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Wage Rates in the California Airframe Industry, 1941

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of the
Bureau of Labor Statistics



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**WAGE RATES IN THE CALIFORNIA AIRFRAME
INDUSTRY, 1941**

Summary

DURING the latter half of 1941, minimum hourly rates were standardized in California airframe plants for all workers with 3 months of service or less. The basic minimum hiring rate is now 60 cents an hour and this rate advances automatically every 4 weeks in 5-cent steps until the rate of 75 cents an hour is reached. A large proportion of the aircraft-assembly workers are beginners or workers with short periods of service. Consequently, the standardized beginners' rates of 60 to 75 cents apply to about half of the workers in California aircraft-assembly plants.

The problem of standardizing the wage rates of experienced aircraft workers remains to be solved. Average basic rates for California airframe workers advance quite consistently according to the length of training and experience required for any given grade. However, there are marked differences in the wage rates paid to the various workers in any individual occupation and grade. The industry is now attempting to standardize its higher levels of wage rates.

The scales of premium payments for work on afternoon and night shifts and for overtime work are fairly uniform in the various aircraft-assembly plants of California. Workers on the second shift are paid from 4 to 8 cents an hour more than similar workers on the first shift. Workers on the third shift are paid the same daily wage as those on the second shift, but they work for 6½ or 7 hours instead of 8 hours. In all plants the rate for overtime work, in excess of 40 hours per week, is 1½ times the straight-time rate.

The more experienced workers, who are paid individually the higher scales of basic wage rates, are employed most frequently on the first or day shift. Hence, the average differences in basic rates between shifts are not so large as the standard shift differentials. Day-shift workers, half of the total, are paid at an average basic rate of 83 cents

an hour. Workers on the second shift, over one-third of the total, receive an average of 85 cents an hour for straight-time work. The average for third-shift workers is 99 cents an hour. California airframe workers as a whole earn an average of 90 cents per hour, including, as noted above, extra pay for overtime work and for work on extra shifts.

Nature of the Industry

In the fall of 1941, at the request of the Office of Production Management, the Bureau of Labor Statistics began an intensive survey of the earnings of workers in the vitally important aircraft industry. When completed, the Bureau's survey will cover factory workers in engine and propeller plants as well as in airframe plants. The present report, the first of several related articles, is limited to an analysis of the rates of pay of employees in nine California airframe plants—establishments engaged primarily in the assembly of complete aircraft.

These plants, because of their proximity and the general similarity of their product, may be considered as falling within a single competitive labor market. The remaining west coast plants covered by the survey are, because of differences in product or physical distance from the area, much less closely related to the California market for airframe workers.¹

Employment has increased very rapidly because of the vastly accelerated production schedule occasioned by the Nation's defense program. The majority of the newly hired workers have been young white males. Recently, however, women, who constituted less than 1 percent of the factory personnel at the time of the Bureau's survey, have been hired in greater numbers. Very few Negro workers are available in the area. In August 1941, more than 99 percent of the employees were white males and their average age was only 24 years and 8 months.

Recent History of Wage Rates

Until recently, the wage policies and resulting wage structure in the airframe industry of the Pacific coast were unstandardized. Data collected by the Aeronautical Chamber of Commerce of America covering the early months of 1938² indicate that individual employees in west coast airframe establishments received average earnings ranging from less than 42.5 cents to more than \$1 an hour. There was no outstanding concentration of workers at any single wage level. Almost equal numbers had earnings in the ranges from 52.5 to 57.5 cents, from 62.5 to 67.5 cents, and from 72.5 to 77.5 cents an hour. In 1938 there was also a wide variation in minimum wage rates paid by

¹ For certain purposes it is, nevertheless, useful to consider the Pacific coast airframe industry as a whole. Tabulations of wage rates for the Pacific coast as a whole are also available, on request, from the Bureau of Labor Statistics.

² U. S. Department of Labor, Exhibit I, Proceedings before the Public Contracts Board.

different aircraft plants throughout the United States. These plant minima, which represent the lowest wage paid to any worker, varied from less than 22.5 cents to 62.5 cents an hour.

WAGE ORDER OF 1938

A first step toward standardizing wages in the aircraft industry was taken in December 1938, when the Secretary of Labor promulgated a minimum-wage order for the aircraft industry under the authority of the Public Contracts Act. The initial recommendation to the Secretary by the Public Contracts Board, following a hearing in March 1938, provided for a 60-cent minimum. Employment of a limited number of learners at a 40-cent minimum was permitted. The subsequent objections of both labor and management representatives illustrate the diversity of rates which had prevailed in the industry. Labor representatives pointed to the higher minimum rates already adopted by some aircraft plants, while management representatives directed attention to the significant number of plants whose minimum rates were substantially lower than the recommended level. After a second hearing, in September 1938, the Public Contracts Board recommended a minimum of 50 cents an hour with no provision or learners, and an order based on the revised recommendation became applicable on December 29, 1938, to work to be performed on future contracts with the Federal Government.

The effect of the Secretary's order upon wage rates in the industry was not immediately apparent, either because the various producing units were working on Federal contracts awarded before the determination, or because additional Government contracts were not awarded until several months later. However, well within a year, all the airframe plants in California were working on Federal contracts covered by the act and hence operating on a 50-cent minimum.

WAGE-RATE REVISIONS OF 1940-41

The effective minimum wage in California aircraft plants remained at 50 cents an hour until after the beginning of the Nation's defense program. The importance of aircraft to this program made apparent the potential increases in the earning power of aircraft manufacturers and this stimulated an organized movement for higher wages. The first departure from the 50-cent minimum occurred in August 1940, when new terms were negotiated for the agreement between the Lockheed Aircraft Corporation and the International Association of Machinists (A. F. of L.).³ The Lockheed agreement provided, among other things, for a minimum rate of 51 cents an hour.

³ A 62½-cent minimum had been negotiated by the machinists in 1937 with an airframe company having a plant on the west coast but outside of California.

A second union agreement was reached in November 1940 after a brief strike at the Downey plant of the Vultee Aircraft, Inc. This second agreement, with the United Automobile Workers of America (C. I. O.), initiated an important series of upward adjustments in California by providing for a 55-cent minimum rate, rising to 62 cents an hour for workers who had been employed for 4 months. Still higher rates resulted from an agreement between the Automobile Workers and the North American Co. on July 1, 1941. The North American agreement, reached after a strike, provided for a hiring rate of 60 cents and automatic increases of 5 cents an hour after each 4 weeks of service until the rate of 75 cents an hour had been reached.

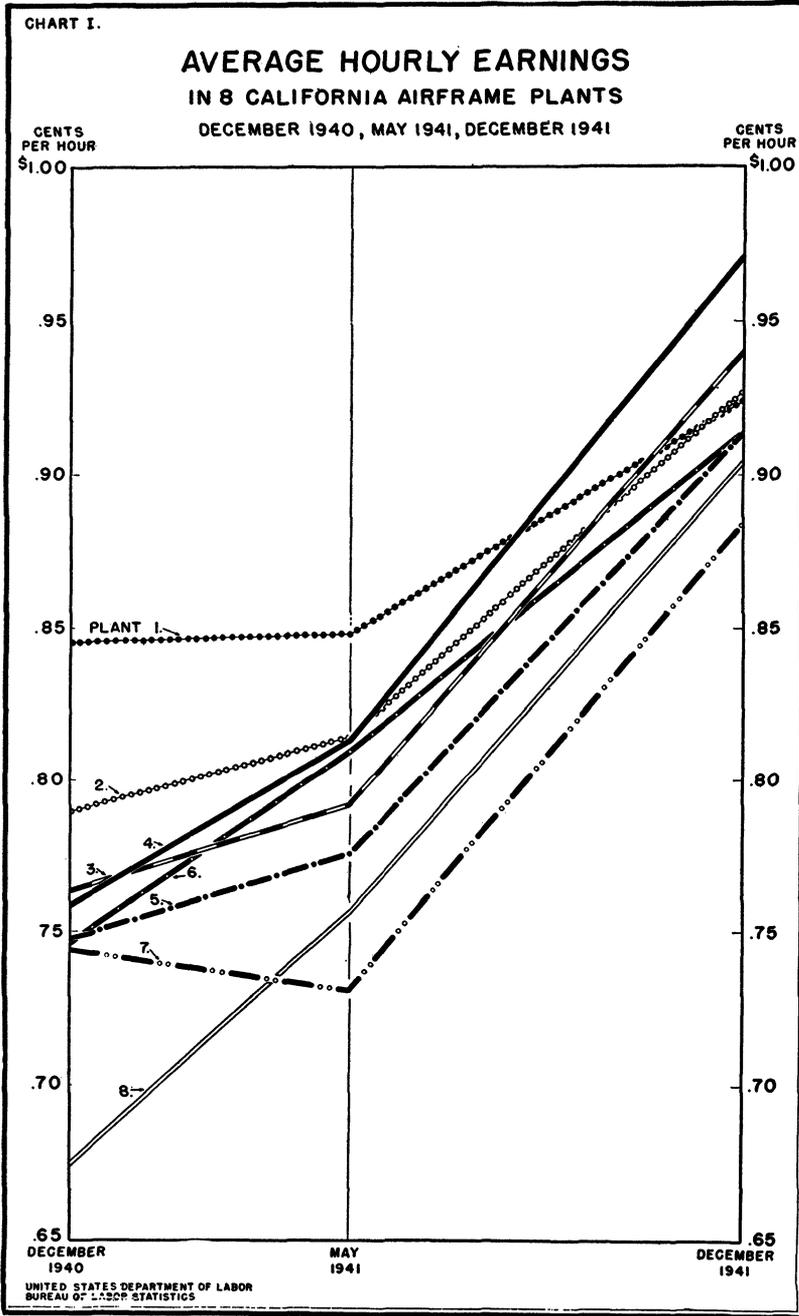
PARTIAL WAGE STANDARDIZATION IN 1941

With the conclusion of the North American agreement, the wage levels of the various California aircraft plants were more diverse than ever. However, within the next 4 months, there followed a further series of wage adjustments. Under the leadership of the Labor Division of the Office of Production Management, beginners' scales of 60 to 75 cents an hour were established by November 1941 in all the California airframe plants except the Ryan plant. The union agreement with the Ryan company did not expire until the end of 1941, but in January 1942 the same scale for beginners was established at that plant. At the end of the year 1941 a uniform minimum-wage scale was in effect in the 8 leading airframe plants in the California area for workers with 3 months' service or less.

The standardized minimum-wage scales for workers having 3 months' service or less actually apply to a large proportion of the workers. Because of the magnitude of recent hiring of new employees, about one-fifth of the California aircraft workers had had less than 3 months' service in the plants where they were employed in August 1941, and since that time the proportion of new employees has increased.

As a result of the adoption of uniform wage scales for beginners, California airframe plants paid more nearly the same average amounts per hour to their workers in December 1941 than a year before. The various plants do not, however, pay equal wages for each type of work.

The general trend of average hourly earnings in individual plants, during the year ending in December 1941, is shown in chart 1. Omitted from this chart are figures from the Long Beach plant of the Douglas Co., because that plant was not in full operation during most of the period covered. Also omitted are figures for the Ryan plant which did not adopt the standardized beginners' rates during the year 1941. The other 8 airframe plants are shown by code symbol



so as not to reveal individual plant identity. In the case of the Vultee plant, the November figure for average hourly earnings has been substituted for that of December because the December average was abnormal. In all other cases the averages charted are fairly representative of the months preceding and following those selected for illustration.

Chart 1 shows the trends of hourly earnings in separate plants from December 1940 to May 1941, the month just preceding the North American settlement which introduced the minimum-wage scale of 60 to 75 cents. Thereafter the chart shows the corresponding trends of earnings to December 1941. Data for intervening months are not shown because such data would make it possible to identify the figures for individual plants.

The general trend of hourly earnings was upward from December 1940 to May 1941, but there was no marked tendency toward uniformity among the leading airframe plants. Average hourly earnings rose in 6 plants (Nos. 2, 3, 4, 5, 6, 8), remained essentially stable in one plant (No. 1), and fell in the remaining plant (No. 7). Decisive wage-rate adjustments occurred in 2 of the 6 plants that showed increases in average hourly earnings during this period. In the other 4 plants the rise in average hourly earnings resulted from a combination of a gradual readjustment of rates, reclassification of individual workers, increased amounts of premium-rate work, and a reduction of the proportion of beginners as the average length of service increased. The maximum range of plant averages narrowed from 17.1 cents per hour in December 1940 to 11.7 cents in May 1941. However, this apparent tendency toward uniformity of average hourly earnings was entirely due to the upward movement in the lowest wage plant (No. 8). Among the 7 remaining plants, the range actually widened from 10.1 cents an hour in December 1940 to 11.7 cents in May 1941. Moreover, the 4 plants whose average hourly earnings had concentrated within a 2-cent range in December 1940 exhibited a tendency to diverge in the succeeding months, resulting in a 7-cent difference between them by May 1941.

Between May and December of 1941, every one of the 8 leading airframe plants in California granted general increases in wage rates and adopted uniform rates for beginners. At the same time a great increase in employment occurred, with the result that a large proportion of the employees of these plants were working at these standardized beginners' rates. Under these conditions, average hourly earnings became more uniform among the various plants. The maximum range among the 8 leading plants was 8.6 cents an hour in December 1941, compared with an average of 11.7 cents in May 1941 and 17.1 cents in December 1940.

Standardization of average hourly earnings took place as a result of a closer approach to the ascending average on the part of 3 plants (Nos. 1, 2, and 8). On the other hand, the hourly earnings in 2 plants (Nos. 4 and 7) diverged from the average in the region.

REMAINING PROBLEMS OF WAGE STANDARDIZATION

Although an approach has been made to uniform earnings in California airframe plants, chart 1 does not indicate that these plants have adopted standardized wage rates. The figures shown in chart 1 consist of average hourly earnings rather than wage rates. Moreover, the tendency toward uniformity of hourly earnings has been heavily influenced by the large proportion of the employees paid at beginners' rates, based solely on length of service. Once these workers are classified at rates appropriate to their respective crafts, the result will depend largely upon whether the various plants are then paying similar wage rates for each class of work. The occupational analysis of wage rates which appears later in this article shows that the wage rates now paid at levels above the beginners' scale of 75 cents an hour are far from uniform.

Several difficulties remain to be overcome before wages can be standardized throughout the California airframe division. Foremost is the question as to what type of standardization is desirable. In the past it has been assumed that uniformity of basic hourly wage rates should be attained for workers on the first or day shift with a given length of service in a given plant. This approach leaves variations in actual earnings, even among beginners, depending on the amount of extra-shift and overtime work and the extent of the differentials for such work. If hourly earnings were standardized, differences would still remain in weekly, monthly, or annual earnings.

Once a set of basic wage rates is established according to length of experience, a minor question remains as to who is a beginner. The California plants have treated nearly all their new workers as beginners, but certain workers have been paid higher rates in recognition of their experience in other aircraft plants or in outside industry. The problem of establishing an effective method of evaluating the past training and experience of newly hired workers remains to be solved.

The standardization of basic wage rates has been limited to workers with 3 months' experience or less. Once a worker serves for longer than 3 months, his wage rate generally depends on his job classification and upon the procedure of the individual company for reviewing wage rates and for recognizing various degrees of attainment within the job classification.

A major problem is that of standardizing the meaning of job titles. The establishment of a uniform rate for "assemblers," for example,

means little unless that term carries with it the same significance throughout the plant and among the various plants. The California aircraft industry made a contribution toward the solution of this problem in July 1941 by the appointment of an intercompany job classification and rate committee to establish standard job descriptions and titles. Some 1,100 job titles previously used by individual plants in the area were resolved into 272 occupational groups and grades. Each of these grades was described and a scheme of job evaluation was developed to express the recommended relationship of wage rates as between occupations and grades.

The results of the work of the job classification committee have not yet been applied fully to the actual wage structure of the California industry. Each company may do as it chooses in bringing its job classification into line with the recommended uniform pattern. Meanwhile, between August and October 1941, it became necessary for the plants whose employees were represented by a recognized trade-union to reach new wage agreements, and for the other plants to readjust their wage rates in some relationship to the new wage scales that were being established in the area. However, it did not prove practicable for either of the parties to use any uniform set of job titles as a basis for establishing the new rates. Hence the new agreements took the form of blanket increases in hourly rates for workers with more than 12 weeks of service. Eight of the 10 plants followed the North American pattern by granting a blanket increase of 10 cents an hour; one plant granted a 13-cent increase, while the remaining plant made no general wage adjustment during the year. Although the blanket wage increases were remarkably uniform, this type of adjustment, by itself, could not equalize wage rates. The blanket increases were merely added to whatever hourly wage rates had existed in each plant. Some further approach to uniformity may have been attained, however, by the gradual adjustment of individual rates by each of the California plants.

Another very recent step was an agreement on 12 wage classes with recommended minimum and maximum hourly rates for each class. The minima range from 75 cents to \$1.15 an hour and the maximum rate is \$1.40. Each occupation and grade defined by the classification committee has been assigned to one of the wage classes. The California plants are attempting to adjust their own wage rates to the recommended scale. The wage data presented in this article do not reflect such wage adjustments.

Scope of Report on Wage Rates

As stated earlier, the present report is restricted to an analysis of the basic hourly rates of workers in California airframe plants. The material in this report was largely obtained in the course of a much

broader study of the entire aircraft industry which is in process of completion. The completed study will provide information on hours, earnings, and employee characteristics of workers in the three chief divisions of the industry—airframes, aircraft engines, and propellers. Subsequent reports will deal with these additional data obtained from the California plants as well as from other areas of the country.

The wage data used in this report were obtained through personal visits of the Bureau's staff of field representatives who transcribed the material directly from pay rolls or other records. The original survey covered a pay-roll period in August 1941. Among the items of information secured were the basic hourly rate, shift, hours worked, extra overtime earnings, total earnings, and certain personnel information for each of a carefully selected sample of the factory workers in each of the plants surveyed. The field representatives identified the occupation of each worker, not only according to the occupational term used in the plant but also on the basis of the standard job titles as established by the job classification and rate committee mentioned.

The general rate revisions which have been made since the pay period covered necessitated an adjustment of the data to reflect current conditions. The Bureau obtained exact information as to how the wage revision was applied in each plant, and adjusted the results of the August study to fit the altered picture. It is these adjusted rates which are presented in the remainder of this report.

AVERAGE WAGE RATES IN RELATION TO HOURLY EARNINGS, BY REGION AND PLANT BASIC HOURLY RATES

All workers in the California airframe plants were paid hourly rates at the time of the Bureau's survey; piece rates and production-bonus systems did not exist. The basic wage structure of the California airframe industry consisted then, as now, of certain hourly rates paid to workers on the first or day shift. A detailed analysis of these first-shift rates will show how the various airframe plants pay their workers according to length of service and class of work. For the California area as a whole, the average rate for first-shift employees in airframe plants amounted to about 83 cents an hour.⁴ However, it must be recognized at the outset that basic hourly rates in the aircraft industry are considerably lower than actual earnings per working hour. The reasons for this difference will appear presently.

SHIFT DIFFERENTIALS AND STRAIGHT-TIME RATES

Premium rates for work on the second or third shift were provided by every California aircraft plant. Nearly half of the factory workers

⁴ The wage rates presented in this report are those current at the end of the year 1941. In computing average wage rates, however, the relative numbers of workers of different classes are taken as they were found in August 1941, at the time of the Bureau's field survey.

in these plants were employed on the second or third shifts. The scales of premium payments for work on these extra shifts were fairly uniform throughout the area.

A second or afternoon shift was operated by each of the 9 California airframe plants, both in August 1941 during the period surveyed and at the close of the year. In 5 of the 9 establishments, second-shift workers received 5 cents an hour more than the equivalent first-shift scale. A premium of 6 cents an hour was received by second-shift employees in 2 other plants. Premiums of 4 cents and 8 cents, respectively, were paid in the 2 remaining plants.

The average straight-time rate of second-shift workers, on the basis of current wage scales, was 84.6 cents or only 1.7 cents more than the average for first-shift workers (82.9 cents). The small size of the general average differential in rates between the first and second shifts results from the fact that a greater proportion of the workers with relatively high base rates of pay were on the first shift. The higher-paid employees were generally those with longer service who were given preference when shift assignments were made.

A third or night shift was operated by 6 of the 9 plants, both in August and at the close of 1941. In 4 of these 6 plants, the third shift worked 6½ hours but received the same straight-time pay as second-shift workers who worked 8 hours. The shift differential, therefore, amounted to a 23-percent addition to second-shift rates. Taking account of the difference in rates between the first and second shifts in these 4 plants, it appears that the third shift was paid 30 percent more per hour than the first shift in 2 plants and 40 percent more in the other 2 plants. In 2 of the 9 plants, third-shift workers were employed for 7 hours, on a system by which their time overlapped half an hour on that of second-shift workers. Third-shift workers in these 2 plants received the same daily wage for 7 hours of work as the second-shift workers received for 8 hours of work. In these 2 plants, workers on the third shift were paid 14 percent above the hourly rates of second-shift workers. As compared with similar workers on the first shift, the workers on the third shift in these 2 plants were paid 20 percent more per hour.

At current wage scales, the average straight-time rate for third-shift workers was 99.4 cents per hour actually worked. The differential in third-shift pay for all the plants averaged 14.8 cents or 17 percent above the average hourly rate of the second-shift workers and 16.5 cents or 20 percent above the average hourly rate of the first-shift workers.

In the California airframe industry as a whole, slightly more than half of the workers were employed on the first shift, somewhat more than one-third were employed on the second shift, and about one-tenth were employed on the third shift. Work on the two extra

shifts combined was sufficiently extensive to raise the average straight-time rate for all factory workers to 85.3 cents an hour, or 2.4 cents above the average straight-time rate for first-shift workers alone (82.9 cents).⁵

As compared with a regional average of 85.3 cents, the average straight-time rates ranged from 83.4 to 90.7 cents among the 8 plants surveyed which granted general wage increases during the year 1941.

OVERTIME PREMIUMS AND AVERAGE HOURLY EARNINGS

In addition to shift premiums, all the California airframe plants paid 1½ times the regular hourly rate for work in excess of 40 hours per week. Six of the 9 plants also paid double the regular rates for work on Sundays or holidays. Sunday work has been important during recent months in only 2 of these 9 plants. However, all the plants have operated with relatively large amounts of overtime work. On this account, average earnings per hour actually worked in November 1941 amounted to 89.9 cents, or 4.6 cents more than the average of straight-time rates.

TABLE 1.—*Plant Averages of Straight-Time Wage Rates and Hourly Earnings in California Airframe Industry, August 1941, Corrected to November 1941*

| Plant | Average straight-time wage rates ¹ | Average hourly earnings |
|--|---|-------------------------|
| | <i>Cents</i> | <i>Cents</i> |
| | (²) | (²) |
| Plant A..... | 83.4 | 89.1 |
| Plant B..... | 84.9 | 94.5 |
| Plant C..... | 85.3 | 85.3 |
| Plant D..... | 85.6 | 90.6 |
| Plant E..... | 85.7 | 91.8 |
| Plant F..... | 86.3 | 87.3 |
| Plant G..... | 86.4 | 88.0 |
| Plant H..... | 90.7 | 93.2 |
| Plant I..... | | |
| Average..... | 85.3 | 89.9 |
| Regional average, 9 plants— | | |
| Based on November 1941 employment..... | 85.4 | 89.9 |
| Based on August 1941 employment..... | 85.3 | 89.9 |

¹ November rates applied to employment in August.

² Average withheld to avoid disclosure of operations of an individual company.

Aircraft plants paying the highest wage rates do not necessarily provide the highest average hourly earnings, as may be seen by reference to table 1. The level of hourly earnings in any given plant depends on the extent of overtime work in that plant as well as on the level of straight-time rates. For example, plant I, as shown in table 1, had the highest average of straight-time rates (90.7 cents), but its

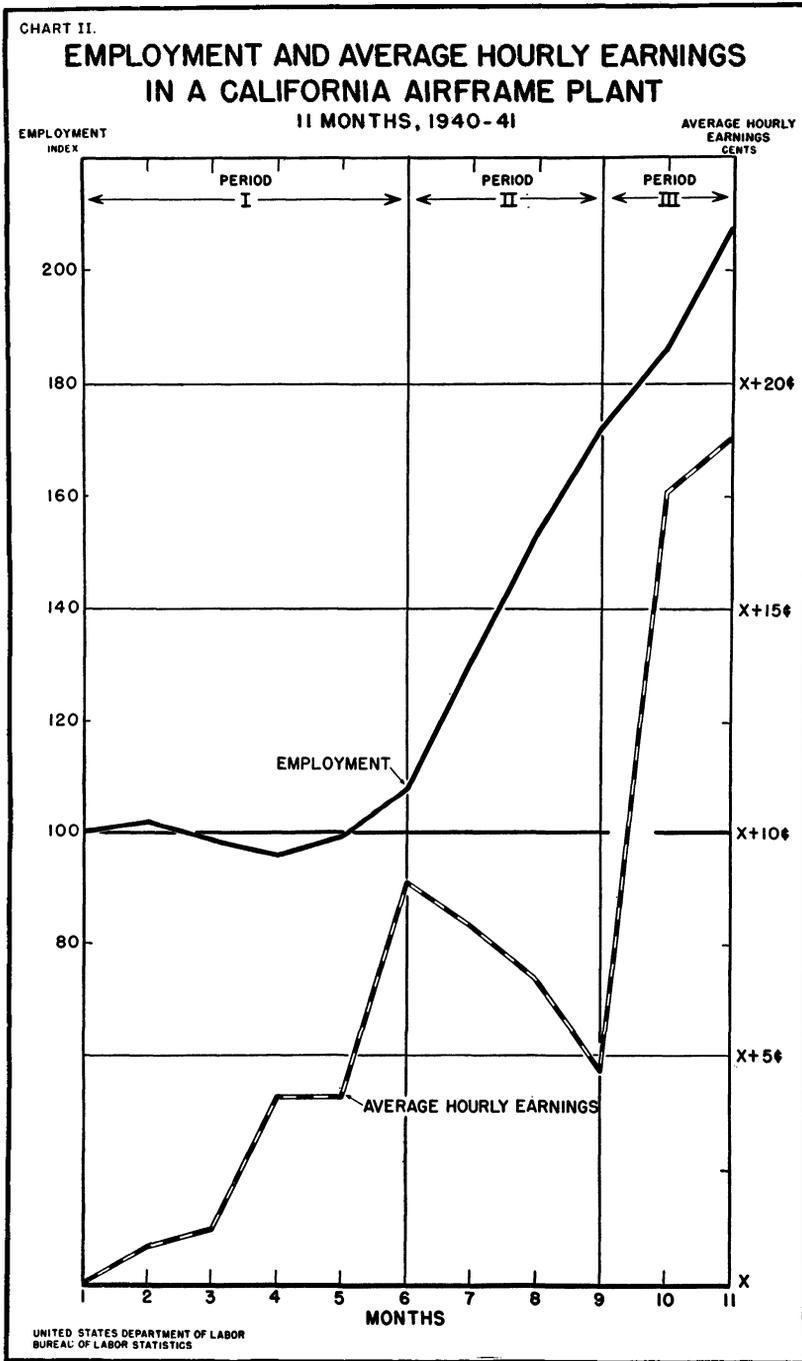
⁵ The "current" average wage rates cited in this section of the report take account of the numbers of workers employed at each particular rate. If account were taken of the number of hours worked at each rate, the average straight-time rate would be raised slightly, to 85.5 cents, because of the tendency of the higher-paid workers to be employed for a somewhat longer period during the week.

average of hourly earnings (93.2 cents) was exceeded by that of plant C (94.5 cents). The straight-time rates in plant C were relatively low (averaging 84.9 cents), but overtime work was so extensive as to raise hourly earnings by 9.6 cents above the level of straight-time rates. At the other extreme, plant D used no significant amount of overtime work in November, with the result that it showed the lowest average of hourly earnings (85.3 cents), although its level of straight-time rates was identical with the general average for the California area.

EFFECT OF EMPLOYMENT CHANGES ON EARNINGS

In any industry, average hourly earnings will be affected by changes in the composition of the working force, irrespective of what happens to wage scales. In the aircraft industry, where employment has been increasing rapidly and irregularly, the effect of employment changes upon the average level of hourly earnings has been especially marked. The majority of the new recruits have been inexperienced workers who are paid the lowest entrance rate. In any month when a large number of these relatively lower-paid workers are hired, the general average of earnings will tend to fall. On the other hand, the aircraft industry follows the practice of advancing the pay of its new workers automatically for several months as their period of service lengthens. This continual advancement of the rates of individual workers tends to raise the general average of earnings, even though no general revisions of wage scales are made. The net movement of hourly earnings over any given period will depend not only upon such general wage-rate changes as may occur, but also upon changes in the relative amounts of work performed at the higher- and lower-wage scales. The hiring of new recruits will tend to increase the proportion of work at low-wage rates, while the continued employment of workers subject to automatic wage increases will have the opposite effect.

Chart 2 provides an unusually clear illustration of the shifting influence on average earnings of automatic wage advances, recruitment, and general revisions of wage rates. An employment index and an index of hourly earnings are shown for a single airframe plant, covering a period of 11 successive months. Three contrasting periods are discernible. During the first period of 5 months (month 1 to month 6), employment was essentially stable and for the first 3 of these months average hourly earnings rose by 4.1 cents without any general readjustment of wage rates. As the former workers gained experience their individual rates were raised. Thereafter a general wage readjustment raised hourly earnings still further. During the second period of 3 months (month 6 to month 9), this aircraft plant expanded employment by 60 percent (108 to 172, on basis of index for month 1=100). As a result, the plant average of hourly earnings fell by



4.2 cents. No wage rates were reduced. Indeed, the existing workers continued to receive automatic increases, but the working force now included a much higher proportion of new workers who were being paid the lowest basic wage. In the third period the company again granted a general increase in wage rates. Within 2 months (month 9 to month 11) the plant average was lifted by 14.1 cents an hour as a combined result of the wage-rate increase and reclassification of individual workers. The net increase of 14.1 cents occurred in spite of the depressing effect on the average of a further expansion of the volume of employment by 20 percent (172 to 208).

Average hourly earnings in the aircraft industry are influenced to an important degree by a number of factors besides the rates paid for the work in a given occupation—notably by the balance of work as between shifts, the extent of overtime work, the length of service of the employees, and the proportion of new recruits. The importance of these various influences on aircraft wages makes it especially necessary to use care in defining the nature of any wage comparison that may be attempted. In the following discussion, straight-time wage rates are used as a measure of aircraft wages. Occupational comparisons are shown in terms of the basic wage rates for work on the first or day shift, thus eliminating the effect of shift differentials and overtime premiums.

Distribution of Straight-Time Hourly Rates

By itself, the average straight-time wage rate of 85.3 cents an hour, as currently paid by the California airframe industry, has little significance. Table 2 shows that the rates paid to individual workers ranged from less than 60 cents to more than \$1.425 an hour. To a small extent, this wide scattering of individual rates is due to a mixing of the basic rates of first-shift workers with the rates of workers on the extra shifts for which premiums are paid. However, column 2 of table 2 shows that the basic rates of first-shift workers exhibit almost as great a diversity as do the rates of all the workers in California airframe plants.

The standardized beginners' rates of 60, 65, 70, and 75 cents per hour, as accepted by most of the California industry account for most of the concentrations of wage rates which do appear among first-shift workers. By far the most important of these concentrations is that at exactly 75 cents an hour. Indeed 28.8 percent of all the first-shift workers were paid this single basic rate.

Not more than 10 percent of the first-shift workers surveyed in August 1941 had served for 3 to 4 months. Hence, if automatic wage adjustments had extended over a longer period than 3 months, not more than 10 percent of the workers shown in table 2 would

appear at the 75-cent rate. In fact, table 2 shows that nearly three times as many (28.8 percent) of the first-shift workers were brought up to exactly 75 cents as a result of the recent general wage adjustments. It is thus evident that the blanket wage increases granted to workers with the longer periods of service left many of them at a basic rate of 75 cents—no more than is guaranteed on the basis of length of service alone.

TABLE 2.—Percentage Distribution of Employees in 9 California Airframe Plants by Average Basic Rates and Shift, August 1941, Corrected to December 1941

| Average basic rates | All employees | First shift | Second shift | Third shift |
|-----------------------------|---------------|-------------|--------------|-------------|
| Under 60.0 cents | 0.3 | 0.5 | 0.2 | |
| Exactly 60.0 cents | 4.4 | 8.1 | .1 | |
| 60.1 and under 62.5 cents | (1) | | (1) | |
| 62.5 and under 65.0 cents | .4 | .8 | (1) | |
| Exactly 65.0 cents | 2.8 | 4.2 | 1.6 | 0.1 |
| 65.1 and under 67.5 cents | 2.3 | .1 | 6.2 | (1) |
| 67.5 and under 70.0 cents | 1.7 | 1.1 | 3.0 | .4 |
| Exactly 70.0 cents | 3.9 | 5.8 | 2.1 | .1 |
| 70.1 and under 72.5 cents | .8 | .2 | 2.0 | (1) |
| 72.5 and under 75.0 cents | 1.1 | .4 | 2.6 | |
| Exactly 75.0 cents | 16.5 | 28.8 | 2.6 | 1.1 |
| 75.1 and under 77.5 cents | 2.1 | 1.4 | 3.7 | (1) |
| 77.5 and under 80.0 cents | 2.4 | 3.5 | 1.3 | .4 |
| 80.0 and under 82.5 cents | 16.0 | 7.0 | 30.2 | 12.0 |
| 82.5 and under 85.0 cents | 4.8 | 3.0 | 8.5 | 1.5 |
| 85.0 and under 87.5 cents | 4.4 | 5.9 | 3.5 | .4 |
| 87.5 and under 90.0 cents | 4.4 | 3.1 | 5.9 | 5.6 |
| 90.0 and under 92.5 cents | 4.9 | 3.9 | 7.3 | 1.4 |
| 92.5 and under 95.0 cents | 5.1 | 2.2 | 2.4 | 28.0 |
| 95.0 and under 97.5 cents | 2.9 | 2.7 | 3.1 | 3.6 |
| 97.5 and under 102.5 cents | 4.3 | 2.8 | 3.0 | 16.8 |
| 102.5 and under 107.5 cents | 3.6 | 3.6 | 2.7 | 6.9 |
| 107.5 and under 112.5 cents | 3.4 | 3.1 | 2.4 | 8.3 |
| 112.5 and under 117.5 cents | 1.7 | 1.8 | 1.4 | 2.3 |
| 117.5 and under 122.5 cents | 1.8 | 2.0 | 1.6 | 1.3 |
| 122.5 and under 127.5 cents | 1.4 | 1.4 | 1.3 | 2.3 |
| 127.5 and under 132.5 cents | .7 | .8 | .3 | 1.5 |
| 132.5 and under 137.5 cents | .9 | 1.1 | .5 | 1.6 |
| 137.5 and under 142.5 cents | .6 | .4 | .4 | 1.7 |
| 142.5 cents and over | .4 | .3 | .1 | 2.7 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 |
| Number of workers | 88,415 | 47,478 | 31,643 | 9,294 |
| Average basic rate | \$0.853 | \$0.829 | \$0.846 | \$0.994 |

¹ Less than a tenth of 1 percent.

Half of the first-shift workers in California were paid at straight-time rates of more than 75 cents an hour. Among these higher-paid workers, no considerable concentration appears at any given range of rates.

A partial explanation of the wide dispersion of wage rates, above the level of beginners' rates, may be found in the wide variations in skill required in aircraft-assembly plants. The various skills may be classified roughly in terms of the duration of training and experience normally required for a given occupation and grade within that occupation. Table 3 sets forth the average basic rates of workers on each shift according to the length of training and experience that

would normally be required for a given occupation and grade, according to the Report of the Southern California Job Classification and Rate Committee. Among first-shift workers, average basic rates ranged from 70.3 cents for those in jobs requiring less than 6 months' training and experience to \$1.124 for those in jobs requiring 4 years or more of training and experience. Moreover, the average basic rates of workers on any given shift advanced consistently according to the length of required experience up to 2 years. Thereafter the differential in pay for additional experience became less, on the average.

TABLE 3.—Average Basic Rates of Employees in California Airframe Industry, by Length of Required Training and Shift, August 1941, Corrected to December 1941

| Length of required training and experience | All shifts | | First shift | | Second shift | | Third shift | |
|--|---------------------|--------------|---------------------|--------------|---------------------|--------------|---------------------|--------------|
| | Number of employees | Average rate | Number of employees | Average rate | Number of employees | Average rate | Number of employees | Average rate |
| All employees..... | 88, 415 | \$0. 853 | 47, 478 | \$0. 829 | 31, 643 | \$0. 846 | 9, 294 | \$0. 994 |
| Less than 6 months..... | 28, 019 | . 750 | 13, 978 | . 703 | 10, 982 | . 762 | 3, 059 | . 926 |
| 6 months and under 1 year..... | 20, 024 | . 813 | 10, 078 | . 773 | 7, 596 | . 825 | 2, 350 | . 949 |
| 1 year and under 2 years..... | 11, 848 | . 861 | 6, 756 | . 841 | 4, 149 | . 861 | 943 | 1. 005 |
| 2 and under 3 years..... | 4, 345 | . 998 | 2, 532 | . 984 | 1, 326 | . 970 | 487 | 1. 145 |
| 3 and under 4 years..... | 3, 461 | 1. 004 | 2, 289 | . 991 | 949 | 1. 003 | 223 | 1. 140 |
| 4 years or more..... | 3, 896 | 1. 136 | 2, 562 | 1. 124 | 1, 056 | 1. 122 | 278 | 1. 295 |
| Other employees ¹ | 16, 822 | . 929 | 9, 283 | . 907 | 5, 585 | . 922 | 1, 954 | 1. 053 |

¹ Not identifiable by length of required experience by matching with job descriptions of the Southern California Job Classification and Rate Committee.

Average Basic Rates by Length of Required Training Period, Shift, Occupation, and Grade

The length of the required training or experience for any given occupation and grade does not furnish a complete explanation for the diversity of wage rates among California workers in airframe plants. Table 4 shows the average straight-time wage rates, by shifts, in each occupation and grade for which the Bureau's pay-roll survey showed 50 workers or more.⁶ Among the 17 occupations and grades for which the job descriptions normally call for 4 years or more of training or experience, first-shift workers were paid average basic rates ranging from \$1.35 for grade A wood-pattern makers to 92 cents an hour for grade C tool and die makers.

Among the 13 first-shift occupations and grades that required 3 to 4 years of training or experience, the basic rates ranged from \$1.085 to 85.4 cents an hour. At the same time, among the 15 occupations and grades that required 2 to 3 years of training or experience, average basic rates for first-shift workers ranged from \$1.32 to 81 cents an

⁶ In table 4, the occupations and grades are grouped according to length of service normally required. A similar table showing the occupations in alphabetical order is available on request. For first-shift workers a table of occupational averages is also available showing separately the averages for employees with less than 3 months' service and for those with 3 months' service or more.

hour. Furthermore, among the 24 occupations and grades, substantially represented on the first shift, those requiring from 1 to 2 years of experience had basic rates covering the whole range from \$1.02 to 76.1 cents an hour. The 21 occupations and grades that normally required 6 months but less than 1 year of training and experience had basic rates ranging from 91.6 to 69.9 cents per hour. The classes of employees doing work normally requiring less than 6 months' experience largely consisted of beginners, and hence their averages tended to fall in the range from 70 to 75 cents. Yet helpers of general assembly inspectors had an average base rate of 81.6 cents.

TABLE 4.—Average Hourly Basic Rates in Selected Occupations in California Airframe Plants, by Length of Training Period and Shift, December 1941¹

| Length of training period and occupation | All shifts | | First shift | | Second shift | | Third shift | |
|--|---------------------|--------------|---------------------|--------------|---------------------|--------------|---------------------|--------------|
| | Number of employees | Average rate | Number of employees | Average rate | Number of employees | Average rate | Number of employees | Average rate |
| All employees..... | 88,415 | \$0.853 | 47,478 | \$0.829 | 31,643 | \$0.846 | 9,294 | \$0.994 |
| <i>4 years or more</i> | | | | | | | | |
| Pattern makers, wood, grade A..... | 99 | 1.340 | 79 | 1.352 | | | | |
| Tool and die makers, grade A..... | 536 | 1.265 | 351 | 1.281 | 170 | 1.206 | | |
| Machinists, general, grade A..... | 108 | 1.258 | 87 | 1.247 | | | | |
| Inspectors, tool and die, grade A..... | 119 | 1.249 | 104 | 1.244 | | | | |
| Form builders, wood, grade A..... | 67 | 1.213 | | | | | | |
| Milling-machine operators, grade A..... | 271 | 1.191 | 130 | 1.153 | 107 | 1.176 | | |
| Grinder operators, grade A..... | 60 | 1.190 | | | | | | |
| Electricians, maintenance, grade A..... | 239 | 1.189 | 179 | 1.169 | | | | |
| Pattern makers, plaster, grade A..... | 68 | 1.177 | 57 | 1.226 | | | | |
| Inspectors, service and flight, grade B..... | 52 | 1.172 | | | | | | |
| Engine-lathe operators, grade A..... | 206 | 1.168 | 93 | 1.143 | 88 | 1.166 | | |
| Inspectors, service and flight, grade A..... | 70 | 1.167 | 50 | 1.168 | | | | |
| Inspectors, machined parts, grade A..... | 54 | 1.110 | | | | | | |
| Jig builders, assembly metal, grade A..... | 219 | 1.109 | 205 | 1.103 | | | | |
| Turret-lathe operators, grade A..... | 230 | 1.108 | 128 | 1.066 | 82 | 1.161 | | |
| Bench machinists, grade A..... | 59 | 1.106 | | | | | | |
| Mechanics, maintenance, grade A..... | 112 | 1.095 | 75 | 1.067 | | | | |
| Inspectors, assembly, final, grade A..... | 195 | 1.092 | 110 | 1.042 | 75 | 1.117 | | |
| Carpenters, maintenance, grade A..... | 118 | 1.059 | 117 | 1.059 | | | | |
| Sheet-metal workers, bench, grade A..... | 284 | 1.059 | 181 | 1.047 | 69 | 1.025 | | |
| Tool and die makers, grade B..... | 102 | .999 | 55 | 1.042 | | | | |
| Tool and die makers, grade C..... | 108 | .897 | 68 | .918 | | | | |
| <i>3 and under 4 years</i> | | | | | | | | |
| Shaper operators, metal, grade A..... | 56 | 1.181 | | | | | | |
| Assemblers, precision, bench, grade A..... | 75 | 1.109 | 55 | 1.069 | | | | |
| Metal fitters, grade A..... | 96 | 1.098 | 83 | 1.085 | | | | |
| Inspectors, assembly, general, grade A..... | 266 | 1.050 | 152 | 1.039 | 104 | 1.048 | | |
| Template makers, grade A..... | 52 | 1.035 | | | | | | |
| Inspectors, receiving, grade A..... | 97 | 1.031 | 87 | 1.041 | | | | |
| Assemblers, general, grade A..... | 681 | 1.007 | 460 | .992 | 181 | 1.017 | | |
| Field and service mechanics, grade A..... | 95 | 1.004 | 77 | 1.015 | | | | |
| Drop-hammer operators, grade A..... | 62 | 1.003 | | | | | | |
| Grinder operators, grade B..... | 53 | .979 | | | | | | |
| Pattern makers, grade B..... | 72 | .971 | 54 | .988 | | | | |
| Jig builders, assembly, metal, grade B..... | 556 | .962 | 448 | .950 | 103 | 1.000 | | |
| Milling-machine operators, grade B..... | 222 | .959 | 114 | .901 | 79 | .972 | | |
| Engine-lathe operators, grade B..... | 147 | .955 | 53 | .854 | 70 | .966 | | |
| Inspectors, assembly, final, grade B..... | 266 | .952 | 138 | .895 | 114 | .998 | | |
| Turret-lathe operators, grade B..... | 125 | .938 | 73 | .946 | 52 | .927 | | |
| Inspectors, detail, grade A..... | 60 | .904 | | | | | | |
| Small tool repairmen, grade A..... | 103 | .880 | 60 | .860 | | | | |

¹ Corrected from August 1941 data.

TABLE 4.—Average Hourly Basic Rates in Selected Occupations in California Airframe Plants, by Length of Training Period and Shift, December 1941—Continued

| Length of training period and occupation | All shifts | | First shift | | Second shift | | Third shift | |
|---|---------------------|--------------|---------------------|--------------|---------------------|--------------|---------------------|--------------|
| | Number of employees | Average rate |
| <i>2 and under 3 years</i> | | | | | | | | |
| Welders, arc, grade A..... | 107 | \$1.399 | 69 | \$1.324 | | | | |
| Welders, gas, grade A..... | 261 | 1.262 | 175 | 1.245 | 82 | 1.290 | | |
| Welders, maintenance and jig, grade A..... | 105 | 1.215 | 60 | 1.205 | | | | |
| Electricians, maintenance, grade B..... | 93 | 1.064 | 59 | 1.051 | | | | |
| Carpenters, maintenance, grade B..... | 77 | 1.019 | | | | | | |
| Painters, aircraft, grade A..... | 273 | 1.007 | 155 | .972 | 90 | 1.003 | | |
| Installers, power-plant, grade A..... | 123 | .998 | 74 | 1.007 | | | | |
| Mechanics, maintenance, grade B..... | 202 | .986 | 110 | .951 | | | | |
| Installers, general, grade A..... | 306 | .980 | 216 | .966 | 68 | .954 | | |
| Bench machinists, grade B..... | 65 | .973 | | | | | | |
| Punch-press operators, grade A..... | 92 | .960 | | | | | | |
| Inspectors—assembly, general, grade B..... | 324 | .958 | 171 | .939 | 139 | .955 | | |
| Field and service mechanics, grade B..... | 263 | .955 | 127 | .907 | | | 90 | \$1.058 |
| Sheet-metal workers, bench, grade B..... | 518 | .929 | 264 | .904 | 200 | .928 | 54 | 1.049 |
| Inspectors, assembly, final, grade C..... | 153 | .928 | 58 | .810 | 55 | .918 | | |
| Inspectors, detail, grade B..... | 175 | .911 | 89 | .882 | 53 | .917 | | |
| Assemblers, electrical and radio, bench, grade A..... | 138 | .899 | 94 | .880 | | | | |
| Hydro-press operators, grade A..... | 73 | .894 | | | | | | |
| Inspectors, assembly precision, grade B..... | 60 | .889 | | | 50 | .878 | | |
| Template makers, grade B..... | 173 | .853 | 124 | .850 | | | | |
| Painters, maintenance, grade B..... | 56 | .845 | | | | | | |
| <i>1 year and under 2 years</i> | | | | | | | | |
| Welders, gas, grade B..... | 113 | 1.069 | 85 | 1.017 | | | | |
| Shaper operators, metal, grade B..... | 73 | .989 | | | | | | |
| Tube benders, bench, grade A..... | 129 | .978 | 89 | .985 | | | | |
| Welders, maintenance and jig, grade B..... | 68 | .972 | | | | | | |
| Installers, hydraulic, grade B..... | 84 | .955 | | | | | | |
| Power-brake operators, grade B..... | 54 | .930 | | | | | | |
| Form-block makers, wood, grade B..... | 51 | .925 | | | | | | |
| Metal fitters, grade B..... | 228 | .923 | 97 | .863 | 72 | .931 | 59 | 1.011 |
| Assemblers, precision, bench, grade B..... | 179 | .921 | 114 | .890 | 50 | .968 | | |
| Form-block makers, metal, grade B..... | 50 | .913 | | | | | | |
| Tool-crib attendants, grade A..... | 151 | .906 | 89 | .862 | | | | |
| Installers, electric, grade B..... | 90 | .876 | 65 | .898 | | | | |
| Power-shear operators, grade B..... | 127 | .876 | | | 70 | .858 | | |
| Installers, power-plant, grade B..... | 178 | .876 | 55 | .861 | 83 | .869 | | |
| Installers, controls, grade B..... | 60 | .871 | | | | | | |
| Spot welders, grade B..... | 146 | .871 | 97 | .833 | | | | |
| Inspectors, assembly, general, grade C..... | 157 | .870 | 66 | .835 | 71 | .836 | | |
| Radial drill-press operators, grade B..... | 70 | .869 | | | | | | |
| Riveters..... | 1,289 | .867 | 811 | .841 | 468 | .904 | | |
| Drill-press operators, grade A..... | 100 | .867 | 68 | .761 | | | | |
| Drop-hammer operators, grade B..... | 72 | .862 | | | | | | |
| Tank cleaners and testers, grade A..... | 70 | .861 | | | | | | |
| Truck drivers, grade A..... | 76 | .859 | 60 | .863 | | | | |
| Assemblers, general, grade B..... | 2,480 | .858 | 1,501 | .845 | 830 | .861 | 149 | .974 |
| Installers, general, grade B..... | 993 | .855 | 527 | .834 | 328 | .845 | 138 | .961 |
| Painters, aircraft, grade B..... | 389 | .846 | 158 | .783 | 182 | .845 | | |
| Punch-press operators, grade B..... | 261 | .842 | 153 | .817 | 88 | .861 | | |
| Sewing-machine operators, grade A..... | 75 | .841 | | | | | | |
| Inspectors, detail, grade C..... | 224 | .839 | 106 | .767 | 73 | .835 | | |
| Grinder operators, grade C..... | 80 | .835 | | | | | | |
| Turret-lathe operators, grade C..... | 126 | .835 | | | 72 | .834 | | |
| Profile-machine operators, grade B..... | 50 | .835 | | | | | | |
| Jig builders, assembly, metal, grade C..... | 1,109 | .833 | 671 | .849 | 438 | .808 | | |
| Sheet-metal workers, bench, grade C..... | 1,091 | .828 | 568 | .806 | 443 | .837 | 80 | .936 |
| Mechanics, maintenance, grade C..... | 133 | .823 | 87 | .790 | | | | |
| Milling-machine operators, grade C..... | 184 | .818 | 57 | .792 | 117 | .819 | | |
| Engine-lathe operators, grade C..... | 80 | .818 | | | 52 | .804 | | |
| Field and service mechanics, grade C..... | 95 | .807 | 70 | .791 | | | | |
| Die finishers, soft metals, grade B..... | 80 | .804 | | | | | | |
| Coverers, fabric, grade A..... | 125 | .801 | 103 | .783 | | | | |
| Template makers, grade C..... | 211 | .784 | 162 | .774 | | | | |
| <i>6 months and under 1 year</i> | | | | | | | | |
| Anodizer, grade A..... | 54 | .988 | | | | | | |
| Millman, wood, grade B..... | 73 | .924 | 52 | .916 | | | | |
| Carpenter, maintenance, grade C..... | 52 | .913 | | | | | | |
| Installers, controls, grade C..... | 130 | .893 | 65 | .833 | | | | |
| Saw operators, grade A..... | 121 | .889 | 53 | .867 | | | | |

TABLE 4.—Average Hourly Basic Rates in Selected Occupations in California Airframe Plants, by Length of Training Period and Shift, December 1941—Continued

| Length of training period and occupation | All shifts | | First shift | | Second shift | | Third shift | |
|---|---------------------|--------------|---------------------|--------------|---------------------|--------------|---------------------|--------------|
| | Number of employees | Average rate |
| <i>6 months and under 1 year—Continued</i> | | | | | | | | |
| Molders, aircraft, grade B..... | 91 | \$0.886 | | | | | | |
| Drop-hammer operators, grade C..... | 103 | .874 | | | | | | |
| Forming-roll operators, power, grade B..... | 52 | .873 | | | | | | |
| Metal fitters, grade C..... | 238 | .869 | 123 | \$0.836 | 75 | \$0.849 | | |
| Electricians, maintenance, grade C..... | 195 | .866 | 100 | .836 | | | | |
| Assemblers, precision, bench, grade C..... | 360 | .866 | 170 | .808 | 160 | .876 | | |
| Router operators, grade A..... | 98 | .858 | | | | | | |
| Spot welders, grade C..... | 246 | .852 | 97 | .789 | 97 | .853 | 52 | \$0.966 |
| Installer, hydraulic, grade C..... | 190 | .850 | 110 | .816 | 70 | .864 | | |
| Tube benders, bench, grade B..... | 143 | .847 | 63 | .785 | 50 | .840 | | |
| Drill-press operators, grade B..... | 258 | .836 | 111 | .818 | 117 | .819 | | |
| Painters, aircraft, grade C..... | 347 | .831 | 183 | .771 | 109 | .834 | 55 | 1.024 |
| Welders, gas, grade C..... | 120 | .821 | 50 | .754 | 50 | .783 | | |
| Riveters, grade B..... | 2,632 | .817 | 1,147 | .772 | 1,022 | .836 | 193 | 1.045 |
| Installers, power-plant, grade C..... | 145 | .810 | 85 | .803 | 60 | .820 | | |
| Installers, general, grade C..... | 1,990 | .808 | 925 | .759 | 725 | .809 | 340 | .937 |
| Assemblers, general, grade C..... | 9,840 | .808 | 4,764 | .770 | 3,857 | .820 | 1,219 | .917 |
| Assemblers, electrical and radio, bench, grade B..... | 476 | .802 | 248 | .773 | 168 | .814 | 60 | .888 |
| Bench machinists, grade C..... | 178 | .802 | 107 | .775 | 53 | .831 | | |
| Installers, electrical, grade C..... | 370 | .790 | 225 | .758 | 135 | .823 | | |
| Truckers, grade A..... | 303 | .780 | 165 | .742 | 103 | .784 | | |
| Oilers, maintenance, grade A..... | 55 | .774 | | | | | | |
| Tool-crib attendants, grade B..... | 783 | .745 | 433 | .699 | 271 | .767 | 79 | .952 |
| <i>Less than 6 months</i> | | | | | | | | |
| Helpers, welder, aluminum..... | 60 | .855 | | | | | | |
| Helpers, drop-hammer operator..... | 145 | .839 | | | 70 | .789 | | |
| Saw operators, grade B..... | 141 | .832 | 72 | .810 | | | | |
| Electroplaters, grade B..... | 55 | .824 | | | | | | |
| Anodizers, grade B..... | 118 | .821 | | | | | | |
| Helpers, welder, gas..... | 165 | .821 | 80 | .768 | 75 | .841 | | |
| Helpers, spot-welder..... | 120 | .818 | | | 60 | .793 | | |
| Helpers, inspector, assembly, final..... | 50 | .818 | | | | | | |
| Hydro-press loaders (parts handler), grade A..... | 195 | .808 | 90 | .754 | 65 | .787 | | |
| Helpers, upholsterer..... | 58 | .807 | | | | | | |
| Helpers, inspector, assembly, general..... | 70 | .804 | 50 | .816 | | | | |
| Helpers, metal fitter..... | 445 | .797 | 195 | .726 | 160 | .767 | 90 | 1.002 |
| Helpers, tank cleaner and tester..... | 70 | .796 | | | | | | |
| Helpers, saw operator..... | 111 | .790 | 60 | .698 | | | | |
| Janitors, grade A..... | 1,187 | .790 | 477 | .734 | 301 | .765 | 409 | .874 |
| Helpers, punch-press operator..... | 114 | .789 | 52 | .732 | | | | |
| Helpers, drill-press operator..... | 175 | .783 | 70 | .669 | 65 | .758 | | |
| Helpers, installer, controls..... | 160 | .777 | 70 | .741 | 80 | .777 | | |
| Helpers, power-shear operator..... | 175 | .777 | 65 | .730 | 85 | .765 | | |
| Helpers, inspector, receiving..... | 55 | .775 | | | | | | |
| Sand-blast operator, grade B..... | 54 | .771 | | | | | | |
| Helpers, assemblers, electrical and radio, bench..... | 460 | .770 | 215 | .699 | 175 | .772 | 70 | .980 |
| Helpers, draw-bench operator..... | 90 | .769 | 50 | .720 | | | | |
| Helpers, milling-machine operator..... | 56 | .761 | | | | | | |
| Helpers, electrician, maintenance..... | 75 | .761 | 55 | .701 | | | | |
| Helpers, tube bender, bench..... | 320 | .761 | 185 | .709 | 105 | .791 | | |
| Helpers, installer, hydraulic..... | 205 | .760 | 95 | .697 | 90 | .764 | | |
| Helpers, template maker..... | 199 | .757 | 144 | .734 | 55 | .817 | | |
| Drill-press operator, grade C..... | 525 | .756 | 243 | .698 | 227 | .784 | 55 | .899 |
| Helpers, painter, aircraft..... | 741 | .755 | 418 | .712 | 258 | .767 | 65 | .978 |
| Helpers, installer, power-plant..... | 110 | .753 | 60 | .707 | | | | |
| Helpers, assembler, general..... | 7,383 | .752 | 3,926 | .711 | 3,017 | .776 | 440 | .945 |
| Helpers, tool-crib attendant..... | 50 | .750 | | | | | | |
| Craters, grade C..... | 78 | .749 | | | | | | |
| Helpers, general..... | 854 | .741 | 521 | .698 | 260 | .784 | 73 | .893 |
| Helpers, inspector, detail..... | 65 | .739 | | | | | | |
| Helpers, power-brake operator..... | 75 | .739 | | | | | | |
| Helpers, riveter..... | 6,804 | .735 | 2,955 | .677 | 2,916 | .742 | 933 | .900 |
| Laborers..... | 920 | .734 | 658 | .713 | 208 | .770 | 54 | .862 |
| Helpers, sheet-metal worker, bench..... | 1,131 | .733 | 654 | .692 | 507 | .749 | 70 | .950 |
| Helpers, bench machinist..... | 70 | .733 | | | | | | |
| Coverers, fabric, grade B..... | 66 | .728 | 60 | .722 | | | | |
| Helpers, installers, electrical..... | 105 | .725 | 65 | .710 | | | | |
| Helpers, jig builders, assembly, metal..... | 695 | .725 | 460 | .707 | 230 | .753 | | |
| Helpers, installer, general..... | 1,867 | .722 | 842 | .670 | 905 | .738 | 120 | .959 |
| Helpers, router operator..... | 363 | .722 | 182 | .666 | 101 | .715 | 80 | .859 |
| Helpers, assembler, precision, bench..... | 340 | .715 | 190 | .679 | 140 | .741 | | |

TABLE 4.—Average Hourly Basic Rates in Selected Occupations in California Airframe Plants, by Length of Training Period and Shift, December 1941—Continued

| Length of training period and occupation | All shifts | | First shift | | Second shift | | Third shift | |
|--|---------------------|--------------|---------------------|--------------|---------------------|--------------|---------------------|--------------|
|  | Number of employees | Average rate | Number of employees | Average rate | Number of employees | Average rate | Number of employees | Average rate |
| <i>Length of training period not determinable</i> | | | | | | | | |
| Leadmen..... | 4, 437 | \$1. 112 | 2, 373 | \$1. 106 | 1, 519 | \$1. 082 | 545 | \$1. 222 |
| Miscellaneous employees: | | | | | | | | |
| Final-assembly department..... | 684 | 1. 035 | 308 | 1. 016 | 336 | 1. 020 | ..... | ..... |
| Foundry, machine-shop, and drop-hammer department..... | 256 | 1. 027 | 103 | . 980 | 113 | 1. 004 | ..... | ..... |
| Die, tool, and jig departments..... | 296 | 1. 024 | 163 | 1. 017 | 113 | 1. 009 | ..... | ..... |
| Other production departments..... | 994 | . 932 | 686 | . 917 | 218 | . 944 | 90 | 1. 013 |
| Engineering department..... | 185 | . 926 | 135 | . 917 | 50 | . 952 | ..... | ..... |
| Subassembly department..... | 656 | . 894 | 286 | . 890 | 240 | . 861 | 130 | . 962 |
| Sheet-metal department..... | 1, 220 | . 876 | 542 | . 833 | 429 | . 879 | 249 | . 964 |
| Fuselage-assembly department..... | 1, 147 | . 864 | 534 | . 831 | 503 | . 859 | 110 | 1. 053 |
| Wing-assembly department..... | 537 | . 854 | 325 | . 801 | 117 | . 868 | 95 | 1. 020 |
| Maintenance department..... | 1, 317 | . 845 | 789 | . 875 | 325 | . 776 | 203 | . 836 |
| Stock and storeroom departments..... | 4, 638 | . 807 | 2, 692 | . 780 | 1, 524 | . 805 | 422 | . 980 |
| Inspection department..... | 421 | . 796 | 331 | . 753 | 80 | . 876 | ..... | ..... |

Basic Wage Rates, for Leading Occupations and Grades

Even for workers who are all employed within a single occupational group, there is generally a wide variety of basic wage rates in the California airframe division. Table 5 shows the percentages of first-shift employees in each of 24 leading occupational groups whose basic hourly rate fell within each 5-cent range. In addition table 5 shows, specifically, the most common basic wage rates used to pay the workers in each of these 24 occupational groups. The occupational groups selected for this analysis include those which accounted for more than 250 first-shift workers each within the California area during the pay-roll period (in August 1941) surveyed by the Bureau. The basic rates shown, however, are those in force at the end of 1941. The occupational groups are arranged in the order of their respective average basic rates.⁷

Among the better-paid occupational groups, the diversity of basic wage was especially marked. Leadmen, for example, with an average basic rate of \$1.106, were found in considerable numbers at basic rates ranging from 87.5 cents to \$1.275 an hour; the most common rates were 90 cents, \$1.00, \$1.06, \$1.15, and \$1.21, but even these 5 rates, taken together, accounted for only one-quarter of the leadmen employed on the day shift. On the other hand, more than half of the field and service mechanics, with an average basic rate of 90.8 cents, were found at 4 rates: 75 cents, 85 cents, 88 cents, and \$1.11. The average basic rate for these better-paid occupational groups seldom corresponded with any specific rate paid to any significant number of workers.

⁷ Wage-rate data similar to the data shown in tables 5 and 6 are also available on request, in the form of a table containing an alphabetical listing of occupations.

TABLE 5.—Percent of First-Shift Employees in Selected Occupations in California Airframe Plants Receiving Specified Basic Wage Rates, December 1941¹

| Basic rate | Leadmen | Welders, gas | Electricians, maintenance | Final assembly departments, miscellaneous | Milling-machine operators | Turret-lathe operators | Inspectors, assembly, general | Inspectors, assembly, final |
|--|---------|--------------|---------------------------|---|---------------------------|------------------------|-------------------------------|-----------------------------|
| Average basic rates..... | \$1.106 | \$1.103 | \$1.050 | \$1.016 | \$0.989 | \$0.984 | \$0.961 | \$0.932 |
| Number of employees..... | 2,373 | 310 | 338 | 308 | 301 | 250 | 389 | 306 |
| Percentage distribution of employees by groups of basic rates | | | | | | | | |
| Under 62.5 cents..... | | | | 2.9 | | | | |
| 62.5 and under 67.5 cents..... | | 0.6 | | | 3.3 | | | 0.3 |
| 67.5 and under 72.5 cents..... | 0.5 | 2.2 | 0.6 | | .6 | | 2.6 | 3.9 |
| 72.5 and under 77.5 cents..... | .6 | 10.0 | 11.5 | 9.8 | 8.6 | 11.6 | 2.6 | .7 |
| 77.5 and under 82.5 cents..... | 2.5 | 1.0 | 1.8 | 9.7 | 4.7 | .4 | 12.9 | 19.9 |
| 82.5 and under 87.5 cents..... | 1.8 | 4.5 | 7.4 | 3.2 | 14.3 | 18.4 | 9.0 | 17.7 |
| 87.5 and under 92.5 cents..... | 8.0 | 1.9 | 3.0 | 9.7 | 9.0 | 16.4 | 2.8 | 5.9 |
| 92.5 and under 97.5 cents..... | 6.8 | .6 | 9.2 | 6.4 | 7.7 | 8.0 | 23.1 | 15.4 |
| 97.5 and under 102.5 cents..... | 7.4 | 13.2 | 4.4 | 3.2 | 4.0 | .4 | 7.7 | 9.8 |
| 102.5 and under 107.5 cents..... | 16.7 | .6 | 15.7 | 8.4 | 5.0 | 4.0 | 21.0 | 6.5 |
| 107.5 and under 112.5 cents..... | 11.4 | 18.2 | 13.6 | 10.5 | 10.3 | 20.0 | 14.1 | 10.1 |
| 112.5 and under 117.5 cents..... | 12.2 | 3.9 | 1.5 | 6.9 | 14.6 | 12.0 | 3.9 | 3.3 |
| 117.5 and under 122.5 cents..... | 11.9 | 5.8 | 11.8 | 19.6 | 7.6 | 4.8 | | 6.5 |
| 122.5 and under 127.5 cents..... | 6.6 | 9.7 | 4.7 | 3.2 | 10.3 | | 3 | |
| 127.5 and under 132.5 cents..... | 4.4 | 8.4 | 3.0 | 6.5 | | | | |
| 132.5 and under 137.5 cents..... | 3.3 | 16.2 | 11.8 | | | 4.0 | | |
| 137.5 and under 142.5 cents..... | 3.6 | 3.2 | | | | | | |
| 142.5 cents and over..... | 2.3 | | | | | | | |
| Percent of employees receiving specified principal basic rates | | | | | | | | |
| \$0.750..... | | 9.4 | 11.5 | 9.7 | 8.3 | 11.6 | | |
| \$0.777..... | | | | | | | 10.3 | 9.8 |
| \$0.790..... | | | | 6.5 | | | | |
| \$0.825..... | | | | | | | | 6.5 |
| \$0.830..... | | | | | | 8.0 | | |
| \$0.900..... | 3.8 | | | | 8.3 | 8.4 | | |
| \$0.970..... | | | | | | | 10.3 | |
| \$0.978..... | | | | | | | | 6.5 |
| \$1.000..... | 4.1 | 6.8 | | | | | | |
| \$1.050..... | | | 6.5 | | | | | |
| \$1.060..... | 4.8 | | | | | | | |
| \$1.080..... | | 10.6 | | | | 8.0 | | |
| \$1.090..... | | | | 6.5 | | | | |
| \$1.100..... | | 7.4 | 7.7 | | 10.0 | 8.0 | | |
| \$1.150..... | 7.5 | | | | | | | |
| \$1.190..... | | | 7.4 | | | | | |
| \$1.210..... | 4.4 | | | | 14.6 | | | |
| \$1.300..... | | 8.4 | | | 6.5 | | | |
| \$1.330..... | | | 11.8 | | | | | |
| Percent of employees at indicated rates..... | 24.6 | 42.6 | 44.9 | 43.8 | 26.6 | 44.0 | 20.6 | 22.8 |

¹ Corrected from August 1941 data.

TABLE 5.—Percent of First-Shift Employees in Selected Occupations in California Airframe Plants Receiving Specified Basic Wage Rates, December 1941—Continued

| Basic rate | Mechanics, maintenance | Metal fitters | Mechanics, field and service | Assembler, precision, bench | Painters, aircraft | Temple-makers | Other productive departments not elsewhere classified | Installers, electrical |
|--|------------------------|---------------|------------------------------|-----------------------------|--------------------|---------------|---|------------------------|
| Average basic rates..... | \$0.932 | \$0.913 | \$0.908 | \$0.878 | \$0.838 | \$0.836 | \$0.835 | \$0.813 |
| Number of employees..... | 272 | 303 | 274 | 339 | 196 | 328 | 6,271 | 316 |
| Percentage distribution of employees by groups of basic rates | | | | | | | | |
| Under 62.5 cents..... | 0.7 | | | | 1.0 | 4.3 | 5.3 | 9.5 |
| 62.5 and under 67.5 cents..... | 0.4 | 1.0 | | 1.5 | 6.2 | 3.0 | 3.9 | 3.2 |
| 67.5 and under 72.5 cents..... | 3.7 | .3 | 3.6 | 1.5 | 4.2 | .9 | 7.1 | 3.2 |
| 72.5 and under 77.5 cents..... | 11.4 | 13.2 | 17.5 | 20.6 | 24.3 | 20.2 | 33.5 | 35.1 |
| 77.5 and under 82.5 cents..... | 7.0 | 12.9 | 10.6 | 13.4 | 18.6 | 27.5 | 12.2 | 9.4 |
| 82.5 and under 87.5 cents..... | 10.6 | 22.5 | 16.5 | 21.9 | 7.0 | 10.6 | 8.1 | 6.3 |
| 87.5 and under 92.5 cents..... | 12.9 | 11.9 | 14.6 | 10.3 | 15.0 | 13.7 | 9.3 | 15.8 |
| 92.5 and under 97.5 cents..... | 17.0 | 5.6 | 3.3 | 11.8 | 10.9 | 11.6 | 5.1 | 6.3 |
| 97.5 and under 102.5 cents..... | 11.8 | 6.9 | 5.1 | 4.4 | 2.6 | .3 | 2.1 | 3.5 |
| 102.5 and under 107.5 cents..... | 5.5 | 11.2 | 10.9 | 2.9 | 4.2 | 4.6 | 3.0 | 1.3 |
| 107.5 and under 112.5 cents..... | 13.1 | 5.9 | 13.9 | 5.9 | 6.0 | | 3.3 | 3.2 |
| 112.5 and under 117.5 cents..... | 2.2 | 8.3 | .4 | 2.9 | | .3 | 1.4 | 3.2 |
| 117.5 and under 122.5 cents..... | 3.7 | | | 2.9 | | 1.5 | 1.7 | |
| 122.5 and under 127.5 cents..... | | | 3.6 | | | | 1.3 | |
| 127.5 and under 132.5 cents..... | | 3 | | | | 1.5 | .4 | |
| 132.5 and under 137.5 cents..... | | | | | | | .8 | |
| 137.5 and under 142.5 cents..... | | | | | | | .5 | |
| 142.5 cents and over..... | | | | | | | 1.0 | |
| Percent of employees receiving specified principal basic rates | | | | | | | | |
| \$0.600..... | | | | | | | 4.8 | 9.5 |
| \$0.700..... | | | | | | | 5.2 | |
| \$0.750..... | 11.4 | 13.2 | 17.5 | 14.7 | 24.2 | 19.5 | 29.7 | 32.0 |
| \$0.800..... | | | | | | 14.6 | | |
| \$0.810..... | | | | 5.9 | | | | |
| \$0.820..... | | | | 7.4 | | | 4.4 | 9.5 |
| \$0.850..... | 9.9 | 11.2 | 16.1 | 14.7 | | | 5.1 | 6.3 |
| \$0.860..... | | 9.9 | | | | | | |
| \$0.880..... | | | 10.9 | | | | | 9.5 |
| \$0.900..... | 8.1 | | | | | | | |
| \$0.940..... | 7.4 | | | | | | | |
| \$0.950..... | | | | 5.9 | | | | |
| \$1.110..... | | | 6.6 | | | | | |
| Percent of employees at indicated rates..... | 36.8 | 34.3 | 51.1 | 48.6 | 24.2 | 34.1 | 49.2 | 66.8 |

TABLE 5.—Percent of First-Shift Employees in Selected Occupations in California Airframe Plants Receiving Specified Basic Wage Rates, December 1941—Continued

| Basic rate | Assemblers, electrical and radio | Inspection departments, miscellaneous | Drill-press operators | Laborers | Painters' helpers, aircraft | Jig builders' helpers, assembly, metal | Helpers, general | Helpers not elsewhere classified |
|--|----------------------------------|---------------------------------------|-----------------------|----------|-----------------------------|--|------------------|----------------------------------|
| Average basic rates..... | \$0.802 | \$0.753 | \$0.740 | \$0.713 | \$0.712 | \$0.707 | \$0.698 | \$0.696 |
| Number of employees..... | 342 | 331 | 422 | 658 | 418 | 460 | 521 | 10,812 |
| Percentage distribution of employees by groups of basic rates | | | | | | | | |
| Under 62.5 cents..... | | 18.2 | 15.2 | 31.5 | 11.5 | 30.5 | 27.1 | 24.8 |
| 62.5 and under 67.5 cents..... | 5.8 | 42.4 | 3.5 | 4.6 | 17.9 | 5.4 | 18.2 | 9.7 |
| 67.5 and under 72.5 cents..... | 4.4 | 12.1 | 13.3 | 8.2 | 13.2 | 5.4 | 9.8 | 14.7 |
| 72.5 and under 77.5 cents..... | 35.2 | 3.0 | 42.8 | 37.1 | 52.6 | 38.1 | 28.2 | 45.7 |
| 77.5 and under 82.5 cents..... | 20.5 | 3.0 | 7.1 | 8.2 | | 20.6 | 8.1 | 3.4 |
| 82.5 and under 87.5 cents..... | 14.0 | | 12.1 | 4.7 | 4.8 | | 6.7 | 1.1 |
| 87.5 and under 92.5 cents..... | 8.5 | 2.4 | 4.8 | 4.0 | | | 1.9 | .5 |
| 92.5 and under 97.5 cents..... | 5.8 | | 1.2 | 1.5 | | | | (?) |
| 97.5 and under 102.5 cents..... | 2.9 | | | .2 | | | | |
| 102.5 and under 107.5 cents..... | 2.9 | 6.3 | | | | | | .1 |
| 107.5 and under 112.5 cents..... | | .6 | | | | | | |
| 112.5 and under 117.5 cents..... | | .3 | | | | | | |
| 117.5 and under 122.5 cents..... | | 3.3 | | | | | | |
| 122.5 and under 127.5 cents..... | | .6 | | | | | | |
| 127.5 and under 132.5 cents..... | | 6.0 | | | | | | |
| 132.5 and under 137.5 cents..... | | 1.5 | | | | | | |
| 137.5 and under 142.5 cents..... | | .3 | | | | | | |
| 142.5 cents and over..... | | | | | | | | |
| Percent of employees receiving specified principal basic rates | | | | | | | | |
| \$0.575..... | | 18.1 | | | | | | |
| \$0.600..... | | | 14.7 | 31.2 | 9.6 | 30.4 | 24.6 | 23.7 |
| \$0.633..... | | 42.3 | | | | | | |
| \$0.650..... | | | | 4.6 | 17.9 | | 18.2 | 9.0 |
| \$0.690..... | | 12.1 | | | | | | |
| \$0.700..... | | | 12.6 | 8.1 | 13.2 | | 9.8 | 12.1 |
| \$0.750..... | 35.1 | | 41.7 | 37.2 | 49.0 | 29.3 | 28.2 | 41.8 |
| \$0.760..... | | | | | 3.6 | 6.5 | | |
| \$0.775..... | 5.8 | | | | | | | |
| \$0.790..... | | | | | | 7.6 | | |
| \$0.810..... | 5.8 | | | 6.1 | | 6.5 | | |
| \$0.825..... | 11.1 | | | | | | | |
| \$0.830..... | | | 4.7 | | | | | |
| \$0.850..... | | | 7.1 | | | | 4.8 | |
| \$0.900..... | 4.4 | | | | | | | |
| \$1.060..... | | 6.0 | | | | | | |
| Percent of employees at indicated rates..... | 62.2 | 78.5 | 80.8 | 87.2 | 93.3 | 80.3 | 85.6 | 86.6 |

* Less than a tenth of 1 percent.

Among the lower-paid occupational groups, beginning with electrical installers whose average rate was 81.3 cents, there was a considerably greater standardization of rates. This greater uniformity was largely the result of the large proportion of workers in these lower-paid occupations who are considered to be beginners. The importance of the beginners' rates of 60, 65, 70, and 75 cents will be noted in each of the last 9 occupations shown in table 5. More than four-fifths of the various groups of laborers and helpers were at the four beginners' rates.

Differences in grade within an occupation account, in part, for the variety of basic rates among workers who have the same job title. The job classification of the California rate committee, which was used in grouping the airframe workers into occupational classes, distinguishes two or three grades of workers within almost every occupation. For example, the grade A tool and die maker is distinguished from other tool and die makers by being required to have the ability to lay out complicated tools from prints or sketches, to complete such information as is lacking in the sketch, and to work to tolerances of 0.0005 inch when required. The average basic rate for grade A tool and die makers was \$1.28 as compared with averages of \$1.04 and 91.8 cents for grades B and C.

More than 250 first-shift workers were found in the California area in each of 14 specific grades of 8 leading occupations, as follows:

| | <i>Grade</i> |
|-----------------------------------|--------------|
| Assemblers, general..... | A, B, C. |
| Installers, general..... | B, C. |
| Janitors..... | A. |
| Jig builders, assembly, metal.... | B, C. |
| Riveters..... | A, B. |
| Sheet-metal workers, bench..... | B, C. |
| Tool and die makers..... | A. |
| Tool crib attendants..... | B. |

For each of these 14 grades of workers, table 6 shows a percentage distribution of employees by groups of rates and the percentage of employees who receive each of the more common rates. Similar information given in table 5 was confined to occupational groups with an insufficient number of workers to permit splitting into separate grades. Hence the list of occupations included in table 6 does not duplicate the occupations covered in the preceding table.

Much greater uniformity of basic wage rates is naturally to be found among workers of a specific grade than among the combination of grades that make up an occupation. Thus, the most common basic rates paid to grade A assemblers were 95 cents, 97 cents, \$1.00, \$1.03, and \$1.06. By contrast the highest basic rate paid to any considerable group of grade B or grade C assemblers was 85 cents.

Uniformity of basic wage rates does not yet exist in the California airframe industry, even for workers of the same grade and occupation. Such standardization as may appear at rates of 75 cents an hour or less is largely determined by the length of service of the employee rather than his occupation. Rates of more than 75 cents spread over a wide range. An exceptional case shown in table 6 is that of grade A riveters, over half of whom were paid basic rates of 81 to 84 cents. The more usual situation is typified by the grade B sheet-metal workers, whose rates ranged from 72.5 cents to more than \$1.075. Only one rate, that of 94 cents, had any outstanding importance and only 15.2 percent of the workers were paid at that rate. Within

individual plants the basic rates for grade B sheet-metal workers varied by as much as 20 cents an hour. Among the 9 airframe plants the minimum basic rates for this grade of work ranged from 75 to 91 cents while the highest rates in the various individual plants extended from 86 cents to \$1.10. Some of the variety of rates within the separate plants may be attributed to payment for differences in attainment by workers of the same occupation and grade. However, the broad differences that appear among the different plants is evidence that the wage rates in the California aircraft industry are still far from uniform.

TABLE 6.—Percentages of First-Shift Employees in Selected Occupations and Grades in California Airframe Plants. Receiving Specified Basic Wage Rates, December 1941¹

| Basic rate | Tool and die makers, grade A | Assemblers, general, grade A | Jig builders, assembly, metal, grade B | Sheet-metal workers, bench, grade B | Jig builders, assembly, metal, grade C | Assemblers, general, grade B | Riveters, grade A |
|--|------------------------------|------------------------------|--|-------------------------------------|--|------------------------------|-------------------|
| Average basic rates..... | \$1.281 | \$0.992 | \$0.950 | \$0.904 | \$0.849 | \$0.845 | \$0.841 |
| Number of employees..... | 351 | 460 | 448 | 264 | 671 | 1,501 | 811 |
| Percentage distribution of employees by groups of basic rates | | | | | | | |
| Under 62.5 cents..... | | | | | 0.6 | | |
| 62.5 and under 67.5 cents..... | | | 1.1 | | 1.0 | 0.3 | |
| 67.5 and under 72.5 cents..... | | | .9 | | 5.2 | .4 | |
| 72.5 and under 77.5 cents..... | | 0.4 | 3.8 | 8.7 | 16.2 | 18.7 | 9.7 |
| 77.5 and under 82.5 cents..... | | .4 | 7.1 | 9.8 | 16.9 | 16.3 | 40.9 |
| 82.5 and under 87.5 cents..... | | 1.3 | 11.9 | 17.8 | 20.1 | 27.0 | 28.5 |
| 87.5 and under 92.5 cents..... | | 7.4 | 9.8 | 17.8 | 21.6 | 22.6 | 9.1 |
| 92.5 and under 97.5 cents..... | 0.3 | 38.9 | 17.9 | 25.0 | 7.8 | 12.0 | 9.2 |
| 97.5 and under 102.5 cents..... | .3 | 26.1 | 25.0 | 9.5 | 4.6 | 1.4 | 1.4 |
| 102.5 and under 107.5 cents..... | | 17.4 | 12.3 | 7.6 | 3.0 | 1.0 | 1.2 |
| 107.5 and under 112.5 cents..... | 5.7 | 5.7 | 3.1 | 3.8 | 3.0 | .3 | |
| 112.5 and under 117.5 cents..... | 4.6 | .2 | 4.9 | | | | |
| 117.5 and under 122.5 cents..... | 13.7 | | 2.2 | | | | |
| 122.5 and under 127.5 cents..... | 17.9 | 2.2 | | | | | |
| 127.5 and under 132.5 cents..... | 17.7 | | | | | | |
| 132.5 and under 137.5 cents..... | 27.0 | | | | | | |
| 137.5 and under 142.5 cents..... | 11.4 | | | | | | |
| 142.5 cents and over..... | 1.4 | | | | | | |
| Percent of employees receiving specified principal basic rates | | | | | | | |
| \$0.750..... | | | | | 14.8 | 18.5 | 9.6 |
| \$0.775..... | | | | | | 7.1 | |
| \$0.800..... | | | | | | 8.1 | |
| \$0.810..... | | | | | | | 13.6 |
| \$0.820..... | | | | | 10.4 | | 24.8 |
| \$0.825..... | | | | | | 9.7 | |
| \$0.830..... | | | | | 7.5 | | 12.3 |
| \$0.840..... | | | | | | | 8.6 |
| \$0.850..... | | | | | 7.6 | 12.0 | |
| \$0.880..... | | | | | 13.4 | | |
| \$0.940..... | | | | 15.2 | | | |
| \$0.950..... | | 12.0 | | | | | |
| \$0.970..... | | 19.6 | | | | | |
| \$1.000..... | | 18.5 | 20.1 | | | | |
| \$1.030..... | | 4.3 | | | | | |
| \$1.050..... | | | 7.4 | | | | |
| \$1.060..... | | 4.3 | | | | | |
| \$1.200..... | 6.6 | | | | | | |
| \$1.230..... | 5.7 | | | | | | |
| \$1.300..... | 15.7 | | | | | | |
| \$1.360..... | 18.5 | | | | | | |
| \$1.400..... | 8.5 | | | | | | |
| Percent of employees at indicated rates..... | 55.0 | 58.7 | 27.5 | 15.2 | 53.7 | 55.4 | 68.9 |

¹ Corrected from August 1941 data.

TABLE 6.—Percentages of First-Shift Employees in Selected Occupations and Grades in California Airframe Plants, Receiving Specified Basic Wage Rates, December 1941—Con.

| Basic rate | Instal- lers, general, grade B | Sheet- metal workers, grade C | Riveters, grade B | Assem- blers, general, grade C | Instal- lers, general, grade C | Janitors, grade A | Tool- crib attend- ants, grade B |
|--|---|--|----------------------|---|---|----------------------|--|
| Average basic rates..... | \$0.834 | \$0.806 | \$0.772 | \$0.770 | \$0.759 | \$0.734 | \$0.696 |
| Number of employees..... | 527 | 568 | 1,417 | 4,764 | 925 | 477 | 433 |
| Percentage distribution of employees by groups of basic rates | | | | | | | |
| Under 62.5 cents..... | | 0.2 | 1.3 | 1.8 | 2.2 | 11.5 | 31.7 |
| 62.5 and under 67.5 cents..... | | 3.2 | 1.8 | 7.2 | 6.4 | 3.6 | 6.4 |
| 67.5 and under 72.5 cents..... | 1.9 | 3.9 | 2.5 | 8.9 | 8.6 | 18.0 | 8.5 |
| 72.5 and under 77.5 cents..... | 32.2 | 28.8 | 55.8 | 43.8 | 50.9 | 48.9 | 45.6 |
| 77.5 and under 82.5 cents..... | 6.5 | 26.9 | 23.7 | 18.1 | 18.9 | 10.9 | 5.5 |
| 82.5 and under 87.5 cents..... | 22.1 | 21.6 | 12.4 | 13.9 | 11.9 | 2.9 | ----- |
| 87.5 and under 92.5 cents..... | 21.2 | 13.4 | 1.8 | 5.3 | 1.1 | 4.2 | ----- |
| 92.5 and under 97.5 cents..... | 15.2 | .2 | .7 | .6 | ----- | ----- | 2.3 |
| 97.5 and under 102.5 cents..... | .9 | ----- | ----- | .2 | ----- | ----- | ----- |
| 102.5 and under 107.5 cents..... | ----- | 1.8 | ----- | ----- | ----- | ----- | ----- |
| 107.5 and under 112.5 cents..... | ----- | ----- | ----- | .2 | ----- | ----- | ----- |
| 112.5 and under 117.5 cents..... | ----- | ----- | ----- | ----- | ----- | ----- | ----- |
| 117.5 and under 122.5 cents..... | ----- | ----- | ----- | ----- | ----- | ----- | ----- |
| 122.5 and under 127.5 cents..... | ----- | ----- | ----- | ----- | ----- | ----- | ----- |
| 127.5 and under 132.5 cents..... | ----- | ----- | ----- | ----- | ----- | ----- | ----- |
| 132.5 and under 137.5 cents..... | ----- | ----- | ----- | ----- | ----- | ----- | ----- |
| 137.5 and under 142.5 cents..... | ----- | ----- | ----- | ----- | ----- | ----- | ----- |
| 142.5 cents and over..... | ----- | ----- | ----- | ----- | ----- | ----- | ----- |
| Percent of employees receiving specified principal basic rates | | | | | | | |
| \$0.600..... | ----- | ----- | ----- | ----- | ----- | 10.5 | 31.4 |
| \$0.650..... | ----- | ----- | ----- | 6.1 | ----- | ----- | 6.0 |
| \$0.700..... | ----- | ----- | ----- | 8.2 | 8.6 | 15.9 | 6.0 |
| \$0.750..... | 32.3 | 28.3 | 55.5 | 43.6 | 50.8 | 45.7 | 43.2 |
| \$0.790..... | ----- | ----- | 9.5 | ----- | 7.6 | ----- | ----- |
| \$0.810..... | ----- | 10.6 | 3.5 | ----- | ----- | ----- | ----- |
| \$0.820..... | ----- | 14.1 | 7.8 | 10.3 | 10.3 | ----- | ----- |
| \$0.830..... | ----- | 8.8 | ----- | ----- | ----- | ----- | ----- |
| \$0.850..... | 15.6 | 8.8 | 7.8 | 5.6 | 9.7 | ----- | ----- |
| \$0.900..... | 8.3 | ----- | ----- | ----- | ----- | ----- | ----- |
| \$0.925..... | 5.7 | ----- | ----- | ----- | ----- | ----- | ----- |
| \$0.940..... | 5.7 | ----- | ----- | ----- | ----- | ----- | ----- |
| Percent of employees at indi- cated rates..... | 67.6 | 70.6 | 84.1 | 73.8 | 67.0 | 72.1 | 86.6 |