	37.5
Charleston, S. C.	1.050	40.0	1.050	40.0	Norfolk, Va. ¹	1.125	40.0	1.125	40.0
Charlotte, N. C.	1.060	40.0	1.060	40.0	Oklahoma City, Okla.	1.125	40.0	1.125	40.0
Chicago, Ill. ¹	1.600	37.5	1.600	37.5	Omaha, Nebr.	1.216	40.0	1.176	40.0
Cincinnati, Ohio	1.450	37.5	1.450	37.5	Peoria, Ill.	1.235	38.3	1.235	38.3
Cleveland, Ohio	1.482	37.5	1.482	37.5	Philadelphia, Pa. ¹	1.280	37.5	1.240	37.5
Columbus, Ohio	1.422	37.5	1.422	37.5	Phoenix, Ariz.	1.249	37.5	1.249	37.5
Dallas, Tex.	1.211	37.5	1.211	37.5	Pittsburgh, Pa.	1.422	37.5	1.422	37.5
Dayton, Ohio ¹	1.287	37.5	1.260	37.5	Portland, Maine	1.150	40.0	1.100	40.0
Denver, Colo.	1.264	36.7	1.264	36.7	Portland, Oreg.	1.267	37.5	1.267	37.5
Des Moines, Iowa	1.265	40.0	1.240	40.0	Providence, R. I.	1.400	40.0	1.400	40.0
Detroit, Mich.	1.469	37.5	1.469	37.5	Reading, Pa.	1.342	35.0	1.314	35.0
Duluth, Minn.	1.233	36.0	1.210	36.7	Richmond, Va.	1.113	40.0	1.113	40.0
El Paso, Tex.	1.183	37.5	1.183	37.5	Rochester, N. Y. ¹	1.215	40.0	1.165	40.0
Erie, Pa.	1.363	37.5	1.363	37.5	St. Louis, Mo.	1.444	37.5	1.444	37.5
Grand Rapids, Mich.	1.200	40.0	1.175	40.0	St. Paul, Minn.	1.300	37.5	1.270	37.5
Houston, Tex.	1.826	37.5	1.326	37.5	Salt Lake City, Utah	1.266	37.5	1.266	37.5
Indianapolis, Ind.	1.350	37.5	1.360	37.5	San Antonio, Tex.	1.180	40.0	1.180	40.0
Jacksonville, Fla.	1.250	40.0	1.175	40.0	San Francisco, Calif.	1.347	37.5	1.347	37.5
Kansas City, Mo.	1.225	40.0	1.225	40.0	Seattle, Wash.	1.357	35.0	1.357	35.0
Little Rock, Ark.	1.100	36.3	1.100	36.3	Spokane, Wash.	1.167	37.5	1.167	37.5
Los Angeles, Calif.	1.324	37.5	1.324	37.5	Toledo, Ohio	1.350	37.5	1.350	37.5
Louisville, Ky.	1.183	40.0	1.183	40.0	Washington, D. C.	1.583	35.0	1.500	35.0
Manchester, N. H.	1.100	40.0	1.100	40.0	Wichita, Kans.	1.013	40.0	1.013	40.0
Memphis, Tenn.	1.230	37.5	1.230	37.5	Worcester, Mass.	1.188	40.0	1.163	40.0
Milwaukee, Wis.	1.470	37.5	1.468	37.5	Youngstown, Ohio	1.373	37.5	1.373	37.5
Minneapolis, Minn.:									
Rate A	1.416	* 33.3	1.416	33.3					
Rate B	1.526	* 30.0	1.526	30.0					

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

NEWSPAPER—Continued

MAILERS: Day Work

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.	\$0.700	40.0			Milwaukee, Wis.	\$1.000	37.5	\$0.970	37.5
Baltimore, Md.	.700	40.0	\$0.650	40.0	Minneapolis, Minn.	.938	40.0	.938	40.0
Birmingham, Ala.	.700	40.0			Nashville, Tenn.	.625	40.0	.600	48.0
Boston, Mass.	1.020	40.0	1.020	40.0	Newark, N. J.	.938	48.0	.938	48.0
Buffalo, N. Y.	.700	40.0	.700	40.0	New York, N. Y.	.979	48.0	.979	48.0
Butte, Mont.	.906	40.0	.906	40.0	Stampers, automatic machine operators	1.104	48.0	1.104	48.0
Chicago, Ill.	.958	40.0	.958	40.0	Stampers, hand operators	1.042	48.0	1.042	48.0
Cincinnati, Ohio	.938	40.0	.938	40.0	Oklahoma City, Okla.	.885	40.0	.885	40.0
Cleveland, Ohio	1.000	40.0	1.000	40.0	Peoria, Ill.	.600	40.0	.600	40.0
Columbus, Ohio	.700	40.0			Philadelphia, Pa.:				
Dallas, Tex.	.550	40.0			Rate A ¹	.907	37.5	.907	37.5
Denver, Colo.	.853	40.0	.853	40.0	Rate B	.975	40.0	.975	40.0
Des Moines, Iowa	.985	40.0	.965	40.0	Pittsburgh, Pa.	1.000	37.5	1.000	37.5
Detroit, Mich.	1.000	40.0	1.000	40.0	Portland, Ore.	1.061	40.0	1.066	40.0
Duluth, Minn.:					Rochester, N. Y.	.700	40.0	.650	40.0
Machine mailers	.850	40.0	.850	40.0	St. Louis, Mo.	.998	40.0	.998	40.0
Hand mailers	.700	40.0	.700	40.0	Salt Lake City, Utah	1.820	40.0	1.820	40.0
El Paso, Tex.	.750	40.0	.750	40.0	San Francisco, Calif.	1.023	37.5	1.023	37.5
Grand Rapids, Mich.	.750	40.0	.750	40.0	Seattle, Wash.	.960	37.5	.960	37.5
Houston, Tex.	.700	40.0	.600	40.0	Spokane, Wash.	.850	40.0	.850	40.0
Indianapolis, Ind.	.967	40.0	.907	40.0	Toledo, Ohio	.960	37.5	.960	37.5
Kansas City, Mo.	.950	40.0	.919	40.0	Washington, D. C.	.750	40.0	.650	36.0
Little Rock, Ark.	.500	43.0			Wichita, Kans.	.800	40.0		
Los Angeles, Calif.	.975	37.5	.975	37.5	Youngstown, Ohio	.850	30.0	.800	30.0
Louisville, Ky.	.750	40.0	.750	40.0					
Manchester, N. H.	.985	40.0	.985	40.0					
Memphis, Tenn.	.919	40.0	.919	40.0					

MAILERS: Night Work

Atlanta, Ga.	\$0.747	38.0			Minneapolis, Minn.	\$1.000	40.0	\$1.000	40.0
Baltimore, Md.	.800	35.0	\$0.736	35.0	Nashville, Tenn.	.625	40.0	.600	48.0
Birmingham, Ala.	.750	40.0			Newark, N. J.	1.175	40.0	1.175	40.0
Boston, Mass.	1.060	40.0	1.060	40.0	New York, N. Y.	1.114	44.0	1.114	44.0
Buffalo, N. Y.	.750	40.0	.750	40.0	Stampers, automatic machine operators	1.250	44.0	1.250	44.0
Butte, Mont.	.906	40.0	.906	40.0	Stampers, hand operators	1.182	44.0	1.182	44.0
Chicago, Ill.	1.089	37.5	1.089	37.5	Oklahoma City, Okla.	.927	40.0	.927	40.0
Cincinnati, Ohio	.969	40.0			Philadelphia, Pa.:				
Cleveland, Ohio	1.143	35.0	1.143	35.0	Rate A	.933	37.5	.907	37.5
Denver, Colo.	.922	37.0	.922	37.0	Rate B	.907	37.5	.907	37.5
Des Moines, Iowa	1.068	40.0	1.048	40.0	Pittsburgh, Pa.	1.047	37.5	1.047	37.5
Detroit, Mich.	1.143	35.0	1.143	35.0	Portland, Maine:				
Duluth, Minn.:					Bench workers	.625	40.0	.625	40.0
Machine mailers	.900	40.0	.900	40.0	Lay-out men	.750	40.0	.750	40.0
Hand mailers	.750	40.0	.750	40.0	Portland, Ore.	1.132	37.5	1.137	37.5
El Paso, Tex.	.825	40.0	.825	40.0	Richmond, Va.	.650	40.0		
Grand Rapids, Mich.	.800	40.0	.800	40.0	Rochester, N. Y.	.750	40.0	.700	40.0
Houston, Tex.	.730	40.0	.630	40.0	St. Louis, Mo.	1.140	35.0	1.140	35.0
Indianapolis, Ind.	1.040	40.0	1.040	40.0	Salt Lake City, Utah	17.850	40.0	17.850	40.0
Kansas City, Mo.	.988	40.0	.956	40.0	San Francisco, Calif.	1.043	37.5	1.043	37.5
Little Rock, Ark.:					Seattle, Wash.	1.029	35.0	1.029	35.0
Rate A	.825	40.0			Spokane, Wash.	.880	40.0	.880	40.0
Rate B	.600	40.0			Toledo, Ohio	1.027	37.5	1.027	37.5
Rate C	.580	40.0			Washington, D. C.	.800	40.0	.650	36.0
Los Angeles, Calif.	1.010	37.5	1.010	37.5	Wichita, Kans.	.550	40.0		
Louisville, Ky.	.800	40.0	.800	40.0					
Memphis, Tenn.	.980	37.5	.980	37.5					
Milwaukee, Wis.	1.100	37.5	1.070	37.5					

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

NEWSPAPER—Continued

PHOTOENGRAVERS: Day Work

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.	\$1.413	40.0	\$1.413	40.0	Moline, Ill. (See Rock Island (Ill.) district.)				
Gravure	1.375	40.0			Nashville, Tenn.	\$1.375	40.0	\$1.375	40.0
Boston, Mass.	1.467	37.5	1.467	37.5	New Orleans, La.	.900	40.0	.900	40.0
Buffalo, N. Y.	1.500	40.0	1.500	40.0	New York, N. Y.	1.787	37.5	1.747	37.5
Chicago, Ill.	1.667	37.5	1.613	37.5	Oklahoma City, Okla.	1.350	40.0	1.325	40.0
Cincinnati, Ohio	1.500	40.0	1.500	40.0	Omaha, Nebr.	1.363	40.0	1.363	40.0
Cleveland, Ohio	1.475	40.0	1.475	40.0	Peoria, Ill.	1.313	40.0	1.313	40.0
Columbus, Ohio	1.667	37.5	1.667	37.5	Philadelphia, Pa.	1.573	37.5	1.573	37.5
Davenport, Iowa. (See Rock Island (Ill.) district.)					Phoenix, Ariz.	1.300	40.0	1.300	40.0
Dayton, Ohio	1.454	40.0	1.454	40.0	Pittsburgh, Pa.	1.500	40.0	1.500	40.0
Denver, Colo.	1.250	40.0	1.250	40.0	Portland, Ore.	1.375	40.0	1.375	40.0
Des Moines, Iowa	1.375	40.0	1.375	40.0	Providence, R. I.	1.525	40.0	1.525	40.0
Detroit, Mich.	1.533	37.5	1.440	40.0	Richmond, Va.	1.375	40.0	1.375	40.0
Rotogravure ¹	1.438	40.0	1.375	40.0	Rochester, N. Y.	1.500	40.0	1.364	44.0
Duluth, Minn.	1.250	36.0	1.250	36.0	Rock Island (Ill.) district.	1.400	40.0	1.400	40.0
Grand Rapids, Mich.	1.140	44.0	1.140	44.0	St. Louis, Mo.	1.469	40.0	1.469	40.0
Houston, Tex.	1.375	40.0	1.375	40.0	St. Paul, Minn.	1.375	40.0	1.300	40.0
Indianapolis, Ind.	1.467	37.5	1.467	37.5	Salt Lake City, Utah	1.250	44.0	1.250	44.0
Kansas City, Mo.	1.500	40.0	1.465	40.0	San Antonio, Tex.	1.250	44.0	1.250	44.0
Gravure	1.450	40.0	1.375	40.0	San Francisco, Calif.	1.350	37.5	1.350	37.5
Los Angeles, Calif.	1.350	40.0	1.350	40.0	Seattle, Wash.	1.450	40.0	1.450	40.0
Milwaukee, Wis.	1.533	37.5	1.533	37.5	Springfield, Mass.	1.410	39.0	1.410	39.0
Minneapolis, Minn.:					Toldeo, Ohio	1.600	37.5	1.600	37.5
Rate A	1.500	40.0	1.375	40.0	Washington, D. C.	1.500	40.0	1.500	40.0
Rate B	1.375	40.0	1.313	40.0	Wichita, Kans.	1.200	40.0	1.200	40.0
Rate C	1.375	40.0	1.300	40.0	Worcester, Mass. ¹	1.344	40.0	1.313	40.0
Rotogravure	1.375	40.0	1.300	40.0					

PHOTOENGRAVERS: Night Work

Baltimore, Md.	\$1.550	40.0	\$1.550	40.0	New Orleans, La.	\$0.950	40.0	\$0.950	40.0
Boston, Mass.	1.600	37.5	1.600	37.5	New York, N. Y.	2.080	37.5	2.000	37.5
Buffalo, N. Y.	1.625	40.0	1.625	40.0	Oklahoma City, Okla.	1.639	36.0	1.611	36.0
Chicago, Ill.	1.867	37.5	1.813	37.5	Omaha, Nebr.	1.488	40.0	1.488	40.0
Cincinnati, Ohio	1.575	40.0	1.575	40.0	Peoria, Ill.	1.438	36.5	1.438	36.5
Cleveland, Ohio	1.707	37.5	1.707	37.5	Philadelphia, Pa.	1.787	37.5	1.787	37.5
Columbus, Ohio	1.773	37.5	1.773	37.5	Pittsburgh, Pa.	1.600	40.0	1.600	40.0
Dayton, Ohio	1.568	40.0	1.568	40.0	Portland, Ore.	1.450	40.0	1.450	40.0
Denver, Colo.	1.375	40.0	1.375	40.0	Providence, R. I.	1.625	40.0	1.625	40.0
Des Moines, Iowa	1.500	40.0	1.500	40.0	Richmond, Va.	1.500	40.0	1.500	40.0
Detroit, Mich.	1.667	37.5	1.560	40.0	Rochester, N. Y.	1.625	40.0	1.625	40.0
Rotogravure ¹	1.563	40.0	1.500	40.0	St. Louis, Mo.	1.678	38.0	1.678	38.0
Duluth, Minn.	1.350	36.0	1.350	36.0	St. Paul, Minn.	1.425	40.0	1.363	40.0
Grand Rapids, Mich.	1.300	42.0	1.300	42.0	Salt Lake City, Utah	1.381	42.0	1.381	42.0
Houston, Tex.	1.500	40.0	1.500	40.0	San Antonio, Tex.	1.364	44.0		
Indianapolis, Ind.	1.600	37.5	1.600	37.5	San Francisco, Calif.	1.420	37.5	1.420	37.5
Kansas City, Mo.	1.575	40.0	1.528	40.0	Scranton, Pa.	1.667	36.0	1.667	36.0
Gravure	1.575	40.0	1.500	40.0	Seattle, Wash.	1.500	40.0	1.500	40.0
Los Angeles, Calif.	1.460	37.5	1.460	40.0	Springfield, Mass.	1.600	37.5	1.600	37.5
Memphis, Tenn.	1.600	40.0	1.500	40.0	Toledo, Ohio	1.733	37.5	1.733	37.5
Milwaukee, Wis.	1.667	37.5	1.667	37.5	Washington, D. C.	1.720	37.5	1.720	37.5
Minneapolis, Minn.	1.425	40.0	1.363	40.0	Wichita, Kans.	1.325	40.0	1.325	40.0
Newark, N. J.	1.875	40.0	1.875	40.0	Worcester, Mass. ¹	1.469	40.0	1.438	40.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

NEWSPAPER—Continued									
JOURNEYMEN PRESSMEN: Day Work									
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.	\$1.013	40.0	\$1.013	40.0	Moline, Ill. (See Rock Island (Ill.) district.)				
Baltimore, Md.	1.113	40.0	1.088	40.0	Nashville, Tenn.	\$0.931	40.0	\$0.931	40.0
Birmingham, Ala.	1.000	40.0	1.000	40.0	Newark, N. J.	1.333	37.5	1.309	45.0
Boston, Mass.	1.150	42.0	1.150	42.0	New Haven, Conn.	1.100	40.0	1.100	40.0
Buffalo, N. Y.	1.117	40.0	1.117	40.0	New Orleans, La.	1.813	40.0	.813	40.0
Butte, Mont. ¹	1.050	35.0	1.050	35.0	New York, N. Y. ¹	1.400 ¹⁸	37.5	1.367 ¹⁸	37.5
Charleston, W. Va.	1.188	40.0	1.188	40.0	Norfolk, Va.	.950	40.0		
Chicago, Ill.	1.184	37.5	1.100	37.5	Oklahoma City, Okla.	1.031	40.0	1.031	40.0
Cincinnati, Ohio	1.146	40.0	1.146	40.0	Color press	1.094	40.0	1.094	40.0
Cleveland, Ohio	1.125	40.0	1.125	48.0	Omaha, Neb. ¹	1.060	40.0	1.060	40.0
Offset and color press	1.188	40.0	1.188	48.0	Peoria, Ill.	1.000	40.0	.980	40.0
Columbus, Ohio	1.138	40.0	1.113	40.0	Color press	1.000	40.0	.958	40.0
Dallas, Tex.	1.060	37.5	1.060	37.5	Philadelphia, Pa. ¹	1.053	37.5	1.000	37.5
Davenport, Iowa. (See Rock Island (Ill.) district.)					Rotogravure	1.075	40.0		
Dayton, Ohio ¹	1.125	40.0	1.125	40.0	Phoenix, Ariz.	1.110	37.5	1.110	37.5
Denver, Colo.	1.018	40.0	1.018	40.0	Pittsburgh, Pa.	¹⁹ 1.156 ¹⁸	¹⁸ 37.5	¹⁹ 1.156 ¹⁸	¹⁸ 37.5
Des Moines, Iowa.	1.120	40.0	1.120	40.0	Portland, Maine	1.075	40.0	1.000	40.0
Detroit, Mich.	1.163	40.0	1.163	40.0	Portland, Ore.	1.140	37.5	1.140	37.5
Duluth, Minn.	1.125	40.0	1.125	40.0	Providence, R. I.	1.325	40.0	1.105	48.0
El Paso, Tex.	.956	40.0	.956	40.0	Reading, Pa.	1.155	37.5	1.128	37.5
Erie, Pa.	.818	44.0	.818	44.0	Richmond, Va.	.950	40.0	.950	40.0
Grand Rapids, Mich.	1.000	40.0	1.000	40.0	Rochester, N. Y.	1.092	40.0	1.092	40.0
Houston, Tex.	1.044	40.0	1.044	40.0	Rock Island (Ill.) district.	1.075	40.0	1.075	40.0
Indianapolis, Ind.	1.150	37.5	1.150	37.5	St. Louis, Mo.	1.094	40.0	1.094	40.0
Jacksonville, Fla.	1.125	40.0	1.100	40.0	St. Paul, Minn.	1.094	40.0	1.055	40.0
Kansas City, Mo.	1.025	40.0	1.025	40.0	Salt Lake City, Utah	²⁰ .875	40.0	²⁰ .875	48.0
Gravure	1.094	40.0	1.094	40.0	San Antonio, Tex.	.938	40.0	.938	40.0
Color press	1.056	40.0	1.056	40.0	San Francisco, Calif.	1.106 ¹⁶	40.0	1.106 ¹⁶	40.0
Little Rock, Ark.	.844	48.0	.844	48.0	Scranton, Pa.	1.154	40.0	1.130	40.0
Los Angeles, Calif.	1.147	37.5	1.147	37.5	Seattle, Wash.	1.200	37.5	1.200	37.5
Louisville, Ky.	1.115	40.0	1.115	40.0	Spokane, Wash.	.906	40.0	.906	40.0
Madison, Wis.	1.136	44.0	1.111	45.0	Springfield, Mass.	.938	48.0	.938	48.0
Manchester, N. H.	1.025	40.0	1.025	40.0	Toledo, Ohio	1.180	37.5	1.180	37.5
Memphis, Tenn.	1.067	37.5	1.067	37.5	Color press	1.253	37.5	1.253	37.5
Milwaukee, Wis.	1.193	37.5	1.193	37.5	Washington, D. C.	1.200	37.5	1.200	37.5
Minneapolis, Minn.:					Wichita, Kans.	.694	40.0	.694	40.0
Rate A	1.134	40.0	1.063	40.0	Worcester, Mass.	1.000	40.0	1.000	40.0
Rate B	1.134	40.0	1.134	40.0	Youngstown, Ohio	1.125	40.0	1.125	40.0

JOURNEYMEN PRESSMEN: Night Work

Atlanta, Ga.	\$1.080	37.5	\$1.080	37.5	Indianapolis, Ind.	\$1.227	37.5	\$1.227	37.5
Baltimore, Md.	1.271	35.0	1.243	35.0	Jacksonville, Fla.	1.150	40.0	1.150	40.0
Birmingham, Ala.	1.143	35.0	1.143	35.0	Kansas City, Mo.	1.079	40.0	1.079	40.0
Boston, Mass.	1.342	36.0	1.342	36.0	Gravure	1.234	40.0	1.234	40.0
Buffalo, N. Y.	1.161	40.0	1.161	40.0	Color presses	1.111	40.0		
Color presses	1.326	35.0	1.326	35.0	Little Rock, Ark.	.906	48.0	.906	48.0
Butte, Mont. ¹	1.085	35.0	1.085	35.0	Los Angeles, Calif.	1.229	35.0	1.229	35.0
Charleston, W. Va.	1.250	40.0	1.250	40.0	Louisville, Ky.	1.183	40.0	1.183	40.0
Chicago, Ill.	1.327	35.0	1.226	35.0	Manchester, N. H.	1.100	40.0	1.100	40.0
Cincinnati, Ohio	1.167	40.0	1.167	40.0	Memphis, Tenn.	1.067	37.5	1.067	37.5
Cleveland, Ohio	1.286	35.0	1.286	42.0	Milwaukee, Wis.	1.314	35.0	1.314	35.0
Columbus, Ohio	1.188	40.0	1.163	40.0	Minneapolis, Minn.	1.159	40.0	1.088	40.0
Dallas, Tex.	1.093	37.5	1.093	37.5	Nashville, Tenn.	.931	40.0	.931	40.0
Dayton, Ohio ¹	1.188	40.0	1.188	40.0	Newark, N. J.	²³ 1.536	34.5	1.588	39.0
Denver, Colo.	²¹ 1.163	35.0	1.163	35.0	New Haven, Conn.	1.100	40.0	1.100	40.0
Des Moines, Iowa.	1.200	40.0	1.200	40.0	New Orleans, La.	.888	37.5	.888	37.5
Detroit, Mich.	²² 1.329	36.0	1.329	36.0	New York, N. Y. ¹	1.610 ²⁴	34.5	1.573 ²⁴	34.5
Duluth, Minn.	1.200	40.0	1.200	40.0	Color and rotogravure ¹	1.754 ²⁵	32.5	1.714 ²⁵	32.5
El Paso, Tex.	.956	40.0	.956	40.0	Norfolk, Va.	1.000	40.0		
Grand Rapids, Mich.	1.050	40.0	1.050	40.0	Oklahoma City, Okla.	1.063	40.0	1.063	40.0
Houston, Tex.	1.193	35.0	1.193	35.0	Color presses	1.125	40.0	1.125	40.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

NEWSPAPER—Continued

JOURNEYMEN PRESSMEN: Night Work—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
Omaha, Nebr. ¹	\$1.135	40.0	\$1.135	40.0	St. Paul, Minn	\$1.144	40.0	\$1.105	40.0
Peoria, Ill.	1.000	40.0	.980	40.0	Salt Lake City, Utah	²⁰ .938	40.0	²⁰ .938	48.0
Philadelphia, Pa. ¹	²⁶ 1.230	33.8	1.170	33.8	San Antonio, Tex.	.938	40.0	.938	40.0
Rotogravure ¹	1.156	40.0	—	—	San Francisco, Calif.	1.106 ¹⁸	40.0	1.106 ¹⁵	40.0
Phoenix, Ariz.	1.180	37.5	1.180	37.5	Scranton, Pa.	1.348	35.0	1.320	35.0
Pittsburgh, Pa.	¹⁹¹ 1.222 ¹⁸	¹⁸ 37.5	¹⁹¹ 1.222 ¹⁸	¹⁸ 37.5	Seattle, Wash.	1.286	35.0	1.286	35.0
Portland, Maine	1.150	40.0	1.075	40.0	Spokane, Wash.	.938	40.0	.938	40.0
Portland, Oreg.	1.257	35.0	1.257	35.0	Springfield, Mass.	.938	48.0	.938	48.0
Providence, R. I.	1.397	38.0	1.293	42.0	Toledo, Ohio	²⁷¹ 1.475	31.5	²⁷¹ 1.475	31.5
Reading, Pa.	1.285	35.0	1.257	35.0	Color presses	²⁷¹ 1.567	31.5	²⁷¹ 1.567	31.5
Richmond, Va.	1.000	40.0	1.000	40.0	Washington, D. C.	1.300	37.5	1.300	37.5
Rochester, N. Y.	1.175	40.0	1.175	40.0	Worcester, Mass.	1.143	35.0	1.143	35.0
St. Louis, Mo.	1.250	35.0	1.250	35.0					

PRESSMEN-IN-CHARGE: Day Work

Atlanta, Ga.	\$1.076	40.0	\$1.076	40.0	Moline, Ill. (See Rock Island (Ill.) district.)				
Baltimore, Md.	1.238	40.0	1.213	40.0	Nashville, Tenn.	\$1.056	40.0	\$1.056	40.0
Birmingham, Ala.	1.094	40.0	1.094	40.0	Newark, N. J.	1.533	37.5	1.509	45.0
Boston, Mass.	1.293	42.0	1.293	42.0	New Haven, Conn.	1.200	40.0	1.200	40.0
Buffalo, N. Y.	1.242	40.0	1.242	40.0	New Orleans, La.	.875	40.0	.875	40.0
Butte, Mont. ¹	1.193	42.0	1.193	42.0	New York, N. Y. ¹	1.600	37.5	1.567 ¹⁸	37.5
Chicago, Ill.	1.351	37.5	1.267	37.5	Oklahoma City, Okla.	1.156	40.0	1.156	40.0
Cincinnati, Ohio	1.229	40.0	1.229	40.0	Omaha, Nebr. ¹	1.126	40.0	1.126	40.0
Cleveland, Ohio	1.250	40.0	1.250	48.0	Peoria, Ill.	1.125	40.0	1.105	40.0
Columbus, Ohio	1.263	40.0	1.238	40.0	Color presses	1.188	40.0	1.167	40.0
Dallas, Tex.	1.193	37.5	1.193	37.5	Philadelphia, Pa. ¹	1.187	37.5	1.131	37.5
Davenport, Iowa. (See Rock Island (Ill.) district.)					Rotogravure ¹	1.208	40.0	—	—
Dayton, Ohio ¹	1.219	40.0	1.219	40.0	Pittsburgh, Pa.	¹⁹¹ 1.222 ¹⁸	¹⁸ 37.5	¹⁹¹ 1.222 ¹⁸	¹⁸ 37.5
Denver, Colo.	1.111	40.0	1.111	40.0	Portland, Oreg.	1.240	37.5	1.240	37.5
Detroit, Mich.	1.288	40.0	1.288	40.0	Providence, R. I.	1.400	40.0	1.168	48.0
Color presses	1.350	40.0	1.350	40.0	Reading, Pa.	1.288	37.5	1.262	37.5
Duluth, Minn.	1.213	40.0	1.200	40.0	Rochester, N. Y.	1.186	40.0	1.186	40.0
Erie, Pa.	.886	44.0	.886	44.0	Rock Island (Ill.) district.				
Houston, Tex.	1.106	40.0	1.106	40.0	St. Louis, Mo.	1.225	40.0	1.225	40.0
Indianapolis, Ind.	1.227	37.5	1.227	37.5	St. Paul, Minn.	1.199	40.0	1.199	40.0
Kansas City, Mo.	1.088	40.0	1.088	40.0	Salt Lake City, Utah	²⁹¹ 1.000	40.0	²⁹¹ 1.000	48.0
Gravure	1.160	40.0	1.160	40.0	San Antonio, Tex.	1.063	40.0	1.063	40.0
Color presses	1.213	40.0	1.213	40.0	San Francisco, Calif.	1.169 ¹⁵	40.0	1.169 ¹⁵	40.0
Los Angeles, Calif.	1.213	37.5	1.213	37.5	Scranton, Pa.	1.238	40.0	1.215	40.0
Louisville, Ky.	1.183	40.0	1.183	40.0	Seattle, Wash.	1.333	37.5	1.333	37.5
Madison, Wis.	1.205	44.0	1.178	45.0	Spokane, Wash.	1.031	40.0	1.031	40.0
Manchester, N. H.	1.125	40.0	1.125	40.0	Springfield, Mass.	1.063	48.0	1.063	48.0
Memphis, Tenn.	1.167	37.5	1.167	37.5	Toledo, Ohio	1.327	37.5	1.327	37.5
Milwaukee, Wis.	1.300	37.5	1.300	37.5	Washington, D. C.	1.333	37.5	1.333	37.5
Minneapolis, Minn.:					Youngstown, Ohio	1.250	40.0	1.250	40.0
Rate A.	1.250	40.0	1.188	40.0					
Rate B.	1.284	40.0	1.284	40.0					

PRESSMEN-IN-CHARGE: Night Work

Atlanta, Ga.	\$1.148	37.5	\$1.148	37.5	Cleveland, Ohio	\$1.429	35.0	\$1.429	42.0
Baltimore, Md.	1.414	35.0	1.386	35.0	Columbus, Ohio	1.313	40.0	1.288	40.0
Birmingham, Ala.	1.250	35.0	1.250	35.0	Dallas, Tex.	1.227	37.5	1.227	37.5
Boston, Mass.	1.509	36.0	1.509	36.0	Dayton, Ohio ¹	1.281	40.0	1.281	40.0
Buffalo, N. Y.	1.286	40.0	1.286	40.0	Denver, Colo.	²¹ 1.270	35.0	1.270	35.0
Color presses	1.469	35.0	1.469	35.0	Detroit, Mich.	²¹ 1.471	36.0	1.471	36.0
Butte, Mont. ¹	1.228	42.0	1.228	42.0	Color presses	²² 1.543	36.0	1.543	36.0
Chicago, Ill.	1.505	35.0	1.405	35.0	Duluth, Minn.	1.288	40.0	1.275	40.0
Cincinnati, Ohio	1.250	40.0	1.250	40.0	Houston, Tex.	1.264	35.0	1.264	35.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities
June 1, 1939 and June 1, 1938—Continued

NEWSPAPER—Continued									
PRESSMEN-IN-CHARGE: Night Work—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
Indianapolis, Ind.	\$1.304	37.5	\$1.304	37.5	Peoria, Ill.	\$1.125	40.0	\$1.105	40.0
Jacksonville, Fla.	1.375	40.0	1.375	40.0	Philadelphia, Pa. ¹	²⁶ 1.378	33.8	1.319	33.8
Kansas City, Mo.	1.142	40.0	1.142	40.0	Rotogravure ¹	1.800	40.0		
Gravure	1.305	40.0	1.305	40.0	Pittsburgh, Pa.	¹⁰¹ 1.289	¹⁸ 37.5	¹⁰¹ 1.289	¹⁸ 37.5
Los Angeles, Calif.	1.300	35.0	1.300	35.0	Portland, Oreg.	1.364	35.0	1.364	35.0
Louisville, Ky.	1.250	40.0	1.250	40.0	Providence, R. I.	1.475	38.0	1.334	42.0
Manchester, N. H.	1.200	40.0	1.200	40.0	Reading, Pa.	1.429	35.0	1.400	35.0
Memphis, Tenn.	1.167	37.5	1.167	37.5	Rochester, N. Y.	1.269	40.0	1.269	40.0
Milwaukee, Wis.	1.429	35.0	1.429	35.0	St. Louis, Mo.	1.370	35.0	1.370	35.0
Minneapolis, Minn.	1.284	40.0	1.213	40.0	St. Paul, Minn.	1.269	40.0	1.230	40.0
Nashville, Tenn.	1.056	40.0	1.056	40.0	Salt Lake City, Utah	²⁰¹ 0.063	40.0	²⁰¹ 0.063	48.0
Newark, N. J.	²⁵¹ 1.754	34.5	1.818	39.0	San Antonio, Tex.	1.063	40.0	1.063	40.0
New Haven, Conn.	1.200	40.0	1.200	40.0	San Francisco, Calif.	1.169	35.0	1.169	¹⁵ 40.0
New Orleans, La.	1.033	37.5	1.033	37.5	Scranton, Pa.	1.443	35.0	1.417	35.0
New York, N. Y. ¹	1.829	²⁴ 34.5	1.793	²⁴ 34.5	Seattle, Wash.	1.429	35.0	1.429	35.0
Color and rotogravure ¹	1.993	²⁵ 32.5	1.954	²⁵ 32.5	Spokane, Wash.	1.063	40.0	1.063	40.0
Oklahoma City, Okla.	1.188	40.0	1.188	40.0	Springfield, Mass.	1.063	48.0	1.063	48.0
Omaha, Nebr. ¹	1.201	40.0	1.201	40.0	Toledo, Ohio	²⁷¹ 1.658	31.5	²⁷¹ 1.658	31.5
					Washington, D. C.	1.433	37.5	1.433	37.5

STEREOTYPERS: Day Work

Atlanta, Ga.	\$1.018	40.0	\$1.018	40.0	Moline, Ill. (See Rock Island (Ill.) district.)				
Baltimore, Md. ¹	1.088	40.0	1.060	48.0	Nashville, Tenn.	\$0.931	40.0	\$0.931	40.0
Birmingham, Ala.	1.042	40.0	1.042	40.0	Newark, N. J.	1.188	40.0	1.160	48.0
Boston, Mass.	1.288	40.0	1.288	40.0	New Haven, Conn.	1.100	33.3	1.100	40.0
Buffalo, N. Y.	1.116	40.0	1.116	40.0	New Orleans, La.	²⁹ 0.866	40.0	0.813	48.0
Butte, Mont.	1.137	40.0	1.137	40.0	New York, N. Y.	1.323	¹⁸ 37.5	1.323	¹⁸ 37.5
Chicago, Ill.	1.195	40.0	1.195	48.0	Norfolk, Va.	0.950	40.0		
Foreign language dailies	1.517	35.0	1.470	39.0	Oklahoma City, Okla.	1.031	40.0	1.031	40.0
Cincinnati, Ohio	1.187	39.2	1.187	39.2	Omaha, Nebr. ¹	1.110	40.0	1.060	40.0
Cleveland, Ohio	1.250	40.0	1.250	40.0	Peoria, Ill.	1.030	40.0	1.030	40.0
Syndicates	1.427	37.5	1.427	37.5	Color work	1.125	40.0	1.125	40.0
Columbus, Ohio	1.160	40.0	1.160	48.0	Philadelphia, Pa.	1.200	37.5	1.133	37.5
Dallas, Tex.	1.100	37.5	1.100	37.5	Phoenix, Ariz.	1.111	37.5	1.111	37.5
Dayton, Iowa (See Rock Island (Ill.) district.)					Pittsburgh, Pa.	1.135	48.0	1.135	48.0
Dayton, Ohio ¹	1.125	40.0	1.125	40.0	Portland, Maine	1.075	40.0	1.000	40.0
Denver, Colo.	1.067	37.5	1.067	37.5	Portland, Oreg.	1.087	40.0	1.006	40.0
Des Moines, Iowa	1.155	40.0	1.130	40.0	Providence, R. I.	1.350	40.0	1.350	40.0
Detroit, Mich.	1.225	40.0	1.225	40.0	Reading, Pa.	1.155	37.5	1.128	37.5
Duluth, Minn. ¹	1.025	36.7	1.025	44.0	Richmond, Va.	0.950	40.0	0.950	40.0
El Paso, Tex.	0.956	40.0	0.956	40.0	Rochester, N. Y. ¹	1.092	40.0	1.042	40.0
Erie, Pa.: Rate A.....	0.927	44.0	0.850	48.0	Rock Island (Ill.) district	1.125	40.0	1.075	40.0
Rate B.....	1.030	44.0	0.944	48.0	St. Louis, Mo.	1.167	40.0	1.167	40.0
Grand Rapids, Mich.	1.125	40.0	1.125	40.0	St. Paul, Minn.	1.050	40.0	1.050	42.0
Houston, Tex. ¹	1.100	40.0	1.100	40.0	Salt Lake City, Utah	1.000	40.0	1.000	48.0
Indianapolis, Ind.	1.213	37.5	1.173	37.5	San Antonio, Tex.	1.000	40.0	1.000	40.0
Jacksonville, Fla.	1.125	40.0	1.125	40.0	San Francisco, Calif.: Rate A.....	1.169	37.5	1.169	37.5
Kansas City, Mo.	1.108	40.0	1.108	40.0	Rate B.....	1.400	37.5	1.400	37.5
Little Rock, Ark.	0.940	37.5	0.884	40.0	Scranton, Pa.	1.198	40.0	1.170	48.0
Los Angeles, Calif.	1.147	37.5	1.147	37.5	Seattle, Wash.	1.286	35.0	1.286	35.0
Louisville, Ky.	1.075	40.0	1.075	40.0	South Bend, Ind.	0.925	40.0		
Madison, Wis.	1.100	45.0	1.100	45.0	Spokane, Wash.	0.906	48.0	0.906	48.0
Manchester, N. H.	1.025	40.0	1.025	40.0	Springfield, Mass.	0.938	48.0	0.938	48.0
Memphis, Tenn.	1.075	40.0	1.075	40.0	Toledo, Ohio	1.200	37.5	1.200	37.5
Milwaukee, Wis.	1.250	37.5	1.250	37.5	Washington, D. C.	1.155	37.5	1.155	45.0
Minneapolis, Minn.: Rate A.....	1.134	40.0	1.134	40.0	Wichita, Kans.	0.834	40.0	0.809	40.0
Rate B.....	1.134	40.0	1.092	40.0	Worcester, Mass.	1.033	45.0	1.033	45.0
					Youngstown, Ohio	1.250	40.0	1.250	40.0

See footnotes at end of table.

TABLE 12.—Union scales of wages and hours of the printing trades in 72 cities, June 1, 1939 and June 1, 1938—Continued

NEWSPAPER—Continued									
STEREOTYPERS: Night Work									
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.	\$1.061	40.0	\$1.061	40.0	Newark, N. J.	\$1.583	30.0	\$1.547	36.0
Baltimore, Md. ¹	1.243	35.0	1.210	43.0	New Haven, Conn.	1.100	33.3	1.100	40.0
Birmingham, Ala.	1.104	40.0	1.104	40.0	New Orleans, La.	² 1.000	40.0	.938	48.0
Boston, Mass.	1.432	36.0	1.432	36.0	New York, N. Y.	³ 1.653	³¹ 31.5	³⁰ 1.653	³¹ 31.5
Buffalo, N. Y.	1.179	40.0	1.179	40.0	Norfolk, Va.	1.000	40.0	-----	-----
Butte, Mont.	1.137	40.0	1.137	40.0	Oklahoma City, Okla.	1.063	40.0	1.063	40.0
Chicago, Ill.	1.323	37.5	1.323	45.0	Omaha, Nebr. ¹	1.176	40.0	1.126	40.0
Foreign language dailies	1.844	30.0	-----	-----	Peoria, Ill.	1.177	35.0	1.177	35.0
Cincinnati, Ohio	1.268	36.7	1.268	36.7	Color work	1.188	40.0	1.188	40.0
Cleveland, Ohio	1.387	37.5	1.387	37.5	Philadelphia, Pa.	1.253	37.5	1.187	37.5
Syndicates	1.507	37.5	1.507	37.5	Phoenix, Ariz.	1.180	37.5	1.180	37.5
Columbus, Ohio	1.202	40.0	1.202	48.0	Pittsburgh, Pa.	1.198	48.0	1.198	48.0
Dallas, Tex.	1.133	37.5	1.133	37.5	Portland, Maine	1.150	40.0	1.075	40.0
Davenport, Iowa. (See Rock Island (Ill.) district.)	-----	-----	-----	-----	Portland, Oreg.	1.160	37.5	1.073	37.5
Dayton, Ohio ¹	1.188	40.0	1.188	40.0	Providence, R. I.	1.421	38.0	1.350	40.0
Denver, Colo.	1.120	37.5	1.120	37.5	Reading, Pa.	1.285	35.0	1.257	35.0
Des Moines, Iowa	1.238	40.0	1.213	40.0	Richmond, Va.	1.013	40.0	1.013	40.0
Detroit, Mich.	1.400	36.0	1.351	37.0	Rochester, N. Y. ¹	1.175	40.0	1.125	40.0
Duluth, Minn. ¹	1.090	36.7	1.090	44.0	Rock Island (Ill.) district:	-----	-----	-----	-----
El Paso, Tex.	.956	40.0	.956	40.0	Davenport, Iowa	1.175	40.0	1.125	40.0
Grand Rapids, Mich.	1.175	40.0	1.175	40.0	St. Louis, Mo.	1.333	35.0	1.333	35.0
Houston, Tex. ¹	1.131	40.0	1.131	40.0	St. Paul, Minn.	1.100	40.0	1.100	42.0
Indianapolis, Ind.	1.300	37.5	1.260	37.5	Salt Lake City, Utah.	1.063	40.0	1.063	48.0
Jacksonville, Fla.	1.150	40.0	1.150	40.0	San Antonio, Tex.	1.000	40.0	1.000	40.0
Kansas City, Mo.	1.164	40.0	1.164	40.0	San Francisco, Calif.:	-----	-----	-----	-----
Little Rock, Ark.	1.010	37.5	.946	40.0	Rate A	1.169	37.5	1.169	37.5
Los Angeles, Calif.	1.169	37.5	1.169	37.5	Rate B	1.400	37.5	1.400	37.5
Louisville, Ky.	1.143	40.0	1.143	40.0	Scranton, Pa.	1.369	35.0	1.337	42.0
Manchester, N. H.	1.100	40.0	1.100	40.0	Seattle, Wash.	1.357	35.0	1.357	35.0
Memphis, Tenn.	1.150	40.0	1.150	40.0	Spokane, Wash.	.906	48.0	.906	48.0
Milwaukee, Wis.	1.333	37.5	1.333	37.5	Springfield, Mass.	1.034	43.5	1.034	43.5
Minneapolis, Minn.	1.184	40.0	1.117	40.0	Toledo, Ohio	1.253	37.5	1.253	37.5
Moline, Ill. (See Rock Island (Ill.) district.)	-----	-----	-----	-----	Washington, D. C.	1.413	32.5	1.413	39.0
Nashville, Tenn.	.931	40.0	.931	40.0	Wichita, Kans.	.873	40.0	.848	40.0
					Worcester, Mass.	1.107	42.0	1.107	42.0
					Youngstown, Ohio	1.355	38.8	1.355	38.8

¹ See appendix, p. 68, for a listing of wage and hour changes effective after June 1, 1939.
² Agreement allows 40 hours.
³ Agreement allows 44 hours.
⁴ Union limits members to 72 hours in any 2 weeks.
⁵ Agreement allows 35 hours.
⁶ \$2 per week additional for work on automatic presses.
⁷ Guaranteed a minimum of 40 hours per week for 32 weeks and 37½ hours for 20 weeks in each year.
⁸ Agreement provides for 6-day week but union limits members to 5.
⁹ Lunch period of 20 minutes daily on employer's time included.
¹⁰ Agreement allows 48 hours.
¹¹ Per 1,000 ems, 6 point.
¹² Per 1,000 ems, agate.
¹³ Per 1,000 ems, nonpareil.
¹⁴ For 40 lines of 6 to 6¾ point.
¹⁵ Lunch period of ½ hour daily on employer's time included.
¹⁶ Plus 19 cents per day bonus.
¹⁷ Plus 20 cents per night bonus.
¹⁸ Agreement allows 45 hours.
¹⁹ Plus \$1 per week bonus.
²⁰ Plus \$1 per day bonus.
²¹ Work 8 hours Saturday nights for 7 hours' pay plus \$1.
²² Work 8 hours Saturday nights for 7 hours' pay.
²³ \$15 per night of 7½ hours on 1-day publications.
²⁴ Agreement allows 41 hours.
²⁵ Agreement allows 39 hours.
²⁶ Work 7½ hours Saturday nights for 6¾ hours' pay.
²⁷ Work 7½ hours Saturday nights for 6 hours' pay plus \$1.
²⁸ \$16.50 per night of 7½ hours on 1-day publications.
²⁹ Time and one-half for all over 7½ hours per day. Regularly work 8 hours.
³⁰ \$12.17 for 7½ hours Saturday nights.
³¹ Agreement allows 37½ hours.

Appendix

Changes in Wage or Hour Scales After June 1, 1939

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

Book and Job

Bindery women

Cincinnati, Ohio: \$0.525, September 1, 1939.
Newark, N. J.: Auxiliary, \$0.394, July 1, 1939.

Bookbinders

Cincinnati, Ohio: \$0.963, September 1, 1939.
Dayton, Ohio: Company B., \$1.000, July 3, 1939.

Compositors, hand

Butte, Mont.: \$1.180, November 1, 1939.
Cincinnati, Ohio: \$1.225, September 1, 1939.
Scranton, Pa.: \$1.155, October 1, 1939.

Machine operators

Butte, Mont.: \$1.243, November 1, 1939.
Cincinnati, Ohio: \$1.225, September 1, 1939.
Scranton, Pa.: \$1.155, October 1, 1939.
Machinist operators, \$1.180, October 1, 1939.

Machine tenders (machinists)

Cincinnati, Ohio: \$1.225, September 1, 1939.

Mailers

Cincinnati, Ohio: \$1.038, September 1, 1939.
Detroit, Mich.: \$1.150, September 1, 1939.
Philadelphia, Pa.: Company D., under 5 years, \$0.800, September, 1939.

Photoengravers

Washington, D. C.: 38¾ hours per week, June 12, 1939.

Press assistants and feeders

Butte, Mont.:
Platen, \$0.417, November 1, 1939.
Cylinder, \$0.600, November 1, 1939.
Cincinnati, Ohio:
Rotary press first assistant, \$1.000, September 1, 1939.
Rotary press, second assistant, \$0.950, September 1, 1939.

Compositors, hand: Day work

Butte, Mont.: \$1.200, November 1, 1939.
Chicago, Ill.: \$1.545, June 12, 1939, 36¼-hour week.
Dayton, Ohio: \$1.249, November 22, 1939.
Newark, N. J.: \$1.467, December 1, 1939.
Norfolk, Va.: \$1.093, November 1, 1939.
Philadelphia, Pa.: \$1.231, October 1, 1939.
Rochester, N. Y.: \$1.175, January 1, 1940.
South Bend, Ind.: \$1.075, January 1, 1940.

Cincinnati, Ohio—Continued.

Cylinder press feeder, \$0.875, September 1, 1939.
Large two-color cylinder press feeder, \$0.900, September 1, 1939.
Helper and auto machine tender, \$0.950, September 1, 1939.
Philadelphia, Pa.: 3.5 cents per hour increase for all classifications, January 1, 1940.
Scranton, Pa.: \$1.000 per week increase for all classifications, November 1, 1939.
South Bend, Ind.: Cylinder press assistant, feeder, \$0.800, January 1, 1940.

Pressmen, cylinder

Butte, Mont.: \$1.218, November 1, 1939.
Cincinnati, Ohio: Cylinder press, 1 or 2 presses to 65 inches, \$1.100, September 1, 1939.
Cylinder press, 1 press 65 inches or over, \$1.100, September 1, 1939.
Cylinder press, 3-4 bag, \$1.113, September 1, 1939.
Web press, 1-2 sheet feed, \$1.175, September 1, 1939.
Rotary, not more than 4 color, \$1.206, September 1, 1939.
Rotary, special, \$1.100, September 1, 1939.
Auto job cylinder, 1 press, \$0.875, September 1, 1939.
Auto job cylinder, 2 presses, \$0.938, September 1, 1939.
Philadelphia, Pa.: 3.5 cents per hour increase for all classifications, January 1, 1940.
Scranton, Pa.: \$1.000 per week increase for all classifications, November 1, 1939.
South Bend, Ind.: \$1.050, January 1, 1940.

Pressmen, platen

Butte, Mont.: \$0.957, November 1, 1939.
Cincinnati, Ohio: 1-2 presses, \$0.875, September 1, 1939.
3 hand-fed or auto, \$0.900, September 1, 1939.
4 hand-fed or auto, \$0.925, September 1, 1939.
5 hand-fed or auto, \$0.950, September 1, 1939.
2-3 presses and 1 color cylinder, \$1.094, September 1, 1939.
Philadelphia, Pa.: \$1.080, January 1, 1940.
Scranton, Pa.: \$0.858, November 1, 1939.
South Bend, Ind.: \$0.950, January 1, 1940.

Newspaper

Compositors, hand: Night work

Butte, Mont.: \$1.271, November 1, 1939.
Chicago, Ill.: \$1.655, June 12, 1939, 36¼-hour week.
Dayton, Ohio: \$1.313, November 22, 1939.
Newark, N. J.: \$1.533, December 1, 1939.
Norfolk, Va.: \$1.155, November 1, 1939.
Philadelphia, Pa.: \$1.307, October 1, 1939.
Rochester, N. Y.: \$1.240, January 1, 1940.

Machine operators: Day work

Butte, Mont.: \$1.200, November 1, 1939.
 Chicago, Ill.: \$1.545, June 12, 1939, 36¼-hour week.
 Bonus operators, \$1.263, June 12, 1939, 36¼-hour week.
 Dayton, Ohio: \$1.249, November 22, 1939.
 Newark, N. J.: \$1.467, December 1, 1939.
 Norfolk, Va.: \$1.093, November 1, 1939.
 Philadelphia, Pa.: \$1.231, October 1, 1939.
 Rochester, N. Y.: \$1.175, January 1, 1940.
 South Bend, Ind.: \$1.075, January 1, 1940.

Machine operators: Night work

Butte, Mont.: \$1.271, November 1, 1939.
 Chicago, Ill.: \$1.655, June 12, 1939, 36¼-hour week.
 Bonus operators, \$1.386, June 12, 1939, 36¼-hour week.
 Dayton, Ohio: \$1.313, November 22, 1939.
 Newark, N. J.: \$1.533, December 1, 1939.
 Norfolk, Va.: \$1.155, November 1, 1939.
 Philadelphia, Pa.: \$1.307, October 1, 1939.
 Rochester, N. Y.: \$1.240, January 1, 1940.
 South Bend, Ind.: \$1.138, January 1, 1940.

Machine tenders (machinists): Day work

Butte, Mont.: \$1.271, November 1, 1939.
 Chicago, Ill.: \$1.545, June 12, 1939, 36¼-hour week.
 Dayton, Ohio: \$1.249, November 22, 1939.
 Newark, N. J.: \$1.467, December 1, 1939.
 Norfolk, Va.: \$1.093, November 1, 1939.
 Philadelphia, Pa.: \$1.231, October 1, 1939.
 Rochester, N. Y.: \$1.175, January 1, 1940.
 South Bend, Ind.: \$1.075, January 1, 1940.

Machine tenders (machinists): Night work

Butte, Mont.: \$1.342, November 1, 1939.
 Chicago, Ill.: \$1.655, June 12, 1939, 36¼-hour week.
 Dayton, Ohio: \$1.313, November 22, 1939.
 Newark, N. J.: \$1.533, December 1, 1939.
 Norfolk, Va.: \$1.155, November 1, 1939.
 Philadelphia, Pa.: \$1.307, October 1, 1939.
 Rochester, N. Y.: \$1.240, January 1, 1940.

Mailers: Day work

Philadelphia, Pa.: Rate A., \$0.960, June 21, 1939.

Photoengravers: Day work

Detroit, Mich.: Rotogravers, \$1.600, November 3, 1939.
 Worcester, Mass.: \$1.375, August 1, 1939.

Photoengravers: Night work

Detroit, Mich.: Rotogravers, \$1.733, November 3, 1939.
 Worcester, Mass.: \$1.500, August 1, 1939.

Pressmen, web presses: Day work

Butte, Mont.: \$1.070, July 1, 1939; \$1.090, November 1, 1939.
 Dayton, Ohio: \$1.150, June 9, 1939.
 New York, N. Y.: \$1.433, July 1, 1939.
 Omaha, Nebr.: \$1.110, September 1, 1939.
 Philadelphia, Pa.: \$1.093, November 1, 1939.
 Rotogravure, \$1.115, November 1, 1939.

Pressmen, web presses: Night work

Butte, Mont.: \$1.105, July 1, 1939; \$1.125, November 1, 1939.
 Dayton, Ohio: \$1.213, June 9, 1939.
 New York, N. Y.: \$1.646, July 1, 1939.
 Roto or color, \$1.794, July 1, 1939.
 Omaha, Nebr.: \$1.176, September 1, 1939.
 Philadelphia, Pa.: \$1.274, November 1, 1939.
 Rotogravure, \$1.228, November 1, 1939.

Pressmen-in-charge, web presses: Day work

Butte, Mont.: \$1.213, July 1, 1939; \$1.233, November 1, 1939.
 Dayton, Ohio: \$1.244, June 9, 1939.
 New York, N. Y.: \$1.633, July 1, 1939.
 Omaha, Nebr.: \$1.176, September 1, 1939.
 Philadelphia, Pa.: \$1.227, November 1, 1939.
 Rotogravure, \$1.248, November 1, 1939.

Pressmen-in-charge, web presses: Night work

Butte, Mont.: \$1.248, July 1, 1939; \$1.268, November 1, 1939.
 Dayton, Ohio: \$1.306, June 9, 1939.
 New York, N. Y.: \$1.866, July 1, 1939.
 Roto or color, \$2.033, July 1, 1939.
 Omaha, Nebr.: \$1.242, September 1, 1939.
 Philadelphia, Pa.: \$1.422, November 1, 1939.
 Rotogravure, \$1.371, November 1, 1939.

Stereotypers: Day work

Baltimore, Md.: \$1.113, July 1, 1939.
 Dayton, Ohio: \$1.115, June 9, 1939; \$1.175, November 22, 1939.
 Duluth, Minn.: \$1.075, June 21, 1939.
 Houston, Tex.: \$1.125, November 1, 1939.
 Omaha, Nebr.: \$1.150, September 1, 1939.
 Rochester, N. Y.: \$1.117, January 1, 1940.

Stereotypers: Night work

Baltimore, Md.: \$1.271, July 1, 1939.
 Dayton, Ohio: \$1.213, June 9, 1939; \$1.233, November 22, 1939.
 Duluth, Minn.: \$1.143, June 21, 1939.
 Houston, Tex.: \$1.156, November 1, 1939.
 Omaha, Nebr.: \$1.216, September 1, 1939.
 Rochester, N. Y.: \$1.200, January 1, 1940.

